

**Minutes of a Meeting of the Kingston Police Services Board
Held on Thursday, September 19, 2019, at 12:00 Noon
Kingston Police Headquarters Boardroom**

IN ATTENDANCE

Ms Andrea Risk, Chair
Councillor Jefferey McLaren
Dr Christian Leuprecht
Mr Jarrod Stearns
Mrs Donna Harrington, Secretary

Chief Antje McNeely
Deputy Chief Christopher Scott
Members of staff, media, and the public

Regrets: Mayor Bryan Paterson

1. The Chair called the meeting to order at 12:05 p.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 Mr Stearns and seconded by Councillor McLaren that the agenda be approved. Carried.

ADOPTION OF MINUTES

4. It was moved by Councillor McLaren and seconded by Mr Stearns that the minutes of Meeting 19-7, held on August 7, 2019, be adopted. Carried.

COMMUNICATIONS

5. It was moved by Dr Leuprecht and seconded by Mr Stearns that the communications be received. Carried.
6. With respect to the Ministry correspondence on the 2019/20 Civil Remedies Grant Program, Chief McNeely advised that an application had not been filed because a grant application for a related initiative had been submitted under the Community Safety and Policing Grant Program. Councillor McLaren noted that it would be much easier to meet the grant criterion for collaboration with the community and other partners with a community safety and well-being plan in place.
7. With respect to the Ministry memo on drug-impaired driving detection training and enforcement, the Chair noted that funding would again be available for reimbursement of training for officers and purchase of equipment. Chief McNeely relayed that reimbursement had been received for costs to date but expenses would continue to be submitted for more officers to attend Standardized Field Sobriety Testing and Drug Recognition Expert courses.

8. The Chair noted the Ministry correspondence regarding online consumer protection tools and resources, which included the Consumer Beware List. Chief McNeely confirmed that members had received this information and undertook to pursue the feasibility of posting the links on the Kingston Police website.
9. With respect to the Ministry memorandum on procedures for initiating an AMBER Alert and a revised form for requesting an AMBER Alert, Chief McNeely confirmed that the form had been updated in the force's internal directory.
10. With respect to the Ministry correspondence regarding its survey on the state of financial crime and serious fraud, Chief McNeely confirmed that staff had been tasked to complete the survey.
11. The Chair noted the Ministry memorandum providing an update on animal welfare calls. Chief McNeely relayed that an inspector had been appointed from the Kingston Humane Society. She added that 44 incidents had occurred thus far and thus it was beneficial to have local resources.
12. With respect to the Ministry correspondence on its review of the Constable Selection System (CSS), Chief McNeely explained that, while some large forces used their own system, most forces used the Applicant Testing Services set up under the CSS. She explained that the CSS was used as part of the testing requirements before hiring and then recruits were retested at the Ontario Police College. With respect to how the CSS would be updated if no longer under the Ministry, Chief McNeely advised that the Ontario Association of Chiefs of Police was involved in the current review as to whether someone would be hired in this respect or if it would be taken on by the Ontario Police College.
13. The Chair noted the Ministry memorandum providing an update on Ontario's guns, gangs, and violence reduction strategy, which included some additional money and initiatives on combatting human trafficking but seemed to have a significant amount going to the Greater Toronto Area. She relayed that the memorandum also mentioned a new Eastern Ontario Gun and Gang Team that would be working closely with the Ottawa Police Service. Chief McNeely commented that the referenced funding was primarily for the larger centres but noted that other agencies were able to access some funding through the Gun and Gang Specialized Investigations Fund through the Criminal Intelligence Service Ontario.
14. With respect to the Ministry memorandum on the requirement for officers to undergo refresher training every 36 months on the Collection of Identifying Information in Certain Circumstances, Chief McNeely confirmed that this would be part of the fall training. She noted that this training comprised both online training through the Canadian Police Knowledge Network and in-house use of force training that includes a discussion on the general order about this regulation and bias-free policing, etc.
15. The Chair noted that when the *Police Record Checks Reform Act, 2015*, came into force certain time-limited exemptions had been put in place, which were now being extended until December 31, 2020, as outlined in the related Ministry correspondence. Chief McNeely explained that these exemptions included background checks for screening recruits, volunteers, and direct entries to police services.

16. The Chair noted the Ministry memorandum on increases to course fees at the Ontario Police College effective January 1, 2020, including an increase in the Basic Constable Training Program fee from \$11,065 to \$14,550 and increases to other senior specialized course fees. It was noted that so much recruit training was being conducted at the College that those attending advanced courses had to utilize local hotels for accommodation, which further increased costs. Chief McNeely relayed that these courses were for police personnel only and annually services were required to provide a forecast of the number of courses that would be needed for the following year.

17. The Chair noted the Ministry correspondence enclosing the Risk-driven Tracking Database 2018 Annual Report. Chief McNeely explained that the local Community Risk Watch had been contributing data since 2017 and the report reflected the various risk factors being experienced across the province. She pointed out the report's indication that 2,855 discussions had taken place in 2018, with most situations originating from the justice sector but being led and assisted by the health sector. She noted from the report that other agencies were taking the lead in risk intervention and not police, since they were dealing with social problems. She added that, while police could bring situations to the table, the goal was to reduce police calls for service. Chief McNeely explained that the local Community Risk Watch and other situation tables across the province were similar to the "hub model" started in Prince Albert. She relayed that data from the experience of the local Community Risk Watch, as well as from the Community Drug Strategy, Youth Diversion, etc. would inform the local Community Safety and Well-Being Plan. With respect to whether the data gleaned from the Community Risk Watch helped to confirm perceived risks and use of resources, Chief McNeely explained that indications pointed to focussing on youth and those types of situations were being brought to the Community Risk Watch. She relayed that the Kingston Police focussed on youth issues through Youth Diversion and the Intersections Program, etc. Chief McNeely clarified that the Community Threat Assessment Protocols with school boards were separate from the Community Risk Watch but would also be used to identify risks in the community and root causes and hence inform the Community Safety and Well-Being Plan. She noted that the City was already collecting data from several sources and would be conducting focus sessions, in an effort to find a holistic approach to what was happening in the community. Chief McNeely pointed out that the noted annual report indicated that the majority of discussions related to individuals in the age groups of 40 to 59 and 30 to 39 but also had significant discussions related to youth aged 12 to 17 years (18 percent). She agreed that the data for Kingston could reflect different aspects than the provincial data and that it was important to measure the outcomes of whatever was put in place in Kingston.

18. The Chair noted the Ministry memorandum outlining changes to financial supports for victims via the Victim Quick Response Program+. She pointed out that enhanced supports were being offered, including more funding for victims of human trafficking, but noted that concerns had been raised about the associated timelines, particularly for sexual assaults when survivors might not come forward for months or years. Chief McNeely added that it was also beneficial for Ontario Victim Services to be administering these services for a more timely response to victims as opposed to the adjudicative model of the Criminal Injuries Compensation Board.

19. With respect to the Ministry correspondence on final federal regulations for the production and sale of cannabis edibles, extracts, and topical applications, it was noted that

the regulations would be coming into effect at various times from mid-October 2019 to mid-January 2020.

20. The Chair noted that Councillor McLaren would be attending the Zone 2 meeting scheduled for that evening and the following day in Picton.

21. It was noted that two Board members and the Director of Human Resources would be attending the OAPSB Labour Seminar. With respect to the request for sponsorship of the seminar, it was noted that this was a more recent request for support and that the Board normally contributed to the annual conference. In light of the support being shown by having three representatives attend this seminar, it was decided that an additional sponsorship would not be undertaken at this time.

22. The August/September 2019 edition of *Blue Line* was noted.

DELEGATIONS

23. Nil.

REPORTS

24. **Report on the OAPSB Spring 2019 Conference and AGM.** Councillor McLaren reviewed his report and relayed that a technical review of the *Community Safety and Policing Act, 2019*, had been provided, including the legislated requirement to not only take board training but to pass it. He noted that the presentation by the President of the Ontario Association of Chiefs of Police conveyed that the added regulations and duties under the new act came at a cost but the Province had not addressed funding of these costs. With respect to regulations under the new act, including the provision of core and discretionary services, Chief McNeely relayed that various parties, including the Ontario Association of Chiefs of Police, were represented in consultations with the Ministry on the formulation of these regulations. Councillor McLaren relayed that the President of the Police Association of Ontario felt that boards should be more active in advocacy with the Government and had also agreed that board members needed more training. With respect to the presentation by the Solicitor General, Councillor McLaren noted that there was a focus on having data to prove success in initiatives, which seemed to be connected to justification for funding. He relayed that the OAPSB Executive Director also encouraged board training and recommended that board members participate in ride-alongs with their police service on a Friday or Saturday night. The Chair noted that past Board members had taken advantage of this opportunity. Chief McNeely suggested that Board members also observe operations in the Communications Centre, where locations of officers and incidents were indicated on the video wall map. She relayed that arrangements could be made for ride-alongs by Board members.

MOTIONS

25. It was moved by Councillor McLaren and seconded by Mr Stearns that the Board ratify a motion passed by a poll of a quorum of Board members on August 18 and 19, 2019, pending the next regular public meeting, that the Kingston Police Services Board appoint Evan Bahan as an

officer of the Kingston Police effective August 20, 2019, creating a temporary overage in the sworn complement that will be reduced by attrition.

Carried. (19-34)

26. It was moved by Mr Stearns and seconded by Councillor McLaren that the Board endorse the agreement with the Province regarding funding from April 1, 2019, to March 31, 2020, under Ontario's Strategy to End Human Trafficking, as outlined in the correspondence from the OPP Counter Exploitation and Missing Person Section.

Carried. (19-35)

UNFINISHED BUSINESS

27. Nil.

NEW BUSINESS

Staffing Update

28. Chief McNeely relayed that Constables Kim Siemonsen and Aaron Anderson were retiring from the Kingston Police on October 1, 2019. She provided the following summary of Constable Siemonsen's career with the Kingston Police.

Kim is a graduate of Regiopolis–Notre Dame High School here in Kingston. She also attended Carleton University, where she received her Bachelor of Sociology degree with a specialization in Criminology. It should be noted (and for those of us who have been here for a while and know Joe McCormick), Kim's father is a retired sergeant with the Kingston Police who had an exemplary career and was a mentor for a number of us in his detective days. Kim began her career with the Kingston Police on October 2, 1989, as a cadet working in the Uniformed Patrol Division. Very early on she received a letter of appreciation from the Executive Director of the Kingston & District Association for Community Living, which represented over 250 citizens with developmental disabilities. He expressed his appreciation for her competent, sensitive, and entirely professional conduct when responding to a call regarding one of his clients. In January 1996 Kim was transferred to the Community Response Unit. That year the unit responded to a rather protracted OPSEU strike and was commended for the effective management strategy deployed throughout the five-week labour dispute. In addition, letters of thanks are on file for Kim's work in teaching the VIP Program in local schools; training volunteers enrolled in the Frontenac Victim Crisis Assistance & Referral Service; and giving presentations to the Children's Aid Society. Kim was subsequently transferred to Criminal Investigations in 2002, where she used her compassion and interpersonal skills to convince a reluctant witness to come forward regarding a serious stabbing incident. From there she was assigned to the Powercase Unit as the Major Case Indexing Officer. She was also assigned to work in the Fraud Unit. To highlight one of the many cases in which she was involved, she and her partner developed and carried out a grandparent scam sting that resulted in several arrests. Kim received a Commendation of Merit for

her tenacious investigative work in November 2010 in locating a missing and suicidal person and thereby enabling timely emergency medical attention. In January 2015 Kim was reassigned to Uniformed Patrol. She and her platoon colleagues received recognition for their exemplary work in apprehending and removing a man who had set his house on fire and was harming himself. In 2017 Kim was transferred from Uniformed Patrol to her current position as Community Programs Officer within the CORE Unit. Kim has volunteered her time for the Sky Is the Limit Festival, the Peter Carty Fight Against Cancer basketball games, and Special Olympics events. She also participated as a member of the Employee Recognition and Awards Program Selection Committee for a number of years. Kim has received her Police Exemplary Service Medal, and with her years of service upon retirement she will be receiving the first bar to the medal, in recognition of 30 years of loyal and exemplary service to public safety in Canada. We congratulate Kim on her retirement and wish her all the best in this next phase of her life.

29. Deputy Chief Scott provided the following summary Constable Anderson's career with the Kingston Police.

Constable Anderson is a second-generation police officer, following in the footsteps of his father, Moffatt Anderson, who retired in the mid-1990s. Aaron grew up in Amherstview and joined the Kingston Police on October 2, 1989. As evidenced in his employment record, he consistently received positive letters from the community for his professionalism and compassion when dealing with victims of crime. He worked in front-line patrol until 2000, when he was transferred to the newly formed Crime Prevention Unit (now the CORE Unit), where he mainly worked as a traffic officer but also supported many community initiatives. In the fall of 2006 he was trained for his current assignment as a forensic investigator in the Forensic Identification Unit. During the past 13 years he has played an active role in many of our most difficult criminal investigations. Despite regularly dealing with the most difficult scenes, he has maintained his sense of humour. The Forensic Identification officers are the unsung heroes of criminal investigations, since their work rarely comes forward. They are not the ones in front of the camera, but, when called upon for evidence, there can be no error. Aaron has played a major role in many of our most high profile investigations, although his name is rarely mentioned. However, at a DNA conference at the Centre of Forensic Sciences the quality of Kingston Police submissions was highlighted, which was no doubt due to the expertise of Aaron and his colleagues. With Aaron being in the Forensic Identification Unit for 13 years, he also trained other members and thus was responsible for that reputation. He always maintained a light-hearted demeanour that belied his tenacity as an investigator. Aaron is a recipient of the Police Exemplary Service Medal, and with his years of service upon retirement he will be receiving his first bar to the medal.

30. The Chair asked that letters be prepared for her signature to thank Constables Anderson and Siemonsen for their service to the Kingston community.

31. **October Meeting.** The Chair reminded members that the October Board meeting would start at 9:00 a.m.

MOVE TO IN-CAMERA

32. It was moved by Dr Leuprecht and seconded by Councillor McLaren that the Board move in camera at 12:43 p.m. Carried.

Chair

Secretary