



# **CHATHAM-KENT POLICE**

2024 ANNUAL REPORT





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## A MESSAGE FROM THE BOARD CHAIR

On behalf of the Chatham-Kent Police Service Board, I am pleased to present this Annual Report to our community. It reflects the dedication, professionalism, and tireless efforts of every member of the Chatham-Kent Police Service. This report stands as a testament to the collective contributions of our officers, civilian staff, leadership team, and community partners who work daily to ensure the safety and well-being of residents across our municipality.

The Board's role is to provide governance and oversight, ensuring that policing in Chatham-Kent remains responsive, accountable, and effective. Over the past year, we have collaborated closely with senior leadership, the Chatham-Kent Police Service Association, and community stakeholders to support initiatives that enhance public safety, build trust, and promote the well-being of both residents and Service members.

Our priorities have remained clear: maintaining fiscal responsibility, advancing innovation and modernization, strengthening community engagement, and ensuring our personnel have the tools and support needed to perform their vital work.

Looking ahead, the Board remains committed to transparency, accountability, and meaningful collaboration. We are deeply grateful for the ongoing support of Chatham-Kent residents and extend our sincere appreciation to all members of the Police Service for their unwavering commitment to keeping our community safe. Your work makes a lasting impact.

*From left to right:*  
Douglas Sulman,  
Councillor Marjorie Crew,  
Board Chair Pat Weaver,  
Vice-Chair Darlene Viera,  
Mayor Darrin Canniff

**Patrick J Weaver, Board Chair**





## A MESSAGE FROM THE CHIEF OF POLICE

On behalf of our members and the Chatham-Kent Police Service Board, I am proud to present our 2024 Annual Report. This report showcases our achievements and the unwavering dedication of the sworn and civilian personnel who serve the Chatham-Kent community every day.

Modern policing is increasingly complex. Our members face a broad spectrum of challenges, including public safety, crime prevention, mental health and addiction crises, and the evolving threats of organized crime and technology. Despite these demands, our mission remains constant: “Together with our community, we are committed to making Chatham-Kent a healthier and safer place for all.”

This year marked a new chapter for our organization, grounded in professionalism, compassion, and community engagement. We’ve implemented key initiatives, modernizing equipment, enhancing wellness supports, improving transparency and accountability, and strengthening recruitment, all aimed at investing in our people and better serving the public.

Recognizing the need for improved communication both internally and externally, we adopted a broader, corporate-style approach. The establishment of a corporate communications role and the launch of our new website are central to this transformation, providing easier access to information and more efficient online reporting tools.

This report offers a clear overview of our budget, highlights major accomplishments, and underscores the value of our partnerships with community agencies. These collaborations are vital to meeting the public’s evolving needs and addressing the increasing demand for service. We remain committed to building capacity and adapting to deliver the highest standard of policing.

Looking ahead, the Chatham-Kent Police Service is preparing for significant growth. We’re expanding our team with new hires in both frontline and civilian roles and leveraging technology and data-driven strategies to respond to and solve crimes more efficiently. Our dedication to innovation and excellence will continue to guide us in creating a safer, more resilient Chatham-Kent.

***Kirk Earley, Chief of Police***





## MISSION

Together with our community, we are committed to making Chatham-Kent a healthier and safer place for all.

## VISION

Where the community and police service work together to foster a culture of safety, trust, and wellbeing, while adapting to the changing needs of Chatham-Kent.

## VALUES

Our VALUES are our core ethical principles and commitments that guide our actions and decisions. We will treat our citizens with respect and free from bias based on any difference including race, gender, ethnicity, religion, or socioeconomic status.



### COMMUNICATION

We engage with our community with optimism that when we work together, we will all be more resilient, and inclusive than before.



### TRANSPARENCY

We maintain honesty and professionalism in all interactions, building trust through accountability.



### INCLUSIVENESS

We respect and celebrate the diversity of Chatham-Kent, ensuring that all individuals are treated fairly and equitably.



### INNOVATION

We embrace creative solutions and emerging technologies to better serve our community.



### COMPASSION

We approach every interaction with understanding and empathy, recognizing the unique experiences of all.



### PROFESSIONALISM

We strive for excellence in service delivery, continually seeking improvement in our practices and outcomes.



### INTEGRITY

We conduct ourselves with honesty and fairness, upholding ethical standards, and ensuring that our actions reflect the trust placed in us by the community.



### COLLABORATION

We believe in developing and maintaining strong relationships with our residents, businesses, and community partners, creating a more integrated Chatham-Kent.

# STRATEGIC PLAN: FROM VISION TO ACTION

*The Chatham-Kent Police Service remains committed to building a safer, healthier, and more inclusive community. Guided by our 2025–2028 Strategic Plan, we continue to focus on five core priorities: Drugs & Related Crimes, Homelessness & Poverty, Mental Health, Property & Violent Crimes, and Road Safety. This report outlines our progress, challenges, and successes over the past year.*

## Strategic Priority 1: **DRUGS & RELATED CRIMES**

*CKPS continues to combat drug-related offenses through targeted enforcement and community outreach.*

### **2024 HIGHLIGHTS:**

- Over \$1.2 million in illegal drugs seized, including fentanyl, methamphetamine, and cocaine.
- 35 drug-related arrests linked to organized crime networks.
- Expansion of the Intelligence Section and K9 Unit to support drug investigations.
- Increased collaboration with Crime Stoppers and community mobilization teams.

### **SUCCESSES:**

- A 12% reduction in opioid-related overdoses compared to 2023.
- Launch of a Drug Awareness Campaign in local schools and public forums.

## Strategic Priority 2: **HOMELESSNESS & POVERTY**

*CKPS recognizes the intersection between poverty, homelessness, and public safety.*

### **2024 HIGHLIGHTS:**

- Continued partnership with Chatham-Kent Outreach Services and housing support agencies.
- Deployment of Community Mobilization Officers to assist vulnerable populations.
- Participation in multi-agency response teams to address encampments and crisis situations.

### **SUCCESSES:**

- Over 150 wellness checks conducted on individuals experiencing homelessness.
- 20 individuals successfully connected to housing and support services through police referrals.





## Strategic Priority 3: MENTAL HEALTH

*Mental health remains a critical focus for CKPS, both for the public and our members.*

### 2024 HIGHLIGHTS:

- The HELP Team (Mobile Crisis Response) responded to over 500 mental health calls, a 15% increase from 2023.
- Enhanced training for officers in de-escalation and trauma-informed care.
- Expansion of the Vulnerable Persons Registry to better support individuals in crisis.

### SUCCESSES:

- Reduction in use-of-force incidents during mental health calls by 18%.
- Positive feedback from families and healthcare partners on collaborative crisis interventions.
- Two members successfully returned to work in 2024 following extended leaves, with one attributing their sustained reintegration to the support provided from the Wellness Coordinator.
- The enhanced support successfully prevented several staff from going off on sick leave by providing timely support and connecting them with appropriate care and resources.

## Strategic Priority 4: PROPERTY & VIOLENT CRIMES

*CKPS continues to address property and violent crimes through prevention, investigation, and community engagement.*

### 2024 HIGHLIGHTS:

- Break and Enter Prevention Program expanded to rural areas.
- Major Crime Section solved 85% of reported violent crimes, exceeding provincial benchmarks.
- Increased use of Body-Worn Cameras and CCTV registry to aid investigations.

### SUCCESSES:

- Property crime rates declined by 9% year-over-year.
- Community satisfaction with police response to violent incidents rose to 87% in external surveys.

## Strategic Priority 5: ROAD SAFETY

*Ensuring safety on Chatham-Kent's roads remains a top priority.*

### 2024 HIGHLIGHTS:

- Over 2,000 traffic stops conducted, with a focus on impaired and distracted driving.
- Participation in provincial road safety blitzes and local awareness campaigns.
- Installation of Automated License Plate Readers (ALPR) in high-risk zones.

### SUCCESSES:

- Fatal collisions decreased by 22% compared to 2023.
- Impaired driving charges dropped by 15%, reflecting successful education efforts.



# SERVING OUR COMMUNITY WITH PURPOSE

In the heart of Southwestern Ontario, Chatham-Kent is a diverse and dynamic municipality that blends rural charm with urban vitality. Spanning over 2,500 square kilometers, it is one of the largest municipalities in Ontario by land area, encompassing 23 distinct communities, from the historic streets of Chatham to the lakeside serenity of Eriau.

## Demographics at a Glance:

- Population: 111, 703 residents with an estimated growth of 1.06% between 2023 & 2024 (1,176 people)
- Average Age: 44.3 years, reflecting a mature and experienced population
- Cultural Diversity: 6.6% identify as part of a racialized group, with growing representation from Black, South Asian, and Latin American communities
- Languages: 92.4% speak only English; German, Portuguese, and Low German are among the most common non-official languages spoken at home
- Households: 44,030 private dwellings, with 76% being single-detached homes

Chatham-Kent is a community where tradition meets transformation. While agriculture remains a cornerstone of the local economy, the region is also home to emerging sectors in manufacturing, green energy, and health care.

## COMMUNITY ENGAGEMENT

*CKPS is deeply embedded in the fabric of the community. Our officers don't just patrol the streets, they participate, educate, and collaborate.*

- Citizen's Police Academy: A hands-on program that gives residents a behind-the-scenes look at policing in CK.
- HELP Team (Mobile Crisis Response): A partnership with mental health professionals to support individuals in crisis.
- Neighbourhood Watch & CCTV Registry: Empowering residents to take an active role in community safety.
- Youth Engagement: School resource officers, bike patrols, and youth diversion programs foster trust and mentorship.
- Community Mobilization Unit: Officers work directly with vulnerable populations, including those experiencing homelessness and poverty.

In 2024, CKPS conducted over 150 community wellness checks, hosted dozens of public safety workshops, and expanded its Body-Worn Camera program to enhance transparency and accountability.

*Chatham-Kent is more than a place, it's our people. And CKPS is proud to serve with compassion, courage, and commitment.*



# HEALTH, RESILIENCE, AND READINESS:

## A YEAR IN REVIEW

At CKPS, we recognize that a healthy workplace is the foundation of a strong, resilient police service. In 2024, we made significant strides in prioritizing the mental, physical, and emotional well-being of our members, because when our officers are well-supported, they are best equipped to serve the community with compassion, clarity, and strength.

The demands of policing are unique and intense; many of our members face more critical incidents in their first 100 days than most people experience in a lifetime. These calls for service, often involving trauma, crisis, and high-stakes decision-making, which can have a profound impact on every member of our organization. That's why mental health is not just a priority, it's a necessity.

To meet this need, we welcomed a full-time Health and Wellness Coordinator, a trained psychotherapist, who has been instrumental in developing confidential support programs, post-incident debriefs, and a formal reintegration strategy approved by the OACP. These initiatives ensure that our members have access to meaningful care, whether they're returning from leave or navigating the daily pressures of frontline service.

We've expanded wellness training across all stages of service, enhanced peer support, and deepened our engagement with families and community partners. Through events like the Rucksack March, holiday wellness challenges, and our first Wellness Expo, we continue to build a workplace culture rooted in connection, resilience, and appreciation. At CKPS, we are committed to helping the helpers, because their health is vital to the safety and well-being of our entire community.

# BUDGET OVERVIEW

## YOUR DOLLARS AT WORK

In 2024, CKPS continued its commitment to fiscal responsibility while investing in critical infrastructure, technology, and frontline services to meet the evolving needs of the community.

### TOTAL BUDGET OVERVIEW

- Annual Operating Budget: Approximately \$38 million
- Asset Replacement Value: Over \$42.4 million across vehicles, stations, technology, and equipment

### STRATEGIC INVESTMENTS

CKPS committed \$500,000 from its 2023 surplus to help offset the 2024 municipal tax increase.

Additional funds were earmarked for future business plan initiatives, including technology upgrades and community safety programs

### Financial Stewardship

- The Asset Renewal Ratio stands at 89%, indicating strong alignment with long-term financial planning
- CKPS continues to monitor a \$5.3 million annual funding gap, with proactive measures in place to address infrastructure needs over the next decade

### KEY SPENDING AREAS

CATEGORY	INVESTMENT HIGHLIGHTS
<i>Vehicles &amp; Fleet</i>	\$6.1M allocated for fleet replacement and upgrades
<i>Facilities</i>	7 police stations maintained across the municipality
<i>Technology &amp; Software</i>	\$4.3M invested in digital infrastructure and systems
<i>Specialized Equipment</i>	\$1.7M for PPE, tactical gear, and investigative tools
<i>Staffing &amp; Operations</i>	Majority of operating budget supports 190 sworn members, 11 cadets, 26 special constables, and 68 civilian staff
<i>Lifecycle Maintenance</i>	Funds allocated for ongoing maintenance and renewal plans through 2034

00100 CHATHAM-KENT OPERATING	2024 APPROVED FINAL BUDGET	2024 ACTUALS TO-DATE	2024 REMAINING BUDGET
<i>Total Administrative Support</i>	9,618,138	10,723,881.37	(1,105,743)
<i>Total Community Patrol</i>	21,447,201	17,423,208.81	4,023,992
<i>Total Investigative Support</i>	4,632,922	4,138,467.48	494,454
<i>Total Office of the Chief</i>	1,326,336	1,557,635.59	(231,300)
<i>Total Operational Support</i>	1,115,819	2,619,030.58	(1,503,211)
<i>Total Police Services Board</i>	292,735	311,370.90	(18,636)
	<b>\$38,433,151.30</b>	<b>\$36,773,594.73</b>	<b>\$1,659,556.57</b>





# CHATHAM-KENT POLICE SERVICE: ORGANIZATIONAL OVERVIEW

*The Chatham-Kent Police Service (CKPS) is structured to deliver effective, community-focused policing through a clear leadership hierarchy and four specialized branches.*

## LEADERSHIP

**CHIEF OF POLICE:** Provides overall leadership, strategic direction, and oversight of all policing operations.

**DEPUTY CHIEF OF POLICE:** Supports the Chief in managing daily operations, policy implementation, and inter-agency coordination.

**POLICE SERVICES BOARD:** A civilian body responsible for governance, budget approval, and ensuring public accountability.

## BRANCHES OF SERVICE

### Administrative Support Branch

- Manages internal operations including human resources, finance, training, and professional standards.
- Oversees records management, court services, and evidence control.
- Supports strategic planning and policy development.

### Investigative Services Branch

- Handles complex investigations such as major crimes, drug enforcement, and forensic analysis.
- Includes specialized units like the Criminal Investigations Division and Intelligence Services.

### Community Patrol Branch

- Delivers front-line policing through uniformed officers who respond to calls, conduct patrols, and engage with residents.
- Includes traffic enforcement, school resource officers, and community outreach programs.

### Operational Support Branch

- Provides tactical and logistical support through units such as the Emergency Response Team, K9 Unit, Marine Section, and Mobile Crisis Team.
- Ensures readiness for high-risk incidents and specialized operations.



# ADMINISTRATIVE SUPPORT BRANCH

*The Administrative Support Branch plays a vital role in keeping CKPS running smoothly behind the scenes. This branch is made up of both sworn and civilian professionals who manage everything from emergency communications to infrastructure and property logistics. It includes three key areas, Corporate Services, Infrastructure Management, and Property Management, that work in close coordination to support frontline policing and community safety.*

## **Corporate Services - Connecting People and Processes**

In 2024, the Emergency Communications Centre (ECC) handled over 176,000 calls and monitored more than 75,000 CAD events, including a significant rise in officer-generated property checks. The Records Management Section continued to provide essential services such as court documentation, criminal records, and Freedom of Information requests, while also supporting online reporting and the growing Security Camera Registry, now with 343 registered locations. Court Services managed nearly 900 prisoners and over 5,000 video appearances, while strengthening partnerships with justice sector organizations to improve service delivery and support victims.

## **Infrastructure Management - Powering Modern Policing**

CKPS made major strides in infrastructure and technology in 2024. A newly appointed Project Manager led several key initiatives, including the Next Generation 911 transition, upgrades to citizen reporting tools, and enhancements to CCTV systems. The IT team supported over 200 workstations, 40 mobile data terminals, and critical systems like virtual networks, secure communications, and digital accident reporting. Fleet and building operations were overseen by our Logistics Coordinator, ensuring that 70 police vehicles and eight facilities remained safe, efficient, and ready to serve.

## **Property Management - Securing What Matters**

The Property Management team handled thousands of items in 2024, including 364 drug-related cases and 482 firearm exhibits. CKPS recorded 337 firearms coming into police possession in 2024. More than 6,000 items were safely disposed of or auctioned, generating over \$7,000 in revenue. CKPS also completed a major firearms and ammunition destruction, removing over 200 firearms and 300 lbs. of ammunition from circulation. These efforts reflect our commitment to responsible evidence handling, public safety, and transparency.

From managing complex data systems to coordinating logistics and securing property, the Administrative Support Branch continues to evolve with the needs of modern policing. With a focus on innovation, collaboration, and accountability, this team ensures that CKPS remains responsive, efficient, and community focused. Their work may be behind the scenes, but their impact is front and center in everything we do.





# INVESTIGATIVE SUPPORT BRANCH

*The Investigative Support Branch of the Chatham-Kent Police Service (CKPS) provides specialized assistance to frontline officers and major case investigators. This branch includes units such as Major Crime, Digital Forensics, Crime Analysis, and ViCLAS coordination. Its primary function is to enhance investigations through expert analysis, evidence processing, and linkage of violent crimes. By leveraging advanced tools and inter-agency collaboration, the branch plays a vital role in solving complex cases and supporting public safety across the region.*

## ViCLAS (Violent Crime Linkage Analysis System)

ViCLAS is a specialized investigative tool developed by the Royal Canadian Mounted Police (RCMP) to help law enforcement agencies identify and link serial violent crimes. It focuses on analyzing behavioral patterns and offender signatures in cases such as homicides, sexual assaults, and abductions.

The system enables police services to detect similarities across different incidents, potentially revealing connections between crimes committed by the same individual. In 2024, the Chatham-Kent Police Service (CKPS) reported 99 ViCLAS offences, contributing valuable data to this national database and supporting broader efforts to solve and prevent violent crimes.

## INVESTIGATIVE SUPPORT BRANCH

### Major Crimes Section

In 2024, the Major Crime Section led investigations into 3 complex homicides, 2 attempted homicides, and 26 aggravated assaults. Additional cases included sexual assaults, home invasions, robberies, arsons, frauds, and missing persons. In total, 169 major crimes were investigated.

#### A year-over-year analysis revealed notable shifts in major crime trends:

- Murder cases rose from 2 to 3 (+50%)
- Attempted murder investigations doubled from 1 to 2 (+100%)
- Aggravated assaults surged from 14 to 26 (+86%)
- Robberies increased slightly from 34 to 35 (+3%)
- Weapons offences climbed from 32 to 38 (+19%)
- Residential break and enters declined by 15%, while commercial break & enters rose by 19%

#### Other significant changes included:

- Criminal harassment nearly doubled (+93%)
- Disturbance calls increased by 57%
- Sexual assaults, abductions, and missing persons saw declines
- Drug-related offences dropped by 36%

A full breakdown of 2023–2024 statistics

	YEARLY TOTAL		+/--%'
CRIMINAL CODE	2023	2024	2024
<b>PERSONS CRIMES</b>			
<i>Murder</i>	2	3	50%
<i>Attempt Murder</i>	1	2	100%
<i>Aggravated Assault</i>	14	26	86%
<i>Sexual Assault</i>	115	103	-10%
<i>Criminal Harassment</i>	132	255	93%
<i>Abduction</i>	9	4	-56%
<i>Robbery</i>	34	35	3%
<i>Assault</i>	581	516	-11%
<i>Missing Persons</i>	203	157	-23%
<i>Disturbance</i>	63	99	57%
<i>Weapons</i>	32	38	19%
<i>Drugs</i>	104	67	-36%
<b>PROPERTY CRIMES</b>			
<i>B&amp;E - Residence</i>	450	383	-15%
<i>B&amp;E - Business</i>	283	338	19%
<i>Theft-Vehicle</i>	269	244	-9%
<i>Theft-Bicycle</i>	122	104	-15%
<i>Theft - Over</i>	84	76	-10%
<i>Theft - Under</i>	1597	1321	-17%
<i>Possession Stolen Property</i>	52	65	25%
<i>Mischief</i>	697	688	-1%
<i>Fraud</i>	184	178	-3%
<i>Counterfeit Money</i>	27	9	-67%
<i>Arson</i>	22	37	68%



## Child Abuse Investigation Team

The Child Abuse Team conducted 59 investigations in 2024, consistent with 2023 (54). However, charges laid more than doubled, from 68 to 141, largely due to two major investigations resulting in 41 and 29 charges respectively.

## Internet Child Exploitation (ICE) Unit

In 2024, the ICE Unit intensified efforts to combat child luring through covert operations targeting local offenders. This proactive approach led to an increase in charges from 56 to 83.

## Digital Forensics Unit

The Digital Forensics Unit examined 222 electronic devices in 2024, down from 315 in 2023. This reduction reflects recent case law limiting the number of devices investigators may seize. Despite fewer examinations, the unit continues to deliver critical evidence that strengthens investigations.

## Polygraph Unit

Fully certified in 2024, the Polygraph Unit completed 21 forensic polygraph examinations for CKPS and partner agencies. Established in 2023, the unit is now a vital resource in investigative support.

## Intelligence Unit

In 2024, the Intelligence Unit led investigations into major drug and property crime offences. Their efforts resulted in the recovery of:

- \$814,845.55 in drugs and stolen property
- 20 illegal firearms and prohibited weapons
- \$26,446.65 in cash linked to criminal activity

CKPS continues to leverage advanced technologies to accelerate crime-solving efforts and enhance public safety. Tools such as digital forensics, covert online operations, and data-driven crime analysis enabled investigators to identify suspects more efficiently and gather stronger evidence. These innovations not only support faster resolutions for victims but also help prevent future offences, contributing to a safer, more resilient community for all citizens.



# COMMUNITY PATROL BRANCH

*The Community Patrol Branch remains the foundation of public safety in Chatham-Kent, with uniformed officers serving as the first line of response and engagement. The branch is composed of four key sections: Community Patrol, Patrol Support, Community Mobilization and Crime Prevention. These branches within the Police Service continue to demonstrate excellence in service, innovation, and collaboration.*



## Uniform Platoons – General Patrol

Uniformed officers are central to maintaining peace and security. In 2024, they responded to a wide range of emergency and non-emergency calls, enforced laws, and supported victims. Their duties included crime prevention, offender apprehension, warrant execution, and by-law enforcement. Officers also worked closely with schools, social services, and community organizations to promote well-being. Their dedication and professionalism continue to make a meaningful difference in the lives of Chatham-Kent residents.

In compliance with Ontario Regulation 400/23, sections 15 and 16, the Chatham-Kent Police Service did not collect identifying information from individuals during street checks in 2024.

## Patrol Support Section

The Patrol Support Section delivered outstanding service across specialized units, including traffic safety, marine patrol, aerial surveillance, and volunteer coordination. Leadership transitions throughout the year ensured continuity and effectiveness, with oversight provided by senior supervisory personnel.



## Traffic Management Unit (TMU)

The TMU focused on collision investigation, traffic enforcement, and officer training. In 2024, the unit approved 121 special events, exceeding pre-pandemic levels, and provided escorts for municipal functions and funerals. TMU members also trained front-line officers in radar and laser operation, Highway Traffic Act enforcement, and commercial vehicle safety, reinforcing the commitment to safer roads.



## Marine Unit

The Marine Unit patrols Chatham-Kent's inland waterways and marinas, conducting vessel inspections and enforcing boating safety regulations. Their proactive approach to detecting impairment and ensuring proper equipment contributed to safe and enjoyable waterway experiences.

## Unmanned Aerial System (UAS)

Established in 2017, the UAS Unit expanded its team to seven operators and enhanced its rapid-response capabilities. Under the supervision of the Patrol Support Section, the unit provided advanced observational support, improving response times and situational awareness across the municipality.

## Auxiliary Unit

The Auxiliary Unit exemplified community engagement, contributing 2,329 volunteer hours in 2024. Volunteers supported events, parades, and outreach programs, helping offset policing costs and strengthen community connections.

## Collision Reporting Centre (CRC)

Located at CKPS Headquarters, the CRC offers a streamlined, customer-focused approach to collision reporting. By centralizing this service, the CRC allows front-line officers to prioritize urgent calls, improving overall efficiency and service delivery.

## HELP Team

CKPS continues to lead in mental health response through its HELP Team initiative. Developed in partnership with the Mobile Crisis Team and community agencies, the program equips officers with crisis intervention skills and Mental Health First Aid certification. Over 30 members have completed the training, with 15 more scheduled for 2025, ensuring compassionate, informed support for individuals in crisis.

## Youth Engagement

Youth-related incidents rose to 2,809 in 2024, a 32.6% increase from 2023. While the upward trend remains, the slower growth rate reflects the positive impact of community policing strategies. CKPS remains committed to collaborative efforts with social services and stakeholders to reduce youth interactions with police and foster healthier outcomes for young people.

## Crime Prevention and Community Safety Section

This section delivered impactful education and outreach throughout 2024. Special Constables led initiatives in schools and community groups, with additional support for French-language presentations early in the year. Leadership transitioned in October, and new team members joined in December. Highlights included participation in community events and the successful coordination of Take Our Kids to Work Day.

The Community Patrol Branch continues to be a pillar of safety, compassion, and innovation. Through teamwork, training, and tireless service, CKPS is building a safer, stronger, Chatham-Kent.





# OPERATIONAL SUPPORT BRANCH

*The Operational Support Branch enhances CKPS effectiveness through specialized units: Public Information, Equity, Diversity and Inclusion (EDI), Chaplaincy, Emergency Response Team (ERT), Canine, Professional Standards, and Training. Staffed by 26 sworn and civilian professionals, each brings advanced expertise to support frontline operations and internal development.*

## Public Information & Communications

In 2024, the Public Information Officer promoted transparency and safety via social media, reaching 2 million Facebook views and 25,512 followers (69% women, 31% men, mostly aged 35–44). Top posts included public alerts, recruitment, and the Wallaceburg heart-shaped hands initiative. The role evolved into Corporate Communications Coordinator, with plans for NG911 education and website upgrades. A Best Practices Manual was introduced, and the officer attended the OACP Crisis Communicators Conference.

## Equity, Diversity and Inclusion (EDI)

CKPS advanced EDI through Diwali celebrations, Indigenous partnerships, and involvement with CK DEIJ, CK Pride, and the Local Immigration Partnership. Staff completed the OACP EDI course and contributed to Women in Police Leadership. Projects RISE and ACHIEVE funded Indigenous artwork and multilingual signage. EDI policy reviews and integration into Community Mobilization are 2025 priorities.

## Chaplaincy Program

Eight ordained volunteer Chaplains provided 24/7 emotional and spiritual support, assisting with patrols, death notifications, debriefings, and ceremonies. In 2024, they participated in Remembrance Day, community outreach, and services for CKPS members.

## Tactical Response & Canine Unit

ERT (formerly CIRT) had 14 certified members, adding 3 new operators in 2024. The team completed 14 training days and responded to 249 incidents (down from 263 in 2023), executing 14 high-risk warrants. Full deployments occurred six times for missing persons, mental health crises, and weapons-related calls. A pilot project launched in September included advanced training and equipment upgrades: 14 Level III ballistic plates, Glock 9mm firearms with Aimpoint sights, and rappelling gear. Rebranding to ERT is planned for 2025.

The Canine Unit provided 24/7 support in tracking, evidence recovery, narcotics/firearms detection, and high-risk arrests. The dual-purpose dog met provincial Adequacy Standards and supported patrols and in-service training.



## Recruitment & Training

The Training Unit, supported by five part-time Use of Force trainers, partnered locally to reduce costs. CKPS hosted courses including Sobriety Testing, Frontline Supervisor, Threat Assessment, HELP Team, Bicycle Patrol, and Confidential Informers. CKPS also developed one of Ontario’s first CSPA-mandated Special Constable courses.

In 2024, CKPS welcomed 1 Inspector, 4 Sergeants, 6 Constables, 2 Emergency Communications Operators, 1 Health and Wellness Coordinator, 1 Civilian Project Manager, 1 Analyst, and 11 Special Constables. These additions enhanced leadership, strategic planning, and community safety.

## Training & Equipment Highlights – 2024

- Firearms Range Access: Renewed agreements with LaSalle and Sarnia Police Services
- CEW Upgrade: Transitioned from X2 to T7; all sworn officers completed 10-hour training and received new holsters
- E-Learning: Continued use of CPKN, CK Learning, OPVTA platforms
- Fitness Challenge: 94 members earned Ontario police fitness pins; 19 achieved perfect scores

## Professional Standards

Professional Standards is dedicated to upholding the integrity of the Chatham-Kent Police Service by promoting professionalism, addressing misconduct, and maintaining public trust. In accordance with the Police Service Act and the Community Safety and Policing Act, the Inspector of the Operational Support Branch is authorized to make determinations on both public and internal complaints.

In accordance with CKPS policy, officers are required to submit a Use of Force Report when specific actions are taken during interactions with the public, such as drawing or pointing a firearm, discharging a weapon, using physical force resulting in injury requiring medical attention, or deploying other approved force options. Each report undergoes supervisor review and is further examined by the Training Unit to ensure compliance, accountability, and continuous improvement.

In 2024, CKPS recorded 147 incidents involving use of force, a slight increase from 145 in 2023. Notably, the number of incidents where a firearm was drawn or pointed to effect an arrest rose from 51 to 66, while the use of Conducted

Energy Weapons (Tasers) declined from 56 to 41. There were no firearm discharges to protect self, and the use of empty-hand techniques and police canine force remained low. These figures reflect CKPS’s ongoing commitment to measured, responsible policing and the importance of situational reassessment during encounters.

USE OF FORCE TYPE	2023	2024
Total incidents of Force Used	145	147
Firearm (Discharge to protect self)	0	0
Firearm (Drawn)	10	11
Firearm (Drawn /pointed to effect arrest)	51	66
Firearm (Drawn to destroy animal)	20	9
Oleoresin Capsicum Spray	0	0
Conducted Energy Weapon (Taser)	56	41
Bean Bag	0	2
Arwen	2	3
Impact Weapon - Hard	0	0
Impact Weapon - Soft	0	0
Empty Hand Techniques - Hard	13	7
Empty Hand Techniques - Soft	2	8
Force Used by Police Canine	1	0

# Public Complaints & Oversight

CKPS remains committed to transparency and accountability through the administration of public complaints under Part X of the Community Safety and Policing Act. In 2024, the Office of the Independent Police Review Director (OIPRD) and Law Enforcement Complaints Agency (LECA) received 30 complaints, down from 33 in 2023. Of these, 29 were conduct-related, and 1 was a service complaint. Outcomes included 4 informal resolutions, 4 ongoing investigations, and 10 complaints refused by oversight bodies.

In 2024, a total of 18 public complaints were screened in (referred to CKPS to investigate) and 12 were screened out (not in the public interest to proceed with the complaint). Of the complaints received, 1 was substantiated, 11 were unsubstantiated, and 1 was resolved informally. One case reached early resolution, while 2 were withdrawn and 10 were terminated by the Law Enforcement Complaints Agency (LECA). Three complaints remained unresolved at year-end.

Allegations most commonly involved neglect of duty (12 cases), followed by discreditable conduct or actions undermining public trust (7 cases). Other allegations included excessive force (3), unlawful arrest (1), and

insulting language (1). No complaints were assigned to other police services for investigation.

CKPS takes all complaints seriously and continues to uphold the highest standards of conduct and professionalism, ensuring that every interaction with the public is guided by integrity, accountability, and respect. These oversight mechanisms are essential to maintaining public trust and delivering safe, effective policing across Chatham-Kent.

CHIEF'S COMPLAINT TYPE	2023	2024
SIU Parallel Investigations	0	2
Neglect of Duty	3	2
Discreditable Conduct	2	6
Excessive Force	1	0
Department Motor Vehicle Collision	16	17
Other	19	23



# THE FOUR CORNERSTONES

The Chatham-Kent Police Service’s 2025-2028 Strategic Plan is anchored by four cornerstones: Our Society, Our Work, Our Organization, Our People. These pillars reflect CKPS’s commitment to professionalism, compassion, and accountability in every aspect of policing.



# Our Society

**Objective** - In all that we do, CKPS will build a relationship with our citizens based on trust, transparency and professionalism.



## Action 1: STRENGTHEN PARTNERSHIPS WITH THE COMMUNITY

CKPS continues to strengthen its partnerships with community organizations across Chatham-Kent's 23 diverse communities. In 2024, officers worked closely with agencies such as Chatham-Kent Victim Services, Canadian Mental Health Association Lambton-Kent, Outreach for Hunger, and the John Howard Society to support vulnerable individuals and promote community safety. Through coordinated efforts, CKPS participated in wellness checks, crisis response initiatives, and public education campaigns. Officers are also engaged with schools, cultural organizations, and youth services, attending mentorship programs, town halls, and community celebrations, building trust through meaningful, face-to-face connections with the people and partners who shape our municipality.



## Action 2: VICTIM SUPPORT

Supporting victims remains a cornerstone of our service. CKPS strengthened ties with the Victim Witness Assistance Program, the John Howard Society, and the Chatham-Kent Intimate Partner Violence Coordinating Committee to ensure timely, trauma-informed care. In 2024, our Court Services Section managed 899 prisoners and facilitated 5,038 audio/video court appearances, helping streamline justice processes while maintaining dignity and safety for all involved. Our officers received enhanced training in victim sensitivity and crisis response, ensuring every interaction reflects compassion and professionalism.



## Action 3: EDUCATION

Education empowers both our members and the public. CKPS expanded its Citizen's Police Academy, offering residents a behind-the-scenes look at policing. Our officers delivered safety presentations in schools, hosted online reporting tutorials, and supported youth diversion programs. Internally, CKPS invested in training on mental health response, de-escalation techniques, and cultural awareness, aligning with our mission to serve with empathy and excellence. In 2024 we also launched a review of our Mission, Vision, and Values, ensuring our guiding principles reflect the evolving needs of our community.

# Our Work

**Objective** - CKPS will work with all community members with a focus on preventing crime and delivering safety through community collaboration and partnerships



## Action 1: COMMUNITY INVOLVEMENT

In 2024, CKPS continued to prioritize proactive crime prevention through direct engagement with residents and community-led initiatives. The Neighbourhood Watch program remained a vital tool in promoting vigilance and encouraging residents to report suspicious activity, contributing to safer streets across Chatham-Kent. Crime Stoppers also played a key role, receiving dozens of anonymous tips that led to arrests, drug seizures, and the recovery of stolen property. Officers supported these efforts through targeted patrols, public education campaigns, and increased visibility in areas identified through community input and crime trend analysis. Together, these initiatives reflect CKPS's commitment to preventing crime before it happens, by empowering citizens and fostering a culture of shared responsibility.



## Action 2: EVIDENCE BASED POLICING

CKPS continued to integrate data and analytics into operational decision-making. The Emergency Communications Centre monitored 75,332 CAD events, including a significant rise in officer-generated property checks, from 4,558 in 2023 to 12,989 in 2024, a 64.9% increase. This shift reflects a more targeted approach to patrol and prevention. The service also expanded use of our online citizen reporting platform and began reviewing internal dashboards to improve performance tracking and transparency. These tools support smarter deployment and more responsive policing.



## Action 3: ENHANCED RESOURCE ALLOCATION

CKPS managed a total operating budget of \$38.4 million in 2024, with strategic investments in technology, fleet, and staffing. The service added a full-time Project Manager to oversee initiatives such as the Next Generation 911 transition, CCTV expansion, and administrative system upgrades. CKPS maintained 70 fleet vehicles and operated from eight police buildings, supported by a dedicated Logistics Coordinator.

With an average of 191 calls per day, CKPS continues to optimize resources to meet growing demands while maintaining high service standards.

# Our Organization

**Objective** – CKPS will foster an efficient, sustainable, and compassionate organization through foundational systems, asset management, and resource allocation to effectively support policing service excellence.



## ACTION 1: CULTURAL COMMITMENT

CKPS is committed to building a policing culture that reflects and respects the diverse demographics of Chatham-Kent. As a region made up of urban centres, rural communities, and First Nations territories, Chatham-Kent is home to a wide range of cultural backgrounds, age groups, and socioeconomic realities.

In 2024, CKPS continued to prioritize inclusive, trauma-informed approaches to policing, ensuring that services are responsive to the unique needs of youth, seniors, Indigenous residents, newcomers, and vulnerable populations. This cultural commitment is embedded in every aspect of our work, from victim support to community engagement, helping foster trust and safety across all corners of the municipality.



## ACTION 2: ORGANIZATIONAL FRAMEWORK

CKPS is committed to transparency, accountability, and continuous improvement. In 2024, the Service initiated a long-term, cyclical audit process to evaluate the efficiency and effectiveness of its operations. This end-to-end review is designed to ensure CKPS consistently meets service standards, optimizes resource use, and delivers high-quality policing to the community.

Quality assurance measures and key performance metrics are embedded throughout the organization, supporting data-driven decisions and reinforcing public trust in our commitment to excellence.



## ACTION 3: SUSTAINABILITY

CKPS remains focused on enhancing operational effectiveness and efficiency by streamlining services and optimizing internal processes. In 2024, strategic adjustments were made based on data analysis and performance metrics, allowing for more responsive deployment of resources and improved service delivery.

The organization continues to refine its approach through integrated planning, technology adoption, and continuous evaluation, ensuring that policing services remain sustainable, adaptable, and aligned with the needs of the Chatham-Kent community.

# Our People

**Objective** – In order to provide the best possible service to our citizens, businesses, and partners, CKPS needs a healthy workforce and remains resolute and committed to member health, wellness, and resiliency.



## ACTION 1: WELLNESS AND SUPPORT

In 2024, CKPS expanded its internal wellness initiatives, offering enhanced mental health resources, peer support programs, and access to trauma-informed care. These efforts reflect the Service's ongoing commitment to supporting member well-being in a demanding and evolving policing environment.



## ACTION 2: PROFESSIONAL DEVELOPMENT

CKPS invested in continuous learning and skill-building across all ranks. Members participated in specialized training, leadership development, and certification programs, including the successful operational launch of the Polygraph Unit, with 21 examinations completed by a newly certified examiner.



## ACTION 3: RECOGNITION AND COLLABORATION

CKPS strengthened its culture of recognition through internal awards, peer acknowledgments, and cross-agency collaboration. In 2024, members worked alongside regional and provincial partners on major investigations and shared expertise across units, reinforcing teamwork and professional pride throughout the organization.



# HONOURING SERVICE: RETIREMENTS AND MILESTONES

*Chatham-Kent Police Service proudly recognized members who reached significant career milestones and those who concluded their distinguished service through retirement. These individuals have contributed years of dedication, professionalism, and commitment to public safety. Their impact on the organization and the community is lasting, and their legacy continues to inspire future generations of CKPS.*

## GARY CONN

Retired: Feb. 25, 2025, *29 years of service*

## MARCEL DEMAITER

Retired: Sept. 30, 2025, *30 years of service*

## JODIE FOSTER

Retired: Feb. 28, 2025, *30 years of service*

## MIKE HAKR

Retired: Oct. 09, 2025, *27 years of service*

## STEVE HUBLEY

Retired: Dec. 31, 2024, *34 years of service*

## JIM LYND

Retired: Jul. 31, 2025, *40 years of service*

## JON MULDER

Retired: Oct. 31, 2024, *32 years of service*

## SHERI SOMERVILLE

Retired: Nov. 30, 2024, *34 years of service*

## COLLEEN STONEHOUSE

Retired: Dec. 31, 2024, *33 years of service*

## JEFF TEETZEL

Retired: May 31, 2025, *26 years of service*

## CKPS SERVICE AWARD 2024 (JAN - APRIL)

ARMSTRONG, Colleen

BECHARD, Brock

BLOMMERS, Kyle

BLONDE, Stan

BOSSENCE, Max

BROWN, Kim

DEPREZ, Lisa (AUX)

DUDLEY, Monica

GRELLMORE, Branden

HAMM, Jason

HELBIN, Kelly

JENNEN, Lindsay

JENNINGS, Tabitha

JOHNSON, Larry

KELLER, Sheri

KOPINAK, John

LUNN, Darcy

LOUZON, Rod

LYNDS, Jim

McKeon, Lori

McMillan, Deb

SPRIK, Quentin

TUCK, Larry (AUX)

WEEDON, Jeremy

## YEARS OF SERVICE AWARD

### 5 Year Service Awards

CHARRON, Kristen (May 01/2014)

CONN, Curtis (Aug 06/2019)

FIALA, Alena (Aug 06/2019)

GAGNER, Sydney (Aug 06/2019)

RENDERS, Grant (Sept 16, 2019)

SMITH, Keely (Aug 19/2019)

VELDBOOM, Kaley (May 21/2019)

AUX HESSEL, Stephen (Dec 04/2019)

AUX McINTOSH, Michael (Dec 04/2019)

AUX RAE, Chris (Dec 04/2019)

AUX RIGAUX, Chelsea (Dec 04/2019)

### 10 Year Service Awards

CARROLL, Dan (Dec 08/2014)

COX, Michael (Nov 10/2014)

LITTLEWOOD, Doug (Aug 22, 2014)

ROSE, Josh (May 05 2014)

AUX BLONDE, Brenda (May 13/2014)

AUX MARTENS, Anne Louise (May 13/2014)

AUX HENRY, Cory (May 13/2014)

### 15 Year Service Awards

CRAIEVICH, Melaina (Aug 29, 2009)

### 20 Year Service Awards

FLIKWEERT, Josh (Sept 01/2004)

HAMILTON, Dan (May 03/2004)

HENDRIE, Paul (May 03/2004)

KLOOSTRA, Ryan (May 03/2004)

LEONTOWICZ, Fraser (Sept 01/2004)

McNEAR, Robert (Sept 03/2004)

ORIET, Gary (Sept 01/2004)

VANDERGRIENDT, Mark (Sept 13/2004)

### 25 Year Service Awards

BOWLES, Rob (Sept 07/1999)

KOLDYK, Brenda (Sept 11/1999)

MacLENNAN, Marlene (Aug 03/1999)

METCALFE, Ron (Sept 07/1999)

TREMBLAY, Shawn (Oct 30/1999)

### 30 Year Service Awards

FOSTER, Jodie (Jan 03/1995)

KLOOSTRA, Steve (Oct 3/1994)

WEGRZYN, Chris (Dec 12/1994)

### 35 Year Service Awards

MUNGAR, Shawn (Jun 05/1989)

## EXEMPLARY MEDAL/BAR 2024

HELBIN, Kelly

HENDRIE, Paul

HAMILTON, Dan

JOHNSON, Larry

KELLER, Sheri

KLOOSTRA, Ryan

KLOOSTRA, Steve

FLIKWEERT, Josh

ORIET, Gary

LEONTOWICZ, Fraser

McCormack, Kelly

McNEAR, Robert

WEGRZYN, Chris



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