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Apr 20 · 43 tweets · [adamadonaldson/status/1649118621094772745](https://twitter.com/adamadonaldson/status/1649118621094772745)

Coming up soon, this month's Police Board Meeting:



Chair McSherry has called the meeting to order.

No Declarations of Conflict or Pecuniary Interest under the Municipal Conflict of Interest Act.

First item up, Phil Perrins, President of the Guelph Police Association, with a presentation about Assaults Against Police. He says the situation is "unprecedented" including eight murders of off duty police in the last several months.

Perrins notes the psychological toll of violence against police officers, not just on the officer but on their families too. They suffer the effects of violence like everyone else, but they have to go out back on the job and risk getting hurt again.

Perrins offers a few specific examples:

-Officers responding to a noise complaint in the west end where met with verbal assaults incl. racial slurs, and one officer was kicked in the head resulting in stitches. He also suffered memory loss.

Ex #2: Officers responded to a call from parents of an adult child in crisis. He leapt out of the back of an ambulance and ended up assaulting the two responding officers, with one getting kicked in the nose and given a concussion plus nine stitches under his eye.

The concussion made the officer sensitive to light and sound and they still experience the effects to this day. Perrins says that they're disappointed with the court process, b/c the officer wasn't told about plea agreement. Perrins says he's not here to assign blame though.

In another case, a police officer was spat on twice by two different people. On the second time, it was caught on body camera but the charges were dropped by the crown.

Perrins also says that there have been incidents of assaults against officers in the detention area. One incident saw a prisoner threatening officers with a food container and when he was moved he heckled the officers with racial epithets.

Perrins calls the exposure to such behaviour "disheartening". The wellness co-ordinator and health & safety advisor are doing their best, but it's a complex process and officers are feeling unsupported.

Perrins says that these incidents represent the increased risk for officers on the job and it's imperative to address their concerns and their wellbeing.

McSherry thanks Perrins for the presentation as it helps the board humanise the sacrifice members are making for the community. He also credits the officers for being able to be professional in the face of these incidents.

Next item: KPMG Review Presentation.

From KMPG

-Bruce Peever, Partner, Public Sector Advisor

-Tim Swanson, Senior Manager

From GPS

Det. S/Sgt. Ben Bair

John Robinson, Research Analyst from Legal Services

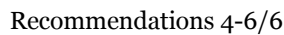
Sarah Purton, Financial Services

Peever begins the presentation. KMPG was engaged to do a review of GPS' staffing and resource needs, and make recommendations to deliver service more effectively. The increasing pop. of Guelph and the increasing complexity of calls was the driver.

Swanson takes over with some observations: There was an impact on crime severity index with increased staff, but on comparative basis there is a lower ratio of officers per pop. than similar sized communities.

Swanson also notes that crime is also getting more complex with the increase of cyber crime and trafficking. Challenges are greater beyond just the normal crunch of policing a bigger community.

- 1) Add another deputy chief (DONE)
- 2) Realign some of the investigative units
- 3) Invest in more data and analytics.



- Clr Allt asks about impact of U of G on demographics, and the potential increase with Conestoga moving in. Swanson says it's difficult to normalise for student pops., impact on calls can definitely be predicted.

Cobey notes that this is the challenge. It makes it har for police to be proactive when you have to account for breaks or responding to emergencies, or an especially big emergency.

Mayor Guthrie asks if there's any type of work that can be done on service rationalisation at the office level. Swanson says they always want to look for those efficiencies. Peever adds that you can consolidate, but the volume of work putting on one body would be significant.

Guthrie asks about procurement efficiencies. Swanson notes that a lot of police services work collaboratively on procurement; GPS does this with something called the Pride system. OPP has opportunities like this too.

Motion to approve the minutes from March approved unanimously.

Motion to approve the agenda carried unanimously.

Next: Human Resources Annual Report for 2022. Kelley McKeown, HR & Occ. Health, Safety and Wellness Manager will present. She starts by noting that 43 members celebrated between 10 and 30 years of service milestones last year.

McKeown says that recruitment and retainment continued to be a focus. 7 new constables were hired, and 4 others transfer in. There were over 1,000 applications for 27 civilian posts.

Some of the training and education done by police services staff last year:

- 81 different courses were completed through the Canadian Police Knowledge Network (CPKN<sup>®</sup>). Some courses included Introduction to Human Trafficking, 2SLGBTQ+ training and Basic Investigation Skills;
- 206 members attended (in person or virtually) courses, conferences, workshops, etc. either held at the Ontario Police College or a satellite location;
- 6 courses were hosted "in-house" including Patrol Rifle Operator (8 attendees); Sex Assault Course (6 attendees); Front Line Supervisor (6 attendees); Open Source Research (9 attendees); Intoxilyzer 8000C (9 attendees); and Range Safety Officer (7 attendees);
- 3 police members attended the Canadian Police College;
- 3 senior leaders completed the Rotman's Police Leadership Program;
- Creating a Psychologically Healthy and Safe Workplace training continued for supervisors in 2022, with 10 police and civilian supervisors participating;
- A variety of courses and conferences were attended by Civilian Members in 2022 (35);
- 6 members were supported with tuition reimbursement for further education outside of work; and
- Diversity training continued and included all new members taking Gender Based Analysis training, Diversity and Inclusion training for all new Police Cadets, pre and post OPC. In-Service Diversity and Inclusion training includes a post OPC cultural appreciation program. A Diversity Training Video was created together with community partners in 2020. This Service-wide training was delivered in 2021 across the organization and continues for all new Cadets and experienced hires to provide our members with further training and insight into the diversity of the community and how the members of GPS can best serve the community.

Supportive services and wellness initiatives at GPS last year:

- Employee and Family Assistance Program (EFAP)
- Leadership Development and Training
- Critical Incident Stress Management Team (CISMT)
- Safeguarding Program (psychological assessments)
- Commitment to First Responders Legislation
- Promotion of psychological supports through employee benefits and broadening of eligible service providers
- Supports through IMPACT (Integrated Mobile Police and Crisis Team)
- WSIB presumptive legislation
- TRAC Group disability management services
- Onsite fitness facility
- Dedicated Wellness Coordinator position to support employee wellness
- Dedicated Health and Safety Advisor position (new in 2022)

- Flu Clinic
- COVID-19 support
- Fitness Incentive Program
- EFAP Program
- Ergonomic assessments and purchase of equipment and assistive devices to provide support and prevention
- Purchase of small gym equipment and equipment maintenance
- Employee resources (wellness magazines, books and articles)
- Organizational Health Portal
- Physical Health Fitness Challenge
- Mental Health Wellness Sessions (Communicators)
- Early Intervention Pilot Program for First Responders
- Beyond Operational Stress Program
- Onsite Yoga Sessions
- Various wellness focused webinars offered throughout the year
- Focused wellness initiatives/activities to promote wellness and employee engagement such as selfcare bingo, nature photo challenge, etc.

There were four people that transferred out of Guelph last year, and two people resigned from policing entirely. The service projects that about 13 per cent of the current headcount will retire in the next five years.

Member Armstrong asks if the service does exit interviews with people who transfer out. McKeown says yes, but it is volunteer-based. Some do it, others don't. Results from the exit interview are shared with the exec.

Next, Supplemental Staffing to Support our Downtown Community. Chief Cobey says that GPS intends to support the downtown and has heard the requests for more proactive engagement.

For the next 4 months, the intention is to have a program with one officer on patrol downtown 8 hours a day, 7 days a week. It's been going since April and the service has already seen positive results.

The cost is about \$260,000 and Cobey recommends using funds from the 2022 positive variance to cover it. This will also come with a study of the resulting metrics from the program.

Guthrie thanks Cobey for listening to the needs of the community and moves the recommendation. Allt seconds.

**RECOMMENDATION:**

THAT the Guelph Police Services Board approve supplemental staffing to support our Downtown Community;

FURTHER THAT the Guelph Police Services Board recommends that up to \$260,000 be transferred from the Police Operating Contingency Reserve (#115) to fund this initiative;

AND THAT the Guelph Police Services Board forwards this information to Guelph City Council requesting approval to utilize the reserve funding for this initiative.

**SUMMARY:**

Motion carried.

Chief's Monthly report is next. Cobey begins by noting the loss of more officers since the last meeting; 2 in Edmonton, 1 in Quebec, and an RCMP officer who died in a car crash while responding to a call. He says we must never become numb to these losses.

Following up on the KMPG presentation, he says the recommendations are meant to improve the service and modernise. They're reviewing the recommendations, some have been actioned, and they're looking at active staffing model now. This will be coming to board in the "weeks ahead."

Cobey encourages everyone to read the report to better understand the impacts of a growing community on the service. (Page 9 of 130).

<https://events.guelphpolice.ca/meetings/Detail/2023-04-20-1430-Guelph-Police-Services-Board-April-2023-Open-Meeti/70d4b5a6-83cd-434b-b208-afe80130af80>

Cobey welcomes Deputy Chief Gill to his first board meeting in his new position, and acknowledges Deputy Chief Goetz for getting inducted into the Order of Merit at Rideau Hall last week.

No questions or comments for the chief.

No new business. The next meeting is May 18, 2023 at 2:30 pm via Teams meeting will also be live-streamed on YouTube.

The end.



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