

MINUTES
CHATHAM-KENT POLICE SERVICE BOARD MEETING
(REGULAR)

Boardroom

January 14, 2026

Chatham-Kent Police Headquarters

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

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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.

Original signed by Mr. Patrick Weaver

Mr. Patrick Weaver, Chair
Chatham-Kent Police Service

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.