

Present: Chair Huber Vice Chair Woodley
Member Thede Chief Zettel
Member O'Connor Inspector Mighton
Member Divinski Tracey Guy, Secretary

Members of the Public: Nancy Wyonch

1. **Call to Order**
The Chair called the meeting to order at 1630 hours with a Land Acknowledgement and welcomed everyone.
2. **Approval of Agenda**
Motion 1 – John Woodley/Pat O'Connor
That the Agenda for the Public Meeting of the Saugeen Shores Police Services Board dated April 3, 2024 be approved, as amended.
Disposition – Carried
3. **Declaration of Pecuniary Interest**
No declarations of pecuniary interest were declared, however the Chair advised that the members could declare at any time in the meeting.
4. **Adoption of Minutes**
Motion 2 – Greg Thede/John Divinski
That the Minutes of the Public Meeting of the Saugeen Shores Police Services Board #02-2024 dated February 21, 2024, be approved.
Disposition – Carried
5. **Communications**
None
6. **Reports**

Chair's Report

1) Auxiliary Paul Vitez – Retirement plaque presentation
Paul Vitez was presented with a Certificate from the Chair Diane Huber, and a scroll from the Federal Government from Pat O'Connor on behalf of Ben Lobb. Paul began as a Community Watch member in 2012, and then took on the responsibility of jail guard with the Saugeen Shores Police Service in 2013. In July of 2015, Paul became a member of the Auxiliary deployment assisting with community events and patrol. Paul's duties increased in September of 2020 when he was the successful applicant for a part- time Special Constable position. Paul has made the difficult decision to resign from the Auxiliary Program, as his full-time job and personal obligations leave little time for the Auxiliary position.

The Board thanked Auxiliary Sergeant Paul Vitez for his years of dedicated service to the Saugeen Shores Police Auxiliary.

2) Exemplary Service Metal – Inspector Jeremy Mighton
Inspector Mighton was presented with a Certificate and Exemplary Metal. Most countries have, as part of their honors system, some form of official award to tangibly express national gratitude for long and commendable service, particularly in fields of endeavor involving potential risk. Canada's Exemplary Service Medals recognize the men and women dedicated to preserving Canada's public safety through long and outstanding service. The Police Exemplary Service Medal, created on August 12, 1983, recognizes police officers who have served in an exemplary manner, characterized by good conduct, industry and efficiency. Recipients must have completed 20 years of full-time service with one or more recognized Canadian police forces.

Jeremy Mighton began his policing career with the Guelph Police Service in January of 2003. In October of 2006, Jeremy transferred to the Hanover Police Service, and in 2011, continued his career with the Saugeen Shores Police Service. Jeremy Mighton has risen through the ranks, spending time in the Criminal Investigations Unit, promoted to Sergeant, and promoted to Inspector in 2020. Jeremy is a dedicated member of the Saugeen Shores Police Service, and exemplifies the attributes of valuable team member by leading by example and promoting positive working relationships through his management. His dedication and commitment is appreciated, and the honor of a 20-year exemplary medal is very deserving.

The Board congratulated Inspector Jeremy Mighton, and thanked him for his years of dedicated service to the Saugeen Shores Police Service and community.

Chief's Report

Personnel

1) Cadet N. Ross

Mr. Ross began his online portion of Basic Constable Training at SSPS and will be attending the Police College in Aylmer for 10-weeks of in-person training on April 2nd 2024.

2) Resignation - Support Service – A. Sparks

A. Sparks has resigned her position as a Support Services 3 contract member effective March 22nd 2024. Ms. Sparks obtained fulltime / permanent employment with another organization. We would like to thank Ms. Sparks for her work with the Saugeen Shores Police Service, and wish her continued success in her future endeavors.

3) Posting for Support Services 3 Contract Position

With the resignation of A. Sparks, the Saugeen Shores Police Service has posted for a 40 hour / week 1-year contract position with the Saugeen Shores Police Service. This posting closes on April 5th at which time we will schedule interviews with applicants. The Chief will be seeking Police Service Board approval to hire the successful candidate at a future Board meeting.

4) Fulltime Special Constable - 40-hour/week Position
Deferred at this time.

5) Contact Special Constable Position - 40-hour/week (exp. Dec 31 2024)
An internal and external posting for a Contact Special Constable position was posted on January 18th 2024. Applications were accepted until February 9th 2024. The Saugeen Shores Police Service received 10 applications and conducted interviews the week of March 4th 2024. A successful candidate was identified during the process.

6) Posting for Auxiliary Positions

The recruitment campaign for additional auxiliary officers closed on March 1st 2024. Sgt. Briggs has reviewed the applications, and invited select applicants for interviews. Auxiliary officers are not monetarily paid for their service, however are required to be properly equipped and trained. This will cost approximately \$2000 per member which will be accounted for in the Operating Budget.

7) Thank you – Sgt Sachs, Cst. Veroni, & Cst. Schenck

A thank you letter was received from a member of the public thanking Sergeant Sachs, Cst. Veroni, and Cst. Schenck with their assistance at a medical call involving a family member. The Board thanked the members of the Police Service.

8) Thank you – Cst John Martin and Auxiliary Riley Brugess

Cst. John Martin and Aux. Riley Brugess received a thank you from Central Bruce Special Olympics for their participation in the Tim Hortons Special Olympic Fundraiser on that was held on February 3rd 2024. The Board thanked the members of the Police Service.

9) Thank you – Men’s Probus Club

On March 7th 2024, the Chief gave a presentation to the Men’s Probus Club at the Port Elgin Legion. It was an excellent interactive group, with great questions asked. The Probus Club donated a \$100 honorarium to the Rotary Club on behalf of the Police Service.

10) Thank you – Southampton Rotary Club

Thank you received from the Southampton Rotary Club for the \$100 donation that will be allocated to the Saugeen Shores Contingency Fund that was established in partnership with the Police Service to support those in need in our community.

Personnel Training

1) Interviewing Course hosted by Saugeen Shores Police

The Saugeen Shores Police Service, in partnership with the Ontario Police College, hosted an Investigative Interviewing Techniques course March 4-8, 2024. SSPS members trained: Sgt. Cook, D/Cst. Hopkins, D/Cst. Lowerison, Cst. Tutin, Cst. Gordon, Cst. Schenck, and Cst. Wagner.

2) Trauma and Violence Informed Interviewing
Constables Newman, Cst. Hahn, Cst. King, and Cst. Tienhaara of the SSPS were provided one-day training on Trauma and Violence Informed Interviewing. This training was facilitated by the West Region OPP Victim Response Support Unit (VRSU) in partnership with the Town of Goderich, Victim Services Huron and Huron OPP, through a Victim Support Grant. Thank you to our OPP partners for this opportunity.

3) Kairos Blanket Exercise Training
The Kairos Blanket Exercise was hosted by the Saugeen Shores Police Service on March 19th 2024. This was an excellent opportunity for Leaders, managers, Town managers, and our Police Services Board to learn about indigenous culture and treaties. Thank you to Jackie, Roberta, and Connie for their presentations. More training opportunities may be available in the future. The Board thanked Insp. Mighton for organizing the event.

4) Colt Armorer Course – Constable Erik Luscombe
Cst. Erik Luscombe attended the Colt C8 Armorer Course hosted in Kitchener ON at Colt International from March 26-28, 2024.

Ministry Reports

1) Community Safety and Policing Act (CSPA)
The new Community Safety and Policing Act is in enforce as of April 1st 2024, replacing The *Police Services Act* which was first introduced in 1990.

“The CSPA and its regulations are designed to support a modernized and sustainable framework for policing in Ontario. Throughout the development of the regulations, all police stakeholders have actively participated in ensuring government decision-makers are aware and understand the viewpoints from all police stakeholders. Ontarians expect police officers and personnel to deliver excellence in policing services. Further, police members expect to be supported in their important and varied roles. Nothing is more important than safeguarding the personal wellness and professional capabilities of Ontario police personnel.”

We are well positioned to transition to the CSPA, with the support of Dave Preston who has been contracted to help revise, replace, and add new service policies and board procedures to comply with the Act and Regulations. This will be a time consuming endeavour, that will have budget implications due to required equipment, processes, and time commitments.

The cost for D. Preston to do our Procedural Review will be \$5,000 with an additional cost of \$1,500 to address Board Policies. Currently the budget line item for procedure review is \$2,000. The cost overage in 2024 (\$3,000 over) would be offset by savings on other line-items, with the budgeted cost of future years reverting back to a \$2,000 line item.

Police Service Reports

1) The following Reports were submitted to the Police Services Board:

- February 2024 Stats Analysis (OnCall Analytics)
- February 2024 Criminal Investigations stats
- 2023 – Body Armour Annual Report
- 2023 – Section 25 Annual Report
- 2023 – Career Development Annual Report
- 2023 – Confidential Informants and Agents

2) Request for Protocol

In cooperation with the Town Clerk, we have prepared a draft of the Information Sharing Protocol for the Police Services Board to review and provide comments. The information Sharing Protocol (one approved) will be brought to Council for approval.

Motion 3 – John Woodley/John Divinski

That the revised Information Sharing Protocol be approved as amended, and presented to the Town of Saugeen Shores Council.

Disposition – Carried

3) Chief's Pictures at the Police Station

We have received requests to have the historic Chief's photos posted in the station. Further discussion will take place at a future meeting.

4) Mental Health Supports for Police Members

The Chief is currently in discussions with our neighboring police services to join their mental health program that offers peer support / psychotherapist programs for members and their families through in person contact with Lee Horton-Carter Counselling Services. Our service made effort to secure these services in early 2021, however due the pandemic demands, they were unable to extend the program to our police service. The Chief will be seeking additional information, and will provide a written report to the Police Services Board when it becomes available.

This program will involve regular mental health check-ins to support members to help them cope more effectively as they deal with the many stresses of the job and life in general. The program is an investment in our members and helps to promote resilience and create health coping skills and support systems during difficult times.

Member Divinski expressed concern with the budget overages outlined in the Chief's Report. The Chief will look into providing budget updates at each meeting.

Events / Committees

1) Invisible Wounds – Member Wellness Presentation

The Saugeen Shores Police Services hosted Deborah MacDonald from Invisible Wounds to provide a presentation to our members and all first responders in the area on March 27th 2024. This presentation is part of our continued efforts to provide our members with mental health supports. The presentation was held at the Plex in Port Elgin, and was well attended by a number of services.

7. Accounts/Statistics

1st Quarter Occurrences (01JAN24 – 31MAR24):

2018: 2,243

2019: 2,513

2020: 2,394

2021: 2,674

2022: 2,305

2023: 3,128

2024: 2,544

This represents a decrease of 18.7% in call volume 2023 vs 2024.

This represents an increase of 13.4% in call volume 2018 vs 2024.

Year to Date charges (as of March 31, 2024)

2016 – 400

2017 – 381

2018 – 627

2019 – 784

2020 - 813

2021 – 817

2022 – 735

2023 – 1006

2024 - 698

This represents a decrease of 30.7% - 2023 vs 2024 and a 11.3% increase 2018 vs 2023.

8. Unfinished Business

None

9. New Business

9.1 Dave Preston – Update Policies

As noted in the Chief's Report, the cost for our Police Procedural Review will be \$5,000 with an additional cost of \$1,500 to address Board Policies. The Board Secretary would like Mr. Preston to review the Board By-laws, to ensure compliance with the Act.

The Chair will invite Mr. Preston to the next meeting, to discuss further.

Motion 4 – Greg Thede/John Woodley

That the Saugeen Shores Police Services Board approve hiring Consultant Dave Preston to review the Policies of the Police Board, to ensure compliance with the new Community Safety and Policing Act, at a cost of \$1,500.00.

And further, review the Saugeen Shores Police Services Board By-laws, to ensure compliance with the new Community Safety and Policing Act.

Disposition – Carried

9.2 Board Policy - addition

The Chair noted that the Board Policy regarding Disclosure of Misconduct and Reprisals was due April 1, 2024 and was completed. A copy was distributed for the Board Members to review.

10. Next Meeting

April 17, 2024 at 16:30

11. Closed to Public

Motion 5 - Pat O'Connor/John Divinski

That the Saugeen Shores Police Services Board meet in Closed to Public session to discuss matters in accordance with Community Safety and Policing Act as follows:

- a) Closed Session Minutes dated February 21, 2024;**
- b) Regarding Section 44 (2) (b) personal matters about an identifiable individual, including members of the police service or any other employees of the board; and**
- c) Regarding Section 44 (2) (d) labour relations or employee negotiations.**

Disposition – Carried

12. Matters Arising from Closed to Public

Motion 6 – Greg Thede/Pat O'Connor

The Police Services Board authorize Chief Zettel to extend a letter of offer to the applicant for a 1-year contract position as a Special Constable with the Saugeen Shores Police Service effective May 6th, 2024 to May 5th, 2025 with the with the possibility of renewal options.

Disposition – Carried

Motion 7 – Greg Thede/John Woodley

That SSPS Board offer casual employment, as needed, to H. Armchuk related to Collective Agreement negotiations.

Disposition – Carried

Motion 8 – John Woodley/Greg Thede
That the Saugeen Shores Police Services Board establish a Sub-Committee/Task Force for the Collective Agreements Negotiation Committee; and

That Board Chair, Board Vice Chair, and Board Member Pat O'Connor be appointed to the Negotiation Committee; and

Further, that Motion #6 dated January 18, 2023 is hereby repealed.
Disposition – Carried

13. Adjournment

Motion 9 – Greg Thede/John Woodley
That this meeting of the Saugeen Shores Police Service Board do now adjourn at 1946 hours.
Disposition – Carried

Chair

Secretary