

**MINUTES**  
**CHATHAM-KENT POLICE SERVICES BOARD MEETING**  
**(REGULAR)**

**Board Room**  
**Chatham-Kent Police Headquarters**

**December 18, 2012**  
**Time: 10:15 A.M.**

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**PRESENT:**

Motion

Mrs. Pat Bélanger, Chair  
Mrs. Diane Daly, Vice Chair  
Mayor Randy Hope  
Councillor Art Stirling  
Mr. Uly Bondy  
Chief Dennis Poole  
Deputy Chief Gary Conn  
Mr. Gary Weir, Administrative Asst.

1. **Call to Order**

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

No conflicts declared

b) **Approval of Agenda**

Moved by Mayor Hope and seconded by Mr. Bondy,

**“MOTION TO APPROVE THE AGENDA.”**

Carried

3. **Approval of Minutes of November 20, 2012**

Moved by Councillor Stirling and seconded by Mr. Bondy,

**“MOTION TO APPROVE THE MINUTES OF NOVEMBER 20, 2012.”**

Carried.

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

4.1 **Reclassification/ Promotions/Elevation/Retirement**

Moved by Mr. Bondy and seconded by Mrs. Daly

**“MOTION TO APPROVE THE FOLLOWING RECLASSIFICATION/  
PROMOTIONS/ELEVATION/RETIREMENT:**

**Reclassification**

- **Cst Shawn Hoskins to Third Class Cst. defective Dec. 6/12**

**Promotions**

- **Cadets Brad Hessel, Ken Morrell and Mark Charron to Fourth Class Cst. effective December 17/12**

**Elevation**

- **Special Cst. Tyler Bergsma to Level 2, effective December 17/12**

**Retirement**

- **Insp. George Flikweet effective Dec. 30/12 after 34 years of police service”**

#1314

Carried

Chief Poole introduced the Board to Cst. Brad Hessel, Cst. Ken Morrell and Cst. Mark Charron. They have just completed their training at OPC and regretfully for them none of the members of the Board were able to attend that ceremony due to scheduling conflicts. They are presently training with the Traffic Unit. They were sworn in yesterday at the Court House by Mr. Justice Thomas.

Mr. Bondy requested that a letter be sent to Insp. George Flikweert on his retirement.

4.2 Awarding of Police Exemplary Service Medals

The Chief introduced Cst. Stan Scott, receiving his Medal for 20 years of exemplary service, Inspector Wess Dore, who is receiving his 30 year Bar and Cst. Eric Doran 30 year Bar and 35 year recognition.

Moved by Mr. Bondy and seconded by Mrs. Daly,

**“MOTION TO RECEIVE THE REPORT FOR INFORMATION AND AWARD THE MEDALS ON BEHALF OF MP DAVE VAN KESTEREN AND THE GOVERNMENT OF CANADA.”** #1315

Carried.

4.3 Summit on the Economics of Police – Ottawa – January 16-17, 2013

Public Safety Canada is hosting a Summit on the Economics of Policing: Strengthening Canada’s Policing Advantage on January 16 and 17, 2013 in Ottawa.

Chief Poole has been invited as one of several police leaders from Ontario to attend and participate in the Summit.

Moved by Mr. Bondy and seconded by Mrs Daly,

**“MOTION TO RECEIVE THE REPORT DATED DECEMBER 10, 2012 FOR INFORMATION AND ENDORSE THE ATTENDANCE OF THE CHIEF.”** #1316

Carried

4.4 2012 Police Budget

Chief Poole advised that the Board was presented the final draft of the 2013 summary to submit to municipal council in the 2013 budget process. The Council’s direction was to achieve a maximum 2% municipal tax increase with options to be identified thereafter to achieve a 0% increase. This proposed budget demonstrates the Board’s efforts and reductions to meet both of those goals. They have been working diligently on these numbers over the past two months in consultation with senior staff and the municipal finance department. The Chief advised that in order to meet their goals he is proposing the elimination of a senior administrative position and inspector position which can be achieved through attrition, a supervisory position in criminal investigation, which can be achieved through restructuring and which the Board has tentatively approved in previous discussions. However to even approach the targeted 2% council mandated requirement further reductions are required and it is his recommendation that the operation be further reduced by one district sergeant and one special constable in community services. The rationale for these additional cuts is that at the present time we have an opportunity to attrition both of these positions, it will provide

the Board with a further 210,000.00 in budget reductions and it will not compromise adequate and effective policing standards nor will it jeopardize provincial grant funding for sworn front line positions, and will not require a hearing under Section 40 of the Police Services Act.

The Chief advised that overall this is a reduction of four full time employees from the Police budget. He said that obviously services will be affected with respect to the impact of public education and public engagement, community mobilization and services to ward councilors. However it is expected that a reconfiguration of the district boundaries will still allow for these services to be provided at a reduced capacity with a north, central and south configuration of district sergeants and community services special constables. All this will result in a 25% reduction in community engagement and public education and crime prevention support, but these efforts will still continue with the remaining staff. The Chief advised that it is his view that this will still meet Ministry standards for adequate and effective police services, although it is not ideal and it is contrary to our community policing philosophy they are faced with no choice but to make these types of reductions in service in order to attempt reducing our costs.

Even with this scenario the Police budget increase will be 2.7% which represents a 0.62% potential municipal tax increase. He said that to achieve the full 0% target would require the elimination of further front line support officer positions, some of which would jeopardize provincial grant funding as well as other sworn and civilian support positions such as the canine unit, court security, investigative and further crime prevention cuts as well as clerical support needed to do our work. In the end these types of positions are front line support positions and for them to be eliminated they would be first to go if there was a cut list in an effort for us to preserve as much front line operational policing as we can, however community engagement and preventative policing as well as administrative and investigative capacity would suffer as a result.

Further analysis is required to determine if and how these reductions could actually be implemented in some form in the coming years. Both the public and our organization will have to accept and adapt to this reduced service. The Policing model in Ontario must be revised and supported by legislation that will allow us to change the way we can carry on business. Unfortunately in the short term staff burn out, productivity and ultimately efficiency will reach a negative cost benefit or

in economic terms a diminishing marginal return for adequate and effective policing as we define them today may be compromised.

This effort demonstrates the police service's genuine effort in doing its part to contain costs to the tax payer as a meaningful partner in the municipality's service review process and the 2013 budget exercise. Further investigation will be done in 2013 to determine the cost benefit in contracting out some aspects of our operation, coupled with further rationalization of staff through attrition relative to the continuing challenges we will be facing in 2014 and 2015.

He said that during the past decade their technological advances and other innovative service delivery models including partnership with the municipality and other agencies has allowed the capture of many efficiencies, maintain effectiveness and contain costs, which other jurisdictions are just now beginning to examine their search for more efficient operations.

He said that the staff has been very dedicated to their duties and to the citizens and have worked and continue to work very hard to provide innovative and cost effective services to this community. Their operations are often legally and socially complex, demanding, labour intensive and time consuming, and are then subject to significant oversight and scrutiny.

Mayor Hope moved and seconded by Mr. Bondy

**“MOTION TO RECEIVE THE REPORT FOR DISCUSSION AND FINAL DELIBERATION AND SUBMIT THE POLICE BUDGET TO COUNCIL AS INDICATED AT \$29, 242,563; A FUNDING INCREASE OF 2.7%, INCLUSIVE OF THE REDUCTION OF 4 FTE'S AS INDICATED IN THE REPORT (AN INSPECTOR, A DETECTIVE, A DISTRICT SERGEANT AND A COMMUNITY SERVICES SPECIAL CONSTABLE).”**

#1317

Carried

The Mayor commented that most are aware and for the media's purpose we were not part of the Service Review process which was highlighted at the last Council Meeting. This is the Board's Service Review process that we have conducted with the Chief and the staff to make sure that we are doing our part in the Service Review. One of the difficulties that the Board always faces is with Section 40, ensuring that we are not jeopardizing ourselves in front of the Ontario Citizens

Police Commission on the issue of policing in our community. He said that the Chief and Deputy and staff affected have done an excellent job in still following the direction of Council to do a Service Review, but at the same time have upheld their responsibilities in making sure that we do not jeopardize our community or police service front line staff.

He thanked everyone concerned and advised that the Board is now actually ahead of Council in taking actions on the Service Review.

5. **Reports from Deputy Chief:**

5.1 **Forfeiture/Seizure of 51 Taylor Ave. Chatham under Civil Remedies Act**

Moved by Mrs. Daly and seconded by Mr. Bondy

**“MOTION TO RECEIVE THE REPORT DATED DECEMBER 13, 2012.”**

#1318

Carried

Deputy Chief Conn expressed appreciation for the persistent and continuous co-operation provided by the Taylor Neighbourhood Watch Group, under the leadership of Frank Thibeault and Al Pinnsonault.

6. **Acknowledgement letters**

Moved by Mayor Hope and seconded by Mr. Bondy

**“MOTION TO RECEIVE THE ACKNOWLEDGEMENT LETTERS.”**

Carried.

7. **Honourarium from the Chatham-Kent Accident Support Services Ltd.**

Moved by Mayor Hope and seconded by Councillor Stirling

**“MOTION TO RECEVE THE CORRESPONDENCE AND HONOURARIUM IN THE AMOUNT OF \$1,572.3.”**

#1319

Carried.

8. **Approval of the 2013 Annual OAPSB Membership Fee**

Moved by Mr. Bondy and seconded by Councillor Stirling

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**“MOTION TO AUTHORIZE THE PAYMENT OF THE 2013 ANNUAL OAPSB MEMBERSHIP FEE IN THE AMOUNT OF \$4,771.99.”**

#1320

Carried.

9. **Notification re: the 22<sup>nd</sup> Annual Police Labour Conference to be held in Mississauga March 4 – 5, 2013**

Moved by Mrs. Daly and seconded by Mayor Hope

**“MOTION TO RECEIVE THE NOTIFICATION.”**

Carried

Those interested in attending are Mrs. Bélanger, Mrs. Daly and Mayor Hope or Mr. Bondy.

10. **Management Labour Lawyers Newsletter from Johnstone & Cowling.**

Moved by Mrs. Daly and seconded by Mr. Bondy,

**“MOTION TO RECEIVE FOR INFORMATION.”**

Chief Poole advised that two scholarships were awarded and Deputy Chief Conn was one of the recipients of the award.

11. **Non-agenda items**

12. **Date and time of next meeting (tentatively scheduled for January 15, 2013)**

The next meeting of the Board is scheduled for January 15, 2013 at 10:15 A. M.

13. **Adjournment**

Moved by Mr. Bondy

**“MOTION TO ADJOURN.”**

Carried Time: 11:10 A. M.

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Pat Bélanger, Chair  
Chatham-Kent Police Services Board