

## SPRINGFIELD POLICE BOARD MEETING

Wednesday, March 13, 2019 7:00 p.m.

### WITHOUT PREJUDICE

Chair Wowchuk called the meeting to order at approximately 7:12 p.m. and asked for approval of the Agenda. **Heather Erickson** called **Point of Order** from the audience and said, "In the matter of the Agenda, 4.3 should be under New Business as it was not a part of the former meeting, 4.4 should read Summer Personnel Report, and 4.5 should also be in New Business, not being a subject of the former meeting. Missing from the Old Business are, **and I don't want to throw anyone under the bus,** SELF EVALUATION, RISK MANAGEMENT AUDIT, MUNICIPAL POLICE BOARD POLICY 2018, AND SPRINGFIELD POLICE BOARD ANNUAL REPORT that were in the previous Old Business and have not as yet been resolved." **Chair Wowchuk** - Said she was going to mention Annual Report and is adding as 4.6 but Self Evaluation and Risk Management Audit were not there due to the length of the agenda and would be on the next meeting and could not remember Municipal Police Board Policy 2018. **Heather Erickson** - "But you still have to list them under Old Business because you haven't resolved them yet, you can't just arbitrarily delete them from Old Business. It is part of Old Business." **Chair Wowchuk** - It will be on the next meeting. **(Note: It is difficult to hear and understand what Ms. Wowchuk is saying as she does not enunciate or lean into the microphone and looks down when she speaks.)** **Heather Erickson** - "This is the next meeting." **Heather Erickson** opined that she did not think the Agenda was all that lengthy or complex. The meeting was just a bit over 1 hour long and they are only held every 3 months. **Greg Penner** thought Communication Plan should be moved to New Business but it was not. **Chair Wowchuk** asked for a mover and seconder to approve the agenda but **did not call for the vote.**

**MINUTES:** **Chair Wowchuk** asked if there was any addition to the Minutes of the January 9, 2019 meeting, got a mover and seconder and **did not call for the vote.**

### UNFINISHED BUSINESS

**Strategic Plan - Chair Wowchuk** referred this item to **Michael Breward** as apparently it is the opinion of the Board that Risk Management is part of a Strategic Plan and therefore the two should be done in concert. He is in the process of obtaining ethics approval to enable his students at the University of Winnipeg to work on these as a class project but stated when questioned that he has no idea when approval will be obtained. This is the latest in a long line of reasons for his inability to deliver on his assignment. He promised to sketch out the details and have something for the next meeting which is not until June and mentioned September as a possible date for delivery. **NOTE: The Annual Risk Management Audit is a separate mandate of Police Boards, not to be confused with Strategic Plans.** In actual fact, one only needs to go to the Police Board section of the RM web site for the Strategic Plan that was done by the entire Police Board with input from Chief Pheby in 2016 using research obtained from other jurisdictions in the province with municipal police services. It merely needs to be revisited and tailored to meet the current needs of the community as required. Further **Chief Kane** stated he wanted to get something done soon and **Breward** commented that whatever is done with the students will involve the Police Chief as he has the ultimate say. It appears to me that there is confusion between the Strategic Plan of the Police Board, which is a policy, and the strategic plan of the Police Service which is operational and delivers on the broad objectives of the Police Board Strategic Plan such as Community Safety, Communication and Collaboration, Fiscal Responsibility and Sustainability, and Invest in the Best. **NOTE: In my opinion, a Strategic Plan should be the work of those involved, that is, the complete Police Board, with input from the Police Chief, and using experience gleaned from the community it serves, not an academic endeavour by those completely divorced from such exposure.** Further the Board seems not to understand that the Risk Management Audit is a separate responsibility of the Board and mandated to be done annually. While the Risk Management Audit was assigned to Mr. Breward in 2016, thus far he has not produced one. In my opinion, the Board need only meet and review the existing Strategic Plan in collaboration with Chief Kane and if they deem necessary, amend it where required to meet current needs and expectations.

**Budget Status - Chief Kane** reported Council and staff are having a budget meeting Friday March 14th and his draft budget as apparently discussed with the Police Board has not as yet changed but if there are changes, he will report to the Board. **Chair Wowchuk** asked if the meeting Friday was open to the public and Kane said No.

**Police Board Training Update** - "It was a good session" was the comment of **Peter Williams** and "very helpful" was **Greg Penner's** comment and **Chair Wowchuk** mumbled something unintelligible that sounded like stress was on Strategic Plans to which **Breward** commented better to be told 3 times but there was no mention of the theme of the training or any specifics as to what they learned. **NOTE: As with Council, when people serving the public are paid to attend training, meetings, etc., they should be required to provide a comprehensive report on at the very least the theme of the training and the highlights as the taxpayer has the right to see the value of the use of their tax dollars.** I have attended such training courses during my tenure on the Board and nothing that is discussed there that I can recall is something that could not be shared with the public. In fact,

community policing relies heavily on the cooperation and assistance of the public to provide effective protection to the population it serves and tends to favour being proactive rather than reactive in its model of keeping the peace.

**Summer Student (Personnel) Report** - Instead of what I thought might be a narrative report on the Police Chief's opinion of how well having the extra staff for the peak months worked out and how well it was received by the community, **Chief Kane** launched into a discussion of the current system of tracking incidents, Command Force, which is outdated and not very effective and could only say they did increase their on duty officers, visibility, enforcement, patrols, attendance at community events and said once they get the new system in place statistical reporting will be a lot easier. It is my opinion a simple narrative report would have satisfied the audience as statistics are not always received well by observers.

**Communication Plan - Chair Wowchuk** did receive some documents from Lynne Lemire, the HR person, one for 2013 and one for 2016 and asked **Michael Breward** if he knew anything about them and he said No. **NOTE: He was present at the Police Board meeting where Renee Riglin's 2016 Communication Plan was accepted by the former Board.** He called upon the former Chair, **Heather Erickson**, in the gallery who stated that Renee Riglin produced a perfectly good Communication Plan and that unless there was some need to amend or upgrade it...and further added Riglin DID COMPLETE her assignment. **Chief Kane** stated to be "brutally honest", he had never seen the Communication Plan, but as former Chair, to be "brutally honest", he never inquired as to whether we had one or asked to see it. He said it was an important part of the Strategic Plan but again, that is the responsibility of the Board and one exists, albeit several years old, which is posted on the RM Web Site for all to see and Communication is one of its priorities/objectives. At this juncture, **Heather Erickson** pointed out it is in the Police Board files and questioned that these files were in the possession of **Lynne Lemire**, a member of the Administration, that they should be solely accessible by the Chair of the Police Board as the purpose of that body is to prevent interference in the Police Service by the elected officials or administration of a municipality. While speaking, **Chair Wowchuk** interrupted and tried to stop the sharing of this information and thanked me but said I should have raised it in the Question Period at the end of the meeting. However **Erickson** persisted by Point of Order and said it is inappropriate for Police Board files to be in the hands of other than the Police Board. As to when to raise the issue, I completely disagree it should be at the end of the meeting as it is germane to the discussion at hand and would have no relevance at the end of the meeting. **Erickson pointed out that the whole purpose of a Police Board is to ensure separation of Police Service and elected officials and by extension Administration so there is no hint or suggestion of political interference.** **Wowchuk** then asked for a member of the Board to review it and Greg Penner volunteered. However there was no indication on her part that she was going to address the fact that the Human Resource Officer is the one with the key to the Police Board files. In my opinion, this is a violation of their mandate to provide administrative oversight and ensure there is no opportunity for political interference in the Police Service. I gave the key to the **Colleen Draper**, the Asst. CAO to give to the Police Board Chair, at the last Council meeting I attended. Either **Draper** did not, or the Chair of the Police Board has abrogated her responsibility for the security of the files.

**Annual Report - Chair Wowchuk** said she did get an e-mail from Andrew Minor where he is reminding her it is due and which she read outlining the required elements: a progress report on the strategic objectives, goals and/or tactics identified by the police board in their strategic plan, highlights of activities and achievements throughout the year, a breakdown of police service spending for the year, including the total amount of honoraria paid to each police board member, a reporting of the number of police board meetings held in the fiscal year including private meetings, and the minutes of any regular meetings of the police board in the form of an appendix to the annual report. For anyone interested, I and the recording secretary, Kelly Bourns, can produce for you any and all of these documents as well as a title page and index and a message from the former Chair, myself, with the exception of (c.) which comes from the Finance Officer of the RM, the minutes of the 4th regular meeting of 2018 which was held on January 9, 2019, and any additions to the other elements which have occurred since the new Board was formed in late December. I am convinced the additions could have been accomplished by now, a task for which Chair Wowchuk took responsibility at the January 9, 2019 meeting and which has been done solely by the Chair for the last 4 years with the technical assistance of Ms. Bourns for the title page and of course, typing of the Minutes since she assumed the role of recording secretary. **Chair Wowchuk said the delay was due to the Financial Report which could not be completed as only Bourns, Erickson, and Temple had submitted their expense claims (referred to as indemnities), Breward had not as yet for 2018. She did not comment as to whether she had added to the existing elements as outlined above and prepared a message from the Incoming Chair on behalf of the new Board.** As Chair I feel she should have either compelled him to submit his claim immediately she was advised he had not or simply decide that late claims would not be paid. He certainly was reminded enough during the previous term of his need to do this in a more timely fashion. The fact that he is always late to meetings, missed a significant number of meetings during his previous term, and has not as yet produced a Risk Management Audit assigned to him in 2016 calls into question the value of his continuing presence on the Board. The minutes of June 27, 2018 state "The Annual Risk Management Audit is a requirement of the Police Board and Mr. Breward and Chief Kane will be liaising over the summer to get the audit completed." The minutes of September 12, 2018 state "Annual Risk Management Audit - There is not enough to report at this time." It is also listed on the agenda of the January 9, 2019 meeting. One of the requirements of serving on the Board, surely, is **availability** and that should have been one of the criteria and questions posed to the candidates.

## NEW BUSINESS

**Meeting Procedure Policy** - At the last meeting she outlined changes in the procedure of meetings and she has evidently shared the changes in writing with the other Board members as follows. There will be 4 Board meetings per year (that is a requirement of the Police Services Act) that are open to the public and may be special meetings required as required by the Police Services Act, the dates of which will be set at the final meeting of the year, there will be a question and answer period prior to the adjournment of the meeting for the public to express their concerns. The Police Board is an Administrative Board and any operational concerns will be brought forward to the Police Chief during regular working hours or by appointment. Each person must identify themselves and advise where they currently reside, they will be limited to 3 minutes or delegations if members of the public wish to speak to the Police Board for more than the 3 minutes or on a special topic, they must advise the Chair in writing prior to the meeting, because of the fact meetings are quarterly, draft minutes will be posted on the web site within 21 days of the meeting, following e-mail approval by the members of the Board. The 21 day limit comes from Police Board Regulations, has nothing whatsoever to do with posting of Minutes, and refers to the amount of notice the public must be given of Police Board meetings. Nothing in the Act or Regulations speaks to the length of time the public may express their opinions, when they are allowed to have input, or that they must identify themselves, or to the matter of coming as a delegation. That is rules pertaining to the conduct of Council Meetings. Later in the meeting they are discussing establishing priorities of the community in terms of strategic planning and risk assessment and I submit if they are not even willing to allow those actually interested enough to attend Police Board meetings to speak freely to individual items on the agenda and limiting their input, no amount of questionnaires etc. will be effective. **Darryl Speer** - Questioned the 21 day time period for posting of the Draft Minutes of this meeting and her reason that they have to be approved by the Board as they are in draft form. The Chair became quite defensive and feels it takes the transcriber that amount of time to type up and would not change it to 14 days as requested. Communication Plan has already been received by the Board and there seems to be confusion about that. Someone in audience knowledgeable should be able to speak to it at that time..he used that as an example that the audience should be able to provide information of value during the course of the meeting. **Wowchuk** responded she wants to get through the agenda and doesn't want interruptions from the public. They can have their input at the end of the meeting. **Speer** feels if someone in the audience has something germane to the subject to add to the discussion during the item, they should be allowed to do so at the time the issue is being discussed, not later. **Heather Erickson** doesn't think there is anything in Police Services Act to preclude that. **Wowchuk** felt audience sees the agenda in advance and can prepare their comments to an issue and advise the Board in advance or come as a delegation to the meeting. That does not allow for open discussion and input from the audience that may be of value to the Board. Asked to accept the procedure she had prepared and a motion made **but no vote taken**.

**Monthly Police Report Highlights** - Some of staff have received training in Leadership, they have increased Business Liaison to gather information on the types of criminal activity affecting them in order to provide quicker future response and gave example of missing snowmobiles destined for a charity event, which was resolved with the cooperation of the CN and CP police, Winnipeg Police Service, RCMP and themselves and resulted in recovery of the stolen goods and several arrests. Another item is Senior Liaison and can discuss current scams that are out there. They visit the schools once or twice a week to familiarize themselves with the students and this increases their ability to identify those youth engaged in such public mischief as graffiti. They have dealt with most complaints within 24 hours and provided complainants with feedback. He then gave a shout out to C.O.P.P., two members of which were in the audience, that is the eyes and ears of the community and critical to its safety. Wowchuk asked how many members and was told 24.

**Minute Circulation** - Already discussed and dealt with.

**Community Consultation on Policing Priorities Three-year Plan** - The way she sees it but does want discussion from the other Board members, policing priority of public consultation is one entity, the Council itself she is interested in hearing their priorities, and the business community and has consulted Nicole Chabot of the Chamber of Commerce to see if they would help with a survey of the community, then corrected herself and said business community, about that sort of thing, Chabot thought there may be some interest on the part of the Chamber but they don't know what the Police Board is. They would like a member of the Board to speak to the Chamber in this regard and explain what the Board does. The Chamber of Commerce meet the first Monday of every month and Chabot suggested after April. Apparently according to Michael Breward, Andrew Minor suggested the Chamber of Commerce as a vehicle for obtaining information on business priorities. Peter Williams expressed his disappointment at the turnout of the previous Board's efforts to obtain public consultation by prefacing his sentences with "we" when in fact he was not a member of the Board in the last term or ever. Perhaps he is using the ROYAL "we". **In actual fact, this was the initiative of Councillor Erickson who was a member of the Police Board at that time and met with the consensus of the Chair, Ron Bylo, and the majority of the Board, and the Acting Chief of Police, Terry Pheby.** Wowchuk asked if "on line surveys" work and Breward said they do somewhat. E-mails were suggested or a survey included with tax bills. Chief thinks there has to be in person consultation with the citizenry and priorities submitted to the Board to be presented at meetings and voted on and measured subsequently and also consultation with C.O.P.P. **Heather Erickson** - "I

would like to correct **Mr. Williams**. In 2015 the Police Board went out to the community not to ask their priorities but to poll them to see the value of having a municipal police service as opposed to just having bylaw officers. That was the purpose of those meetings. Yes, they were not very well attended. The Industrial Park was perhaps the best one but that is because heretofore there had never been any Police Board presence and in fact when I tried to attend one prior to then I was told they were private and I could not attend which is bogus but insofar as priorities I think there are ways to get them without surveys and all that stuff. You are from a certain part of Springfield, you're from a different part, she's from a different part, he's from a different part, you're from a different part - poll your public - you're out there and that is your job. See what are the concerns of your particular area. You're out near Vivian. Why don't you check them, you are more between Anola and Dugald, you're Oakbank, she's Cooks Creek, you're Ward 1 or whatever so, plus if you take the information garnered from your Police Service because they're out there on the road seeing what the priorities are as well as getting information from the public or whatever .. that's a more viable way in my opinion than sending out more paper in the mail for the burning barrel." **Chair Wowchuk** - Greg, did you have any comments, do you have any ideas about getting community consultation. **Penner** - Feels poor attendance at public meetings is a reality and surveys are often disregarded so prefers input from the Police Service who have feet on the ground and likes the idea of polling their own areas to determine priorities in policing. **Erickson** - And maybe you could get the Clipper to do an article and say we are open to suggestion...what would you like your priorities to be. **Brian Wilkinson** thought it was the Board's job to come up with priorities and then go to the public, business people, wherever you are going to go, send a member to make a presentation, find out from different businesses or COPPs or anybody else, any large groups of people and have them look at your surveys and tick their preferences. **Wowchuk** still said she would make a presentation to the Chamber and asked Peter to get priorities from Council and **Penner** said maybe all members could share what they think are the priorities with the members of the board via e-mail prior to the next meeting when she has said it can be discussed further. **Wowchuk** did not say anything about getting information from their own areas. **Wowchuk** says it sounds like a plan and said they were moving to questions from the gallery.

#### QUESTIONS FROM THE GALLERY

**Vic Gerbasi** - Other jurisdictions take 3rd year law students to ride around with local police. Your policies and procedures just seem to duplicate what council does, limiting talk to no more than 3 minutes. As an example, he said when children misbehave, you deal with it immediately, not later. He felt the small audience was because people don't come if they are not being listened to. **Wowchuk** responded PEOPLE CAN COME IF THEY WANT.

**Darryl Speer** - One of the things talked about is getting some kind of Comprehensive Policing Strategy which involves obtaining information from the RCMP- D Division, talked about at the last meeting. He said he filed a letter of request to the Council and to the Chief that this be followed up, felt this and information from Citizens on Patrol and the public at large based on complaints that come in would provide a better picture of what is happening in the RM of Springfield and where the Pressure Points are. Cited Chicken Daze 2017 compared to 2018 as an example. **Wowchuk** - we have no jurisdiction over RCMP. **Chief Kane** said he has to get it through Council and as far as he knows, the request is there. **Williams**, the Council representative on the Board, had no idea but could bring it to their attention.

**Heather Erickson** - (1) Why, after having Cst. Swansburg for several months as a term and then appointing him to a newly created full time position without competition, is he no longer employed by SPS? Was his performance somehow unacceptable or did he resign? **Wowchuk** - That is a Human Resource issue and we will not be discussing it. (2) Why is his position now being advertised? Is the Police Chief not going to repeat having more officers for the spring, summer and fall months using the funds from that vacant position? Is this because he felt the program was not successful last peak time? **Wowchuk** - That's an HR issue. **Erickson** - That is not a Human Resource issue. He had a model that would provide more feet on the street during the summer months using the funds from one vacant position to translate into 3 positions and in fact, that is what I thought he would be reporting on in Summer Personnel Report which I didn't hear too much about but that would seem to be a workable model and so I am wondering what were the results of that in the opinion of the Police Chief and why is he not repeating it this year? **Wowchuk** - The basic position is now open for competition. **Erickson** - So? I am asking the Chief a question about his way of doing things in the Police Department. That's not human resources. **Chief Kane** - Over the winter months he always wants to have someone on duty and although the program was successful last year, he does not want to reduce staff in the winter time. **Erickson** - Before you felt that was acceptable because crime reduces in the winter months and now you have one extra position to work with. **Chief Kane** - There has been an increase in crime this winter with vandalism of mailboxes so crime has gone up this winter and it could increase in future due to drugs. Doesn't want a time when there is no one to take the calls in the Springfield Police Service. **Erickson** - That brings me to your own timetable which is 10 on and 7 off. 3) I notice there was no mention in this meeting of the Springfield Police Service Cadet Program. Why was that not a topic of the Police Board? You would think that would be something you would want to showcase. **Chief Kane** - Up until about 2 weeks ago there were still applications coming in for it. I now have 6 youth that are signed up and will be starting the program on April 4 so that as it is a trial, it is not labour intensive and wants to see how it will work in the rural area and then returning to the Provincial Government to see if there are any more available funds to continue the program. He has to balance it with operational

requirements as well as community interaction so plans to be at every one of those cadet nights so that if there is a work call, staff can attend. 4) Last comment which deals more with the purpose of Police Boards which is to prevent political interference and I am wondering at the optics of where the Police Chief is now residing in terms of political interference and if the Board is aware of that? **Chief Kane** - The Chief is living in Transcona. **Erickson** - The Chief is living in Transcona now since..? **Chief Kane** reiterated he was living in Transcona and felt the comment was inappropriate. What he does on his personal time is his business. He said he would take that up with the Justice Department and it may have to be discussed in the future. **Wowchuk** - Felt this was not the place to bring it up. **Erickson** - Disagreed as this IS the Police Board. **Greg Penner** - He referenced the Provincial Policy for Complaints which are to be submitted in writing to the Police Board who will then discuss it with the complainant and not in a public forum. **Erickson** - Fair enough!

In the January 3, 2019 issue of The Clipper Weekly, Chair Wowchuk is quoted as saying she resigned from the Board in 2016 because at the time it lacked "vision, leadership, and consistency". The article went on to say that Wowchuk was studying the Police Board minutes to catch up on the Board's progress since her resignation. This being the case, it is mystifying that she was unaware of the Communication Plan produced by Renee Riglan and approved by the Board in 2016 and seemingly has not studied the web site and read the Strategic Plan posted thereon as she seems to think rather than a review, the Board has to come up with a completely new version. In addition, it was a brand new member of the Board who provided the correct procedure for complaints about the Police Chief, not the Chair which would indicate Chair Wowchuk, who has been in possession of a Manitoba Police Board Policy and Procedural Manual since 2015, is not well versed on its contents. She needed to be reminded by the Police Commissioner in an e-mail of the requirement for a 2018 Annual Report and the elements it must include, information which is also contained in the Manual. If the first two meetings of the current Board are any indication of future performance, it is my opinion there currently is a lack of effective leadership and a reluctance to continue the previous Board's practice of allowing audience participation in the discussion of agenda items as they occur and recognition of resident input, concerns and suggestions. There is no seeming adherence to any form of Robert's Rules of Order.

**MY FINAL PERSONAL OBSERVATION WHICH I FEEL WAS BORNE OUT BY OTHER ATTENDEES IS THAT THE MAJORITY OF THE BOARD AND THE POLICE CHIEF WERE ILL PREPARED FOR THE MEETING AND IN SOME CASES SUFFERING FROM MEMORY LAPSES. NOTHING SEEMS TO HAVE BEEN ACCOMPLISHED BETWEEN THE JANUARY AND MARCH MEETINGS.**