

GREATER SUDBURY POLICE SERVICE BOARD MEETING
Wednesday, April 21 – 10:00 A.M.
Alex McCauley Boardroom/ZOOM

PUBLIC MINUTES

Present:

Gerry Lougheed, Jr., Chair
Paul Lefebvre, Member
Krista Fortier, Member
Sharon Baiden, Interim Board Staff
Vanessa Rouleau, Recorder

Regrets:

Al Sizer, Member
Shawn Poland, Vice-Chair

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
Nathan Dokis, Manager of Communications and Information Technology
Célyne Piché, Manager of Information Management
Kaitlyn Dunn, Corporate Communications Supervisor
Julie Sajatovic, Executive Administrator to the Deputy Chief (Zoom)

Guests:

Tom Gervais (Zoom)

News Media:

Angela Gemmell – CTV News

1.0 Motion to Meet IN CAMERA – 8:30 a.m.

(2026-31) 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

2.0 Matters Arising from In Camera Session – 10:02 a.m.

At today's closed session held prior to the public meeting, the Board dealt with the following matters in accordance with Section 44 of the *Community Safety and Policing Act, 2019*:

1. Legal Services Status Report
2. Personal Matter
3. Personal Matter
4. Labour Relations
5. Board Correspondence
6. Board Correspondence
7. Operational
8. Litigation
9. Litigation
10. Litigation
11. Personal Matter
12. Labour Relations
13. Personal Matter
14. Personal Matter

The Board was updated on a police governance survey that the Chair contributed to being conducted by Strategy Corp.

3.0 Land Acknowledgement

Member Fortier read the Land Acknowledgement Statement.

4.0 Roll Call

Attendance taken and recorded.

5.0 Declarations of Conflict of Interest

None.

6.0 ADOPTION OF MINUTES – MARCH 11, 2026

(2026-38) FORTIER - POLAND: THAT the Greater Sudbury Police Service Board minutes of March 11, 2026, be adopted as circulated.

7.0 PRESENTATION

Inspector Robert Norman provided the Board with a presentation on the Tactical Rescue Vehicle recently acquired by the Greater Sudbury Police Service. He spoke to this acquisition being in response to emerging risks of firearms related offences being on the rise and an increase in number of vehicles being seized. The Emergency Response Unit is frequently activated with the number of high-risk warrants rising and increasing calls related to firearms and armed and barricaded persons. This vehicle offers an enhanced protected approach, safe extraction, and reduced exposure for officers, improving the ability to make contact effectively with the purpose to de-escalate allowing for a safe approach and surrender. The cost of the vehicle was \$17,500 and has annual operating costs of approximately \$2,500 with a 5-to-7-year lifespan. Members have been fully trained in its use. This vehicle is strategically aligned to enhance community safety, officer safety, adequacy and effectiveness of policing, fiscal accountability, and public trust.

Inspector Norman also advised that there will be an ERU K9 demonstration on Wednesday during Police Week, which kicks off May 10, 2026, at the Gerry McCrory Countryside Sports Complex.

8.0 CONSENT AGENDA

(2026-39) FORTIER - POLAND: THAT the Greater Sudbury Police Service Board receives and/or approves Consent Agenda items 8.1 to 8.6:

- 8.1 Staffing and Deployment Update
- 8.2 2025 Board Expenses
- 8.3 2026 Ontario Police Memorial
- 8.4 Public Sector Salary Disclosure
- 8.5 Board Correspondence
- 8.6 Canadian Association of Police Governance – Host City Proposal

CARRIED

8.1 Staffing and Deployment Update

Service report dated April 11, 2026, from Holly Bilodeau, Manager of Human Resources, advising the Board of the notice of hiring of members in accordance with Section 37 (1)(b) of the Community Safety and Policing Act.

(2026-40) LEFEBVRE - FORTIER: THAT the Greater Sudbury Police Service Board, in accordance with Section 37(1) of the Community Safety and Policing Act,

hereby receives notice of prospective employment for the following members of the Greater Sudbury Police Service for the below mentioned positions, pending final background checks:

Rose, Cindy - PT Special Constable/Court Security
Lacasse, Eliza - PT Special Constable/Court Security
Moxam, Kent - PT Special Constable/Court Security

CARRIED

8.2 2025 Board Expenses

Board report dated April 8, 2026, from Sharon Baiden, Interim Board Staff, detailing Board expenses for 2025.

8.3 2026 Ontario Police Memorial

Service Report dated April 21, 2026, from Chief Sara Cunningham advising the Board of the 2026 Ontario Police Memorial Ceremony of Remembrance May 3, 2026, in Toronto.

8.4 Public Sector Salary Disclosure

Service report dated April 13, 2026, from Melissa Lariviere, Acting Manager of Finance, summarizing Greater Sudbury Police Service's disclosure stats from the report released March 27, 2026.

8.5 Board Correspondence

Report dated April 14, 2026, from Sharon Baiden, Board Interim Staff, detailing Board correspondence and updates from the Ontario Association of Police Services Board and its branding change to Police Governance Ontario, CAPG Webinar notice "*From the Board Table to the Police Service: The Board's role in Organizational Culture*" scheduled for May 7, and CAPG Call for Nominations.

8.6 Canadian Association of Police Governance – Host City Proposal

The City of Greater Sudbury and the Greater Sudbury Police Service have partnered in a proposal to host the CAPG.

DISCUSSION

(2026-41) LEFEBVRE -FORTIER: THAT the Greater Sudbury Police Service Board approves Discussion Agenda items for the April 21, 2026, meeting as distributed.

9 Reports

CARRIED

9.1 2025 Post Traumatic Stress Disorder Annual Report

Information report dated April 11, 2026, from Holly Bilodeau, Manager of Human Resources, providing an annual update on: *Supporting Ontario's First Responders Act – 2025 Post-Traumatic Stress Disorder (PTSD) Prevention Plan*.

The Chief highlighted a variety of activities over the past year in the area of wellness noting Mindful Mondays, Wellness Wednesdays, and Fitness Fridays.

The Spiritual Team is being reconstructed with a focus on outreach recruiting activities for non-denominational individuals to express interest in becoming part of the team. The Board encouraged a broad and inclusive approach to establishing our Team. The services provided by the Spiritual Team include weddings, funerals, ceremonial events, and member support.

The Service works collaboratively with WSIB and our Health and Abilities provider to assist members while off and with the transition when returning to the workplace.

9.2 Police Auctions Canada Annual Report

Information report dated April 13, 2026, from Melissa Lariviere, Acting Manager of Finance, presenting the results of police auctions hosted by Police Auctions Canada for the 2025 year. It was noted that proceeds are down by approximately \$1,000 from the prior year.

Last year the Service made a net income of \$1,800. The Service is looking at conducting a local bike auction. Many bikes are now returned to rightful owners and as such the inventory of bikes going to action has declined. Money from the auction of bikes support the Reserve Fund which has a balance that is decreasing. Other options will also be conce including bringing back a local auction.

9.3 2025 Annual Report – Collection of Identifying Information in Certain Circumstances – Prohibition and Duties

Information report dated April 13, 2026, from Marc Brunette, Superintendent, provided a report in compliance with the annual reporting requirements of the Ontario Regulation 58/16 of the PSA & Ontario Regulation 400/23 of the CSPA. Both Regulations are *titled Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties*. The report provided statistical data in the various areas as required.

9.4 37th Annual Canadian Association of Police Governance Conference

Report dated April 10, 2026, from Sharon Baiden, Interim Board Staff, advising of the Canadian Association of Police Governance annual conference schedule for August 12 to 14, 2026, in Edmonton, Alberta. Members are encouraged to attend.

(2026-42) FORTIER - LEFEBVRE: THAT the Greater Sudbury Police Service Board authorizes Members to attend the Canadian Association of Police Governance Annual Conference August 12 to 14, 2026, in Edmonton, Alberta.

CARRIED

10.0 Agreements

10.1 2026-2027 Bail Safety Program Renewal Agreement

Service report dated April 8, 2026, prepared by Melissa Lariviere, Acting Manager of Finance, with respect to the renewal agreement for the Bail Safety Program which has been in place since 2003. The program continues to be highly effective in assisting in the collection of information to help in the identification of intimate partner violence risk factors and to assist in making recommendations during bail hearings.

(2026-43) LEFEBVRE - FORTIER: THAT the Greater Sudbury Police Service Board enter into a renewal Agreement with 'His Majesty the King in Right of Ontario as Represented by the Attorney General' for the purpose of the Bail Safety Program for a one-year period April 1, 2026, to March 31, 2027.

CARRIED

11.0 Finance Reports

11.1 2025 Year End Police Service Board Reserve Fund

(2026-44) FORTIER - LEFEBVRE: THAT the Greater Sudbury Police Service Board approve the January 1, 2025, to December 31, 2025, Police Service Board Reserve Fund report.

Service report dated April 13, 2026, by Melissa Lariviere, Acting Manager of Finance, presenting the 2025 Year End Police Service Board Reserve Fund. It was noted that the closing balance was \$14,571 which is down from \$16,131 from the prior year. The Board asked that alternatives to the current online auction be looked at to bring additional revenues to the Fund given its declining balance and limited sources to increase its value. The Chief spoke to bikes in particular, noting that the Service returns many of the found and stolen bikes resulting in seeing far fewer in storage that can be auctioned.

11.2 2025 Year End Donations Reserve Fund

(2026-45) FORTIER - LEFEBVRE: THAT the Greater Sudbury Police Service Board approve the January 1, 2025, to December 31, 2025, Police Service Donations Reserve Fund report.

CARRIED

Service report dated April 13, 2026, by Melissa Lariviere, Acting Manager of Finance, presenting the results of the Police Service Donations Reserve Fund for the 2025 year. The fund closed with a balance of \$163,384, which was up by \$20,822 from the previous year.

11.3 Donations Reserve Fund Requests

Service report dated April 10, 2026, by Chief Sara Cunningham detailing requests for funds from the Donations Reserve Fund.

The first request will support a unique camp between the Service SPARK Program and YMCA Crowley/Outdoors that will include water activities and outdoor adventures.

The second request for funds is from Lasalle Secondary School to support Community Multicultural Day. This event celebrates the diverse cultures represented within the school as initiative to foster inclusion, belonging, and cultural appreciation among students and families.

(2026-46) FORTIER - LEFEBVRE: THAT the Greater Sudbury Police Service Board authorize the following donations with funds to be drawn from the Donations Reserve Fund:

\$2,500 in support of the Greater Sudbury Police Service SPARK and YMCA Crowley/Outdoors Camp

\$1,500 Lasalle Secondary School in support of Community Multicultural Day

CARRIED

11.4 Norigen Core Procurement Report

Service report dated March 23, 2026, from Nathan Dokis, Manager of Communications and Information Technology, in relation to the procurement of Norigen Core. This is a solution that will deliver real-time operational intelligence, perform advanced data correlation and risk analysis, support executive level

decision making with dynamic dashboards, and meet increasing expectations for evidence-based policing and reporting.

This will provide GSPS with improved capacity for data retrieval which will bolster response times, time spent on calls, and reporting. OPTIC agencies will be able to retrieve and integrate our data for better performance through data driven analytics. This is a sole source procurement as it is proprietary to OPTIC agencies for their use.

(2026-47) FORTIER - LEFEBVRE: THAT the Greater Sudbury Police Service Board approve the sole-source procurement of the Norigen Core analytical platform from Norigen Management Consulting Inc., at an annual subscription cost of \$105,792.00 and a one-time implementation fee of \$10,000.00, for a total contract value of \$292,112.00 (plus HST) for the period May 1, 2026, to December 31, 2028.

CARRIED

12.0 Board Reports

12.1 Report from Board Staff

Information report April 14, 2026, from Sharon Baiden, Interim Board Staff, updating the Board on staff activities within the Board Office including labour relations, collective agreement finalization, board policy review, and day-to-day office work.

13.0 REPORT FROM THE CHIEF

The Chief's Information Report highlighting Service activities dated April 2026 was reviewed. The Chief pointed out certain areas of particular interest:

- The focus on the downtown core is going well especially through bike patrols. There is a dedicated plan for the downtown core with an emphasis on getting drugs off the street and positive results are being realized.
- COP volunteers are out again, and the new vehicles have attracted great feedback. There were 25 Focused Patrols done by COPs.
- Alcohol enforcement has been a priority for officers in terms of education and communications with our AGCO partners.
- Many calls continue to come into the 911-ECC. Police and EMS are working collaboratively on call responses on average four times a day with an emphasis on de-escalation. MCRRT teams are working with CMHA and HSN which has significantly reduced wait times at HSN. This is a province wide issue and continues to be a main topic of conversation amongst mayors to address this significant health issue.

- A 47-year missing person investigation was solved through the national missing person DNA program.
- There has been no increase in funding allocations specifically dedicated to traffic enforcement since the speed cameras were removed.
- Police Week is coming soon with a number of activities planned. The Board is invited to attend.
- GSPS has signed with 30Forward which is a national movement dedicated to recruiting, retaining, and advancing women in policing. Sudbury is committed to increasing its overall percentage of female officers.

14.0 NEW BUSINESS

The Board was advised that there will not be a Gala held this year. Another fundraising type of activity is being explored. More details will follow once available.

15.0 Date of Next Meeting

The date of the next meeting was confirmed to be May 20, 2026

16.0 Adjournment

(2026-48) FORTIER - LEFEBVRE: THAT this meeting be adjourned.

CARRIED



Gerry Lougheed, Jr., Board Chair



Sharon Baiden, Interim Board Staff