



**MINUTES – OPEN SESSION MEETING – CPSB OCTOBER 6, 2022
CORNWALL CIVIC COMPLEX SALON ‘B’ 9:30 AM**

Call to Order and Roll Call:

Present:

Elaine MacDonald	-	Chair
Michel Payette	-	Vice-Chair
Mayor Glen Grant	-	Director
Martha Woods	-	Director
Shawna Spowart	-	Chief of Police
Vincent Foy	-	Deputy Chief
Diane Brown	-	Secretary

Guests: President Troy St. Germain	-	Cornwall Police Association
Vice President Mat Lemire	-	Cornwall Police Association
Vice President Dave Michaud	-	Senior Officers Association

Regrets: None

Approval of the Agenda:

Moved by: Martha Woods
Seconded by: Mike Payette

That the agenda, as presented, be approved. All in favour.

MOTION CARRIED

Conflict of Interest: None declared

1. Adoption of the Open Meeting Minutes of September 1, 2022.

Moved by: Glen Grant
Seconded by: Mike Payette

That the Open Meeting Minutes of September 1, 2022 be approved. All in favour.

MOTION CARRIED

New Business & Correspondence:

2. Staffing Report – Chief Spowart

Chief Spowart provided a presentation on the staffing shortages affecting police operations. This matter was originally brought forward by former Chief Aikman in 2018. She highlighted three threats that impact present services: increased pressures, provincial vacancies, employee wellness.

Increased pressures include: 2.7% increase in population since 2016; 29% increase in calls for service since 2017; 33.7% increase in violent crimes since 2017; increase in drug overdoses; evolving neighbourhoods & new developments (stressing staff resources); 7% increase in CPI.

Employee wellness is impacted by operational stress and organizational stress. burn-out due to lack of available employees on duty (overtime). Recruitment is also an ongoing issue.

Mitigating strategies include strengthening resiliency for employees and the organization as a whole; building stronger teams; and reducing stigma. Two organizations offer training sessions to deal with PTSD: Before Operational Stress (BOS) by Wounded Warriors of Canada; and Trauma Care Program by Homewood Health. This training will be mandatory for all staff beginning in the next month.

The CPS is also planning to hire a consultant this year to create a new working model to perform resource deployment analysis, i.e. schedule changes, building structure, etc.

In conclusion, Chief Spowart emphasized that action must be taken to address the resource shortages that will ultimately affect officer safety as well as public safety. Currently, there are four police officers who have been absent from the workplace for more than one year and there are no indications of these officers returning to the workplace.

Chief Spowart recommended that the Police Services Board authorize the hiring of three additional supplemental new recruit police officers at the rank of 4th class constable, effective January 2023 (the next available Basic Constable Training intake). There would be a net zero cost to this increase in 2023 by utilizing the WSIB recovery money as an offset within in the 2023 budget year. Should our staffing numbers improve, it would be understood that the CPS would reduce their authorized strength through attrition.

In order to be proactive, Chief Spowart further recommend that the Board authorize the hiring of one direct hire (fully trained) officer as soon as possible in 2022 to cover one of the two officers who will be absent from duty on maternity/parental leave for a minimum of one year each. The cost of this increase would not be contained in the 2022 budget however will be supported in

2023 as those officer salaries are already included within the budget and by that time those officers will no longer be on Cornwall Police Service payroll.

Moved by: Glen Grant
Seconded by: Mike Payette

That the Police Services Board authorize the hiring of one direct hire (fully trained) officer as soon as possible in 2022; and the hiring of three additional supplemental new recruit police officers at the rank of 4th class constable, effective January 2023. All in favour.

MOTION CARRIED

3. 2022-23 CCTV Grant – Chief Spowart

The CPS was approved to receive \$48,500 to expand Close Circuit Television (CCTV) to support Guns & Gangs Project Clear Eye

Moved by: Glen Grant
Seconded by: Martha Woods

That the CPS Board enter into an agreement with the Ministry of Solicitor General for this approved grant program. All in favour.

MOTION CARRIED

4. Wells Divisional Court Appeal Decision – Chief Spowart

Mr. Well's judicial review application was once again dismissed. Mr. Wells has been informed by the Ontario Civilian Police Commission to pay a portion of the legal expenses incurred by the CPS for both the judicial review application and the urgent motion to stay his dismissal.

Moved by: Mike Payette
Seconded by: Martha Woods

That the report be received. All in favour.

MOTION CARRIED

5. Response to MACDOUGALL Inquest Recommendations – Deputy Chief Foy

The McDougall inquest generated three recommendations to be implemented by all Ontario Police Forces by December 1, 2022 as follows:

- Recommendation 8: Joint Mental Health Police Response
- Recommendation 9: Joint Mental Health Team Engagement Policy
- Recommendation 10: De-escalation Training

Deputy Chief Foy provided a summary of these recommendations and how they have been implemented by the CPS.

Moved by: Glen Grant
Seconded by: Martha Woods

That the report be received. All in favour.

MOTION CARRIED

6. 2nd Quarter Financial Statement – Chief Spowart

Chief Spowart provide an update on the 2nd Quarter Financial Statement.

Moved by: Glen Grant
Seconded by: Mike Payette

That the 2nd Quarter Financial Statement be received. All in favour.

MOTION CARRIED

7. Resolution from Municipality of East Ferris re: School Bus Regulations

Moved by: Mike Payette
Seconded by: Glen Grant

That the CPS Board respond to the Municipality of East Ferris indicating their support of the Resolution.

All in favour.

MOTION CARRIED

8. Verbal Report on the Sept 15/22 OAPSB Meeting in Trenton – Chair MacDonald

Chair MacDonald provided a summary of the OAPSB Meeting in Trenton. At the meeting, Paul Dube, the Ombudsman from Ontario provided a report on situations in which police were ill-equipped to respond to individuals suffering from crises relating to mental illness. Because those situations often ended in tragedy, the 2014 Report, entitled "A Matter of Life or Death" called for increased mental health training for police officers. Unfortunately, the training has not yet been modified but recognition of the problem has led to partnerships between medical personnel and police officers while on patrol.

9. Notice from Agape Centre on Cancellation of their Golf Tournament

The Agape Centre have had to cancel their golf tournament due to lack of registrations. They will be reimbursing CPS Board for their \$500 donation.

10. Schedule of 2023 CPS Board Meeting Dates

The list of 2023 Board meeting dates was distributed.

11. Adjournment of Open Session:

Moved by: Martha Woods

Seconded by: Glen Grant

That this meeting be adjourned (11:15 a.m.)

All in favour

MOTION CARRIED