

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

**Boardroom**

**March 11, 2026**

**Chatham-Kent Police Headquarters**

**Time: 8:34 a.m.**

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**PRESENT:**

Mayor Canniff  
Councillor Marjorie Crew  
Mr. Douglas Sulman  
Chief Kirk Earley  
Deputy Chief, Jason Chickowski

**Regrets:**

Mr. Patrick Weaver, Chair  
Mrs. Darlene Smith-Vieira, Vice-Chair  
Ron LeClair, Police Services Advisor-Zone 6,  
Inspectorate of Policing, Ministry of the Solicitor General

1. **Call to Order**

Welcome everyone and Guests, I now call this meeting to Order.

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

None

b) **Approval of Agenda**

Moved by Doug Sulman and seconded by Mayor Canniff

**“MOTION TO APPROVE THE AGENDA”**

Carried

c) **Approval of Minutes of January 14, 2026**

Moved by Doug Sulman and seconded by Mayor Canniff

**“MOTION TO APPROVE THE MINUTES OF January 14, 2026”**

Carried

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

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

Chair- Chief, would you like to present Report #4.5 first, please?

4.5 **Chatham-Kent Police Service Board (CKPSB) Citation- Next Generation 911 Implementation Team (NG 911)**

The Chief welcomed the members of the 911 Implementation Team. Although this is under a Chief's report, it is appropriate that the Deputy Chief present the report as the Deputy was heavily involved with NG 911, it is appropriate that the Deputy step up and present the report and the Citations to the NG 911 Implementation Team.

The Deputy Chief presented the report on the Board Citation- Next Generation 911 (NG 911) Implementation Team.

On December 1, 2025, the Emergency Communication Centre (ECC) for CKPS and the Municipality of Chatham-Kent, officially cut over to the Next Generation 9-1-1 platform. The 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 a 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 a fully functional secondary ECC ensuring 24 hour 9-1-1 capabilities in the event of a significant outage.

The dedication and perseverance shown by the team have been nothing short of exceptional. Every Team Member put their heart and soul into this project. We are very appreciative that each one of you made to get this projected completed on budget and to make our community safe. In recognition of their professionalism, dedication, and teamwork in implementing NG911 the Board would like to recognize the team for their outstanding work and dedication to the project by presenting the team with a board citation.

Mayor: on behalf of the community Chatham-Kent and everyone that depends on 911, thank you so much, we are a safer community now with the work your team has accomplished and all the 100 and 100 of hours you dedicated to this project. Please know that you have made a difference in the community. Congratulations and Well Done!

Moved by Doug Sulman and seconded by Mayor Canniff

**“MOTION TO RECEIVE AND APPROVE THE REPORT AND TO PRESENT THE BOARD CITATION TO SARAH VANDENBRAND, QUENTIN SPRIK, NEIL MOSKOL, REIDE MCCABLE, MICHAEL COX, SEBASTIEN BOURGEOIS-BEAUCHEMIN, AMY DAWSON AND KALEY VELDBOOM”**

Carried

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

New Hires

Moved by Mayor Canniff and seconded by Doug Sulman

**“MOTION TO APPROVE THE FOLLOWING NEW HIRES”**

**-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.**

**-THAT PERMANENT PART-TIME ECO SYDNEY THOMSON BE HIRED AS A FULL-TIME ECO, GRADE 3B LEVEL 2, EFFECTIVE JANUARY 14, 2026.”**

Carried

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Reclassifications

Moved by Doug Sulman and seconded by Mayor Canniff

**“MOTION TO APPROVE THE FOLLOWING RECLASSIFICATIONS”**

**-THAT SECOND CLASS CONSTABLE MANUELA CARMONA BE ELEVATED TO FIRST CLASS CONSTABLE EFFECTIVE AUGUST 23, 2024.**

**-THAT FOURTH CLASS CONSTABLE CONNOR SOULLIERE BE ELEVATED TO THIRD CLASS CONSTABLE EFFECTIVE MARCH 26, 2026.**

**-THAT FOURTH CLASS CONSTABLES ERIK OLEJNIK, BRYCE UNGAR , JOSE BRAVO-PALLERO, IAN BADDER, JUSTIN KONDRUK, AND DERIAN WAUTHIER BE ELEVATED TO THIRD CLASS CONSTABLES EFFECTIVE APRIL 09, 2026.**

**-THAT THIRD CLASS CONSTABLES TREY KAMEKA, JAY RITCHIE, COLE BRIGLEY, AND ROB SMALL, BE ELEVATED TO SECOND CLASS CONSTABLES EFFECTIVE APRIL 12, 2026.”**

Carried

Elevations:

Moved by Mayor Canniff and seconded by Doug Sulman

**“MOTION TO APPROVE THE FOLLOWING ELEVATIONS”**

**-THAT ECO LUCAS TRAHAN BE ELEVATED FROM GRADE 3B LEVEL 2 TO GRADE 3B LEVEL 3, EFFECTIVE MARCH 08, 2026.**

**-THAT HEALTH AND WELLNESS COORDINATOR AMANDA BLACKBURN BE ELEVATED FROM GRADE 4 LEVEL 3 TO GRADE 4 LEVEL 4, EFFECTIVE FEBRUARY 01, 2026.**

**-THAT SPECIAL CONSTABLE BRET DREW BE ELEVATED FROM GRADE 3B LEVEL 1 TO GRADE 3B LEVEL 2 EFFECTIVE MARCH 24, 2026.**

**-THAT SPECIAL CONSTABLE QUENTIN FORGIE BE ELEVATED FROM GRADE 3B LEVEL 1 TO GRADE 3B LEVEL 2 EFFECTIVE APRIL 03, 2026.”**

Carried

Resignations

Moved by Mayor Canniff and seconded by Doug Sulman

**“MOTION TO APPROVE THE FOLLOWING RESIGNATIONS”**

**-AUXILIARY MEMBER JULIA BOSCAN 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.”**

Carried

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Retirements

Moved by Doug Sulman and seconded by Mayor Canniff

**“MOTION TO APPROVE THE FOLLOWING RETIREMENT:”**

**-STAFF SERGEANT STEVE KLOOSTRA HAS TENURED THEIR RESIGNATION EFFECTIVE OCTOBER 16, 2026. “**

Carried

Promotions

Moved by Doug Sulman and seconded by Mayor Canniff

**“MOTION TO APPROVE THE FOLLOWING PROMOTIONS”**

**-THAT CADETS TRISTAN ROBINET, AUSTIN WAGENAAR, AND COLE COTE BE PROMOTED TO THE RANK OF FOURTH-CLASS CONSTABLES EFFECTIVE JANUARY 06, 2026.”**

Carried

Special Constable Appointments

Moved by Mayor Canniff and seconded by Doug Sulman

**“MOTION TO APPROVE THE FOLLOWING APPOINTMENTS”**

**-SPECIAL CONSTABLES BRENDA KOLDYK AND KANDIS FISCHER’S MINISTRY OF COMMUNITY SAFETY & CORRECTIONAL SERVICES APPOINTMENTS EXPIRE ON MARCH 9, 2026. THE BOARD APPROVES THEIR REAPPOINTMENTS AS SPECIAL CONSTABLES.”**

Carried

4.2 Canada Federal Assault-Style Firearms Compensation Program

The Chief presented the report on the Canada Federal Assault-Style Firearms Compensation Program. After a thorough review, it was determined the CKPS will not be participating in this program. Our commitment is 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.

The CKPS acknowledges the Federal Governments continued efforts to address gun violence and the CKPS will work with our partners both federally and provincially to combat illicit firearms.

It is not mandatory to participate in this program; we have received support from the community in support of our service for not participating in the program.

Mr. Sulman- I do not have a question but a comment-Congratulations from removing the service from this boondoggle. The Chief advised, both the OAPC and International do not support the program. We do not mind participating and helping because we agree with the removal of illicit firearms, but we believe it is targeting lawful gunowners and not the illegal firearms that we should be targeting. We believe if the money is going somewhere, it should be for more officers on the ground targeting those guns coming across the border and getting them off the streets.

Moved by Doug Sulman and seconded by Mayor Canniff

**“MOTION TO RECEIVE AND APPROVE THE REPORT**

Carried

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#### 4.3 Inspector General of Policing- Province Wide Review

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

The investigation will focus on five defined areas:

- How officers are supervised and how effective that supervision is
- Screening and vetting of police 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 practices
- Substance abuse and fitness for duty

The CKPS welcomes the review launched by the Inspector General of Policing, recognizing that the process strengthens accountability, reinforces integrity, and enhances public trust going forward.

The 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 mechanism yet remain 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. CKPS have already begun preparing the required documentation and proactively evaluating any potential vulnerabilities.

Moved by Doug Sulman and seconded by Mayor Canniff

**“MOTION TO RECEIVE AND APPROVE THE REPORT**

Carried

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

The Chief presented the report on Special Investigations Unit Parallel Investigation #25-OCI-412 and Chatham-Kent Police Service IA-25-056

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

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c) The procedures established by the chief of police as they relate to the incident.

In a letter dated January 9, 2025, SIU Deputy Director Stacey O'Brien, notified the CKPS Chief of Police that SIU file# 25-OCI-412 had been concluded and a reporting there were no reasonable grounds to proceed with criminal charges against the subject officer.

A parallel investigation was conducted by the CKPS Professional Standards Branch to ensure transparency, accountability, and compliance. The investigation included a review of the following procedures:

- Armed and Barricaded Persons (ER-02-010):
- Crisis Negotiations (ER-02-001)
- Unmanned Aerial System (UAS) (ER-02-011)
- Conducted Energy Weapons (AI-04-014)
- Prisoner Care and Control (LE-03-003)
- SIU Investigations (LE-09.400)-SIU Investigations 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 member.

Moved by Mayor Canniff and seconded by Doug Sulman

**"MOTION TO RECEIVE AND APPROVE THE REPORT**

Carried

5. **Reports from Deputy Chief:** None

6. **Acknowledgement Letters:**

6.1 Appreciation Certificate to the Chatham-Kent Police Service for supporting Courageous Companions with the ad in Courageous K9 Magazine.

Moved by Doug Sulman and seconded by Mayor Canniff

**"MOTION TO RECEIVE THE CORRESPONDENCE"**

Carried

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)

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Moved by Mayor Canniff and seconded by Doug Sulman

**“MOTION TO RECEIVE THE CONSENT AGENDA AND PAY ITEM #7.1 AND #7.2 SPONSORSHIPS ”**

Carried

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 of \$400.00 (Donated \$400.00 in 2023)

Moved by Mayor Canniff and seconded by Doug Sulman

**“MOTION TO DONATE THE SUM OF \$400.00 TO THE WALLACEBURG SOCCER ASSOCIATION TO ASSIST TO OFFSET THE COST OF EQUIPMENT, THE FUNDS TO BE PAID FROM THE AUCTION ACCOUNT”**

Carried

- 8.2 Chatham-Kent Crime Stoppers- request for sponsorship of 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.

Moved by Doug Sulman and seconded by Mayor Canniff

**“MOTION TO DONATE THE SUM OF \$1,500.00 TO THE CHATHAM-KENT CRIME STOPPERS IN SUPPORT OF THE BATTLE OF THE BADGES, THE FUNDS TO BE PAID FROM THE AUCTION ACCOUNT”**

Carried

9. **OAPSB-Zone 6 Update**

With Pat being ill and Darlene away we will table the update till next month

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

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

The date and time of the next regular meeting is scheduled for April 15, 2026, 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, APRIL 15, 2026, FOLLOWING THE REGULAR SESSION WHICH STARTS AT 8:30 AM.**

Moved by Doug Sulman seconded by Mayor Canniff

Carried

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

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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

Three Matters:

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

Moved by Doug Sulman seconded by Mayor Canniff

**“MOTION TO MOVE INTO IN-CAMERA/CLOSED SESSION”**

Carried

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

Moved by Doug Sulman seconded by Mayor Canniff

**“MOVED TO RECONVENE IN OPEN SESSION”**

Carried

14. **Motions arising from Closed Session**

Motions were read during the CKPS Meeting on Wednesday March 11, 2026.

-SEE ATTACHED

Moved by Doug Sulman seconded by Mayor Canniff

Carried

15. **Adjournment**

Moved by Doug Sulman

**“MOTION TO ADJOURN”**

Carried

Time: 9.46 a.m.

Original Signed by Councillor Marjorie Crew

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Acting Chair, Councillor Marjorie Crew  
Chatham-Kent Police Service Board

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

**Wednesday, March 11, 2026**

**Time: 9:12 a.m. – 9:44-a.m.**

**BOARD MEMBERS PRESENT: Mayor Canniff, 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.

Three Matters:

- C.S.P.A. Sec. 44 (2) (d)-labour relations and employee negotiations
- One matter was tabled until April 15, 2026

Read during the Board Meeting on Wednesday March 11, 2026.