

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

**Boardroom**

**April 15, 2026**

**Chatham-Kent Police Headquarters**

Time: 8:30 a.m.

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**PRESENT:**

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

**Guest:**

Ron LeClair, Police Services Advisor-Zone 6,  
Inspectorate of Policing, Ministry of the Solicitor General

**Regrets:**

Mr. Douglas Sulman

1. **Call to Order**

Welcome everyone and Guests

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

None declared

b) **Approval of Agenda**

Moved by Darlene Smith-Vieira and seconded by Councillor Crew

**“MOTION TO APPROVE THE AGENDA”**

Carried

c) **Approval of Minutes of March 11, 2026**

Moved by Mayor Canniff

(Chair-Pat Weaver, Vice-Chair Darlene Smith-Vieira were absent from the original meeting)

**“MOTION TO APPROVE THE MINUTES OF MARCH 11, 2026”**

Carried

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

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

Chief would you like to present Report's #4.3 and #4.4 first?

4.3 **Chief's Commendation – CK25058424**

The Chief presented the report regarding the Chief's Commendation – CK25058424-Supporting a vulnerable, elderly couple in Chatham-Kent Community

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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.

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

**"MOTION TO RECEIVE THE REPORT FOR INFORMATION AND TO PRESENT THE CHIEF'S COMMENDATION TO CONSTABLE JACQUELINE BROWN "**

Carried

**4.4 Chief's Commendations – CK25062841**

The Chief presented the report regarding the Chief's Commendations – CK25062841-Suicidal Persons

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, Niche RMS, and other sources to determine the subjects address, names of family members, and eventually two 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 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, which was broadcast to the responding officers. Their actions provided key information to Constables Michaud and

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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.

Moved by Mayor Canniff and seconded by Councillor Crew

**"MOTION TO RECEIVE THE REPORT FOR INFORMATION AND TO PRESENT THE CHIEF'S COMMENDATION TO EMERGENCY COMMUNICATION OPERATORS: (ECO) CAITLIN LUNO, (ECO) BROOK-LYN PHELAN, COMMUNITY PATROL OFFICERS: CONSTABLE THOMAS MICHAUD, AND CONSTABLE JEREMY WEEDON"**

Carried

#### 4.1 New Hires, Reclassifications, Elevations, Retirements Promotions

The Chief presented the report

##### New Hire

Moved by Mayor Canniff and seconded by Councillor Crew

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

**-THAT LAURYN LAHEY BE HIRED IN OFFICE OF THE CHIEF AND TRAFFIC MANAGEMENT SUMMER STUDENT, EFFECTIVE MAY 04, 2026, TO AUGUST 28, 2026.**

**-THAT EMILY VERKAIK, LAUREN GAISWINKLER, GRACE SABUTSCH, AND THERESA (ROSANNE) DAVID, BE HIRED AS PERMANENT PART-TIME ECOS EFFECTIVE MARCH 23, 2026.**

**-THAT JARRED FLOIN BE HIRED AS AN INFORMATION SYSTEMS TECHNICIAN EFFECTIVE MARCH 23, 2026."**

Carried

##### Reclassifications

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

**"MOTION TO APPROVE THE FOLLOWING 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.**

**-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"**

Carried

##### Elevations:

Moved by Darlene Smith-Vieira and seconded by Mayor Caniff

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

- 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.**
- THAT INFORMATION SYSTEMS TECHNICIAN SEBASTIEN BOURGEOIS-BEAUCHEMIN BE ELEVATED FROM GRADE 4 LEVEL 3 TO GRADE 4 LEVEL 4, EFFECTIVE MAY 01, 2026.”**

Carried

Retirements

Moved by Mayor Canniff and seconded by Councillor Crew

**“MOTION TO APPROVE THE FOLLOWING RETIREMENTS:**

- CONSTABLE CHRIS WEGRZYN HAS TENURED THEIR RESIGNATION EFFECTIVE NOVEMBER 30, 2026.**
- CONSTABLE KEN MUIR HAS TENURED THEIR RESIGNATION EFFECTIVE APRIL 30, 2026.**
- EMERGENCY COMMUNICATIONS OPERATOR KAILEEN SMITH HAS TENURED THEIR RESIGNATION EFFECTIVE MARCH 31, 2026**
- SPECIAL CONSTABLE KIM BROWN HAS TENURED THEIR RESIGNATION EFFECTIVE MAY 31, 2027. “**

Carried

Promotions

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

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

- THAT 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.”**

Carried

4.2 Coroner’s Recommendations Inquest-Thomas Humphrey

The Chief presented the report regarding the Coroner’s Recommendations Inquest-Thomas Humphrey. The full report outlining the Jury Recommendations, together with the Chatham-Kent Police Service (CKPS) Actions for Recommendations 3, 4, 5, and 8 can be found on the Chatham-Kent Police Service Board website under the heading Meetings and Minutes 2026.

The Coroner’s Inquest and Verdicts can also be located on the provincial website:

<https://www.ontario.ca/page/2025-coroners-inquests-verdicts-and-recommendations>

Under the Coroner’s Act- a response will be forwarded to the Office of the Chief Coroner for the province of Ontario.

An inquest does not find fault, blame or legal wrongdoing but rather examines the circumstances of one or more deaths and looks for lessons that can be learned from the death(s) that may contribute to a safer future for the living.

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.

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CKPS has carefully reviewed the findings and recommendations and has taken necessary steps in response. Through comprehensive policy review, enhancement and updated training, the removal of outdated terminology, and strengthened inter-agency collaboration (EMS and Chatham-Kent Health Alliance CKHA).

Once the policy has been approved by EMS and CKHA, the Chief will bring a secondary report to the Board for full approval of the policy and procedures regarding high-risk medial responses.

Moved by Councillor Crew and seconded by Darlene Smith-Vieira

**“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:** None

9. **OAPSB-Zone 6 Update**

-Next Zone 6 Meeting is being held:

Friday April 24th, 2026, 8:00 a.m. ,Masonic Centre of Elgin, Hosted by the Elgin County OPP

The agenda will be sent out shortly.

-OAPSB Spring Conference and AGM is being held June 1-3, 2026, in Niagara Falls at the Brock Niagara Falls-Fallsview Hotel. Mr. Weaver will be attending. The Chief’s of Police are holding their conference at the exact time which will allow for a great opportunity of sharing information.

-The Ontario Association of Police Services Boards has a new public-facing identity: **Police Governance Ontario (PGO).**

Over the coming weeks, the Police Governance Ontario identity will be reflected across digital platforms, communications, and resources, including a new website and updated email addresses. During the transition period, both names will appear together to support continuity: Ontario Association of Police Service Boards (Police Governance Ontario). The organization’s mandate, partnerships, and commitment to supporting police governance across Ontario remain unchanged.

Mr. Weaver commented that the name change has been four (4) years in the making.

Moved by Councillor Crew and seconded by Mayor Canniff

**“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 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 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:

Two Matters:

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

Moved by Councillor Crew seconded by Mayor Canniff  
**“MOTION TO MOVE INTO IN-CAMERA/CLOSED SESSION”**  
Carried

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

Moved by Councillor Crew 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 April 15, 2026  
-SEE ATTACHED

Moved by Darlene Smith-Vieira seconded by Councillor Crew  
Carried

15. **Adjournment**

Moved by Darlene Smith-Vieira

**“MOTION TO ADJOURN”**  
Carried  
Time: 9:30 a.m.

Original Signed by Mr. Patrick Weaver

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Mr. Patrick Weaver, Chair  
Chatham-Kent Police Service

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

**Wednesday, April 15, 2026**

**Time: 9:05 a.m. – 9:28-a.m.**

**BOARD MEMBERS PRESENT: Patrick Weaver, Darlene Smith-Vieira Mayor Canniff, Councillor Crew.**

**The Board received information on:**

Two Matters:

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

Read during the Board Meeting on Wednesday April 15, 2026.