



Strathroy-Caradoc  
Police Service

# 2024 Annual Report

## LAND ACKNOWLEDGEMENT

The Strathroy-Caradoc Police Service respectfully acknowledges that we are located in the traditional of the Attawandaron (Neutral), Anishinaabe (Chippewa), and Haudenosaunee (Huron-Wendat) peoples, under Treaty 21 (Long Woods Purchase).

The area is home to the Chippewa of the Thames First Nation, Oneida Nation of the Thames, and Munsee-Deleware Nation, who have longstanding ties to the land. The land acknowledgement for the area is a recognition of these Indigenous peoples, their stewardship of the land, and a commitment to reconciliation.



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## MISSION

Our mission is not to stand above but to stand within our community and to work hand in hand with our community partners with our focus on helping to lead our community to be an engaged and safe place to be.

## VISION

We are a progressive public service that strives to create and maintain strong relationships with our community members and partners and we are committed to working together to ensure the security and well-being of everyone within our service and our community.

We continually develop and grow as a Police Service to meet the evolving needs of the community.

## VALUES

**Integrity In Our Actions**

**Service to the Community**

**Accountability**

**Innovation**

**Respect for Human Dignity**

**Courage**

**Ethical Conduct and Decision Making**

## MESSAGE FROM THE CHAIR

Civilian oversight of police services is an important component of local governance and the Municipality of Strathroy-Caradoc is fortunate that the Strathroy-Caradoc Police Service is both community-centred and municipality-operated. It is embedded in our communities and both its uniformed and civilian members are devoted to our safety.

The Strathroy-Caradoc Police Services Board meets monthly with Chief Campbell to review the activities of our police service and we devote ourselves to constantly looking for ways to help it better meet the needs of our community and to coordinate those efforts with those of the municipality.

Through strategic planning, we can build together a stronger, safer community in which to live and grow.



***Councillor John Brennan***  
SCPSB CHAIR



# MESSAGE FROM THE CHIEF

The Strathroy-Caradoc Police Service under the governance of the Police Services Board is excited to present our **2024 Annual Report**. As a Police Service, we continue to operationalize in a community based model and remain actively engaged with our residents, business owners, community partners and service members.

I will commence with an opportunity to highlight our Service and the amazing membership of both civilian and sworn staff who provide outstanding community safety to residents and visitors to Strathroy-Caradoc. Our Service members, many of whom have long term connections to the area, are committed to ensuring we operate ethically, equitably and inclusive to everyone.

We continue to demonstrate our commitment to provide adequate and effective policing through community engagement, core policing functions, victim assistance and fiscal responsibility to our Municipality. We have longed believed and participated as a community partner in building and delivering programs that are founded through collaboration; we appreciate how important those partnerships are in finding synergies and service excellence! Specifically our Service is part of the Municipal fabric; we work in close collaboration with our Municipal partners to find both work and financial efficiencies.

Strathroy-Caradoc continues to steadily grow with new residents, subdivisions, and businesses making it their home. Our Service continues to develop and enhance our service delivery to address traffic, property, drug and cybercrimes. Our members are committed to active traffic enforcement while our criminal investigators partake in many complex investigations; a trend we fully expect to see increase in the years ahead.

We remain as public servants, we require the public's trust and confidence as we complete our daily endeavors. Monitoring public complaints from the Office of the Independent Review Director (OIPRD) and Special Investigations Unit (SIU) incidents suggest we are a professional, transparent and community minded Service.

Equally important is the public cost of policing; we ended 2024 within our approved operating and capital budgets. Annual budgetary increases are minimal and publically accepted by the community members we serve.

Our Mobile Crisis Response Team, a partnership with the Canadian Mental Health Association (CMHA), bringing a mental health professional to active crisis calls has been a tremendous success. This program along with many others provides evidence of the ongoing commitment to enhance collaborative partnerships that enhance public safety and wellbeing in throughout our community. We continue to elevate our service delivery, our competencies and providing greater programs and services to rural residents in Middlesex County.

We continue to advance our communications with our community; our social media platforms continue to grow and expand yearly and we have a strong relationship with our local traditional media outlets to share and respond to local inquires. We hope to continue to grow our audience as we build on our foundation of community supporters to enhance community safety and wellness.



***Mark Campbell***  
**CHIEF OF POLICE**

# STRATEGIC PILLARS

The Strathroy-Caradoc Police Service made significant process in advancing it's 2024-2027 Strategic Plan, focusing on the five **Strategic Pillars**, which will be highlighted throughout this report.



**EFFECTIVE  
STEWARDSHIP  
OF ASSETS**



**EXEMPLARY  
CUSTOMER  
SERVICE**



**PROMOTE  
COMMUNITY  
SAFETY**

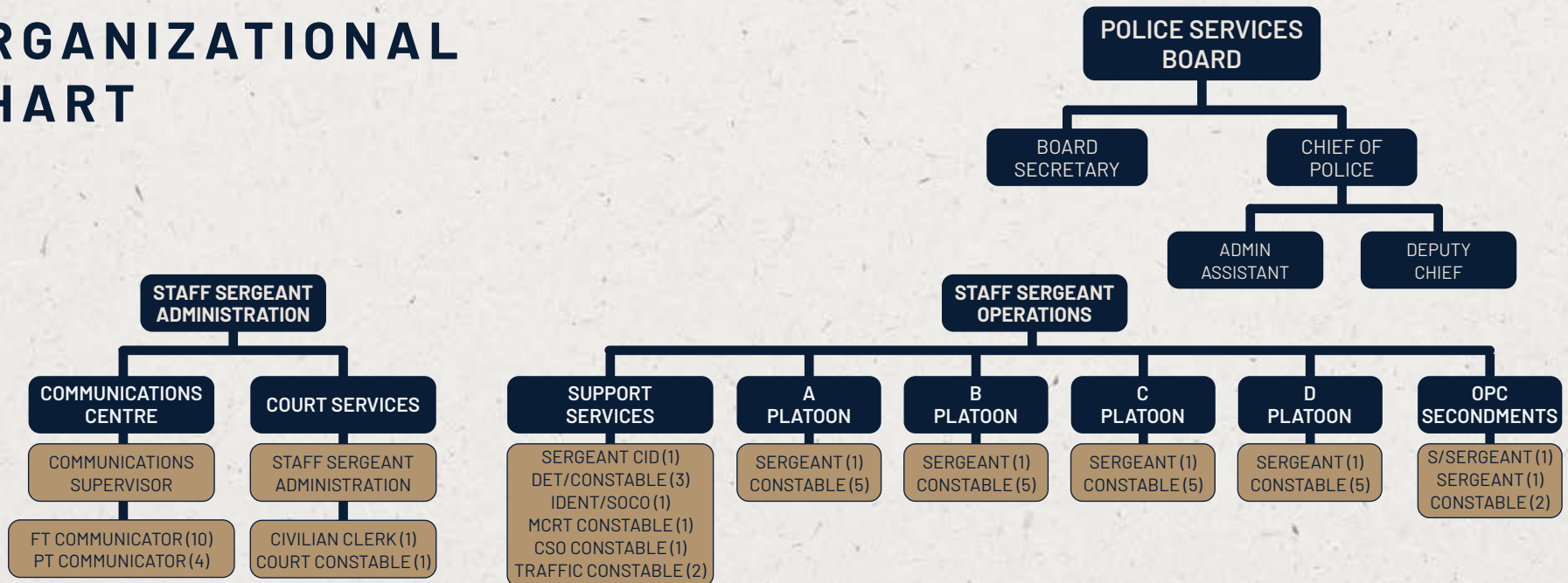


**ADVANCE  
TECHNOLOGY  
& INNOVATION**



**EXCELLENCE  
IN PEOPLE  
& CULTURE**

## ORGANIZATIONAL CHART





# 2024 IN NUMBERS

**10,819** **911 CALLS**  
2023: 7,342

**12,218** **CALLS FOR SERVICE**  
2023: 12,650

**1,780** **TRAFFIC CRIMES**  
2023: 1,878

**333** **PROPERTY CRIME**  
(Break & Enter + Theft Under \$5K)  
2023: 375

**154** **COMMUNITY  
ENGAGEMENT  
OPPORTUNITIES**  
2023: 65

**91** **PERSON CRIMES**  
(Assault, Sexual Assault, Robbery)  
2023: 82

**270** **MOTOR VEHICLE  
COLLISIONS**  
2023: 281

**270** **INTIMATE PARTNER  
VIOLENCE**  
2023: 237

**52** **IMPARED DRIVING  
CHARGES**  
2023: 49



# ROAD SAFETY



## INFRACTIONS

Police issued 1756 traffic-related infractions under the Highway Traffic Act (HTA), Compulsory Automobile Insurance Act, and other applicable provincial statutes and by-law related offences. These charges addressed offences such as speeding, distracted driving, and other traffic violations, helping us improve road safety and reduce accidents.



## IMPAIRED

In Ontario, impaired driving—whether caused by alcohol, drugs, or fatigue—remained a serious threat. This required continued police efforts focused on enhanced enforcement, public education, and prevention to protect community safety.



## STUNT

In Ontario, penalties for stunt driving under the HTA are strict. Stunt driving includes behaviours such as excessive speeding, performing wheelies, and other aggressive actions that put public safety at risk.



## DISTRACTED DRIVING

Police in Strathroy-Caradoc continued their efforts against distracted driving, issuing fines and penalties to drivers caught using cell phones behind the wheel. These measures aim to reduce collisions and enhance road safety.

# CRIME KEY PERFORMANCE METRICS

VIOLATION	2023	2024
HOMICIDES/ATTEMPT MURDER	0	0
ROBBERY	7	2
SEXUAL OFFENCES	18	25
AGGRAVATED ASSAULT	0	3
ASSAULT with a weapon/bodily harm	12	22
ASSAULT LEVEL 1	49	61
ASSAULT PEACE OFFICER	1	8
CRIMINAL HARRASMENT	28	28
INDECENT/HARRASING COMMUNICATION	4	2
UTTER THREATS	54	40
BREAK AND ENTER	23	20
MOTOR VEHICLE THEFT	45	15
FRAUD	105	140
DRUG OFFENCES	40	23
ARSON	2	5
THEFT OVER 5K	12	11
THEFT UNDER 5K	121	163
MISCHIEF	83	56
WEAPONS VIOLATIONS	10	3
ADMIN. OF JUSTICE VIOLATIONS	98	102

(Fail to comply, Fail to appear, and breach of probation)

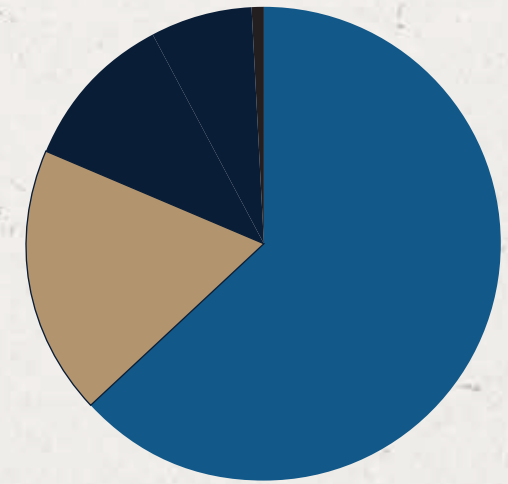


# COST OF POLICING



## 2025 Operating Budget: \$8,997,496

	2022	2023	2024	2025 Projections
<b>Revenue</b>	<b>\$7,476,208</b>	<b>\$7,802,062</b>	<b>\$8,427,222</b>	<b>\$8,997,496</b>
<b>Expenses</b>				
General Costs	\$727,953	\$596,829	\$760,350	\$977,350
Police Service Board Costs	\$42,868	\$38,274	\$70,450	\$70,450
Administration Costs	\$519,513	\$569,340	\$579,702	\$606,844
Uniform Officer Costs	\$4,746,667	\$4,840,488	\$5,466,690	\$5,681,194
Civilian Costs	\$1,299,322	\$1,407,801	\$1,550,030	\$1,661,658
<b>Total Annual Expense</b>	<b>\$7,336,323</b>	<b>\$7,452,732</b>	<b>\$8,427,222</b>	<b>\$8,997,496</b>
<b>Net Operating Surplus (Deficit)</b>	<b>\$139,885</b>	<b>\$349,330</b>	<b>\$0</b>	<b>\$0</b>



- POLICE SERVICE BOARD COSTS  
**\$70,450**
- ADMINISTRATIVE COSTS  
**\$606,844**
- GENERAL COSTS  
**\$977,350**
- CIVILIAN COSTS  
**\$1,661,658**
- UNIFORM OFFICER COSTS  
**\$5,681,194**



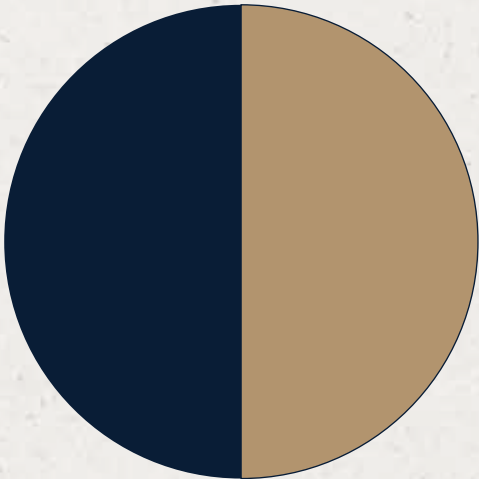
# COST OF POLICING



## 2025 Capital Budget: \$720,000

### Capital Budget

	2022	2023	2024	2025 Projections
Capital Revenue	\$827,175	\$764,126	\$700,000	\$720,000
Capital Expenses	\$708,100	\$494,027	\$700,000	\$720,000
Net Capital Surplus (Deficit)	\$119,075	\$270,099	\$0	\$0

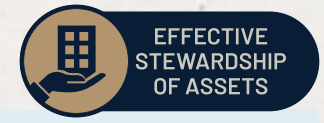


- CAPITAL REVENUE  
\$720,000
- CAPITAL EXPENSES  
\$720,000

### Overall Surplus/Deficit

	2022	2023	2024	2025 Projections
Departmental Surplus (Deficit)	\$258,960	\$619,429	\$0	\$0

# UPCOMING COMMITMENTS



## NEW ADDITION AND RENOVATIONS



Scope - Area - Cost Diagram:



### Minor Renovation

Area: 1,140 sq.ft. (105.9 m<sup>2</sup>)

Cost: \$108,770.00

### Addition

Area: 9,300 sq.ft. (863.9 m<sup>2</sup>)

Cost: \$4,480,654.00

### Major Renovation

Area: 1,500 sq.ft. (139.3 m<sup>2</sup>)

Cost: \$190,558.00

### Addition - Parking Garage

Area: 6,030 sq.ft. (560.1 m<sup>2</sup>)

Cost: \$1,360,911.00





## GRANT FUNDING



**\$13,200**

**RIDE GRANT**

**\$212,522**

**COMMUNITY SAFETY &  
POLICING GRANT**

**\$108,850**

**MOBILE CRISIS RESPONSE TEAM  
(MCRT) GRANT**

The Mobile Crisis Response Team (MCRT) Enhancement Grant provided funding to enhance our existing MCRT. This grant helped to support existing (or hiring of new) crisis workers to better leverage local expertise when responding to calls for mental health and addictions crisis.

**\$113,110**

**PREVENTING AUTO THEFTS  
(PAT) GRANT**

The Province established the Preventing Auto Thefts (PAT) Grant to support police services/boards in combatting and preventing vehicle thefts and associated violent crimes across the province. The PAT Grant provided police services/board with funding to undertake local policing initiatives unique to our needs, to combat auto thefts in our community, and to educate the public on how to avoid these and associated violent crimes.



# MENTAL HEALTH



Our Mobile Crisis Response Team (MCRT), in partnership with Canadian Mental Health Association (CMHA), is made up of a police officer and mental health clinician trained to defuse or de-escalate crisis situations. This team also advocates for those in crisis and ensure mental health assessments are completed where they are needed most. There are many other resources/supports MCRT can connect individuals to including but not limited to addiction services, housing services, food/clothing supports and counselling. Our MCRT attends live calls from Monday to Friday 8:30-4:30 pm and also follows up on all calls experienced in the off-hours.

MENTAL HEALTH CALLS	2023	2024
TOTAL # OF CALLS	166	215
LIVE CALLS	82	80
REFERRALS	336	446
FOLLOW UP CONSULTS	343	400





# COMMUNITY



## Cram-A-Cruiser

SCPS visited multiple community locations in an effort to cram our cruisers full of toys and non-perishable food for local families in need.



## YMCA

We're having more than just a parking lot with the local YMCA - we're building trust and friendship with local youth in our community.



## Coffee With A Cop

A relaxed opportunity to chat with local officers about community safety, policing, and other topics of interest.



## Torch Run

This joint event brought together SCPS and the Middlesex OPP to carry the Torch in support of Special Olympics, celebrating inclusion, courage, and determination.



## Backpacks For Kids

The Strathroy-Caradoc Police Service visited multiple locations to fill backpacks with school supplies for local families in need.



## Positive Tickets

We partnered with Circle K for our Positive Ticketing Program also known as Operation Freeze! Youth were awarded a Positive Ticket and a FREE Froster for making positive choices.



# CRIME PREVENTION



## WANTED WEDNESDAY

### Wanted Wednesday

Building public awareness by posting 'Wanted' individuals on social media.

## OPERATION IMPACT

### THANKSGIVING WEEKEND

### Operation Impact

265 vehicles checked through RIDE spot checks  
2 impaired-related charges laid  
3 vehicles towed  
21 provincial offence notices issued

## CRIME PREVENTION WEEK

### Crime Prev. Week

Invitation to the community to visit multiple dates and locations to discuss Crime Prevention in our community and beyond.

STRATHROY-CARADOC  
POLICE

### Street Crime Unit

Our SCU focuses on lower-level, visible criminal activity like drug trafficking, property crime (theft, break-ins), and violent offenses (robbery, carjacking) that directly impact public safety.



### Road Safety

Road Safety and Traffic enforcement focuses on keeping our roads safe by monitoring speeds, enforcing traffic laws, and addressing dangerous driving behaviours. Officers work to reduce collisions, protect pedestrians, and ensure drivers stay alert and responsible.

LOCK IT  
OR  
LOOSE IT

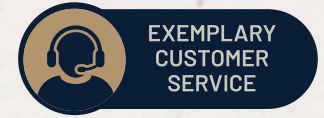
### Lock It Or Lose It

Officers check parked vehicles for valuables or unlocked doors and leave reminder cards with tips to help prevent theft. The goal is to reduce crimes of opportunity by encouraging everyone to lock their vehicles and secure their belongings.





# OPERATIONAL SUPPORT



EXEMPLARY  
CUSTOMER  
SERVICE



ADVANCE  
TECHNOLOGY  
& INNOVATION

Civilian support staff have become essential to modern policing, providing the expertise and continuity needed to keep police operations running efficiently. While their work often happens behind the scenes, they are central to the daily functioning of the Strathroy-Caradoc Police Service (SCPS).

These team members include constables, an administrative assistant, a court and case management clerk and emergency 911 operators. Each brings skills that complement and enhance the work of sworn officers. Their contributions allow officers to remain focused on frontline response and community safety while civilians manage critical tasks that support the overall effectiveness of the service.

Civilian staff handle everything from processing reports, maintaining records, managing non-emergency calls for service, customer service and answering 911 calls as a primary PSAP. This division of responsibilities strengthens service delivery, improves response times, and supports better use of police resources. Their expertise also helps ensure that SCPS remains adaptable, innovative, and responsive to the community's needs.

As policing continues to evolve, the role of civilian professionals is more important than ever. Their dedication, knowledge, and partnership with uniformed officers form a foundation for effective, accountable, and community-focused policing. Civilian support staff are not just part of the team—they are a cornerstone of SCPS operations and a vital component of public safety and community trust.

# MEMBER WELLNESS



EXCELLENCE  
IN PEOPLE  
& CULTURE

Staff participate in member wellness training annually and are available to attend the "Be Well Serve Well annual conference".

# KEY PERFORMANCE METRICS

## PROFESSIONAL STANDARDS

SCPS 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.

The Law Enforcement Complaints Agency (LECA) is an investigating body for formal complaints against police under the Community Safety and Policing Act, 2019. Any member of the public may make a complaint about the police regarding, procedures of, or services provided by the Strathroy-Caradoc Police Service (SCPS), or about the conduct of a sworn member. Persons registering a complaint shall be provided with a copy of the Public Complaints Process-brochure, produced by LECA. This provides the complainant with helpful information on how to proceed with a complaint under the public complaints process and this information is accessible at the Police Station as well as on our SCPS website.

LECA shall determine whether a complaint is about the policies of our services provided by SCPS, or the conduct of an SCPS sworn member, or a civilian member, and shall ensure that each complaint is appropriately dealt with. LECA may decide not to deal with any complaint about SCPS, an SCPS member, other than the Chief of Police or Deputy Chief of Police, that he/she considers to be frivolous, vexatious, or made in bad faith. LECA may decide not to deal with any complaint made by a member of the public if the complaint is made more than six (6) months after the facts on which it is based have occurred and LECA may decide not to deal with any complaint made by a member of the public if it is a third party complaint.

In 2024 there were two (2) public complaints received by LECA. The two (2) complaints were regarding officer conduct and zero (0) were regarding Service Policy. In one (1) of the complaints, the LECA reviewed all of the information provided by the Complainant; after taking all the information into consideration, LECA opted not to proceed with the complaint as it had been determined to be not in the public interest to do so, therefore closed this one (1) file with no investigation. In the remaining one (1) complaint, LECA is reviewing the information submitted by the complainant and has not yet provided SCPS with direction.

The acquisition of Body Worn Cameras (BWC) has already demonstrated an impact on the review and investigation of public complaints. The footage provides an independent overview of the event, which does not rely on memory or perceptions. It has not only proven to be best evidence for our members in the daily investigations of criminal and provincial offences, but has also proven to be best evidence in the rare task of investigating a Public Complaint. The footage viewed in these complaints has clearly shown the professionalism our members hold themselves to when dealing with members of the public.

10,260

TOTAL INCIDENTS

2023: 10,778

506

TOTAL ARRESTS

2023: 467

2

TOTAL COMPLAINTS  
FILED IN 2024

2023: 3

USE OF FORCE NUMBER OF REPORTS	2023	2024
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INDIVIDUAL REPORTS	15	21
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TEAM REPORTS	0	1
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AVG LENGTH OF SERVICE	8.75	6.6
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NUMBER OF INCIDENTS	15	21
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PUBLIC COMPLAINTS	2023	2024
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TOTAL INCIDENTS	10,778	10,260
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TOTAL ARRESTS	467	506
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COMPLAINTS	3	2
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[www.strathroy-cardocpolice.ca](http://www.strathroy-cardocpolice.ca)