

M I N U T E S  
CHATHAM-KENT POLICE SERVICES BOARD MEETING  
(REGULAR)

Council Chambers  
Civic Centre

March 8, 2016  
Time: 9:30 A.M.

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**PRESENT:**

Motion #

Mrs. Diane Daly, Chair  
Mr. Pat Weaver, Vice-Chair  
Mayor Randy Hope  
Councillor Bryon Fluker  
Mr. Uly Bondy, Board Advisor  
Chief Gary Conn  
Deputy Chief Jeff Littlewood

**ABSENT:**

Mrs. Kathryn Biondi

**1. Call to Order**

By Vice-Chair Diane Daly.

**2. a) Declaration of Conflict of Interest**

None declared.

**b) Approval of Agenda**

Moved by Pat Weaver and seconded by Councillor Fluker

**“MOTION TO APPROVE THE AGENDA”**

#2258

Carried

**c) Approval of Minutes of February 9, 2016**

Moved by Pat Weaver and seconded by Councillor Fluker

**“MOTION TO APPROVE THE MINUTES OF FEBRUARY 9, 2016”**

#2259

Carried

**3. Business Arising from Previous Minutes: None**

**4. Reports from Chief of Police:**

**4.1 Promotions, Elevation, New Hire & Retirement**

Chief Conn read bios of newly promoted Sergeants, Kate McArthur, Michael Pearce, Mike Hakr, Matt Stezycki and Albert Pilbeam. Sergeant's badges and warrant cards presented to members.

Moved by Mayor Hope and seconded by Councillor Fluker

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**“MOTION TO APPROVE THE RECOMMENDATION TO PROMOTE CSTS. KATE McARTHUR, MICHAEL PEARCE, MICHAEL HAKR, MATT STEZYCKI AND ALBERT PILBEAM TO THE RANK OF SERGEANT EFFECTIVE MARCH 8, 2016”**

#2260

Carried

Chief Conn presented report on elevation, new hire and retirement.

Moved by Councillor Fluker and seconded by Pat Weaver

**“MOTION TO APPROVE THE RECOMMENDATION TO ELEVATE INSP. BRIAN BISKEY TO LEVEL 1 EFFECTIVE MARCH 15, 2016, TO HIRE MICHAEL JAMES AS A PART-TIME EMERGENCY COMMUNICATION OPERATOR, LEVEL 4 EFFECTIVE MARCH 29, 2016 AND ACCEPT THE RETIREMENT NOTICE OF E.C.O. CATHY BOAK EFFECTIVE DECEMBER 31, 2016”**

#2261

Carried

4.2 Presentation by Russ Bain and Fred Kaustinen from the OAPSB on changes to the Police Services Act.

Highlights:

- Current Police Services Act passed in 1990.
- Police Services Act to be opened at some point in 2016.
- Government’s “Strategy for a Safer Ontario” is the same as the Police Services Act rewrite.
- FPAC meetings being held once a month until things get resolved and moving ahead.
- New PSA must facilitate more options for delivery of public safety services, including the alternate service delivery of some public safety functions by private corporations.
- The PSA must demand greater interagency cooperation between police and other public safety, health and well-being service providers.
- The PSA must guarantee, through legislative design, that police governance is universal, relevant to communities and fully supported to succeed.
- 200+ communities have no police governance.
- Governance Reform is 1 of the 3 FPAC goals.
- At 2015 spring conference the Advocacy Mandate Parts 1 & 2 (General & Detailed Functions) were published, off-line meetings with MCSCS staff.
- Approximately 140 articles in the PSA in 1990, 80 of those have some direct connection to Board governance. The Act in 1990 was largely written with submissions from the Police Management and from Labour leaders. No input from Police Governors.
- The new Act has lots of reference about police governance.
- Going back to first principals, taking a look at a generic governance model and seeing how that could be best adapted to police governance.

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- General model looking at is one where the Board of Governors defines the expectations of the shareholders, assigns objectives to the organization to achieve and verifies performance.
  - Objectives that could be assigned to specific service outcomes, market share, share price, etc.
  - First task to modify public safety would be to define community owners' public safety, needs, values and expectations.
  - The language of the Ministry is about outcomes, which differs from Adequacy Standards.
  - The limitations aspect is how the Board can govern risk and avoid unintended consequences.
  - Verify that the objectives would receive a generic model, organizational performance.
  - Needs, Values & Expectations; Board needs direct connection to the whole community and the Board elicit the owner response rather than customer response.
  - The Board representing the owners needs to be the one leading with expert assistance. Police Boards are relying on police services, who have planning units, to lead the business planning process.
  - First step is defining community-owners, public safety, needs, values and expectations. Second step is translating the Board's view, interpretation of those needs, values and expectations and outcomes and limitations for the Police Service.
  - The Board in this phase is specifically not telling the Chief how to achieve the outcomes or how to respect the limitations because the Board is not made up of professional police, the expertise provides the service.
  - Maintain some consistency about the PSA prohibiting the interference ongoing police operations. Outcome and limitations focus, rather than procedural.
  - In reference to bargaining, the Board sets the mandate, which is the outcome and any specific limitations. The most obvious limitation the Board sets is the budget. Coordinating bargaining is best done by professionals.
  - Currently Act implies the Board has to have at least one person on the bargaining committee. Encourage the Board to set the mandate, list of limitations and have final approval for collective bargaining, but in fact those HR activities just as they are at Council and every other sector of society are not done by governors, are done by HR professionals.
  - Our legislation probably written by police labour leaders in the late 80's have police board members on the bargaining team.
  - Verifying organization performance is small change in language, but big impact.
  - Changing Board's annual assessment of Chief to the Board's verification of organizational performance.
  - Chief provides written interpretation of policy requirement on outcome and limits and evidence of compliance or non-compliance.
  - Board decisions in evaluation process is to decide whether that Chief's interpretation of policy reasonable or not, whether evidence proves compliance or not. If evidence not deemed to be reasonable than policy needs to be refined or discussion with Chief has to occur.

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- The Board decides schedule of evaluations or re-evaluation in case on non-compliance.
  - This system orients the Board externally to the community, focusses on outcomes and limitations rather than the Adequacy Standards which currently focuses on resources and procedures and gives you direct role, an achievable role in evaluating the organization as a whole.
  - Criteria for police governance in future, #1 priority governance reform, clear, community relevant, legislative roles.
  - Mandatory and meaningful training is another success criteria.
  - Direct access to key information and expert advice and evaluation of police board performance. Currently no regulation for standards about Board performance.
  - Next step, public and regional consultations currently being conducted by the Ministry across the province. Attended by professionals in broader public safety and health network and more in-depth conversations than public consultations.

#### 4.3 CK Community Forum Series – April 11, 2016

Chief advised the Police Service will be hosting the first of three community forums entitled the CK Community Safety and Well-being forum. Key messages and speaking points will include community policing and migration from district poling to Community Mobilization. Will include concept of bringing police, social service agencies, educators and community groups together to mitigate societal conditions that lead to crime. Other topics to be discussed by panel experts will encompass Municipality's 10-year homelessness and housing plan, prosperity roundtable, the CK HELP Team and HELP Mobile Crisis Team, the new Chatham Central Neighbourhood Association which is part of the CK Police community mobilization effort to involve community partners to improve the safety and wellbeing for this area.

Moved by Councillor Fluker & seconded by Pat Weaver

#### **'MOTION TO RECEIVE THE CK COMMUNITY FORUM SERIES REPORT'**

#2262

Carried

#### 4.4 Scope 4 pilot project

Chief spoke on CKPS National Pilot Project for electronic submission of crown disclosure. Pilot project since 2012, have been preparing crown brief disclosure in a PDF format and then transferring these files between network drives accessible by both the case management staff at courts and Crown attorney's office staff. Everything is currently being electronically compiled and assembled in particular order for Crown. The first week of the pilot project saw CKPS disclose over 40 crown brief packages and dozens of secondary disclosure packages to the Crown through the Niche to Scope interface. Feedback from the partners at OPTIC and both the Ministry of the Attorney General and Ministry of Community Safety and Correctional Services has been extremely positive and congratulatory. Still a few issues that have to be ironed out. Scope 4 initiatives will be rolled out to all the remaining Crown Attorney's Offices in the province by end of 2017.

Moved by Pat Weaver and seconded by Mayor Hope

**“MOVED TO RECEIVE THE CKPS NATIONAL PILOT PROJECT, SCOPE 4 PILOT PROJECT REPORT”**

#2263

Carried

5. **Reports from Deputy Chief:**

5.1 **Patrol Support Year End Report**

Presented by Sgt. Michael Pearce

In 2015 the Patrol Support Section had 16 callouts, which included 10 life threatening injury collisions, 5 fatal collisions and 1 crime scene for the Major Crime Unit. None of the 5 fatalities were alcohol related. In 2015, 8,895 tickets were issued, significant increase from 2014. The CKPS along with Ministry of Transportation held nine commercial vehicle safety blitz. 230 vehicles were checked and 113 were taken out of service because of safety violations.

The Auxiliary Unit consists of 2 honourary sergeants and 20 auxiliary members, some crossed trained with Marine Unit. Auxiliary members attend various events to assist with security and traffic control. In 2015 they contributed to 2,737 voluntary hours.

The Marine Unit is composed of two boats. In 2015, they had 250 hrs. water time. There were 150 vessels stopped. They were involved in 7 community events.

The Canine Unit is comprised of Cst. Bertok and canine Arry. In 2015 they had 70 callouts. Canine usage consists of arrests, searches, tracks, property recovered, alarms, warrants and search for narcotics.

Moved by Mayor Hope and seconded by Pat Weaver

**“MOTION TO RECEIVE THE PATROL SUPPORT YEAR-END REPORT”**

#2264

Carried

5.2 **Collision Reporting Centre Year End Report**

Presented by Sgt. Michael Pearce

In 2015, there were a total of 2004 collisions (618 – CRC reported / 1386 – Officer Reported), slight increase from 2014. Officer reported collisions in 2015 consisted of 1,386 (fatal 5 / non-fatal 258 / property 972 / non-reportable 147 / other 4). Collisions occur more on Fridays and prime time for collisions would be between 11 am and 5 pm. 68 collisions involving alcohol. Weekends continue to be the days when alcohol consumption and driving is at the peak where collisions occur. 24 collisions involving pedestrians and 35 collisions involving cyclists. Top intersections with most

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accidents is Keil Drive and Richmond Street. 140 RIDE programs occurred, 12,352 vehicles stopped, 78 road tests, 23 3-day suspensions, 2 7-day suspensions, 1 impaired, 55 POT tickets and 3 drug seizures. Charges for POTs are up while impaired driving charges are down.

Mayor Hope would like to see stats pertaining to ATV by-law that was implemented by Council on March 7<sup>th</sup>. Chief advised those stats will be made available.

Moved by Pat Weaver and seconded by Councillor Fluker

**“MOTION TO RECEIVE THE COLLISION REPORTING CENTRE YEAR-END REPORT”**

#2265

Carried

**5.3 Youth Coordinator Year End Report**

Presented by: Cst. Derek Shaw

In 2015 police had 644 incidents involving area youth which lead to 155 criminal charges against 83 youths, slight drop from 2014. The average age of youth involved was 14.9%. 28% involved female youth.

Cst. Shaw started compiling data as of May in regards to non-criminal type behavior in youth dealing with missing youths, trouble with youths, mental health issues, and provincial offences. Had 21 youths diverted to community base referrals and 215 diverted by warnings / cautions.

Attended Muskoka Woods with Pines staff, approximately 300 grade 7 students and 120 school leaders. Positive rapport made with students and teachers.

During anti-bullying week in November Cst. Shaw wore pink shirt in support of anti-bullying which was well received from all school staff and positive comments from students. Cst. Shaw currently assisting 2 Pines students with an anti-bullying video.

Currently setting up Access Centre in partnership with Children’s Services, School Boards and Police for students who require assistance. Variety of programs will be available.

Moved by Mayor Hope and seconded by Pat Weaver

**“MOTION TO RECEIVE THE YOUTH COORDINATOR YEAR-END REPORT”**

#2266

Carried

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5.4 **Community Mobilization Year End Report**

Presented: Cst. Lynette Hodder

Sgt. Lynds secured 3 proceeds of crime grants which was used to hire a researcher to investigate and review current mobilization activities taking place locally and provincially. The other 2 assisted in implementing a number of strategic changes.

In January 2015 the Community Mobilization was created. Two officers, one being Cst. Hodder, were reassigned from front-line duties to this Section. In addition to the creation of this section, the Youth Officer, the Mobile Crisis Team officer and the Crime Prevention and Public Safety Special Constables now report to Sgt. Lynds.

2015 included a number of projects, the Victim Services referral pilot which each day the CMS officers review incidents from the previous day or weekend and refer those calls to Victim Services. In 2015 430 calls for service were referred to Victim Services.

Additional project is the First Strategy (Fast Intervention Risk Specific Teams). In 2015 a project coordinator was hired to assist in the development and implementation of a havoc model. To date have partnered with 24 community agencies in the development of this local process.

In May 2015 the Unit participated in a province wide prescription medication drop off day. Recent studies suggest 70% of teens access prescription drugs from their home. In 2015 CKPS received 2,226 narcotic pills and 45.07 kgs. Of non-narcotic medication which was the most successful drop off in the last 3 years.

Mayor Hope asked out of the 430 calls for service referred to Victim Services, what is the success rate. D/Chief Littlewood advised Executive Director Pam Fasullo would have those stats and will follow-up with her.

Moved by Pat Weaver and seconded by Councillor Fluker

**"MOTION TO RECEIVE COMMUNITY MOBILIZATION YEAR-END REPORT"**

#2267

Carried

6. **Acknowledgment letters:**

6.1 Shop With A Cop

6.2 The Military Institute of Windsor

Moved by Pat Weaver and seconded by Councillor Fluker

**"MOTION TO RECEIVE THE ACKNOWLEDGEMENT LETTERS"**

#2268

Carried

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7. **Consent Agenda: NONE**

8. **Non-agenda items:**

Chair Diane Daly announced that 2 contracts have been ratified, both 5 year contracts. The Senior Sworn Officers salary increases in 2016 – 0%, 2017 – 1%, 2018 – 1.5%, 2019 – 1.5%, 2020 – 1.75%. The Jr. Association salary increase from 2016 to 2020 – 1.85% for each year. One other contract that has gone to mediation. Meeting has been set.

9. **Date and time of next meeting:**

The date and time of the next regular meeting is scheduled for April 12, 2016 at 10:30 a.m.

Moved by Pat Weaver and seconded by Councillor Fluker

**“MOTION THAT THE NEXT OPEN MEETING BE HELD ON APRIL 12, 2016”.** #2269

**Carried**

11. **Adjournment**

Moved by Pat Weaver

**“MOTION TO ADJOURN”**

**Carried**

Time: 11:45 a.m.