

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

**Boardroom
Chatham-Kent Police Headquarters**

**April 15, 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 March 11, 2026
3. Business arising from previous Minutes: None
4. Reports from Chief of Police:
 - 4.1 New Hires, Reclassifications, Elevations, Retirements, Promotions
 - 4.2 Coroner's Recommendations Inquest-Thomas Humphrey
 - 4.3 Chief's Commendation – CK25058424
 - 4.4 Chief's Commendations – CK25062841
5. Reports from Deputy Chief: None
6. Acknowledgement letters: None
7. Consent Agenda: None
8. Sponsorship/Donation Requests-Auction Account: None
9. OAPSB-Zone 6-Update
10. Non-agenda items:
11. Date and time of next meeting scheduled for May 13, 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, MAY 13, 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:

Two Items:

- 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

March 11, 2026

Time: 8:34 a.m.

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 SPIK, 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

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

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

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

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)

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.

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.

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.

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

Board Report Number: 4.1 (Regular)

Date of Report: April 02, 2026

Date of Board Meeting: April 15, 2026

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

Recommendation: Receive and approve the report

New Hires

As a result of a hiring process, it is recommended that Lauryn Lahey be hired as an Office of the Chief and Traffic Management Summer Student, effective May 04, 2026, to August 28, 2026.

As a result of a hiring process, it is recommended that Emily Verkaik, Lauren Gaiswinkler, Grace Sabutsch, and Theresa (Rosanne) David, be hired as Permanent Part-time ECOs effective March 23, 2026.

As a result of a hiring process, it is recommended that Jarred Floin be hired as an Information Systems Technician effective March 23, 2026.

Reclassifications

The reclassification of Constable Manuela Carmona from Second Class Constable to First Class Constable was inadvertently presented at the CKBSB meeting of March 11, 2026, as being effective August 23, 2024. The report contained a small typographical error regarding the effective date. The reclassification of Constable Manuela Carmona is effective August 23, 2025.

It is recommended that Second Class Constables Ashleigh Leblance, Destinee Dagenais, Nate Lavoie, John Goulet, Avery Wilson, Dylan Moniz, Travis Maxwell, Kyle Merritt, and Cole Freeman be elevated to First Class Constables effective April 21, 2026. They have successfully passed the First-Class Constable exam, and their immediate supervisors support their elevations.

Elevations

It is recommended that Special Constables Cory Henry, Sydney Bakker, and Sean Savage be elevated from Grade 3b Level 2 to Grade 3b Level 3, effective April 29, 2026.

It is recommended that Information Systems Technician Sebastien Bourgeois-Beauchemin be elevated from Grade 4 Level 3 to Grade 4 Level 4, effective May 01, 2026.

Retirements

Constable Chris Wegrzyn has tenured their resignation effective November 30, 2026. They will have completed 32 years of service with CKPS.

Constable Ken Muir has tenured their resignation effective April 30, 2026. They will have completed 26 years of service with CKPS.

Emergency Communications Operator Kaileen Smith has tenured their resignation effective March 31, 2026. They will have completed 31 years of service with CKPS.

Special Constable Kim Brown has tenured their resignation effective May 31, 2027. They will have completed 28 years of service with CKPS.

Promotions


Cadets Kyle Campeau, Derek Gignac, Chris Durocher and Danielle Bird-Evans recently graduated from the Basic Constable Training Program at OPC and it is recommended that they be promoted to the rank of Fourth Class Constables effective April 13, 2026.

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: April 2, 2026

Date of Board Meeting: April 15, 2026

Reference: Coroner's Recommendations
Inquest-Thomas Humphrey

Recommendation: Receive and approve the report

BACKGROUND

On August 6, 2019, Mr. Humphrey was transported to the Chatham-Kent Health Alliance, by Emergency Medical Services (EMS) and the Chatham-Kent Police Service. Mr. Humphrey was in medical distress after consuming an unknown substance. Mr. Humphrey became vital signs absent while being treated at the Chatham-Kent Health Alliance and was subsequently pronounced deceased by Dr. Huffman. Due to the involvement of Police, a mandatory inquest was ordered.

Dr. Elizabeth Urbantke, Regional Supervising Coroner for the West Region, London Office, called a mandatory inquest into the death of Thomas Martin Humphrey pursuant to section 10(4.6) of the Coroners Act.

The inquest was conducted virtually commencing on October 15, 2025, and concluding on October 23, 2025.

The jury sat for seven days, heard evidence from 10 witnesses, reviewed 22 exhibits.

VERDICT

Name of Deceased: Thomas Martin Humphrey

Date and Time of Death: August 6, 2019, 7:43pm

Place of Death: Chatham-Kent Health Alliance,
80 Grand Ave W. Chatham

Cause of Death: Methamphetamine Toxicity in the setting of
struggle and restraint

By What Means: Accident

JURY RECOMMENDATIONS/CKPS ACTIONS

At the conclusion of an inquest, the chief coroner will send the jury's recommendations to named organizations. Recipients of the recommendations are asked to respond to the chief coroner within six months outlining how they have considered the recommendations. While not legally binding, recommendations are aimed to improve safety.

The jury returned a verdict that Mr. Humphrey's death was accidental, the jury did not assign criminal or civil liability but focused on identifying opportunities to prevent future deaths in similar circumstances.

The jury issued ten recommendations, four of which (Recommendations 3, 4, 5, and 8) were directed to the Chatham-Kent Police Service (CKPS). The following summarizes those recommendations and the actions undertaken by CKPS.

Recommendation 3:

Chatham-Kent Police Service (CKPS) should ensure that annual use of force training addresses various circumstances and the associated risks of the application of force to an individual's heads and neck area, including the use of pressure points. Such training should include instruction about circumstances that may limit the options for use of force to the head and neck area. The training should include the idea that use of force in the head/neck area be excluded in cases where the person to whom force is being applied is experiencing severe agitation in a medical situation.

Action taken: CKPS consulted with the Ontario Police College and reviewed its Use of Force training to ensure alignment with current OPC standards, with specific attention to risks associated with head and neck control, including during medical crises. Officers are expected to assess the totality of the situation, consider alternatives, limit duration, and apply force that is reasonable and proportionate to the associated risk.

Recommendation 4:

CKPS should review and consider the evidence heard at this inquest, and any material in its possession relating to Thomas Humphrey's death, with a view to considering policy and training improvements.

Action taken:

CKPS completed a review of the evidence presented at the Coroner's Inquest, together with relevant internal materials related to the death of Thomas Humphrey. This process was undertaken as an organizational learning initiative to identify opportunities for improvement in policy, training, and operational practice. The review also ensured policy and training is aligned with legislative requirements, and provincial standards. As a result, the policies and training material below were updated.

- AI 04 015 – Conductive Energy Weapon
- LE 07 004 – Prisoner Transport
- LE 03 003 – Prisoner Care and Control
- AI 04 002 – Use of Force
- LE 01 003 - Note Books
- LE 09 004 - SIU Investigations
- AI 01 016 – OPIOD Overdose response

Recommendation 5:

CKPS should review and revise its policies with respect of the use of the term “Excited Delirium” to ensure that terminology and guidance is consistent with the latest understandings of persons experiencing severe agitation.

Action Taken:

CKPS has completed a comprehensive review of all relevant policies and training materials. The term “excited delirium” has been removed and replaced with “persons in medical crisis,” with corresponding updates incorporated into the Use of Force training curriculum to ensure consistent terminology across all training platforms. CKPS also consulted with the Ontario Police College to confirm alignment with current instructional standards. The following Policies have been updated:

- AI 04 015 – Conductive Energy Weapon
- LE 07 004 – Prisoner Transport
- LE 03 003 – Prisoner Care and Control
- AI 04 002 – Use of Force

The terms “Medical Crisis” and “Extreme Agitation” are now formally defined in Procedure AI 01-001 – Glossary.

Recommendation 8:

Chatham-Kent Police Service (CKPS), CK Emergency Medical Services (CKEMS) and the Chatham-Kent Health Alliance (CKHA) should establish and maintain an ongoing process of collaboration to develop, implement, and periodically review a framework outlining their respective roles and responsibilities when addressing a person experiencing severe agitation.

Action taken:

Partner agencies have developed a framework that clearly defines each organization’s roles and responsibilities when responding to individuals experiencing a medical crisis. CKPS has formally adopted the “Response Strategy when Encountering Persons in a State of Medical Distress” as a standard response protocol. The agencies have committed to ongoing joint reviews to ensure the framework remains effective, current, and aligned with best practices, supporting safe and consistent responses.

CONCLUSION:

The jury's recommendations provide an opportunity to further strengthen public safety, inter-agency collaboration, and community trust, particularly in high-risk medical response scenarios.

The Chatham-Kent Police Service has carefully reviewed the findings and recommendations and has taken necessary steps in response. Through comprehensive policy review, enhanced and updated training, the removal of outdated terminology, and strengthened inter-agency collaboration.

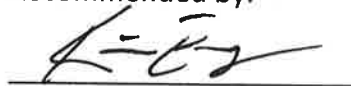
The Chatham-Kent Police Service remains committed to ongoing evaluation, continuous improvement, and collaborative partnerships to support safe, consistent, and professional responses in complex and high-risk situations.

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: 4.3 (Regular)
Date of Report: April 7, 2026
Date of Board Meeting: April 15, 2026
Reference: Chief's Commendation – CK25058424
Recommendation: Receive and Approve the Report

In September 2025, while on general patrol, Constable Jacqueline Brown met with an elderly couple who were seeking Police assistance regarding a family dispute, centering on financial issues. After conducting an initial investigation, Constable Brown determined that there was nothing criminal to investigate, however, continued to support the couple by initiating the Chatham-Kent FIRST (Fast Intervention Risk Specific Team) strategy. This process immediately set in motion a multi-agency response that brought immediate, real and lasting change to this couple's life. Through Constable Brown's efforts, the couple connected with Family Services Kent, Chatham-Kent Housing Services, Victim Services and the Chatham-Kent Community navigator program. Temporary housing was secured and essentials such as a phone.

Constable Brown's collaboration with partner agencies helped the couple enter a trusteeship program, gain financial stability and begin the process towards achieving permanent housing.

Community partners described Constable Brown as professional, compassionate and deeply understanding of the barriers this couple faced. Her actions, many of them while off duty, reflect her genuine care and compassion for the community that she serves.

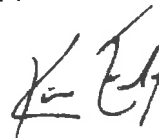
Through her actions, Constable Brown demonstrated exemplary leadership, a strong commitment to her community, and unwavering dedication to public service.

Prepared by:



Deputy Chief, Jason Chickowski

Approved by:



Chief of Police, Kirk Earley

CHATHAM-KENT POLICE SERVICE

COMMITTED TO SERVICE, DEDICATED TO YOU.



April 15, 2026

CHIEF'S COMMENDATION

To: Constable Jacqueline Brown

RE: Supporting a vulnerable, elderly couple in the Chatham-Kent community - CK25058424

In September 2025, while on general patrol, Constable Jacqueline Brown met with an elderly couple who were seeking Police assistance regarding a family dispute, centering on financial issues. After conducting an initial investigation, Constable Brown determined that there was nothing criminal to investigate, however, continued to support the couple by initiating the Chatham-Kent FIRST (Fast Intervention Risk Specific Team) strategy. This process immediately set in motion a multi-agency response that brought immediate, real and lasting change to this couple's life. Through Constable Brown's efforts, the couple connected with Family Services Kent, Chatham-Kent Housing Services, Victim Services and the Chatham-Kent Community navigator program. Temporary housing was secured and essentials such as a phone.

Constable Brown's collaboration with partner agencies helped the couple enter a trusteeship program, gain financial stability and begin the process towards achieving permanent housing.

Community partners described Constable Brown as professional, compassionate and deeply understanding of the barriers this couple faced. Her actions, many of them while off duty reflect her genuine care and compassion for the community that she serves.

Through her actions, Constable Brown demonstrated exemplary leadership, a strong commitment to her community, and unwavering dedication to public service.

Constable Jacqueline Brown, we would like to present you with the Chief's Commendation at our next Police Services Board meeting, scheduled for Wednesday, April 15, 2026 at 8:30am at the Chatham-Kent Police Service Headquarters, 24 Third Street.

Please contact Administrative Assistant, Larissa Jackson at 519-436-6600 ext. 80228 or larissaj@chatham-kent.ca to advise if you can attend the meeting.

Sincerely,

Kirk Earley,
Chief of Police.

24 Third Street, Chatham, Ontario, N7M 2M5

P: 519.436.6600 F: 519.436.6643

ckpolice.com

All Correspondence to be addressed to the Chief.

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

Board Report Number: 4.4 (Regular)
Date of Report: April 7, 2026
Date of Board Meeting: April 15, 2026
Reference: Chief's Commendation – CK25062841
Recommendation: Receive and Approve the Report

On Thursday October 16, 2025, at 11:37pm Chatham-Kent Police Service received information from Waterloo Regional Police Service that a 21-year-old female had posted suicidal statements on a social media platform. A ping of the subject's phone provided a large radius for Police to focus on.

Emergency Communications Operator (ECO) Luno and ECO Phelan were presented with several challenges based on the limited information provided by the caller. Using their experience and expertise, ECO Luno and ECO Phelan were able to work through the cell carrier records, the Records Management System, and other sources to determine the subjects address, names of family members, and eventually two possible vehicles owned by her father. These vehicles were noted and broadcast to the units involved in the search.

Simultaneously, on their own initiative, ECO Luno and ECO Phelan plotted the ping radius on the CAD map and instructed officers to attend the Hwy 401 Service Centres that fell within that radius.

Constable Michaud and Weedon attended the area. A short time later, Constable Michaud located the subject who was in medical distress, having ingested a large amount of medication to end her life. Emergency Medical Services attended and subsequently transported the subject to the Chatham-Kent Health Alliance.

During this high stress, dynamic situation, ECO Luno, and Phelan demonstrated exceptional professionalism and focus. Together they were able to obtain essential information that was broadcast to the responding officers. Their actions provided key information to Constables Michaud and Weedon which resulted in a quick and successful outcome that no doubt saved this 21-year-old females life.

Through the commitment, collaboration, and swift action of our Emergency Communication Operators and Community Patrol Officers, a young woman's life was saved. Their coordinated efforts exemplify our shared dedication to public safety and the power of teamwork in critical moments.

Prepared by:



Deputy Chief, Jason Chickowski

Approved by:



Chief of Police, Kirk Earley

CHATHAM-KENT POLICE SERVICE

COMMITTED TO SERVICE, DEDICATED TO YOU.



April 15, 2026

CHIEF'S COMMENDATION

To: Emergency Communication Operators: (ECO) Caitlyn Luno, (ECO) Brook-Lyn Phelan
Community Patrol Officers: Constable Thomas Michaud, and Constable Jeremy Weedon

RE: Suicidal Persons – CK25062841

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Simultaneously, on their own initiative, ECO Luno and ECO Phelan plotted the ping radius on the CAD map and instructed officers to attend the Hwy 401 Service Centres that fell within that radius. Constable Michaud and Constable Weedon attended in the area. A short time later, Constable Michaud located the subject who was in medical distress, having ingested a large amount of medication to end her life. Emergency Medical Services attended and subsequently transported the subject to the Chatham-Kent Health Alliance.

During this high stress, dynamic situation, ECO Luno and ECO Phelan demonstrated exceptional professionalism and focus. Together they were able to obtain essential information, that was broadcast to the responding officers. Their actions provided key information to Constables Michaud and Weedon which resulted in a quick and successful outcome that no doubt saved this 21-year-old females life.

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CHATHAM-KENT POLICE SERVICE

COMMITTED TO SERVICE, DEDICATED TO YOU.



ECO Caitlyn Luno, ECO Brook-Lyn Phelan, Constable Thomas Michaud, and Constable Jeremy Weedon we would like to present you with the Chief's Commendation at our next Police Services Board meeting, scheduled for Wednesday, April 15, 2026 at 8:30am at the Chatham-Kent Police Service Headquarters, 24 Third Street.

Please contact Administrative Assistant, Larissa Jackson at 519-436-6600 ext. 80228 or larissaj@chatham-kent.ca to advise if you can attend the meeting.

Sincerely,

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