

**Springfield Police Board Meeting  
Wednesday, March 9, 2022**

**WITHOUT PREJUDICE (E&OE)**

**Anne Wowchuk Chair** - 7:03 and we're going to call the meeting to order.

**APPROVAL OF THE AGENDA - Anne Wowchuk** - I'd like to add an addition. **NOTE: In the background I can hear Michael Breward saying "he was taking exception to..."** Um the newest, the Manitoba Order-in-Council memo, we can put that under New Business, I guess it would be 6.3 and question for the Board, the um the meeting with Constable Prior. Do you want to have an In Camera session afterwards about anything? Yes, so it can be added IN CAMERA SESSION. I guess that would be number 7 and number 8 would be the Adjournment. Anything else for the agenda? Motion to approve the agenda uh one and two? All in favour. PERFECT. **NOTE: I guess "perfect" means CARRIED.**

**APPROVAL OF THE MINUTES OF DECEMBER 8th. (2021) - Anne Wowchuk** - Any omissions, changes? **Greg Penner** - Not that I noticed, no. **Anne Wowchuk** - Ok. All in favour....Can I have a motion to accept the Minutes? (laughing at something I think Michael Breward said about "you go first, let's change it up a bit") Uh, seconder? All in favour?

**REPORTS - Anne Wowchuk** - Uh Item No. 4, Reports. Police Service Report. Any questions for Steve regarding the Police Service reports? Ok. And now the Financial Report. **NOTE: Didn't hear the Chair call for the vote or indicate it was Carried.**

**Michael Breward** - Ok. So I'm going to get into a bit of a preamble here because it appears you know stuff I write etc. people don't exactly seem to understand what I'm trying to do here. I think actually the word used was "gobbledegook" so I think I should address that. Uh this is a standard approach, it's called Management by Exception **NOTE: Management by exception is the practice of examining the financial and operational results of a business, and only bringing issues to the attention of management if results represent substantial differences from the budgeted or expected amount.** and the reason we do this is a number of things. It's Best Practices, it's Standard Operating Procedure de rigueur **NOTE: For those that don't know, this term means "required by etiquette or fashion".** whatever cliché you care to use, but this is the tried and true method of looking at financial results in this context so why is that, because **it focuses your attention on what is important.** Uh in this type of meeting if we were to go line item by line item, how many do we have, 25, we'd be here forever for one thing so it is not efficient uh and it's not effective because by the time you actually get to something where you have to address what's going on, good or bad, people don't care. Um they might not care anyway but they definitely won't care when you get to the uh actual important stuff if you're going line item by line item by line item going what's into...that's just not ...this is not the place or the time for that. That is in departmental meetings that drill down deeper. Um so for this, this type of meeting, you want to make sure you look at the forest as opposed to looking at all the individual trees and not realizing you're in a forest, the exact cliché. (Clearing his throat and saying da da da da) Um so in this context it's just kind of silly to uh go through everything. Um in addition to that, this is in terms of standard procedure, this is what I have done throughout my, what is the word I've got here, 37 year career, that's what I was taught in my undergrad, it was reinforced in my MBA, it's what I teach, in fact just went over it last night in one of my classes um and I have **never** ever encountered this, you generally don't say those absolute words, being called into question with regard to this approach. I might have been questioned about some of my numbers and why the analysis .. what they're saying about ...but the approach is essentially what I have done in every connotation, in every organization I have ever worked for, been a part of the etc. and up until now it has never been questioned. **NOTE: Someone should give him a horn to blow. He appears to be defensive and responding to some type of criticism by pointing out his esteemed credentials.** So I would humbly request for those people that don't understand this process and why we do it that they do a bit of research, they take a course in management uh you know, there's lots of on line courses that are free, there's tons of You Tube videos, uh do a bit of research and you will understand what management by exception is and I would further suggest that if you do that, you will then be able to also understand um not just the process but why, where some of the numbers and my analysis as well so that it will no longer come across as "gobbledegook" and uh so I'd like that preamble just to make sure everybody's on the same page. My apologies, I actually thought I had explained this before but maybe I haven't and uh to paraphrase or to bastardize I guess would be the more correct term, the carpenter's adage of measure twice and cut once. I uh better to say it twice and then I know it has been said then some recording uh than not say it at all. **So with that preamble,** (clearing throat) we're going to go through here and I would say that it's unfortunate, part of the problem is that these results...you know, we don't record visually either, then that's getting into a whole other ...That's a whole different kettle of fish. Um so in terms of what I typically like to do because this is at the end of the day and the hours is an expense, not a profit centered it's a revenue, it is cost centered and SPS is really no different, we just have offsets in terms of revenue. So as I go through here, and look at some of the key things, I'm going to start with Costs. I'm going to come back to Revenue in a second...um salaries were down, police overtime is the big thing there, that was up uh oh dear, I lost my head, about \$17,000. (bucks), Employee Benefits were actually lower than anticipated. And then I don't think that will happen again because typically that is associated with time in terms of how long they've been with the police force and I think one of the constables was relatively new, I could be wrong in that. The Admin. clerk's are a bit higher because I believe she's doing more work associated with MPI which I'll get to but the Employee Benefits are lower but again it has to do with time more than anything. Um so I actually, ya I'll leave that to the end, I'll go through the Supply Management first and then I'll kind of spiel with regard to looking at the salaries separately, probably towards the end. Uh telephone and some of these to use that expression, it is what it is, they are what they are, I mean you know when it comes to some of these, it's just as uh uh you will know how bad a winter we've had so basically you might be overspent from snow removal because I think this is the third highest snowfall on record since they started keeping records so obviously that'll be going through the roof and there's a reason behind that and there's nothing you can do about it, you can't not clear snow so a few of these things will be of that nature. Um Telephone, the Cellular was down nicely by a couple of thousand bucks from before and that's just is undoubtedly due to usage. Sorry, this keeps on moving on me. Um if I keep on going down you really don't go into anything, anything really substantial until the rental, and rental was well below, it was below by about \$4,000. bucks um on a budget of \$5,000., we only spent \$2,000., that's simply we didn't use the rental as we had anticipated months ago, simple as that. Um I'll keep on scrolling down and the next thing is repairs to the vehicles uh and as I believe uh Chief Hitchon has said a number of times and shown

in his Police Reports, we are just out there way more than we have been in the past, especially this year. That is probably going to continue into next year so we are looking at substantially increasing repairs to vehicles since we are not getting a new vehicle, repairs are going to go up

**NOTE: I would question why so many repairs are required. What during simple patrolling of the municipality is so hard on these police vehicles unless they are including oil changes and simple maintenance? Seldom, if ever, would a Springfield Police vehicle be involved in a high speed chase or some other risky activity that would perhaps necessitate some repairs. I have a RAV 4 that is 6 years old and other than regular check ups and oil changes, it has never needed repairs and I live and drive on gravel roads all the time.** so we are hopeful that we could get that. Even though we have submitted our Budget, we are hopeful that we can kind of revisit that before it's official and decrease the numbers for the repairs going into 2022. Moving on down we have **Communications** which is substantially over budget. The cost was a thousand and oh sorry the budget was a thousand and we're about \$2,500. I talked with Chief Hitchon just before the meeting and there's a number of reasons for that, essentially more equipment, new radios had to be replaced and so that was more than anticipated in the budget, you have to pay for it. Um moving on down to **Hydro**, that was a budget of \$5,000. and actual expenses of \$6,800. and that's kind of one of those, it is what it is. I mean you can't not use lights, you can't not use heat if you have electric heat and **so on and so forth** uh that is just straight up usage based upon all being around, and in the office etc. Oh I should have, just to backtrack a second, I can give you some numbers for those people who obviously you can't see, it's a recording, vehicle repairs were budgeted at \$12,000. and they were actually almost \$17,000 so again... **NOTE: Given there are 2 police vehicles, \$17,000. seems an awful lot of repairs for what are relatively new vehicles. My question is, how are they being driven? What is the reason for all these repairs? If I were on the Police Board, I would be questioning why the actual for repairs is so high.** ...we anticipate this to continue as we get out there more into the community uh as we have this year um and write tickets, etc. and so that will undoubtedly continue. Uh moving on down, I'm looking really ...oh Police material and supplies for grant expense, that's \$1,800. but there is, my understanding of that is there is offsets to that in revenue so that's going to offset with revenue. We have no budget for that. Um comp...everything's fine except until we get down to equipment uh almost double the budget. The budget was \$12,000. , we actually spent \$23,300. I was responsible for that obviously and that is because we bought more police equipment. And it's varied. I was talking to um Chief Hitchon about what we're spending and in fact when we were looking at the budget in November time I believe because of some of these shortfalls in things like rentals um we figured we had some extra money so I encouraged him if he needs these equipments that the equipment and uh as opposed to just nice to have, they're more than nice to have, we should have them because of **this, that and the other thing**, I encouraged him to go out and spend some cash, I'm tight on cash, I really do, I'm a type of Accountant, I would say that, um but if you need the equipment, it is necessary, it's eventually going to come up in terms of an expense, might as well grab them while you have the ability to grab it, essentially that's proper management um you know the spending's safe but if you're going to need it eventually then let's get it now and then that expense is behind us. So that was significantly overspent. I knew that was going to happen, like I said, because we did have savings in other areas and good management is if you have savings in other areas and there is a need uh in an area where you feel there's a shortfall, you go out and buy the materials and that's what we did. And finally gasoline was at a budget of \$13,000. and we spent almost \$17,000. that's directly related to the repairs uh in terms of, well synonymous with repairs in that if we were out there more driving around the municipality, obviously we're going to spend more on gas oh now that I think about it, I think maybe depending on what's going on with gas prices, we might also approach Council and humbly request that be increased as well considering it was not .. um if we from my recollection aside from a bit of a spike, I think it was actually \$1.40 for the longest time and it has now spiked up to \$1.74 and based upon the fact that there really doesn't seem to be an end in sight with what's going on over in Europe, I anticipate that to continue so I'm going to make a note to humbly request that Council also look at increasing that um for 2022 considering our budget has not been finalized. Um and I would be stunned if I didn't get some requests from everybody because again it is what it is, supply and demand, no supply coming out of Russia or that we're going to buy so there you go. And when you look at all of that, when you look at the Police budget, just from a spending perspective, we are actually almost 4% over budget by \$153,000 and 2 persons, \$574. However again we are cost centered but we have offsets so I'm going to get to that in a second but I wanted to drill down a bit with respect to the wages because particularly with the....oh oops particularly with the police overtime being \$17,000. over budget, and when you consider that in total we were approximately \$22,000. over budget, that's a big chunk of that change and I would argue we're actually not when you look at it in total so looking strictly at wages, we were budgeted to the 79.8% of our total expenses um but what I and um what I did was, I took out the overtime related to MPI and COVID and that was just over \$32,000. uh and that is a direct offset. There's no little bit here, little bit there, you work overtime um in terms of MPI, making our streets safer, making our highways safer, reducing fatalities, reducing insurance rates etc. that's a direct offset so our..if you look at it from that perspective, and take the \$444,000. of total wages including the Admin Support, take out the \$32,300. and **lo and behold** when you take that as a percentage, is only about 72% and I think that is reasonable to do because all the overtime, pretty much all the overtime, when you look at MPI with and COVID, the Police overtime uh was \$40,000. so that reduces it by almost \$8,000. uh or sorry, reduces it to \$8,000. when we had a budget for \$23,000. and I think that is proper accounting, proper matching however you want to couch it and then all other costs end up being considerably more than that uh about 22.8% of the, of the Police budget and **lo and behold** from my perspective, the correct total from what I would call a um Springfield Police Service perspective, i.e. taking out the MPI and the COVID, then I would argue we're actually under budget **NOTE: Thankfully I do not take classes from Professor Breward because he can take a nightmare and sugar coat it to look like pleasant dream. In short, what he delivers is comparable to the by-product of animal husbandry, particularly equine or bovine. Yes, I too can use language to "bafoozle". He is quite the Spin Doctor.** by approximately \$11,000. , the total budget being \$553,000. we coming in at \$543,000. Again because money uh in terms of proper management practice I would argue should be removed. Now if of course uh to offset that there is the revenue. Now the Revenue is reported at a budget of almost \$79,000. with the actual being \$120,000., of course that includes MPI and COVID so you can't so you double count so when you reduce the Revenue by that amount as a direct offset to Cost, the Revenue becomes \$7,000 which is still \$8,000. over our budget so from my perspective it came in when you do the offset properly in terms of the direct offset from MPI and COVID, under budget in terms of expenses by \$11,000., over budget in terms of revenue by \$9,000. so overall **I would say that is excellent performance. NOTE: Mr. Breward is supposed to be giving us a factual Financial Report, not an encapsulation of his opinion of where the budget stands.** Uh now of course this is where without the visual aid that puts up the numbers, etc., it can become a bit convoluted, I get that, so I will cut down, cut to the chase in terms of looking at the totals and so, where did I put it, I know I brought my printed copy. There we go. So when I look at the Total Costs um and looking at everything together, I'll start with Revenue, Total Revenue expected of \$79,000. , Total Expenses of \$553,000., our Budget, shall we say Net Expenses to the RM, the taxpayers, is just over \$474,000. and when you do the same thing looking at the Actuals of \$119,000. of Revenue less the five hundred and seventy Costs offsetting the \$575,000. in expenses, the net expenses to the RM in terms of actual performance is \$455,000. In other words, by increasing the Revenue (clearing throat)

in any prospective in terms of basic tickets and EI, COVID, **what have you**, um combined with the um, and understanding you have extra money uh because of that in terms of how much we take out of that MPI and COVID, the net expect...the net expenses to the RM in terms of the taxpayers were actually \$455,000. ergo the coming in of \$19,000. under what was expected and...sorry that was what I started at with, that is sound financial management in terms of increasing the Revenues while simultaneously being cognizant of Costs so in my humble opinion uh uh co..Chief Hitchon and his staff deserve kudos for managing to come in under budget by almost \$20,000..\$19,000. That is outstanding by any, by any measure, in terms of again based on my experience, teaching, etc. so again kudos to um Chief Hitchon and his team and I thank you for your um being so cognizant of this. We've had, myself, uh and Chief Hitchon and also his second in command, I can't remember his name, Scott...I knew it was Scott...had very good command, very cognizant of the financial perspective uh for the RM being cognizant of keeping their expenses in check and for reaching the end of the fiscal year which is the same as calendar year, uh they were looking at their expenses asking for my judgment whether I thought they could spend some more based upon my projection, taxation knowledge, whatever you want to say um and so they were very much on top of this and only spending what they thought they could spend. Uh so I have, I'm going to give Stephen...Professor...ha ha Chief Hitchon a swelled head, he won't be able to get through the door. **Chief Hitchon** - Well, thank you. **Michael Beward** - So thank you for listening. Usually I wouldn't go into that much detail but on a quarterly basis but this is the end of the year report. Since it is not 100% final but I was talking to Jody Thiessen, the Finance Manger, and as far as she's concerned, this is as close ...she said she's pretty confident that there won't be any significant changes in it. Would I be correct in saying that? **NOTE: At this point, I was hopeful that Mr. Beward had completed his oration but unhappily, I was wrong.** **Peter Williams (Councillor)** - Yes, I believe so. My only question is, do we have an understanding of Revenues from fines being completed from the 2021 year? **Michael Beward** - Thank you. That was the key thing. Yes they are completed so what I actually did, thank you, I meant to say this. So I actually was curious because ..typically what you do in Accounting, it's Accrual Accounting, so if you have tickets written in December, well if you have revenue in December, you would typically accrue for that under Estimated etc. There are issues with doing that with Police in terms of people because you know, tickets can get thrown out if appealed, this, that and the other thing, and so they take what I would consider an ultra conservative perspective but I understand that and that they do not recognize uh the fines for December. So this is the e-mail I sent to Jody, pretty much verbatim "just curious with the fine revenue that we just got included in 2021, 2022 and this was in January, it's for December of 2021 but it also wasn't received until 2022. Uh from previous conversations, I believe we don't accrue the tickets right then. There is no way of knowing what we will ultimately collect but I am wondering how the situation should be handled as I imagine most departments come nowhere close. Um so I go in for kind of consistency and all that and if anybody wants to see it, I'll be glad to share it with everyone. Being on board with Transparency. Uh so I received from Jody, .."yes, that is correct, we don't include the December 2021 Revenues because historically December payment has been received in January. The Fiscal Year will still capture 12 periods of the January 2022 will have December 2021. It also means that January 2021 would have included December 2020. Part of the reason, it is also an accrued fine revenues below our revenue threshold. Our revenue was \$20,000 and that would be something we would consider to be accrued depending how late in the year they were received" and so essentially from, as long as you're relatively consistent in what you do in December from one year to the next, ultimately it won't impact because you just move everything over one. The one caveat with that this year is that they have I think relative to the year before it, I think there was SAD issue in terms of being a bit understaffed, um the December 2020, yes the December 2020 fines were probably less that the December 2021 fines, in other words it's not exactly, we're going to get more this January in 2022, than we did in last January 2020 ... which will in 2021...but it gets convoluted so what I would suggest going forward now that we have a plan in place and in terms of the inconsistent, I would say this will sort itself out uh for the next fiscal year. Uh so thank you for bringing that to my attention (laughing). I printed it out in the e-mail so I should read it so thank you, Peter, for bringing that to my attention so there will be a bit of a tiny issue this year because I don't think the fines in December 2020 which hit in 21 will be near what they were in 2020...December 2021 which will hit in 2022 so the long and short of it is relative to last year um Professor...um why am I saying that, um Chief Hitchon is going to get a bit of a bump in relative to the previous year. Thank you, Peter (Councillor Williams). **NOTE: Considering members of the Police Board are paid an hourly rate, and they get that rate even if it is just a few minutes into the next hour, I would say Mr. Beward just earned himself and his colleagues another hour of pay, saying in 20 minutes what could have been said in 10 without all the repetition, cliches, and rhetoric.** **Anne Wowchuk** - Any other questions for Michael? Steve?

**Chief Hitchon** - Nothing from me.

Meeting deteriorated into impromptu comments and laughter....Michael said something about what a cop uses for birth control, his personality. **Greg Penner** - Ya I've got fairly good eyes so ...more banter and laughter.

**Anne Wowchuk** - Ok if there's no more further questions, could I have a motion to adopt the Reports? Seconder. All in favour? **PERFECT.**

**Michael Beward** - Frankly, I don't like motioner and seconder because it seems contraindicated.

**UNFINISHED BUSINESS - Anne Wowchuk** - Moving on to the Unfinished Business section, the Springfield Police Policy & Procedure Manual, Peter has done a big Police Board governance policy ummmm.

In the background I hear Peter, who does not have his mike on, say "Could we do a little bit of a summary then?"

**Anne Wowchuk** - We could. In answer to a comment I couldn't hear on the recording "I guess so".

**Peter Williams - (again without his mike)** - The Police Board has some um requirements for having policies that would have a Board of Governance. This is the document that addresses that. Um the Policy & Procedures Manual prepared by the Council of Police Commissioners is also under the Police Services Act um requires that the Board look at policies to instruct Police Board members relative to governments and operation of the Police Board. So this document uh gives the legislative framework that we are working within and uh it identifies how we relate to the Council or essentially to the Municipality and uh it also takes a look at the restrictions of our relationship with the public and how important it is that we have uh the confidence of the public and we need to work towards that so we are identifying some Guiding Principles on Board Governance and anybody can acquire this document at some point and we talk about the Board oversight and then specifically

identify sections of the Police Services Act and to ensure that we're operating under their general governance, we need to identify the uh requirements and uh what we have to make sure what we are doing to meet those requirements. So essentially that is an overview of this document.

**Anne Wowchuk** - Any questions for Peter regarding it?

**Michael Breward** - I don't have a question but I have a comment um and Peter shared this with me earlier in terms of and meshing it with the RM and what they're doing and also making sure it meshes with the Strategic Plan so I do appreciate um you know the uh ...it's really the Report...uh the opportunity to provide input uh for the..policy.

**Anne Wowchuk** - Ok ummmm then can we have a motion to ....I also want to talk about that Risk Management document that I sent out. Do you want to approve them all at the same time or do them individually?

**Peter Williams - Again without his mike** Uh if they're of the same quality then I have no complaint. (Anne Wowchuk is laughing) I'd make a motion but the....**NOTE: Cannot make out what Councillor Williams is saying as, even when he is in Council meetings, he does not turn on his mike. He sounds hesitant all the time so maybe not turning on his mike is deliberate.**

**Anne Wowchuk** - So can we have a motion to approve the Police Governance ...second...great, all in favour? Ok.

This Management give thanks to kind of assistance on this. Um we talked In Camera last meeting in regards to the Board itself so I just quickly typed up kind of a summary of what was discussed and where the Board, it's strengths and weaknesses are so I'm just going to quickly recap it here uhhhh that the Financial Committee is, seems to be working out well, ummmm and that it should continue. The Administration position held by Tyler has proved to be useful and reduce the Board's paperwork and dealing with technology, um (laughing) so this position should remain. Ummm communication with the Chief of Police is vital and he does communicate um not only with me but also I think with other members of the Board on a regular basis so that should continue **NOTE: Unfortunately he is not as communicative and forthright with the public as when a serious incident occurred within his own Police Station, i.e. that one of his members discharged a firearm inside the building, undoubtedly causing damage. Due to a slip of a former employee's lip, it has only now come to light and it occurred last year. Further there was no mention of this incident at a Police Board meeting which negates their claim to Transparency.** Uh the Police Board's Policy & Procedure Manual should be annually reviewed and make any necessary changes on it or if they did a Court Order and then the Strat...uh oh as well as the Strategic Plan should be reviewed as well and changed accordingly, uhhhh and the present members on the Board bring a skill set that has developed into a strong board who has leadership, business, law enforcement, financial and business qualities among the Board members and the Council member liaison between Council and Board appropriately. Any comments or questions about that supplement I sent...that's kind of basically the recap. Looks good? (Good) Thank you. So I guess we need....no further questions or comments? Can I have a motion to accept the Risk Management Report? (more laughing and Michael Breward in the background commenting) All in favour? Excellent. Moving on to the Strategic Plan.

**Michael Breward** - Strategic Plans - Basically in terms of this, I have to apologize, I, I, I made a mistake and came up with uh uh Peter and I in that the Strategic Plan, while it needs to be reviewed on an annual basis, it's a quasi permanent document because it contains things like Vision, Mission Statement, and Core Values etc. It's sort of like governance policies, it really doesn't change. It can change but it's generally just reviewed on an annual basis and if there are changes so suggesting that we put ...that was this total of that...uh suggesting that we associate KPIs with that um is such a (laughing) because it doesn't change so the KPIs can change but the metrics you use can change, the KPIs can change etc. uh so um when Peter and I were talking, we essentially took out the metrics portion which we will then address in a separate document because that would be **part and parcel of performance management**. Now if it was to take to eventual realignment um but the Strategic Plan is an overarching document as I said much like the Governance uh Governance document uh so Peter and I went through it, made some changes, we wrongfully mentioned Secondary, Primary services and that's not what we're about. It's a partnership, it's all about partnerships uh and so that was strengthened, that kind of wording was strengthened to make sure I think we are on a rightful footing with the RCMP. We did update it for things like MPI, the grade that we have, didn't mention COVID because again that's a one off kind of thing hopefully. Um (clearing throat) so you wouldn't put something like that in the Strategic document. There was a strategic plan because it's a one off, you just, that doesn't occur again, so we believe we have that cleaned up enough in terms of being one of those Quasi one of documents that once a year you make changes as necessary but only as necessary. And from a KPI perspective, um that is what will be coming next and we need Chief Hitchon's, Chief Hitchon to talk about that because ultimately it will be part of his performance evaluation um and as always, KPIs are in a for profit businesses, they're not a problem, right, you're looking at Finances, and you look at market shares, you look at defags, you look at delivery times, we have none of those, none on a staggered basis, I mean even dispatch time, right. Let's say, well you have to get to a call in 5 minutes, well that might be applicable in double time Winnipeg where they have precincts and they have set amounts per precinct, I'm not sure if I've got the terminology right, but here it makes zero sense because ya it could be by report but it could be from one end of the municipality to the other etc. etc. so we really have to think hard about the KPIs to make sure they accurately reflect uh blocks of what is manageable, what is doable, what is measureable, what is fair to mention. Uh you know you can look at, well how about Facebook, well you know what that's beyond the, the SPS's control. It depends how much people are on the Facebook etc. and there was a spike right now but as Peter pointed out when we were talking, that could be political, we have nowhere else to go so let's follow the Police Force, no disrespect to the Police Force, and they are increasing their presence afar, there is more comments on Facebook etc. so hopefully that'll continue but that might, well that's something KPI might want to look at, it's not a KPI you control, Chief Hitchon responsible for because it's just so totally beyond his control. Uh so there has to be some considerable thought given to what KPIs we will use. Um I think customer satisfaction is a key performance indicator but how do we do that, do we do that by surveys, do we do that with open houses, going door to door, what do we do. So the, I believe the Strategic Plan is ready to go but the KPIs that come in behind that, we have some work to do and it's not going to be easy. The people spend thousands, there are correlizations that even for profit organizations have given thousands of dollars to billions to properly assess KPIs and make sure they align with the strategic vision etc. so we do have some work to do on that, that might be

**Chief Hitchon (Steve)** - Yes, I can do that.

**Anne Wowchuk** - Is everybody...does that make sense, everybody? Can I have a firster and a seconder...Greg's seconding that, ok. All in favour? Uh excellent. On to New Business with the Annual Report. Um I will read out the message for the record. The Annual Report will be put on the Web Site anyway. Um so basically the overall COVID 19 continued to bring change, challenges to each and every one of us during 2021. The Police Board continued the meetings to be on ZOOM and this December we welcomed the public back to in person meetings adhering to the Public Health guidelines. We continue to be accessible via e-mail and raised all correspondence during the in public meetings. The second..the secondment agreement between the Royal Canadian Mounted Police and the Springfield Police Service has show to provide and enhance safety to the residents of the municipality as well as the serving members of the Springfield Police Service. The policing needs of the community have proven to be effective and efficient thus far. The agreement was signed early in 2021 and officially was in full swing um..by May of 2021. It is the Board's understanding that the secondment agreement between the two agencies will be extended to 2022/23.

**NOTE: This Police Board will no longer exist as of the election in October 2022.** The Board has continued to develop and review Policy & Procedures throughout 2021 and is an ongoing process. The Board has shared it's documents to other Police Boards in the Province to..that they can have the guideline in developing their own. The Board has assisted other Boards with their needs such as but not limited to hiring a Police Chief, developing a sustaining Board membership, experiences with our secondment agreement and developing policy and procedures of their own. It was the Council's initiative to meet the Police Board quarterly prior to their correlating public meetings in 2021. The Board and Council did meet in two of the four scheduled meetings. This initiative will continue in 2022. In November 2021 the Board had made a presentation to Springfield Council to replace an aging vehicle and increase the membership of the Police Service due to the increased work load, gas and scheduling and continuing to enhance the police community relations. Even though these two proposals were denied, the Board feels strongly that these two issues should be seriously considered. I'd like to thank all the Board members, Police officers, and department who have made 2021 a year of continued success. I would like to thank the community for their support in participating in police community events, their involvement in social media in the general support of the police service. Ummm

Now the Board, you have looked at the Annual Report. Any questions or comments? Any...Steve, did you get a copy of that?

**Chief Hitchon** - Yes I did. Thank you.

**Anne Wowchuk** - Then can I have a first and a second...or a first for accepting the Annual Report? Seconder. All in favour? And this would be...oh can I have the Community Magic again for me and then send it back? Thank you. Other than that, the Report will be sent to uh the Police Commission uh as well as be posted on the um Web Site as soon as Kyle does his magic and make it up, that would be really nice. Uh on to Springfield Police Service's Policies. They did bring one forward, the Secondary Employment um it's a policing operational...no a policing ...uh the policy will not be ...we will not be reading it out loud but everyone had a chance to read it. Any questions for Steve on it? All in favour...oh can I have a....I jumped on that one (laughing). Can I have a firster to approve the Secondment Agreement...seconder...all in favour? Um now the added one of the 6.3 the Manitoba Order-in-Council. This is public. It's on the Web Site so I'm not breaching any confidence or anything in that respect. **NOTE: A Provincial Order-in-Council is public knowledge. I think the majority of the public would probably know that.** Uh but finally the Manitoba Order-in-Council did come through from the Minister of Justice and Attorney General to appoint ummmm a gentleman to the Springfield Police Board. We've been at...this vacancy has been since the first term, well since October 2018 if not longer.

**Michael Beward** - Ya I think she quit just before...like a bit before the election. **NOTE: She announced it the day of the election if I remember correctly.**

**Anne Wowchuk** - So um I'm a little bit hesitant to say the name of the person because when I was talking to Andrew Minor, we're not sure if this person is aware yet. So um it's only, it's a new document date March 2nd so it's a week. This person has not contacted me to date so if they know, may not know. Um but it's good that the Manitoba Government finally...if you go on the Web Site they did a whole list of ...so they must have had a ... so hopefully this new Board member will contact me and will be introduced at the next Police Board meeting. Um I guess move to now the In Camera session. Uh it is....(In the background someone is telling her it needs a motion.) Yes, sorry, motion (laughing). Somebody bring the motion.

**Michael Beward** - I make a motion to do it pro tempore. **NOTE: In English that means "for the time being".**

**Anne Wowchuk** - Ok. Thank you. Thank you for coming. Um it is 8:58. We are back in the In Camera session. Can I have a motion for Adjournment. What? Thank you. **POLICE BOARD 2021 ANNUAL REPORT is on the RM Web Site under Police Board. I did look at it and what I notice is that instead of doing the Annual Report as suggested in the Manitoba Police Board Policy & Procedures Manual and then attaching the Minutes of the quarterly meetings, she has incorporated those Minutes into the body of the Annual Report so it is in excess of 30 pages long.**