

MINUTES
CHATHAM-KENT POLICE SERVICES BOARD MEETING
(REGULAR)

Boardroom

September 22, 2021

Municipality of Chatham-Kent Room#212

Time: 10: 07 A.M.

Electronic Skype for Business Meeting

PRESENT:

Motion #

Mr. Patrick Weaver, Chair

Councillor Marjorie Crew, Vice-Chair

Mayor Darrin Canniff

Ms. M. Darlene Smith

Mr. Don Fuoco

Chief Gary Conn

Deputy Chief Kirk Earley

1. **Call to Order**

Welcome everyone and Guests

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

None declared

b) **Approval of Agenda**

Chair Amendment: Adding the Sponsorship request from The Ontario Association of Police Service Boards' as Item #8 and renumbering the rest of the Agenda accordingly.

Moved by Councillor Crew and seconded by Mayor Canniff

"MOTION TO APPROVE THE AMENDED AGENDA"

#2864

Carried

c) **Approval of Minutes of June 15, 2021**

Moved by Darlene Smith and seconded by Mayor Canniff

"MOTION TO APPROVE THE MINUTES OF JUNE 15, 2021"

#2865

Carried

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

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

4.1 New Hires, Promotions, Reclassifications, Resignation, Retirements

The Chief presented the report

New Hires

Moved by Don Fuoco and seconded by Darlene Smith

"MOTION TO ACCEPT THE FOLLOWING NEW HIRES:

- THAT MACKENZIE REHILL BE HIRED AS A PERMANENT PART-TIME – ADMINISTRATIVE RECORDS CLERK, GRADE 6 LEVEL 1, EFFECTIVE AUGUST 1, 2021.
- THAT JAKE REED BE HIRED AS A SPECIAL CONSTABLE, GRADE 7 LEVEL 1, EFFECTIVE AUGUST 3, 2021
- THAT LEVI TETRAULT, JORDAN TONE AND ALEXIS MASSE BE HIRED AS CADETS, LEVEL 1, EFFECTIVE AUGUST 3, 2021.
- THAT SHAIDE PALLISTER BE HIRED AS A SECOND CLASS CONSTABLE, EFFECTIVE SEPTEMBER 1, 2021."

#2866

Carried

Promotions

Moved by Councillor Crew and seconded by Don Fuoco

"MOTION TO ACCEPT THE FOLLOWING PROMOTIONS:

- THAT STAFF SERGEANT MIKE PEARCE BE PROMOTED TO THE RANK OF INSPECTOR, LEVEL 2, EFFECTIVE SEPTEMBER 1, 2021.
- THAT SERGEANT STEVE KLOOSTRA BE PROMOTED TO THE RANK OF STAFF SERGEANT, EFFECTIVE SEPTEMBER 1, 2021.
- THAT CONSTABLE BRENT MIDDLE BE PROMOTED TO THE RANK OF SERGEANT, EFFECTIVE SEPTEMBER 1, 2021.
- THAT CONSTABLE KEN LAUZON BE PROMOTED TO THE RANK OF SERGEANT, SEPTEMBER 1, 2021.
- THAT CONSTABLE NELSON DAS NEVES BE PROMOTED TO THE RANK OF SERGEANT, EFFECTIVE SEPTEMBER 1, 2021.
- THAT CONSTABLE LYNETTE HODDER BE PROMOTED TO THE RANK OF SERGEANT, EFFECTIVE SEPTEMBER 1, 2021."

#2867

Carried

Reclassification

Moved by Darlene Smith and seconded by Don Fuoco

"MOTION TO ACCEPT THE FOLLOWING RECLASSIFICATIONS:

- THAT THIRD CLASS CONSTABLES, BRENDON GRELLMORE AND JEREMY WEEDON, BE ELEVATED TO SECOND CLASS CONSTABLES EFFECTIVE AUGUST 19, 2021.
- THAT FOURTH CLASS CONSTABLE, CARLEY HORVATH, BE ELEVATED TO THIRD CLASS CONSTABLE EFFECTIVE SEPTEMBER 14, 2021.
- THAT FOURTH CLASS CONSTABLE, ARIC ROY, BE ELEVATED TO THIRD CLASS CONSTABLE EFFECTIVE SEPTEMBER 21, 2021"

#2868

Carried

Resignation

Moved by Councillor Crew and seconded by Mayor Canniff

“MOTION TO ACCEPT THE RESIGNATION OF TEMPORARY PART-TIME ECO JODIE GILLER EFFECTIVE AUGUST 10, 2021.”

#2869

Carried

Retirements

Moved by Councillor Crew and seconded by Don Fuoco

“MOTION TO ACCEPT THE FOLLOWING RESIGNATIONS:

-THAT INSPECTOR BRIAN BISKEY RETIREMENT NOTICE BE EFFECTIVE JULY 31, 2021.

-THAT RECORDS CLERK, KELLEY SHEELER RETIREMENT NOTICE BE EFFECTIVE SEPTEMBER 30, 2021.

-THAT RECORDS CLERK, KAREN BAILLARGEON RETIREMENT NOTICE BE EFFECTIVE MARCH 31, 2022.

-THAT CONSTABLE SCOTT RENDERS RETIREMENT NOTICE BE EFFECTIVE MAY 31, 2022

#2870

Carried

4.2 EDI- Coordinator

The Chief presented the report and the business case on the EDI- Coordinator position.

In an effort to strive for more diversity and inclusion within its ranks, Chatham-Kent police will be launching a new recruitment and advancement strategy, along with a coordinator position. Chief Gary Conn said women and Black, Indigenous and people of colour (BIPOC) are historically underrepresented in the profession, and noted that Chatham-Kent is no exception. The municipality, at 17 per cent, has the second-lowest proportion of female officers in the province and, with zero per cent, one of the lowest in senior officer ranks of inspector or above. There is an immediate need for action by police services and the profession as a whole. There has certainly been a heightened awareness of the challenges associated to our profession in regards to systemic racism, defund police, Me Too movements — all of these are requiring immediate reform in our profession.

The plan, which the board is asked to approve, includes the hiring of one sworn member to serve as an equity, diversity and inclusion coordinator at a total cost of \$100,605. Existing staff will join this individual in a project implementation team. We will be accomplishing this through investing in leadership, recruitment and relationships.

The Chief said “putting an equity lens” on the police service will help it achieve its goals, noting the change shouldn’t be tackled as a series of short-term solutions since it requires a cultural shift within both policing and society itself. Women and BIPOC officers are an asset to policing services everywhere, while stressing that maximizing their inclusion will require time and effort. We have to confront the fact that our police service needs to change to better reflect the needs of Ontarians and our community, as we currently head into the third decade of the 21st century. First step is through acknowledgement of these issues by way of this organizational improvement plan, which validates the impact it has had on our service while further creating a pathway to enhance trust within our membership and the community we serve.

Moved by Darlene Smith and seconded by Mayor Canniff

“MOTION TO RECEIVE THE REPORT FOR INFORMATION AND APPROVE THE CREATION OF AN EDI-COORDINATOR AT THE SERGEANT RANK AUGMENTING OUR AUTHORIZED STRENGTH BY 1 SWORN MEMBER”

#2871

Carried

4.3 **Sponsorship-No One Stands Alone-A Guide to Resources and Supports for Mental Health**

The Chief presented the report outlining the No One Stands Alone grassroots organization designed to assist people with mental health issues to locate resources in their community. The booklet aligns with Chatham-Kent’s Community Safety and Well-Being Plan, specifically community awareness and integration; focusing on people knowing where to go to get the services, they need when they need them.

The sponsorship will assist in covering the cost of the publishing and the CKPS Association has committed to matching the \$500.00 sponsorship if approved by the Board.

Moved by Councillor Crew and seconded by Darlene Smith

“MOTION TO RECEIVE THE REPORT AND TO SPONSER \$500.00 TO BE FUNDED FROM THE AUCTION ACCOUNT.”

#2872

Carried

5. **Reports from Deputy Chief:** None

6. **Acknowledgement Letters:**

6.1 Letters (2) dated June 21, 2021 from OAPSB- thanking the CKPSB for their participation/sponsorship and partnership at the OAPSB Spring Conference & AGM.

Moved by Don Fuoco and seconded by Darlene Smith

“MOTION TO RECEIVE THE CORRESPONDENCE”

#2873

Carried

7. **Consent Agenda:**

7.1 Sponsorship Request-The Royal Canadian Legion Ontario Command: “Military Service Recognition Book”- ¼ Page (Full Colour) \$504.42 + HST \$65.58=\$570.00-the cost of Sponsorship to be funded from the Auction Account.

Moved by Don Fuoco and seconded by Councillor Crew

“MOTION TO RECEIVE THE CORRESPONDENCE AND TO SPONSOR THE “MILITARY SERVICE RECOGNITION BOOK” IN THE AMOUNT OF \$570.00 FROM THE AUCTION ACCOUNT”

#2874

Carried

8. **Sponsorship request from The Ontario Association of Police Service Boards**

The Ontario Association of Police Service Boards' 2021 Labour Conference is being held November 18, 2021 and they are requesting sponsorship from the boards.

Moved by Don Fuoco and seconded by Councillor Crew

"MOTION TO RECEIVE THE REQUEST AND TO SPONSOR THE 2021 FALL LABOUR SEMINAR IN THE AMOUNT OF \$1,000.00 AS A SILVER SPONSOR FROM THE BOARD RESERVE"

#2875

Carried

The Chair requested each member of the CKPSB attend the virtual conference, as there will be a tremendous amount of information relating to the new act and the upcoming changes in policing within the province.

- 8- 9. **Non-agenda items:** - Councillor Crew: Received a Facebook message from a civilian (forwarded to it the Chief and Deputy Chief) They wanted to recognize this officer for her acts. Constable Jen Jacobson – thank you for being a positive role model in our community and going above the call to speak to the group of youths. The Chief echoed the comment; personally thank her enhancing community policing and wellness and for her act of kindness.

9- 10. **Date and time of next meeting tentatively scheduled for October 19, 2021**

The date and time of the next regular meeting is scheduled for October 19, 2021 at 10:00 A.M.

Board Resolution re: Next Closed Session Meeting-MOTION

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 AND THAT THE NEXT CLOSED SESSION MEETING WILL BE HELD TUESDAY, OCTOBER 19, 2021.

Moved by Don Fuoco seconded by Darlene Smith

#2876

Carried

10- 11. **Adjournment**

Moved by Councillor Crew

"MOTION TO ADJOURN"

Carried

Time: 10:45 a.m.