

GREATER SUDBURY POLICE SERVICE BOARD MEETING
Wednesday, March 11, 2026 – 10:00 A.M.
Alex McCauley Boardroom/ZOOM

PUBLIC MINUTES

Present:

Gerry Lougheed, Jr., Chair
Shawn Poland, Vice Chair (Zoom)
Al Sizer, Member
Paul Lefebvre, Member (Zoom)
Krista Fortier, Member
Matthew Gatién, Board Administrator

Regrets:

None.

Staff:

Sara Cunningham, Chief of Police
Natalie Hiltz, Deputy Chief of Police

Service Staff on Hand:

Robert Norman, Inspector – Integrated Operations
Jerry Willmott, Inspector – Criminal Investigations
Chris Brown, Inspector – Patrol Operations
Barry Ornella, Inspector – Community Safety & Well-being
Greg Major, Detective Staff Sergeant, Criminal Investigations
Alain Gagnon, Constable
Ryan Johnson, Constable (Zoom)
Nathan Dokis, Manager of Communications and Information Technology
Célyne Piché, Manager of Information Management
Andrea Savage, Manager of Emergency Communications
Kaitlyn Dunn, Corporate Communications Supervisor
Vanessa Rouleau, Executive Administrator to the Chief (Zoom)
Julie Sajatovic, Executive Administrator to the Deputy Chief (Zoom)

Guests:

Jackie Balleny, Sudbury District Restorative Justice
Rick Osborne, Truth for Teens
Tom Gervais, Police Services Advisor, Inspectorate of Policing
Johnsyra (Zoom)

News Media:

Angela Gemmell – CTV News (Zoom)
Tyler Clarke – Sudbury.com

Motion to Meet IN CAMERA – 9:00 A.M.

(2026-015) POLAND – LEFEBVRE: THAT the Board adjourn the public portion of its meeting to move IN CAMERA to discuss confidential items pursuant to Section 44 (2)(d) and (e) of the *Community Safety and Policing Act*.

CARRIED

Matters Arising from In Camera Session – 10:20 A.M.

At today’s closed meeting, the Board dealt with the following matters: discussing/approving confidential matters pursuant to sections, 44(2)(d) and 44(2)(e) of the *Community Safety and Policing Act*.

1. Legal Matter
2. Legal Matter
3. HR Matter
4. HR Matter

Land Acknowledgement

Member Sizer read the Board’s Land Acknowledgement:

The Greater Sudbury Police Service strives to build positive and respectful relationships with the original inhabitants of this land including First Nations peoples, Métis peoples and Inuit.

It is in this spirit that we, as a Service, honour and acknowledge that we serve in this land that is cared for from time immemorial by the Anishnawbek people of the Three Fires Confederacy.

We further acknowledge this land as “The Dish With One Spoon,” and the Robinson-Huron Treaty region. In peace, our first duty.

Roll Call

Attendance taken and recorded.

Declarations of Conflict of Interest

None.

PRESENTATION

Jackie Balleny, Executive Director of Sudbury District Restorative Justice and Rick Osborne, Ozzy's Garage made a presentation.

Rick shared his lived experience within the justice system, noting his decision to rebuild his life through accountability and the support of others. He explained that he now operates Ozzy's Garage, a program designed to support youth who have been involved in, or are at risk of becoming involved in, the justice system. Rick and his partner, Heather co-run the program and emphasized their strong belief in the capacity of young people to change when provided with the right supports.

Jackie highlighted that the justice system often misses multiple opportunities for early intervention, particularly when youth experience repeated convictions. An example from Hanmer was shared to illustrate gaps in intervention and the consequences of missed supports. Heather described how social and emotional learning is intentionally incorporated into Ozzy's Garage to help youth build essential life skills alongside practical training. The program focuses on diverting youth from further justice system involvement while supporting both personal growth and skill development.

A cost comparison was also noted, with incarceration estimated at approximately \$100,000 per youth per year, while SDRJ supports approximately 85 youth annually with a total budget of \$70,000. The discussion highlighted that the program demonstrates significant cost savings while achieving meaningful and positive outcomes for participating youth.

The Chair noted that other partners have been approached to support the initiative including the Bishop Alexander Carter Foundation, School Boards, the city of Greater Sudbury and the Loughheed Foundation. The Board considered the request in the amount of \$5,000 given that it exceeds individual funding requests to a maximum of \$2,500.

(2026-19) SIZER – FORTIER: THAT the Greater Sudbury Police Service Board waive the restriction limiting individual funding requests to a maximum of \$2,500 on a one-time basis only.

CARRIED

(2026-20) SIZER – POLAND: THAT the Greater Sudbury Police Service Board approve a donation in the amount of \$5,000 in support of Ozzy's Garage with funds to be drawn from the Donations Reserve Fund.

CARRIED

CONSENT AGENDA

Chair Lougheed requested that items 7.6 OAPSB conference and 7.7 CAPG Membership reports be moved from the Consent Agenda to the Discussion Agenda.

(2026-21) FORTIER – POLAND: THAT the Greater Sudbury Police Service Board receives and/or approves Consent Agenda as amended.

CARRIED

Adoption of Minutes – January 28, 2026

(2026-022) FORTIER – POLAND: THAT the Greater Sudbury Police Service Board minutes of January 28, 2026, be adopted as circulated and read.

CARRIED

Accept Discussion Agenda – March 11, 2026

(2026-023) FORTIER – POLAND: THAT the Greater Sudbury Police Service Board approve and receive the Discussion Agenda items for the March 11, 2026, meeting as amended.

CARRIED

Notes of Appreciation

Report circulated for information.

Staffing and Deployment Update

(2026-024) FORTIER – POLAND: THAT the Greater Sudbury Police Service Board, in accordance with Section 37(1)(b) of the Community Safety and Policing Act, hereby receives notice of the hiring of the following members:

CARRIED

2026 PAO Conference Debrief

Report circulated for information.

Board Correspondence

Report circulated for information.

DISCUSSION AGENDA

Member Sizer noted the CAPG membership report as the CAPG recently issued a nomination package for interested municipalities to submit their interest to host the 2027 CAPG Annual Conference and AGM. Member Sizer asked for the Board's support in submitting a nomination package. The Board agreed.

(2026-025) FORTIER – LOUGHEED: THAT the Greater Sudbury Police Service Board submit an application to host the CAPG 37th Annual Conference and AGM.

CARRIED

Chair Lougheed also noted the memo from the Inspectorate of Policing on Project South included in the Board Correspondence report.

2025 Annual Property and Evidence Audit

Chief Cunningham provided an overview of the 2025 Annual Property and Evidence Audit report for the Board, which was completed in accordance with Section 23 the Adequacy Regulation. It was noted that the 2024 Audit identified an issue with heating controls, as referenced on page 18 of the report. GSPS Staff are currently working with the City of Greater Sudbury to increase ventilation, and this matter remains outstanding from 2024.

The auditor examined 100 items of property and outlined the detailed audit process, including what was reviewed. The assessment concluded that the unit is adequate and effective, and that appropriate controls are in place. It was further noted that there has been an increase in firearm-related incidents, including an increase in firearms seized within the city, as well as an increase in voluntary firearm surrenders.

2025 Missing Persons Urgent Demand Report

Chief Cunningham provided an update to the Board on the 2025 Missing Persons Urgent Demand Report. The *Missing Persons Act, 2018* provides police officers with enhanced tools to assist in locating missing persons, including the ability to seek court orders for the production of records, obtain search warrants to enter premises, and make urgent demands for records without prior judicial authorization in defined circumstances. In

accordance with O.Reg 182/19 under *the Missing Persons Act*, 2018 the report will be submitted to the Ministry and also made publicly available by June 1.

2025 Freedom of Information Annual Report

Chief Cunningham reviewed the report for the Board. She noted that requests for personal information decreased in 2025, while requests for general information increased. Chief Cunningham further explained that the fee structure allows for some cost recovery; however, the fees charged do not cover the full costs associated with preparing reports.

2025 Use of Force Annual Report

Chief Cunningham reviewed the report for the Board. She highlighted the role of the Training Branch and emphasized de-escalation training to ensure that use of force is applied only when absolutely necessary. She noted that page 33 outlines the criteria for use of force reports and advised that in-service training is currently ongoing.

Chief Cunningham noted that the handgun discharge involving a person is currently under investigation by the S.I.U.

2025 Chief's Complaints Annual Report

Chief Cunningham reviewed the report for the Board. The Chief summarized the report noting:

- 10 Chief's Complaints received:
 - 8 complaints involved Sworn members and were carried over from 2024.
 - 1 complaint involved a Special Constable.
 - 1 complaint involved a Police Professional.
 - 1 complaint was substantiated, and discipline was imposed.

2025 Public Complaints Annual Report

Chief Cunningham provided a high-level update of this report. She noted:

- 71 public complaints were received in 2025.
- 51 complaints (72%) were screened out by the Law Enforcement Complaint Agency (LECA).
- 1 complaint was substantiated and discipline was imposed, related to neglect of duty.

FINANCE REPORTS

Donation Reserve Trust Fund Report

(2026-026) LEFEBVRE – FORTIER: That the Board authorize the Donations Reserve Fund Requests as outlined in the report and approve payment in the requested amounts.

CARRIED

Board Reserve Trust Fund Report

(2026-027) FORTIER – SIZER: That the Board authorize the Board Reserve Trust Fund Requests as outlined in the report and approve payment in the requested amounts.

CARRIED

OAPSB Conference

The Board discussed the OAPSB annual conference in relation to members interest in attending and sponsorship.

(2026-028) FORTIER – POLAND: THAT the Greater Sudbury Police Service Board authorizes Members to attend the Ontario Association of Police Service Boards Spring Conference and AGM Event June 1-3, 2026; and further

THAT the Board support the conference with a donation of \$1,000 with funds to be drawn from the Training Account.

CARRIED

CAPG Membership

The CAPG has issued its membership renewal for the 2026 2027 year. The endorsed concurs with its value in Board governance.

(2026-029) FORTIER – POLAND: THAT the Greater Sudbury Police Service Board approves the annual Canadian Association of Police Governance (CAPG) membership fee of \$5,652.00 for the period of April 1, 2026, to March 31, 2027.

CARRIED

Board Reports

Report from the Board Administrator

The Board Administrator provided a brief update on two events he recently attended, including the PAO Conference and a Big 12 meeting, noting that both were very informative. He also shared that he was invited to serve as a judge at the Polar Plunge, which was reported to be a very successful and well-attended event.

Vice Chair Poland left the meeting at 11:15 a.m.

Report from the Chief

The Chief's Report was circulated in advance of the meeting. Chief Cunningham highlighted several activities of the Service throughout December and January for the Board.

Chief Cunningham noted the following:

- Members of the Community Response Unit recently partnered with the City of Greater Sudbury on a joint Sudbury Housing property initiative. It was noted that the Enhanced Mobile Crisis Rapid Response Team (EMCRRT) has recently expanded and now operates four teams. An update was also provided on the Business Improvement Area (BIA) Coffee with a Cop event and Annual General Meeting. In addition, the LCBO Joint Enforcement Initiative was discussed with the Head of LCBO Security scheduled to attend a meeting in Sudbury in April. The lacrosse program was noted as continuing, and an update was provided on Citizens on Patrol, including the addition of two new fleet vehicles. An update was provided regarding prisoner transport funding. It was noted that funding of \$1.945 million has been received from the Province of Ontario, resulting in a funding shortfall of \$3.23 million. It was stated that advocacy efforts will continue to seek increased provincial funding for the transport of prisoners out of the community.
- The board asked how they can continue advocating for additional funding. The Board Chair noted that support has recently been received from North Bay and that Collingwood Council has also formally advocated on this issue. The Chair requested that a letter be sent to Lisa Darling asking the Ontario Association of Police Services Boards (OAPSB) to lobby for increased funding for prisoner transport.
- Chief Cunningham noted Assist EMS call volumes and advised that the Service continues to work with Aaron Archibald, Chief of Paramedic Services, to provide de-escalation training for EMS staff, with the intent of assisting before police involvement is required.
- Chief Cunningham highlighted investigations by our Criminal Investigation Division, including a recent seizure of nearly \$150,000 of illicit drugs. The Board

Chair further asked whether the major crimes section of the Chief's Report could note the city of residence for individuals who are charged.

- Chief Cunningham highlights the work of the Integrated Operations Division. Traffic statistics included in the report.

New Business

With respect to intimate partner violence (IPV), the Chief referenced the presentation delivered by Cedar Place at the previous month's meeting. She provided a brief update on the development of a local Safe Centre, which would provide wraparound services for individuals experiencing IPV. Member Fortier has recently joined the CSWB Committee, which is comprised of multiple community partners. The Chief advised that she brought forward remarks on behalf of Member Fortier and the Mayor at the first Safe Centre Committee meeting. Examples of similar one-stop-shop service models in Peel and Waterloo were highlighted. It was noted that a committee lead and funding sources will need to be identified in order to advance this proposed service.

Date of Next Meeting

April – Date TBD

Adjournment

(2026-30) LOUGHEED – POLAND: THAT this meeting be adjourned.

CARRIED



Gerry Lougheed, Jr., Board Chair



Sharon Baiden, Interim Board Staff