

ANNUAL REPORT

2024 COBOURG POLICE SERVICE



2024

Territorial Acknowledgement

The Cobourg Police Service respectfully acknowledges that we are located in the traditional and treaty territory of the Michi Saagiig (Mississauga) and Chippewa Nations, collectively known as the Williams Treaties First Nations, which include: Curve Lake, Hiawatha, Alderville, Scugog Island, Rama, Beausoleil, and Georgina Island First Nations. We acknowledge that the Williams Treaties First Nations have been stewards and caretakers of these lands and waters, and that today remain vigilant over their health and integrity for generations to come. We are all Treaty people.

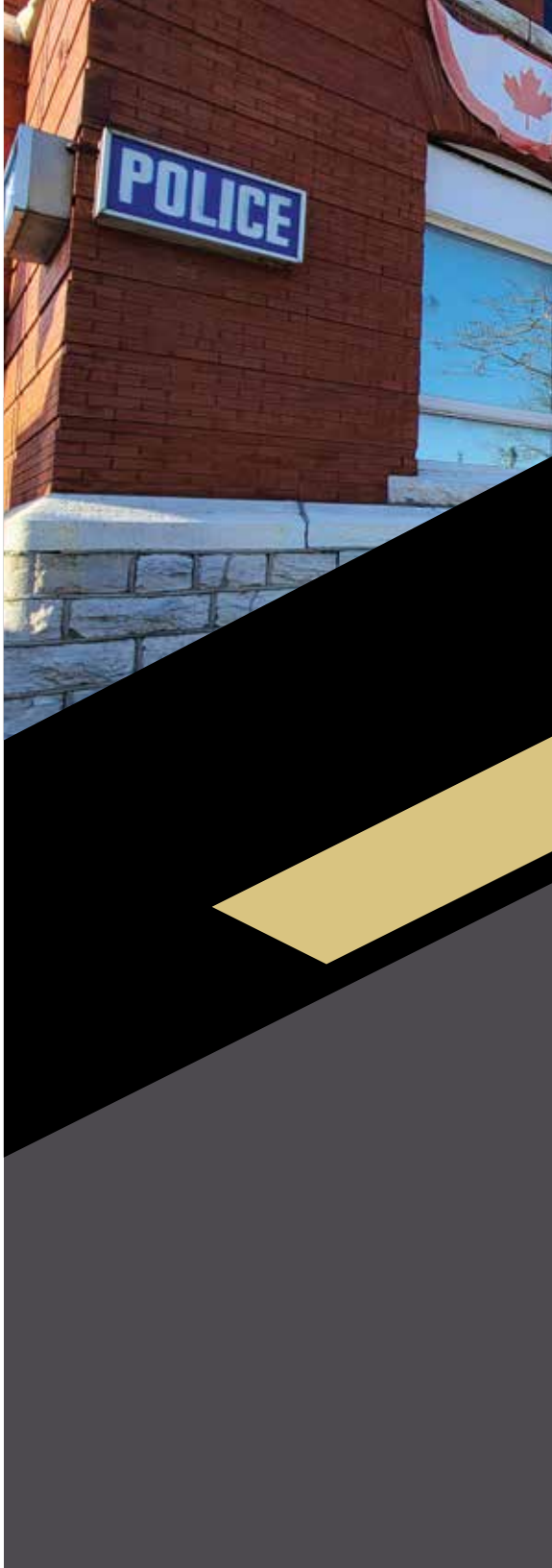


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↑ Increase from 2023 and trending up.

↓ Decrease from 2023 and trending down.



Mission

An adaptive and trusted community partner in protecting the safety, security, and quality of life in the Town of Cobourg.



Vision

Committed to excellence in policing and quality community service through our people, our partnerships, and our work.



Values

Community

Professionalism

Service

MESSAGE FROM THE CHAIR

ADAM BUREAU



As we reflect on the past year, we acknowledge the challenges and triumphs that have shaped our community's journey toward safety, equity, and collaboration. The 2024 Annual Report is a snapshot of the work and commitment demonstrated by

every member. As I step into the Chair role for 2025, the Cobourg Police Service Board will continue to build on the foundation established under the leadership of past chair Dr. Ron Kerr, remaining steadfast in our commitment to fostering a secure environment through governance and collaboration with the police service.

The implementation of Ontario's new Community Safety and Policing Act (CSPA) in April 2024 marks a significant milestone in our policing framework. This legislation introduces comprehensive reforms aimed at enhancing community safety, modernizing policing practices, and ensuring greater accountability.

Key Reforms Under the CSPA:

- **Enhanced Oversight:** The establishment of the Inspector General of Policing to monitor compliance and address misconduct within police services and boards.
- **Inclusive Governance:** Requirements for police service boards to develop diversity plans, ensuring representation that mirrors the communities we

serve.

- **Expanded Training:** Mandated training for board members on human rights, systemic racism, and cultural competency, fostering a more informed and responsive leadership.
- **Public Complaint Process:** The creation of the Law Enforcement Complaints Agency (LECA) to handle public complaints, ensuring transparency and trust in our policing practices.

I am pleased that all board members completed the mandatory training under the new Act, reaffirming our commitment to effective governance and community engagement.

We are also undertaking the development of our next strategic plan, which will integrate two citizen committee members. This approach underscores our commitment to fostering a police service that is not only effective but also representative of the community it serves.

Looking Ahead

I extend my thanks and appreciation to Chief VandeGraaf and all members of the Cobourg Police Service for their exceptional effort in 2024.

As we navigate the evolving landscape of community safety, the Cobourg Police Service Board remains dedicated to continuously assessing and adapting our strategies to address emerging challenges while strengthening relationships through collaboration and upholding the highest standards of accountability and openness in all our endeavours.

With Chief VandeGraaf and our dedicated officers, we will continue to serve the citizens of Cobourg with integrity, excellence, and unwavering commitment.

MESSAGE FROM THE CHIEF

PAUL VANDEGRAAF



Thank you for reviewing our 2024 Annual Report. This document reflects the unwavering dedication of our staff and volunteers in enhancing public safety within the Town of Cobourg. Public safety is a multifaceted issue. Our approach is guided by the Police Service's Strategic Plan, Northumberland County's Community Safety and Well-Being Plan, and the Town of Cobourg Strategic Plan. These frameworks evolve

through ongoing engagement and community feedback, emphasizing collaboration and a unified approach to address the root causes of crime through a shared commitment to social development.

In 2024, community feedback emphasized a strong desire for the police service to focus on our core mandate: law enforcement. Traditional law enforcement activities are vital in maintaining public safety through the rule of law. Directed patrols, investigations, and arrests are the foundational tools we utilize to ensure swift responses to emergencies and ongoing threats. By enforcing laws consistently and fairly, our service helped deter crime and held individuals accountable for unlawful behaviour. Enhanced visible police presence in our neighbourhoods prevented criminal activity and assisted in making people feel safer. I hope you will join me in applauding the efforts of our frontline officers and Criminal Investigation Bureau as they continued their great work, as reflected in the numbers you will see in the report.

Our law enforcement-first approach supports the justice system by collecting evidence, protecting victims, and testifying in court. Beyond basic crime control, our team serves as the first responders during accidents, natural disasters, and medical emergencies, saving lives and providing reassurance in moments of crisis. While law enforcement is crucial, we recognize that collaboration with community agencies is essential in addressing the broader determinants of crime. In 2024, we worked to find new ways to engage partners to improve

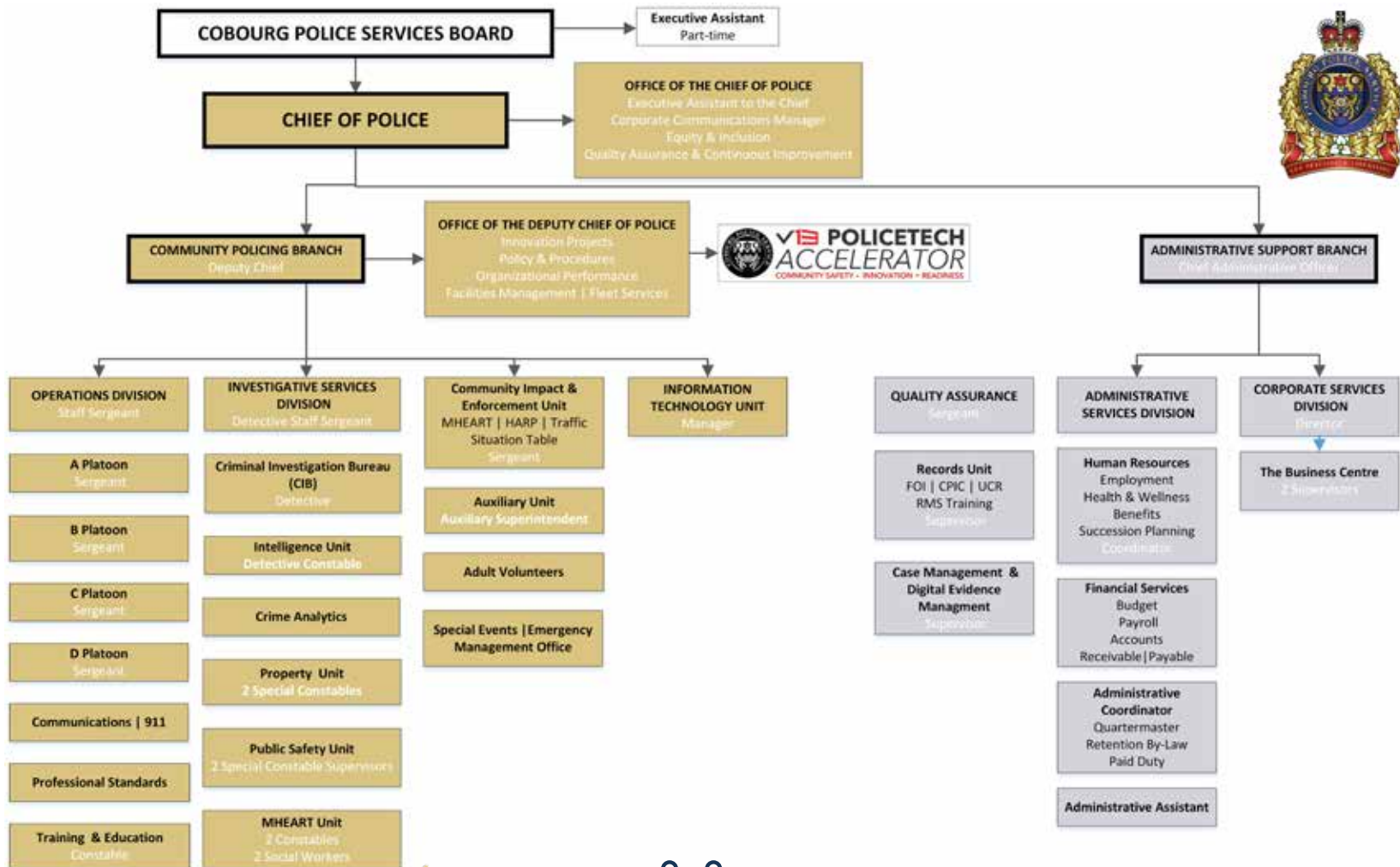
connections between the public and the services and support they need. Our partnerships with local organizations, educators, and businesses enhance our collective impact, fostering a safer and more resilient community.

Our auxiliary members exemplified the meaning of service above self and helped the service provide proactive crime prevention initiatives as well as community engagement opportunities throughout the year. Whether conducting a Crime Prevention Through Environmental Design Audit, partnering with organizations to help reduce food insecurity, or participating in nearly every community event, we could not accomplish what we do without their dedicated involvement.

Our sworn officers are supported by an exceptional team of civilian staff, each bringing essential skills to our service. From court administration staff meeting provincial demands for faster disclosure of court matters to our Special Constables performing roles beyond traditional court security, and our administration staff ensuring all necessary support is in place, everyone contributes to meeting community expectations.

Our Business Centre operates 24/7, leading Canada in processing criminal record checks. This initiative significantly reduces taxpayer costs through revenue generated by services. In 2024, over \$2.1 million was utilized to offset our \$10 million operational budget, a model unique in Canada. The Cobourg Police Service is governed by an engaged and committed Police Service Board ensures that our service aligns with strategic goals and meets the standards of adequate and effective policing. The implementation of the new Community Safety and Policing Act in 2024 introduced changes to governance for all police services in Ontario. Our Board led efforts to ensure our service's achievements align with these new standards, extending their work beyond monthly meetings and budget deliberations to ensure a unified approach to public safety. I am thankful for the efforts and collaboration every day.

While we take pride in our accomplishments, we acknowledge areas for improvement. Our commitment to community input remains essential as we strive to enhance our services. As we move forward into 2025, we will continue to focus our energy on our core mandate while collaborating with others to achieve the principal objective of public safety. Thank you for your continued support of the women and men of the Cobourg Police Service. Together, we will build a safer, more resilient community.



Town of Cobourg

BUSINESS CENTER

COBourg POLICE STATION



Collaboration



Innovation



Operational Excellence



Our People



Public Trust and Commitment

STRATEGIC PRIORITIES

In 2024, CPS made significant progress in advancing its 2022–2025 Strategic Plan, focusing on five key priorities: Collaboration, Innovation, Operational Excellence, Our People, and Public Trust and Commitment. These priorities guided the Service's efforts to enhance public safety and community engagement.

Throughout this report, icons representing these strategic priorities are included in the bottom corners of the page as visual markers aligning specific initiatives and outcomes with the overarching goals of the Strategic Plan.

To access the current and past strategic plans, visit the CPS website at cobourgpolicesservice.com/business-plan/.

2024 IN NUMBERS



18,197

Occurrences

32% increase from 2023

2023: 13,747



42

Break and Enters

2023: 51



398

Community Engagement Opportunities

2023: 345



355

Thefts Under \$5,000

2023: 478



243

Motor Vehicle Collisions

2023: 352



200

Assaults

2023: 129



49

Impaired Driving Charges

2023: 15



134

Intimate Partner Violence

2023: 150

2024 IN NUMBERS



\$331,440

**Worth of Drugs
Seized**

2023: \$238,200



4

Firearms Seized

2023: 9 Imitation firearms seized



53

**Suspected Drug
Poisonings**

2023: 82



DRUG ENFORCEMENT

In 2024, CPS Criminal Investigation Bureau coordinated efforts with neighbouring police services to enhanced enforcement against illegal drug trafficking.



Firearms Seized

2023: nine imitation firearms seized

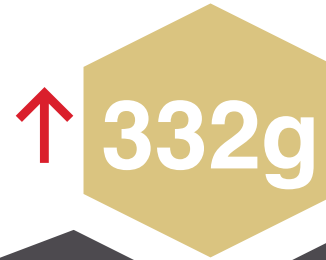


Cocaine Seized

2023: 704.5g seized

2024 initiatives resulted in five arrests and the seizure of significant quantities of illicit substances worth an estimated \$331,440, over \$167,740 in Canadian currency and four firearms (three loaded).

Executing Controlled Drugs and Substances Act search warrants can be perilous for police officers, especially when suspects possess loaded firearms. These



Methamphetamine Seized

2023: 166.5g seized

situations escalate the risk of accidental discharges, and the presence of firearms can provoke violent confrontations. Thorough planning, specialized training, and strict adherence to safety protocols are vital to safeguard officers during CDSA-related operations.



Fentanyl Seized

2023: 407g seized

Fentanyl is generally sold by the 0.05g - 0.1g increments. These amounts are enough to cause a lethal drug overdose.



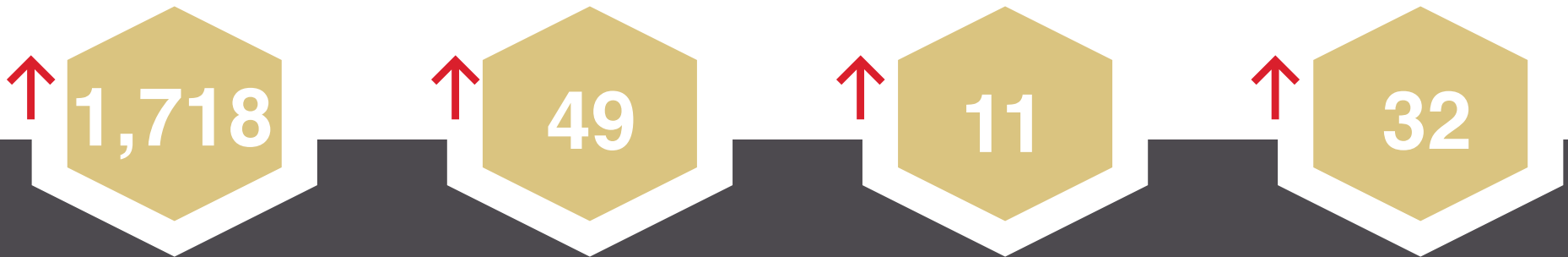
Enhance enforcement activity aimed at illegal drug trafficking.



POLICE SEIZED DRUGS WITH AN ESTIMATED STREET VALUE OF \$331,440.

ROAD SAFETY

In 2024, road safety remained a central focus for the police, with continued efforts to reduce traffic-related incidents through proactive enforcement and education. Key initiatives included enhanced RIDE programs targeting impaired drivers, awareness campaigns on distracted driving, and increased patrols to curb speeding and aggressive driving. These efforts are part of the commitment to creating safer roads for all and fostering greater community engagement in road safety practices.



INFRATIONS

Police issued 1,718 traffic-related infractions under the Criminal Code, Highway Traffic Act (HTA), and the Compulsory Automobile Insurance Act, addressing offences such as speeding, distracted driving, and other traffic violations, aiming to enhance road safety and reduce accidents.

IMPAIRED

In Ontario, impaired driving due to alcohol, drugs, or fatigue continues to pose a significant risk, prompting ongoing police efforts to improve enforcement, education, and prevention to safeguard public safety.

STUNT

In Ontario, the penalties for stunt driving under the HTA are severe. Stunt driving includes actions like driving at excessive speeds (50 km/h or more over the speed limit), performing wheelies, or engaging in aggressive driving behaviors that endanger public safety.

DISTRACTED DRIVING

Police continued to crack down on distracted driving in Cobourg, issuing fines and penalties for drivers using cell phones while behind the wheel, aiming to reduce collisions and improve road safety.



Enhance Road Safety

KEY PERFORMANCE METRICS

DYNAMIC PATROL

The Results

520

FOOT PATROLS

517

PROPERTY CHECKS

194

ARRESTS

In 2024, CPS launched the Dynamic Patrol as a cornerstone of its Downtown Community Safety Action Plan. This initiative aimed to enhance public safety through proactive policing strategies, including increased foot patrols, property checks, and targeted enforcement of bail conditions and outstanding warrants.

From May to August 2024, CPS officers conducted over 520 foot patrols and 517 property checks in the downtown area and surrounding neighbourhoods, such as Victoria Park. These efforts resulted in 194 arrests, including 33 for trespassing, and the issuance of over 100 traffic-related tickets. Notably, between August 12 and 25, CPS responded to 816 calls for service, leading to 29 arrests, including five for outstanding warrants and four for warrants held by other police services.

CART RETRIEVAL PROJECT

A distinctive feature of Dynamic Patrol was the Shopping Cart Retrieval Project, conducted from May 13 to 18. During this week, officers recovered 83 stolen shopping carts, valued between \$600 and \$2,000 each, totalling an estimated \$50,000 in recovered property. This initiative was educational in nature, with no charges laid, though subsequent thefts led to arrests.

Through the Dynamic Patrol, CPS has demonstrated a commitment to proactive community engagement and crime prevention, contributing to a safer and more vibrant downtown Cobourg.



Enhance police service visibility throughout the community.



KEY PERFORMANCE METRICS

WARRANT APPREHENSION AND BAIL COMPLIANCE PROJECT

In November 2024, CPS launched the Warrant Apprehension and Bail Compliance Project, a targeted initiative aimed at improving community safety through enhanced enforcement of release conditions and outstanding warrants. This ongoing strategy to reduce reoffending, support victims, and ensure accountability among individuals subject to judicial conditions. As resources allow, efforts in this area continue into 2025.

Led by the CPS Uniform Division, with support from CIB, the Community Impact and Enforcement Unit (CIEU), Special Constables, Auxiliary members, and in partnership with the Port Hope Police Service, the project reflects a coordinated and proactive approach to bail compliance.

During the first three weeks of the initiative (November 15 – December 8), CPS executed 22 warrants, conducted 7 bail compliance checks, made 16 arrests, and laid 38 charges related to violations of release orders.

This project is part of a broader,

The Results

22

WARRANTS CONDUCTED

7

BAIL COMPLIANCE CHECKS

16

ARRESTS

38

CHARGES LAID



Enhance High-Risk and Repeat
Offender Management

KEY PERFORMANCE METRICS

CRIME STATS

Violation	2023	2023 Solved	2023 % Solved	2024*	2024 Solved	2024 % Solved	Change in solve rate 2023 to 2024
Homicides/Attempt Murder	1	1	100%	0	-	NA	NA
Robbery	12	9	75%	2	1	50%	↓
Sexual Offences	22	12	54.5%	10	12**	120%**	↑
Aggravated Assault	1	1	100%	0	-	NA	NA
Assault with a Weapon/Bodily Harm	34	31	91.1%	36	27	75%	↓
Assault Level 1	86	65	75.6%	117	88	75.2%	↓
Assault Peace Officer	9	9	100%	14	14	100%	-
Criminal harrasment	21	17	81%	34	21	61.8%	↓
Indecent/harrasing communication	42	36	85.7%	3**	3	100%	↑
Utter Threats	67	50	74.6%	61	31	50.8%	↓
Break and Enter	51	9	17.6%	37	6	16.2%	↓
Motor vehicle theft	12	7	58.3%	8	3	37.5%	↓
Fraud	98	17	16.7%	99	19	19.2%	↑
Drug offences	23	22	95.7%	48	48	100%	↑
Arson	1	1	100%	1	0	0%	↓
Theft Over \$5,000	16	4	25%	7	2	28.6%	↑
Theft Under \$5,000	478	97	20.3%	341	58	17%	↓
Mischief	90	25	27.8%	96	22	22.9%	↓
Weapons Violations	3	3	100%	9	7	88.9%	↓
Administration of Justice Violations (Fail to Comply, Fail to Appear, and Breach of Probation)	225	226	100.4%	372	371	99.7%	↓

* SOLVED INCLUDES VICTIM/COMPLAINANT DECLINES TO PROCEED.

** SOLVE RATE OVER 100% DUE TO INVESTIGATIONS OPENED IN 2023 AND SOLVED IN 2024.

STATISTICS WILL FLUCTUATE BASED ON UNIFORM CRIME REPORTING COMPLETION.

COST OF POLICING

2024

At CPS, budgetary constraints are considered alongside the need to keep our community safe and provide adequate and effective policing. Operational risks are considered during the budget development, with dollars set aside for a reasonable unanticipated expenditure.

Overall, the approved 2024 Operational Budget was \$10.833M, of which \$7.434M came directly through the Municipal Tax Levy. The requirement of the Municipality to provide this funding is legislated in the Community Safety and Policing Act. Additional revenue streams came from a series of provincial grants provided through the Ministry of the Solicitor General, which allowed the service to provide much-needed programs and services in the Mental Health Engagement and Response Team (M-HEART) and Homelessness, Addiction Response Program (HARP).

Further offsetting pressures were found from delaying internal hires, limiting the use of external contractors and adhering to strict guidelines on non-discretionary expenditures.

However, even with these measures and additional funding, the service has come to rely on cost offsets from sources of revenue generated outside of Municipal Funding, mainly to include net self-generated revenues. Since 2012, these net dollars have also funded all capital expenditures. Given the funding structure described above and all sources of revenue, there are no surplus dollars from the tax levy.

CAPITAL BUDGET 2024

\$185,000 IN CAPITAL EXPENDITURES

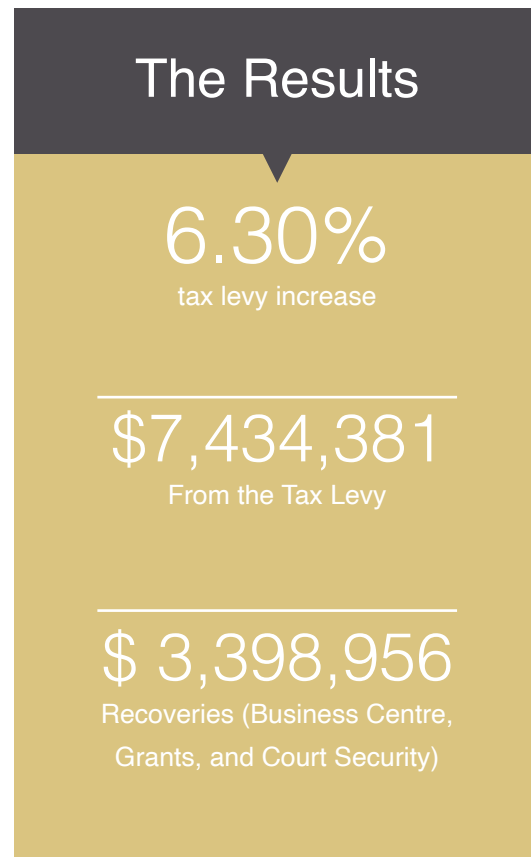
Since 2012, CPS Business Centre revenue has covered the capital expenditures. Without the success of Business Centre, a total of **\$9,529,642 (2004 to 2024)** would have been carried by the taxpayer dollars.



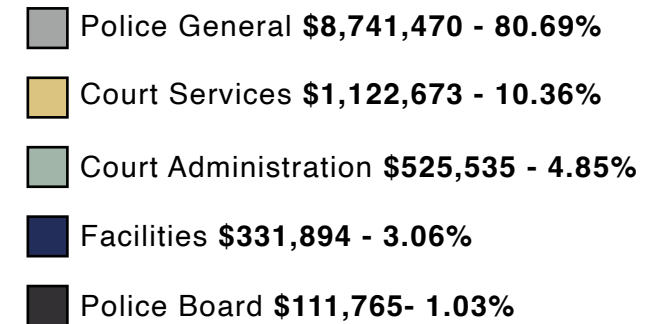
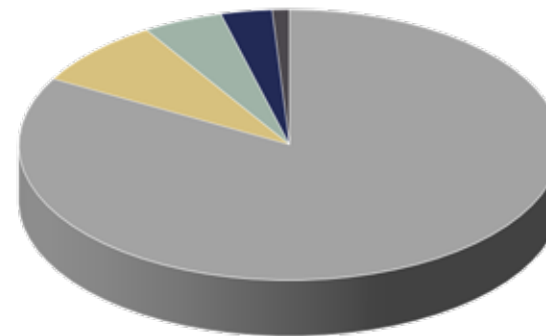
Police Tax Levy Increase

Gross Operating Budget - \$10,833,337

In 2024, the tax levy covered 68.63% of the operational budget. Business Centre Revenue, Provincial Grants, and other revenue covered 31.37%.

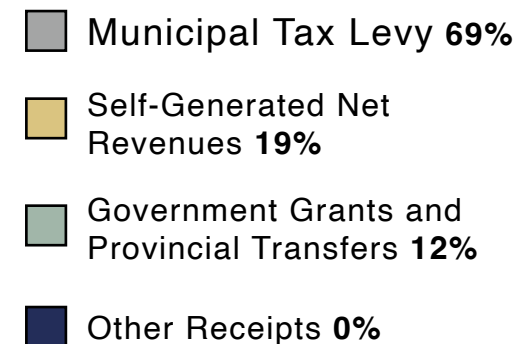
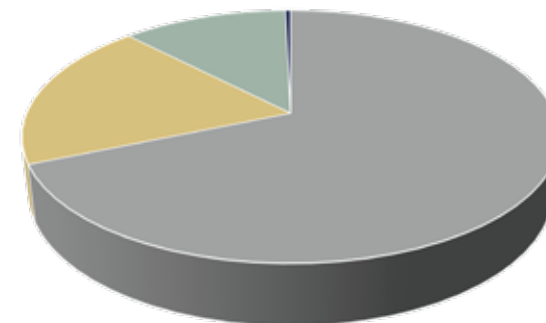


EXPENSE BUDGET



Additional expenditures in 2024 were covered from other sources of revenues including provincial grants that we received in the fiscal year. There was no additional pressures on the Tax Levy outside of the 6.30% increase that was approved.

REVENUE BUDGET



COST OF POLICING

BUDGET PRESSURES AND SOLUTIONS

OVERTIME

CPS members continue to work a significant amount of overtime to meet the needs of the organization, most notably ensuring that minimum staffing levels on the frontline are met, as well as ensuring the health and safety of members. For the year, our members worked 12,291 overtime hours to ensure that the service provided adequate and effective policing to our community.

NON-DISCRETIONARY OPERATIONAL EXPENDITURES

CPS also identified budget pressures throughout the year in relation to Workplace Safety and Insurance Board (WSIB) Claims and other Legal/HR Matters.

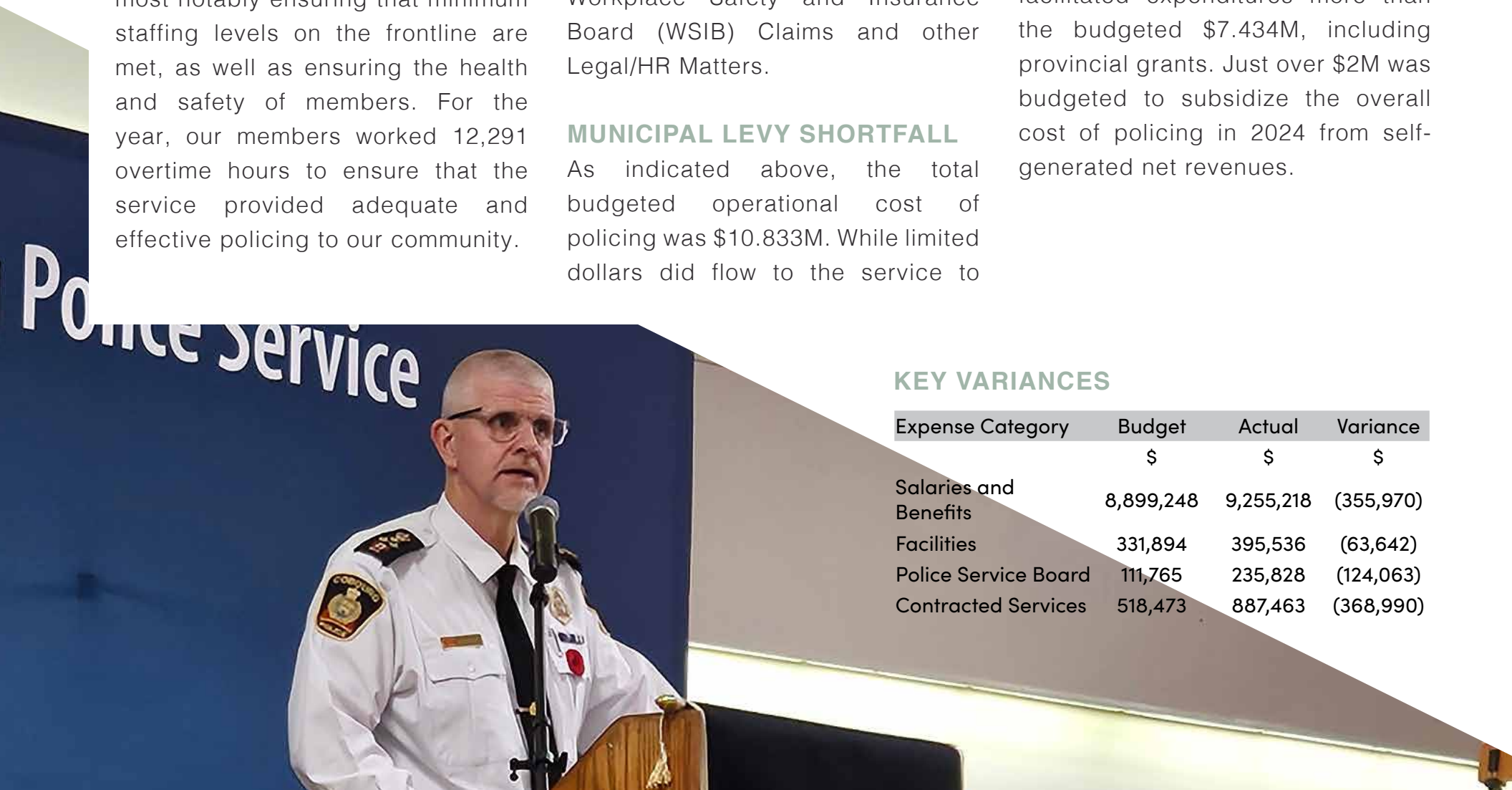
MUNICIPAL LEVY SHORTFALL

As indicated above, the total budgeted operational cost of policing was \$10.833M. While limited dollars did flow to the service to

offset specific programs, any excess expenditure was transferred from self-generated net revenue from our Business Centre. This transfer facilitated expenditures more than the budgeted \$7.434M, including provincial grants. Just over \$2M was budgeted to subsidize the overall cost of policing in 2024 from self-generated net revenues.

KEY VARIANCES

Expense Category	Budget	Actual	Variance
	\$	\$	\$
Salaries and Benefits	8,899,248	9,255,218	(355,970)
Facilities	331,894	395,536	(63,642)
Police Service Board	111,765	235,828	(124,063)
Contracted Services	518,473	887,463	(368,990)



GRANT FUNDING

IN 2024, CPS SECURED \$1,234,736 IN GRANT FUNDING THROUGH THE
MINISTRY OF THE SOLICITOR GENERAL

\$6,014

Reduce Impaired Driving
Everywhere (RIDE)

These dollars are provided to support year-round spot checks and enhance measures to counter impaired driving and additional enforcement on Cobourg's roads.

\$200,000

Close Circuit Television
(CCTV)

These dollars were provided to execute Cobourg's Community Safety Strategy by enhancing the CPS camera network.

\$738,914

Court Security and
Prisoner Transportation
(CSPT)

CSPT is designed to help Municipalities offset the costs of providing those services within their jurisdictions. These dollars flow through from the Upper Tier Municipality.

\$2,000

Criminal Intelligence
Service Ontario (CISO)

These dollars are provided annually to address serious and organized crime that may be cross-jurisdictional in nature.

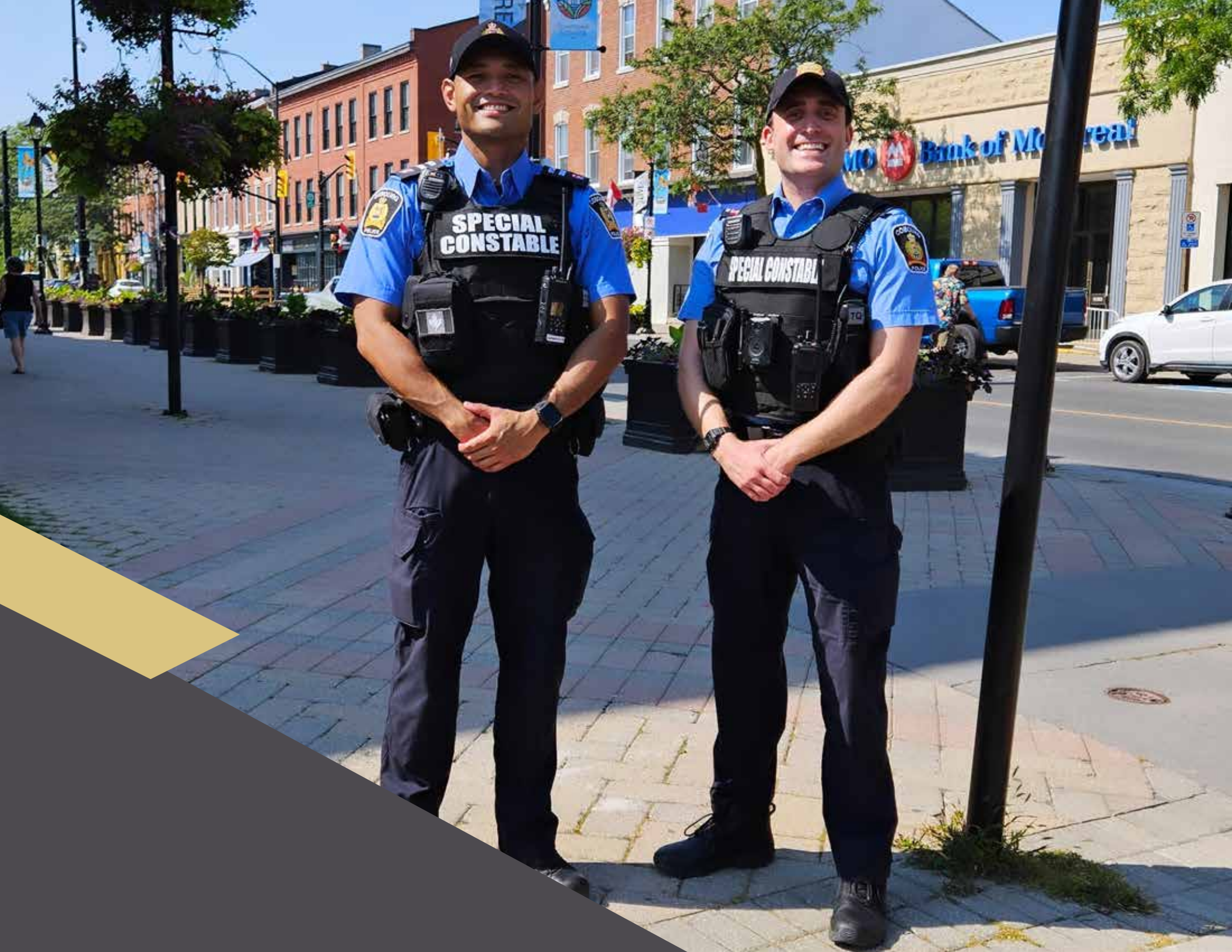
\$287,808

Community Safety and
Policing (CSP)

These dollars are used to implement initiatives that address policing needs and priority risks related to safety and well-being in the Town of Cobourg. CPS received funding from two (2) streams. One is to address issues that have a local focus, and those that are provincial priority.

Note: The funding approval for some of these grants intersect fiscal years and cover the period April 1st, to March 31st. Amounts have been pro-rated accordingly.







Collaborative Community Safety

The Community Safety and Policing Act (CSPA) is now in effect, introducing new requirements for police to ensure adequate and effective policing. This CSPA emphasizes collaborative community safety and mandates municipalities to prepare and adopt a Community Safety and Well-being Plan. Northumberland County has completed this plan, with lower-tier councils delegating this responsibility to the County. Under the CSPA and the Ministry of the Solicitor General, police services are expected to act on the identified priorities outlined in the plan. CPS must demonstrate actions that move towards the goals and objectives set forth. The County Plan follows the framework provided by the Ontario provincial government that places the least

emphasis on incident response and outlines the following priorities:

1. **Homelessness and Affordable Housing**
2. **Mental Health**
3. **Poverty, Income, and Employment**
4. **Substance Use and Addiction**

The current CPS strategic plan aligns with the well-being plan, focusing on:

- **Enhancing community safety with a proactive and collaborative response.**

- **Using an evidence-based approach to crime prevention.**

CPS is actively fulfilling obligations within the plan by working with partners to address mental health, addictions, and homelessness through initiatives such as the HARP and M-HEART. These programs are funded through the Provincial Community Safety and Policing Grant and local funding. CPS will continue to build on these efforts to meet the new requirements and priorities set by the CSPA.



Align with our community needs as defined in [Northumberland County's Community Safety and Well-Being Plan](#)

Image credit: Northumberland County. (2021) Public Safety Response Framework [Graphic] Community Safety and Well-Being Plan for Northumberland County, (p. 12). <https://www.northumberland.ca/en/living-here/resources/Documents/CSWB-Accessible.pdf>

KEY PERFORMANCE METRICS

COLLABORATION, CONSULTATION, AND RESPONSE.

In 2024, CPS continued to prioritize meaningful community engagement as a key pillar of community safety. Town Hall meetings offered residents a direct forum to share concerns, ask questions, and help shape initiatives, including the Warrant Apprehension and Bail Compliance Project.

To further strengthen collaboration, the Community Safety Advisory Committee (CSAC) was established, providing a valuable bridge between residents and the Office of the Chief of Police. Following a review, CSAC's advisory functions have now been integrated into the Police Service Board's committee structure to streamline engagement and broaden public input. As part of this shift, two citizens will join the Board's

Strategic and Innovation Committee in 2025. While CSAC has been formally disbanded, its contributions and community-led spirit live on in this new framework.

Looking ahead, the launch of a Community Safety Hub will bring together key partners—including Fire, Health, By-Law, and Social Services—to enhance collaboration and deliver a more coordinated response to local safety issues.

These ongoing efforts reflect our strong commitment to listening, engaging, and working with the community to build a safer Cobourg for all.



Establish that CPS cares about and is part of the community by being responsive, alert and sympathetic to the needs of the community.



MENTAL HEALTH

Mental health and addiction remain urgent priorities as communities face increasing challenges like stress, trauma, and substance use disorders. The intersection of mental health and addiction often complicates crises, underscoring the need for a comprehensive and urgent response. By prioritizing mental health and addiction resources, support systems, and specialized partnerships for first responders, we can build safer, more resilient communities. This approach ensures individuals grappling with mental health and addiction receive the care they need while alleviating pressure on police, resulting in better outcomes for all.

M-HEART

The M-HEART team plays a crucial role in addressing these needs by providing specialized mental health crisis support in collaboration with law enforcement. Composed of trained mental health professionals, the M-HEART team works directly with officers to engage individuals in crisis. By offering on-site support and connecting people to appropriate mental health resources,

M-HEART helps divert cases from the criminal justice system, reduce stigma, and ease the burden on officers who may not be equipped to manage such situations. This integrated approach promotes safer, more compassionate responses to mental health and addiction crises while supporting officers in managing the mental health challenges they face in their own roles.

HARP AND CCFA PARTNERSHIP

Building on this foundation, in 2023, CPS partnered with the Canadian Centre for Addictions (CCFA) through the HARP and the V13 Policetech Accelerator to address the effects of mental health and addiction on vulnerable community members and promote inclusivity. Individuals accessing the community bed are enrolled in CCFA's 30-day treatment program, where they receive critical services, amenities, and post-program care.

In 2024, 13 individuals successfully graduated from the program, highlighting the success of this collaborative effort in helping those most in need.

↑ 559

MENTAL HEALTH CALLS

2023: 339

↑ 1,468

WELLNESS CHECKS

2023: 509

13

COMPLETED

THE CCFA PROGRAM



Enhanced response to mental health calls for service.



STRENGTHENING SUPPORT



MILITARY VETERAN WELLNESS PROGRAM

In 2024, CPS launched the Military Veteran Wellness Program (MVWP), a collaborative initiative designed to enhance support for military veterans and provide specialized training for law enforcement to assist veterans in crisis. Developed in partnership with the Toronto Police Military Veterans Association, Royal Canadian Legion, Veterans Affairs Canada, and the Operational Stress Injury Social Support program, the MVWP helps frontline officers recognize veterans' issues, build rapport, and connect them to crucial social services. Through this program, CPS officers are better equipped to identify veterans in need and refer them to appropriate resources, helping reduce homelessness and mental health crises, while also increasing public safety and providing additional support for the well-being of law enforcement personnel.

VICTIM SERVICES OF PETERBOROUGH AND NORTHUMBERLAND

In 2024, CPS strengthened its commitment to victim support by partnering with Victim Services of Peterborough and Northumberland (VSPN), reflecting its dedication to assisting those affected by crime and tragedy. As part of this collaboration, a VSPN crisis support worker is on-site at CPS once a week, providing immediate emotional support, safety planning, and follow-up referrals to VSPN services. This initiative builds on CPS's proactive, victim-centred approach, aligning with its successful partnerships with organizations like the Cornerstone Family Violence Prevention Centre and Rebound Youth Services Northumberland and reinforcing its community-oriented policing model to promote safety and well-being. Deputy Chief Jeff Haskins also sits on the VSPN Board of Directors.



Enhance support and improve outcomes for victims of crime.

Dr. Lori Haskell, C. Psych., C.M.





COMMUNITY SERVICE AND CRIME PREVENTION

Crime prevention and community engagement are foundational to effective policing, aligning with the principles set out in Ontario's Community Safety and Policing Act, 2019. By building strong relationships with the community, police can identify local concerns, address root causes of crime, and collaborate with residents to create safer neighbourhoods. In 2024, the CPS demonstrated its commitment to these principles by offering 398 community engagement opportunities, fostering trust, collaboration, and proactive crime reduction. These efforts not only promote public safety but also empower citizens to take an active role in their community's well-being, leading to safer, more resilient neighbourhoods.



Reduce property crime



Enhance police service visibility
throughout the community.

COMMUNITY

Cram-A-Cruiser

The Auxiliary Unit continued coordinating monthly Cram-A-Cruiser food drives to support Northumberland Fare Share Food Bank. Twelve events were completed in 2024, helping address food insecurities in Northumberland County.



The Results

23,984
POUNDS OF FOOD

\$31,120
IN DONATIONS

Golf Camp

The 2024 YMCA Golf Camp, in partnership with CPS, offers youth aged 9-12 the opportunity to learn golf, build skills, and foster positive relationships with local law enforcement, featuring a range of activities including a visit to the police station, an anti-bullying seminar, and a BBQ with CPS members.



Battle of the Badges

The first annual Battle of the Badges event brought together CPS and Cobourg Fire teams in a friendly competition, showcasing camaraderie and raising \$3,550 in funds for Big Brothers Big Sisters Northumberland while strengthening community ties.



Polar Plunge

The 2024 Cobourg/Port Hope Polar Plunge, local event hosted in partnership between CPS, Port Hope Police Service, and Community Living & Respite Northumberland raised \$27,066 for Special Olympics Ontario, thanks to 93 plungers and a generous community.



Shop with a Cop

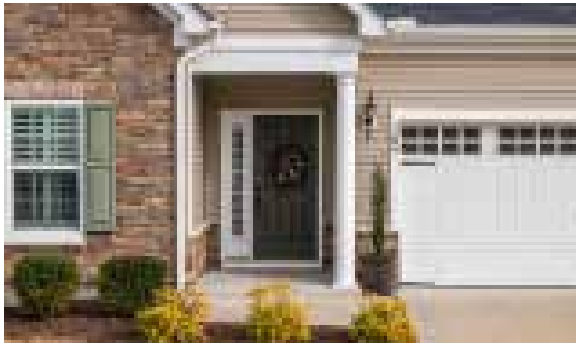
Ten local youths had the opportunity to have a fun day. "Shop with a Cop" in Cobourg pairs local police officers with children to help them shop for gifts during the holiday season, fostering positive relationships and community spirit while giving back to families in need.



CRIME PREVENTION

CPTED

The CPS Auxiliary Unit completed 13 Crime Prevention Through Environmental Design (CPTED) audits (8 residential and 5 commercial). CPTED audits involve assessing public spaces to identify design flaws or areas of vulnerability that could foster criminal activity, and recommending changes to enhance safety and security.



Car Seat Clinics

Auxiliary members completed training to be Child Passenger Safety Association of Canada - Certified Car Seat Technicians. Car seat clinics resumed in 2025, assisting parents with installation and addressing safety issues related to car seats.



Foot Patrol

CPS members conducted 1,188 foot patrols, where officers patrol designated areas on foot to increase visibility, engage with the community, and deter criminal activity through a more personal and approachable presence.



Lock It or Lose It

Eight (8) "Lock It or Lose It" details completed in Cobourg. The "Lock It or Lose It" campaign is an Ontario-wide initiative where police officers assess how well drivers secure their vehicles and valuables, aiming to reduce thefts and promote crime prevention through increased awareness and responsible practices.



Presentations

CPS delivered 24 community presentations in 2024. Police delivering crime prevention presentations in a community helps raise awareness, build trust, and empower residents with the knowledge and tools to protect themselves and their property.



Stand Up Stay Strong

The Stand Up Stay Strong program, a collaboration between Cornerstone Family Violence Prevention Centre, CPS, and local schools, educates Grade 9 students on healthy relationships, consent, and online safety, helping them navigate societal pressures and make informed decisions in building meaningful relationships.





OPERATIONAL SUPPORT

In the evolving landscape of policing, the role of civilian support staff has become indispensable. These dedicated professionals work alongside sworn officers to ensure the efficient and effective delivery of policing services, often behind the scenes but always at the heart of operations. In Cobourg, civilian staff account for about 60% of CPS membership and encompass a diverse range of roles, including special constables, administrative assistants, records clerks, crime analysts, courts and case management, and digital evidence management. They bring specialized skills and expertise that complement the work of uniformed officers. Civilian support staff play a crucial role in enhancing the efficiency and responsiveness of police services. Their contributions allow sworn officers to focus on frontline duties. At the same time, they handle essential tasks such as managing non-emergency calls, processing records, and analyzing data. This collaboration leads to improved public service delivery and better resource allocation within the department. Civilian support staff are integral to the success of modern policing. Their expertise, dedication, and collaboration with sworn officers ensure that police services are efficient, responsive, and reflective of the communities they serve. As we continue to navigate the complexities of law enforcement, the role of civilian staff remains a cornerstone of public safety and community trust.



The Cobourg Police Service Board initiated a Facility Needs Assessment as part of its 2022–2025 Strategic Plan to address the increasing demand for police services and the limitations of the current 120-year-old facility. In response to a 2023 RFP, RPL Architects conducted a comprehensive analysis, culminating in the [Cobourg Police Service – Needs Assessment & Accommodation Options](#) report, which recommends the development of a new consolidated police headquarters. The Board has endorsed the report's findings and provided the report to the Town of Cobourg to determine the next steps.



MEMBER WELLNESS

In 2024, CPS advanced our Member Wellness Strategy with a continued focus on supporting all staff and volunteers mental, emotional, and physical health. Investing in their well-being, we help ensure they are equipped to serve with professionalism, compassion, and resilience. A key part of this strategy is confidential mental health support. Through an annual Mental Health Check provided by Life Support 24/7, every member can access private, professional assessments and resources to help manage the challenges of work and life. This proactive approach is designed to support mental wellness before concerns become crises. We also prioritize physical fitness as a pillar of overall health. Members have access to on-site and off-site fitness facilities, and the option to complete the annual Fitness Pin Test to support their operational readiness and long-term well-being. Recognizing the power of connection and comfort, the St. John Ambulance Therapy Dog Program brought weekly visits from therapy dogs to the police stations and Business centre. These visits have had a measurable impact in reducing stress and lifting spirits among our members. Finally, we continued to expand peer support programs, where members can connect with colleagues in a safe and supportive environment. These peer-led groups create space for sharing experiences, building resilience, and fostering a culture of mutual support—especially after difficult incidents.



- Peer Support Programming
- Promote and encourage healthy lifestyles and the physical well-being of members





V13 POLICETECH ACCELERATOR

COMMUNITY SAFETY • INNOVATION • READINESS

The V13 Policetech Accelerator (PTA) is a joint initiative of the CPS and Nventure Business Development Corporation.

Launched in early 2020, with support from the FedDev Ontario Rural Innovation Initiative, the policetech initiative aimed to establish Cobourg as a testbed for small to mid-sized police service innovation in community safety by driving the exploration and adoption of next generation approaches, digital applications, and other smart policing technologies.

The first of its kind in Canada, the PTA develops a pipeline (from idea to implementation) of innovative policing technologies and best practices for

community safety locally, regionally and nationally. Offering research and development partnerships among researchers, entrepreneurs, and innovators to collaborate with CPS, the PTA provides opportunities to pilot technology (demonstration and validation) and apply for funding to invest in these ideas.

This initiative exemplifies the commitment that the Cobourg Police Service Board has in supporting community partnerships that help poise CPS to continue to be innovative in increasing community safety in efficient, contemporary manners.



Explore Innovative Business opportunities



Enhance outputs of the V13 Policetech Accelerator





PITCH TO THE CHIEF™

First tested in 2018, Pitch to the Chief™ is an event that connects and engages tech entrepreneurs and local high school students in developing innovative solutions to decrease policing complexities, streamline operations, and enhance community safety. Participants benefit from mentorship opportunities and real-world experience, including pitching transformative ideas directly to police chiefs that support innovation in policing and community development. Pitch to the Chief™ demonstrates the PTA's mission: to provide innovative, scalable safety solutions while supporting Canadian entrepreneurs and youth in their journey to transform ideas into impactful technologies for community wellbeing. In 2024, the PTA hosted two powerful editions of Pitch to the Chief™—the Youth Edition and the Start-Up Edition—each highlighting forward-thinking solutions with the potential to make a lasting impact.

START-UP EDITION 2024

Kate Riley, CEO of eye3, delivered the winning pitch for a breakthrough roadside oral fluid drug-testing solution. Her company's cutting-edge diagnostics device provides fast, accurate, and quantitative results from a handheld tool, offering immediate benefit in combatting driver intoxication. Selected by the judging panel of three Ontario Police Chiefs for its scalable impact, eye3 received the Grand Prize Package of up to \$30,000, which included cash, investment consideration by Nventure, workspace at Venture13, and a pilot project opportunity with CPS through the PTA.

YOUTH EDITION 2024

The 2024 Youth Edition of Pitch to the Chief™ encouraged students to be further engaged in their community by tackling real-world challenges, from homelessness to cybersecurity and public safety. The PTA coordinated local secondary school systems with CPS. Over the course of the semester, students in business studies developed thoughtful and ambitious projects intended to address community



safety challenges. The initiative also helped to build personal skills including self-confidence, leadership, teamwork and communications. Their innovative ideas were presented to senior policing executives. The grand prize was awarded to Pintl, an app designed to support safe needle disposal through partnerships with harm reduction organizations. The team earned a \$500 cash prize and a dedicated project space at Venture13. Restorical, the runner-up, reimagined an abandoned hospital site as a hub for social housing and skilled trades advancement. The 2025 Youth Pitch to the Chief is scheduled for May 14, 2025. In addition, the PTA has responded to growing interest in expanding youth pitches to other services across the province, with events being planned through 2026..

KEY PERFORMANCE METRICS

USE OF FORCE

13

USE OF FORCE
REPORTS



USE OF FORCE REPORTS IN 2024 COMPARED
TO 18 IN 2023.

29

APPLICATION OF
FORCE



APPLICATION OF FORCE IN 2024 COMPARED
TO 50 IN 2023.

0.001%

Less than 0.001%
of all calls attended
require the use of force.

**A single use of force report may include
more than one application of force.*

In 2024, CPS continued its commitment to public safety by emphasizing de-escalation and proportional response in all use of force situations. This approach aligns with the Public Police Interaction model introduced in 2023, which prioritizes communication and conflict prevention.

Key Highlights:

- In 2024, CPS reported 13 use of force incidents involving 29 applications of force. This marks a decrease from 18 incidents and 50 applications in 2023, indicating effective use of de-escalation strategies. The majority of force applications were employed to effect arrests and protect officers and the public.
- There was a significant reduction in incidents where firearms were drawn or pointed at individuals, from 13 in 2023 to two in 2024. No firearms were discharged at individuals during this period. Officers equipped with carbine patrol rifles responded

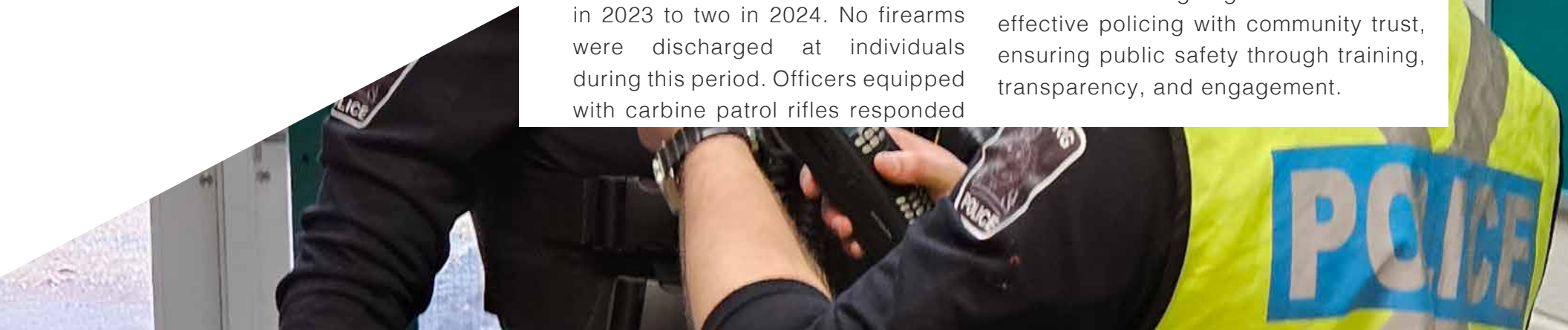
to high-risk situations, though rifles were not pointed at persons.

- Conducted Energy Weapons (CEWs) were used in 11 incidents, with 9 instances involving a demonstrated force presence (warning display), 1 in drive stun mode, and 1 in probe deployment mode. No incidents involved the third-point contact method. Approximately 90% of these situations were resolved without probe deployment, highlighting effective use of CEWs for de-escalation.

Demographics:

In 2024, 11 individuals were subjected to use of force. Of the 11 individuals, eight (8) were White, two (2) were Latino, and one (1) was Black.

Overall, the 2024 use of force statistics reflects CPS's ongoing efforts to balance effective policing with community trust, ensuring public safety through training, transparency, and engagement.





Enhancing Police Training in Response to Evolving Landscape

CPS has proactively adapted its use of force training program to address the evolving landscape of police, mounting expectations, and police recruitment trends in Canada. With a national trend of hiring officers with varying levels of experience, CPS recognizes the importance of providing comprehensive and realistic training to ensure all officers are well-prepared for the complexities of modern policing.

In 2024, CPS continued its in-house use of force training in collaboration with the Port Hope Police Service. Officers participated training annually, covering pistol use, carbine patrol rifles, active attacker response, and defensive tactics. This joint effort not only standardizes training across both services but also fosters inter-agency collaboration, enhancing overall effectiveness in high-stress situations.

A significant enhancement to the program was the introduction of Simunition training firearms in 2025. These non-lethal training tools allow officers to engage in realistic scenario-based exercises, providing invaluable experience in

judgmental decision-making under pressure. The inclusion of role players and collaboration with local fire and medical services further enriches the training, ensuring officers are well-prepared for real-world challenges.

CPS's commitment to realistic training is particularly crucial as police services across Canada face recruitment challenges. A recent [report by Blue Line¹](https://www.blueline.ca/from-crisis-to-solutions-navigating-police-recruitment-in-canada/) highlights that many services are hiring officers with less experience, making comprehensive training programs essential to bridge the experience gap and ensure effective policing. By investing in advanced training methods and equipment, CPS demonstrates a proactive approach to addressing these challenges and maintaining high standards of public safety.

Through continuous evolution and adaptation, CPS's use of force training program stands as a model for integrating realistic training scenarios and advanced equipment to meet the demands of modern policing.

¹Schroeder, Brittani. "From Crisis to Solutions: Navigating Police Recruitment in Canada." Blue Line, 26 Sept. 2024, <https://www.blueline.ca/from-crisis-to-solutions-navigating-police-recruitment-in-canada/>.





The Results

13

TOTAL COMPLAINTS
FILED IN 2024
2023: 11

5

COMPLAINTS FROM THE
PUBLIC
2023: 7

8

CHIEF'S COMPLAINTS
2023: 3

KEY PERFORMANCE METRICS

PROFESSIONAL STANDARDS

CPS upholds public trust through accountability and ethical conduct. Disciplinary actions are guided by principles of public interest, fairness, consistency, and efficiency, ensuring compliance with legislative requirements.

2024 Disciplinary Overview

In 2024, CPS received 13 complaints, a 3-case increase from 2023's 11. Chief's Complaints rose by five (5), while public complaints decreased by

two (2). Improper conduct allegations increased by two (2), with excessive force complaints remaining consistent with previous years. A single neglect of duty allegation was reported, continuing a downward trend since 2020. Notably, respectful workplace-related complaints increased, highlighting a focus on workplace culture and accountability.

Category	2022	2023	2024	Change from 2023
Improper Conduct	4	6	10	+4
Excessive Force	2	2	2	-
Neglect of Duty	3	2	1	-1
Policy/Service	0	1	0	-1

KEY PERFORMANCE METRICS

PROFESSIONAL STANDARDS

OUTCOMES

PUBLIC COMPLAINTS

Of the five (5) public complaints, two (2) are under active investigation. The outcomes of the three (3) complaints that have been concluded are below.

1. Withdrawn - already investigated as Chief's Complaint and concluded in 2023.
2. Incivility deemed frivolous by Law Enforcement Complaints Agency (LECA)
3. Incivility deemed not in public interest by LECA

CHIEF'S COMPLAINTS

Of the eight (8) Chief's complaints, five (5) are under active investigation. The outcomes of the three (3) complaints that have been concluded are below.

1. Respectful Workplace – verbal reprimand
2. Respectful Workplace – verbal reprimand
3. Respectful Workplace - voluntary resignation





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