

**Minutes of a Meeting of the Kingston Police Services Board
Held on Thursday, September 16, 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
Mr Jamshed Hassan [from 12:11 p.m.]
Mrs Donna Harrington, Secretary

Chief Antje McNeely
Members of staff, public, and media

1. The Chair called the meeting to order at 12:03 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 Councillor Doherty and seconded by Councillor McLaren that the agenda be approved as amended by the addendum. Carried.

ADOPTION OF MINUTES

4. It was moved by Councillor McLaren and seconded by Dr Leuprecht that the minutes of Meeting 21-15 held on August 26, 2021, be adopted. Carried.

COMMUNICATIONS

5. With respect to the Ministry memorandum regarding guidelines for school emergency and crisis response, Chief McNeely explained that this pertained to the requirement for schools to have a minimum of two lockdown drills per year in partnership with local police and that these were to align with public health guidelines and the Ministry's COVID-19 guidance for schools, including taking into consideration physical distancing, masks, and the flexibility to use discussion and visual demonstrations to provide an overview of emergency and crisis response plans to students, especially bomb threats. She noted that a document had also been drafted in collaboration with the Office of the Fire Marshal to support school boards when planning for total evacuation fire drills. With respect to bomb threats, Chief McNeely noted that one experienced a few years ago and impacting several schools had turned out to be a swatting incident generated by a youth in the United Kingdom. She relayed that practising responses to such scenarios was taken very seriously, as well as reminding students of what to expect when police arrived, and that, as part of emergency response planning, schools provided updated floor plans to police and fire services.

6. With respect to the Ministry correspondence on the 2021/22 to 2022/23 Mobile Crisis Response Team Enhancement Grant call for applications, Chief McNeely explained that this funding was for enhancement of existing teams by providing full-time equivalent counts of mental health and addiction workers, with maximum funding being \$120,000 per year over two years. She noted that the application deadline was October 13, 2021, and that discussions had commenced with Addition and Mental Health Services KFLA to put together an application.

7. The Chair noted the Ministry memorandum on amendments to the *Highway Traffic Act* and O.Reg. 455/07, Races, Contests and Stunts. Chief McNeely explained that this was an update to the initial information provided during the June meeting, with legislative and regulatory changes now in place for increased penalties (14-day vehicle impoundment and 30-day licence suspension at the roadside), as well as the expansion of stunt driving and street racing prohibitions and penalties to include off-road locations such as parking lots, bicycle trails, etc. With respect to disseminating this information to university and college areas, Chief McNeely relayed that the changes had been broadcast through social and regular media routes and that instances of drivers charged with these offences were also being broadcast to increase awareness.

8. With respect to the Ministry memorandum on the Ontario AMBER Alert Program, Chief McNeely explained that the Ontario Provincial Police were responsible for activating AMBER Alerts when requests met the required guidelines. She confirmed that the new form had been disseminated internally and pointed out that it allowed for multiple victims and abductors to be noted, as well as their photos appended, and also had the capacity for immediate translation to French. [Mr Hassan joined the meeting at 12:11 p.m.]

9. The Chair noted the agenda package for the 32nd Annual General Meeting of the Canadian Association of Police Governance and that the Board was to indicate its voting member in attendance. It was moved by Councillor McLaren and seconded by Councillor Doherty that the Chair have voting privilege on behalf of the Board for the 32nd Annual General Meeting of the Canadian Association of Police Governance.

Carried.

(21-55)

10. The Chair noted the final update from the Ontario Association of Police Services Boards Zone 2 Chair on the meeting scheduled for the next day, which he and Councillor Doherty would be attending.

DELEGATIONS

11. Nil.

REPORTS

12. Nil.

MOTIONS

13. Chief McNeely provided the following bio for an experienced officer who would be joining the service in October.

Constable Anthony Hampton has been a police officer since September 2014 with the Toronto Police Service. Since February 2019, he has been a detective constable with Youth and Family Services in 51 Division, where he was responsible for investigating sexual assaults, intimate partner domestic violence, youth crime, and elder abuse. From 2014 to 2019, Anthony worked as a constable in the Priority Response Unit (also in 51 Division), where he performed uniformed patrol duties in a busy division downtown. During his time in the Priority Response Unit, he completed six-month professional development positions in both the Criminal Investigations Bureau and the Community Response Unit. Anthony obtained his Ontario Secondary School Diploma from Danforth Collegiate and Technical Institute in Toronto in 2001. He then attended Mount Allison University in Sackville, New Brunswick, where he obtained a Bachelor of Arts degree, with a double major in History and Philosophy. In 2008, he attended the University of New Brunswick, where he earned a Master of Arts degree in History. He was also a PhD candidate in History at the University of Guelph before he left to pursue a career in policing. Anthony currently volunteers with the Al Purdy A-Frame Association, a charity established to preserve the A-frame, a meeting place for poets and aspiring poets. Anthony resides in Kingston with his wife and their three children, and we welcome him to the Kingston Police.

14. It was moved by Mr Hassan and seconded by Councillor Doherty that the Kingston Police Services Board appoint Anthony Hampton as an officer of the Kingston Police effective October 4, 2021.

Carried.

(21-56)

UNFINISHED BUSINESS

Kingston Police 2022 Budget

15. The Chair noted that, to start the process, the Board would be considering the expected outcomes for 2022, what budget changes and internal offsets or shifting of resources would be required to accomplish these outcomes, and what indicators would show that these outcomes had been accomplished. Chief McNeely provided a summary of preparations for the Kingston Police 2022 budget and strategic plan objectives [copy filed with minutes].

16. Chief McNeely noted that qualitative and quantitative measures in relation to the strategic plan for 2022 were still being developed and that these would be reported during the annual report at the end of 2022. She pointed out that her summary had been a high-level overview of the proposed budget, which would be presented in more detail at the next Board meeting. She added that any input or suggestions from the Board were welcome during this process. The Chair noted that budgets were always evolving and that not all budget items could be controlled, e.g., the price of fuel or cost of benefits.

17. With respect to the person who would be involved in implementing EDII initiatives or values within the police service or the community, Chief McNeely explained that assistance for this task was through a contract with Kingston Community Health Centres, including facilitation of consultations with community partners on service delivery and how the service could improve, as well as for input on special projects (year-long partnership). She explained that there would also be an internal committee made up of members of the Kingston Police who would be working on EDII matters. With respect to the Board receiving reports on the results of these initiatives, Chief McNeely noted that request.

18. With respect to the cost of court security and prisoner transportation and any potential service delivery alternatives, Chief McNeely explained that the Ministry had undertaken a whole review of this task, since the Province had been providing grant funding, and that it would be up to the Province to explore options such as contracting out services, based on its review. She acknowledged that this was one of the budget areas with unknown impacts. With respect to partnering with community agencies in responding to calls for service rather than having police respond, Chief McNeely confirmed that these partnerships were ongoing, particularly with respect to mental health service providers. She noted that there were always explorations as to whether other partnerships could occur and noted that City By-Law had been a major partner in many areas of concerns where safety was not an issue and therefore police response was not necessary. Chief McNeely explained that special constables [civilian members] employed by the service had also been assigned additional roles. She added that, once rolled out, the Community Safety and Well-Being Plan would provide more avenues for addressing calls for service in different ways that did not need a police response. She noted that exploration of alternative response models was top of mind in modernizing the service and becoming more efficient.

19. With respect to offsets, Chief McNeely noted that, although there was often a mix of recruit and experienced officers hired for attrition, it was recognized that there were savings realized in hiring fourth-class constables. She reiterated that budget lines such as fuel and electricity had been reduced based on consumption trends and pointed out that there should be further savings once the solar panels were in full use. With respect to other soft cost savings, she explained that the ability to work remotely from home enabled individuals to continue working rather than using sick leave when they were able to work but could not attend the station due to a physical injury. She noted that remote work would also assist if the pandemic continued.

NEW BUSINESS

20. Nil.

MOVE TO IN-CAMERA SESSION

21. It was moved by Councillor McLaren and seconded by Councillor Doherty that the Board move in camera at 12:39 p.m. Carried.

Chair

Secretary