

GREATER SUDBURY POLICE SERVICE BOARD MEETING
Wednesday, December 17, 2025 – 10:00 A.M.
Alex McCauley Boardroom/ZOOM

PUBLIC MINUTES

Present:

Gerry Loughheed, Jr., Chair
Shawn Poland, Vice Chair
Al Sizer, Member
Krista Fortier, Member
Matthew Gatien, Board Administrator

Regrets:

Paul Lefebvre, Member
Tom Gervais, Police Services Advisor, Inspectorate of Policing

Staff:

Sara Cunningham, Chief of Police
Natalie Hiltz, Deputy Chief of Police

Service Staff on Hand:

Marc Brunette, Superintendent
Robert Norman, Inspector – Integrated Operations
Nathan Dokis, Manager of Communications & Information Technology
Célyne Piché, Manger of Information Management
Andrea Savage, Manager of Emergency Communications
Holly Bilodeau, Manager of Human Resources & Professional Development
Kaitlyn Dunn, Corporate Communications Supervisor
Matt Hall, Sergeant/SPA President
Julie Sajatovic, Executive Administrator to the Deputy Chief (Zoom)
Vanessa Rouleau, Executive Administrator to the Chief (Zoom)

Guests:

Pauline Fortin – Councillor, Ward 4 (Zoom)
Ryan Johnson (Zoom)

News Media:

Angela Gemmell – CTV News
Tyler Clarke – Sudbury.com

Motion to Meet IN CAMERA – 8:30 A.M.

(2025-115) SIZER – POLAND: THAT the Board adjourn the public portion of its meeting to move IN CAMERA to discuss confidential items pursuant to Section 44 (2)(b), (d), (e) and (i) of the *Community Safety and Policing Act*.

CARRIED

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

At today’s closed meeting, the board dealt with the following matters: discussing/approving confidential matters pursuant to sections 44 (2)(b), 44(2)(d), 44(2)(e), and 44(2)(i) of the *Community Safety and Policing Act*.

1. Legal Matter
2. Legal Matter
3. Legal Matter
4. Legal Matter
5. Legal Matter
6. Legal Matter
7. Legal Matter
8. HR Matter

Land Acknowledgement

Member Sizer read the Board’s Land Acknowledgement:

The Greater Sudbury Police Service strives to build positive and respectful relationships with the original inhabitants of this land including First Nations peoples, Métis peoples and Inuit.

It is in this spirit that we, as a Service, honour and acknowledge that we serve in this land that is cared for from time immemorial by the Anishnawbek people of the Three Fires Confederacy.

We further acknowledge this land as “The Dish With One Spoon,” and the Robinson-Huron Treaty region. In peace, our first duty.

Roll Call

Attendance taken.

Declarations of Conflict of Interest

None.

CONSENT AGENDA

(2025-118) SIZER – POLAND: THAT the Greater Sudbury Police Service Board receives and/or approves Consent Agenda items 6.1-6.11.

CARRIED

Adoption of Minutes – October 15, November 7, and December 3, 2025

(2025-119) SIZER – POLAND: THAT the Greater Sudbury Police Service Board minutes of October 15, November 7, and December 3, 2025, be adopted as circulated and read.

CARRIED

Accept Consent and Discussion Agenda – October 15, 2025

(2025-120) SIZER – POLAND: THAT the Greater Sudbury Police Service Board approves and receives the Consent and Discussion Agenda items for the December 17, 2025, meeting as distributed.

CARRIED

Board Directions to the Chief

Report circulated for information.

Notes of Appreciation

Report circulated for information.

Staffing and Deployment Update

(2025-121) 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:
Trottier, Sebastien	30-October-25	Part-Time Property Clerk
McAllister, Leah	30-October-25	Part-Time Communicator
Edens, Kaylyn	30-October-25	Part-Time Communicator
Pelland, Aline	30-October-25	Part-Time Communicator
Polano-Newell, Sara	30-October-25	Part-Time Communicator
Phillips, Jordan	12-November-25	Part-Time Communicator
Kuzenko, Megan	20-November-25	Cadet
Pilon, Cody	20-November-25	Cadet

Chard, Susan	20-November-25	Cadet
Austin, Jacob	20-November-25	Cadet
Vaudry, Kyle	20-November-25	Cadet

And further, that the Board receives notice of the following resignations/retirements:

Name:		Effective:	Position:
Despatie, Daniel	Retirement	14-October-25	Inspector
Singh, Rajatpreet	Resignation	24-October-25	Constable
Joshi, Amit	Resignation	24-October-25	Constable
Keogh-Bateman, Matthew	Resignation	22-November-25	Part-Time Special Constable/Court Security
Pileggi, Albert	Retirement	28-November-25	Full-Time Special Constable/Court Security
Joly, Ruth	Retirement	01-December-25	Constable
Bortot, Sandro	Retirement	01-December-25	Constable

CARRIED

Continuing Education Update

Report circulated for information

Fee Schedule Update

(2025-122) SIZER – POLAND: THAT the Greater Sudbury Police Service Board approves the amendment to 'Schedule A' of By-Law 2009-3 (and its successor, By-Law 2025-004) as attached. This amendment increases the fees currently charged for services by 3% effective January 1, 2026; and further

THAT the fee schedule be amended to remove the following fees in the Schedule:

Motor Vehicle Collision Report (MVCR): \$63.00

CARRIED

AODA Update

(2025-123) SIZER – POLAND: THAT the Greater Sudbury Police Services Board accepts this *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) update for information.

CARRIED

OAPSB Membership Report

(2025-124) SIZER – POLAND: THAT the Board approves the annual Ontario Association of Police Services Boards (OAPSB) and OAPSB Zone 1A membership fees of \$12,252.30 for the period of January 1 to December 31, 2025.

CARRIED

OAPSB Labour Conference Update

Report circulated for information.

Board Correspondence

Report circulated for information.

DISCUSSION AGENDA

Board Policies and By-Laws Update (also see Addendum)

Report circulated for information. Member Fortier pulled this report from the Consent Agenda to review it for the Board. Board staff updated all current policies to conform to CSPA guidelines and created new policies that were mandated by the CSPA. Service staff assisted to ensure conformity to Service document standards.

(2025-125) FORTIER – POLAND: THAT the Greater Sudbury Police Board approve the changes to Board Policies 002-032 as detailed herein; and

THAT the Board rescind GSPSB Policies 012 and 013; and

THAT the Board approve new policies 033-044 as detailed herein; and

THAT the Board approve changing the Board policy numbering to PSBXXX for all Board policies to follow Service policy naming convention; and

THAT the Board rescind all current Board by-laws; and

THAT the Board approve Board by-laws 2025-001 through 2025-012; and

THAT the Board approve change the Board by-law numbering to YEAR-XXX to follow Service policy naming convention.

CARRIED

360 Support First Update

Chief Cunningham reviewed this report for the Board. She noted the work of Inspectors Ornella, Norman, and Brown in standing up and deploying this initiative. The Chief also noted that downtown business owners are very happy with the initiative. All members of the Board also note they have seen improvements in the downtown and are happy with the progress being made.

Strategic Direction Touchpoint Survey Update

Chief Cunningham reviewed this report for the Board. The Touchpoint Survey ensures that the Service is continuing to provide service in line with our goals and priorities set out in the plan.

The survey noted the same issues mentioned in the initial planning survey for the 2024-2027 plan continue to be noted by residents and businesses, but in different ways. Road safety still important, but not as high as the initial survey for this plan. The Service is not pivoting on priorities, but shuffling based on needs and wants recorded from the public.

Chief Cunningham notes the survey results were recorded by businesses all over the city. The Service is also carrying out a separate downtown business touchpoint to ensure downtown-specific issues are being targeted appropriately.

Axon Contract Amendment

Chief Cunningham reviewed this report for the Board. The Board asked if there was any budget impact by increasing the value of this contract. Chief Cunningham notes it will not as funds were already budgeted for this contract. Funds are being redistributed to update the agreement.

(2025-126) POLAND – FORTIER: THAT the Greater Sudbury Police Service Board approve the amendment to the existing Axon contract to transition from the Taser 7 platform to the Taser 10 Conducted Energy Weapon system, including the adoption of the Officer Safety Plan 10 package and Virtual Reality training modules, effective January 1, 2026, at a program cost of \$3,822,186.27 (HST excluded).

CARRIED

Donations Reserve Fund Report

(2025-127) FORTIER – SIZER: That the Board authorize the Donations Reserve Fund Requests as outlined in the report and approve payment in the requested amounts.

CARRIED

Board Reserve Trust Fund Report

(2025-128) SIZER – POLAND: That the Board authorize the Board Reserve Trust Fund Requests as outlined in the report and approve payment in the requested amounts.

CARRIED

Board Correspondence – Zone 1A

Chief and Deputy review the programs noted in the suggested letters. The Board agrees to endorsing the prescription diversion and bail notification programs.

(2025-129) FORTIER – SIZER: THAT the Greater Sudbury Police Service Board support the Prescription Diversion Project and endorse the letter of support.

CARRIED

(2025-130) SIZER – POLAND: THAT the Greater Sudbury Police Service Board support the Provincial Bail Notification Program and endorse the letter of support.

CARRIED

Report from the Board Administrator

Report circulated for information.

Report from the Chief

The Chief's Report was circulated in advance of the meeting. Chief Cunningham highlighted several activities of the Service throughout September and early October for the Board.

Chief Cunningham noted the following:

- Sgt. Matt Hall was awarded the 2025 YMCA Peace Medal for his community engagement
- Citizens on Patrol will be deployed to assist with speed education
- The new Rubicon platform for online reporting
- 1960 Paris murder: extensive work with City Housing and community outreach continues with residents, and the investigation is still ongoing

Chair Lougheed proposed the Board pass a motion to recognize Sgt. Hall's award. The Board agrees.

(2025-131) THAT the Board formerly congratulate Sgt. Matt Hall on being awarded the 2025 YMCA Peace Medal.

CARRIED

New Business

Chair Lougheed noted that the Sudbury Police Association (SPA) collective agreements have been ratified by the Board and SPA with high uptake from the SPA.

Chair Lougheed also noted that the provincial government issued an IPV report and did not declare IPV an epidemic, but rather that the issue is endemic. Chair Lougheed wishes to invite Barb Ridley to the January 2026 meeting to speak on IPV in Sudbury. He notes that the provincial announcement means more beds for Geneva House.

Directions to the Chief

None.

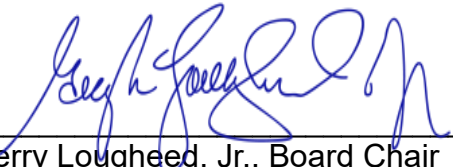
Date of Next Meeting

January 28, 2026.

Adjournment – 11:24 A.M.

(2025-132) LOUGHEED – SIZER: THAT this meeting be adjourned.

CARRIED



Gerry Loughheed, Jr., Board Chair



Matthew Gatien, Board Administrator

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