

**Minutes of a Special Meeting of the Kingston Police Services Board  
Held on Monday, November 4, 2019, at 10:00 a.m.  
Kingston Police Headquarters Boardroom**

**IN ATTENDANCE**

Ms Andrea Risk, Chair	Chief Antje McNeely
Mayor Bryan Paterson, Vice-Chair	Deputy Chief Christopher Scott
Councillor Jefferey McLaren	Members of staff, media, and the public
Mr Jarrod Stearns	
Dr Christian Leuprecht (via electronic participation)	
Mrs Donna Harrington, Secretary	

1. The Chair called the meeting to order at 10:01 a.m.

**DISCLOSURE OF CONFLICT OF INTEREST**

2. The members confirmed that there were no conflicts of interest to report.

**APPROVAL OF AGENDA**

3. It was moved by Mayor Paterson and seconded by Mr Stearns that the agenda be approved. Carried.

**2020 BUDGET**

4. Chief McNeely provided a PowerPoint presentation on the proposed 2020 operating budget with a revised staffing strategy and the proposed 2020 capital budget [presentation and commentary filed with minutes].
5. Mayor Paterson expressed his appreciation for the work done since the previous meeting to find efficiencies and savings in creative ways so that 10 new officers could be hired within the budget parameters. He recalled his concern with the initial budget proposals was that the initial 2020 budget was too high and the alternative resulted in higher future increases. He relayed that, in light of the decreasing projections for 2021 and 2022 he would be prepared to defend at Council the additional increase in the 2020 budget as a priority expenditure.
6. With reference to Slide 2, the Chair relayed that her only concern was that the staffing strategies were not sustainable and represented an interim solution to get the service through the year. Chief McNeely explained that the intent was to move ahead with the additional officers and retain them. Mayor Paterson referred to the projections (3.78% for 2020, 2.8% for 2021, 2.6% for 2022, and 2.6% for 2023) and noted from discussions with external agencies that there were budgetary pressures and attempts would be made to find room in the budget but only for one year. He noted that the proposed budget also was subject to provincial changes that could arise. Chief McNeely concurred and noted that these risks had been itemized in the previous budget presentation.

7. Mr Stearns noted that, on average, seven members would be leaving the service per year. Chief McNeely confirmed that the intent was to replace retiring officers with fourth-class constables, and these cost savings had been included in the projections. Mr Howes noted that there would still be officers progressing through classifications from fourth-class to first-class constable.

8. Mayor Paterson noted that the proposed staffing plan suggested that the 10 officers on long-term absence were not expected to return any time soon. The Chair noted that the scenario was dynamic, since even if some return others could go off. Chief McNeely explained that the staffing situation would be monitored, including for the other five absences. She noted that it was difficult to predict how many WSIB absences there would be in the future and pointed out that those who return to work might not be able to return to full duties and would have to be accommodated. Chief McNeely relayed that there was risk with the PTSD presumptive legislation and it would take time to see the results of current programs being pursued, such as organizational resilience.

9. Dr Leuprecht thanked Chief McNeely for the very thoughtful budget presentation and the considerable effort to balance outcomes in terms of services and putting forward efficiencies. He asked what the outcome would be if provincial grants were not renewed at anticipated levels and relayed that it would be beneficial to discuss with those responsible for restructuring local health integration networks any opportunities for actively engaging in improvements and outcomes in services. He noted that with forecast retirements it was reasonable to assume that between 5 and 10 percent of uniformed members would be retiring each year and asked if the Board could be provided with any detailed personnel planning projections on the staffing side and fiscal side with salary progressions, so that the Board could understand where the pressures lay.

10. Chief McNeely advised that provincial grants represented a risk, although a grant under the Local Priorities funding stream had been approved for the Kingston Police to fully implement the COAST (Community Outreach and Support Team) and MCRRT (Mobile Crisis Rapid Response Team) models, the latter of which partnered a mental health worker with an officer. She noted that no police agencies had been advised regarding their applications under the Provincial Priorities funding stream, which meant approximately \$237,000 for the Kingston Police (or a 0.63% increase to the budget).

11. With respect to the Court Security and Prisoner Transportation Grant, Chief McNeely relayed that the 2020 budget had been prepared based on this grant continuing but the uncertainty as to provincial grants left a potential vulnerability. With respect to changes in local health integration networks, Chief McNeely relayed that the service was always looking for partnership opportunities and noted the continuing work with the Community Drug Strategy, Addictions and Mental Health, and the Community Risk Watch (which monitored acutely elevated risk conditions in many areas). She pointed out that, as a 24/7 agency, the Kingston Police were often called upon and therefore worked with many agencies to address social issues without criminalizing individuals.

12. Regarding more detailed staffing and salary progression predictions, Chief McNeely noted that there needed to be a balance between hiring new recruits and hiring experienced officers. She suggested that the Board discuss at the next meeting what it would like to see in this respect.

13. It was moved by Mayor Paterson and seconded by Mr Stearns that the Board approve the proposed 2020 operating and capital budgets for presentation to Council.

Carried. (19-40)

14. Chief McNeely thanked the Board and relayed that the budget process and final proposed budget had involved a huge team effort by all members of the senior leadership.

**ADJOURNMENT**

15. It was moved by Councillor McLaren and seconded by Mayor Paterson to adjourn the meeting at 10:29 a.m. Carried.

---

Chair

---

Secretary