

MINUTES
CHATHAM-KENT POLICE SERVICES BOARD MEETING
(REGULAR)

Boardroom

April 18, 2017

Chatham-Kent Police Headquarters

Time: 10: 00 A.M.

PRESENT:

Motion #

Mr. Pat Weaver, Vice Chair
Mayor Randy Hope
Councillor Bryon Fluker
Mrs. Kathryn Biondi
Chief Gary Conn
Deputy Chief Littlewood

ABSENT:

Mrs. Diane Daly, Chair

1. **Call to Order**

Welcome everyone and Guests

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

None declared

b) **Approval of Agenda**

The Chief requested an Amendment to the agenda Item # 5.7-Victim Services Report be added.

Moved by Councillor Fluker and seconded by Kathryn Biondi

“MOTION TO APPROVE THE AMENDED AGENDA”

#2369

Carried

c) **Approval of Minutes of March 21, 2017**

Moved by Mayor Hope and seconded by Councillor Fluker

“MOTION TO APPROVE THE MINUTES OF MARCH 21, 2017”

#2370

Carried

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

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

4.1 **Reclassification and New Hires**

The Chief presented the report on the Reclassification and presented a bio on each Cadet of the New Hires.

The Chief presented each Cadet with their badges.

Moved by Kathryn Biondi and seconded by Councillor Fluker

“MOTION TO APPROVE THE FOLLOWING RECLASSIFICATION AND NEW HIRES:

-THAT CONSTABLE DANIEL CARROLL BE RECLASSIFIED TO SECOND CLASS CONSTABLE EFFECTIVE APRIL 7, 2017

-THAT KYLE WRIGHT BE HIRED AS A CADET, LEVEL 4 EFFECTIVE APRIL 10, 2017

-THAT DANICA QUENNEVILLE BE HIRED AS A CADET, LEVEL 4 EFFECTIVE APRIL 10, 2017

-THAT DESTINY PAILEY BE HIRED AS A CADET, LEVEL 4 EFFECTIVE APRIL 10, 2017

-THAT TREVOR BISKEY BE HIRED AS A CADET, LEVEL 4 EFFECTIVE APRIL 10, 2017”

#2371

Carried

4.2 Reconciliation of Board Auction Account – 1st Quarter

The Chief presented the report on the Reconciliation of Board Auction Account – 1st Quarter.

Balance of the Auction Account Balance as of March 31st, 2017 is \$6,596.47

Moved by Councillor Fluker and seconded by Kathryn Biondi

“MOTION TO RECEIVE THE REPORT FOR INFORMATION”

#2372

Carried

4.3 Unfounded Sexual Assaults

The Chief presented the full report on the Unfounded Sexual Assaults.

On February 6, 2017 The Globe and Mail released a newspaper story regarding investigations of sexual assault investigations categorized as unfounded by police services. Shortly after this release many police services across the country began reviews of their unfounded investigations. CK Police assembled a team to research into examining the clearance of sexual assault occurrences, but also to review our procedures and processes in order to ensure that we are meeting standards and following best practices. The review examined all 610 allegations, taking in depth analysis into all 187 sexual assault cases which were classified as unfounded. During the review of the unfounded cases, we did not find any cases where charges could have been laid, and were not. We did find that 55 of the 187 cases between 2010 and 2014 were not classified properly and the system will be fine-tuned moving forward. Chatham-Kent police’s unfounded sexual assault cases went down from nearly 31% to almost 22% after the review. Upon the review the cases have been re-classified and the new percentage is now below the provincial average but still slightly higher than the national average. Our Analyst of Uniform Crime Reporting (UCR) will be reviewing all sexual assault cases, these matters are taken very seriously and there will be an annual review of the procedures along with other outside measures to provide clarification.

The Chief further advised POLIS which is the Police Information and Statistics Committee of the Canadian Association of Chiefs of Police, are working with Statistics Canada about some of the concerns with the UCR coding and classifications.

Kathryn Biondi, Board Member commented it was a great report, and she is happy to hear that an internal process/self-audit will be reviewed to ensure duplication does not occur. The Chief further commented that the UCR analyst going forward reviews all reports and/charges.

Moved by Councillor Fluker and seconded by Kathryn Biondi
"MOTION TO RECEIVE THE REPORT FOR INFORMATION"

#2373

Carried

4.4 Seatbelt Campaign (Enforcement)

The Chief presented the report on Seatbelt Campaign (Enforcement)

The Chatham-Kent Police Service Traffic Management Section identified a recent trend in area motorist not wearing seatbelts resulting in an increase of life threatening injuries and fatalities during collisions. Reminder to citizens Seat Belts Saves Lives and it will dramatically increase your chance of surviving a motor vehicle collision.

If you wish more information surrounding seatbelts, **please visit our website** under www.ckpolice.com and then navigate to Safety and Prevention-Traffic Smarts-Seatbelts.

By working together, we can make Chatham-Kent the safest community in Ontario.

Moved by Mayor Hope and seconded by Kathryn Biondi
"MOTION TO RECEIVE THE REPORT FOR INFORMATION"

#2374

Carried

4.5 Easter Eggstravaganza

The Chief presented the report on Easter Eggstravaganza.

It was a great success the park was packed and there was in excess of 3,000 children.

The children were given a passport and validated at each station of the emergency crews and the passport/ballad was entered into the draw for the bicycles.

The Mayor suggested an educational factor involved in the presentations-seatbelts, bicycle safety for next year to ensure the youths are receiving the safety message.

Moved by Mayor Hope and seconded by Councillor Fluker
"MOTION TO RECEIVE THE REPORT AND ENDORSE \$200.00 DONATION FOR THE EVENT FROM THE AUCTION ACCOUNT"

#2375

Carried

5. **Reports from Deputy Chief:**

5.1 CK Police Chaplaincy Unit

Chaplain Michael Koppes presented the report on the CK Police Chaplaincy Unit.

The CK Police Chaplaincy Unit have nine ordained, volunteer, sworn-in Police Chaplains placed throughout the Municipality of Chatham-Kent. The Chaplains are available 24/7.

North District (Wallaceburg, Dresden and Thamesville) – Chaplain Albert Lambkin and Chaplain Father Chris Gillespie.

South District (Blenheim, Ridgetown, Thamesville, Tilbury and Wheatley) – Chaplain Tim Joyce, Chaplain Kenneth Powell and Chaplain Dorman Pollett.

Central District (Chatham) – Chaplain Chris Couper, Chaplain Bill Sharrow, Chaplain Michael Koppes and Chaplain Paul McPhail.

Each district has assigned one Team Leader, who oversees the activities and gathers the stats. Chaplain Paul McPhail serves as the Co-coordinator and Sgt. Gabe Tetrault acts as our liaison to the Chatham-Kent Police Services.

The duties of the Chaplains include ride-a-longs, call outs, death notifications, death notification training, police ceremonies, training days, prayer days, team leaders meetings, mask fit testing, involvement in Remembrance Day ceremonies, Shop with a Cop, visiting the Communication Center, planning and hosting the Peace Officers Memorial Service, participation in C-K Police Service sponsored events, Camp Day at Tim Hortons, CKPS & Eastside Pride Community Outreach at the Wish Centre, conducted and/or attended police family funerals and weddings, attended and said Grace at the Awards Banquet. In 2016 we had 545 Volunteer hours, 53 Ride-a-long, 2 Prayer gatherings and 2 Training events.

Mr. Pat Weaver, Vice-Chair thanked the Chaplaincy Unit for the most valuable services they provide to the Chatham-Kent Police Services and the Community.

Moved by Mayor Hope and seconded by Councillor Fluker

“MOTION TO RECEIVE THE REPORT FOR INFORMATION PURPOSES”

#2376

Carried

5.2 POLICE EAP

The Deputy Chief presented the report ON POLICE EAP

POLICE EAP allows the officers to ability to obtain information and the tools to assist them in the everyday pressures of the “job”. In many cases this is all the officers will need but they may opt to get more assistance if they feel it is necessary, which is a positive step.

During the 2016 Calendar Year, 1,485 officers and/or their family members utilized www.policeEAP.com and 1,037 used the specific tool “The Stress Vaccine” to manage their stress. A total of 17,418 users took advantage of the 15 tools located on the site.

Sergeant Gabe Tetrault is our EAP Peer support coordinator and has assessed the site. Gabe feels that it is worth a donation of \$500.00 to give our members another tool to access and use against the ever mounting stresses of the “job”. We will then monitor the members use over a one year period and see if it is worthwhile to continue. I urge the Board to take the time and view the web site

www.policeEAP.com.

The Mayor stressed how important it is as an employer to have the tools to support their employees and that Mental Health is an illness not a disease and with the ever increasing issues of mental health such a depression and PTSTD it is important that we support our employees and our community.

The Mayor announced May 1st – 7th is Mental Health Week and the Canadian Mental Health Association will be holding a summit at the Capitol Theatre on May 8th –Workplace Wellness Summit Time: 7:30 a.m.-11:30 a.m. and it is a free event. Please Contact our local Canadian Mental Health Association for further information.

The Chief further commented there has been a trend of increase of metal health issues out in the community and people the Police Officers are dealing with out on the streets who are suffering from mental illness. CK Police created a mobile crisis help team back in 2006 and the first year we dealt with 400 individuals and last 10 year we dealt with over 800 which the numbers have more than doubled over the 10 years to date. We do provide officers with EAP Assistance and we have a PEER Support Group and all our officers have received in-service training Road to Ready Mental Health Training to further facilitate the handling of mental health issues out in the community.

Moved by Councillor Fluker and seconded by Mayor Hope

“MOTION TO ACCEPT THE REPORT FOR IMPLEMENTION PURPOSES”

#2377

Carried

Moved by Councillor Fluker and seconded by Mayor Hope

“MOTION TO MAKE A DONATION IN THE AMOUNT OF \$500.00 TO ALLOW OUR OFFICERS TO ACCESS THE PROGRAM”

#2378

Carried

5.3 2016 Forensic Identification Unit (FIU) Annual Report

Constable Jeffrey Bennett presented the report on 2016 Forensic Identification Unit Annual Report The FIU is committed to identifying individuals and analyzing forensic evidence in a professional, objective and efficient manner. The FIU unit is responsible for fingerprint analysis/comparison, scene examination, DNA collection/coordination, contamination control, footwear impressions, hair/fiber collection, photography, tire impressions and scene measurement/scale drawings sometimes used in fatal motor collisions. The unit’s major role is to apply forensic science to collecting evidence that will be admissible in court. The unit is a support service to all officers within the Chatham-Kent Police Services.

Moved by Mayor Hope and seconded by Councillor Fluker

“MOTION TO RECEIVE THE REPORT FOR INFORMATION PURPOSES”

#2379

Carried

5.4 2016 Child Abuse Investigation Team Annual Report

Sergeant Kloostra presented the report on 2016 Child Abuse Investigation Team Annual Report

The Child Abuse Investigation Team investigates incidents of alleged physical and/or sexual abuse, where the victim is less than 16 years of age and the abuse is caused by a caregiver. The team consists of one Officer and one Child Protection Worker is based out of the Chatham-Kent Children's Services facilities on Grand Ave. West in Chatham. The Team is part of the Investigative Support Section of the Criminal Investigations Branch.

There is a child friendly video room located at Chatham-Kent Children Services and also child care services are available if more than one child is involved. The Teams work closely with our schools, the Crown Attorney's Office, the C-K Health Alliance and other social service agencies and partners.

In 2016 the Child Abuse Team was involved in multiple child physical and sexual abuse investigations, the number of incidents, charges and arrests were down from 2015 due to better screening of "abuse" calls by CAS prior to having police involvement.

Moved by Mayor Hope and seconded by Kathryn Biondi

"MOTION TO RECEIVE THE REPORT FOR INFORMATION PURPOSES"

#2380

Carried

5.5 2016 Crime Stoppers Annual Report

Sergeant Kloostra presented the 2016 Crime Stoppers Annual Report on behalf of Dave Baker.

Crime Stoppers is a community based program that brings local citizens, the media and the police working together to solve crimes. This accomplished by offering cash awards and guaranteeing anonymity to the citizens who furnish the information leading to the arrest or laying of charges against the criminal offender. Chatham-Kent Crime Stoppers is a non-profit organization that operates through the fund raising efforts of the Board of Directors and the generous donations from local business and individuals throughout the community of Chatham-Kent.

When a call is received by Crime Stoppers the Tipster is provided with an identification code that is known only to the Tipster and the coordinator. The tip information is forwarded to an investigator in one of our partner agency and upon completion of the investigation, the coordinator is advised of the disposition and the Board determines the value of the reward to be paid to the Tipster without their identity being revealed.

The largest tip received last year was the Dog Fighting Ring with several charges being laid.

Dave Baker does an amazing job and Crime Stoppers has been in operation for 30 years.

Moved by Mayor Hope and seconded by Councillor Fluker

"MOTION TO RECEIVE THE REPORT FOR INFORMATION PURPOSES"

#2381

Carried

5.6 2016 Administrative Support Branch Year End Report

Sergeant Mike Domony presented 2016 Administrative Support Branch Year End Report

Public Complaints and Internal Affairs:

The responsibilities and objectives of Public Complaints and Internal Affairs are to improve the professionalism of our members, correct misconduct, and maintain the trust of the public in the integrity and professionalism of the Police Service.

The OIPRD is responsible for overseeing complaints by members of the public about the police where the complaints relate to events occurring on or after October 19th, 2009. There were 17 Public Complaint (OIPRD) investigations and 72 Chief’s Complaint investigations commenced in 2016. These investigations were resolved through formal/informal resolutions, internal discipline, policy changes, re-training, and findings that allegations were unsubstantiated, unfounded or frivolous. Six Public Complaint charges were withdrawn at the request of the complainant under a review with an officer and procedures and one complaint was resolved informally. Most complaints are found to be unfounded and resolved. As the OIPRD or we find the complaints to be fallacious, fictitious or in bad faith.

Chief Complaints-Internal Affairs-See Chart below as to how the complaints were classified:

The following is a summary of the 2016 Chief’s Complaint investigations, with statistical information from previous three years provided for comparison.

	2014	2015	2016
Chief's Complaint Summary			
Total Officers (actual sworn complement)	167	165	165
Total Investigations	73	73	72
Allegations/Investigations Type			
SIU Parallel S. 11 O.R. 673/98	1	2	7
Neglect of Duty	3	4	11
Discreditable Conduct	13	9	10
Excessive Force	3	3	2
Policy Breach	1	7	2
Court Complaints - Fail to attend, Subpoena Service, etc.	0	0	0
Departmental Motor Vehicle Collision	35	19	19
Other	3	29	21

	2014	2015	2016
Resolutions			
Criminal Charges	6	3	2
Highway Traffic Charges	0	0	1
Police Service Act Hearing	2	0	4
Police Service Act Discipline Section 76(10) Informal	4	7	5
Counseled, Admonished	12	9	18
Unsubstantiated	9	15	7
Resignation	0	0	0
Termination	0	0	0
Other (training, policy changes, no action)	33	31	34
Investigation continuing	7	6	1
Assist Other Police Service	0	2	0

The “other” category includes many items like, damaged or lost equipment, damage to vehicles not covered by collision, damaged property (doors) of places we have had to enter for police or life-saving (ambulance) purposes. These are created for tracking purposes.

Commendations and Letters of Recognition: Through the recommendation of the Chief’s Office and/or the Police Services Board, numerous officers and civilian members that were recognized in 2016 with Two Police Services Board Citations, 6 Chief’s Commendations, and 35 Deputy Chief Letters of Recognition and accolades were awarded.

Recruiting: The CKPS Recruit Selection process is designed to hire the best possible candidates. In 2016 we hired two Constables and brought in another officer from another service. They are doing very well and they have completed the Ontario Police College’s Basic Constable Training Program. They are now serving on the front line assigned to the Community Patrol Branch.

Educational Reimbursement Program: The program provides financial support to members who wish to pursue further professional development by taking University or College courses on their own time. The Service reimburses officers for tuition at a rate of 80%. Ten members took advantage of the program in 2016, at a cost of approximately \$32,328.37. We support and encourage further training to all our officers.

Risk Management: Training is our number one risk management tool as well as additional courses for our Senior Staff and Supervisory level. The same falls under our planning and procedures to ensure our paper work is up-date as prescribed under our Policy and Procedures for the Organization.

Use of Force: A slight increase from 2015 59 to 60 in 2016. The number one thing that is focused upon is the number of time a fire arm is drawn or discharged and type/use of force that was required. The firearms were not discharged at any persons during the year, however the firearms were discharged on animals for humane purposes only for example 9 deer after a vehicle collision, believed to be rabid raccoons and a dangerous situation that an excitable cow that was approaching the 401 with the potential of a life threatening interaction involving motor vehicles.

Sergeant Mike Thompson-presented the Professional Development Unit 2016 year End Report
In 2016 our theme was **Learning Today and Leading Tomorrow**.

The Training and Professional Development Unit continued to build on traditional systems of police learning and we also implemented several new initiatives based on improving efficiencies and effectiveness in the field of policing. Wherever possible, we do utilize local and regional training providers to contain the costs of travel, meals and accommodation for our members. These local training opportunities also in-turn helped support other local community agencies and our local economy. The actual training costs were \$219,176.00 or .741 % of the overall police service budget.

Police Colleges

The Ontario Police College continued to be the foundation for police training. In 2016 we were able to send members on 29 courses or training events held at the Ontario Police College. This is a cost effective training tool as the costs to send an officer to police college is very reasonable as opposed to meals and accommodations' in other city centers. We supplemented training by attending other police agencies and non-police sponsored venues allowing our members to attend a total of 80 courses, seminars, conferences and/or symposiums.

CKPS In-Service Training

Three internal In-Service training days were held in 2016. Day one was designated an academic in class training/learning day and the two remaining days were used for practical training. The Training featured the following Topics: Chatham-Kent Restorative Justice (CKPJ) for Youth, Chatham-Kent First Strategy, Road to Mental Readiness (R2MR) training and how to manage mental health(every trained officer received this training), Firearms practical training, high risk vehicle stops, judgmental scenario training and Defensive tactics training.

The Ministry of Community Safety and Correctional Services enacted legislation in the spring of 2016 that is referred to as "Collection of Identifying Information in Certain Circumstances". This legislation, which took effect January 1st, 2017 had significant impact on CKPS Training demands, as all sworn and non-sworn members that interact with the citizens of Chatham-Kent during the course of their duties were required to participate in a six hour "in-class" training session as well as an on-line, e-learning module.

Local Training Initiatives

Chatham-Kent hosted several local training events in 2016 that not only benefited our members, but also members from neighbouring Police Agencies. We hosted a 5 day Critical Incident Command Training Course and a Professional Standards Investigation Course.

We have six awesome trainers of who are Community Patrol officer who are utilized as part-time trainers and who wear many hats that provide our members with on-going professional development

Training Facilities

We have an amazing partnership with St. Clair College Complex, it is a good partnership. We are able to access a state of the art Training location that included an academic class room as well as all fitness equipment and facilities.

Training Time: A total of 11,852 hours were utilized in training time for a variety of courses, seminars, conferences and In-service Training.

E – Learning: Efforts to control costs and provide efficient delivery of training, employee orientation or certification requirements are used as an alternative to traditional methods of learning.

The Fitness Challenge: 49 members obtain their 2016 Ontario Police Fitness Pins and of those, 13 obtained a score of 100 % or better.

Kelly Helbin-Public Information Officer presented **the Public Information Officer Annual Report** on the behalf of Renee Cowell the Public Information Officer for 2016.

The Public Information Officer (PIO) is responsible for developing, implementing, promoting, and maintaining a positive CKPS image as well as strengthening our partnership with the Community by providing timely and relevant information about police and crime. The PIO duties include media relations, corporate communications, and the management of all CKPS social media platforms which include the CK Police Website, Twitter, You Tube and Facebook.

Several Community Events were hosted in 2016 which included:

- CKPS Cop Camp for Kids
- Haunted Halloween
- Safe Treating in the Village
- Shop with a Cop

Kelly advised this year 2017 “Shop with a Cop” will be hosting 75 children for this joint forces celebration. 2016 came to a close with our Police Services releases the “Top 10 Silly Calls” and “Best Speeding Excuses” of the year”

Moved by Kathryn Biondi and seconded by Councillor Fluker

“MOTION TO RECEIVE THE REPORT FOR INFORMATION PURPOSES”

#2382

Carried

5.7 **Victim Services**

Pam Fasullo attended and presented the Chatham-Kent Victim Services (CKVS) Annual Report

In 2016 new program standard came into effect on April 1, 2016 which all programs throughout Ontario are mandated to follow which are set out by the Ministry of Attorney General Funding Model.

The funding model is now based only on volume of initial calls/files and if a client is referred more than once, the numbers are not taken into account for additional services under the new funding model.

The enhancement implementation of to the Victim Quick Response Guidelines (VQRP) which now provides immediate assistance to victims. The Services are available to victims of: domestic violence, criminal harassment, physical assault, sexual assault, hate crimes, homicide and attempted murder and human trafficking. The VQRP program is comprised of three components that now provide financial assistance for: Short term immediate counselling, Funding for funeral expenses in homicide cases and funding for immediate emergency expenses. The VQRP guidelines have been expanded to cover some financial expenses for Human Trafficking Victims including treatment at a recovery facility up to a maximum amount of \$10,000.00

The majority of referrals come from the Chatham-Kent Police Services (394) but other referrals services are from Self-referrals (319), Fire and Health services (17), Children's Aid (8), Victim Witness Assistance Program (28), Ontario Provincial Police (71) and other (54) for a total of 891 new referrals. The total new Clients Assisted in 2016 due to referrals were 1,486 and a Total of Follow-up Contacts were 3,394.

The types of occurrences our agency has assisted with the statistics included for the 2016 year-end report are:

- Abduction 1
- Assault 60
- Break and Enter 83
- Criminal harassment 22
- Domestic Violence 187
- Elder Abuse 28
- Hate Crime 1
- Human Trafficking 12
- Motor Vehicle Collision 35
- Robbery 11
- Sexual Assault 82
- Theft/Fraud 29
- Vandalism 10
- Other Related Crimes 105
- Tragic Circumstances 218

Victim services relies heavily on community donations and volunteer crisis responders. **In 2016, CKVS Volunteer Crisis Responders donated 32,070 hours!!**

The Chief advised, he will be forwarding a cheque in the amount of \$45,000.00 from the Chatham-Kent Police Services Board to assist with their valuable services that they provide to the community.

Moved by Kathryn Biondi and seconded by Councillor Fluker
"MOTION TO RECEIVE THE REPORT FOR INFORMATION PURPOSES"

Carried

#2383

6. **Acknowledgement Letters:**

- 6.1 Correspondence from Minister Marie-France Lalonde, Ministry of Community Safety and Correctional Services dated February 27, 2016, congratulating her on her recent appointment as Minister of Community Safety and Correctional Services and the kind words of support from the Chatham-Kent Police Services Board.

Moved by Kathryn Biondi and seconded by Councillor Fluker

“MOTION TO RECEIVE THE CORRESPONDENCE”

#2384

Carried

7. **Consent Agenda:** None

8. **Non-agenda items:** None

9. **Date and time of next meeting tentatively scheduled for May 16, 2017**

The date and time of the next regular meeting is scheduled for May 16, 2017 at 10:30 A.M.

Board Resolution re: Next Closed Session Meeting:

THE BOARD WILL CONVENE IN CLOSED SESSION TO DISCUSS MATTERS THAT IT IS OF THE OPINION FALLS UNDER SECTION 35 (A) OR (B) OF THE POLICE SERVICES ACT.

Moved by Councillor Fluker and seconded by Kathryn Biondi

“MOTION THAT THE NEXT CLOSED SESSION MEETING WILL BE HELD TUESDAY, MAY 16, 2017.

#2385

Carried

10. **Adjournment**

Moved by Councillor Fluker

“MOTION TO ADJOURN”

Carried

Time: 11: 44 a.m.