GREATER SUDBURY POLICE SERVICE BOARD MEETING
Wednesday, September 16, 2026– 10:00 A.M.
Alex McCauley Boardroom/ZOOM

PUBLIC MINUTES

Present:

Gerry Lougheed, Jr., Chair
Shawn Poland, Vice-Chair
Al Sizer, Member
Paul Lefebvre, Member
Krista Fortier, Member
Sharon Baiden, Interim Board Staff
Christine Hodgins, Executive Director

Staff:

Sara Cunningham, Chief of Police
Marc Brunette, Acting Deputy Chief of Police

Service Staff on Hand:

Robert Norman, Inspector, Integrated Operations
Jerry Willmott, Inspector, Criminal Investigations
Chris Brown, Inspector, Patrol Operations
Barry Ornella, Inspector, Community Safety and Well-being
Steve Train, Acting Staff Sergeant, 911 ECC/Patrol Operations
Ryan Johnson, Acting Staff Sergeant,
Nathan Dokis, Manager, - Manager, Communications and Information Technology
Célyne Piché, Manager – Manager, Information Management
Kaitlyn Dunn, Supervisor, Corporate Communication
Alexandra Zylka, Strategic Communications Specialist
Cassandra Hill, Research and Data Analyst
Julie Sajatovic, Executive Administrator
Tish Walsh, Policy Analyst

Guests:
Tony McGregor and Lesli Green, Safe Ride Home (Delegation)

News Media:

Tyler Clarke, Sudbury.com Reporter
Madison Marier, CTV

1.0 Call to Order and Motion to Meet In Camera – 9:00 a. m.

The meeting was called to order by Chair Gerry Lougheed, Jr.

(2026-86) FORTIER-POLAND: THAT the Board adjourn the public portion of its meeting to move IN CAMERA to discuss confidential items pursuant to Section 44 (2)(a), (b), (d), (e), (g) and (k) of the *Community Safety and Policing Act.*

CARRIED

2.0 Matters Arising from In Camera Session 10:12 a.m.

At today's closed session held prior to the public meeting, the Board dealt with the following matters in accordance with Section 44 (2)(a), (b), (d), (e), (g) and (k) of the *Community Safety and Policing Act, 2019 pertaining to:*

1. Legal Services
2. Litigation
3. Litigation
4. Litigation
5. Personal Matters
6. Litigation
7. Litigation
8. Litigation
9. Labour Relations
10. Personal Matters
11. Confidential information provided by the province
12. Labour Relations
13. Labour Relations
14. Labour Relations
15. Security of Property
16. Confidential information provided by the province
17. Personal Matters
18. Personal matters
19. Personal Matters
20. Personal Matters

3.0 Land Acknowledgement

Vice-Chair Poland read the Land Acknowledgement Statement.

4.0 Roll Call

4.1 **Members**

Attendance taken and recorded for members in attendance.

4.2 Introduction of Board Executive Director Christine Hodgins

Chair Lougheed introduced Christine Hodgins who has been recruited as the new Police Service Board Executive Director. Christine will officially commence her full- time employment with the Board on November 2.

4.3 Introduction of Ron LeClair, Police Services Advisor

Regrets, not able to attend.

5.0 Declarations of Conflict of Interest

There were no declarations of Conflict of Interest.

6.0 ADOPTION OF MINUTES – MAY 20, 2026

6.1 Wednesday, June 17, 2026 (Public & In-Camera)

(2026-98) LEFEBVRE-POLAND: That the Minutes of the Meeting held Wednesday, June 17, 2026 be adopted as circulated.

CARRIED

6.2 Monday, July 13, 2026 (Special Meeting – In-Camera)

(2026-99) FORTIER-SIZER: That the Minutes of the Meeting held Monday, July 13, 2026 be adopted as circulated.

CARRIED

6.3 Monday, July 27, 2026 (Special Meeting – In-Camera)

(2026-100) LEFEBVRE-POLAND: That the Minutes of the Meeting held Thursday, Monday, July 27, 2026 be adopted as circulated.

CARRIED

6.4 Monday, August 10, 2026 (Special Meeting – Public)

(2026-101) FORTIER-POLAND: That the Minutes of the Meeting held Thursday, Monday, August 10, 2026 be adopted as circulated.

CARRIED

7. Delegations

7.1 Safe Ride Home

Lesli Green and Tony McGregor representatives from Safet Ride Home were on hand to speak about this important program.

(2026-102) LEFEBVRE-POLAND: That the Deputation from Safe Ride Home be Received for information; and,

FURTHER that the Board approves $2,500 in support of the 2026 RIDE Season with funds to be drawn from the Donations Reserve Fund.

CARRIED

Temporary Recess

Due to technical difficulties with virtual access to the meeting, the Board Chair asked for a temporary recess at 10:27 a.m. Once back online at 10:44, Chair Lougheed provided a summary on Agenda items 1 to 6.3 which had already been covered. The meeting continued.

Chair Lougheed returned to the Board Meeting of August 10, 2026 and spoke to business arising from those minutes.

6.4 Business Arising from the August 10, 2026 Minutes

Chair Lougheed spoke to business arising from the minutes of August 10, 2026 for the special public meeting that was convened and the Motion that was passed in relation to homelessness, vandalism, issues of public in toxication and drug use and problems in the downtown community. The Chair reiterated that the Board had passed the motion unanimously. He indicated that the motion created a very healthy conversation in the community, with people expressing opinions both pro and not so pro support for the motion. Subsequent to the motion, Canadian Mental Health Association of Ontario, Big City Mayors, the Federation of Northern Ontario Municipalities and the Association of Municipalities of Ontario have drafted similar motions to the one approved by the police board. The Premier has indicated he will review this material.

Chair Lougheed reiterated that the preamble of the Motion affirms that GSPS approaches people compassionately, tries to help people and make sure they get the best possible resources. It was noted that some are not open to that and the Motion referenced involuntary treatment. He indicated that he had received about 40 form letters from individuals and community organizations asking for a review of the Motion. He noted that the Board also received messages of support from the Elgin Street Mission as did some of the business community. The Board will forward all of these materials to the Premier's Office. The Board concurred with the direction.

8.0 CONSENT AGENDA

8.1 Inspector General Annual Report

Memorandum from the Inspector General of Policing releasing the 2025 Annual Report, Oversight in Action: Advancing Integrity, Accountability and Public Confidence. A copy of the full report was included for the Board's review.

8.2 Notification of Change to Assigned Police Services Advisor

Board report dated September 10, 2026 prepared by Sharon Baiden, Interim Board Staff advising of the change to Assigned Police Services Advisor. Tom Gervais has been replaced by Ron LeClair moving forward.

8.3 IoP Intelligence Hub

Board report dated September 10, 2026 prepared by Sharon Baiden, Interim Board Staff providing an update on the IoP Intelligence Hub. Updates will soon get underway with updated data collection methods.

8.4 Police Governance Ontario Board of Directors 2026-2027

Listing of the Police Governance Ontario Board of Directors for the 2026 to 2027 year circulated.

8.5 Notes of Appreciation

Service report dated September 1, 2026, prepared by Sara Cunningham, Chief of Police, detailing notes of appreciation recognizing various members.

8.6 Line of Duty Deaths Inspector General Correspondence

Correspondence from Inspector General of Policing of Ontario, Ryan Techner, extending condolences to those affected by recent tragic line of duty deaths and serious injuries recently experienced by policing communities across Ontario and Canada.

8.7 Inspector General Memo and Advisory Bulletin #4.1: Political Activity-Police Service Board Members and OPP Detachment Board Members

Correspondence dated July 24, 2026 from Ryan Teschner, Inspector General of Policing of Ontario in relation to Political Activity-Police Service Board Members and OPP Detachment Board Members

8.8 Correspondence - Incidents of Violence and Harassment in Condominium Communities Improved Police Presence, Responsiveness and Intervention Required

Correspondence from Deborah Howden, Association of Condominium Managers of Ontario, the Canadian Condominium Institute (Toronto and Area and Eastern Ontario Chapters) and Community Associations Institute (CIA) Canada, in relation to condominium safety.

(2026-103) SIZER-FORTIER: THAT the Greater Sudbury Police Service Board receive and/or approve Consent Agenda items 8.1 – 8.8:

8.1 Inspector General Annual Report
8.2 Notification of Change to Assigned Police Services Advisor
8.3 IoP Intelligence Hub
8.4 Police Governance Ontario Board 2026-2027
8.5 Notes of Appreciation
8.6 Line of Duty Deaths Inspector General Correspondence
8.7 Inspector General Memo and Advisory Bulletin #4.1: Political Activity-Police Service board Members and OPP Detachment board Members
8.8 Correspondence Incidents of Violence and Harassment in Condominium Communities Improved Police Presence, Responsiveness and Intervention Required

CARRIED

9.0 DISUCSSION AGENDA

9. Reports

9.1 Staffing/Deployment Update

Service Report dated September 3, 2026, prepared by Holly Bilodeau, Manager of Human Resources, providing an update on Staffing and Deployment.

(2026-104) SIZER-POLAND: THAT the Greater Sudbury Police Service Board, in accordance with Section 37(1)(b) of the Community Safety and Policing Act, hereby receives notice of the hiring of the following members::

Name:	**Start Date:**	**Position:**
Prevost, Colleen	02-Jul-26	Court Security
Dixon, Eric	02-Jul-26	Court Security
Gaudin, Milo	02-Jul-26	Court Security
Khoury, Nina	02-Jul-26	Court Security
Bouthillier, Keith	02-Jul-26	Court Security
Schroeder, Madison	02-Jul-26	Court Security
Ward, Tara	04-Aug-26	Part-Time Digital Evidence Processor
Guerin, Chad	04-Aug-26	Part-Time Digital Evidence Processor
Major, Jackson	20-Aug-26	Cadet
Sprenger, Gregory	20-Aug-26	Cadet
Otosquaiob, Mya	20-Aug-26	Cadet

CARRIED

9.2 Appointment of Special Constables

Service report dated September 3, 2026, prepared by Holly Bilodeau, Manager of Human Resources in relation to the appointment of Special Constables.

(2026-105) LEFEBVRE-FORTIER: THAT the Greater Sudbury Police Service Board receives this report regarding appointments and Certificate of Appointment issued for the following members as Special Constables in accordance with Section 92 and O. Reg 396/23 of the *Community Safety and Policing Act*:

Name:	**Appointment Date:**
Lavigne, Michael	26 August 2026
Prevost, Colleen	26 August 2026
Dixon, Eric	26 August 2026
Gaudin, Milo	26 August 2026
Khoury, Nina	26 August 2026
Bouthillier, Keith	26 August 2026
Schroeder, Madison	26 August 2026

CARRIED

9.3 Canadian Association of Police Governance Conference and Police Governance Excellence Director Award

Board report dated September 10, 2026, prepared by Sharon Baiden, Interim Board Staff providing an update on the CAPG Conference held in Edmonton August 12 to 14. Member Sizer provided an updated on Conference activities.

Chair Lougheed also shared that Member Sizer had been presented with the distinguished Director Award in Police Governance Excellence at the conference. This award is presented to a past or present director of a police governance board, commission, or advisory committee that has devoted their time and efforts to move the mark in police governance. The Board congratulated Member Sizer on his efforts and this prestigious recognition.

9.4 Facilities Improvements and Capital Projects Update

Service report dated September 3, 2026, prepared by Melissa Lariviere, Acting Manager of Finance outlining an update on facilities improvements and capital projects.

(2026-106) POLAND-LEFEBVRE: THAT the Greater Sudbury Police Service Board receives the Facilities Capital and Renovation Projects Update for information.

CARRIED

9.5 Strategic Plan Progress Report

Service report dated September 10, 2026, by Sara Cunningham, Chief of Police updating the Board with a progress report on the Strategic Plan 2024 to 2027. She confirmed that monthly, through the chief's reports monthly, the board is updated on progress with a number of Strategic Priorities. As we move towards the end of this planning cycle, Service and Board Staff we will jointly engage community stakeholders and service members to develop our next Strategic Plan. The Chief also highlighted the need for the establishment of a reporting framework on Strategic Plan results for the upcoming planning cycle. It was noted that adequate and effective policing can only be attained if members are performing as they should be. This was the theme and the Board's responsibility for member wellness.

(2026-107) LEFEBVRE-FORTIER: THAT the Greater Sudbury Police Service Board receives the 2024 to 2027 Strategic Plan Progress Report.

AND FURTHER THAT the Greater Sudbury Police Service Board Executive Director works with the Chief to develop a workplan for the development of the next Strategic Planning cycle and establish a framework for reporting on Strategic Plan results.

CARRIED

9.6 Prescription Diversion Projects

Board report dated September 10, 2026, prepared by Sharon Baiden, Interim Board Staff, regarding Prescription Diversion Projects. Background information was provided on the diversion of prescribed safe supply medications noting that particularly hydromorphone has become a significant problem in our community and requires urgent attention from the College of Physicians and Surgeons of Ontario (CPSO). The OACP Substance Abuse Committee has endorsed this Project. The group is asking that Zone 1A Boards endorse their efforts. It was noted that PGO also has a role in deliberating and responding to such requests. The Board was unanimous in its support for endorsing these efforts.

(2026- 108) SIZER-POLAND: THAT the Greater Sudbury Police Service Board sends a letter of support for the Prescription Drug Diversion Project through the Confirmation of Communication; and

FURTHER that the Greater Sudbury Police Service Board copy Police Governance Ontario given their key role in advocacy.

CARRIED

9.7 Inspectorate of Policing – Memo No. 11 – Notice of Issue – Increase in Antisemitism and Hate Motivated Incidents

Board report dated September 10, 2026 prepared by Sharon Baiden, Interim Board Staff addressing a Notice of Issue communication from Ryan Teschner, Inspector General of Policing of Ontario in regard to increase in antisemitism and hate motivated incidents.

(2026-109) FORTIER-LEFEBVRE: THAT the Greater Sudbury Police Services Board acknowledges receipt of the Inspectorate of Policing Memo No. 11, Notice of Issue – Increase in Antisemitism and Hate Motivated Incidents; and

AND FURTHER THAT the Greater Sudbury Police Service Board requests that the Chief of Police review the Notice of Issue and provide a report outlining the Service response to the recommendation for implementation of the actions identified in the Notice of Issues which include opportunities for continued improvement in addressing hate-motivated incidents within Greater Sudbury.

CARRIED

9.8 Property Report

Service report dated September 11, 2026 prepared by Sara Cunningham, Chief of Police, in relation to seized and recovered property, particularly in relation to disposition of bicycles at auction.

(2026-110) POLAND-SIZER: THAT the Greater Sudbury Police Services Board receives and endorses the Property Report in relation to disposition of bicycles at on-line auctions; and

CARRIED

Further to the Motion, concerns were raised that on-line revenues have been declining which has impacted the Reserve Fund Balances. At the Chair's direction it was agreed that the sub-committee that looked at the Reserve Funds previously be re-convened. Chair Lougheed, Vice-Chair Poland, Board Executive Director and Service staff will meet and report back to the Board no later than the November meeting.

10.0 Finance Reports

10.1 2026 Diversity Advisory Committee Bursary Recipients

Service report dated September 3, 2026, prepared by Holly Bilodeau, Manager of Human Resources, with an update on this year's award recipients for the Diversity Advisory Committee Bursaries.

It was noted that not all Boards had applicants for these funds. The Chief was encouraged to connect with the schools directly to ensure that all students are getting access to the funds and to encourage all Boards to participate.

(2026-111) FORTIER-LEFEBVRE: THAT the Greater Sudbury Police Service Board approves the Diversity Advisory Committee Bursaries for the 2026 year with funds to be drawn from the Donations Reserve Fund as follows:

Alexia Hall $1,000
Oluwanifemi Phillips $1,000
Kesha Mutunzi $1,000
David Akero $1,000

CARRIED

10.2 Delegation of Signing Authority - January to June 2026

Service report dated September 3, 2026, prepared by Melissa Lariviere, Acting Manager of Finance in relation to the Delegation of Signing Authority.

(2026-112) POLAND-SIZER: THAT the Greater Sudbury Police Service Board receives the Delegation of Signing Authority for the period January to June 2026.

CARRIED

10.3 Financial Report January 1, 2026, to June 30, 2026, and June 2026 Year-End Projections

Service report dated September 2, 2026, prepared by Melissa Lariviere, Acting Manager of Finance, and Marc Brunette, Acting Deputy Chief of Police respecting financial reporting for the period January 1, 2026 to June 30, 2026 and year-end projections for the 2026 year.

(2026-113) LEFEBVRE-FORTIER: THAT the Greater Sudbury Police Service Board receives the Financial Report January 1, 2026, to June 30, 2026, and June 2026 Year-End Projections.

CARRIED

10.4 Board Trust Reserve Fund Requests

Service reported dated September 10, 2026, recommended by Sara Cunningham, Chief of Police detailing Board Trust Reserve Fund Requests.

(2026 - 114) POLAND-SIZER: THAT the Board approves the following donation with funds drawn from the Police Services Board Reserve Trust Fund:

$1,000 in support of Run to Remember
$2,500 in support of Ride to Remember

CARRIED

10.5 Financial Report Year-Ended December 31, 2025

Service report dated September 2, 2026, prepared by Melissa Lariviere, Acting Manager of Finance and Marc Brunette, Acting Deputy Chief summarizing the year-ended December 31, 2025 financial results.

(2026-115) FORTIER-SIZER: THAT the Greater Sudbury Police Service Board receives the Financial Report for the Year-Ended December 31, 2025.

CARRIED

11. Agreements

11.1 Triton Police Innovations – Recruitment Screening Service

Service report dated September 9, 2026, prepared by Holly Bilodeau, Manager of Human Resources in relation to recruitment screening services through Triton Police Innovations.

(2026-116) LEFEBVRE-POLAND: THAT the Greater Sudbury Police Service Board enters into three-year Agreement with Triton Police Innovations to provide assistance with the recruitment background screening process for both Sworn and Police Professional positions, streamlining and integrating the workflow.

CARRIED

11.2 ThoughtExchange

Service report dated September 9, 2026, prepared by Melissa Lariviere, Acting Manager of Finance in relation to ThoughtExchange software subscription renewal. This software is a cloud-based engagement platform that facilitates organizational and stakeholder engagement through online discussions, surveys, analytics, reporting, and data visualization.

(2026-117) FORTIER-POLAND: THAT the Greater Sudbury Police Service Board approves the renewal of the ThoughtExchange software subscription with Fulcrum Management Solutions Ltd. for a two-year term from August 1, 2026, to July 31, 2028, at a total cost of $118,772.33, plus applicable taxes.

AND FURTHER THAT the Greater Sudbury Police Service Board delegates signing authority to the Chief of Police for the approval process.

CARRIED

11.3 Axon Contract Amendment – Third-Party Video Support and Redaction Assist

Service report dated August 27, 2026, prepared by Nathan Dokis, Manager of Communication and Information Technology to enter into a contract amendment with Axon to further enhance its digital evidence management capabilities through the addition of Third-Party Video Support and Axon Redaction Assist within the existing Axon Evidence platform. These additions will expand the Service's digital evidence management capabilities by supporting third-party video evidence directly within Axon Evidence and introducing integrated redaction functionality.

(2026-118) FORTIER-SIZER: THAT the Greater Sudbury Police Service Board approves an amendment to the existing five year Axon agreement to include Axon Third-Party Video Support and Axon Redaction Assist at an estimated total contract amendment value for a total cost of $597,768.19, inclusive of HST.

CARRIED

12.0 Board Reports

12.1 Board Staff Report

Board information report dated September 11, 2026, from Sharon Baiden Interim Board Staff board staff activities since the June 2026 meeting.

13.0 REPORT FROM THE CHIEF

The Chief provided an overview and highlights of the Chief of Police Report dated September 2026. The Chief focused on Back to School Activities and highlighted Cops, Kids and Fishing acknowledging the support from community partners. The Youth in Policing Initiative in support of our summer students was highly successful with some indicating an interest in joining the Service.

The past weekend in particular had many police led events including the Law Enforcement Torch Ride, the LETR NHL Alumni Game and the first ever Sudbury World Cup an international soccer championship consisting of ten teams. These events are all very popular in the community attracting significant support and interest.

14.0 New Business

Chair Lougheed advised that Inspector Bob Norman will be leaving GSPS after 28 years to join the North Bay Police Services as their Deputy Chief of Police. Inspector Norman was praised for his many contributions to GSPS over the years, thanked for work, and presented with an Eagle as a symbol in recognition his strength as a leader, skilled problem-solving, mentorship of many GSPS and for always giving his best to GSPS. Members extended warm congratulations and best wishes.

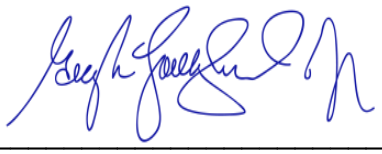
15.0 Date of Next Meeting

The date of the next meeting was confirmed to be October 21, 2026.

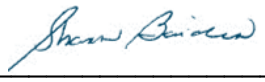
17.0 Adjournment

(2026-119) FORTIER-SIZER: THAT this meeting be adjourned at .

CARRIED



Gerry Lougheed, Jr., Board Chair



Sharon Baiden, Interim Board Staff