

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

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

**September 10, 2025**  
**Time: 8: 32 A.M.**

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**PRESENT:**

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

**Guest:**

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**

None declared.

b) **Approval of Agenda**

Moved by Doug Sulman and seconded by Darlene Smith-Vieira  
**"MOTION TO APPROVE THE AGENDA"**

Carried

c) **Approval of Minutes of June 18, 2025**

Moved by Councillor Crew and seconded by Mayor  
**"MOTION TO APPROVE THE MINUTES OF June 18, 2025"**  
Carried

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

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

4.1 **New Hires, Reclassifications, Elevations, Resignations, and Promotions**

**New Hires**

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

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

**-THAT JODIE FOSTER BE HIRED AS TEMPORARY (CONTRACT) PART-TIME DATA ENTRY, EFFECTIVE JULY 15, 2025.**

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**-THAT COLE COTE, TRISTAN ROBINET, AUSTIN POWER-WAGENAAR, KYLE CAMPEAU, AND DEREK GIGNAC BE HIRED AS CADETS LEVEL 1, EFFECTIVE AUGUST 25, 2025.**

**- THAT MEGHAN MYERS BE HIRED AS A TEMPORARY (CONTRACT) PART-TIME ADMINISTRATIVE CLERK (DEMS), EFFECTIVE SEPTEMBER 15, 2025, TO SEPTEMBER 14, 2026.**

**-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."**

Carried

#### Reclassifications

Moved by Mayor Canniff and seconded by Doug Sulman

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

**-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.**

Carried

#### Elevations:

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

**"MOTION TO APPROVE THE ELEVATIONS:**

**-THAT ADMINISTRATIVE CLERK (DEMS) MELISSA DAIGNEAU, BE ELEVATED FROM GRADE 6 LEVEL 2, TO GRADE 6 LEVEL 3, EFFECTIVE SEPTEMBER 05, 2025.**

**-THAT FULL-TIME ECO SAM COWDREY, BE ELEVATED FROM GRADE 7B LEVEL 3 TO GRADE 7B LEVEL 4, EFFECTIVE SEPTEMBER 24, 2025."**

Carried

#### Resignations

Moved by Doug Sulman and seconded by Mayor Canniff

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

**-SUMMER STUDENT, ZAYDA SPRIK, HAS FULFILLED HER CONTRACT POSITION AND HAS CEASED EMPLOYMENT WITH CKPS EFFECTIVE AUGUST 29, 2025.**

**-THAT FOURTH CLASS CONSTABLE DAN MCFADDEN HAS TENURED HIS RESIGNATION EFFECTIVE JULY 04, 2025.**

Carried

#### Promotions

Moved by Darlene Smith-Vieira and seconded by Councillor Crew

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

**-THAT STAFF SERGEANT NELSON DAS NEVES BE PROMOTED TO INSPECTOR, EFFECTIVE SEPTEMBER 01, 2025.**

**-THAT SERGEANT KEN LAUZON BE PROMOTED TO STAFF SERGEANT, EFFECTIVE SEPTEMBER 01, 2025.**

**-THAT SERGEANT DAN HAMILTON BE PROMOTED TO STAFF SERGEANT, EFFECTIVE SEPTEMBER 10, 2025.**

**-THAT CONSTABLE DWAYNE JUNE BE PROMOTED TO SERGEANT, EFFECTIVE AUGUST 01, 2025.**

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- THAT CONSTABLE JARED CORNISH BE PROMOTED TO SERGEANT, EFFECTIVE SEPTEMBER 01, 2025.
  - THAT CONSTABLES JOSH ROSE AND RYAN FEDERMAN BE PROMOTED TO SERGEANT, EFFECTIVE SEPTEMBER 10, 2025.
  - THAT CADETS KYLE CATTRYSSSE, 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.”

Carried

CHIEF: There will be a small presentation at 10:00 am at the Civic Centre in Council Chambers where the Promotions will be presented. Please feel free to attend.

4.2 Radio Frequency Identification “RFID” for Equipment Tracking and Equipment Room Renovation

The Chief presented the report on Radio Frequency Identification “RFID” for Equipment Tracking and Equipment Room Renovation.

The implementation of the 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 system 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.

RFID will be implemented in a phased process. The first two stages will be at our Dillon Road and Wallaceburg Substation. 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 costs of RFID Technology are \$75,000, with a yearly software maintenance cost of \$3,000.

Renovations for the new equipment room are \$31,772.

All costs for the project will be paid from the police mandatory issues reserve #100.17361.

Moved by Mayor Canniff and seconded by Councillor Crew

**“MOTION TO RECEIVE AND APPROVE THE REPORT, ALL COSTS FOR THE PROJECT WILL BE PAID FROM THE POLICE MANDATORY ISSUES RESERVE #100.17361”**

Carried

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)

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- 7.3 Sponsorship of OAPSB 2025 Labour Seminar- Membership Sponsorship-Annual Request (2024 Bronze Sponsor \$1,000.00-Paid from the Board Reserve Account)

Moved by Councillor Crew and seconded by Mayor Canniff

**"MOTION TO APPROVE THE CONSENT AGENDA AND TO PAY THE SPONSORSHIP FEES NOTED IN ITEM # 7.1, #7.2 AND #7.3"**

Carried

8. The Chatham-Kent Police Association Invite to the Member Appreciation Banquet being held Friday October 24, 2025, at the Links of Kent

Moved by Councillor Crew seconded by Darlene Smith-Vieira

**"MOTION TO RECEIVE THE INVITATION/CORRESPONDENCE"**

Carried

9. **OAPSB-Zone 6 Update**

Presented by Darlene Smith-Vieira

-No Zone Update currently

-OAPSB 2025 Labour Seminar is being held on November 25 & 26, 2025 at the Hilton Toronto Airport & Suites at 5875 Airport Rd, Mississauga- hopefully you can attend-Registration can be found on the OAPSB Website.

Moved by Councillor Crew seconded by Mayor Canniff

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

Carried

10. **Non-agenda items:**

-Wish Centre Golf Tournament-September 27, 2025, at Hidden Hills shot gun start 10:00 am.

The Board will be submitting a Team- please contact Carol to let her know if you are available to play.

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

The date and time of the next regular meeting is scheduled for October 8, 2025, at 8:30 A.M.

**Board Resolution re: Next Closed Session Meeting-MOTION**

**THE BOARD WILL CONVEIN 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, at 8:30 AM**

Moved by Darlene Smith-Vieira seconded by Councillor Crew

Carried

Chair: this concludes our business noted on Regular Agenda-we shall enter In-Camera/Closed Session to conduct our In-Camera Agenda. May I have a Motion to move into In-Camera

12. **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:

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- 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

Moved by Doug Sulman seconded by Darlene Smith-Vieira  
**"MOTION TO MOVE INTO IN-CAMERA/CLOSED SESSION"**  
Carried

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

Moved by Councillor Crew seconded by Darlene Smith-Vieira  
**"MOVED TO RECONVENE IN OPEN SESSION"**  
Carried

14. **Motions arising from Closed Session**

Motions were read during the CKPS Meeting on Wednesday September 10, 2025  
-SEE ATTACHMENT

15. **Adjournment**

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

Time: 9:34 a.m.

Signed by Mr. Patrick Weaver

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Mr. Patrick Weaver, Chair  
Chatham-Kent Police Service

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

**Wednesday, September 10, 2025**

**Time: 8:50 am – 9:32 am**

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

**The Board received information on:**

- **C.S.P.A.- Sec. 44 (2) (d) – three matters:**
  - (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

Read during the Board Meeting on Wednesday September 10, 2025.