



HALIBURTON HIGHLANDS OPP DETACHMENT BOARD CONSEIL DU DÉTACHEMENT DE HALIBURTON HIGHLANDS DE LA POLICE PROVINCIALE

HALIBURTON COUNTY OPP DETACHMENT
DÉTACHEMENT DU COMTÉ DE HALIBURTON DE LA POLICE PROVINCIALE

Haliburton Highlands Ontario Provincial Police Detachment Board Agenda

Wednesday, January 21, 2026

1:00 PM

County Council Chambers

https://youtube.com/live/5ProC_CPNzE?feature=share

Page

1. Call to Order

2. Land Acknowledgement

We respectfully acknowledge that the County of Haliburton is located on Treaty 20 Michi Saagiig territory, and in the traditional territory of the Michi Saagiig and Chippewa Nations, collectively known as the Williams Treaties First Nations. We acknowledge a shared presence of Indigenous nations throughout the area, and recognize its original, Indigenous inhabitants as the stewards of its lands and waters since time immemorial.

3. Disclosure of Pecuniary Interest

4. Adoption of Agenda

5. Adoption of the Minutes from Previous Meeting

3 - 6

- 5.1. Minutes from the November 26, 2025 Meeting
[Haliburton Highlands Ontario Provincial Police Detachment Board - 26 Nov 2025 - DRAFT Minutes](#)

6. Delegations/Presentations

7. Items of Business

7 - 10

- 7.1. Detachment Commander Final 2025 Evaluation
[McCLURE, Deb - DC Performance Feedback Form 2025\(AF comments Dec 2025\)](#)

| | | |
|---------|------------|---|
| 11 - 32 | 7.2. | 2026 Local Action Plan Goals and Objectives Central Region 1 - HALIBURTON HIGHLANDS- Action Plan - 2026 to 2029 _ (002) |
| 33 | 7.3. | Annual Billing Statements 2026 Annual Billing Letter for Municipalities |
| | 7.4. | Decisions and Findings Reports, Inspector General of Policing Media Release - December 17, 2025 |
| | 8. | Reports |
| | 8.1. | Chair Update |
| 34 - 55 | 8.2. | Detachment Commander Update 2026 01 21 - Detachment Board Report 2026 01 21 - Media Releases Haliburton Highlands OPP (002) |
| | 9. | Communication and Correspondence |
| 56 - 58 | 9.1. | Letter from the Honourable Michael S. Kerzner, Solicitor General December 11, 2025: 132-2025-4814 _SG Outgoing |
| | 9.2. | Legislative and Regulatory Changes OAPSB Announcement, January 2, 2026 |
| 59 - 69 | 9.3. | OAPSB Quarterly Newsletter Quarterly Newsletter Edition 4 2025 |
| | 10. | Notice of Upcoming Business |
| | 11. | Date of Next Meeting |
| | 12. | Adjournment |

Haliburton Highlands Ontario Provincial Police Detachment Board Minutes

Wednesday, November 26, 2025

1:00 PM

County Council Chambers

The Haliburton Highlands Ontario Provincial Police Detachment Board convened a meeting on Wednesday, November 26, 2025 at 1:00 PM in the County Council Chambers with the following in attendance:

Members: Andrew Fletcher, Public Appointee
Andy Chvedukas, Public Appointee
Councillor Bob Carter, Mayor of Minden Hills
Warden Dave Burton, Mayor of Highlands East
Councillor Walt McKechnie, Deputy Mayor, Dysart et al
Deputy Warden Liz Danielsen, Mayor of Algonquin Highlands

Regrets: Andrew Hodgson, Provincial Appointee

Staff: Sue Tiffin, Director of Community Outreach
Alicia Payne, Administrative Clerk
Sgt. Ryan Lucas

- 1. Call to Order**
- 2. Land Acknowledgement**
- 3. Disclosure of Pecuniary Interest**
- 4. Adoption of Agenda**

Motion # 29-2025

Moved by: Andy Chvedukas

Seconded by: Councillor Bob Carter

That the agenda for the November 26, 2025 meeting of the Haliburton Highlands Ontario Provincial Police Detachment Board be approved.

Carried

- 5. Adoption of the Minutes from Previous Meeting**

- 5.1. Minutes from the September 24, 2025 Meeting

Motion # 30-2025

Moved by: Deputy Warden Liz Danielsen

Seconded by: Warden Dave Burton

That the minutes from the September 24, 2025 meeting of the Haliburton Highlands OPP Detachment Board be hereby approved.

Carried

6. Delegations/Presentations

7. Items of Business

7.1. Insurance - Abuse Policy

Sue Tiffin reviewed the final draft of the Insurance Abuse Policy, including recent amendments. The policy is a requirement of the new board insurance and has been filed as such.

Motion # 31-2025

Moved by: Councillor Bob Carter

Seconded by: Councillor Walt McKechnie

That the HHOPPDB Insurance - Abuse Policy be received and accepted as amended.

Carried

7.2. 2026 - 2029 Local Action Plan review

Andrew Fletcher provided an overview of the final draft of the Local Action Plan. Next steps include reviewing the measurements that will be specific priorities and a focus for the board in 2026.

Motion # 32-2025

Moved by: Andy Chvedukas

Seconded by: Deputy Warden Liz Danielsen

That the Local Action Plan Review be approved and received for information.

Carried

7.3. 2026 Haliburton Highlands OPP Detachment Board Meeting Schedule

Motion # 33-2025

Moved by: Warden Dave Burton

Seconded by: Deputy Warden Liz Danielsen

That the proposed 2026 board meeting schedule as amended be received and accepted.

Carried

8. Reports

8.1. Chair Update

Andrew Fletcher shared highlights from the OAPSB meeting that took place on October 14, 2025.

- OAPSB will continue to work on enhanced communication for the Province, including:
 - a newly rebuilt website;
 - being co-chair at the Police Association of Ontario Labour Conference;
 - partnering with Ontario Association of Chiefs of Police for the Spring Conference;
 - now be under the new name of the Police Governance of Ontario, with a focus on governance and oversight.

8.2. Detachment Commander Update

Sgt. Ryan Lucas provided an update and highlights of the Detachment Board Report and Media Releases Report.

Motion # 34-2025

Moved by: Deputy Warden Liz Danielsen

Seconded by: Andy Chvedukas

That the reports provided in Section 8 be received.

Carried

9. Communication and Correspondence

- 9.1. OPP Detachment Board Development Checklist and Guide, OAPSB Communication
- 9.2. Municipal Board Remuneration Survey Results
- 9.3. Board Communication Policy Template, OAPSB Communication
- 9.4. 2024 OPP Annual Report
[Home | OPP 2024 Annual Report](#)
- 9.5. Thornloe OPP Detachment Board Resolution Re: Appeal to the Ministry of the Solicitor General for Reinstatement of Provincial Funding

10. Closed Session

11. Notice of Upcoming Business

12. Date of Next Meeting

- 12.1. The next meeting will be held on January 14, 2026 at 1 p.m.

13. Adjournment

Motion # 35-2025

Moved by: Councillor Bob Carter

Seconded by: Andy Chvedukas

That the November 26th, 2025 meeting of the Haliburton Highlands Ontario Provincial Police Detachment Board now adjourn at 3:11 p.m.

Carried

Certified Correct

Chair

Recording Secretary

**Detachment Commander Performance Feedback Form****OPP Detachment Board:****OPP Detachment:****Detachment Commander:****Date (*new or updated*):****1. Legislated Requirements**

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

Detachment Commander Duties**Feedback**

The detachment commander provided the OPP detachment board with reports regarding policing provided by the detachment at the board's request (CSPA s. 68 (2)).

The detachment commander or their designate consulted with their OPP detachment board to determine objectives and priorities for the detachment, not inconsistent with the strategic plan prepared by the Minister (CSPA s. 68 (1)(b)).

The detachment commander ensured that their detachment provided policing in accordance with the local policies of his or her OPP detachment board (CSPA s. 69 (3)).

The detachment commander, in accordance with the regulations, prepared and adopted a local action plan for the provision of policing provided by the detachment (CSPA s. 70 (1)).

Comments/Response from the Detachment Commander**Response from the OPP Detachment Board (*optional*)**

2. Legislated Requirements Continued

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

Detachment Commander Duties**Feedback**

Crime prevention: crime prevention shall involve the provision of crime prevention initiatives, including community-based crime prevention initiatives.

Law enforcement: community patrol (general and directed), criminal intelligence process, crime analysis, and investigative supports.

Maintaining the public peace: maintaining the public peace shall include the functions of a public order unit that shall have the capacity to deploy to a public order incident and be deployed in a reasonable time.

Emergency response: response to emergency calls for service shall be provided 24 hours a day including a tactical unit, hostage rescue team, incident commander, crisis negotiator, and explosive disposal, and must be deployed within a reasonable time.

Assistance to victims of crime: victims of crime shall be offered assistance as soon as possible and shall be provided with referrals to, as appropriate in the circumstances, emergency services, health care professionals, victim support agencies, social service agencies and other appropriate governmental, non-governmental or community organizations.

Comments/Response from the Detachment Commander**Response from the OPP Detachment Board (optional)**

3. Detachment Action Plan Commitments

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

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

Comments/Response from the Detachment Commander

Response from the OPP Detachment Board *(optional)*

4. Additional Feedback**Prompt****Feedback**

Please provide any **examples of excellence** the Detachment Commander has demonstrated over the evaluation period.

Please describe any **opportunities for development** for the Detachment Commander based on the evaluation period.

Please provide any **other feedback** related to the Detachment Commander from the evaluation period.

Comments/Response from the Detachment Commander

Example: Most impactful ongoing initiatives and projects

Response from the OPP Detachment Board (optional)**5. Digital Signatures**

OPP Detachment Board Representative

Detachment Commander



2026 - 2029

HALIBURTON HIGHLANDS

DETACHMENT

ACTION PLAN

ONTARIO PROVINCIAL POLICE // [OPP.CA](https://opp.ca)



2026-2029 STRATEGIC PLAN

Priorities and Commitments



Our People

A healthy and resilient OPP

We will be the employer of choice supporting our members, personally and professionally, in their pursuits of excellence.

Our Work

A responsive and evolving OPP

We will be a leader of policing excellence empowering our members to deliver the best service for Ontarians.

Communities We Serve

A collaborative and progressive OPP

We will courageously pursue community safety outcomes, building cooperative and strategic relationships with partners who share Our Vision.

Connections

A connected OPP

We are one OPP emphasising curiosity and innovation, aligning with our members efforts, while ensuring actions are consistent with Our Mission and Our Values.

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Message from the Detachment Commander

I am pleased to present the 2026-2029 Haliburton Highlands Detachment Action Plan. This action plan has been prepared and adopted per the *Community Safety and Policing Act, 2019* (CSPA) and in alignment with the Ontario Provincial Police 2026-2029 Strategic Plan.



The 2026-2029 Haliburton Highlands Detachment Action Plan outlines commitments, actions, and desired outcomes for the detachment over the next four years. It addresses our strategic direction, the key initiatives we will undertake and how we will provide adequate and effective policing in our area and will meet the needs of the communities we serve. Together, we will work to enhance public safety, strengthen community partnerships, and uphold the trust placed in us by those we serve. To reflect these priorities, the plan is organized in three sections:

- Crime
- Roadways, Waterways and Trails
- Community Well-Being

The plan also includes qualitative and quantitative performance objectives and indicators so we can appropriately measure the outcomes of our actions.

The 2026–2029 Haliburton Highlands Detachment Action Plan was developed through a comprehensive consultation process with key stakeholders. Engagements were conducted with the OPP Detachment Board to ensure alignment between the detachment’s objectives and the priorities identified by the Board. A public survey was distributed to gather input on current and emerging concerns from a broad cross-section of the community, including representatives of diverse populations, municipal councils, local businesses, and other stakeholders. Additionally, a town hall was held to provide residents with a direct forum to express their concerns and share priorities. These engagements served as valuable opportunities to gather input on local issues, helping to shape the detachment’s policing priorities in a meaningful and community-informed manner. This collaborative approach ensured the Action Plan reflects the needs and expectations of those we serve.

The 2026-2029 Haliburton Highlands Detachment Action Plan is the first action plan prepared under the CSPA. Detachment Board Annual Reports will continue to be enhanced to reflect the updated reporting requirements.

This Action Plan has been thoughtfully developed to address the evolving needs of our communities and to ensure the delivery of an effective, responsive, and high-quality police service for all who live in and visit Haliburton County. I am proud of the dedicated work carried out by our members and of the strong relationships we have built within the community, and I look forward to our growth and achievements in implementing the 2026-2029 Haliburton Highlands Detachment Action Plan.

Staff Sergeant Debra McClure
Haliburton Highlands Detachment

Message from the OPP Detachment Board Chair(s)

The Board welcomed the opportunity to work with the Detachment Commander in creating this 2026-2029 Action Plan, and the development of key objectives and priorities to ensure adequate and effective policing is delivered in our changing communities, now and in the years ahead.

We are confident that this plan will address the current and emerging concerns identified through consultation with the communities we represent. We believe this plan strikes a suitable balance of addressing crime and preventing victimization, while ensuring resources focus on road, trail and waterway safety, along with expanding on our commitment of engagement and partnerships that enhance community wellbeing.

Andrew Fletcher

Chair - Haliburton Highlands OPP Detachment Board

Our Detachment

Haliburton County consists of the Municipality of Dysart et al, the Municipality of Highlands East, the Township of Algonquin Highlands, and the Township of Minden Hills. Haliburton County, a picturesque and predominantly rural region in Ontario, is undergoing notable demographic and economic transformation. Characterized by its natural beauty, abundant recreational opportunities, and tranquil and rural environment, the County has long been a favored destination for seasonal residents and tourists. However, recent trends indicate a significant shift toward permanent residency. The shift from seasonal to permanent residency, combined with its natural beauty and recreational infrastructure, positions Haliburton as a unique and evolving community in Ontario.

Haliburton County consists of 20,571 permanent residents, with an estimated seasonal population in excess of 45,000 people, which is a 13.9% increase from 2016. Notably, 35.2% of the population is aged 65 and over, nearly double the provincial average, underscoring Haliburton's appeal as a retirement destination. This demographic shift brings with it increased demand for healthcare, accessible housing, and senior-oriented services.

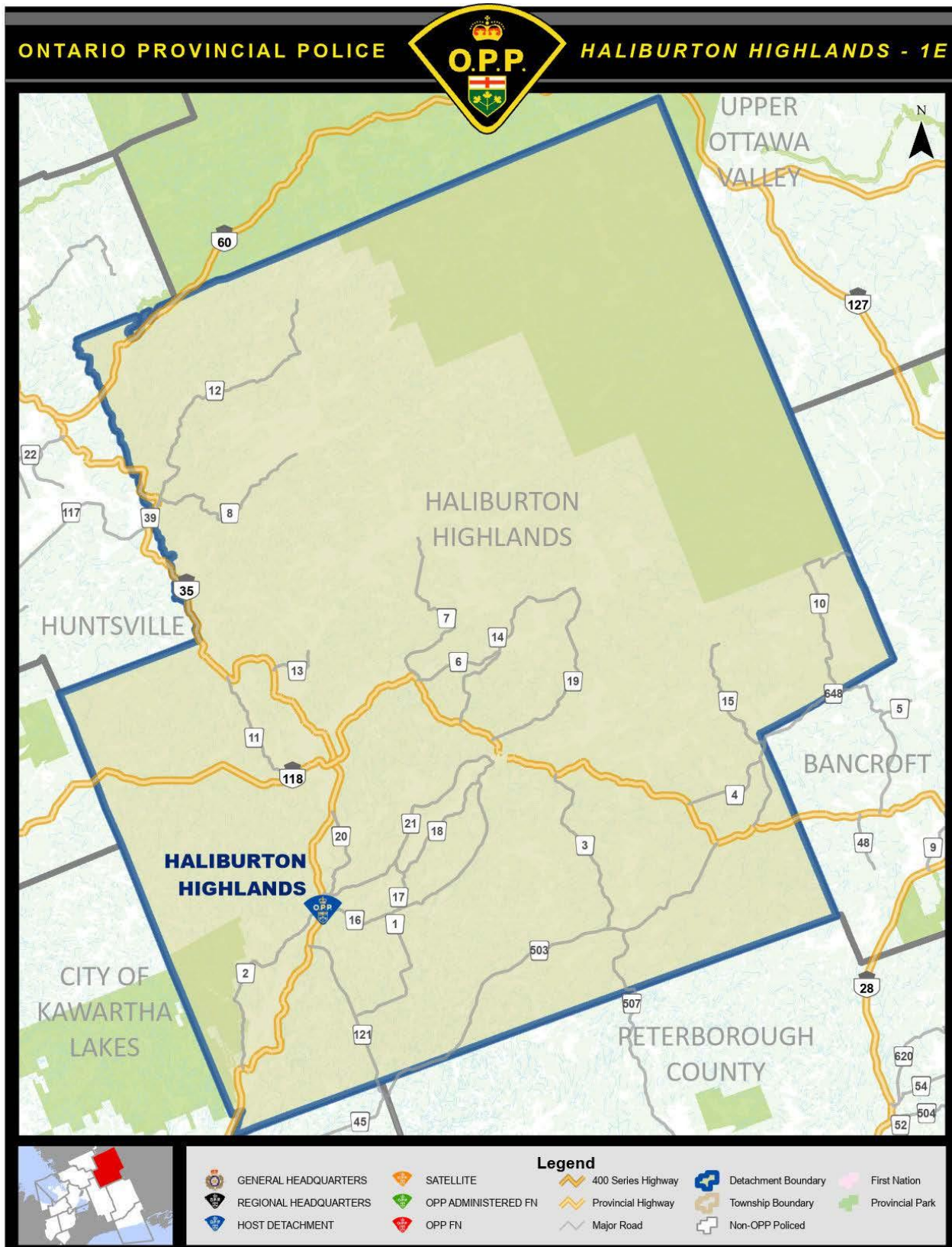
Housing data from the 2021 Census further illustrates this evolution. Permanent residents occupy 46.09% of the dwellings, and the remaining 53.91% of the dwellings are seasonal. While the total number of private dwellings decreased slightly, the number of permanently occupied dwellings rose by 1,271, indicating that approximately 1,312 seasonal residences have been converted to permanent homes. This trend suggests that lifestyle preferences and the rise of remote work are encouraging more individuals and families to settle in the region full-time.

Economically, Haliburton continues to rely heavily on tourism and seasonal industries. However, the growing permanent population presents opportunities for economic diversification, community development, and infrastructure investment. At the same time, the County must address challenges related to service delivery, transportation, and environmental sustainability.

The unemployment rate for Haliburton County is slightly above the province's, being at 9.6% in 2021 compared to 7.4% for the province. The job market is largely based upon retail, trade, and construction industries. Accommodation and food services as well as arts, entertainment and recreation also employ a sizable portion of the labour force in the county, and a higher proportion compared to the province. Part-time and part-year jobs contribute to the county's economic activity.

With an area of 4,071.86 square kilometres, more than 900 lakes (600 named), and approximately 940 kilometres of trails, Haliburton Highlands Detachment area is extremely popular with hunters, anglers, water sport enthusiasts, snowmobilers, and all other forms of outdoor activity enthusiasts. In summary, Haliburton County stands at a pivotal juncture. Its evolving demographic profile, coupled with its enduring natural appeal, positions it as a unique and dynamic community within Ontario, one that must balance growth with the preservation of its rural character and quality of life.

Our Detachment Area



Action Plan Commitments Summary

The OPP's action planning process is guided by Section 70 (1) of the *Community Safety and Policing Act, 2019* and ensures compliance with the *Adequate and Effective Policing (General)* standards filed as O. Reg. 392/23.

Through analysis and consultation, the following objectives and priorities were identified for the next four years. These are reflective of how adequate and effective policing will be provided in the area served by the detachment, in accordance with the needs and diversity of the population.

| CRIME | ROADWAYS, WATERWAYS AND TRAILS | COMMUNITY WELL-BEING |
|---|---|--|
| Enhance proactive patrol and/or initiatives to target specific local crime trends and reduce victimization, while increasing community safety. | Expand local level expertise in specialized traffic enforcement that would directly benefit our detachment area. | Increase community engagement and strengthen community relationships through enhanced communication and information sharing. |
| Enhance public safety through strategic offender apprehension, focusing on the arrest of individuals with outstanding warrants to ensure accountability. Active involvement in the Offender Management and Apprehension Program (OMAP) supports consistent bail compliance monitoring, helping to prevent reoffending and uphold judicial conditions. | Enhance proactive enforcement and visibility in the detachment area by continuing to enforce the Big 4 and addressing local traffic safety trends. Maintain a year-round focus on identifying, analyzing, and addressing the causal factors contributing to motor vehicle collisions. | Strengthen relationships with local youth by providing structured and unstructured youth programming, delivering information about topics that impact youth, and prioritizing partnerships with local youth-focused organizations. |
| Strengthen local expertise in investigating crimes impacting our communities through targeted investments in training and mentorship. The goal is to minimize violent crime and reduce victimization by equipping detachment members with the skills and | Increase public education and awareness of traffic safety, vehicle safety, and traffic-related legislation through enhanced engagement, presentations, and data sharing. | Actively seek out, identify and engage members of the public who may be interested in pursuing a career in policing, either as regular uniformed officers or as volunteers within the detachment's Auxiliary Unit. |

AGENDA ITEM #7.2.

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| support needed for effective case management. | | |
| Increase public education and awareness of crime trends through enhanced engagement, presentations, and data sharing. | Ensure a sustained and effective operational presence on ATV and MSV trails year-round in response to increased recreational use. Maintain consistent patrols on local waterways during the summer to manage the growing volume of activity on lakes and rivers and support public safety. | Strengthen a culture of wellness that supports the physical and mental health of personnel through access to peer support, mental health resources, and tailored programs. Proactive engagement, leadership support, and education help reduce stigma, encourage early intervention, and foster a supportive workplace. |
| Enhance coordination and timely responses in property crime investigations further support accountability and contribute to safer neighbourhoods. | Increase proactive efforts to address the growing presence of Commercial Motor Vehicles (CMVs) on local roadways by enhancing visibility and enforcement, promoting road safety, and implementing a comprehensive strategy that includes education and stakeholder engagement. | Enhance partnerships with local service providers to best support calls for service related to mental health, substance use and addictions, persons with disabilities, persons experiencing homelessness, and other factors that may contribute to increased victimization. |
| Enhance our response to the opioid crisis, remaining committed to reducing the harm caused by opioid production, trafficking, and use, through enforcement, prevention, and community collaboration. | | Implement strategies to reduce gender-based violence and hate-motivated crimes through targeted enforcement, education, and community engagement. This commitment reflects our dedication to human rights and equity, ensuring all individuals feel protected, respected, and supported within our area. |

CRIME

The Haliburton Highlands Detachment remains committed to investigative excellence and delivering high-quality, victim-centered policing rooted in professionalism, accountability, and respect for the communities we serve. We continue to strengthen our capabilities in frontline and criminal investigations through enhanced inter-agency cooperation, evidence-based decision-making, and the use of emerging technologies. Our trauma-informed approach prioritizes the dignity and safety of victims, particularly in cases of Intimate Partner Violence and sexual assault, supported by collaboration with community-based services.

In response to the opioid crisis and its impact on public safety, we maintain a coordinated strategy with health, social, and enforcement partners to promote education, prevention, harm reduction, and integrated enforcement targeting drug trafficking and organized crime. Guided by Ontario's Mobilization and Engagement Model of Community Policing, we emphasize collaborative problem-solving, proactive engagement, and sustainable, community-driven solutions. Through these priorities, we reaffirm our dedication to fostering a safe, inclusive, and resilient environment for all residents.

| COMMITMENTS | ACTIONS | OUTCOMES |
|---|---|--|
| Enhance proactive patrol and/or initiatives to target specific local crime trends and reduce victimization, while increasing community safety. | Use crime analytics and community feedback to identify emerging trends, then deploy focused patrols and initiatives, such as foot patrols, traffic enforcement, or visibility in high-risk areas, to deter criminal activity and reduce victimization. | Data-driven patrol/initiatives based on analysis and community input, resulting in increased personal and community safety. |
| Enhance public safety through strategic offender apprehension, focusing on the arrest of individuals with outstanding warrants to ensure accountability. Active involvement in the Offender Management and Apprehension Program (OMAP) supports consistent bail compliance monitoring, helping to prevent reoffending and uphold judicial conditions. | To support public safety, the detachment will enhance bail compliance through regular check-ins, home visits, and collaboration with probation and parole officers, using OMAP data to identify and address non-compliance early. Targeted enforcement days and joint operations with specialized units will focus on apprehending high-risk individuals with outstanding warrants. | Improved public safety through increased offender accountability, reduced bail violations, and the timely apprehension of high-risk individuals. These coordinated efforts strengthen community trust, disrupt repeat offending, and reinforce the integrity of the justice system. Proactive engagement ensures judicial conditions are upheld, promotes efficient use of enforcement resources, and supports safer, more resilient communities. Increased compliance checks and strengthened collaboration with probation and parole officers will lead to timelier |

AGENDA ITEM #7.2.

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| | | interventions and will contribute to improved public safety and accountability within the community. |
| Strengthen local expertise in investigating crimes impacting our communities through targeted investments in training and mentorship. The goal is to minimize violent crime and reduce victimization by equipping detachment members with the skills and support needed for effective case management. | <p>Develop a structured internal mentorship program that pairs experienced investigators with newer members, while also prioritizing attendance at specialized investigative training courses (e.g., major case management, trauma-informed interviewing, cybercrime). This dual approach builds capacity and ensures consistent, high-quality investigations.</p> <p>Investigations related to IPV and Sexual Assault will be subject to ongoing review and oversight by the Detachment Abuse Issues Investigator (DAII) and the Area Crime Supervisor to ensure full compliance with organizational policies, procedures, and best practices. Work with YWCA to provide support for IPV investigations.</p> | <p>Increased number of detachment members with specialized training and experience in a variety of criminal investigations, resulting in investigative excellence and improved community safety.</p> <p>IPV offences continue to be thoroughly investigated and reviewed by DAII's, ensuring compliance of organizational policies.</p> |
| Increase public education and awareness of crime trends through enhanced engagement, presentations, and data sharing. | Leverage the Community Engagement Officer to lead targeted presentations and outreach on local crime trends, fraud prevention, and safety strategies at schools, senior groups, and community events. The CEO will also mentor and support other officers in delivering public education initiatives, helping to build internal capacity and ensure consistent, high-quality engagement across the detachment. | Increased number of Community Engagement Officer visits, engagements and presentations related to crime prevention, demonstrating an enhanced transparency in local crime data trends. |
| Enhance coordination and ensure timely responses in property crime investigations. By | Deploy focused patrols in identified property crime hotspots based on crime | Increased visibility and presence in high-risk areas, leading to a reduction in property crime |

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| <p>improving communication, streamlining follow-ups, and prioritizing accountability, we aim to reduce property-related offences and contribute to safer, more secure neighbourhoods.</p> | <p>analysis and community reports. These patrols will enhance visibility, deter criminal activity, and enable quicker response times, while improving coordination between frontline officers and investigators for more effective follow-up.</p> <p>We are committed to enhancing community safety through proactive crime prevention strategies. As part of this commitment, Auxiliary members to work within the principles of Crime Prevention Through Environmental Design (CPTED). CPTED is a proven approach that focuses on the design and effective use of the built environment to reduce the fear and incidence of crime, thereby improving the overall quality of life for community members. Auxiliary members to recommend practical improvements that deter criminal activity and educate community members at the same time.</p> <p>Deliver targeted presentations focused on fraud prevention and property-related crimes. These educational initiatives are designed to raise awareness, empower residents with practical knowledge, and reduce victimization within our communities.</p> | <p>incidents, and stronger community confidence in police efforts to address local concerns.</p> <p>Strengthened partnerships and increased Community engagement presentations, leading to a reduction in crime.</p> |
| <p>Enhance our response to the opioid crisis, remaining committed to reducing the harm caused by opioid production, trafficking, and use, through</p> | <p>Increase proactive patrols and intelligence-led investigations targeting opioid trafficking networks, while simultaneously strengthening partnerships with</p> | <p>Increased proactive patrols in high-risk areas.</p> <p>Strengthened partnerships, combined with the support of</p> |

AGENDA ITEM #7.2.

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| enforcement, prevention, and community collaboration. | <p>local health and social service agencies to ensure individuals affected by substance use have access to timely support, treatment, and recovery resources.</p> <p>Leverage the expertise and resources of specialized OPP units (Community Street Crime Unit) to bolster enforcement, intelligence gathering, and community outreach initiatives.</p> | specialized OPP units, will lead to improved access to support services, and a measurable reduction in opioid-related harm across Haliburton County, including a targeted decrease in overdose incidents and opioid-related emergency calls. |
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ROADWAYS, WATERWAYS AND TRAILS

Serving the Province of Ontario by protecting its citizens, upholding the law, and preserving public safety is the foundation of our daily mission. This commitment defines our actions and guides our delivery of the provincial policing mandate.

In Haliburton County, we remain steadfast in our commitment to ensuring the safety and security of all residents and visitors. Our officers are dedicated to maintaining a safe environment across the County's extensive network of roadways, waterways, and trails. Through proactive enforcement, meaningful community engagement, and strong strategic partnerships, we continue to work diligently to uphold public safety.

| COMMITMENTS | ACTIONS | OUTCOMES |
|---|---|--|
| Expand local level expertise in specialized traffic enforcement that would directly benefit our detachment area. | Identify officers with an interest in traffic enforcement and enroll them in specialized training programs such as Standardized Field Sobriety Testing (SFST), Drug Recognition Expert (DRE), and Commercial Motor Vehicle (CMV) inspections. These trained officers will then lead focused enforcement initiatives and mentor colleagues to build broader detachment capacity in traffic safety. | Increased number of detachment members with specialized training in traffic enforcement techniques directly impacting the community, resulting in positive traffic safety outcomes. |
| Enhance proactive enforcement and visibility in the detachment area by continuing to enforce the Big 4 and addressing local traffic safety trends. Maintain a year-round focus on identifying, analyzing, and addressing the causal factors contributing to motor vehicle collisions. | <p>Conduct regular, data-driven focused patrols targeting high-collision zones and times, with an emphasis on the Big 4 (impaired driving, aggressive driving, distracted driving, and seatbelt use). Use collision data and community input to guide enforcement efforts and adjust strategies as trends evolve.</p> <p>Actively support and participate in Provincial and National Traffic Safety Campaigns, aligning our enforcement and education efforts with broader public safety objectives. These campaigns serve as vital tools in raising awareness, promoting</p> | <p>Increased number of data-driven patrol and initiatives based on analysis and community input, resulting in positive traffic safety outcomes.</p> <p>Increased emphasis on the Big 4 driving behaviours—impaired, aggressive, distracted driving, and seatbelt non-compliance—will lead to improved driver behaviour, and fewer collisions and safer roadways.</p> |

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| | compliance, and reducing the risk of motor vehicle collisions across our communities. | |
| Increase public education and awareness of traffic safety, vehicle safety, and traffic-related legislation through enhanced engagement, presentations, and data sharing. | To enhance public awareness of traffic safety, vehicle safety, and traffic-related legislation, we will deliver focused public presentations by leveraging the expertise of OPP officers, specialized units, and leadership, including the CEO. These sessions will share key safety messages, relevant data, and promote safer driving behaviours across our communities. | Increased community engagement and presentations related to traffic safety, vehicle safety, and traffic-related legislation have enhanced transparency in local traffic data trends. These proactive efforts will lead to safer roadways, fewer motor vehicle collisions, and increased public compliance with traffic laws through greater awareness and community involvement. |
| Ensure a sustained and effective operational presence on ATV and MSV trails year-round in response to increased recreational use. Maintain consistent patrols on local waterways during the summer to manage the growing volume of activity on lakes and rivers and support public safety. | <p>To support public safety in response to increased recreational activity, we will train additional members to operate specialized equipment and partner with the SAVE (Snowmobile, ATV, and Vessel Enforcement) Unit to conduct joint patrols. By leveraging the expertise and resources of SAVE and other OPP units, we will enhance our presence on ATV and MSV trails year-round and maintain active patrols on local waterways during the summer, ensuring visibility, enforcement, and community engagement in high-traffic areas.</p> <p>Deploy officers who are not certified to operate ATVs/MSVs in marked cruisers at trailheads to provide visible enforcement and engage the public in education. Deploy officers who are not certified to operate vessels in marked cruisers at boat launches to provide visible enforcement and engage the public in education. This</p> | <p>Increased number of detachment members with specialized training and partnering with the SAVE Unit for joint patrols, we will be better equipped to respond to seasonal demands, reduce incidents, increase compliance, and promote safe, responsible use of Ontario's trails and waterways.</p> <p>Increased number of data-driven patrol and initiatives based on analysis and community input, resulting in positive safety outcomes on trails and waterways.</p> |

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| | <p>approach supports compliance through deterrence and outreach.</p> <p>We will enhance our media and social media messaging to promote ATV, MSV and waterway safety throughout the year.</p> <p>An analytical review of ATV, MSV and waterway-related complaints, conducted by Regional Operational Analysts (ROA), will provide critical data to support the development of focused and directed patrol strategies. This intelligence-led approach ensures that enforcement efforts are targeted, efficient, and responsive to emerging trends and community concerns.</p> | |
| <p>Increase proactive efforts to address the growing presence of Commercial Motor Vehicles (CMVs) on local roadways by enhancing visibility and enforcement, promoting road safety, and implementing a comprehensive strategy that includes education and stakeholder engagement.</p> | <p>To address the growing presence of CMVs on local roads, we will expand enforcement, educate drivers and the public, and collaborate with stakeholders. This includes training officers, conducting targeted inspections, educating CMV businesses and their employees and partnering with transportation companies and regulatory bodies to improve safety and compliance.</p> <p>Leverage analytics provided by our Regional Operational Analyst (ROA) to identify areas with a high volume of Commercial Motor Vehicle (CMV) traffic complaints.</p> | <p>Increased proactive efforts to address the growing presence of Commercial Motor Vehicles (CMVs) on local roadways resulting in improved safety and compliance through targeted enforcement, education, and stakeholder engagement.</p> <p>Increased number of members trained in CMV inspection procedures and partnering with transportation companies, MTO, and OPP Traffic Units, will enhance our capacity to conduct inspections, reduce collision risks, and keep our roadways safe.</p> |

COMMUNITY WELL-BEING

The Haliburton Highlands Detachment is committed to fostering a collaborative and progressive policing model that prioritizes the safety and well-being of all community members. We will achieve this through meaningful partnerships and a shared vision rooted in trust, transparency, and proactive engagement. We are committed to actively recruiting qualified and community-minded individuals for both Uniform and Auxiliary positions. Our recruitment efforts will focus on identifying suitable candidates from within our local communities, ensuring our team reflects the values, diversity, and unique character of the region we serve. By fostering opportunities for public service, we aim to empower residents to contribute meaningfully to the safety and well-being of their communities.

| COMMITMENTS | ACTIONS | OUTCOMES |
|--|--|--|
| Increase community engagement and strengthen community relationships through enhanced communication and information sharing. | Increase community engagement through enhanced presentations, outreach, and information sharing. Led by our Community Engagement Officer (CEO), this effort will build trust and stronger relationships by mentoring staff, promoting transparent communication, and supporting meaningful connections with the public and local partners. | <p>Increased number of community engagements and local level communications, resulting in positive feedback from community members about transparency and accessibility of information.</p> <p>Increase involvement at community events and festivals across Haliburton County.</p> <p>Increase engagement with the public on foot patrols, which provides opportunities for the community to engage with police officers to hear about their experiences and concerns with emerging crime trends and to provide feedback about policing in their community.</p> |
| Strengthen relationships with local youth by providing structured and unstructured youth programming, delivering information about topics that impact youth, and prioritizing partnerships with local youth-focused organizations. | Leveraging the leadership of the CEO, this strategy focuses on enhancing youth engagement through both structured and informal programming. It includes coordinating impactful presentations, mentoring officers in effective engagement techniques, and strengthening partnerships with youth-focused | Increased partnerships, initiatives, engagements, and presentations with and for youth, resulting in positive feedback and outcomes for youth-related interactions with police. |

| | | |
|---|--|--|
| | <p>organizations. A key component is increasing officer presence in schools through regular visits and participation in school events, as well as fostering trust by attending informal youth gatherings. These efforts aim to build meaningful relationships and position officers as trusted mentors and role models within the community.</p> | |
| <p>Actively seek out, identify and engage members of the public who may be interested in pursuing a career in policing, either as regular uniformed officers or as volunteers within the detachment's Auxiliary Unit.</p> | <p>Leverage the CEO to lead targeted recruitment efforts by identifying and engaging individuals interested in policing careers. This includes promoting opportunities within the Auxiliary Unit, mentoring officers to support recruitment conversations, and increasing outreach during community events and informal interactions to encourage public involvement.</p> <p>Engage with local high schools to identify and inspire students who may be interested in pursuing a career in policing. This initiative is part of our broader commitment to community-based recruitment and long-term workforce development.</p> <p>Enhance community engagement by encouraging officers to actively participate in local events and initiatives, such as the Law Enforcement Torch run and similar community-based programs. This involvement fosters positive relationships, builds public trust, and reinforces the role of</p> | <p>Increased public interest in policing careers and volunteer roles is being supported through proactive outreach and officer mentorship, resulting in a more diverse and locally engaged applicant pool. By leveraging detachment outreach, we aim to boost applications from Haliburton County residents and strengthen representation from within the community.</p> |

AGENDA ITEM #7.2.

| | | |
|---|---|---|
| | law enforcement as an integral part of the community. | |
| Strengthen a culture of wellness that supports the physical and mental health of personnel through access to peer support, mental health resources, and tailored programs. Proactive engagement, leadership support, and education help reduce stigma, encourage early intervention, and foster a supportive workplace. | Leverage leadership and members within the detachment to strengthen a culture of wellness by promoting access to peer support, mental health resources, and tailored wellness programs. Promote proactive engagement, mentor staff, and provide education to reduce stigma, encourage early intervention, and foster a supportive workplace. | By prioritizing wellness, officers can engage more effectively and compassionately with the communities they serve, leading to improved public trust, stronger relationships, and enhanced service delivery. |
| Enhance partnerships with local service providers to best support calls for service related to mental health, substance use and addictions, persons with disabilities, persons experiencing homelessness, and other factors that may contribute to increased victimization. | <p>Leverage the CEO, Mobile Crisis Response Team (MCRT), and detachment members to enhance partnerships with local service providers that support calls related to mental health, substance use, addictions, disabilities, homelessness, and other factors contributing to victimization. This includes proactive collaboration, joint training, and coordinated response planning.</p> <p>Committed to the continued support and development of the Mobile Crisis Response Team (MCRT), in partnership with the Canadian Mental Health Association (CMHA) and Haliburton Highlands Health Services (HHHS).</p> <p>Continued partnership with the Community Safety and Well-Being Committee to focus on prevention and early intervention by tackling social issues like poverty, mental health, addiction, and housing insecurity. Police alone cannot</p> | <p>Clearly defined roles and responsibilities with relevant service providers, resulting in decreased victimization and increased support of vulnerable community members by the most appropriate agency. Strengthened partnerships will lead to better outcomes for those in crisis and foster greater trust between police and the communities we serve.</p> <p>MCRT engaging with partners such as CMHA, HHHS and CSWB will assist individuals suffering from mental health and addiction challenges in obtaining timely and appropriate services. This collaborative approach will reduce repeat calls for service, lessen the strain on frontline officers, and ensure individuals in crisis receive the care and support they need.</p> |

| | | |
|--|--|---|
| | resolve these systemic challenges, but partnerships with CSWB allow for coordinated responses that reduce calls for service and repeat incidents | |
| Implement strategies to reduce gender-based violence and hate-motivated crimes through targeted enforcement, education, and community engagement. This commitment reflects our dedication to human rights and equity, ensuring all individuals feel protected, respected, and supported within our area. | Leverage leadership and members within detachment to implement strategies that reduce gender-based violence and hate-motivated crimes through targeted enforcement, education, and community engagement. This includes enhancing partnerships with local organizations, increasing data-driven patrols and initiatives based on analysis and community input, and promoting trauma-informed approaches to support victims. | Increased number of data-driven patrols and initiatives—guided by analysis and community input—will result in a safer, more inclusive community where individuals feel protected, respected, and supported. |

OUR VISION

Safe Communities...
A Secure Ontario

OUR MISSION

To serve our province by
protecting its citizens,
upholding the law
and preserving
public safety.

OUR VALUES

Serving with
PRIDE,
PROFESSIONALISM
& **HONOUR**

Interacting with
RESPECT,
COMPASSION
& **FAIRNESS**

Leading with
INTEGRITY,
HONESTY
& **COURAGE**



CONTACT THE OPP

Know your location - be ready to describe the situation and your location. Look for addresses, landmarks and buildings that may help identify your location.

REACH THE OPP BY PHONE

- Call 9-1-1 if there is an immediate risk to someone's life or property
 - to stop or report a crime in progress
 - to report a fire
 - to report a life-threatening medical emergency
 - Don't hang up, stay on the line
- To report non-life-threatening incidents that require a police response, use the non-emergency line (1-888-310-1122) or go to opp.ca/reporting
- TTY 1-888-310-1133 or agent 511 for registered subscribers may be used for individuals in the Deaf, Hard of Hearing and Speech Impaired (DHHSI) community to contact police
- For all administrative inquiries or to schedule an appointment, find contact information for your local detachment at opp.ca/detachments

PROVIDE AN ANONYMOUS TIP

- Call Crime Stoppers at 1-800-222-8477 (TIPS) or visit www.crimestoppers.ca

REPORT AN INCIDENT ONLINE

- The OPP offers online reporting for minor, non-emergency occurrences in areas of OPP jurisdiction. opp.ca/reporting allows you to submit a report without visiting or calling.
- Use the online reporting tool for:
 - Theft Under \$5,000
 - Mischief / Damage to Property Under \$5,000
 - Mischief / Damage to Vehicle Under \$5,000
 - Theft from Vehicle Under \$5,000
 - Lost / Missing Property Under \$5,000, including a licence plate(s) or validation sticker(s)
 - Driving Complaints

If you are reporting an emergency, call 9-1-1.

#KNOWWHENTOCALL

9-1-1 is for emergencies only: If there is an immediate risk to someone's life or property.

- ✓ a crime in progress
- ✓ a fire
- ✓ a life-threatening medical emergency

Dialed 9-1-1 accidentally? #Be911Ready. Don't hang up, stay on the line and speak with an OPP Communicator to confirm there's no emergency.

The misuse of 911 ties up emergency lines, communicators and officers, which can result in a slower response to a real emergency and risks the safety of people who may need urgent help.

It is against the law to call 9-1-1 as a joke. Prank 9-1-1 calls can be dangerous and waste valuable emergency resources.

ACTION PLAN

HALIBURTON HIGHLANDS DETACHMENT

2026-2029

12598 Hwy 35
Minden, ON

K0M 2K0

Tel: 705-286-1431
Fax: 705-286-4532

Follow us on



Ontario
Provincial
Police

Police
provinciale
de l'Ontario



Crime Prevention and Community
Support Bureau
Bureau de la prévention du crime et du
soutien communautaire

777 Memorial Ave.
Orillia ON L3V 7V3

777, av. Memorial
Orillia ON L3V 7V3

Tel: 705 329-7680
Fax: 705 329-7593

Tél. : 705 329-7680
Télééc. : 705 329-7593

File Reference:

612-20

November 27, 2025

Dear Mayor/Reeve/CAO/Treasurer,

Please find attached your Ontario Provincial Police (OPP) Annual Billing Statement package including 2026 estimated costs and a statement for the 2024 year-end reconciliation. The final cost adjustment from the 2024 reconciliation process has been applied as an adjustment to the calculated billing amount for the 2026 calendar year.

As noted in the letter sent to you by the Solicitor General dated September 26, 2025, any increase in total policing costs for calendar year 2026—including the 2024 year-end adjustment—has been capped at 11% over the final amount billed in 2025 (after 2023 year-end adjustment and all applicable discounts).

To provide clarity and transparency, your statement includes:

- The actual calculated billing amount for 2026.
- A capped amount, based on the final 2025 payable amount plus 11%.

The municipality will be billed the lower of these two amounts during the 2026 calendar year.

The final reconciliation of your 2026 annual costs will appear in your 2028 Annual Billing Statement. The reconciled 2026 costs will reflect the 11% cap applied for that year.

For more detailed information on the 2026 Annual Billing Statement package, please refer to the resource material available on the internet, www.opp.ca/billingmodel. Further, OPP Municipal Policing will host webinar information sessions in the new year. An e-mail invitation will be forwarded to the municipality advising of the session dates.

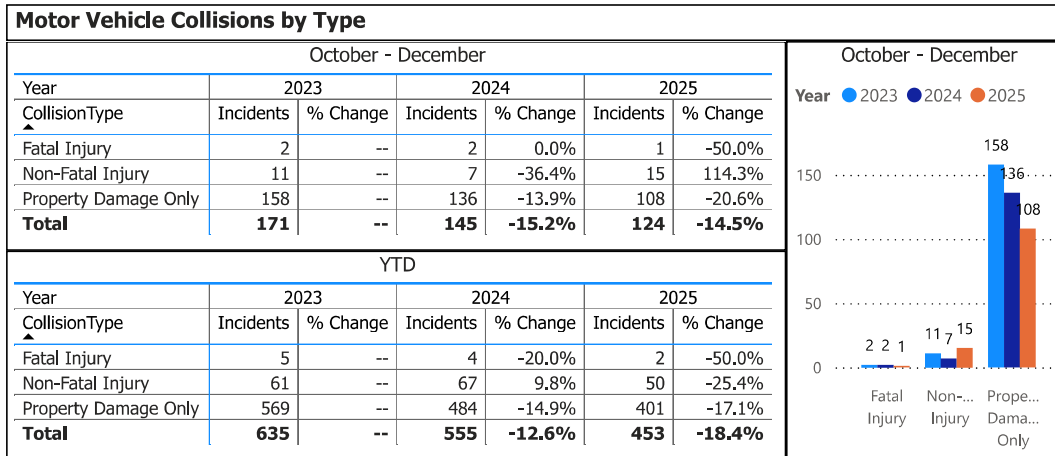
If you have questions about the Annual Billing Statement, please e-mail OPP.MunicipalPolicing@opp.ca.

Yours truly,

A handwritten signature in black ink, appearing to read "J.G. Dumond".

J.G (Jon) Dumond
Chief Superintendent
Commander
Crime Prevention and Community Support Bureau

OPP Detachment Board Report Collision Reporting System October - December 2025



Data source (Collision Reporting System) date:
06-Jan-2026

Detachment: 1E - HALIBURTON HIGHLANDS
Location code(s): 1E00 - HALIBURTON HIGHLANDS

Area(s): ALL
Data source date:
06-Jan-2026

Report Generated on:
06-Jan-2026 11:34:20 AM

OPP Detachment Board Report Collision Reporting System October - December 2025

| Fatalities in Detachment Area - Incidents | | | | | | | | | |
|---|---------------|-----------|----------|------------------------|-----------|----------|------------------|-----------|----------|
| October - December | | | | | | | | | |
| Type | Motor Vehicle | | | Motorized Snow Vehicle | | | Off-Road Vehicle | | |
| Year | Alcohol/Drugs | Incidents | % Change | Alcohol/Drugs | Incidents | % Change | Alcohol/Drugs | Incidents | % Change |
| 2023 | 0 | 1 | -- | 0 | 0 | -- | 1 | 1 | -- |
| 2024 | 1 | 1 | 0.0% | 0 | 0 | -- | 1 | 1 | 0.0% |
| 2025 | 0 | 1 | 0.0% | 0 | 0 | -- | 0 | 0 | -100.0% |

| YTD | | | | | | | | | |
|------|---------------|-----------|----------|------------------------|-----------|----------|------------------|-----------|----------|
| Type | Motor Vehicle | | | Motorized Snow Vehicle | | | Off-Road Vehicle | | |
| Year | Alcohol/Drugs | Incidents | % Change | Alcohol/Drugs | Incidents | % Change | Alcohol/Drugs | Incidents | % Change |
| 2023 | 0 | 1 | -- | 1 | 1 | -- | 2 | 3 | -- |
| 2024 | 1 | 1 | 0.0% | 0 | 0 | -100.0% | 2 | 3 | 0.0% |
| 2025 | 0 | 1 | 0.0% | 0 | 0 | -- | 0 | 1 | -66.7% |

| Fatalities in Detachment Area - Persons Killed | | | | | | | | | |
|--|----------------|----------|------------------------|----------|------------------|----------|--|--|--|
| October - December | | | | | | | | | |
| Type | Motor Vehicle | | Motorized Snow Vehicle | | Off-Road Vehicle | | | | |
| Year | Persons Killed | % Change | Persons Killed | % Change | Persons Killed | % Change | | | |
| 2023 | 1 | -- | 0 | -- | 1 | -- | | | |
| 2024 | 1 | 0.0% | 0 | -- | 1 | 0.0% | | | |
| 2025 | 2 | 100.0% | 0 | -- | 0 | -100.0% | | | |

| YTD | | | | | | | | | |
|------|----------------|----------|------------------------|----------|------------------|----------|--|--|--|
| Type | Motor Vehicle | | Motorized Snow Vehicle | | Off-Road Vehicle | | | | |
| Year | Persons Killed | % Change | Persons Killed | % Change | Persons Killed | % Change | | | |
| 2023 | 1 | -- | 1 | -- | 3 | -- | | | |
| 2024 | 1 | 0.0% | 0 | -100.0% | 3 | 0.0% | | | |
| 2025 | 2 | 100.0% | 0 | -- | 1 | -66.7% | | | |

| Primary Causal Factors in Fatal Motor Vehicle Collisions | | | | | | | | | |
|--|------|--------|---------|--|------------------------|------|--------|---------|--|
| October - December | | | | | YTD | | | | |
| | 2023 | 2024 | 2025 | | | 2023 | 2024 | 2025 | |
| Speeding | 0 | 1 | 0 | | Speeding | 1 | 2 | 0 | |
| Speeding % Change | -- | -- | -100.0% | | Speeding % Change | -- | 100.0% | -100.0% | |
| Distracted | 0 | 1 | 0 | | Distracted | 0 | 1 | 0 | |
| Distracted % Change | -- | -- | -100.0% | | Distracted % Change | -- | -- | -100.0% | |
| Alcohol/Drugs | 1 | 2 | 0 | | Alcohol/Drugs | 3 | 3 | 0 | |
| Alcohol/Drugs % Change | -- | 100.0% | -100.0% | | Alcohol/Drugs % Change | -- | 0.0% | -100.0% | |
| Wildlife | 0 | 0 | 0 | | Wildlife | 0 | 0 | 0 | |
| Wildlife % Change | -- | -- | -- | | Wildlife % Change | -- | -- | -- | |
| NoSeatbelt | 0 | 0 | 0 | | NoSeatbeltYTD | 0 | 0 | 0 | |
| NoSeatbelt YoY% | -- | -- | -- | | NoSeatbeltYTD YoY% | -- | -- | -- | |

| October - December | | | | | | | | | |
|-----------------------------|------|------|------|----------|------------|---------------|----------|------------|--|
| Speeding, Distracted, AL... | 2023 | 2024 | 2025 | Speeding | Distracted | Alcohol/Drugs | Wildlife | NoSeatbelt | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| 1 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | |
| 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | |

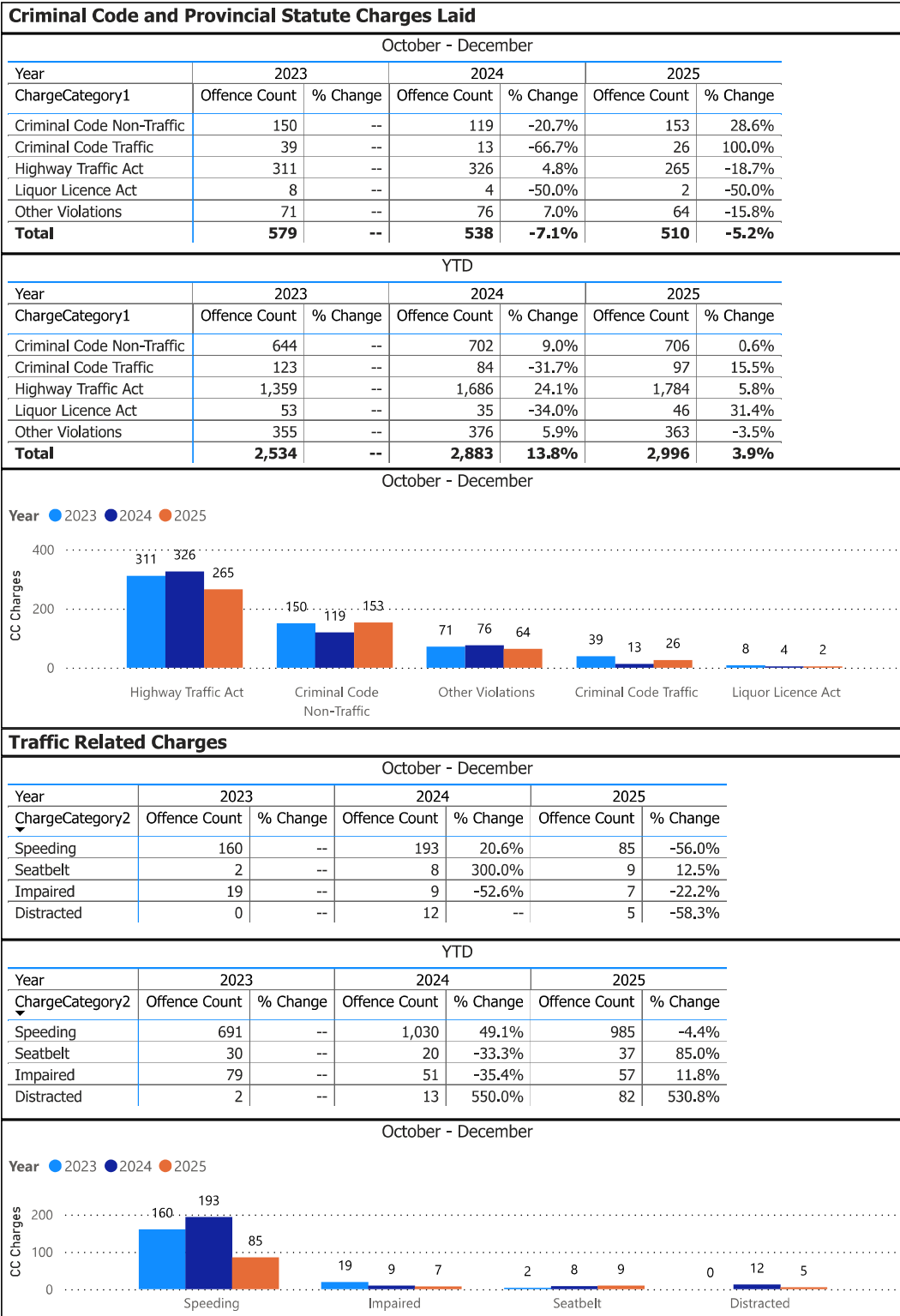
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06-Jan-2026

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Location code(s): 1E00 - HALIBURTON HIGHLANDS

Area(s): ALL
Data source date:
06-Jan-2026

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OPP Detachment Board Report Records Management System October - December 2025



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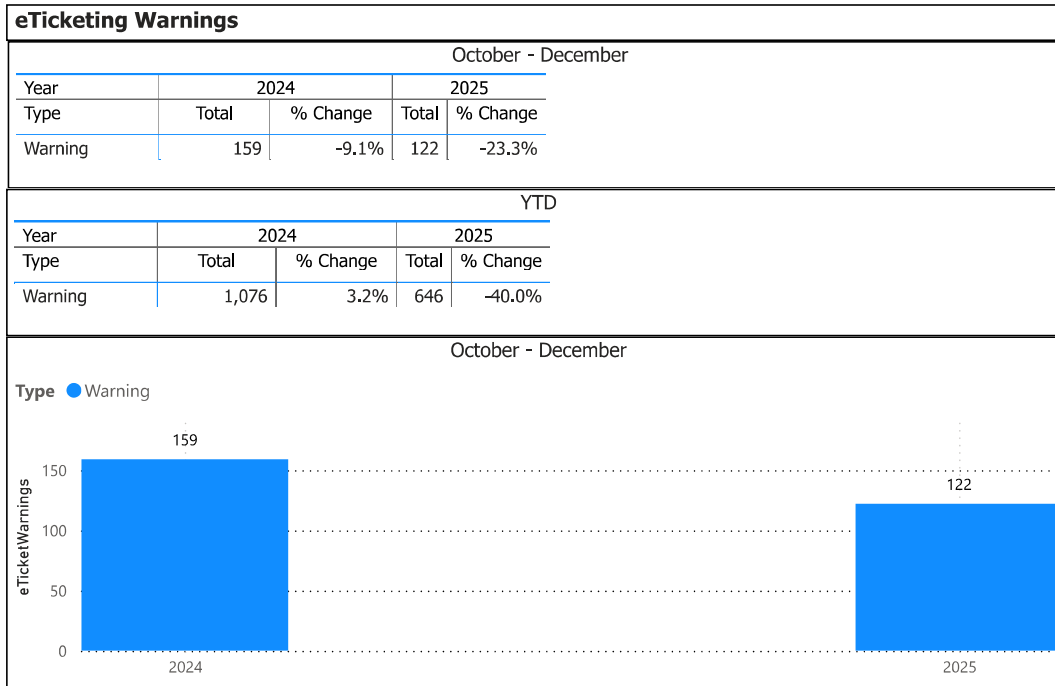
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Area(s): ALL

Data source date:
6-Jan-26

Report Generated on:
06-Jan-2026 11:34:20 AM

OPP Detachment Board Report Records Management System October - December 2025



Note: The eTicketing system was not fully implemented until the end of 2022, therefore data is only available beginning in 2023. % Change in 2023 may appear higher in this report due to the incomplete 2022 data.

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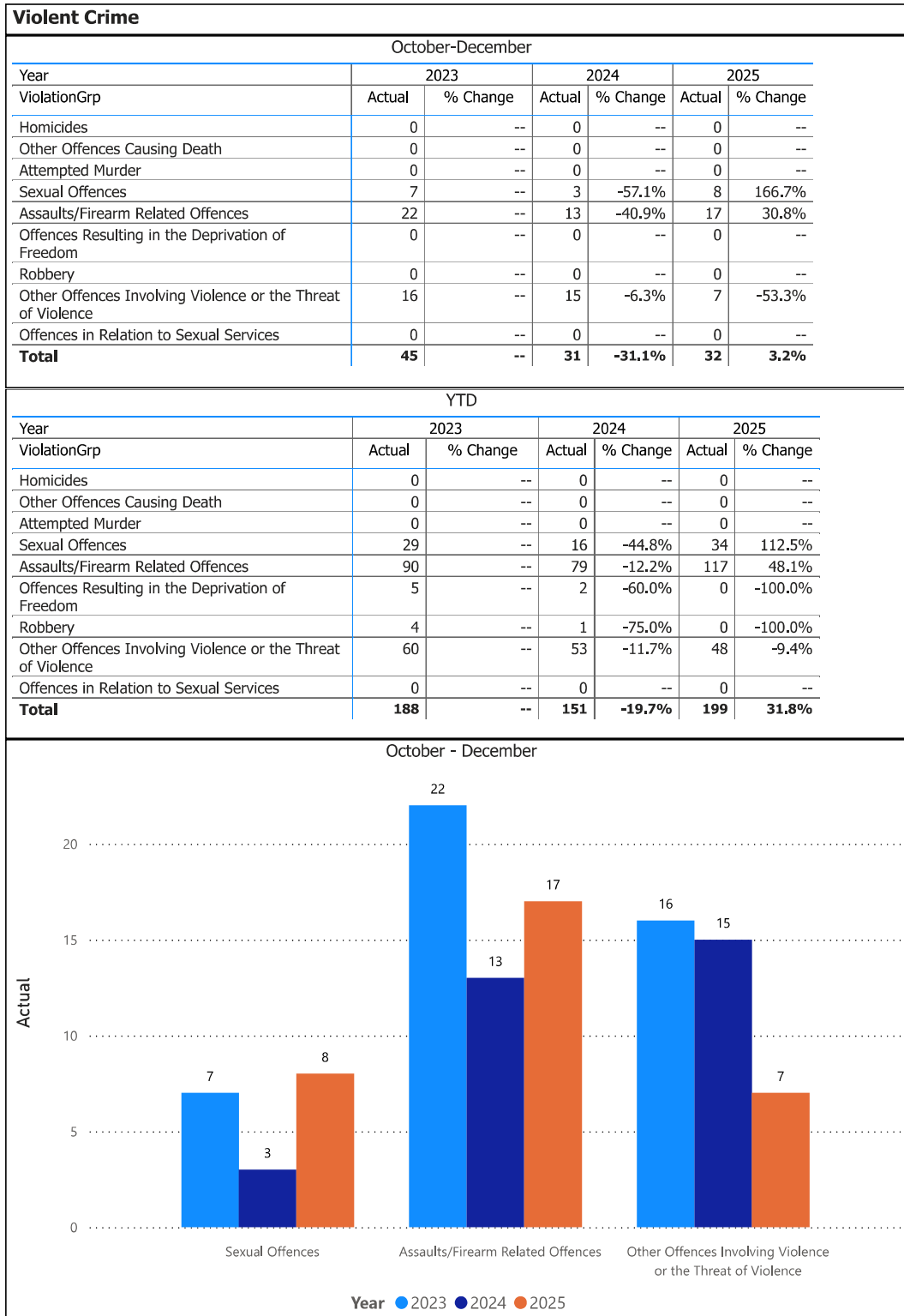
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Area(s): ALL

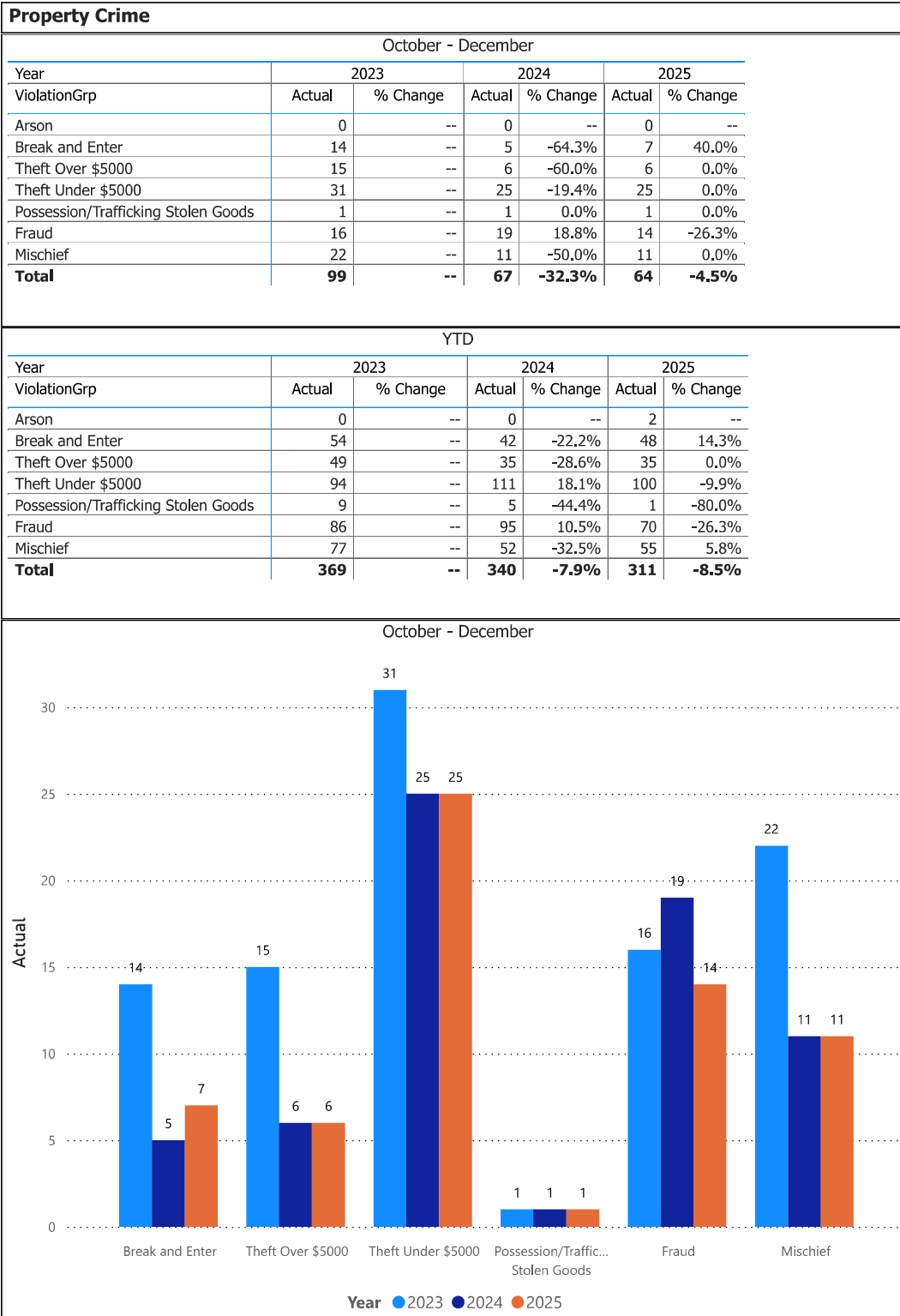
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OPP Detachment Board Report Records Management System October - December 2025



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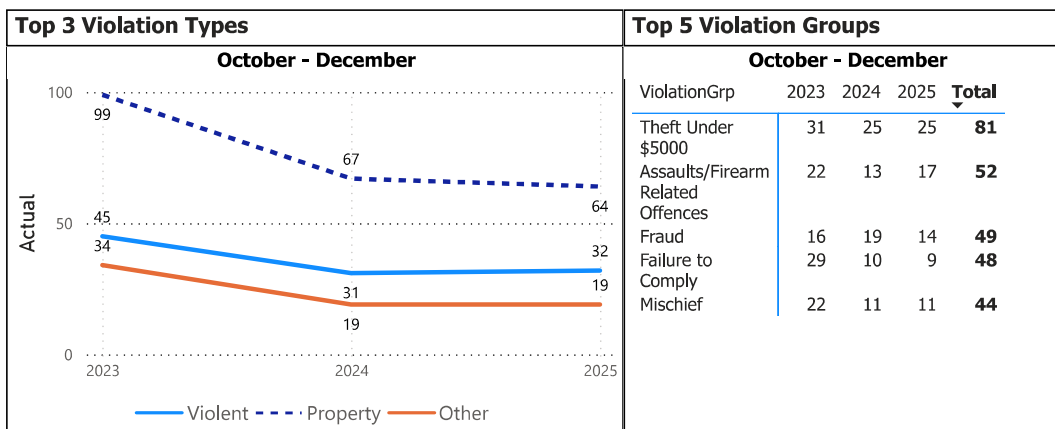
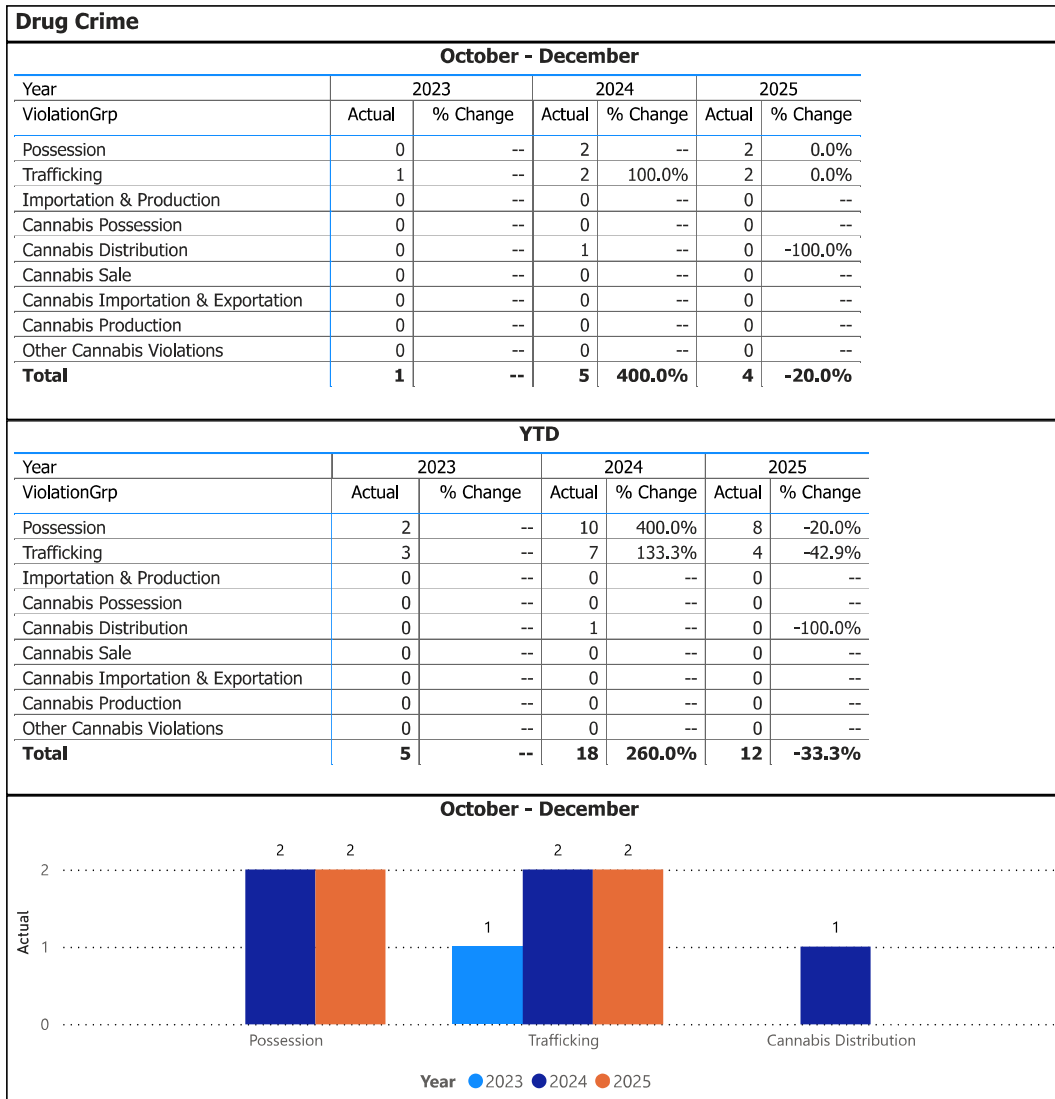
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Area(s): ALL

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OPP Detachment Board Report Records Management System October - December 2025



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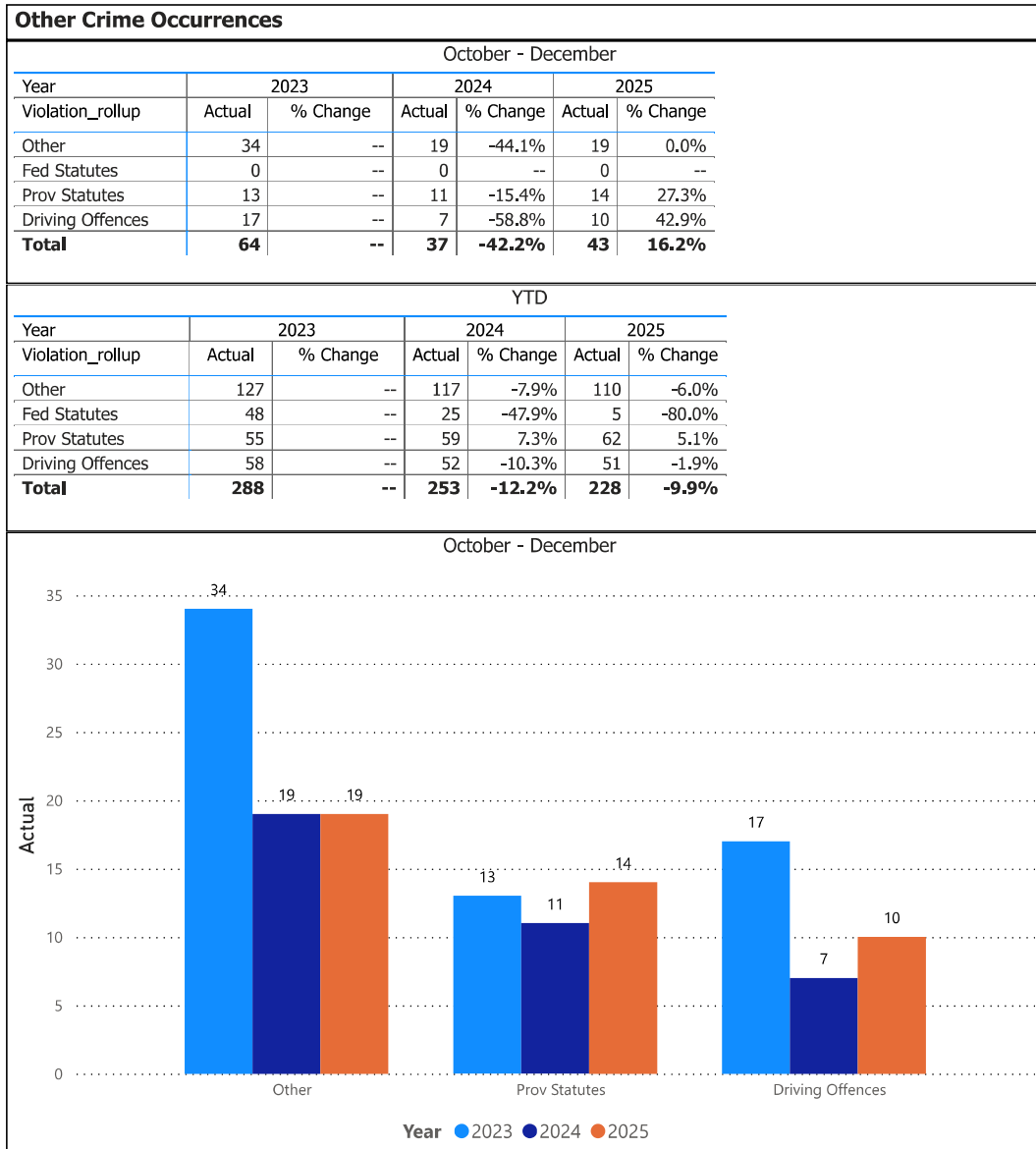
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OPP Detachment Board Report Records Management System October - December 2025

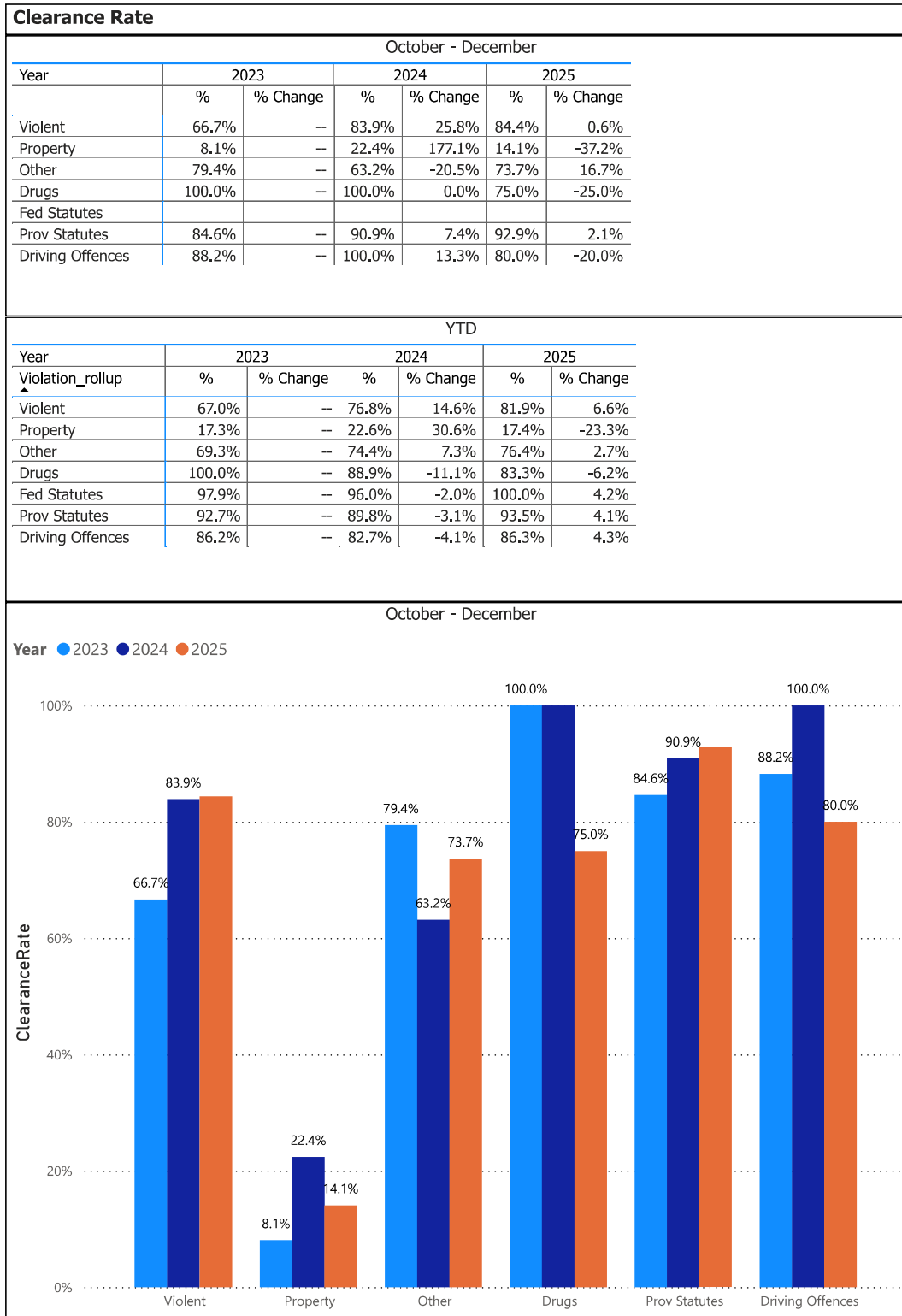


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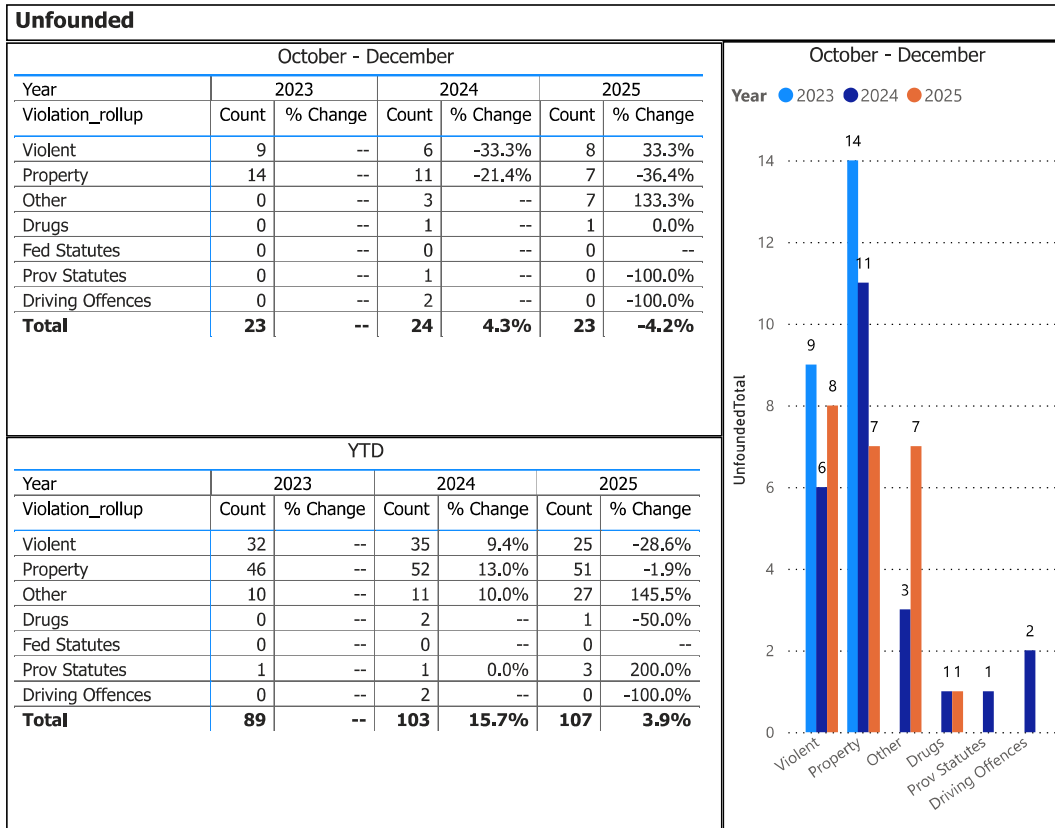
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OPP Detachment Board Report Records Management System October - December 2025



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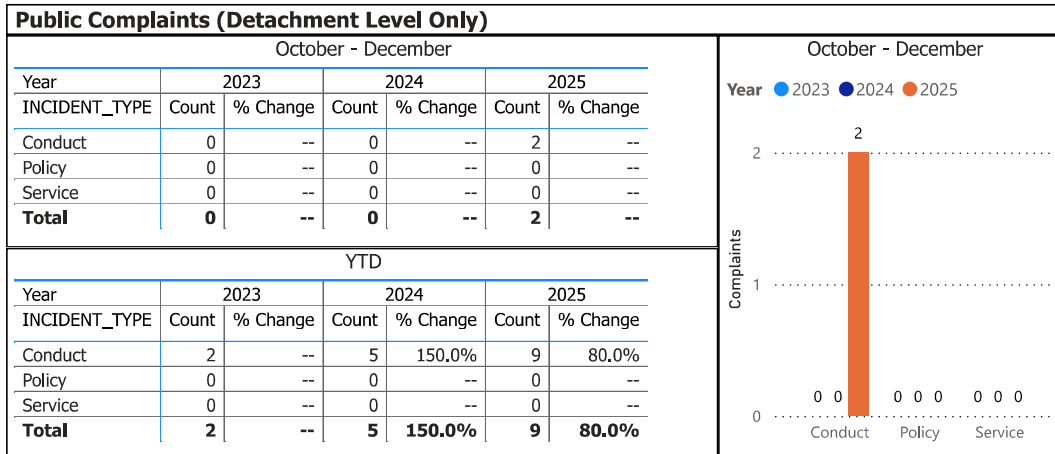
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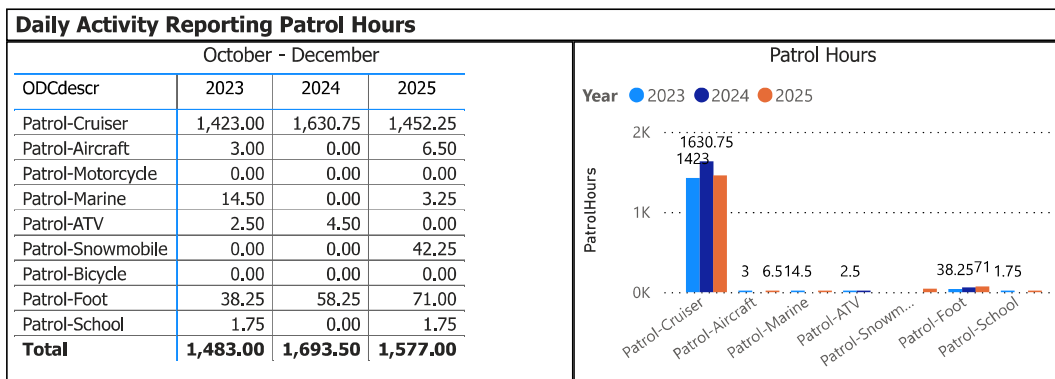
Data source: RMS Data Feed

Ontario Provincial Police, Professional Standards Bureau Commander Reports - File Manager System

Data source date:

06-Jan-2026

Daily Activity Reporting



Data source (Daily Activity Reporting System) date:

06-Jan-2026

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Location code(s): 1E00 - HALIBURTON HIGHLANDS

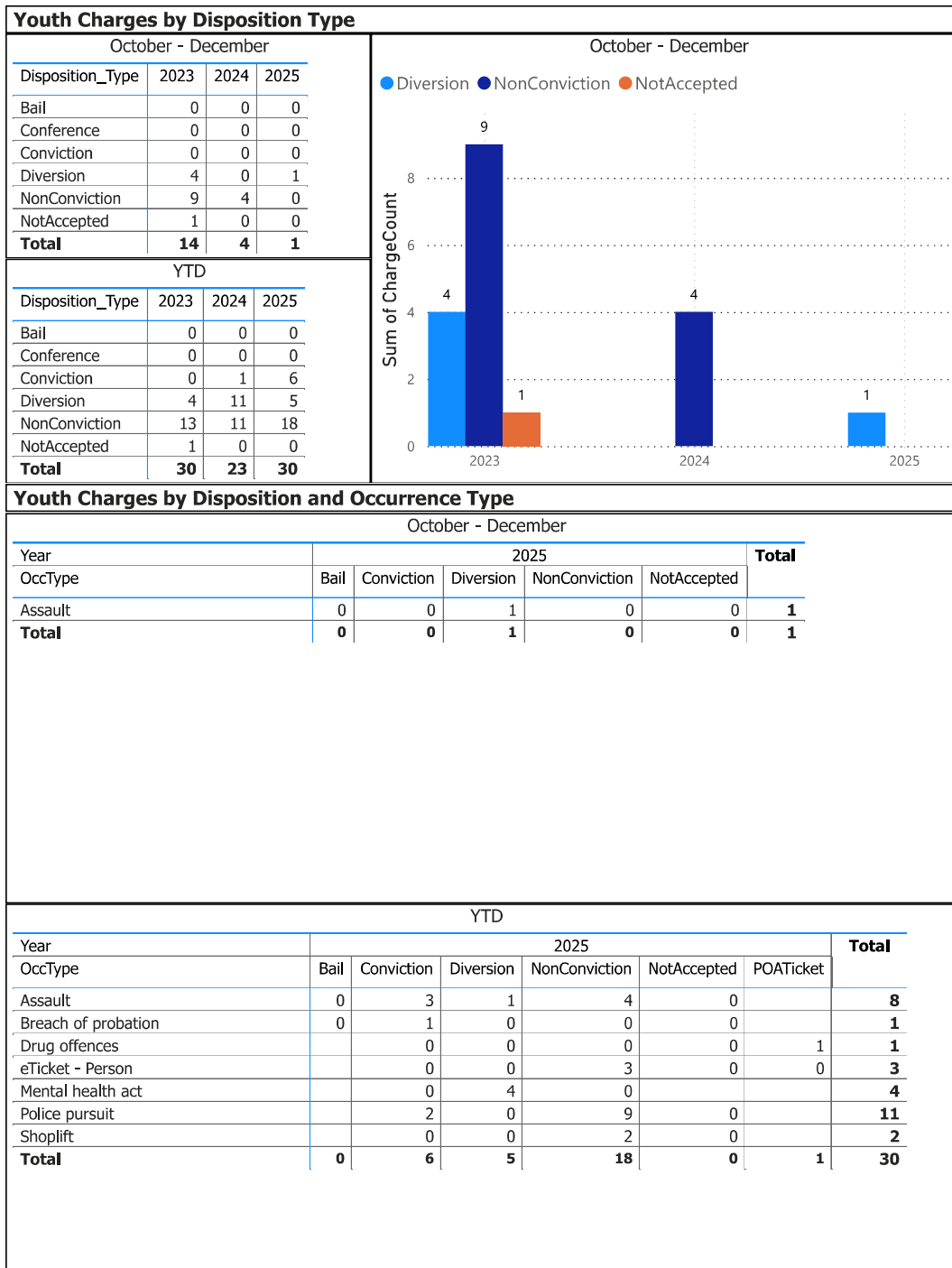
Data source date:

06-Jan-2026

Report Generated on:

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OPP Detachment Board Report Records Management System October - December 2025



The tables and chart on this page present summarized youth charges by disposition and occurrence type that have been recorded in the OPP Niche RMS application. Of note... the Niche data sourced for this report page only lists youth charges that have had a disposition type entered against them. Therefore, please be aware that the counts of youth charges entries on this report page are under stating the potential sum of youth charges that are in OPP Niche RMS.

Detachment: 1E - HALIBURTON HIGHLANDS

Location code(s): 1E00 - HALIBURTON HIGHLANDS

Area(s): ALL

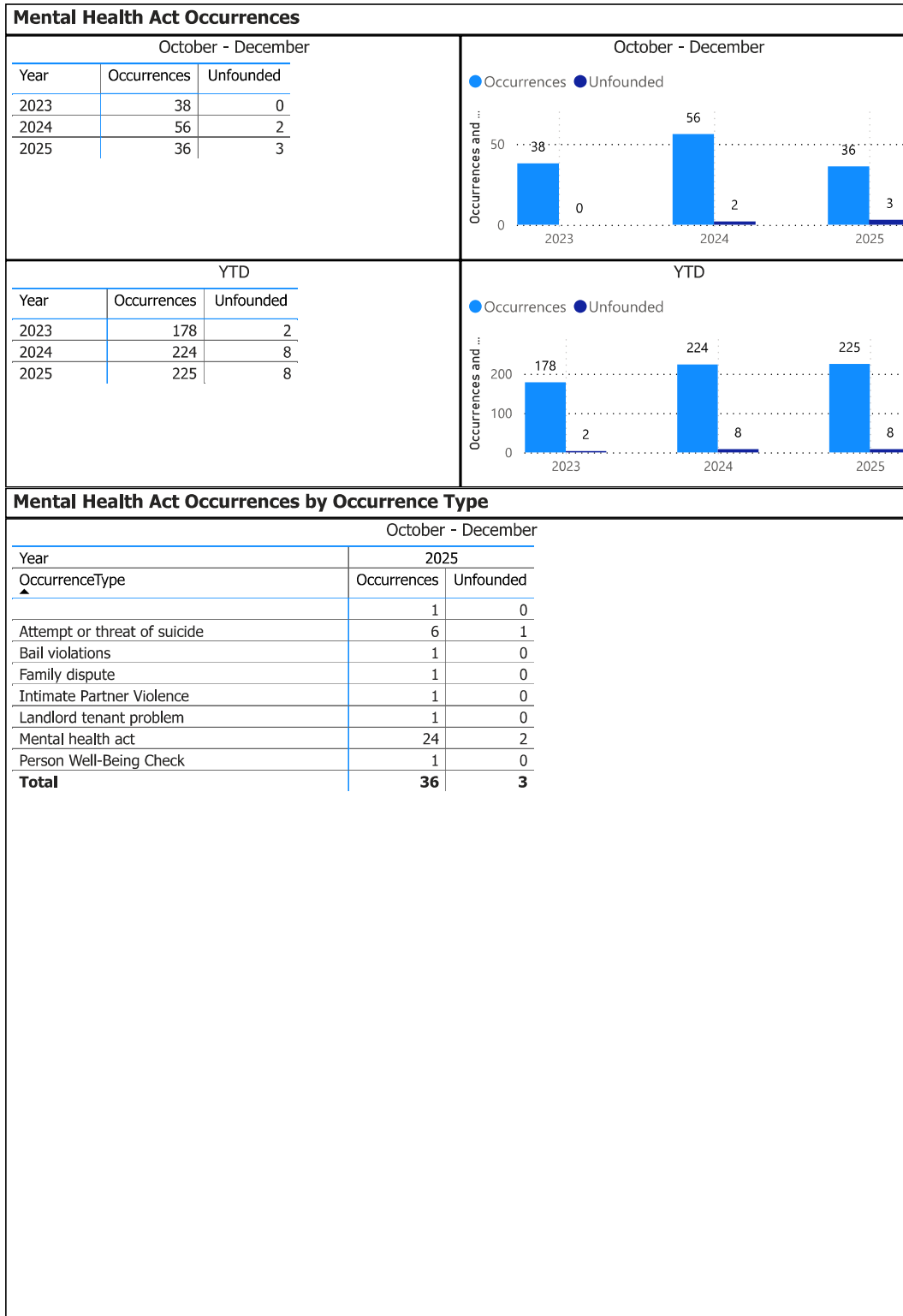
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06-Jan-2026

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OPP Detachment Board Report Records Management System October - December 2025



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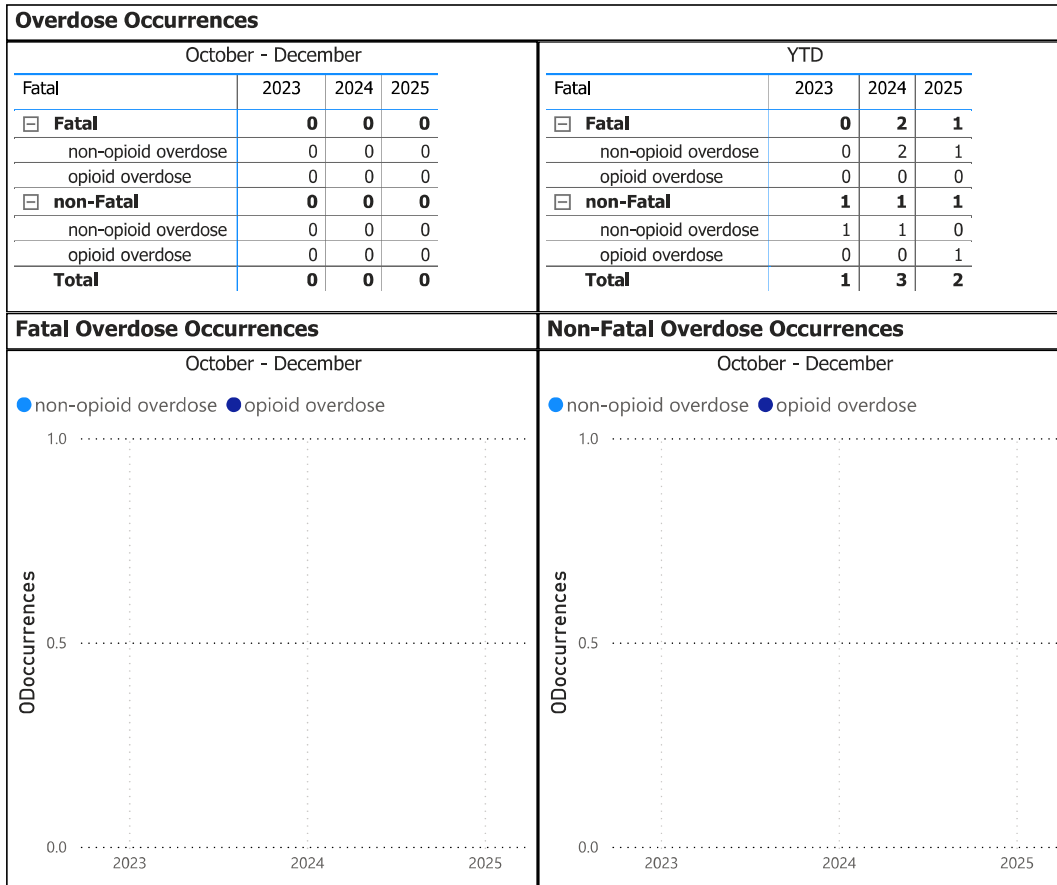
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Area(s): ALL

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OPP Detachment Board Report Records Management System October - December 2025

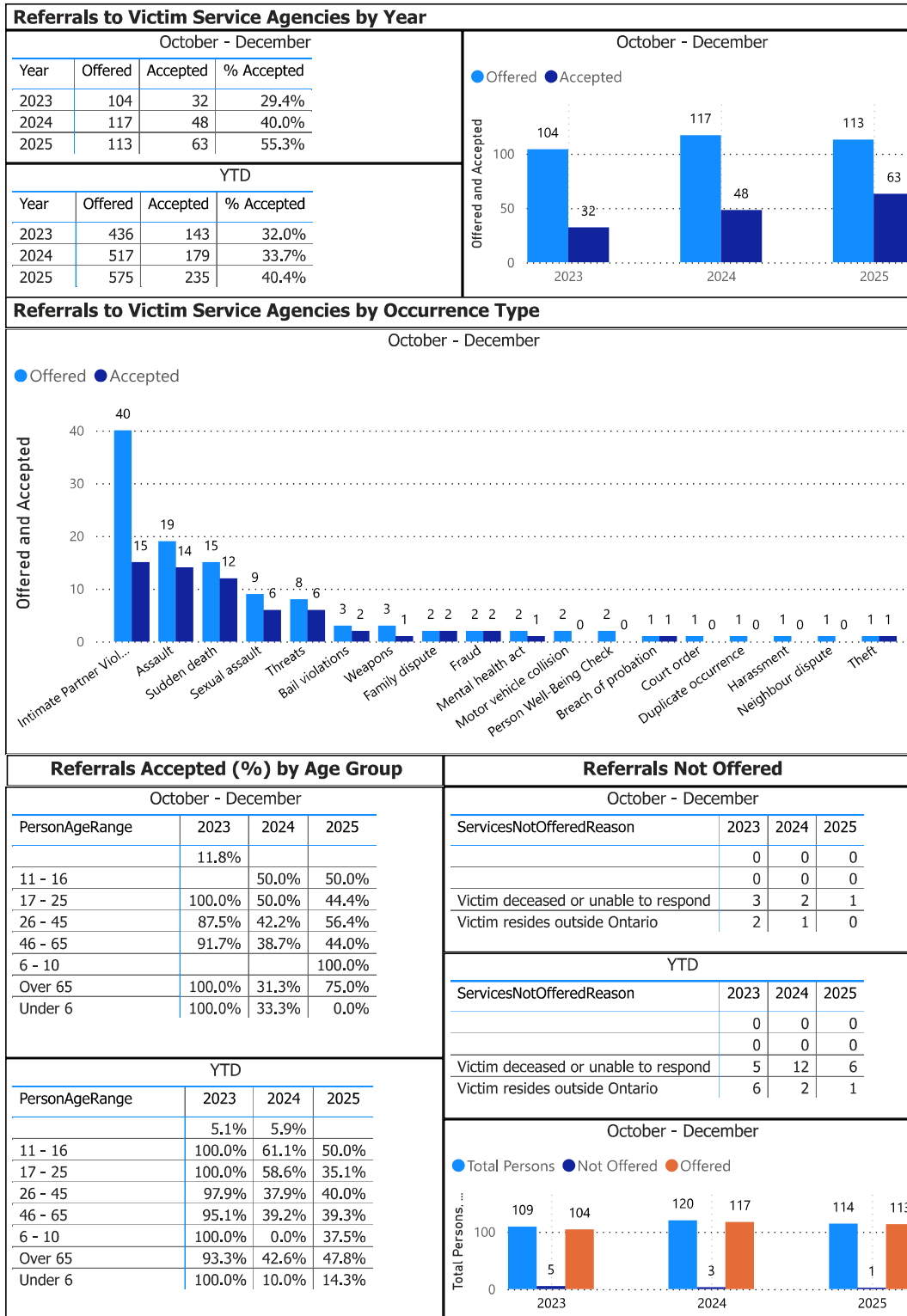


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Area(s): ALL
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OPP Detachment Board Report Records Management System October - December 2025



Detachment: 1E - HALIBURTON HIGHLANDS

Location code(s): 1E00 - HALIBURTON HIGHLANDS

Area(s): ALL

Data source date:

06-Jan-2026


Report Generated on:

06-Jan-2026 11:34:20 AM

Haliburton Highlands
OPP


Media Releases

ENGAGING WITH THE COMMUNITY



Ontario Provincial Police - Central Region


Dec 15, 2025 · 🌐

**Haliburton Highlands OPP is on the air!**


We were thrilled to join @CanoeFM to talk about the Festive RIDE campaign and remind everyone: if you drink or use drugs, don't drive.

Thank you to Deb, host of Monday After 9, for helping us share this important message with the community! 🎙️ This holiday season, expect to see us out at RIDE checks, day and night. Plan ahead, arrange a safe ride, and let's keep our roads safe together.

[#FestiveRIDE](#) [#DriveSober](#)
[#HaliburtonHighlandsOPP](#) [#HHOPP](#)
[#CanoeFM](#)



Radio show with
Canoe FM




Ontario Provincial Police - Central Region

Dec 9, 2025 · 🌐

[#HaliburtonHighlands](#) OPP Auxiliary members had a great weekend in Minden and Haliburton supporting the Fill a Cruiser Event in support of local food banks. Thank you to everyone who donated financially and provided groceries for those in need in our county.

Auxiliary members will be out at the Wilberforce Foodland on Saturday December 13th from 10am to 3pm for those interested in supporting. Further donations can also be made to the food banks directly throughout the holiday season and beyond. ^h.n.

[#HHOPP](#)



Fill a Cruiser Event



Ontario Provincial Police - Central Region

2h · 🌐

The [#HaliburtonHighlands](#) OPP were recently included in the Great South Lake Pajama Project which helps brings warmth, comfort, and dignity to thos... See more



Great South Lake
Pajama Project

CSCU Drug Investigation



News Portal Release



Ontario Provincial Police
Police provinciale de l'Ontario

News Release/ Communiqué

FROM/DE: Haliburton Highlands Detachment

DATE: January 8, 2026

INVESTIGATION LEADS TO SEIZURE OF DRUGS AND TWO ARRESTS

(MINDEN, ON) – The Haliburton Highlands Detachment of the Ontario Provincial Police (OPP) have arrested and charged two individuals following an investigation involving drugs.

On Tuesday, January 6, 2026, members of the Haliburton Highlands OPP Detachment and the Community Street Crime Unit (CSCU) executed a search warrant at a location on Parkside Street in Minden. Items seized include 63.5 grams of fentanyl, 9 grams of cocaine, \$195 Canadian currency and two shotgun shells.

As a result of the investigation, Vallinda DAVIS, 69 years-of-age, of Minden and Jamie MADILL, 46 years-of-age, of Minden, have been charged with:

- Possession of a schedule I substance for the purpose of trafficking – two counts
- Possession of proceeds of property obtained by crime under \$5000

Both accused are scheduled to appear before the Ontario Court of Justice in Minden at a later date.

If you have any information about the trafficking of illicit substances in Haliburton County, call the OPP at 1-888-310-1122 or should you wish to remain anonymous, you can call the Kawartha/Haliburton Crime Stoppers at 1-800-222-TIPS (8477), or go online at www.khcrimestoppers.com where you may be eligible to receive a cash reward of up to \$2000.

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Break and Enters in Haliburton

Update #1



Ontario Provincial Police
Police provinciale de l'Ontario

News Release/ Communiqué

FROM/DE: Haliburton Highlands Detachment

DATE: October 30, 2025

HALIBURTON HIGHLANDS OPP LOOKING TO IDENTIFY A SUSPECT

(MINDEN HILLS TOWNSHIP, ON) – Members of the Haliburton Highlands Detachment of the Ontario Provincial Police (OPP) are investigating an attempted break and enter in Minden.

On October 29, 2025, officers from the Haliburton Highlands OPP were dispatched to the Eighth Cannabis store on Bobcaygeon Road in Minden for an attempted break and enter.

Officers began an investigation and learned that sometime overnight from October 27 to October 28, 2025, a suspect had attempted to break into the business in Minden. The suspect also broke into a car that was parked overnight and stole items from it.

Police are actively conducting an ongoing investigation and are appealing to the public for assistance. Anyone with relevant information is urged to contact the Haliburton Highlands OPP at 1-888-310-1122.

Should you wish to remain anonymous, you may call Crime Stoppers at 1-800-222-TIPS (8477) or online at www.khcrimestoppers.com where you may be eligible to receive a cash reward of up to \$2000.

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Media Contact:

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Haliburton Highlands
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Ontario Provincial Police
Police provinciale de l'Ontario

News Release/ Communiqué

FROM/DE: Haliburton Highlands Detachment

DATE: October 30, 2025

-UPDATE #1- BREAK AND ENTERS IN HALIBURTON LEAD TO ARREST WARRANT - One Individual Arrested and Charged

(MUNICIPALITY OF DYSART ET AL, ON) – Members of the Haliburton Highlands Detachment of the Ontario Provincial Police (OPP) have arrested and charged an individual in connection with a series of break and enters in the Haliburton area.

On September 14, 2025, officers responded to a break and enter at a restaurant on Highland Street in Haliburton. The suspect had forced entry through the front door, stole a small amount of cash, and fled the scene.

On October 21, 2025, police were called to another business on Highland Street following a report of a break and enter. Investigators determined that the suspect had entered the premises overnight between October 19 and 20, stealing cash and clothing.

The following day, on October 22, the same business was targeted again. The suspect stole additional cash and property before fleeing prior to police arrival.

As a result of the investigation, on October 28, 2025, Haliburton Highlands OPP arrested and charged Connor DAVIES, 29, of Haliburton with the following:

- Break and enter commit indictable offence – three counts
- Theft Under \$5000 – three counts

Further investigation linked the accused to additional incidents in the area. On September 20, 2025, three businesses were broken into, including two on Highland Street and one on Maple Avenue. In each case, the suspect forced entry and stole cash and other items before fleeing.

The accused faces additional charges of:

- Break and enter commit indictable offence – two counts
- Break and enter with intent to commit an indictable offence
- Theft Under \$5000 – two counts

The accused remains in custody pending a bail hearing at the Ontario Court of Justice in Lindsay.

Traffic stop leads to charges



Ontario Provincial Police
Police provinciale de l'Ontario

News Release/ Communiqué

FROM/DE: Haliburton Highlands Detachment **DATE:** December 16, 2025

DRUGS SEIZED AND CHARGES LAID IN MINDEN

(MINDEN, ON) – The Haliburton Highlands detachment of the Ontario Provincial Police (OPP) has arrested and charged two individuals following a traffic stop in Minden.

On Saturday, December 6, 2025, at approximately 3:00 p.m., members of the Haliburton Highlands OPP and the Central Region Traffic Incident Management and Enforcement Team were dispatched to an impaired driver call in Minden. Two people were arrested, and a quantity of suspected Controlled Drugs and Substances were located.

As a result of the investigation, Jesse POTTS, 33 years-of-age of Oshawa, has been charged with:

- Possession of a schedule I substance – 3 counts
- Possession of break in instruments
- Possessing counterfeit money
- Possession of weapon for dangerous purpose
- Failure to comply with probation order

And further, Maria Teresa NICOLI, 34 years-of-age of Oshawa, has been charged with:

- Possession of a schedule I substance – 3 counts
- Possession of break in instruments
- Possessing counterfeit money
- Possession of a weapon for a dangerous purpose
- Drive while under suspension

Approximately 4.8 grams of suspected fentanyl, 29.6 grams of suspected methamphetamine, 3 grams of suspected cocaine, and over 950 grams of suspected

Serious Collision on Highway 35



Ontario Provincial Police
Police provinciale de l'Ontario

News Release/ Communiqué

FROM/DE: Haliburton Highlands Detachment **DATE:** October 16, 2025

HALIBURTON HIGHLANDS OPP RESPONDED TO A SERIOUS COLLISION ON HIGHWAY 35

(TOWNSHIP OF MINDEN HILLS, ON) – The Haliburton Highlands Detachment of the Ontario Provincial Police (OPP) is investigating a three-vehicle collision on Highway 35 near Humphrey Road in the Township of Minden Hills.

On Wednesday, October 15, 2025, at approximately 5:20 p.m., members of the Haliburton Highlands OPP Detachment responded to a serious collision involving three motor vehicles. One driver and lone occupant of a vehicle was transported to a Toronto-area trauma center by Air ORNGE with life-threatening injuries. The driver and lone occupant of the second vehicle was transported by EMS Paramedics to a local hospital for minor injuries. The driver of the third vehicle and their passenger were not injured as a result of the collision.

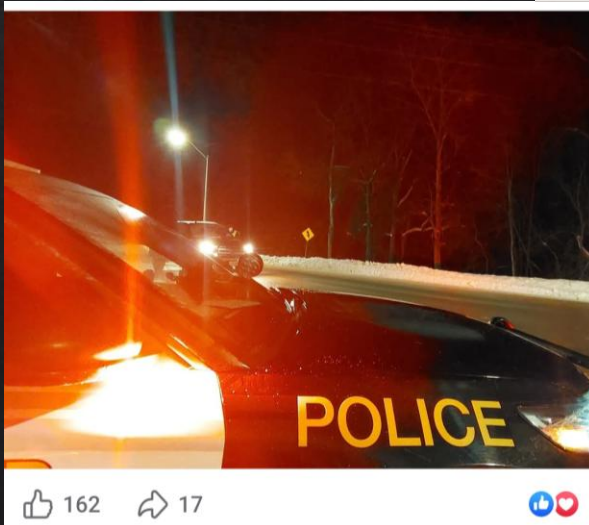
The OPP Traffic Incident Management Enforcement (TIME) team was called in to assist with the ongoing investigation. The highway was closed for several hours but has since been re-opened and cleared of debris.

Anyone who may have witnessed the collision or has dashcam footage from the area at the time of the incident is asked to contact the Haliburton Highlands OPP at 1-888-310-1122. To remain anonymous, tips can be submitted to Crime Stoppers at 1-800-222-8477 (TIPS) or online at www.khcrimestoppers.ca. When you contact Crime Stoppers, you stay anonymous, and you never have to testify in court.

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R.I.D.E

Festive R.I.D.E Initiative



Ontario Provincial Police - Central Region
Dec 16, 2025 · 🌐

[#FestiveRide](#) is in full swing across [#HaliburtonCounty](#) this evening.

Our officers have completed RIDE checks in four areas of the county tonight including [#Goderham](#), [#AlgonquinHighlands](#), [#Minden](#) and [#Haliburton](#). Expect to see us out in other locations throughout the week. No matter the temperature or the weather, we will be out on the roads this holiday season ensuring everyone is driving safe and driving sober. ^h.n.

R.I.D.E Checks on snowmobile trails

Ontario Provincial Police - Central Region
Jan 3 · 🌐


The [#HaliburtonHighlands](#) OPP are out on the roads and the trails checking for signs of impairment and ensuring everyone is driving/riding safely and lawfully.

Help ensure everyone can enjoy the roads and trails by being safe and sober this new year. ^h.n.

[#HHOPP](#)

765 54

Traffic Stats





Ontario Provincial Police - Central Region


6d · 🌐


#HHOPP Did you know that in 2025 over 1,800 traffic stops were conducted in the #HaliburtonHighlands, resulting in more than 2,000 traffic related charges?

Whether you live in the county or are just passing through, you can expect to see us out on patrol. You can also expect to see lots of wildlife. Be observant, drive according to the road and weather conditions, and always drive sober. ^h.n.




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Road Closure




Ontario Provincial Police - Central Region

Dec 12, 2025 · 🌐

CLEARED (3:35 p.m.): Highway 35 south of Carnarvon has fully reopened following a collision involving a two pickup trucks. One person was taken to hospital with non-life-threatening injuries. ^pia

ROAD CLOSURE: Highway 35 is closed in both directions at Horseshoe Lake Road in Minden, just south of Carnarvon due to a serious collision involving two pickup trucks. Injuries are unknown at this time. OPP is asking motorists to plan alternate routes, and if travelling through the area expect delays. ^pia

#HaliburtonOPP



Solicitor General

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132-2025-4814

By email

December 11, 2025

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

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

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

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

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

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

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

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

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

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

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

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

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

Sincerely,

A handwritten signature in blue ink, appearing to read 'Michael S. Kerzner', with a long, sweeping horizontal line extending to the right.

The Honourable Michael S. Kerzner
Solicitor General

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

QUARTERLY NEWSLETTER

WWW.OAPSB/NEWS/NEWSLETTER



October – December 2025

Top Features

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News from our Partners

Events & Engagement

Message from the Chair

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

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

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

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

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

Sincerely,

Alan K. (Al) Boughton

Chair, Ontario Association of Police Service Boards



OAPSB Quarterly Newsletter

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

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

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

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

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



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

Stronger Oversight: Ideas for Boards

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

Municipal Police Service Boards

Key Governance Priorities for This Quarter

Use Inspectorate Decisions as learning tools

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

Stay grounded during budget approval season

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

Understand the significance of Section 2.20

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

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

Strengthen transparency as community expectations rise

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

Make use of the Governance Insights series

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

OPP Detachment Boards

Moving from Formation to Function

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

For Boards Still Getting Organized

Finalize the essential governance tools

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

Reinforce understanding of the board's role

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

Build visibility across the detachment

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

For Boards Advancing Their Governance Work

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

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

Anchor discussions in Community Safety and Well-Being plans

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

Connect to the local action planning cycle

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

Strengthen documentation and compliance

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

Current Priorities for All Detachment Boards

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

Use available supports

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

Strengthening Governance Across Different Legal Pathways

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

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

For Boards Operating Under the CSPA

Align oversight with community priorities

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

Strengthen documentation and transparency

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

Coordinate across jurisdictions

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

For Boards Operating Outside the CSPA

Maintain strong governance structures

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

Align community safety priorities with governance work

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

Document processes and decisions

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

Shared Priorities for All First Nations Boards

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

OAPSB Support

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



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

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

These decisions result from two types of investigations:

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

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

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

Call for Photos!

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

OAPSB Quarterly Newsletter

[Visit the Member Portal](#)

Preparing for the Transition to Police Governance Ontario (PGO)

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

A streamlined website and portal are on the way!

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

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

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

Governance Insights: new content available

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

Stay connected through the mobile app

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

Help keep your board connected

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



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

emailcommunications@oapsb.ca

OAPSB Quarterly Newsletter

Events & Engagement

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

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

Why the shift

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

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

What this means for boards

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



Member Discussion Groups

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



DISCUSSION FORMAT

Updates
Any previous open follow-up items and answers
Updates from Ministry & IOP

Best Practice Sharing
Share and learn from your peers
Ask questions that are top of mind for your board

Discussion Groups
The Ontario Association of Police Service Boards (OAPSB) invites you to participate in our enriching discussion groups. By engaging in meaningful conversations with fellow community members, experts, and stakeholders, you can exchange valuable ideas and knowledge, share your insights, and learn from others' experiences.

Staying informed is another significant benefit of joining our discussion groups. You'll be up-to-date with the latest developments, trends, and challenges in policing, gaining access to exclusive information and resources that can help you make informed decisions.

Not a member of the OAPSB? Contact us for more information.

| EVERY 3RD WEEK | TUESDAYS | THURSDAYS |
|----------------|------------------------------------|----------------------|
| Monthly | Admin & Municipal Staff | Board Members |
| 12:00PM | | |

<https://oapcb.ca/events/>
training@oapcb.ca

Partner Perspective

30Forward: Advancing Women in Policing

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

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

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



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

A call to action

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

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

BENEFITS

Why Membership Matters More Than Ever

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

Governance protection for your board

Board Indemnification Insurance (Group Program)

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

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

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

Personal benefits for individual members

Medallion Home and Auto Insurance Program

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

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

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

Tools and support you can't get anywhere else

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

A simple reminder

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

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

Connect & Learn More

AGENDA ITEM #9.3.

Final Thoughts

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

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

New Administrator Handbook

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

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

New Social Media Channels Coming Soon

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

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

Quick Actions for Boards Right Now

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

Staying Connected

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

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