

KINGSTON POLICE SERVICE BOARD
MEETING NUMBER 26-08
MINUTES

Public Meeting Minutes, Meeting held Thursday, October 1, at 10:00 am
rescheduled from September 24, 2026
Kingston Police Headquarters, William Hackett Boardroom

PRESENT: Gregory Ridge, Chair, member of council
Stephen Burnett, provincial appointee
Jimmy Hassan, member of council
Christian Leuprecht, community member (joined virtually at 10:10 am)
Michael Springer, provincial appointee
Wendy Stephen, member of council

ABSENT: Adam Koven, Vice-Chair, provincial appointee

NON-BOARD MEMBERS PRESENT:
Chief Adam MacIntosh
Lorie Sargeant, Board Administrator
Members of the public, Kingston Police and media

1. Call Meeting to Order and Land Acknowledgement

Chair Ridge called the meeting to order at 10:03 am. Chair Ridge shared his message to the Belleville Police Service and the Belleville Police Service Board.

“As the Chair of the Kingston Police Service Board, I am reaching out to offer my thoughts and support to the members of the Belleville Police Service and Board.

I commend the officer for their courage and for acting quickly to save the lives of the congregation within the Sons of Jacob synagogue. I pray that the officer will have a quick and full recovery from their injuries. The news of the injuries to the officer must also be devastating to their family, friends, and all the members of the Belleville Police Service, and the community at large.

My thoughts and prayers extend to all affected and I appreciate all you do to keep your community safe everyday.”

2. Presentation/Briefing

None.

3. Disclosure of Conflict of Interest

The members confirmed that there were no conflicts of interest to report.

4. Approval of the Agenda

Moved by Jimmy Hassan
Seconded by Wendy Stephen

That the agenda, as amended, be approved.

Carried

5. Adoption of Minutes

Moved by Stephen Burnett
Seconded by Michael Springer

That the minutes of Meeting Number 26-07 held on July 23, 2026, be adopted.

Carried

6. Communications

Moved by Wendy Stephen
Seconded by Michael Springer

That the communications from the Association of Black Law Enforcers, the Council of the City of Kingston, the Zone 2 Secretary-Treasurer and Police Governance Ontario be received.

- a. Invitation to the 34th Annual Association of Black Law Enforcers (A.B.L.E.) Scholarship and Awards Gala, taking place on October 24, 2026, at RBC Place, London, Ontario.
- b. Request for sponsorship of the 34th Annual Association of Black Law Enforcers (A.B.L.E.) 34th Annual Scholarship and Awards Gala.
- c. Certified resolution passed by Kingston City Council on August 11, 2026, with respect to Advocacy for Westray Law Enforcement and Training requesting the Kingston Police Service Board ensure that all police officers have training on how to apply the Westray Amendment and the resources necessary to investigate workplace fatalities and injuries.
- d. Email from Diane Smithson, Secretary-Treasurer, PGO Zone 2 forwarding the Agenda for the PGO Zone 2 Meeting being hosted by the Cornwall Police Service Board on September 25, 2026, at Best Western, Cornwall.
- e. PGO Governance Briefing Number 3: When Compliance Isn't Enough – Moving from Legislative Compliance to Governance Effectiveness, received July 29, 2026.
- f. PGO Governance Briefing Number 4: Learning from Inspector General Decisions – How Oversight Decisions Can Strengthen Police Governance,

received July 29, 2026.

- g. PGO Governance Briefing Number 5: Evidence-Informed Governance – Using Information to Strengthen Police Governance, received August 24, 2026.
- h. PGO Governance Briefing Number 6: Governance Readiness – Building Governance Systems that Support Accountability, Transparency and Continuous Improvement, received August 31, 2026.
- i. PGO Governance Insights – Becoming a Better Board Member: Five Practices of Effective Board Members.
- j. Resolution Number 2026-267 approved, as amended, by Kingston City Council at its September 1, 2026, meeting with respect to Responsible Pet Ownership.

Carried

7. Delegations

- a. Lia De Pauw spoke to the Board with respect to Motion 10.a. Kingston Police Response to Dog Attacks and Dangerous Dog Incidents.

8. Consent Agenda/Information Reports

Moved by Jimmy Hassan
Seconded by Christian Leuprecht

That the consent agenda report be received for information.

- a. Report Number 26-68 - [Mental Health Calls \(July\)](#)
- b. Report Number 26-74 - [Human Resources Report \(July\)](#)
- c. Report Number 26-75 - [Human Resources Report \(August\)](#)
- d. Report Number 26-78 - [Mental Health Calls \(August\)](#)

**Carried
(26-93)**

9. Approval Agenda/Recommendation Reports

- a. Report Number 26-72 - [Approval of Multiple Policies under the Community Safety and Policing Act, 2019 \(CSPA\)](#)

Moved by Wendy Stephen
Seconded by Michael Springer

That the Kingston Police Service Board approve the policies listed in Report Number 26-72, as presented, in accordance with the *Community Safety and Policing Act, 2019*, and applicable regulations.

Carried

(26-94)

b. Report Number 26-69 - [Appointment of New Police Officers \(New Recruits\)](#)

Moved by Stephen Burnett
Seconded by Christian Leuprecht

That the Kingston Police Service Board appoint, contingent upon each candidate obtaining an Ontario Police College Basic Constable Training Certificate, on the date of swearing-in, **Austin Gill** and **Luke Murray**, as Kingston Police officers pursuant to Section 37(1)(c) of the *Community Safety and Policing Act* (CSPA).

**Carried
(26-95)**

10. Motions

a. Kingston Police Response to Animal Attacks and Dangerous Animal Incidents

Moved by Wendy Stephen
Seconded by Chair Gregory Ridge

That the Kingston Police Service Board receive the resolution adopted by Kingston City Council on September 1, 2026, respecting responsible pet ownership, animals at large, off-leash activity and dangerous animals; and

That the Chief of Police provide a report to the Board outlining:

1. the role and legal authority of the Kingston Police in responding to animal attacks and other animal-related incidents that present an immediate risk to public safety;
2. the current procedures and communication protocols between Kingston Police, City By-law Enforcement, Animal Services and other relevant agencies;
3. the processes for referring incidents, preserving and sharing relevant information, and communicating with and supporting victims of animal attacks;
4. any identified gaps in procedures, coordination, training or public information; and
5. any recommendations within the Board's jurisdiction that would improve public safety and the coordinated response to serious animal-related incidents; and

That the Board Chair forward the Chief's report, once received by the Board, to Kingston City Council and City staff for consideration as part of the City's review.

**Carried as Amended
See Motion to Amend Below
(26-96)**

Moved by Chair Ridge
Seconded by Wendy Stephen

That the motion above be amended by replacing the word “**dog**” with “**animal**” and replacing the word “**dogs**” with “**animals**” throughout the motion.

Carried

b. Municipal Appointments to the Kingston Police Service Board

Moved by Chair Ridge

Seconded by Wendy Stephen

Whereas the Kingston Police Service Board exercises significant statutory governance and civilian oversight responsibilities under the *Community Safety and Policing Act, 2019*, including strategic planning, policy development, financial oversight, monitoring the Chief of Police’s performance, and the recruitment and appointment of the Chief of Police and any Deputy Chief of Police; and

Whereas effective police governance requires continuity, institutional knowledge and sufficient time for Board members to complete prescribed training and become fully familiar with the Board’s statutory responsibilities, policies, strategic priorities and governance practices; and

Whereas two-year appointments may result in unnecessary disruption to the Board’s governance, loss of institutional knowledge and repeated periods of orientation and transition during a single term of Council; and

Whereas the City of Kingston’s Diversity Plan Policy for Council Appointments to the Kingston Police Service Board requires Council to have regard to the existing composition of the Board, prescribed competencies, diversity, and the qualifications, skills and experience of applicants;

Therefore Be It Resolved That:

1. The Kingston Police Service Board request that Kingston City Council consider appointing its Council-appointed members and community-appointed member to the Kingston Police Service Board for the full term of Council, subject to the *Community Safety and Policing Act, 2019*, continued eligibility, and Council’s statutory appointment authority;
2. Council be requested to amend, where necessary, its Public Appointment Policy, appointment practices or other applicable governing documents to provide that appointments to the Kingston Police Service Board will ordinarily be for the term of Council;
3. Council be requested to establish a formal consultation process with the Kingston Police Service Board before recruiting and selecting the community-appointed member, through which:
 - a. the Board may provide Council and the Nominations Committee with a current Board competency and diversity matrix identifying the skills, experience, perspectives and competencies that would complement the Board’s existing composition; and

- b. the Board Chair and/or Board Administrator may attend the relevant portion of a Nominations Committee meeting, at the Committee's invitation, in a non-voting advisory capacity to provide information concerning the Board's statutory responsibilities, governance needs and desired competencies;
- 4. A copy of this resolution be forwarded to the Mayor, members of Kingston City Council, the City Clerk and the Chair of the Nominations Committee for consideration before appointments are made for the 2026–2030 term of Council.

**Carried
(26-97)**

11. Ratification of Motions

a. [Report Number 26-66 – Approval of Multiple Policies under the CSPA](#)

Moved by Stephen Burnett
Seconded by Christian Leuprecht

That the Kingston Police Service Board ratify a motion passed by a poll of a quorum of Board Members on August 27, 2026, pending the next scheduled public board meeting, as follows:

That the Kingston Police Service Board approve the policies listed in Report Number 26-66, as presented, in accordance with the *Community Safety and Policing Act, 2019*, and applicable regulations.

**Carried
(26-98)**

b. [Report Number 26-70 – Appointment of Experienced Police Officers](#)

Moved by Jimmy Hassan
Seconded by Michael Springer

That the Kingston Police Service Board ratify a motion passed by a poll of a quorum of Board Members on September 3, 2026, pending the next scheduled public board meeting, as follows:

That the Kingston Police Service Board appoint **Ryan Dempster, Scott Newby**, and **Jacob Veenstra**, as Kingston Police Officers, pursuant to Section 37(1)(c) of the *Community Safety and Policing Act (CSPA)*.

**Carried
(26-99)**

c. [Report Number 26-71 – Approval of Multiple Policies under the CSPA](#)

Moved by Wendy Stephen
Seconded by Stephen Burnett

That the Kingston Police Service Board ratify a motion passed by a poll of a quorum of Board Members on September 4, 2026, pending the next scheduled public board meeting, as follows:

That the Kingston Police Service Board approve the policies listed in Report Number 26-71, as presented, in accordance with the *Community Safety and Policing Act, 2019*, and applicable regulations.

**Carried
(26-100)**

12. Unfinished Business

None.

13. Chief's Verbal Update

Chief MacIntosh echoed the Chair's message with respect to the Belleville Police Service and advised that Kingston Police will continue to provide officers as needed.

14. Chair's Verbal Update

- *Community Fun Fair*
- *Inspectorate of Policing – Province Wide Inspection*
- *Committee Activity*
- *Canadian Association of Police Governance (CAPG) Conference*

Although the Board did not hold a regular meeting in August, Board members remained active in both the community and the Board's ongoing governance work.

On July 25, several Board members volunteered at the Kingston Police Community Fun Fair, where they helped cook and serve food at the barbecue and had the opportunity to engage with residents and families. I would like to thank the Board members who participated, as well as everyone involved in organizing this successful community event.

The Board also completed its production requirements for the Inspectorate of Policing's province-wide inspection by the September 8 deadline. This was a significant undertaking, and I would like to thank our Board Administrator, Kingston Police staff and the Board's policy analysts for their work in compiling and organizing the required materials.

The Board's committees also continued to advance several important governance initiatives during August and September. Those matters will be

addressed separately through the committee chair's verbal reports appearing on today's agenda.

Also two board members attended the Canadian Association of Police Governance Annual Conference held in Edmonton and will provide us with highlights and their take aways from the Conference.

15. Discussion/New Business

- a. Canadian Association of Police Governance Annual Conference – Board Members Hassan and Leuprecht provided conference highlights and takeaways.
- b. Budget Committee – Chair Ridge provided a brief update.
- c. Strategic Planning Committee – Chair Ridge provided a brief update.
- d. Policy & By-Law Committee – Chair Ridge confirmed that 62 policies have been posted to the Board's website, 19 policies were approved today and there are approximately 21 outstanding policies.

Chair Ridge expanded on the vulnerable persons policies stating that these policies received particular care. The analysts reviewed relevant legislation and practices at 14 service boards across Ontario. Drafts were also shared for feedback with local service agencies, policy experts and survivors with lived experience.

He also advised that the policy on **intimate partner violence** is especially significant. Statistics Canada recorded 128,175 victims of police-reported intimate partner violence across Canada in 2024. Nearly eight in ten were women and girls. The rate of police-reported intimate partner violence was 14 per cent higher than in 2018. Statistics Canada also cautions that many victims do not report the violence they experience, so these figures do not capture its full extent.

These are people's lives, not simply numbers. Intimate partner violence can leave survivors facing immediate danger and lasting harm. It demands a response that takes their safety seriously, recognizes the difficulties they may face in coming forward, and connects them with support. Police have an important role in that response, alongside the local organizations that provide services and advocacy for survivors.

Kingston City Council declared intimate partner violence an epidemic in October 2023. The Board's review of this policy is one way we can act on the seriousness of that declaration within our own responsibilities. We want the Board's expectations for the police service to be clear, informed by current evidence and attentive to the experiences of survivors.

No policy can address every situation on its own. These policies are an important step in strengthening the Board's oversight and its expectations for how vulnerable people are treated. We are also committed to reviewing policies regularly so they remain current, effective and responsive to the community.

16. Move to In-Camera

Moved by Wendy Stephen
Seconded by Stephen Burnett

That the Board move into in-camera session in accordance with Section 44 of the *Community Safety and Policing Act, 2019* to discuss the following items under the following subsections:

- (a) the security of property of the board,
- (b) personal matters about an identifiable individual, including members of the police service or any other employees of the board,
- (d) labour relations or employee negotiations,
- (e) litigation or potential litigation affecting the board, including matters before administrative tribunals.

Carried

The public meeting ended at 11:05 am.

Chair

Board Administrator