

MINUTES
CHATHAM-KENT POLICE SERVICES BOARD MEETING
(REGULAR)

Boardroom
Chatham-Kent Police Headquarters

December 17, 2013
Time: 10:15 A.M.

PRESENT:

Motion #

Mrs. Pat Bélanger, Chair
Mayor Randy Hope
Councillor Art Stirling
Mr. Uly Bondy
Chief Dennis Poole
Deputy Chief Gary Conn

REGRETS:

Mrs. Diane Daly, Vice Chair
Mr. Gary Weir, Administrative Assistant

1. **Call to Order**
2. **a) Declaration of Conflict of Interest**

None reported

b) Approval of Agenda

Add: 5.2 Twenty Year Ontario Police Fitness PIN Award

Moved by Councillor Stirling and seconded by Mr. Bondy

“MOTION TO ADOPT THE AGENDA AS AMENDED.”

Carried.

3. **Approval of Minutes of November 19, 2013**

Moved by Mr. Bondy and seconded by Mayor Hope

“MOTION TO APPROVE THE MINUTES OF NOVEMBER 19, 2013.”

Carried.

- 4.1 **Reclassifications and Promotion**

Moved by Mayor Hope and seconded by Mr. Bondy

“MOTION TO APPROVE THE FOLLOWING RECLASSIFICATIONS/PROMOTION:

Reclassifications:

- **Cst. Brad Hessel to Third Class effective Dec. 17/13**
- **Cst. Mark Charron to Third Class effective Dec. 17/13**
- **Cst. Ken Morrell to Third Class effective Dec. 17/13**

Promotion:

- **Cadet Greg Dilliot to Fourth Class Cst. effective Dec. 16/13”** #1429

Carried.

Mr. Bondy requested that a letter be sent to Cst. Greg Dilliot for completing the Basic Constable Training Program at the Ontario Police College and welcoming him on board.

Chair Bélanger commented that Chief Poole was a guest speaker during the graduation ceremonies and did an excellent job.

4.2 CK Police Services Board Year End Auction Account

Moved by Councillor Stirling and seconded by Mr. Bondy

“MOTION TO RECEIVE THE AUCTION ACCOUNT REPORT DATED DECEMBER 5, 2013.” #1430

Carried.

4.3 Presentation from Sgt. Jim Lynds and Mr. James Cox on the Community Engagement/Mobilization Project

Sgt. Jim Lynds and Mr. James Cox were present to provide the Board with background information on the Community Engagement/Mobilization Project.

Sgt. Lynds prepared an application for assistance from the “Proceeds of Crime Grant Program”. Approval of this grant allowed the Force to obtain the services of James Cox to help us in the development of our Community Mobilization efforts and projects and will evaluate what we have done and where we will go in the future.

Mr. Cox commenced by saying that he has been working for the last three months with Sgt. Lynds in developing the community mobilization strategy for the Chatham-

Kent Police Service. Mr. Cox provided a brief overview on the approach and what they are hoping to achieve with this project such as:

- Community organizations, members and police coming together
- Community mobilization engages citizens to take action to improve community safety in their own neighbourhoods.
- End result is community resilience

Mr. Cox explained the Ontario Crime Prevention and Community Mobilization Model to the Board.

CKPS Community mobilization project received a grant for a six month period to establish a framework for creating community mobilization projects in Chatham-Kent.

The objectives are to

- establish a collaborative resource network to support community mobilization
- conduct data analysis to identify areas for intervention
- identify tools for police to support projects
- engage citizens in the design of community safety pilot projects
- develop a performance measure framework

Mr. Cox advised that this project commenced at the beginning of October and to date a lot of data analysis and bench marking research has been done.

The final strategy will be submitted to the Police Services Board in March 2014.

Chief Poole thanked Mr. Cox and Sgt. Lynds for the information presented today and advised that Mr. Cox's academic background highly qualified him to do this work. He also thanked Dr. Russell for his involvement. He said that this was very important work especially looking ahead and to budget constraints.

Councillor Stirling said his concern is that our Police Services in his mind has always been a leader in community policing. We have had initiatives recognized i. e. HELP Team, dealing with those with mental health issues and the vulnerable individuals, we have worked closely with East Side Pride involving vulnerable community. We have been doing this for a number of years. We are systematically dismantling a lot of the infrastructure that we had both physical and human resources that allows us to do this type of work, and the Chief mentioned the District Sergeant position which did a lot of this community mobilization work and partnership with community groups in the Districts. A few years back we closed a number of the offices in smaller rural communities. It seems that the cost of policing and the budgetary pressures that we are under are working at cross purposes as to what we may be trying to accomplish with the community mobilization strategy. Councillor Stirling said that it may just be a case of him not understanding what the actual deliverables are going to

be, because it seems that we have been doing this inherently because it is the right thing to do, and it made sense in our community of communities to approach policing in this way for a number of years.

The Chief said that to use East Side Pride as an example generally, this area started out as a red zone example of dangerous and violent things happening in that neighbourhood, and the police response to this situation and partnering with that neighbourhood resulted in the community now looking after itself. This community has taken ownership of its own neighbourhood and they are now doing community and capacity building in that neighbourhood that allows the police to step away from it somewhat. Taylor Avenue is another neighbourhood that came together initially, lead by the police and now they are doing everything on their own so that the police do not have to be there. The goal of this project is to help the Police figure out ways to engage citizens to have that capacity and leadership to step forward and not rely on the Police. We need to educate the community that it is also their responsibility to own their own neighbourhood and issues and come up with solutions, the Police will assist in facilitating the solutions.

Councillor Stirling requested that he would like to know what a deliverable would look like from this strategy that would be different or more cost effective than the deliverables that we used to have that we no longer can afford.

The District Sergeants built relationships both with Councillors and members of our community. What the strategy is trying to do is formalize alternatives to that process. They will have data on resources available in the network, identify the problem and it will identify what resources are available to bring forward. This will reduce the learning curve.

Deputy Chief Conn added that they will be developing tools to assist our front line officers, i. e. documentation of all the professional partnerships within our community.

The Neighbourhood Watch Groups will be viewed as the base partners in any of the projects which are undertaken under this frame work, because these are the residents who are already engaged in community safety who already have experience in these issues.

The Mayor commented that he looks forward to receiving the report on the strategy initiative. He mentioned that the Planning Department and Building Departments should also be involved because community improvement is very important in attracting new people to the area.

Moved by Councillor Stirling and seconded by Mr. Bondy,

“MOTION TO RECEIVE THE REPORT”.

#1431

Carried

4.4 2013 Q3 Budget Variance Report

The Chief advised that the projected budget calculations indicate that we will have a potential surplus position of approximately \$298,106 in the Operating Budget

Moved by Mayor Hope and seconded by Mr. Bondy,

“MOTION TO RECEIVE THE REPORT DATED DECEMBER 11, 2013.”

#1432

Carried.

4.5 2014 budget – Final Draft and Report

The Chief commented that this report was tabled from last month with respect to the ongoing negotiations that were occurring with the Police Association regarding contract negotiations and those negotiations have concluded basically at this point. An agreement has not yet been reached so it is necessary to go forward with the budget we have thus far in order to meet the timelines of the Municipality and the budget process coming up within the next month.

The report has been previously presented to the Board however the most important item to note is that we are proposing a reduction in 3 full time employee positions, 2 in the Court area with respect to the pending Prisoner Transportation issue with the closing of the Chatham Jail, as well as a reduction in a support position in the Criminal Investigation area that we have been able to restructure and re-engineer. We will be looking for a 2.11% increase for our 2014 budget that we will be taking to Council next month.

Moved by Mayor Hope and seconded by Mr. Bondy

“MOTION TO SUBMIT THE POLICE BUDGET TO COUNCIL WITH A FUNDING INCREASE OF 2.11% INCLUSIVE OF THE REDUCTION OF THREE FTE’S AS INDICATED IN THE REPORT DATED DECEMBER 12, 2013.”

#1433

Carried

Councillor Stirling commented that this was the second year in a row that the Police Board attempted to reach Council’s target by primarily reducing staff. He said that it seems like the Police Service is the only branch of the Municipal government that is doing this. He said that the reduction of 7 staff members in two years is rather significant. He said that this was not a sustainable way to try to meet budget targets.

He asked how we know when we have reached the point where adequacy is compromised.

The Chief advised that the Board by law has to meet adequacy and effectiveness standards that are provided by the Province of Ontario. We have been analyzing and re-engineering a lot of the way we do business in an effort to consolidate and rationalize and find more efficient ways of doing our core business without compromising our effectiveness on the ground. Some of the eliminations are administrative in nature, which increases workload issues on others, but it is something that we feel we can handle internally. We are getting to the tipping point where we have maximized areas that we can cut and where we can change the way we provide services. The Chief said that once they reach the point where adequacy and effectiveness becomes an issue then he would indicate this to the Board.

5. **Reports from Deputy Chief**

5.1 Fleet Acquisitions

As reported to the Board in May there are two remaining vehicle replacements to be made for 2013, these are for two vehicles which were taken out of fleet at the end of 2012 and early 2013. The two replacement vehicles will be purchased at a cost of \$73,000.00.

Moved by Mr. Bondy and seconded by Mayor Hope,

“MOTION TO RECEIVE THE REPORT DATED DECEMBER 10, 2013 AND APPROVE THE PURCHASE OF THE TWO REPLACEMENT VEHICLES.”

#1434

Carried.

5.2 **Twenty Year Ontario Police Fitness PIN Award**

The Ontario Police Fitness Award is a provincial incentive program developed to motivate Ontario police officers and police service employees to remain physically fit throughout their entire careers. The OPFA program is sanctioned by the Public Safety Division of the Ministry of Community Safety and Correction Services and the Ontario Association of Chiefs of Police. Constable Sheri Keller was awarded the 20 Year Ontario Police Fitness PIN Award.

The personal commitment to health and fitness demonstrated by Sheri is noteworthy and has done much to champion this lifestyle across our organization.

6. **Acknowledgement Letters**

Moved by Mr. Bondy and seconded by Councillor Stirling

“MOTION TO RECEIVE THE ACKNOWLEDGEMENT LETTERS”.

Carried.

7. **Correspondence from the Ministry of Community Safety and Correction Services**

- re:**
- a) Announcement on the appointment of Bruce Herridge as the new Director of the Ontario Police College.
 - b) Police Services Advisors –Zone Assignment Changes
 - c) Re-appointment of Ulysses Joseph Bondy to the Chatham-Kent Police Services Board for a further 3 months

Moved by Mayor Hope and seconded by Mr. Bondy,

“MOTION TO RECEIVE ITEM 7 A), B) AND C).”

#1435

Carried

Mr. Bondy requested that a letter of congratulations be sent to Bruce Herridge on his recent appointment.

8. **News Release re: the Ontario Law Enforcement Torch Run and the awarding of the Guardian Award.**

Moved by Mr. Bondy and seconded Councillor Stirling

“MOTION TO RECEIVE THE CORRESPONDENCE DATED NOVEMBER 25, 2013.”

#1436

Carried.

9. **2014 OAPSB Annual Membership Fees.**

Moved by Councillor Stirling and seconded by Mayor Hope,

“MOTION TO AUTHORIZE THE PAYMENT OF THE FOLLOWING 2014 MEMBERSHIP FEES:

- a) OAPSB - MEMBERSHIP FEE - \$4,231.85
- b) OAPSB – ZONE 6 MEMBERSHIP FEE - \$55.00.”

#1437

Carried.

10. **Symposium on Risk-Driven Collaboration for Community Safety and Wellness**

Chief Poole advised that Sgt. Lynds and Mr. James Cox as well as Deputy Chief Conn and Inspector Crane will be attending this symposium

Moved by Mayor Hope and seconded by Mr. Bondy

“MOTION TO RECEIVE THE REPORT.”

#1438

Carried.

11. **2014 Schedule of Meetings**

Chair Bélanger noted that one change has been made to the schedule being the March 11th meeting rescheduled to March 4th.

12. **Non-Agenda Items**

None

13. **Date and time of next meeting**

The next meeting is scheduled to be held January 14, 2014 at 10:15 a.m.

14. **Adjournment**

Moved by Mr. Bondy,

“MOTION TO ADJOURN.”

Carried.

Time: 11:38 A.M.