

**Minutes of a Meeting of the Kingston Police Services Board
Held on Thursday, February 18, 2021, at 12:00 Noon
Via Webinar Hosted at Kingston Police Headquarters**

IN ATTENDANCE VIA ELECTRONIC PARTICIPATION

Mr Jarrod Stearns, Chair	Chief Antje McNeely
Councillor Jefferey McLaren, Vice-Chair	Deputy Chief Christopher Scott
Councillor Bridget Doherty	Members of staff
Dr Christian Leuprecht	
Mr Jamshed Hassan	
Mrs Donna Harrington, Secretary	

1. The Chair called the meeting to order at 12:04 p.m.

MOMENT OF SILENCE

2. The Chair called for a moment of silence in memory of William R. Hackett, member of the Kingston Police from 1951 to 1995, Chief of the Kingston Police from 1994 to 1995, and member of the Kingston Police Services Board from July 2002 to July 2008 and from July 2011 to March 2019.

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 Mr Hassan that the agenda be approved as amended by the addendum. Carried.

ADOPTION OF MINUTES

5. It was moved by Councillor McLaren and seconded by Councillor Doherty that the minutes of Meeting 21-3 held on January 21, 2021, be adopted. Carried.

COMMUNICATIONS

6. It was moved by Councillor Doherty and seconded by Councillor McLaren that the communications be received.
7. With respect to the Ministry memorandum on the reporting of enforcement data under the *Emergency Management and Civil Protection Act* and the *Reopening Ontario Act, 2020*, Chief McNeely explained that, to cover the new orders under the EMCPA, this correspondence provided an updated enforcement data report template for use in regular reports to the Ministry.

8. With regard to the Ministry correspondence on the allocation request for the Basic Constable Training Program, May 5 to July 29, 2021, Chief McNeely relayed that seven spots had been requested.

9. With respect to the Ministry memorandum on the Ontario Multi-Disciplinary Case Conference Consortium, Chief McNeely explained that this resource was available to investigators facing particularly challenging investigations. She noted that officers would have real-time access to a team of subject matter experts from across the province who could offer insight, experience, and information sharing. Chief McNeely added that the forum combined in-person and video links and that all final investigative decisions remained exclusively with the “command triangle” of the host agency.

10. The Chair noted the Ministry memorandum on increases for the Basic Constable Training and Senior Specialized Course fee structure, in keeping with inflation.

11. With respect to the Ministry correspondence related to the operation of off-road vehicles on municipal highways, Chief McNeely explained that the regulatory amendments did not apply to Kingston but rather to municipalities listed in the noted regulation and therefore status quo remained for Kingston. She explained that municipalities impacted by the amendments could opt out of having automatic permission for off-road vehicles on municipal highways under their jurisdiction by way of by-law. She noted that Kingston did not have a by-law to allow off-road vehicles on highways within its jurisdiction. With respect to dirt bikes, Deputy Chief Scott confirmed that dirt bikes falling under the description of off-road vehicles (e.g., no lights, etc.) were not legal to operate on Kingston streets, other than to cross the road (i.e., not to go down the road).

12. With respect to the Ministry memorandum regarding publication bans in sexual violence cases, Chief McNeely explained that this pertained to protecting victims’ identity in sexual violence and child abuse cases. She noted that a publication ban under section 486.4 of the *Criminal Code* was only imposed when the accused appeared in court before a Justice of the Peace and, therefore, when an accused person was released by police at a police facility with a court date in the future, a victim’s identity could potentially be unprotected during the intervening time-frame. She explained that the best options were for police to seek the ban when laying the information before the Justice of the Peace or to seek the assistance of the Regional Sexual Violence Crown if the Justice of the Peace refused to do so.

13. The Chair noted the Ministry correspondence on the extension of the Provincial Emergency under the *Emergency Management and Civil Protection Act*. Chief McNeely explained that this extension went to February 9, 2021, and included the extension of the orders related to COVID-19 Measures and Residential Evictions, as well as the Stay-at-Home Order. With respect to residential evictions, Chief McNeely relayed that the service could be called to refer to the appropriate authorities any dispute as to whether an order was currently in place to suspend residential evictions.

14. With respect to the Ministry memorandum regarding Ministry organizational changes involving police services advisers, Chief McNeely explained that the advisers had moved from the Public Safety Division to the Inspectorate of Policing but would continue to fulfil the

responsibilities of section 3 of the *Police Services Act* pending the in-force date of the *Community Safety and Policing Act*.

15. With respect to the Ministry correspondence on Section 25 annual reporting, Chief McNeely explained that the Solicitor General was required to prepare annual reports in relation to the number of times a senior official made emergency designations of a public officer; the number of times that a senior official provided written authorization to a public officer; and the number of times that a public officer, due to exigent circumstances and without prior written approval from a senior official, committed an act or omission. She relayed that the service's current Senior Official was Inspector Dan Mastin and noted that, while not a frequent practice, there could be a need during the course of a high-end investigation, e.g., drug manufacturing offence, for police to temporarily disable a vehicle or commit an offence to assist in the furtherance of the investigation. She noted that there were strict guidelines in this respect, including the annual report to the Ministry.

16. The Chair noted the Ministry memorandum on an amendment under the *Emergency Management and Civil Protection Act* to allow police or provincial offences officers to require individuals to provide their correct name, date of birth, and address if there were reasonable and probable grounds of an offence under subsection 100(1) of the *Health Protection and Promotion Act*.

17. With regard to the Ministry correspondence on the 2020 report under the *Missing Persons Act* and training supports, Chief McNeely explained that this act had come into effect on July 1, 2019, and enabled police to request confidential information through urgent requests for information, production orders, or search warrants. She explained that an annual report had to be filed by a police service to its police services board by the 1st of April as to any urgent demands for police records initiated in the previous calendar year, with such report then filed with the Ministry of the Solicitor General and made available on the website of the service/board by the 1st of June.

18. Chief McNeely explained that the Ministry correspondence on timely access to bail hearings related to a recent Superior Court case and provided guidance to prosecutors, police, and judiciary on best practices to ensure that bail hearings were held without delay.

19. With respect to the Ministry memorandum on the new protocol for specialized searches of Ministry of Transportation data, Chief McNeely explained that this related to searches based on partial plate numbers, vehicle identification numbers, etc., and that since 2010 these searches had been facilitated by the OPP CPIC Unit in Orillia. She relayed that this process was changing so that individual police agencies could submit their own search requests directly to the Ministry of Transportation during business hours or to the OPP during non-business hours.

20. Regarding the Ministry correspondence on the termination of the declared emergency and amendments to orders under the *Emergency Management and Civil Protection Act* and the *Reopening Ontario Act, 2020*, Chief McNeely explained that it provided notification of changes to orders based on zones assigned to Ontario's public health units. With respect to whether there could be individuals coming to Kingston's green zone, Chief McNeely noted that having businesses and organizations in Kingston follow best practices and strict protocols put in place

by Public Health would help Kingston remain in the green zone. She pointed out that there had been particularly good compliance in Kingston.

21. With respect to the Ministry memorandum on the Use of Force and Firearms in Policing Services order under the EMCPA, Chief McNeely explained that this order had been issued to extend the qualification validity period for use of force and firearms training during the pandemic, provided that members had qualified within the previous 24 months. She relayed that Kingston Police officers and special constables had continued their annual training with the guidance of KFL&A Public Health and therefore special authorization under the emergency order was not required. She noted that the only impact was that, similar to many other services, the Kingston Police would require new use of force instructors to be trained by the Ontario Police College as part of planning for future requirements. Chief McNeely confirmed that requalification was required on use of force and firearms every 12 months and that the Kingston Police had an on-site range to accommodate this training.

22. The Chair noted the letter from the Office of the Independent Police Review Director on its follow-up to the systemic review *Breaking the Golden Rule: A Review of Police Strip Searches in Ontario*. Chief McNeely relayed that the service's general order on search of persons had been updated based on recommendations contained within this OIPRD review and that a comparison with the procedures adopted by the Toronto Police Service was under way as recommended by the OIPRD and should be completed by the next Board meeting. She pointed out that the OIPRD had also recommended that the Ministry of the Solicitor General update its Policing Standards Manual to ensure consistency across the province.

23. The Chair noted the correspondence from the Canadian Association of Police Governance regarding membership renewal for 2021 and that this association had been a consistent resource for the Board. It was moved by Dr Leuprecht and seconded by Councillor McLaren that the Board continue its membership in the Canadian Association of Police Governance.

Carried.

(21-20)

24. With respect to registration for the OAPSB 2021 Spring Conference and Annual General Meeting, it was agreed that the Board would register four individuals.

25. The Chair noted that the Broken Record presentation by the John Howard Society passed along by Zone 2 was very well done and a good resource.

26. With respect to the OAPSB Zone 2 meeting scheduled for September 16–17, 2021, the Chair, Councillor McLaren, and Mr Hassan indicated that they would attend if it was safe to travel by that time.

27. Regarding the correspondence from the Director of Financial Services, the Secretary confirmed that a report had been filed on remuneration paid to Council members and others appointed to the Board by the municipality.

DELEGATIONS

28. Nil.

REPORTS

29. **Secondary Activities.** Chief McNeely briefed the Board on disclosures and decisions related to secondary activities in 2020, as required by the *Police Services Act* and Board policy. She noted that the one application received for insurance claim review and aerial videography services had been approved as not representing a conflict of interest regarding the police service.

30. **Public Sector Salary Disclosure Act and Funding Requirements.** Chief McNeely explained that the Board was required to file a report under the *Public Sector Salary Disclosure Act* whenever its funding from the Province met the funding requirement of \$1 million. She noted that the Board had received just over \$1.4 million in 2020 and therefore would be required to file a report under the act. She acknowledged that the support of the Province through this grant funding assisted the service's efforts in ensuring a safe community.

Budget Report

31. Director of Finance John Howes was invited to present the year-end budget report. He confirmed that the year-end results had been reviewed with the City Treasurer and that the audit by KPMG would occur later this year. He noted that the net expenditures of \$39.721 million compared to the budget estimate of \$39.725 million had resulted in a small surplus of \$3,864 or 0.01 percent. Mr Howes pointed out that the result had been better than anticipated earlier in the year in light of reduced revenues at the start of the pandemic.

32. Mr Howes noted that, as explained in 2020, there had been an unfavourable variance of \$336,000 in grant revenues due to reductions in the provincial Court Security and Prisoner Transportation and Community Safety and Policing grants, in addition to a reduction of \$206,000 in background check revenues due to the pandemic. He pointed out that auction proceeds were \$21,000 favourable due to a strong used-vehicle market and a November auction.

33. For operating expenditures, Mr Howes relayed that expenditures of \$43,676,082 against an estimate of \$44,168,873 had resulted in a favourable variance of \$492,791. He explained that variances in the salaries and wages line included overtime being \$152,000 favourable due to reduced demand over the Homecoming weekend; recording of \$393,000 for contractual retirement payouts and an accrual of \$381,000 for retroactive salary adjustments; a saving of \$157,000 for vacant positions; an unfavourable variance of \$91,000 in part-time wages (used to fill some vacancies); and a favourable variance in fringe benefits due to unfilled positions and a number of individuals on long-term WSIB benefits. For supplies and services, Mr Howes relayed that \$5,183,733 had been spent of the \$5,910,403 budget, resulting in a favourable variance of \$726,670. He explained that fuel was \$160,000 favourable due to lower fuel costs and lower volume; travel was favourable by \$78,000 due to the pandemic; the investigative services line was favourable by \$155,000 due to the timing of projects and an unanticipated cost recovery; electricity was favourable due to continued pursuit of energy efficiency; the repairs, maintenance, and tools line was \$112,000 favourable due to supply restrictions and added

budgetary caution; the community events line was \$17,000 favourable due to the pandemic; and there were favourable variances of \$47,000, \$22,000, and \$35,000 in software purchases, equipment rentals, and telecommunications. Mr Howes pointed out that expenses were closely monitored in light of the impact of the pandemic in other budget areas.

34. **Vehicle Purchases.** Mr Howes relayed that the purchase of all 13 vehicles in 2020 was through the Police Cooperative Purchasing Group and included 8 patrol vehicles. He explained that a few extra vehicles had been purchased in 2020 due to source issues with the start-up of a new production line and therefore fewer patrol vehicles would be purchased in 2021. Mr Howes noted that the very good prices available through the Purchasing Group resulted from a tendering process on behalf of all member police services. He relayed that, in accordance with the *Police Services Act*, vehicles no longer serviceable for the fleet were to be sold at auction and noted that auction proceeds through the Toronto Auction House were resulting in a good return. He relayed that general patrol vehicles were generally kept for four years (or five if in good shape) and that 10 to 12 were replaced / sent to auction each year, with auction proceeds going back to the Kingston Police budget.

Report on Annual Audit of Property and Evidence Control

35. Chief McNeely relayed that the annual audit as required by Board policy had been completed by Sergeant Jeff Thompson, who had just been assigned to Professional Standards / Quality Assurance. She noted that he had examined the categories of property and evidence retained in the Property/Stores Unit to ensure that everything was in compliance with the *Police Services Act*, the Adequacy Standards Regulation, and general orders. Chief McNeely commented that Sergeant Thompson had done a very thorough job and had provided recommendations as required.

36. With respect to the 8,456 items stored under general items storage, she relayed that a random sampling of items from the records management system (RMS) had revealed no issues with continuity. Chief McNeely pointed out that recommended action in this storage area related to lighting (unserviceable lights will be replaced pending the scheduled transition to LED lighting); cleaning (a regular cleaning schedule has now been set up); and additional cameras to cover individual aisles (cost and locations will be reviewed).

37. With respect to the money and jewellery vault, Chief McNeely noted that all items were accounted for at the time of the audit and recommendations were made to improve the process for the Proceeds of Crime Officer to review the status of cash seizures by using the RMS workflow function and, once the cash was counted, a copy of the record sheet would be attached to the outside of the bag so that the amount would be visible for RMS entry.

38. On firearms, Chief McNeely noted that the gun room also was under video surveillance at the door, with incoming firearms verified, barcoded, and placed into the gun room. She relayed that the audit confirmed no issues with compliance and explained that records were kept of all incoming firearms, in addition to annual reporting to the Ministry of the Solicitor General. She noted that firearms were returned when permitted or destroyed at an off-site location under the supervision of the Emergency Response Unit. She relayed that Sergeant Thompson had

recommended that an additional camera be placed within the storage room and noted that new staff coming into the Property/Stores Unit would need to be trained as firearms verifiers.

39. Chief McNeely noted from the audit report that biological exhibits were stored in one of three commercial-grade freezers equipped with a temperature alarm, as well as in one regular refrigerator without an alarm for items being stored for 30 days prior to submission to the Centre of Forensic Sciences for assessment. She relayed that it had been recommended that this latter refrigerator be replaced with an alarmed biomedical refrigerator for additional caution and that this recommendation would be reviewed.

40. Chief McNeely noted that, at the time of the audit, the room holding reference material (comprising paper files, cassette tapes, VHS tapes, and DVDs) was found to be warm and humid and reaching capacity and thus recommendations had been made in this respect, with possible solutions to be found by reorganizing the area for long-term storage, large items, and cold case / MCM files. She noted that the latter area was not humidity-controlled and would benefit from a better use of space by combining two rooms. With respect to the recommendation for the use of a tablet for entering items, Chief McNeely relayed that this would be pursued.

41. With respect to items stored in the drug vault, Chief McNeely relayed that the Drug Continuity Officer had recently arranged for the destruction of drug exhibits in keeping with Health Canada regulations. She noted that no continuity issues had been found during the audit but there was a recommendation to examine some exhibits from 2007 to 2016 to determine whether they were still required for court purposes or could be destroyed.

42. Chief McNeely relayed that the audit also covered the storage and control of found bicycles. She noted that, at the time of the audit, 107 bicycles were being stored in the bicycle cage in the basement and/or at 717 Division. She explained that found bicycles were picked up by Kingston Police Community Volunteers, tagged, and verified against an online registration system for bicycles. Chief McNeely confirmed that a check of the RMS had revealed no continuity issues in this area and noted that a tablet had also been recommended for use in this area.

43. Chief McNeely relayed that the final area of the audit was in the storage of flammable or hazardous materials in a small outdoor structure and that there were no recommendations made in this area. She explained that, if needed, items could also be stored at 717 Division, which was under video surveillance.

44. Chief McNeely noted that the audit had revealed that everything was in compliance with policy and procedures and thanked Sergeant Thompson for his very thorough report. She pointed out that, to ensure independence, officers assigned to these audits were not connected with oversight of the Property/Stores Unit.

45. **Annual Use of Force Report.** Chief McNeely relayed that the 2020 annual report related to 43 separate incidents, as compared to 67 incidents reported in 2019. She noted that the majority related to Patrol officers and provided examples of the various incidents that occurred.

a. There was one firearm discharged, which involved a deer.

- b. One example of firearm pointed included an incident in which a male was observed in a fast food restaurant with a handgun; upon police arrival, he was arrested at gunpoint without injury and the handgun seen was a BB gun.
- c. Officers responded to a call regarding a suicidal person with a firearm barricaded inside a house. The residence was contained by police, and firearms were drawn and pointed at the subject; after verbal interaction with the subject, he gave up and was apprehended without injury.
- d. There was a 9-1-1 call for a disturbance involving weapons [a gun and conducted energy weapon (CEW) had been seen]; on police arrival, a knife was observed, resulting in one officer drawing a firearm and one drawing a CEW. The subject was located and arrested without incident and without injury.
- e. One example where a CEW was displayed related to a call about an adult male armed with a knife who had assaulted another male and slashed the tires of a vehicle. Officers arrived on scene to an out-of-control subject. Both CEW and firearm were drawn but neither discharged, and the suspect surrendered to police through verbal interaction and without injury.
- f. In another incident, a person was threatening self-harm, threatened officers, and was not following direction. After a CEW was displayed, the man followed commands and was apprehended and taken to hospital for assessment.
- g. During a vehicle stop for an erratic driver, the subject exited the car and was very agitated and paranoid. He did not follow police verbal direction, kept reaching into his pockets, and went towards a store. One officer displayed the CEW, and the subject then complied with direction and was apprehended without injury.
- h. Police responded to a robbery call at a convenience store involving a person armed with a knife. Officers observed the subject on arrival and engaged in a foot pursuit with CEW displayed but not discharged. The subject was apprehended.

Deputy Chief Scott explained that an ARWEN weapon was a less-lethal option that fired a foam projectile, which was meant to strike at the centre mass of an individual for brief incapacity for safe apprehension. He noted that this weapon provided more distance than a CEW and was another option when all verbal de-escalation had not been successful. Chief McNeely noted that only members of the Emergency Response Unit would have access to this weapon. Deputy Chief Scott added that this weapon was now covered under the *Special Investigations Unit Act*, i.e., the Unit would need to be notified if a person was struck by an ARWEN round.

MOTIONS

46. Deputy Chief Scott provided the following brief biographies related to the recent promotions of Constables Shawn Birney and William Ross to the rank of sergeant effective February 14 and 15, 2021, respectively.

- a. Shawn Birney commenced his career in policing with the Peel Regional Police in 2001. Prior to entering the policing profession he worked as a Correctional Service Canada guard and obtained a Bachelor of Arts in Criminology and Sociology from Carleton University. In July 2009 he joined the Kingston Police and was assigned to front-line patrol duties. Shawn quickly distinguished himself and was transferred to the Street Crime Unit in January 2011, to the Drug Unit in January 2013, and then to the Joint Forces Repeat Offender and Parole Enforcement Unit in 2017. In each area Shawn received recognition from his supervisors and peers for his outstanding work ethic and teamwork. We are pleased that Shawn will have the opportunity to showcase his knowledge, work ethic, and commitment to teamwork as he leads and develops our young officers in Patrol.
- b. Bill Ross joined the Kingston Police in December 2000. Prior to joining the Kingston Police he attended Douglas College in British Columbia, where he earned a diploma in Criminology. He then served with the Canadian Forces from 1995 to 2000. Bill started in Patrol, and in 2005 he competed for and received a position with the Emergency Response Unit, which at that time was embedded within front-line Patrol. In 2007 his leadership qualities were recognized, and he received coach officer training and mentored new recruits. He was transferred to the Community-Oriented Response and Engagement Unit in 2010 and then transferred to the Criminal Investigations Unit in 2014. Throughout his tenure Bill has received numerous positive letters for his service to the public, and we are pleased that he will continue to pass along his knowledge to our members.

47. It was moved by Dr Leuprecht and seconded by Councillor Doherty to congratulate Sergeants Birney and Ross on their promotions.

Carried.

(21-21)

UNFINISHED BUSINESS

48. Nil.

NEW BUSINESS

EDI Consultant

49. Chief McNeely referred to the motion passed by the Board on September 17, 2020, “that the Board form a committee to work with the Chief of Police in reviewing measures currently in place to address systemic racism in the community, both anti-Black and anti-Indigenous, as well

as to develop recommendations to build on the initiatives that already exist within the Kingston Police, and in so doing to receive input from the public and the police association, as well as from stakeholders and community partners, including on the question of body-worn cameras.” She noted that the Board’s motion spoke to one of the goals in the 2019–22 Kingston Police Strategic Plan in relation to safeguarding the reputation of the Kingston Police and investing in relationships.

50. Chief McNeely pointed out that her budget presentations to the Board and Council had mentioned the engagement of a consultant, Dr Anita Jack-Davies, to assist in conducting a review of human resource policies, procedures, and training through an EDI lens, as well as in forming a working group, hosting community consultations, and developing a communication strategy. She relayed that Dr Jack-Davies would also be an excellent resource to assist the Board in reviewing measures currently in place to address systemic racism in the community, as envisioned in the Board motion. She noted that if the Board Committee stemming from this resolution would like to have Dr Jack-Davies participate in this endeavour, the terms of reference could be coordinated with the Board. It was noted that there were now new Board members who may want to participate in the committee. With respect to the original wording of the Board resolution, Chief McNeely confirmed that it was intended to be inclusive of diversity and thus any persons of colour. She explained that it had stemmed from discussions around body-worn cameras and within the context of the death of George Floyd and things that were happening in communities globally. It was pointed out that diversity also extended to gender and diversity of thought.

51. Mr Hassan agreed to be part of the committee, and Dr Leuprecht suggested that the resolution be reviewed and updated. Chief McNeely relayed that Dr Jack-Davies could help to develop terms of reference for the committee as to a broader context. Councillor Doherty noted that the Limestone District School Board had just hired an EDI Manager and the City would also be doing the same and therefore the Board should also consider some collaborative efforts in reaching the same goals.

52. It was moved by Councillor McLaren and seconded by Mr Hassan that the Board Equity, Diversity, and Inclusion Committee consist of the Vice-Chair (Councillor McLaren), Dr Leuprecht, and Mr Hassan.

Carried. (21-22)

53. Councillor Doherty indicated that she would also like to participate, depending on her availability for the time commitment. It was moved by Councillor McLaren and seconded by Mr Hassan that the Board Equity, Diversity, and Inclusion Committee consist of the Vice-Chair (Councillor McLaren), Dr Leuprecht, Mr Hassan, and Councillor Doherty.

Carried. (21-23)

54. It was moved by Mr Hassan and seconded by Councillor McLaren that the Board Equity, Diversity, and Inclusion Committee be joined by Dr Anita Jack-Davies as a resource.

Carried. (21-24)

55. **Staffing Update.** Chief McNeely relayed that current staffing changes related to the retirements of Sergeant Brad Brooker and Constable Chuck Douglas and resignation of Constable Aaron Crawford and provided the following summaries of their service.

- a. Brad started his policing career with the Metropolitan Toronto Police Force on February 21, 1989, after completing the Georgian College Law and Security Program. He was truly proud to serve the Toronto community, and, as it turns out, it was there he met Deputy Chief Chris Scott, who at that time also served with the Toronto Police at 14 Division. Brad subsequently joined the Kingston Police in March 1997. In his time with us, Brad has been assigned to the Patrol and Operational Support divisions, as well as being appointed as a provincial firearms officer from February 2006 to March 2008. He has also been our subject matter expert on seized property management, drug exhibit continuity, and liquor licence enforcement, and in the latter role he received recognition from the Alcohol and Gaming Commission of Ontario for enforcement initiatives. One of Brad's proudest moments was representing the Kingston Police as Master of Ceremonies for the May 2000 Ontario Police Memorial ceremony in Toronto; he received several compliments on his execution of that role, including from the Premier of Ontario. In 2011 Brad was transferred from the Intelligence Unit to the Community Corrections Liaison Officer position. In this assignment he worked with members of Correctional Service Canada at the Portsmouth Community Correctional Centre, located on the Collins Bay Institution property. This collaborative approach ensured that the most appropriate decisions were being made regarding keeping our community safe. In January 2014 Brad was promoted to the rank of sergeant and transferred to the Patrol Division, where he was an excellent mentor to those on his platoon. He was then transferred to the Street Crime Unit in 2015, and it was during this time that his unit was selected by the Ontario Association of Chiefs of Police to receive the 2016 Liquor Enforcement Award for police services with less than 500 personnel. It was also during this time that he became involved in human trafficking investigations, which he has acknowledged as being one of the most rewarding aspects of his career. Brad would say that there is great satisfaction in knowing that we have had a significant impact on someone's life. From Street Crime, in 2018 Brad was transferred to the Fraud / Vulnerable Sector Unit, where he continued his positive contributions to the lives of those who were most vulnerable. In 2020 he was transferred to the Communications Unit, where he brought his broad range of expertise to our members who answer and dispatch calls for service and from where he now retires. In terms of volunteering his time, Brad has been an active participant in many community events, including the Law Enforcement Torch Run, Bowling for the Blind, and the Big Bike Ride for Heart and Stroke. Brad has been awarded the Police Exemplary Service Medal and first bar, in recognition of 30 years of loyal and exemplary service to public safety in Canada. He is well known for his energy and positive enthusiasm, and we wish him all the best in his retirement years ahead.

- b. Chuck was hired in February 2000 after transitioning from an 11-year career in banking. He had a long-time desire to be a police officer and liked helping and dealing with people proactively. While beginning his career in the Patrol Division he received numerous letters of thanks from the community for his calm, professional, and sensitive approach. He soon was transferred to the Criminal Investigations Unit as a fraud investigator and enjoyed addressing public service clubs in relation to fraud-related activities. He was known as a skilled investigator who handled large caseloads and as a go-to person for complex investigations requiring a strong financial background, and he received accolades from the Crown's office for his quality work. In addition, he became qualified as a hostage/crisis negotiator. In 2010 Chuck was seconded to Correctional Service Canada as the Community Corrections Liaison Officer, and in 2011 he was assigned to the Asset Forfeiture position, which entails the seizure and forfeiture of assets obtained through proceeds of crime investigations. He played a significant role in Project Kendal, in which investigators charged 15 people and executed seven search warrants in Kingston, Gananoque, and Trenton. During the course of the investigation, 15 kg of cocaine, 1 kg of crystal methamphetamine, 5 pounds of marijuana, \$40,000 in cash, and two prohibited weapons were seized. In 2017 Chuck was transferred to Uniformed Patrol, where he remained until his retirement. He continued to be a mentor and resource to members on his platoon. He was recognized at the 2019 Kingston Police annual awards ceremony for his role, along with other officers, involving a home invasion where a male was being held against his will inside his own residence by an accused person who was fuelled by alcohol and drugs and armed with knives. Their calm, measured, and courageous response resulted in the lives of both the victim and the accused being saved. He was additionally recognized with his fellow officers for their response to a particularly violent domestic call, where a woman and her children were removed from a volatile situation. During his tenure with the Kingston Police, Chuck was certified to conduct fitness tests for new recruits and was always willing to accommodate the tight schedules of all concerned, which enabled us to meet our desired hiring deadlines. Physical fitness has been a constant for Chuck, and he has been a consistent participant in the annual 700-kilometre Canadian Police Memorial Ride to Remember. Constable Douglas retires after a 21-year career with the Kingston Police, with a final employment date of February 28, 2021. We wish Chuck all the best in his retirement.
- c. Aaron was hired by us in August 2015 as a new recruit and has spent the duration of his time in the Patrol Division. Aaron received a commendation for his actions, along with others, in June 2018 when they responded to a fire in an apartment building. Quick action was required by all responding officers to remove residents from this potentially deadly blaze, since it was well under way by the time that Kingston Fire and Rescue was alerted. He also received a second commendation regarding a mid-day report of a man with a knife in the vestibule of a bank. This was a volatile situation at a time of day when several citizens were in in the area. Aaron's actions in this scenario were even more noteworthy in that he was the sole officer on scene for the initial interaction with the subject and, as it turned out, it was later discovered that this male had attempted to rob the

bank and had threatened bodily harm to the employees. Aaron was also one of our MCRRT officers in 2020, partnering with an Addiction and Mental Health worker. It is sad to see Aaron move on, but he has done so for family reasons, and we wish him all the best in the future.

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

56. **Board Web Page.** The Chair noted that a suggestion had been made for the Board to have a stand-alone website rather than being attached to the Kingston Police website as was currently being done. Dr Leuprecht relayed that many boards had gone to an autonomous visibility apart from the police service to make sure that they were not viewed as an appendage of the police service but as an intermediary between the public and the police. He explained that having an independent visibility helped citizens to understand the role of a board and provide an opportunity to interact with the board, as well as helping a board to communicate more effectively with the public in terms of meetings, documentation, and reports issued in terms of board governance. He noted that there were several models that the Board could contemplate in moving to an autonomous web and communication presence. The Chair suggested that research would need to be done as to how much such a website would cost, who would run it, and the security involved. Dr Leuprecht suggested that the cost would come under the governance budget of the Board and that outreach could be done to other boards or to the OAPSB for best practices for board communication with the public. It was moved by Councillor McLaren and seconded by Mr Hassan that Dr Leuprecht look into how a stand-alone Board website would work.

Carried.

(21-25)

MOVE TO IN-CAMERA SESSION

57. It was moved by Councillor McLaren and seconded by Councillor Doherty that the Board move in camera at 1:26 p.m. Carried.

Chair

Secretary