

**M I N U T E S**  
**CHATHAM-KENT POLICE SERVICE BOARD MEETING**  
**(REGULAR)**

**Boardroom**

**October 8, 2025**

**Chatham-Kent Police Headquarters**

**Time: 8:29 A.M.**

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**PRESENT:**

Mr. Patrick Weaver, 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

**Regrets:**

Mrs. Darlene Smith-Vieira, Vice-Chair

1. **Call to Order**

Welcome everyone and Guests.

Darlene Smith-Vieira has sent her regrets; she is unable to attend today.

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

Chair- Patrick Weaver declared a conflict on the Consent Agenda Item #7.2

b) **Approval of Agenda**

Amendment to the Agenda-Item # 5.1 Title of Report should read:

**Donation of Police Vehicle to OPC** not OIPC- a typographical error.

Moved by Councillor Crew and seconded by Doug Sulman

**"MOTION TO APPROVE THE AMENDED AGENDA"**

Carried

c) **Approval of Minutes of September 10, 2025**

Moved by Doug Sulman and seconded by Mayor Canniff

**"MOTION TO APPROVE THE MINUTES OF SEPTEMBER 10, 2025"**

Carried

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

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

4.1 New Hires, Reclassifications, Elevations, Resignations

**New Hires**

Moved by Mayor Canniff and seconded by Councillor Crew

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

**-THAT KARLEY SOUCIE AND MEGAN DEBRESSER BE HIRED AS ADMINISTRATIVE CLERKS, COURT SUPPORT, EFFECTIVE SEPTEMBER 15, 2025."**

**-THAT ALLY PIROUET BE HIRED AS AN ADMINISTRATIVE CLERK, COURT SERVICES, EFFECTIVE SEPTEMBER 15, 2025."**

Carried

Reclassifications

Moved by Doug Sulman and seconded by Mayor Canniff

**"MOTION TO APPROVE THE RECLASSIFICATION THAT FOURTH CLASS CONSTABLE NICK MILORD BE ELEVATED TO THIRD CLASS CONSTABLE EFFECTIVE AUGUST 08, 2025."**

Carried

Elevations:

Moved by Doug Sulman and seconded by Mayor Canniff

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

**-THAT HEALTH AND WELLNESS COORDINATOR AMANDA BLACKBURN, BE ELEVATED FROM GRADE 8 LEVEL 2 TO GRADE 8 LEVEL 3, EFFECTIVE SEPTEMBER 1, 2025.**

**-THAT QUARTERMASTER MARIAH MYERS, BE ELEVATED FROM GRADE 7 LEVEL 1 TO GRADE 7 LEVEL 2, EFFECTIVE OCTOBER 28, 2025.**

**-THAT EXECUTIVE HUMAN RESOURCE COORDINATOR LORI MCDONALD, BE ELEVATED FROM GRADE 9 LEVEL 3, TO GRADE 9 LEVEL 4, EFFECTIVE OCTOBER 31, 2025.**

**-THAT SPECIAL CONSTABLES DAVID CORRADO AND LAUREN OSWALD BE ELEVATED FROM GRADE 7 LEVEL 1 TO GRADE 7 LEVEL 2, EFFECTIVE NOVEMBER 06, 2025.**

**-THAT SPECIAL CONSTABLES DERRICK RICCIOTTI, ALLISON TOLL, ERIC JAMIESON, AND ZACH ZIMMERMAN BE ELEVATED FROM GRADE 7B LEVEL 1 TO GRADE 7B LEVEL 2, EFFECTIVE NOVEMBER 06, 2025."**

Carried

Resignations:

Moved by Mayor Canniff and seconded by Councillor Crew

**"MOTION TO APPROVE THE RESIGNATION OF AUXILIARY MEMBER RAY TRAHAN, EFFECTIVE DECEMBER 31, 2025."**

Carried

#### 4.2 **2024 Annual Report**

Hard Copies of the 2024 Annual Report were presented during the meeting.

The Chief presented and highlighted the 2024 Annual Report.

An Annual Report is a requirement under the *Community Safety and Policing Act*.

Thank you to Sarah VandenBrand for her assistance in preparing the Annual Report

**The full report will be posted on our website.**

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Annual Reports – Chatham-Kent Police Service

Moved by Mayor Canniff and seconded by Doug Sulman  
**“MOTION TO APPROVE THE 2024 ANNUAL REPORT”**  
Carried

5. Reports from Deputy Chief:

5.1 Donation of Police Vehicle to OPC

The Deputy Chief presented the report on the donation of a surplus police vehicle to the Ontario Police College (OPC). The college relies upon services to donate end-of-life equipment including police vehicles to be used in training.

The Municipal Legal Service Department drafted and provided an Agreement to OPC covering off the specific conditions of the donation absolving the Board of any jeopardy once the donation is complete. The estimated salvage value of the end-of-life vehicle is \$5,000.00. The donation amount is reasonable and would have a very minimal budget impact on the CKPS Fleet.

Mr. Sulman mentioned that the college should indemnify and save harmless from a third party. The Agreement does not presently state that.

The Chief will have Legal review and amend the current draft agreement to ensure that the College indemnifies and saves CKPSB against any claims whatsoever, including any claims by third parties.

Moved by Councillor Crew and seconded by Doug Sulman  
**“MOTION TO RECEIVE THE REPORT AND APPROVE THE DONATION OF THE POLICE VEHICLE TO OPC AS AMENDED.”**  
Carried

6. Acknowledgement Letters:

6.1 Thank you letter/email from Joelle Brown-Detailleur, Relationship Manager of United Way, thanking the Board for their on-going support and recent contribution to the Back-to-School Program.

6.2 Letter dated September 26, 2025, from Ryan Teschner, Inspector General of Policing of Ontario observing the Canadian Police and Peace Officers’ memorial and honouring the brave officers who made the ultimate sacrifice in serve to our communities.

The Chief attended the service in Ottawa.

Moved by Doug Sulman and seconded by Mayor Canniff  
**“MOTION TO RECEIVE THE CORRESPONDENCE”**  
Carried

Chair- Councillor Crew could you conduct the business for Item#7 Consent Agenda while I step out of the room, due to my conflict with #7.2.

The Chair Exited the meeting.

7. **Consent Agenda:**

Councillor Crew presented the Consent Agenda

7.1 **2025 Chatham Goodfellows Campaign- Annual Sponsorship Request**

The Board has donated yearly to the campaign "No Child Without a Christmas"-we donated \$2,000.00 last year from the Auction Account.

7.2 **2025 Salvation Army-Toy Drive- Annual Sponsorship Request**

Annual Toy Drive, benefiting the local Salvation Army- we donated \$2,000.00 last year from the Auction Account

Moved by Mayor Canniff and seconded by Doug Sulman

**"MOTION TO APPROVE THE CONSENT AGENDA AND TO PAY THE SPONSORSHIP REQUESTS NOTED IN ITEMS # 7.1, #7.2."**

Carried

Deputy Chief, could you ask the Chair to return to the meeting please? The Chair returned to the meeting.

8. **OAPSB-Zone 6 Update-**

Chair- in the absence of our Vice Chair, I will present the update:

-The next Zone 6 Meeting will be held October 27, 2025, hosted by the London Police Service.

Once the agenda is prepared it will be forwarded to the members. Hopefully, you can attend the Zone 6 meeting.

Labour conference is being held on November 25 & 26, 2025 at the Hilton Toronto Airport & Suites being presented by OAPSB. It is highly informative conference, to learn about any changes and what other services have negotiated throughout the province. Hopefully, you can attend the conference.

Moved by Councillor Crew and seconded by Mayor Canniff

**"MOTION TO APPROVE THE VERBAL UPDATE"**

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 November 12, 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, NOVEMBER 12, 2025, FOLLOWING THE REGULAR SESSION WHICH STARTS AT 8:30 AM.**

Moved by Councillor Crew and seconded by Doug Sulman

Carried

Chair: this concludes our business noted on Regular Agenda-we shall enter into In-Camera/Closed Session to conduct our In-Camera Agenda.

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:

- Three Matters under CSPA-Sec. 44. (2) (d) Labour relations or employee negotiations
  - (1) Job Equity Review
  - (2) Job Evaluation Committee Report
  - (3) Negotiations
- One Matter under CSPA-Sec. 44. (2) (e)
  - (1) Potential Matter before administrative tribunal
- One Matter under C.S.P.A.- Sec. 44 (2) (b) & (d)
  - (1) Human Resources Matter and Labour Relations

Moved by Councillor Crew seconded by Mayor Canniff

**"MOTION TO MOVE INTO IN-CAMERA/CLOSED SESSION"**

Carried

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

Moved by Doug Sulman seconded by Councillor Crew

**"MOVED TO RECONVENE IN OPEN SESSION"**

Carried

13. **Motions arising from Closed Session**

Motions were read during the CKPS Meeting on Wednesday October 8th, 2025.

-SEE ATTACHED

14. **Adjournment**

Moved by Doug Sulman

**"MOTION TO ADJOURN"**

Carried

Time: 10:35 a.m.

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Mr. Patrick Weaver, Chair  
Chatham-Kent Police Service

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

**Wednesday, October 8, 2025**

**Time: 9:05am – 10:30 am**

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

**The Board received information on:**

- **C.S.P.A.- Sec. 44. (2) (d) – two matters** -Labour relations or employee negotiations
  - (4) Job Equity Review
  - (5) Job Evaluation Committee Report

**The Board gave directions to the Chief:**

- **C.S.P.A.- Sec. 44. (2) (e)-** Potential matter before administrative tribunal
- **C.S.P.A.- Sec. 44. (2) (d)-** Labour relations or employee negotiations
- **C.S.P.A.- Sec. 44. (2) (b) & (d)-**Human Resource Matter and Labour Relations

Read during the Board Meeting on Wednesday October 8, 2025.