

A collage of various Chatham-Kent Police patches on different uniforms. The patches include the main crest with a horse and the motto 'INTEGRITY COURAGE HONOUR', and specific roles like 'AUXILIARY' and 'SPECIAL CONSTABLE'. The background is a solid blue color with diagonal lines.

CHATHAM-KENT POLICE

2025 ANNUAL REPORT



TABLE OF CONTENTS

Message from the Board Chair	3
Message from the Chief	4
Mission, Vision, & Values	5
Serving Our Community with Purpose	6
Strategic Plan: From Vision to Action	7
Community Engagement	9
Advancing Member Wellness	10
Budget Overview – Your dollars at work	11
Organizational Overview	12
Administrative Support Branch	13
Investigative Support Branch	16
Community Patrol Branch	19
Operational Support Branch	22
Public Complaints & Oversight	24
Four Cornerstones:	25
Our Society	25
Our Work	25
Our Organization	26
Our People	26
Honouring Service	27

A MESSAGE FROM THE BOARD CHAIR

It is my privilege to present the 2025 Annual Report on behalf of the Chatham-Kent Police Service Board. This past year, our service has demonstrated strength, professionalism, and resilience as members continued to meet community needs with dedication and integrity.

Our Service is defined by the contributions of both sworn and civilian members, each bringing essential skills and expertise that support effective, community focused policing. Their collective efforts ensure that residents across Chatham-Kent receive responsive, compassionate, and high quality service every day.

The Board continues to take seriously its responsibility to ensure that policing in Chatham-Kent is effective, accountable, and aligned with community needs. Throughout the year, we have worked closely with the Chief of Police and the leadership team to support strategic priorities, advance modernization efforts, and maintain strong financial stewardship. Responsible governance and fiscal accountability remain central to our role, ensuring that the Service has the resources it needs while respecting the expectations of the community we serve.

We also extend our sincere appreciation to the residents of Chatham-Kent for their ongoing support of the police service. Your trust, engagement, and partnership play a vital role in strengthening community safety and enabling our members to carry out their work with confidence and purpose.

As we look ahead, the Board remains committed to supporting a police service that is adaptable, community focused, and prepared to meet emerging challenges. We extend our gratitude to all members of the Chatham-Kent Police Service for their dedication and professionalism. Your work continues to make a meaningful difference in the lives of the people of Chatham-Kent.

“Quis Custodiet ipsos Custodes”

Patrick J Weaver, Board Chair



From Top to bottom:
Vice-Chair Darlene Smith-Vieira,
Douglas Sulman,
Mayor Darrin Canniff,
Councillor Marjorie Crew,
Board Secretary Carol Holling,
Board Chair Pat Weaver,



A MESSAGE FROM THE CHIEF OF POLICE

As we reflect on 2025, I want to thank the members of the Chatham-Kent Police Service for their dedication and commitment to each other and to the community. I also want to thank the citizens of Chatham-Kent for your continued confidence in and appreciation of our amazing police service. This past year was one of measurable progress, strengthened partnerships, and meaningful investment in community safety.

The Chatham-Kent Police Service 2025–2028 Strategic Plan continues to shape how we engage with our community, support and empower our members, and work together to enhance public safety and overall wellbeing throughout the municipality.

With the support of our Police Service Board, Municipal Council, the community, and our members, we have delivered tangible results. In 2025, the municipality saw a **36% reduction** in reported break and enters. These reductions are not incidental; they reflect deliberate resourcing decisions, enhanced use of technology, and a strong commitment to proactive policing.

This collective effort has also enabled the Service to **expand proactive initiatives** that focus on visibility, prevention, and community connection. In 2025, officers conducted:

- **2,196 dedicated foot patrols**, concentrating on downtown cores and other identified areas, a **144% increase from 2024**.
- **8,975 property checks**, supporting local businesses, rural residents, and seasonal properties, a **91.2% increase from 2024**.
- Proactive and Community initiatives rose from **13,572 in 2024 to 20,985 in 2025. A 54.7% increase.**

These efforts improve public safety while strengthening confidence in policing. Increased proactive initiatives not only deter criminal activity but also foster relationships that are essential to effective community policing. We achieved this while managing over 86,500 dispatch events, a 14.9% increase from 2024.

Our success in 2025 is a testament to the professionalism and dedication of our sworn officers and civilian staff. Despite continued and increasing demands on policing services and the complex realities of modern policing, our members served with resilience, professionalism, and care, balancing innovation, accountability, and community engagement while delivering a high standard of public service.

Looking ahead to 2026, we remain focused on enhancing community safety. While we have seen progress over the past year, we recognize that effective policing requires constant evaluation, adaptation, and forward momentum. We will advance intelligence led and data driven policing, strengthen meaningful partnerships, and expand proactive initiatives aimed at improving overall public safety. Through innovation, accountability, and responsible stewardship of public resources, we will continue evolving to meet emerging challenges and community expectations. With the confidence and trust of our residents, we remain committed to delivering responsive, effective, and community focused policing that contributes to a safer and stronger municipality.

On behalf of all members of the Chatham-Kent Police Service, thank you for your continued confidence and partnership.

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.



SERVING OUR COMMUNITY WITH PURPOSE

Chatham-Kent sits at the centre of Southwestern Ontario, a vibrant and diverse municipality where rural landscapes and urban centres are woven together. Covering more than 2,500 square kilometers, it remains one of Ontario's largest municipalities by land area and is home to 23 unique communities, from the historic core of Chatham to the shoreline beauty of Erieanu.

The wide range of communities we serve informs how we approach policing, grounding our commitment to being responsive, connected, and community focused throughout Chatham-Kent.



Demographics at a Glance:

- Population: Estimated population of 113,070 residents as of July 1, 2025. Growth of 1.23% between 2024; 2025 (1,379 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 community is supported by strong health care, manufacturing, and retail trade sectors.





STRATEGIC PLAN: FROM VISION TO ACTION

The Chatham-Kent Police Service (CKPS) remains steadfast in our commitment to fostering a safer, healthier, and more inclusive community. As we advance through the 2025–2028 Strategic Plan, we continue to align our work with its five core priorities: Drugs & Related Crimes, Homelessness & Poverty, Mental Health, Property & Violent Crimes, and Road Safety.

This year's Annual Report highlights the meaningful progress we have made across these priority areas, the challenges we continue to navigate, and the collaborative efforts that drive our success. Guided by our strategic direction, we remain focused on delivering responsive, accountable, and community centred policing that supports the wellbeing of all residents in Chatham-Kent.

Strategic Priority 1: DRUGS & RELATED CRIMES

In 2025, CKPS made substantial gains in disrupting drug activity and related crime through focused enforcement, intelligence-led operations, and strong community partnerships.

2025 HIGHLIGHTS:

- \$28,568,342.20 in drugs, illicit cannabis and stolen property.
- 415 criminal charges laid and 68 executed warrants conducted.
- Expansion of the Intelligence section with two new officers and a dedicated crime intelligence analyst.
- 21 illegal firearms and prohibited weapons seized as well as \$90,661.22 in crime related cash.

SUCCESSSES:

- A CDSA search warrant executed at a residence in Chatham resulted in the seizure of multiple controlled substances and an illegal firearm. Four individuals were charged in connection with the investigation, reinforcing CKPS's ongoing efforts to disrupt drug trafficking and related violent crime.
- A search warrant executed at a Thamesville property led to the recovery of stolen vehicles and additional stolen vehicle parts from multiple jurisdictions, resulting in the arrest of five individuals.

Strategic Priority 2: HOMELESSNESS & POVERTY

CKPS continues to prioritize understanding and addressing the impacts of poverty and homelessness, recognizing how these complex social issues intersect with community well-being and overall public safety.

2025 HIGHLIGHTS:

- Increased proactive outreach and engagement with unhoused individuals, including regular follow-ups and encampment focused support to improve safety and access to services.
- Strengthened partnerships with housing, mental health, and social service agencies to deliver coordinated, person-centered responses.
- Continued collaboration with community partners to address the complex intersection of homelessness, poverty, mental health, and community safety.

SUCCESSSES:

- Expanded Use of the Fast Intervention Risk Specific Team (FIRST) 17 times in 2025, a 13.3% increase in coordinated multi-agency interventions.
- Implemented transportation initiatives to help unhoused individuals safely access warming centres during winter months, reducing the risk of cold-weather exposure.
- Facilitated constructive engagement with concerned neighborhood groups, helping shift interactions from tension to collaboration through trust-building and shared problem-solving.

Strategic Priority 3: MENTAL HEALTH

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

2025 HIGHLIGHTS:

- CKPS responded to 1,528 Mental Health Act-related incidents, with the Mobile Crisis Team (MCT) reviewing, initiating, or following up on each call. The team continued to play a central role in assessing risk, supporting individuals in crisis, and coordinating appropriate care pathways.
- New physicians and medical students completed job shadowing placements with the MCT, observing psychiatric assessments and gaining first-hand experience in community based mental health response.
- The MCT delivered four training sessions to CKPS special constables and cadets in 2025. This training was introduced in response to new requirements under the Community Safety and Policing Act (CSPA), ensuring recruits receive foundational knowledge in mental health response and deescalation.

SUCCESSSES:

- The MCT provided multiple partner and community presentations, including two sessions for Chatham-Kent EMS, four sessions for new CKPS recruits, and presentations to the St. Clair College Police Foundations Program and the Citizens Police Academy. These engagements strengthened shared understanding and enhanced coordinated response across agencies.
- The MCT Officer saved approximately 144 hours of patrol officer time in 2025 by assuming responsibility for mental health related incidents, including relieving officers at the hospital. This allowed frontline officers to return to service more quickly and remain available for other calls. This represents a modest increase from the 141 hours saved in 2024, a 2.13% rise, and remains a conservative estimate of the team's operational impact.

Strategic Priority 4: PROPERTY & VIOLENT CRIMES

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

2025 HIGHLIGHTS:

- The Major Crime Section investigated five attempted murders, achieving a 100% solvability rate with an identified and chargeable suspect in every case.
- CKPS hired a Data Analyst in 2025 to strengthen evidence based decision making, enhance crime pattern identification, support operational efficiency, guide strategic planning, and reinforce transparency and accountability for both leadership and the community.
- Officers conducted 10,087 property checks in 2025, an increase of 114% from the previous year.

SUCCESSSES:

- In 2025, there were 10 aggravated assault occurrences, and each resulted in an identified and chargeable suspect.
- The Major Crime Floor was restructured by integrating General Investigators and establishing a dedicated General Investigator team within each platoon. This model strengthens investigative capacity, improves case continuity, and ensures timely support for frontline officers.

Strategic Priority 5: ROAD SAFETY

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

2025 HIGHLIGHTS:

- Provincial offence notices increased by 39% service wide.
- Road Watch an online reporting tool, empowered our community to report after the fact, traffic complaints directly to the traffic unit.
- Blackcat Radar Device was used to analyze over 245,000 vehicles in complaint zones in the municipality.
- A 31% increase in R.I.D.E. programs in the municipality, resulting in 7,810 vehicles being checked for impaired driving.

SUCCESSSES:

- Over 4,300 charges laid for provincial offences service wide.
- Proactive policing directly resulted in a 32% increase in impaired driving arrests while reducing impaired driving collisions by 10%.
- CCTV used to assist in 37% of the call-outs investigated by the Traffic Management Unit, reducing on-scene investigation time.



COMMUNITY ENGAGEMENT

CKPS is woven into everyday life in Chatham-Kent. Our members connect with residents in classrooms, neighborhoods, and community spaces, listening, learning, and working alongside the people we serve. Engagement is not an add-on to policing, it is a significant part of how we build trust and strengthen safety together.

Fraud Awareness Campaign: Community Mobilization Unit (CMU) delivered targeted fraud-prevention education across the community, helping residents recognize and report emerging scams. These efforts strengthened public awareness and supported vulnerable groups at higher risk of financial victimization.

Retail Theft Awareness Campaign: The section partnered with local businesses to share prevention strategies and improve reporting practices. This collaborative approach helped retailers reduce losses while reinforcing shared responsibility for community safety.

Committees on Unhoused and Encampments: CMU actively contributed to multi-agency committees focused on coordinated, compassionate responses to issues affecting the unhoused and local encampments. This work emphasized problem-solving, shared accountability, and community-centred solutions.

Project REACH: Project REACH (Resources for Engaging All Communities and Helping Victims) continued to build meaningful connections with equity-deserving groups through education, outreach, and culturally informed support. The initiative helped strengthen trust and ensure community voices directly shape service delivery.

Advancing Community Safety and Well-Being: In 2025, the Patrol Support Section advanced the Police Service Board's strategic priority of enhancing community safety and well-being through proactive, visible, and education-focused policing initiatives. The Traffic Management Unit (TMU) played a central role in reducing roadway risk through targeted education and enforcement campaigns addressing impaired, distracted, and aggressive driving behaviors. Provincial and national initiatives such as Canada Road Safety Week and Operation Impact, alongside locally driven campaigns including Give Buses a Brake, reinforced consistent safety messaging and supported injury and collision prevention across the municipality.

FIRST (Fast Intervention Risk Specific Team) Program: The strategy is a collaborative, multi-agency approach designed to provide timely, coordinated support to individuals experiencing crisis. By bringing together police, mental-health professionals, and community partners, the model focuses on early intervention, diversion, and connecting people with the right services before situations escalate. This proactive response helps reduce repeat calls for service, supports vulnerable residents, and strengthens overall community well-being by ensuring individuals receive the care and resources they need at the earliest opportunity.

Annual Community Survey: CKPS launched and promoted the 2025 Community Survey as part of its ongoing commitment to actively listen to residents and understand their perspectives on safety, policing priorities, and community expectations. Through broad public outreach, CKPS encouraged participation and reinforced that community input directly shapes how the Service moves forward. Once completed, the survey results were published to maintain transparency and support meaningful, informed dialogue with the community. As a key engagement tool, the annual survey helps CKPS stay connected to evolving needs and ensures that community voices remain central to planning and decision-making year after year.

Building Trust, Confidence, and Police Visibility: Consistent with the Board's priority of strengthening public trust and confidence, Patrol Support initiatives emphasized accessibility, transparency, and engagement. Increased officer visibility through foot patrols, marine patrols, community events, and R.I.D.E. programs fostered positive interactions and reinforced a sense of shared responsibility for safety. The Auxiliary Unit exemplified community-based policing by contributing over 4,700 volunteer hours in 2025, supporting foot patrols, special events, parades, and outreach initiatives. Auxiliary members served as visible ambassadors of the Service, supporting frontline operations while enhancing approachability and strengthening relationships with residents, businesses, and visitors, particularly within the downtown core.

These efforts demonstrate our commitment to meeting people where they are, strengthening relationships, and working alongside the community to create safer, more connected neighborhoods across Chatham-Kent.



ADVANCING MEMBER WELLNESS: A YEAR OF MEANINGFUL SUPPORT

The Health and Wellness portfolio continued to play a vital role in supporting member wellbeing throughout 2025. A key focus remained on assisting those recovering from cognitive and psychological injuries, ensuring safe and successful returns to duty through the OACP Reintegration Program. Members received individualized exposure planning, acclimation sessions, and therapeutic supports, all delivered with a member-driven approach. Ongoing check-ins with those on leave helped bridge the gap many feel when away from the Service, ensuring they remained connected and supported.

Collaboration with community partners further strengthened the Service's ability to provide meaningful care. The Health and Wellness Coordinator worked closely with clinicians to address "sticking points" arising from critical incidents and workplace stressors, helping members process difficult experiences and maintain readiness for duty. Operational exposures, including hospital-based components, were arranged to support reintegration, while proactive wellness supports were offered through open office hours, confidential solution-focused appointments, and referrals to specialized community providers. Mandatory annual wellness appointments for the ERT team continued, and work is underway to explore broader wellness check initiatives and trauma-screening tools to better identify members at risk.

Critical incident response remained a cornerstone of the program. The coordinator was available to sworn and civilian members following traumatic events, often attending after hours to provide immediate support. Emotional debriefs were held within 24–48 hours of major incidents, giving members a safe space to process their experiences collectively. Regular presence at briefings, ride-alongs, and time spent with dispatchers and civilian staff helped build rapport across the organization, ensuring all members felt comfortable accessing support when needed.

The Service also invested in long-term wellness education and inter-agency collaboration. CKPS hosted the 2025 OACP Reintegration Course, welcoming participants from police and border agencies across the province. Wellness days for new recruits were delivered with a trauma-informed lens, emphasizing the realities of policing and the importance of early self-care. CKPS, in partnership with Fire and EMS, received a \$25,000 Mental Health Supports for Public Safety Personnel (MHS4PSP) grant to strengthen first responder mental health training in 2026. Additional initiatives included in-service wellness sessions, participation in first responder conferences, and ongoing engagement with community agencies and the Chaplaincy program.

Internally, the Wellness Committee continued to foster a positive and supportive workplace culture. Initiatives included staff appreciation events, mental health challenges, wellness activities, and the 2025 Wellness Expo, which welcomed members and their families to connect with community resources across physical, mental, and financial health. Development of the Peer Support Team remained a priority, with efforts focused on training, accessibility, and ensuring the team itself is well supported.

Collaboration with the Association also led to an enhanced Employee and Family Assistance Program, doubling the investment in wellness resources and expanding access to virtual healthcare. Throughout the year, the program supported multiple members through successful reintegration, provided short-term in-house support services, facilitated mental health training for new hires, and contributed to reducing sick leave by ensuring timely access to care.

BUDGET OVERVIEW

YOUR DOLLARS AT WORK

In 2025, 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 \$41 million
- Asset Replacement Value: Over \$42.4 million across vehicles, stations, technology, and equipment

REVENUE AND COST RECOVERY

CKPS received a total of \$3,317,553.80 of revenue across various sources, including funding for grants/subsidies, cost recoveries, donations, etc. These funds were earmarked for future business plan initiatives, including upgrades to equipment and technology, and investing in community safety programs to enhance the safety and wellbeing of our community.

KEY SPENDING AREAS

CATEGORY	INVESTMENT HIGHLIGHTS
<i>Vehicles & Fleet</i>	\$2.4M allocated for fleet replacement and upgrades
<i>Facilities</i>	7 police stations maintained across the municipality
<i>Technology & Software</i>	\$849K invested in digital infrastructure and systems
<i>Specialized Equipment</i>	\$740K for Personal Protective Equipment, tactical gear, and investigative tools
<i>Staffing & Operations</i>	Majority of operating budget supports 198 sworn members, 5 cadets, 27 special constables, and 65 civilian staff
<i>Lifecycle Maintenance</i>	Funds allocated for ongoing maintenance and renewal plans through 2034

OPERATING BUDGET

2025 APPROVED FINAL BUDGET

Total Administrative Support	\$10,413,133.54
Total Community Patrol	\$23,179,228.49
Total Investigative Support	\$4,679,470.46
Total Office of the Chief	\$1,382,033.76
Total Operational Support	\$1,140,108.04
Total Police Services Board	\$292,735.35
	\$41,086,710.00

GRANTS

CKPS received Provincial Government funding for various grant initiatives:

- Mobile Crisis Response Team Enhancement Grant: *Wages*
- Police Disclosure Protocol Grant: *Wages, technology/equipment*
- Bail Safety Grant: *Wages*
- RIDE Grant: *Wages*
- Bail Compliance and Warrant Apprehension: *Wages, training, vehicle*
- Victim Support Grant: *Wages, training, technology/equipment*
- Community Safety and Policing Grant: *Wages*
- Court Security and Prisoner Transportation Grant: *Wages, training, technology/equipment*
- Preventing Auto Thefts Grant: *Wages, training, technology/equipment infrastructure needs over the next decade*

CHATHAM-KENT POLICE SERVICE: ORGANIZATIONAL OVERVIEW

The Chatham-Kent Police Service operates through a coordinated leadership framework that supports effective, community focused policing across the municipality. Central to this structure is the Office of the Chief, which oversees organizational governance, ensuring the Service functions with accountability and professionalism. The Office of the Chief also takes direction from the Police Service Board, aligning operational priorities with community expectations and legislative requirements. Together with four specialized branches, this structure enables CKPS to deliver responsive, transparent, and modern policing.

LEADERSHIP

- CHIEF OF POLICE:** Provides overall leadership, strategic direction, and oversight of all policing operations and financial services.
- DEPUTY CHIEF OF POLICE:** Supports the Chief in managing daily operations, policy implementation, and inter-agency coordination.
- POLICE SERVICE BOARD:** A civilian body responsible for governance, budget approval, and ensuring public accountability.

BRANCHES OF SERVICE

Administrative Support Branch

- Manages internal operations including the Emergency Communications Centre, Quartermaster, and Police Information Technology services.
- Oversees Records Management, Court Services, Firearms, Fleet Services, Buildings, Logistics, and Property Management.
- Supports strategic planning and policy development.

Investigative Support Branch

- Handles complex investigations such as major crimes, drug enforcement, and forensic analysis.
- Includes specialized units like Criminal Investigations, Forensic Identification, Internet Child Exploitation, Polygraph, Intelligence and Drug Enforcement.

Community Patrol Branch

- Delivers front-line policing through uniformed officers who conduct proactive patrol, respond to calls for service and engage with community.
- Includes proactive initiatives, focused patrols, road safety 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.
- Recruiting, professional development.
- Complaint investigations. (Chief/Public)



ADMINISTRATIVE SUPPORT BRANCH

The Administrative Support Branch is essential to the day-to-day operations of the Chatham-Kent Police Service, providing infrastructure, systems, and logistical support that enable effective frontline policing. Comprised of both sworn and civilian professionals, the branch oversees Corporate Services, Infrastructure Management, and Property Management, together housing specialized units responsible for emergency communications, records, court operations, project management, research and development, information technology, fleet, buildings, quartermaster services, firearms, seized property, and drug exhibits.

Corporate Services

Corporate Services supports several core functions, including Emergency Communications, Records Management, Court Services, Project Management, and Research & Development.

In 2025, CKPS handled nearly 176,000 calls, with 135,765 managed by the Emergency Communications Centre (ECC), a 10% increase from 2024. Computer Aided Dispatch (CAD) events rose to 86,548, up from 75,332 the previous year. The ECC also generated 7,867 events for Chatham-Kent Fire Rescue, a 3.6% increase. A major milestone was the successful transition to Next Generation 9-1-1 (NG9-1-1) in December 2025, significantly enhancing emergency communication capabilities.

Court Services managed 1,688 prisoners, an increase of 789 from 2024, and facilitated 5,360 audio/video appearances, up by 322. Staff made 94 arrests at the Courthouse and recovered \$72,085.97 in cost recovery for prisoner escorts through the Ministry of the Solicitor General.

Research & Development advanced several modernization initiatives, including the installation of biometrics monitoring system in cells, expansion of Body Worn Camera deployment, and increased Closed-Circuit Television (CCTV) coverage across the municipality. These initiatives strengthened operational efficiency and investigative capacity.

Records Management

The Records Management Section plays a central role in supporting the operational and administrative needs of the Chatham-Kent Police Service by ensuring the accurate capture, secure storage, timely retrieval, and responsible dissemination of information.

This Unit consists of 14 full-time civilian members, rotating contractual staff and one manager, working collaboratively across Police Headquarters and the Wallaceburg Service Centre. Together, they provide essential services that uphold data integrity, legislative compliance, and organizational efficiency.

Core responsibilities include information sharing; employee and volunteer screening services; processing and maintaining court documentation; managing criminal records and police file systems; delivering CPIC services; conducting records quality control; preparing accident reports and statistical data; and administering Freedom of Information requests and privacy protection processes. The Unit also provides 24-hour data entry to ensure that critical information is captured and available without delay.

POLICE CLEARANCE CHECKS	2024	2025
Employment	3136	3206
Volunteering	2032	1780
Students	1237	1348
Submitted - Online	6491	6710
Submitted - In-Person	134	105
TOTAL	6625	6815

Figures for 2025 include Broad Checks, Kinship, Adoption, Tenant Renting Property



Project Management

In 2025, Project Management oversaw one of the busiest modernization periods in recent years, advancing several major initiatives that strengthened both operational capacity and community engagement. Key projects included the transition to NG9-1-1, the launch of new community and member surveys, expansion of the CCTV network, rollout of Body Worn Cameras, and pilots of Radio Frequency Identification (RFID) and cell biometric technologies. A new equipment room was completed and Project Management supported numerous other infrastructure upgrades, ensuring the organization remained agile, innovative, and future ready.

Police Clearance Checks

Our service provides a full range of background checks to support community safety, informed decision-making, and compliance with provincial legislation. CKPS offers standard police record checks as well as specialized screening required for child and youth serving sectors. Services include Broad Checks, Kinship and Adoption related screening, and background checks requested by landlords for tenant applications. Each check is completed with the applicant’s consent and in accordance with the Police Record Checks Reform Act to ensure accuracy, transparency, and the protection of personal information.

Infrastructure Management

Infrastructure Management includes Police Information Technology (IT), Fleet, and Buildings.

2025 marked one of the most ambitious and transformative years for CKPS IT. The team delivered major milestones, including the technology behind NG9-1-1, completion of a fully redundant 911 backup site, and significant upgrades to core network infrastructure.

Throughout the year, we advanced multiple modernization initiatives, introducing new digital interfaces, expanding officer worn tools, developing enhanced compliance and reporting dashboards, testing electronic enforcement solutions, strengthening analytics and data capabilities, upgrading foundational systems, and improving mobile device management across the organization.

Collectively, these advancements strengthened the Service’s technical resilience, enhanced operational effectiveness, and positioned CKPS for continued innovation in the years ahead.

Fleet and Buildings continued to support operations across eight facilities and a fleet of more than 70 vehicles. In 2025, 15 vehicles were replaced, exceeding the typical annual replacement cycle of 8–10. The Logistics Coordinator ensured ongoing maintenance, safety, and operational readiness of all vehicles and facilities.



CANADIAN POLICE INFORMATION CENTRE (CPIC)	2024	2025
ADD to CPIC transactions	11,742	13,008
MODIFY to CPIC transactions	26,304	25,578
REMOVE from CPIC transactions	4,565	4,382

Property Management

Property Management oversees Quartermaster services, Drug Exhibit Coordination, Firearms, and Seized Property.

In 2025, the Quartermaster processed 177 purchase orders. Drug Exhibit Management handled 312 drug-related occurrences, 102 seizures of drug paraphernalia, and 19 prescription medication disposals.

The Firearms Unit processed 551 exhibits, up from 482 in 2024, including non-restricted, restricted, and prohibited firearms, prohibited devices, and ammunition. The unit conducted 37 major firearms investigations and completed two destruction events, eliminating 283 firearms and more than 250lbs of ammunition.

Overall, Property Management processed more than 6,100 property entries (excluding firearms, drugs, and items returned before storage) and disposed of over 3,900 items through return to owner, destruction, auction, or transfer to partner agencies. Police Auctions Canada reported \$6,680.42 in revenue from auctioned items.

The Administrative Support Branch continues to drive innovation, modernization, and operational excellence across the Service. Although much of its work occurs behind the scenes, its impact is visible in every aspect of policing, from emergency response to investigative support to the technology that powers daily operations. Through collaboration, expertise, and a commitment to continuous improvement, the branch remains a cornerstone of CKPS's ability to deliver effective and efficient policing to the community.

CKPS strengthened its commitment to accessible and efficient service delivery through the continued use of its online reporting system. The platform has seen consistent uptake, helping reduce the number of events requiring a frontline officer to attend and allowing resources to be directed toward higher priority calls for service. As part of ongoing refinement, several report types were removed from the online system and redirected to the non-emergency line, ensuring they are managed through the most appropriate channel. This year also marked the reinstatement of online school bus traffic violation reporting, providing a convenient and effective way for residents to support road safety in their communities.

FREEDOM OF INFORMATION

	Requests Processed...	
	2024	2025
Insurance Requests	93	47
FOI Requests	310	338
Court Orders	22	16
Children's Aid/Office of Children's Lawyer	23	27
Municipality of CK Requests	37	40

CRIMINAL RECORDS ADMINISTRATION	2024	2025
Letters from Public Requesting File Destructions	14	7
Public Requests for Pardon of Local Police Records	42	55
Charges Settled	5,784	6,211
C216 Fingerprints Submitted	1,581	1,896
File Destructions Granted	8	16
Record Suspensions Granted	42	30
Conditional and Absolute Discharges sealed	49	64



YEARLY TOTAL +/--%'

CRIMINAL CODE	2024	2025	2025
PERSONS CRIMES			
Murder	3	0	-300%
Attempted Murder	2	5	150%
Aggravated Assault	26	10	-62%
Sexual Assault	103	113	10%
Criminal Harassment	255	463	82%
Abduction	4	7	75%
Robbery	35	25	-29%
Assault	516	610	18%
Missing Persons	157	168	7%
Disturbance	99	91	-8%
Weapons	38	31	-18%
Drugs	67	73	9%
PROPERTY CRIMES			
B&E - Residence	383	351	-8%
B&E - Business	338	191	-43%
Theft - Vehicle	244	165	-32%
Theft - Bicycle	104	127	22%
Theft - Over	76	90	18%
Theft - Under	1321	1381	5%
Possession Stolen Property	65	39	5%
Mischief	688	713	4%
Fraud	178	194	9%
Counterfeit Money	9	18	100%
Arson	37	60	62%

INVESTIGATIVE SUPPORT BRANCH

The Investigative Support Branch provides specialized expertise to frontline officers from major case investigators, supporting complex investigations through evidence analysis, intelligence gathering, digital forensics, and victim focused investigative work. The Branch includes the Major Crime Team, General Investigations Unit, Vulnerable Persons Unit, Forensic Identification Unit, Digital Forensics Unit, Internet Child Exploitation Unit, Crime Analytics Unit, Polygraph Unit, Crime Stoppers, and the Intelligence and Drug Enforcement Unit. Together, these units enhance investigative capacity, strengthen public safety, and ensure the Service remains responsive to emerging crime trends.

Major Crimes Section

In 2025, the Major Crime Section investigated 179 major cases, including 5 attempted homicides, 113 sexual assaults and 10 aggravated assaults, along with robberies, arsons, frauds, home invasions, and missing persons.

A year over year comparison revealed several notable shifts:

- **Murder decreased from 3 to 0**
- **Attempted murder increased from 2 to 5**
- **Sexual assaults increased from 103 to 113**
- **Robberies decreased from 35 to 25**
- **Residential break and enters declined 8%**
- **Commercial break and enters declined 43%**

These trends reflect both investigative efforts and broader community patterns. In 2026, the Section will expand to include a dedicated Major Crime Team and an enhanced General Investigations Unit, strengthening capacity to manage benchmark offences and support frontline investigations.



Ontario Sex Offender and Trafficker Registry

CKPS monitored 347 registered offenders in 2025 (up 17 from 2024), with 143 having active reporting obligations. One offender was non-compliant at year end, and two individuals were charged for failing to comply with legislative requirements.

Child Abuse Investigation Team / Vulnerable Persons Unit

The Child Abuse Investigation Team completed 69 investigations in 2025 (up from 59), resulting in 20 arrests and 99 charges. Two major investigations accounted for a significant portion of charges. In 2026, the Unit will expand and transition to the Vulnerable Persons Investigations Unit, adding elder abuse and other vulnerable person investigations to its mandate.

Internet Child Exploitation (ICE) Unit

The ICE Unit underwent significant staffing transitions in 2025, resulting in reduced year-over-year totals: 37 investigations, 7 arrests, and 36 charges (down from 44, 15, and 83). Despite this, the Unit successfully targeted high risk offenders through covert operations and continued contributing to the Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet.

Polygraph Unit

The Polygraph Unit completed 14 forensic polygraph examinations for CKPS and partner agencies, including four conducted with an independent Police Service examiner to assist in completing certification. The Unit also supported approximately 91 investigative interviews, continuing to provide a valuable resource since its establishment in 2024.

Forensic Identification Unit (FIU)

The FIU processed 153 crime scenes (167 in 2024) and submitted 135 cases to the Centre of Forensic Sciences (up from 95). The integration of two Special Constables with forensic biology backgrounds strengthened the Unit's technical capacity and response capabilities.

Digital Forensics Unit (DFU)

The DFU examined 166 electronic devices in 2025 (down from 222), reflecting new case law limiting device seizures. The Unit expanded with a new civilian examiner and an additional trained member, ensuring continuity of service. Digital evidence remains increasingly central to investigations across all crime categories.



Crime Analyst Unit

The Crime Analyst Unit continued to support investigations through data driven analysis, digital forensics integration, and intelligence supported case development. These tools enabled faster suspect identification, stronger evidence packages, and improved crime prevention strategies.

ViCLAS (Violent Crime Linkage Analysis System)

CKPS submitted 152 ViCLAS reports in 2025 (up from 98), contributing to the national database used to analyze behavioural patterns and identify and link serial violent crimes. This work enhances investigative collaboration across police services.

Chatham-Kent Crime Stoppers

Crime Stoppers remained active through community outreach, social media, and fundraising. In 2025, the program received 502 tips, leading to 18 arrests, 160 cases cleared, 80 charges, and the recovery of \$32,100 in property and \$240,700 in drugs. Since 1987, Crime Stoppers has contributed to 7,699 arrests and the recovery of more than \$1.4 million in drugs and property.

Intelligence and Drug Enforcement Unit

The Intelligence Unit expanded with two additional officers and led major drug and property crime investigations. In 2025, the Unit recovered:

- \$28,568,342.20 in drugs and stolen property
- 21 illegal firearms and prohibited weapons
- \$90,661.22 in crime related cash

The dramatic increase in seized items was largely due to multiple large scale illegal cannabis grow operations valued at over \$27 million. The Unit also completed 87 arrests, laid 415 charges, and executed 68 warrants (up from 36, 156, and 17).

The Investigative Support Branch continues to be a cornerstone of CKPS's investigative excellence. Through specialized expertise, advanced technology, and strong interagency partnerships, the Branch delivers high quality investigative support, enhances community safety, and ensures the Service remains equipped to address evolving crime trends. Its work, often behind the scenes, directly contributes to solving serious offences, protecting vulnerable individuals, and strengthening public trust in policing.

COMMUNITY PATROL BRANCH

The Community Patrol Branch continues to serve as the core of frontline policing in Chatham-Kent, with uniformed officers providing the first point of contact, response, and support for residents across the municipality. The branch is organized into four integrated sections, Community Patrol, Patrol Support (Traffic, Marine and Auxiliary), Community Mobilization Unit, and Crime Prevention, each contributing essential expertise to daily operations. Together, these teams exemplify the Service's commitment to proactive policing, innovative problem-solving, and strong community partnerships.

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 2025.

Uniform Platoons – General Patrol

Uniform Platoons remained the backbone of frontline policing in 2025, providing continuous, community focused service across Chatham-Kent. Officers fulfilled a wide range of responsibilities, including emergency response, general patrol, road safety enforcement and education, proactive, focused initiatives, crime prevention, victim assistance, apprehending offenders, executing warrants, enforcing municipal bylaws, and conducting investigations. As primary responders to both emergency and non-emergency calls, they delivered timely, professional support to residents throughout the municipality.

Front-line Patrol members work collaboratively with schools, social services, community organizations, and partner agencies to strengthen public wellbeing and address emerging needs. Their dedication, professionalism, and commitment to service continue to make a meaningful and lasting impact on the safety and security of Chatham-Kent.

Patrol Support Section

The Patrol Support Section enhances community safety through specialized expertise in road and waterway safety, which includes education and enforcement. This Section oversees several key units, including Traffic Management, the Marine Unit, the Remotely Piloted Aerial System (RPAS) team, the Auxiliary Unit, the Canine Unit, and the Mobile Command Post. Together, these units provide specific services to our community with specialized response capabilities and dedicated support to frontline policing operations across Chatham-Kent.

Traffic Management Unit (TMU)

Members of the Traffic Management Unit work to enhance road safety across Chatham-Kent through targeted traffic education and enforcement initiatives. The Unit's core mandate is to meet provincial adequacy standards for investigating and reconstructing life threatening and fatal motor vehicle collisions, ensuring thorough, timely, and technically sound investigations.

In addition to collision reconstruction, TMU officers provide escorts for major municipal events and funerals, supporting safe and orderly community operations. The Unit also plays a critical role in building frontline capacity by delivering specialized training in collision investigation, radar and laser operation, Highway Traffic Act enforcement, and commercial vehicle enforcement.

In 2025, CKPS laid 4,334 provincial offence charges (Part 1 Tickets) a 39% increase over 2024. The TMU was responsible for 1272 of these charges, representing 29% of the charges laid.

CKPS continued its participation in the Provincial Government's R.I.D.E. program, supported by \$54,600 in provincial funding. Throughout the year, officers conducted 97 R.I.D.E. checkpoints, representing a 31.1% increase over 2024. A total of 7,810 vehicles were stopped, a 13.4% rise from the previous year, and roadside testing activity nearly doubled, with 42 tests completed, an increase of 90.9%. The Service also issued two 3-day license suspensions, doubling the single suspension recorded in 2024. While seven day suspensions and Provincial Offence Notices remained unchanged from the previous year, officers laid three criminal charges and recorded one impaired/over 80mg offence, both increases from zero in 2024. These results reflect a notable expansion in proactive enforcement and impaired driving prevention efforts across Chatham-Kent in 2025.

In 2025, officers made 143 impaired driving arrests, representing a 32% increase compared to 2024. This rise reflects the enhanced proactive enforcement efforts officers were able to undertake while on duty, rather than an indication of more impaired drivers on local roadways. Of the 143 arrests, 33 involved a collision, accounting for 23% of all impaired driving incidents and marking a 10% reduction from the previous year. Overall, the Service continued to shift toward proactive impaired driving enforcement, reducing reliance on reactive investigations following motor vehicle collisions and contributing to safer roads across Chatham-Kent.

Commercial Vehicle Safety Alliance (CVSA) Enforcement

The Traffic Management Unit expanded its partnership with the Ministry of Transportation (MTO) as the Ministry advanced its pilot project establishing a local office in Chatham-Kent. This collaboration allowed traffic complaints involving commercial motor vehicles to be directed to available MTO officers for timely dispatch or follow-up, improving responsiveness and enforcement capacity.

Throughout the year, the TMU and MTO continued their joint approach to commercial vehicle safety, conducting three Joint Force Operations across the municipality. These coordinated enforcement blitzes resulted in 18 commercial motor vehicles being taken out of service and 27 charges laid. This partnership remains an important component of ensuring safe commercial vehicle operation on Chatham-Kent roadways.

Special Events

Special event activity continued to rise with 191 applications submitted across the Municipality of Chatham-Kent. Of these, the Traffic Management Unit approved 133 events, reflecting the Unit's ongoing role in supporting safe and well coordinated community gatherings.

In June, the TMU launched an enhanced initiative to streamline how residents report traffic concerns after the fact. The new Road Watch program, integrated with the Service's Rubicon Online Reporting Tool, provides a convenient, non-emergency option for submitting traffic complaints without drawing resources from the Emergency Communications Centre or non-emergency phone lines. All submissions received through Road Watch are managed exclusively by the TMU, improving both efficiency and follow-up for traffic related community concerns.

Projects

The TMU continued its involvement in several key educational and enforcement initiatives aimed at improving road safety across Chatham-Kent. The Unit participated in provincial and national campaigns such as Operation Impact and Canada Road Safety Week, delivered in partnership with the Ontario Association of Chiefs of Police (OACP) and the Canadian Association of Chiefs of Police (CACP). TMU officers also supported locally focused initiatives, including Operation Caddy Shack and Give Buses a Brake, reinforcing the Service's commitment to community based traffic safety throughout the year.

Marine Unit

The Marine Unit provides patrol and enforcement coverage throughout the inland waterways and marinas of Chatham-Kent. These patrols focus on ensuring boating safety through vessel inspections, verifying required safety equipment, and detecting alcohol, drug use, or impairment on the water. Through proactive education and enforcement, the Unit plays an essential role in promoting safe and responsible boating across the municipality.

Remotely Piloted Aerial System (RPAS) Unit

The Remotely Piloted Aerial System (RPAS) Unit enhances police response through the strategic use of technology and advanced observational capabilities. By providing aerial support during investigations, searches, and major incidents, the Unit enables officers to work more efficiently and effectively, improving situational awareness and overall community safety. In 2025, the RPAS Unit conducted 392 total flights, logging over 62 hours of flight time. The RPAS unit will continue to expand its use as more devices become available and more operators are trained in that valuable tool.

Auxiliary Unit

The Auxiliary Unit is composed of dedicated volunteers who support the Chatham-Kent Police Service by assisting with special events, parades, and community outreach initiatives across the municipality. Their involvement helps offset policing costs while ensuring the safe and successful delivery of numerous community events each year. Auxiliary members contributed an impressive 4,724 volunteer hours. The Unit also expanded in size to meet the growing needs of both the Municipality and the Service. Throughout the year, Auxiliary members broadened their operational role through increased participation in training and enhanced engagement in frontline community activities.

The commitment and professionalism of the Auxiliary Unit continues to provide significant value to the community by reducing the need for additional resources related to security and traffic control. Their dedication plays a vital role in maintaining the strong reputation and smooth operation of events held throughout our municipality.

Collision Reporting Centre

The Collision Reporting Centre (CRC), located within the lobby of Chatham-Kent Police Service Headquarters, has served the community since its establishment in January 2011. Designed as a customer service focused alternative to traditional collision reporting, the CRC provides a centralized and accessible location for citizens involved in motor vehicle collisions across the municipality.

The CRC continues to offer significant benefits to both the public and the Police Service. For residents, it provides a convenient and streamlined process for reporting collisions. For the Service, it enables more efficient use of frontline resources by reducing the need for officers to attend minor collisions, allowing them to focus on higher priority calls for service.

The CRC also plays an important role in data collection and analysis. Through comprehensive collision reporting, the Chatham-Kent Police Service is able to monitor trends and identify contributing factors. This information supports the development of targeted initiatives, such as active patrols, focused enforcement, and R.I.D.E. programs, aimed at reducing collisions and improving road safety throughout the municipality.



Community Mobilization Unit

In 2025, the Community Mobilization Unit section continued to evolve in response to the growing and changing needs of Chatham-Kent. With a strong focus on partnership, prevention, and problem solving, the Section addressed a broad range of community concerns, including mental health, youth engagement, crime prevention, and overall community safety. By working closely with local agencies, businesses, and residents, members prioritized building trust, reducing risk, and supporting individuals and families who are most vulnerable.

Throughout the year, the Section advanced collaborative initiatives that contributed to safer, more connected neighbourhoods across our region.

HELP Mobile Crisis Team (MCT)

The HELP Mobile Crisis Team (MCT) is a collaborative partnership between the Chatham-Kent Police Service and the Chatham-Kent Health Alliance, pairing a HELP trained Constable with a Psychiatric Assessment Nurse. Operating primarily Monday to Friday during office hours, the MCT responds to and follows up on mental health related incidents throughout the community. The Constable assigned to the team works in plain clothes and utilizes an unmarked vehicle to support a less intrusive, more supportive response.

The MCT provides on-scene psychiatric assessments for individuals experiencing mental health crises, allowing frontline officers to clear the call more quickly and reducing the need for unnecessary transports to hospital emergency departments. This integrated approach enhances service efficiency, improves outcomes for individuals in crisis, and strengthens the community's access to timely mental health support.

Youth Officer

In 2025, CKPS responded to 3,283 youth related calls for service, underscoring the continued demand for police involvement with young persons aged 12 to 17. This volume of calls highlights the ongoing importance of prevention, early intervention, and strong community based supports. The Youth Officer plays a central role in these efforts, focusing on relationship building, risk reduction, and collaborative problem solving to support positive outcomes for young people across the municipality.

Crime Prevention and Community Safety

The Crime Prevention and Community Safety Section is responsible for delivering crime prevention and public safety education across Chatham-Kent. Members provide presentations and resources to community groups, elementary and secondary schools, and participate in a wide range of community events. Through these efforts, the Section supports awareness, encourages proactive safety practices, and strengthens partnerships that contribute to a safer municipality.



OPERATIONAL SUPPORT BRANCH

In 2025, the Operational Support Branch advanced the Police Service Board's strategic priorities through strengthened training, enhanced emergency response capability, improved professional standards oversight, and expanded equity, diversity, and inclusion initiatives. These efforts supported community safety, operational excellence, ethical policing, and long-term organizational sustainability.

Public Information & Communications

Corporate Communications played a central role in public safety and transparency, delivering 27 communication campaigns and providing continuous support to frontline operations. Digital engagement grew significantly, with 17.3 million Facebook views, 18.2 million total social media views, and a 13.4% increase in followers. High-performing content included media releases, public advisories, and investigative updates. Direct community interaction also increased, with 390 public messages received through social media platforms.

Equity, Diversity and Inclusion (EDI)

EDI initiatives were fully integrated into the Community Mobilization Unit to strengthen relationships with diverse communities, with Project REACH advancing communication, education, and support for equity-deserving groups. Key achievements included the launch of the Language in Motion app, offering 24/7 interpretation in 200 languages; the development of a Community Connections Guide explaining police procedures in five languages; and a revised Personal Safety Plan, created in partnership with the Chatham-Kent Women's Centre, to better support victims of intimate partner violence. Members also participated in EDI-focused training, engaged with community partners, and contributed to diversity-focused policing networks. Policy updates included the adoption of the Reassurance Protocol for hate and bias-motivated incidents. Together, these initiatives demonstrate CKPS's commitment to inclusive, informed, and supportive community-police relationships.

ERT & Canine Unit

In 2025, the Critical Incident Response Team was rebranded as the Emergency Response Team (ERT) to reflect its expanded mandate. The 13-member team responded to 182 high-risk and critical incidents, down from 249 in 2024, including 29 search warrants, 58 weapons-related incidents, 19 high-risk missing persons, 29 mental-health-related calls, and 5 K9 tracks, with all deployments prioritizing de-escalation and public safety. The Canine Unit continued to provide 24/7 specialized support, with Police Service Dog Helix meeting all provincial adequacy standards and contributing to both frontline operations and training. The Unit responded to 89 calls for service, slightly reduced from 100 in 2024, supporting search warrants, alarm calls, tracks, and missing persons investigations.

Chaplaincy Program

Eight ordained volunteer Chaplains continued to provide 24/7 confidential emotional and spiritual support to CKPS members. In 2025, Chaplains supported operational and ceremonial events, participated in Remembrance Day services, and contributed to member wellness and community outreach. CKPS remains committed to expanding the program and further integrating Chaplains into training and wellness initiatives.



USE OF FORCE TYPE

2024 2025

USE OF FORCE TYPE	2024	2025
Total Incidents of Force Used	147	161
Firearm (Discharge to protect self)	0	0
Firearm (Drawn)	11	2
Firearm (Drawn /pointed to effect arrest)	66	47
Firearm (Drawn to destroy animal)	9	8
Oleoresin Capsicum Spray	0	0
Conducted Energy Weapon (Taser)	41	89 (total Reports)
Conducted Energy Weapon (deployed)	-	19
Conducted Energy Weapon (drive stun)	-	4
Conducted Energy Weapon (drawn)	-	5
Conducted Energy Weapon (pointed)	-	61
Bean Bag	2	0
Arwen	3	1
Impact Weapon - Hard	0	0
Impact Weapon - Soft	0	1
Empty Hand Techniques - Hard	7	4
Empty Hand Techniques - Soft	8	1
Force Used by Police Canine	0	1

Recruitment & Training

The Training Unit delivered comprehensive, evidence-based instruction to both sworn and civilian members, reinforcing professional excellence and supporting organizational risk mitigation. More than 225 officers completed mandatory annual qualifications in Defensive Tactics, Firearms (Pistol), Conducted Energy Weapon (CEW), and the C8 Carbine. Additional accomplishments in 2025 included ten weeks of in-service training focused on officer safety, decision-making, and de-escalation; two six-week Special Constable training programs; and the successful hosting of seven Ontario Police College accredited courses, including Search Warrant, Investigative Interviewing, Front Line Supervisor, C8 Carbine, Incident Management System 200, and Incident Management System 300.

Use of Force Trainers maintained advanced certifications across firearms, CEW instruction, armorer programs, Immediate Action Rapid Deployment, OACP recruiting, and Mental Health Crisis Response (MHCR) instructor qualifications, ensuring CKPS training remained current, specialized, and aligned with provincial standards.

CKPS recorded 161 Use of Force incidents in 2025, an increase from 147 in 2024. Notable trends included a decrease in firearm drawing/pointing incidents from 66 to 47; an increase in CEW reporting from 41 to 89, reflecting expanded reporting requirements; no firearm discharges in self-protection incidents; five empty-hand control uses, down from 15; and one police canine force incident. These outcomes demonstrate CKPS’s commitment to measured, proportionate policing supported by continuous training, strong oversight, and ongoing situational reassessment.

In 2025, CKPS acquired essential equipment to support CSPA compliance and enhance operational readiness, including 48 breaching kits for frontline vehicles, a training breaching door, 35 carbine rifles and accessories as part of Phase 1 implementation, 50,000 rounds of ammunition, four vest carriers, and two satellite phones.

PUBLIC COMPLAINTS & OVERSIGHT

CKPS remains committed to transparency and accountability through the administration of public complaints in accordance with section 215 of the Community Safety and Policing Act.

As part of this commitment, the Service reports disciplinary information in a manner that promotes public confidence while safeguarding individual privacy. In 2025, Professional Standards investigations resulted in findings of misconduct, counselling and admonishment, additional training requirements, and policy or procedural enhancements.

All outcomes were applied proportionately and in alignment with legislative and Service policy requirements. No systemic patterns of misconduct were identified, with oversight efforts focused on early intervention and continuous improvement.

During the year, the Law Enforcement Complaint Agency (LECA) received 38 conduct related complaints, a slight increase from 30 in 2024. The majority of allegations involved Neglect of Duty (8), actions alleged to Undermine Public Trust (4), and Improper Use of Position (1).

LECA (TYPE OF COMPLAINTS)	2024	2025
Total number of investigations	30	38
Conduct Complaints	29	37
Service Complaints	1	0
Policy Complaints	0	0
Carry Over	0	0

LECA (RESULTS OF INVESTIGATION)	2025
Screened out by LECA - Not in Public Interest to Investigate	29
Informal Resolutions	2
Unsubstantiated Complaints	3
Withdrawn by Complaints	3
Resolved by Early Resolution	1

In April 2024, Ontario's policing framework shifted from the Police Services Act to the new Community Safety and Policing Act. With this change came updated terminology and, in some cases, new definitions and categories related to officer misconduct.

Most complaints and investigations that took place in 2024 were still processed under the former Police Services Act. Since then, CKPS has fully transitioned to the CSPA, and the language used to classify misconduct has changed significantly. Some categories remain familiar, such as Neglect of Duty, while others have been renamed or restructured. For example, what was previously known as Discreditable Conduct is now referred to as Undermining Public Trust. Under the CSPA, there are now approximately 23 possible misconduct categories.

To ensure clarity and avoid unnecessary complexity, this report includes only the categories in which officers were actually found to have committed an offence, rather than listing all possible categories with zeros where no misconduct occurred.

With respect to Chief of Police complaints, CKPS conducted 56 investigations in 2025, a slight increase from 50 in the previous year, which included 5 Special Investigations Unit (SIU) parallel investigations.

Professional Standards is also responsible for overseeing and documenting all incidents involving the administration of naloxone, with each occurrence reported to the Ministry of Public Health. In 2024, CKPS recorded 64 naloxone incidents and administered 106 doses, compared to 78 incidents and 110 doses in 2025. The Service continues to observe a steady increase in naloxone-related incidents, reflecting broader community trends.

Incidents related to Fail to Stop investigations remained consistent with the previous year's reporting. Fail to Stop reports remained stable, with 80 incidents in 2024 and 81 in 2025.

CHIEF'S COMPLAINTS (RESULTS OF INVESTIGATION) 2025

Total Number of Chief's Complaints	56
RESULTS OF INVESTIGATION	
Counselling & Admonishment	12
Unsubstantiated	22
Additional Training / Policy Enhancements	1
Investigations Ongoing	5
Informal Resolutions	16
MISCONDUCT FINDINGS	
CSPA Section 4 – Found Guilty of Criminal Offence	1
CSPA Section 19 – Neglect of Duty	2
CSPA Section 27 – Breaching Procedures	16
CSPA Section 28 – Damage to Equipment	8
CSPA Section 10(1) – Undermined Public Trust	1

CKPS takes all complaints seriously and applies consistent, thorough oversight, to ensure that concerns are addressed objectively and in accordance with legislative and organizational standards. These accountability mechanisms are essential to maintaining public confidence, reinforcing ethical policing practices, and supporting the delivery of safe, professional, and effective policing services throughout Chatham-Kent.

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's community engagement expanded significantly in 2025 through growth in the Community Connect Program, the addition of a third Community Mobilization officer, and stronger collaboration with 26 partner agencies. New initiatives included youth mentorship, culturally responsive outreach, neighbourhood forums, and the FIRST multi-agency response model. The year also marked the launch of Operation Crimewatch, a technology-enabled safety initiative featuring expanded CCTV, analytics and AI tools.

Members also met with neighbourhood groups to address safety concerns and encourage constructive dialogue around encampments, and building collaborative approaches to complex social challenges.



ACTION 2: VICTIM SUPPORT

Project REACH strengthened officers' ability to communicate with victims in their preferred languages and access translated safety plans, supported by the new Community Connections Booklet available in five languages. These investments improved CKPS's capacity to deliver timely, culturally responsive, and barrier-free victim support.

The Community Mobilization Unit partnered with the Women's Shelter, placing officers on-site to provide immediate assistance to individuals seeking help.

CKPS also introduced a new Reassurance Protocol for victims of hate-motivated incidents, ensuring dedicated liaison support between the victim and the justice system throughout the investigative process.



ACTION 3: EDUCATION

CKPS continued to provide broad community education programming throughout 2025, offering sessions and resources across several key public safety topics. Through its Safety and Prevention portfolio, the service delivered education on break and enter prevention, internet safety, drug awareness, road safety, fraud prevention, human trafficking awareness, and retail safety and security. These programs are part of CKPS's ongoing mandate to support residents, schools, neighbourhood groups, and local businesses with practical, accessible safety information.

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

CKPS launched the 2025 Community Survey to better understand resident perspectives on safety, policing priorities, and community expectations. Insights shaped priorities around transparency, inclusion, visibility, and engagement, and the survey became a commitment. These efforts were supported by \$1.188M in provincial funding to strengthen partnerships, crisis response, and neighbourhood engagement, alongside embedding community-driven policing, equity, collaboration, and wellbeing across the organization. A Crime Prevention Through Environmental Design (CPTED) training course was also offered to municipal staff, BIAs, and neighbourhood groups, providing tools to identify risks and apply design-based prevention strategies.



ACTION 2: EVIDENCE BASED POLICING

CKPS introduced a dedicated Downtown Patrol Zone to provide a consistent, focused presence in the municipality's highest demand urban area. This new deployment model positions officers directly within the core, allowing for quicker response times, stronger visibility, and more proactive engagement with residents, businesses, and community partners. By concentrating resources where calls for service are most frequent, the Downtown Patrol Zone enhances safety, supports early intervention, and reinforces CKPS's commitment to addressing emerging issues with a responsive, community focused approach.



ACTION 3: ENHANCED RESOURCE ALLOCATION

CKPS completed an independent organizational audit that identified the need for additional resources across the Service. With the support of Municipal Council, CKPS strengthened its staffing capacity by hiring 13 new patrol officers, six civilian members, two temporary staff, three new 911 call takers, and two Special Constables. These investments enhance frontline response, communications, and overall service delivery to the community.

Calls for service continue to rise each year. In 2025, our Emergency Call Centre managed an average of 200 calls for service per day. CKPS continues to adapt and optimize resources to meet this growing community demand 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 strengthened its equity and inclusion efforts by responding to priorities identified in the annual Community Survey. The Service continued culturally responsive outreach through programs within the Community Mobilization Unit and reinforced training focused on cultural awareness, victim sensitivity, and respectful engagement. A major accessibility improvement was the rollout of a new instant translation application for frontline officers, providing real-time interpretation in more than 200 languages, including American Sign Language (ASL), helping officers communicate effectively with residents in their preferred language. These initiatives, combined with strengthened partnerships and ongoing community feedback, reflect CKPS's commitment to a more inclusive, culturally aware, and barrier-free policing environment.



ACTION 2: ORGANIZATIONAL FRAMEWORK

CKPS is advancing a comprehensive end-to-end service audit to establish a Key Performance Indicator (KPI) driven framework that strengthens continuous improvement, accountability, and performance excellence across the organization. Quality assurance measures will be embedded at every stage to ensure consistent, reliable data that informs decision making and drives the Service forward. This work will ultimately benefit the community by improving transparency, enhancing service delivery, and ensuring that policing strategies are responsive to local needs. By grounding operations in clear performance standards and evidence informed practices, CKPS is building a stronger, more accountable, and community focused police service.



ACTION 3: SUSTAINABILITY

CKPS received support from provincial and partner-funded grants that strengthened operations, community safety, and service delivery. These grants supported areas such as court security, prisoner transportation, disclosure requirements, emergency communications modernization, mental health response, targeted enforcement, and victim-centred services. Funding also enabled initiatives addressing human trafficking, auto theft, impaired driving, youth safety, and intelligence-led policing.

This external funding is essential to several mandated and high-demand functions. Many specialized roles and programs supported through these grants would not exist without it. While these grants enhance service capacity, they do not reduce the Service's operating budget required to meet policing obligations. Instead, they allow CKPS to deliver community-focused initiatives that would otherwise be financially unattainable.

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

The reintegration program was strengthened in 2025 to support a safe and effective return from extended leaves, reinforced by increased in-service wellness training, emotional debriefs, defusing, and more consistent check-ins and early outreach. These measures created a structured and supportive pathway back to duty, enabling four members to successfully return to the Service. This progress reflects CKPS's broader commitment to psychological safety and aligns with the 2025 Community Survey, where mental health and officer wellness were identified as key priorities. A stronger peer-support culture and improved access to mental-health resources further contributed to a healthier workplace environment, helping reduce stigma and encouraging early help-seeking across the organization.



ACTION 2: PROFESSIONAL DEVELOPMENT

CKPS members completed more than 6,000 hours of training in 2025, reflecting the Service's commitment to continuous learning and professional excellence. Mandatory training for frontline patrol officers was expanded from 24 to 48 hours to strengthen core skills in officer safety, decision making, and community response. Investigators also advanced their expertise through specialized courses in computer forensics, human trafficking, drug investigations, offences against children, and vehicle and assault investigations. CKPS continues to align training priorities with emerging trends identified through crime analytics, ensuring members are equipped to meet the evolving needs of the community.



ACTION 3: RECOGNITION AND COLLABORATION

Seventeen sworn and civilian members received Chief's Commendations, awarded for outstanding initiative and service beyond regular duties. Five officers received the Badge of Honour for professionalism and significant contributions to safety. The reintroduced Civilian Recognition Award, was presented to three civilian members for exceptional dedication and impact, and two officers received Board Citations for exemplary conduct for the highest standards of policing.

CKPS also celebrated Constable Kyle Wright, named the 2025 Black Excellence Award Male of the Year, for his commitment to youth and families. His leadership across the Child & Youth Planning Network, the Youth Wellness Hubs Ontario Advisory Committee, the Kids Team at LinCK, and his mentorship as a Chatham-Kent Wildcats coach.



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.

MIKE DOMONY

Retired: Dec. 31, 2025, *36 years of service*

KEVIN BROWN

Retired: Nov. 30, 2025, *25 years of service*

ZANN CHILDS

Retired: Nov. 14, 2025, *31 years of service*

CKPS SERVICE AWARD

REED, Jake
SOULLIERE, Connor
VANHERPE, Dean

YEARS OF SERVICE AWARD

5 Year Service Awards

BROWN, Andy
BLACKBURN, Jason
BOWEN, Kate
BUTLER, Zach
GRUBB, Helen
HORVATH, Carley
JACKSON, Larissa
LABELLE, Shawn
MALLORY, Jessica
McINTOSH, Erica
PRATT, Nate
ROY, Aric
WARWICK, Jennifer
WHITE, Steven

25 Year Service Awards

BROWN, Kevin
CLARK, Dan
CRANSTON, Greg
DEMAITER, Marcel
FRENCH, Brian
ILES, Neil
JOYCE, Tim
LAMBKIN, Albert
MOLNAR, Brad
MUIR, Ken
O'REILLY, Jayme
ROTA, Ed
SHARROW, William
VAN KESTEREN, Mike

CHIEF'S COMMENDATION

BECHARD, Brock
BRIGLEY, Cole
BROPHY, Paul
DUDLEY, Cameron
FOX, Trent
GAGNON, Steve
KELLER, Sherri
LABADIE, Victoria
LADD, McKenna
LEONTOWICZ, Fraser
LUNO, Caitlin
MAXWELL, Travis
ORIET, Gary
REYNOLDS, Chris
SOMERVILLE, Sherri
TETRAULT, Levi
WHITE, Steve

10 Year Service Awards

CHARRON, Chelsea

30 Year Service Awards

COWELL, Renee
KADOUR, Nicole
SMITH, Kaileen

15 Year Service Awards

VANNOORD, Ed
KOPPE, Mike

CIVILIAN RECOGNITION

BOWEN, Kate
DAIGNEAU, Melissa
REHILL, Mackenzie

BADGE OF HONOUR

JUNE, Dwayne
MERRITT, Kyle
MUIR, Ken,
POMAJBA, Hilary
SAPATEIRO, Marko

20 Year Service Awards

BEECROFT, Scott
BENNETT, Jeff
BERTOK, Rick
BOULLEY, Brian
FISCHER, Kandis
KOKE, Ken
PARKER, Brian
SMITH, Mark
VAN KESTEREN, Adam
VAUGHN, Brian

BOARD CITATION

LAUZON, Ken
MUNGAR, Shawn

EXEMPLARY MEDAL/BAR 2025

BEECROFT, Scott
BENNETT, Jeff
BERTOK, Rick

BOULLEY, Brian
COWELL, Renee
DEMAITER, Marcel

FISCHER, Kandis
JACOBSON, Jennifer
KADOUR, Nicole

KOKE, Ken
LETOURNEAU, Nicole
LYNDS, Jim

PARKER, Bryan
SMITH, Mark
VAN KESTEREN, Adam



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