

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

**Boardroom
Chatham-Kent Police Headquarters**

**March 11, 2026
Time: 8:30 A.M.**

1. Call to Order
2.
 - a) Declaration of Conflict of Interest
 - b) Approval of Agenda
 - c) Approval of Minutes of January 14, 2026
3. Business arising from previous Minutes: None
4. Reports from Chief of Police:
 - 4.1 New Hires, Reclassifications, Elevations, Resignations, Retirements, Promotions, Reappointments
 - 4.2 Canada Federal Assault-Style Firearms Compensation Program
 - 4.3 Inspector General of Policing- Province Wide Review
 - 4.4 Special Investigations Unit Parallel Investigation #25-OCI-412 and Chatham-Kent Police Service IA-25-056
 - 4.5 Chatham-Kent Police Service Board Citation- Next Generation 911 Implementation Team
5. Reports from Deputy Chief:
6. Acknowledgement letters:
 - 6.1 Appreciation Certificate to the Chatham-Kent Police Service for supporting Courageous Companions with the ad in Courageous K9 Magazine.
7. Consent Agenda:
 - 7.1 OAPSB Spring Conference & AGM Membership Sponsorship
-Bronze Sponsorship-\$1,000.00 (Annual Sponsorship-Board Reserve Account)
 - 7.2 Sponsorship request from Ontario Women in Law Enforcement (OWLE) Major Awards And Long Service Awards Gala, being held May 1, 2026, at the Queen Manor Event Centre.
-Silver Sponsor \$1,000.00 (Annual Request -Board Reserve Account)
8. Sponsorship/Donation Requests- Auction Account:
 - 8.1 Wallaceburg Soccer Association- request for sponsorship monetary contribution to help offset the cost of park rentals and equipment.
-Sponsorship request of \$400.00 (Donated \$400.00 in 2023)
 - 8.2 Chatham-Kent Crime Stoppers- request for sponsorship doe the inaugural Battle of Badges, taking place May 24, 2026, at the Kent Cloverleaf Conservation Club (KCCC) to help offset event costs.
-Sponsorship request of \$1,500.00

9. OAPSB-Zone 6-Update
10. Non-agenda items:
11. Date and time of next meeting scheduled for April 15, 2026, 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, APRIL 15, 2026, 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:
 - C.S.P.A. Sec. 44(2)(h)- dealing with a financial review of the budgetary process with an organization
Three Matters:
 - C.S.P.A. Sec. 44 (2) (d)-labour relations and employee negotiations
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

January 14, 2026

Time: 8: 30 a.m.

PRESENT:

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

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

Election of Chair and Vice Chair (Proctored by Chief Earley)

The Chief advised it is a requirement under Section 36. (1) of the *Community Safety and Policing Act* that the members of the board shall elect a chair and may elect a vice-chair under Section 36. (2) at the board's first meeting of each year.

The Chief asked if there were any nominations for Chair:

Darlene Smith-Vieira put forth a Motion to Nominate Pat Weaver as the Chair.

Mr. Patrick Weaver agreed he is willing to let his name be put forth as Chair.

The Chief asked if there were any further nominations for Chair

No further names were put forth.

Moved by Darlene Smith-Vieira and seconded by Councillor Crew

**"MOTION THAT THE PATRICK WEAVER BE NAMED AS THE CHAIR FOR THE CKPSB
2026 TERM"**

Carried

The Chief asked if there were any nominations for Vice-Chair:

Councillor Crew put forth a Motion to Nominate Darlene Smith-Vieira as the Vice-Chair.

Darlene Smith-Vieira agreed she is willing to let her name be put forth as Vice-Chair.

The Chief asked if there were any further nominations for Vice-Chair
No further names were put forth.

Moved by Councillor Crew and seconded by Doug Sulman
**"MOTION THAT DARLENE SMITH-VIEIRA BE NAMED AS THE VICE-CHAIR FOR THE
CKPSB TERM FOR 2026"**

Carried

The Chief announced the Election of Chair and Vice-Chair for the Chatham-Kent Police Services Board for 2026 under the requirement of the *Community Safety and Policing Act*

Chair- Mr. Patrick Weaver
Vice-Chair- Ms. Darlene Smith-Vieira

The Chief turned the meeting over to the elected Chair.

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 December 10, 2025**
Moved by Councillor Crew and seconded by Doug Sulman
"MOTION TO APPROVE THE MINUTES OF December 10, 2025"
Carried

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

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

Chair- Chief, would you like to present Report #4.3 first.

4.3 **Board Citation for Life Saving Measures CK25057659**
Due to a Scheduling change today we will have to make further arrangements to have the family and Sergeant Leontowicz's attend to present the Board Citation.

The Chief presented the report recommending Sergeant Leontowicz's for a Board Citation for life saving measures on a 3-week-old infant. Responding to the call at 3:25 pm Sergeant Leontowicz while exiting his vehicle, was met by the mother, holding her son who was pale with blue lips and unresponsive. He immediately started CPR and rescued breaths on the infant child. Sergeant Leontowicz's life saving efforts during an emotional and chaotic situation were successful resulting in the infant regaining consciousness. Paramedics arrived

at the scene at 3:39 pm, taking over the care and monitoring the newborn child's vital signs. The vital signs of the infant continued to improve, and he has made a full recovery. It is only fitting that he is recognized by the Police Service Board for his heroic actions by way of a Board Citation.

Moved by Councillor Crew and seconded by Doug Sulman

"MOTION TO RECEIVE AND APPROVE THE PRESENTATION OF THE BOARD CITATION TO SERGEANT LEONTOWICZ."

Carried

4.1 New Hires, Reclassifications, Elevations, Resignations, Retirements and Appointment

The Chief presented the report

New Hires

Moved by Darlene Smith-Vieira and seconded by Councillor Crew

"MOTION TO APPROVE THE FOLLOWING NEW HIRES"

-THAT COLIN LESPERANCE BE HIRED AS A FIRST CLASS CONSTABLE EFFECTIVE JANUARY 08, 2026.

-THAT MATTHEW HACHEY-MARENTETTE, MICHAEL COTTINGHAM, JULIA BOSCAN, AND AIDAN RYAN, BE HIRED AS CADETS LEVEL 1, EFFECTIVE JANUARY 12, 2026.

Carried

Reclassifications

Moved by Councillor Crew and seconded by Doug Sulman

"MOTION TO APPROVE THE RECLASSIFICATIONS OF FOURTH CLASS CONSTABLE JACOB LEVEILLE BE ELEVATED TO THIRD CLASS CONSTABLE EFFECTIVE JANUARY 06, 2026.

Carried

Elevations:

Moved by Doug Sulman and seconded by Darlene Smith-Vieira

"MOTION TO APPROVE THE FOLLOWING ELEVATIONS"

-THAT ADMINISTRATIVE CLERK, LAUREN PERRY, BE ELEVATED FROM GRADE 6 LEVEL 3, TO GRADE 6 LEVEL 4, EFFECTIVE JANUARY 03, 2026.

-THAT CORPORATE COMMUNICATIONS, SHELOMI LEGALL, BE ELEVATED FROM GRADE 7 LEVEL 1, TO GRADE 7 LEVEL 2, EFFECTIVE JANUARY 06, 2026.

-THAT FULL-TIME ECO EBEN VANKOUGHNETT, BE ELEVATED FROM GRADE 7B LEVEL 3, TO GRADE 7B LEVEL 4, EFFECTIVE FEBRUARY 03, 2026.

-THAT FT ECO CAMRYN DUDLEY, BE ELEVATED FROM GRADE 7B LEVEL 2, TO GRADE 7B LEVEL 3, EFFECTIVE FEBRUARY 10, 2026.

-THAT FT ECO ABIGAIL CASE, BE ELEVATED FROM GRADE 7B LEVEL 2, TO GRADE 7B LEVEL 3, EFFECTIVE FEBRUARY 17, 2026.

Carried

Resignations

Moved by Darlene Smith-Vieira and seconded by Councillor Crew

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

Carried

Retirements

Moved by Councillor Crew and seconded by Doug Sulman

**"MOTION TO APPROVE THE RETIREMENT OF SERGEANT JOHN DEFOREST, EFFECTIVE SEPTEMBER 30,
2026."**

Carried

Special Constable Appointments

Moved by Doug Sulman and seconded by Darlene Smith-Vieira

**"MOTION TO APPROVE THE APPOINTMENT OF MIKE JAMES TO THE ROLE OF SPECIAL CONSTABLE
EFFECTIVE DECEMBER 18, 2025 "**

Carried

4.2 Special Investigations Unit Parallel Investigation #25-OSA-352 and Chatham-Kent
Police Service (CPKS)- IA-25-047

The Chief presented the report Special Investigations Unit Parallel Investigation #25-OSA-352 and Chatham-Kent Police Service IA-25-047.

As per Sec. 81 and O. Reg 603/20 of the Community Safety and Policing Act (CSPA) if an investigation is conducted by the Special Investigations Unit (SIU), the Chief of Police shall investigate,

- a) The members' conduct in relation to the incident;
- b) The policing provided by the member in relation to the incident; and
- c) The procedures established by the chief of police as they relate to the incident.

In a letter dated December 9, 2025, SIU Deputy Director Stacey O'Brien, notified the CKPS Chief of Police that SIU file# 25-OSA-352 had been terminated and a report regarding the matter would not issued.

A parallel investigation was conducted by the CKPS Professional Standards Branch to ensure transparency, accountability and compliance. As a result of the investigation, the following findings were made:

- Disclosure was promptly reported to Supervisors and Professional Standards (CKPS Procedure-LE.09.004-SIU Investigations)
- SIU was contacted by the CKPS SIU liaison officer, CKPS continued to assist their agency as required (CPKS Procedure-LE-09.400-SIU Investigations)

Based on a review and analysis of all available information with respect to the information provided by the complainant (alleged sexual assault by a CKPS officer several years ago), it was determined that all police procedures related to the incident were followed and are aligned with Legislation providing adequate and appropriate guidance.

Moved by Darlene Smith-Vieira and seconded by Doug Sulman

"MOTION TO RECEIVE AND APPROVE THE REPORT

Carried

5. Reports from Deputy Chief: None

6. Acknowledgement Letters: None

7. Consent Agenda: None

8. Sponsorship/Donation Requests-Auction Account

- 8.1 Sponsorship Request from Chatham-Kent Crime Stoppers for the charity golf tournament being held June 20, 2026, at Maple City Golf & Country Club
-2026 Sponsorship- Hole Sponsor \$250 and Foursome \$800 – Total \$1,050.00

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

“MOTION TO RECEIVE THE SPONSORSHIP REQUEST AND TO SPONSOR THE CHATHAM-KENT CRIME STOPPERS CHARITY GOLF TOURNAMENT FOR 2026 AS A HOLE SPONSOR FOR \$250 AND GOLF FOURSOME FOR \$800 FOR A TOTAL OF \$1,050.00 FROM THE AUCTION ACCOUNT.

Carried

9. OAPSB-Zone 6 Update

-No zone 6 update- the Spring meeting date has not been set yet.

-The 35th Annual Police Employment Conference will be held on February 24 and February 25, 2026, in partnership with the Ontario Association of Chief of Police (OACP) and the Ontario Association of Police Services Board (OAPSB). The conference will be held at the Toronto Airport Marriott Hotel. If any Board Members are interested in going you can sign up through the Police Association of Ontario webpage. Key topics will be Collective Bargaining, Changes to Sec. 220 (Restriction on membership in police association) of the CSPA and WISB and top-up entitlements just to name a few.

I believe Mr. Weaver is already registered. Please check your calendars to see if you can attend.

This is a return of a joint conference along with the AGM in June as a cost savings factor for the joint associations.

Moved by Councillor Crew and seconded by Doug Sulman

“MOTION TO ACCEPT THE VERBAL REPORT”

Carried

10. Non-agenda items: None

11. Date and time of next meeting

The date and time of the next regular meeting is scheduled for March 11, 2026, 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, MARCH 11, 2026, FOLLOWING THE REGULAR SESSION WHICH STARTS 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.

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:

- C.S.P.A. Sec. 44(2)(h)- dealing with a financial review of the budgetary process with an organization
- C.S.P.A. Sec. 44 (2) (k)- 2025 C.S.P.A. Section 19-Temporary Assistance Report
- C.S.P.A. Sec. 44 (2) (d)-labour relations and employee negotiations

Moved by Councillor Crew seconded by Doug Sulman
"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 CKPSB Meeting on Wednesday date, 2025
-SEE ATTACHED

15. **Adjournment**

Moved by Doug Sulman

"MOTION TO ADJOURN"

Carried

Time: 10:03 a.m.

CKPSB Closed Session/In-Camera Report

Wednesday, January 14, 2026

Time: 8:56 am – 10:03am

**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)(h)- dealing with a financial review of the budgetary process with an organization
- C.S.P.A. Sec. 44 (2) (k)- 2025 C.S.P.A. Section 19-Temporary Assistance Report
- C.S.P.A. Sec. 44 (2) (d)-labour relations and employee negotiations

Read during the Board Meeting on Wednesday January 14, 2026.

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

Board Report Number: 4.1 (Regular)

Date of Report: March 3, 2026

Date of Board Meeting: March 11, 2026

Reference: New Hires, Reclassifications, Elevations,
Resignations, Retirements, Promotions and
Reappointments

Recommendation: Receive and approve the report

New Hires

As a result of a hiring process, it is recommended that Marcel Demaiter be hired as a Part-time Temporary Project Lead – Coaching and Mentoring Program Review, Grade 2 Level 1, effective January 19, 2026 to January 18, 2027.

As a result of a hiring process, it is recommended that Permanent Part-Time ECO Sydney Thomson be hired as a Full-Time ECO, Grade 3b Level 2, effective January 14, 2026.

Reclassifications

It is recommended that Second Class Constable Manuela Carmona be elevated to First Class Constable effective August 23, 2024. They have successfully passed the First Class Constable exam, and their immediate supervisor supports their elevation.

It is recommended that Fourth Class Constable Connor Soulliere be elevated to Third Class Constable effective March 26, 2026. Their immediate supervisor supports their elevation.

It is recommended that Fourth Class Constables Erik Olejnik, Bryan Ungar, Jose Bravo-Pallero, Ian Badder, Justin Kondruk, and Derian Wauthier be elevated to Third Class Constables effective April 09, 2026. Their immediate supervisors support these elevations.

It is recommended that Third Class Constables Trey Kameka, Jay Ritchie, Cole Brigley, and Rob Small, be elevated to Second Class Constables effective April 12, 2026. Their immediate supervisor support these elevations.

Elevations

It is recommended that ECO Lucas Trahan be elevated from Grade 3b Level 2 to Grade 3b Level 3, effective March 08, 2026.

It is recommended that Health and Wellness Coordinator Amanda Blackburn be elevated from Grade 4 Level 3 to Grade 4 Level 4, effective February 01, 2026.

It is recommended that Special Constable Bret Drew be elevated from Grade 3b Level 1 to Grade 3b Level 2 effective March 24, 2026.

It is recommended that Special Constable Quentin Forgie be elevated from Grade 3b Level 1 to Grade 3b Level 2 effective April 03, 2026.

Resignations

Auxiliary Member Julia Bocan has tenured their resignation effective December 31, 2025.

Auxiliary Member Ashley Trahan has tenured their resignation effective January 06, 2026.

Auxiliary Member Louise Martens has tenured their resignation effective February 13, 2026.

Information Systems Technologist Neil Moskal has tenured their resignation effective January 30, 2026.

Fourth Class Constable Baljinder Bhatti has tenured their resignation effective February 18, 2026.

Retirements

Staff Sergeant Steve Kloostra has tenured their resignation effective October 16, 2026. They will have completed 32 years of service with CKPS.

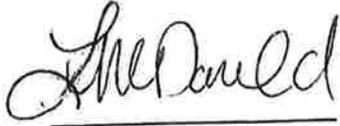
Promotions

It is recommended that Cadets Tristan Robinet, Austin Wagenaar, and Cole Cote be promoted to the rank of Fourth Class Constables effective January 06, 2026.

Reappointments

On March 09, 2026, Special Constables Brenda Koldyk and Kandis Fischer's Ministry of Community Safety & Correctional Services appointments expire. The Board must approve their reappointments.

Prepared by:



Lori McDonald

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: February 12, 2026

Date of Board Meeting: March 11, 2026

Reference: Canada Federal Assault-Style Firearms Compensation Program

Recommendation: Receive and approve the report

BACKGROUND

In May 2020, the Government of Canada prohibited approximately 2,500 makes and models of assault-style firearms, with additional prohibitions added in December 2024 and March 2025. These prohibitions form the foundation of the federal buyback/compensation initiative.

The Assault-Style Firearms Compensation Program (ASFCP) is a voluntary compensation program designed to support the lawful disposal or deactivation of these newly prohibited firearms, while ensuring owners comply with federal legislation. Participation is voluntary; compliance with the prohibition is not.

The federal government opened the individual declaration process on January 19, 2026, with a deadline of March 31, 2026, for firearm owners to formally declare their intent to participate. An amnesty order remains in effect until October 30, 2026, protecting currently lawful owners from criminal liability provided they comply with program requirements by that date. Compensation is issued primarily on a first-come, first-served basis, subject to federal funding availability.

CKPS Position

After a thorough review, the program and no significant advantage to participating.

Program Clarity

- i. Police services need full clarity on how this program will operate—from contact with the gun owner, to transportation, to destruction, and tracing of firearms.
- ii. Police need evidence that the program will work and proof of concept. There are concerns this project is not scalable to the needs of Ontario and Chatham-Kent.

- iii. Police require sufficient clarity to build clear procedures for their services and clear policies for police boards.

Program Scope

- i. It's not clear how many firearms are involved in Chatham-Kent, given the number of unregistered guns in the province.
- ii. Police services need transparency on how the federal government is calculating both registered and unregistered firearms in communities.
- iii. Before police services know the exact scope of the program, it is impossible to enter any compensation program.
- iv. it is difficult, if not impossible, to calculate how much time and extra work this program will create when we have no clarity on the scope.
- v. Questions remain about how much time in a typical day will be required for police to take in these new guns, on top of an already overwhelmed workload.

Programming Compensation

- i. There must be a clear and fair formula for compensation to police services.
- ii. Police services already face full workloads—this program will require staff time, training, and additional staffing and equipment resources that are not accounted for. Money alone does not create capacity—police members are already overstretched.

Policing Priorities

- i. This program has not been identified as a policing or public safety priority in Chatham-Kent.
- ii. The evidence shows that crime guns in Ontario are overwhelmingly smuggled from across the border—not owned by law-abiding residents.
- iii. Our communities expect us to focus on serious violent crime and repeat offenders—that is where our real public safety threat lies.
- iv. CKPS like many police services are facing a staffing challenge, this just adds to the issues we are trying to navigate.
- v. This program is not included in our CKPS Strategic Plan, or our current budget.

We acknowledge the Federal Governments continued efforts to address gun violence and we will work with our partners both federally and provincially to combat illicit firearms. However, we must maintain our commitment to ensure organizational resources remain focused on priorities and initiatives that most effectively enhance public safety and support the well-being of the residents of Chatham-Kent. For the reasons stated above, CKPS will not be participating in this program.

Prepared/Recommended by:



Chief of Police, Kirk Earley

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

Board Report Number:	4.3 (Regular)
Date of Report:	February 12, 2026
Date of Board Meeting:	March 11, 2026
Reference:	Inspector General of Policing –Province Wide Review
Recommendation:	Receive and approve the report

Background

Project South is a major organized-crime and police corruption investigation led by York Regional Police, with findings announced on February 5, 2026. The investigation culminating in a series of arrests, seizures, and coordinated enforcement actions across multiple jurisdictions. As part of these developments, officers from the Toronto Police Service have been charged, along with numerous civilians, in connection with a range of serious allegations including bribery, breach of trust, conspiracy to commit murder, extortion, drug trafficking, theft, and unauthorized access and distribution of confidential police information. These matters are before the courts and everyone is entitled to due process, if proven to be true it will have a significant ripple effect on policing.

Events like this affect all of us within the policing profession. Public trust is fragile and when something of this magnitude occurs, it understandably raises questions for the public. The reputational impact is shared by us all, integrity is at the core of policing, trust is built slowly and lost quickly. The situation has shaken public trust, prompting calls for transparent, independent oversight and systemic review.

The Inspector General of Policing (IG) announced on February 9, 2026, that all 45 police services in the province and their boards, including the Ontario Provincial Police, will be reviewed by an external investigator.

The investigation will focus on five specific areas:

- How officers are supervised and how effective that supervision is;
- Screening and vetting of officers, both at recruitment and on an ongoing basis as they move through their careers.
- Access to police databases and information systems.
- Evidence and property management.
- Substance abuse and fitness for duty.

It has also been stated that the scope may widen if further vulnerabilities emerge.

A formal public report will be issued upon completion.

Chatham-Kent Police Service Welcomes the Province-Wide Review

The Chatham-Kent Police Service (CKPS) welcomes the review launched by the Inspector General of Policing, recognizing that the process strengthens accountability, reinforces integrity, and enhances public trust in policing.

The people of Chatham-Kent deserve a police service that is transparent, accountable, and unwavering in its ethical standards. This review is an opportunity to demonstrate the high level of integrity our members display every day, and it will reaffirm our commitment to ensuring the citizens of Chatham-Kent continue to have confidence in their police service.

This review aligns closely with the CKPS 2025–2028 Strategic Plan, which prioritizes trust-building, transparency, modernization, and strong community partnerships. CKPS maintains robust systems, policies, and oversight mechanisms—yet remains steadfast in its responsibility to ensure that corruption never has an opportunity to take root.

We are committed to building trust through transparency, fair practices, and a culture where accountability is embraced, not avoided. Our community has high expectations—and we welcome that. The CKPS is committed to meeting those expectations every day through professionalism, ethical conduct, and a constant respect for the trust our community places in us.

We have already begun preparing the required documentation and proactively evaluating any potential vulnerabilities.

CKPS and the Board are well-positioned to meet these expectations through proactive self-assessment, and transparent engagement with the Inspectorate. By approaching this review collaboratively and constructively, CKPS can reinforce public trust, demonstrate organizational resilience, and advance our shared commitment to providing adequate and effective policing for the community of Chatham-Kent.

Prepared/Recommended by:



Chief of Police, Kirk Earley

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

Board Report Number: 4.4 (Regular)

Date of Report: February 17, 2026

Date of Board Meeting: March 11, 2026

Reference: Special Investigations Unit Parallel
Investigation #25-OCI-412 and Chatham-Kent
Police Service IA-25-056

Recommendation: Receive and approve the report

BACKGROUND

As per Sec. 81 (1) and O. Reg. 603/20 of the Community Safety and Policing Act (CSPA) if an investigation is conducted by the Special Investigations Unit (SIU), the Chief of Police shall investigate,

- a) The member's conduct in relation to the incident;
- b) the policing provided by the member in relation to the incident; and
- c) the procedures established by the chief of police as they relate to the incident.

In a letter dated January 29, 2026, SIU Director Joseph Martino notified the Chatham-Kent Police Service (CKPS) Chief of Police that SIU file #25-OCI-412 had been concluded, reporting there were no reasonable grounds to proceed with criminal charges against the subject officer.

Below is a review of the incident and relevant parallel investigation conducted by CKPS.

INCIDENT SUMMARY

On October 11, 2025, at approximately 2:11 a.m., the Chatham-Kent Police Service received a call from a man reporting to hear a women screaming in the backyard of a residence in Wallaceburg, Ontario. Officers attended and conducted a well-being check, during which criminal offences were identified, and grounds were established to arrest the suspect. Officers learned the suspect was armed with knives, had access to a crossbow and had barricaded himself inside the residence and had made suicidal threats.

Containment was established, the residence was cleared of other occupants, and negotiations commenced. The CKPS Emergency Response Team and a canine officer were

deployed. A Feeney warrant was obtained to enter the residence. After approximately 11 hours, the situation escalated causing officers to intercept the suspect, who was observed actively self-harming himself with a knife. Appropriate non-lethal measures were deployed, and the suspect was taken into custody without further injury. Medical assistance was provided, and the suspect was transported to hospital for treatment. The suspect sustained an arterial bleed in is neck.

On October 11, 2026, the Special Investigations Unit was notified by CKPS pursuant to section 15 of the SIU Act, resulting in an investigation.

SIU FINDINGS

In a letter dated January 29, 2026, SIU Director Joseph Martino advised the Chief of Police of the Chatham-Kent Police Service that SIU file #25-OCI-412 had been concluded with no reasonable grounds for criminal charges against the subject officer.

INTERNAL INVESTIGATION / CONCLUSION

In accordance with Section 81 (1) and O. Reg. 603/20 of the Community Safety and Policing Act, The Chief of Police is required to complete a thorough internal investigation into the incident and review; member's conduct, the policing provided by the member and the procedures related to the incident. This section outlines obligations related to transparency, accountability and compliance. The CKPS investigation was initiated to meet these responsibilities.

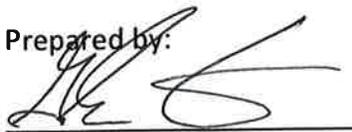
The Professional Standards Branch conducted an internal investigation to ensure transparency, accountability, and compliance. The investigation included a review of the following procedures, resulting in the findings outlined below.

- **Armed and Barricaded Persons (ER-02-010):** Officers appropriately identified the nature of the incident, notified supervisory personnel, and acted in accordance with direction provided.
- **Crisis Negotiations (ER-02-001):** Trained negotiators were deployed to engage the suspect with the objective of de-escalation and achieving a peaceful surrender.
- **Unmanned Aerial System (UAS) (ER-02-011):** A trained operator deployed a UAS to capture aerial imagery and video in support of the investigation, in compliance with applicable policies and regulations.
- **Conducted Energy Weapons (AI-04-015):** The use of force was reasonable and justified in the circumstances and contributed to the resolution of the incident.
- **Prisoner Care and Control (LE-03-003):** Emergency medical services were on scene throughout the incident. Following the arrest, paramedics assessed the prisoner and transported him to hospital under police escort, where officers remained until custody was transferred to Southwest Detention Centre staff.

- **SIU Investigations (LE-09-004):** The SIU was promptly notified by the CKPS Liaison Officer, and the Service cooperated fully with the investigation in accordance with established procedures.

Based on a review and analysis of all available information with respect to the incident, The Professional Standards Branch has determined that all police procedures related to the incident were in keeping with legislation and written such as providing adequate and appropriate guidance to its members.

Prepared by:



Inspector Greg Cranston

Recommended by:



Chief of Police, Kirk Earley

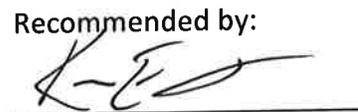
**REPORT OF THE POLICE SERVICE
TO
THE CHATHAM-KENT POLICE SERVICES BOARD**

Board Report Number: 4.5 (Regular)
Date of Report: March 3, 2026
Date of Board Meeting: March 11, 2026
Reference: Chatham-Kent Police Service Board Citation—
Next Generation 911 Implementation Team
Recommendation: Receive and approve the report

Please see attached board citation.

Prepared by:

Deputy Chief, Jason Chickowski

Recommended by:

Chief of Police, Kirk Earley

CHATHAM-KENT POLICE SERVICE

COMMITTED TO SERVICE, DEDICATED TO YOU.



February 10, 2026

CHATHAM-KENT POLICE SERVICES BOARD CITATION

To: Sarah VandenBrand, Quentin Sprik, Neil Moskal, Reide McCabe, Michael Cox, Sebastien Bourgeois-Beauchemin, Amy Dawson and Kaley Veldboom

RE: Next Generation 911 Implementation Team

On December 1, 2025, the Emergency Communications Centre (ECC) for the Chatham-Kent Police Service and Municipality of Chatham-Kent, officially cut over to the Next Generation 9-1-1 platform.

This project has been in motion for over three years and required countless hours of planning, coordination, and rigorous testing—especially in the past few months leading up to successful implementation.

The completion of the NG911 project represents a significant advancement in emergency communications, enhancing location accuracy, multimedia data handling, and interoperability with provincial systems. The project also included the construction of fully functional secondary ECC ensuring 24-hour 9-1-1 capabilities in the event of a significant outage.

This initiative required extensive planning, technical expertise, and collaboration across multiple units to meet compliance standards and ensure operational readiness. The dedication and perseverance shown by the team have been nothing short of exceptional.

In recognition of their professionalism, dedication, and teamwork in implementing NG911—a project that strengthens our emergency response capabilities, please accept this Police Services Board Citation as a means of recognition and appreciation for outstanding work and dedication to the community you serve.

Sincerely,

Pat Weaver
Chair - Police Services Board

cc. Chief of Police Kirk Earley
Personnel File

24 Third Street, Chatham, Ontario, N7M 2M5
P: 519.436.6600 F: 519.436.6643

ckpolice.com

All Correspondence to be addressed to the Chair.

In Appreciation To:

Chatham-Kent Police Service

2025

for supporting Courageous Companions with your ad in Courageous K9 Magazine

Thank You!



Courageous Companions is a registered charity which provides quality trained certified Service Dogs to Military Veterans and First Responders who suffer with physical and/or psychological operational injuries as a result of their service.





**2026 Spring Conference & Annual General Meeting
Member Sponsorship Opportunities**

Platinum - \$5,000 +

- Premium Exposure on as Platinum Sponsor
- Recognition on the OAPSB website
- One (1) complimentary member conference pass
- Logo recognition on digital presentations at conference
- Logo recognition on one feature event (i.e. Dinner / reception)

Gold - \$3,000

- Recognition as Gold Sponsor
- Recognition on the OAPSB website
- Logo recognition on digital presentations at conference
- Logo recognition on one feature event (i.e. Session)

Silver - \$1,500

- Recognition as Silver Sponsor
- Recognition on the OAPSB website
- Logo recognition on digital presentations at conference
- Logo recognition on one feature event (i.e. breaks) (collective logo recognition)

Bronze – \$1,000

- Recognition as Bronze Sponsor
- Recognition on the OAPSB website

Community – Up to \$999

- Recognition as Community Sponsor

Larissa Jackson

From: Treasurer OWLE <treasurerowle@gmail.com>
Sent: January 26, 2026 11:52 AM
To: Larissa Jackson
Subject: 2026 OWLE Awards Gala | Sponsorship
Attachments: Chatham-Kent Police Service.pdf

RECEIVED
 JAN 26 2026

CHATHAM KENT
 POLICE SERVICE

EXTERNAL EMAIL - This email from (treasurerowle@gmail.com) was sent by a person from outside of the organization. Exercise caution and validate its authenticity before clicking links, opening attachments or taking further action.

Good morning, Chief Conn,

I hope this message finds you well. We are pleased to invite you to support the 2026 Ontario Women in Law Enforcement (OWLE) Major Awards and Long Service Awards Gala, to be held on **Friday, May 1, 2026, at the Queen's Manor Event Centre.**

This annual gala celebrates the outstanding contributions of women in law enforcement across Ontario and recognizes both sworn and civilian members receiving Long Service Awards for 25, 30, 35, 40, and 45 years of service. Major Awards are presented in the following categories:

- Leadership
- Coaching and Mentoring
- Bravery
- Excellence in Performance
- Community Service
- Civilian Award of Achievement
- Teamwork Award
- Police Officer of the Year
- Indigenous Leadership
- Innovation Award
- Police Association Leadership

OWLE is sincerely grateful for your continued support, and we hope you will consider maintaining your sponsorship in 2026. The success of our annual gala is made possible through the commitment of our valued sponsors, and we would be honored to include your organization among them.

Sponsorship Opportunities

Platinum Sponsor – \$5,000 Includes one complimentary table for ten (10) guests, large logo recognition at the Gala, inclusion in our bi-annual magazine, on-stage recognition by a representative of your organization to present an award during the gala.

Gold Sponsor – \$3,000 Includes three complimentary Gala tickets, medium logo recognition at the Gala, inclusion in our bi-annual magazine, on-stage recognition by a representative of your organization to present an award during the gala.

Silver Sponsor – \$1,000 Includes two complimentary Gala tickets, small logo recognition at the Gala, and inclusion in our bi-annual magazine.

Education Partner – \$1,000 Includes two complimentary Gala tickets, logo recognition at the Gala, full-year website recognition with a link to your organization, and a half-page advertisement in our bi-annual newsletter.

Thank you for your time and consideration. We sincerely appreciate your continued support.

Kind Regards,

Laura Riddell
Ontario Women in Law Enforcement
Treasurer
416-575-9419



January 21, 2026

Attention: Chief Gary Conn
Chatham-Kent Police Service
P.O. Box 366, 24 Third Street
Chatham, Ontario, N7M 5K5

Dear Sponsor,

I hope this message finds you well. We are pleased to invite you to support the 2026 Ontario Women in Law Enforcement (OWLE) Major Awards and Long Service Awards Gala, to be held on **Friday, May 1, 2026, at the Queen's Manor Event Centre.**

This annual gala celebrates the outstanding contributions of women in law enforcement across Ontario and recognizes both sworn and civilian members receiving Long Service Awards for 25, 30, 35, 40, and 45 years of service. Major Awards are presented in the following categories:

- | | |
|---------------------------------|---------------------------------|
| ☛ Leadership | ☛ Teamwork Award |
| ☛ Coaching and Mentoring | ☛ Police Officer of the Year |
| ☛ Bravery | ☛ Indigenous Leadership |
| ☛ Excellence in Performance | ☛ Innovation Award |
| ☛ Community Service | ☛ Police Association Leadership |
| ☛ Civilian Award of Achievement | |

OWLE is sincerely grateful for your continued support, and we hope you will consider maintaining your sponsorship in 2026. The success of our annual gala is made possible through the commitment of our valued sponsors, and we would be honored to include your organization among them.

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Gold Sponsor – \$3,000 Includes three complimentary Gala tickets, medium logo recognition at the Gala, inclusion in our bi-annual magazine, on-stage recognition by a representative of your organization to present an award during the gala.

Silver Sponsor – \$1,000 Includes two complimentary Gala tickets, small logo recognition at the Gala, and inclusion in our bi-annual magazine.

Education Partner – \$1,000 Includes two complimentary Gala tickets, logo recognition at the Gala, full-year website recognition with a link to your organization, and a half-page advertisement in our bi-annual newsletter.

Thank you for your time and consideration. We sincerely appreciate your continued support.

Kind Regards,

Laura Riddell
Treasurer – Ontario Women in Law Enforcement
Treasurerowle@gmail.com
416-575-9419



Wallaceburg Soccer Association

January 1, 2026

Dear Valued Community Proprietor,

The Wallaceburg Soccer Association runs programs for over 450 members of our local community. This includes programs for both youth and adult players. The Wallaceburg Soccer Association has players as young as 3 years of age involved in minor soccer, and many of our athletes have been an active part of our program for their entire life.

We are looking to our community to help support this valuable program. A donation to sponsor a team, or smaller monetary contributions to help offset the cost of park rentals and equipment are all greatly appreciated and will be used by the Wallaceburg Soccer Association. **Please return the bottom portion of this form to our Sponsorship Coordinator by March 1, 2026.** This will allow us enough time to assign teams to sponsors and order the appropriate uniforms by the end of March. We greatly appreciate your consideration in advance. Please return the bottom portion of this form to our Sponsorship Coordinator at your earliest convenience or contact me directly (contact information below).

If it is more convenient, you may post-date your cheque until April 1, 2026.

A receipt will be given for all donations made. If you are interested in sponsoring our program in any other way, please feel free to contact us, and other arrangements can be made.

Thank you again for your continued support.

The Wallaceburg Soccer Association
Sponsorship Coordinator: Abbie Allaer (519-359-0261)
 1644 Dufferin Ave, Wallaceburg, ON N8A 2X2 PO Box 22009

(Please return the bottom portion by March 1, 2026. Sponsors who are later returning this form may not be matched to a requested team. Alternate arrangements to support Wallaceburg Soccer Association's programs can be discussed.

Name of Sponsor: _____

If you would like your donation to go along with a particular player or age group/team, please specify:

Check One	Sponsor Level	Promotional Advertisement of Business	Donation Amount
	GOLD	A sponsored page on the new WSA website (Excludes WSA Homepage) You're business name and logo on a team jersey *Please provide your business's logo*	\$400
	SILVER	WSA website 'Silver' sponsor mention with your business name on the WSA website *Please provide your business's logo*	\$250

Carol Holling

From: Abbie Allaer <allaerabbie@gmail.com>
Sent: January 27, 2026 8:25 PM
To: Carol Holling
Subject: Wallaceburg Soccer Sponsorship
Attachments: Wallaceburg Soccer Sponsorship Letter - 2026 (1).pdf

EXTERNAL EMAIL - This email from (allaerabbie@gmail.com) was sent by a person from outside of the organization. Exercise caution and validate its authenticity before clicking links, opening attachments or taking further action.

Winter Greetings;

I hope this finds you well. My name is Abbie, I help with sponsorship coordination for Wallaceburg Soccer Association. With the New Year upon us I wanted to reach out to Chatham-Kent Police, so I have attached a 2026 season sponsorship letter.

We appreciate your time in reviewing the letter and I am happy to answer any questions you may have.

As an active participant in soccer still today I can say first hand how awesome this program is for our community and I look forward to hearing from you.

Thank you in advance for your time and consideration!

Abbie A
WSA Sponsorship Coordinator
519-359-0261
allaerabbie@gmail.com



Dear Chatham-Kent Police Service Board:

I'm reaching out on behalf of Chatham-Kent Crime Stoppers to ask for your support for an exciting new community initiative: the inaugural Battle of the Badges, taking place in late May 24th, 2026, at the Kent Cloverleaf Conservation Club (KCCC).

This first-of-its-kind charity shoot-out will feature six-person teams from five local emergency services, Chatham-Kent Police Service, Chatham-Kent Fire and Rescue, Chatham-Kent Paramedic Association, Chatham-Kent OPP, and Chatham-Kent First Nations Police (Moraviantown and Walpole Island), competing against a civilian team from KCCC in a full day of shooting competitions including archery, long-range rifle, trap, and handgun events.

The Chiefs and Officers in Charge of each service have enthusiastically endorsed the event, and the response from the community has already been overwhelmingly positive. We're thrilled to share that Abstract Marketing, a professional media and communications firm, has generously volunteered their time and resources to help showcase the event and build momentum. Our hope is to make this an annual tradition that brings together public safety professionals, local residents, and youth in support of shared community goals.

All participating teams are raising sponsorship to compete, and we're seeking support from respected partners like you to help make this event a success. Specifically, we would be grateful for:

- Financial contributions of \$1,500 to help offset event costs (e.g., equipment, safety gear, logistics), or
- Donations of prizes to be awarded during the event

All proceeds will directly support two important causes:

- A regional gun safety awareness campaign, led by Chatham-Kent Crime Stoppers
- Youth programming at KCCC, which provides free outdoor education and recreation opportunities for local children

If you're interested in supporting Battle of the Badges or would like more details, I'd be happy to connect. Thank you for considering this opportunity to help us build something truly special for Chatham-Kent.

Kind regards,

Sarah VandenBrand

Sarah VandenBrand

President of Chatham-Kent Crime Stoppers

sarahvan@chatham-kent.ca



CHATHAM-KENT CRIME STOPPERS
WWW.CKCRIMESTOPPERS.CA



Sunday, May 24, 2026

9:00am registration
\$1000/per team of 6

Kent Cloverleaf Conservation Club
9092 English Line, Chatham, ON

Brought to you by:

