

REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD

Board Report Number: 4.1 (Regular)
Date of Report: November 4, 2024
Date of Board Meeting: November 13, 2024

Reference:

New Hires

As a result of a hiring process, it is recommended that Mariah Myers be hired as a Full-Time Quarter Master, Grade 7 Level 1, effective October 28, 2024.

As a result of a hiring process, it is recommended that Lori McDonald be hired as a Temporary (Contract) Executive Human Resource Coordinator, Grade 9 Level 3, effective October 31, 2024.

As a result of a hiring process, it is recommended that Tammy Merry be hired as a Cadet, Level 1, effective November 6, 2024.

As a result of a hiring process, it is recommended that David Corrado, Derrick Ricciotti, Allison Toll, Eric Jamieson, Lauren Oswald and Zachary Zimmerman be hired as a Special Constables, Grade 7 Level 1, effective November 6, 2024.

Re-classifications

It is recommended that Second Class Constable Zachary Butler be elevated to First Class Constable effective December 15, 2024. They have successfully passed the First-Class Constable Exam and their immediate supervisor supports this elevation.

Promotions

As a result of a promotional process, it is recommended that Constable Greg Dilliot be promoted to the rank of Sergeant, effective November 1, 2024.

Auxiliary Resignation

Auxiliary member, Alison Toll, has tendered their resignation from the unit effective November 5, 2024.

Recommendation:

A Board resolution approving the above mentioned new hires, re-classification, promotion and Auxiliary Resignation.

Prepared by:



Executive HR Coordinator, Emily Murphy

Recommended by:



Chief of Police Kirk Earley

**REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD**

Board Report Number:	4.2 (Regular)
Date of Report:	October 15, 2024
Date of Board Meeting:	November 13, 2024
Reference:	Modernization of Chatham-Kent Police Service - Mission, Vision, and Values
Recommendations:	Receive and Approve the Report.

Our current Mission, Vision and Values has been our foundation for over twenty years. With the changes in our organization because of the Deloitte review, along with changes in our administration, the police service has begun a significant modernization, and our Mission, Vision and Values is the base for organizational success. This, along with the new Community Safety and Policing Act, a new four-year strategic plan and the ever-changing landscape in our profession, the timing was optimal for this review to ensure we are aligned with the needs of our members and the community.

An internal and external survey was completed, and our project manager led a group of members from a cross section of our service. The group reviewed the member and public surveys and made recommendations based on feedback received and the socioeconomic changes since our last review. It is essential to review for several reasons to ensure our services, activities, and strategies align to our core purpose and goals.

The group reviewed recommendations from both our members and community to propose the new guiding principles of our service that are realistic, attainable, and define standards that all our service should be reaching for. Our members noted that what we state we represent, and should be more than just a strapline. Our Mission, Vision and Values should be a clear statement of what we deliver as a service, what we aspire to achieve, and the core principles we will demonstrate in our everyday activities. We need to show how we have adapted to both the changes in our society and internal dynamics of the organization. Change that is driven by our members gives motivation by affirming shared beliefs and fostering a sense of purpose, and by encompassing the feedback from our citizens, demonstrates the service is listening and making measurable changes for the benefit of all.

The new Chatham-Kent Police Service Mission, Vision and Values (attached) will provide a clear framework to support our members, our community and help guide our strategic decision making, while also prioritizing initiatives and resources to set the standard and identify who we are as an organization.

It is recommended the Board receive the above report and approve the changes to our Mission, Vision and Values.

Prepared/Recommended by:

A handwritten signature in black ink, appearing to read 'K. Earley', written over a horizontal line.

Chief Kirk Earley

Mission, Vision & Values



Mission

Together with our community, we are committed to making Chatham-Kent a healthier and safer place for all.

Vision

Where the community and police service work together to foster a culture of safety, trust, and well-being, while adapting to the changing needs of Chatham-Kent.

Values

We uphold a commitment to the following core values in all that we do:

- **Communication:** We engage with our community, with optimism that when we work together, we will all be more resilient and inclusive than before.
- **Transparency:** We maintain honesty and professionalism in all interactions, building trust through accountability.
- **Inclusiveness:** We respect and celebrate the diversity of Chatham-Kent, ensuring that all individuals are treated fairly and equitably.
- **Innovation:** We embrace creative solutions and emerging technologies to better serve our community.
- **Compassion:** We approach every interaction with understanding and empathy, recognizing the unique experiences of all.
- **Professionalism:** We strive for excellence in service delivery, continually seeking improvement in our practices and outcomes.
- **Integrity:** We conduct ourselves with honesty and fairness, upholding ethical standards and ensuring that our actions reflect the trust placed in us by the community.
- **Collaboration:** We believe in developing and maintaining strong relationships with our residents, businesses, and community partners creating a more integrated Chatham-Kent.

**REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD**

Board Report Number: 4.3 (Regular)

Date of Report: October 15, 2024

Date of Board Meeting: November 13, 2024

Reference: Modernization of Chatham-Kent Police Service – Front-line vehicle graphics

Recommendations: Receive and Approve the Report.

With the ongoing enhancements and our push for continuous innovation and improvement, the current design of our front-line vehicles are weathered and more than 10 years old. The new design modernizes the look of our front-line cruisers and is intended to increase visibility, assist in crime prevention and improve safety.

The choice was made in collaboration with our members and the community through an internal and external survey, this design was the top pick. With a focus on simple but bold, the blue on white and white on blue combination was an intentional choice to make the cruisers instantly recognizable and visible to our community. Further, new enhanced emergency lighting, rugged and louder sirens, and a redesigned interior offers more space, comfort and flexibility for our officers. (See Attached)

This new design will not negatively impact our current fleet budget, the roll out will occur through natural attrition, with the vehicle graphics changing as vehicles are replaced on their regularly scheduled end-of-service life. Our members and the community can expect to see the new design cruisers on patrol in 2025.

It is recommended the board receive the above report.

Prepared/Recommended by:



Chief Kirk Earley



PLEASE CHECK CAREFULLY. Every effort is made to ensure accuracy in artwork. Impact Graphics & Signs Inc. cannot be held liable once artwork is approved.

PRODUCTION WILL NOT BEGIN UNTIL WRITTEN APPROVAL IS GIVEN AND A DEPOSIT IS RECEIVED.

DESIGNER: Cassidy LOCATION FOR INSTALL: N/A

CUSTOMER: Name NOTES:

FILE NAME: Name

COLOUR	MATERIALS	DIMENSIONS
<input type="checkbox"/>	<input type="text"/>	# X #
<input type="checkbox"/>	<input type="text"/>	# X #



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DESIGNER: Cassidy **LOCATION FOR INSTALL:** N/A
CUSTOMER: CK Police **NOTES:**
FILE NAME: F150 - New Kit Design

COLOUR	MATERIALS	DIMENSIONS
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<input type="text"/>	<input type="text"/>	# X #

**REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD**

Board Report Number: 4.4 (Regular)

Date of Report: October 25, 2024

Date of Board Meeting: November 13, 2024

Reference: 2023 Chatham-Kent Police Annual Report

Recommendations: Receive the report for information purposes.

Overview:

For review by the board, our Chatham-Kent Police Service 2023 Annual Report. Hard copies are available in addition the electronic version will be available on our CKPS website.

Thank you to Brian French for his assistance in preparing the annual report.

Prepared/Recommended by:



Chief Kirk Earley

**REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD**

Board Report Number: 4.5 (Regular)
Date of Report: November 01, 2024
Date of Board Meeting: November 13, 2024
Reference: Chief Commendation CK24038731
Recommendations: Receive and Approve the Report

See attached Chief Commendation.

Prepared by:


Acting Deputy Chief Domony

Recommended by:


Chief Kirk Earley



Chatham-Kent Police Service

24 Third Street, Chatham Ontario, N7M 2M5
Website: www.ckpolice.com Tel: (519) 436-6600 Fax: (519) 436-6643

Kirk Earley - Chief of Police

November 04, 2024

CHIEF'S COMMENDATION

To: Emergency Communication Operators Amy Dawson, Victoria Labadie Brian French, Brook-Lyn Phelan and Camryn Dudley, Constables Taryn Apers, Cole Brigley, Dylan Moniz and John Thompson, Sergeant Mike Hakr.

RE: Life Saving Measures – CK24038731

On August 15, 2024, the Chatham-Kent Police Service received a 911 call from a male party who was cutting his grass. The male advised that he had rolled his riding lawn mower into a water filled ditch.

The male went on to advise the emergency communication operator that he was pinned under the mower. The male was struggling to keep his face above the water and was fortunate enough to reach his phone and make the 911 call.

Emergency Communication Operators, Amy Dawson, Victoria Labadie Brian French, Brook-Lyn Phelan and Camryn Dudley worked as a cohesive unit to keep the male party on the phone, and maintaining clear, concise and constant communication to help keep him calm, while ensuring officers were being organized and dispatched to the scene.

Sgt. Hakr was the first to arrive on scene followed by Constables Taryn Apers, Cole Brigley, Dylan Moniz and John Thompson. Sgt. Hakr led the way and without hesitation entered the water filled ditch, followed quickly by the remaining officers. The five officers quickly assessed the situation and as a team were able to lift the lawnmower off the male party. Once lifting the mower, officers were then able to pull the male from underneath it. The male suffered minor injuries as a result of the incident.

The collective response demonstrated our members ability to function as a team in a high stress, dynamic situation. There is no doubt that your actions on this date saved this man's life. As a result of your actions, you are being recognized by way of a Chief's Commendation for your response and teamwork in relation to this incident.

We would like to present you with the Chief's Commendation at our next Police Services Board meeting, scheduled for Wednesday, November 13, 2024 at 8:30am at the Chatham-Kent Police Service Headquarters, 24 Third Street.

"Service Above Self"



Chatham-Kent Police Service

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Kirk Earley - Chief of Police

Please contact Administrative Assistant, Larissa Jackson at 519-436-6600 ext. 80228 or larissaj@chatham-kent.ca to advise if you can attend the meeting.

Sincerely,

Kirk Earley,
Chief of Police.

cc. Inspector Mike Thompson
Personnel File

"Service Above Self"

**REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD**

Board Report Number: 5.1 (Regular)

Date of Report: October 25, 2024

Date of Board Meeting: November 13, 2024

Reference: 2025 Fleet Acquisitions

Recommendations: Receive and Approve the purchase of life-cycled fleet and new fleet vehicles.

On an annual basis, the Chatham-Kent Police Service reviews fleet vehicles to ascertain those that are due for replacement as per the pre-determined life cycle appropriate for its use has been reached. These are usually replaced through the purchase of new vehicles. On occasion there may be circumstances, depending on a number of factors, which may cause that number to fluctuate slightly. (E.g., Collisions, costly repairs etc.)

The Service is now in the process of replacing several vehicles which are high mileage vehicles and/or have been in service for the pre-determined life cycle (3 years or 150,000 km) or longer. The replacement vehicles will be used for General Patrol, Patrol Support and Forensic Identification duties. The replacement vehicles will be seven (7) Dodge Durango and three (3) Ford F150's.

In addition, we have identified two (2) Investigative Support vehicles that have accumulated extensive mileage and are beginning to incur excess repair costs and need to be replaced. The replacement vehicles will be two (2) Chrysler Grand Caravan's.

As well, the *Community Policing and Safety Act, 2019* (CSPA) includes the expansion of the use of Special Constable's by permitting specific duties, such as community patrols, traffic management, scene control and prisoner transportation, to name a few. Further, the Act specifies that police vehicles used by Special Constable's must be readily identifiable and distinctly different from those used by Sworn officers. One (1) Dodge Durango and the relevant emergency equipment needs to be purchased and added to the fleet for this purpose.

In addition, due to the Deloitte Operational Resource Review, additional Sworn officers are being hired to bolster Frontline and Training Section personnel numbers. The Training Section has increased from one (1) Sworn member to five (5) and that Section previously had one vehicle available to use. One (1) Chevrolet Express 2500 van and one (1) Chrysler Grand Caravan will be purchased and added to the fleet for their use.

Lastly, with the hiring of additional Sworn members to bolster the Frontline personnel numbers, there is a demonstrated need to increase the Frontline Fleet numbers by one (1) Dodge Durango and one (1) Ford F150.

These vehicles will be purchased through the Provincial Police Co-operative Group (PCPG), which offers discounted pricing for policing agencies across the province. The cost associated to the purchase of these vehicles through our normal life cycle budget is **\$1,187,600.00** including the required equipment packages. The purchase price per vehicle falls within anticipated budgeted costs.

These purchases include five (5) new mandatory additions to the Fleet and as such, an additional cost per vehicle is to be incurred for lifecycle, fuel, insurance, repairs, and licensing at different rates as set by the Municipality. This additional value is **\$104,440.00** and the current budget can accommodate this increase.

Capital Costs covered through Annual Lifecycle Budget:

9	2025 Dodge Durango	\$54,600.00	\$491,400.00
4	2025 Ford F150	\$47,500.00	\$190,000.00
3	2025 Chrysler Grand Caravan	\$48,500.00	\$145,500.00
1	2025 Chevrolet Express 2500 Van	\$48,700.00	\$48,700.00
13	Equipment Packages	\$24,000.00	\$312,000.00

\$1,187,600.00

New Annual Operating Costs:

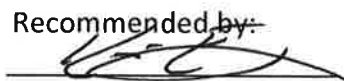
2	2025 Dodge Durango	\$39,489.00	
Rate Group 66 - Lifecycle, fuel, insurance, repairs, licensing			\$78,978.00
1	2025 Ford F150	\$17,174.00	
Rate Group 69 - Lifecycle, fuel, insurance, repairs, licensing			\$17,174.00
1	2025 Chevrolet Express 2500 Van	\$8,288.00	
Rate Group 75 - Lifecycle, fuel, insurance, repairs, licensing			\$8,288.00
1	2025 Chrysler Grand Caravan	\$8,288.00	
Rate Group 75 - Lifecycle, fuel, insurance, repairs, licensing			\$8,288.00

\$104,440.00

Prepared by:


Acting Deputy Chief Jason Chickowski

Recommended by:

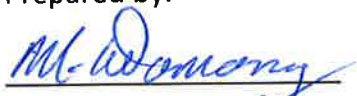

Chief Kirk Earley

**REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD**

Board Report Number: 5.2 (Regular)
Date of Report: November 01, 2024
Date of Board Meeting: November 13, 2024
Reference: Deputy Chief Letter of Recognition, knife
wielding man, CK24044752
Recommendations: Receive and Approve the Report

See attached Deputy Chief Letter of Recognition.

Prepared by:


Acting Deputy Chief Domony

Recommended by:


Chief Kirk Earley



Chatham-Kent Police Service

24 Third Street, Chatham Ontario, N7M 2M5
Website: www.ckpolice.com Tel: (519) 436-6600 Fax: (519) 436-6643

Kirk Earley - Chief of Police

November 01, 2024

DEPUTY CHIEF'S LETTER OF RECOGNITION

To: Constable Doug Littlewood and Emergency Communications Operators Keeley Smith, McKenna Ladd, Brock Bechard, Victoria Labadie, and Camryn Dudley.

RE: Knife Wielding Man – CK24044752

On Wednesday, September 11th, 2024, at 1613hrs police received multiple calls about a suspicious person in the town of Blenheim, information received was the individual had a knife and chasing a woman, who sought safety in a building behind a locked door. Then the suspect fled this location and broke into a house and threatened the homeowner. The homeowner escaped and called 9-1-1.

Constable Doug Littlewood responded to the call and engaged the knife wielding man inside the house using tactical communications, ordering the suspect to exit and surrender. While the suspect did exit the house, he refused to surrender and attempted to re-enter the home. Constable Littlewood assessed the situation and to ensure officer and community safety utilized his conducted energy weapon (CEW, commonly described as a Taser) and brought the accused under control successfully with no harm.

Cst. Littlewood handled the stressful situation calmly and displayed the appropriate use of force to affect an arrest and end the dangerous situation. The suspect in the matter was under the influence of both alcohol and drugs, displaying erratic and unpredictable behaviour. There were no injuries sustained by the suspect and he was taken into custody.

The ability to bring an intense and stressful incident to a safe conclusion, was a cumulative team effort by Constable Littlewood and Emergency Communication Operators, Keeley Smith, McKenna Ladd, Brock Bechard, Victoria Labadie, and Camryn. Dudley. All of your actions demonstrated during an extremely high stress and dangerous situation, brought a potentially tragic situation to a successful end with no loss of life or injury.

We would like to present you with this Letter of Recognition at our next Police Services Board meeting, scheduled for Wednesday, November 13, 2024 at 8:30am at the Chatham-Kent Police Service Headquarters, 24 Third Street.

“Service Above Self”



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Kirk Earley - Chief of Police

Please contact Administrative Assistant, Larissa Jackson at 519-436-6600 ext. 80228 or larissaj@chatham-kent.ca to advise if you can attend the meeting.

Sincerely,

Mike Domony
Acting Deputy Chief of Police

cc. Chief of Police Kirk Earley
Personnel File

"Service Above Self"

**REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD**

Board Report Number: 5.3 (Regular)
Date of Report: October 25, 2024
Date of Board Meeting: November 13, 2024
Reference: Deputy Chief Letter of Recognition
CK24051795
Recommendations: Receive the report for information
purposes

Response and Action – Sudden Death – CK24051795

See attached Deputy Chief Letter of Recognition

Prepared by:


Acting Deputy Chief Jason Chickowski

Recommended by:


Chief Kirk Earley



Chatham-Kent Police Service

24 Third Street, Chatham Ontario, N7M 2M5

Website: www.ckpolice.com Tel: (519) 436-6600 Fax: (519) 436-6643

Kirk Earley - Chief of Police

October 23, 2024

DEPUTY CHIEF'S LETTER OF RECOGNITION

To: Constables Shawn Labelle, Jared Cornish, Shaide Pallister, Thomas Michaud and Emergency Communications Operator Brian French.

RE: Response and Action – Sudden Death – CK24051795

On Monday, October 14, 2024, at approximately 12:30pm, a 911 call was received indicating that a 50-year-old female was in distress and apparently choking on a piece of food. The caller was quite upset while requesting emergency services respond to their location. Emergency Communications Operator Brian French remained calm and was able to gather all the necessary information and remained on the line with family until emergency services were able to arrive.

Constable Shaide Pallister arrived mere minutes after the initial call for service and upon entering the residence, located the female laying on the floor of the kitchen, pale in colour and not breathing due to an obstructed airway. Constable Pallister acted swiftly by assessing the situation and employing the Heimlich maneuver on an incapacitated person. This action dislodged the food, clearing the airway.

Constable's Jared Cornish, Shawn Labelle and Thomas Michaud arrived shortly after. The female continued to show signs of distress, and all officers quickly proceeded to commence CPR until Fire and Paramedics arrived to take over care. Unfortunately, despite all these efforts, the female succumbed to her condition and passed away.

Despite the unfortunate outcome, these five members displayed notable professionalism and tact in the face of a chaotic scene. With assistance from 911 dispatch, these officers were able to get to the residence quickly, analyze the situation appropriately and swiftly rendered emergency first aid to the female. Their actions exemplified the character and reputation to which our Service strives for, and as a result, they are to be recognized for their action.

Emergency Communications Operator Brian French and Constables' Pallister, Cornish, Labelle, and Michaud, we would like to present you with this Letter of Recognition at our next Police Services Board meeting, scheduled for Wednesday November 13, 2024, at 08:30am at the Chatham-Kent Police Service Headquarters, 24 Third Street.

Please contact Administrative Assistant, Larissa Jackson at 519-436-6600 ext. 80228 or larissaj@chatham-kent.ca to advise if you can attend the meeting.

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Kirk Earley - Chief of Police

Sincerely,

Jason Chickowski
Acting Deputy Chief of Police

cc. Chief of Police Kirk Earley
Personnel File

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