

GREATER SUDBURY POLICE SERVICES BOARD MEETING
Monday, October 30, 2023 – 5:00 P.M.
C-12 – Tom Davies Square/ZOOM

PUBLIC MINUTES

Present:

Al Sizer, Chair
Gerry Lougheed, Jr., Vice Chair
Paul Lefebvre, Member
Krista Fortier, Member
Shawn Poland, Member
Matthew Gatien, Board Administrator

Regrets:

None.

Staff:

Paul Pedersen, Chief of Police
Sara Cunningham, Deputy Chief of Police, Administration
Natalie Hiltz, Deputy Chief of Police, Operations

Staff on Hand:

Melissa Bamberger, Manager of Finance
Melissa Lariviere, Procurement Supervisor
John Valtonen, Inspector, Patrol Operations
Holly Bilodeau, Manager of Human Resources and Professional Development
Nathan Dokis, Manager of CIT
Steve Train, Sergeant/SPA Executive
Matt Hall, Sergeant/SPA President
Kaitlyn Dunn, Corporate Communications Supervisor

Guests:

None.

News Media:

Tyler Clarke, Sudbury.com
Mary-Katherine Keown, Sudbury Star

Motion to Meet IN CAMERA – 4:09 p.m.

(2023-175) LEFEBVRE – LOUGHEED: THAT this Board adjourn the public portion of its meeting to move IN CAMERA to discuss confidential items pertaining to legal and personal matters, in accordance with Section 35(4)(b) of the *Police Services Act*.

CARRIED

Roll Call

Attendance taken.

Matters Arising from In Camera Session – 5:00 P.M.

The Board will report any matters discussed during the In Camera meeting. The Board discussed and resolved confidential items pertaining to legal and personal matters.

Declarations of Conflict of Interest

None.

Budget Reduction Scenarios Presentation – 5:00 p.m.

Chief Pedersen gave a presentation identifying budget reduction scenarios for the Board’s consideration. Initial proposals came in with an increase of 10.66% and 6.92% for 2024 and 2025, respectively.

Budget Deliberations

One reduction option for the Board’s consideration was to remove the additional \$500,000 for the facilities reserve fund. Vice Chair Lougheed asks if the Board and Service will be able to meet their requirement to provide adequate and effective service without these funds? The Board is assured, yes, we will.

Member Fortier asks if our training costs are the same as other services. Chief Pedersen notes that our training costs are higher because of the further distances we sometimes have to travel because of our geographical location. However, if we reduce our training budget, GSPS will be treading water and will not be adding anything with our training.

Member Poland asks if we make cuts in training for the next budget and invest in adding people, can training be brought back down the road without affecting staff. Chief Pedersen notes this is a complicated answer. This could be done to an extent. However, there is certain training that is mandatory each year. Delaying training can also get close to edge of providing adequate and effective policing.

Vice Chair Lougheed notes there are specific jobs noted as new in the budget document. Specifically, he notes there are new forensic jobs identified. He asks if new staff in these positions would be civilian staff? Chief Pedersen says, yes, these new positions would be staffed with civilian police professionals, allowing more sworn members to be deployed to frontline work.

Vice Chair Lougheed notes that he feels the EDI Strategist position that was delayed in last year's budget should be kept in the budget this year.

Vice Chair Lougheed notes that the EDI position struck last year should be kept this year.

Member Lefebvre asks about the overtime listed in the budget and what effect removing as a reduction would have. Chief Pedersen notes that for the budget the GSPS Finance team averaged our last 5 years' worth of overtime and using a growth progression projected an estimated amount for this budget cycle. This was done to prevent causing our budget to close with overtime driving costs above our projected spending. Serious crimes, violent crimes, etc. are where we see staffing overages and incur lots of overtime to respond and take care of investigation. Off-duty court time also incurs overtime.

Member Lefebvre asks how many new recruits we currently have in training. Chief Pedersen notes that we have 5 currently at OPC. Once these new staff are on duty, we should see overtime go down.

The Board asks about figures listed in the Capital budget, specifically about the difference between capital projects and police building reserve?

Deputy Chief Cunningham notes that capital projects include technology projects and other upgrades for items the Service uses (e.g., CEWs, radios, 9-1-1 system, etc.). The Board asks if the figures listed for the Capital budget can be divided over the life of the Capital plan? Melissa Bamberger, Manager of Finance, notes that the figures listed are already divided over the 4-year span of the Capital budget.

Member Lefebvre asks about the recent tradition of adding \$500,000 to the budget to put aside in the Facility Reserve fund. DC Cunningham states that the original plan was to use these extra to build capacity for debt financing to put towards a new facility. However, more immediate needs at current locations have required us to pull out of the Facility Reserve to update critical items, new campus. Ms. Bamberger notes that the Facility Reserve fund sits at \$6 million. \$2.65 million is noted in the Capital cycle as the additional \$500,000 contribution per year.

Vice Chair Lougheed notes that the practice of putting aside an additional \$500,000 per year in the Facilities Reserve Fund was set on an iteration of the Board that he sat on. He asks if funds are being used from this account for current facility needs. Deputy Chief Cunningham says, yes, the fund is for facilities in general, we have had to pull from it for significant infrastructure challenges.

The Board asks if we have budgeted for collective bargaining increases. DC Cunningham notes that yes, these costs are built in.

Member Fortier notes that she attended the recent OAPSB Labour Conference, and that digital evidence management was a major theme. She asks where we are currently in terms of digital evidence technology and staff to manage it. Chief Pedersen notes that we already have a digital evidence management software (DEMS) and are looking to add a DEMS Processor as our digital evidence needs will only continue to grow.

Chief Pedersen notes we are currently stretched as DEMS continues to grow. Physical files are now terabytes of data on laptops, handheld devices, etc. All devices associated with a crime have to be seized and reviewed. All that information must be reviewed, categorized, filed, and stored for release to the judicial system.

Member Fortier asks if this is a critical position? Chief Pedersen states that all positions added to the budget are required, however, the Service understands the need to balance board's budget.

Member Fortier asks for clarity on the line item for outreach recruitment. Chief Pedersen notes those costs are tools to recruit people to work for GSPS.

Member Poland asks about the Service's cybersecurity preparedness? Chief Pedersen notes that we do have a robust security plan in place, however edge of the desk work is also happening lots. An increase in CIT staff would help with critical planning work for manager and supervisor staff.

Member Lefebvre notes that City Council has asked for not more than a 4.7% increase and asks what is stopping the Board and Service from achieving this goal? Chief Pedersen replies that the lowest increase calculated is 7.1%: this amount is solely costs

of staff, equipment, etc. just to keep us going, without looking at known increases. The only way to go lower is to reduce staff. We are not hearing reduction from community outreach, and a reduction would require the Board to apply to OCPC who would have to review if we could provide adequate and effective policing with fewer members.

Vice Chair Lougheed motions to delay a decision to the November 1 meeting. He asks that the Chief direct staff to prepare a budget scenario with the following items removed/considered: extra \$500,000 contribution to Facility Reserve Fund, overtime reviewed against hires, and new hires pushed to Q3 in 2024. Chair Sizer agrees with these asks of staff.

Adjournment - 6:20 p.m.

(2023-177) LOUGHEED – LEFEBVRE: THAT this meeting be adjourned.

CARRIED