



AYLMER POLICE SERVICE **2025 ANNUAL REPORT**

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AYLMER POLICE SERVICE

MISSION

To work in partnership with our community to prevent and reduce crime, safeguard public trust, and improve the quality of life through dedicated and professional service delivery.

VISION

To provide the highest quality of service by being accountable, compassionate, professional and efficient in our response to diverse community needs.

VALUES

- **Accountability** - Accepting individual and collective responsibility for our actions and achieve success as a result of what we do
- **Integrity** - Demonstrating leadership by example and choosing our thoughts and actions based on core values
- **Professionalism** - We will be above reproach and demonstrate technical competence and personal commitment to the communities we serve.
- **Compassion** - We will treat all people with empathy, respect, equity and dignity and demonstrate sympathetic understanding of those that need assistance.



MESSAGE FROM THE CHIEF

As I reflect on my first year as Chief of the Aylmer Police Service, I am proud of the progress we have made in advancing the priorities of our 2025–2028 Strategic Plan. This year marked an important period of transition and growth. I was honoured to assume the role of Chief following the retirement of Chief Zvonko Horvat, and we were pleased to appoint Chris Johnson as Deputy Chief. We also celebrated the retirements of experienced constables while welcoming new members to our Service, strengthening our team for the future.

In alignment with our strategic priorities, we modernized our station and equipment, upgraded our conducted energy weapons in partnership with the Peel Regional Police Service, and donated our previous equipment to the Hanover Police Service. We also launched our indefinite Body-Worn Camera program, reinforcing our commitment to transparency and accountability. Community engagement remained central to our work, highlighted by our Public Information Night and strong presence at local events throughout the year.

From a governance perspective, the Police Service Board adopted its 2025–2028 Diversity, Equity & Inclusion Plan and updated Board policies in accordance with the Community Safety and Policing Act, ensuring continued compliance and relevance. We were also proud to host an Area Police Chiefs Meeting for small and mid-sized services across Ontario, strengthening collaboration among our policing partners.

The accomplishments of 2025 reflect a strong commitment to organizational effectiveness, modernization, and community trust. I am grateful to our dedicated members and to the Aylmer Police Service Board for their leadership and support during this important year of transition.

We look forward to building on this momentum in 2026 and continuing to provide professional, compassionate, and accountable policing to the residents of Aylmer.



Kyle Johnstone
Chief of Police

MESSAGE FROM THE BOARD CHAIR

On behalf of the Aylmer Police Service Board, I am pleased to reflect on a year of meaningful progress, strong leadership, and continued commitment to our community. The appointment of Chief Kyle Johnstone marked an important transition for our Service, and the Board has full confidence in his leadership and vision. We also welcomed Deputy Chief Chris Johnson and new constables to the organization, while recognizing the dedicated service of those who retired this year. Their collective contributions have positioned the Service well for the future.

Throughout 2025, the Board remained focused on governance, accountability, and strategic direction including the adoption of the 2025–2028 Strategic Plan and the accompanying Diversity, Equity & Inclusion Plan. In response to the Community Safety and Policing Act, the Board completed a comprehensive review and adoption of updated policies to ensure compliance and continued relevance.

The modernization of facilities and equipment, including the implementation of the Body-Worn Camera program, reflects our commitment to responsible oversight, fiscal responsibility, and public trust. In 2025, enhancements to employee workstations improved operational efficiency, officer comfort, well-being, and professional standards, with further station improvements planned for 2026 to enhance public access to safe and dignified policing services.

The Board extends its sincere appreciation to all members of the Aylmer Police Service for their professionalism and dedication. We look forward to continuing our work together in 2026 while ensuring investments remain prudent, cost-effective, and aligned with the long-term needs of the community.



Pete Barbour
Board Chair
Aylmer Police Service Board

AYLMER POLICE SERVICE BOARD

The Aylmer Police Service Board is comprised of five members and a secretary. In 2025, William Barber served as Chair. Deputy Mayor Pete Barbour was elected as Vice Chair. The Aylmer Police Service Board is a member of the Ontario Association of Police Service Boards (OAPSB).



Sheri Andrews, Ken Graves, William Barber, Mary French, Pete Barbour

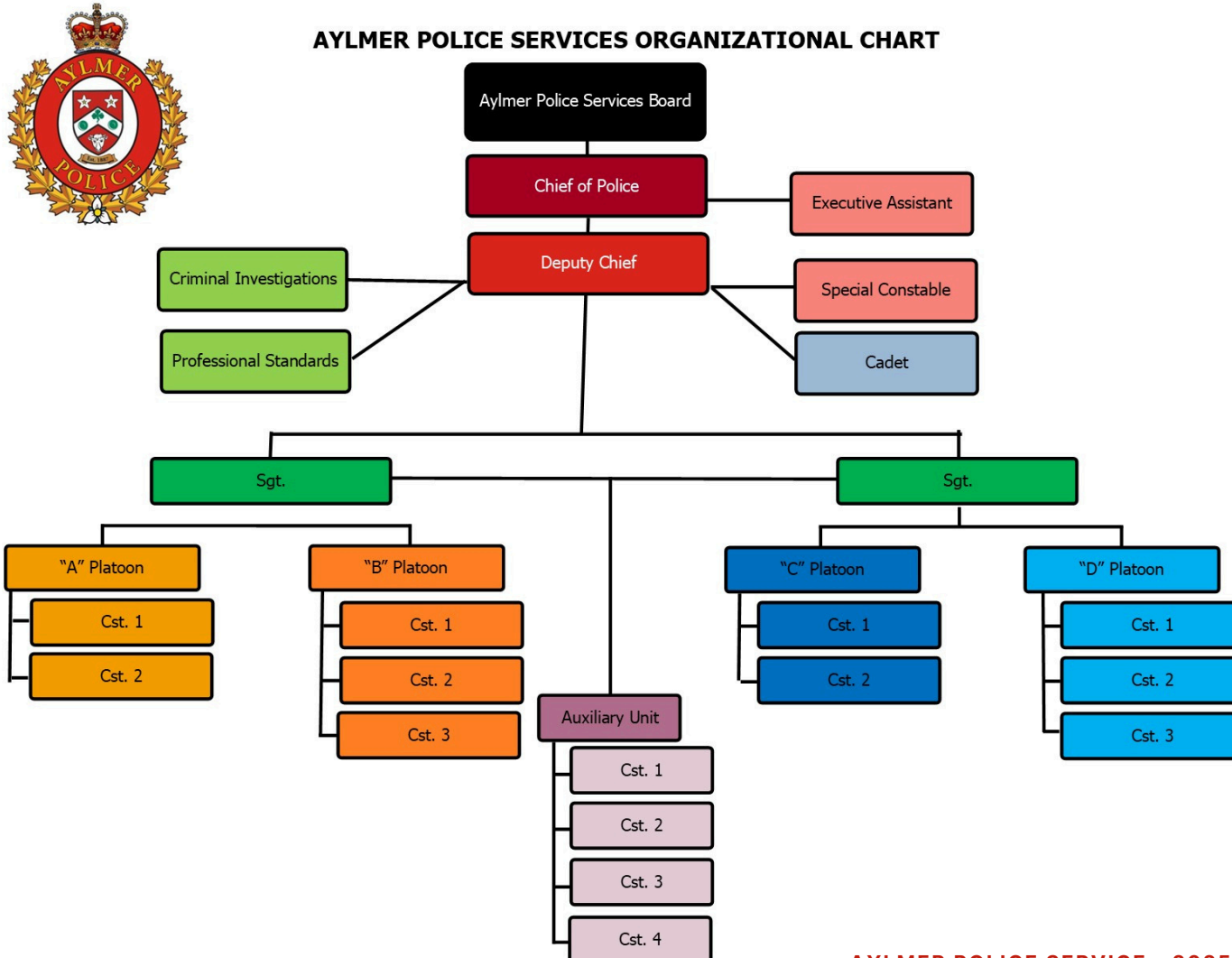


ORGANIZATIONAL STRUCTURE

The Aylmer Police Service is led by the Chief of Police, support by a Deputy Chief, an Executive Assistant, and one Special Constable.

The operational structure includes Criminal Investigations and Professional Standards units, along with two Sergeants overseeing four platoons: "A" (2 Constables), "B" (3 Constables), "C" (2 Constables), and "D" (3 Constables).

Additionally, there are four Auxiliary Constables on the Auxiliary Unit. The Aylmer Police Service Board provides governance and oversight.



STAFFING CHANGES



Deputy Chief C. Johnson

Deputy Chief Johnson joined the Aylmer Police Service with over 23 years of policing experience. Previously, he was a Staff Sergeant of a uniform patrol section with the St. Thomas Police Service. Deputy Chief Johnson is well-experienced in drug enforcement and specialized investigative services.



Constable S. Coward

PC Coward joined the Aylmer Police Service with 7 years of municipal policing experience. PC Coward is a trained Scenes of Crime Officer and a graduate of Fanshawe College and Wilfrid Laurier University.



Constable B. Zehr

PC Zehr, a lifelong resident of the community, joined the Aylmer Police Service. PC Zehr graduated from the Ontario Police College in 2025.

STAFFING CHANGES

Special Constable R. Wells



Special Constable Wells retired in September 2025 after 30 years of policing. Congratulations on your retirement Special Constable Wells.

Constable S. McCallum



Constable McCallum retired in November 2025 after 36 years in policing. Congratulations on your retirement Constable McCallum.

STAFFING CHANGES

Promotion - Chief Johnstone

Chief Johnstone was sworn in as Chief of the Aylmer Police Service by the Honourable Justice C. Sigurdson in January 2025.

Chief Johnstone joined the Aylmer Police Service in 2022 as Deputy, with 17 years of policing experience. Chief Johnstone brought with him expertise in the area of drug enforcement, criminal investigations, community engagement, front line policing, and court services.

Chief Z. Horvat retired from the Aylmer Police Service in January 2025 after 40 years of policing, starting at Haldimand Norfolk Regional Police.

Congratulations to Chief Johnstone and Chief Horvat.



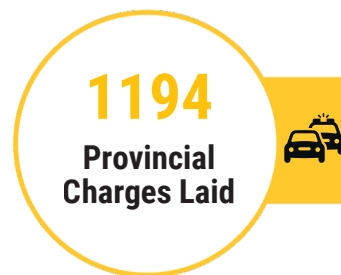
2025 OFFENCE BREAKDOWN

Offence	2024	2025
Assault with weapon/bodily harm	14	4
02-Sexual Assault	11	5
03-Robbery	1	1
04-Assault	31	55
05-Break & Enter	17	15
06-Auto Theft	2	3
07-Theft Over	2	1
08-Theft Under	73	14
09-Mischief	29	25
10-Fraud	50	22
11-Theft from M/V	9	2

Criminal Code & Provincial Statute Charges Laid	2024	2025
Highway Traffic Act	854	1030
Criminal Code Offences	275	324
Liquor License Control Act	29	35
Trespass to Property	12	30
Compulsory Auto Insurance	93	55
Cannabis Control Act	12	20
Dog Owners Liability Act	5	25

Drug Offences	2024	2025
Possession 4(1) CDSA	8	11
Trafficking 5(1) CDSA	0	0
Trafficking 5(2) CDSA	10	2

	2024	2025
Total Occurrences	3,230	3,706
Beat Patrol (Hours)	643	323
Bicycle Patrol (Hours)	44	42



CRIME SEVERITY INDEX

Crime Severity Index (CSI) – 2024

The Crime Severity Index is a weighted score produced by Statistics Canada based on the type of reported crime in a community. Types of crime are weighted, meaning that more serious and violent crimes are given a higher individual score than crimes considered to be less serious in nature. The CSI allows for direct comparisons to be made across similarly sized communities in terms of violent crime, non-violent crime and total crime (violent and non-violent combined).

Overall CSI ↓

Violent CSI ↑

Non-Violent CSI ↓

48.5

57.7

45.3

(-0.3% change from 2023)

(+1.6% from 2023)

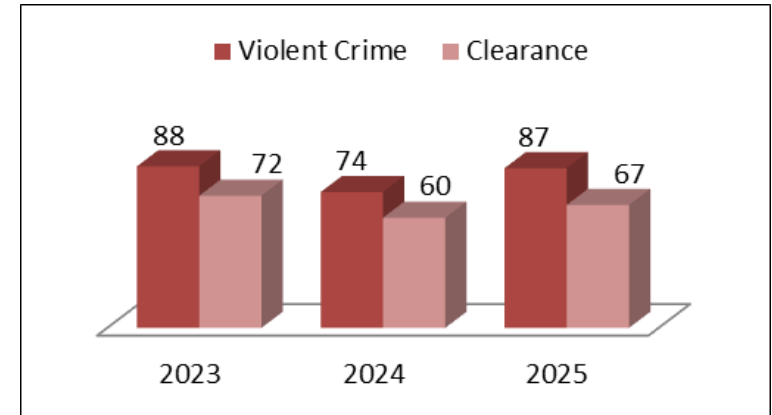
(-1.3% change from 2023)

Location	CSI 2024 (Overall)	Notes/Changes from Previous Year
Aylmer	48.5	Slight decrease from previous year (-0.3%)
St. Thomas	65.9	Decrease of 4.4%
Hanover	110.8	Increase of 13.3%
Smiths Falls	104.4	Decrease of 13.0%
Gananoque	49.0	Increase of 4.5%
Port Hope	31.0	Increase of 22.4%
Deep River	33.1	Decrease of 15.2%
Ontario (Provincial Average)	60.7	Decrease of 1%

VIOLENT CRIME

Violent Crime Statistics	2023	2024	2025
Number of Violent Crime Incidents	88	74	87

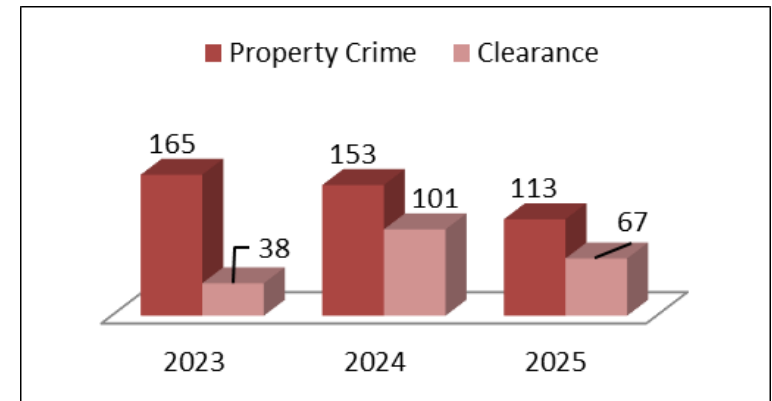
Violent Crime Clearance	2023	2024	2025
Number of Incidents Cleared	72	60	67



PROPERTY CRIME

Property Crime Statistics	2023	2024	2025
Number of Property Crime Incidents	163	153	113

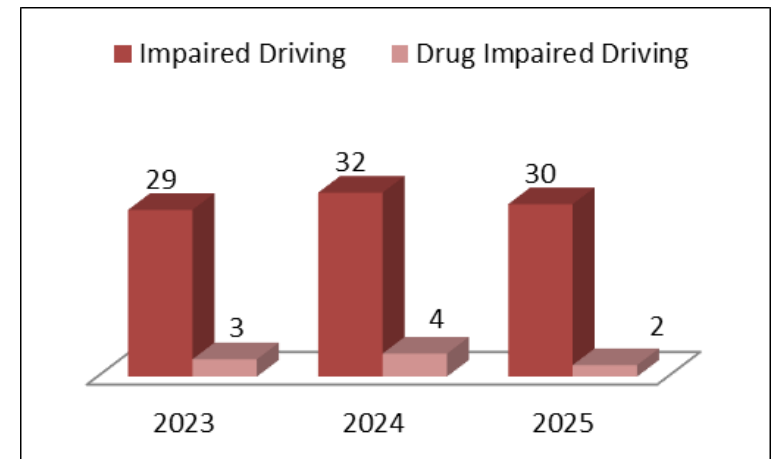
Property Crime Clearance	2023	2024	2025
Number of Incidents Cleared	38	101	67



IMPAIRED DRIVING

Impaired Driving Statistics	2023	2024	2025
Number of Impaired Driving Incidents	29	32	30

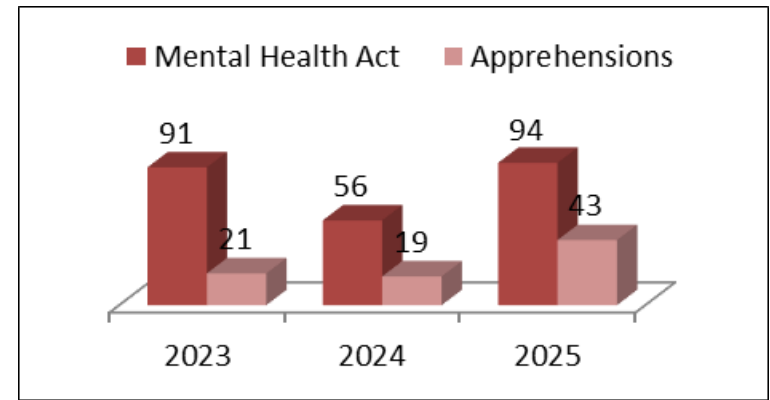
Drug Impaired Driving Statistics	2023	2024	2025
Number of Drug Impaired Driving Incidents	3	4	2



MENTAL HEALTH ACT

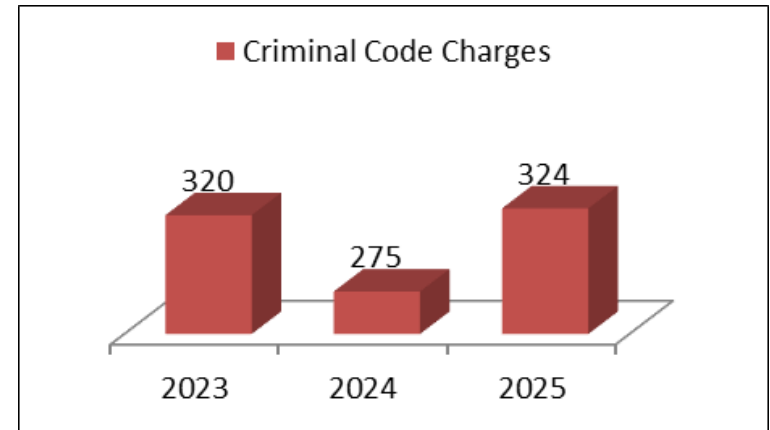
Mental Health Act	2023	2024	2025
Number of Incidents	91	56	94

Apprehensions	2023	2024	2025
Number of Apprehensions	21	19	43



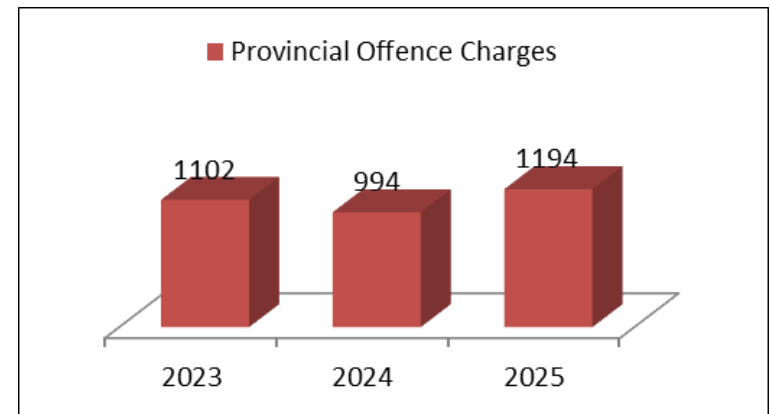
CRIMINAL CODE CHARGES

Criminal Code Charges	2023	2024	2025
Number of Incidents	320	275	324



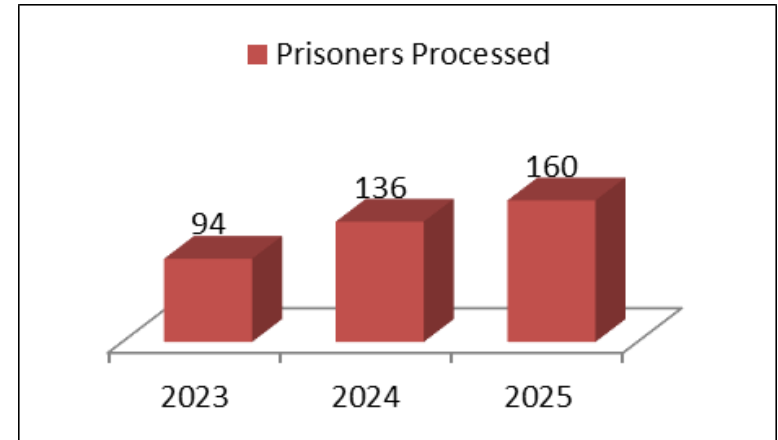
PROVINCIAL OFFENCE CHARGES

Provincial Offence Charges	2023	2024	2025
Number of Incidents	1102	994	1194



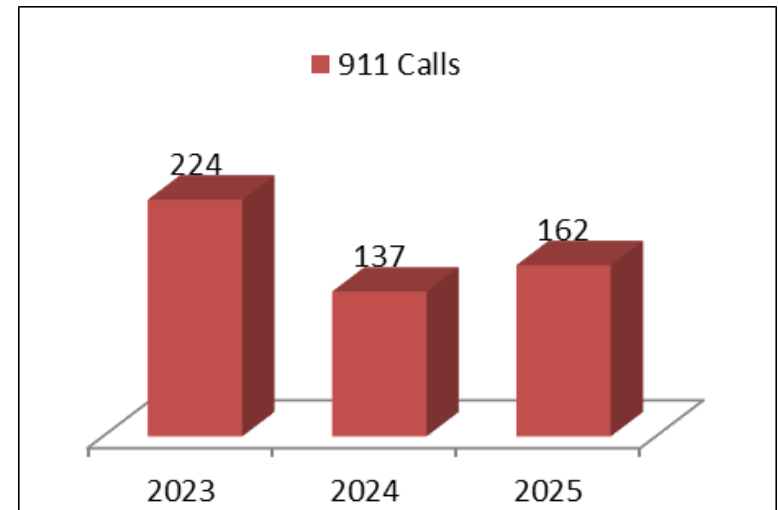
PRISONERS PROCESSED

Prisoners Processed	2023	2024	2025
Number of Prisoners Processed	94	136	160



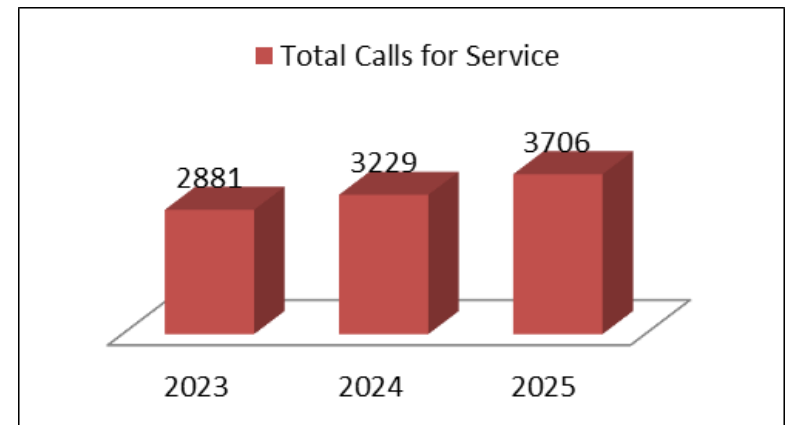
911 CALLS

911 Calls	2023	2024	2025
Number of 911 Calls	224	137	162



TOTAL CALLS FOR SERVICE

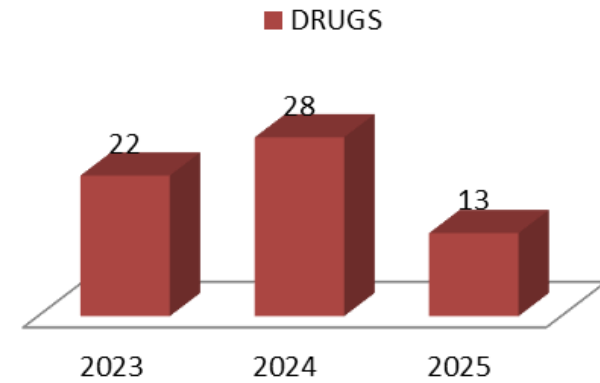
Total Calls for Service	2023	2024	2025
Number of Calls for Service	2881	3229	3706



DRUG CRIME

Drug Crime Statistics	2023	2024	2025
Number of Drug Crime Incidents	22	28	13

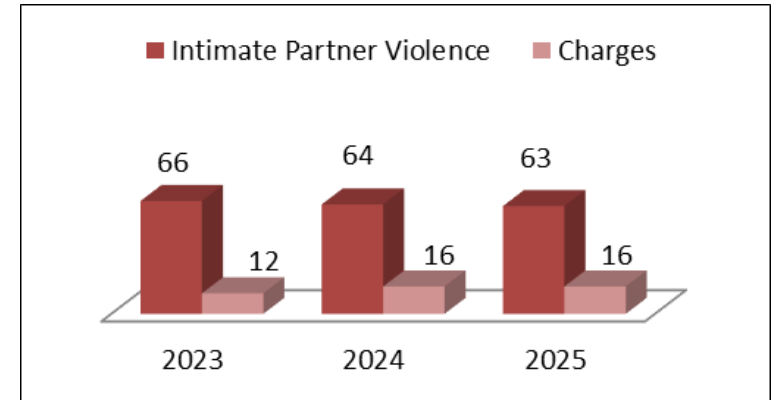
Drug Crime Clearance	2023	2024	2025
Number of Incidents Cleared	22	28	13



INTIMATE PARTNER VIOLENCE

Intimate Partner Violence Statistics	2023	2024	2025
Number of Incidents	66	64	63

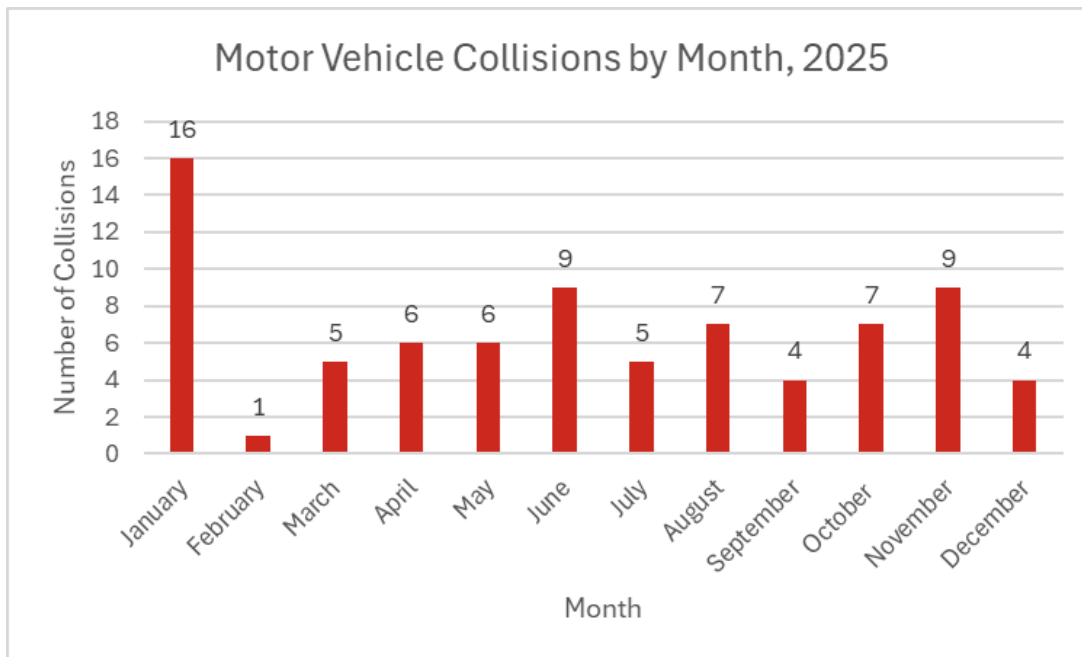
Intimate Partner Violence Charges	2023	2024	2025
Number of Incidents with Charges	12	16	16



MOTOR VEHICLE COLLISIONS

Motor Vehicle Collision Statistics	2024	2025
Number of Vehicle Collisions	108	79

- The leading cause of motor vehicle collisions in Aylmer in 2025 is attributed to single motor vehicle, unattended vehicle.
- The most frequent charge associated with motor vehicle collisions under the Highway Traffic Act of Ontario in 2025 was No Licence/Drive Under Suspension.
- The most frequent location for reported collisions in 2025 was Talbot and John Street.



79
Motor Vehicle Collisions in 2025

January
Month with the highest motor vehicle collisions in 2025

2025 NOTABLE INCIDENTS

\$1.2 Million Fraud Investigation

A 54-year-old woman has been arrested in connection with a fraud investigation involving losses exceeding \$1.2 million. The investigation revealed that the accused befriended a local man and, without his knowledge or consent, deposited and cashed cheques made payable to herself. The suspicious activity was identified by a local accountant, who alerted the victim. The matter was subsequently reported to police. Following a lengthy investigation, the woman was charged with multiple fraud-related offences. The matter remains before the courts.

Home Invasion and Robbery

A 28-year-old male has been arrested in connection with a robbery investigation in the Town of Aylmer. On September 16, 2025, Aylmer Police responded to a report of a robbery at a residence on John Street South, where a Facebook Marketplace transaction had been arranged for the sale of a hammer. During the interaction, the accused allegedly used force and made a threatening statement before fleeing the scene with two other males in a vehicle. The accused has been charged with robbery with violence and intimidation of a justice system participant. This matter remains before the courts.



2025 NOTABLE INCIDENTS

Adult Male Assaults Infant Child

A 31-year-old male was arrested after an investigating that alleged an assault of an infant by the mother's current boyfriend. The investigation determined that the infant was assaulted on more than one occasion. The male was arrested and charged with assault causing bodily harm, suffocation, and assault. The accused was released from custody, the matter remains before the courts.

Traffic Stop leads to Drug Trafficking Charges

A 36-year-old female has been charged following a traffic stop in Elgin County that led to the seizure of multiple controlled substances. On August 30, 2025, at approximately 2:07 a.m., police conducted a traffic stop on Bradley Creek Line at Hacienda Road in the Township of Malahide after observing a vehicle travelling at a high rate of speed. Officers observed cannabis readily accessible to the driver and not stored in original packaging, contrary to the Cannabis Control Act. Police seized fentanyl, cocaine, oxycodone, codeine tablets, with a street value of \$8000. As a result, the accused was charged with five counts of possession of a Schedule I substance for the purpose of trafficking, contrary to the Controlled Drugs and Substances Act. The accused was held to answer to the charges, and the matter remains before the courts.



SUSPECT APPREHENSION PURSUITS

Suspect Apprehension Pursuits (SAP) occur when a police officer attempts to direct the driver of a motor vehicle to stop. The driver refused to obey the officer and the officer pursues in a motor vehicle for the purposes of stopping the fleeing motor vehicle or identifying the fleeing motor vehicle or an individual in the fleeing motor vehicle. When police officers attempt to stop a motor vehicle, and the motor vehicle refuses to pull over, officers use discretion on initiating a pursuit or not. In either event, a fail to stop report is required by the Ministry.

2025

- In 2025, Aylmer Police engaged in no Suspect Apprehension Pursuits.
- On two (2) occasions, fail to stop reports were submitted by officers.
 - In both situations, vehicles attempted to be stopped for Highway Traffic Act offences fled from Police.
- In accordance with the legislation and Aylmer Police policy and procedures, all fail to stop occurrences are reviewed by a supervisor and training analyst.
- In all occurrences, the officers were deemed to have acted appropriately, favoring public safety and not initiating a pursuit.



COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES

Pursuant to O. Reg. 58/16 of the Police Services Act, an annual report must be provided by a municipal Chief of Police to a Board under section 31 of Ontario Regulation 3/99 (Adequacy and Effectiveness of Police Services).

2025

- In 2025, no attempts or actual collection of information was made under this regulation.

MISSING PERSON URGENT DEMAND REPORT

Pursuant to the *Missing Persons Act of Ontario*, Police Services are required to report on the number of times an “urgent demand” was made by Police.

2025

- In 2025, thirty-one (31) missing person reports were filed with the Aylmer Police Service.
- Five (5) required urgent demands for records.



USE OF FORCE

Use of Force Statistics	2024	2025
Use of Force	3	11

Eleven (11) Use of Force reports were submitted in 2025 as per the provincial reporting regulations and the Aylmer Police Service Policy and Procedures.

Use of Force Type and Reason:

- Three (3) reports were submitted by officers who drew a Conductive Energy Weapon (CEW). In one instance, the CEW was deployed during a response to a person in crisis who was at risk of serious self-harm involving an edged weapon. The use of the CEW was intended to prevent further injury and ensure the safety of all involved.
- Eight (8) reports were submitted for dispatching injured or sick wild animals (firearm).

The limited use of force by Aylmer Police Service officers is attributed to the introduction of body-worn cameras, the high level of training officers receive, strong community relationships, and a consistent focus on de-escalation.



The Taser 7 has now been rolled out to most frontline officers after 18 units were obtained to replace the aged and end of life Taser X2 units.

PROFESSIONAL STANDARDS, 2025

Aylmer Police Service is committed to providing Aylmer residents with the highest quality police service possible. Our members serve the community with honour and integrity. We treat everyone with dignity and respect individual human rights. When someone raises a concern, we value the feedback and take each complaint seriously.

2025

- In 2025, no complaints were received.



Law Enforcement Complaints Agency
Agence des plaintes contre les forces
de l'ordre



Tribunals Ontario
Tribunaux décisionnels Ontario

SPECIAL INVESTIGATIONS UNIT, 2025

The SIU is a civilian law enforcement agency, independent of the police, that conducts criminal investigations into circumstances involving police and civilians that have resulted in serious injury, death or allegations of sexual assault. In the course of its investigations, the Unit gathers and assesses evidence, and the Director of the SIU decides whether or not the evidence leads to the reasonable belief that a criminal offence has been committed. If the Director forms such a belief, she or he shall lay a criminal charge against the officer(s), and that charge will then be prosecuted by the Crown Attorney. If the Director does not form such a belief, she or he cannot lay a criminal charge against the officer(s).

2025

- In 2025, there were no SIU investigations.



ADMINISTRATIVE SUPPORT SERVICES

Municipal Freedom of Information and Protection of Privacy Act

The Municipal Freedom of Information and Protection of Privacy Act provides citizens with a right of access to records within the custody or control of all municipal sector organizations, including Police Services. Access to these records is not absolute. There are certain mandatory and discretionary exemptions, which are applied. Details about the operation of the Act and interpretations of the 10 exemption provisions can be found at the website of the Office of the Information and Privacy Commissioner (IPC) www.ipc.on.ca

The Aylmer Police Service Civilian Administrator is designated as the primary FOIA officer.

The Aylmer Police processed three (3) requests in 2025.

Record Checks

The three types of record checks include:

- **Police Criminal Record Check (PCRC)**
 - This check is intended for applicants who are involved as a volunteer, employee or in any situation where a BASIC Police Criminal Record Check is requested. This check is NOT intended for applicants who are seeking volunteer and/or employment with vulnerable persons.
- **Police Criminal Record and Judicial Matters Check (PCRJMC)**
 - Intended for applicants who are seeking volunteer and/or employment with agencies who require a police record check. This check is NOT intended for applicants who are seeking volunteer, student placement or employment with vulnerable persons (i.e. children, elderly).
- **Police Vulnerable Sector Check (PVSC)**
 - This check is restricted to applicants seeking employment, student placement, Foster Parent, Kinship Care or volunteering with vulnerable individuals. "Vulnerable Persons" means persons who, because of their age, a disability or other circumstances, whether temporary or permanent, (A) are in a position of dependence on others; or (B) are otherwise at a greater risk than the general population of being harmed by persons in a position of authority or trust relative to them.

The Aylmer Police processed six hundred and twelve (612) Criminal Record Checks in 2025.

COMMUNITY SERVICES



Members of the Aylmer Police Service welcomed Special Olympics St. Thomas athletes to the St. Thomas Invitational Soccer Tournament.



Members of the Aylmer Police Service attended Coffee with Cops & Veterans hosted by the Aylmer Legion in partnership with the Canadian Police Mission in Ukraine.



Constable Shaw and Constable Kunder assisted in the Tim Hortons Smile Cookie Campaign.



Constable Hearn and Megan Garrod presented funds raised from the Battle of the Battles to the London ALS Society.



Aylmer Officers participated in Touch-a-Truck at the Aylmer Community Festival.



Members of the Aylmer Police Service supported McHappy Day at the Aylmer McDonald's.

2025-2028 STRATEGIC BUSINESS PLAN

The **2025-2028 Strategic Plan** for the Aylmer Police Service outlines a four-year roadmap focused on maintaining community safety while strengthening trust, transparency, and organizational effectiveness. Developed through public and internal surveys, the plan prioritizes four key areas:

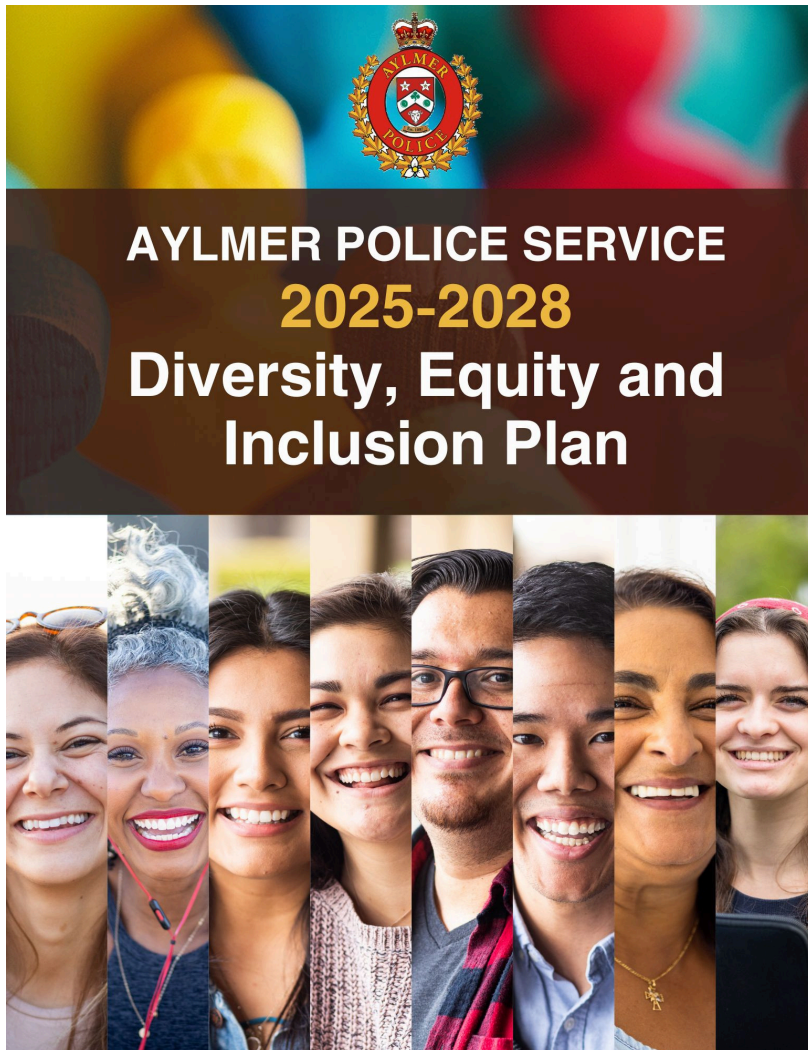
- **Visibility & Community Policing:** increased foot and vehicle patrols, traffic enforcement, crime investigation accountability, and response to drug abuse and homelessness;
- **Community Engagement & Outreach:** stronger partnerships, proactive safety education, and enhanced communication, including social media;
- **Facilities, Resources & Technology:** modernizing equipment, implementing body-worn cameras, upgrading technology, and improving facilities;
- **Organizational Effectiveness:** employee wellness, enhanced training, governance updates under the Community Safety and Policing Act, and recruitment retention.

The plan emphasizes proactive policing, collaboration with community partners, and continuous improvement to meet evolving community needs.



AYLMER POLICE SERVICE 2025-2028 Strategic Business Plan

2025-2028 DIVERSITY, EQUITY & INCLUSION PLAN



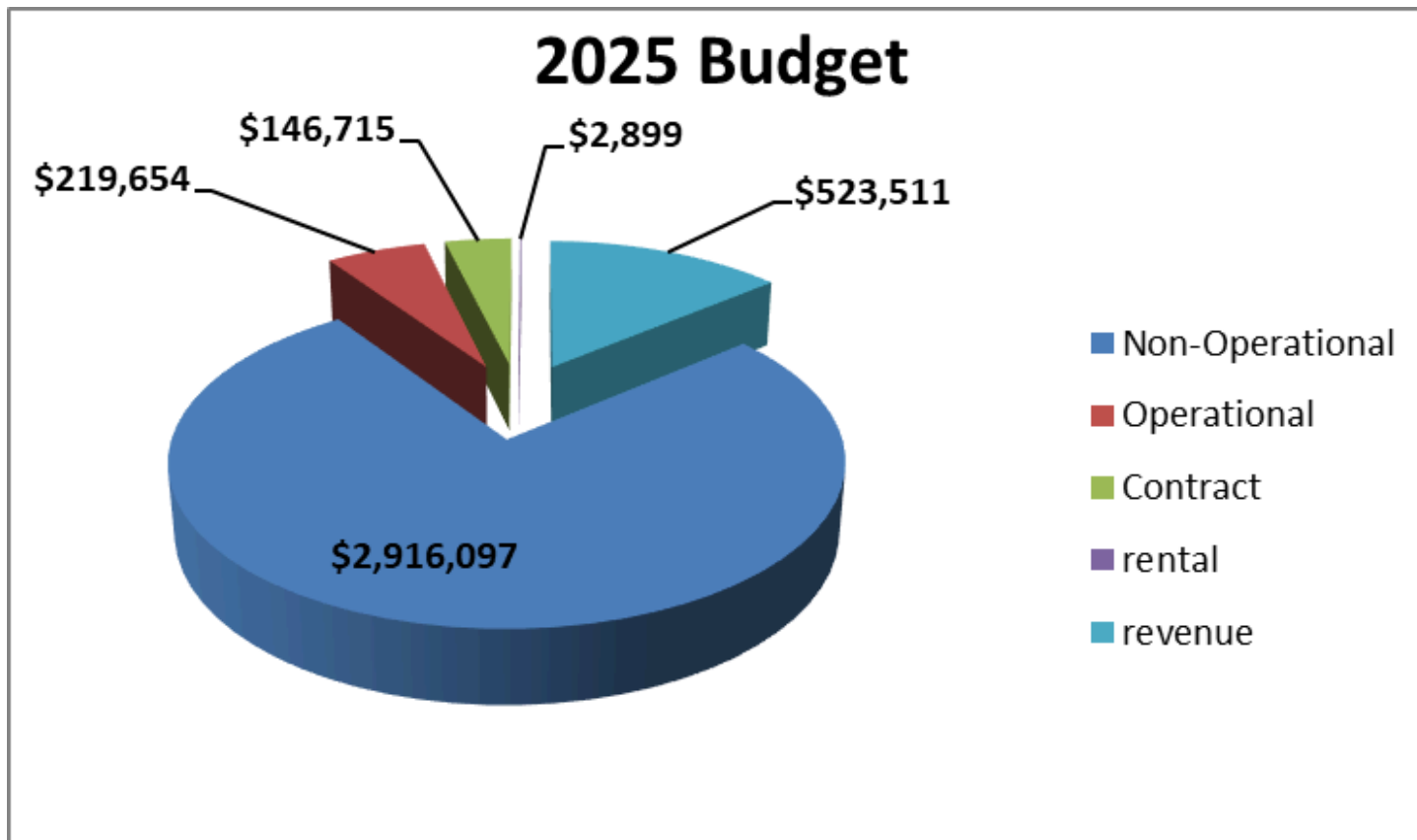
The **2025-2028 Diversity, Equity and Inclusion Plan** sets out a four-year framework to strengthen trust, fairness, and representation in policing across the community. Building on the Service's broader strategic plan, the plan focuses on four priority areas:

- **Visibility & Community Policing:** strengthening relationships with underrepresented groups, expanding community-oriented response models, and increasing liaison roles and non-enforcement interactions;
- **Community Engagement & Outreach:** deepening partnerships with Mennonite Community Services and other community organizations, improving victim supports, and ensuring inclusive language and accessible communications;
- **Facilities, Resources & Technology:** creating trauma-informed and accessible spaces, enhancing bias-free technology use such as body-worn cameras, and expanding DEI-focused training;
- **Organizational Effectiveness:** inclusive recruitment and promotion practices, mandatory training, policy bias reviews, and leadership accountability.

The plan emphasizes culturally responsive policing, equitable service delivery, and measurable actions to ensure the Service reflects and supports the diverse needs of the Aylmer community.

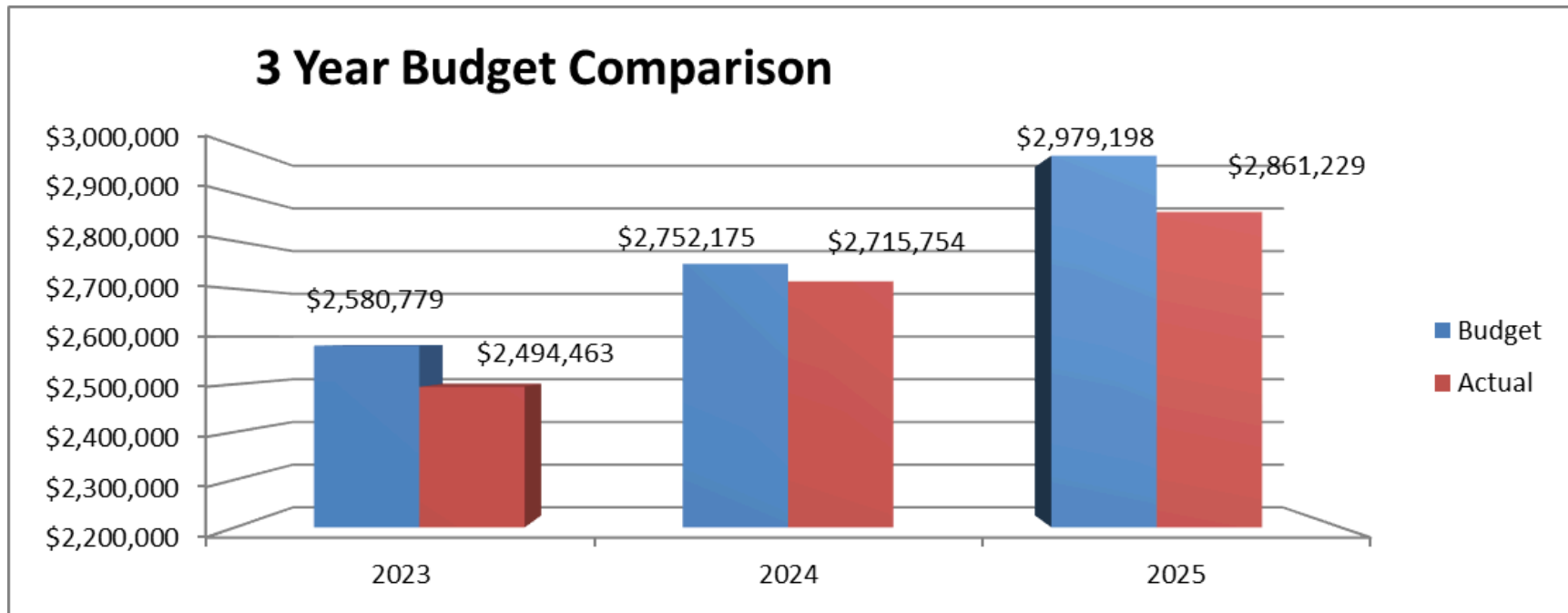
2025 BUDGET ANALYSIS

The **2025 Annual Financial Summary** shows steady budget growth over the past three years. Actual expenditures have remained below budget each year, with 2025 actual spending at \$2,861,229, reflecting continued fiscal control. Non-operational costs represent the largest portion of expenditures, rising for \$2.35 million in 2023 to \$2.92 million in 2025, while operational and contract costs have increased more moderately. Revenue has also grown significantly, helping offset overall costs. Overall, the data indicates responsible financial management alongside gradual increases in overall service expenditures.



2025 BUDGET ANALYSIS

A three-year comparison of the budget demonstrates steady and predictable financial growth from 2023 to 2025. The approved budget increased from \$2,580,779 in 2023 to \$2,752,175 in 2024, and further to \$2,979,198 in 2025, reflecting incremental adjustments to support operational needs and rising costs. In each year, actual expenditures remained below the approved budget - \$2,494,463 in 2023, \$2,715,754 in 2024, and \$2,861,229 in 2025 - indicating consistent fiscal discipline. Overall, the three-year trend shows responsible budgeting practices, modest annual growth, and effective cost containment.





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 f AylmerPolice



Chief Henderson 1953 *Cher Stuebker*

P.C. Ralph Taylor 1944

Chief H. Henderson