



## SMITHS FALLS POLICE SERVICES BOARD Minutes of the in person meeting December 4, 2024

Facebook Live: <https://www.facebook.com/smithsfallspolice>  
Youtube Live: <https://www.youtube.com/channel/UCBFFXhpEIk-x8oDEMxY8MzQ/live>

### “SPECIAL MEETING”

Members Present: S. Pankow, Mayor  
R. Dopson, Council Appointee  
J. Aunger-Ritchie, Provincial Appointee  
C. Saumure, Provincial Appointee  
S. McFadden, Secretary  
C. McGuire, Councilor

Staff: J. Empey, Chief  
Staff: C. Kettyle, Deputy Chief

1. Call to Order

Chair Pankow called the meeting to order at 9:03 am and read the Land Acknowledgement for December 4, 2024.

2. Chairs Remarks: NONE

3. Additions to the Agenda: NONE

4. Declaration of Interest - NONE

5. In Camera

Motion by: R. Dopson  
Seconded by: C. McGuire

That the Smiths Falls Police Services Board move In Camera at 9:04 am to discuss items pertaining to intimate financial or personal matters or other matters may be disclosed of such a nature, having regard to the circumstances, that the desirability of avoiding their disclosure in the interest of any person affected or in the public interest outweighs the desirability of adhering to the principle that proceedings be open to the public in accordance with Section 44 of the *Community Safety And Policing Act*.

- Identifiable individual- Contractual

THAT the Smiths Falls Police Services Board revert to an open session at 9:21 am  
Carried 5-0

## Rise and Report

- Identifiable individual- Contractual

9. Correspondence - None due to the nature of the meeting

10. Minutes from the Previous Meeting – None due to the nature of the meeting

11. Business Arising from the Previous Meeting

a) 2025 Budget

Chair Pankow discussed the increase of 21% for 2025 (increase of \$1,172,000) not uncommon to see across the province. Our increase has a significance increase due to the OPP settlement for their wage increase as well as increasing our front line compliment. Looking back increase from 2015 - 2024 was about 1.7% increase annually-inflation from that period was about 2.5%. A big part of this increase is a catch up over the years. This will be a one-year change -We have a very important service to run and community to serve. We want to be the employer of choice and retain the best talent. We are a busy community with 8000 call plus calls for service. Until the province is able to provide adequate funding to support services the burden is on the service. Complex cases need multiple officers.

C. McGuire: been a struggle to process it and has looked at it in detail. No red flags or areas of savings. Every line needs to be spent to police the community. Hard on the municipal budget. With the capital projects, there is a lot to do with the CSPA that we have not been given money for but we have to spend money on it. Most of the increase is labor- struggle with this we need to look at a new angle and look outside the box- not sustainable.

J. Auger- Ritchie: we can all agree with what C. McGuire mentioned it's hard to see the number. We all discussed the negative impact it would have held if we didn't approve more boots on the ground. Every service is feeling a hit on budgets. While at the conference, the Chief of OPS stated that once the population of your community hits over 10,000 people policing chances dramatically. OPS is bringing in approximately 135 new hires for the next 3 years. Grants that are coming in are very small when it comes to effective policing for services. With extra boots on the ground, we will see proactive policing not reactive. Always open to ways to generate revenue to help with the budget.

C. Saumure: Wants to look at other municipalities (Arnprior) for comparisons. Not sustainable.

R. Dopson: Our job is to monitor the budget for the force "Today". The OPP increase was a bit unexpected to an extent. The overall numbers are a majority of our additional frontline workers; the PT line we are hoping will come down. Allowing the hiring of the additional officers for our community will allow us to find good quality officers. Being tied to the OPP took a wage increase out of our hands. Moral of our force has increased to allow them to have time with family.

Provide the best possible service for our community and taxpayers. Gone through line by line- see lots of red and items deferred- being proactive. Quality force for the future.

2025 Budget Approval  
Motion by: J. Auger-Ritchie  
Seconded by: R. Dopson  
All in favor

b) Honorarium- Status Quo

C. Saumure- is it mandatory to be paid? Wants to be paid the minimum by law. Can it be donated back?

C. McGuire- heavy loaded with the new act, have a look at the numbers and the demands for 2025.

12. New Business

a) Board training topics to fulfill our legislative requirements

The CSPA has brought in a lot more responsibility for board members, which comes with being more knowledgeable on the act. Training session will be on December 18<sup>th</sup> @ 9:00 at the Police Station. Ongoing training will continue. The next steps are the most important, communication is key. Conferences/ meetings provide a lot of great information. Stay on top of the policies and procedure for 2025. We will all get through it!

13. Date and Time Next Meeting

Next meeting- January 15, 2025 @ 8:00 am

14. Adjournment

Motion by: C. McGuire  
Seconded by: R. Dopson

All in favor

THAT the Smiths Falls Police Services Board meeting adjourned at 9:57 am

Carried 5-0

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Shawn Pankow, Chair  
Smiths Falls Police Services Board

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Stephanie McFadden, Secretary  
Smiths Falls Police Services Board

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Date: