

**Minutes of a Meeting of the Kingston Police Services Board
Held on Thursday, January 17, 2019, at 10:30 a.m.
Kingston Police Headquarters Boardroom**

IN ATTENDANCE

Ms Andrea Risk, Chair
Mayor Bryan Paterson, Vice-Chair
Councillor Jefferey McLaren
Mrs Donna Harrington, Secretary

Chief Antje McNeely
Deputy Chief Christopher Scott
Members of staff and media

Regrets: Mr William Hackett

1. Ms Risk called the meeting to order at 10:31 a.m.

DISCLOSURE OF CONFLICT OF INTEREST

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

POSITIONS OF CHAIR AND VICE-CHAIR

3. In accordance with the Board's Rules of Procedure By-Law, the Secretary called for nominations for the positions of Chair and Vice-Chair for 2019.

4. It was moved by Mayor Paterson and seconded by Councillor McLaren that Ms Risk be nominated for the position of Chair for 2019. There were no further nominations. It was moved by Mayor Paterson and seconded by Councillor McLaren that nominations for the position of Chair be closed, thereby confirming the election of Ms Risk as Board Chair for 2019.

Carried. (19-1)

5. It was moved by Ms Risk and seconded by Councillor McLaren that Mayor Paterson be nominated for the position of Vice-Chair for 2019. There were no further nominations. It was moved by Ms Risk and seconded by Councillor McLaren that nominations for the position of Vice-Chair be closed, thereby confirming the election of Mayor Paterson as Board Vice-Chair for 2019.

Carried. (19-2)

6. The Secretary declared the nominations closed and turned the meeting over to the Chair.

APPROVAL OF AGENDA

7. It was moved by Mayor Paterson and seconded by Councillor McLaren that the agenda be approved as amended by the addendum. Carried.

ADOPTION OF MINUTES

8. It was moved by Mayor Paterson and seconded by Councillor McLaren that the minutes of Meeting 18-13, held on November 15, 2018, be adopted. Carried.

COMMUNICATIONS

9. It was moved by Mayor Paterson and seconded by Councillor McLaren that the communications be received. Carried.

10. With respect to the Ministry communication on the amendment to O.Reg. 267/10, Conduct and Duties of Police Officers Respecting Investigations by the Special Investigations Unit, the Chair noted that the SIU no longer needed to be notified when a police officer provided emergency first aid (such as naloxone or other life-saving measures) to a person who died or suffered a serious injury, provided that there was no other interaction.

11. With respect to the Ministry correspondence enclosing the Risk-Driven Tracking Database 2017 Annual Report, the Chair noted that the Kingston Police had been involved in this provincial initiative since 2016. Chief McNeely explained that community partners collaborated on appropriate intervention when individuals or families had reached an acutely elevated risk. Chief McNeely relayed that 99 discussions had been held since the formulation of the Community Risk Watch (situation table) and pointed out that this initiative provided a holistic way of dealing with issues and would be one of the key components of the Community Safety and Well-Being Plan mandated for all municipalities as of January 1, 2019. She added that Ministry staff had provided information on this process at a recent meeting held with City and other local municipal representatives. With respect to involvement of KFLA Public Health, Chief McNeely advised that when issues involving health arose, outside agencies were called to the table. With regard to privacy concerns, Chief McNeely explained that individuals were not identified until the final stage when agencies were assigned to intervene in the situation. She noted that, whenever a new initiative was undertaken that could impact privacy, the Office of the Information and Privacy Commissioner was consulted to ensure compliance with privacy legislation. Chief McNeely confirmed that this initiative was beneficial, particularly since it identified risks in communities and helped to prioritize response. Chief McNeely explained that, while the Community Risk Watch would feed into the Community Safety and Well-Being Plan, the latter was mandated to be municipally driven.

12. The Chair noted the Ministry correspondence on the renaming of the *Cannabis Act, 2017*, to the *Cannabis Control Act, 2017*, and on the *Cannabis Licence Act*, which governed retail licensing, oversight, fines, etc.

13. With respect to the Ministry correspondence on the regulation amendment to the *Police Record Checks Reform Act, 2015*, Chief McNeely explained that the regulation was enacted to exempt from this legislation police record checks requested by the Alcohol and Gaming Commission for the purposes of cannabis licence screening, inspections, and investigations.

14. The Chair noted the Ministry correspondence introducing the newly appointed Minister of Community Safety and Correctional Services and outlining policing initiatives being pursued.

15. The Chair noted the Ministry correspondence regarding amendments to the Highway Traffic Act, including new escalating monetary penalties for impaired driving and an escalating penalty structure for distracted driving.
16. With respect to the Ministry correspondence on changes to Ontario's bus inspection program, Chief McNeely relayed that regular checks were already being done on Kingston Police prisoner transportation vehicles and confirmed that the vehicles would now be part of the Ministry of Transportation bus inspection program.
17. The Chair noted the Ministry correspondence on amendments to the *Highway Traffic Act* related to the automated vehicles pilot project, electric motorcycles on controlled-access highways, and electronic cab cards (permits).
18. With respect to the Ministry correspondence on allowing police services to access a direct licence with the Ministry for Constable Selection System tools and tests, Chief McNeely advised that the Kingston Police would be continuing with the current arrangements, including delivery of some of the tests by Applicant Testing Services. She noted that some more remote police agencies might favour in-house testing for more timely results.
19. The Chair noted the receipt of the updated booklet *Community Safety and Well-Being Planning Framework: A Shared Commitment in Ontario*, the third booklet in a series of publications on the provincial approach to community safety and well-being. Chief McNeely pointed out that this second version of Booklet 3 contained more information on supports for communities and noted the briefing provided by Ministry staff on December 3, 2018. Mayor Paterson relayed that City staff would be bringing this to the attention of Council in due course. It was noted that this initiative was municipally led but police services and boards would be involved and that municipalities had two years to put together the required plan.
20. The Chair noted the correspondence regarding the finalization of the 2018/19 Policing Effectiveness and Modernization Grant contract and the receipt of the first instalment, being \$665,406.94. Chief McNeely relayed that this funding supported the COAST model being implemented and that the Kingston Police were very grateful for this support.
21. With respect to the Ministry correspondence on 2019 course fees at the Ontario Police College, the Chair noted that there were different fees for students staying at the college or using off-site accommodation, as well as for students attending a satellite-delivered course away from the college.
22. With respect to services and conferences available through the Canadian Association of Police Governance, the Chair noted that, although the Board had a budget for members to attend different events and conferences, the Board's attendance at CAPG conferences had been sporadic over the past few years, in consideration of the costs involved. She asked that members nevertheless advise the Secretary whenever they were interested in a conference or event opportunity.

23. The Chair noted the Call for Proposals for hosting the CAPG annual meeting and conference for 2021 and 2022. She pointed out that the Board did not have the capacity to do so, for hosting such an event was time-consuming and expensive and also required much effort in organizing and scheduling.

24. The Chair noted the CAPG Call for Resolutions 2019 and relayed that normally proposed resolutions were disseminated to boards for input prior to the annual general meeting.

25. The Chair noted the CAPG Call for Nominations for the 2019 Emil Kolb Award for Excellence in Police Governance.

26. The Chair noted the year-end message from the OAPSB Zone 2 Chair, as well as the conclusion of Eli El-Chantiry's appointment to the Ottawa Police Services Board and thus the conclusion of his tenure as OAPSB Chair. It was noted that OAPSB Vice-Chair Philip Huck had been appointed to succeed Mr El-Chantiry as Chair.

27. With respect to the minutes of the OAPSB Zone 2 meeting of November 30, 2018, the Chair noted that Mr Hackett had represented the Board at these meetings for several years. Mayor Paterson added that the meetings were held in eastern Ontario (OAPSB Zone 2). Councillor McLaren advised that he could likely attend the meeting scheduled to be held in Carleton Place on April 26, 2019.

28. It was moved by Mayor Paterson and seconded by Councillor McLaren that the Board continue its membership in Zone 2 of the Ontario Association of Police Services Boards.

Carried. (19-3)

29. The Chair noted the request for sponsorships for the OAPSB 2019 Spring Conference and Annual General Meeting, "Preparing for Change," scheduled for May 22–25, 2019, in Windsor. She encouraged members to consider attending, for these conferences were always helpful and informative. It was moved by Mayor Paterson and seconded by Councillor McLaren that the Board contribute \$500 to the 2019 Spring Conference and Annual General Meeting of the Ontario Association of Police Services Boards.

Carried. (19-4)

30. With respect to the two communication items received from the Honourable Justice Tulloch with respect to the Independent Street Checks Review, Chief McNeely noted that the report was very comprehensive (over 300 pages) and that Justice Tulloch brought much credibility to statements made. She pointed out that he had separated "carding" from "street checks" and had also identified that the regulation should not apply when officers were trying to confirm the identity of a person matching the description of a missing person, human trafficking victim, or another victim of crime. Chief McNeely relayed that Justice Tulloch would be discussing his report with the Board of Directors for the Ontario Association of Chiefs of Police and noted that the provincial government would have to make decisions on the report's recommendations.

31. The Chair noted that the Ontario Human Rights Commission had released *A Collective Impact: Interim Report on the Inquiry into Racial Profiling and Racial Discrimination of Black Persons by the Toronto Police Service*, in response to its findings that racialized individuals were more likely to be involved in fatal shootings and use of force cases that resulted in serious injury or death and were more likely to be charged. With respect to applying the report findings locally, Chief McNeely pointed out that they addressed a provincial and national issue and highlighted the importance of having a close relationship with everyone in the community and identifying perceptions. She noted that outreach activities undertaken by the CORE Unit and continuing to meet with community members herself helped to maintain trust and transparency. She added that recommendations made by Justice Tulloch also highlighted upholding human rights in police interactions, and she noted the importance of building trust with the community. Mayor Paterson commented that the presence of members of the Kingston Police at community events throughout the year had a positive impact. He noted from his conversations with members of individual communities that trust of the Kingston Police was apparent and added that this trust had to be maintained. The Chair pointed out that the next report would contain recommendations on cultural training and accountability mechanisms, which could also be incorporated in policies and procedures going forward. Chief McNeely noted that Justice Tulloch had also recommending having partners assist in such training and relayed that this was already being incorporated in Kingston Police training. She added that any police service could benefit from the recommendations being made in these reports.

32. The Chair noted the correspondence from the City Clerk regarding the appointment of Mayor Paterson and Councillor McLaren to the Board. She welcomed Mayor Paterson back to the Board and welcomed Councillor McLaren as a new member. She pointed out that there was a steep learning curve in this appointment but the role of a police services board was very important. The Chair also noted the correspondence from the City Clerk regarding her reappointment.

33. The November and December 2018 editions of *Blue Line* were noted. With respect to articles implying military-grade equipment for police, Chief McNeely explained that enhanced firepower would apply more to the Emergency Response Unit, i.e., for high-risk situations, although some additional officers were also trained as carbine operators for perimeter control. She noted that the Emergency Response Unit was a very important part of keeping the community safe.

DELEGATIONS

34. Nil.

REPORTS

Administration of Public Complaints

35. Deputy Chief Scott reviewed the 2018 Year-End Report on the Administration of Public Complaints, noting that 29 complaints had been received, a decrease of 3 from 2017, and categorized under discreditable conduct (21); unnecessary exercise of authority / use of force (5); no conduct offence or service issue identified (1); and service (2). He stated that it was

important to note that 9 complaints had been found to be unsubstantiated and the Office of the Independent Police Review Director (OIPRD) had screened out 8, although these complaints were still reviewed by Professional Standards. He noted that 4 complaints had been resolved through informal resolution, 4 complaints had been withdrawn, 1 had been resolved through customer service resolution (a dialogue with the complainant to explain), and the 3 remaining investigations would be addressed early in 2019.

36. Deputy Chief Scott noted that the number of Local Inquiry Reports had increased to 34 from 29 in 2017 and explained that in these cases complainants were aware of the OIPRD but just wanted Professional Standards to handle their concern. Deputy Chief Scott pointed out that this indicated a level of trust in Professional Standards. He relayed that the 29 Local Inquiries had been classified under policy / service delivery (14); discreditable conduct (15); neglect of duty (1); and unsatisfactory work performance (4). He gave as an example of the latter a situation in which the complainant felt that the officer had not taken appropriate steps to address the complainant's concern and noted that in these cases the actions taken by the officer would be reviewed and explained. He added that members of the community were very understanding if an officer was having a bad day or had not appreciated all of the circumstances of the call for service and pointed out that admitting when we could do better indicated transparency from all members. Deputy Chief Scott also pointed out that the number of complaints was very low, considering the 48,000 dispatched calls received annually.

37. With respect to the public complaints process, Deputy Chief Scott relayed that:

- a. complainants were advised of all options available to them, i.e., to make a report to the Kingston Police or through the OIPRD;
- b. complainants were provided with a form that could be mailed or advised how to file an online complaint;
- c. those sent to the OIPRD were either screened out or forwarded to the Kingston Police (or another police agency) for investigation or retained by the OIPRD for investigation;
- d. the OIPRD reviewed the results of completed complaint investigations and, if it disagreed with the conclusions of the report, it could take further action; and
- e. complainants could request a review if not satisfied with the results of the investigation.

38. Deputy Chief Scott pointed out that there was much oversight throughout, which was meant to instil trust in the entire process.

39. **Annual Report on O.Reg. 58/16.** Chief McNeely explained that there had been no regulated interactions in 2018, i.e., when there is a traffic stop, an arrest, a *Liquor Licence Act* infraction, or a *Trespass to Property Act* infraction, individuals must provide their information and thus the regulation did not apply.

MOTIONS

40. It was moved by Mayor Paterson and seconded by Councillor McLaren that the Board ratify a motion passed by a poll of a quorum of Board members on November 21, 2018, pending the next regular meeting, that the Board endorse the contractual agreement with the Ministry of the Attorney General regarding 2018/19 and 2019/20 funding under the Civil Remedies Grant Program for the Operation EAST (Education & Awareness of Sex Trafficking) Project, as outlined in the Ministry's e-mail of November 19, 2018.

Carried. (19-5)

41. It was moved by Councillor McLaren and seconded by Mayor Paterson that the Board ratify a motion passed by a poll of a quorum of Board members on November 28, 2018, pending the next regular meeting, that the Board endorse the lease agreement with R. Bradley Wicklam and Debora V. Wicklam for the period January 1, 2019, to December 31, 2021, with respect to the lease of two horses for the Kingston Police Mounted Unit.

Carried. (19-6)

42. It was moved by Mayor Paterson and seconded by Councillor McLaren that the Kingston Police Services Board ratify a motion passed by a poll of a quorum of Board members on December 20, 2018, pending the next regular meeting, to appoint Stacey Alarie, Jay Waller, Michelle Miller, and Kyle Melrose-Stenman as officers of the Kingston Police effective January 2, 2019.

Carried. (19-7)

Chief McNeely provided the following brief biographies on the new recruits, including a fifth recruit appointed under a separate motion.

- a. Stacey Alarie was born in Kingston and has a well-established support system here in our city. She began her educational path with the intention of working in policing and received her Bachelor of Arts (Honours) from the University of Guelph, with a major in Criminal Justice and Public Policy and a minor in Urban Geography. From there she received her Master of Arts in Sociology from the University of Toronto. Stacey has worked with the Elizabeth Fry Society in Kingston for just over three years, where she was the Development Coordinator / Court Support Coordinator; the Volunteer and Special Projects Coordinator; and the Acting Executive Director. It was with this agency that she worked directly with vulnerable, marginalized, and disadvantaged women at various stages of criminal justice involvement and also used her skills for successful grant writing, fundraising, and community engagement. Prior to this, Stacey was a course instructor in the Department of Sociology at Queen's University for five years, where she taught courses on theories of deviance; substantive criminological topics; and gender, law, and crime. Stacey's community involvement includes currently being a member of the Women in Conflict with the Law Advisory Committee and the Provincial Advocacy Working Group, and she has also

coached at the Little Clippers Soccer Club. Stacey lives here in Kingston with her husband and their two children.

- b. Jay Waller grew up in Kingston and is a graduate of Frontenac Secondary School. His goal has always been to become a police officer with the Kingston Police, which resulted in him furthering his education in this area and graduating from St. Lawrence College with a diploma in Police Foundations. To gain additional experience, he accepted a position with the Correctional Service of Canada as a correctional officer and moved to Saskatoon, working for the past 3.5 years in Canada's only stand-alone Regional Psychiatric Treatment Centre for federally sentenced inmates (both male and female). During his career with Corrections he obtained experience in responding to emergencies; the use of first aid, CPR, restraints, and handcuffing; and softer skills such as verbal de-escalation, suicide and self-injury intervention, and strategies for responding to conflict and crisis when working with incarcerated individuals experiencing a mental health crisis. Jay has also volunteered in the communities where he has resided, including a commitment to the Kids 4 Kids Hockey Tournaments here in Kingston for the past 16 years; being an assistant coach for the Saskatoon Blues Peewee/Bantam AAA; and volunteering at fundraisers such as Free our Finest and Cops and Crepes.
- c. Michelle Miller was born and raised in the Kingston area and graduated from Sydenham High School. She received her Bachelor of Social Sciences (Honours) in Criminology from the University of Ottawa and then received a Certificate in Victimology from Algonquin College in April 2018. In addition, she was the recipient of the Victimology Program Student Peer Award. During her university years, Michelle worked as an After-School Program leader for the City of Ottawa, and in the summer she worked as a summer student for Community Housing at Queen's University. She has received specialized training in Applied Suicide Intervention Skills, High Five Principles of Healthy Child Development, and ABC Behavioural Management Training. On a personal note, policing has been an interest of Michelle's for many years because her father has been a civilian member for several years, and she has always been actively engaged within her community. Examples include volunteering at a summer camp for a local dance studio where Michelle spent 11 years perfecting dance; volunteering as a counsellor for volleyball camps; and refereeing basketball and volleyball tournaments. While attending university, she volunteered as a Frosh Week Guide for the student federation for two years, and she has volunteered for various events in the Sandy Hill Community Centre, such as for the Halloween Haunted House and spaghetti suppers.
- d. Kyle Stenman was born and raised in the Kingston area and is a graduate of Sydenham High School. He continued his education at St. Lawrence College and received an advanced diploma as a Child and Youth Worker. Kyle was a community support worker with Community Living Kingston for over two years, where he was the facilitator of a team working with at-risk youth. His team provided outreach services to connect with young people, encouraging social

inclusion and helping them successfully transition out of the child welfare system into adulthood. In addition, he has been a support worker at the Passport Initiative Program of the Ontario Government and a child and youth worker at Connor Homes. Kyle has also received training in Crisis Prevention, Applied Suicide Intervention Skills, Mental Health First Aid, and MEND Level 1. He is a firm believer in professional development and continuing education. Kyle has been active within the Kingston community over the past five years and has volunteered in various capacities, including working as an auxiliary constable with the OPP, Special Olympics, Best Buddies Program, and Youth Diversion. As a member of the Kingston Police, he is looking forward to building trusting relationships with people of all ages within the Kingston community.

- e. Luc Deschamps grew up in Arnprior, Ontario, and graduated from Arnprior District High School. He then attended Algonquin College in Ottawa and received his diploma in Police Foundations. His work experience includes working as a security officer with the Commissionaires; being a residential care worker for Main Street Community Services in Stittsville (where he worked with high-risk youth with emotional and behavioural difficulties); and working as a correctional officer at the Ottawa–Carleton Detention Centre. Through his post-secondary education and work experience, he has obtained a sound foundational knowledge of policing; skills in conflict resolution and communication; and training in Non-Violent Crisis Intervention, Psychological First Aid, and Death Notification through MADD Canada. In addition, he has received the Private Security and Investigative Services licence. Volunteerism and community involvement have always been important to Luc, and he has been an auxiliary constable with the OPP for the past year and a half; a victim support worker with Ottawa Victim Services for the past two and a half years; a volunteer worker for the Somali Centre for Family Services; and a server and attendant at an Inn from the Cold shelter. Luc looks forward to making a positive impact within the Kingston community.

43. It was moved by Mayor Paterson and seconded by Councillor McLaren that the Kingston Police Services Board ratify a motion passed by a poll of a quorum of Board members on December 20, 2018, pending the next regular meeting, that a Hosting Service Agreement be executed with eSolutionsGroup Limited for hosting and licensing the Kingston Police website and that signing authority be delegated to the Chief and Deputy Chief.

Carried.

(19-8)

44. Chief McNeely explained that the project being undertaken with Information Builders, Inc., was to extract data from the computer-aided dispatch system regarding staffing. She noted that currently this was being done manually, which was very time-consuming, and the software would enable real-time information on front-line calls. Chief McNeely added that this would assist in ensuring early intervention for members responding to high-risk calls. It was moved by Mayor Paterson and seconded by Councillor McLaren that the Kingston Police Services Board ratify a motion passed by a poll of a quorum of Board members on December 20, 2018, pending the next regular meeting, that a Master Service Agreement and related documents be executed with Information Builders, Inc., for a pilot project to help analyze officer engagement and wellness and that signing authority be delegated to the Chief and Deputy Chief.

Carried. (19-9)

45. It was moved by Mayor Paterson and seconded by Councillor McLaren that the Kingston Police Services Board ratify a motion passed by a poll of a quorum of Board members on January 4, 7, and 9, 2019, pending the next regular meeting, to appoint Luc Deschamps as an officer of the Kingston Police effective January 2, 2019, creating a temporary overage in the sworn complement that will be reduced by attrition.

Carried. (19-10)

46. Chief McNeely provided the following brief biographies on the promotion of Sergeant Geoff Dempster to the rank of staff sergeant and the promotion of Constable Bonham to the rank of sergeant on January 7, 2019.

- a. Geoff Dempster was hired by the Kingston Police on May 17, 1999, as an experienced officer from the Toronto Police Service. He started his career with us in Uniformed Patrol, where he earned a reputation as a hard-working officer, especially in the area of *Criminal Code* charges. In 2004 he was transferred to Criminal Investigations, where he was often looked upon as a go-to person to assist in warrants and interviewing witnesses and suspects. This, along with his mentoring and teaching abilities, earned him the Teamwork Award. He returned to Uniformed Patrol in 2012, and in 2013 he was assigned to an acting sergeant position and then promoted to sergeant in 2014. In 2016 he was transferred to Professional Standards / Quality Assurance, and in 2018 he returned to Uniformed Patrol as a supervisor in the Communications Unit. With his most recent promotion he is in charge of a platoon in Uniformed Patrol.
- b. Jonas Bonham was appointed to the Kingston Police on September 15, 2003, and came with a background in Correctional Services. He began his career in Uniformed Patrol and was transferred to Street Crime in the Crime Prevention Unit in 2009. From there he progressed to drug enforcement within the Special Services Unit in 2012, where he received a Chief's commendation for his work on Project Capital Assistance, a successful joint forces operation directed at street-level drug dealers in Kingston. In 2015 he was moved to intelligence operations, and with his promotion to sergeant he is now in Uniformed Patrol, where he can

mentor those on his platoon with his breadth of experience gained from the specialty units.

The Chair asked that congratulatory letters from the Board be prepared for Staff Sergeant Dempster and Sergeant Bonham.

UNFINISHED BUSINESS

47. **Budget 2019.** The letter dated December 14, 2018, from the City Clerk regarding the presentation to Council of the 2019 Kingston Police budget on January 29, 2019, was noted.

NEW BUSINESS

48. **Ontario Regulation 421/97.** The Chair explained that the Board reviewed this regulation whenever there was a change in membership. She noted that it was beneficial to review the Board's code of conduct at these times as a reminder of expectations of behaviour.

49. **February Meeting.** The change in date of the regular Board meeting in February to the 14th was noted.

50. **Staff Update.** Chief McNeely announced that Sergeant Paul Brulé, Sergeant Robert Rice, Constable Gregory Harbec, and Karen Deano were retiring effective February 1, 2019, and provided the following brief biographies.

- a. Sergeant Paul Brulé was appointed to the force as a cadet in August 1988 after attaining a Bachelor of Arts from Carleton University and became well versed in police operations as a front-line officer in the Patrol Division for the first several years of his career. In 1998 Paul was assigned to the Training Unit and became the sergeant in charge of that unit on his promotion to that rank in November 2003. We owe him many thanks for his efficient and thorough oversight of our training programs for several years, a task that became even more complex over the years with changes in legislation and training criteria. Paul has been an active participant in many community events, including the North American Police Equestrian Championship, the Kids' Perch Derby, and the Big Bike Ride for Heart and Stroke. In 2009 he was transferred to the Uniformed Patrol Division as a platoon sergeant, and in 2012 he was transferred to the CORE Unit where he supervised a number of areas including the Traffic Unit and Crime Prevention. Finally, in 2017 Paul returned to Uniformed Patrol where he became a supervisor in the Communications Unit. Paul is a recipient of the Police Exemplary Service Medal and will soon be presented with the first bar to that medal, in recognition of 30 years of service to public safety.
- b. Sergeant Rob Rice joined the Toronto Police Service in February 1988 and moved to the Kingston Police in September 1995. After an initial assignment as a front-line officer in the Patrol Division, he was transferred to the Special Services Unit where he participated in several projects with respect to drug enforcement and outlaw motorcycle gangs. He has a well-earned reputation of going about his

duties quietly and efficiently, and he put in long hours to ensure the success of major projects. He was promoted to his current rank in June 1999 and was a platoon supervisor in the Patrol Division from 2002 to 2003. In January 2004 he assumed operational control over the Street Crime and Canine units, with additional duties as a technical installer, for which specialized work he received a number of accolades. In 2010 he was transferred to Court Services, in 2012 he was transferred to the Joint Forces Penitentiary Squad, and finally in 2017 Rob was transferred to the Criminal Investigations Unit. Rob is a recipient of the Police Exemplary Service Medal and will soon also be presented with the first bar to this medal for completion of 30 years of service.

- c. Constable Greg Harbec joined the Kingston Police as a cadet in January 1987, after receiving his Law and Security Administration diploma from Algonquin College. As all officers do, Greg received firm grounding in the police world working as a front-line officer in the Patrol Division for the first several years of his career. Over the years he acquired several unique qualifications, including certification in health and safety matters and in Crime Prevention Through Environmental Design, and his strong analytical and planning skills—as well as his outright tenacity—made him an excellent candidate for frequent assignment to tasks requiring a detailed approach, including the Y2K Continuity Plan. After a two-year assignment in the Street Crime Unit, he was seconded to Field Support in 2003 to undertake several special tasks, the most notable being business planning, emergency planning, and the new Kingston Police headquarters project. He was selected by his co-workers to receive the 2005 Teamwork Award for his excellent interaction with all parties in the Kingston Police headquarters project, and we credit his steadfast and conscientious approach to all of his duties for that project's achievement of the Gold standard under Leadership in Energy and Environmental Design (LEED™). Greg has since worked in Policy and Planning, in Community Services as a School Resource Officer and a Community Programs Officer, in Uniformed Patrol, and in the Court Services Unit. Greg has been awarded the Police Exemplary Service Medal and first bar and is retiring after 32 years of service.
- d. Karen Deano came to us as a dispatcher from the OPP and was hired by the Kingston Police in March 1990. She began her career with us as a Communications dispatcher and quickly became recognized for her high degree of proficiency. In 1992 Karen was transferred to the Court Services Unit, where she utilized her strong computer skills and professionalism when working with our justice partners in processing subpoenas for provincial and criminal matters as well as in interacting with members of the public. Her duties evolved to include processing provincial offence notices and driver suspension notices; updating information for court lists; locating witnesses using CPIC and other sources; and preparing court documents using e-Just software and scanning documents into the records management system, to name but a few. As part of her duties she was appointed as one of our commissioners for taking affidavits, and she has taken a number of courses, including the basic and advanced CPIC courses as well as a Customer Service course. Her long tenure in the Court Office led to a comment

on one of her evaluations regarding the depth of her corporate knowledge and exceptional proficiency and, as such, it was noted that she had trained a number of staff sergeants who had been transferred to the Court Office over the years. Karen will be retiring after a career of 36 years in the policing environment that includes 29 years with the Kingston Police.

The Chair asked that congratulatory letters from the Board be prepared.

MOVE TO IN CAMERA

51. It was moved by Councillor McLaren and seconded by Mayor Paterson that the Board move in camera at 11:26 a.m. Carried.

Chair

Secretary