The Following Members Were Present:
Diane Huber, Chair
John Woodley, Vice Chair
Pat O'Connor, Member
Greg Thede, Member

The Following Individuals Were Present:
Kevin Zettel, Police Chief
Jeremy Mighton, Deputy Police Chief
Tracey Guy, Board Secretary

Regrets: Rachel Stack, Councillor and Member

1. **Call to Order**
The Chair called the meeting to order at 16:30 hours with a Land Acknowledgement and welcomed everyone.

2. Approval of Agenda
Motion 1 – Pat O'Connor/John Woodley
That the Agenda for the Public Meeting of the Saugeen Shores Police Service Board dated February 19, 2025, 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. **Delegations**

1. Plaque Presentation
Deferred to a future meeting.

2. K9 Presentation by Constable Hahn
Deferred to a future meeting.

5. **Adoption of Minutes**
Motion 2 – Greg Thede/John Woodley
That the Minutes of the Public Meeting of the Saugeen Shores Police Service Board dated January 29th, 2025, be approved.
Disposition – Carried

6. **Reports**

Chief's Report

Personnel

1. Resignation – Auxiliary Brugess

Aux. Brugess has resigned his position with the Auxiliary Program, effective January 14th 2025. Aux. Brugess started with the Saugeen Shores Police Service in July of 2021. We would like to thank him for his years of dedicated service to the Saugeen Shores Police Service. A plaque will be presented at a future Police Service Board Meeting.

Personnel Training

1. DNA Training - Constable Gordon, S/Cst. Drost, S/Cst. Fletcher
Trainer Sergeant Sachs trained Constable Gordon, S/Cst. Drost, S/Cst. Fletcher on DNA Collection / Submission on February 4th 2025.

2. Small Communities Solutions Conference – Sergeant Briggs
Sergeant Briggs will be attending the Small Communities Solutions Conference hosted by the Harmony Centre in Owen Sound on March 29th 2025. The conference focuses on answers for vexing problems in small communities, and innovative solutions for: Short-term emergency housing, Resident mental health services, Basic income, Financing for affordable housing, Food insecurity, Public Safety in Downtowns, Public washrooms and sanitation. Invitation was forwarded to the Town Office for Staff and Council to attend.

Ministry Reports

1. Community Safety and Policing Act

New Procedures issues since last meeting:
- NIL

Updated Procedures issues since last meeting:
- LE-001SSPS Community Patrol
- LE-002SSPS Communications and Dispatch
- LE-003SSPS Crime, Call and Public Order Analysis
- LE-005SSPS Arrest - Release

Police Service Reports

1. Reports Submitted to the Police Services Board (see attachments):
    - January 2025 Stats Analysis (OnCall Analytics)
    - Annual Reports:
        - 2024 Body Armour Annual Report
        - 2024 CIICC Annual Report
        - 2024 DRE Annual Report
        - 2024 Equal Opportunity, Discrimination & Workplace Harassment
        - 2024 Annual Firearms Report
        - 2024 Missing Person Annual Report
        - 2024 OSOR Annual Report
        - 2024 Use of Force Annual Report
        - 2024 Vulnerable Person Registry Annual Report
        - 2024 Police Record Checks Annual Report

2. Retention of Members – Permanent Positions

The recruitment and retention of qualified members in today's labor market is difficult and competitive. All neighboring services, including West Grey, Hanover, Owen Sound and the OPP are actively recruiting members of all positions, and we are competing for the very best candidates. We have been very fortunate over the past year to have attracted very qualified candidates as both Special Constable and Support Services members. These members have been hired on fixed-term contracts and have proven to be very valuable to the police service.

3. Special Constable Positions – Convert to Fulltime

As discussed during the 2025 Budget presentation to the Police Service Board, funding to convert both 40-hour a week Special Constable contract positions to fulltime permanent positions was approved. The cost to the Police Service budget includes the cost of benefits and leave allotments.

Motion 3 – Pat O'Connor/Greg Thede
That the Saugeen Shores Police Service Board authorize converting the part time contract Special Constable position of Greg Fletcher to a fulltime position effective March 10th 2025.
Disposition – Carried

Motion 4 – John Woodley/Greg Thede
That the Saugeen Shores Police Service Board authorize converting the part time contract Special Constable position of Matthew Drost to a fulltime position effective March 10th 2025.
Disposition – Carried

4. Support Services Position

As discussed during the 2025 Budget presentation to the Police Service Board, funding was approved to convert the temporary full-time contract support services position to a permanent full-time position at the conclusion of the 1-year contract. Although the current contract is valid until July 2025, this earlier offer of full-time employment will support the police services retention and recruitment initiative.

Motion 5 – John Woodley/Pat O'Connor
That the Saugeen Shores Police Service Board authorize converting the temporary full-time contract of K. Yost to a permanent full-time position effective March 10th 2025.
Disposition – Carried

5. OPP Municipal Policing Bureau – Section 14 Agreement

No update at this time. OPP will be in contact with our service to draft a new Section 14 agreement.

6. 2024-2025 Victim Support Grant

The Saugeen Shores Police Service has submitted an application for a Victim Support Grant. The application process closed on November 7th 2024. Still waiting on the response. No other Police Services are also awaiting response.

Events / Committees

1. Coldest Night of the Year – February 22nd 2025

The Coldest Night of the Year is a walk that raises money for folks in our community who need our help. The walk this year is on Saturday February 22nd 2025. The Saugeen Shores Police Service has entered a team for this great cause and the Board was invited to join or donate.

2. Job and Career Fair – Saugeen Shores

The Police Service will be participating in the annual career fair being held at the Port Elgin Legion on Tuesday February 18th 2025 from 4pm-7pm. Constable Gordon and our Auxiliary members will be promoting a career in policing. The Board thanked Constable Gordon!

3. Rotary Challenge – Winterama Race to the North Pole

The Saugeen Shores Police Service have been challenged by the Rotary Club, in the Race to the North Pole. Starting February 1st, 2025, SSPS will earn kilometers by doing any winter movement activities, or by any other fitness activities that cover distance, such as stationary cycling, treadmill, stair-master or even converting your Fit-Bit steps. SSPS has accepted the challenge! The Board thanked Constable Clark for his help in organizing this event.

Deputy Chief's Report

Deputy Chief Mighton presented the statics as follows:

4th QUARTER Occurrences (01OCT24 – 31DEC24):	Occurrences – Final Year End Occurrences:
2018: 2,030 2019: 2,339 2020: 2,394 2021: 2,491 2022: 2,719 2023: 2,727 2024: 2,721	2018: 7,956 2019: 10,332 2020: 11,114 2021: 11,514 2022: 11,174 2023: 12,738 2024: 11,478
4th Quarter Charges (01OCT24-31DEC24):	**FULL YEAR**
2018: 675 2019: 482 2020: 617 2021: 594 2022: 672 2023: 684 2024: 704	2016: 1640 2017: 1803 2018: 2530 2019: 2897 2020: 2969 2021: 2979 2022: 2942 2023: 3636 2024: 3129

Chair's Report

Deferred to a future meeting.

7. **Unfinished Business**

1. Community Safety & Policing Act (CSPA)
No new information to report.

2. Rescheduling Deputy Chief Swearing In Ceremony
Deputy Chief Mighton will provide possible dates at the next meeting.

8. **New Business**

9. **Communications**

The following communications were provided for information:
1. OAPSB Conference Details
2. Board Governance Survey
3. Cops for Kibble

10. **Next Meeting**
March 12th, 2025 at 16:30

11. **Closed to Public**
Motion 6 – Pat O'Connor/John Woodley
That the Saugeen Shores Police Service 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 January 29th, 2025;
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. **Business Arising from Closed Session**

Chair Huber reported that personal items about identifiable individuals was discussed; information provided on the Deputy Chief Contract; and direction was provided regarding salary reviews.

13. **Adjournment**
Motion 7 – John Woodley/Greg Thede
That this meeting of the Saugeen Shores Police Service Board does now adjourn at 18:11 hours.
Disposition – Carried

C. Diane Huber _____
Chair

T. Guy _____
Secretary