

Essex County OPP Detachment Board - North

Minutes

Date: Tuesday, October 15, 2024
Time: 10:00 am
Location: Tecumseh Town Hall - Council Chambers
917 Lesperance Road
Tecumseh, Ontario N8N 1W9

Present:

Chair, Paul Sweet
Vice Chair, Dave Kigar
Essex Mayor, Sherry Bondy
Lakeshore Mayor, Tracey Bailey
Tecumseh Mayor, Gary McNamara
Member, Christopher Hales
Member, John Quennell
Member, Karen Robertson
Member, Marc Gomes

Also Present:

Municipal Liaison, Margaret Misek-Evans, Tecumseh C.A.O
Municipal Liaison, Doug Sweet, Essex C.A.O
Municipal Liaison, Susan Hirota, Lakeshore Corporate Leader- General Counsel
OPP Superintendent, Mark Loucas, Essex County
OPP Acting Inspector, Jamie Smith, Essex County
OPP Staff Sergeant, Bryan Andrusyk, Essex
OPP Staff Sergeant, Todd Lavigne, Lakeshore
OPP A/Staff Sergeant, Christian Cortese, Tecumseh
Zone 6 Advisor, Inspectorate of Policing Ron LeClair
Administrative Support, Karen Ceman-Murteira

Recording Secretary, Ellen Preuschat Tecumseh
Christina Hebert, Deputy Clerk, Tecumseh

A. Call to Order

Chair Paul Sweet called the meeting to order at 10:05 am.

B. Roll Call

Chair Sweet welcomed the new Detachment Commander of the Essex County OPP, Superintendent Mark Loucas, as well as Staff Sergeant Bryan Andrusyk for Essex and Staff Sergeant Christian Cortese for Tecumseh. He also introduced Karen Ceman-Murteira, just hired as the Administrative Support to the board.

Rob Auger, Director Legislative Services and Clerk for the Town of Tecumseh, administered the Oath of Office to provincial appointees Karen Robertson and Marc Gomes and Lakeshore Community Representative John Quennell, who replaced Julie Johnston following her resignation.

1. **Oath of Office - Karen Robertson, Provincial Appointment**
2. **Oath of Office - Marc Gomes, Provincial Appointment**
3. **Oath of Office - John Quennell, Community Representative for Municipality of Lakeshore**

C. Land Acknowledgement

We acknowledge that this land is the traditional territory of the Three Fires Confederacy of First Nations (comprised of the Ojibway, the Odawa, and the Potawatomi Peoples), and of the Huron-Wendat Peoples. We are dedicated to honouring Indigenous history and culture while remaining committed to moving forward respectfully with all local and regional First Nations and all of the Original Peoples of Turtle Island who have been living and working on the land from time immemorial.

D. Disclosure of Pecuniary Interest

There was no pecuniary interest declared by a member of the Board.

E. Approval of the Agenda

Motion: ECODB- 12/24

Moved by Essex Mayor, Sherry Bondy
Seconded by Member, Christopher Hales

That the Agenda for the Essex County OPP Detachment Board - North Meeting, dated Tuesday, October 15, 2024, as duplicated and delivered to the members thereof, **be accepted**.

Carried

F. Approval of the Previous Minutes

1. **Essex County OPP Detachment Board Previous Minutes**

Motion: ECODB- 13/24

Moved by Vice Chair, Dave Kigar
Seconded by Member, John Quennell

That the Regular Minutes of the April 22, 2024 Essex County OPP Detachment Board - North Meeting, as duplicated and delivered to the members thereof, **be adopted**.

Carried

G. Delegations

1. **Michelle Drouillard, Director People & Culture, Town of Tecumseh**

Re: Workplace Violence and Harassment Policies

Tecumseh Municipal Liaison Margaret Misek-Evans explained the need for the board to adopt abuse policies as a prerequisite for qualifying for the board's insurance through the OAPSB board insurance program.

Michelle Drouillard, Director People & Culture for the Town of Tecumseh, provided an overview of the Town of Tecumseh's Policy No. 128 Workplace Harassment Prevention Policy and Program and Policy No. 129 Workplace Violence Prevention Policy Program, recommended for adoption as board policies.

Following the presentation, board members signed an acknowledgement form confirming they received and understood these policies.

Motion: ECODB- 14/24

Moved by Member, Marc Gomes

Seconded by Member, Christopher Hales

That Report No. ECODB-2024-05, Detachment Board Insurance, **be received;**

And that the Essex County OPP Detachment Board (1) **adopt** the following policies: Town of Tecumseh Workplace Harassment Prevention Policy & Program (Policy No. 128, April 24, 2024) and Town of Tecumseh Workplace Violence Prevention Policy & Program (Policy No. 129, April 24, 2024) for general use and to satisfy insurance requirements for an abuse policy;

And further that the members of the Essex County OPP Detachment Board (1) **acknowledge** receipt and understanding of the aforementioned policies by signing a declaration, to be provided to the Board's insurer within 30 days of the policy's inception.

Carried

H. OPP Monthly Report

1. **OPP Police Services Board Monthly Overview**

- a. OPP Reports - August 2024
- b. OPP Reports - July 2024
- c. OPP Reports - June 2024
- d. OPP Reports - May 2024
- e. OPP Reports - April 2024

Acting Inspector Jamie Smith provided a summary of the OPP Report for the months of April to August 2024. He noted an increase in impaired driving as an area of concern that has been using significant policing resources.

Mayor Bailey inquired if the Youth Crisis Response Team statistics are available by municipality. Acting Inspector Smith confirmed that this data can be broken down. Mayor Bailey requested that this be done in future reports.

Vice Chair Kigar inquired why the Essex County OPP overview reports were not received until August, and asked if they will continue. Acting Inspector Smith will follow up on this inquiry. Vice Chair Kigar also noted that the number of break and enters has gone up in Essex and inquired about the definition used in the OPP report. Acting Inspector Smith responded that the data reporting would typically be capturing break and enters to buildings and dwellings.

Motion: ECODB- 15/24

Moved by Member, John Quennell
Seconded by Member, Marc Gomes

That the OPP Report for the months of April to August 2024, **be received.**

Carried

I. Reports

- 1. OPP Detachment Board Annual Report**
 - a. Town of Essex
 - b. Municipality of Lakeshore
 - c. Town of Tecumseh

Municipal Liaison Margaret Misk-Evans explained that the Community Safety and Policing Act, 2019 (CSPA) requires that the board provide an annual report to municipalities regarding the policing provided by the detachment in their municipalities on or before June 30 annually. A report was provided to the Councils of Essex, Lakeshore and Tecumseh to fulfill this legislative requirement.

Motion: ECODB- 16/24

Moved by Essex Mayor, Sherry Bondy
Seconded by Member, Karen Robertson

That the Essex County OPP Detachment Board Annual Report - North, as presented to the Mayor and Council for the Town of Essex (CAO-2024-05), Municipality of Lakeshore (dated June 18, 2024) and Town of Tecumseh (CAO-2024-05) **be received**.

Carried

2. OPP Detachment Board - 2024 Budget

- a. Town of Essex
- b. Municipality of Lakeshore
- c. Town of Tecumseh

Municipal Liaison Margaret Misek-Evans explained that the CSPA requires the board to approve an operating budget. As the board was not able to meet while the question of board insurance was being settled, a draft budget was prepared by the municipal liaisons for the remainder of 2024. Following approval by all Councils, Tecumseh, as the administering municipality, invoiced Essex and Lakeshore to cover their portion. Variance analysis will be provided when considering the 2025 budget.

Mayor Bondy asked if the detachment board is more expensive than the previous police services boards, believing the transition was intended as a cost savings measure. Municipal Liaison Margaret Misek-Evans responded that there will likely be some cost savings for Tecumseh with a slight increase for both Essex and Lakeshore. The current estimate is approximately \$34,000 per municipality, to be confirmed for the 2025 budget.

Motion: ECODB- 17/24

Moved by Member, Christopher Hales
Seconded by Member, Marc Gomes

That the reports to the Mayor and Council of the Town of Essex (CAO-2024-07) , Municipality of Lakeshore (dated June 25, 2024) and Town of Tecumseh (CAO-2024-04) detailing the Essex County OPP Detachment Board - North budget for the balance of 2024, **be received**;

And that the 2024 operating budget of the Essex County OPP Detachment Board - North **be endorsed**.

Carried

3. OACP/OAPSB Zone 6 Meeting - May 9, 2024 (Aylmer, ON)

Re: Chair's Verbal Report

Chair Sweet reported that he attended the OACP/OAPSB Zone 6 meeting on May 9, 2024 along with Vice Chair Dave Kigar, Mayor Sherry Bondy and Member Christopher Hales. Members were updated on the proposed new fee structure for the zone and also advised of the Ministry of the Solicitor General's mandatory thematic training, which all board members have now completed. A working group was established on recruitment, training and significant changes to WSIB, all important to municipal boards.

4. OAPSB Spring Conference and Annual General Meeting - June 3-5, 2024 (Blue Mountain, ON)

Re: Chair's Verbal Report

Chair Sweet reported that he attended the 2024 OAPSB Spring Conference along with Vice Chair Kigar, Mayor Gary McNamara, Member John Quennell, Member Christopher Hales and Municipal Liaisons Margaret Misk-Evans and Susan Hirota. Chair Sweet participated in a panel on "Professionalizing Police Governance in Ontario: the Importance of Staff to Effectiveness of Board." There were updates from the Ministry of the Solicitor General and Inspector General of Policing and sessions on the evaluation of the Detachment Commander, new grant opportunities and the development of local initiatives for the board.

Chair Sweet will follow up with the OAPSB on difficulties experienced by members trying to log into the OAPSB 'drop in sessions' for members.

Motion: ECODB- 18/24

Moved by Member, John Quennell

Seconded by Member, Karen Robertson

That the Chair's verbal reports on the OACP/OAPSB Zone Meeting held on May 9, 2024 in Aylmer, ON and the OAPSB Spring Conference and Annual General Meeting held on June 3 to 5, 2024 in Blue Mountain, ON, **be received.**

Carried

5. ECODB-2024-04 Name of Detachment Board

Essex Municipal Liaison Doug Sweet explained that, since the board's initial meeting, the Ministry of the Solicitor General has indicated that the geographic catchment area must be represented in the detachment board name. Discussion ensued on the preferred name that meets this condition.

Motion: ECODB- 19/24

Moved by Member, John Quennell
Seconded by Member, Marc Gomes

That Report No. ECODB-2024-04, Name of Detachment Board, **be received;**

And that the Essex County OPP Detachment Board consisting of the Town of Tecumseh, Municipality of Lakeshore and Town of Essex **approve** the name of the new amalgamated detachment board to be the "Essex County OPP Detachment Board - North (Lakeshore, Essex, Tecumseh)".

Carried

J. Communications - Action Required

1. Ministry of the Solicitor General dated August 30, 2024

Re: Mandatory Thematic Training

Chair Sweet confirmed that all board members have completed the mandatory thematic training, as required by S. 34(2) of the CSPA.

K. Communications - For Information Purposes

1. Ministry of the Solicitor General dated May 8, 2024

Re: 24-0030 All Chiefs Memo re 2024-25 - 2026-27 Mobile Crisis Response Team Enhancement Grant - Call for Applications

2. Solicitor General dated May 15, 2024

Re: Operational Requirements of Community Safety and Policing Act, 2019 (CSPA)

3. Chief Superintendent Dwight Thib, OPP West Region Commander dated May 21, 2024

Re: Essex County Detachment Restructuring (Email)

4. OPP Municipal Policing Bureau dated July 23, 2024

Re: Ratification of OPPA Collective Agreements for 2023-26

5. Ministry of the Solicitor General dated September 5, 2024

Re: 24-0058 All Chiefs Memo re Alcohol Retail Expansion Implementation

Mayor Bondy expressed disappointment that the expansion of alcohol sales into more retail spaces was implemented without consultation by the province with municipalities and anticipates that police may encounter increased drinking and driving, accidents and the need for more resources devoted to this. Member Hales inquired about the qualifications of staff

selling alcohol at corner stores; Member Robertson advised that anyone in the province selling or serving alcohol must complete "Smart Serve" training.

Motion: ECODB- 20/24

Moved by Tecumseh Mayor, Gary McNamara
Seconded by Member, Christopher Hales

That a letter of thanks **be sent** by the Chair of the Essex County OPP Detachment Board - North to former Essex County OPP Detachment Commander Angela Ferguson acknowledging her service with appreciation.

Carried

Motion: ECODB- 21/24

Moved by Lakeshore Mayor, Tracey Bailey
Seconded by Member, Marc Gomes

That correspondence detailed as Items 1-5, Communications for Information, **be received**.

Carried

L. Unfinished Business

There were no unfinished business items.

M. New Business

1. Policy Committee Appointment

Motion: ECODB- 22/24

Moved by Vice Chair, Dave Kigar
Seconded by Lakeshore Mayor, Tracey Bailey

That John Quennell, Community Representative for the Municipality of Lakeshore, **be appointed** to the Policy Committee of the Essex County OPP Detachment Board - North.

Carried

2. Governance Policy Development

Essex Municipal Liaison Doug Sweet reported that a formal governance document is currently being developed. A draft will be forwarded to the Policy Committee for review within a month, and brought to a future meeting for board adoption.

3. Update on Essex County OPP Detachment Restructuring

Superintendent Loucas advised that, due to the Essex County OPP detachment being the largest in Ontario, the command structure has been adapted. The detachment will have one Detachment Commander (Supt. Loucas) with the North and South areas of the County each assigned an Inspector, one of which is a new position: Inspector – Operations. The North (Lakeshore, Essex, Tecumseh) will have three Staff Sergeants as detachment managers. From a governance perspective, this is a positive arrangement and Supt. Loucas is excited about the restructuring.

Member John Quennell asked whether the board will be involved in the selection process for the Inspector position. Supt. Loucas advised that the selection process for the Inspector is different, in that it will not involve an interview process, rather an assessment piece. The job description is complete, with the process of the assessment to be confirmed.

The Chair asked for an update on any increase in complement to the detachment. Supt. Loucas advised that the Essex County detachment is currently in the 80th percentile for front-line availability, with recruitment continuing.

The Chair noted that, should the Commissioner be in the area again, he would be welcome to attend a board meeting.

4. 2025 Budget Process

Tecumseh Municipal Liaison Margaret Misk-Evans noted that the 2025 budget is currently being drafted and will be reviewed with all municipal liaisons. A special board meeting has been scheduled for November 4, 2024 to deliberate on the draft budget, with a motion to approve.

Following approval by the board, the draft 2025 budget will be submitted to the municipal budgeting process and will be presented by the Chair when tabled to the Councils of Essex, Lakeshore and Tecumseh for their approval.

5. CamSafe Program

Acting Inspector Smith advised the board that the CamSafe program, which originated with the Belleville Police Service, is a relatively new, no-charge database of private security cameras which can be of assistance in solving crimes. Residents register their cameras, and only police can access the database information. It would not be difficult to set up, in cooperation with the municipalities, and the only cost would be for training.

Mayor Bondy indicated support for the program, but also requested tips and best practices for residents who use cameras so security camera footage obtained would be useful. Mayor McNamara agreed that any program to support community safety is worth investigating, and that municipalities could assist in getting the information out to the general public.

Chair Sweet requested that a report be brought to a future meeting by the Essex County OPP.

6. Windsor and LaSalle Offender Management Unit

Acting Inspector Smith explained that, similar to the Windsor Police system, the OPP does have an offender management system in place which tracks individuals out on bail charged with firearms and other serious offences. It allows for check-ins, curfew compliance and sharing of messages and identification details.

Mayor Bondy indicated this was helpful information to have, and noted that the Windsor Police received provincial grant funding. She asked if the OPP do not require such funding, or is it already built into the model? Superintendent Loucas responded that when the new Essex County OPP leadership structure has been solidified, consideration will be given to a bail compliance team or other initiatives that might qualify for grant funding.

7. OACP/OAPSB Zone Meeting - October 17, 2024, Chatham, ON

Chair Sweet advised that he will attend this OACP/OAPSB Zone 6 meeting on October 17, 2024 with Vice Chair Dave Kigar, and Members John Quennell, Christopher Hales and Marc Gomes.

8. Other New Business

a. Inspectorate of Policing - Updates

Ron LeClair, Zone 6 Advisor, expressed appreciation to the members for completing the required Ministry training. He indicated that this board is ahead of many in the province as Ontario transitions to detachment boards and acknowledged the work of municipal administration in this regard.

He reported that the Inspectorate has received over 300 complaints regarding board conduct (none in Essex County), and the first major inspection has just been announced for Thunder Bay.

Mr. LeClair will follow up with Chair Sweet to ensure that memos issued by the Inspector General of Policing are being received.

b. Essex County OPP Media Releases

Member Karen Robertson noted that, in the past, members received frequent updates from the Essex County OPP media officer, which has not been happening. Superintendent Loucas will follow up on this.

N. Next Meeting

Monday, November 4, 2024 at 3:00 pm at Tecumseh Town Hall (2025 Budget)

Monday, December 9, 2024 at 10:00 am at Tecumseh Town Hall

O. Adjournment

Motion: ECODB- 23/24

Moved by Lakeshore Mayor, Tracey Bailey
Seconded by Member, Christopher Hales

That there being no further business to discuss, the Tuesday, October 15, 2024 meeting of the Essex County OPP Detachment Board - North **adjourn** at 11:49 am.

Carried

Paul Sweet, Chair

Dave Kigar, Vice-Chair