

Timmins Police Service Board



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TO: Timmins Police Service Board

FROM: Chief Sydney Lecky

CC: Deputy Chief Darren Dinel and CHRE Paula Del Guidice

DATE: April 23, 2026

RE: Aggregate Discipline Measures – April 1, 2024 to December 31, 2024

Background

In accordance with section 215 of the Community Safety and Policing Act “CSPA”, the Chief is required to report to the Board regarding the aggregate disciplinary measures that have been taken under Part XII, Disciplinary Measures and Hearings, of the Act. In turn, the Board is required to post this report on its website within 30 days of receiving it and must forward the report to the Complaints Director at the Law Enforcement Complaints Agency.

Under the authority of the CSPA the Chief may impose disciplinary measures without a hearing to address conduct matters. Pursuant to subsection 200(1) CSPA, these measures include the following:

1. Suspend without pay for a period not exceeding 30 days or 240 hours.
2. Forfeit not more than three days or 24 hours pay.
3. Forfeit not more than 20 days or 160 hours off.
4. Reprimand.
5. Undergo specified counselling, treatment or training.
6. Participate in a specified program or activity.

Rather than consent, the police officer may apply to the Ontario Police Arbitration and Adjudication Commission (OPAAC) to appoint an adjudicator to hold a hearing. The

Chief may also apply to the OPAAC to appoint an adjudicator to hold a hearing if the Chief is seeking the police officer's demotion or termination.

Pursuant to Ontario Regulation 90/24, the report to the Board must include the following information:

1. Each provision of the Code of Conduct for Police Officers made under the CSPA under which a disciplinary measure was imposed, which type of measure was imposed, and the number of times that each type of measure was imposed in relation to the provision.
2. The number of times a disciplinary measure was imposed,
 - i. without a hearing,
 - ii. following a hearing requested by the police officer, or
 - iii. following a hearing requested by me as I was seeking demotion or dismissal.
3. If a disciplinary measure referred to in paragraph 1 (suspension without pay), 2 (forfeiture of pay) or 3 (forfeiture of time off) of subsection 200 (1) of the Act was imposed, for each paragraph,
 - i. the average number of days or hours, and
 - ii. the total number of days or hours.

Analysis

The reported disciplinary measures included in this report were imposed after April 1, 2024 when the CSPA came into effect. The CSPA directs this as an ongoing reporting requirement that will be provided on two occasions throughout the year as directed by regulation.

Recommendation

I recommend the Board approves the report as presented, publishes the report, and forward to the Law Enforcement Complaints Agency.

Sydney Lecky
Chief of Police

Aggregate Discipline Measures

Reporting Period – April 1, 2024 to December 31, 2024

There were no hearings held under section 201 or 202 of the CSPA. All imposed discipline measures were under s. 200 of the Act, without a hearing.

The following table indicates the measures imposed without a hearing:

Conduct	Number of Conduct Incidents	Measure
s.10(1) – Undermine Public Trust	1	- Suspension without pay - counselling/treatment/training
s.19 Fail to Perform Duties	1	- Suspension without pay - counselling/treatment/training
s.25 – Absent Without Authorization	1	- Suspension without pay - counselling/treatment/training
s.26- Insubordination	1	- Suspension without pay - counselling/treatment/training
s.31 - Deceit	1	- Suspension without pay - counselling/treatment/training

Discipline Measure	Instances	Average hours	Total hours
Paragraph 1 – suspension without pay (<240 hours)	1	176 hours (22 days)	176 hours (22 days)
Paragraph 2 - forfeiture of hours (<24 hours)	-	-	-
Paragraph 3 – forfeiture of hours (<160 hours)	-	-	-
Paragraph 4 – Reprimand	-	-	-
Paragraph 5 – Counselling, Treatment, or Training	1	-	-
Paragraph 6 – program or activity	-	-	-
Total number of time Discipline Measures imposed	2	-	-