

**AGENDA  
CHATHAM-KENT POLICE SERVICE BOARD MEETING  
(REGULAR)**

**Boardroom  
Chatham-Kent Police Headquarters**

**September 10, 2025  
Time: 8:30 A.M.**

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1. Call to Order
  2.
    - a) Declaration of Conflict of Interest
    - b) Approval of Agenda
    - c) Approval of Minutes of June 18, 2025
  3. Business arising from previous Minutes: None
  4. Reports from Chief of Police:
    - 4.1 New Hires, Reclassifications, Elevations, Resignations, and Promotions
    - 4.2 Radio Frequency Identification "RFID" for Equipment Tracking and Equipment Room Renovation
  5. Reports from Deputy Chief: None
  6. Acknowledgement letters: None
  7. Consent Agenda:
    - 7.1 Sponsorship of Courageous K9 Publication-Annual Request (2024-Business Card Ad size \$319.00 plus HST-Paid from Auction Account)
    - 7.2 Sponsorship of The Royal Canadian Legion Ontario Command-Military Service Recognition Book-Annual Request (2024- ¼ page full colour size ad \$650.00 (\$575.22 + HST \$74.78)-Paid from the Auction Account)
    - 7.3 Sponsorship of OAPSB 2025 Labour Seminar- Membership Sponsorship-Annual Request (2024 Bronze Sponsor \$1,000.0)-Paid from the Board Reserve Account)
  8. The Chatham-Kent Police Association Invite to the Member Appreciation Banquet being held Friday October 24, 2025, at the Links of Kent
  9. OAPSB-Zone 6-Update
  10. Non-agenda items:
  11. Date and time of next meeting scheduled for October 8 at 8:30 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 44 1 (A) SUBSECTIONS (2) OR (3) OF THE COMMUNITY SAFETY AND POLICING ACT, 2019 AND THAT THE NEXT CLOSED SESSION MEETING WILL BE HELD WEDNESDAY, OCTOBER 8, 2025, FOLLOWING THE REGULAR AGENDA.**

12. Motion to go into Closed Session

The Board will move into Closed Session Meeting pursuant to Section 44 1(a) subsections (2) or (3) of the *Community Safety and Policing Act, 2019*, for the following reasons:

- Three Matters under: C.S.P.A.- Sec. 44 (2) (d)
  - (1) Ministry of Labour (MOL)-Field Visit
  - (2) Ministry of Labour (MOL)-Field Visit
  - (3) Coroner's Inquest-Notice of upcoming inquest being held October 15, 2025

13. Motion to Reconvene in Open Session

14. Motions arising from Closed Session

15. Adjournment

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

**Boardroom**  
**Chatham-Kent Police Headquarters**

**June 18, 2025**  
**Time: 8:30 A.M.**

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**PRESENT:**

Mr. Patrick Weaver, Chair  
Mrs. Darlene Smith-Vieira, Vice-Chair  
Councillor Marjorie Crew  
Mr. Douglas Sulman  
Chief Kirk Earley  
Deputy Chief, Jason Chickowski

**Guest:**

Emily S. Crawford, Solicitor, Legal Services, Municipality of Chatham-Kent.

**Regrets:**

Mayor Darrin Canniff  
Ron LeClair, Police Services Advisor-Zone 6,  
Inspectorate of Policing, Ministry of the Solicitor General

1. **Call to Order**

Welcome everyone and Guests

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

Mr. Patrick Weaver-Chair-declared a conflict on Report #4.1

Councillor Crew-declared a conflict on Report #4.5

Board Member Doug Sulman declared a conflict on #5.1

b) **Approval of Agenda**

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

**"MOTION TO APPROVE THE AGENDA"**

Carried

c) **Approval of Minutes of May 14, 2025**

Moved by Councillor Crew and seconded by Doug Sulman

**"MOTION TO APPROVE THE MINUTES OF May 14, 2025"**

Carried

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

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

We will call upon Ms. Crawford to present her report

4.3 **Legal Services Year End Police Insurance Report 2024**

Ms. Emily S. Crawford, Solicitor of Legal Services-Municipality of Chatham-Kent

Ms. Crawford presented the Insurance and Claims Costs report for the year end of 2024.

Moved by Councillor Crew and seconded by Doug Sulman

**"MOTION TO RECEIVE THE REPORT AND THAT THE SUM OF \$115,897.85 BE TRANSFERRED FROM THE MUNICIPAL INSURANCE RESERVE (17176) TO THE CHATHAM-KENT POLICE LITIGATION RESERVE (17381) FOR CLAIMS OCCURRING IN 2024"**

Carried

Thank you for your report Ms. Crawford.

CHAIR-Vice-Chair I will turn this portion of the meeting over to you due to my conflict with report #4.1-Elevations. Mr. Weaver exited the room.

VICE-CHAIR-Chief would you like to present Report #4.1

4.1 Special Constable Appointments, New Hires, Reclassifications, Elevations, Resignations, Retirements

The Chief presented the report

Special Constable Appointments

Moved by Councillor Crew and seconded by Doug Sulman

**"MOTION TO APPROVE THE FOLLOWING APPOINTMENTS"**

**-THAT SPECIAL CONSTABLES JENNIFER PEREIRA, RICCA NG, BRET DREW, AND QUENTIN FORGIE BE APPOINTED TO THE ROLE OF SPECIAL CONSTABLE EFFECTIVE MAY 15, 2025."**

Carried

New Hires

Moved by Doug Sulman and seconded by Councillor Crew

**"MOTION TO APPROVE THE FOLLOWING NEW HIRES"**

**THAT MOLLIE DEROOY, PATRICK UZUMA, AND BRILEE GEBAL, BE HIRED AS CADETS LEVEL 1, EFFECTIVE MAY 26, 2025"**

Carried

Reclassifications

Moved by Councillor Crew and seconded by Doug Sulman

**"MOTION TO APPROVE THE FOLLOWING RECLASSIFICATIONS"**

**-THAT FOURTH CLASS CONSTABLES NIC VAN EYK, JUSTIN CHRISTIAN, NOAH CARYN, JAMES MUHARREM, MITCH TETZLAFF, AND CAROL CHRISTOPOULOS BE ELEVATED TO THIRD CLASS CONSTABLES EFFECTIVE JUNE 24, 2025.**

**-THAT SECOND CLASS CONSTABLE TARYN APERS BE ELEVATED TO FIRST CLASS CONSTABLE EFFECTIVE AUGUST 23, 2025."**

Carried

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Elevations:

Moved by Doug Sulman and seconded by Councillor Crew

**"MOTION TO APPROVE THE FOLLOWING ELEVATIONS:**

**-THAT INSPECTOR MIKE THOMPSON BE ELEVATED FROM INSPECTOR LEVEL 2 TO INSPECTOR LEVEL 1 EFFECTIVE JULY 29, 2025.**

**-THAT DATA ENTRY, CAITLYN WEAVER, BE ELEVATED FROM GRADE 6 LEVEL 3, TO GRADE 6 LEVEL 4, EFFECTIVE JUNE 15, 2025.**

**-THAT CRIME ANALYST, GRACE HYATT, BE ELEVATED FROM GRADE 7 LEVEL 2, TO GRADE 7 LEVEL 3, EFFECTIVE JULY 31, 2025.**

**THAT FULL-TIME ECO,- JAIME CHARLTON, BE ELEVATED FROM GRADE 7B LEVEL 3 TO GRADE 7B LEVEL 4, EFFECTIVE AUGUST 13, 2025.**

**-THAT FULL-TIME ECO'S DANIELLE BIRD-EVANS AND BROOK-LYN PHELAN, BE ELEVATED FROM GRADE 7B LEVEL 2 TO GRADE 7B LEVEL 3, EFFECTIVE AUGUST 17, 2025.**

**-THAT SPECIAL CONSTABLE (PLATOON), CHRIS DUROCHER, BE ELEVATED FROM GRADE 7B LEVEL 2 TO GRADE 7B LEVEL 3, EFFECTIVE JULY 31, 2025.**

**-THAT SPECIAL CONSTABLES NOLAN HAKR AND BRENT ESTOESTA-BOUNDY, BE ELEVATED FROM GRADE 7 LEVEL 2 TO GRADE 7 LEVEL 3, EFFECTIVE JULY 31, 2025.**

**-THAT SPECIAL CONSTABLES (IDENT) JENNIFER PEREIRA AND RICCA NG, BE ELEVATED FROM GRADE 8B LEVEL 1 TO GRADE 8B LEVEL 2, EFFECTIVE JULY 8, 2025."**

Carried

Resignations

Moved by Councillor Crew and seconded by Doug Sulman

**"MOTION TO APPROVE THE RESIGNATION OF PART-TIME ECO LINDSAY BAXTER, EFFECTIVE MAY 15, 2025."**

Carried

Retirements

Moved by Councillor Crew and seconded by Doug Sulman

**"MOTION TO APPROVE THE FOLLOWING RETIREMENTS:**

**-CONSTABLE CHERYL MCVICAR HAS TENURED HER RETIREMENT NOTICE, EFFECTIVE APRIL 30, 2026.**

**-THE RETIREMENT DATE OF STAFF SERGEANT KATE MCARTHUR WAS INADVERTENTLY PRESENTED AT THE CKPSB MEETING OF MAY 14, 2025, AS BEING EFFECTIVE APRIL 3, 2026. THE REPORT CONTAINED A SMALL TYPOGRAPHICAL ERROR REGARDING THE EFFECTIVE DATE. THE RETIREMENT NOTICE SUBMITTED BY STAFF SERGEANT KATE MCARTHUR IS EFFECTIVE APRIL 30, 2026.**

Carried

VICE-CHAIR- Thank you Chief- I will now turn the meeting back over to our Chair to conclude the meeting

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4.2 Board Citation-Citizens Police Academy

The Chief presented the report on the Board Citation for the Citizen's Police Academy.

The Citation letter is posted on the website.

The Chief presented to commendations to: Staff Sergeant Shawn Mungar and Sergeant Ken Lauzon

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

**"MOTION TO RECEIVE THE REPORT AND TO PRESENT THE COMMENDATIONS TO STAFF SERGEANT SHAWN MUNGAR AND SERGEANT KEN LAUZON**

Carried

Congratulations!

4.4 2024 Annual Report-Operational Support Branch

**The Full Report is posted on our website.**

The Chief gave a brief presentation on the 2023 Annual Report-Operational Support Branch then turned the report over to Inspector Greg Cranston to expand on the report.

The Operational Support Branch is comprised of Public Information and Equity, Diversity and Inclusion Officer, Chaplaincy Unit, Critical Incident Response Team (CIRT), Canine, Professional Standards and the Training Unit. There are 26 sworn and civilian staff that make up this Branch. All Members have specialized Training in their respective fields.

In 2024, Inspector Matthew Stezycki was assigned to oversee and manage the Operational Support Branch. Acting Staff Sergeant Ken Lauzon oversaw Professional Standards, Sergeant Lynette Rosina was the Public Information Officer and oversaw the Equity, Diversity and Inclusion Unit, Sergeant Brent Middel oversaw the career Development and Training, Sergeant Fraser Leontowicz oversaw CIRT while Acting Sergeant Nicle Kadour oversaw the Chaplaincy program.

The annual report outlines a brief overview and statistical information on the various units in the Operational Support Branch.

Other presenters were:

Sergeant Ken Lauzon-presented the Professional Standards Branch and Training & Career Development Unit

Chaplain Michael Koppes-presented the Chaplaincy report

Thank you, the report was very informative.

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

**"MOTION TO RECEIVE THE REPORT FOR INFORMATION"**

Carried

4.5 Wish Centre Golf Tournament-Sponsorship

Councillor Crew declared a conflict on Report #4.5-she exited the room prior to the report being presented

The Chief presented the report. The Board has received a request to sponsor the 2025 Wish Centre Golf Tournament being held September 27, 2025, at Hidden Hills Golf Course.

We previously have sponsored the Crime Stoppers Golf Tournament by being a hole sponsor and entering a team- I would suggest we do the same for the Wish Centre Golf Tournament.  
Hole Sponsor \$150.00 and Enter a Team \$500 for a total of \$650.00 to be paid from the Auction Account.

Moved by Darlene Smith-Vieira and seconded by Chair-Mr. Weaver

**"MOTION TO RECEIVE THE REPORT AND TO APPROVE THE SPONSORSHIP OF THE WISH CENTRE GOLF TOURNAMENT IN THE AMOUNT OF \$650.00 (\$150-HOLE SPONSOR AND TEAM FEE OF \$500) TO BE PAID FROM THE AUCTION ACCOUNT"**

Carried

Councillor Crew re-entered the meeting.

5. **Reports from Deputy Chief:**

Mr. Sulman exited the meeting.

5.1 **Towing RFP and Contracts**

Deputy Chief Chickowski presented the report.

The Board contracts for Towing expired on April 1, 2025. A request for Proposal (RFP) was conducted in order to select those whom the Board should award contracts for the next here years (April 1, 2025-March 27, 2028).

The report briefly explains the RFP process and the recommendations for awarding the contracts that scored the highest for each towing zone.

The Awarded Contractors for each Zone are detailed in the report.

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

**"MOTION TO RECEIVE THE REPORT AND TO APPROVE THE AWARDED TOWING CONTRACTS FOR 2025-2028"**

Carried

Mr. Sulman re-entered the meeting

6. **Acknowledgement Letters:** None

7. **Consent Agenda:**

7.1 Sponsorship of CK Pride Week- Gold Sponsor \$500.00 Annual Request-(Gold Sponsor in 2024 \$500.00)

7.2 Sponsorship of United Way-We Love Back to School-Back-To-School Program- \$500.00 Annual Request-(\$500.00 donated in 2024)

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

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**"MOTION TO RECEIVE THE CONSENT AGENDA AND TO PAY ITEMS # 7.1 AND 7.2 FROM THE AUCTION ACCOUNT"**

Carried

8. **OAPSB-Zone 6 Update**

No Zone 6 update. Save the date for the Members Appreciation Banquet-being held on October 24, 2025, at the Links of Kent, at 6:00 pm.

Mr. Sulman attended the OAPSB Conference in London, could you possibly give us a brief update.

Board Member Doug Sulman: It was my first time attending the OAPSB Conference. It was a very well attended conference; it had an excellent agenda, and it was a great opportunity to network with other police board members relating to the ever-evolving governance roles.

I wanted to support Mr. Weaver on his past 4 years as the outgoing Chair of the OABSP and witness his concise goodbye speech. He received a standing ovation in honour of his leadership over the past 4 years at the Gala Dinner. The success of his leadership has made our service and the board very well-known and highly respected as a leader in Chatham-Kent and throughout the province.

On behalf of our board, I would like to thank you Mr. Weaver for his dedication and public service. On Monday the Solicitor General, the Honourable Michael S. Kerzner presented Mr. Weaver with a King's Charles III Coronation Medal. Glad to be in your company sir. Congratulations Mr. Weaver!

Moved by Doug Sulman seconded by Councillor Crew

**"MOTION TO RECEIVE THE VERBAL REPORT"**

Carried

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

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

The date and time of the next regular meeting is scheduled for September 10, 2025 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 44 1 (A) SUBSECTIONS (2) OR (3) OF THE *COMMUNITY SAFETY AND POLICING ACT, 2019* AND THAT THE NEXT CLOSED SESSION MEETING WILL BE HELD WEDNESDAY, SEPTEMBER 10, 2025, at 8:30 AM**

Moved by Darlene Smith-Vieira seconded by Councillor Crew

Carried

11. **Motion to go into Closed Session**

The Board will move into Closed Session Meeting pursuant to Section 44 1(a) subsection (2) or (3) of the *Community Safety and Policing Act, 2019*, for the following reasons:

- C.S.P.A. Sec 44 (2)(d)-labour relations or employee negotiations-dealing with succession planning



- 
- C.P.S.A. Sec. 44(2)(k)- information that section 8 of the *Municipal Freedom of Information and Protection of Privacy Act* would authorize a refusal to disclose if it were contained in a record-commendation to protect the privacy of the victim
  - Two matters under:  
CSPA Sec. 44 (2)(h) a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization  
(1) municipal approval of transfer of reserves  
(2) dealing with a financial review of the budgetary process with an organization
  - C.S.P.A. Sec. 44(2)(e) litigation or potential litigation affecting the board, including matter before administrative tribunals- advice that is subject to solicitor-client privilege

Moved by Doug Sulman seconded by Councillor Crew  
**"MOTION TO MOVE INTO IN-CAMERA/CLOSED SESSION"**

Carried  
Time: 9:37

12. **Motion to Reconvene in Open Session**

Moved by Councillor Crew seconded by Doug Sulman  
**"MOVED TO RECONVENE IN OPEN SESSION"**

Carried  
Time: 11:05

13. **Motions arising from Closed Session**

Motions were read during the CKPSB Meeting on Wednesday June 18, 2025  
-SEE ATTACHMENT

14. **Adjournment**

Moved by Doug Sulman  
**"MOTION TO ADJOURN"**

Carried  
Time: 11:08 a.m.

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**CKPSB Closed Session/In-Camera Report**

**Wednesday, June 18, 2025**

**Time: 9:37am – 11:03 am**

**BOARD MEMBERS' PRESENT: Chair-Patrick Weaver, Vice-Chair-Darlene Smith-Vieira, Councillor Crew, Doug Sulman**

**The Board received information on:**

- C.S.P.A. Sec 44 (2)(d)-labour relations or employee negotiations-dealing with succession planning
- C.P.S.A. Sec. 44(2)(k)- information that section 8 of the *Municipal Freedom of Information and Protection of Privacy Act* would authorize a refusal to disclose if it were contained in a record-commendation to protect the privacy of the victim
- CSPA Sec. 44 (2)(h) a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization-municipal approval of transfer of reserves
- C.S.P.A. Sec. 44(2)(e) litigation or potential litigation affecting the board, including matter before administrative tribunals- advice that is subject to solicitor-client privilege

**The Board directed the Chief**

- C.S.P.A. Sec. 44(2)(h) a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization.- dealing with a financial review of the budgetary process with an organization

Read during the Board Meeting on Wednesday June 18, 2025.

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

**Board Report Number:** 4.1 (Regular)  
**Date of Report:** September 2, 2025  
**Date of Board Meeting:** September 10, 2025  
**Reference:** New Hires, Reclassifications, Elevations,  
Resignations, and Promotions  
**Recommendation:** Receive and approve the report

**New Hires**

As a result of a hiring process, it is recommended that Jodie Foster be hired as Temporary (Contract) Part-Time Data Entry, effective July 15, 2025.

As a result of a hiring process, it is recommended that Cole Cote, Tristan Robinet, Austin Power-Wagenaar, Kyle Campeau, and Derek Gignac be hired as Cadets Level 1, effective August 25, 2025.

As a result of a hiring process, it is recommended that Meghan Myers be hired as a Temporary (Contract) Part-Time Administrative Clerk (DEMS), effective September 15, 2025 to September 14, 2026.

As a result of a hiring process, it is recommended that Part-Time ECO's Abigail Case, Lucas Trahan, and Camryn Dudley, be hired as Full-Time ECO's, Grade 7b Level 2, effective October 01, 2025.

**Reclassifications**

It is recommended that Fourth Class Constables Brandon Martins, Cornelius Unger, Vanessa Vesgo, Conner Quinton, Daniel Chan, Tess Dickson, Dean VanHerpe, Garrett Sanchez, and Jacqueline Brown be elevated to Third Class Constables effective September 24, 2025. Their immediate supervisors support these elevations.

**Elevations**

It is recommended that Administrative Clerk (DEMS) Melissa Daigneau, be elevated from Grade 6 Level 2, to Grade 6 Level 3, effective September 05, 2025.

It is recommended that Full-Time ECO Sam Cowdrey, be elevated from Grade 7b Level 3, to Grade 7b Level 4, effective September 24, 2025.

### **Resignations**

Summer student, Zayda Sprik, has fulfilled their contract position and has ceased employment with CKPS effective August 29, 2025.

Fourth Class Constable Dan McFadden has tenured their resignation effective July 04, 2025.

### **Promotions**

As a result of a promotional process, it is recommended that Staff Sergeant Nelson Das Neves be promoted to Inspector, effective September 01, 2025.

As a result of a promotional process, it is recommended that Sergeant Ken Lauzon be promoted to Staff Sergeant, effective September 01, 2025.

As a result of a promotional process, it is recommended that Sergeant Dan Hamilton be promoted to Staff Sergeant, effective September 10, 2025.

As a result of a promotional process, it is recommended that Constable Dwayne June be promoted to Sergeant, effective August 01, 2025.

As a result of a promotional process, it is recommended that Constable Jared Cornish be promoted to Sergeant, effective September 01, 2025.

As a result of a promotional process, it is recommended that Constables Josh Rose and Ryan Federman be promoted to Sergeant, effective September 10, 2025.

Cadets Kyle Cattrysse, Autumn Sloan, Tammy Merry, Grayson Ladd, Dawson Iles, and Noor Hazim recently graduated from the Basic Constable Training at The Ontario Police College, and it is recommended that they be promoted to the rank of Fourth Class Constables effective July 14, 2025.

Prepared by:

  
Lori McDonald

Recommended by:

  
Chief of Police, Kirk Earley

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

<b>Board Report Number:</b>	<b>4.2 (Regular)</b>
<b>Date of Report:</b>	<b>September 2, 2025</b>
<b>Date of Board Meeting:</b>	<b>September 10, 2025</b>
<b>Reference:</b>	<b>Radio Frequency Identification "RFID" Technology for Equipment Tracking and Equipment Room Renovation.</b>
<b>Recommendations:</b>	<b>Receive and Approve the Report, all costs for project will be pulled from Police Mandatory Issues Reserve #100.17361.</b>

**BACKGROUND**

Our members are issued a wide range of specialized equipment, including firearms, body armour, conducted energy weapons (CEWs), radios, body-worn cameras, and other operational gear. Our ability to manage and track this equipment is critical to officer safety, accountability, efficient operations and the next step in our modernization and transformation of the Chatham-Kent Police Service.

Currently, inventory management requires a combination of manual sign-in/sign-out processes, spreadsheets, and visual checks. This system can be time-consuming, prone to human error, increased risk and does not allow for real-time monitoring.

RFID technology is increasingly being used by police services and other emergency services to improve equipment management. RFID tags are attached to each piece of equipment, enabling quick and accurate tracking through radio frequency scanners or automated systems.

Along with the RFID Technology enhancements, our current report room located at headquarters will be renovated into a new state-of-the-art equipment room. The equipment room is a critical part of the daily police operations, serving as a secure location for the storage and issue of vital member's safety equipment. The existing room was constructed in 1991 and has not undergone any upgrades in over 34 years. The current equipment room lacks adequate storage capacity for modern equipment. The room is poorly designed, leading to inefficiencies. The room is outdated and does not meet our current needs. The project will deliver a modern, well-equipped space designed to house all essential gear for our members. The updated room will feature improved storage solutions that enhance organization, accessibility, and readiness. All remaining substations have sufficient equipment rooms to house the equipment and RFID technology.

## DISCUSSION

### Key Advantages of RFID Technology and a New Equipment Room:

- Enhanced Accountability and Chain of Custody
  - Tracks when and by whom equipment is signed out or returned.
  - Provides a digital record that improves officer accountability and transparency.
  - Useful for audit purposes and compliance with provincial/national policing standards.
- Improved Officer Safety
  - Ensures that officers are equipped with the correct and complete gear before deployment.
  - Reduces the risk of critical items being misplaced or forgotten.
- Operational Efficiency
  - Rapid check-in/check-out of equipment reduces administrative time at shift changes.
  - Automated inventory counts save staff time compared to manual checks.
  - Quick identification of missing, misplaced, or expired equipment.
  - Quick and efficient access to equipment
- Cost Savings
  - Reduces losses and replacement costs by minimizing misplaced or unaccounted-for equipment.
  - Extends equipment life through better maintenance scheduling enabled by accurate tracking.
  - Reduce loss, damaged, and misplaced items through better inventory management.
- Integration with Other Systems
  - Potential integration with existing property/evidence management or digital asset management systems.
  - Enhance reporting capabilities, allowing management to identify usage trends and plan future purchases.

➤ Scalability and Flexibility

- Will be tested and phased in gradually, starting with high-value items (firearms, CEWs, radios).
- Expandable to track uniforms, body armour, or even vehicle equipment over time.

## **COSTS**

- RFID will be implemented in a phased process. The first two sites will be at our Dillon Road and Wallaceburg substations. The cost for the initial launch of RFID technology is \$7,000. If RFID technology meets our needs, the program will then be implemented service wide. The capital cost for RFID Technology is \$75,000, with a yearly software maintenance cost of \$3,000.
- Renovation costs for the new equipment room are \$31,772, please see attached drawings. As stated above the remaining substations are adequately fit to house our equipment and RFID needs for the implementation of this project.

## **CONCLUSION**

The implementation of RFID technology offers significant advantages in accountability, efficiency, and cost management for the Chatham-Kent Police Service. By adopting this system, the Service can modernize its equipment management process, enhance officer safety, and strengthen transparency to the community and the Board. Further, the renovated equipment room will improve the secure storage and accountability of police equipment, this will also enhance officer safety by ensuring quick and efficient access to properly maintained equipment. This renovation also demonstrates our commitment to our members and operational readiness.

Prepared by:



Inspector Mike Thompson

Recommended by:



Chief Kirk Earley





Chatham-Kent Police Service Headquarters- Equipment Room





**Lori McDonald**

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**From:** sponsor@courageousk9.ca  
**Sent:** July 28, 2025 9:45 AM  
**To:** Lori McDonald  
**Subject:** Courageous K9 Advertising Information  
**Attachments:** your\_ad.jpg

Good Morning Lori

It was a pleasure speaking with you this morning. I figured I would be proactive and send this through my personal email as I mentioned on the phone. But I will send another one through my work email address very shortly.

For quite a number of years, The Chatham-Kent Police Service has been a dedicated advocate for our injured veterans, consistently placing a Business card size supportive ad in the annual Courageous K9 publication. This ad supports the incredible work of Courageous Companions. We have been truly grateful to have had your backing throughout these years.

We are hoping that we can count on that traditional support again this year. By placing your advertisement, you have helped provide certified service dogs at no cost to our military veterans and first responders who suffer with physical and/or psychological injuries as a result of their service. With your help, you have given our Veterans and First Responders a chance to live whole again in our community with their heads held high.

For your consideration for our upcoming edition, please find attached a copy of your previous ad. Please see our rates and the stories from our last edition at [www.courageousk9.ca/index.php/rates-2/](http://www.courageousk9.ca/index.php/rates-2/). I have also copied our rates below for your convenience.

We sincerely hope to count on your participation once again. Thank you for making a difference in the lives of our Veterans and First Responders.

Ad sizes:

Business Card: \$319\*\*\*

Eighth Page: \$419

Banner: \$599

Quarter Page: \$699

Half Page: \$899

Full Page: \$1,300

Inside Covers: \$1,600

Back Cover: \$2,200

Yours truly,

Mike Bennett

T: (866) 767-1731

E: sponsor@courageousk9.ca

W: [www.courageousk9.ca](http://www.courageousk9.ca)



Proud to Support Courageous Companions

24 Third St.  
Chatham, ON N7M 5K5  
(519) 436-6600  
[www.ckpolice.com](http://www.ckpolice.com)





www.on.legion.ca

## The Royal Canadian Legion Ontario Command

### *"Military Service Recognition Book"*

Dear Sir/Madam:

Thank you for your interest in **The Royal Canadian Legion Ontario Command**, representing **Ontario's Veterans**. Please accept this written request for your support, as per our recent telephone conversation.

**The Royal Canadian Legion Ontario Command** is very proud to be once again printing over **10,000 copies of our 13th annual "Military Service Recognition Book"**, scheduled for release by October 2026. This unique remembrance publication recognizes and honours our Province's Veterans and helps us fulfill the Legion's role as the **"Keepers of Remembrance"**. Proceeds raised from this annual appeal are also used to support Veterans Transition Programs to help modern day Veterans that suffer from PTSD and other challenges.

The Legion is recognized as one of Canada's largest Veterans Support Organizations and we are an integral part of the communities we serve. This project helps ensure the Legion's continued success. We would like to have your organization's support for this Remembrance project by sponsoring an advertisement space in our **"Military Service Recognition Book."**

Please find enclosed a rate sheet for your review. Whatever you are able to contribute to this worthwhile endeavor would be greatly appreciated. For further information please contact **Ontario Command Campaign Office** toll free at **1-855-241-6967**.

Thank you for your consideration and/or support.

Sincerely,

Lynn McClellan  
President



MSR Guide



www.on.legion.ca

## The Royal Canadian Legion Ontario Command

### *“Military Service Recognition Book”*

#### Advertising Prices

<u>Ad Size</u>	<u>Cost</u>		<u>HST</u>		<u>Total</u>
Full Colour Outside Back Cover	\$2,579.65	+	\$335.35	=	\$2,915.00
Inside Front/Back Cover (Full Colour)	\$2,243.36	+	\$291.64	=	\$2,535.00
2 Page Spread (Full Colour)	\$3,588.50	+	\$466.50	=	\$4,055.00
Full Page (Full Colour) 7" X 9.735"	\$1,765.49	+	\$229.51	=	\$1,995.00
½ Page (Full Colour) 7" X 4.735"	\$969.03	+	\$125.97	=	\$1,095.00
¼ Page (Full Colour) 3.375" X 4.735"	\$575.22	+	\$74.78	=	\$650.00
1/10 Page (Full Colour b/card) 3.375" X 4.735"	\$349.56	+	\$45.44	=	\$395.00

H.S.T. Registration # 10686 2824 RT0001

All typesetting and layout charges are included in the above prices.

A complimentary copy of this year's publication will be received by all advertisers purchasing space of 1/10 page and up, along with a Certificate of Appreciation from the Ontario Command.



PLEASE MAKE CHEQUE PAYABLE TO:

The Royal Canadian Legion  
Ontario Command  
(RCL ON)  
(Campaign Office)  
P O Box 8055, Station T CSC  
Ottawa, ON K1G 3H6





**ONTARIO ASSOCIATION OF POLICE SERVICE BOARDS**  
**TEL. 1-519-659-0434**

## **Seeking Your Support! – PSB Members**

The Ontario Association of Police Services Boards' 2025 Labour Seminar will be held on November 25 & 26, 2025 at the Hilton Toronto Airport Hotel & Suites at 5875 Airport Rd, Mississauga, ON L4V 1N1. Each year our seminar features engaging speakers addressing topical subjects relating to labour. The program is shaping up to be really good this year – but we need your help!

Each year we rely on participation and sponsorship to help make the seminar successful. We ask that your board (and zone) consider sponsoring the seminar.

### **Gold - \$3,000**

- Featured as Gold Sponsor on all event materials.
- Feature as Gold Sponsor on one session
- Recognition in the conference program
- Recognition on the OAPSB website
- 1 Conference Representative

### **Silver - \$2,000**

- Featured as Silver Sponsor on all event materials.
- Feature as Silver Sponsor on one break or lunch
- Recognition in the conference program
- Recognition on the OAPSB website

### **Bronze – \$1,000**

- Featured as Bronze Sponsor on all event materials.
- Recognition in the conference program
- Recognition on the OAPSB website

### **Community \$500 (or less)**

- Recognition in the conference program
- Recognition on the OAPSB website

Added benefits: Funding received for OAPSB events is used to:

- Minimize costs to members to attend the seminar.
- Offset the expenses related to delivering the in-person event and training
- Support the marketing and outreach required to inform and communicate with members.
- Provide your organization recognition on our website, eblasts and at the virtual event.
- Deliver upgrades to our education & training to membership.

Please contact Holly Doty at [oapsb@oapsb.ca](mailto:oapsb@oapsb.ca) or 1-800-831-7727 to take advantage of one or more of these unique sponsorship opportunities listed below.

Respectfully,



Lisa Darling

**Executive Director, Ontario Association of Police Service Boards**

CC Alan Boughton

**Chair, Ontario Association of Police Service Boards**

PO Box 43058 London RPO Highland ON N6J 0A7





THE CHATHAM KENT POLICE  
ASSOCIATION  
INVITES YOU TO THE

# MEMBER APPRECIATION BANQUET

FRIDAY, OCTOBER 24, 2025

LINKS OF KENT GOLF COURSE

DOORS WILL OPEN AT 5PM  
COCKTAIL HOUR WILL BE FROM 5PM- 6PM  
DINNER WILL BEGIN AT 6:15PM

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THE DINNER IS THE FOLLOWING:  
BUFFET STYLE

PRIME RIB AU JUS WITH YORKSHIRE PUDDING,  
HERBED ROASTED CHICKEN BREAST WITH THYME,  
GARLIC MASHED POTATO AND MORE.

DIETARY RESTRICTIONS CAN BE ACCOMMODATED UPON  
REQUEST.

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*Entertainment: The Hopfather*

*RSVP by October 17, 2025 to [terryk@chatham-kent.ca](mailto:terryk@chatham-kent.ca)*

*This year we will be recognizing Jon Mulder, Sheri Somerville, Steve  
Hubley, Colleen Stonehouse, Jodie Foster, Jim Lynds, Gary Conn, Jeff  
Tetzzel, Marcel Demaiter, Mike Hakr.*

