

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

Boardroom

November 12, 2025

Chatham-Kent Police Headquarters

Time: 8: 30 a.m.

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

ABSENT:

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**

Deputy Chief Chickowski requested an amendment to report #5.1

Item# 5.1: The last page inadvertently states" Receive the report and approve the donation to be received" the recommendation should read:

RECEIVE THE REPORT AND APPROVE THE PURCHASE OF LIFE-CYCLED FLEET VEHICLES

Moved by Councillor Crew and seconded by Mayor Canniff

"MOTION TO APPROVE THE AMENDED AGENDA"

Carried

c) **Approval of Minutes of October 8, 2025**

-A Motion was previously adopted by the Board at the September 10 CKPSB Meeting to donate to The Royal Canadian Legion Ontario Command Military Service Recognition Book. The Motion for Item #7.3 in the Minutes of October 8, 2025, is a duplicate Motion which is not required, due to the Motion being approved at the September 10, 2025, meeting.

Item #7.3 will be deleted from Minutes/Motion. **The draft Minutes have been amended and presented to Board to be approved as corrected.**

Moved by Doug Sulman and seconded by Councillor Crew

"MOTION TO APPROVE THE MINUTES OF OCTOBER 8, 2025"

Carried

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

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

Chief, would you like to present Report #4.2 first prior to presenting your other reports.

4.2 **Chief Commendation CK25038347**

The Chief presented the report on the Chief's Commendation re: Suicidal Person in Distress-CK25038347
The Citation letter is posted on the website.

The Chief presented the commendations to: Constables Cole Brigley, Steven Gagnon, Acting Sergeant Chris Reynolds, Sergeant Fraser Leontowicz, Emergency Communications Operators Brock Bechard, Camryn Dudley, McKenna Ladd and Victoria Labadie

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

"MOTION TO APPROVE AND TO PRESENT THE CHIEF'S COMMENDATION.

Carried

CONGRATULATIONS!

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

The Chief presented the report

New Hires

Moved by Councillor Crew and seconded by Mayor Canniff

"MOTION TO APPROVE THE FOLLOWING NEW HIRES:

-THAT ADMINISTRATIVE CLERK MIKE JAMES BE HIRED AS A SPECIAL CONSTABLE, GRADE 7 LEVEL 1, EFFECTIVE NOVEMBER 17, 2025.

-THAT ALYSHA PLOUFFE BE HIRED AS A FULL-TIME ECO, GRADE 7B LEVEL 4, EFFECTIVE OCTOBER 20, 2025.

-THAT SAMANTHA HOLLAND BE HIRED AS A FULL-TIME ECO, GRADE 7B LEVEL 3, EFFECTIVE OCTOBER 20, 2025."

Carried

Elevations:

Moved by Doug Sulman and seconded by Darlene Smith-Vieira

"MOTION TO APPROVE THAT INSPECTOR GREG CRANSTON BE ELEVATED FROM INSPECTOR LEVEL 2 TO INSPECTOR LEVEL 1, EFFECTIVE DECEMBER 01, 2025."

Carried

Promotions

Moved by Councillor Crew and seconded by Mayor Canniff

"MOTION TO APPROVE THE FOLLOWING PROMOTIONS:

-THAT CADETS MOLLIE DEROOY, PATRICK UZOMA, AND BRILEE GEBAL PROMOTED TO THE RANK OF FOURTH CLASS CONSTABLES, EFFECTIVE OCTOBER 03, 2025."

Carried

Appointments

Moved by Darlene Smith-Vieira and seconded by Doug Sulman

"MOTION TO APPROVE THE APPOINTMENTS OF ROMEO FERNANDES AND DAN CHRISTIAANS TO THE CKPS CHAPLAINCY UNIT EFFECTIVE OCTOBER 09, 2025."

Carried

Resignations

Moved by Councillor Crew and seconded by Mayor Canniff

"MOTION TO APPROVE THE RESIGNATION OF CONSTABLE TAMMY MERRY HAS TENURED THEIR RESIGNATION EFFECTIVE OCTOBER 17, 2025."

Carried

4.3 **CCTV Reserve Transfer**

The Chief presented the report regarding the Closed-Circuit Television (CCTV) Expansion Project costs and the requested reserve transfer.

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

"MOTION TO RECEIVE THE REPORT FOR APPROVAL TO TRANSFER THE AMOUNT OF \$1,578.84 FROM THE POLICE MANDATORY ISSUES RESERVE ACCOUNT (17361) TO THE MUNICIPAL STRATEGIC RESERVE ACCOUNT (17266)"

Carried

4.4 **Final Year End Financial Report 2024**

The Chief presented the Final Year End Financial Report 2024, as prepared by Financial Coordinator, Kaley Veldboom.

We will be in a surplus position of \$1,659,566.57. This will be split 50/50 with the Municipality, giving police a final surplus of \$829,778.29 for 2024 which will be placed into the police reserves.

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

"MOTION TO RECEIVE THE REPORT FOR APPROVAL AND INFORMATION"

Carried

5. **Reports from Deputy Chief:**

5.1 **2026 Fleet Acquisitions-As Amended**

Deputy Chief Chickowski presented the 2026 Fleet acquisition report.

The Full report is posted on the website.

The 9 vehicles and equipment packages will be purchased through the Provincial Co-Operative Group (PCPG), which offers discounted pricing for policing agencies across the province, using the existing budget allocated for the purchases. The costs will be covered through the Annual Lifecycle Budget

Moved by Councillor Crew and seconded by Mayor Canniff

"MOTION TO RECEIVE THE AMENDED REPORT AND APPROVE THE PURCHASE OF LIFE-CYCLED FLEET VEHICLES IN THE AMOUNT OF \$779,930.00"

Carried

5.2 **Donation from 100 King Street CK Holdings**

Deputy Chief Chickowski presented the report regarding a financial donation sought by the representatives of 100 King Street CK Holdings Inc. to assist in continuing efforts to proactively tackle crime in the core of downtown Chatham.

The holding group has committed to providing CKPS with an initial \$30,000 in 2025 and a further \$10,000 in both 2026 and 2027 to support the security initiatives the Police are doing in downtown Chatham.

As the donation is more than \$5,000 (as set out in the donation policy PSB.AI.019), approval from the Board is required.

Board Member Doug Sulman asked a question relating to maintenance costs after the donation in 2027 has expired. The Chief responded a multi-year budget will be maintained or enhanced to replace or maintain the cameras and services after the donations of 3 year has expired. There is currently a budget line in the police budget under CCTV for current maintenance.

Moved by Darlene Smith-Vieira and seconded by Councillor Crew

"MOTION TO RECEIVE THE REPORT AND APPROVE THE DONATION FROM 100 KING STREET CK HOLDINGS"

Carried

6. **Acknowledgement Letters:**

6.1 Certificate of Appreciation from the Royal Canadian Legion Ontario Command for the Board's sponsorship of the Military Service Recognition Book.

6.2 Thank you Letter from the Chatham Goodfellows for the Board's generous yearly donation to the campaign "No Child Without a Christmas"

Moved by Councillor Crew and seconded by Doug Sulman

"MOTION TO RECEIVE THE CORRESPONDENCE"

Carried

7. **Consent Agenda:**

7.1 OAPSB 2026 Membership Fees- Invoice #661 \$7,491.90, plus Zone 6 2026 Membership Fees-Invoice# 400 \$150.00= TOTAL FEES OWING \$7,641.90
Payable to OAPSB

Moved by Doug Sulman and seconded by Councillor Crew

"MOTION TO RECEIVE THE CONSENT AGENDA AND TO PAY ITEM#7.1"

Carried

8. **OAPSB-Zone 6 Update**

Darlene Smith-Vieira, I was unable to attend, possibly our Chair could update the Board regarding the Zone 6 meeting hosted by the London Police on October 27, 2025.

The Chair updated the Board on the joint membership collection fees for OAPSB and Zone Fees. There was no quorum for the Zone 6 meeting, so no new business was conducted. The next Zone 6 meeting will be in the spring.

Moved by Doug Sulman and 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 December 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, DECEMBER 10, 2025, FOLLOWING THE REGULAR SESSION WHICH STARTS AT 8:30 AM.

Moved by Darlene Smith-Vieira and seconded by Doug Sulman
Carried

Chair: this concludes our business noted on Regular Agenda-we shall enter 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:

- C.S.P.A. Sec. 44(2)(h)- dealing with a financial review of the budgetary process with an organization.

Two Matters:

- C.S.P.A.- Sec. 44 (2) (e)- matter before administrative tribunal

Two Matters:

- C.S.P.A. Sec. 44 (2)-labour relations and employee negotiations
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Moved by Councillor Crew seconded by Doug Sulman
"MOTION TO MOVE INTO IN-CAMERA/CLOSED SESSION"
Carried

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

Moved by Doug Sulman seconded by Darlene Smith-Vieira
"MOVED TO RECONVENE IN OPEN SESSION"

Carried

13. **Motions arising from Closed Session**

Motions were read during the CKPS Meeting on Wednesday November 12, 2025

-SEE ATTACHED

14. **Adjournment**

Moved by Doug Sulman

"MOTION TO ADJOURN"

Carried

Time: 10:23 a.m.

Original signed by Mr. Patrick Weaver

Mr. Patrick Weaver, Chair
Chatham-Kent Police Service

CKPSB Closed Session/In-Camera Report

Wednesday, November 12, 2025

Time: 9:06 am – 10:21 am

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

The Board received information on:

Two Matters:

- C.S.P.A. Sec. 44(2)(h)- dealing with a financial review of the budgetary process with an organization

Two Matters:

- C.S.P.A. Sec. 44 (2)-labour relations and employee negotiations

The Board gave direction to the Chief:

- C.S.P.A.- Sec. 44.(2) (e)- matter before administrative tribunal

Read during the Board Meeting on Wednesday November 12, 2025.