



Sarnia Police Service Board

Open Meeting
Thursday, June 20, 2024
9:00 a.m.

[JOIN VIRTUALLY](#)

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- | | | |
|---|--------------|--------------|
| 1. Welcome | | Chair |
| 2. Traditional Territory Acknowledgement | | Chair |
| 3. Declarations of Conflict of Interest | | Chair |
| 4. Approval of Agenda | Approval | Chair |
| 5. Minutes
5.1 May 30, 2024 | Approval | Chair |
| 6. OACP Award Presentation (Verbal) | Presentation | Chair |
| 7. Aamjiwnaang Cruiser Artist Presentation (Verbal) | Presentation | Deputy Chief |
| 8. Monthly Operation Update | Information | Deputy Chief |
| 9. Joint Facility Committee Update (Verbal) | Information | Chair |
| 10. Open Forum | | All |
| 11. Closed Meeting Report (Verbal) | Information | Chair |
| 12. Adjourn to Closed Session | Approval | Chair |
| 13. Report from Closed Session (Verbal) | Information | Chair |
| 14. Adjournment
14.1 Next Regular Public Meeting: Tuesday, August 27, 2024 | Approval | Chair |



SARNIA POLICE SERVICES BOARD

OPEN MINUTES
9:00 a.m. - THURSDAY, MAY 30, 2024
COMMUNITY ROOM, SARNIA POLICE SERVICES

Board Members Present: Paul Wiersma, Kelly Ash, Councillor George Vandenberg, Councillor Chrissy McRoberts and Charlene Sebastian by video conference.

Administration Present: Chief of Police D. Davis, Deputy Chief J. Craddock, C. Dam, Director of Corporate Services and Joan Knight as Board Secretary.

Additional Present: Ronald LeClair, Zone 6 Advisor

1. Welcome

Chair Paul Wiersma opened the meeting.

2. Traditional Territory Acknowledgement

We, the Sarnia Police Services Board acknowledge the traditional territory of the council of the three fires; Potawatomi, Chippewa, and Odawa people, that being Aamjiwnaang (Sarnia 1st Nation), Bkejwanong (Walpole Island 1st Nation), Kikonaang (Kettle Point 1st Nation), Aashoodenaa (Stoney Point 1st Nation).

3. Declarations of Conflict of Interest

There were no disclosures of pecuniary interest.

4. Approval of Agenda

Moved by Board Member C. McRoberts, seconded by Board Member G. Vandenberg, and **carried:**

That the Agenda as presented, be adopted.

5. Minutes

Moved by Board Member C. McRoberts, seconded by Vice-Chair K. Ash, and **carried:**

That the Minutes of April 25, 2024, be adopted.

6. Monthly Operations Update

A report from Deputy Chief J. Craddock, dated May 30, 2024, regarding the monthly operations update was provided.

Deputy Chief J. Craddock gave an update on the work with the community safety and well-being leadership group and the protocol procedure for encampments, the introduction of the new police cruiser designed specifically for Aamjiwnaang First Nation and other ongoing community initiatives.

In response to a question regarding Rainbow Park, Chief Davis advised patrol to the park has increased by 300 hours since March. Policing presence and response to emergency calls continue. It was noted that the SPS has never been asked to evict or remove anyone from this location.

Naloxone Expansion

A report from Deputy Chief J. Craddock, dated May 30, 2024, regarding Harm Reduction Strategy-Naloxone Administration Expansion was provided.

Deputy Chief J. Craddock advised that Special Constables and Auxiliary Police have now been provided training and carry naloxone kits. She advised that this is now considered an everyday tool used in their first aid kit.

Special Constable CSPA Update

A report from Deputy Chief J. Craddock, dated May 30, 2024, with respect to Special Constable Review was provided.

Deputy Chief J. Craddock gave an overview of the role of Special Constables currently and advised of changes under the new Act.

She spoke to the challenges with budgeting, advising a budget increase will be a result of the impact of the new Act, new uniforms are required, special decaling on cars and legislated training. The hope is to do in-house training and may partner with smaller municipalities for training to find cost savings. She advised that with the additional training Special Constables may be used in other areas of the organization to perform duties that do not require a sworn police officer.

7. 2023 SPS Annual Report

A report from Chief Davis, dated May 30, 2024, regarding the Sarnia Police Service 2023 Annual Report was considered.

Chair P. Wiersma advised the report emphasizes that the strategic plan is being met and congratulated Chief Davis on a job well done.

Chief Davis thanked other contributors for their work on the Annual Report.

Board Member C. McRoberts asked that hard copies of the Report be made available to the public.

8. Human Resources Request

A report from Chief Davis, dated May 30, 2024, regarding a request for extra positions was considered.

Chief Davis spoke to the report and the need to address staffing and workload issues, and steps moving forward to development opportunities.

He gave an update on the positions needed and cost effectiveness of hiring of civilian positions, he explained overtime statistics and workload challenges advising that senior officers have a very heavy workload.

Vice-Chair K. Ash questioned the budget implications for these hires, Chief Davis advised the money is available in the current budget due to cost savings with cadets and the estimate for the 2025 budget would be 1.5% increase.

Chief Davis advised the hiring of an additional Deputy Chief would be a contract position and this hire would come in fully trained and prepared for this position.

Moved by Board Member C. McRoberts, seconded by Vice-Chair K. Ash, and **carried**:

That the Sarnia Police Services Board authorize the hiring of three additional positions to provide needed support for the Sarnia Police Service administration in CSPA implementation, information technology demands, ongoing organizational change management, and the restructuring of investigative services. This approval includes two civilian positions and one sworn senior officer position:

- **IT Technician (civilian)**
- **Crime and Intelligence Manager (civilian supervisor)**
- **Interim Deputy Chief (sworn officer)**

Late Item Policy Adoption – Use of Cadets

The policy had been distributed to the Board prior to the meeting for their review.

Deputy Chief J. Craddock advised that a policy had been established with regard to the use of Cadets within Sarnia Police Service, she advised that the Cadets have been hired and this provides the framework under which Cadets can work while awaiting their spot at the Ontario Police College to complete their formal training.

Moved by Vice-Chair K. Ash, seconded by Board Member C. Sebastian, and **carried:**

That that Sarnia Police Service Board adopt the Policy Use of Cadets and the policy be posted on the website.

9. Joint Facility Committee Update (Verbal)

Chair P. Wiersma gave an update, advising that the new Act requires a Facility Plan and currently there is not one, the Committee will meet Friday, June 21, 2024, for their first meeting.

10. Open Forum

No Items were brought forward.

11. Closed Meeting Report (Verbal)

Chair P. Wiersma advised that the Board will meet in Closed Session to deal with Human Resources update, no motions are expected to be made and a report out will follow the meeting.

Adjourn to Closed Session

Moved by Board Member C. McRoberts, seconded by Board Member G. Vandenberg, and **carried:**

That the Sarnia Police Service Board adjourn to their Closed Meeting.

12. Report From Closed Session (Verbal)

Board Member C. Sebastian was not in attendance at the Closed Meeting.

Chair P. Wiersma advised that discussion had taken place regarding the Human Resources update and the process to follow to hire an Interim Deputy Police Chief.

No motions were made or adopted at the Closed Meeting.

Adoption from Open Meeting - 2023 SPS Annual Report

Moved by Board Member G. Vandenberg, seconded by Vice-Chair K. Ash, and **carried:**

That the Sarnia Police Services Board approve the 2023 Sarnia Police Annual Report, and further;

That, this report be forwarded to the City of Sarnia Council and Aamjiwnaang First Nation Band Council, and further;

That this report be made available to the public on the Sarnia Police Service website.

15. Adjournment

Moved by C. McRoberts, seconded by Vice-Chair K. Ash, and **carried:**

That the Sarnia Police Service Board adjourn to their next regulate meeting to be held on Thursday, June 20, 2024.

Secretary

Chair



SARNIA POLICE SERVICE

Open Agenda Information Report

To: Chair and Police Service Board Members

From: Deputy Chief Julie Craddock

Subject: Monthly Operational Update

Date: June 20th, 2024

Report # **24-06-008-O**

SUMMARY:

The Sarnia Police Service is committed to continuously improving the level of service and safety we provide to our community. While the police are traditionally responsible for incident response by working with community partners in each of the prevention, risk intervention and social development pillars, a coordinated response can be implemented.

This report is a snapshot of operational and member accomplishments and is not an exhaustive account of the achievements of the Sarnia Police Service.

A handwritten signature in cursive script that reads "J Craddock".

Julie M. Craddock
Deputy Chief of Police

:jc

Safe Prom 2024:

In June 2024, members of the Traffic Services Unit, Youth in Policing Initiative, Auxiliary Unit and Youth Engagement and Diversion Team took part in a road safety initiative aimed at graduating high school students in the City of Sarnia.

While generally a happy occasion, Prom also comes with risks due to drug and/or alcohol abuse and impaired driving.

The Safe Prom initiative featured social media messages for students and parents/guardians and included an educational component with respect to Reduce Impaired Driving Everywhere (RIDE) events held in and around local schools.



Youth in Policing Initiative:

Youth in Policing Initiative (YIPI) Coordinator Elijah Collier represented the Sarnia Police Service at the Youth Retention Summit hosted by the Sarnia-Lambton Economic Partnership.

The goal of the summit was to understand the importance of a youth retention strategy and map out the amazing work being done to keep our youth engaged and thriving in Sarnia-Lambton.

Four new students will be joining the SPS under this program in July 2024.

Law Enforcement Torch Run:

The Law Enforcement Torch Run is the largest public awareness and grassroots fundraising organization for Special Olympics globally.

On June 7th, SPS members were joined by our partners in public safety, athletes and the community to support Special Olympics Ontario.

Insp. Van Sickle provided welcoming remarks to over 140 participants and Cst. Jocelyne Paquette, a Torch Run Organizer, carried the torch on behalf of the SPS.



SPS Hosts the OACP Equity, Diversity and Inclusion Committee:

On June 13th, 2024, the Sarnia Police Service in partnership with Aamjiwnaang First Nation hosted the OACP Equity Diversity and Inclusion Committee for a day of meetings and teachings.

The Equity, Diversity & Inclusion Committee's mandate is to identify current and emerging equity, diversity and inclusion trends impacting policing in Ontario and their communities. Advancing equity, diversity and inclusion in policing through the development of strategies and recommendations.

The Committee leads the development of tools and resources that provide effective policing in Ontario on equity, diversity and inclusion. Additionally, the Committee directs and supports the work of the Equity, Diversity and Inclusion (EDI) Sub-Committee Network including programming and educational initiatives.

D/Chief Craddock is the Co-Chair of the Committee. Chair Paul Wiersma (PSB) and Joanne Rogers (AFN) welcomed the Committee.



CONSULTATION:

Chief Derek Davis

Leo Murphy – Inspector Community Support Division

Mike Van Sickle – Inspector Operations Division