



Agenda Cornwall Police Service Board

Meeting #: 2025-07
Date: Thursday, October 2, 2025, 9:30 AM
Location: City Hall, Council Chambers, 360 Pitt Street, Cornwall, ON K6J 4P6
Chair: Amanda Brisson
Prepared By: Carmen Cousineau, Secretary

Pages

Indigenous Acknowledgement

We acknowledge that we are gathered on the traditional territory of the Haudenosaunee peoples, the Mohawks of Akwesasne, the original keepers of this land. As settlers, we are grateful for the opportunity to meet here, and we thank all the generations of people who have taken care of this land for thousands of years.

Roll Call

1. **Welcome Cornwall Council Appointee Todd Bennett**

Additions, Deletions or Amendments

Adoption of Agenda

Action Recommended

Motion to adopt the Agenda for the Cornwall Police Service Board of October 2, 2025, as presented / amended.

Conflicts of Interest

Adoption of Minutes

5

Action Recommended

Motion to adopt the Minutes of the Cornwall Police Service Board of June 19, 2025, as presented.

Presentations and Delegations - N/A

Action Reports

1.	2025-2028 CPS Strategic Plan - Chief Spowart	10
	Action Recommended That the CPS 2025-2028 Strategic Plan be approved.	
2.	2026 Annual Budget Presentation - Chief Spowart	94
3.	2nd Quarter Professional Standards Report - A/DC Maxwell	129
	Action Recommended That the 2nd Quarter Professional Standards Report be received.	
4.	Provincial Strategy - Bail Compliance Dashboard Report - A/Deputy Chief Maxwell	131
	Action Recommended That the Provincial Bail Compliance Dashboard Agreement be approved.	
5.	2nd Quarter CPS Financial Statements - Chief Spowart	148
	Action Recommended That the 2nd Quarter CPS Financial Statement be received.	
6.	2nd Quarter CPS Board Financial Statements - Chair Brisson	149
	Action Recommended That the 2nd Quarter CPS Financial Statement be received.	
7.	2nd Quarter Community Support Fund Report - Secretary Cousineau	150
	Action Recommended That the 2nd Quarter Community Support Fund Report be received.	
8.	Taxi Transfer Request - Car #25 - Chief Spowart	151
	Action Recommended That the CPS Board approve Ameer Hamza Khan's request to sell 50% of his share of taxi plate number #25 to Khawar Saleem for \$25,000.00.	
9.	Kids, Cops and Fishing Sponsorship	152
	Action Recommended That the request for \$500 sponsorship for Kids, Cops and Fishing	

be approved.

10. Legal Counsel Invoice - Chair Brisson 153

Action Recommended
That Legal Counsel Mathews Dinsdale Invoice 496849 for
\$1,331.71 be paid.

11. MCRT Enhancement Grant 2025-2027 154

Delegated Authority

CPSB delegates signing authority to the Chair or Designate when it is
deemed expedient for efficient administration and operations as per CSPA
s42(1) and in accordance with Policy CPB014.

Action Recommended
Motion to approve all items executed by the Chair under the Delegated
Authority Policy CPB014.

1. Police Officer Appointments - CPSB Report 179

1.a Colton Campbell 183

1.b Jacob Clement 185

1.c Tariq Sattaur 187

2. Special Constable Appointments Court Security CPSB Report 189

2.a Alexa Zummach 192

2.b Anshul Sobti 193

2.c Emily Vallance 194

2.d Jeffred Simeon 195

2.e Steve Desjardins 196

3. Special Constable Re-Appointment CPSB Report 197

3.a Georges Levere 199

4. Canada Day MOU with Ottawa Police 200

5. Axon Annual Contract Renewal	222
6. RIDE Grant Financial and Statistical Reports	224

In Camera Session

Action Recommended

Motion to move into a Closed Meeting to address matters pertaining to *Community Safety and Policing Act, 2019* - Section 44:

(2) A meeting or part of a meeting may be closed to the public if the subject matter being considered is,

1. b) personal matters about an identifiable individual, including members of the police service or any other employees of the board

(6) A meeting of a police service board if the meeting is held for the purpose of educating or training the members of the board or of the committee.

Adjournment and Next Meeting

The next Meeting of the Cornwall Police Service Board will be held on November 6, 2025.

Action Recommended

That the October 2, 2025 Meeting be adjourned.



Minutes

Cornwall Police Service Board

Meeting #: 2025-06
Date: Thursday, June 19, 2025, 9:30 AM
Location: City Hall, Council Chambers, 360 Pitt Street, Cornwall, ON K6J 4P6

Attendance Committee Members: Marc Lafleur, Director, Amanda Brisson, Chair, Patrick Dussault, Vice-Chair, Chad Maxwell, Acting Deputy Police Chief

Regrets: Justin Towndale, Mayor

Attendance Administration: Shawna Spowart, Chief, Jenelle Malyon, Deputy Clerk, Carmen Cousineau, Secretary

Chair: Amanda Brisson
Secretary

Prepared By: Carmen Cousineau,

1. Indigenous Acknowledgement

We acknowledge that we are gathered on the traditional territory of the Haudenosaunee peoples, the Mohawks of Akwesasne, the original keepers of this land. As settlers, we are grateful for the opportunity to meet here, and we thank all the generations of people who have taken care of this land for thousands of years.

2. Roll Call

3. Additions, Deletions or Amendments

No Changes

4. Adoption of Agenda

Moved By: Marc Lafleur, Director
Seconded By: Patrick Dussault, Vice-Chair

Motion to adopt the Agenda for the Cornwall Police Service Board of June 19, 2025, as presented / amended.

Motion Carried

5. Conflicts of Interest

None Declared

6. Adoption of Minutes

Moved By: Patrick Dussault, Vice-Chair

Seconded By: Marc Lafleur, Director

Motion to adopt the Minutes of the Cornwall Police Service Board of May 1, 2025, as presented.

Motion Carried

7. Presentations and Delegations

1. 2024 Annual Report Presentation - Chief Spowart

Chair Brisson thanked Chief Spowart and all those that participated in the preparation of the 2024 Annual Report.

Moved By: Marc Lafleur, Director

Seconded By: Patrick Dussault, Vice-Chair

Motion to approve the 2024 CPS Annual Report.

Motion Carried

2. CPS 2025-2028 Strategic Framework Board Report - Chief Spowart and Pamela Smit

Vice-Chair Dussault, CPSB representative on the Strategic Plan Committee thanked Chief Spowart and Consultant Smit. He was proud and pleased to have participated and found the process well structured and organized.

Moved By: Marc Lafleur, Director

Seconded By: Patrick Dussault, Vice-Chair

Motion the ratify the CPS Strategic Plan Framework Board Report.

Motion Carried

8. Reports / Correspondence

1. Auxiliary Member Appointment Policy CPB016 - Chair Brisson

Moved By: Patrick Dussault, Vice-Chair
Seconded By: Marc Lafleur, Director

Motion to approve the Auxiliary Member Appointment Policy
CPB016.

Motion Carried

2. 2026 CPS Board Budget - Chair Brisson

Chair Brisson explained that the 2026 proposed budget was the same as the 2025 budget with the exception of an increase for the OAPSB annual membership fees.

Moved By: Patrick Dussault, Vice-Chair
Seconded By: Marc Lafleur, Director

Motion to approve the CPS Board proposed 2026 budget as presented.

Motion Carried

3. Notice to the Board re: Senior Officers Association Intent to Bargain - Chair Brisson

Moved By: Marc Lafleur, Director
Seconded By: Patrick Dussault, Vice-Chair

Motion to confirm receipt of Senior Officers' Association's (SOA's) Intent to Bargain correspondence.

Motion Carried

4. Request for Assistance - Smiths Falls Police Service - Chief Spowart.

Moved By: Marc Lafleur, Director
Seconded By: Patrick Dussault, Vice-Chair

Motion to receive the report regarding the Request for Assistance from Smith Falls Police Service.

Motion Carried

5. CPS response regarding Sandy Lake Evacuation - Verbal Update Chief Spowart and A/Deputy Chief Maxwell

Moved By: Patrick Dussault, Vice-Chair
Seconded By: Marc Lafleur, Director

Motion to receive verbal report regarding the CPS response to the Sandy Lake Evacuation.

Motion Carried

6. Bikes and Badges Funding Request - A/Deputy Chief Maxwell

Moved By: Patrick Dussault, Vice-Chair
Seconded By: Marc Lafleur, Director

Motion that the CPSB approved the funding request of \$500 for the Bikes and Badges Event.

Motion Carried

7. CPS Employee Golf Tournament Funding Request - A/Deputy Chief Maxwell

The tournament will be held on September 27, 2025 at the Heritage Golf and Country Club.

Moved By: Patrick Dussault, Vice-Chair
Seconded By: Marc Lafleur, Director

Motion to approve a \$1000 for the Joint (CPS/CPA/SOA/CPSB) Golf Tournament.

Motion Carried

9. Delegated Authority

CPSB delegates signing authority to the Chair when it is deemed expedient for efficient administration and operations as per CSPA s42(1) and in accordance with Policy CPB014.

Moved By: Marc Lafleur, Director
Seconded By: Patrick Dussault, Vice-Chair

Motion to approve all items executed by the Chair under the Delegated Authority Policy CPB014.

Motion Carried

1. Victim Support Grant (VSG) Contract

2. **Police Officer Appointment - Paul Picard**

3. **Auxiliary Member Appointments**

1. **Benjamin Pilon**

2. **Jason Obeng**

3. **Kyra Judd**

4. **Kirandeep Kaur Ahluwalia**

10. In Camera Session

Moved By: Marc Lafleur, Director

Seconded By: Patrick Dussault, Vice-Chair

Motion to move into a Closed Meeting to address matters pertaining to *Community Safety and Policing Act, 2019* - Section 44

(2) A meeting or part of a meeting may be closed to the public if the subject matter being considered is,

1. b) personal matters about an identifiable individual, including members of the police service or any other employees of the board

(6) A meeting of a police service board if the meeting is held for the purpose of educating or training the members of the board or of the committee.

Motion Carried

11. Adjournment and Next Meeting

Motion to Adjourn.

The next Meeting of the Cornwall Police Service Board will be held on **September 4, 2025**. Have a great summer!

Moved By: Patrick Dussault, Vice-Chair

Seconded By: Marc Lafleur, Director

Motion Carried



For our community. With our community.

Public safety through partnership

Cornwall Police Service
2025–2028 Strategic Framework



Cover photo: CPS joined forces with Cornwall fire, paramedic and city staff to 'Paint with Pride' outside City Hall in support of the 2SLGBTQIA+ community.

Every four years, the Cornwall Police Service (CPS) develops a strategic framework that sets priorities and guides its work for the period ahead.

It's a process that demands clear understanding of the needs and expectations of the community we serve.

During the winter and spring of 2025, we engaged with more than a thousand residents, community partners, equity-seeking groups, CPS employees, Police Service Board members and elected officials to gather their perspectives on policing in Cornwall.

That engagement confirmed our understanding of Cornwall as a proud, fast-growing and complex community with singular strengths and unique challenges. It also revealed that people here see public safety as a collective effort, one that involves police and residents working together.

Our 2025–2028 Strategic Framework builds on that spirit of cooperation, common interest and partnership to realize the vision of

**a safe Cornwall where
everyone can thrive
and belong.**

Why a strategic 'framework'?

We used what's known as an adaptive action approach to set our direction for the next four years. Adaptive action recognizes that flexibility and agility are essential to achieving strategic outcomes. To reflect that orientation, we've called this document a strategic framework rather than a hard-set strategic 'plan'.



Land acknowledgement

The Cornwall Police Service respectfully acknowledges that we are located on lands that have been inhabited by Indigenous peoples from the beginning: the traditional territory of the Akwesasne Mohawk and their ancestors, with lands and waterways that connect to the vast traditional areas of the Haudenosaunee (Iroquois), Algonquin, Huron-Wendat, and Abenaki peoples. As settlers, we are grateful for the opportunity to be here, and we thank all the generations of people who have taken care of this land before us.

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About this Framework



Amanda Brisson
Chair, Cornwall Police
Service Board

The Cornwall Police Service Board

The Board oversees the policies, goals and objectives of the Cornwall Police Service (CPS). It has five members and a secretary. At the time of developing this 2025–2028 Strategic Framework, members of the Board were:

Amanda Brisson – Chair
Patrick Dussault – Vice-Chair
Mayor Justin Towndale
Councillor Maurice Dupelle
Marc Lafleur
Carmen Cousineau – Secretary

Message from the Chair of the Cornwall Police Service Board

They say it takes a village to raise a child. It also takes a village to oversee a police service. That's why police service boards exist: so community members and municipal and provincial representatives can help make sure policing reflects the needs of the people.

Those needs are always changing because the community is always changing. I am very pleased by this new 2025–2028 Cornwall Police Service strategic framework because it puts the needs of the community front and centre — and is ambitious, innovative and future-focused about how to meet them.

I am also pleased that the framework shows how all aspects of policing work together: community engagement and partnership, enforcement, and caring for all people, including those who work within CPS itself.

I congratulate Chief Spowart and the entire strategic planning working group on a responsible, thorough planning process that engaged more people than ever before — in more languages, representing the full diversity of perspectives. I especially want to thank board member Patrick Dusseault for his role as our strategic working group liaison. His enthusiasm and communication gave us full confidence in the work being done every step of the way.

The adaptive action approach of this new framework means it will be a living, breathing document — not something that sits on a shelf. It will give CPS the freedom and flexibility to pursue priorities and carry out its mission in a world that doesn't stand still. I hope everyone who works at CPS will join together to shape our future and achieve the strategic outcomes we have set for ourselves.

For me, this planning process affirmed that when you include everyone, the things that matter naturally come out. Those priorities are captured in the pages of this framework. I look forward to seeing them brought to life.

Sincerely,

A handwritten signature in black ink that reads "A. Brisson".

Amanda Brisson
Chair, Cornwall Police Service Board

Message from the Chief of Police

Outlining his principles of policing nearly 200 years ago, Sir Robert Peel wrote: “*The police are the public and the public are the police.*”

The world may have changed a lot since then, but recognizing the inseparability of police and community is more important than ever — and underpins every part of this 2025–2028 Strategic Framework.

For the Cornwall Police Service, belonging to the community is about hearing and understanding what people need and expect from us, and knowing what we expect from ourselves. We’ve learned a lot about that in the last few years as Cornwall has grown and changed. In developing this framework, we heard from more than 1,300 people about their hopes and priorities for public safety.

One thing that’s come through loud and clear is that success depends on a foundation of trust. We were proud to see in our public survey results that the people of Cornwall do trust us. We don’t take that for granted.

This framework is designed to build on that trust. It charts a way for us to evolve how we work — not only responding to incidents but also working with community partners to uncover root causes so we can help make lasting change.

Communities today are complex. Cornwall is no exception. That complexity demands that we all work together to come up with collective solutions. As the result of an intensive collaborative effort, this strategic framework reflects that spirit of working together toward a shared vision.

I thank all the CPS members who gave their time and thoughts to our strategic planning process, the residents and community partners who shared their voices, our Police Service Board for its support and future focus, and Pamela Smit of Veradus Consulting for guiding us along the way.

We all have a part to play in making Cornwall a safe place where everyone can thrive and belong. This framework should make it perfectly clear that we at CPS are passionate about ours.

Sincerely,



Shawna Spowart
Chief of Police



Shawna Spowart
Chief of Police



After his family was involved in a serious motor collision, three year-old Jonah paid a visit to thank the first responders who helped.

Strategic planning: Our requirements

All police services in Ontario are required by the [*Community Safety and Policing Act*](#) to develop strategic plans that describe their goals, priorities and core functions as well as how their boards will ensure “adequate and effective policing in accordance with the needs of the population of the area,” (O.REG. 392/23 s. 2). That includes, but is not limited to:

1. Crime prevention
2. Law enforcement
3. Maintaining the public peace
4. Emergency response
5. Assistance to victims of crime
6. Any other prescribed policing functions

We approach each of these responsibilities in ways that recognize and address the specific requirements and dynamics of our community.

Police service strategic plans must include performance objectives as well as a range of measures — from community-based crime prevention and community satisfaction to road safety and crime clearance rates. Considerations such as information technology (IT), resource planning and police facilities are also to be included, in addition to how the police service intends to interact with key populations.



CPS at a glance

As of June 4, 2025, CPS comprised:

Police Officers: **108**

Special Constables: **14**

Civilian Employees: **40**

Part-time Employees: **25**

Facilities:

Headquarters

340 Pitt Street
Cornwall, Ontario

Crime Reduction Community Partnerships Division

330 Montreal Road
Cornwall, Ontario



Our planning process

Our strategic planning process was co-designed and supported by Veradus Consulting. Over the winter and spring of 2025, we engaged as widely as we could with community members, equity-seeking groups, partner organizations, CPS members at all levels, Police Service Board members, and members of Cornwall City Council to ensure our new strategic framework benefited from the insights of all interest holders.

CPS engaged with more than 1,300 people to develop its 2025–2028 Strategic Framework

Our intent was to gather meaningful input, make good use of data, integrate different perspectives and focus on outcomes — the tangible results we want to achieve. We acknowledged the many strengths we have to build on, the challenges we face, and our opportunities for constructive change, all in the context of the question, “What does a successful future look like for our community?”

While the engagement around the strategic framework had a specific purpose, it is by no means a standalone undertaking. We see engagement as a continuous process, one of ongoing interaction with the community we serve. For the strategic framework in particular, we engaged with some 1,300 people and gathered a substantial body of inputs including:

2020–2024 crime data statistics

Data points highlighting the top public safety issues that require CPS resources.

Public survey results

1,202 responses across every group we hoped to hear from including youth and individuals from low-income households — with input sought and received for the first time ever in five different languages.

Internal survey results

Anonymous and confidential perspective from 48 officers and civilian staff.

Engagement session inputs

Findings from a series of sessions facilitated by Veradus Consulting and involving a total of 90 participants including CPS supervisors, sergeants, officers and civilians, executive leaders and Police Service Board members, partners, representatives of equity-seeking groups and members of Cornwall City Council.

Accomplishments 2021–2024

A data-driven review of achievements under the CPS 2021–2024 Strategic Plan.

2016–2025 budget and staffing capacity

A year-over-year review of budget and staffing changes along with workload analyses for frontline resources, the CPS Criminal Investigations Division and the CPS Records Department to shed light on internal capacity and resource pressures.

Up to now

Reflecting on our previous strategic plan

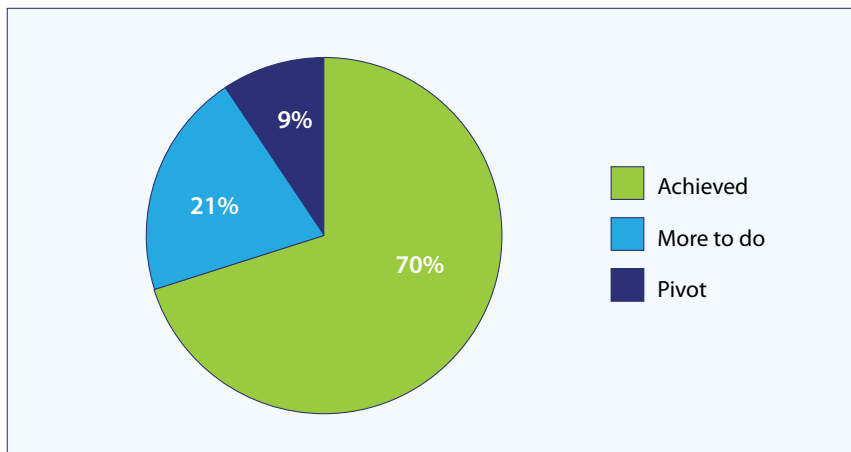
Our last CPS strategic plan covered the period from 2021–2024. It had four pillars: community engagement; organizational excellence; crime reduction and community safety; and equity, diversity and inclusivity. Our progress against that plan provided a starting point for the new planning process.

We analyzed our activities to determine what we'd **achieved**; where we made progress with **more to do**; and where we had to **pivot** when circumstances required us to adjust our approaches or expectations.

As shown below, we achieved most of our objectives for 2021–2024. Just under a quarter of initiatives require more work, and less than 10% of our intended goals required pivots, mainly due to the unanticipated realities of the COVID-19 pandemic.

Importantly, strategic work is never “done”: what we accomplished under our previous plan provides a foundation to build on going forward, and where there is still more to do, we will carry those efforts forward into the next planning period.

Overall results from our previous plan



CPS achieved the majority of the intended outcomes in its 2021–2024 Strategic Plan, including nearly all targets for equity, diversity and inclusivity

Our evolving community



“Almost overnight, Cornwall has become a diverse community.”

Engagement session participant

Cornwall has always had a unique public safety context. As a border town, it neighbours the Mohawk Nation territory of Akwesasne and the U.S.A., sitting along a major highway that connects Montreal and Toronto. The city has grown rapidly and become increasingly diverse in the last few years, gaining as many as 4,000 residents by some informal estimates, many of them new arrivals to Canada. The city also attracts a sizable daily transient population, people who come for work or to access services.

All of this creates a complex mix of community needs, social dynamics and criminal activity that determines how CPS approaches its work. To better understand that context and inform our 2025–2028 Strategic Framework, we analyzed five prior years of local crime data, noting some key trends.

Crime in Cornwall: 2020–2024

Arrests and charges

While the number of annual charges laid remained stable, there has been a steady increase in the number of individuals arrested (up 15% between 2020 and 2024).

Organized crime

Organized crime increased by at least 76% between 2020 and 2024, with vehicle thefts accounting for a growing proportion of that activity (68% in 2024). Human trafficking has declined but remains high at 16%. Fraud, including grandparent and romance scams, cryptocurrency-related crimes, and identity theft account for an annual average of 13% of all organized crime incidents.

Property crime

Property crimes rose from 1,605 in 2020 to 2,036 in 2024.

Intimate partner violence (IPV)

Intimate partner violence rose from 1,086 incidents in 2020 to 1,161 in 2024. On average, 5% of CPS calls each year are IPV-related.

Hate-motivated incidents

Under our previous strategic plan, we made a dedicated effort to increase reporting of hate-motivated incidents. Judging by the data from 2020 to 2024, that effort succeeded and victims feel greater comfort reaching out to CPS. Since 2020, 28 individuals have been arrested and 68 charges laid in relation to hate-motivated incidents. In 2024 nearly half (49%) of hate-related incidents were determined to be racially motivated.

Youth crime

Youth crime in Cornwall has increased in the past four years — with assaults up by more than 100% and a 63% rise in CPS involvement with youth ('involvement' meaning a youth was the subject of a complaint, a suspect, charged, youth-diverted, missing, or a person in crisis).

Vehicle collisions

Motor vehicle collisions rose from 1,025 in 2020 to 1,295 in 2024.

Many of these trends reflect social and economic changes in our community. They also anticipate themes that emerged from the engagement process that informed development of our new strategic framework related to the need for more CPS presence and visibility, more capacity for traffic enforcement, and the general need for a proactive policing approach.

How the public sees us

The public survey conducted as part of our strategic planning engagement process provided valuable feedback on CPS performance and shed light on how residents view crime and safety in Cornwall.

Trust

The vast majority (86%) of respondents said they have moderate, high or very high trust in CPS.

Satisfaction

Of the 68% of respondents who had some type of contact with CPS over the past four years, 83% were very satisfied or satisfied with their interaction. Similarly, 78% of those who called 911 or the non-emergency number were satisfied or very satisfied.

Sensitivity

When asked about the quality of interactions, 82% of respondents said CPS is sensitive to the needs of people from different cultures. Just under three quarters (73%) said the same about sensitivity to the needs of people with mental health concerns.

Fairness and consistency

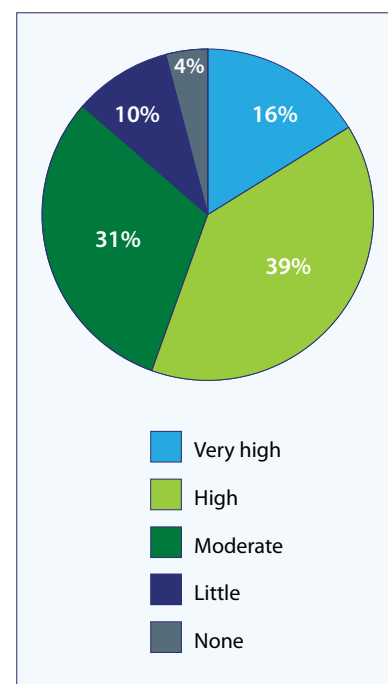
The majority of respondents agreed that CPS can be relied on when needed (78%), enforces the law consistently when dealing with all people (73%), and treats everyone fairly (70%).



**86% of
public survey
respondents say
they trust CPS**

Winter 2025 public survey

Public trust in CPS





**Notably,
public survey
respondents
considered
engagement
in community
safety and
wellbeing a very
high priority**

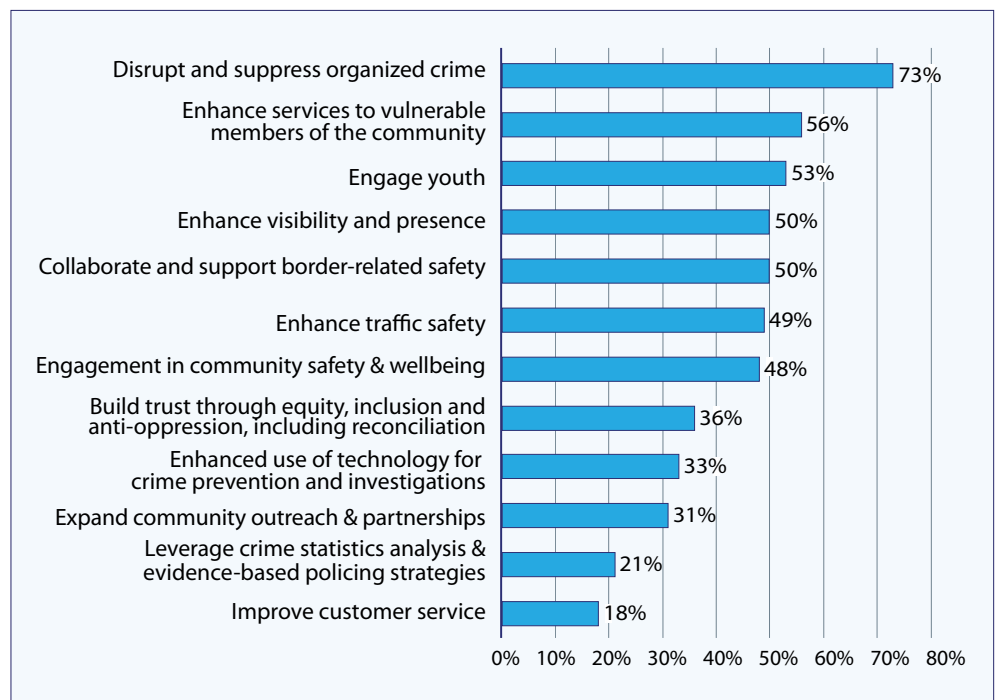
Perceptions of crime and safety

Most public survey respondents felt crime has increased in Cornwall in recent years. Asked what types of crimes they were most concerned about ("concerned" or "very concerned"), they said:

1. Organized crime (85%)
2. Presence of drugs and drug dealers (84%)
3. Repeat offenders (80%)
4. Distracted driving (79%)
5. Motor vehicle thefts (78%)
6. Speeding/aggressive driving (75%)
7. Youth crime (74%)
8. Residential theft (71%)
9. Break and enter crimes (70%)
10. Fraud/identity theft (70%)

That list aligns largely with the findings of our internal survey of CPS members, with just a few divergences. Notably, public survey respondents considered engagement in community safety and wellbeing a very high priority. Enhanced use of technology was considered to be very important to internal survey respondents.

Public survey results: Perceived priorities for the next four years





CPS conducted multiple RIDE checks across Cornwall in December 2024 to promote safe driving and stop impaired drivers.

2025–2028 Strategic Framework



“What does a safer Cornwall look like? [A place] where everyone feels welcomed and has a sense of belonging.”

Engagement session participant

Ownership of the CPS Strategic Framework rests with our Police Service Board, which works in partnership with the Chief of Police to provide oversight and strategic direction of our Service.

Drawing on the engagement findings and inputs gathered, we held a pair of facilitated strategic planning sessions on May 7 and May 27, 2025. These brought together civilian staff, sworn officers, supervisors and staff sergeants, leaders and members of the Cornwall Police Service Board to discuss and agree on the vision, mission, values, commitments and strategic priorities that will guide CPS forward over the next four years. This framework represents the outcomes of that work.

What we stand for

All of us at CPS are guided by a set of shared values and commitments as we pursue our mission and work to realize our vision for the future.

VISION

What we want for our community

A safe Cornwall where everyone can thrive and belong

MISSION

How we will achieve our vision

A trusted police service partnering with our community for a positive impact on safety and wellbeing in Cornwall

VALUES

How we interact

INTEGRITY

We lead by example, with strong moral principles.

RESPECT

We treat everyone with dignity while acknowledging the rights and traditions of all people.

EMPATHY

We listen to, respect and strive to understand people's experiences and feelings.

COMMITMENTS

How we work every day

BE EVIDENCE-BASED

Make fact-based decisions that consider people's experience and expertise.

DELIVER QUALITY SERVICE

Consistently uphold high standards to deliver trusted policing services.

INNOVATE

Use technology and novel ways of working to achieve desired outcomes within the means available.

COMMUNICATE OPENLY

Share information and constructively explore different ideas and perspectives.

BE INCLUSIVE

Respect and reflect the diversity of the community.

**“We affirm
that fairness,
justice, and
human dignity
are essential to
the safety and
wellbeing of our
community and
to the integrity of
our profession.”**

Cornwall Police Service Equity Charter

A Commitment to Inclusion, Belonging, and Justice

At the Cornwall Police Service (CPS), we recognize that true public safety cannot exist without equity, inclusion, and belonging for all.

As guardians of public safety, we acknowledge the systemic barriers and historical injustices that have impacted marginalized and underserved communities, including Indigenous peoples, racialized individuals, 2SLGBTQIA+ communities, persons with disabilities and others facing inequities.

As we move forward with our Strategic Priorities, we commit to embedding these principles across our work, our workplace, and our relationships with the community.

Our Declaration

We, the members of the Cornwall Police Service, declare our unwavering commitment to uphold equity in all aspects of our work. We affirm that fairness, justice, and human dignity are essential to the safety and wellbeing of our community and to the integrity of our profession.

This Charter is a living commitment that grounds our daily actions and long-term vision in integrity, respect and empathy.



Human Rights Day 2024 marked the conclusion of 16 Days of Activism Against Gender-Based Violence.

Strategic priorities

Our strategic priorities for 2025–2028 encompass both our core daily work — the roles we perform out in the community — and the foundations we need in place to do that work, radiating out from our mission, vision, values and commitments. They are all interdependent, interrelated and equally important.





Open House at the Crime Reduction & Community Partnerships office is a memorable part of National Police Week.

Priorities: Core work

Engaging the community in public safety



**Proactive
policing focused
on crime
prevention goes
hand-in-hand
with community
engagement**

People want to feel safe in Cornwall and be part of the solution. That requires collective effort built on trust and partnership, achieved through deeper community engagement rooted in an evidence-informed approach that measures progress and demonstrates positive, sustainable impact. Such engagement is needed throughout the community and especially in key neighbourhoods where residents feel less safe and with key populations such as youth.

Engaging the community will help build residents' capacity to contribute to public safety and ensure CPS is being responsive to residents' needs, addressing top concerns and reoccurring issues. Both residents and CPS members will support a proactive policing approach focused on crime prevention — which necessarily goes hand-in-hand with community engagement.

To sustain and build on

Past achievements and existing foundations to support us in this priority

CPS has many strong community partnerships including well-established relationships with equity-seeking/equity-deserving groups. Through campaigns like *Stop the Hate* and numerous joint event planning initiatives, we have built up a wealth of experience in effective outreach and community engagement. We have dedicated efforts in place to engage with youth via presence in schools, the *Building Safer Communities* program, and mentorship through the *Youth in Policing Initiative* (YIPI). We have also undertaken innovative initiatives to involve residents in public safety, such as *Paws Patrol*, a neighbourhood watch involving dog owners.

CORE WORK

Engaging the community in public safety

Outcomes

- ☐ Residents are engaged in identifying issues and participating in coordinated actions to enhance community safety; tailored crime-prevention strategies focus on key issues and neighbourhoods.
- ☐ Young people are engaged positively and contribute to community safety, particularly those who are at risk.
- ☐ Residents report hate-motivated incidents and have access to consistent, wraparound trauma-informed responses.
- ☐ CPS has long-term relationships of trust with community members.



People want to feel safe in Cornwall and be part of the solution

Performance measures

- ☐ Increased feeling of safety throughout Cornwall, particularly in areas where people currently feel less safe
- ☐ Lower crime levels in neighbourhoods
- ☐ Even greater trust in CPS
- ☐ Increased public confidence to report crimes, including hate-motivated incidents
- ☐ Fewer youth involved in crime

Meeting complex needs



[It is] essential for CPS to pursue its work with creativity, 'out-of-the-box' thinking and a trauma-informed approach

Like many other places in Canada, Cornwall has complex community needs, a diverse population, changing types of crimes and a requirement to provide public safety with constrained resources. At the same time, Cornwall's location on the Canada–Akwasasne–U.S. border between Montreal, Kingston and Toronto creates unique public safety challenges and a complicated jurisdictional context.

All of that makes it essential for CPS to pursue its work with creativity, 'out-of-the-box' thinking and a trauma-informed approach that accounts for the root causes of the issues community members face. We can build on our established record of working with partner organizations to achieve this — sharing resources and co-creating sustainable solutions that allow each partner to do what it's best at and has the capacity to contribute.

Critical to success is ensuring that all CPS members understand those solutions, partnerships and pathways and can support effective interventions in their own ways.

To sustain and build on

Past achievements and existing foundations to support us in this priority

Widely seen as a successful innovation, the Vulnerable Sector Mobile Acute Response Team (VSMART) pairs a trained Vulnerable Sector Police Officer with a social worker to respond to calls involving people with mental health or addiction (MHA) issues. VSMART has reduced MHA apprehensions and helped free up more officer time for patrols. We're a partner in Cornwall's Vulnerable Persons Registry, Koala Place for children and youth affected by abuse, the Safe Bed program for police-involved individuals experiencing MHA crisis, and the Akwasasne, Cornwall, Stormont-Dundas, Glengarry Situation Table for individuals at risk. We have embedded a human trafficking trauma therapist in our Criminal Investigation Division (CID) to provide counselling and support in partnership with Stormont-Dundas, Glengarry and Akwasasne Victim Services.

CORE WORK

Meeting complex needs



We can build on our established record of working with partner organizations to meet complex community needs

Outcomes

- ☐ Consistent referral/support to access specialized services or pathways in response to unique needs such as mental health and addiction.
- ☐ Dedicated resources to establish and expand specialized, evidence-informed responses that are proven to be effective.
- ☐ Coordinated response to prevent and break the cycle of intimate partner and family violence.

Performance measures

- ☐ Reduced recidivism
- ☐ Higher rate of pre-charge diversions
- ☐ Greater public confidence in CPS victim support
- ☐ Higher public satisfaction with CPS performance and service

Strategic enforcement



CPS recognizes the need to focus enforcement efforts where they are needed most and will achieve the greatest results

In just a few years, Cornwall's population has grown rapidly. At the same time, the city has seen a rise in organized crime, property crime, youth incidents, continued high rates of intimate partner violence, and a mounting need for effective victim supports.

CPS is dedicated to enforcement of the law but it is only one part of an overall justice system that is currently under strain. One sign of that strain is the phenomenon of 'revolving door' recidivism, which sees the same individuals repeatedly charged and released due to backlogs and overload. Factors like these, which are beyond our direct control, can be a source of frustration for members.

To be as effective as possible, we recognize the need to focus enforcement efforts strategically where they are most needed and will achieve the greatest results — and to work closely with other law enforcement partners.

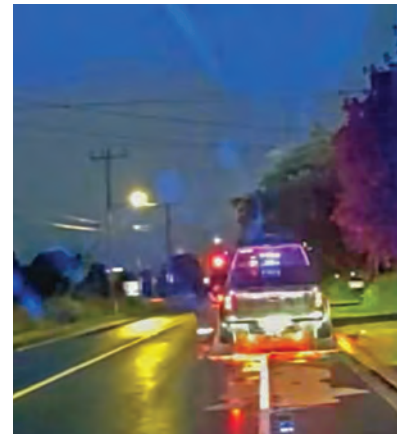
To sustain and build on

Past achievements and existing foundations to support us in this priority

CPS has partnered effectively on many occasions with other law enforcement and related agencies to address organized crime, offload non-police matters to municipal By-Law services and align with police in neighbouring communities. We have contributed to large seizures of illicit drugs through new enforcement initiatives such as Project Resurrection with the Criminal Intelligence Service of Ontario and the Canada Border Services Agency. And we have participated in multiple Joint Forces Operations and built capacity to address human trafficking.

Outcomes

- ☐ Enhanced partnerships for consistent and collaborative action to disrupt and suppress organized crime including gun violence.
- ☐ Comprehensive approach to enhance traffic safety and reduce collisions.
- ☐ Use of analytics and digital evidence to prevent and investigate crime.
- ☐ Enhanced supports and efficiencies so officers can prioritize crime prevention and solving crimes.



CPS has partnered effectively on many occasions with other law enforcement and related agencies

Performance measures

- ☐ Fewer violent crimes
- ☐ Fewer drug crimes
- ☐ Less prevalence of firearms
- ☐ Fewer vehicle collisions
- ☐ Fewer property crimes
- ☐ Reduced calls for service



In an engaged workplace, all members of the CPS team can feel they have a meaningful role to play as part of a resilient organization

An engaged workplace

Policing is both a deeply rewarding profession and one that can be personally challenging. Police see the community at its best — and at its worst. It is essential to provide an environment where members feel supported, encouraged and a sense of belonging.

Through the engagement sessions and the internal survey, CPS members were clear that they appreciate the dedication of their colleagues and the camaraderie of CPS. They are proud of the collective willingness to think differently about ways to improve police services in Cornwall.

This priority is rooted in creating a workplace where people have a shared sense that they can make a real contribution — individually and by working together. This will help ensure all members of the CPS team feel they have a meaningful role to play, are ready to embrace our mission, and have the resilience to care for themselves so they can care for others as part of a resilient organization overall.

To sustain and build on

Past achievements and existing foundations to support us in this priority

Full-time members appreciate the variety of work at CPS and the opportunity to contribute to their community. They value the pay, security and pension that come with the job, as well as the resources available for wellness and wellbeing such as peer support services and extended health benefits. Members describe good camaraderie on their teams and a range of opportunities for advancement and training. Many commented positively about CPS' demonstrated capacity for forward thinking and 'outside the box' creativity, as well as our commitment to equity, diversity, inclusivity and anti-oppression.

FOUNDATIONS

An engaged workplace



Outcomes

- ☐ A workplace culture that respects and values diversity.
- ☐ A comprehensive and proactive approach to support member resilience and wellbeing.
- ☐ Engaged members who contribute to advancing organizational priorities.
- ☐ Clear paths and opportunities for members to develop in their roles and as leaders.

Performance measures

- ☐ Higher workforce satisfaction
- ☐ Greater sense of belonging
- ☐ Increased member retention
- ☐ Greater workforce resilience and wellbeing
- ☐ Successful reintegration post-leave

CPS members appreciate the dedication of their colleagues and the camaraderie of CPS

Capacity to deliver



The Police Service Board has given CPS full support to meet its hiring needs

Engagement session participants repeatedly raised the need for **greater CPS capacity** — more officers, more patrols, more presence in the community — to increase the focus on crime prevention, tackle complex challenges such as organized crime and improve road safety.

Yet recruitment remains a challenge — for CPS and for police services across the country. This is due to the “perfect storm” of low attraction and perceptions that policing is a difficult and stressful job.

As a result, CPS members are feeling the strain. While calls for service dropped slightly in 2024, members did not feel a decline. The Police Service Board has given CPS full support to meet its hiring needs and alleviate that strain, and the Service is committed to continue to pursue other capacity-enhancing approaches as well, such as building on the proven CSO program and leveraging practical opportunities to work with partners to combat crime.

Capacity to deliver also means investing in the necessary support functions to optimize frontline service delivery and ensure quality services overall.

To sustain and build on

Past achievements and existing foundations to support us in this priority

Participants across the engagement sessions applauded the use of Community Safety Officers (CSOs) to relieve burden on sworn officers, boost CPS presence and visibility, and meet resource needs at a challenging time for police recruitment. It was suggested that the CSO role could be expanded to support other functions within CPS, including criminal investigations. CSOs also complement the Community Patrol Support Unit (CPSU), which provides a role for officers on modified post-duty leave.

FOUNDATIONS

Capacity to deliver



Capacity to deliver also means investing in the necessary support functions to optimize frontline service delivery and ensure quality services overall

Outcomes

- ☐ Sufficient capacity to meet needs.
- ☐ Greater visibility and presence.
- ☐ Recruitment and hiring practices that result in retention of high-quality candidates.
- ☐ Effective and sustainable training practices.
- ☐ Streamlined organizational practices to optimize resources and maximize efficiency.

Performance measures

- ☐ Increased workforce capacity
- ☐ Increased candidate retention

Critical infrastructure



CPS has had good success with technology deployments and will continue to adopt emerging solutions

Effective policing depends on having the right infrastructure to support the core work. That infrastructure includes physical assets such as buildings, vehicles and equipment as well as technological resources and supports.

CPS members have emphasized the need for more physical space as the Service grows. That space must be flexible so it can adapt to new technologies and requirements, meet training needs and contribute to team wellness and wellbeing. It also needs to be secure. As CPS' new headquarters are developed, it will be important to make interim plans to address current space needs.

Vehicles and other equipment core to CPS' work need to be high-performing, dependable and well maintained. Technology-wise, CPS has had good success with initial deployments of technologies such as body-worn cameras, CCTV cameras, data analytics and the like. These can be added to as new solutions emerge, aiding and enhancing crime prevention and investigation, and contributing to greater operational efficiencies.

To sustain and build on

Past achievements and existing foundations to support us in this priority

CPS has had success investing in and deploying technologies such as CCTV cameras for crime detection and evidence collection as well as online tools that make it easier for people to report crimes. We also have a plan in place to build a new headquarters with more space to meet functional needs and accommodate growth as CPS evolves, and to ensure equipment and vehicles are up to date.

FOUNDATIONS

Critical infrastructure



CPS has had success investing in and deploying technologies such as CCTV cameras for crime detection and evidence collection

Outcomes

- ☐ Adequate space for the full range of CPS needs and uses in accessible locations.
- ☐ Responsible use of technology that improves productivity and service for our community.
- ☐ Adequate equipment that reliably meets the needs of the work.

Performance measures

- ☐ Higher workforce satisfaction
- ☐ Strong framework to guide the use of technology and establish necessary infrastructure
- ☐ Optimized use of technology for efficient investigations, operations and crime prevention.

From strategy to action

Our strategic framework sets out what we want to achieve over the next four years.

Annual action plans will define how that's to be done.

Like the strategic framework itself, our action plans will build on what we learned through the engagement process and focus on our strategic priorities and outcomes. To develop and implement them, we'll engage people who have the right skills and knowledge, and will ensure the activities we pursue support us living into our values and commitments.

In building our action plans, we'll consider a few key things:

- What work is already in progress that aligns with the new framework and can be carried forward?
- What has the best potential for high impact — for achieving our outcomes or addressing operational challenges?
- What's realistic — what do we have the capacity to undertake?
- What are the dependencies — what might need to be done first to successfully pursue a specific action area?
- Which activities have potential to address multiple priorities at once?

In every case, action planning will go hand-in-hand with monitoring and evaluating progress so we can know how we're doing and adapt accordingly based on good information. We will also communicate and celebrate achievements so that everyone at CPS can be aware of the strides we're making.

One possibility we aim to test out in our action planning phase is the creation of 'action teams': small, focused groups of people with different skills and experiences from throughout CPS who can model effective collaboration and make progress in a decentralized way.

Part of the reason we chose the adaptive action approach is its flexibility. This 2025–2028 Strategic Framework is a living document, to be constantly reevaluated as time goes by, conditions change and new opportunities emerge — giving us the freedom to find the best path forward as we realize our vision of

a safe Cornwall where everyone can thrive and belong.



Cornwall Police Service
P.O. Box 875, 340 Pitt Street, Cornwall, Ontario K6H 5T7 cornwallpolice.ca

What we stand for

VISION

What we want for our community

A safe Cornwall where everyone can thrive and belong

MISSION

How we will achieve our vision

A trusted police service partnering with our community for a positive impact on safety and wellbeing in Cornwall



VALUES

How we interact

INTEGRITY

We lead by example, with strong moral principles.

RESPECT

We treat everyone with dignity while acknowledging the rights and traditions of all people.

EMPATHY

We listen to, respect and strive to understand people's experiences and feelings.

COMMITMENTS

How we work every day

BE EVIDENCE-BASED

Make fact-based decisions that consider people's experience and expertise.

DELIVER QUALITY SERVICE

Consistently uphold high standards to deliver trusted policing services.

INNOVATE

Use technology and novel ways of working to achieve desired outcomes within the means available.

COMMUNICATE OPENLY

Share information and constructively explore different ideas and perspectives.

BE INCLUSIVE

Respect and reflect the diversity of the community.

Cornwall Police Service Equity Charter

A Commitment to Inclusion, Belonging, and Justice

At the Cornwall Police Service (CPS), we recognize that true public safety cannot exist without equity, inclusion, and belonging for all.

As guardians of public safety, we acknowledge the systemic barriers and historical injustices that have impacted marginalized and underserved communities, including Indigenous peoples, racialized individuals, 2SLGBTQIA+ communities, persons with disabilities and others facing inequities.

As we move forward with our strategic priorities, we commit to embedding these principles across our

work, our workplace, and our relationships with the community.

Our Declaration

We, the members of the Cornwall Police Service, declare our unwavering commitment to uphold equity in all aspects of our work. We affirm that fairness, justice, and human dignity are essential to the safety and wellbeing of our community and to the integrity of our profession.

This Charter is a living commitment that grounds our daily actions and long-term vision in integrity, respect and empathy.

Strategic priorities

Our strategic priorities for 2025–2028 encompass both our core daily work — the roles we perform out in the community — and the foundations we need in place to do that work, radiating out from our mission, vision, values and commitments. They are all interdependent, interrelated and equally important.

CORE WORK	
Priority	Outcomes
Engaging the community in public safety	<input type="checkbox"/> Residents are engaged in identifying issues and participating in coordinated actions to enhance community safety; tailored crime-prevention strategies focus on key issues and neighbourhoods. <input type="checkbox"/> Young people are engaged positively and contribute to community safety, particularly those who are at risk. <input type="checkbox"/> Residents report hate-motivated incidents and have access to consistent, wraparound trauma-informed responses. <input type="checkbox"/> CPS has long-term relationships of trust with community members.
Meeting complex needs	<input type="checkbox"/> Consistent referral/support to access specialized services or pathways in response to unique needs such as mental health and addiction. <input type="checkbox"/> Dedicated resources to establish and expand specialized, evidence-informed responses that are proven to be effective. <input type="checkbox"/> Coordinated response to prevent and break the cycle of intimate partner and family violence.
Strategic enforcement	<input type="checkbox"/> Enhanced partnerships for consistent and collaborative action to disrupt and suppress organized crime including gun violence. <input type="checkbox"/> Comprehensive approach to enhance traffic safety and reduce collisions. <input type="checkbox"/> Use of analytics and digital evidence to prevent and investigate crime. <input type="checkbox"/> Enhanced supports and efficiencies so officers can prioritize crime prevention and solving crimes.
FOUNDATIONS	
An engaged workplace	<input type="checkbox"/> A workplace culture that respects and values diversity. <input type="checkbox"/> A comprehensive and proactive approach to support member resilience and wellbeing. <input type="checkbox"/> Engaged members who contribute to advancing organizational priorities. <input type="checkbox"/> Clear paths and opportunities for members to develop in their roles and as leaders.
Capacity to deliver	<input type="checkbox"/> Sufficient capacity to meet needs. <input type="checkbox"/> Greater visibility and presence. <input type="checkbox"/> Recruitment and hiring practices that result in retention of high-quality candidates. <input type="checkbox"/> Effective and sustainable training practices. <input type="checkbox"/> Streamlined organizational practices to optimize resources and maximize efficiency.
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For our community. With our community.
Public safety through partnership

Cornwall Police Service
 P.O. Box 875, 340 Pitt Street, Cornwall, Ontario K6H 5T7 cornwallpolice.ca





Cornwall Police Service • 2025–2028 Strategic Framework Summary

For our community. With our community.

Public safety through partnership

Every four years, the Cornwall Police Service (CPS) develops a strategic framework that sets priorities and guides its work for the period ahead.

In winter and spring 2025, we engaged with more than 1,300 people — community members, equity-seeking groups, partner organizations, CPS members at all levels, Police Service Board members, and members of Cornwall City Council —

building on a spirit of cooperation and common interest to realize our vision.

VISION

What we want for our community

A safe Cornwall where everyone can thrive and belong

MISSION

How we will achieve our vision

A trusted police service partnering with our community for a positive impact on safety and wellbeing in Cornwall

What we stand for

All of us at CPS are guided by a set of shared values and commitments as we pursue our mission and work to realize our vision for the future.

VALUES

How we interact

INTEGRITY

We lead by example, with strong moral principles.

RESPECT

We treat everyone with dignity while acknowledging the rights and traditions of all people.

EMPATHY

We listen to, respect and strive to understand people's experiences and feelings.

COMMITMENTS

How we work every day

BE EVIDENCE-BASED

Make fact-based decisions that consider people's experience and expertise.

DELIVER QUALITY SERVICE

Consistently uphold high standards to deliver trusted policing services.

INNOVATE

Use technology and novel ways of working to achieve desired outcomes within the means available.

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Share information and constructively explore different ideas and perspectives.

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As we move forward with our strategic priorities, we commit to embedding these principles across our work, our workplace, and our relationships with the community.

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This Charter is a living commitment that grounds our daily actions and long-term vision in integrity, respect and empathy.

Our evolving community

Cornwall has always had a unique public safety context. As a border town, it neighbours the Mohawk Nation territory of Akwesasne and the U.S.A., sitting along a major highway that connects Montreal and Toronto. The city has grown rapidly and become increasingly diverse in the last few years, gaining as many as 4,000 residents by some informal estimates, many of them new arrivals to Canada. The city also attracts a sizable daily transient population, people who come for work or to access services. All of this creates a complex mix of community needs, social dynamics and criminal activity that determines how CPS approaches its work.



86% of public survey respondents say they trust CPS

Strategic priorities

Our strategic priorities for 2025–2028 encompass both our core daily work — the roles we perform out in the community — and the foundations we need in place to do that work, radiating out from our mission, vision, values and commitments. They are all interdependent, interrelated and equally important.



Priorities and outcomes

CORE WORK	
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To read our full 2025–2028 Strategic Framework, visit
<https://cornwallpolice.com/2025-2028-strategic-plan>





Pour notre communauté. Avec notre communauté.

La sécurité publique grâce au partenariat

Service de police de Cornwall
Cadre stratégique 2025–2028



Photo de couverture : Le SPC a uni ses forces avec les pompiers, les paramédics et le personnel de la Ville de Cornwall pour l'événement « Paint with Pride (Peindre avec fierté) » devant l'hôtel de ville en soutien à la communauté 2SLGBTQIA+.

Tous les quatre ans, le Service de police de Cornwall (SPC) élabore un cadre stratégique qui décrit ses priorités et oriente son travail pour la période à venir.

Ce processus exige une compréhension claire des besoins et des attentes de la communauté que nous servons.

Au cours de l'hiver et du printemps 2025, nous avons consulté plus d'un millier de résidents, de partenaires communautaires et de groupes en quête d'équité, d'employés du SPC, de membres de la Commission du Service de police et d'élus afin de recueillir leurs points de vue sur les services policiers offerts à Cornwall.

Ces échanges ont confirmé notre perception de Cornwall comme étant une communauté fière, en pleine croissance et complexe, dotée d'atouts et de défis uniques. Ils ont également révélé que les gens d'ici considèrent la sécurité publique comme un effort collectif, impliquant la collaboration entre le service de police et les résidents.

Notre cadre stratégique 2025-2028 s'appuie sur ce principe de coopération, d'intérêt commun et de partenariat pour concrétiser la vision d'une

**ville de Cornwall
sécuritaire où chacun
peut s'épanouir et se
sentir chez soi.**

Pourquoi un « cadre stratégique »?

Nous avons adopté une approche d'action adaptative pour définir notre orientation pour les quatre prochaines années. Cette approche reconnaît que la flexibilité et l'agilité sont essentielles pour l'atteinte des résultats stratégiques convoités. Pour refléter cette orientation, nous avons qualifié ce document de « cadre stratégique » plutôt que de « plan stratégique ».



Reconnaissance territoriale

Le Service de police de Cornwall reconnaît respectueusement que nous sommes situés sur des terres habitées par les peuples autochtones depuis toujours : le territoire traditionnel des Mohawks d'Akwesasne et de leurs ancêtres, avec des terres et des cours d'eau reliés aux vastes territoires traditionnels des Haudenosaunee (Iroquois), des Algonquins, des Hurons-Wendat et des Abénakis. En tant que colons, nous sommes reconnaissants d'avoir l'occasion d'être ici et nous remercions toutes les générations qui ont pris soin de ce territoire avant nous.

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À propos de ce cadre

Message de la présidente



Amanda Brisson
Présidente de la
Commission du SPC

Commission du Service de police de Cornwall

La Commission supervise les politiques, les buts et les objectifs du Service de police de Cornwall (SPC). Elle est composée de cinq membres et d'une secrétaire. Au moment de l'élaboration du présent cadre stratégique 2025-2028, les membres de la Commission étaient :

Amanda Brisson – Présidente

Patrick Dussault – Vice-président

Justin Towndale - Maire

Maurice Dupelle - Conseiller

Marc Lafleur

Carmen Cousineau –
Secrétaire

On dit qu'il faut tout un village pour élever un enfant. Il faut aussi tout un village pour superviser un service de police. C'est la raison d'être des commissions des services de police : que les membres de la communauté et les élus municipaux et provinciaux puissent contribuer à ce que les services de police reflètent les besoins de la population.

Ces besoins évoluent constamment puisque la communauté est en constante évolution. Je suis fière de ce nouveau cadre stratégique 2025-2028 du Service de police de Cornwall, car il priorise les besoins de la communauté. Ce cadre est ambitieux, novateur et tourné vers l'avenir pour répondre adéquatement aux besoins.

Je suis également ravie que ce cadre illustre comment tous les aspects de notre service de police interagissent : l'engagement et les partenariats communautaires, l'application de la loi et la prise en charge de tous, y compris ceux qui travaillent au sein du SPC.

Je tiens à féliciter la directrice du service de police Shawna Spowart et l'ensemble du groupe de travail pour l'élaboration de cette planification stratégique et de ce processus de planification responsable et rigoureux qui a mobilisé plus de personnes que jamais auparavant, dans un plus grand nombre de langues et représentant toute la diversité des points de vue. Je tiens tout particulièrement à remercier Patrick Dusseault, membre de la Commission, pour son rôle de liaison avec notre groupe de travail stratégique. Son enthousiasme et sa façon de communiquer nous ont donné une confiance totale dans le travail accompli à chacune des étapes.

L'approche d'action adaptative de ce nouveau cadre en fait un document vivant et dynamique, et non un document à conserver sur une étagère. Il donnera au SPC la liberté et la flexibilité nécessaires pour poursuivre ses priorités et accomplir sa mission dans un monde en constante évolution. J'espère que tous les employés du SPC uniront leurs forces pour façonner notre avenir et atteindre les résultats stratégiques que nous nous sommes fixés.

Pour moi, ce processus de planification a confirmé que lorsqu'on implique tout le monde, les choses importantes ressortent de façon naturelle. Ces priorités sont résumées dans les pages de ce cadre. J'ai hâte de les voir se concrétiser.

Sincèrement,



Amanda Brisson
Présidente de la Commission du SPC

Message de la directrice du service de police

Il y a près de 200 ans, monsieur Robert Peel écrivait : « *La police est le public et le public est la police.* »

Le monde a peut-être beaucoup changé depuis, mais reconnaître l'indissociabilité de la police et de la communauté est plus important que jamais, et sous-tend chaque aspect de ce cadre stratégique 2025-2028.

Pour le Service de police de Cornwall, appartenir à la communauté signifie entendre et comprendre les besoins des gens et ce qu'ils s'attendent de nous, et aussi de connaître nos propres attentes. Nous avons beaucoup appris à ce sujet au cours des dernières années, à mesure que Cornwall a grandi et évolué. Lors de l'élaboration de ce cadre, nous avons recueilli les souhaits et les priorités de plus de 1 300 personnes en matière de sécurité publique.

Une chose qui est claire est que la réussite repose sur le fondement de la confiance. Nous sommes fiers de constater, dans les résultats de notre sondage public, que les résidents de Cornwall nous font confiance. Cette confiance n'est pas tenue pour acquise.

Ce cadre est élaboré pour renforcer cette confiance. Il trace la voie à suivre pour faire évoluer notre façon de travailler, non seulement en répondant aux incidents, mais aussi en collaborant avec nos partenaires communautaires pour identifier les causes profondes afin de contribuer à réaliser un changement durable.

Les communautés d'aujourd'hui sont complexes. Cornwall ne fait pas exception. Cette complexité exige que nous travaillions tous ensemble pour trouver des solutions collectives. Étant le fruit d'un effort collaboratif intensif, ce cadre stratégique reflète cet esprit de collaboration vers une vision commune.

Je remercie tous les membres du SPC qui ont consacré du temps et réfléchi à notre processus de planification stratégique, les résidents et les partenaires communautaires qui ont fait entendre leur voix, notre Commission du service de police pour son soutien et ses orientations futures, ainsi que Pamela Smit de Veradus Consulting pour nous avoir guidés tout au long de ce processus.

Nous avons tous un rôle à jouer pour faire de Cornwall une ville sécuritaire où chacun peut s'épanouir et se sentir chez soi. Ce cadre devrait clairement démontrer que nous, au SPC, sommes passionnés par notre travail.

Sincèrement,



Shawna Spowart
Directrice du service de police



Shawna Spowart
Directrice du service
de police



Jonah, trois ans, remercie les premiers répondants faisant suite à une grave collision de la route dont sa famille a été impliquée.

Planification stratégique : Nos exigences

Tous les services de police de l'Ontario sont tenus, en vertu de la [Loi sur la sécurité communautaire et les services policiers](#), d'élaborer des plans stratégiques décrivant leurs objectifs, leurs priorités et leurs fonctions fondamentales, ainsi que la manière dont leur commission assureront « **des services de police adéquats et efficaces, adaptés aux besoins de la population de la région** » (O.REG. 392/23 s. 2). Cela comprend, sans s'y limiter :

1. La prévention de la criminalité
2. L'application de la loi
3. Le maintien de l'ordre public
4. Les interventions d'urgence
5. L'aide aux victimes d'actes criminels
6. Toute autre fonction policière prescrite

Nous abordons chacune de ces responsabilités de manière à reconnaître et à répondre aux besoins et à la dynamique spécifiques de notre communauté.

Les plans stratégiques des services de police doivent inclure des objectifs de performance ainsi qu'un éventail de mesures, que ce soit la prévention de la criminalité et de la satisfaction de la population en matière de sécurité routière ainsi que les taux de résolution des crimes. Des considérations telles que les technologies de l'information (TI), la planification des ressources et les installations policières doivent également être prises en considération, en plus de la façon dont le service de police entend interagir avec les populations clés.



Aperçu du SPC

Au 4 juin 2025, le SPC comptait à son actif :

Policiers : 108

Constables spéciaux : 14

Employés civils : 40

Employés à temps partiel : 25

Adresses :

Siège social

340, rue Pitt
Cornwall (Ontario)

Division des partenariats communautaires pour réduire la criminalité

330, chemin Montréal
Cornwall (Ontario)



Notre processus de planification

Notre processus de planification stratégique a été conçu et guidé par Veradus Consulting. Au cours de l'hiver et du printemps 2025, nous avons collaboré en étroite collaboration avec les membres de la communauté, les groupes en quête d'équité, les organismes partenaires, les membres du SPC de tous les niveaux, les membres de la Commission du SPC et les membres du conseil municipal de la ville de Cornwall afin de garantir que notre nouveau cadre stratégique englobe les points de vue de toutes les parties prenantes.

Le SPC a travaillé, en collaboration avec plus de 1 300 personnes, pour élaborer son cadre stratégique 2025-2028

Notre objectif était de recueillir des observations pertinentes, d'exploiter les données, d'intégrer différentes perspectives et de nous concentrer sur les résultats concrets que nous souhaitons réaliser. Nous avons identifié les nombreux atouts sur lesquels nous devons nous appuyer, les défis auxquels nous sommes confrontés et les possibilités de changements positifs qui s'offrent à nous, le tout dans le contexte du questionnaire suivant : « À quoi peut ressembler un avenir prospère pour notre communauté? »

Bien que la mobilisation autour du cadre stratégique ait un objectif précis, elle ne constitue en aucun cas une initiative isolée. Nous considérons la mobilisation comme un processus et une interaction continue avec la communauté que nous servons. Pour le cadre stratégique en particulier, nous avons consulté plus de 1 300 personnes et recueilli un important volume d'observations, notamment :

Statistiques sur la criminalité 2020-2024

Données qui soulignent les principaux problèmes de sécurité publique nécessitant les ressources du SPC.

Résultats du sondage public

Nous avons reçu 1 202 réponses provenant de tous les groupes ciblés, y compris les jeunes et les personnes issues de ménages à faible revenu. Pour la première fois, nous avons recueilli des commentaires en cinq différentes langues.

Résultats du sondage interne

Points de vue anonymes et confidentiels de 48 policiers et employés civils.

Commentaires et observations lors de la séance de mobilisation

Les conclusions à la suite d'une série de séances animées par Veradus Consulting et auxquelles ont participé 90 personnes, dont des superviseurs, des sergents, des policiers et des employés civils, des cadres supérieurs et des membres de la Commission du Service de police, des partenaires, des représentants de groupes en quête d'équité et des membres du conseil municipal de la ville de Cornwall.

Réalizations pour 2021-2024

Un examen des réalisations du plan stratégique 2021-2024 du SPC, fondé sur des données.

Budget et effectifs pour 2016-2025

Un examen annuel des changements budgétaires et des effectifs, ainsi que des analyses de la charge de travail des ressources de première ligne, de la Division des enquêtes criminelles et du Service des archives du SPC ont permis de mieux comprendre les contraintes internes en matière de capacités et de ressources.

À ce jour

Réflexion sur notre plan stratégique précédent

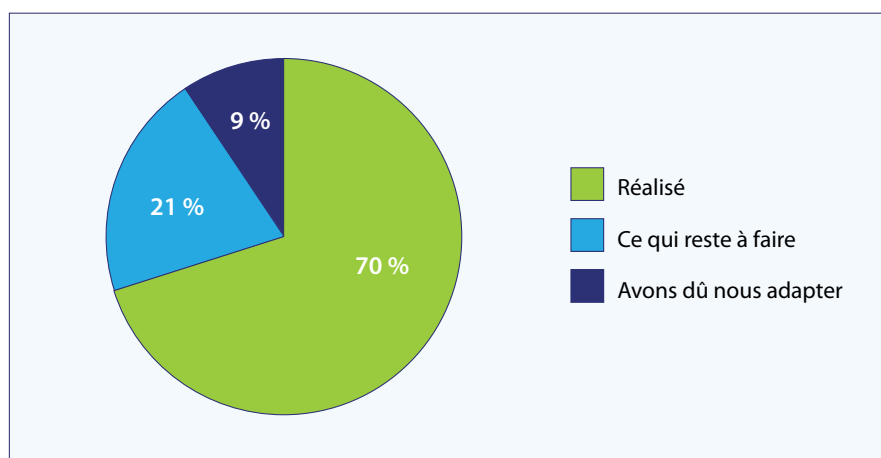
Notre dernier plan stratégique du SPC couvrait la période 2021-2024. Celui-ci reposait sur quatre piliers fondamentaux : l'engagement communautaire, l'excellence organisationnelle, la réduction de la criminalité et la sécurité communautaire ainsi que l'équité, la diversité et l'inclusion. Les progrès réalisés en lien avec ce plan ont servi de point de départ pour le nouveau processus de planification.

Nous avons analysé nos activités afin de déterminer ce qui a été **réalisé**, les domaines dans lesquels nous avons progressé tenant compte de ce qui **reste à faire** et les domaines dans lesquels nous avons dû nous **adapter** lorsque les circonstances nous ont obligés à ajuster nos approches ou nos attentes.

Comme indiqué ci-dessous, nous avons atteint la plupart de nos objectifs pour 2021-2024. Un peu moins d'un quart des initiatives nécessitent davantage de travail et moins de 10 % de nos objectifs prévus ont nécessité des adaptations, principalement en raison des imprévus liés à la pandémie de la COVID-19.

Il est important de noter que le travail stratégique n'est jamais « terminé » : les réalisations de notre plan stratégique précédent constituent une base sur laquelle nous pouvons nous appuyer pour l'avenir et, là où il reste encore du travail à faire, nous poursuivrons ces efforts lors de la prochaine période de planification.

Résultats globaux de notre plan stratégique précédent



Le SPC a réalisé la majorité des résultats escomptés du Plan stratégique 2021-2024, incluant presque tous les objectifs en matière d'équité, de diversité et d'inclusion

Notre communauté en évolution



« Presque du jour au lendemain, Cornwall est devenue une communauté diversifiée. »

Participant à la séance de mobilisation

Cornwall a toujours bénéficié d'un contexte de sécurité publique unique. Ville frontalière, Cornwall est géographiquement voisine du territoire de la nation Mohawk d'Akwesasne et des États-Unis et elle est située le long d'une autoroute majeure reliant Montréal et Toronto. La ville a connu une croissance rapide et s'est diversifiée au cours des dernières années, accueillant jusqu'à 4 000 résidents selon certaines estimations informelles, dont beaucoup sont de nouveaux arrivants au Canada. Quotidiennement, la ville accueille une population considérable de personnes qui viennent pour le travail ou comme étant prestataires de services.

Tout cela génère un mélange complexe de besoins communautaires, de dynamiques sociales et d'activités criminelles qui détermine la façon dont le SPC aborde son travail. Afin de mieux comprendre ce contexte et d'éclairer notre Cadre stratégique 2025-2028, nous avons analysé les données sur la criminalité locale des cinq dernières années et avons soulevé certaines tendances clés.

Criminalité à Cornwall : 2020–2024

Arrestations et accusations

Si le nombre annuel d'accusations portées est resté stable, le nombre d'arrestations a augmenté de façon constante (hausse de 15 % entre 2020 et 2024).

Crime organisé

Le crime organisé a augmenté d'au moins 76 % entre 2020 et 2024 et les vols de véhicules représentent une part croissante de cette activité (68 % en 2024). La traite des êtres humains a diminué, mais demeure tout de même élevée, soit à 16 %. La fraude, notamment les escroqueries envers les grands-parents ainsi que les relations amoureuses, les crimes liés aux cryptomonnaies et le vol d'identité représentent en moyenne 13 % de tous les incidents liés au crime organisé.

Atteintes aux biens

Les atteintes aux biens sont passées de 1 605 en 2020 à 2 036 en 2024.

Violence entre partenaires intimes (VPI)

Les cas de violence entre partenaires intimes sont passés de 1 086 en 2020 à 1 161 en 2024. En moyenne, 5 % des appels au SPC chaque année sont liés à de la violence entre partenaires intimes.

Incidents à caractère haineux

Dans le cadre de notre plan stratégique précédent, nous avons déployé des efforts considérables pour accroître le signalement des incidents à caractère haineux. Si l'on en juge par les données de 2020 à 2024, ces efforts ont porté fruit et les victimes se sentent plus à l'aise de contacter le SPC. Depuis 2020, 28 personnes ont été arrêtées et 68 accusations ont été portées pour des incidents à caractère haineux. En 2024, près de la moitié (49 %) des incidents à caractère haineux ont été déterminés comme étant des incidents à caractère raciste.

Criminalité chez les jeunes

La criminalité chez les jeunes à Cornwall a augmenté au cours des quatre dernières années, soit une hausse de plus de 100 % des agressions et une augmentation de 63 % de l'intervention du SPC auprès des jeunes (par « intervention », on sous-entend qu'un jeune faisait l'objet d'une plainte, était suspecté, inculpé, déjudiciarisé, porté disparu ou était en situation de crise).

Collisions de véhicules

Le nombre collisions de véhicules est passé de 1 025 en 2020 à 1 295 en 2024.

Nombre de ces tendances reflètent les nombreux changements sociaux et économiques de notre communauté. Elles anticipent également les thèmes qui ont émergé du processus de mobilisation ayant guidé l'élaboration de notre nouveau cadre stratégique, notamment la nécessité d'une présence et d'une visibilité accrues du SPC, des capacités accrues en matière de contrôle routier et, plus généralement, d'une approche policière proactive.

Comment le public nous perçoit

Le sondage public mené dans le cadre de notre processus de planification stratégique a permis de recueillir des informations pertinentes sur la performance du SPC et a permis de mieux comprendre la perception des résidents de Cornwall en matière de criminalité et de sécurité.

Confiance

La grande majorité (86 %) des répondants ont déclaré avoir une confiance modérée, élevée ou très élevée envers les SPC.

Satisfaction

Sur les 68 % des répondants qui ont été en contact avec le SPC au cours des quatre dernières années, 83 % ont été très satisfaits ou satisfaits de leur interaction. Aussi, 78 % de ceux qui ont appelé le 911 ou la ligne pour les appels non urgents ont été satisfaits ou très satisfaits.

Sensibilité

82 % des répondants qui ont été questionnés sur la qualité des interactions ont déclaré que le SPC était sensible aux besoins des personnes issues de cultures différentes. Un peu moins des trois quarts (73 %) ont exprimé la même opinion sur la sensibilité envers les besoins des personnes souffrant de problèmes de santé mentale.

Équité et cohérence

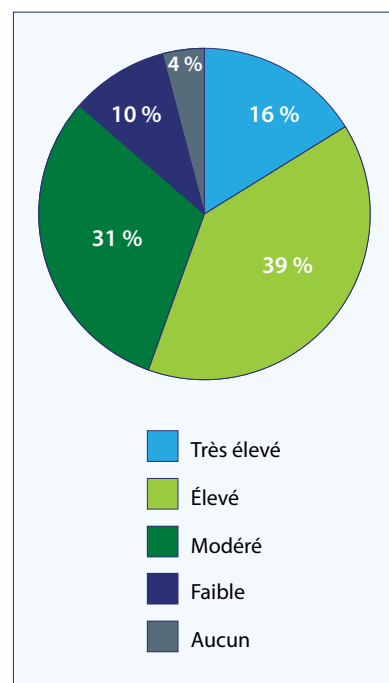
La majorité des répondants ont convenu que le SPC est fiable en cas de besoin (78 %), qu'ils appliquent la loi de manière cohérente envers tous (73 %) et que chacun est traité de façon équitable (70 %).



86 % des personnes interrogées dans le cadre du sondage public déclarent faire confiance au SPC

Sondage public de l'hiver 2025

Confiance du public envers le SPC





Notamment, les répondants du sondage public considèrent l'engagement en faveur de la sécurité et du bien-être de la communauté comme étant une priorité absolue

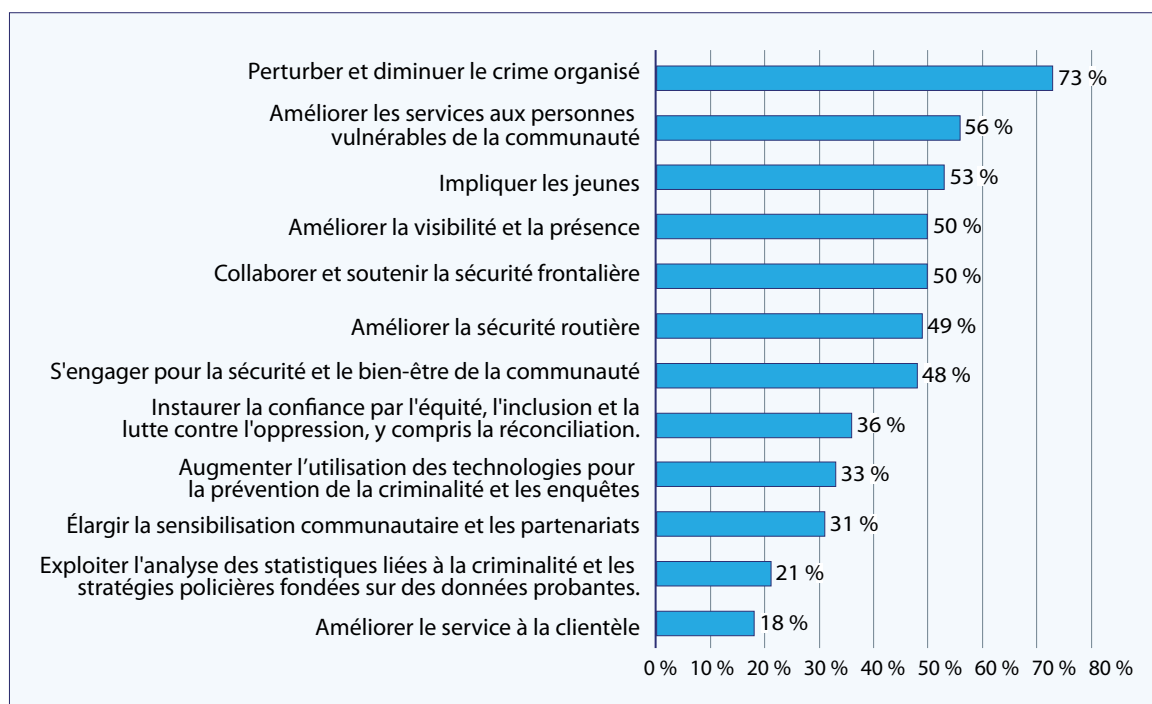
Perceptions de la criminalité et de la sécurité

La plupart des répondants au sondage public croient que la criminalité a augmenté à Cornwall au cours des dernières années. Interrogés sur les types de crimes qui les préoccupent le plus (« préoccupés » ou « très préoccupés »), ils ont répondu :

1. Crime organisé (85 %)
2. Présence de drogues et les trafiquants de drogue (84 %)
3. Récidivistes (80 %)
4. Conduite inattentive (79 %)
5. Vols de véhicules à moteur (78 %)
6. Excès de vitesse et conduite agressive (75 %)
7. Criminalité juvénile (74 %)
8. Vols dans les résidences (71 %)
9. Introductions par effraction (70 %)
10. Fraudes et vols d'identité (70 %)

Cette liste concorde largement avec les résultats de notre sondage interne auprès des membres du SPC, à quelques divergences près. Notamment, les répondants du sondage public considèrent l'engagement en faveur de la sécurité et du bien-être de la communauté comme étant une priorité absolue. Une utilisation accrue de la technologie a été jugée très importante par les répondants du sondage interne.

Résultats du sondage public : Priorités anticipées pour les quatre prochaines années





Le SPC a mené plusieurs contrôles RIDE à Cornwall en décembre 2024 afin de promouvoir la sécurité routière et d'arrêter les conducteurs avec les facultés affaiblies.

Cadre stratégique 2025–2028



**« À quoi peut
ressembler un
Cornwall plus
sécuritaire? [Un
endroit] où chacun
se sent accueilli et
se sent chez soi. »**

Participant à la séance
de mobilisation

Le Cadre stratégique du SPC demeure la responsabilité de notre Commission du Service de police, qui travaille en partenariat avec la directrice du service de police pour assurer la supervision et l'orientation stratégique de notre Service.

Appuyés sur les résultats d'engagement et les commentaires recueillis, nous avons tenu deux séances de planification stratégique qui ont eu lieu les 7 et 27 mai 2025. Ces séances ont réuni des membres du personnel civil, des policiers assermentés, des superviseurs et des sergents d'état-major, des dirigeants et des membres de la Commission du Service de police afin de discuter et de convenir de la vision, de la mission, des valeurs, des engagements et des priorités stratégiques qui guideront le SPC au cours des quatre prochaines années. Ce cadre représente les résultats de ce travail.

Ce que nous défendons

Au SPC, nous sommes tous inspirés par un ensemble de valeurs et d'engagements communs axés sur la mise en application de notre mission et la réalisation de notre vision pour l'avenir.

VISION

Ce que nous voulons pour notre communauté

**Une ville de Cornwall sécuritaire où chacun peut
s'épanouir et se sentir chez soi.**

MISSION

Comment réaliser notre vision

**Un service de police de confiance, en partenariat avec notre
communauté pour un impact positif sur la sécurité et le
bien-être à Cornwall.**

VALEURS

Comment nous interagissons

INTÉGRITÉ

Nous montrons l'exemple
avec
des principes
moraux forts.

RESPECT

Nous traitons chacun
avec dignité, tout en
reconnaissant les
droits et les traditions
de chacun.

EMPATHIE

Nous écoutons,
respectons et nous nous
efforçons de comprendre
les expériences vécues et
les sentiments de chacun.

ENGAGEMENTS

Notre façon de travailler au quotidien

FONDER SUR DES PREUVES

Prendre des décisions fondées sur des faits qui tiennent compte de
l'expérience et de l'expertise de chacun.

OFFRIR UN SERVICE DE QUALITÉ

Maintenir en tout temps des standards élevés en offrant
des services de police de confiance.

INNOVER

Utiliser la technologie et les nouvelles méthodes de travail pour atteindre
les résultats souhaités dans la limite des moyens disponibles.

COMMUNIQUER OUVERTEMENT

Partager l'information et explorer de manière constructive
différentes idées et perspectives

ÊTRE INCLUSIF

Respecter et considérer la diversité de la communauté.

Charte d'équité du Service de police de Cornwall

Un engagement envers l'inclusion, l'appartenance et la justice

**Nous affirmons que
l'équité, la justice et
la dignité humaine
sont essentielles
à la sécurité et au
bien-être de notre
communauté et à
l'intégrité de notre
profession**

Au Service de police de Cornwall (SPC), nous reconnaissons qu'une véritable sécurité publique ne peut exister sans équité, inclusion et appartenance pour tous.

En tant que gardiens de la sécurité publique, nous reconnaissons les obstacles systémiques et les injustices historiques qui ont touché les communautés marginalisées et mal desservies, notamment les peuples autochtones, les personnes racialisées, les communautés 2SLGBTQIA+, les personnes handicapées et les autres personnes confrontées à des inégalités.

À mesure que nous progressons dans la mise en œuvre de nos priorités stratégiques, nous nous engageons à intégrer ces principes dans notre travail, dans notre milieu de travail et dans nos relations avec la communauté.

Notre déclaration

Nous, membres du Service de police de Cornwall, déclarons notre engagement constant à maintenir l'équité dans tous les aspects de notre travail. Nous affirmons que l'équité, la justice et la dignité humaine sont essentielles à la sécurité et au bien-être de notre communauté et à l'intégrité de notre profession.

Cette charte est un engagement vivant qui met en application nos actions quotidiennes et notre vision à long terme sur l'intégrité, le respect et l'empathie.



La Journée des droits de la personne
2024 a marqué la fin des 16 jours
d'activisme contre la violence fondée
sur le genre.

Priorités stratégiques

Nos priorités stratégiques pour 2025-2028 englobent à la fois notre travail essentiel quotidien – les rôles que nous assumons au sein de la communauté – et les fondements nécessaires à sa réalisation, découlant de notre mission, de notre vision, de nos valeurs et de nos engagements. Elles sont toutes interdépendantes, interreliées et d'importance égale.





La journée portes ouvertes pour la Prévention du crime et du Partenariat communautaire est un événement mémorable pendant de la Semaine nationale de la police.



Un service de police proactif axé sur la prévention de la criminalité et qui va de pair avec l'engagement communautaire

Impliquer la communauté dans la sécurité publique

Les résidents de Cornwall veulent se sentir en sécurité et faire partie de la solution. Cela nécessite un effort collectif, fondé sur la confiance et le partenariat, grâce à un engagement communautaire plus profond, ancré sur une approche fondée sur des données probantes qui mesure les progrès et démontre un impact positif et durable. Cet engagement est nécessaire dans toute la communauté, en particulier dans les quartiers clés où les résidents se sentent moins en sécurité et auprès de populations clés comme les jeunes.

L'engagement de la communauté aidera à renforcer la capacité des résidents à contribuer à la sécurité publique et à garantir que le SPC est à l'écoute de leurs besoins, en répondant aux principales préoccupations et aux problèmes récurrents. Les résidents et les membres du SPC soutiendront ensemble une approche policière proactive axée sur la prévention de la criminalité, qui va nécessairement de pair avec l'engagement communautaire.

Soutenir et accroître les succès

Les réalisations passées et les fondements existants pour nous soutenir dans cette priorité

Le SPC entretient de solides partenariats communautaires, notamment des relations solides avec des groupes en quête d'équité et qui méritent d'être traités équitablement. Grâce à des campagnes comme *Stop à la haine* et à de nombreuses initiatives conjointes de planification d'événements, nous avons acquis une riche expérience en matière de sensibilisation et d'engagement communautaires. Nous avons déployé des efforts considérables pour mobiliser les jeunes par le biais de notre présence dans les écoles, du programme *Bâtir des communautés plus sécuritaires* et du mentorat dans le cadre de *l'Initiative Expérience de travail dans les services policiers pour les jeunes*. Nous avons également lancé des initiatives innovantes pour impliquer les résidents dans la sécurité publique, comme *Paws on Patrol*, un programme de surveillance de quartier impliquant les propriétaires de chiens.

TRAVAIL FONDAMENTAL

Impliquer la communauté dans la sécurité publique

Résultats

- ☐ Les résidents sont impliqués dans l'identification des problèmes et participent à des actions coordonnées pour améliorer la sécurité communautaire. Des stratégies de prévention de la criminalité adaptées sont axées sur les enjeux et les quartiers ciblés.
- ☐ Les jeunes sont impliqués positivement et contribuent à la sécurité communautaire, en particulier ceux qui sont à risque.
- ☐ Les résidents signalent les incidents motivés par la haine et ont accès à des interventions cohérentes et complètes tenant compte des traumatismes.
- ☐ Le SPC entretient des relations de confiance durables avec les membres de la communauté.



**Les gens veulent
se sentir en sécurité
à Cornwall et
contribuer à
la solution**

Indicateurs de performance

- ☐ Un sentiment de sécurité accru partout à Cornwall, en particulier dans les zones où la population se sent actuellement moins en sécurité.
- ☐ Baisse du taux de criminalité dans les quartiers.
- ☐ Confiance accrue envers le SPC.
- ☐ Augmentation de la confiance du public dans le signalement des crimes, incluant les incidents motivés par la haine
- ☐ Moins de jeunes impliqués dans des actes criminels

TRAVAIL FONDAMENTAL

Répondre à des besoins complexes



Il est essentiel que le SPC poursuive son travail avec créativité en sortant des sentiers battus et en utilisant une approche tenant compte des traumatismes

Comme plusieurs autres endroits au Canada, Cornwall présente des besoins communautaires complexes, une population diversifiée, une criminalité en constante évolution et une nécessité d'assurer la sécurité publique avec des ressources limitées. De plus, sa situation à la frontière canado-américaine et entre Montréal, Kingston et Toronto crée des défis uniques en matière de sécurité publique et un contexte juridictionnel complexe.

Tous ces éléments rendent essentiel pour le SPC de faire son travail avec créativité, d'avoir des réflexions soutenues et d'utiliser des approches tenant compte des traumatismes qui tiennent compte des causes profondes des problèmes auxquels sont confrontés les membres de la communauté. Pour y parvenir, nous pouvons nous appuyer sur notre solide expérience de collaboration avec des organismes partenaires : partage des ressources et co-crédation de solutions durables qui permettent à chaque partenaire de faire ce qu'il fait de mieux et de contribuer.

La clé du succès est de s'assurer que tous les membres du SPC comprennent ces solutions, ces partenariats et ces façons de faire, et qu'ils s'engagent à soutenir des interventions efficaces à leur manière.

Soutenir et accroître les succès

Les réalisations passées et les fondements existants pour nous soutenir dans cette priorité

Étant largement considérée comme une innovation réussie, l'Équipe mobile d'intervention d'urgence dans les secteurs vulnérables (VSMART) identifie un policier formé en secteur vulnérable et le jumelle à un travailleur social pour répondre aux appels concernant des personnes aux prises avec des problèmes de santé mentale ou de toxicomanie (SMTH). Cette équipe mobile a permis de réduire les arrestations pour des problèmes de santé mentale et de toxicomanie, et de libérer du temps pour les policiers affectés à la patrouille. Nous sommes partenaires du Registre des personnes vulnérables de Cornwall, de Koala Place pour les enfants et les jeunes victimes de maltraitance, du Programme des lits sûrs de l'Hôpital communautaire de Cornwall pour les personnes en situation de crise liés à la santé mentale et à la toxicomanie, et de la Table d'intervention d'Akwesasne, Cornwall, Stormont-Dundas et Glengarry pour les personnes à risque. Nous avons intégré un thérapeute spécialisé en traumatismes liés à la traite des personnes à notre Division des enquêtes criminelles (DEC) pour offrir des conseils et du soutien, en partenariat avec les Services d'aide aux victimes de Stormont-Dundas, Glengarry et Akwesasne.

TRAVAIL FONDAMENTAL

Répondre à des besoins complexes



Résultats

- ☐ Orientations et soutien constants pour accéder à des services ou des parcours spécialisés répondant à des besoins spécifiques, tels que la santé mentale et la toxicomanie.
- ☐ Ressources dédiées pour établir et développer des interventions spécialisées, fondées sur des données probantes et dont l'efficacité a été prouvée.
- ☐ Interventions coordonnées pour prévenir et briser le cycle de la violence entre partenaires intimes et la violence familiale.

Indicateurs de performance

- ☐ Réduction du taux de récidive
- ☐ Taux plus élevé de déjudiciarisation avant le dépôt d'accusations
- ☐ Confiance accrue du public en matière d'aide aux victimes du SPC
- ☐ Taux de satisfaction accru du public en matière de service et de performance du SPC

Nous pouvons nous appuyer sur notre solide expérience de collaboration avec les organismes partenaires pour répondre aux besoins complexes des communautés

TRAVAIL FONDAMENTAL

Appliquer les stratégies



Le SPC reconnaît la nécessité de mettre de l'avant ses efforts de répression là où ils sont le plus nécessaires pour obtenir les meilleurs résultats

En peu de temps, la population de Cornwall a connu une croissance rapide.

Parallèlement, la ville a connu une augmentation du crime organisé, des crimes contre les biens, des incidents impliquant des jeunes, des taux élevés constants de violence entre partenaires intimes et un besoin croissant de soutien efficace aux victimes.

Le SPC se consacre à appliquer la loi, mais cela représente seulement une partie de l'ensemble du système judiciaire qui est actuellement sous pression. Un des signaux alarmants de cette pression est le phénomène de récidive « à répétition », qui amène les mêmes individus inculpés et libérés à répétition en raison des retards et de la surcharge de travail. De tels facteurs, qui échappent à notre contrôle direct, peuvent être une source de frustration pour nos membres.

Pour être aussi efficaces que possible, nous reconnaissons la nécessité de concentrer nos efforts pour l'application de la loi de manière stratégique là où ils sont le plus nécessaires et où ils amèneront les meilleurs résultats – et de travailler en étroite collaboration avec d'autres partenaires responsables de l'application de la loi.

Soutenir et accroître les succès

Les réalisations passées et les fondements existants pour nous soutenir dans cette priorité

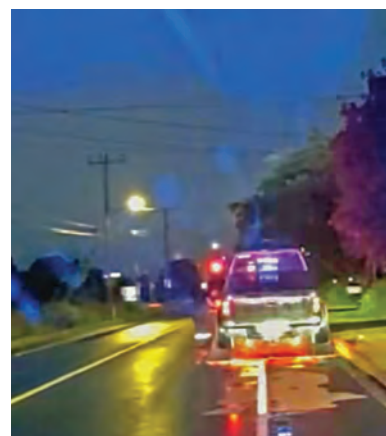
Le SPC a collaboré efficacement à de nombreuses reprises avec d'autres organismes d'application de la loi et organismes connexes pour lutter contre le crime organisé, confier les affaires non policières aux services municipaux chargés de l'application des règlements et collaborer avec les services de police des communautés voisines. Nous avons contribué à d'importantes saisies de drogues illicites grâce à de nouvelles initiatives de répression, comme le Projet Résurrection, en collaboration avec le Service de renseignements criminels de l'Ontario et l'Agence des services frontaliers du Canada. Nous avons également participé à de nombreuses opérations policières conjointes et renforcé nos capacités de lutte contre la traite des personnes.

TRAVAIL FONDAMENTAL

Application stratégique de la loi

Résultats

- ☐ Partenariats renforcés pour une action cohérente et collaborative visant à perturber et à réprimer le crime organisé, y compris la violence armée.
- ☐ Approche globale pour améliorer la sécurité routière et réduire les collisions.
- ☐ Utilisation de l'analyse et des preuves numériques pour prévenir et enquêter sur les crimes.
- ☐ Soutien et efficacité améliorés pour que les policiers puissent prioriser la prévention et la résolution des crimes.



Le SPC a établi de nombreux partenariats efficaces avec d'autres organismes qui mettent en application la loi ainsi que des organismes connexes

Indicateurs de performance

- ☐ Moins de crimes violents
- ☐ Moins de crimes liés aux stupéfiants
- ☐ Moins de prévalence d'armes à feu
- ☐ Moins de collisions de véhicules
- ☐ Moins de crimes contre les biens
- ☐ Moins d'appels pour des services



Dans un environnement de travail engagé, tous les membres du SPC ont le sentiment d'avoir un rôle important à jouer au sein d'une organisation résiliente

Un milieu de travail engagé

Le maintien de l'ordre est une profession à la fois très enrichissante et exigeante sur le plan personnel. Les policiers voient la communauté sous son meilleur jour, tout comme sous son pire jour. Il est essentiel de leur offrir un environnement où ils se sentent soutenus, encouragés et où ils développent un sentiment d'appartenance.

Grâce aux séances de mobilisation et au sondage interne, les membres du SPC ont clairement exprimé leur appréciation face au dévouement de leurs collègues et de la camaraderie qui règne au sein du SPC. Ils sont fiers de la volonté collective de réfléchir différemment aux moyens pour améliorer les services de police à Cornwall.

Cette priorité repose sur la création d'un milieu de travail où chacun partage le sentiment de pouvoir apporter une réelle contribution, individuellement et collectivement. Cela permettra à tous les membres de l'équipe du SPC de sentir qu'ils ont un rôle important à jouer, qu'ils sont prêts à adhérer à notre mission et qu'ils ont la résilience nécessaire pour prendre soin d'eux-mêmes afin de pouvoir prendre soin des autres au sein d'une organisation résiliente.

Soutenir et accroître les succès

Les réalisations passées et les fondements existants pour nous soutenir dans cette priorité

Les membres à temps plein apprécient la diversité du travail au sein du SPC et la possibilité de contribuer à leur communauté. Ils apprécient le salaire, la sécurité et la pension qui accompagnent leur emploi, ainsi que les ressources disponibles pour leur bien-être, telles que les services de soutien par les pairs et les régimes d'assurance maladie complémentaires. Les membres apprécient la bonne camaraderie au sein de leur équipe et les nombreuses possibilités d'avancement et de formation. Nombre d'entre eux ont salué la capacité d'innovation et la créativité hors des sentiers battus du SPC, ainsi que notre engagement en faveur de l'équité, de la diversité, de l'inclusion et de la lutte contre l'oppression.

FONDEMENTS

Un milieu de travail engagé



Les membres du SPC apprécient le dévouement de leurs collègues et l'esprit de camaraderie qui règne au sein du SPC

Résultats

- ☐ Une culture d'organisation interne respectueuse et valorisante de la diversité.
- ☐ Une approche globale et proactive pour soutenir la résilience et le bien-être des membres.
- ☐ Des membres engagés qui contribuent à l'avancement des priorités organisationnelles.
- ☐ Des parcours et des opportunités clairs pour permettre aux membres de se développer dans leurs rôles et en tant que leaders.

Indicateurs de performance

- ☐ Un plus grand sentiment d'appartenance
- ☐ Une meilleure rétention du personnel
- ☐ Une plus grande résilience et un meilleur sentiment de bien-être des employés
- ☐ Une réintégration réussie à la suite d'un congé

Capacité d'intervention



La Commission du Service de police a apporté son soutien total au SPC pour répondre aux besoins de recrutement

Les participants aux séances de mobilisation ont souligné à plusieurs reprises la nécessité de renforcer les capacités du SPC — davantage de policiers, davantage de patrouilles, une présence accrue dans la communauté — afin de mettre davantage l'accent sur la prévention de la criminalité, de relever des défis complexes comme le crime organisé et d'améliorer la sécurité routière.

Pourtant, le recrutement demeure un défi, tant pour le SPC que pour les services de police à travers le pays. Cela s'explique par le faible taux d'attraction et la perception que le métier de policier est difficile et stressant.

Par conséquent, les membres du SPC ressentent la pression. Bien que les demandes d'intervention aient légèrement diminué en 2024, les membres n'ont pas « ressenti » cette baisse. La Commission du Service de police a donné son accord total au SPC pour répondre à ses besoins de recrutement et ainsi alléger cette pression. Le Service s'engage à poursuivre d'autres approches de renforcement de ses capacités, notamment en s'appuyant sur le programme validé pour nommer des ASE (agents de sécurité communautaire) avec les citoyens et en tirant parti des occasions concrètes de collaborer avec des partenaires pour lutter contre la criminalité.

La capacité d'intervention implique également l'investissement dans des fonctions de soutien nécessaires pour optimiser la prestation des services de première ligne et garantir la qualité globale des services.

Soutenir et accroître les succès

Les réalisations passées et les fondements existants pour nous soutenir dans cette priorité

Les participants aux séances de mobilisation ont salué le recours aux agents de sécurité communautaire (ASC) pour alléger la charge de travail des agents assermentés, accroître la présence et la visibilité du SPC et répondre aux besoins en ressources dans un contexte difficile de recrutement policier. Il a été suggéré d'élargir le rôle des ASC pour soutenir d'autres fonctions au sein du SPC, notamment les enquêtes criminelles. Les ASC sont également un complément à la Division de la patrouille communautaire (DPC) qui assure un rôle pour les policiers qui sont de retour au travail avec des tâches modifiées.

FONDEMENTS

Capacité d'intervention



La capacité d'exécution implique également d'investir dans les fonctions de soutien nécessaires pour optimiser la prestation des services de première ligne et pour garantir la qualité globale des services

Résultats

- ☐ Capacité suffisante pour répondre aux besoins.
- ☐ Visibilité et présence accrues
- ☐ Pratiques de recrutement et d'embauche favorisant la rétention de candidats qualifiés
- ☐ Opportunités de formations efficaces et durables
- ☐ Simplification des pratiques organisationnelles pour optimiser les ressources et maximiser l'efficacité

Indicateurs de performance

- ☐ Capacité accrue des effectifs
- ☐ Rétention accrue des candidats

Infrastructures essentielles



Le SPC a connu un franc succès avec ses déploiements de nouvelles technologies et en continuant d'adopter des solutions émergentes

L'efficacité des services de police repose sur une infrastructure adaptée au travail fondamental. Cette infrastructure comprend des actifs physiques tels que des bâtiments, des véhicules et des équipements, ainsi que des ressources et supports technologiques.

Les membres du SPC ont souligné la nécessité de disposer d'espaces supplémentaires à mesure que le Service s'agrandit. Ces espaces doivent être flexibles afin de s'adapter aux nouvelles technologies et exigences, de répondre aux besoins de formation et de contribuer au bien-être des équipes. Ils doivent également être sécurisés. Pendant la construction du nouveau siège social du SPC, il sera important d'élaborer des plans provisoires pour répondre aux besoins actuels en matière d'espace physique.

Les véhicules et autres équipements essentiels au travail du SPC doivent être performants, fiables et bien entretenus. Sur le plan technologique, le SPC a connu un franc succès avec les premiers déploiements de technologies telles que les caméras-piétons, les caméras de vidéosurveillance, l'analyse de données, etc. Ces technologies pourront être complétées à mesure que de nouvelles solutions émergeront, contribuant ainsi à améliorer la prévention et les enquêtes criminelles ainsi qu'à accroître l'efficacité opérationnelle.

Soutenir et accroître les succès

Les réalisations passées et les fondements existants pour nous soutenir dans cette priorité

Le SPC a réussi à investir et à déployer des technologies telles que des caméras de vidéosurveillance pour la détection des crimes et la collecte de preuves, ainsi que des outils en ligne facilitant le signalement des infractions. Nous prévoyons également débiter la construction d'un nouveau siège social plus spacieux pour répondre aux besoins fonctionnels et accommoder la croissance du SPC ainsi que pour garantir la fine pointe de nos équipements et de nos véhicules.

FONDEMENTS

Infrastructures essentielles



Le SPC a investi et déployé avec succès des technologies telles que les caméras de vidéosurveillance pour la détection des crimes et la collecte de preuves

Résultats

- ☐ Espace adéquat du SPC pour répondre à l'ensemble des besoins et des utilisations dans des lieux accessibles.
- ☐ Utilisation responsable de la technologie visant à améliorer la productivité et le service envers notre communauté.
- ☐ Équipement adéquat qui répond aux besoins du travail de manière fiable.

Indicateurs de performance

- ☐ Satisfaction accrue du personnel
- ☐ Cadre solide pour guider l'utilisation de la technologie et établir l'infrastructure nécessaire
- ☐ Optimiser l'utilisation efficace de la technologie pour des enquêtes, des opérations et une prévention de la criminalité

De la stratégie à l'action

Notre cadre stratégique définit nos objectifs pour les quatre prochaines années. Des plans d'action annuels définiront les modalités d'exécution.

Tout comme le cadre stratégique, nos plans d'action s'appuieront sur les enseignements tirés du processus de mobilisation et se concentreront sur nos priorités et résultats stratégiques. Pour élaborer et les mettre en œuvre ces plans d'action, nous mobiliserons des personnes possédant les compétences et les connaissances requises, et nous veillerons à ce que les activités que nous menons nous aident à incarner nos valeurs et nos engagements.

Pour l'élaboration de nos plans d'action, nous prendrons en considération que

- Quel est le travail déjà amorcé qui est conforme au nouveau cadre et qui peut être poursuivi?
- Qu'est-ce qui représente le meilleur potentiel pour obtenir un impact significatif : pour atteindre nos résultats ou relever les défis opérationnels?
- Qu'est-ce qui est réaliste : que sommes-nous en mesure d'entreprendre selon nos capacités?
- Quelles sont les dépendances : que faudrait-il faire en priorité pour mener à bien un domaine d'action spécifique?
- Quelles sont les activités susceptibles de répondre simultanément à plusieurs priorités?

Dans tous les cas, la planification des actions s'accompagnera d'un suivi et d'une évaluation des progrès afin que nous puissions connaître notre progression et nous adapter en conséquence en fonction des informations disponibles. Nous communiquerons et célébrerons également les réalisations afin que chacun au sein du SPC soit conscient des progrès réalisés.

L'une des possibilités que nous souhaitons tester lors de notre phase de planification des actions est la création d'« équipes d'action » : de petits groupes ciblés, composés de personnes ayant des compétences et expériences diverses, issues du SPC et capables de réaliser une collaboration efficace et de progresser de manière décentralisée.

Si nous avons choisi une approche d'action adaptative, c'est en partie grâce à sa flexibilité. Ce Cadre stratégique 2025-2028 est un document évolutif, constamment réévalué au fil du temps, de conditions changeantes et de l'émergence de nouvelles opportunités. Il nous donne la liberté de trouver la meilleure voie à suivre pour concrétiser notre vision d'une

ville de Cornwall sécuritaire où chacun peut s'épanouir et se sentir chez soi.



Service de police de Cornwall
P.O. Box/Case postale 875, 340 rue Pitt, Cornwall, Ontario K6H 5T7 cornwallpolice.ca

Ce que nous défendons

VISION

Ce que nous voulons pour
notre communauté

Une ville de Cornwall sécuritaire
où chacun peut s'épanouir et se
sentir chez soi.

MISSION

Comment réaliser notre vision

Un service de police de confiance, en
partenariat avec notre communauté
pour un impact positif sur la sécurité et
le bien-être à Cornwall.



VALEURS

Comment nous interagissons

INTÉGRITÉ

Nous montrons l'exemple avec
des principes moraux forts.

RESPECT

Nous traitons chacun avec dignité,
tout en reconnaissant les droits et
les traditions de chacun.

EMPATHIE

Nous écoutons, respectons et nous
nous efforçons de comprendre
les expériences vécues et les
sentiments de chacun.

ENGAGEMENTS

Notre façon de travailler au quotidien

FONDER SUR DES PREUVES

Prendre des décisions fondées sur des faits qui tiennent compte
de l'expérience et de l'expertise de chacun.

OFFRIR UN SERVICE DE QUALITÉ

Maintenir en tout temps des standards élevés en offrant
des services de police de confiance.

INNOVER

Utiliser la technologie et les nouvelles méthodes de travail pour atteindre
les résultats souhaités dans la limite des moyens disponibles.

COMMUNIQUER OUVERTEMENT

Partager l'information et explorer de manière constructive
différentes idées et perspectives.

ÊTRE INCLUSIF

Respecter et considérer la diversité de la communauté.

Charte d'équité du Service de police de Cornwall

Un engagement envers l'inclusion, l'appartenance et la justice

Au Service de police de Cornwall (SPC), nous
reconnaissons qu'une véritable sécurité publique ne peut
exister sans équité, inclusion et appartenance pour tous.

En tant que gardiens de la sécurité publique, nous
reconnaissons les obstacles systémiques et les
injustices historiques qui ont touché les communautés
marginalisées et mal desservies, notamment les peuples
autochtones, les personnes racialisées, les communautés
2SLGBTQIA+, les personnes handicapées et les autres
personnes confrontées à des inégalités.

À mesure que nous progressons dans la mise en œuvre
de nos priorités stratégiques, nous nous engageons à

intégrer ces principes dans notre travail, dans notre milieu
de travail et dans nos relations avec la communauté.

Notre déclaration

Nous, membres du Service de police de Cornwall, déclarons
notre engagement constant à maintenir l'équité dans tous
les aspects de notre travail. Nous affirmons que l'équité, la
justice et la dignité humaine sont essentielles à la sécurité
et au bien-être de notre communauté et à l'intégrité de
notre profession.

Cette charte est un engagement vivant qui met en
application nos actions quotidiennes et notre vision à long
terme sur l'intégrité, le respect et l'empathie.

Priorités stratégiques

Nos priorités stratégiques pour 2025-2028 englobent à la fois notre travail essentiel quotidien – les rôles que nous assumons au sein de la communauté – et les fondements nécessaires à sa réalisation, découlant de notre mission, de notre vision, de nos valeurs et de nos engagements. Elles sont toutes interdépendantes, interreliées et d'importance égale.

TRAVAIL FONDAMENTAL	
Priorité	Résultats
Impliquer la communauté dans la sécurité publique	<input type="checkbox"/> Les résidents sont impliqués dans l'identification des problèmes et participent à des actions coordonnées pour améliorer la sécurité communautaire. Des stratégies de prévention de la criminalité adaptées sont axées sur les enjeux et les quartiers ciblés. <input type="checkbox"/> Les jeunes sont impliqués positivement et contribuent à la sécurité communautaire, en particulier ceux qui sont à risque. <input type="checkbox"/> Les résidents signalent les incidents motivés par la haine et ont accès à des interventions cohérentes et complètes tenant compte des traumatismes. <input type="checkbox"/> Le SPC entretient des relations de confiance durables avec les membres de la communauté.
Répondre à des besoins complexes	<input type="checkbox"/> Orientations et soutien constants pour accéder à des services ou des parcours spécialisés répondant à des besoins spécifiques, tels que la santé mentale et la toxicomanie. <input type="checkbox"/> Ressources dédiées pour établir et développer des interventions spécialisées, fondées sur des données probantes et dont l'efficacité a été prouvée. <input type="checkbox"/> Interventions coordonnées pour prévenir et briser le cycle de la violence entre partenaires
Appliquer les stratégies	<input type="checkbox"/> Partenariats renforcés pour une action cohérente et collaborative visant à perturber et à réprimer le crime organisé, y compris la violence armée. <input type="checkbox"/> Approche globale pour améliorer la sécurité routière et réduire les collisions. <input type="checkbox"/> Utilisation de l'analyse et des preuves numériques pour prévenir et enquêter sur les crimes. <input type="checkbox"/> Soutien et efficacité améliorés pour que les policiers puissent prioriser la prévention et la résolution des crimes.
FONDEMENTS	
Un milieu de travail engagé	<input type="checkbox"/> Une culture d'organisation interne respectueuse et valorisante de la diversité. <input type="checkbox"/> Une approche globale et proactive pour soutenir la résilience et le bien-être des membres. <input type="checkbox"/> Des membres engagés qui contribuent à l'avancement des priorités organisationnelles. <input type="checkbox"/> Des parcours et des opportunités clairs pour permettre aux membres de se développer dans leurs rôles et en tant que leaders.
Capacité d'intervention	<input type="checkbox"/> Capacité suffisante pour répondre aux besoins. <input type="checkbox"/> Visibilité et présence accrues <input type="checkbox"/> Pratiques de recrutement et d'embauche favorisant la rétention de candidats qualifiés <input type="checkbox"/> Opportunités de formations efficaces et durables <input type="checkbox"/> Simplification des pratiques organisationnelles pour optimiser les ressources et maximiser l'efficacité
Infrastructures essentielles	<input type="checkbox"/> Espace adéquat du SPC pour répondre à l'ensemble des besoins et des utilisations dans des lieux accessibles. <input type="checkbox"/> Utilisation responsable de la technologie visant à améliorer la productivité et le service envers notre communauté. <input type="checkbox"/> Équipement adéquat qui répond aux besoins du travail de manière fiable.

Copyright Service de police de Cornwall, septembre 2025

Pour notre communauté. Avec notre communauté.

La sécurité publique grâce au partenariat

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Service de police de Cornwall • Cadre stratégique 2025–2028 • Résumé

Pour notre communauté. Avec notre communauté.

La sécurité publique grâce au partenariat

À tous les quatre ans, le Service de police de Cornwall (SPC) élabore un cadre stratégique qui définit ses priorités et oriente son travail pour la période à venir.

À l'hiver et au printemps 2025, nous avons collaboré avec plus de 1 300 personnes – membres de la communauté, groupes en quête d'équité, organismes partenaires, membres de tous les niveaux du SPC, membres de la Commission du Service de police et membres du Conseil municipal de la Ville de Cornwall –

en nous appuyant sur un esprit de collaboration et d'intérêt commun pour concrétiser notre vision.

VISION

Ce que nous voulons pour notre communauté

Une ville de Cornwall sécuritaire où chacun peut s'épanouir et se sentir chez soi.

MISSION

Comment réaliser notre vision

Un service de police de confiance, en partenariat avec notre communauté pour un impact positif sur la sécurité et le bien-être à Cornwall.

Ce que nous défendons

Au SPC, nous sommes tous inspirés par un ensemble de valeurs et d'engagements communs axés sur la mise en application de notre mission et la réalisation de notre vision pour l'avenir.

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Comment nous interagissons

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Nous montrons l'exemple avec des principes moraux forts.

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ENGAGEMENTS

Notre façon de travailler au quotidien

FONDER SUR DES PREUVES

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Maintenir en tout temps des standards élevés en offrant des services de police de confiance.

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En tant que gardiens de la sécurité publique, nous reconnaissons les obstacles systémiques et les injustices historiques qui ont touché les communautés marginalisées et mal desservies, notamment les peuples autochtones, les personnes racialisées, les communautés 2SLGBTQIA+, les personnes handicapées et les autres personnes confrontées à des inégalités.

À mesure que nous progressons dans la mise en œuvre de nos priorités stratégiques, nous nous engageons à intégrer ces principes dans notre travail, dans notre milieu de travail et dans nos relations avec la communauté.

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Nous, membres du Service de police de Cornwall, déclarons notre engagement constant à maintenir l'équité dans tous les aspects de notre travail. Nous affirmons que l'équité, la justice et la dignité humaine sont essentielles à la sécurité et au bien-être de notre communauté et à l'intégrité de notre profession.

Cette charte est un engagement vivant qui met en application nos actions quotidiennes et notre vision à long terme sur l'intégrité, le respect et l'empathie.

Notre communauté en évolution

Cornwall a toujours bénéficié d'un contexte de sécurité publique unique.

Ville frontalière, Cornwall est géographiquement voisine du territoire de la nation Mohawk d'Akwesasne et des États-Unis et elle est située le long d'une autoroute majeure reliant Montréal et Toronto. La ville a connu une croissance rapide et s'est diversifiée au cours des dernières années, accueillant jusqu'à 4 000 résidents selon certaines estimations informelles, dont beaucoup sont de nouveaux arrivants au Canada. Quotidiennement, la ville accueille une population considérable de personnes qui viennent pour le travail ou comme étant prestataires de services.



86 % des personnes interrogées dans le cadre du sondage public déclarent faire confiance au SPC.

Priorités stratégiques

Nos priorités stratégiques pour 2025-2028 englobent à la fois notre travail essentiel quotidien – les rôles que nous assumons au sein de la communauté – et les fondements nécessaires à sa réalisation, découlant de notre mission, de notre vision, de nos valeurs et de nos engagements. Elles sont toutes interdépendantes, interreliées et d'importance égale.

TRAVAIL FONDAMENTAL



FONDEMENTS

Priorités et résultats

TRAVAIL FONDAMENTAL

Priorité	Résultats
Impliquer la communauté dans la sécurité publique	<input type="checkbox"/> Les résidents sont impliqués dans l'identification des problèmes et participent à des actions coordonnées pour améliorer la sécurité communautaire. Des stratégies de prévention de la criminalité adaptées sont axées sur les enjeux et les quartiers ciblés. <input type="checkbox"/> Les jeunes sont impliqués positivement et contribuent à la sécurité communautaire, en particulier ceux qui sont à risque. <input type="checkbox"/> Les résidents signalent les incidents motivés par la haine et ont accès à des interventions cohérentes et complètes tenant compte des traumatismes. <input type="checkbox"/> Le SPC entretient des relations de confiance durables avec les membres de la communauté.
Répondre à des besoins complexes	<input type="checkbox"/> Orientations et soutien constants pour accéder à des services ou des parcours spécialisés répondant à des besoins spécifiques, tels que la santé mentale et la toxicomanie. <input type="checkbox"/> Ressources dédiées pour établir et développer des interventions spécialisées, fondées sur des données probantes et dont l'efficacité a été prouvée. <input type="checkbox"/> Interventions coordonnées pour prévenir et briser le cycle de la violence entre partenaires
Appliquer les stratégies	<input type="checkbox"/> Partenariats renforcés pour une action cohérente et collaborative visant à perturber et à réprimer le crime organisé, y compris la violence armée. <input type="checkbox"/> Approche globale pour améliorer la sécurité routière et réduire les collisions. <input type="checkbox"/> Utilisation de l'analyse et des preuves numériques pour prévenir et enquêter sur les crimes. <input type="checkbox"/> Soutien et efficacité améliorés pour que les policiers puissent prioriser la prévention et la résolution des crimes.

FONDEMENTS

Un milieu de travail engagé	<input type="checkbox"/> Une culture d'organisation interne respectueuse et valorisante de la diversité. <input type="checkbox"/> Une approche globale et proactive pour soutenir la résilience et le bien-être des membres. <input type="checkbox"/> Des membres engagés qui contribuent à l'avancement des priorités organisationnelles. <input type="checkbox"/> Des parcours et des opportunités clairs pour permettre aux membres de se développer dans leurs rôles et en tant que leaders.
Capacité d'intervention	<input type="checkbox"/> Capacité suffisante pour répondre aux besoins. <input type="checkbox"/> Visibilité et présence accrues <input type="checkbox"/> Pratiques de recrutement et d'embauche favorisant la rétention de candidats qualifiés <input type="checkbox"/> Opportunités de formations efficaces et durables <input type="checkbox"/> Simplification des pratiques organisationnelles pour optimiser les ressources et maximiser l'efficacité
Infrastructures essentielles	<input type="checkbox"/> Espace adéquat du SPC pour répondre à l'ensemble des besoins et des utilisations dans des lieux accessibles. <input type="checkbox"/> Utilisation responsable de la technologie visant à améliorer la productivité et le service envers notre communauté. <input type="checkbox"/> Équipement adéquat qui répond aux besoins du travail de manière fiable.

Pour lire l'intégralité de notre cadre stratégique 2025-2028, visitez <https://cornwallpolice.com/2025-2028-strategic-plan>.

Service de police de Cornwall
P.O. Box/Case postale 875, 340 rue Pitt, Cornwall, Ontario K6H 5T7 cornwallpolice.ca





CORNWALL POLICE SERVICE

2026 BUDGET PRESENTATION



Section 11 (1)

Adequate and effective policing means all of the following functions provided in accordance with the standards set out in the regulations, including the standards with respect to the avoidance of conflicts of interest, and with the requirements of the *Canadian Charter of Rights and Freedoms* and the *Human Rights Code*:

1. *Crime Prevention.*
2. *Law enforcement.*
3. *Maintaining the public peace.*
4. *Emergency response.*
5. *Assistance to victims of crime.*
6. *Any other prescribed policing functions.*

O. Reg 392/23 Section 2 (1)

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

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

Section 50 (1)

A municipality that maintains a municipal board shall provide the board with sufficient funding to,

- (a) Comply with this Act and the regulations; and
- (b) Pay the expenses of the board's operation, other than the remuneration of board members. 2019, c. 1, s. 50(2); 2023, c. 12, Sched. 1, s 19(1)

Section 50 (2)

A municipal board shall submit operating and capital estimates to the municipality that will show, separately, the amounts that will be required to,

- (a) Comply with this Act and the regulations, including the amounts required to provide the police service with required equipment and facilities, having regard for the various ways that the board can discharge this obligation; and
- (b) Pay the expenses of the board's operation, other than the remuneration of board members. 2019, c. 1, s. 50(2); 2023, c. 12, Sched. 1, s 19(2)

Section 50 (4)

Upon reviewing the estimates, the municipality shall establish an overall budget for the municipal board for the purposes described in clauses (1)(a) and (b) and, in doing so, the municipality is not bound to adopt the estimates submitted by the municipal board. 2019 c. 1, Sched. 1, s. 50 (4)

Section 50 (5)

In establishing an overall budget for the municipal board, the municipality does not have the authority to approve or disapprove specific items in the estimates.

Section 50 (6)

If the municipal board is not satisfied that the budget established for it by the municipality is sufficient for the purposes described in clauses (1)(a) and (b),
(a) the municipal board and the municipality may jointly apply to the Commission Chair to appoint a conciliation officer to attempt to resolve the matter; or
(b) The municipal board may give the municipality written notice referring the matter to arbitration. 2019, c. 1, Sched. 1, s. 50 (6)

STRONG MAYOR POWERS

STRONG MAYOR POWERS – MUNICIPAL ACT, 2001

In some municipalities, the head of council has additional powers and duties, known as strong mayor powers and duties. Strong Mayor Powers came into affect for the City of Cornwall on May 1, 2025.

The head of council (Mayor) is required to propose the budget for the municipality each year by February 1. The Mayor must share the proposed budget with each member of council and the municipal clerk, and make it available to the public.

After receiving the proposed budget from the Mayor, council can amend the proposed budget by passing a resolution within a 30-day review period. The Mayor then has 10 days from the end of the council review period to veto any council amendment. To veto a council amendment, the Mayor must provide written documentation of the veto and rationale to each member of council and the municipal clerk on the day of the veto. Within a 15-day period after the Mayor's veto period, council may override the Mayor's veto of a council amendment if two-thirds of all council members vote to override the veto.

At the end of this process, the resulting budget is adopted by the municipality.

STRATEGIC FRAMEWORK

What we stand for

All of us at CPS are guided by a set of shared values and commitments as we pursue our mission and work to realize our vision for the future.

VALUES How we interact

INTEGRITY

We lead by example, with strong moral principles.

RESPECT

We treat everyone with dignity while acknowledging the rights and traditions of all people.

EMPATHY

We listen to, respect and strive to understand people's experiences and feelings.

COMMITMENTS How we work every day

BE EVIDENCE-BASED

Make fact-based decisions that consider people's experience and expertise.

DELIVER QUALITY SERVICE

Consistently uphold high standards to deliver trusted policing services.

INNOVATE

Use technology and novel ways of working to achieve desired outcomes within the means available.

COMMUNICATE OPENLY

Share information and constructively explore different ideas and perspectives.

BE INCLUSIVE

Respect and reflect the diversity of the community.



STRATEGIC FRAMEWORK

Cornwall Police Service Equity Charter

A Commitment to Inclusion, Belonging, and Justice

At the Cornwall Police Service (CPS), we recognize that true public safety cannot exist without equity, inclusion, and belonging for all.

As guardians of public safety, we acknowledge the systemic barriers and historical injustices that have impacted marginalized and underserved communities, including Indigenous peoples, racialized individuals, 2SLGBTQIA+ communities, persons with disabilities and others facing inequities.

As we move forward with our strategic priorities, we commit to embedding these principles across our work, our workplace, and our relationships with the community.

Our Declaration

We, the members of the Cornwall Police Service, declare our unwavering commitment to uphold equity in all aspects of our work. We affirm that fairness, justice, and human dignity are essential to the safety and wellbeing of our community and to the integrity of our profession.

This Charter is a living commitment that grounds our daily actions and long-term vision in integrity, respect and empathy.



STRATEGIC FRAMEWORK



VISION

What we want for our community

A safe Cornwall where everyone can thrive and belong

102

MISSION

How we will achieve our vision

A trusted police service partnering with our community for a positive impact on safety and wellbeing in Cornwall

ENGAGING THE COMMUNITY IN PUBLIC SAFETY



MEETING COMPLEX NEEDS



Robust support for victims

Consistent referrals to respond to unique needs

Evidence informed responses that are proven to be effective

Coordinated response to prevent and break the cycle of intimate partner violence



MEETING COMPLEX NEEDS



602
calls responded
to in 2024 by
VSMART

97
Apprehensions
by VSMART

917 calls
responded to in
2024 by
Community
Patrol

288
Apprehensions
by Community
Patrol



STRATEGIC ENFORCEMENT

2023

- Traffic enforcement
- 399 Stops

2024

- **Change in procedure - July**
- 1,222 Stops

2025

- Year to date
- 1,939 Stops

Enhance Traffic Safety

STRATEGIC ENFORCEMENT



Biker Enforcement Unit (BEU) East

Provincial Weapons Enforcement Unit (PWEU)

National Weapons Enforcement Support Team
(NWEST)

Repeat Offender Parole Enforcement (ROPE)

Border Drug Interdiction Task Force (BDIT)

Enhanced Partnerships

STRATEGIC ENFORCEMENT



Use of Analytics

CAPACITY TO DELIVER



CAPACITY TO DELIVER

Community Safety Officers

June – Aug 2025

Increased Visibility –
Proactive Activities:

102 hrs

June – Aug 2025

Assisting Other Units:

424 hrs

Jan – Aug 2025

1,076 Occurrences
Handled



STAFFING REPORT

SEPTEMBER 2025

Police Officer Absences	2018	2019	2020	2021	2022	2023	2024	2025
Long-Term Disability	0	1	1	0	0	1	0	1
WSIB Occupational Stress Injury	3	3	4	6	7	14	15	13
WSIB Accident Injuries								2
Non-occupational Injury/ Long-Term Illness	1	2	2	1	1	0	1	0
Modified Duties	3	4	5	5	3	1	4	7
Permanent Medical Restrictions	1	1	2	2	2	3	2	2
Suspended with Pay	2	1	1	1	0	0	0	0
Maternity/Parental Leave	1	0	0	1	2	3	2	0
Other Leave of Absence	1	0	0	0	0	0	0	0
Training/Recruit	0	0	1	1	1	2	9	2
Total Absences/Unable to Perform Full Duties	12	12	16	17	16	24	33	27
Secondments	0	0	0	0	0	2	2	6
Total Number of Officers	87	89	93	93	94	97	105	112
Officers Able to Perform Full Duties	75	77	77	76	78	73	71	85

CRITICAL INFRASTRUCTURE



Adequate
Space for Full
Range of Needs

Long Term
Facilities Plan

Responsible Use
of Technology

Adequate
Equipment That
Reliably Meets
Needs

AN ENGAGED WORKPLACE

Workplace
Culture That
Respects
Diversity

Support
Member
Resilience and
Wellbeing

Engaged
Members Who
Contribute to
Priorities

Clear Paths and
Opportunities
for Members



CSPA REQUIREMENTS

Enhanced Mental Health Training

Hard Body Armour

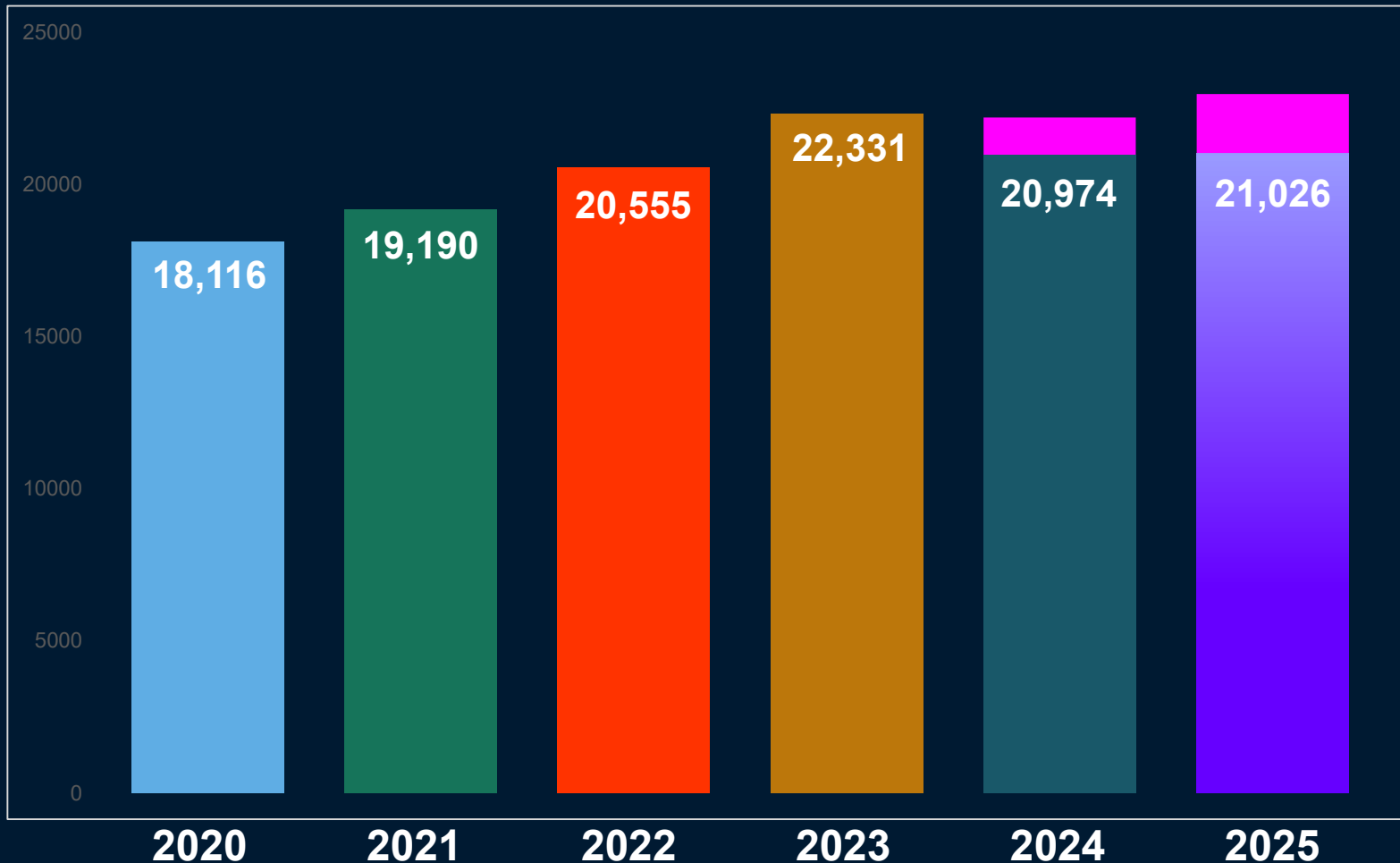
Fire Retardant Clothing

Carbines and Ammunition



CLIMATE OF POLICING

CALLS FOR SERVICE



CLIMATE OF POLICING

CRIME TRENDS

2500

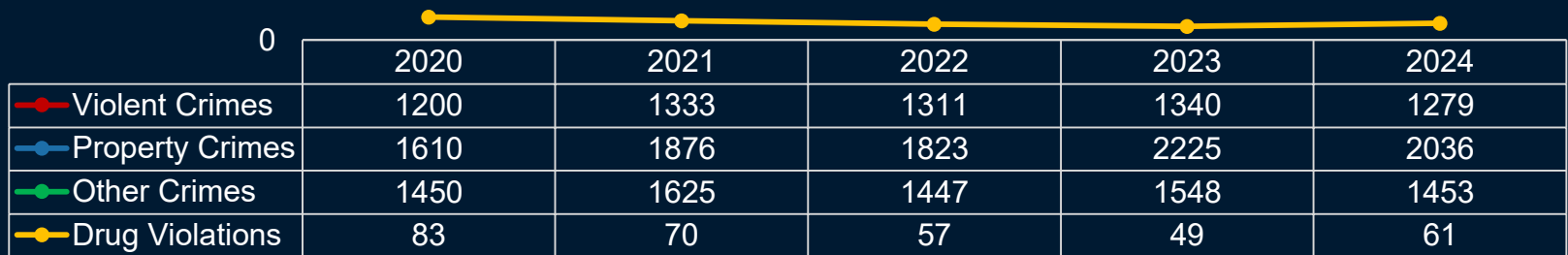
2000

1500

1000

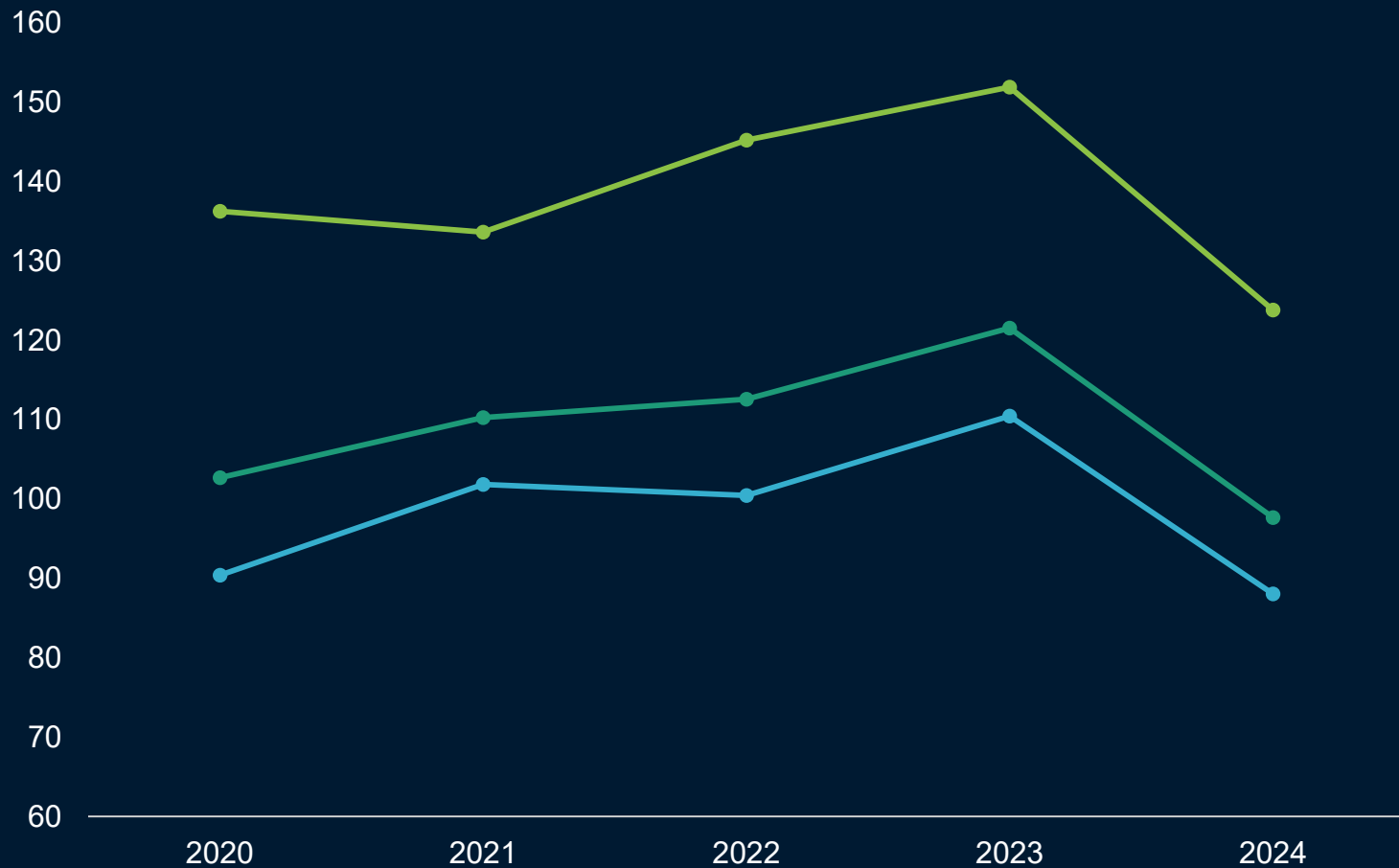
500

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CLIMATE OF POLICING

CRIME SEVERITY INDEX (CSI)



OUR SERVICE



The Cornwall Police Service provides policing services to the City of Cornwall.

It is currently made up of:

- 112 sworn police officers
- 14 special constables
- 41 civilian members
- 24 part-time civilian members

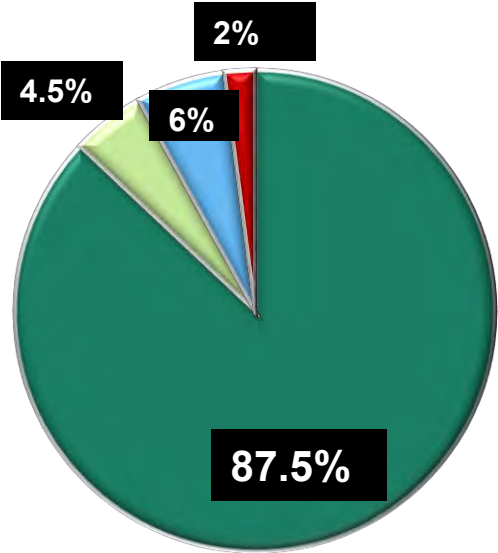


BUDGET COMPARISON

2022-2026

	2022	2023	2024	2025	2026
Salary & Benefits	\$19,921,669	\$21,181,924	\$22,747,316	\$24,261,655	\$26,510,260
Purchase of Goods	\$953,603	\$979,071	\$1,197,915	\$1,341,890	\$1,442,543
Services & Rents	\$1,132,988	\$1,389,321	\$1,573,408	\$1,711,842	\$1,810,425
Financial	\$462,503	\$462,503	\$461,300	\$460,000	\$461,300
Capital	\$124,000	\$85,600	\$37,200	\$188,962	\$220,800
Total Expenditure	\$22,594,773	\$24,098,418	\$26,017,139	\$27,964,349	\$30,224,528
Revenue	<u>\$1,576,918</u>	<u>\$2,297,828</u>	<u>\$2,913,845</u>	<u>\$4,025,367</u>	<u>\$3,941,818</u>
Net Cost	\$21,017,855	\$21,629,391	\$23,103,294	\$23,938,982	\$26,503,510
% Change	4.03%	3.15%	5.97%	4.98%	9.87%

2026 DEPARTMENTAL SUBMISSION



- Salary & Benefits
- Purchase of Goods
- Services & Rents
- Capital

Revenue

Grants	\$1,549,478
Other Municipalities	\$ 222,760
Recoveries	\$ 909,580
User Fees & Misc. Revenue	<u>\$1,260,000</u>
Total Revenue	\$3,941,818

Operating	\$ 30,244,528
Revenues	- \$ 3,941,818
Net	\$ 26,503,510



2026 DEPARTMENTAL SUBMISSION

SALARY & BENEFITS – 9.27% Increase

Collective
Agreement
Increases

Benefit Cost
Increases

Reclassification
Increases

Full-time Increase
Part-time
Decrease



2026 DEPARTMENTAL SUBMISSION

PURCHASE OF GOODS

7.50% increase

- Inflation
- Cybersecurity
- Radio Licenses



2026 DEPARTMENTAL SUBMISSION

SERVICES & RENTS – 5.76% increase

Contracted Services	Training
<ul style="list-style-type: none">• Training facilitation• 2nd VSMART Mental Health Worker• Translation Costs	<ul style="list-style-type: none">• CSPA Training Requirements• Training Inflation• Firing Range



2026 DEPARTMENTAL SUBMISSION

FINANCIAL

No increase

- Financial costs, LTD, Contribution to reserves

CAPITAL

16.85% increase

- Vehicle & equipment reserve, Equipment requirements under CSPA, CCTV enhancement, CERT equipment, PDF software, Electronic Fingerprint Livescan for Courthouse

2026 DEPARTMENTAL SUBMISSION



REVENUE 2.58% increase

- \$1,549,478 in Grant Funding - decrease
- Income for Fire Dispatch Services – change in practice
 - WSIB Recoveries
- Secondment Revenue increase

OPTIMIZING GRANT OPPORTUNITIES

Victim Support Grant

*Human Trafficking
Trauma Therapist,
Trauma-informed
training, Community
Resource
information*

Local Priorities

*Training
regarding Hate
Crime, Victim
Support,
Prevention with
Youth*

Mobile Crisis Response Team Expansion Grant

*Expansion of
VSMART Team,
Extended Hours,
Community
Referrals*

NG911 Grant

*NG911 Transition
Funding*

RIDE Grant

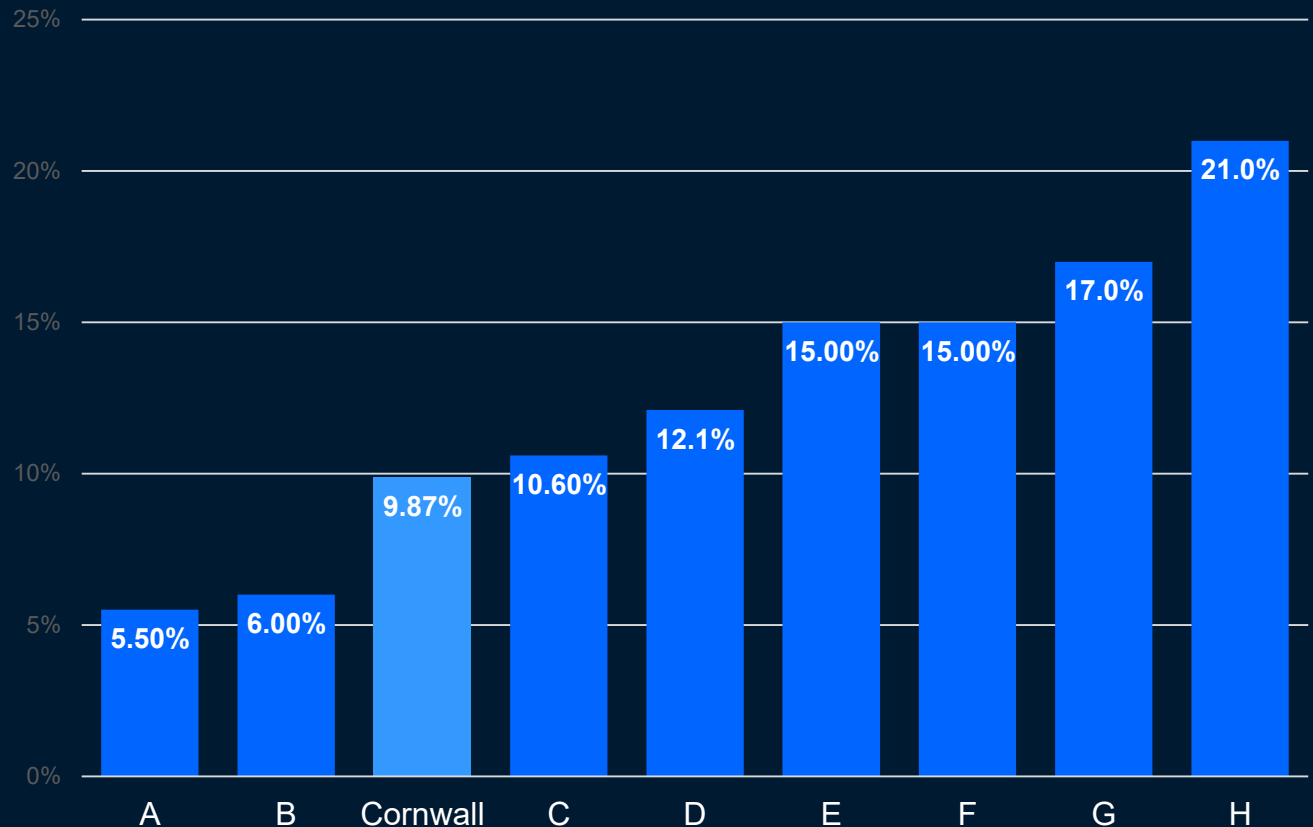
*Reduce Impaired
Driving
Everywhere*

**\$5,780,388 received
in grant funding since 2023**

ONTARIO POLICE SERVICES REPORTED BUDGET INCREASES

Police Service	2026
A	5.50%
B	6.00%
Cornwall	9.87%
C	10.60%
D	12.10%
E	15.00%
F	15.00%
G	17.00%
H	21.00%

2026 Budgets - Comparable Ontario Services



QUESTIONS





CORNWALL POLICE SERVICE COMMUNITY SAFETY AND POLICING ACT COMPLAINTS



STATISTICAL REPORT 4th QUARTER OF 2024

Complaint Details		New	Under investigation incl. prev. yr	Resolved this quarter	Total year to date	Total previous year
TYPE OF COMPLAINT						
A	Public Complaints - Policy or Service	0	0	0	0	0
B	Public Complaints - Conduct	3	0	3	7	27
2	Chief's Complaints (internal complaints)	0	0	0	0	3
D	Local Complaints	0	0	0	0	1
E	Customer Service Resolutions	0	0	0	0	0
Type of Allegations * - CONDUCT COMPLAINTS						
A	Compliance with laws (Act & SIU)	0	0	0	0	0
B	Compliance with laws (guilty CC,CDSA,CA)	0	0	0	0	0
C	Human Rights and the Charter	0	0	0	0	0
D	Interactions with the public Unlawful arrest/detention	0	0	0	0	0
E	Interactions with the public - Use of force	0	0	0	0	2
F	Interactions with the public other (abusive language, undermining public trust in policing, neglect of health and safety, conceal ID)	0	0	0	0	5
G	Integrity - accept gratuity, present or bribe perceived to influence performance of duty or benefit themselves or personal relationship	0	0	0	0	0
H	Integrity- Disclose/collect information contrary to law	0	0	0	0	0
I	Performance of duties - failure to perform	0	0	0	1	6
J	Performance of duties - failure to follow note taking procedure	0	0	0	0	0
K	Performance of duties - impaired by alcohol or drug	0	0	0	0	0
L	Performance of duties - failure to report misconduct	0	0	0	0	0
M	Performance of duties - leave area, detail or place of duty	0	0	0	0	0
N	Performance of duties - speak on behalf of service	0	0	0	0	0
O	Performance of duties - absent/late without excuse	0	0	0	0	0
P	Performance of duties - insubordination	0	0	0	0	0
Q	Performance of duties - fail to report damage/ loss/ police property	0	0	0	0	0
R	Performance of duties - Workplace harassment	0	0	0	0	0
S	Performance of duties - mislead/deceive person as to police duties	0	0	0	0	0
COMMENTS:						
* Total number of allegations may have more than one type per complaint listed.						
* When complaints are screened out by LECA, no type of complaint has been identified.						

DISPOSITION		This quarter	Total year to date	Total previous year
CONDUCT COMPLAINTS				
A	Unsubstantiated	0	0	2
B	Screened out by LECA	3	6	18
C	Withdrawn by complainant	0	0	1
D	Informal resolution agreement	0	0	0
E	Disciplinary Hearing	0	0	0
F	Criminal charges laid against police officer	0	0	0
G	Unsatisfactory work performance	0	0	0
H	Through local resolution	0	0	0
I	Customer service resolution (C.S.R)	0	0	1
J	C.S.R not successful - returned to LECA for screening	0	0	0
POLICY OR SERVICE COMPLAINTS				
A	No further action taken	0	0	1
B	Action taken	0	0	0
C	Referred to the Police Services Board for review	0	0	0
LECA - Review		This quarter	Total year to date	Total previous year
REQUEST FOR REVIEW				
A	Total	0	1	1
	- Concurred with finding	0	1	0
	- Directed to deal with as per LECA instruction	0	0	1*
	- Re-assigned to another P.S or taken over by LECA	0	0	0
	- Request not accepted by LECA	0	0	0
B	Reviews pending	0	0	1
Comments: PC04-19 review pending				
SPECIAL INVESTIGATIONS UNIT (SIU)		This quarter	Total year to date	Total previous years
INVESTIGATIONS				
A	Total Investigations filed	0	0	3
B	Investigations resolved			
	- No criminal wrong doing	0	0	3
	- Criminal charges laid	0	0	0
	- Discipline (per CSPA sec. 81)	0	0	0
	- Policy change (per CSPA sec. 81)	0	0	0
C	Type of investigations			
	-Death	0	0	0
	- Serious bodily harm	0	0	2
	- Sexual assault	0	0	1
	- Investigations ongoing	0	0	0
COMMENTS				

**PROVINCIAL BAIL COMPLIANCE
DASHBOARD AGREEMENT**

BETWEEN

**HIS MAJESTY THE KING IN RIGHT OF ONTARIO AS REPRESENTED BY THE
SOLICITOR GENERAL, AS OPERATED BY THE ONTARIO PROVINCIAL POLICE**

(“The OPP”)

AND

CORNWALL POLICE SERVICE BOARD

(“The Requester”)

IN EFFECT AS OF SEPTEMBER 10, 2025

(“Effective Date”)

WHEREAS:

- A. The Requester is a Police Service as that term is defined in the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, as amended, or in any successor legislation;
- B. The Requester has submitted to the OPP a request to gain access to, to use, and to disclose data to the Provincial Bail Solution, a Data Warehouse of Law Enforcement records relating to accused persons charged with criminal offences as set out in Article 4.1 (Scope of Bail Data) below, and subsequently placed on bail;
- C. The original “Provincial Firearms Bail Compliance Solution” was initially created by the Toronto Police Service (TPS) as part of a pilot project to track accused persons charged with firearms-related criminal offences, but the TPS has now authorized the OPP to administer, host and maintain the expanded Provincial Bail Compliance Solution, and to update it as required, for the use of Ontario Law Enforcement agencies, for the purposes specified herein;
- D. The laws of Ontario authorize Law Enforcement agencies to collect, use and disclose Personal Information for a Law Enforcement purpose; and,
- E. The OPP is prepared to permit the Requester to obtain access to, to use, and to disclose to the Provincial Bail Solution, subject to the provisions of this Agreement.

NOW THEREFORE OPP and the Requester agree as follows:

ARTICLE 1 DEFINITIONS AND SCHEDULE

1.1 Definitions.

In this Agreement, the following terms shall have the following meanings:

“**Agreement**” means this Agreement to access, use, and to disclose data to the Provincial Bail Solution, including the request submitted by the Requester, any attached Schedule(s) including Schedule 1 (“Security Assessment and Attestation”), and any amendments to the Agreement that may be agreed to in writing by the Parties as provided for herein;

“**Authorized Uses**” has the meaning set out in Article 4.2 herein;

“**Bail Data**” means the Records contained in the Data Warehouse that the Parties and other Law Enforcement agencies will be accessing and using as authorized under this Agreement;

“**Business Day**” means any working day, Monday to Friday inclusive, excluding statutory and other the provincial government holidays, namely: New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day; Canada Day; Civic Holiday; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; Boxing Day and any day which the government of the Province of Ontario has elected to be closed for business;

“**Confidential Information**” means all Records that are of a confidential nature, including all Records stored in the Data Warehouse, regardless of whether Confidential Information is identified as confidential or not, and whether recorded or not, and however fixed, stored, expressed or embodied, which comes into the knowledge, possession or control of the Requester in connection with the Agreement. For greater certainty, Confidential Information shall:

(a) include: (i) all new Records derived at any time from any Records whether created by the OPP, the Requester or any third-party; (ii) all Records (including Personal Information) that the OPP or the Requester is obliged, or has the discretion, not to disclose under provincial or federal legislation or otherwise at law; but

(b) not include Records that: (i) are or become generally available to the public without fault or breach on the part of the Requester of any duty of confidentiality owed by the Requester to the OPP or to any third-party; (ii) the Requester can demonstrate to have been rightfully obtained by the Requester, without any obligation of confidence, from a third-party who had the right to transfer or disclose it to the Requester free of any obligation of confidence; (iii) the Requester can demonstrate to have been rightfully known to or in the

possession of the Requester at the time of disclosure, free of any obligation of confidence when disclosed; but the exclusions in this subparagraph shall in no way limit the meaning of Personal Information or the obligations attaching thereto under the Agreement or at law;

“**Database**” means a structured set of data held in a computer;

“**Data Warehouse**” means an enterprise system used for the analysis and reporting of structured and semi-structured data from multiple sources;

“**Effective Date**” means the date first set out above;

“**Law Enforcement**” shall have the same meaning as in the Privacy Laws;

“**OPP Address**” and “**OPP Representative**” means:

OPP General Headquarters
2nd floor, Communications and Technology Services Bureau
777 Memorial Avenue
Orillia, Ontario L3V 7V3
OPP Representative: Marilyn MacSephney
Telephone: 705-329-6177
E-mail: OPP.PROV.BCD.Questions@opp.ca

“**Party**” in respect of this Agreement, means the OPP or the Requester, and “**Parties**” means both of them;

“**Personal Information**” shall have the same meaning as in the Privacy Laws;

“**Privacy Breach**” means any theft or loss of Personal Information or any collection, use or disclosure of Personal Information that is not permitted under this Agreement or not otherwise permitted by law;

“**Privacy Laws**” means the applicable privacy law, being either the *Freedom of Information and the Protection of Privacy Act*, R.S.O. 1990, c. F.31, which applies to the OPP, or the *Municipal Freedom of Information and Protection of Privacy Act*, R.S.O. 1990, c. M.56, which applies to the Requester, and the provisions of any other applicable laws that address privacy or access issues with respect to the access, use, or disclosure to the Data Warehouse and the Provincial Bail Solution as authorized herein;

“**Provincial Bail Solution**” means the Provincial Bail Compliance Data Warehouse and Dashboard application, the cloud-based application for visualizing Bail Data on a map, and it includes:

(a) Bail Data contained in the Data Warehouse, relating to accused persons charged with criminal offences as set out in Article 4.1 (Scope of Bail Data), and subsequently placed on conditions of release, including judicial interim orders;

(b) all associated software and updates that encompass the overall Provincial Bail Solution, including but not limited to Dashboard application, which will be used to provide a map-based visualization of the Bail Data; the Application Programming Interface (“API”), which will be the conduit for sharing Bail Data;; the Azure Active Directory (AD), a cloud-based solution for managing identity and access; and the Secure Sockets Layer (“SSL”) which is a protocol for encrypting internet traffic and verifying server identity;

(c) related policies and directives, which may be issued by the OPP from time to time, pursuant to Article 4.1 (Scope of Bail Data); and,

(d) any modifications or upgrades thereto;

“**Records**” shall have the same meaning as in the Privacy Laws, and for the sake of clarity includes Bail Data;

“**Requester Address**” and “**Requester Representative**” means:

Requester Address:	340 Pitt Street Cornwall Ontario, K6H 5T7
Requester Representative:	Staff Sergeant George Knezevic
Telephone:	613-933-5000 Ext 2457
E-mail:	knezevic.g@cornwallpolice.com

“**RMS**” means Records Management System;

“**Schedules**” means any Schedule attached to this Agreement which form part of this Agreement;

“**Scope of Bail Data**” has the meaning set out in Schedule 4.1 herein;

“**Security Incident**” means accidental, unlawful or unauthorized disclosure of, access, destruction, loss, or alteration to Confidential Information, the compromising or accessing of Requester’s systems that access, use, store and protect Confidential Information, or, detected system weaknesses that may compromise the integrity of Confidential Information that the Requester obtained from the OPP as a result of this Agreement.

ARTICLE 2 INTERPRETATION

2.1 No Indemnities from OPP

Notwithstanding anything else in the Agreement, any express or implied reference in any document related to the Provincial Bail Solution, to the OPP providing an indemnity or any other form of indebtedness or contingent liability that would directly or indirectly increase the indebtedness or contingent liabilities of Ontario, whether at the time of execution of the Agreement or at any time during the term of the Agreement, shall be void and of no legal effect.

2.2 Entire Agreement

The Agreement embodies the entire agreement between the Parties with regard to access to, and use of the Data Warehouse and the Provincial Bail Solution and supersedes any prior understanding or agreement, collateral, oral or otherwise.

2.3 Interpretive Value of Contract Documents

In the event of a conflict or inconsistency in any provisions in the Agreement, the main body of the Agreement shall govern over the Schedule(s) to the Agreement. Further, in the event of a conflict or inconsistency between the Agreement, and any policies or directives that are not contained in a Schedule, the Agreement shall govern over the policies or directives, as the case may be.

2.4 Interpretive Value of Headings

The headings in the Agreement are for convenience of reference only and in no manner modify, interpret or construe the Agreement.

2.5 Notices by Prescribed Means

Notices shall be in writing and shall be delivered by postage-prepaid envelope, personal delivery or email and shall be addressed to, respectively, the OPP Address to the attention of the OPP Representative and to the Requester Address to the attention of the Requester Representative. Notices shall be deemed to have been given:

(a) in the case of postage-prepaid envelope, five (5) Business Days after such notice is mailed; or

(b) in the case of personal delivery or email, one (1) Business Day after such notice is received by the other Party. In the event of a postal disruption, notices must be given by personal delivery or email. Unless the Parties expressly agree in writing to additional methods of notice, notices may only be provided by the methods contemplated in this section.

ARTICLE 3

NATURE OF RELATIONSHIP BETWEEN OPP AND REQUESTER

3.1 Requester's Power to Contract

The Requester represents and warrants that it has the full right and power to enter into the Agreement and there is no agreement with any other person that would in any way interfere with the rights of the OPP under the Agreement.

3.2 Representatives May Bind the Parties

The Parties represent that their respective representatives have the authority to legally bind them to the extent permissible by law.

3.3 Requester Not a Partner, Agent or Employee

The Requester shall have no power or authority to bind the OPP or to assume or create any obligation or responsibility, express or implied, on behalf of the OPP. The Requester shall not hold itself out as an agent, partner or employee of the OPP. Nothing in the Agreement shall have the effect of creating an employment, dependent contractor, partnership or agency relationship between the Requester and the OPP (or any of the Requester's employees, agents or contractors).

3.4 Responsibility of Requester

The Requester agrees that it is liable for its acts and omissions and those of the Requester's employees, agents and contractors. This section is in addition to any and all of the Requester's liabilities under the Agreement and under the general application of law. The Requester shall advise the Requester's employees, agents and contractors of their obligations under the Agreement and shall ensure their compliance with the applicable terms of the Agreement, as well as any applicable policies or directives that the OPP may issue from time to time. This section shall survive the termination or expiry of the Agreement.

3.5 Assignment or Subcontracting

The Requester may not assign, subcontract, or transfer this Agreement, or any right under this Agreement, either in whole or in part.

3.6 Dispute Resolution

The resolution of a dispute between the Parties pertaining to the application of this Agreement shall first be addressed between the OPP Representative and the Requester Representative. If resolution of the issue is not reached at this level, the Commander or Director (or their delegate) of the Communication and Technology Services Bureau of the OPP and their counterpart appointed by the Requester shall discuss the dispute. Failing resolution of any issue at this level, discussion of the dispute shall take place between members of the Executive Steering Committee.

3.7 Condonation Not a Waiver

Any failure by the OPP to insist in one or more instances upon strict performance by the Requester of any of the terms or conditions of the Agreement shall not be construed as a waiver by the OPP of its right to require strict performance of any such terms or conditions, and the obligations of the Requester with respect to such performance, shall continue in full force and effect.

ARTICLE 4

SCOPE OF BAIL DATA AND AUTHORITY TO ACCESS, USE AND DISCLOSE

4.1 Scope of Bail Data

The OPP has the sole responsibility and authority to alter the scope of the Provincial Bail Solution through OPP policies and directives which includes but is not limited to:

- (a) deciding which categories of criminal offences or individual criminal offences shall be included in the Bail Data;
- (b) adding additional categories of criminal offences or individual criminal offences to be included in the Bail Data; and/or
- (c) removing existing categories of criminal offences or individual criminal offences from the Bail Data.

4.2 Authorized Uses

Subject to the provisions of this Agreement, the OPP hereby grants to the Requester a non-exclusive, non-assignable and non-transferable authority to:

- (a) access and use the Provincial Bail Solution for a Law Enforcement Use, related to the Requester's verification of bail conditions; and,
- (b) disclose Bail Data to the OPP subject to Article 4.1 (Scope of Bail Data), which shall be maintained in the Provincial Bail Solution by the OPP for use by the Requester and other Law Enforcement agencies for their verification of bail conditions ("Authorized Uses").

4.3 Prohibited Use

The Requester acknowledges that the Requester is strictly prohibited from:

- (a) using Bail Data to create a Database or a data warehouse that is separate from the Data Warehouse as defined herein, except to the extent required to support the verification of cross-jurisdictional bail checks; and
- (b) allowing access to the Provincial Bail Solution by an individual unless they have a registered user account.

4.4 Use of Personal Information

The Requester shall have the authority to access and use the following Personal Information in the Provincial Bail Solution, which belongs to individuals on bail or their sureties, as the case may be, and in accordance with the Authorized Uses:

- (a) General Occurrence numbers;
- (b) name, address and contact information for both sureties and individuals on bail;
- (c) date of birth of individuals on bail;
- (d) physical descriptors of individuals on bail;
- (e) mugshot images of individuals on bail;
- (f) whether the individuals on bail are subject to outstanding charges, court orders, and other applicable Law Enforcement information about the individuals including potential gang membership;
- (g) conditions of release for individuals on bail; and,
- (h) Information about, including the results of any Bail condition compliance checks conducted by a Law Enforcement agency.

4.5 Conditions of Use

As a condition of being provided with access to the Provincial Bail Solution, the Requester shall, in addition to any other conditions specified elsewhere in this Agreement:

- (a) be responsible for any costs associated with the Requester accessing, using or disclosing Records to the Provincial Bail Solution as authorized herein, including the installation and maintenance of any relevant software or other equipment, and the installation of security measures;

- (b) be responsible for the development, management, and maintenance of the systems, software and equipment that support the Requester's use of the Provincial Bail Solution and all underlying components for accessing and using the Provincial Bail Solution as authorized or required by the OPP, including herein;
- (c) be responsible for providing training and technical support to employees, agents and contractors of the Requester who are authorized to use the Provincial Bail Solution;
- (d) install security measures that meet or exceed the requirements specified herein, or that may be stipulated by the OPP, including compliance with applicable Identity and Access Management (IAM) integration and security requirements;
- (e) obtain and maintain an up-to-date Net Connection Authorization/Change Request which has been approved by the RCMP;
- (f) ensure that access to the Provincial Bail Solution uses approved OPP formats and methods, including compliance with OPP approved network, authentication, and authorization requirements stipulated by the OPP;
- (g) provide the OPP with any potential changes to the Requester's technical or technological environment that is connected to, or that may harm or impact the Provincial Bail Solution, and notice shall be provided at least (90) days prior to any potential changes being made, so the OPP can assess the technical and security impact of such changes, including through testing;
- (h) appoint an employee of the Requester to act as liaison with the OPP's Communications and Technology Services Bureau Solutions Delivery Team, to set up and maintain the secure Internet connection to the Provincial Bail Solution enabling the sharing of Bail Data between the Parties;
- (i) disclose Bail Data to the OPP for storage and use in the Provincial Bail Solution and in accordance with Article 4.1 (Scope of Bail Data) and the Authorized Uses;
- (j) participate in any meetings or committees convened by the OPP with respect to the Provincial Bail Solution, and issues that may occur from time to time in respect of accessing, using or disclosing to it;
- (k) comply with any policies or directives that may be issued by the OPP from time to time with respect to the Provincial Bail Solution; ,.
- (l) Ensure that Bail Data that is provided to the Data Warehouse is accurate, complete and kept up to date; and,
- (m) be responsible for responding to external requests for Bail Data that is contained in the Provincial Bail Solution.

4.6 Proprietary Rights

Nothing in this Agreement shall be construed as transferring ownership or proprietary rights of, or relating to the Provincial Bail Solution or any part of it to the Requester.

4.7 Audit

The Requester shall permit and assist the OPP in conducting audits of the operations of the Requester, upon the OPP's request, to verify the Requester's compliance with this Agreement. The OPP shall provide the Recipient with at least ten (10) Business Days prior notice of its requirement for such audit. The Requester's obligations under this section shall survive any termination or expiry of the Agreement.

4.8 OPP Obligations

The OPP shall, in providing the Requester with access to, and use of the Provincial Bail Solution, be responsible for the following:

- (a) maintaining, operating and managing the Provincial Bail Solution, including establishing the Scope of the Bail Data, enacting policies and directives with respect to the Provincial Bail Solution, completing Provincial Bail Solution backups daily, to assist with recoverability in the event of an unplanned failure, and being responsible for any costs the OPP incurs associated with such activities, for which the Requester is not otherwise responsible, as set out herein;
- (b) providing the Requester with access and use to the Provincial Bail Solution, in accordance with the conditions specified herein;
- (c) providing the Requester with the ability to securely update and store their own Bail Data in the Provincial Bail Solution, provided that the Requester complies with all requirements contained herein; and,
- (d) Retaining Bail Data for a period of five (5) years plus current from the date that bail ends, subject to any laws or legal requirements that provide for a different retention period.

4.9 Technical Environment

If the OPP determines that patches, fixes or maintenance to the Provincial Bail Solution is required, the OPP shall make reasonable efforts to notify the Requester in advance. If more substantive changes to the Provincial Bail Solution are required which may affect access by the Requester to the Provincial Bail Solution for an extended period of time, the OPP shall make reasonable efforts to notify the Requester ninety (90) days in advance of such changes being commenced.

ARTICLE 5 CONFIDENTIALITY AND PRIVACY

5.1 Confidentiality

The Requester shall not, among other things, at any time directly or indirectly communicate with the media in relation to the Agreement, unless it has first obtained the express written authorization to do so by the OPP.

5.2 OPP Confidential Information

During and following the term of the Agreement, the Requester shall:

- (a) keep all OPP Confidential Information confidential and secure;
- (b) limit the disclosure of OPP Confidential Information to only those of the Requester's employees, agents or contractors who have a need to know it for the purpose of the Authorized Uses and who have been specifically authorized to have such access; -and,
- (c) not directly or indirectly disclose, destroy, exploit or use any OPP Confidential Information (except for the Authorized Uses, for a lawful purpose, or except if required by order of a court or tribunal)

5.3 Notice and Protective Order

If the Requester or any of the Requester's employees, agents or contractors either becomes legally compelled, or receive requests for OPP Confidential Information, the Requester will provide the OPP with prompt notice to that effect in order to allow the OPP to seek one or more protective orders or other appropriate remedies to prevent or limit such disclosure, and the Requester shall co-operate with the OPP and its legal counsel to the fullest extent.

5.4 Personal Information

The Parties acknowledge and agree that applicable Privacy Laws apply to and governs all Records and may require the disclosure of such Records to third parties. Furthermore, the Requester agrees:

- (a) to keep Records secure;

- (b) not to directly or indirectly use, collect, disclose or destroy any Personal Information for any purposes that are not authorized or required by law, including as set out in this Agreement;
- (c) to ensure the security and integrity of Personal Information and keep it in a physically secure and separate location safe from loss;
- (d) to restrict access to Personal Information to those of the Requester’s contractors, agents or employees who have a need to know it for the purpose of the Authorized Uses and who have been specifically authorized by the Requester to have such access; and,
- (e) to implement other specific security measures that in the opinion of the Requester are required to ensure the security and integrity of Personal Information and Confidential Information generally.

5.5 Security

The Requester shall implement, maintain and update the appropriate controls, policies and information systems, including any that may be stipulated by the OPP, to protect Confidential Information. Each Party shall notify the other in writing at the first reasonable opportunity of any Security Incidents or Privacy Breaches. In the event of an actual or suspected Security Incident or Privacy Breach, the Requester shall cooperate with the OPP, including by providing any additional details about the Security Incident or Privacy Breach that the OPP may require.

5.6 Survival

Article 5 shall survive the expiry or termination of this Agreement.

**ARTICLE 6
LIMITATION OF LIABILITY**

6.1 No Guarantee

The Requester acknowledges and agrees that the OPP cannot guarantee that:

- (a) the Records in the Provincial Bail Solution are accurate, complete, up-to-date, or free of errors; and that,
- (b) the Provincial Bail Solution shall be accessible, usable, or fit for any purpose, including the Authorized Uses.

6.2 Limitation of Liability

In no event will the OPP be liable for any claims or damages arising out of the Requester’s use of, or inability to use or access the Provincial Bail Solution, for delays in accessing or using the Provincial Bail Solution, from the Requester’s failure to disclose Records to the Provincial Bail Solution, or from the Requester’s reliance on inaccurate, incomplete or out-of-date Records accessed and used from the Provincial Bail Solution.

6.3 Survival

This Article 6 shall survive the expiry or termination of this Agreement.

**ARTICLE 7
TERM, TERMINATION AND AMENDMENTS**

7.1 Term

This Agreement shall enter into force on the Effective Date, and it shall expire upon termination, in accordance with section 7.2 herein.

7.2 Termination Without Cause

This Agreement may be terminated without liability by either Party giving to the other Party thirty (30) calendar days prior written notice of termination.

7.3 Amendment

Any changes to this Agreement must be made in writing and agreed to by the Parties. Amendments to the Schedule(s) may be made solely by the OPP without prior notice to the Requester.

IN WITNESS WHEREOF, each of the parties have executed and delivered this Agreement as of the date first above written.

**HIS MAJESTY THE KING IN RIGHT OF ONTARIO AS
REPRESENTED BY THE SOLICITOR GENERAL, AS
OPERATED THROUGH THE ONTARIO PROVINCIAL
POLICE**

Name: Chief Supt. Paul Mackey
Title: Bureau Commander, Communications & Technology Services
Bureau, Ontario Provincial Police

Signature:

Date:

CORNWALL POLICE SERVICE BOARD

Name:

Title:

Signature:

Date:

SCHEDULE 1 TO THE PROVINCIAL BAIL COMPLIANCE DASHBOARD AGREEMENT
BETWEEN THE ONTARIO PROVINCIAL POLICE AND CORNWALL POLICE SERVICE
BOARD, IN EFFECT AS OF SEPTEMBER 10, 2025.

SECURITY ASSESSMENT & ATTESTATION

Provincial Bail Compliance Dashboard MOU –
Schedule 1 - Security Assessment and Attestation



Provincial Bail Compliance Dashboard (PBCD) Partner Agency Security
Assessment and Attestation

CORNWALL POLICE SERVICE

Name of Police Agency

1. Security Requirements

Authentication Options

Please select one of the options:

☒ **Authentication Option 1:** Agency uses Azure AD and your PBCD users must use MS Authenticator or a software OAuth App (Okta, Thales, Duo). The authentication app must use number matching, OTP Multi-Factor Authentication (MFA) or pattern matching on your agency issued mobile device to authenticate to Azure AD and the PBCD application. Users will have to register for an OPP Guest account and must register MS Authenticator or software OAuth app on that Guest OPP account.
Chosen MFA method: DUO

☐ **Authentication Option 2:** Agency uses Azure AD and your PBCD users apply the MS Authenticator App registered on your tenant. Your PBCD users will be required to register an OPP Azure Guest account and the OPP will TRUST your agency Multi-Factor Authentication (MFA) method. Your agency MS Authenticator app must only use number matching, OTP or pattern matching on an agency issued mobile device. See Security Requirements below. NOTE: SMS and phone MFA for PBCD users does not meet security requirements.
Chosen MFA method:

☐ **Authentication Option 3:** Agency does not use Azure AD but is willing to have their PBCD users be required to register with an OPP provided *Ontario Police* tenant and leverage OPP PKI (Ontario Law Enforcement) certificates on a FIPS 140.2 compliant device as the sole authentication method. Mobile phone access to the PBCD will not be available to agencies leveraging this authentication option. The user account added to the OPP provided and managed tenant is a standalone account separate from the agency on-prem Windows account.
Chosen MFA method:

2. Identity Assurance Level

2.1 Have all your employees previously completed a security clearance and/or background check?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2.2 Did this include confirmation in person of their legal name and DOB using two trusted ID sources (i.e. Driver's License, ON photo card, Canadian birth certificate)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2.3 I acknowledge that our agency will be required to annually audit designated PBCD users to ensure they should still have such access	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

3. Net Connection Authorization Change Request (NCACR) Compliance

3.1 Does your Active Directory/Domain password policy comply with the RCMP NPSNet Policy (v2.3) Net Connection Authorization Change Request (NCACR), password policy requirements?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
--	--

<table><tr><th>Complexity</th><th>Minimum Length</th><th>Lifetime</th><th>Max Failed Attempts</th></tr><tr><td>Alpha, upper, and lower case, numeric & special characters</td><td>8 characters</td><td>90 days</td><td>5</td></tr><tr><td>Alpha, upper, and lower case, numeric characters</td><td>10 characters</td><td>365 days</td><td>10</td></tr><tr><td>Alpha, upper, and lower case</td><td>12 characters</td><td>3 years</td><td>10</td></tr></table> <ul style="list-style-type: none">○ Cannot reuse the last 6 passwords○ When passwords are changed you cannot reuse more than 4 of the same characters in same position○ Minimum amount of time prior to re-changing a password is 24 hours○ Lock out must be resolved through manual administrative means○ Must be configured with a timed password protected screen lock, a user must reauthenticate access when the screen has locked.	Complexity	Minimum Length	Lifetime	Max Failed Attempts	Alpha, upper, and lower case, numeric & special characters	8 characters	90 days	5	Alpha, upper, and lower case, numeric characters	10 characters	365 days	10	Alpha, upper, and lower case	12 characters	3 years	10	
Complexity	Minimum Length	Lifetime	Max Failed Attempts														
Alpha, upper, and lower case, numeric & special characters	8 characters	90 days	5														
Alpha, upper, and lower case, numeric characters	10 characters	365 days	10														
Alpha, upper, and lower case	12 characters	3 years	10														
3.2 If NO, are you willing to change your domain password policy to comply with the RCMP NCACR password policy requirements?	<input type="checkbox"/> Yes <input type="checkbox"/> No																
3.3 If NO for the above question (3.2), please provide your current domain password policy:																	
3.4 What is the date of your most recent approved RCMP NPSNet Change Authorization Change Request (NCACR)?	January 18, 2025																
3.5 If you are not NCACR compliant, please provide us additional information on when and how you are planning to attain an RCMP approved NCACR and/or when did you last submit NCACR?																	
Note: For Authentication Option 3 agencies without a Microsoft Azure presence, leveraging the 'Ontario Police' Tenant, Sections 4 and 5 are not applicable to the agency as OPP will ensure MFA security requirements are met.																	
4. Credential Assurance Level																	
The following questions will be dependent upon the Authentication and MFA Option you have chosen from Section 2.																	
4.1 Does your solution meet Credential Assurance Level (CAL) 3 (GO-ICA Guidelines) credential type control requirements of: <ul style="list-style-type: none">- Multi-factor cryptographic hardware or software- Memorized secret plus one of:<ul style="list-style-type: none">○ Single-factor cryptographic hardware or software○ Single-factor OTP hardware or software○ Look-up secret○ Unique memorized secret○ Specific service approved by Digital Identity and Access Management Committee (DIAMC)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A (Option 3 agency)																
4.2 If yes, please describe how your solution meets the requirements noted in question 4.1																	
4.3 Does your solution meet CAL 2 (GO-ICA Guidelines) credential type control requirements of: <ul style="list-style-type: none">- Multi-factor cryptographic hardware or software- Multi-factor OTP using hardware or software (deployed on a managed endpoint), with one of the factors being:<ul style="list-style-type: none">○ Memorized secret (excluding PIN) using Out of Band (OOB)○ Single-factor cryptographic hardware or software	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A (Option 3 agency)																

<div>○ Specific service approved by DIAMC</div>	
4.4 If yes, please describe how your solution meets the requirements noted in question 4.3	Replace with 6 digit code not native DUO MFA integration
5. Identity Solutions	
The following questions will be dependent upon the Authentication and MFA Option you have chosen from Section 1.	
5.1 Does your identity solution vendor comply with Man-in-the-middle resistance (CAL 2 or CAL 3) as per Table 5 in GO-ICA Guidelines?	<div><input checked="" type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> <div><input type="checkbox"/> N/A (Option 3 agency)</div>
5.2 Does your identity solution vendor comply with Impersonation resistance (CAL 2 or CAL 3) as per Table 5 in GO-ICA Guidelines?	<div><input checked="" type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> <div><input type="checkbox"/> N/A (Option 3 agency)</div>
5.3 Does your identity solution vendor comply with Compromise resistance (CAL 2 or CAL 3?) as per Table 5 in GO-ICA Guidelines?	<div><input checked="" type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> <div><input type="checkbox"/> N/A (Option 3 agency)</div>
5.4 Does your identity solution vendor comply with Side channel attack resistance (CAL 2 or CAL 3) as per Table 5 in GO-ICA Guidelines?	<div><input checked="" type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> <div><input type="checkbox"/> N/A (Option 3 agency)</div>
5.5 Does your identity solution vendor comply with Replay attack resistance (CAL 2 or CAL 3) as per Table 5 in GO-ICA Guidelines?	<div><input checked="" type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> <div><input type="checkbox"/> N/A (Option 3 agency)</div>

I hereby certify that:

1. All information provided in this Declaration and any attachment is true.

2. Will continue to comply with the responses provided by the security attestation, where applicable.

3. If not using MS Authenticator for option 1, will only use an OPP approved third-party authentication app.

4. Will only use MS Authenticator for option 2.

Name:

George Knezevic

Title (Director or above):

Staff Sergeant

Signature:

George Knezevic GA (M)

Digitally signed by George Knezevic GA (M)
Date: 2025.09.15 12:24:39 -04'00'

Date:

9/15/25



CORNWALL POLICE SERVICE BOARD REPORT

TO: Board Members

FROM: A/Deputy Chief Maxwell

UNIT/BUREAU: CPS Board

UNIT/BUREAU: Executive Services

DATE: 16 September 2025

Ontario Bail Compliance Dashboard

OBJECTIVE

The purpose of this report is to provide an overview of the Ontario Bail Compliance Dashboard and to outline the operational and strategic benefits this tool provides to Cornwall Police Service (CPS). This report also seeks the Board's support for continued engagement with the province on bail reform initiatives and data-sharing agreements that enhance public safety.

DISCUSSION

In response to growing public safety concerns related to individuals released on bail who re-offend or fail to comply with release conditions, the Province of Ontario launched the Ontario Bail Compliance Dashboard. This centralized, data-driven tool is designed to assist police services in tracking, monitoring, and enforcing compliance among individuals released into the community under judicially imposed bail conditions.

The implementation of the Ontario Bail Compliance Dashboard at CPS is one of the key deliverables of the *Bail Compliance and Warrant Apprehension Grant (BCWA)* we received in 2024.

Developed in collaboration with police partners and other justice stakeholders, the dashboard aggregates real-time and near-real-time data from multiple sources, including CPIC (Canadian Police Information Centre), police records management systems, and provincial court databases.

Key features of the dashboard

- *Real-Time Monitoring:* Provides a live and continuously updated list of individuals currently out on bail, with a focus on those with violent or repeat offending histories.

- *Risk-Based Filtering*: Enables officers to sort individuals by risk level, offence type, location, and history of non-compliance.
- *Geo-Mapping Tools*: Allows for geographic visualization of where high-risk bail participants reside or frequent, enhancing patrol and enforcement planning.
- *Alerts & Notifications*: Sends automated alerts when individuals breach bail conditions or are charged with new offences.
- *Compliance History*: Offers a comprehensive record of past bail breaches, helping officers and investigators to build stronger Crown briefs for bail revocation or stricter release conditions.

Why CPS needs this tool

The Ontario Bail Compliance Dashboard supports our police service in fulfilling our core mandate of ensuring community safety and enforcing judicial conditions. The tool is critical for the following reasons:

1. Improved Public Safety

- Enables timely identification and monitoring of high-risk individuals, reducing the chance of re-offending while on bail.
- Supports proactive enforcement, preventing incidents before they escalate.

2. Operational Efficiency

- Reduces the burden on frontline officers by centralizing compliance data in one platform.
- Enhances intelligence-led policing by providing actionable information to crime analysts, patrol officers, and investigators.

3. Enhanced Accountability

- Facilitates accurate reporting and metrics on bail compliance and enforcement activities.
- Supports transparency in how police services manage high-risk individuals in the community.

4. Support for Bail Reform Advocacy

- Provides data that can be used to advocate for legislative or policy changes related to bail, particularly in cases involving violent or repeat offenders.

5. Integration with Broader Public Safety Strategies

- The dashboard complements existing tools such as offender management systems, electronic monitoring, and community justice initiatives.
- Enhances inter-agency cooperation with probation, parole, and Crown counsel.

COMMUNICATIONS ISSUES

The effectiveness of the dashboard depends heavily on timely and accurate data sharing between police services, courts, correctional services, and other justice partners. It is imperative that CPS implement mandatory training for all officers and analysts who interact with the dashboard to ensure proper and consistent use.

FUNDING NEEDS

The implementation and sustained use of the Ontario Bail Compliance Dashboard require both one-time and ongoing investments. These include costs related to system integration, licensing and training. Costs will be negligible as it will be conducted during work hours outside of the block training schedule. System integration and multi-factor authentication have already taken place. There is a yearly cost of approx. \$5000 to maintain the Cisco Duo multi-factor authentication to ensure compliance with the OPP standards outlined in the MOU agreement. This cost will be absorbed in our yearly IT budget.

RECOMMENDATION

It is recommended that the Police Services Board:

1. Endorse the implementation, continued use and development of the Ontario Bail Compliance Dashboard.
2. Support ongoing advocacy for bail reform and enhanced data-sharing partnerships with provincial and federal justice partners.

Respectfully submitted,

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

Chad Maxwell
A/Deputy Chief of Police

City of Cornwall
Financial Statement
as at June 30, 2025

Cornwall Police Services

	2024 Actuals	2024 Budget	Y-T-D % used	2025 Actuals	2025 Budget	Y-T-D % used
EXPENDITURES						
Salaries and Benefits	\$11,394,081	\$22,690,902	50.21%	\$12,853,688	\$24,261,655	52.98%
Purchase of Goods	\$609,218	\$1,261,192	48.30%	\$759,695	\$1,341,890	56.61%
Services and Rents	\$739,129	\$1,573,408	46.98%	\$998,420	\$1,711,842	58.32%
Financial and Transfers	<u>\$652,366</u>	<u>\$1,303,093</u>	<u>50.06%</u>	<u>\$1,046,940</u>	<u>\$1,913,453</u>	<u>54.71%</u>
Subtotal	\$13,394,794	\$26,828,595	49.93%	\$15,658,743	\$29,228,840	53.57%
 Total Revenue	 <u>\$2,999,778</u>	 <u>\$3,223,917</u>	 <u>93.05%</u>	 <u>\$3,302,957</u>	 <u>\$4,025,367</u>	 <u>82.05%</u>
NET COSTS	\$10,395,016	\$23,604,678	44.04%	\$12,355,786	\$25,203,473	49.02%

Commentary

Salaries and Benefits

A new collective agreement came into effect Jan 1, 2025. Increases to both salary and benefits exceed those estimated in the budget. Additional costs associated to seconded officer program are off set in revenue stream.

Purchase of Goods

Variances relate to purchase timing or are offset by grant funding.

Services and Rents

Criminal investigations spending exceeds budget but is offset by one-time grant funding. Additional costs associated with background and psychological evaluations were incurred for newly hired officers.

Financial and Transfers

Budgeted contributions to reserves and capital are made up front at the start of the year.

Revenue

One-time funding is offset in increased expenses. Forfeiture revenues of \$309k recorded in Q2 were transferred to the Receiver General in Q3. Standard grant revenues are expected to come in on budget. Police funding is recognized in full upfront, then deferred at year end if unused where funding period goes beyond the current year.

DEPARTMENT G-250-02271 General Operating Police Police Services Board

Section / Account	June 2025 Actuals - Trx	2025 Council Approved Budget	% Variance	\$ Variance
REVENUE				
Total Revenue	0.00	0	0.00%	0
EXPENDITURES				
Salary and Benefits				
Full-Time Salary	3,285.67	216	1,521.14%	(3,070)
Part-Time Salary	10,490.39	7,500	139.87%	(2,990)
Overtime	0.00	0	0.00%	0
Premiums	0.00	0	0.00%	0
Benefits	1,482.01	1,596	92.86%	114
Total Salary and Benefits	15,258.07	9,312	163.85%	(5,946)
Purchase of Goods				
2160 Public Relations	671.62	1,500	44.77%	828
2510 Stationery Supplies	649.22	750	86.56%	101
2540 Licences	0.00	750	0.00%	750
Total Purchase of Goods	1,320.84	3,000	44.03%	1,679
Services & Rents				
3160 Conferences	2,093.74	6,000	34.90%	3,906
3170 Accommodation/Meals	1,814.05	3,500	51.83%	1,686
3180 Transportation	594.35	2,000	29.72%	1,406
3321 Memberships	100.00	5,200	1.92%	5,100
3330 General Advertising	0.00	300	0.00%	300
3543 Other Professional Services	15,516.85	30,000	51.72%	14,483
Total Services & Rents	20,118.99	47,000	42.81%	26,881
Financial				
Total Financial	0.00	0	0.00%	0
TOTAL EXPENDITURES	36,697.90	59,312	61.87%	22,614
NET EXPENDITURES	36,697.90	59,312	61.87%	22,614

STATEMENT OF ACCOUNT
CPSB Community Support Fund
2025 2nd Quarter Report

Start Date: January 1, 2025
End Date: June 30, 2025

CPSB TD Acct.

DATE	DESCRIPTION	EXPENSES	REVENUE	ACCOUNT BALANCE
2025-01-01	Account Balance brought forward			\$27,877.63
2025-03-06	Race Against Drugs	\$500.00		\$27,377.63
2025-06-19	Bikes and Badges	\$500.00		\$26,877.63
2025-06-19	CPS Annual Golf Tournament	\$1,000.00		\$25,877.63
2025-06-30	Auction Revenue deposited		\$3,040.20	\$28,917.83
2025-06-30	Interest Earned		\$990.71	\$29,908.54
	Balance at June 30, 2025			\$29,908.54

Prepared By: Carmen Cousineau
CPSB Secretary



CORNWALL POLICE SERVICE

SERVICE DE POLICE DE CORNWALL

Shawna Spowart

Chief of Police

Chef de police

340 rue Pitt Street, C.P./P.O. Box 875

Cornwall, ON K6H 5T7

Tel: (613) 933-5000

Fax: (613) 932-9317

Web: www.cornwallpolice.com

July 29, 2025

Attn: Carmen Cousineau
Secretary - Cornwall Police Services Board

TAXI Sale/Transfer

Ameer Hamza Khan is requesting the Board approve the sale of his **50% share of taxi plate number #25 to Khawar Saleem**. The date of the requested transfer is July 11, 2025. The sale price is \$25,000.00.

ITEM	INCLUDED	PARTICULARS
Vehicle	N/A	
Top Sign	N/A	
Car radio (taxi)	N/A	
Portable radio (taxi)	N/A	
Taxi fare meter	N/A	
Number of licences currently held by purchaser	1	50% share of taxi #36
Dispatch service provided by		Choice

The application and background checks have been completed and there is no contravention of the By-Law. I respectfully recommend the sale be approved.

Yours truly,

S/Sgt. George Knezevic
Officer in Charge of Infrastructure Services

2025 KIDS, COPS AND FISHING SPONSORSHIP REQUEST

Good day CPS Board Members,

The Cornwall Police Service will once again be holding the Kids, Cops & Fishing event this year on Saturday, October 4th 2025 at Marina 200 in Cornwall.

We are reaching out to the members of the Cornwall Police Service Board in hopes that you would once again like to be a part of this event as a sponsor.

Kids love fishing, and police personnel know the benefits of kids enjoying healthy outdoor activities. This inspired the Police Association of Ontario to team up with Bob Izumi, Canadian Tire Corporation and Fishing Forever to create a grassroots program that encourages youngsters to go fishing.

We anticipate having anywhere from 35-50 local kids at this years event.

Please feel free to contact me should the CPS Board be able to sponsor or to attend this event, or should you have any questions.

Thanking you in advance,

Tony Joseph
Sergeant, Training Branch
Cornwall Police Service
340 Pitt Street, Cornwall, Ontario K6J 3P9
Tel: 613-933-5000 Ext. 2422
Fax: 613-932-8843

August 19, 2025

Privileged & Confidential

CORNWALL POLICE SERVICES BOARD
340 Pitt Street, Second Floor, P.O. Box 875
Cornwall, ON K6H 5T7
Attention: Carmen Cousineau

Invoice No.: 496849

IN ACCOUNT WITH



Mathews, Dinsdale & Clark LLP
Barristers and Solicitors
The Well, 35th Floor
8 Spadina Avenue
Toronto, Ontario M5V 0S8
Tel: 416 862 8280 Fax: 416 862 8247

Re: GENERAL LABOUR - BOARD
Our File Number: 24600-1

SUMMARY OF OUR ACCOUNT FOR PROFESSIONAL SERVICES RENDERED in this matter during the period ending July 31, 2025, and including:

Fees and Disbursements Summary:

<u>FEES:</u>	<u>AMOUNT</u>	<u>HST</u>	<u>TOTAL</u>
SUBJECT TO HST:	\$1,178.50	\$153.21	\$1,331.71
Total Fees:	\$1,178.50	\$153.21	\$1,331.71
TOTAL:	\$1,178.50	\$153.21	\$1,331.71

ONTARIO TRANSFER PAYMENT AGREEMENT

THE AGREEMENT is effective as of the 1st day of April, 2025

BETWEEN:

**His Majesty the King in right of Ontario
as represented by the Solicitor General**

(the “Province”)

- and -

Cornwall Community Police Services Board

(the “Recipient”)

BACKGROUND

The Mobile Crisis Response Team (MCRT) Enhancement Grant provides funding to police services or municipalities policed by the Ontario Provincial Police (OPP) to support or increase the Full Time Equivalent (FTE) count of crisis workers on existing MCRTs. Funding will support the ongoing need for more mental health assistance on police calls for service, and better leverage local mental health expertise.

The Province has agreed to provide the Recipient with one-time funding of \$240,000.00 over two fiscal years (2025-26 – 2026-27) to allow Cornwall Community Police Service to execute the Project as set out in Schedule “C”.

CONSIDERATION

In consideration of the mutual covenants and agreements contained in the Agreement and for other good and valuable consideration, the receipt and sufficiency of which are expressly acknowledged, the Province and the Recipient agree as follows:

1.0 ENTIRE AGREEMENT

1.1 Schedules to the Agreement. The following schedules form part of the Agreement:

Schedule “A” - General Terms and Conditions

Schedule "B" -	Project Specific Information and Additional Provisions
Schedule "C" -	Project
Schedule "D" -	Budget
Schedule "E" -	Payment Plan
Schedule "F" -	Reports
Schedule "G" -	Funding Application.

- 1.2 Entire Agreement.** The Agreement constitutes the entire agreement between the Parties with respect to the subject matter contained in the Agreement and supersedes all prior oral or written representations and agreements.

2.0 CONFLICT OR INCONSISTENCY

- 2.1 Conflict or Inconsistency.** In the event of a conflict or inconsistency between the Additional Provisions and the provisions in Schedule "A", the following rules will apply:

- (a) the Parties will interpret any Additional Provisions in so far as possible, in a way that preserves the intention of the Parties as expressed in Schedule "A"; and
- (b) where it is not possible to interpret the Additional Provisions in a way that is consistent with the provisions in Schedule "A", the Additional Provisions will prevail over the provisions in Schedule "A" to the extent of the inconsistency.

3.0 COUNTERPARTS

- 3.1 One and the Same Agreement.** The Agreement may be executed in any number of counterparts, each of which will be deemed an original, but all of which together will constitute one and the same instrument.

4.0 AMENDING THE AGREEMENT

- 4.1 Amending the Agreement.** The Agreement may only be amended by a written agreement duly executed by the Parties.

5.0 ACKNOWLEDGEMENT

- 5.1 Acknowledgement.** The Recipient acknowledges that:

- (a) by receiving Funds it may become subject to legislation applicable to organizations that receive funding from the Government of Ontario,

including the *Broader Public Sector Accountability Act, 2010* (Ontario), the *Public Sector Salary Disclosure Act, 1996* (Ontario), and the *Auditor General Act* (Ontario);

- (b) His Majesty the King in right of Ontario has issued expenses, perquisites, and procurement directives and guidelines pursuant to the *Broader Public Sector Accountability Act, 2010* (Ontario);
- (c) the Funds are:
 - (i) to assist the Recipient to carry out the Project and not to provide goods or services to the Province;
 - (ii) funding for the purposes of the *Public Sector Salary Disclosure Act, 1996* (Ontario);
- (d) the Province is not responsible for carrying out the Project;
- (e) the Province is bound by the *Freedom of Information and Protection of Privacy Act* (Ontario) and that any information provided to the Province in connection with the Project or otherwise in connection with the Agreement may be subject to disclosure in accordance with that Act; and
- (f) the Province is bound by the *Financial Administration Act* (Ontario) (“FAA”) and, pursuant to subsection 11.3(2) of the FAA, payment by the Province of Funds under the Agreement will be subject to,
 - (i) an appropriation, as that term is defined in subsection 1(1) of the FAA, to which that payment can be charged being available in the Funding Year in which the payment becomes due; or
 - (ii) the payment having been charged to an appropriation for a previous fiscal year.

SIGNATURE PAGE FOLLOWS

The Parties have executed the Agreement on the dates set out below.

**HIS MAJESTY THE KING IN RIGHT OF ONTARIO
as represented by the Solicitor General**

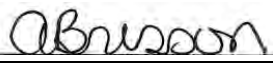
Date

Name: Michelina Longo
Title: Director, External Relations Branch

Cornwall Community Police Services Board

July 14, 2025

Date



Name: Amanda Brisson
Title: CPSB Chair

I have authority to bind the Recipient

Date

Name:
Title:

I have authority to bind the Recipient

**SCHEDULE “A”
GENERAL TERMS AND CONDITIONS**

A1.0 INTERPRETATION AND DEFINITIONS

A1.1 Interpretation. For the purposes of interpretation:

- (a) words in the singular include the plural and vice-versa;
- (b) words in one gender include all genders;
- (c) the headings do not form part of the Agreement; they are for reference only and will not affect the interpretation of the Agreement;
- (d) any reference to dollars or currency will be in Canadian dollars and currency; and
- (e) “include”, “includes” and “including” denote that the subsequent list is not exhaustive.

A1.2 Definitions. In the Agreement, the following terms will have the following meanings:

“Additional Provisions” means the terms and conditions set out in Schedule “B”.

“Agreement” means this agreement entered into between the Province and the Recipient, all of the schedules listed in section 1.1, and any amending agreement entered into pursuant to section 4.1.

“Budget” means the budget attached to the Agreement as Schedule “D”.

“Business Day” means any working day, Monday to Friday inclusive, excluding statutory and other holidays, namely: New Year’s Day; Family Day; Good Friday; Easter Monday; Victoria Day; Canada Day; Civic Holiday; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; Boxing Day and any other day on which the Province has elected to be closed for business.

“Effective Date” means the date set out at the top of the Agreement.

“Event of Default” has the meaning ascribed to it in section A12.1.

“Expiry Date” means the expiry date set out in Schedule “B”.

“Funding Year” means:

- (a) in the case of the first Funding Year, the period commencing on the Effective Date and ending on the following March 31; and

- (b) in the case of Funding Years subsequent to the first Funding Year, the period commencing on April 1 following the end of the previous Funding Year and ending on the following March 31 or the Expiry Date, whichever is first.

“Funds” means the money the Province provides to the Recipient pursuant to the Agreement.

“Indemnified Parties” means His Majesty the King in right of Ontario, and includes His ministers, agents, appointees, and employees.

“Loss” means any cause of action, liability, loss, cost, damage, or expense (including legal, expert and consultant fees) that anyone incurs or sustains as a result of or in connection with the Project or any other part of the Agreement.

“Maximum Funds” means the maximum set out in Schedule “B”.

“Notice” means any communication given or required to be given pursuant to the Agreement.

“Notice Period” means the period of time within which the Recipient is required to remedy an Event of Default pursuant to section A12.3(b), and includes any such period or periods of time by which the Province extends that time pursuant to section A12.4.

“Parties” means the Province and the Recipient.

“Party” means either the Province or the Recipient.

“Proceeding” means any action, claim, demand, lawsuit, or other proceeding that anyone makes, brings or prosecutes as a result of or in connection with the Project or with any other part of the Agreement.

“Project” means the undertaking described in Schedule “C”.

“Records Review” means any assessment the Province conducts pursuant to section A7.4.

“Reports” means the reports described in Schedule “F”.

A2.0 REPRESENTATIONS, WARRANTIES, AND COVENANTS

A2.1 General. The Recipient represents, warrants, and covenants that:

- (a) it is, and will continue to be, a validly existing legal entity with full power to fulfill its obligations under the Agreement;
- (b) it has, and will continue to have, the experience and expertise necessary to carry out the Project;
- (c) it is in compliance with, and will continue to comply with, all federal and provincial laws and regulations, all municipal by-laws, and any other orders, rules, and by-laws related to any aspect of the Project, the Funds, or both; and
- (d) unless otherwise provided for in the Agreement, any information the Recipient provided to the Province in support of its request for funds (including information relating to any eligibility requirements) was true and complete at the time the Recipient provided it and will continue to be true and complete.

A2.2 Execution of Agreement. The Recipient represents and warrants that it has:

- (a) the full power and capacity to enter into the Agreement; and
- (b) taken all necessary actions to authorize the execution of the Agreement.

A2.3 Governance. The Recipient represents, warrants, and covenants that it has, will maintain in writing, and will follow:

- (a) a code of conduct and ethical responsibilities for all persons at all levels of the Recipient's organization;
- (b) procedures to enable the Recipient's ongoing effective functioning;
- (c) decision-making mechanisms for the Recipient;
- (d) procedures to enable the Recipient to manage Funds prudently and effectively;
- (e) procedures to enable the Recipient to complete the Project successfully;
- (f) procedures to enable the Recipient to identify risks to the completion of the Project and strategies to address the identified risks, all in a timely manner;
- (g) procedures to enable the preparation and submission of all Reports required pursuant to Article A7.0; and

- (h) procedures to enable the Recipient to address such other matters as the Recipient considers necessary to enable the Recipient to carry out its obligations under the Agreement.

A2.4 Supporting Proof. Upon the request of the Province, the Recipient will provide the Province with proof of the matters referred to in Article A2.0.

A3.0 TERM OF THE AGREEMENT

A3.1 Term. The term of the Agreement will commence on the Effective Date and will expire on the Expiry Date unless terminated earlier pursuant to Article A11.0 or Article A12.0.

A4.0 FUNDS AND CARRYING OUT THE PROJECT

A4.1 Funds Provided. The Province will:

- (a) provide the Recipient with Funds up to the Maximum Funds for the purpose of carrying out the Project;
- (b) provide the Funds to the Recipient in accordance with the payment plan attached to the Agreement as Schedule “E”; and
- (c) deposit the Funds into an account the Recipient designates provided that the account:
 - (i) resides at a Canadian financial institution; and
 - (ii) is in the name of the Recipient.

A4.2 Limitation on Payment of Funds. Despite section A4.1:

- (a) the Province is not obligated to provide any Funds to the Recipient until the Recipient provides the certificates of insurance or other proof required pursuant to section A10.2;
- (b) the Province is not obligated to provide instalments of Funds until it is satisfied with the progress of the Project; and
- (c) the Province may adjust the amount of Funds it provides to the Recipient for any Funding Year based upon the Province’s assessment of the information the Recipient provides to the Province pursuant to section A7.2.

A4.3 Use of Funds and Carry Out the Project. The Recipient will do all of the following:

- (a) carry out the Project in accordance with the Agreement;

- (b) use the Funds only for the purpose of carrying out the Project;
- (c) spend the Funds only in accordance with the Budget;
- (d) not use the Funds to cover any cost that has been or will be funded or reimbursed by one or more of any third party, ministry, agency, or organization of the Government of Ontario.

A4.4 Interest-Bearing Account. If the Province provides Funds before the Recipient's immediate need for the Funds, the Recipient will place the Funds in an interest-bearing account in the name of the Recipient at a Canadian financial institution.

A4.5 Interest. If the Recipient earns any interest on the Funds, the Province may do either or both of the following:

- (a) deduct an amount equal to the interest from any further instalments of Funds;
- (b) demand from the Recipient the payment of an amount equal to the interest.

A4.6 Rebates, Credits, and Refunds. The Province will calculate Funds based on the actual costs to the Recipient to carry out the Project, less any costs (including taxes) for which the Recipient has received, will receive, or is eligible to receive, a rebate, credit, or refund.

A5.0 RECIPIENT'S ACQUISITION OF GOODS OR SERVICES, AND DISPOSAL OF ASSETS

A5.1 Acquisition. If the Recipient acquires goods, services, or both with the Funds, it will do so through a process that promotes the best value for money.

A5.2 Disposal. The Recipient will not, without the Province's prior consent, sell, lease, or otherwise dispose of any asset purchased or created with the Funds or for which Funds were provided, the cost of which exceeded the amount as set out in Schedule "B" at the time of purchase.

A6.0 CONFLICT OF INTEREST

A6.1 Conflict of Interest Includes. For the purposes of Article A6.0, a conflict of interest includes any circumstances where:

- (a) the Recipient; or
- (b) any person who has the capacity to influence the Recipient's decisions,

has outside commitments, relationships, or financial interests that could, or could be seen by a reasonable person to, interfere with the Recipient's

objective, unbiased, and impartial judgment relating to the Project, the use of the Funds, or both.

A6.2 No Conflict of Interest. The Recipient will carry out the Project and use the Funds without an actual, potential, or perceived conflict of interest unless:

- (a) the Recipient:
 - (i) provides Notice to the Province disclosing the details of the actual, potential, or perceived conflict of interest; and
 - (ii) requests the consent of the Province to carry out the Project with an actual, potential, or perceived conflict of interest;
- (b) the Province provides its consent to the Recipient carrying out the Project with an actual, potential, or perceived conflict of interest; and
- (c) the Recipient complies with any terms and conditions the Province may prescribe in its consent.

A7.0 REPORTS, ACCOUNTING, AND REVIEW

A7.1 Province Includes. For the purposes of sections A7.4, A7.5 and A7.6, “Province” includes any auditor or representative the Province may identify.

A7.2 Preparation and Submission. The Recipient will:

- (a) submit to the Province at the address set out in Schedule “B”:
 - (i) all Reports in accordance with the timelines and content requirements set out in Schedule “F”;
 - (ii) any other reports in accordance with any timelines and content requirements the Province may specify from time to time;
- (b) ensure that all Reports and other reports are:
 - (i) completed to the satisfaction of the Province; and
 - (ii) signed by an authorized signing officer of the Recipient.

A7.3 Record Maintenance. The Recipient will keep and maintain for a period of seven years from their creation:

- (a) all financial records (including invoices and evidence of payment) relating to the Funds or otherwise to the Project in a manner consistent with either international financial reporting standards or generally

accepted accounting principles or any comparable accounting standards that apply to the Recipient; and

- (b) all non-financial records and documents relating to the Funds or otherwise to the Project.

A7.4 Records Review. The Province may, at its own expense, upon twenty-four hours' Notice to the Recipient and during normal business hours enter upon the Recipient's premises to conduct an audit or investigation of the Recipient regarding the Recipient's compliance with the Agreement, including assessing any of the following:

- (a) the truth of any of the Recipient's representations and warranties;
- (b) the progress of the Project;
- (c) the Recipient's allocation and expenditure of the Funds.

A7.5 Inspection and Removal. For the purposes of any Records Review, the Province may take one or both of the following actions:

- (a) inspect and copy any records and documents referred to in section A7.3;
- (b) remove any copies the Province makes pursuant to section A7.5(a).

A7.6 Cooperation. To assist the Province in respect of its rights provided for in section A7.5, the Recipient will cooperate with the Province by:

- (a) ensuring that the Province has access to the records and documents wherever they are located;
- (b) assisting the Province to copy records and documents;
- (c) providing to the Province, in the form the Province specifies, any information the Province identifies; and
- (d) carrying out any other activities the Province requests.

A7.7 No Control of Records. No provision of the Agreement will be construed to give the Province any control whatsoever over any of the Recipient's records.

A7.8 Auditor General. The Province's rights under Article A7.0 are in addition to any rights provided to the Auditor General pursuant to section 9.1 of the *Auditor General Act* (Ontario).

A8.0 COMMUNICATIONS REQUIREMENTS

A8.1 Acknowledge Support. Unless the Province directs the Recipient to do otherwise, the Recipient will in each of its Project-related publications, whether

written, oral, or visual, including public announcements or communications:

- (a) acknowledge the support of the Province for the Project;
- (b) ensure that any acknowledgement is in a form and manner as the Province directs;
- (c) indicate that the views expressed in the publication are the views of the Recipient and do not necessarily reflect those of the Province; and
- (d) obtain prior written approval from the Province before using any Government of Ontario or ministry logo or symbol in any communications including press releases, published reports, radio and television programs and public or private meetings, or in any other type of promotional material, relating to the Project or this Agreement.

A8.2 Notice of Project-Related Communications. Unless the Province directs the Recipient to do otherwise, the Recipient will provide written notice to the Province a minimum of 14 Business Days in advance of all Project-related publications, whether written, oral, or visual, including public announcements or communications.

A9.0 INDEMNITY

A9.1 Indemnify. The Recipient will indemnify and hold harmless the Indemnified Parties from and against any Loss and any Proceeding, unless solely caused by the gross negligence or wilful misconduct of the Indemnified Parties.

A10.0 INSURANCE

A10.1 Insurance. The Recipient represents, warrants, and covenants that it has, and will maintain, at its own cost and expense, with insurers having a secure A.M. Best rating of B+ or greater, or the equivalent, all the necessary and appropriate insurance that a prudent person carrying out a project similar to the Project would maintain, including commercial general liability insurance on an occurrence basis for third party bodily injury, personal injury, and property damage, to an inclusive limit of not less than the amount set out in Schedule "B" per occurrence, which commercial general liability insurance policy will include the following:

- (a) the Indemnified Parties as additional insureds with respect to liability arising in the course of performance of the Recipient's obligations under, or otherwise in connection with, the Agreement;
- (b) a cross-liability clause;
- (c) contractual liability coverage; and
- (d) at least 30 days' written notice of cancellation.

A10.2 Proof of Insurance. The Recipient will:

- (a) provide to the Province, either:
 - (i) certificates of insurance that confirm the insurance coverage required by section A10.1; or
 - (ii) other proof that confirms the insurance coverage required by section A10.1; and
- (b) in the event of a Proceeding, and upon the Province's request, the Recipient will provide to the Province a copy of any of the Recipient's insurance policies that relate to the Project or otherwise to the Agreement, or both.

A11.0 TERMINATION ON NOTICE

A11.1 Termination on Notice. The Province may terminate the Agreement at any time without liability, penalty, or costs upon giving 30 days' Notice to the Recipient.

A11.2 Consequences of Termination on Notice by the Province. If the Province terminates the Agreement pursuant to section A11.1, the Province may take one or more of the following actions:

- (a) cancel further instalments of Funds;
- (b) demand from the Recipient the payment of any Funds remaining in the possession or under the control of the Recipient; and
- (c) determine the reasonable costs for the Recipient to wind down the Project, and do either or both of the following:
 - (i) permit the Recipient to offset such costs against the amount the Recipient owes pursuant to section A11.2(b); and
 - (ii) subject to section A4.1(a), provide Funds to the Recipient to cover such costs.

A12.0 EVENT OF DEFAULT, CORRECTIVE ACTION, AND TERMINATION FOR DEFAULT

A12.1 Events of Default. Each of the following events will constitute an Event of Default:

- (a) in the opinion of the Province, the Recipient breaches any representation, warranty, covenant, or other term of the Agreement, including failing to do any of the following in accordance with the terms

and conditions of the Agreement:

- (i) carry out the Project;
 - (ii) use or spend Funds; or
 - (iii) provide, in accordance with section A7.2, Reports or such other reports as the Province may have requested pursuant to section A7.2(a)(ii);
- (b) the Recipient's operations, its financial condition, its organizational structure or its control changes such that it no longer meets one or more of the eligibility requirements of the program under which the Province provides the Funds;
 - (c) the Recipient makes an assignment, proposal, compromise, or arrangement for the benefit of creditors, or a creditor makes an application for an order adjudging the Recipient bankrupt, or applies for the appointment of a receiver;
 - (d) the Recipient ceases to operate.

A12.2 Consequences of Events of Default and Corrective Action. If an Event of Default occurs, the Province may, at any time, take one or more of the following actions:

- (a) initiate any action the Province considers necessary in order to facilitate the successful continuation or completion of the Project;
- (b) provide the Recipient with an opportunity to remedy the Event of Default;
- (c) suspend the payment of Funds for such period as the Province determines appropriate;
- (d) reduce the amount of the Funds;
- (e) cancel further instalments of Funds;
- (f) demand from the Recipient the payment of any Funds remaining in the possession or under the control of the Recipient;
- (g) demand from the Recipient the payment of an amount equal to any Funds the Recipient used, but did not use in accordance with the Agreement;
- (h) demand from the Recipient the payment of an amount equal to any Funds the Province provided to the Recipient;
- (i) demand from the Recipient the payment of an amount equal to the costs

the Province incurred or incurs to enforce its rights under the Agreement, including the costs of any Records Review and the costs it incurs to collect any amounts the Recipient owes to the Province; and

- (j) upon giving Notice to the Recipient, terminate the Agreement at any time, including immediately, without liability, penalty or costs to the Province.

A12.3 Opportunity to Remedy. If, pursuant to section A12.2(b), the Province provides the Recipient with an opportunity to remedy the Event of Default, the Province will give Notice to the Recipient of:

- (a) the particulars of the Event of Default; and
- (b) the Notice Period.

A12.4 Recipient not Remediating. If the Province provides the Recipient with an opportunity to remedy the Event of Default pursuant to section A12.2(b), and:

- (a) the Recipient does not remedy the Event of Default within the Notice Period;
- (b) it becomes apparent to the Province that the Recipient cannot completely remedy the Event of Default within the Notice Period; or
- (c) the Recipient is not proceeding to remedy the Event of Default in a way that is satisfactory to the Province,

the Province may extend the Notice Period, or initiate any one or more of the actions provided for in sections A12.2(a), (c), (d), (e), (f), (g), (h), (i) and (j).

A12.5 When Termination Effective. Termination under Article A12.0 will take effect as provided for in the Notice.

A13.0 FUNDS AT THE END OF A FUNDING YEAR

A13.1 Funds at the End of a Funding Year. Without limiting any rights of the Province under Article A12.0, if, by the end of a Funding Year, the Recipient has not spent all of the Funds allocated for that Funding Year as provided for in the Budget, the Province may take one or both of the following actions:

- (a) demand from the Recipient payment of the unspent Funds;
- (b) adjust the amount of any further instalments of Funds accordingly.

A14.0 FUNDS UPON EXPIRY

A14.1 Funds Upon Expiry. Upon expiry of the Agreement, the Recipient will pay to the Province any Funds remaining in its possession, under its control, or both.

A15.0 DEBT DUE AND PAYMENT

A15.1 Payment of Overpayment. If at any time the Province provides Funds in excess of the amount to which the Recipient is entitled under the Agreement, the Province may:

- (a) deduct an amount equal to the excess Funds from any further instalments of Funds; or
- (b) demand that the Recipient pay to the Province an amount equal to the excess Funds.

A15.2 Debt Due. If, pursuant to the Agreement:

- (a) the Province demands from the Recipient the payment of any Funds, an amount equal to any Funds or any other amounts owing under the Agreement; or
- (b) the Recipient owes to the Province any Funds, an amount equal to any Funds or any other amounts owing under the Agreement, whether or not the Province has demanded their payment,

such amounts will be deemed to be debts due and owing to the Province by the Recipient, and the Recipient will pay the amounts to the Province immediately, unless the Province directs otherwise.

A15.3 Interest Rate. The Province may charge the Recipient interest on any money owing to the Province by the Recipient under the Agreement at the then current interest rate charged by the Province of Ontario on accounts receivable.

A15.4 Payment of Money to Province. The Recipient will pay any money owing to the Province by cheque payable to the "Ontario Minister of Finance" and delivered to the Province at the address set out in Schedule "B".

A15.5 Fails to Pay. Without limiting the application of section 43 of the *Financial Administration Act* (Ontario), if the Recipient fails to pay any amount owing under the Agreement, His Majesty the King in right of Ontario may deduct any unpaid amount from any money payable to the Recipient by His Majesty the King in right of Ontario.

A16.0 NOTICE

A16.1 Notice in Writing and Addressed. Notice will be:

- (a) in writing;
- (b) delivered by email, postage-prepaid mail, personal delivery, courier or fax; and

- (c) addressed to the Province or the Recipient as set out in Schedule “B”, or as either Party later designates to the other by Notice.

A16.2 Notice Given. Notice will be deemed to have been given:

- (a) in the case of postage-prepaid mail, five Business Days after the Notice is mailed; or
- (b) in the case of fax, one Business Day after the Notice is delivered; and
- (c) in the case of email, personal delivery or courier on the date on which the Notice is delivered.

A16.3 Postal Disruption. Despite section A16.2(a), in the event of a postal disruption:

- (a) Notice by postage-prepaid mail will not be deemed to be given; and
- (b) the Party giving Notice will give Notice by email, personal delivery, courier or fax.

A17.0 CONSENT BY PROVINCE AND COMPLIANCE BY RECIPIENT

A17.1 Consent. When the Province provides its consent pursuant to the Agreement:

- (a) it will do so by Notice;
- (b) it may attach any terms and conditions to the consent; and
- (c) the Recipient may rely on the consent only if the Recipient complies with any terms and conditions the Province may have attached to the consent.

A18.0 SEVERABILITY OF PROVISIONS

A18.1 Invalidity or Unenforceability of Any Provision. The invalidity or unenforceability of any provision of the Agreement will not affect the validity or enforceability of any other provision of the Agreement.

A19.0 WAIVER

A19.1 Condonation not a waiver. Failure or delay by the either Party to exercise any of its rights, powers or remedies under the Agreement will not constitute a waiver of those rights, powers or remedies and the obligations of the Parties with respect to such rights, powers or remedies will continue in full force and effect.

A19.2 Waiver. Either Party may waive any of its rights, powers or remedies under the Agreement by providing Notice to the other Party. A waiver will apply only to the specific rights, powers or remedies identified in the Notice and the Party providing the waiver may attach terms and conditions to the waiver.

A20.0 INDEPENDENT PARTIES

A20.1 Parties Independent. The Recipient is not an agent, joint venturer, partner, or employee of the Province, and the Recipient will not represent itself in any way that might be taken by a reasonable person to suggest that it is or take any actions that could establish or imply such a relationship.

A21.0 ASSIGNMENT OF AGREEMENT OR FUNDS

A21.1 No Assignment. The Recipient will not, without the prior written consent of the Province, assign any of its rights or obligations under the Agreement.

A21.2 Agreement Binding. All rights and obligations contained in the Agreement will extend to and be binding on:

- (a) the Recipient's heirs, executors, administrators, successors, and permitted assigns; and
- (b) the successors to His Majesty the King in right of Ontario.

A22.0 GOVERNING LAW

A22.1 Governing Law. The Agreement and the rights, obligations, and relations of the Parties will be governed by and construed in accordance with the laws of the Province of Ontario and the applicable federal laws of Canada. Any actions or proceedings arising in connection with the Agreement will be conducted in the courts of Ontario, which will have exclusive jurisdiction over such proceedings.

A23.0 FURTHER ASSURANCES

A23.1 Agreement into Effect. The Recipient will:

- (a) provide such further assurances as the Province may request from time to time with respect to any matter to which the Agreement pertains; and
- (b) do or cause to be done all acts or things necessary to implement and carry into effect the terms and conditions of the Agreement to their full extent.

A24.0 JOINT AND SEVERAL LIABILITY

A24.1 Joint and Several Liability. Where the Recipient comprises more than one entity, each entity will be jointly and severally liable to the Province for the

fulfillment of the obligations of the Recipient under the Agreement.

A25.0 RIGHTS AND REMEDIES CUMULATIVE

A25.1 Rights and Remedies Cumulative. The rights and remedies of the Province under the Agreement are cumulative and are in addition to, and not in substitution for, any of its rights and remedies provided by law or in equity.

A26.0 FAILURE TO COMPLY WITH OTHER AGREEMENTS

A26.1 Other Agreements. If the Recipient:

- (a) has failed to comply with any term, condition, or obligation under any other agreement with His Majesty the King in right of Ontario or one of Her agencies (a “Failure”);
- (b) has been provided with notice of such Failure in accordance with the requirements of such other agreement;
- (c) has, if applicable, failed to rectify such Failure in accordance with the requirements of such other agreement; and
- (d) such Failure is continuing,

the Province may suspend the payment of Funds for such period as the Province determines appropriate.

A27.0 SURVIVAL

A27.1 Survival. The following Articles and sections, and all applicable cross-referenced Articles, sections and schedules, will continue in full force and effect for a period of seven years from the date of expiry or termination of the Agreement: Article 1.0, Article 2.0, Article A1.0 and any other applicable definitions, section A2.1(a), sections A4.4, A4.5, A4.6, section A5.2, section A7.1, section A7.2 (to the extent that the Recipient has not provided the Reports or other reports as the Province may have requested and to the satisfaction of the Province), sections A7.3, A7.4, A7.5, A7.6, A7.7, A7.8, Article A8.0, Article A9.0, section A11.2, section A12.1, sections A12.2(d), (e), (f), (g), (h), (i) and (j), Article A13.0, Article A14.0, Article A15.0, Article A16.0, Article A18.0, section A21.2, Article A22.0, Article A24.0, Article A25.0 and Article A27.0.

END OF GENERAL TERMS AND CONDITIONS

SCHEDULE “B”
PROJECT SPECIFIC INFORMATION AND ADDITIONAL PROVISIONS

Maximum Funds	\$240,000.00 provided for the Funding Years as follows: <ul style="list-style-type: none"> • First Funding Year (2025-26): \$120,000.00 • Second Funding Year (2026-27): \$120,000.00
Expiry Date	May 30, 2027
Amount for the purposes of section A5.2 (Disposal) of Schedule “A”	\$5,000
Insurance	\$2,000,000
Contact information for the purposes of Notice to the Province	<p>Position: Shamitha Devakandan & Steffie Anastasopoulos, Community Safety Analysts, External Relations Branch, Public Safety Division, Ministry of the Solicitor General</p> <p>Address: 25 Grosvenor Street, 12th Floor, Toronto ON M7A 2H3</p> <p>Email: shamitha.devakandan@ontario.ca & steffie.anastasopoulos@ontario.ca</p>
Contact information for the purposes of Notice to the Recipient	<p>Position:</p> <p>Address:</p> <p>Phone:</p> <p>Email:</p>
Contact information for the senior financial person in the Recipient organization (e.g., CFO, CAO) – to respond as required to requests from the Province related to the Agreement	<p>Position:</p> <p>Address:</p> <p>Phone:</p> <p>Email:</p>
CRA Business Number	

Additional Provisions:

None

**SCHEDULE “C”
PROJECT**

The Project means the Project Summary (set out in Section E), the Workplan/Activities (set out in Section F) and Performance Measures (set out in Section I) outlined in Schedule “G”.

SCHEDULE "D" BUDGET

The Province and Recipient have agreed that the Project will be funded as set out in Section H of the Funding Application, attached as Schedule "G", which includes the Budget. For greater clarity, the "Ministry \$ Requested" column represents the Budget and is approved as **Funds**.

H - Budget

Description	Other Government Funding	In-Kind Donation	Ministry \$ Requested	Total
Year 1 (2025-26)				
SALARIES & BENEFITS				
Vulnerable Sector Officer	0.00	147,470.00	0.00	147,470.00
Mental Health Crisis Social Worker	0.00	4,900.00	120,000.00	124,900.00
	0.00	0.00	0.00	0.00
Salaries & Benefits Sub-Total				
	0.00	152,370.00	120,000.00	635,335.00
ORIENTATION & TRAINING				
241210-4				
Crisis Intervention & Block Training	0.00	20,000.00	0.00	20,000.00
	0.00	0.00	0.00	0.00
Orientation & Training Sub-Total				
	0.00	20,000.00	0.00	635,335.00
EQUIPMENT				
Laptop, cell phone, printer	0.00	2,000.00	0.00	2,000.00
Officer space, desk, chair, supplies	0.00	2,000.00	0.00	2,000.00
Muted police vehicle maintenance and operating costs	0.00	10,000.00	0.00	10,000.00
	0.00	0.00	0.00	0.00
Equipment Sub-Total				
	0.00	14,000.00	0.00	635,335.00
OTHER				
Project administration	0.00	5,000.00	0.00	5,000.00
	0.00	0.00	0.00	0.00

Other Sub-Total				
	0.00	5,000.00	0.00	635,335.00
Total (YEAR 1 2025-26)				
	0.00	191,370.00	120,000.00	635,335.00
Year 2 (2026-27)				
SALARIES & BENEFITS				
Vulnerable Sector Officer	0.00	156,318.00	0.00	156,318.00
Mental Health Crisis Social Worker	0.00	8,647.00	120,000.00	128,647.00
	0.00	0.00	0.00	0.00
Salaries & Benefits Sub-Total				
	0.00	164,965.00	120,000.00	635,335.00
ORIENTATION & TRAINING				
Crisis Intervention & Block Training	0.00	20,000.00	0.00	20,000.00
	0.00	0.00	0.00	0.00
Orientation & Training Sub-Total				
	0.00	20,000.00	0.00	635,335.00
EQUIPMENT				
Laptop, cell phone, printer	0.00	2,000.00	0.00	2,000.00
Office space, desk, chair, supplies	0.00	2,000.00	0.00	2,000.00
Muted police vehicle maintenance and operating costs	0.00	10,000.00	0.00	10,000.00
Equipment Sub-Total				
	0.00	14,000.00	0.00	635,335.00
OTHER				
Project administration	0.00	5,000.00	0.00	5,000.00
	0.00	0.00	0.00	0.00
Other Sub-Total				
	0.00	5,000.00	0.00	635,335.00
Total (YEAR 2 2026-27)				
	0.00	203,965.00	120,000.00	635,335.00
Grand Total				
	0.00	395,335.00	240,000.00	635,335.00

SCHEDULE "E" PAYMENT PLAN

The Funds will be provided to the Recipient according to the following schedule:

A. First Funding Year (2025-26):

i) First instalment of the Funds for the first Funding Year: **\$90,000.00** will be paid to the Recipient subject to satisfactory proof of insurance is provided to the Province in accordance with section A10.1 of Schedule "A" of the Agreement, and following the Agreement having been signed by the Province.

ii) Second instalment of the Funds for the first Funding Year: **\$30,000.00** will be paid to the Recipient following the Province's receipt and approval of the Interim Reports (Final Financial Report, Final Activities Report and Final Performance Measures Report) for the first Funding Year, outlined under Schedule "F".

B. Second Funding Year (2026-27):

i) First instalment of the Funds for the second Funding Year: **\$90,000.00** will be paid to the Recipient following the Province's receipt and approval of the Final Reports (Final Financial Report, Final Activities Report and Final Performance Measures Report) for the first Funding Year, outlined under Schedule "F".

ii) Second instalment of the Funds for the second Funding Year: **\$18,000.00** will be paid to the Recipient following the Province's receipt and approval of the Interim Reports (Interim Financial Report and Interim Activities Report) for the second Funding Year, outlined under Schedule "F".

iii) Third instalment (holdback) of the Funds for the second Funding Year: **\$12,000.00** will be paid to the Recipient following the Province's receipt and approval of the Final Reports (Final Financial Report, Final Activities Report and Final Performance Measures Report) for the second Funding Year, outlined under Schedule "F".

If the Province is not satisfied with the Reports, the Recipient may be required to provide additional documents and the Province may adjust the Funds. Payment amounts may vary depending on total expenditures and the reconciled amount for each Funding Year.

SCHEDULE “F” REPORTS

In accordance with section A7.2 of Schedule “A” of the Agreement, the Recipient shall provide the Province with:

First Funding Year (2025-26)

- A. Interim Reports due by October 31, 2025** for the first Funding Year, which includes an Interim Activities Report and Interim Financial Report. The Financial Report must include a detailed breakdown of expenditures and copies of invoices, receipts and/or statements are to be provided for costs incurred from April 1, 2025 to September 30, 2025.

- B. Final Reports due by May 1, 2026** for the first Funding Year, which includes a Final Activities Report, Final Performance Measurement Report and Final Financial Report. The Financial Report must include a detailed breakdown of expenditures and copies of invoices, receipts and/or statements are to be provided for costs incurred from October 1, 2025 to March 31, 2026.

Second Funding Year (2026-27)

- A. Interim Reports due by November 6, 2026** for the second Funding Year, which includes an Interim Activities Report and Interim Financial Report. The Financial Report must include a detailed breakdown of expenditures and copies of invoices, receipts and/or statements are to be provided for costs incurred from April 1, 2026 to September 30, 2026.

- B. Final Reports due by April 30, 2027** for the second Funding Year, which includes a Final Activities Report, Final Performance Measurement Report and Final Financial Report. The Financial Report must include a detailed breakdown of expenditures and copies of invoices, receipts and/or statements are to be provided for costs incurred from October 1, 2026 to March 31, 2027.

All Interim and Final Reports will be completed on a dynamic Report Back form which will be accessed, completed, and submitted through Transfer Payment Ontario (TPON). The Province and Recipient agree that instructions for accessing Interim and Final Reports on TPON will be provided at a later date, prior to the first report being due.

Funds for each Funding Year, as set out in Schedule “B” and “D”, must be spent by the Recipient by March 31 of each Funding Year, and all aspects of the Project, except for the completion of the second Funding Year Final Report, must be completed and submitted by the Recipient by March 31, 2027. The Province will not accept claims for Funds which are submitted to the Province after March 31, 2027



CORNWALL POLICE SERVICE

BOARD REPORT

TO: Board Members

FROM: Chief Shawna Spowart

UNIT/BUREAU: Cornwall Police Service Board

UNIT/BUREAU: Executive Services

DATE: July 2, 2025

POLICE OFFICER APPOINTMENTS

OBJECTIVE

As per section 37(1)(c) of the Community Safety and Policing Act (CSPA), a police services board shall be responsible for appointing members of the police service as police officers. The Board is also responsible for issuing a certificate of appointment. This report provides the necessary information to facilitate these appointments.

DISCUSSION

The Cornwall Police Service (CPS) has identified the need to hire new police officers to fill existing vacancies.

The duties of a police officer are outlined in Section 82 of the CSPA. They are as follows:

82 (1) *The duties of a police officer include,*

- (a) preserving the peace;*
- (b) preventing crimes and other offences and providing assistance and encouragement to other persons in their prevention;*
- (c) assisting victims of crime;*
- (d) apprehending criminals and other offenders and others who may lawfully be taken into custody;*
- (e) laying charges and participating in prosecutions;*
- (f) executing warrants that are to be executed by police officers and performing related duties;*
- (g) performing the lawful duties that the chief of police assigns;*
- (h) completing training required by this Act or the regulations;*
- (i) complying with the prescribed code of conduct; and*

- (j) performing such other duties as are assigned to him or her by or under this or any other Act, including any prescribed duties.*

Power to act throughout Ontario

- (2) A police officer has authority to act as such throughout Ontario.*

Powers and duties of common law constable

- (3) A police officer has the powers and duties ascribed to a constable at common law.*

Candidates must meet the following minimum standards as set out in Section 83 of the CSPA.

- 83** *(1) No person shall be appointed as a police officer unless he or she,*
- (a) is a Canadian citizen or a permanent resident of Canada;*
 - (b) is at least 18 years of age;*
 - (c) is physically and mentally able to perform the duties of the position, having regard to his or her own safety and the safety of members of the public;*
 - (d) is of good character;*
 - (e) has successfully completed,*
 - (i) the training prescribed by the Minister, including techniques to de-escalate conflict situations and any other matters prescribed by the Minister, unless the person has been exempted from some or all of this training in accordance with the regulations made by the Minister,*
 - (ii) the training approved by the Minister with respect to human rights and systemic racism, and*
 - (iii) the training approved by the Minister that promotes recognition of and respect for,*
 - (A) the diverse, multiracial and multicultural character of Ontario society, and*
 - (B) the rights and cultures of First Nation, Inuit and Métis Peoples;*
 - (f) meets one of the following conditions:*
 - (i) The person has a secondary school diploma or equivalent.*
 - (ii) The person has,*
 - (A) a university degree,*
 - (B) a degree from a college of applied arts and technology established under the Ontario Colleges of Applied Arts and Technology Act, 2002 that is authorized to grant the degree, or*

(C) a degree from an Indigenous Institute that is approved under the Indigenous Institutes Act, 2017 to grant the degree.

(iii) The person has a diploma or advanced diploma granted by a college of applied arts and technology described in sub-subclause (ii) (B), or an Indigenous Institute described in sub-subclause (ii) (C), following successful completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters.

(iv) The person has been granted a certificate or other document by a post-secondary institution evidencing successful completion of a program that the regulations prescribe as being equivalent to a degree or diploma described in subclause (ii) or (iii). 2019, c. 1, Sched. 1, s. 83 (1); 2023, c. 12, Sched. 1, s. 34.

Previous termination for cause

(2) An appointment under subsection (1) shall not be made if the person's employment as a police officer in a Canadian jurisdiction was previously terminated for cause or if the person resigned in lieu of being terminated for cause. 2019, c. 1, Sched. 1, s. 83 (2).

Given the extensive duties and authorities assigned to police officers, the Cornwall Police Service undertakes a comprehensive recruitment selection process, within which candidates undergo a rigorous suitability and psychological screening prior to receiving an offer of employment.

The following individual(s) have accepted offers of employment to become police officer(s) with the Cornwall Police Service:

1. Colton Campbell
2. Jacob Clement
3. Tariq Sattaur

The eligibility requirements for the Board to appoint a police officer and issue a certificate of appointment are outlined in Section 5 of O. Reg 87/24.

5. (1) *The training prescribed for the purposes of subclause 83 (1) (e) (i) of the Act in order to be appointed as a police officer is the program entitled "Basic Constable Training Program", delivered by the College.*

(2) An individual is exempt from the requirement to have successfully completed the training mentioned in subsection (1) if the individual has met the following criteria:

- 1. The individual has successfully completed a program of police recruit training delivered elsewhere in Canada.*
- 2. The individual has demonstrated, in the opinion of the Director, qualifications and skills that are substantially equivalent to the qualifications and skills obtained through successful completion of the training required under subsection (1).*

3. *The individual has successfully completed, within 12 months before the appointment, the course entitled "Use of Force Requalification", delivered by a certified trainer in respect of the course.*
- (3) *For the purposes of paragraph 2 of subsection (2), the substantially equivalent qualifications and skills may have been obtained by the individual through any means, including through successful completion of courses or examinations specified by the Director.*
- (4) *The Director shall issue a certificate of completion to every individual who,*
(a) *successfully completes the program entitled "Basic Constable Training Program", delivered by the College; or*
(b) *is exempt from subsection (1) because the criteria mentioned in subsection (2) are satisfied.*

The candidates successfully completed Basic Constable Training at the Ontario Police College as follows:

- Colton Campbell – June 20, 2025
- Jacob Clement – December 13, 2024
- Tariq Sattaur – September 11, 2024

Additionally, they have completed the training prescribed in Section 83 of the Community Safety and Policing Act as follows:

- Colton Campbell – April 2, 2025
- Jacob Clement – October 6, 2024
- Tariq Sattaur – July 1, 2025

As such, they are eligible for appointment.

FUNDING REQUIREMENTS

Fourth class constable salary at \$68,052.34 plus benefits is supported within the 2025 budget. Third class constable salaries at \$79,407.74 plus benefits are supported by full cost recovery from two seconded positions.

COMMUNICATION ISSUES

N/A

RECOMMENDATION

It is recommended that the CPS Board appoint Colton Campbell, Jacob Clement and Tariq Sattaur and issue the required certificate of appointment.

Respectfully submitted,



Shawna Spowart
Chief of Police



Certificate of Appointment Police Officer

Pursuant to the provisions of Section 37 of the Community Safety and Policing Act, the appointment of **Colton Campbell** (Name) as a Police Officer

is hereby approved in

<input checked="" type="checkbox"/> the Province of Ontario	<input checked="" type="checkbox"/> Name of Employer: <i>Cornwall Police Service Board</i>
---	--

The Duties of a police officer are outlined in Section 82(1) of the CSPA. They are as follows:

- a) *preserving the peace;*
- b) *preventing crimes and other offences and providing assistance and encouragement to other persons in their prevention;*
- c) *assisting victims of crime;*
- d) *apprehending criminals and other offenders and others who may lawfully be taken into custody;*
- e) *laying charges and participating in prosecutions;*
- f) *executing warrants that are to be executed by police officers and performing related duties;*
- g) *performing the lawful duties that the chief of police assigns;*
- h) *completing training required by this Act or the regulations;*
- i) *complying with the prescribed code of conduct; and*
- j) *performing such other duties as are assigned to him or her by or under this or any other Act, including any prescribed duties.*

2) *A police officer has authority to act as such throughout Ontario.*

3) *A police officer has the powers and duties ascribed to a constable at common law.*

☒ The appointee meets the following minimum standards as set out in Section 83 of the CSPA:

1a) *is a Canadian citizen or a permanent resident of Canada;*

1b) *is at least 18 years of age;*

1c) *is physically and mentally able to perform the duties of the position, having regard to his or her own safety and the safety of members of the public;*

1d) *is of good character;*

1e) *has successfully completed:*

☒ i) *the training prescribed by the Minister, including techniques to de-escalate conflict situations and any other matters prescribed by the Minister, unless the person has been exempted from some or all of this training in accordance with the regulations made by the Minister*

☒ ii) *the training approved by the Minister with respect to human rights and systemic racism, and*

☒ iii) *the training approved by the Minister that promotes recognition of and respect for,*
A) *the diverse, multiracial and multicultural character of Ontario society, and*
B) *the rights and cultures of First Nation, Inuit and Métis Peoples;*

☒ 1f) *meets one of the following educational requirements as per the CSPA:*

- *The person has a secondary school diploma or equivalent.*
- *The person has,*
 - *a university degree,*

- a degree from a college of applied arts and technology established under the Ontario Colleges of Applied Arts and Technology Act, 2002 that is authorized to grant the degree, or
- a degree from an Indigenous Institute that is approved under the Indigenous Institutes Act, 2017 to grant the degree
- The person has a diploma or advanced diploma granted by a college of applied arts and technology described in sub-subclause (iiB), or an Indigenous Institute described in sub-subclause (iiC) following successful completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters.
- The person has been granted a certificate or other document by a post-secondary institution evidencing successful completion of a program that the regulations prescribe as being equivalent to a degree or diploma described in subclause (ii) or (iii). 2019, c. 1, Sched. 1, s. 83 (1); 2023, c. 12, Sched. 1, s. 34.

Eligibility requirements for appointment:

The eligibility requirements for the Board to appoint a police officer and issue a certificate of appointment are outlined in Section 5 of O. Reg 87/24.

1) The training prescribed for the purposes of subclause 83 (1) (e) (i) of the Act in order to be appointed as a police officer is the program entitled “Basic Constable Training Program”, delivered by the College.

2) The Director has issued a certificate of completion in accordance with section 5 of the regulation:

☒ a) The appointee has successfully completed the program entitled “Basic Constable Training Program”, delivered by the College; or

☐ b) The appointee is exempt from subsection (1) because the criteria mentioned in one of the following:

1. The individual has successfully completed a program of police recruit training delivered elsewhere in Canada.
2. The individual has demonstrated, in the opinion of the Director, qualifications and skills that are substantially equivalent to the qualifications and skills obtained through successful completion of the training required under subsection (1).
3. The individual has successfully completed, within 12 months before the appointment, the course entitled “Use of Force Requalification”, delivered by a certified trainer in respect of the course.

The appointee has met all of the conditions required to be appointed as a Police Officer as pursuant to Section 83 of the Community Safety and Policing Act and has completed all required training outlined in Section 5 of O. Reg 87/24.

This appointment is valid until the earliest of:

- 1) the date at which the appointee ceases to perform the duties outlined above; or
- 2) the appointee is no longer in the employ Cornwall Police Service Board.

Appointed on: July 2, 2025 (Date) at Cornwall, ON.

Chair (or designate) Police Service Board (Signature)

Name

Date



Certificate of Appointment Police Officer

Pursuant to the provisions of Section 37 of the Community Safety and Policing Act, the appointment of **Jacob Clement** (Name) as a Police Officer

is hereby approved in

<input checked="" type="checkbox"/> the Province of Ontario	<input checked="" type="checkbox"/> Name of Employer: <i>Cornwall Police Service Board</i>
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The Duties of a police officer are outlined in Section 82(1) of the CSPA. They are as follows:

- a) *preserving the peace;*
- b) *preventing crimes and other offences and providing assistance and encouragement to other persons in their prevention;*
- c) *assisting victims of crime;*
- d) *apprehending criminals and other offenders and others who may lawfully be taken into custody;*
- e) *laying charges and participating in prosecutions;*
- f) *executing warrants that are to be executed by police officers and performing related duties;*
- g) *performing the lawful duties that the chief of police assigns;*
- h) *completing training required by this Act or the regulations;*
- i) *complying with the prescribed code of conduct; and*
- j) *performing such other duties as are assigned to him or her by or under this or any other Act, including any prescribed duties.*

2) A police officer has authority to act as such throughout Ontario.

3) A police officer has the powers and duties ascribed to a constable at common law.

☒ The appointee meets the following minimum standards as set out in Section 83 of the CSPA:

1a) *is a Canadian citizen or a permanent resident of Canada;*

1b) *is at least 18 years of age;*

1c) *is physically and mentally able to perform the duties of the position, having regard to his or her own safety and the safety of members of the public;*

1d) *is of good character;*

1e) *has successfully completed:*

☒ i) *the training prescribed by the Minister, including techniques to de-escalate conflict situations and any other matters prescribed by the Minister, unless the person has been exempted from some or all of this training in accordance with the regulations made by the Minister*

☒ ii) *the training approved by the Minister with respect to human rights and systemic racism, and*

☒ iii) *the training approved by the Minister that promotes recognition of and respect for,*
A) *the diverse, multiracial and multicultural character of Ontario society, and*
B) *the rights and cultures of First Nation, Inuit and Métis Peoples;*

☒ 1f) *meets one of the following educational requirements as per the CSPA:*

- *The person has a secondary school diploma or equivalent.*
- *The person has,*
 - *a university degree,*

- a degree from a college of applied arts and technology established under the Ontario Colleges of Applied Arts and Technology Act, 2002 that is authorized to grant the degree, or
- a degree from an Indigenous Institute that is approved under the Indigenous Institutes Act, 2017 to grant the degree
- The person has a diploma or advanced diploma granted by a college of applied arts and technology described in sub-subclause (iiB), or an Indigenous Institute described in sub-subclause (iiC) following successful completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters.
- The person has been granted a certificate or other document by a post-secondary institution evidencing successful completion of a program that the regulations prescribe as being equivalent to a degree or diploma described in subclause (ii) or (iii). 2019, c. 1, Sched. 1, s. 83 (1); 2023, c. 12, Sched. 1, s. 34.

Eligibility requirements for appointment:

The eligibility requirements for the Board to appoint a police officer and issue a certificate of appointment are outlined in Section 5 of O. Reg 87/24.

1) *The training prescribed for the purposes of subclause 83 (1) (e) (i) of the Act in order to be appointed as a police officer is the program entitled “Basic Constable Training Program”, delivered by the College.*

2) *The Director has issued a certificate of completion in accordance with section 5 of the regulation:*

☒ a) *The appointee has successfully completed the program entitled “Basic Constable Training Program”, delivered by the College; or*

☐ b) *The appointee is exempt from subsection (1) because the criteria mentioned in one of the following:*

1. *The individual has successfully completed a program of police recruit training delivered elsewhere in Canada.*
2. *The individual has demonstrated, in the opinion of the Director, qualifications and skills that are substantially equivalent to the qualifications and skills obtained through successful completion of the training required under subsection (1).*
3. *The individual has successfully completed, within 12 months before the appointment, the course entitled “Use of Force Requalification”, delivered by a certified trainer in respect of the course.*

The appointee has met all of the conditions required to be appointed as a Police Officer as pursuant to Section 83 of the Community Safety and Policing Act and has completed all required training outlined in Section 5 of O. Reg 87/24.

This appointment is valid until the earliest of:

- 1) the date at which the appointee ceases to perform the duties outlined above; or
- 2) the appointee is no longer in the employ Cornwall Police Service Board.

Appointed on: July 2, 2025 (Date) at Cornwall, ON.

Chair (or designate) Police Service Board (Signature)

Name

Date



Certificate of Appointment Police Officer

Pursuant to the provisions of Section 37 of the Community Safety and Policing Act, the appointment of **Tariq Sattaur** (Name) as a Police Officer

is hereby approved in

<input checked="" type="checkbox"/> the Province of Ontario	<input checked="" type="checkbox"/> Name of Employer: <i>Cornwall Police Service Board</i>
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The Duties of a police officer are outlined in Section 82(1) of the CSPA. They are as follows:

- a) *preserving the peace;*
- b) *preventing crimes and other offences and providing assistance and encouragement to other persons in their prevention;*
- c) *assisting victims of crime;*
- d) *apprehending criminals and other offenders and others who may lawfully be taken into custody;*
- e) *laying charges and participating in prosecutions;*
- f) *executing warrants that are to be executed by police officers and performing related duties;*
- g) *performing the lawful duties that the chief of police assigns;*
- h) *completing training required by this Act or the regulations;*
- i) *complying with the prescribed code of conduct; and*
- j) *performing such other duties as are assigned to him or her by or under this or any other Act, including any prescribed duties.*

2) A police officer has authority to act as such throughout Ontario.

3) A police officer has the powers and duties ascribed to a constable at common law.

☒ The appointee meets the following minimum standards as set out in Section 83 of the CSPA:

1a) *is a Canadian citizen or a permanent resident of Canada;*

1b) *is at least 18 years of age;*

1c) *is physically and mentally able to perform the duties of the position, having regard to his or her own safety and the safety of members of the public;*

1d) *is of good character;*

1e) *has successfully completed:*

☒ i) *the training prescribed by the Minister, including techniques to de-escalate conflict situations and any other matters prescribed by the Minister, unless the person has been exempted from some or all of this training in accordance with the regulations made by the Minister*

☒ ii) *the training approved by the Minister with respect to human rights and systemic racism, and*

☒ iii) *the training approved by the Minister that promotes recognition of and respect for,*
A) *the diverse, multiracial and multicultural character of Ontario society, and*
B) *the rights and cultures of First Nation, Inuit and Métis Peoples;*

☒ 1f) *meets one of the following educational requirements as per the CSPA:*

- *The person has a secondary school diploma or equivalent.*
- *The person has,*
 - *a university degree,*

- a degree from a college of applied arts and technology established under the Ontario Colleges of Applied Arts and Technology Act, 2002 that is authorized to grant the degree, or
- a degree from an Indigenous Institute that is approved under the Indigenous Institutes Act, 2017 to grant the degree
- The person has a diploma or advanced diploma granted by a college of applied arts and technology described in sub-subclause (iiB), or an Indigenous Institute described in sub-subclause (iiC) following successful completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters.
- The person has been granted a certificate or other document by a post-secondary institution evidencing successful completion of a program that the regulations prescribe as being equivalent to a degree or diploma described in subclause (ii) or (iii). 2019, c. 1, Sched. 1, s. 83 (1); 2023, c. 12, Sched. 1, s. 34.

Eligibility requirements for appointment:

The eligibility requirements for the Board to appoint a police officer and issue a certificate of appointment are outlined in Section 5 of O. Reg 87/24.

1) The training prescribed for the purposes of subclause 83 (1) (e) (i) of the Act in order to be appointed as a police officer is the program entitled “Basic Constable Training Program”, delivered by the College.

2) The Director has issued a certificate of completion in accordance with section 5 of the regulation:

☒ a) The appointee has successfully completed the program entitled “Basic Constable Training Program”, delivered by the College; or

☐ b) The appointee is exempt from subsection (1) because the criteria mentioned in one of the following:

1. The individual has successfully completed a program of police recruit training delivered elsewhere in Canada.
2. The individual has demonstrated, in the opinion of the Director, qualifications and skills that are substantially equivalent to the qualifications and skills obtained through successful completion of the training required under subsection (1).
3. The individual has successfully completed, within 12 months before the appointment, the course entitled “Use of Force Requalification”, delivered by a certified trainer in respect of the course.

The appointee has met all of the conditions required to be appointed as a Police Officer as pursuant to Section 83 of the Community Safety and Policing Act and has completed all required training outlined in Section 5 of O. Reg 87/24.

This appointment is valid until the earliest of:

- 1) the date at which the appointee ceases to perform the duties outlined above; or
- 2) the appointee is no longer in the employ Cornwall Police Service Board.

Appointed on: July 2, 2025 (Date) at Cornwall, ON.

Chair (or designate) Police Service Board (Signature)

Name

Date



CORNWALL POLICE SERVICE

BOARD REPORT

TO: Board Members

FROM: Chief Shawna Spowart

UNIT/BUREAU: Cornwall Police Service Board

UNIT/BUREAU: Executive Services

DATE: July 18, 2025

SPECIAL CONSTABLE APPOINTMENTS

OBJECTIVE

As per section 92 of the Community Safety and Policing Act (CSPA), the Cornwall Police Service Board (the Board), as a special constable employer, is responsible for appointing and issuing a certificate of appointment for special constables.

DISCUSSION

Pursuant to Section 92 of the CSPA, the CPS Board established policy CPB010 – Special Constable Appointments outlining that the CPS Board may appoint a person as a special constable to perform the duties of court security if they meet the following minimum criteria:

- a) They have an offer of employment to be employed as a special constable from, or is currently employed as a special constable by the Board or a special constable employer located in the area for which the Board has policing responsibility;
- b) They are a Canadian citizen or a permanent resident of Canada;
- c) They are at least 18 years of age;
- d) They are physically and mentally able to perform the duties of the position, having regard to their own safety and the safety of members of the public;
- e) They are of good character;
- f) They meet one of the following conditions:
 - 1) The person has a secondary school diploma or equivalent.
 - 2) The person has,
 - a) a university degree,

- b) a degree from a college of applied arts and technology established under the *Ontario Colleges of Applied Arts and Technology Act, 2002* that is authorized to grant the degree, or
 - c) a degree from an Indigenous Institute that is approved under the *Indigenous Institutes Act, 2017* to grant the degree.
 - 3) The person has a diploma or advanced diploma granted by a college of applied arts and technology described in subclause (2b), or an Indigenous Institute described in sub-subclause (2c), following successful completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters.
 - 4) The person has been granted a certificate or other document by a post-secondary institution evidencing successful completion of a program that the regulations prescribe as being equivalent to a degree or diploma described in subclause (2) or (3);
- g) They have successfully completed,
- 1) the training prescribed by the Minister, including techniques to de-escalate conflict situations and any other matters prescribed by the Minister, unless the person has been exempted from some or all of this training in accordance with the regulations made by the Minister,
 - 2) the training approved by the Minister with respect to human rights and systemic racism, and
 - 3) the training approved by the Minister that promotes recognition of and respect for,
 - a) the diverse, multiracial and multicultural character of Ontario society, and
 - b) the rights and cultures of First Nation, Inuit and Métis Peoples;
- h) They satisfy any additional educational criteria required, by the regulations and
- i) They satisfy any additional prescribed criteria. 2019, c. 1, Sched. 1, s. 92 (1).

As per Section 10 of O. Reg. 87/24, the Ontario Police College is required to create a training program entitled “Police Employed Training Program” to be delivered by the police service along with use of force training delivered by a certified trainer. The training described in subsections g)1 was delivered by Brockville Police Service, aligning with the regulations found in the CSPA and includes everything in the OPC lesson plan for Special Constable training. The candidates listed below completed this training and passed an exam on July 14, 2025. The prescribed training included the following:

- a) Use of Force
- b) De-escalation Techniques
- c) First Aid/CPR
- d) Police Powers
- e) Provincial Legislation
- f) Federal Legislation
- g) Courtroom Procedures
- h) Professionalism and Ethics
- i) Self-Care
- j) Special Constable Vehicle Operations

Additionally, they have completed the training prescribed in Section 92 of the Community Safety and Policing Act as follows:

- Steve Desjardins - June 27, 2025
- Jeffred Simeon - June 27, 2025
- Anshul Sobti - June 27, 2025
- Emily Vallance - June 27, 2025
- Alexa Zummach - June 27, 2025

The following candidate(s) have been determined by the Chief of Police to have met the minimum prerequisite standards and training requirements, making them eligible for appointment by the CPS Board as special constable(s) to conduct the duties of court security.

1. Steve Desjardins
2. Jeffred Simeon
3. Anshul Sobti
4. Emily Vallance
5. Alexa Zummach

It is further noted that all five individuals are employed as part-time employees.

FUNDING REQUIREMENTS

Part-time Special Constables Court Security are scheduled on an as-needed basis. The starting salary for the position is \$35.26 per hour plus 12% in lieu of benefits and vacation.

COMMUNICATION ISSUES

N/A

RECOMMENDATION

It is recommended that the Board appoint Steve Desjardins, Jeffred Simeon, Anshul Sobti, Emily Vallance and Alexa Zummach as special constables to conduct the duties of court security and issue the required certificate of appointment.

Respectfully submitted,



Shawna Spowart
Chief of Police



Certificate of Appointment as Special Constable Court Security

Pursuant to the provisions of Section 92 of the Community Safety and Policing Act, the appointment of **Alexa Zummach** (Name) as a Special Constable in the role of: Special Constable Court Security for the purpose of: *Searching, ensuring secure custody of prisoners, providing security at premises or places occupied or utilized as courts or police facilities; Preparing and service of legal documents and execution of warrants and other court orders, swearing informations, providing witness protection and transportation of prisoners.*

is hereby approved in

<input type="checkbox"/> the Province of Ontario OR <input checked="" type="checkbox"/> the Municipality of Cornwall	<input checked="" type="checkbox"/> Sponsoring Police Service <i>Cornwall Police Service</i>
Specifics of Area:	<input checked="" type="checkbox"/> Name of Employer <i>Cornwall Police Service Board</i>

and the appointee has, for the purpose of this appointment:

- ☒ the status of peace officer; and
☒ police officer powers as contained in the following legislation:

		Sections:
The Court of Justice Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Mental Health Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Provincial Offences Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	

The appointee has met all of the conditions required to be appointed as a Special Constable and has completed all required training pursuant to Section 92(1f) of the Community Safety and Policing Act.

The appointee is authorized to carry the following:

- ☒ Oleoresin capsicum spray
☒ Oleoresin capsicum foam
☒ A baton
☒ This appointment does not permit the carriage of a firearm

This appointment is valid until the earliest of:

- 1) (Date) or
- 2) the date at which the appointee ceases to perform the duties outlined above; or
- 3) the appointee is no longer in the employ Cornwall Police Service Board.

Appointed on: July 21, 2025 at Cornwall, ON.

Chair (or designate) Police Service Board
Amanda Brisson, Chair Date: July 21, 2025



Certificate of Appointment as Special Constable Court Security

Pursuant to the provisions of Section 92 of the Community Safety and Policing Act, the appointment of **Anshul Sobti** (Name) as a Special Constable in the role of: Special Constable Court Security for the purpose of: *Searching, ensuring secure custody of prisoners, providing security at premises or places occupied or utilized as courts or police facilities; Preparing and service of legal documents and execution of warrants and other court orders, swearing informations, providing witness protection and transportation of prisoners.*

is hereby approved in

<input type="checkbox"/> the Province of Ontario OR <input checked="" type="checkbox"/> the Municipality of Cornwall	<input checked="" type="checkbox"/> Sponsoring Police Service <i>Cornwall Police Service</i>
Specifics of Area:	<input checked="" type="checkbox"/> Name of Employer <i>Cornwall Police Service Board</i>

and the appointee has, for the purpose of this appointment:

- ☒ the status of peace officer; and
☒ police officer powers as contained in the following legislation:

		Sections:
The Court of Justice Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Mental Health Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Provincial Offences Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	

The appointee has met all of the conditions required to be appointed as a Special Constable and has completed all required training pursuant to Section 92(1f) of the Community Safety and Policing Act.

The appointee is authorized to carry the following:

- ☒ Oleoresin capsicum spray
☒ Oleoresin capsicum foam
☒ A baton
☒ This appointment does not permit the carriage of a firearm

This appointment is valid until the earliest of:

- 1) (Date) or
- 2) the date at which the appointee ceases to perform the duties outlined above; or
- 3) the appointee is no longer in the employ Cornwall Police Service Board.

Appointed on: July 21, 2025 at Cornwall, ON.

Chair (or designate) Police Service Board

Amanda Brisson, CPSB Chair Date : July 21, 2025



Certificate of Appointment as Special Constable Court Security

Pursuant to the provisions of Section 92 of the Community Safety and Policing Act, the appointment of **Emily Vallance** (Name) as a Special Constable in the role of: Special Constable Court Security for the purpose of: *Searching, ensuring secure custody of prisoners, providing security at premises or places occupied or utilized as courts or police facilities; Preparing and service of legal documents and execution of warrants and other court orders, swearing informations, providing witness protection and transportation of prisoners.*

is hereby approved in

<input type="checkbox"/> the Province of Ontario OR <input checked="" type="checkbox"/> the Municipality of Cornwall	<input checked="" type="checkbox"/> Sponsoring Police Service <i>Cornwall Police Service</i>
Specifics of Area:	<input checked="" type="checkbox"/> Name of Employer <i>Cornwall Police Service Board</i>

and the appointee has, for the purpose of this appointment:

- ☒ the status of peace officer; and
- ☒ police officer powers as contained in the following legislation:

		Sections:
The Court of Justice Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Mental Health Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Provincial Offences Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	

The appointee has met all of the conditions required to be appointed as a Special Constable and has completed all required training pursuant to Section 92(1f) of the Community Safety and Policing Act.

The appointee is authorized to carry the following:

- ☒ Oleoresin capsicum spray
- ☒ Oleoresin capsicum foam
- ☒ A baton
- ☒ This appointment does not permit the carriage of a firearm

This appointment is valid until the earliest of:

- 1) (Date) or
- 2) the date at which the appointee ceases to perform the duties outlined above; or
- 3) the appointee is no longer in the employ Cornwall Police Service Board.

Appointed on: July 21, 2025 at Cornwall, ON.

Chair (or designate) Police Service Board

Amanda Brisson, CPSB Chair Date : July 21, 2025



Certificate of Appointment as Special Constable Court Security

Pursuant to the provisions of Section 92 of the Community Safety and Policing Act, the appointment of **Jeffred Simeon** (Name) as a Special Constable in the role of: Special Constable Court Security for the purpose of: *Searching, ensuring secure custody of prisoners, providing security at premises or places occupied or utilized as courts or police facilities; Preparing and service of legal documents and execution of warrants and other court orders, swearing informations, providing witness protection and transportation of prisoners.*

is hereby approved in

<input type="checkbox"/> the Province of Ontario OR <input checked="" type="checkbox"/> the Municipality of Cornwall	<input checked="" type="checkbox"/> Sponsoring Police Service <i>Cornwall Police Service</i>
Specifics of Area:	<input checked="" type="checkbox"/> Name of Employer <i>Cornwall Police Service Board</i>

and the appointee has, for the purpose of this appointment:

- ☒ the status of peace officer; and
- ☒ police officer powers as contained in the following legislation:

		Sections:
The Court of Justice Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Mental Health Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Provincial Offences Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	

The appointee has met all of the conditions required to be appointed as a Special Constable and has completed all required training pursuant to Section 92(1f) of the Community Safety and Policing Act.

The appointee is authorized to carry the following:

- ☒ Oleoresin capsicum spray
- ☒ Oleoresin capsicum foam
- ☒ A baton
- ☒ This appointment does not permit the carriage of a firearm

This appointment is valid until the earliest of:

- 1) (Date) or
- 2) the date at which the appointee ceases to perform the duties outlined above; or
- 3) the appointee is no longer in the employ Cornwall Police Service Board.

Appointed on: July 21, 2025 at Cornwall, ON.

A. Brisson

Chair (or designate) Police Service Board

Amanda Brisson, CPSB Chair Date : July 21, 2025



Certificate of Appointment as Special Constable Court Security

Pursuant to the provisions of Section 92 of the Community Safety and Policing Act, the appointment of **Steve Desjardins** (Name) as a Special Constable in the role of: Special Constable Court Security for the purpose of: *Searching, ensuring secure custody of prisoners, providing security at premises or places occupied or utilized as courts or police facilities; Preparing and service of legal documents and execution of warrants and other court orders, swearing informations, providing witness protection and transportation of prisoners.*

is hereby approved in

<input type="checkbox"/> the Province of Ontario OR <input checked="" type="checkbox"/> the Municipality of Cornwall	<input checked="" type="checkbox"/> Sponsoring Police Service <i>Cornwall Police Service</i>
Specifics of Area:	<input checked="" type="checkbox"/> Name of Employer <i>Cornwall Police Service Board</i>

and the appointee has, for the purpose of this appointment:

- ☒ the status of peace officer; and
- ☒ police officer powers as contained in the following legislation:

		Sections:
The Court of Justice Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Mental Health Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Provincial Offences Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	

The appointee has met all of the conditions required to be appointed as a Special Constable and has completed all required training pursuant to Section 92(1f) of the Community Safety and Policing Act.

The appointee is authorized to carry the following:

- ☒ Oleoresin capsicum spray
- ☒ Oleoresin capsicum foam
- ☒ A baton
- ☒ This appointment does not permit the carriage of a firearm

This appointment is valid until the earliest of:

- 1) (Date) or
- 2) the date at which the appointee ceases to perform the duties outlined above; or
- 3) the appointee is no longer in the employ Cornwall Police Service Board.

Appointed on: July 21, 2025 at Cornwall, ON.

Chair (or designate) Police Service Board

Amanda Brisson, CPSB Chair Date : July 21, 2025



CORNWALL POLICE SERVICE

BOARD REPORT

TO: Board Members

FROM: Chief Shawna Spowart

UNIT/BUREAU: Cornwall Police Service Board

UNIT/BUREAU: Executive Services

DATE: September 3, 2025

SPECIAL CONSTABLE RE-APPOINTMENT

OBJECTIVE

As per section 92 of the Community Safety and Policing Act (CSPA), the Cornwall Police Service Board (the Board), as a special constable employer, is responsible for appointing and issuing a certificate of appointment for special constables.

DISCUSSION

Pursuant to Section 92 of the CSPA, (10) *A special constable may be reappointed at the end of his or her term. 2019, c. 1, Sched. 1, s. 92 (10); 2024, c. 2, Sched. 4, s.*

Section 92 (12) states the following regarding transition from appointment under the PSA to the CSPA. The following rules apply to a person who held an appointment as a special constable under section 53 of the *Police Services Act* immediately before it was repealed:

- 1. The appointment continues under this Act and is deemed to have been made under this section and the special constable may, despite any other requirement in this section continue to act for the period, in the area and for the purpose set out in his or her appointment until the appointment expires or is terminated or until the special constable is reappointed.*
- 2. Despite subsection 95 (6), the special constable shall continue to be subject to any restrictions on his or her use or carrying of a firearm or any other equipment that were specified in his or her appointment until the appointment expires or is terminated or until the special constable is reappointed.*
- 3. The appointment is deemed to expire three years after the day this subsection comes into force if it does not expire before then.*
- 4. The person may be reappointed as a special constable even if he or she does not meet the educational requirements set out in clause (1) (g), and he or she may subsequently be reappointed one or more consecutive times without meeting those requirements. 2019, c. 1, Sched. 1, s. 92 (12); 2023, c. 12, Sched. 1, s. 36 (4, 5); 2024, c. 2, Sched. 4, s. 3.*

Section 10(1) of O. Reg. 87/24 states the following with respect to appointment as a Special Constable:
(1) The training prescribed for the purposes of subclause 92 (1) (f) (i) of the Act is, with respect to a type of special constable set out in Column 1 of the Table to this section, the training set out opposite the type in Column 2 of the Table. O. Reg. 87/24, s. 10 (1).

Column 1 Type of Special Constable	Column 2 Training
<i>Special constables who are members of a police service or whose special constable employer is an entity that employs First Nation Officers</i>	<i>The program entitled “Police Employed Training Program”, developed by the College and delivered by police services or special constable employers, with any use of force training delivered by a certified trainer in respect of the course mentioned in paragraph 2 of subsection (3)</i>

Special Constables being reappointed who were currently appointed under the PSA are exempt from this training as outlined in Section 10(1) of O. Reg. 87/24, (5): *A special constable whose appointment is continued under subsection 92 (12) of the Act is exempt from the requirement to complete the training mentioned in subsection (1) of this section for such period of time as that appointment continues. O. Reg. 450/24, s. 3 (4).*

The candidate listed below was appointed as Special Constables under the PSA and requires re-appointment under the CSPA as their current appointment is expiring. They have completed Use of Force training on February 23, 2025 and OPC’s Thematic training on August 28, 2025.

The following candidate has been determined by the Chief of Police to have met the minimum prerequisite standards and training requirements, making them eligible for re-appointment by the CPS Board as special constable able to perform the duties of court security.

1. Georges Levere

FUNDING REQUIREMENTS

N/A

COMMUNICATION ISSUES

N/A

RECOMMENDATION

It is recommended that the Board re-appoint Georges Levere as a special constable able to perform the duties of court security and issue the required certificate of appointment.

Respectfully submitted,



Shawna Spowart
 Chief of Police



Certificate of Re-Appointment as Special Constable Court Security

Pursuant to the provisions of Section 92 of the Community Safety and Policing Act, the reappointment of **Georges Levere** (Name) as a Special Constable in the role of: Special Constable Court Security for the purpose of: *Searching, ensuring secure custody of prisoners, providing security at premises or places occupied or utilized as courts or police facilities; Preparing and service of legal documents and execution of warrants and other court orders, swearing informations, providing witness protection and transportation of prisoners.*

is hereby approved in

<input checked="" type="checkbox"/> the Province of Ontario OR <input checked="" type="checkbox"/> the Municipality of Cornwall Specifics of Area:	<input checked="" type="checkbox"/> Sponsoring Police Service <i>Cornwall Police Service</i>
	<input checked="" type="checkbox"/> Name of Employer <i>Cornwall Police Service Board</i>

and the appointee has, for the purpose of this appointment:

- ☒ the status of peace officer; and
☒ police officer powers as contained in the following legislation:

		Sections:
The Court of Justice Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Mental Health Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
The Provincial Offences Act	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Other (please specify):	<input type="checkbox"/> Yes <input type="checkbox"/> No	

The appointee has met all of the conditions required to be reappointed as a Special Constable and has completed all required training pursuant to Section 92(12) of the Community Safety and Policing Act.

The appointee is authorized to carry the following:

- ☒ Oleoresin capsicum spray
☒ Oleoresin capsicum foam
☒ A baton
☒ This appointment does not permit the carriage of a firearm

This appointment is valid until the earliest of:

- 1) (Date) or
- 2) the date at which the appointee ceases to perform the duties outlined above; or
- 3) the appointee is no longer in the employ Cornwall Police Service Board.

Appointed on: September 4, 2025 at Cornwall, ON.

Chair (or designate) Police Service Board
Amanda Brisson, Chair

September 4, 2025

MEMORANDUM OF UNDERSTANDING

BETWEEN:

OTTAWA POLICE SERVICES BOARD

(hereinafter referred to as the “**OPSB**”)

- and -

OTTAWA POLICE SERVICE

(hereinafter referred to as “**OPS**”)

- and -

CORNWALL POLICE SERVICE

(hereinafter referred to as “**CPS**”)

- and -

CORNWALL POLICE SERVICE BOARD

(hereinafter referred to as “**CPSB**”)

Regarding the OPS’ Request for Assistance in Policing Canada Day Events

WHEREAS the OPS requires assistance and additional policing resources during Canada Day festivities (Event) on July 1, 2025, in the City of Ottawa, Ontario;

AND WHEREAS the Chief of Police of the OPS is responsible for the preservation and maintenance of the public peace and the prevention of crime within the City of Ottawa and the deployment of police resources.

AND WHEREAS the CPS will provide the services of Patrol Officers pursuant to O. Reg. 392/23; Adequacy and Effective Policing made under the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched 1;

AND WHEREAS the OPS and the CPS wish to enter into an agreement whereby the OPS utilizes the Patrol Officers of the CPS subject to certain terms and conditions;

AND WHEREAS the Ottawa Police Service Board is responsible for the OPS;

AND WHEREAS the Cornwall Police Service Board is responsible for the CPS;

AND WHEREAS the OPS and the CPS are police services constituted under and subject to the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1, and its associated Regulations;

AND WHEREAS the OPS requested temporary assistance pursuant to section 19 of the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1;

AND WHEREAS the CPS has agreed to provide such temporary assistance pursuant to section 19(6)(2)(ii) of the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1;

AND WHEREAS interoperability is a desired component of the Patrol Officers deployed during the Event;

AND WHEREAS the Patrol Officers of the CPS have compatible policies, procedures, and practices allowing them to operate together with the OPS and other police services selected to assist on the Event;

AND WHEREAS the OPS and the CPS (collectively the “Parties”) recognize that both police services have policies, procedures, and practices that permit interoperability;

AND WHEREAS the provision of Services under this MOU by the CPS Patrol Officers and expertise is not because of any current or future labour dispute between the OPS and its police bargaining unit;

NOW THEREFORE THIS AGREEMENT WITNESSES that the OPS has requested the Services of the CPS Patrol Officers in relation to the Event, and the CPS has agreed to provide such Services and in consideration of the mutual covenants and agreements contained herein and subject to the terms and conditions as set out in it, **THE PARTIES AGREE AS FOLLOWS:**

1 DEFINITIONS

- 1.1 **“Chief of Police (OPS)”** means the Chief of Police of the OPS appointed pursuant to 37(1)(d) of the *Community Safety and Policing Act* (hereafter “the *CSPA*”). The Chief of Police (OPS) is responsible for administering and overseeing the operation of the OPS pursuant to section 79 of the *CSPA*;
- 1.2 **“Chief of Police (CPS)”** means the Chief of Police of CPS appointed pursuant to section 37(1)(d) of the *CSPA*. The Chief of Police (CPS) is responsible for administering and overseeing the operation of the CPS pursuant to section 79 of the *CSPA*;
- 1.3 **“City of Ottawa”** means either the geographical area of the municipality of Ottawa or the municipal corporation of Ottawa under the laws of Ontario, as the context herein requires;
- 1.4 **“Event Commander”** is OPS Superintendent Francois D’Aoust who has overall operational control of the Event;
- 1.5 **“Memorandum of Understanding”** or **“MOU”** means this agreement between the OPS and the CPS (collectively the “Parties”) relating to the deployment of members of the CPS to assist the OPS with the Event.
- 1.6 **“National Capital Region”** or **“NCR”** is an official federal designation for the Canadian Capital of Ottawa, Ontario, the neighbouring city of Gatineau, Québec, and the surrounding urban and rural communities. The term National Capital Region is often used to describe the Ottawa-Gatineau metropolitan area;

- 1.7 **“OPS”** means the Ottawa Police Service, being the municipal police service of Ottawa operating under the *CPSA*;
- 1.8 **“OPS Liaison Officer”** means a member of the OPS who is designated by the OPS Event Commander to liaise directly with the CPS and other visiting police services;
- 1.9 **“Overtime”** means time continuously spent on duty of at least 30 minutes duration beyond a member’s normal hours of duty on any shift and shall be calculated to the nearest hour or half hour, or otherwise as defined in the collective agreement between the Cornwall Police Service Board and the Cornwall Police Association;
- 1.10 **“Parties”** means collectively the OPS and the CPS;
- 1.11 **“Police Services Board”** has the same meaning given in the *CPSA*;
- 1.12 **“Ottawa Police Officer in Charge”** means an OPS officer, who is the OPS Commander of the CPS Patrol Officers, who is responsible for the implementation of the strategic objectives of the Event as set out by the overall OPS Event Commander;
- 1.13 **“Cornwall Police Patrol Officers”** means a team of CPS members, including a command structure, who are equipped and trained in all aspects of crowd management techniques and operate under the direct control of the Ottawa Police Officer in Charge and which complies in all respects with O. Reg. 392/23; Adequacy and Effective Policing made under the *CSPA*;
- 1.14 **“Public Safety Troop Commander”** means a member of CPS (Section Leader(s)) who implements the orders given by the Ottawa Police Officer in Charge;
- 1.15 **“Receipt”** means an original receipt and does not include a photocopy of an original receipt;
- 1.16 **“Senior Officer (OPS)”** means a member of the OPS holding the rank of Inspector or higher, or a member acting in that capacity;
- 1.17 **“Services”** means the services of the CPS Patrol Officers and related resources, during the Canada Day festivities in Ottawa on July 1, 2025;
- 1.18 **“CPS”** means the Cornwall Police Service, a municipal police service under the *CSPA*;

2 EXECUTION

- 2.1 This MOU may be executed in multiple counterparts, each of which shall be an original, but which together shall constitute the same instrument.

3 TERM AND TERMINATION

- 3.1 This MOU becomes effective on June 30, 2025, regardless of the date of execution, and unless terminated, continues in full force and effect until the completion of the Services and any services required thereafter arising from or as a result consequential to the Services.
- 3.2 This MOU is subject to termination by either Party upon written notice.

4 DURATION

- 4.1 The Event is scheduled to occur on July 1, 2025, inclusive of June 30, 2025, and July 2, 2025, to reflect travel required for members of the CPS.
- 4.2 Where operational requirements change and the need for CPS resources under this MOU reduce, the Event Commander may release members of the CPS earlier depending on operational needs. The Event Commander undertakes to provide as much notice as is possible under this section.
- 4.3 The OPS hereby agrees to provide ongoing information to the CPS concerning the duration of the Services as soon as is possible.

5 EXPENSES

- 5.1 The OPS will reimburse the CPS for any justifiable and reasonable incremental expenses associated with the Services provided in accordance with the Collective Agreement of the CPS and the subject matter of this paragraph and in accordance with. For greater certainty, the OPS will provide reimbursement for the following:
 - a) meals while in transit;
 - b) travel;
 - c) accommodations subject to 6.1.2;
 - d) fuel;
 - e) equipment and vehicle rentals;
 - f) salary;
 - g) claimed overtime;
 - h) benefits; and
 - i) supplies.
- 5.1.1 For greater certainty, the CPS will provide the OPS with a list of all expenses incurred by the CPS in accordance with section 5.1.
- 5.1.2 Any extraordinary expenses or equipment or supply purchases to be claimed by the CPS will require preapproval by the OPS. “Extraordinary expenses” are those expenses that are beyond the reasonable and regular costs associated with the Services provided.
- 5.2 The CPS will submit all claims for expenses to the OPS Manager of Financial Planning, Heather Ogilvie (OgilvieH@ottawapolice.ca), and the Senior Financial Analyst, Manal Rahim (rahimm@ottawapolice.ca) by email within 30 days of the conclusion of the Services. All claims may be subject to audit.
- 5.3 All expenses submitted for claim must be in accordance with the Public Safety Canada *Terms and Conditions of the Nation’s Capital Extraordinary Policing Costs Program* attached as Appendix “A” to this MOU and all such expenses incurred by members of the CPS providing service in accordance with this Agreement will be reimbursed to the CPSB.

6 TRAVEL AND ACCOMMODATION

6.1 The OPS will provide the following items and make the following arrangements:

6.1.1 Meals: Subject to 5.3, The OPS will be responsible to ensure meals are provided to CPS members who are in the City of Ottawa and providing the Services as set out under this MOU. If a CPS member does not receive a meal as entitled under this section, the OPS will be responsible for any costs, in accordance with the CPS Collective Agreement, or supported by receipts, that the CPS incurs as a result.

6.1.2 Accommodations: While in the City of Ottawa, accommodations will be provided to the CPS members, at the cost of the OPS, at a facility predetermined by the OPS. The OPS is responsible in planning and approving in advance all accommodations.

6.2 The OPS will not be responsible for any increase in costs related to a CPS member travelling to or from Ottawa where such increase in cost is attributable to the CPS member for reasons not related to the provision of Services as set out in this MOU.

7 EMPLOYER

7.1 The Cornwall Police Service Board shall remain the employer of its members and shall maintain all applicable insurance programs.

8 DISCIPLINE/COMPLAINT INVESTIGATION

8.1 All complaints as described in section 15 of the *Special Investigation Unit Act 2019 (SIU Act)* made against a CPS member because of their involvement in the Event in the National Capital Region, will be referred to the Special Investigations Unit pursuant to section 16 of the *SIU Act*.

8.2 Where the conduct of a member of the CPS becomes the subject of a complaint, or otherwise gives rise to an investigation, administrative review, or other inquiry pursuant to the *CSPA* flowing from their involvement with the Event, the investigation into the conduct of the CPS member shall be conducted by the OPS Professional Standards Section. The CPS Professional Standards Bureau may assist and participate in the investigation.

8.3 The OPS and the CPS will cooperate wherever practicable related to all investigations in this part.

8.4 The OPS will indemnify and save harmless the CPS, the Chief of Police, the Cornwall Police Service Board and its members from and against any and all claims, damages, costs and expenses whatsoever associated with or arising from any *CSPA* proceedings, including necessary and reasonable legal costs of the Cornwall Police Service Board and the members of the CPS (except the relevant member's personal legal costs, if applicable) where the member's conduct is determined not to constitute misconduct or unsatisfactory work performance.

8.5 The OPS will not be responsible for any costs arising to the CPS or any member of the CPS due to any negligence, willful misconduct, or criminal conduct on the part of the CPS or such member of the CPS, or for any conduct which occurs when the member is off duty, and which is not related to the Service provided for the purpose of the Event.

9 LEGAL PROCEEDINGS

9.1 Each of the OPS and the CPS will provide immediate and ongoing notice of any tribunal or legal proceeding which, without limiting the generality of the foregoing, shall include

criminal or civil proceedings, Coroner's inquests, or Board or Commission of Inquiry, which may impact upon the other Party or its members, including the status and disposition of any tribunal or legal proceeding arising from the Event-related security operations.

9.2 The Parties agree to cooperate to the extent possible in any proceeding referred to in Article 9.1 of this MOU. The CPS and the OPS agree to prepare and provide any statement, report or other documentation reasonably requested by the other or required by legislation, procedure, or policy subject to the Parties' legal interests not being in conflict or production being prohibited by law.

9.3 All direct costs incurred by a member of the CPS arising from duties associated with the Event with respect to a tribunal or legal proceeding shall be borne by the OPS, including reimbursement for legal costs, unless the costs arise from negligent, willful misconduct or criminal conduct of a member of the CPS. For greater certainty, the Ottawa Police Service Board will indemnify and save harmless the Cornwall Police Service Board for all costs associated with any legal proceeding as defined in Article 9.1, including necessary and reasonable legal costs arising out of the Services provided, except in the cases of negligence or willful misconduct or criminal conduct on the part of a member of the CPS.

10 COMMAND AND CONTROL REPORTING

10.1 The command and control of police operations relating to public security within the City of Ottawa during the Event is based on an integrated command.

10.2 Operational commands will be issued to the CPS through the OPS Officer in Charge.

10.3 The OPS will provide the CPS with the Operational Plan and the Major Event Policy prior to the Event.

10.4 Within the City of Ottawa there are sites which are, by law, under the jurisdiction of the Royal Canadian Mounted Police or the Parliamentary Protective Services. The remainder of the City of Ottawa is within the jurisdiction of the OPS. As such, for the duration of the Event, there will be an Incident Commander for each jurisdiction. Directions to the CPS Patrol Officers will be issued by the Incident Commander of the OPS jurisdiction within the City of Ottawa.

10.5 An OPS Senior Officer will be identified to liaise with the CPS Senior Commander for administrative issues affecting the CPS Patrol Officers.

10.6 The deployment of the CPS Patrol Officers will be determined by the Incident Commander. Once deployed, the OPS Officer in Charge will be responsible for the control and direction of CPS Section Leaders, CPS Patrol Officers, and any Public Safety Support Teams.

10.7 Operational issues or concerns affecting the CPS Patrol Officers shall be communicated as soon as possible through the Incident Commander.

10.8 The CPS shall ensure that all CPS members bear personal visible identifiers when deployed.

10.9 The OPS will assign one police representative to act as a direct liaison to the CPS Public Safety Officer in Charge and provide local information and context.

11 RESPONSIBILITIES OF THE CPS

11.1 The CPS agrees to deploy to Ottawa:

- 11.1.1 Patrol officers of the CPS.
- 11.1.2 For greater certainty, a listing of the CPS members being deployed and their respective rank/classification and function is attached to this MOU as Appendix "B."
- 11.2 The CPS will ensure that the CPS members deployed to provide Services under this MOU will provide receipts for all related costs and provide same to the OPS to the level of detail required by the OPS.
- 11.3 The CPS Patrol Officers will follow directives issued by the OPS concerning deployment.
- 11.4 The CPS Patrol Officers will familiarize themselves with, and be knowledgeable of, the OPS Operational Plan.
- 11.5 The CPS will ensure that any member injured while performing their duties, or duties otherwise related to the Event, completes, and submits the Workplace Safety and Insurance Board Form 7 within three (3) days of the injury.
- 11.6 The CPS will provide and attach to this MOU as Appendix "D," an inventory of CPS Patrol Officers and Regular Uniform member munitions.
- 11.7 The CPS will ensure that all firearms are legally stored while in Ottawa, in accordance with CPS policy and all applicable legislation.
- 11.8 The CPS will ensure that CPS members in the provision of Services produce to the OPS Liaison Officer, at the conclusion of the Services, photocopies of all Event-generated notes, reports, or other documentation. In the event of an SIU incident, the CPS member shall comply with the applicable SIU legislation and CPS policy.
- 11.9 The Parties shall archive all notes, reports or other documentation referred to in section 11.8 in accordance with CPS policy.
- 11.10 The Chief of Police (CPS) has the right to withdraw the Services and any resources provided under this MOU at any time.

12 RESPONSIBILITIES OF THE OPS

- 12.1 The OPS will provide Event site familiarization and orientation for CPS members.
- 12.2 The OPS will schedule briefings for all CPS members as to any developments with an operational implication.
- 12.3 The OPS will provide information and updates to the CPS in a timely manner.
- 12.4 The OPS will arrange for the provision of emergency medical services required by CPS during the provision of Services.

13 TRAINED PERSONNEL

- 13.1 Only members of the CPS who follow the *CSPA* and applicable Regulations, including the Use of Force Training, shall perform duties in respect of the provision of Services.
- 13.2 Without limiting the generality of the above article, only members of the CPS who have successfully completed the requisite training and testing in relation to the use of gas masks shall perform duties in respect of the provision of CPS services relating to the use of gas.
- 13.3 If a member has not received the requisite training and testing in relation to the use of gas masks prior to the start date specified in section 4.1 of this MOU, such members will not be deployed in areas where there is a substantial risk of a public order event.

14 RESPECTFUL WORKPLACE PROGRAM

- 14.1 The OPS adheres to a Respectful Workplace Program (Program) which is based upon a duty to provide and maintain a climate of understanding and mutual respect for equality, dignity, and human rights. The intent of the Program is to ensure that every person

operating within the OPS is responsible and accountable for fostering and promoting respectful interactions with each other and in the provision of service delivery. The members of the CPS deployed to Ottawa for the Event are encouraged to follow the spirit and philosophy of the Respectful Workplace Program. The members of the CPS deployed to Ottawa for the Event will be entitled to the benefits and protection of this Program. Further information on the OPS Respectful Workplace Program can be provided by the OPS at the request of a member of the CPS.

15 MEDIA RELATIONS

- 15.1 Media relations involving the Event will be the responsibility of the OPS Media Relations Team. In the event of specific requests for media access made to the CPS, the CPS agrees to consult with the OPS Media Relations Team.

16 LIMITATIONS OF LIABILITY, INDEMNIFICATION, AND INSURANCE

- 16.1 The CPS shall not be liable in any manner whatsoever to the Ottawa Police Services Board, its employees or agents, or the OPS or its members or agents, for any claim, including a claim by any third party against the Ottawa Police Services Board, the Chief of Police (OPS), the OPS, or the employees, members, or agents of any of them, unless it was caused by the negligence or willful misconduct or criminal conduct of a member or agent of the CPS.
- 16.2 The Ottawa Police Service Board shall be liable for any damages caused by any wrongful act or omission of its employees or agents, including members of the OPS and any successors or assigns arising out of or related to this MOU or the Services provided herein.
- 16.3 The Ottawa Police Service Board does hereby agree to indemnify the Cornwall Police Service Board, the CPS, its members and agents against any costs, losses, expenses, or liabilities incurred because of a claim, inquiry or proceeding related to this MOU or the OPS or caused by any wrongful act or omission of the OPS, its employees or agents and any or all of their successors and assigns.
- 16.4 During the term of this MOU, the Ottawa Police Service Board and the OPS shall obtain and maintain in full force and effect general liability insurance issued by an insurance company authorized by law to carry on business in the Province of Ontario, providing for, without limitation, coverage for personal injury, public liability, and property damage. Such policy shall:
 - 16.4.1 Have inclusive limits of not less than Ten Million Dollars (\$10,000,000.00) for injury, loss or damage resulting from any one occurrence;
 - 16.4.2 Contain a cross-liability clause endorsement of standard wording; and
 - 16.4.3 Name the CPS, the Chief of the Police (CPS), and the Cornwall Police Service Board as additional insureds and, without in any way limiting the generality of the foregoing, with respect to any of the obligations under this MOU, the provision of Services under this MOU or any claim arising from the Event-related duties.
- 16.5 A Certificate of Insurance shall be attached as Appendix "C" to this MOU.
- 16.6 The CPS agrees to assist in the defence of any action, claim, or other proceeding which may arise in the provision of its Services during the Event.

17 NOTICES

- 17.1 Notices under this MOU shall be in writing and sent by personal delivery, facsimile transmission (“fax”), electronic mail (“email”), or by ordinary prepaid mail.
- 17.2 Notices by mail shall be deemed to have been received on the fourth business day after the date of mailing.
- 17.3 Notices by personal delivery, fax, or email shall be deemed to have been received at the time of delivery or transmission.
- 17.4 In the event of an interruption in postal service, notice shall be given by personal delivery, fax, or email.
- 17.5 Notices to the Parties shall be sent to the following addresses:

Cornwall Police Service
A/S/Sgt Scott Bonneville
340 Pitt Street
Cornwall, Ontario
K6H 5T7

Fax:
Email: bonneville.s@
cornwallpolice.com

Ottawa Police Service
Chief Eric Stubbs
P.O. Box 9634, Station T
Ottawa, Ontario
K1G 6H5

Fax: (613) 236-9360
Email: stubbsE@ottawapolice.ca

The Parties may designate in writing to each other a change of address at any time.

18 REPRESENTATIVES

- 18.1 The CPS Representative for responding to requests is A/S/Sgt Scott Bonneville. The OPS Representative for responding to requests is Chief Eric Stubbs.
- 18.2 Each Party may designate a different representative by written notice to the other Party.

19 REPRESENTATIONS AND WARRANTIES

- 19.1 All representations, warranties, covenants and limitations of liability, indemnification and insurance clauses in this MOU shall survive in full force and effect after the termination or expiry of this MOU.

20 WAIVER

- 20.1 The failure of a Party to insist upon strict performance of a term of this MOU on one or more occasions will not be construed as a waiver of its rights to require strict performance on further occasions; instead, all obligations shall continue with full force and effect.

21 AMENDMENTS, ALTERATIONS AND ADDITIONS

- 21.1 This MOU may be amended, altered, or added to only by a further written memorandum of understanding and signed by the Parties which agreement is supplemental to this MOU and thereafter forms part of this MOU.
- 21.2 If any part of this MOU is struck for illegality or other reasons, the balance of the subsections will survive.

22 GOVERNING LAW

- 22.1 This MOU and the rights, obligations and relations of the Parties shall be governed by and construed in accordance with the laws of the Province of Ontario and the federal and provincial laws applicable therein. The Parties agree that the Courts of Ontario shall have jurisdiction to entertain any action or other legal proceedings based on any provisions of this MOU. The Parties do hereby attorn to the jurisdiction of the Courts of the Province of Ontario.

23 DISPUTE RESOLUTION

- 23.1 The Parties are committed to working together in a cooperative manner and recognize that this requires a commitment of time and energy. In the event of a dispute arising from the interpretation or operation of this MOU, it will be referred to the Parties' representatives identified in section 17.5 of this MOU, to resolve the matter amicably.

24 HEADINGS

- 24.1 The Parties agree that the headings in the MOU form no part of the MOU and have been inserted for convenience of reference only.

25 ENTIRE AGREEMENT

- 25.1 This MOU, including Appendices A, B, C and D, constitutes the entire agreement between the Parties. There are no other agreements, understandings, representations, or warranties, either collateral, oral or otherwise.

IN WITNESS WHEREOF the Parties have executed this Memorandum of Understanding.

DATED AT Cornwall, Ontario this 26th day of June 2025.

Witness

Per:



Shawna Spowart, Chief of Police
Cornwall Police Service

Witness

Per: A. Brisson

A Brisson, Chair Cornwall Police Service Board

DATED AT Ottawa, Ontario this _____ day of June 2025.

Witness

Per: _____

Eric Stubbs, Chief of Police
Ottawa Police Service

Witness

Per: _____

Salim Fakirani, Chair
Ottawa Police Services Board



TERMS AND CONDITIONS OF THE NATION’S CAPITAL EXTRAORDINARY POLICING COSTS PROGRAM

1. Purpose

The purpose of this document is to establish the Nation’s Capital Extraordinary Policing Costs Program Terms and Conditions (Terms and Conditions) for a contribution program under the authority of Public Safety and Emergency Preparedness (the Department) to reimburse the City of Ottawa (the City) for eligible extraordinary, reasonable, and justifiable policing costs incurred in relation to policing duties specific to the Nation’s Capital.

2. Authority

2.1 The Minister’s legal authorities to set this contribution program are:

2.1.1 Paragraphs 6(1)(a) of the *Department of Public Safety and Emergency Preparedness Act*, S.C. 2005, ch.10 stating that the Minister of Public Safety and Emergency Preparedness (the Minister) has authority to “initiate, recommend, coordinate, implement or promote policies, programs or projects relating to public safety and emergency preparedness”.

2.1.2 Paragraph 6(1)(c) of the *Department of Public Safety and Emergency Preparedness Act*, S.C. 2005, ch.10 stating that the Minister may make grants and contributions; and

2.1.3 The Minister’s policy authority to set this contribution program is the Government decision to renew and expand the program.

3. Program Objectives and Expected Results

3.1 The overall objective of the contribution program is to recognize the unique policing environment created by the presence of federal landmarks (e.g., War Memorial), institutions and events of national significance in the Nation’s Capital. These exceptional circumstances lead to extraordinary policing costs for the Ottawa Police Service. In recognition of these exceptional circumstances the program:

- 3.1.1 Enables the City of Ottawa to seek financial assistance from the Government of Canada, through a negotiated contribution agreement, for eligible extraordinary, reasonable, and justifiable policing costs incurred in relation to policing duties specific to the Nation's Capital; and
 - 3.1.2 Allows the Government of Canada to reimburse the eligible costs to the City of Ottawa, through a contribution program.
- 3.2 The objectives of the program fall within the Department's core responsibility for Community Safety and within the Law Enforcement and Policing Program. The program contributes to the achievement of the Department's policy objectives to promote the safety and security of Canadian communities and institutions.
- 3.3 The contribution program is expected to contribute to the following outcomes:
- 3.3.1 (Immediate Outcome) The City of Ottawa has the resources to manage policing costs incurred for duties specific to the Nation's Capital.
 - 3.3.2 (Intermediate Outcomes) The City of Ottawa is equipped to provide security at Nation's Capital extraordinary events. The City of Ottawa includes GBA+ considerations in the provision of security for Nation's Capital extraordinary events.
 - 3.3.3 (Long term outcome) The nation's capital hosts safe and secure events.

4. Performance Measurement Strategy

- 4.1 The Performance Measurement Strategy for this program outlines a plan that will be implemented by the Department to ensure there is sufficient performance information available to effectively plan, monitor and report on the results of the program.
- 4.2 The performance measurement strategy identifies the causal links between the program main activities, the key outputs that are produced from these activities, and the intended outcomes arising from these activities and outputs. The key outcomes and indicators are:

Program Outcomes	Performance Indicators
<ul style="list-style-type: none"> The City of Ottawa has the resources to manage policing costs incurred for duties specific to the Nation's Capital 	<ul style="list-style-type: none"> Percentage of payment requests received and paid in compliance with the contribution agreement.
<ul style="list-style-type: none"> The City of Ottawa is equipped to provide security at Nation's Capital extraordinary events 	<ul style="list-style-type: none"> Percentage of funding available through the NCEPCP used by the City of Ottawa.

<ul style="list-style-type: none"> • The City of Ottawa includes GBA+ considerations in the provision of security for Nation's Capital extraordinary events 	<ul style="list-style-type: none"> • Percentage of extraordinary events involving the use of the liaison team in the planning of extraordinary events, which have met OPS threshold for its use.
<ul style="list-style-type: none"> • The nation's capital hosts safe and secure events 	<ul style="list-style-type: none"> • Percentage of extraordinary events held within the Nation's Capital that are attended by OPS, as required based on security assessments.

5. **Eligible Recipient**

The only eligible recipient is the City of Ottawa.

6. **Eligible Activities**

Eligible activities are those extraordinary, justifiable, and reasonable policing duties specific to the Nation's Capital deemed necessary by the Ottawa Police Service to provide additional public safety and security services over and above the regular municipal policing services required of a similar size city.

7. **Eligible Expenditures**

Federal Financial Assistance of the expenditures identified in this section is strictly intended as compensation for extraordinary, reasonable, and justifiable policing costs specific to the Nation's Capital and include:

Personnel

7.1 Salaries, overtime, and benefits, of full-time and part-time employees (office and field staff) performing extraordinary policing duties specific to the Nation's Capital in accordance with existing collective agreements or contracts of employment.

7.2 Salaries, overtime, and benefits, of temporary positions through contract services performing extraordinary policing duties specific to the Nation's Capital in accordance with existing collective agreements or contracts of employment.

Surge Capacity

7.3 Surge capacity personnel costs incurred by the recipient through written arrangements with a contracting organization (e.g., police service) to deploy additional resources for the purpose of performing extraordinary policing duties specific to the Nation's Capital.

Intra-Governmental Services

7.4 When in the normal course of business, the Recipient is subject to receiving an invoice for a service it requests from another intra-governmental (excluding federal government) department (e.g. public works, heavy equipment, bus transportation, information technology (IT) support), and that the cost of this service is the most economical solution, and is generated for the purpose of performing extraordinary policing duties specific to the Nation's Capital.

Operational Supplies

7.5 Costs associated with general purpose items necessary to performing extraordinary policing duties specific to the Nation's Capital (e.g., event specific police signage, plastic handcuffs, food, and water/drinks).

Translation and Other Services

7.6 Costs associated with shredding, printing, courier, copying, translations, and simultaneous interpretation activities incurred and billed to the OPS for the purpose of performing extraordinary policing duties specific to the Nation's Capital.

Leased or Purchased Operational Equipment

7.7 Equipment deemed necessary for the purpose of performing extraordinary policing duties specific to the Nation's Capital. The Recipient must demonstrate the operational requirements that are beyond its normal standards of operation. (e.g., telecommunications equipment, cooling stations, baton, shield, helmet, vest, and crowd control equipment such as tear gas, bullets).

Leased Space

7.8 Leased space to accommodate employees or goods (e.g., warehouse space, temporary command centre) for the purpose of performing extraordinary policing duties specific to the Nation's Capital.

Vehicles Rentals, Maintenance and Fuel

7.9 Vehicle rentals, parking, maintenance, and fuel costs associated with performing extraordinary policing duties specific to the Nation's Capital.

Administrative Services

7.10 Administrative services that are related to supporting the planning, deployment and demobilization of resources performing policing duties specific to the Nation's Capital and that do not exceed 15% of total eligible costs.

Other

7.11 At the discretion of the Minister, other extraordinary, reasonable, and justifiable policing costs deemed necessary to provide additional public safety and security services in the Nation's Capital.

The Department may support reimbursement of eligible pre-execution expenditures, incurred from April 1, 2020, and onward, for extraordinary, reasonable, and justifiable policing costs incurred in relation to policing duties associated with the Nation's Capital.

8. Ineligible Expenditures

8.1 Interest charges or costs associated with a loan.

8.2 Insurance premium claim deductibles and adjusting services.

8.3 Medical costs incurred for the delivery of services through the ongoing health infrastructure and resources such as hospitals, clinics and their regular staff complements.

8.4 Loss of income, wages, profits and/or revenue, loss of production or productivity, loss of opportunity, inconvenience, loss of asset or market value or market share resulting from policing or security activities.

8.5 Leave liability balances not taken by employees or police officers because of a policing or security event such as annual leave, floater annual leave, annual leave carried forward, statutory holiday time and statutory holiday hours carried forward.

9. Contracting Organizations

9.1 When the recipient is required to seek the assistance of other contracting organizations (e.g., police services) for the purpose of performing extraordinary policing duties specific to the Nation's Capital, and it is expected that the recipient will reimburse them for the eligible costs incurred, the recipient must:

9.1.1 Inform the Department at the earliest stage possible of its intent to negotiate arrangements with the contracting organizations;

9.1.2 Ensure written arrangements between the recipient and the contracting organizations are aligned with the types of activities and expenditures that are eligible under the NCEPCP;

9.1.3 Provide the Department with the contracting organizations' cost estimates, which should form part of the written arrangements between the recipient and the contracting organizations, to be subject to potential reimbursement; and,

9.1.4 Perform a thorough review and validation of all costs to ensure that they are in accordance with the contribution program Terms and Conditions as well as the contribution agreement ratified with the Government of Canada, prior to including the costs claimed by the contracting organizations in the final claim to the Department.

9.2 All incremental costs claimed by the contracting organizations will be subject to federal audit procedures before the final payment is made.

9.3 The contracting organizations must make available for inspection and audit, to the auditors or representatives, any supporting documentation, vouchers, invoices, receipts, financial accounts, records, and any information related to claimed expenses for which reimbursement is requested in order to determine their eligibility. The contracting organizations shall also provide access without charge to all facilities for such audits after receiving written confirmation.

10. Stacking Limits

10.1 For this contribution program, the maximum level (stacking limit) of Total Government Assistance (federal/provincial/territorial/municipal assistance for the same purpose and eligible expenses) will be up to and including 100% of eligible costs.

10.2 The recipient will be required to disclose all confirmed and potential sources for funding for eligible activities of the Ottawa Police Services before and after the period covered by the contribution agreement.

11. Application Requirements

11.1 The following will be required of all proposals for consideration:

11.1.1 An itemized budget that clearly outlines the policing duties to be performed and expenditures for which the financial contribution is being requested for each fiscal year;

11.1.2 A description of internal measures to conduct implementation monitoring and performance management;

11.1.3 A work plan describing the project, including the activities that will be undertaken and the expected outcomes;

- 11.1.4 Where applicable, a description of how the *Official Languages Act* and the federal government policies on official languages will be respected; and
- 11.1.5 The names, titles and contact information for all persons involved in the management of the project.

11.2 In addition, to prevent the risk of conflict of interest, the recipient must:

- 11.2.1 Disclose any apparent, actual or potential conflict of interest in compliance with Treasury Board policy and disclose the involvement of any former public servants under the *Value and Ethics Code for Public Servants*;
- 11.2.2 When required, register lobbyists under the *Lobbying Act* (applicants shall provide assurance that, where lobbyists are utilized, they are registered in accordance with Treasury Board policy and that no actual or potential conflict of interest exists nor any contingency fee arrangement); and
- 11.2.3 Comply with the conditions of the *Parliament of Canada Act*, when applicable to a municipality.

12. Assessment of Application

12.1 Proposals for consideration under the contribution program must be submitted by the City of Ottawa. In addition, all application requirements, as outlined in section 10, must be met. Eligible proposals will be reviewed against the following criteria:

- 12.1.1 The extent to which the project description and objectives, expected results and outcomes meet and advance the objectives of the program;
- 12.1.2 The amount of funding requested, and the expenses outlined in the proposal are eligible and reasonable and support the project description, objectives and expected results; and
- 12.1.3 The degree to which the recipient has established measures to conduct implementation monitoring and performance management.

13. Setting a Maximum Contribution Amount

The maximum contribution under these Terms and Conditions shall not exceed \$14.25 million over five years. In addition, contribution amounts will not exceed \$2.25 million fiscal year 2020-21 and \$3 million annually fiscals 2021-22 to 2024-25.

14. Reporting Procedure

Recipients are required to provide the Department with reports outlining the activities undertaken in support of the policing services. Reports are to include the results achieved

with funding provided under the contribution program and methods used. In addition, recipients will be required to provide detailed financial reports (using departmental cash flow statement) outlining the eligible extraordinary, reasonable, and justifiable policing costs incurred in relation to policing duties specific to the Nation's Capital.

15. Basis and Timing of Payments

15.1 The total amount of contribution funding paid to a recipient under a funding agreement cannot exceed the eligible expenditures actually incurred by the recipient in completing the recipient's project, after considering all other sources of revenue received for the project.

15.2 Progress payments (i.e., reimbursement of eligible expenditures incurred) will be paid to the recipient based upon the receipt and acceptance by the Department of financial reports, including a cash flow statement, indicating expenses incurred to date and project reports outlining the activities completed for the period.

15.3 Advance payments will be provided based on assessed risk and the cash flow requirements of the recipient.

15.4 The release of payments may also be conditional on other monitoring activities and/or supporting documentation, which may include on-site visits by the auditors, the provision to the Department of expense receipts, purchase orders or copies of products and/or materials produced as part of the agreement.

15.5 No organization will be allowed to retain any overpayment (defined as an excess of revenues over expenses) driven from the project. Profits are to be reimbursed by the recipient to the Crown.

15.6 Sixty (60) months is the maximum period for which a contribution will be approved. 15.7 The Department reserves the right to audit the contribution agreement.

16. Official Languages

Under section 41 of the *Official Languages Act*, Public Safety and Emergency Preparedness is committed to enhancing the vitality of the English and French linguistic minority communities in Canada (French outside Quebec, English in Quebec) and supporting and assisting their development and to fostering the full recognition and use of both English and French in Canadian society. To support Public Safety and Emergency Preparedness's obligations under the *Official languages Act* and related regulations and policies, it is expected that the City of Ottawa will comply with the provincial language legislation, including the *French Language Services Act*, RSO 1990, c. F.32 and policies, and its own policies and commitment to the French linguistic minority. If required, the Minister may impose additional obligation to the recipient through the negotiated contribution agreement.

Appendix “B”

Position	Rank	Name	Badge	Work Cell	email
Logistics Lead					
Commander (command post)					
(*other Command Post)					
Section Commander (ground)					
Section Leader					
Squad 1 Lead					
CPS member (squad 1)					
CPS member (squad 1)					
CPS member (squad 1)					
CPS member (squad 1)....					
Squad 2 Lead					
CPS member (squad 2)					
CPS member (squad 2)					
CPS member (squad 2)					
CPS member (squad 2)....					
Medic Lead					
Medics...					
Fire Lead					
Firefighters...					

Appendix “C”

OPS Certificate of Insurance

Appendix “D”

Inventory List of CPS Munitions

BUDGET ACCOUNT NO:

2260-3690

CORNWALL POLICE SERVICE

PURCHASE ORDER

No. CPS-M 11045

DATE: JULY 28, 2025

SUPPLIER: AXON

222 BAY ST PO BOX 53

TORONTO ON M5K-1E7

ORDERED BY: GA KNIEZEVIC

ADM OPS DEPT.

PLEASE SHOW THIS NUMBER
ON ALL CORRESPONDENCE,
INVOICE, SHIPPING DOCUMENTS
AND LABELS

SHIP AND INVOICE TO:

CPS
340 Pitt Street
P.O. Box 875
Cornwall, Ontario
K6H 5T7

Attn: _____

ITEM	QUANTITY	DESCRIPTION	PRICE
1	1	ANNUAL OPS 7 AXON CONTRACT	\$ 152,646.00
		HST	\$ 19,843.98
		TOTAL	\$ 172,489.98

PAYMENT AUTHORIZATION

DATE _____ 20____

AUTHORIZED SIGNING OFFICER

REMARKS:

DISTRIBUTION:

WHITE – Company/Manufacturer

CANARY – Budget File

PINK – Accts. Payable



Axon Public Safety Canada Inc.
222 Bay Street, P.O. Box 53,
Suite 3000
TORONTO, ON M5K 1E7
Canada
Ph: (416) 649-6611
ar inquiries@axon.com
www.axon.com
GST: 819423161RT0001

Invoice

Invoice ID INCA004329
Date 01-Jun-25
Page 1 of 2
Sales Order
Requisition
Your Ref Q-412856
Our Ref , Q-412856,
Payment Net 30 days
Invoice Account CA0115599
Terms of Delivery EXW

BILL TO

Cornwall Police Service
PO BOX 875
ON K6H 5T7
Canada

SHIP TO

Cornwall Community Police Service
340 PITT ST
CORNWALL, ON K6J 3P9
Canada

	Ship to*	Item number	Bundled Description	Quantity	Unit Price	Amount
	1		AB3 Multi Bay Dock Bundle	0.00		2,921.45
	1		2021 - OFFICER SAFETY PLAN 7	0.00		112,689.36
	1		BWC Unlimited with TAP	0.00		17,644.33
	1		AB3 Camera Bundle	0.00		10,966.86

Line No.	Ship to*	Item Number	Description	Quantity	Unit Price	Amount
42	1	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	54.00	780.00	8,424.00
			Tax Date 01-Jun-25			

Sales Amount	152,646.00
Misc. Charge	0.00
Discount	0.00
PST/QST	0.00
GST/HST	19,843.98
Total	172,489.98
Credit Amount(s) Applied	0.00
Amount Received	0.00

Payment Due 01-Jul-25 **BALANCE DUE CAD 172,489.98**

PAYMENT REMITTANCE INFORMATION

For Bank Transfers CAD		For Check Payments Mail To:
Bank Name	JP Morgan Chase Bank, N.A., Toronto Branch	Axon Public Safety Canada Inc.
Beneficiary	AXON Public Safety Canada Inc.	PO Box 15730 Stn A
Account Number	4000011375	TORONTO, ON M5W 1C1
Bank Routing No	027000012	CAN
Reference No	INCA004329	Reference No INCA004329

Please reference the invoice number on your ACH, Wire or Check payment and send to AR@axon.com

Important Note: By selecting the wire transfer payment method, you agree to accept the processing & transaction fees charged by the bank relating to this wire

SECTION A - REPORTING POLICE SERVICE

Police Service Name: Select from the drop down menu (click on yellow shaded cell for drop down menu)

Cornwall Police Service

SECTION B - SIGNATURE OF AUTHORIZED OFFICIAL (GRANTEE)

Cornwall Police Service Board

GRANTEE (Print or Type the name of the Grantee i.e. Police Services Board/Municipality/First Nation)

Abursson

Amanda Brisson, Chair

August 14, 2025

AUTHORIZED OFFICIAL SIGNATURE

PRINT NAME (Signing Official)

DATED

WITNESS SIGNATURE

PRINT NAME (Witness)

DATED

SECTION C - YEAR-END FINANCIAL SUMMARY (FISCAL YEAR 2024-25: APRIL 1, 2024 - MARCH 31, 2025)

Complete the information below. Total R.I.D.E. Grant Hours and Total Cost will self calculate.

Total Cost:		\$8,036.58		Total RIDE Grant Hours Worked:		120.00			
Date Worked (MM/DD/YYYY):	Officer's Badge #:	Rank:	Officer's First Name:	Officer's Last Name:	Paid-Duty RIDE Hours Worked:	Paid-Duty Hourly Rate:	Over-Time RIDE Hours Worked:	Over-Time Hourly Rate:	Total RIDE Hours Worked:
12/07/2024	144	Sgt	Patrick	Depratto	0.00	\$0.00	6.00	\$97.35	6.00
12/07/2024	294	Cst	Evan	Doherty	0.00	\$0.00	6.00	\$57.27	6.00
12/07/2024	555	Cst	Justin	Leslie	0.00	\$0.00	6.00	\$57.27	6.00
12/07/2024	473	D/Chief	Vincent	Foy	0.00	\$0.00	6.00	\$0.00	6.00
12/14/2024	466	Cst	Andrew	Booth-Reddick	0.00	\$0.00	6.00	\$85.08	6.00
12/14/2024	131	A/Sgt	Jason	Mines	0.00	\$0.00	6.00	\$89.18	6.00
12/14/2024	471	Cst	Raheem	Aman	0.00	\$0.00	6.00	\$69.54	6.00
12/28/2024	473	D/Chief	Vincent	Foy	0.00	\$0.00	6.00	\$0.00	6.00
12/28/2024	466	Cst	Andrew	Booth-Reddick	0.00	\$0.00	6.00	\$85.08	6.00
12/28/2024	471	Cst	Raheem	Aman	0.00	\$0.00	6.00	\$69.54	6.00
12/28/2024	554	Cst	Riley	Lecompte	0.00	\$0.00	6.00	\$57.27	6.00
01/01/2025	466	Cst	Andrew	Booth-Reddick	0.00	\$0.00	6.00	\$85.08	6.00
01/01/2025	555	Cst	Justin	Leslie	0.00	\$0.00	6.00	\$57.27	6.00
02/15/2025	466	Cst	Andrew	Booth-Reddick	0.00	\$0.00	6.00	\$85.08	6.00

SECTION A - REPORTING POLICE SERVICE

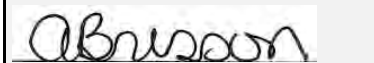
Police Service Name: Select from the drop down menu (click on yellow shaded cell for drop down menu)

Cornwall Police Service

SECTION B - SIGNATURE OF AUTHORIZED OFFICIAL (GRANTEE)

Cornwall Police Service Board

GRANTEE (Print or Type the name of the Grantee i.e. Police Services Board/Municipality/First Nation)



Amanda Brisson, Chair

August 14, 2025

AUTHORIZED OFFICIAL SIGNATURE

PRINT NAME (Signing Official)

DATED

WITNESS SIGNATURE

PRINT NAME (Witness)

DATED

SECTION C - YEAR-END SUMMARY (FISCAL YEAR 2024-25: APRIL 1, 2024 - MARCH 31, 2025)

Complete the information below. Enter statistical data for each Quarter. Total self calculates.

SELECT <u>YES/NO</u> for each Quarter (Q1, Q2, Q3, Q4) where there has been RIDE Grant activity. (Click on <u>yellow shaded cell</u> for drop down menu)	Q1 (Apr 1 - Jun 30)	Q2 (Jul 1 - Sep 30)	Q3 (Oct 1 - Dec 31)	Q4 (Jan 1 - Mar 31)
	NO	NO	YES	YES

VEHICLES STOPPED AS A RESULT OF R.I.D.E GRANT PROGRAM	Q1	Q2	Q3	Q4	TOTAL
Number of Vehicle Check Stops	0.00	0.00	1,030.00	1,125.00	2,155.00
Number of Marine Check Stops	0.00	0.00	0.00	0.00	0.00
Number of Snowmobile Check Stops	0.00	0.00	0.00	0.00	0.00
Number of ATV Check Stops	0.00	0.00	0.00	0.00	0.00
Number of Roadside Check Stops Resulting in an Approved Screening Device Test (ASD)	0.00	0.00	14.00	3.00	17.00
Number of First Occurrence, 3-day Warn-Range Suspensions	0.00	0.00	0.00	0.00	0.00
Number of Second Occurrence, 7-day Warn-Range Suspensions	0.00	0.00	0.00	0.00	0.00
Number of Third or Subsequent Occurrences, 30-day Warn-Range Suspensions	0.00	0.00	0.00	0.00	0.00
Number of Breath Tests resulting in BAC over 0.08% (90-day ADLS)	0.00	0.00	0.00	1.00	1.00
Number of ASD or Breath Test refusals (90-day ADLS)	0.00	0.00	0.00	0.00	0.00
Number of Intoxilyzer Refusals (90-day ADLS)	0.00	0.00	0.00	0.00	0.00
Number of Persons Charged with Criminal Code Offences	0.00	0.00	0.00	0.00	0.00
Number of Persons Charged with Liquor License Act Offences	0.00	0.00	0.00	0.00	0.00
Number of Persons Charged with Highway Traffic Act Offences	0.00	0.00	1.00	2.00	3.00
Number of Persons Charged with Other Offences	0.00	0.00	1.00	0.00	1.00

PLEASE DESCRIBE THE OFFENCES COMMITTED, IF YOU HAVE INDICATED "Number of Persons Charged with Other Offences" (e.g. CDSA, CCA, CAIC, MSVA, FWCA, TPA, etc.):

*WARRANTS