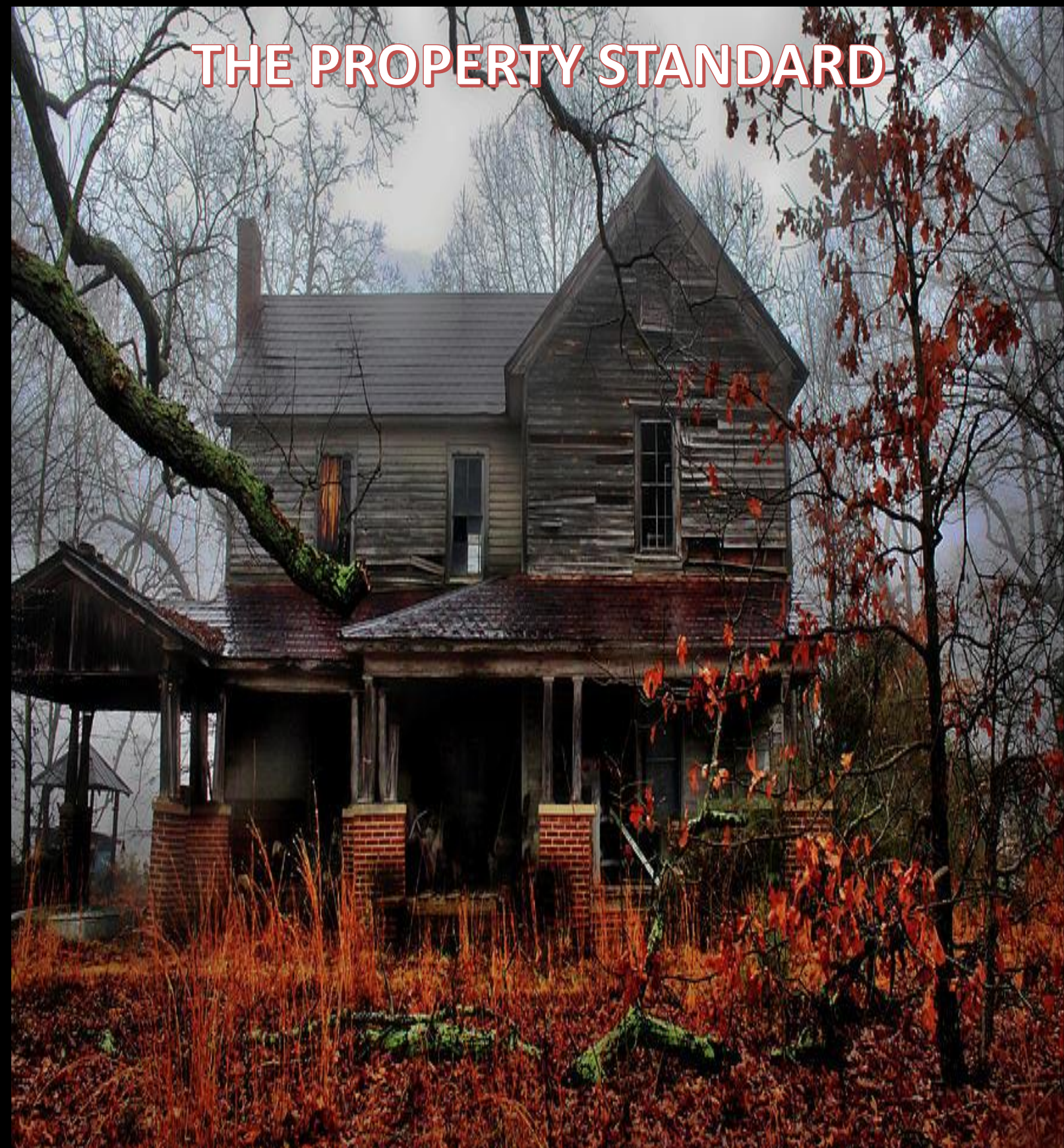


W E L C O M E T O  
Fall Newsletter

**THE PROPERTY STANDARD**





# IN THIS ISSUE

- PRESIDENT'S MESSAGE
- MEMBER SPOTLIGHT – NICOLAS HUBBLE
- INSTRUCTOR RECRUITMENT
- PROACTIVE ENFORCMENT – BARRIE  
[Bob Bruton](#) - *BarrieToday*
- KINGSTON ENCAMPMENT FATALITY INCIDENT  
[Faith Greco](#), [Dan Taekema](#) - CBC News
- 2024 ATS & 50<sup>th</sup> REUNION
- OAPSO MEMBERSHIP REGISTRATION
- AT LEAST THAT'S THE WAY I SEE IT – WARWICK
- COUBOURG'S BROOKSIDE ENCAMPMENT  
[Bill Hodgins](#) - Northumberland News
- MEMBER SPOTLIGHT – HEATHER CLARK-FALCONER
- 2024 RETIRING INSTRUCTORS
- ACKNOWLEDGEMENTS
- NEW TO THE BOARD
- BOARD OF DIRECTORS



# PRESIDENT'S MESSAGE

Dear OAPSO Members,

I hope this message finds you well and that you all enjoyed a wonderful summer filled with time spent with family and friends. As we transition into a new season, I want to extend my heartfelt well wishes to all our officers across the province. Your hard work and dedication continue to make a meaningful impact in our communities

I am excited to share that our planning and preparation for the 2025 ATS is well underway, with more details to be announced soon. This event promises to be an enriching experience, and I encourage everyone to participate actively.

Additionally, the Board of Directors has been diligently working to implement improved policies, frameworks, and governance to better serve our members and enhance our operations. We are committed to fostering a strong foundation for our association.



I'm pleased to report that OAPSO is in good overall financial shape, which positions us well for future initiatives and growth.

Thank you for your continued support and commitment to excellence in property standards. Together, we can achieve great things.

Warm regards,

**Alexander Wray**  
**President, OAPSO**



# MEMBER SPOTLIGHT

## NICOLAS HUBBLE

### What event in your life shaped you most as a person?

I think when I started working at the Westin Hotel when I was 20, I had a great leader (Rick). He helped shape how I treat others and how to handle challenging situations. His 1-on-1 talks always revolved around pushing me to find the answer I knew was right. That has shaped my work and personal life.

### What is your favourite colour?

Green

### What's the best piece of advice you could give?

Always treat others as you would like to be treated.

### How many kids do you have?

I have 3 kids. They are 12, 10 and 8 years old.

### When did you become a Property Standards Officer? Where have you worked as a By-law Officer? Who do you currently work for?

I started working By-law and Property Standards in 2020 in North Dundas where I still work.



### What is your favourite thing to do when you are not at work?

Hunting, fishing, or renovation projects all top the list.



# MEMBER SPOTLIGHT

## NICOLAS HUBBLE

### Where is the coolest place you have ever travelled to?

That's a toss-up. I loved being in the Smokey Mountains in North Carolina or walking the beaches in PEI. I'm kind of scenery driven.

### What is your favourite song?

Better Together by Luke Combs is probably my favourite right now.

### What is your favourite holiday and why?

Christmas would have to be my favourite; I love doing the "Grizwald" family Christmas. Big tree, lights everywhere and family and friends just showing up.

### What was your first job?

I worked at No Frills in Campbellford where I grew up.

### What did you do before becoming a Property Standards Officer?

I was the Maintenance Supervisor for the Westin Hotel in Ottawa for about 12 years.

### What's your definition of success?

I look at my success as where I am today. I have an amazing family, where we have the freedom and ability to do all the things we truly want. I look at my kids and see the type of people they are becoming by being involved in the community, a strong work ethic, and the respect they show to others. I've always done well at work, but that success has stemmed by practicing what I preach to my kids.





# INSTRUCTOR RECRUITMENT



## Call for Instructors: Legal, Investigation, and Construction Courses

The Education and Training Committee is excited to invite enthusiastic and dedicated individuals to apply for a position as an instructor for our Legal, Investigation, and Construction courses. This is an incredible opportunity to impact the next generation of Property Standards Officers.

### Are You the Right Fit?

We are looking for individuals who:

- Possess a thorough knowledge and palpable enthusiasm for their subject matter.
- Understand and align with OAPSO's mission statement, committed to delivering a consistent and empowering message.
- Are current in their field, capable of updating training materials to ensure relevant and engaging content.

### Requirements:

- Commitment to attending the Annual Training Seminar, dedicated training sessions, and committee meetings without compensation.
- Paid dedicated training sessions at a rate of \$300.
- Ability to travel across Ontario as needed.
- Excellent communication, interpersonal, and presentation skills.
- Preferably have experience in a classroom environment.
- Willingness to accept feedback and constructive criticism.
- Certified Property Standards Officer (CPSO) designation is an asset.
- A minimum of 5-10 experience in property standards enforcement is preferred
- Written approval/support from your employer authorizing your participation as an instructor.
- Alternatively, candidates may apply at the discretion of the OAPSO Board of Directors.



### Ready to Make a Difference?

If you are passionate about educating others and want to share your expertise, we encourage you to apply!

Join us in shaping the future of Property Standards enforcement!

***This position is voluntary, but expenses related to mileage, food, and accommodations will be reimbursed by OAPSO upon approval by the General Secretary. For more information or to express your interest, please contact Joe Luzi, Director of Education & Training, at [education@oapso.ca](mailto:education@oapso.ca).***



# BARRIE'S NEW APPROACH TO BYLAW ENFORCEMENT SEEING POSITIVE RESULTS



Barrie municipal bylaw vehicle. Raymond Bowe/BarrieToday

Bylaw enforcement services has gone looking for trouble in Barrie, and found it.

Proactive enforcement, as opposed to complaint-based or reactive measures, has increased by 28.9 per cent related to all regulations managed by enforcement services, resulting in 4,495 additional matters being addressed, says a recent city memo.

A particular focus was on property standards and yard maintenance matters, and bylaw officers achieved 26.9 per cent more proactive enforcement specific to those violations, equaling 496 additional properties being addressed.

"That being said, violations will continue to happen despite our best efforts to both respond and educate the community on the regulations." Said Tammy Banting, manager of enforcement services, the memo's author. "Changing behaviors does not happen overnight."

These enforcement numbers apply between May 1, 2023 and April 30, 2024, after staff were hired and trained.

While violations will still be seen, Banting wrote, staff have put great deal of effort into addressing those items found while on patrol – in addition to addressing matters that come through daily complaints to the bylaw enforcement office.

"Council had asked staff to take on a proactive approach," said Deputy Mayor Robert Thomson, "and our goal was to achieve 25 per cent ... we've hit almost 30 per cent. I've had more calls about the enforcement being more proactive than reactive."

Coun. Sergio Morales, chairman of the community safety committee, which discussed the memo Wednesday, said being proactive is the right approach.

"It's not going to magically go away, this is the reality," he said of bylaw infractions. "It's not perfect ... but it is a lot more visible."

Banting said the change to the response of enforcement services and an overall ability to address concerns more effectively include a seven day a week response to all matters, which has resulted in many noticeable improvements throughout the city. It also helps to have more staff.

Enforcement services was limited to complaint-based or reactive enforcement only, as staffing levels had not kept up with the increased calls for service.

It was projected that after the hiring of three additional enforcement officers — one in 2021, two in 2022 — plus converting a legislative services position to an enforcement officer, that enforcement services could achieve 25 per cent proactive enforcement city-wide.

Barrie councillors acknowledged that bylaw enforcement is a tough job.

"We never get a call 'yesterday I got a parking ticket, thank you,'" Thomson said.

City bylaws cover a wide range of topics such as animal control, property maintenance, parking regulations, waste management and noise control.



# 2 DEAD, 1 INJURED IN ATTACK AT KINGSTON ENCAMPMENT

This is a reminder to please be safe while you're dealing with encampments. If you can, do not go alone and remember not to become complacent. Do not let your guard down because you have dealt with the same person in the past and you didn't have an issue in previous interactions. Things can change in a split second.

[Faith Greco](#), [Dan Taekema](#) · CBC News



Police and paramedics in Kingston, Ont., responded to the scene of a multi-victim attack near a safe consumption site and encampment on Montreal Street on Thursday morning. Two people are dead, a third is in life-threatening condition. A standoff between police and the alleged attacker ended shortly before 5 p.m. (Dan Taekema/CBC)

## **WARNING: THIS STORY CONTAINS GRAPHIC DESCRIPTIONS OF VIOLENCE**

Two people are dead and a third critically injured after an attack near a supervised consumption site and encampment in Kingston, Ont., on Thursday morning.

In a media release late Thursday afternoon, Kingston Police said the violence unfolded at the encampment around the city's Consumption Treatment Services (CTS) and Integrated Care Hub (ICH) at 661 Montreal St.

"The victims, who were suffering injuries consistent with those caused by an edged weapon and blunt instrument were transported to local hospital with life-threatening injuries," the release said.

"Two of the victims have succumbed to their injuries while the third remains in hospital with life-threatening injuries."

Earlier, Frontenac County paramedics told CBC all three victims — two males and a female — were taken to hospital in critical condition.

An hours-long standoff between police and the alleged attacker ended with his arrest shortly before 5 p.m. Police said the man was arrested "without incident."

Kingston Police Const. Anthony Colangeli said, "as horrific as this incident was, I think [the standoff] ended the best way possible, which was a peaceful surrender of the suspect."

Police said they were first called to the scene near Belle Park around 10:40 a.m., where they located the victims.

Colangeli said officers are investigating multiple crime scenes. Police have closed Montreal Street between Hickson Avenue and Railway Street.



## 2 DEAD, 1 INJURED IN ATTACK AT KINGSTON ENCAMPMENT

### Witness describes violent scene.

A man who lives in the nearby encampment said he witnessed the incident and is "familiar" with the individuals involved. CBC has agreed not to identify the man for his safety.

He said he witnessed a man punch another man to the ground and stab him.

"After he stabbed him a few times, he hit him with either a hatchet or a hammer on the head several times. Another man tried to intervene and stop it and he was stabbed a couple times in the chest," the witness said.

The witness said a woman who knows the alleged attacker then chased him down the street.

"He proceeded to beat her with a hammer and stomped on her head," said the witness. "I'm numb right now. I still can't believe it. I can't believe it happened like that."

The witness said he doesn't know what might have motivated the attack. He said police evacuated the surrounding area including the encampment.

### Mayor calls for closure of injection site, encampment.

"I am absolutely horrified by the situation unfolding — this is an utterly senseless act of violence," said Kingston Mayor Bryan Paterson in the statement, which was issued before the standoff ended.



Kingston Police said they were first called to the scene around 10:40 a.m., after receiving reports of a serious assault around the safe consumption site and Integrated Care Hub at 661 Montreal Street. (Daniel Taekema/CBC)



## 2 DEAD, 1 INJURED IN ATTACK AT KINGSTON ENCAMPMENT

Paterson, also issued a call to close the injection site and clear the nearby encampment.

"It's clear the safe injection site and ICH need to close immediately. It is no longer safe for people to use CTS and we need to respond."

Paterson said the city has been talking about the dangers surrounding the site for "close to three years," and the time has come to act.

"There are community partners and advocates who have fought the city on every attempt we've made to clear the encampment and ensure public safety for those living there," he said.

"I will not stand by and wait until more people die — enough is enough. We need to clear the encampment, close this safe injection site and the ICH until we can find a better way to support our most vulnerable residents and work with the province to provide treatment and housing solutions."



Joe Quattrocchi, who owns a grocery store on Montreal Street said that people who stay outside of the ICH had been getting "increasingly disruptive."

The ICH will be temporarily closing its services due to the ongoing police investigation, according to a press release from the care hub Thursday evening.

"Our immediate priority is to support our clients and individuals in our community who are impacted as well as of course the staff of all our organizations," read the statement.

Faith Greco, Dan Taekema · CBC News





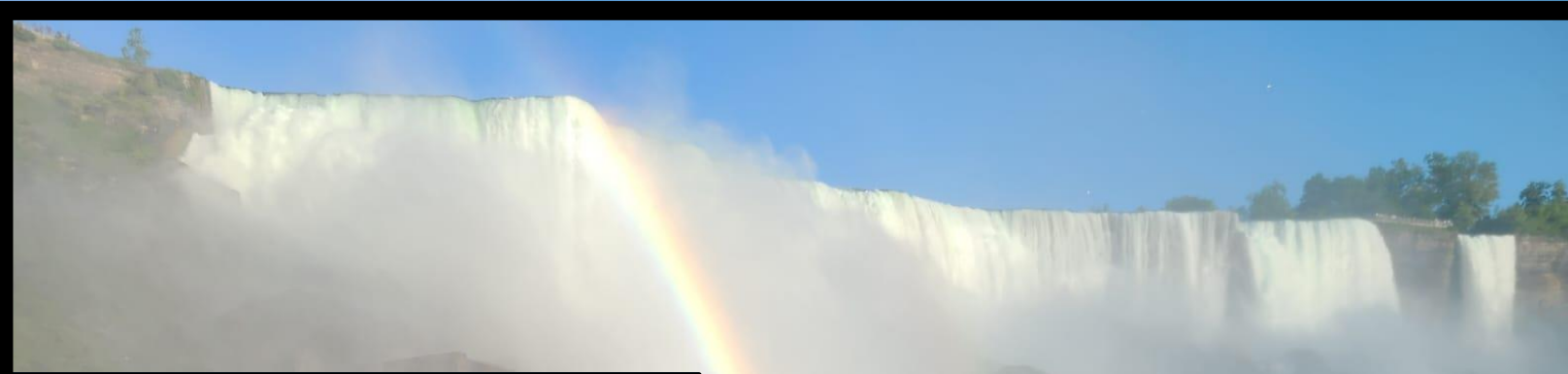
# 2024 ATS 50<sup>th</sup> Reunion



















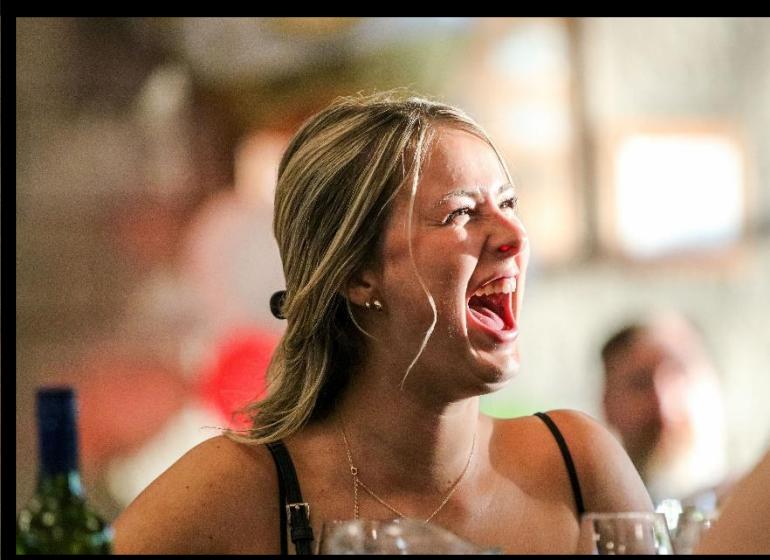






























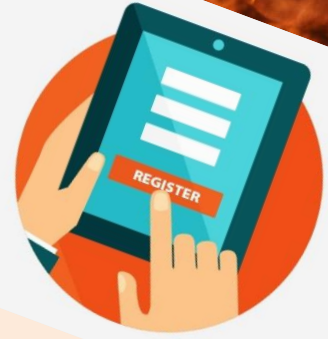








# CLARIFICATION ON OAPSO MEMBERSHIP REGISTRATION



Dear OAPSO Members,

As we continue to transition to a digital platform for tracking and managing our membership, we've noticed a decrease in individual membership numbers due to the new registration process. We sincerely apologize for any confusion this may have caused and are committed to improving and enhancing our membership registration experience.

To clarify the registration process for corporate membership:

1. When registering for corporate membership, please specify the number of individual and associate members so that we can issue the appropriate coupon code(s).
2. After receiving the coupon code(s) from OAPSO, ensure that all applicable members register at [www.oapso.ca](http://www.oapso.ca) under individual membership.

Once individual or associate members have registered, they will receive an automated confirmation from OAPSO.

We trust that these guidelines will facilitate a smoother registration process for 2025 for our members. Thank you for your continued support and engagement with OAPSO.

Sincerely,

Harinder Singh  
Director, Membership  
OAPSO



# At least that's the way I see it.....

## **What does By-law Enforcement mean, what does it mean to you?**

According to Wikipedia: "A bylaw enforcement officer (also called municipal law enforcement or municipal enforcement) is an employee of a municipality, county or regional district, charged with the enforcement of local ordinance – bylaws, laws, codes, or regulations enacted by local governments. Bylaw enforcement officers often work closely with police and other law enforcement agencies, but are generally not considered emergency services."

You may notice that the above definition is very broad, which of course is appropriate as by-law (I personally prefer to have the hyphen) is an ever-evolving discipline that is progressing into more and more areas that each require a different level of technical expertise.

As a By-law Enforcement Officer, you may on occasion be astounded at the tasks you are presented with, and baffled as to how council and sometimes management expect you to complete them.

Firstly, we must remember that in general By-law Enforcement is an orphan child, the tasks of which are apparently important to the municipality but lack dedicated senior management who have the necessary understanding and experience to fully appreciate the limitations you have to work within.

## **So, lets look at expectations:**

**The Public;** generally, don't understand the function, if they complain to the municipality, they usually expect an immediate response, as Wikipedia stated above, we are generally not considered to be emergency services, the main reason our vehicles are not equipped with lights and sirens, is that we don't need them. Almost everything we do will wait until tomorrow. We do not close down parties, no matter how loud the music or how much the complainant is upset. We do not get immediate repairs made. We do not immediately stop the neighbour from parking his work truck on his home driveway. Each of these scenarios have a process that generally speaking is provided to ensure the rights of the individual are protected.

So, I believe it is fair to say that the majority of complainants believe we aren't doing enough, and the majority of property owners or licensees think that we are too strict. Often councillors will take the side of their constituent, no matter which side of the fence they may be sitting.

The point behind this is, "that you have to set the standard." So, you have to conduct all investigations in such a way that if they end up in court, you will obtain a conviction. That means following all of the necessary, and if possible extra steps to ensure there can be no criticism of you or your process, no matter how impatient your complainant or councillor may be.

**Councillors;** generally, are only interested in By-Law Enforcement as a means to an end, they expect preferential treatment, and generally speaking they get it, there is no better way to get a complaint to the top of the stack, than have a councillor take an interest in it.

As a councillor's usual primary objective is to get re-elected, they much prefer by-law to negotiate compliance, I'm sure that most officers would prefer this as well, however, as previously stated it is recommended that all investigations are conducted with the expectation that they will have to be defended in court. If compliance is obtained before the necessity for court, well that's just a bonus.



# At least that's the way I see it.....

**Management;** inasmuch as most management have had experience in the job, many are far removed from the reality of field work. Their primary concern is maintaining and managing the budget. They need to be able to justify the cost of almost everything. So damaged or worn-out equipment needs to be rationalized, overtime needs to be justified. In fact, often you will be asked to work overtime, for time instead of money. That usually means straight time, one hour owed for one hour worked, whereas overtime is often paid at a rate of one and a half hours pay for one hour worked, obviously this can impact the budget.

Management also is accountable to council, they have the unenviable job of explaining the results of investigations or seasonal projects, and yes, once again justifying any additional expenses.

**Supervision;** possibly the most difficult job within the organization. Everybody complains to the supervisor, the officer complains about his/her work load, the inadequacy of equipment, uniforms, procedures. Management complains about response times, inadequate ineffective work, time keeping, attitude, what they perceive to be time wasting etc. the list goes on. The supervisor is also the first stop for complainants, who don't think the municipality is taking their concerns seriously enough, or from property owners who think that officers are being too hard on them, have bad attitudes, or just feel the need to whine.

Officers need to remember, that as supervisors often take complaints and enquires on their behalf, the supervisor needs to be able access to the most current notes for each investigation. The Officer should ensure that the computerized records are up to date, or if no computer system is being used that the physical file is available to the supervisor, unless it is actually in use.

**By-law Officer/Property Standards Officer;** is constantly balancing his/her workload, the object of every investigation, is to obtain compliance with the by-law. The best way to achieve this is to follow the established procedures. Remember that from the moment you receive the complaint you are in the business of obtaining a conviction in court. The only way that an investigation does not go to court, is if you obtain compliance before the charge is laid. Don't cut corners, don't accept verbal offers of compliance, always issue the paperwork. Your time frames only really start when you can prove where you are within the process, this is achieved by the issuance of paperwork. So, prepare the Notice or Order, deliver it in compliance with any requirement the legislation has. If for some reason there is doubt as to the receipt of required paperwork, use the shotgun approach, and deliver it by as many means as are possible. Personal service is always king.

If an investigation goes to court and you are successful, then, and only if you have compliance the file may be closed.

This may seem a long-drawn-out process, but it is the only way to ensure that the complaint does not re-occur in the future.

Following procedures and maintaining a professional operation provides management the evidence they require to justify your budget and any potential increases in budget, staffing levels or new equipment.

At least that's the way I see it!

**Warwick**





# COBOURG'S BROOKSIDE ENCAMPMENT COULD BE CLEARED AS OF NOV. 13

NorthumberlandNews.com



**Part of the growing encampment at the former Brookside Youth Detention Centre in Cobourg. The property may soon be sold, forcing those at the encampment to seek shelter elsewhere. Bill Hodgins Metroland**

The town of Cobourg, unable for more than a year to clear dozens of people living at an encampment established on the grounds of the former Brookside Youth Detention Centre, could soon have the authority to make them move. As established Crown property, the town has not been able to pursue a no-trespass order for Brookside. But Northumberland—Peterborough South MPP David Piccini told town council last week a tentative sale date has been set to turn the property over from the province to a private company.

“My understanding is closing conditions are Nov. 13,” Piccini said. The buyer was not disclosed.

“We’ve been laser-focused on realizing the potential of the Brookside property. Our focus as a province has been on disposing our surplus assets (the ministry patrol yards) that are in Port Hope, and Brookside here. It was held for negotiations with the upper tier for over a year and no formal offer was given to the province. We have been very anxious to dispose of the property to put it into the hands of the private sector.”

The announcement comes as both the town and county levels of government in Cobourg and Northumberland look to deal with what will become of the dozens of people still tenting on the Brookside property.

It’s an issue that has confounded municipal officials here for more than a year. According to Northumberland County documents, a private residence was vacated last summer, and residents were required to leave the premise due to safety concerns flagged by the Haliburton, Kawartha, Pine Ridge District Health Unit and Town of Cobourg authorities.

Officials made attempts to house some of those in need, including the offer of temporary hotel accommodations, but many moved on to establish an encampment in Cobourg’s West Beach area.



# COBOURG'S BROOKSIDE ENCAMPMENT COULD BE CLEARED AS OF NOV. 13

The Town of Cobourg issued a no-trespass order for that property, and many then relocated to a property on William Street where a food distribution centre is located. By last September, another no-trespass order was implemented, and the encampment occupants migrated to the provincially owned Brookside property on King Street. As established Crown property, the town could not pursue a no-trespass order for Brookside.

In 2023, Waterloo Region officials attempted to clear out a Kitchener encampment destined to be used for transit parking, but the Ontario Superior Court of Justice denied that application.

Earlier in the week, during a visit to Cobourg by Ontario Premier Doug Ford, Piccini said there are differences between Brookside and the Waterloo situations. That court decision has prevented the ability to move people from the Cobourg encampment because it was provincially owned land.

"The legal bar to move someone along from Crown land is very different than private property," he said.

In Cobourg earlier in the week, Ford said his government is looking into tools that might be available for his government to deal with encampments.

"The courts sided with the other folks when Waterloo brought them to court. We're going to challenge that. We're going to challenge that court case [...]."

Meanwhile, in a statement released by Cobourg Mayor Lucas Cleveland earlier in the week, he said his concerns regarding the encampment and plans regarding the proposed Transition House shelter on Division Street are more than valid.

Residents in the Division Street neighbourhood have expressed concerns of safety and cleanliness, bringing about a municipal bylaw that would regulate those concerns if a shelter were established there, or anywhere else in the municipality.

Cleveland said there are no protections for private property under any "Waterloo" judicial decisions, despite some claims to the contrary.

"As mayor of Cobourg and as a county councillor, I have asked for a detailed plan from the county as to what their intentions are for those who refuse to go to 310 Division. The county staff are certainly aware that Cobourg, as a community, has a zero-tolerance policy for those who attempt to encamp on property under the auspices of the town."





# MEMBER SPOTLIGHT

## HEATHER CLARK-FALCONER



### What event in your life shaped you most as a person?

Becoming a mom has changed me and shaped who I am in so many ways. I have learned what unconditional love is, where to find patience when it is lacking, and how to appreciate the little things. It is the hardest job but by far, the most fulfilling.

### Where did you grow up?

My early years were spent in the Town of Pickering. My parents decided to move the family to a quieter setting in Prince Edward County.

### What was your first job?

My first job was being a hostess at an all you can eat Chinese Buffet.

### What is your favourite colour?

Burnt Orange

### When did you become a Property Standards Officer, where all have you worked as a Bylaw Officer and who do you currently work for?

My career as a Property Standards Officer started in 2014 at the Township of Huron-Kinloss. This is my 10th year working with the municipality.

### What would your warning label say?

"Beware: spontaneous decisions ahead; may lead to adventure or chaos."

### What are you most proud of in the job or in life or both?

One of my prouder moments came when my younger sister asked me to skydive with her. Without hesitation I said "yes" to this fun adventure. It was a thrilling and scary experience that to this day I still think to myself, "I can't believe I did that!".

### Tell us your life story in one sentence.

"Through love, loss, and personal growth, I learned that every chapter of my life has shaped who I am today."





# MEMBER SPOTLIGHT

## HEATHER CLARK-FALCONER

### What do you like best about being a Property Standards Officer?

The best part of this job is being out in the community providing a service that can enhance and make a property safe for members to enjoy.

### What's the best piece of advice you could give?

The rule is you have to dance a bit in the morning before you leave the house because it changes the way you walk out in the world. — Sandra Bullock. Listening to a good song and doing a little dance can instantly change your mood and make you smile.

### How or why did you become a Property Standards Officer?

Working as a Municipal By-law Enforcement Officer in a smaller municipality means I have had the privilege of wearing many hats with my job. The position of the Property Standards Officer is one of those hats.

### What is your favorite thing to do when you are not at work?

My favourite thing to do when I am not at work is to spend time outdoors with my family. This usually includes spending time with the animals on our hobby farm, camping, hunting, or having a family bonfire.

### Have you had a difficult work situation that you have had to deal with? If so, what was the situation and how did you overcome it?

The municipality that I work in is very complex when it comes to its land and residents. Being situated on Lake Huron it offers people different options: they can live here all year, have a seasonal cottage, or visit for part of the year. Inland, there's a town, a village, small communities, and beautiful farmland. This farmland is tended by a variety of people—some use modern technology while others, like the Amish, rely on traditional methods without electricity. Because of the variety of lifestyles and expectations, conflicts can sometimes happen, which may require by-law enforcement to get involved. To solve these problems, I think it's important to listen to both sides, help mediate when necessary and find solutions that work for everyone. Empathy and understanding can be shown while still ensuring that people follow the municipal by-laws.





# 2024 RETIRING INSTRUCTORS

**Philip Cassata**

2015-2024



**Warwick Perrin**

1993-2024



Our warmest thanks and appreciation go to Warwick, Garry, John and Phil for all their time, dedication, volunteering and working tirelessly to help Property Standards Officers across the province gain the knowledge needed and confidence to go out into the field and perform their duties to the best of their abilities. Your never-ending support, pep talks, experience and guidance has helped shaped thousands of Property Standards Officers across the province. We were exceptionally blessed and fortunate to have had the 4 of you as instructors for the organization. You are all an inspiration to all those you have taught over the years as well as many others who are and have been involved with the OAPSO organization. Best of luck in your future endeavors. We all will miss seeing your faces in the classrooms.

**Garry J. Anderson**

2001-2024



**John W. Lane**

1996-2021



# ACKNOWLEDGMENTS



**Congratulations to Italo Joe Luzi and Philip Cassata on becoming Life Members.**



**Thank you Elisabeth Leal for the time you spent on the Board. We wish you the best of luck in your future endeavors.**



**We would like to welcome back to the Board, Stephen Jamieson, Michael Foster and Mary Beth Mitchell. We look forward to continuing to work with all of you.**



# NEW TO THE BOARD – KEN CAMPBELL

My name is Ken Campbell, I am the Director of Professional Development of OAPSO. I take pride in this portfolio, as I am a strong proponent of professional development to ensure that as ambassadors of the communities we serve that we possess the necessary training to deliver the best possible service to our communities.

I was appointed as a Municipal Law Enforcement Officer in 2006 with the Town of Hanover where I continue to serve my community.

Prior to entering the municipal sector, I was a Youth Correctional Worker, Nuclear Security Officer, and served as an Auxiliary Police Constable for 12 years.

My day-to-day work commitments have provided me with a wealth of experiences and opportunities to make a difference in various issues like landlord/tenant relationships, reviewing and drafting numerous bylaws, ensuring public safety, and maintaining the integrity of community neighborhoods.

I became a Certified Property Standards Officer in 2009 and obtained my CMMII Property Standards Executive designation in 2023.

Property Standards Officers have the important role to ensure our communities are properly maintained and buildings are safe for the public. Training and certification of Property Standards Officers are very important to promote professionalism especially when we are providing evidence or testifying at a hearing or in court. I have often said and believe that nothing in life is of value unless it is shared with others, and I am looking forward to instructing the next generation of Property Standards Officers.

On a more personal note, in my spare time I enjoy playing guitar, listening to jazz, and spending time with family and friends.

Ken





# 2024-2025 BOARD OF DIRECTORS



## **PRESIDENT**

**Alexander Wray**

Town of Aurora- Manager By-Law Services

[president@oapso.ca](mailto:president@oapso.ca)



## **IMMEDIATE PAST PRESIDENT**

**Allison Henshall**

City of Waterloo – Licensing & Standards Officer

[pastpresident@oapso.ca](mailto:pastpresident@oapso.ca)



## **VICE PRESIDENT**

**Mary Beth Mitchell**

Town of Milton – Manager Licensing & Enforcement

[vicepresident@oapso.ca](mailto:vicepresident@oapso.ca)



# 2024-2025 BOARD OF DIRECTORS



## **GENERAL SECRETARY/TREASURER**

**Derek Petch**

City of Ottawa, Retired

[treasurer@oapso.ca](mailto:treasurer@oapso.ca)



## **EDUCATION**

**Italo Joe Luzi**

City of Vaughan, Manager of Enforcement Services,  
Retired

[education@oapso.ca](mailto:education@oapso.ca)



## **WEBSITE & COMMUNICATIONS**

**Stephen Jamieson**

City of Guelph – Property Standards Inspector II

[communications@oapso.ca](mailto:communications@oapso.ca)



# 2024-2025 BOARD OF DIRECTORS



## **CERTIFICATION**

**Jennifer Therkelsen**

City of Ottawa – Program Manager of By-Law  
Enforcement Services

[certification@oapso.ca](mailto:certification@oapso.ca)



## **MEMBERSHIP**

**Harinder Singh**

Town of East Gwillimbury – Manager of Bylaw  
Enforcement Services

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## **LEGISLATION**

**Caitlin Deevey**

City of Vaughan – Property Standards Officer



# 2024-2025 BOARD OF DIRECTORS



## **BY-LAW & RESOLUTIONS/NEWSLETTER**

**Michelle Wright**

City of Belleville – Municipal Enforcement & Property  
Standards Officer

[newsletter@oapso.ca](mailto:newsletter@oapso.ca)



## **BUISNESS DEVELOPMENT**

**Michael Foster**

Town of Milton – Municipal Enforcement & Property  
Standards Officer

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## **ANNUAL TRAINING SEMINAR**

**Trevor De Cristofaro**

City of Pickering – Municipal Enforcement & Property  
Standards Officer



# 2024-2025 BOARD OF DIRECTORS



## **PROFESSIONAL DEVELOPMENT**

**Ken Campbell**

Town of Hanover – Municipal By-Law Enforcement Officer

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## **ADMINISTRATIVE SECRETARY**

**Laura Stewart**

City of Waterloo – Clerk

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