

**Minutes of a Meeting of the Kingston Police Services Board  
Held on Thursday, May 20, 2021, at 12:00 Noon  
Via Webinar Hosted at Kingston Police Headquarters**

**IN ATTENDANCE VIA ELECTRONIC PARTICIPATION**

Mr Jarrod Stearns, Chair  
Councillor Jefferey McLaren, Vice-Chair  
Councillor Bridget Doherty  
Dr Christian Leuprecht  
Mrs Donna Harrington, Secretary

Chief Antje McNeely  
Members of staff and media

Regrets: Mr Jamshed Hassan

1. The Chair called the meeting to order at 12:00 noon.

**MOMENT OF SILENCE**

2. The Chair called for a moment of silence in memory of Sergeant Stephen Carter, member of the Kingston Police from March 1999.

**DISCLOSURE OF CONFLICT OF INTEREST**

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

**APPROVAL OF AGENDA**

4. It was moved by Councillor McLaren and seconded by Councillor Doherty that the agenda be approved. Carried.

**ADOPTION OF MINUTES**

5. It was moved by Councillor McLaren and seconded by Councillor Doherty that the minutes of Meeting 21-9 held on April 15, 2021, be adopted. Carried.

**COMMUNICATIONS**

6. It was moved by Councillor Doherty and seconded by Dr Leuprecht that the communications be received. Carried.
7. With respect to the Ministry memorandum on Police Week 2021, Chief McNeely noted that Police Week had focussed on increasing community awareness and acknowledging police services and the partnerships they have within the community. She relayed that members of the Community-Oriented Response and Engagement Unit had worked diligently to put together several videos for sharing on social media, which highlighted the organization; partnerships within the community; five new recruits; the Youth in Policing Initiative; the partnership with Victim Services of Kingston and Frontenac; the Youth Diversion Intersections Program; the relationship with KFL&A Public Health; the partnership with Addiction and Mental Health

Services and the MCRRT Program; a presentation by Justine from the Consumption Treatment Services site and the Kingston Police relationship with the Integrated Care Hub; a virtual tour of Kingston Police Headquarters; and a concluding video for Police Week. [The videos for the headquarters tour, new recruits, and Youth in Policing participants were presented to the Board.] Chief McNeely noted that in past years there had been in-person events and displays, which had not been possible to do during the pandemic.

8. With respect to the Ministry correspondence on proposed regulations under the *Community Safety and Policing Act, 2019*, Chief McNeely explained that regulations were being developed for fifty to seventy matters to bring the Act into force, with input being sought from both the public and from stakeholders such as the Ontario Association of Chiefs of Police and the Ontario Association of Police Services Boards. She noted that subject matter experts had provided input and feedback was currently being sought from the public on the regulations proposed for Oaths and Affirmations; Composition of the Ontario Provincial Police Advisory Council; Review and Revision of Community Safety and Well-Being Plans; Suspension Without Pay; and Duty to Provide Notice to Complaints Director.

9. With respect to the Ministry memorandum on towing provisions and the *Consumer Protection Act*, Chief McNeely explained that a new provincial regulatory regime was being developed to address issues of concern in the towing industry. She relayed that Constable Michael Rice of the Traffic Unit had been representing the Kingston Police on the provincial Towing Task Force, which had representation from the insurance sector, towing associations, municipalities, and police services, and that the Government had decided to move ahead with a new towing statute to provide clarity for customers, set standards for the sector, help address criminal conduct, and potentially reduce regulatory burden. She noted that there would also be a towing zone pilot conducted on the 400-series highways to address criminal conduct in the sector.

10. The Chair noted the Ministry memorandum on Phase 2 COVID-19 vaccinations for police services. Chief McNeely explained that this pertained to Phase 2 of vaccinations for police services, which included non-front-line police officers and civilian members who could not work from home.

11. With regard to the Ministry correspondence on an earlier time-frame for the second dose of the COVID-19 vaccine for front-line police officers and special constables, Chief McNeely confirmed that the service was working with KFL&A Public Health and had disseminated the information to appropriate front-line members.

12. With respect to the Ministry memorandum on changes to the Ontario Sex Offender Registry, Chief McNeely explained that, in November 2020, the Supreme Court upheld an Ontario Court of Appeal ruling that *Christopher's Law* would not apply to individuals charged with a sex offence who were found not criminally responsible on account of a mental disorder and granted an absolute discharge. She noted that, as of May 20, 2021, such individuals would not be subject to the reporting requirements of this legislation.

13. The Chair noted that the Statement from the Ontario Human Rights Commission dated May 11, 2021, on prison custody numbers called for the justice sector to keep prisoner custody

numbers low in light of the continuing pandemic. Chief McNeely noted that recent amendments to the *Criminal Code* from Bill C-75 had included expanded powers of release by police under appropriate conditions. She pointed out that these amendments required peace officers, judges, and justices of the peace to give primary consideration to the release of an accused person at the earliest reasonable opportunity and on the least onerous conditions and confirmed that members had received training in this area. Chief McNeely added that members were encouraged to consider release from the police station as opposed to holding for bail, bearing in mind that public safety was paramount, and therefore those held for bail were for public safety reasons. She noted that it was recognized that COVID-19 could spread easily through prison populations and therefore release procedures were taken very seriously, in conjunction with public safety considerations.

## **DELEGATIONS**

14. Nil.

## **REPORTS**

### **Quarterly Budget Report**

15. Director of Finance John Howes was invited to present the budget report for the first quarter of 2021. He noted that the total net cost for the period ending March 31, 2021, of \$10,364,950 compared to a budget of \$10,290,604 had resulted in a small unfavourable variance of \$74,346. He pointed out that there was an unfavourable variance of \$217,512 in revenues, mainly because the first instalment on the 2021 Court Security and Prisoner Transportation Grant had still not arrived, representing approximately \$321,000 of the \$1,285,839 grant. He added that the Government had also reduced this grant again by \$74,000 compared to 2020 but the 2020 amount had been used for the 2021 budget.

16. For operating expenses, Mr Howes noted that \$11,174,202 had been spent of the budgeted \$11,317,368, leaving a small variance of just over \$143,000. He relayed that the favourable variance of \$275,914 on the salaries and wages line included a favourable variance of \$67,000 in overtime, which had been helped by only minor overtime being incurred for St. Patrick's Day. Mr Howes pointed out that there had also been only two statutory holidays within the quarter, which normally brought overtime costs of \$16,000 to \$17,000. He explained that the favourable variance of \$286,000 in base wages partly stemmed from new wage rates not being implemented until later in March, which accounted for \$110,000, and partly from some civilian positions not being filled until after the new collective agreement had been finalized, as well as from some retirees being replaced by fourth-class constables. He relayed that part-time wages were unfavourable by \$15,000, which reflected some backfilling until positions in Property/Stores and the Front Desk had been filled. With respect to the unfavourable variance of \$89,000 in fringe benefits, Mr Howes explained that this was normal, due to statutory benefit costs being taken at the beginning of the year. He relayed that paid duty had not been utilized as much during the first three months of the year but was picking up and that this had also meant less revenue for the first quarter.

17. With respect to supplies and materials, Mr Howes reported that \$1.6 million had been spent of the \$1.5 million budget, which included an unfavourable variance of \$281,000 in contracted services due to payment of annual renewals in January. Mr Howes noted the favourable variance of \$14,000 in fuel, with approximately 3,000 fewer litres of fuel being used each month, but pointed out that fuel costs had risen by 10 cents per litre more than the budgeted price. He reported that the education and training line was favourable by \$72,000 due to training being cancelled, postponed, or held virtually, which also contributed to savings of \$17,000 in travel costs. Mr Howes noted that the favourable variance of \$47,000 in the investigative services line was due to no new projects being recorded in the quarter.

18. With respect to the decrease in the Court Security and Prisoner Transportation Grant, Mr Howes explained that reports were filed each year by affected municipalities as to actual costs but he was uncertain as to how grant allocations were calculated, with some areas having an increased allocation and others a decreased allocation. He pointed out that some jurisdictions had incurred fewer costs due to pandemic shutdowns. Mr Howes confirmed that the objective was always to come in on budget but pointed out that recent events had resulted in major investigations and therefore there could be some unfavourable variances in overtime in the next quarterly report.

## **MOTIONS**

19. It was moved by Councillor McLaren and seconded by Councillor Doherty that the Kingston Police Services Board ratify a motion passed by a poll of a quorum of Board members on May 3, 2021, pending the next regular meeting, to appoint James Brown, Benjamin Von Stransky, Zachary Gorry, Holden McDonald, Stefan Grujic, and Kostas Spyridis as officers of the Kingston Police effective May 3, 2021, creating a temporary overage in the sworn complement that will be reduced by attrition. Dr Leuprecht asked why names were again coming forward in short order in that it was his understanding that this was not necessarily the practice of other boards, which were apprised of new recruits in a more timely fashion. Chief McNeely explained that the hiring process for recruits took time from interviews to background checks and this could not be finalized prior to the April Board meeting. She noted that the recruits had to commence Basic Constable Training by the middle of May and thus the timing of the Board meetings left no other opportunity. She explained that there had been several interviews. The Chair noted that the Board's role related to the formal appointment of officers and not to the operational aspects of choosing, questioning, or influencing their hiring.

Carried.

(21-36)

Chief McNeely provided the following bios for the new recruits.

- a. James Brown was born in Kingston but has lived in several different places, including London, Arden, Renfrew, and Charleston Lake. He graduated from Regiopolis–Notre Dame Catholic High School in Kingston and from there he attended St. Lawrence College and graduated from the Community and Justice Services Program in 2015. Prior to hire James was employed as Security Supervisor with Paladin Security at Kingston General Hospital, where he led a team of seven security guards responsible for patrolling and responding to calls on

hospital property. In addition, he worked as an Elite Protection Officer with G4S at Providence Care Hospital, where he worked collaboratively with a rotating team of security guards, doctors, nurses, and hospital staff to provide patient care and ensure safety on hospital property. During his time in college, James had a placement with the South Frontenac OPP, where he shadowed officers on patrol. He learned about the *Highway Traffic Act*, how to take notes and statements, and procedures for court preparation. In addition, he had a placement at LaSalle Secondary School, where he worked with special needs children. James received police-relevant training from his employers but also obtained online certificates and training related to policing issues, such as an Indigenous awareness; chemical, biological, radiological, and nuclear preparedness; mental health awareness; accessible customer service for emergency responders; and suicide prevention and intervention. James resides in Kingston with his spouse, Ashley Oomen, and enjoys ultimate frisbee, football, his family, and reading.

- b. Benjamin Von Stransky was born in Ottawa and moved with his family to Kingston at 5 years of age. He attended Collins Bay and Welborne Avenue public schools and Frontenac Secondary School, and in 2017 he graduated from St. Lawrence College with a Police Foundations diploma. During his time at college Ben received two awards, the Nelson Education Award for his involvement in the community while maintaining exceptional grades and the All-Academic Award for playing varsity rugby while earning a 3.8 GPA. After graduation, Ben was hired as a Provincial Offences Officer (Property Standards and Municipal Law Enforcement) with the City of Kingston. He also worked as a Casual Youth Justice Worker with the St. Lawrence Youth Association. Ben displays a passion for working with the community, which is demonstrated by the positions he has held and through his volunteer work as the Recruitment and Retention Lead for the Canadian Cancer Society, as well as being a Student Ambassador while at St. Lawrence College. Ben currently lives in Kingston with his spouse, Jennifer Ramirez, and their 9-year-old daughter, Molly, with a second child expected in August. He enjoys playing sports and walking the dog with his daughter.
- c. Zachary Gorry was born in Kingston, moved to Bracebridge when he was a year old, and moved back to Kingston in 2008, where he completed high school at Holy Cross Secondary. After graduating, Zack attended Fanshawe College and received a Police Foundations diploma in 2016. Zack comes to us from his position as a Child and Youth Worker at the Ventures Group Home, where he worked since 2019. Prior to that he completed seasonal employment with CORCAN, supervising federal offenders while on work releases. He has been enrolled in e-learning with the Canadian Police Knowledge Network and has also completed courses in psychological first aid, preventing and managing aggressive behaviours, and cultural competency. Zack's family has been actively involved in law enforcement, with his father an OPP detective inspector and his mother a 31-year employee with Corrections Canada. Ever since he was a teenager Zack has been focussed on his efforts to become a police officer. Zack has volunteered with the United Way, the Joint Forces Penitentiary Squad, Martha's Table,

Providence Care, and the Food Bank. Zack enjoys the outdoors, including hiking and portage camping trips, mountain biking, wakeboarding, hunting, and fishing, as well as fitness and weight training. He resides in Kingston with his parents.

- d. Holden McDonald was raised in Pickering and graduated from St. Mary's high school. He next attended Onondaga Community College in Syracuse, New York, where he completed a General Studies and Humanities Program in 2017, and he then attended the Rochester Institute of Technology in Rochester, New York, where he completed his Bachelor of Science degree in Criminal Justice. During this time he was a prominent member of the nationally ranked men's varsity lacrosse team as its goal keeper and was recognized by the league as an All-Academic Team Honoree. Since 2020 Holden has been employed as a Child and Youth Worker with Flexible Care and Consulting in the Durham Region, where he helped at-risk youth and children overcome crisis and everyday obstacles. He also worked for TOP Sports Inc., where he instructed and motivated young athletes. Prior to this, Holden was an assistant coach at Monroe Community College with the Men's Lacrosse Team in Rochester. In terms of volunteering, Holden supported underprivileged inner-city youth in Grades 7 to 12 in Rochester and helped them with team-building activities, as well as with their homework and college applications for three years with the Champion Academy Extreme Mentoring and Empowerment Initiative.
- e. Stefan Grujic was born in Serbia and came to Canada with his family when he was approximately 5 years old. He graduated from Dr. Martin LeBoldus Catholic High School in Regina, Saskatchewan, and then obtained his Bachelor of Commerce degree from York University. During his time at York, he was a member of the varsity basketball team and was known as a strong rebounder who could play both forward positions. His passion for basketball was developed early on in his high school years and continued through university. While attending York University he also worked as a primary point of contact for all customers and clients for TELUS. Upon graduation, he became a Project Coordinator for the NWMO (nuclear waste management organization) Congress of Aboriginal Peoples in Ottawa, Ontario, where he was in charge of a growing social media presence on its website and online as well as familiarizing staff with technology. Stefan has volunteered his time as an assistant coach for the Etobicoke Collegiate senior basketball team, as well as actively volunteering his time in the community through his church. Stefan is fluent in both English and Serbian.
- f. Kostas Spyridis grew up for most of his life in Windsor, Ontario, and graduated from Sandwich Secondary School in LaSalle, Ontario. From there he received his diplomas in Law and Security Administration and in Police Foundations from the St. Clair College of Applied Arts and Technology in Windsor. After completing a 12-week Correctional Training Program at the RCMP Depot in Regina, Kostas moved to Agassiz, British Columbia, where he commenced employment with Correctional Service Canada. During his four years there he volunteered as head football coach for the Chilliwack Giants Minor Football, assisting children aged 5

to 7 years with the fundamental skills and basic knowledge of football. Kostas then accepted a transfer to Millhaven Institution in Bath in January 2019 and was since promoted to the position of acting Correctional Manager. Since moving to Kingston, Kostas has volunteered to coach football for the Under the Lights Flag Football League. Kostas is married to his wife, Nichole, and together they have 4 children. Kostas is fluent in both English and Greek.

20. It was moved by Councillor McLaren and seconded by Dr Leuprecht that the Kingston Police Services Board ratify a motion passed by a poll of a quorum of Board members on May 3, 2021, pending the next regular meeting, to endorse the Transfer Payment Agreement with the Minister of Children, Community and Social Services regarding funding under the Youth in Policing Initiative from April 1, 2020, to March 31, 2023.

Carried.

(21-37)

## **UNFINISHED BUSINESS**

21. **Update on Kingston Police Promotional Process.** Chief McNeely noted that the Promotional Review Committee had made its recommendations in February 2021 but then those recommendations had to be operationalized in a general order, which included several templates, competency profiles for each of the different levels, and a 360 questionnaire. She relayed that one aspect yet to be completed was training on competency assessment. Chief McNeely reported that the service was working with the York Regional Police in implementing the new process and had hoped to conduct in-person training on how to approach and score competencies, which was then not possible due to the latest pandemic shutdown. She relayed that virtual training was therefore being scheduled in the coming two weeks. Dr Leuprecht noted that previous projections had been for the fall and then for April 2021 and estimated that the process had been under way for over 2.5 years. Chief McNeely clarified that the committee had agreed that it would be completed by spring 2021 and that there was one final stage to do. She acknowledged that the pandemic had slowed progress, particularly with the training for competencies, but the aim of the committee was for spring 2021. She relayed that related documentation was then reviewed by a lawyer through an EDI and human rights lens to ensure that there were no barriers within the process. She explained that the process had to be operationalized into a general order, i.e., the committee would not be putting the recommendations into an order. Chief McNeely confirmed that there would be no more promotions until the new process was issued and pointed out that this year's Ontario Police College promotional exam, which normally took place in March, had been delayed due to the pandemic until June 13, 2021, with a further four to six weeks being needed for the receipt of marks. She noted that this aspect was out of the service's control. Chief McNeely stressed that this was an important, new, and major project, with limited staff working through the final touches, and should not be rushed. She relayed that she was proud of how Association and Administration representatives had worked together on this. With respect to the ability to fill unanticipated rank vacancies, Chief McNeely explained that acting assignments could be designated from existing pools of those who had completed a previous process. Chief McNeely undertook to provide another update at the next regular meeting.

**NEW BUSINESS**

22. Nil.

**MOVE TO IN-CAMERA SESSION**

23. It was moved by Councillor Doherty and seconded by Councillor McLaren that the Board move in camera at 12:54 p.m. Carried.

---

Chair

---

Secretary