



Guelph Police Service Board

PO Box 31038, Willow West Postal Outlet, Guelph, Ontario N1H 8K1
Telephone: (519) 824-1212 #7213 Email: board@guelphpolice.ca

Open Meeting Agenda

Thursday, February 20, 2025; 2:30 p.m.

Location: Electronic Meeting

[Click here to access meeting via YouTube](#)

Open Session: 2:30 p.m.

Closed Session: 1:00 p.m.

- | | | |
|-----|---|-------------|
| 1.0 | Welcome and Introductions | |
| 2.0 | Meeting Called to Order, Territorial Acknowledgment | |
| 3.0 | Declarations of Conflict or Pecuniary Interest under the Municipal Conflict of Interest Act | Information |
| 4.0 | Closed Session Resolutions (if any) | Decision |
| 5.0 | Presentations/Delegations – None | |
| 6.0 | Approval of the Agenda | Decision |

PART 1 - CONSENT

Items on the Consent Agenda can be approved in one motion. Prior to the motion being voted on, a member of the Board may request that an item be moved to the Discussion Agenda.

		Decision
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|-----|---|-------------|
| 6.1 | Approval of the Open Meeting Minutes dated January 16, 2025 | Decision |
| 6.2 | Human Resources – Member Appointments | Decision |
| 6.3 | Board Correspondence Report | Information |
| 6.4 | Community Account Annual Report 2024 | Information |
| 6.5 | Amended User Fee for Special Duty Requests | Decision |

PART 2 – DISCUSSION

- | | | |
|-----|------------------------|-------------|
| 6.6 | Chief's Monthly Update | Information |
|-----|------------------------|-------------|

7.0 New Business

8.0 Information Items

- Next Open Meeting: Thursday, March 27, 2025, 2:30 p.m., via Teams meeting, Livestreamed on YouTube

9.0 Adjournment

Decision



PRIDE SERVICE TRUST

Guelph Police Services Board

PO Box 31038, Willow West Postal Outlet, Guelph, Ontario N1H 8K1
Telephone: (519) 824-1212 #7213 Email: board@guelphpolice.ca

Open Meeting

Minutes – January 16, 2025

An Open meeting of the Guelph Police Services Board was held by teleconference call on January 16, 2025, pursuant to sections 11.4 and 20.7 of Guelph Police Services Board By-Law 136 (2009), commencing at 2:30 p.m.

Present: P. McSherry, Chair
P. Allt, Member
A. Sharma, Member
C. Guthrie, Member
L. LaCelle, Executive Assistant
G. Cobey, Chief of Police
S. Gill, Deputy Chief of Police
D. Goetz, Deputy Chief of Police
J. Sidlofsky Stoffman, Legal Counsel
J. Millson, Executive Assistant

Regrets: J. Armstrong, Vice-Chair

Guests: Insp. Andrew Goody

1.0 Welcome and Introductions

Chair McSherry welcomed everyone to the January 16, 2025, Guelph Police Services Board meeting. Chair McSherry noted regrets from Vice-Chair Armstrong.

2.0 Meeting Called to Order and Territorial Acknowledgment

Chair McSherry called the meeting to order at 2:35 p.m. and gave the Territorial Acknowledgement.

3.0 Declaration of Conflict or Pecuniary Interest – None

4.0 Closed Session Resolutions

Moved by C. Guthrie

Seconded by A. Sharma

THAT the Guelph Police Services Board support the Guelph Police Association in the amount of \$4,000.00 to assist them with the cost of hosting the Police Association of Ontario 2025 Winter Membership meeting scheduled for January

21 and 22, 2025, with funds to be paid from the Community Account.

- CARRIED -

Moved by C. Guthrie

Seconded by A. Sharma

THAT the Guelph Police Services Board support Enactus Guelph in the amount of \$250.00, to assist them with attending Project SOY and the Enactus Regional Exposition, with funds to be paid from the Community Account.

- CARRIED -

5.0 Presentations/Delegations – None

6.0 Approval of the Agenda

Moved by P. Allt

Seconded by A. Sharma

THAT the Guelph Police Services Board approve the Open Meeting agenda.

- CARRIED -

Part 1 – Consent Agenda

Moved by P. Allt

Seconded by A. Sharma

THAT the Consent Agenda items be approved.

- CARRIED -

6.1 Approval of the Open Meeting Minutes dated December 12, 2024

THAT the Open Meeting Minutes of the Guelph Police Services Board's December 12, 2024, meeting be approved.

6.2 Human Resources – Member Appointments

THAT Tiffany Doherty be appointed as a full-time member of this Service, effective February 10, 2025;

FURTHER THAT Zac Booth be appointed as a temporary member of this Service, effective January 6, 2025;

AND THAT Mohammad Moosa Basit be appointed as a temporary member of this, effective January 6, 2025.

6.3 Budget Signing Authority

THAT the report titled "Budget Signing Authority," and dated January 16, 2025, be received for information.

6.4 Appointment of Acting Chief and Deputy Chief of Police

THAT the Guelph Police Services Board approve the recommended lists for 2025 as presented for the appointments of Acting Chief and Acting Deputy Chief of Police.

6.5 Professional Standards Fourth Quarter Report 2024

THAT the report titled "Professional Standards Fourth Quarter Report 2024," and dated January 16, 2025, be received for information.

6.6 Board Subcommittee Appointments for 2025

THAT the Guelph Police Services Board approve the following recommendations to the Board standing committees for 2025.

Collective Bargaining:

P. McSherry (Chair)
J. Armstrong

Finance:

P. Allt (Chair)
C. Guthrie
P. McSherry

Policy Review:

J. Armstrong (Chair)
A. Sharma
P. McSherry

Performance Appraisal:

P. McSherry
C. Guthrie
P. Allt
J. Armstrong
A. Sharma

6.7 Membership Renewals for 2025**6.7.1 Ontario Association of Police Services Boards and Canadian Association of Police Governance**

THAT the Guelph Police Services Board renew its membership for 2025 in the Ontario Association of Police Services Boards at a cost of \$11,865.00, and the Canadian Association of Police Governance at a cost of \$2,220.00, to be paid from the tax supported budget.

6.8 Board Correspondence Report

THAT the report titled "Open Meeting – December 12, 2024, Board Correspondence Report," and dated December 12, 2024, be received for information.

Part 2 – Discussion Agenda**6.9 Appointment of Board Chair and Vice-Chair for 2025**

Chair McSherry called for nomination for the positions of Chair and Vice-Chair of the Guelph Police Services Board for 2025.

Moved by C. Guthrie

Seconded by P. Allt

THAT Peter McSherry be appointed to the position of Chair of the Guelph Police Services Board for 2025; and

Moved by P. Allt

Seconded by C. Guthrie

THAT Ajay Sharma be appointed to the position of Vice-Chair of the Guelph Police Services Board for 2025.

- CARRIED -

6.10 Guelph Police Services Board Name Change

Chair McSherry explained that the *Community Safety and Policing Act (CSPA) 2019 – Part IV, section (1)* states that "a municipal board shall be known as (name of municipality) Police Service Board." Considering this legislative change, a Board motion is required to formally adopt the name change.

Moved by P. Allt

Seconded by A. Sharma

THAT per the *Community Safety and Policing Act – Part IV, section 31 (1)*, the Board shall now be known as the Guelph Police Service Board.

- CARRIED -

6.11 Report on Aggregate Disciplinary Measures in 2024

Chief Cobey explained that pursuant to section 205 of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, this report is a new reporting requirement that had no prior precedent. Going forward, there will be two reports prepared for the Board on a semi-annual basis.

The report titled "Report on Aggregate Disciplinary Measures in 2024," and dated January 15, 2025, was received for information.

6.12 Chief's Monthly Update

Chief Cobey indicated that the Service will be hosting a second information session on Human Trafficking on January 20, 2025. The Guelph Police Service Strategic Plan specifically identified the need to ensure increased supports for victims and survivors of Human Trafficking and Intimate Partner Violence. This supports and is aligned with the unanimously passed motion by Guelph City Council in 2023 declaring Intimate Partner Violence an epidemic in the city. The Chief thanked the many organizations and community leaders who attending the first information session in the Fall of 2024. The Fall session was targeted to service providers, this event is targeted to members of the community. There has been excellent interest in the session and attendance for the session is at capacity. The Service will be hosting additional sessions moving forward in relation to Human Trafficking, Intimate Partner Violence, Internet Child Exploitation, and frauds often targeting Seniors.

Chief Cobey noted that Intimate Partner Violence and Human Trafficking are not developing issues. They are well established and require a concerted, collaborative and robust response.

The Guelph Police Service is one of six Ontario police services using a new provincial tool aimed at monitoring and sharing information about individuals on bail for firearms-related offences.

The new Provincial Bail Compliance Dashboard is managed by the OPP. Other participating services include Waterloo Regional Police, York Regional Police, Peel Regional Police and the Toronto Police Service.

The online dashboard provides map-based, near real-time critical information about charged persons released on bail for firearms-related offences. This new strategy permits the police to ensure those released on serious firearm-related offences are complying with their bail terms. If they are not, they are either charged or apprehended. In Guelph this would include those charged by the Guelph Police Service as well as those charged by other services but living in Guelph.

Chief Cobey invited Inspector Andrew Goody to provide the Board with an update related to the Downtown Safety Initiative.

In late October 2024, the Service deployed a team of five officers into the Downtown core to provide an increased presence focusing on public safety and enforcement. These additional resources were solely designated to the Downtown, and are to specifically address public safety, including open drug use and associated criminal behaviours. When lawful grounds existed, arrests have been made, and drugs have been seized. Officers would then follow the directions as set out in the *Controlled Substances Act* which directs officers to consider the appropriate course of action including warning, referral, or the laying of charges.

Throughout this initiative, one of the primary responsibilities of this team during any interaction was to ensure that the Service provide access to supports for those struggling with dependency.

Since the start of this initiative, the team has been deployed for more than fifty days of patrol through all areas of the Downtown.

Inspector Goody provided a quick summary of statistics from the initiative over the 50 days, including:

- Over 80 arrests occurred involving over 55 individuals (there have been some repeat offenders).
- Arrests have been for various criminal and drug related offences.
- More than 60 of these arrests were for open drug use or possession.
- Of these 80 arrests, approximately 50 charges were laid in total (only nine charged were laid in relation to drug related offences).
- Various quantities of illicit drugs have been seized. In addition, weapons, a stolen vehicle, and drug paraphernalia have been seized.
- Of the 80 individuals arrested, more than 50 were on some type of pretrial release order or on probation.

These statistics clearly demonstrate the efforts of the team to ensure public safety. Just as important is the ongoing support that these officers provide to those that they interact with.

The team has really focused on a health centred approach for this initiative, and for each interaction they had, each individual was afforded an opportunity to obtain help. The team has put an emphasis on assisting these individuals with getting the help that they need. The team has directly helped with access to detox programs, peer support, and medical assistance. More than 35 of the individuals were referred to support services through the IMPACT program or Welcoming Streets; some of the individuals already had access to support service; and more than 20 individuals who were arrested and released with a warning declined the help offered.

In the past few weeks, the Service has regularly heard from those who live or work in the Downtown that they greatly appreciate the efficient and effective work of this team. In conjunction with other Downtown resources, this team has significantly contributed to improving public safety. This is a clear demonstration of the effective service that can be provided when appropriate resources are allocated.

C. Guthrie thanked Insp. Goody and noted that the feedback that he has received has been overwhelmingly positive in the last couple of months. The outpouring of thanks and positivity to the atmosphere in the Downtown is in many cases directly attributed to taking the safety of the Downtown core seriously.

P. Allt asked if there has been any correlation between what has been initiated in the Downtown with what has occurred where people have moved – i.e. in the periphery, along the river, etc. Insp. Goody noted that there was never an intention that the Service would eradicate open drug use, so it does occur elsewhere in the city. The Service has not been informed of any excessive drug use in other areas of the city. The Service still continues to work with other community partners to ensure that those who have moved away from the Downtown are able to access support.

C. Guthrie asked if the closure of the encampment in the Downtown core has contributed to less drug activity, human trafficking, violence, and other issues that were happening there. Chief Cobey noted that there is certainly correlation between the timing of the Service's initiative and the encampment closure.

Chief Cobey mentioned that this initiative, as well as other investments that have been made (i.e. BEAT team and Drug session) have really demonstrated that when these investments are made, a strong return on investment can be realized.

Chair McSherry thanked Chief Cobey and Inspector Goody for the update.

7.0 New Business – None

8.0 Information Items

- Understanding Human Trafficking – public event hosted by Guelph Police Service, Victim Services Guelph Wellington, and Women in Crisis – Monday, January 20, 2025, 6:00 p.m. to 7:30 p.m., Emergency Operations Training Centre, Guelph Police Service Headquarters, 15 Wyndham Street South
- Next Open Meeting: Thursday, February 20, 2025, 2:30 p.m., via Teams meeting, livestreamed on YouTube.

8.0 Adjournment

Moved by A. Sharma

Seconded by P. Allt

THAT the Open meeting of the Guelph Police Services Board be adjourned at 3:04 p.m.

- CARRIED -

P. McSherry, Vice-Chair

L. LaCelle, Executive Assistant



GUELPH POLICE SERVICE BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Service Board

DATE: Thursday, February 20, 2025

SUBJECT: MEMBER APPOINTMENTS

PREPARED BY: Cara Thompson, Human Resources Advisor
Kelley McKeown, HR and Occupational Health, Safety & Wellness Manager

APPROVED BY: Daryl Goetz, Deputy Chief of Administration

RECOMMENDATION

THAT the Guelph Police Service Board review and approve member appointments as reported.

SUMMARY

A proposal for staff appointments is presented to the Guelph Police Service Board for review and approval.

REPORT

A board motion is required to appoint **Bellal Eidokheil** as a full-time member of this Service effective February 10, 2025. Bellal has accepted a Cadet in Training position and will be attending the Basic Constable Training Program at the Ontario Police College commencing March 14, 2025.

Bellal has a diploma in Automotive Repair from Conestoga College and was previously employed with Rogers Communications.

MOVED THAT

Bellal Eidokheil be appointed as a full-time member of this Service, effective February 10, 2025.

CORPORATE BUSINESS PLAN

Guelph Police Service is committed to attracting, recruiting, developing, and retaining members in a manner that will support a workplace that is reflective of our community. By doing so, the Service will achieve excellence in our service delivery and provide quality and innovative services that are valued by our stakeholders.

FINANCIAL IMPLICATIONS

The compensation and benefit costs for these positions will be contained within the overall budget.

ATTACHMENTS

Nil



Guelph Police Service Board

Open Meeting – February 20, 2025 **Board Correspondence Report**

Incoming Correspondence

- None to report

Outgoing Correspondence

- None to report



GUELPH POLICE SERVICE BOARD

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OFFICE OF THE GUELPH POLICE SERVICE BOARD

TO: Chair Peter McSherry and Members of the Guelph Police Service Board

DATE: Thursday, February 20, 2025

SUBJECT: COMMUNITY ACCOUNT ANNUAL REPORT 2024

PREPARED BY: Leslie LaCelle, Executive Assistant

APPROVED BY: Peter McSherry, Chair

RECOMMENDATION:

For information.

REPORT:

During 2024, the following were community account transactions:

Receipts:

Interest	\$ 7.38
Deposits	\$ <u>14,791.29</u>
TOTAL RECEIPTS:	\$ 14,798.67

Disbursements:

Community and/or police groups	\$ 14,257.30
Bank service charges	\$ <u>28.50</u>
TOTAL DISBURSEMENTS:	\$ 14,285.80

\$14,798.67 was received into the Community Account from Police Auctions, Found Cash from Property, and monthly interest accrued on deposited funds.

\$14,285.80 was disbursed from the Community Account as a result of financial requests approved by the Board, and bank service charges.

YEAR END BANK BALANCE:

As of January 3, 2025, the balance in the Community Account was \$74,778.49.

CORPORATE BUSINESS PLAN:

N/A

FINANCIAL IMPLICATIONS:

N/A

ATTACHMENTS:

December 3, 2024 to January 3, 2025 Royal Bank Statement.



Royal Bank of Canada
P.O. Box 4047 Terminal A
Toronto ON M5W 1L5

Your RBC personal savings account statement

From December 3, 2024 to January 3, 2025

RBPDA30100_2973151_002 E D 003 01762

03276

GUELPH POLICE SERVICES BOARD
PO BOX 31038 RPO WILLOW W MALL
GUELPH ON N1H 8K1



Summary of your account for this period

RBC Day to Day Savings™ 01762-7300254

Royal Bank of Canada
74 WYNDHAM ST N, GUELPH, ON N1H 4E6

Your opening balance on December 3, 2024	\$74,519.56
Total deposits into your account	+ 2,263.18
Total withdrawals from your account	- 2,004.25
Your closing balance on January 3, 2025	= \$74,778.49

Details of your account activity

Date	Description	Withdrawals (\$)	Deposits (\$)	Balance (\$)
	Opening Balance			74,519.56
17 Dec	BR TO BR - 1772		2,262.55	76,782.11
20 Dec	Cheque - # 136	1,000.00		75,782.11
23 Dec	Cheque - # 135	1,000.00		74,782.11
2 Jan	Deposit interest		0.63	74,782.74
3 Jan	Paper statement without images fee	2.25		
	Fee			
	In-Branch wd/tfr, cheque 1 @ \$2.00	2.00		74,778.49
	Closing Balance			\$74,778.49

Important information about your account

Protect your PIN and passwords

Never share your PIN with anyone - including your bank, family or friends
Cover the key pad when entering your PIN in public

For more information, visit www.rbc.com
or call 1-800-767-2272



GUELPH POLICE SERVICE BOARD

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FINANCIAL SERVICES

TO: Chair Peter McSherry and Members of the Guelph Police Service Board

DATE: Thursday, February 20, 2025

SUBJECT: AMENDED USER FEE FOR SPECIAL DUTY REQUESTS

PREPARED BY: Shaun Hewitt, Manager of Financial Services

APPROVED BY: Daryl Goetz, Deputy Chief of Police

RECOMMENDATION:

THAT the Guelph Police Service Board approves an amendment to the user fee charged for special duty administration, changing the fee to a 10 percent fee on total costs per day from a \$35.00 fee per day.

REPORT:

In accordance with Guelph Police Service policy AI-006, Special Duty, which states that the Chief of Police is responsible for setting the administration fee charged for Special Duty functions, a recommended change to the fee is being made.

The current fee is \$35.00 per day and is a flat fee regardless of the complexity of the special event. The proposed new fee is a 10 % fee on total costs per day. The percentage-based fee more accurately recovers fees based on value and complexity and therefore the change is recommended.

STRATEGIC PLAN 2024 - 2027:

Vision: To contribute to the positive growth and development of our members and our community by providing leadership and innovative policing that is effective, efficient, economical and environmentally responsible.

Priority 1: Community Policing with the need for higher visibility in the community.

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- Priority 2: Investigative Excellence with the need for enhanced investigative capacity including a focus on Intimate Partner Violence and Human Trafficking Organizational Health.
- Priority 3: Community Wellness with a continued focus on how the Service manages mental health-related calls for service.
- Priority 4: Organizational Health and Service Effectiveness with the focus on Wellness supports, Internal communication Plan, and Skills development, Performance Improvement, and Succession Plan.
- Priority 5: Road Safety with a focus on Proactive Engagement, Education, and Enforcement, and Road Safety initiatives to Support City of Guelph's "Vision Zero."
- Priority 6: Downtown with increased Public Engagement and Visibility, and community partner and Business Stakeholder Engagement.

FINANCIAL IMPLICATIONS AND/OR RISKS:

A percentage-based fee results in a better distribution of administrative costs based on value and complexity of the event.

ATTACHMENTS:

None