

**SARNIA POLICE SERVICES BOARD
THURSDAY, MAY 26, 2016
9:30 a.m.
BOARDROOM, POLICE SERVICES BUILDING
SARNIA, ONTARIO**

OPEN MEETING AGENDA

Page

Closed Meeting - 9:20 a.m.

DECLARATIONS OF PECUNIARY INTEREST AND THE GENERAL NATURE THEREOF

MINUTES

3 - 7

1. Adoption of Minutes - April 28, 2016
THAT the Minutes of April 28, 2016 be adopted.

PRESENTATION

1. Records Management - Sergeant Carson Wilson (Verbal)

REPORTS AND INQUIRIES

9

1. Update on Shred-It Day Initiative (Verbal & Media Release)
Received and filed.

ROUTINE APPROVALS AND INFORMATION

11 - 14

- A. Budget Status Report Period Ending April 30, 2016 (Report)
Received and filed.

15 - 16

- B. Completion of Boiler/Chiller Replacement (Report)
Received and filed.

17 - 18

- C. Month End Statistics (Report)

Received and filed.

- 19 - 22 D. Voluntary Central Bargaining Model Survey Update (E-mail)

Received and filed.

- 23 E. Special Constable Recommendation (Report)

THAT the Sarnia Police Services Board approves the appointment as Special Constable of Bradley Robert Brooker.

NEW BUSINESS

ADJOURNMENT

OPEN MINUTES
9:30 a.m. - THURSDAY, APRIL 28, 2016
BOARD ROOM
POLICE SERVICES BUILDING

The Sarnia Police Services Board met in regular session.

Mayor Mike Bradley took the Chair and the following Members of the Board were present: Vice-Chair S. Whyte, S. Palko, Councillor M. Mitro and J. Girard.

Present from staff were: Chief Phil Nelson, Deputy Chief Bob Farlow, Inspector Jeff Hodgson, Inspector Norm Hansen, Inspector Doug Warn, Constable Shawn Osborne, Director of Financial Services & Supply Cathy Dam, and City Solicitor Scott R. McEachran as Board Secretary.

DISCLOSURE OF PECUNIARY INTEREST AND THE GENERAL NATURE THEREOF

There were no disclosures of pecuniary interest.

MINUTES

Moved by Vice-Chair Whyte, seconded by Board Member Palko, and **carried**:

THAT the Minutes of March 24, 2016 be adopted.

PRESENTATION

Constable Selection Program – Inspector Jeff Hodgson (Verbal)

Chief Nelson introduced to the Sarnia Police Services Board the three new recruits: Probationary Constable Conner Green, Probationary Constable Blair Nield and Court Security Special Constable Brad Brooker. Inspector Hodgson provided a handout (OACP Constable Selection System) and gave a slide show presentation on the various steps in the constable selection program.

REPORTS AND INQUIRIES

1. Business Plan Update (Verbal)

Chief Nelson provided a verbal update to the Sarnia Police Services Board regarding the business plan. Questions were circulated amongst the committee concerning the Oracle poll.

2. Upgrade of Telephone System (Report)

Cathy Dam, Director of Financial Services provided a report dated April 11th, 2016 to Chief Nelson for approval by the Sarnia Police Services Board regarding an upgrade to the telephone system.

Moved by Board Member Palko, seconded by Board Member Girard, and **carried**:

THAT the Sarnia Police Services Board approve a replacement telephone system solution provided by Bell Canada with a quoted amount of \$108,371 plus HST (\$110,279 including the net cost of HST).

3. 2016 Vehicle Requirements (Report)

Cathy Dam, Director of Financial Services provided a report dated April 12th, 2016 to Chief Nelson for approval by the Sarnia Police Services Board regarding 2016 vehicle requirements.

Moved by Vice-Chair Whyte, seconded by Board Member Palko, and **carried**:

THAT the Sarnia Police Services Board approve the purchase of six (6) fleet vehicles ordered through the Ontario Police Co-Operative Purchasing Group with funding from the 2016 Police Equipment Reserve.

4. Ontario Regulations 58/16 and 268/10 (Report)

Chief Nelson provided a report dated April 11th, 2016 to the Sarnia Police Services Board regarding Ontario Regulations 58/16 and 268/10 regarding legislation on the collection of information as it pertains to carding/street checks. Chief Nelson advised the Board that the Service does not do carding in Sarnia, however training must still be done by January 1st, 2017. There will have to be a board policy regarding this matter at some point in the future.

ROUTINE APPROVALS AND INFORMATION

1. Report on Vandalism and Specific Action Plans in Place (Report)

Chief Nelson provided a report dated April 11th, 2016 to the Sarnia Police Services Board regarding vandalism and specific action plans in place.

2. Budget Status Report Period Ending March 31, 2016 (Report)

Cathy Dam, Director of Financial Services provided a report dated April 11th, 2016 to Chief Nelson for information for the Sarnia Police Services Board regarding the budget status report period ending March 31st, 2016. A question was raised by Vice-Chair Whyte concerning an error in the report. The Director of Financial Services acknowledged it would be corrected.

3. 2016 1st Quarter Reserves Status Report (Report)

Cathy Dam, Director of Financial Services provided a report dated April 11th, 2016 to Chief Nelson for information for the Sarnia Police Services Board regarding the 2016 1st quarter reserves status report.

4. Month End Statistics (Report)

Chief Nelson provided a report dated April 11th, 2016 to the Sarnia Police Services Board regarding the month end statistics.

5. Motor Vehicle Collisions January – March Q1 2016 (Report)

The Motor Vehicle Collisions January – March Q1 2016 report was provided to the Sarnia Police Services Board.

6. Notice of Police Auction (Media Release)

Constable Giovanni Sottosanti provided a media release dated April 11th, 2016 to the Sarnia Police Services Board regarding notice of the Sarnia Police Service On-line Auction on Tuesday, May 3rd, 2016.

7. Notice of Shred-It Day (Notice)

The Sarnia Police Services Board was provided a notice of Shred-It Day to take place on Saturday, May 14th, 2016 at the Wal-Mart parking area.

8. Notice of National Prescription Drug Drop-Off Day (Media Release)

Constable Giovanni Sottosanti provided a media release dated April 13th, 2016 to the Sarnia Police Services Board regarding notice of National Prescription Drug Drop-Off Day on Saturday, May 21st, 2016 at Sarnia Police Headquarters.

9. Letter to the Editor, London Free Press (Letter)

A letter to the editor of the London Free Press dated April 9th, 2016 was provided to the Sarnia Police Services Board regarding the Sarnia Police Service coming in under budget for the ninth consecutive year.

Moved by Vice-Chair Whyte, seconded by Board Member Girard,
and **carried**:

***THAT Items 1 to 9, under Routine Approvals and
Information, be received and filed.***

NEW BUSINESS

There were no items of new business.

ADJOURNMENT

Moved by Vice-Chair Whyte, seconded by Board Member Girard,
and **carried**:

THAT the Sarnia Police Services Board adjourn.

CHAIR

Thank You from Community Shred-it Event



Sarnia Police Service

Media Release

555 North Christina Street, Sarnia, ON N7T 7X6

Telephone: 519-344-8861

Fax: 519-344-3261



www.sarniapolice.com



[@SarniaPolice](https://twitter.com/SarniaPolice)



[FB/sarniapolice](https://www.facebook.com/sarniapolice)

Broadcast time: 9:20 am

Date: May 16, 2016

We would like to thank the members of the public for coming out on May 14, 2016 and making our Community Shred-it Event a great success. We would like to extend our appreciation to Walmart for the use of their property and other supplies along with the company Shred-it for their time and equipment in the destruction of the documents.

Despite the cold weather, snow and rain people came out and helped us curb identity theft by shredding their old personal documents.

Please stay tuned for amount shredded and total raised through your donations to the Torch Run.

Constable Giovanni Sottosanti

Media Officer

Tel: 519-344-8861 Ext 6168

Email: 168@police.sarnia.on.ca



SARNIA POLICE SERVICE
DEPARTMENT CORRESPONDENCE

People Serving People

DATE: May 16, 2016
TO: James P. Nelson, Chief of Police
FROM: Cathy Dam, Director Financial Services

RE: BUDGET STATUS REPORT PERIOD ENDING APRIL 30, 2016

RECOMMENDATION

It is recommended that Sarnia Police Services Board receive this report as information.

COMMENTS

If there are any questions, please feel free to ask.

Cathy Dam
Director of Financial Services



SARNIA POLICE SERVICE

BUDGET STATUS FOR MONTH ENDING

APRIL 30, 2016

	2016 BUDGET	YTD BUDGET	2016 ACTUAL	VARIANCE
<u>2600 - POLICE OFFICERS:</u>				
Salaries - Regular	11,641,219	3,975,924	3,817,379	158,545
Salaries - Overtime	540,000	164,285	350,365	(186,080)
Salaries - Specialist Pay	6,300	-	-	-
Salaries - Court Time	166,900	50,776	35,910	14,866
Salaries - On Call Pay	75,000	22,817	24,237	(1,420)
Salaries - Acting Rank	40,000	12,169	11,091	1,078
Salaries - Vacation Pay	24,000	7,302	16,810	(9,508)
Salaries - Statutory Holiday Pay	171,000	23,667	30,334	(6,667)
Salaries - Shift Differential	23,000	6,997	5,766	1,231
Employee Benefits	3,634,365	1,405,884	1,407,635	(1,751)
Car Allowance	2,400	800	720	80
Uniform Equipment	60,856	17,752	16,761	991
Dry Cleaning Allowance	17,100	-	-	-
Memberships and Subscriptions	7,550	2,635	2,587	48
Travel and Promotion	21,800	7,000	6,877	123
Education and Training	74,695	21,257	22,753	(1,496)
Clothing Allowance	25,400	12,700	11,107	1,594
Overtime Meals	10,000	2,917	4,379	(1,462)
Personnel Equipment	15,700	4,580	4,433	147
Sundry	1,500	438	295	143
Medical Exams	6,000	1,750	4,092	(2,342)
Employee Assistance Program	10,000	2,917	1,874	1,043
TOTAL OFFICERS	16,574,785	5,744,567	5,775,404	(30,837)
<u>2605 - COURT SECURITY:</u>				
Salaries - Regular	570,715	187,597	196,366	(8,769)
Salaries - Overtime	14,600	4,442	3,227	1,215
Salaries - Court Time	7,855	2,390	-	2,390
Salaries - Service Pay	1,650	1,650	1,650	-
Employee Benefits	156,131	53,766	55,480	(1,714)
Overtime Meals	-	-	15	(15)
TOTAL COURT	750,951	249,845	256,723	(6,878)
<u>2610 - COMMUNICATIONS</u>				
Salaries - Regular	1,455,772	482,594	475,642	6,952
Salaries - Overtime	20,000	6,085	20,713	(14,628)
Salaries - Training Pay	1,200	365	622	(257)
Salaries - Vacation Pay	15,665	4,766	559	4,207
Salaries - Statutory Holiday Pay	17,125	5,708	5,994	(286)
Salaries - Service Pay	5,750	5,750	5,750	-
Salaries - Shift Differential	5,000	1,521	1,470	51
Employee Benefits	430,102	154,830	144,162	10,668
Telephone Lines	63,200	21,067	22,931	(1,864)

	2016 BUDGET	YTD BUDGET	2016 ACTUAL	VARIANCE
Radio Licences	7,000	7,000	6,977	23
Overtime Meals	-	-	459	(459)
Equipment Maintenance	65,163	21,720	27,517	(5,797)
Central Dispatch-Equipment	3,485	1,162	-	1,162
Equipment Reserve - 911	20,000	20,000	20,000	-
TOTAL EXPENDITURES COMMUNICATIONS	2,109,462	732,568	732,796	(228)
Revenue - Pt. Edward 911 Dispatch	(10,489)	(10,489)	(10,489)	-
Revenue - Pt. Edward Fire Dispatch	(2,978)	(2,978)	(2,978)	-
Revenue - Sarnia Fire Dispatch	(419,544)	(419,544)	(419,544)	-
TOTAL REVENUES COMMUNICATIONS	(433,011)	(433,011)	(433,011)	-
NET COMMUNICATIONS	1,676,451	299,557	299,785	(228)
<u>2615 - CIVILIAN :</u>				
Salaries - Regular	1,834,913	626,694	631,931	(5,237)
Salaries - Overtime	10,000	3,042	3,338	(296)
Salaries - Training Pay	600	183	-	183
Salaries - Vacation Pay	4,735	4,735	7,674	(2,939)
Salaries - Statutory Holiday Pay	4,800	1,600	1,650	(50)
Salaries - Service Pay	8,950	8,950	8,950	-
Salaries - Shift Differential	2,600	791	610	181
Employees Benefits	606,750	216,360	206,936	9,424
Car Allowance	600	200	180	20
TOTAL CIVILIAN	2,473,948	862,555	861,269	1,286
<u>2620 - MAINTENANCE STAFF</u>				
Salaries - Regular	194,422	63,554	60,904	2,650
Salaries - Overtime	375	114	698	(584)
Salaries - Vacation Pay	3,055	-	-	-
Salaries - Statutory Holiday Pay	910	-	272	(272)
Salaries - Service Pay	500	500	500	-
Employee Benefits	57,856	19,627	17,863	1,764
TOTAL MAINTENANCE	257,118	83,795	80,238	3,557
<u>2625 - STATION:</u>				
Stationery & Office Supplies	52,000	15,168	18,836	(3,668)
Identification Branch-Photography	10,850	3,166	348	2,818
Heating Fuel - (Union Gas)	32,000	10,667	11,026	(359)
Electricity	120,000	40,000	37,165	2,835
Water	11,000	3,667	3,239	428
Telephone	141,000	47,000	43,131	3,869
Vehicle Expense	214,820	65,362	52,600	12,762
Vehicle Rentals	1,000	292	544	(252)
Reserve Contribution - Vehicles	250,000	250,000	250,000	-
Postage	15,000	5,000	3,327	1,673
Janitorial Supplies	12,500	3,646	3,642	4
Radio	11,650	3,398	817	2,581
Meals for Prisoners	3,000	875	689	186

	2016 BUDGET	YTD BUDGET	2016 ACTUAL	VARIANCE
Service Contracts	63,808	24,954	27,037	(2,083)
Office Equipment & Maintenance	293,741	154,961	153,957	1,004
Building Maintenance	71,200	20,768	24,768	(4,000)
Ground Maintenance	31,000	19,192	19,558	(366)
Vehicle Maintenance	130,000	43,333	51,322	(7,989)
Program Supplies	159,795	39,673	35,257	4,416
Insurance	206,742	206,742	204,838	1,904
Sundry	1,500	500	149	351
New Equipment	10,000	3,333	-	3,333
Contribution to Hr Specialist	69,274	69,274	69,274	-
Reserve Contribution - Building	38,000	38,000	38,000	-
Reserve Contribution - Major Crime	15,000	15,000	15,000	-
Contribution to Crime Stoppers	15,996	15,996	15,996	-
Provincial Strategy Equipment	-	-	2,637	(2,637)
TOTAL STATION	1,980,876	1,099,967	1,083,156	16,811
TOTAL EXPENDITURES	23,714,129	8,340,286	8,356,591	(16,305)
<u>2630 - POLICE SERVICES BOARD</u>				
Membership, Municipal Police Authority	4,081	4,081	3,685	396
Awards for Retiring Members	8,000	-	901	(901)
Conferences & Seminars	2,500	-	-	-
Awards Night for Outstanding Service	2,500	-	-	-
Legal Fees	32,500	-	-	-
Sundry	2,500	250	316	(66)
Business Plan - Manpower Study	7,500	-	-	-
TOTAL BOARD	59,581	4,331	4,901	(570)
<u>POLICE SERVICE REVENUE:</u>				
County Grant - Police Grant	(374,653)	(374,653)	(374,653)	-
County Cont.to Court Security	(910,654)	-	-	-
Aamjiwnaang First Nations	(111,541)	-	-	-
Police Cruiser Escort Service	(40,000)	(6,667)	(3,393)	(3,274)
Identification Branch Services	(18,000)	(3,000)	(2,565)	(435)
Licences - Business (taxi/clearances)	(115,000)	(38,333)	(42,131)	3,798
Provincial Grant - CSPT	-	(11,926)	(11,926)	0
Community Policing Partnership Grant	(150,000)	-	(1,688)	1,688
Other Fees & Services (warr., ins., FOI)	(65,000)	(10,833)	(7,084)	(3,750)
Special Duties (Administration Fees)	(55,000)	(9,167)	(3,775)	(5,392)
Costs Recovered (Crown/briefs & Other)	(8,000)	(1,333)	(8,788)	7,455
Sale of Police Cars	(20,000)	-	-	-
Provincial Grant - RIDE	(24,365)	(24,383)	(24,383)	-
Provincial Strategy Grant	-	(12,500)	(12,500)	-
Sale of Stolen & Abandoned Property	(6,000)	(1,000)	-	(1,000)
TOTAL REVENUE	(1,898,213)	(493,795)	(492,886)	(909)
NET POLICE SERVICE BUDGET	21,875,497	7,850,822	7,868,606	(17,784)



SARNIA POLICE SERVICE

DEPARTMENT CORRESPONDENCE

People Serving People

DATE: May 16, 2016
TO: James P. Nelson, Chief of Police
FROM: Cathy Dam, Director Financial Services

RE: COMPLETION OF BOILER/CHILLER REPLACEMENT

RECOMMENDATION

It is recommended that the Sarnia Police Services Board receive this report for information.

BACKGROUND

The Sarnia Police Services Board approved the 2015 Boiler & Chiller Replacement projects at a total cost of \$350,000 to be funded from the Police Building Reserve and a city reserve.

During the latter half of 2015, the old equipment removed and the new equipment installed. The new boiler equipment was fully operational before the onset of winter. The chiller installation was completed in 2015; however the onset of winter delayed the start-up and testing process. The new chiller equipment has recently been started up and tested and is now fully operational.

COMMENTS

Depending on the outcome of some metering results scheduled for later in May, we expect to receive an energy rebate from Bluewater Power. We have already received a \$3,000 rebate through Union Gas. There are preliminary discussions on reserving these rebates for allocation toward further energy efficiency upgrades which may help to achieve longer term operational savings.

FINANCIAL IMPLICATIONS

The Sarnia Police Services Board approved the 2015 Boiler & Chiller Replacement projects at a total cost of \$350,000 funded from the Police Building Reserve and a city reserve. To date, we have incurred expenses totaling \$304,000. There are some final engineering and contractor invoices yet to be received; however the project is expected to come in under the approved budget amount.

A handwritten signature in cursive script, appearing to read "C. Dam".

Cathy Dam

Sarnia Police Service
Department Correspondence
People Serving People

May 17, 2016

To: Sarnia Police Service Board Members

From: Chief Phil Nelson

Re: **Month End Statistics**

Board Members,

Please find for your review the Month End Statistics for April 2016. We would be pleased to answer any questions you may have.



Phil Nelson
Chief of Police

PN/rp

YEAR 2016

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD Total	YTD 2015	YTD 2014
HOMICIDE	0	0	1	1									2	0	0
ROBBERY	1	5	1	0									7	4	5
B&E BUSINESS	6	12	8	7									33	39	25
B&E RESIDENTIAL	28	6	31	11									76	63	86
B&E OTHER	12	8	13	8									41	24	15
THEFT MV	7	9	2	2									20	20	15
THEFT	102	97	93	95									387	430	294
FRAUD	26	12	21	25									84	76	76
OFFENSIVE WEAPONS	5	3	3	3									14	22	25
DISTURB PEACE	38	31	53	60									182	191	189
MISCHIEF	30	47	42	36									155	167	120
ARSON	1	1	0	0									2	4	2
DRUGS	13	4	14	17									48	72	78
LIQUOR	7	17	19	11									54	36	60
MUNICIPAL BY-LAW	3	1	2	4									10	18	14
SEXUAL ASSAULT	1	3	4	4									12	14	22
ASSAULT	38	27	31	35									131	167	151
DOM DIS/FAM DIS	114	34	93	40	99	49	102	44							
													408	167	320
														160	356
														156	
SPOUSAL ASSAULT	15	4	12	13									44	58	44
IMPAIRED DRIVE	4	4	4	3									15	14	15
MV COLLISION	116	108	99	96									419	524	495
TRAFFIC ENFORCEMENT	336	285	342	465									1428	1207	1564
PARKING ENFORCEMENT	1	1	1	0									3	11	4
ARRESTS	158	145	193	160									656	580	599
CALLS FOR SERVICE	1742	1675	1839	1827									7083	6975	6884

Scott McEachran

From: Terry Baxter <Terry.Baxter@ontario.ca>
Sent: April-28-16 2:00 PM
To: Scott McEachran
Subject: Voluntary Central Bargaining Model Survey Update
Attachments: Key Features of a Voluntary Central Model for the Police Sector .docx

Good Afternoon,

On behalf of the OAPSB Implementation Committee, I wanted to thank those of you who have answered our request for your views on moving to the Voluntary Central Bargaining Model that were set out in the our presentation during the Big 12 meeting back on December 4, 2015. There were four specific questions that were poised and I have included them below for easy of reference.

Questions

Please consider the following questions, and provide your responses and your board's view on moving to the Voluntary Central Bargaining Model to terry.baxter@ontario.ca by June 30, 2016:

1. **Do you agree that a more structured, formalized approach to police bargaining on a sector wide basis needs to be established?**
2. **What do you see as the pros and cons of the proposed voluntary two-tier centralized bargaining model? What aspects would be effective or would pose challenges in addressing the current issues affecting police bargaining?**
3. **How do we best gain sector wide commitment to support and participate in establishing the model?**
4. **To what extent would your organization commit to supporting the model?**

This information is vital in our collectively determining the extent of modernizing our bargaining approach.

In addition to the bargaining model we were seeking some details on your current cost of conducting bargaining. Your responses to the survey (link below) will give us the ability to provide a more consistent and accurate costing projection, and will also assist us in projecting the cost of operating a Police Employers Labour Relations Bureau, if one were to be established as part of the modernization of your bargaining.

We have extended the deadline to complete both the survey and the four-part questionnaire to June 30, 2016.

If you have not yet provided your board's costs of bargaining information, I have provided a link to the survey below for your convenience.

Again, I'd like to thank you all for your participation in this process. If you have any questions or require clarification please contact me.

Survey Link:
www.surveymonkey.com/r/57MCKSD

Regards,
Terry Baxter

Key Features of a Voluntary Central Bargaining Model for the Police Sector

- **BPS Precedent**
 - Option informed by the Ontario Hospital Association (OHA) voluntary central bargaining framework, which has successfully been in place since the 1980's for hospital nurses and support staff
- **Key features**
 - **Voluntary opt-in:** Sector parties would choose to participate for at least one round of central bargaining
 - **Negotiation tables:** Could include separate central tables for sworn officers and civilians
 - **Bargaining tiers:** Central and local bargaining
 - **Binding outcome:** Having opted in, participants would be bound to complete the central bargaining round and to accept any central settlement reached subject to ratification
- **Structure**
 - A Police Labour Relations Bureau (PLRB) would be established within the sector to coordinate and implement a voluntary central bargaining process
 - The PLRB would have to seek formal authorization of participating PSBs to act on their behalf in central bargaining
 - Also requires the cooperation and participation of police associations
- **Bargaining Parameters and Authority**
 - A Memo of Conditions for Joint Bargaining would be negotiated by the PLRB (on behalf of PSBs) and the police associations (represented by a council of police associations: e.g. the PAO) before each bargaining round:
 - Would set out bargaining parameters: e.g. timelines, central and local issues, processes for bargaining and ratification of any agreement, identification of participants
 - **Governance and Implementation**
 - An Employers' Advisory Panel (EAP) would oversee central bargaining:
 - Separate EAPs could be established for the sworn and civilian bargaining groups
 - EAP would provide bargaining direction and remain constituted through the collective agreement term to address any issues
 - **The Central Plenary**
 - Participants would be informed by an environmental scan that would provide necessary context to the upcoming round of bargaining
 - Participants would identify their level of agreement with specific direction statements and priority issues. Voting results would inform the development of the bargaining mandate and proposals
 - EAP would recommend economic and non-economic mandates
- **Ratification and Dispute Resolution**
 - Dual threshold for ratification:
 - Minimum of 2/3 of participating boards representing 2/3 of bargaining unit employees voting in favour of the settlement. If met, all participating PSBs would implement the agreement
 - Failure to reach a settlement results in binding interest arbitration. Central issues in dispute would be arbitrated in a single proceeding

- **New Bargaining Structure Funding**
 - Could be funded by a fee formula for the PSBs
 - Efficiency savings (i.e., reducing individual transaction costs derived from a central bargaining model would offset PSB fees)
 - PLRB staff hiring is anticipated to be modest
 - e.g. OHA labour relations function has 7 staff members to support its voluntary central bargaining, which covers about 112,000 hospital workers with a total annual compensation base of approximately \$8 billion
- **Local Bargaining**
 - The PLRB's main role would be vetting local proposals (independently or jointly with the police associations) to ensure that they do not infringe on central issues
 - Where the parties cannot reach a negotiated settlement, all outstanding issues would be referred to interest arbitration. The PLRB could coordinate the local interest arbitration process

Sarnia Police Service
Department Correspondence
People Serving People

May 11, 2016

To: Sarnia Police Services Board

From: Inspector J. Hodgson
Support Services Division

Re: **Special Constable**

Recommendation

We require a motion from the Board authorizing the appointment of a Special Constable. He has already been approved for appointment by the Ministry of Community Safety and Correctional Services.

“That the Sarnia Police Services Board approves the appointment as Special Constable of Bradley Robert Brooker.”

Background

The Sarnia Police Service is mandated by the Police Services Act to provide Court Security functions for the Court facilities situated at both 700 North Christina Street and 150 North Christina Street, Sarnia. In order to legally perform all the functions required of them some of our civilian staff need to be appointed as ‘Special Constables’, which in effect makes them peace officers for the limited purposes of performing their duties.

This is a two-stage process. First the Police Service applies to the Ministry of Community Safety and Correctional Services for approval of the appointments. Once this approval is received from the Ministry, then the Appointments need to be formalized by the local Police Services Board by way of a motion, and signed off by the Chair of the Board. The appointments are for a term of five years.



Inspector J. Hodgson
Support Services Division

/rp