

Peterborough Police Service Board
Public Meeting Agenda: January 20, 2026 - 1:00 PM
(Held in the Hugh Waddell Boardroom and Via Teams)

1. Welcome

In accordance with Section 4 of the Board's Procedural By-law, the Executive Assistant will call the first meeting of 2026 to order.

2. Land Acknowledgement

We respectfully acknowledge that we are on the treaty and traditional territory of the Mississauga Anishinaabeg. We offer our gratitude to the First Peoples for their care for, and teachings about, our earth and our relations. May we honour those teachings.

3. Election of the Chair and Vice-Chair

According to the *Community Safety and Policing Act, 2019, Section 36 (1) and (2)*, the Board shall elect a Chair, and may elect a Vice-Chair, at the Board's first meeting in each year.

a) Call for Nominations for Chair

Moved by
Seconded by

That _____ be the Chair of the Peterborough Police Service Board for the year 2026. –

The Executive Assistant will now turn the meeting over to the Chair.

b) Call for Nominations for Vice-Chair

Moved by
Seconded by

That _____ be the Vice-Chair of the Peterborough Police Service Board for the year 2026. –

4. Appointments to the Committees

a) Labour Relations

i) Moved by
Seconded by

That _____ be appointed as the Chair of the Labour Relations Committee for 2026. –

ii) Moved by
Seconded by

That _____ be appointed as a Member of the Labour Relations Committee for 2026. –

b) Policy/Planning

i) Moved by
Seconded by

That _____ be appointed as the Chair of the Policy/Planning Committee for 2026. –

ii) Moved by
Seconded by

That _____ be appointed as a Member of the Policy/Planning Committee for 2026. –

c) Finance/Budget

i) Moved by
Seconded by

That _____ be appointed as the Chair of the Finance/Budget Committee for 2026. –

ii) Moved by
Seconded by

That _____ be appointed as a Member of the Finance/Budget Committee for 2026. -

d) Ontario Association of Police Service Boards - Zone 3

Moved by
Seconded by

That _____ and _____ be appointed as the Board's OAPSB Zone 3 representatives for 2026. -

5. Approval of the Agenda

Moved by
Seconded by

That the agenda of the Peterborough Police Service Board's public meeting of January 20, 2026 be approved as **circulated/amended**. -

6. Declaration of Conflict of Interest

A declaration of conflict of interest **was/was not** noted.

7. Approval of the Minutes

Moved by
Seconded by

That the Minutes of the December 16, 2025 Peterborough Police Service Board's public meeting be approved as **circulated/amended**. -

Delegations and Presentations

8. Presentation: 30Forward Initiative

The Board will receive a presentation on the 30Forward Initiative from Inspector Valerie Gates of Barrie Police Service.

Regular Portion of the Meeting

9. Chief's Remarks

Moved by
Seconded by

That the Board receive the Chief's verbal remarks. –

10. Chair's Remarks

Moved by
Seconded by

That the Board receive the Chair's verbal remarks. –

11. Policing Advisor/Liaison Remarks – Cavan Monaghan & Lakefield

Moved by
Seconded by

a) That the Board receive the Cavan Monaghan Policing Advisor/Liaison's verbal remarks from Mayor Graham. –

Moved by
Seconded by

b) That the Board receive the Lakefield Policing Advisor/Liaison's verbal remarks from Councillor Boyko. –

12. Correspondence

Moved by
Seconded by

That the following correspondence be received as one omnibus motion:

a) Inspector General of Policing

Inspector General Memo #8 dated December 15, 2025: Public Release of the First Decisions by the Inspector General of Policing with Accompanying Findings Reports.

b) Chief of Police

Letter dated January 9, 2026 from Chief Betts to Councillor Riel.

c) Solicitor General

Letter dated January 12, 2026 re: the powers and roles of municipalities, mayors and police service boards in establishing a police service board budget, particularly in municipalities with Strong Mayor Powers.

Reports to be Received for Information

13. Administrative Police Facility - Update (Standing Item)

Moved by

Seconded by

That the Board receive the verbal update regarding the new administrative police facility at 1421 Lansdowne Street from Staff Inspector Peter Sejrup. –

14. Annual Report on Secondary Activities

Moved by

Seconded by

That the Board receive the 2025 Annual Report on Secondary Activities from Chief Betts. -

15. Annual Assessment of the Workplace Violence, Discrimination and Harassment Prevention Procedure

Moved by

Seconded by

That the Board receive the 2025 Annual Assessment of the Workplace Violence, Discrimination and Harassment Prevention Procedure from Lisa Smith, People Services Manager, and Chief Betts. –

16. People Services 2025 Q4 Staffing Level Report

Moved by
Seconded by

That the Board receive the 2025 Q4 Staffing Level Report from Lisa Smith, People Services Manager, and Chief Betts. -

17. Annual Accounting of the Auction Fund

Moved by
Seconded by

That the Board receive the 2025 Annual Accounting of the Auction Fund Report from the Executive Assistant. -

Reports Requiring Discussion and/or Decision

Nil

Committee Reports

Nil

Unfinished Business

18. Auction Fund Announcements

Moved by
Seconded by

That the Board receive the Public Announcements of Auction Fund Grants from the Executive Assistant. -

New Business

19. 2026 CAPG Membership Renewal

Moved by
Seconded by

That the Board authorize the Executive Assistant to renew its 2026 annual Canadian Association of Police Governance membership and pay the annual membership fee of \$2,220. -

20. Approval To Go In-Camera

Moved by
Seconded by

That the Peterborough Police Service Board move into closed session for consideration of confidential matters pursuant to Section 44(a) through (l) of the *Community Safety and Policing Act, 2019*, including, but not limited to, for subject matter related to potential litigation, human resources matters and legal matters that are subject to solicitor-client privilege. –

The Chair will recess the public meeting and the Board will move to closed session.

The Chair will reconvene the public meeting.

21. Ratification and Adjournment

Moved by
Seconded by

That the Board ratify all actions of today's date and the public meeting be adjourned. –

**Peterborough Police Service Board
December 16, 2025 – Public Minutes**

Minutes of the public meeting of the Peterborough Police Service Board held in the PPS Training Room and virtually via Teams.

Members Present: (In Person)	Mary ten Doeschate, Chair Drew Merrett, Vice-Chair Mayor Jeff Leal Councillor Gary Baldwin
Also Present: (In Person)	Stuart Betts, Chief of Police Jamie Hartnett, Deputy Chief of Police Lisa Wilson, Executive Assistant to the Board
Guest Present: (In Person)	Ryan Berrigan, Policing Advisor, SOLGEN
Guest Present: (Via Teams)	Mayor Matthew Graham, Cavan Monaghan Policing Liaison
Regrets:	Steve Girardi, Member Councillor John Boyko, Lakefield Policing Liaison

1. Welcome

The Chair called the meeting to order at 1:00 pm.

2. Land Acknowledgement

We respectfully acknowledge that we are on the treaty and traditional territory of the Mississauga Anishinaabeg. We offer our gratitude to the First Peoples for their care for, and teachings about, our earth and our relations. May we honour those teachings.

3. Approval of the Agenda

Moved by Jeff Leal
Seconded by Drew Merrett

That the agenda of the Peterborough Police Service Board's public meeting of December 16, 2025 be approved as circulated. –

CARRIED

4. Declaration of Conflict of Interest

A declaration of conflict of interest was not noted.

5. Approval of the Minutes

Moved by Jeff Leal
Seconded by Drew Merrett

a) That the Minutes of the October 21, 2025 Peterborough Police Service Board's public meeting be approved as circulated. –

CARRIED

Moved by Jeff Leal
Seconded by Drew Merrett

b) That the Minutes of the November 19, 2025 Peterborough Police Service Board's special public meeting be approved as circulated. –

CARRIED

6. Civilian Commendations

Presentation of Peterborough Police Service Civilian Commendations.

7. Recognition and Thanks: Dr. Michael Burger

Presentation to Dr. Michael Burger on his retirement, in recognition of 37 years of support to Peterborough Police Service members.

8. Chief's Remarks

Moved by Gary Baldwin
Seconded by Drew Merrett

That the Board receive the Chief's verbal remarks. –

CARRIED

9. Chair's Remarks

Moved by Jeff Leal
Seconded by Drew Merrett

That the Board receive the Chair's verbal remarks. –

CARRIED

10. Policing Advisor/Liaison Remarks – Cavan Monaghan & Lakefield

Moved by Drew Merrett
Seconded by Jeff Leal

a) That the Board receive the Cavan Monaghan Policing Advisor/Liaison's verbal remarks from Mayor Graham. –

CARRIED

b) That the Board receive the Lakefield Policing Advisor/Liaison's verbal remarks from Councillor Boyko. –

Nil

11. Correspondence

Moved by Jeff Leal
Seconded by Drew Merrett

That the following correspondence be received as one omnibus motion:

- a) **Fleming College:** Letter of Thanks for ongoing support through the annual Police Service Board Award.
- b) **City of Sarnia:** Letters dated December 5 and October 28, 2025 to the Solicitor General re: Financial Relief for Municipally-Policed Communities.
- c) **Solicitor General:** Letter dated December 11, 2025 re: Combatting and preventing hate-motivated crimes through dedicated enforcement and investments. –

CARRIED

12. Administrative Police Facility Update (Standing Item)

Moved by Drew Merrett
Seconded by Jeff Leal

That the Board receive the verbal update regarding the new administrative police facility at 1421 Lansdowne Street from Staff Inspector Peter Sejrup. –

CARRIED

13. Third Quarter Safer Public Spaces Initiative Update

Moved by Gary Baldwin
Seconded by Jeff Leal

That the Board receive the Third Quarter Safer Public Spaces initiative update from Chief Betts. –

CARRIED

14. Third Quarter Community F.I.R.S.T. Initiative Update

Moved by Jeff Leal
Seconded by Drew Merrett

That the Board receive the Third Quarter Community F.I.R.S.T. initiative update from Chief Betts. –

CARRIED

15. Third Quarter Complaints Report

Moved by Drew Merrett
Seconded by Jeff Leal

That the Board receive the 2025 Third Quarter Complaints Report from Acting Inspector Ryan Wilson and Chief Betts. –

CARRIED

16. Third Quarter Occurrence Statistics (All Violations) Report

Moved by Gary Baldwin
Seconded by Jeff Leal

That the Board receive the 2025 Third Quarter Occurrence Statistics Report from Inspector Ralph and Chief Betts. –

CARRIED

17. Third Quarter Contract Policing Reports: Cavan Monaghan and Lakefield

a) Cavan Monaghan

Moved by Gary Baldwin
Seconded by Drew Merrett

That the Board receive the 2025 Third Quarter Policing Activity Report for Cavan Monaghan Township from Inspector Ralph and Chief Betts. –

CARRIED

b) Lakefield

Moved by Drew Merrett
Seconded by Jeff Leal

That the Board receive the 2025 Third Quarter Policing Activity Report for the Ward of Lakefield from Inspector Ralph and Chief Betts. –

CARRIED

18. Third Quarter Crime Statistics Report

Moved by Drew Merrett
Seconded by Jeff Leal

That the Board receive the 2025 Third Quarter Crime Statistics Report from Inspector Elliott and Chief Betts. –

CARRIED

19. Community Perception Survey 2025

Moved by Drew Merrett
Seconded by Jeff Leal

That the Board receive the Community Perception Survey 2025 Report from Sandra Dueck, Manager of Strategic Communication Services, and Chief Betts. –

CARRIED

20. Finance/Budget Committee

Third Quarter Financial Report for the Board Accounts

Moved by Drew Merrett
Seconded by Jeff Leal

That the Board receive the 2025 Third Quarter Financial Report for the Board Accounts from the Executive Assistant. –

CARRIED

21. Finance/Budget Committee

Third Quarter Financial Performance Report for the Service

Moved by Drew Merrett
Seconded by Jeff Leal

That the Board receive the 2025 Third Quarter Financial Performance Report for the Service from Tia Nguyen, Manager of Financial Services, and Chief Betts. –

CARRIED

22. Peterborough Council Resolution – Stable Funding for Police Service Boards

Moved by Drew Merrett
Seconded by Jeff Leal

That the Board receive for consideration and endorsement the Peterborough City Council resolution made November 3, 2025 regarding stable funding for Police Service Boards. –

CARRIED

23. 2026 OAPSB Membership Renewals

Moved by Jeff Leal
Seconded by Drew Merrett

That the Board receive the OAPSB email dated October 31, 2025 and authorize the Executive Assistant to renew its 2026 Ontario Association of Police Service Board memberships as follows:

- a) Ontario Association of Police Service Boards - \$9,797.10;
- b) Ontario Association of Police Service Boards – Zone 3 - \$150.00. –

CARRIED

24. Approval To Go In-Camera

Moved by Gary Baldwin
Seconded by Drew Merrett

That the Peterborough Police Service Board move into closed session for consideration of confidential matters pursuant to Section 44(a) through (l) of the *Community Safety and Policing Act, 2019*, including, but not limited to, for subject matter related to potential litigation, human resources matters and legal matters that are subject to solicitor-client privilege. –

CARRIED

The Chair recessed the public meeting at 2:14 pm.

The Chair reconvened the public meeting at 4:29 pm.

25. Ratification and Adjournment

Moved by Drew Merrett
Seconded by Jeff Leal

That the Board ratify all actions of today's date and the public meeting be adjourned at 4:30 pm. –

Read and approved this 20th day of January, 2026.

Lisa Wilson, Executive Assistant

Chair



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

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

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

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

Inspector General of Policing Memorandum

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

FROM: Ryan Teschner, Inspector General of Policing of Ontario

DATE: December 15, 2025

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

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

Two types of IG Decisions

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

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

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

Importance of an organizational process for Decision review and application

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

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

Staying up to date on Decisions and contacting your Advisor

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

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

Sincerely,



Ryan Teschner
Inspector General of Policing of Ontario

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



Stuart Betts, Chief of Police
Jamie Hartnett, Deputy Chief of Police
Peterborough Police Service
500 Water Street, PO Box 2050
Peterborough, Ontario, K9J 7Y4
Main Phone 705 876-1122
Executive Fax 705 876-6005
Operations Fax 705 743-1540
Website – www.peterboroughpolice.com

January 9, 2026

Sent by email

Councillor Riel,

On December 1, 2025, during a General Committee meeting, you addressed Council with a number of comments presented as fact and at one point stated, “correct me if I’m wrong”. This correspondence has been drafted in response to your comments and that invitation.

As Chief of Police for the Peterborough Police Service, I appreciate City Council’s investment in the police service with significant budget increases in 2024, 2025 and now, 2026. As I have said after almost a decade of the budget being held at an average of 3%, we are in an unenviable position of having to close the gap between what is required and what was not maintained in regard to policing, through past budgets. We know this will not happen in one or two or even three budget cycles and I have been clear in that message.

The budget submissions and investments are important to ensure the safety of the community.

As Chief of Police, I have serious concerns with the comments you made when you presented your motion during the General Committee meeting on December 1, 2025. I will not speak at length to your comment in which you said “... they [Police Services Board] held a 20-minute virtual meeting and basically gave City Council, and tax payers of the City of Peterborough a proverbial middle finger...” as that is a matter for the Police Service Board to pursue, if they choose to do so, but I will offer comment, that your language and contemptuous characterization of their decision is dishonourable, misinformed and does a discredit to the time, effort and work that was undertaken over a six month period of time creating a budget. From a City Councilor who has declared his desire to be Mayor and intention to seek that position in the 2026 Municipal election, this tone and obvious contempt is concerning.

The information below is a detailed correction to the misinformation you provided in the December 1st public session of Council, many of which comments you repeated on December 8, 2026. I am sure you would agree that it is crucial that the information presented by Councillors is factually accurate, and where a Councillor presents information that is not factually accurate, they ought to make an equally public correction.

In your statement:

You said the current (2026) budget request by the police service was 9.92%. This is not true.

The correct budget request was **9.22%**

You said the original budget request was 9.98%. This is not true.

The correct number was 9.8% - which was also below the 10% that was ear-marked in the draft budget book and originally presented, by me, to Council in June 2025.

You stated that the police budget is the largest driver of the city budget. And went on to say that a single department [police budget] is driving the entire tax increase in the city of Peterborough. This is not true.

Your statement about the police budget driving the entire tax increase is more than hyperbolic rhetoric, it is reckless and so far removed from the truth, that one can only conclude that you have a anti-police bias that is evidently contrary to your performative announcement that you support public safety and the police. The truth is that the amount of the 2026 budget, that all external agencies (which includes the police) represents, amounts to 1.76% of the 6.56% increase, with the City's operating budget increase representing 2.11% and infrastructure and capital representing 2.16%, both of which exceed the police budget impact.

You said it was stated in the *Community Safety and Policing Act (CSPA)* that police services have until 2027 to comply. This is not true.

I am not sure where you got this information that you said is stated in the *Act*, perhaps you might provide a section number for that as I am unable to find that.

What I have stated to Council is that the OACP (Ontario Association of Chiefs of Police) has estimated they expect the earliest any police service will be able to meet full compliance with the new *Act* is 2027.

If you are able to provide me with the section of the *Act* you are referring to, that would be helpful as even if your assertion that 2027, is the date of compliance, that date takes effect at the end of the 2026 budget year – the same budget year that we brought our budget before Council, with the intention of working toward compliance. This is three years after the coming into force of the *Act* and not the two years you have stated.

Further, you will recall that I have been very vocal about the fact that this *Act* was coming into force on April 1, 2024, and when I have done so, in a January 2023 session of Council, you challenged me on that comment stating, at the time, that it wasn't guaranteed to happen, and you used that argument to push back against the budget request at that time. The fact is, it is here and we must comply.

You suggest the list of 10 hires was a “want” list not a “need” list. This is your opinion and is not factually supported.

For clarification, what was included in the budget submission was the equivalent of 10 full-time positions. The budget request included staffing for two sworn positions (which were deferred in the 2025 budget submission, as part of Council's request to reduce that budget by 1%) and six full-time civilians and four part-time positions.

The need for civilian positions is to address the administrative workload that is being generated by the sworn officers significant increase in arrests, and charges, in addition to an increase in calls for service, not to mention the demands by the public, and requirements for more timely disclosure for court cases as mandated by the Ontario Court of Justice, Chief Justice. In fact, you will recall that during the 2026 budget process (Nov. 17th) you forwarded me an e-mail from a citizen asking why

the wait for a background check was going to take 21 days. I explained then and do so again, workload that exceeds staffing levels is the reason why.

You indicated that we have asked for one new police constable and that we have just hired five.

This statement is misleading at best. Yes, we have hired police officers in 2025, and that was to fill the two positions included in the 2025 budget and to backfill others as a result of retirements and resignations. Surely you are not suggesting that backfilling vacancies is the equivalent of net new officers?

For further clarity – the rank of Detective Constable is a constable serving in a detective function. It is not a promotion as you stated. The rank of Detective is equivalent to Sergeant and is a promotion. You will find the rank structure of police services in Ontario in O. Reg. 399/23, but if you would like further clarity on rank structure, please feel free to ask me.

You stated that City staff could assist in certain roles (Finance, IT, Police recruiter) related to the request for positions.

This is not realistic given the specific technical knowledge and requirements for these positions in a policing environment. Furthermore, your statement is predicated on your assumption that the City has sufficient capacity to take on such workload: I am quite confident they do not.

City staff are competent professionals, who are subject matter experts in a municipal environment; however, none have the specific knowledge required to properly manage a police service of our size. This was confirmed by the recent response by Carrie Rucska, Director of Information Technology for the City, when you asked her during the November 18th budget meeting if PTS could provide the I.T. services required by the Police Service, presumably as a means of fact checking me and my assertion as Chief of Police, that the policing needs were not being met.

Further, on the matter of a City I.T. staff member being “seconded” to the Police Service for 5 or 6 years and that you don’t believe that they don’t know what they are doing for the police. This is not true.

I am the person you should ask that question of, but you did not ask. Fortunately, you have now fact checked my previous assertions on this matter, with Carrie Ruscka, and she confirmed what I had previously told you in Council.

Your statement about a seconded member is partially correct but inaccurately positioned. For decades, the Peterborough Police Service transferred approx. \$320,000 to the City for I.T. support. That included having an I.T. resource working from the police station. One person is insufficient to meet the needs of the police service, and the extremely specific software and hardware we utilize. Furthermore, that resource had not worked in the police station since April of 2025 as PTS worked on their migration to becoming a city department.

You are not and have not been a member of the Police Service Board, therefore, you cannot possibly possess the current knowledge of a subject matter expert in what a modern police service requires.

You singled out an employee of the Police Service, stating that you sit on a Board with the Manager of Finance for the Police Board and while you went on to say that she is a lovely women and hard-working, but we have a Finance Department that can ask and help out here.

You flippantly make this statement in total ignorance of what is required to manage the finances of a police service, and clearly without regard for whether the city finance department even has capacity. While I do not believe you intended it, you denigrated the work and efforts of this person, who single-handedly has been managing the finances for a multi-million-dollar public institution for several years by suggesting the City finance department could do so this work, without any insight or subject matter expertise.

You questioned the need for a recruiter position, stating that the City staff could perform this function.

For your awareness, there is one full-time civilian recruiter for the Police Service, and we rely on the assistance of a sworn member(s) to assist, on a part-time basis. Each recruitment process can take between 2 and 5 months for a civilian position, depending on the role and candidate success at each level of testing. To hire a police officer is an 8-to-9-month process, much of which is dictated by the requirements of the Ontario Government. The level of workload is not sustainable for a single individual.

Furthermore, in order to recruit for sworn police personnel the person must be a member of a Police Service and have taken the required training courses provided through the Ontario Association of Chiefs of Police. City staff do not meet either or any of those criteria. Your comments are again without any grounding in policing, which is Police Boards, consisting of individuals who are provided the required background information, and not City Councillors are tasked with management of police service governance and oversight.

You said that since 2022 there have been 59 hires, and that Council has done their 'bit' for the 'police force'.

If the implication is that these were **net new positions**, then **it is not true**.

To date, the number of **net new staff** hired since 2022, is the equivalent of 25FTE. The number you have referenced is closer to the total number of people who have been hired, representative of new employees as well as those hired to backfill vacancies.

Although the number 59 is *close* to being correct, **it is not accurate and is not true**.

You stated that a reduction of the budget request to 7% would be a savings of \$1.05M. This is not true.

The correct impact, based on the correct budget request, would be \$837,968. I will remind you that you quoted, as fact, several budget requests that were not true. The budget request that was put before Council and which was sent back to the Board for consideration, was 9.22%.

Finally, you stated that Council is spending \$91M to a build a new police station. This is not true.

While I will concede that a Class B and Class A estimates have yet to be completed, as you have seen in several Reports given to Council, by City Staff, is that the current project total, (based on a Class 'C' estimate, as it relates specifically to police, is \$81M and that is for **renovations at two buildings**. The additional \$10 million represents the portion of the facility on Lansdowne Street ear-marked for future City use/designation.

To conclude, virtually all of your comments about the police and police budget were inaccurate at best, and outright untrue at worst. These disingenuous comments were delivered in a public forum where it would be reasonable to expect that they would be taken as factual by the public.

I recognize and appreciate the Council has an arduous task. I also recognize that Council and Councillors have a fiduciary responsibility to the taxpayers, made even more challenging in tough economic times. But I also recognize that Council (and the Municipality) that maintains a municipal board shall provide the board with sufficient funding to comply with the CSPA, including ensuring the Police Service Board can provide Adequate and Effective Policing, including the prescribed equipment and training. Further, the Municipality has a statutory requirement to provide funding for adequate Court Security (a cost outside of Adequate and Effective Policing).

This is a marked difference from some of the other Boards you referenced, where funding streams originate from more than just the City, which helps to reduce the direct ask on City Council. This is not an “apples to apples” analogy, as you tried to frame it.

This Police Service has worked hard to enhance and improve service delivery since my appointment in 2023. This is, in part, thanks to support from Council, through the budgeting process, but make no mistake, this service delivery is for the community of Peterborough, and for the citizens of Peterborough, and when you use inflammatory rhetoric such as “this Council has done our bit for the police force... we have done our duty for the police” you are implying that the provision of Adequate and Effective Policing has been met, and yet, many times throughout the year, you and others on Council, reach out with concerns that not enough is being done, which is contrary to your implied statement.

I welcome open dialogue, debate and criticism, but please do so on a foundation of facts.

I hope that you will correct the information that you confidently, yet inaccurately, provided to Council and those present for the meetings and that you will do so in an equally public forum.

Respectfully,



Stuart Betts M.O.M, LL.M, MBA, CRM, CCMP, CMMIII Police Executive
Chief of Police
Peterborough Police Service

Cc:

Mayor Leal	Councillor Baldwin
Councillor Lachica	Councillor Bierk
Councillor Crowley	Councillor Vassiliadis
Councillor Haacke	Councillor Beamer
Councillor Parnell	Councillor Duguay
CAO Raina	City Clerk John Kennedy
Police Service Board Chair Mary ten Doeschate	

Solicitor General

Office of the Solicitor General
25 Grosvenor Street, 18th Floor
Toronto ON M7A 1Y6
Tel: 416 326-5000
Toll Free: 1 866 517-0571
Minister.SOLGEN@ontario.ca

Solliciteur général

Bureau du solliciteur général
25, rue Grosvenor, 18^e étage
Toronto ON M7A 1Y6
Tél. : 416 326-5000
Sans frais : 1 866 517-0571
Minister.SOLGEN@ontario.ca

**Ministry of
Municipal Affairs
and Housing**

Office of the Minister
777 Bay Street, 17th Floor
Toronto ON M7A 2J3
Tel.: 416 585-7000

**Ministère des
Affaires municipales
et du Logement**

Bureau du ministre
777, rue Bay, 17^e étage
Toronto (Ontario) M7A 2J3
Tél. : 416 585-7000

234-2025-5952

132-2025-4900

By email

January 12, 2026

To Mayors and Chairs of Police Service Boards in Strong Mayor Power Municipalities,

We are writing to provide information on the powers and roles of municipalities, mayors, and police service boards in establishing a police service board budget, particularly in municipalities with Strong Mayor Powers.

In a strong mayor municipality, the Head of Council has the responsibility to prepare and propose the municipal budget on or before February 1 of each year, which would be subject to a council amendment, head of council veto and council override process.

This municipal budget includes estimates of amounts required during the year, including any amounts required for boards, such as the police service boards budget established in accordance with the *Community Safety and Policing Act, 2019* (CSPA). **The Head of Council's strong mayor budget powers do not include the power to limit police service board budget increases or veto estimates submitted by police service boards.**

The CSPA provides the purposes for which the funding is to be provided to a police service board, establishes a process for submitting budget estimates, municipal approval of such a budget, and the mechanisms available to address disagreements.

Under section 50 of the CSPA, a police service board must submit their operating and capital estimates to the municipality, which is then responsible for establishing an overall budget for the police service board. **Although municipalities are not required to adopt the board's estimates as submitted, they cannot approve or reject specific line items within the estimates.** Municipalities are required to provide police service boards with sufficient funding to comply with the CSPA and its regulations, as well as pay the expenses of the board's operation, excluding remuneration for board members.

There are dispute resolution mechanisms established under the CSPA to address situations in which a police service board is not satisfied that the budget is sufficient to permit the board to comply with the legislation and pay for the board's operation.

The CSPA provides two dispute resolution pathways: the board and municipality may jointly apply to the Commission Chair of the Ontario Police Arbitration and Adjudication Commission (OPAAC) to appoint a conciliation officer, or the board may give the municipality written notice referring the matter to arbitration.

In arbitration, a municipality can argue, among other things, that costs could be reduced if the board entered an agreement to receive services from another police service. If the municipality can show that the board could reasonably have obtained policing services under an agreement (under section 14 of the CSPA, with another police service board or the Commissioner of the Ontario Provincial Police) at a lower cost while still meeting applicable standards, the arbitrator cannot deem the budget insufficient to the extent of the amount that could have been saved by entering into the agreement.

For example, if a police service board seeks funding for a \$15 million policing budget, and the municipality can demonstrate that equivalent services meeting all standards could have been provided through a budget at \$13 million, where some services are provided pursuant to an agreement with another police service, in this case, the arbitrator could not find the budget insufficient to the extent of the additional \$2 million.

Following arbitration, the municipality shall amend the board's budget to reflect the arbitrator's decision.

Thank you for your continued leadership and commitment to protecting our communities. Please consider this information as you work toward establishing police service budgets. If you or your administrative staff require additional information, please contact Nicole Rogers, Manager, Community Safety Policy Unit, Ministry of the Solicitor General, at Nicole.Rogers@ontario.ca or Shira Babins, Manager, Financial Analysis and Reporting Unit, Ministry of Municipal Affairs and Housing, at Shira.Babins@ontario.ca.

Your work and dedication are important in advancing shared priorities and strengthening public safety to protect Ontario.

Sincerely,



The Honourable Michael S. Kerzner
Solicitor General



The Honourable Rob Flack
Minister of Municipal Affairs and Housing

c: Chiefs of Police

Clerks and CAOs, Strong Mayor Powered Municipalities



Peterborough Police Service Board - **Board Report**

Public Session

To: Members of the Peterborough Police Service Board
From: Stuart Betts, Chief of Police

Report Date: January 2, 2026
Meeting Date: January 20, 2026
Subject: Secondary Activities

Purpose

This Report has been submitted to inform the Board of the number of members of the Service who have applied for authorization, pursuant to section 89 of the *Community Safety and Policing Act (CSPA)*, to engage in Secondary Activities, outside of their employment with the Service.

Secondary activities do not include Paid Duties, or scheduled overtime.

Recommendation

It is recommended that the Board receive this Report for their information.

Strength Impact

Not applicable

Budget and Financial Implications

Not applicable

Background

Section 37 of the CSPA, (responsibilities of the Boards) states, in part, that a board shall:

(1)(h) monitor the chief of police's decisions regarding the restrictions on secondary activities set out in section 89 and review the reports from the chief of police on those decisions.

The Board does not have a specific Policy or guideline to govern secondary activities or reporting frequency. However, in 2024, the Chief initiated an annual reporting process to the Board which includes the types of secondary activities members are engaged in.

Section 89 of the CSPA, (restrictions on secondary activities) states, in part, that:

(1) A member of a police service maintained by a police service board shall not engage in any activity,

(a) that interferes with or influences adversely the performance of his or her duties as a member of a police service, or is likely to do so;

(b) that places him or her in a position of conflict of interest, or is likely to do so;

(c) that would otherwise constitute full-time employment for another person; or

(d) in which he or she has an advantage derived from being a member of a police service.

The Police Service's Procedure, AI-039 Secondary and Political Activities, was updated in 2023, to introduce a standard request form and conflict of interest disclaimer which captures greater detail about each request, including tracking the decision of the Chief. This form ensures sufficient and consistent information is provided by members to allow the Chief to assess risk to the Organization prior to making a decision, including whether a conflict of interest or intellectual property disclaimer is required as a condition of approval.

These forms are considered personnel records and are filed in the Chief's Office.

Summary

Ten requests to engage in secondary activities were received in 2025.

Below is a high-level summary of the activities member's sought permission to engage with.

No.	Sworn / Civilian	Type of Activity	Approved Y/N	Disclaimer Y/N
1	Civilian	Harm reduction work within the CTS	No	n/a
2	Civilian	Barber – work from home	Yes	No
3	Sworn	Volunteer with sports team	Yes	No

No.	Sworn / Civilian	Type of Activity	Approved Y/N	Disclaimer Y/N
4	Civilian	Contract Worker – Community Living	Yes	No
5	Civilian	Volunteer with Peterborough Humane Society	Yes	No
6	Sworn	Board member	Yes	No
7	Civilian	Instructor – College	Yes	Yes
8	Civilian	Online Retail self-employment	Yes	No
9	Civilian	Security Guard (one shift only)	Yes	No
10	Civilian	Instructor – College	Yes	Yes

This procedure, and reporting process, allows for greater scrutiny and assessment of risk and/or conflict related to secondary activities of the Service's members. It is anticipated that additional members are already engaged in secondary activities, at the approval of former Administration(s).

Submitted by: Stu Betts, Chief of Police

Peterborough Police Service Board - **Board Report**



Public Session

To: Chair and Members of the Peterborough Police Service Board
From: Lisa Smith, People Services Manager
Report Date: Wednesday, December 17, 2025
Meeting Date: Tuesday, January 20, 2026
Subject: Annual Assessment of the Workplace Violence, Discrimination and Harassment Prevention Procedure

Purpose

To inform the Police Service Board of the annual risk evaluation of the Workplace Violence, Discrimination, and Harassment Prevention Procedure AI-016. It aims to assess the effectiveness of current measures, highlight identified risk factors, and outline actions taken to mitigate these risks.

Recommendation

It is recommended that the Board receive this Report for their information.

Strength Impact

Not Applicable

Budget and Financial Implications

Not Applicable

Background

This report provides the Police Service Board with the 2025 annual assessment of the Workplace Violence, Discrimination and Harassment Prevention Procedure. The assessment is based on the Workplace Violence Risk Assessment completed in February 2023 by the Public Services Health and Safety Association, which identified inherent risks

across Peterborough Police Service facilities related to public interaction, mobile and community-based work, and operational environments.

Some of the risks and recommendations identified in 2023 remain current and appropriate. The highest-priority mitigation measures were implemented in 2023, and the remaining recommendations continue to be monitored and planned for. Due to major facility renovations commencing in 2026, no substantive physical or structural changes occurred during the 2025 reporting period. PPS continues to rely on existing administrative and operational controls, including monthly workplace inspections and a formal issue-tracking process, to ensure ongoing due diligence and member safety.

Summary

The 2025 annual assessment confirms that some of the workplace violence, discrimination, and harassment risks identified in the 2023 Workplace Violence Risk Assessment remain current and unchanged. A comprehensive Workplace Violence Risk Assessment will be conducted in 2026 in alignment with the three-year review cycle of the April 2023 report, with appropriate internal resources or an external consultant assigned. The Workplace Violence, Discrimination and Harassment Prevention Procedure and its associated complaint forms have not been updated since 2022 and are scheduled for review in 2026, as no significant legislative or procedural changes have been identified that would indicate increased risk.

Prepared by: Lisa Smith, Manager-People Services

Reviewed by: Peter Sejrup, Staff Inspector

Submitted by: Stuart Betts, Chief of Police



Peterborough Police Service Board - Board Report

Public Session

To: Chair and Members of the Peterborough Police Service Board

From: Lisa Smith, People Services Manager

Report Date: Tuesday, December 16, 2025

Meeting Date: Tuesday, January 20, 2026

Subject: People Services 2025 Q4 Staffing Level Report

Purpose

A report for information purposes to the Police Service Board to provide an update on staffing and demographics for the Service, as of the fourth Quarter.

Recommendation

That the Board receive this Report for information.

Strength Impact

No new or additional impact on strength.

Budget and Financial Implications

No new or additional budget or financial implications.

Background

This report is prepared for the Peterborough Police Service Board to provide an update on the staffing and demographics for the Service.

As of December 15, 2025

Authorized Strength:

Sworn Authorized Strength:	165	Includes 8 over compliment for absences (153+8+2+1+1) *1 position for Staff Inspector. Additional headcount increases in 2025 for Training Officer and ERT Sergeant: (+2) new sworn positions and +1 for secondment position + 1 for Sgt.
Sworn Actual:	166	Sworn FTE (+1 for attrition planned in Q1 2026)
Sworn Deployable:	134	32 Not fully deployable (see summary below for details)

Total headcount is 271 (166 Sworn + 105 Civilian)

Civilian Strength:

Civilian Authorized Strength:	92 FT	12 PT	Authorized strength increased by +2 in 2025 for 911 Communicator positions.
Civilian Actual Strength:	93 FT	12 PT	Overcompliment: Crime Analyst wages covered by Solicitor General
Civilian Deployable:	82 FT	12 PT	11 not fully deployable

Non-deployable summary: Authorized and Civilian

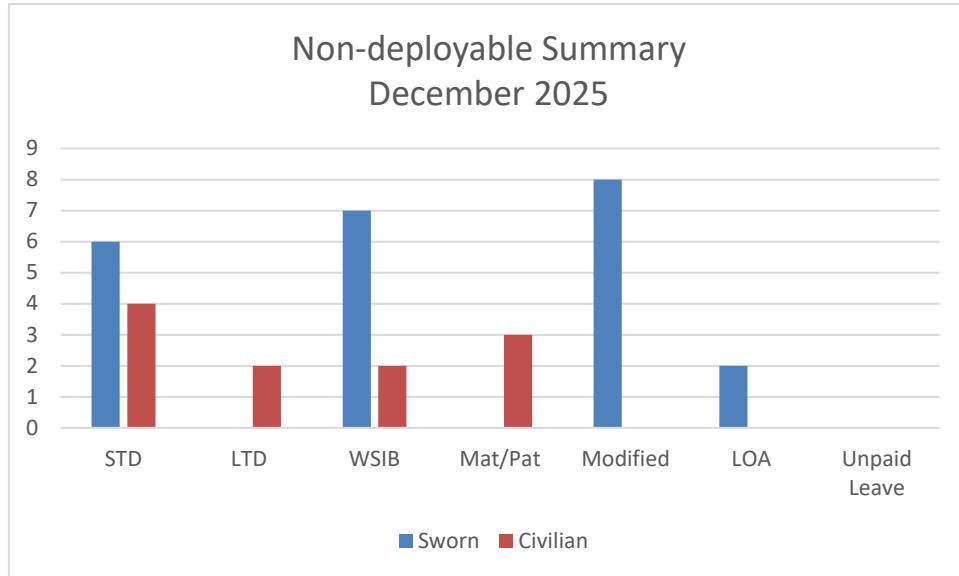
	STD	LTD	WSIB	Mat/Pat	Modified	LOA	Unpaid Leave	OPC/Coach/Secondment	Total (<i>non deployable</i>)
Sworn	6	0	7	0	8	2	0	9	32
Civilian	4	2	2	3	0	0	0	0	11
Total	10	2	9	3	8	2	0	9	43

**Note: Trainees still with Coach Officers are not considered full deployable as they have not completed their training to deploy on their own.*

Members on modified duties are in the workplace performing important functions; however, they may not be deployed in a full capacity owing to various limitations and restrictions.

As of December 15, 2025, 34 members were off on leave (23 Sworn, 11 Civilian) + 9 at OPC/Coach/Secondment = 43 Total non-deployable.

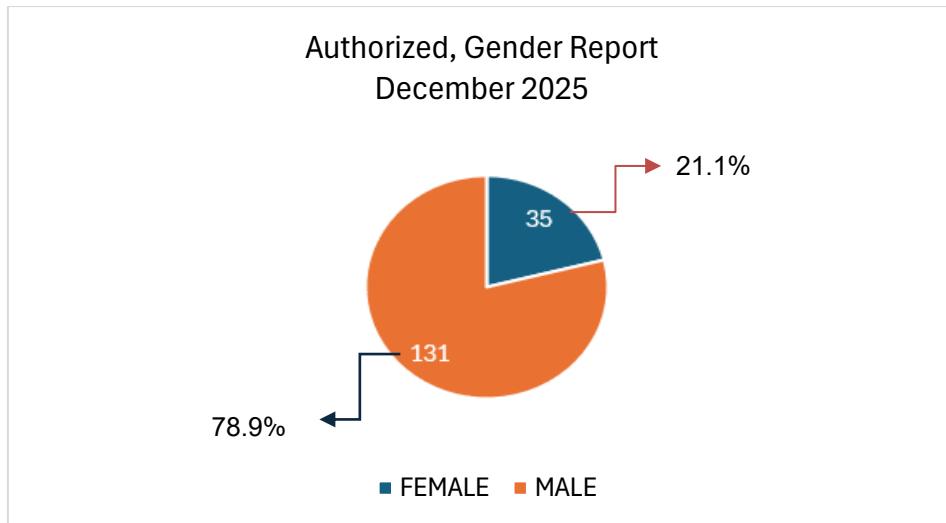
Non-deployable summary: Authorized and Civilian Continued



Summary chart does not include the following: two (2) members on secondment, three (3) new recruits at OPC, four (4) members with Coach Officer = *Nine (9) additional non-deployable members.

During the last quarter, there was movement from modified duties to sick leave, along with an increase in constable hiring and new recruit training. These factors contributed to a higher non-deployable count compared to the previous quarter. The Service concludes the quarter with forty (43) non-deployable members.

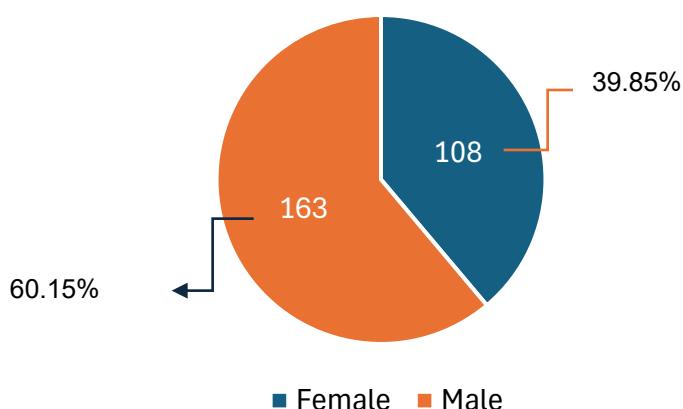
Gender Reports:



Note: In Q4, we hired three (3) males and one (1) female officer.

This report shows Sworn members only.

Peterborough Police, Gender Report
December 2025



Note: Fulsome gender report for comparison.

Includes Civilian and Sworn, full-time and part-time members.

Recruitment Update:

The Service continues to strengthen its recruitment and talent development pipeline through its academic partnership with Fleming College. Police Foundations students will be hosted in two waves of placements in 2026, one in January and one in March, for a total of eight (8) Police Foundation student placements. These placements provide valuable experiential learning opportunities while giving the service a talent pipeline for potential recruits.

Summary

During the 4th quarter of 2026, the Service continued to advance key modernization initiatives. The OSL cloud conversion project progressed, with training for supervisors now complete. The system conversion is scheduled to take place in February, following year-end, ensuring operational readiness and minimizing disruption.

The Joint Job Evaluation Committee remained active during this quarter, participating in training on the newly drafted job evaluation tool. The committee is currently reviewing preliminary evaluation results with Gallagher Consulting Group, which includes a new proposed pay banding structure that resulted from the completed job evaluations. This work continues to support pay equity, internal consistency, and transparency across roles within the Service. The committee will continue to work with Gallagher to finalize the new tool, pay equity review and banding structure and will communicate the results of the findings to the Board as there will be a financial impact to modernizing the pay bands.

Finally, the employee referral program, launched in the spring, continues to demonstrate positive outcomes. Three (3) member-referred candidates have successfully completed their probationary period. As recognition for successful referrals, participating members received flex time, reinforcing engagement and shared accountability in recruitment efforts.

Prepared by: Lisa Smith, People Services Manager

Reviewed by: Peter Sejrup, Staff Inspector

Submitted by: Stuart Betts, Chief of Police



Peterborough Police Service Board - Board Report (Public Session)

To: Chair and Members of the Peterborough Police Service Board
From: Lisa Wilson, Executive Assistant to the Board
Report Date: January 5, 2026
Meeting Date: January 20, 2026
Subject: 2025 Annual Reporting on the Auction Fund Account

Purpose

To provide the Board with an annual accounting of the Auction Fund account for 2025.

Recommendation

That the Board approve the recommendation outlined in this report, as follows:

That the Board receive the 2025 Annual Report on the Auction Fund Account from the Executive Assistant.

Strength Impact

N/A

Budget and Financial Implications

None. The Auction Fund account falls under Sections 258 and 259 of the *Community Safety and Policing Act, 2019* and is separate from the Board and Service budgets.

Background

This report is required under the Board's Financial Policy:

- 15.8 The Board Executive Assistant will report to the Board quarterly on all deposits and expenditures as well as the account balance.

2025 Revenue:

Revenue for 2025 increased significantly from 2024 (\$12,358.95) and was generated from both auction sales and seized/unclaimed/found money.

2025 Revenue	
Auctions:	
Jan '25	\$1,820.01
Feb '25	\$173.05
Jul '25	\$3,795.91
Sep '25	\$131.92
Dec '25	\$1,054.91
Seized/Unclaimed/Found Money:	
Jan '25	\$9,772.00
Jan '25	\$8,905.33
Aug '25	\$6,538.03
Total:	\$32,191.16

2025 Grants:

The Board approved 9 grants in 2025, totalling \$10,445.47; this fell within the guideline amount of \$12,358 based on 2024 revenue*.

2025 Grants	
Approved Grants (Disbursed):	
Trent University - Camp fYrefly (Feb '25)	\$1,000.00
Fleming College Board Award)(2024-2028) (May '25)	\$1,000.00
Lakefield Literary Festival (May '25)	\$1,000.00
Lakefield Community Garden (May '25)	\$1,125.00
PPA-Bruce Sayer Memorial Golf (Jul '25)	\$250.00
MADD Canada (Message Yearbook) (Sep '25)	\$360.47
Friendship Force (Dec '25)	\$3,000.00
Trent Valley Archives (Dec '25)	\$1,210.00
Lakefield Jazz Festival (Dec '25)	\$1,500.00
Total:	\$10,445.47

*Pursuant to the Board's Financial Policy, expenditures approved by the Board in any calendar year shall not normally exceed the revenue received in the immediately preceding year.

Accordingly, the Board has a guideline amount of \$32,191.16 available for auction fund grants in 2026.

2026 Pre-Committed Grants:

The Board has one pre-committed grant for 2026, namely an annual Fleming College Police Service Board Award.

Pre-Committed Grants for 2026	
Fleming College Board Award (2024-2028)	\$1,000.00
Total:	\$1,000.00

Auction Fund Investments:

In order to maximize interest returns, the Board has funds invested in a 100-day auto-renewing cashable TD Canada Trust GIC; interest earned is re-invested with the principal at each renewal. The balance on December 31, 2025 was \$87,037.70. The Board will next review its investment options in the second quarter of 2026.

2025 Auction Fund Investments	
GIC - auto-renew, cashable (Principal as of Nov 4 '25)	\$87,037.70
Total GICs:	\$87,037.70

Auction Fund Chequing Account:

2025 Auction Fund Chequing Account		
Balance on January 1st:		\$18,617.50
Expenditures:		
Approved Grants: (pre-committed grants - not disbursed yet):		
Approved Grants:	\$10,445.47	
Transfer to GIC Jul 23 '25	\$20,000.00	
Total Expenditures:	\$30,445.47	
	Subtotal:	-\$11,827.97
Revenue:		
Auctions, Seized/Unclaimed/Found Money		\$32,191.16
		\$20,363.19

Summary

The total Auction Fund revenue from all sources in 2025 was \$32,191.16 and grants were paid out totalling \$10,445.47. These grants helped to support community organizations such as Trent University's Camp fYrefly, Lakefield's Literary Festival, Community Garden and Jazz Festival, Friendship Force Cavan Monaghan, as well as continuing education by way of an annual Fleming College Board Award, and several other donations supporting both member and community wellness and public safety.

The total in the Board's Auction Fund account, including the chequing account and the GIC investment, was **\$107,400.89** as of December 31, 2025.

As a result, the Board is well placed to make Auction Fund grants that support initiatives benefitting the community in 2026.

Prepared and submitted by: Lisa Wilson, Executive Assistant



Memo (Public)

To: Chair and Members of the Board
From: Lisa Wilson, Executive Assistant to the Board
Date: December 19, 2025
Meeting Date: January 20, 2026
Subject: Public Announcements of the Auction Fund Grant

Excerpt from the Board's Financial Policy regarding the Auction Fund Account, section 15.6:

c) Grants will be announced in the next open session as well as correspondence with the applicants.

Announcement:

On December 16, 2025 the Board approved the following Auction Fund grants:

- **\$3,000 to Friendship Force Cavan Monaghan**
- **\$1,210 to Trent Valley Archives**
- **\$1,500 to the Lakefield Jazz Festival**

Lisa Wilson, Executive Assistant to the Board

Att.



Mary ten Doeschate, Chair

Drew Merrett, Vice-Chair

Mayor Jeff Leal

Councillor Gary Baldwin

Steve Girardi

December 29, 2025

Friendship Force Cavan Monaghan

Attention: Margaret Aldsworth/Tammy Murin/Deb Garrett

Dear Friendship Force Volunteers:

Re: Auction Fund Donation

At their meeting on December 16, 2025 the Board passed a motion approving an Auction Fund donation of \$3,000 to Friendship Force in support of its volunteer-led social club and drop-in program for local individuals aged 18-35 who are on the Autism Spectrum Disorder.

A cheque for this donation is enclosed.

Sincerely,

Lisa Wilson,
Executive Assistant

Encl.



Mary ten Doeschate, Chair

Mayor Jeff Leal

Drew Merrett, Vice-Chair

Councillor Gary Baldwin

Steve Girardi

December 29, 2025

Trent Valley Archives
567 Carnegie Avenue
Peterborough, ON K9L 1N1

Attention: Alan Brunger

Dear Mr. Brunger:

Re: Auction Fund Donation

At their meeting on December 16, 2025 the Board passed a motion approving an Auction Fund donation of \$1,210 to Trent Valley Archives in support of a project to increase the area of accessible storage of local archival documents.

I am pleased to enclose a cheque for this donation.

Sincerely,

Lisa Wilson,
Executive Assistant

Encl.



Mary ten Doeschate, Chair

Drew Merrett, Vice-Chair

Mayor Jeff Leal

Councillor Gary Baldwin

Steve Girardi

December 29, 2025

Lakefield Jazz, Art & Craft Festival

Attention: Al Grant

Dear Mr. Grant:

Re: Auction Fund Donation

At their meeting on December 16, 2025 the Board passed a motion approving an Auction Fund donation of \$1,500 to the Lakefield Jazz, Art and Craft Festival in support of the July 11, 2026 Festival.

I am pleased to enclose a cheque for this donation.

Sincerely,

Lisa Wilson,
Executive Assistant

Encl.



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communications@capg.ca.



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