



Hamilton Police Services Board
Merged Agenda

Friday, September 23, 2022, 2:00 P.M.

Hamilton City Hall - Council Chambers (Second Floor)

You may view the Board's public meeting live-stream at <https://hamiltonpolice.on.ca/about/police-services-board> (under Board Meetings - Current)

Pages

1. **Call to Order**
2. **Approval of the Agenda**
3. **Declarations of Conflict & Pecuniary Interest by Members**
4. **Presentations, Deputations & Verbal Updates**
 - 4.1. Members of the Month
 - 4.2. Police Services Board Chair Verbal Update
 - 4.3. Chief of Police Verbal Update
5. **Approval of the Minutes**
 - 5.1. July 28, 2022
6. **Consent Agenda**

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6.1. Auction Account Fund - Requests for Funding and Support 14

Recommendation:

Based on past practice and in accordance with the Board's Auction Account Policy:

- a. That tickets at a cost of \$60,00 per person be purchased to support Liberty for Youth 18th Annual Fundraising Power of a Changed Life Gala taking place on November 2, 2022; and
- b. That tickets at a cost of \$350 per person be purchased to support the Silver Bells 25th Anniversary of the St. Joe's Gala on November 5, 2022; and
- c. That tickets at a cost of \$80 per person be purchased to support the Jamaica Foundation of Hamilton's Annual Fundraising Banquet on October 21, 2022; and
- d. That tickets at a cost of \$150 per person be purchased to support the Association of Black Law Enforcers Gala on October 1, 2022; and
- e. That tickets at a cost of \$50 per person be purchased to support A Mental Health Morning event in support of St. Joseph's Healthcare Hamilton on October 6, 2022; and
- f. That tickets at a cost of \$150 per person be purchased to support the Good Shepherd Harvest Dinner on October 13, 2022; and

That these purchases, donations and sponsorships be taken from the Auction Account Fund.

6.2. 2021 Year End Report – Communications (22-077) 33

Recommendation: Be received.

6.3. Budget Variance as at June 30, 2022 (22-081) 40

Recommendation: Be received.

6.4. Capital Project Status as at June 30, 2022 (22-082) 42

Recommendation: Be received.

6.5. Correspondence from the City with regards to the 2023 Operating Budget Submission for the Hamilton Police Services Board 45

6.6. Governance Committee Minutes - August 23, 2022 47

6.7. Outstanding Business List as of September 23, 2022 50

7. Discussion Agenda

7.1. Pride Recommendations - Status Report (20-076c) 51

Recommendation: Be received.

7.2. Hamilton Police Service Capital Expenditures: 2023-2032 (22-085) 62

Recommendations:

- a. That the Hamilton Police Service Board (Board) approves the list of 2023-2032 Projected Police Capital Expenditures as noted in Appendix "A"; and
- b. That the Board approves that Capital Projects 1 to 10 in this report and Appendix "A" be considered by the City of Hamilton (COH) for funding in 2023; and
- c. That the Board forwards Report 22-085 HPS Projected Capital Expenditures 2023 – 2032 and Appendix "A" to the COH for inclusion in their 2023-2032 Capital Budget Plan.

7.3. 2023 - 2026 Strategic Planning

(report to follow)

7.4. Budget Committee Nominations

(no report)

*7.5. Hamilton Police Services Board Revisions Related to Prisoner Handling and Use of Force Polices (PSB-G 22-014) 71

That revised Hamilton Police Services Board (HPSB) Use of Force Policy AI-012, attached as Appendix "A", be approved; and

That revised HPSB Prisoner Care and Control Policy LE-016, attached as Appendix "B", be approved; and

That revised HPSB Prisoner Transportation Policy LE-033, attached as Appendix "C", be approved.

- *7.6. Hamilton Police Services Board Policy - Electronic Monitoring - Board Staff (PSB-G 22-013)

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That the draft Hamilton Police Services Board (HPSB) - Electronic Monitoring Policy – Board Staff P-003, attached as Appendix 'A', be approved.

- 8. **New Business**
- 9. **In Camera Meeting**
- 10. **In Camera Report Back**
- 11. **Adjournment**

**MINUTES OF THE HAMILTON
POLICE SERVICES BOARD**

Thursday, July 28, 2022
1:05 PM
Hybrid Meeting

Present: Chair Mandy
Vice Chair Fred Bennink
Member Elms
Member Farr
Member Jackson

Absent with regrets: Member Athulathmudali
Member Partridge
Deputy Paul Hamilton

Also Present: Chief Frank Bergen
Deputy Chief Ryan Diodati
Acting Deputy Chief Treena MacSween
Director of Human Resources Leanne Sneddon
Acting Director of Finance Sanela Dzaferi
Legal Counsel Marco Visentini
Inspector Jim Callender
Staff Sergeant Carolyn Rashford
Acting Director of Fleet, Facilities & Procurement Camilo Spadano
Police Services Advisor Ron Le Clair
Administrator Kirsten Stevenson Board Assistant Lucia Romano

1. Call to Order

The Chair noted regrets from Members Athulathmudali and Partridge and that Member Jackson will be attending the meeting late as he has another urgent meeting to attend. The Board has not heard from Member Farr with respect to his attendance at today's meeting.

The Board does not have quorum.

The Board Chair moved forward with agenda items not requiring voting.

We are privileged to be meeting on lands that Indigenous peoples have called home for thousands of years. I would like to acknowledge the Creator, the world around us and our place within it.

I acknowledge my Indigenous brothers and sisters who have walked this land in the past and walk it still. Hamilton is currently home to Indigenous people from

many nations and you are encouraged to educate yourselves on the history between Canada and Indigenous peoples and the impact on Indigenous people today.

The Chair introduced Ron Le Clair, Inspectorate of Policing - Police Services Advisor, who attending the meeting in person.

4. Presentations, Deputations & Verbal Updates

4.1 Member of the Month for May, 2022

The Chair called upon the Chief to introduce Inspector Callender to present the Member of the Month for May, 2022.

Inspector Callender presented the Member of the Month as follows:

Staff Sergeant Carolyn Rashford

4.2 Chief of Police - Verbal Update

The Chair called upon the Chief of Police to provide his verbal update. Chief Bergen provided a verbal update.

7.4 One Year Progress Report: 2S&LGBTQIA+Liaison Officer (22-076)

The Chair called upon the Chief to introduce Sergeant Moran to speak to the One Year Progress Report: 2S&LGBTQIA+ Liaison Officer report.

Sergeant Moran provided comments on the report.

Member Farr joined the meeting at 1:19 PM.

The Board had quorum and the Chair called the meeting to order.

2. Approval of the Agenda

The Administrator noted the following changes to the agenda:

- Added public Discussion Item 7.7 Creation of Hamilton Police Services Board Website (PSB 22-013)
- Added in camera Discussion Item 4.6 relating to confidential items pertaining to personnel matters in accordance with Section 35(4) of the *Police Services Act*.

Moved By: Member Elms
Seconded By: Vice Chair Bennink

That the agenda be approved, as amended.

CARRIED

3. Declarations of Conflict & Pecuniary Interest by Members

There were no declarations of conflict or pecuniary interest by Members.

5. Approval of the Minutes

5.1 Minutes of June 30, 2022

Moved By: Vice Chair Bennink
Seconded By: Member Elms

That the minutes of June 30, 2022 be approved, as presented.

CARRIED

6. Consent Agenda

Consent Item 6.7 was dealt with separately from the rest of the Consent Items.

Moved By: Member Elms
Seconded By: Vice Chair Bennink

That Consent Items listed as 6.1 through 6.6 be received.

CARRIED

6.1 Auction Account - Requests for Funding and Support

Based on past practice and in accordance with the Board's Auction Account Policy:

That a hole sponsorship in the amount of \$500 be made to the YWCA's "First 100 to Respond" golf tournament to raise funds to assist with providing affordable housing for women and women-led family in Hamilton; and

That a 3 hole sponsorship in the amount of \$250 be made to Interval House of Hamilton's Freedom of Hope Women's Golf Tournament in support of Jared's Place to assist with protecting victimized women and their children in Hamilton to ensure their voices are heard and that they are able to obtain legal support; and

That a donation of \$200 be made to the YWCA's Walk a Mile in Their Shoes walk on September 14, 2022 to support and walk in solidarity with survivors and help create a Hamilton that is free of hate and violence; and

That a hole sponsorship in the amount of \$375 be made to the Catholic Children's Aid Society of Hamilton Peder Larsen Golf Tournament taking place on September 13, 2022 in support of improving the well-being of the vulnerable in our community; and

That these purchases, donations and sponsorships be taken from the Auction Account Fund.

6.2 Year End Financial Report (22-023a)

Recommendation: Be received.

6.3 Interprovincial Policing Act 2009 (22-069)

Recommendation: Be received.

6.4 Hamilton Police Services Board Governance Committee - Minutes of October 28, 2021

Recommendation: Be approved as presented.

6.5 Hamilton Police Services Board Governance Committee - Minutes of May 30, 2022

Recommendation: Be approved as presented.

6.6 Letter of Thanks - Interval House of Hamilton (20th Annual Drive for Lives Golf Tournament)

6.7 Outstanding Business List as of July 28, 2022

After discussion, the Board approved the following:

Moved By: Member Elms

Seconded By: Vice Chair Bennink

That Item 2 on the Outstanding Business List, Correspondence from the City of Hamilton dated April 20, 2021 with regards to Bill 148, *Doored But*

Not Ignored Act, 2019, be considered complete and removed from the List.

CARRIED

7. Discussion Agenda

7.1 Electric Vehicle Charging Stations (22-074)

Chief Bergen introduced Acting Director of Fleet, Facilities & Procurement Camilo Spadano to speak to the report.

Acting Director Spadano provided comments on the report.

After discussion, the Board approved the following:

Moved By: Member Elms

Seconded By: Vice Chair Bennink

a) That the Chief of Police submit and sign an application with supporting documentation including an application attestation, on behalf of the Hamilton Police Service Board, to Natural Resources Canada (NRCan), in accordance with the terms and conditions associated with the Zero Emission Vehicle Infrastructure Program (ZEVIP) by August 11, 2022; and

b) That the Chief of Police confirm Hamilton Police Service's funding contribution in the amount of \$130K towards the EV Charging Station Infrastructure Project and sign a Proof of Funding Form to that effect, in accordance with the terms and conditions associated with the NRCan ZEVIP; and

c) That the Hamilton Police Service's funding contribution of \$130K be funded through the annual Capital budget process.

CARRIED

7.2 Memorandum of Understanding - Shared Services Agreement Between Hamilton and London Police Services Boards - Sharing of Public Order Unit Resources (22-075)

Chief Bergen introduced Acting Deputy Chief Treena MacSween to provide comments on the report.

Acting Deputy Chief Treena MacSween provided comments on the report.

After discussion, the Board approved the following:

Moved By: Vice Chair Bennink

Seconded By: Member Elms

a) That the Hamilton Police Services Board enters into a Memorandum of Understanding with the London Police Services Board relating to the sharing of Public Order Unit (POU) resources for pre-planned unsanctioned street events in the months of September and October, 2022;

b) That the Chair of the Board be authorized and directed to enter into said Memorandum of Understanding in a form satisfactory to the Hamilton Police Service Legal Counsel.

CARRIED

7.3 Hamilton Police Services Board Policy - Disconnecting from Work - Board Staff P-002 (PSB 22-012)

The Chair called upon Administrator Stevenson to speak to the report.

Administrator Stevenson provided comments on the report.

After discussion, the Board approved the following:

Moved By: Member Elms

Seconded By: Vice Chair Bennink

That the draft Hamilton Police Services Board (HPSB) Disconnecting from Work Policy – Board Staff, attached as Appendix ‘A’, be approved.

CARRIED

7.4 One Year Progress Report: 2S&LGBTQIA+Liaison Officer (22-076)

This item had previously been addressed towards the beginning of the meeting; however, Sergeant Rebecca Moran provided additional comments and answered questions of the Board.

After discussion, the Board approved the following:

Moved By: Vice Chair Bennink

Seconded By: Member Elms

That the report be received.

CARRIED

7.5 Request for Funding - Canada Beyond the Blue (Champions of Change Annual Awards Gala 2022) (PSB 22-011)

Chair Mandy and Chief Bergen spoke to this report.

After discussion, the Board approved the following:

Moved By: Member Elms

Seconded By: Vice Chair Bennink

That the Board sponsor the Canada Beyond the Blue 2022 Champions of Change 2022 Annual Awards Gala in the total amount of \$1500; and

That this sponsorship be taken from the Auction Account Fund.

CARRIED

7.6 Correspondence from the Ontario Association of Police Services Board with regards to Support for Requests by Toronto Police Services Board Related to Federal Bail Reform

Chief Bergen spoke to the correspondence.

The Board discussed whether or not further support of the correspondence was required.

As the Board is a member of the Ontario Association of Police Services Board (OAPSB), it was decided no further support of the correspondence was required.

After discussion, the Board approved the following:

Moved By: Member Elms

Seconded By: Vice Chair Bennink

That the correspondence be received.

CARRIED

7.7 Creation of Hamilton Police Services Board Website (PSB 22-013)

The Chair called upon Administrator Stevenson and Member Elms to provide comments on the report.

Administrator Stevenson and Member Elms provided comments on the report.

After discussion, the Board approved the following:

Moved By: Member Elms

Seconded By: Member Farr

That the Board Administrator be directed to work with the Service to prepare a Request for Quotation to develop and implement a Hamilton Police Services Board Website; and

That the Board Administrator provide status reports back to the Board as required.

CARRIED

8. New Business

Chair Mandy provided an update on the International Association Women Police conference taking place in Niagara Falls Canada September 12 - 16, 2022.

9. In Camera Meeting

Moved By: Vice Chair Bennink

Seconded By: Member Elms

That the Board move in camera for the purpose of considering confidential items pertaining to legal and personnel matters in accordance with Section 35(4) of the *Police Services Act*.

CARRIED

The Board returned to public session at 2:41 PM.

10. In Camera Report Back

Moved By: Member Jackson

Seconded By: Member Elms

That the report back from the Chair be received.

CARRIED

11. Adjournment

Moved By: Vice Chair Bennink

Seconded By: Member Jackson

There being no further business, the Board adjourned at 2:43 PM.

CARRIED

Taken as read and approved.

Chair Pat Mandy

Administrator Kirsten Stevenson

Auction Account – Requests for Funding and Support

Recommendation:

Based on past practice and in accordance with the Board's Auction Account Policy:

That tickets at a cost of \$60.00 per person be purchased to support Liberty for Youth 18th Annual Fundraising Power of a Changed Life Gala taking place on November 2, 2022; and

That tickets at a cost of \$350 per person be purchased to support the Silver Bells 25th Anniversary of the St. Joe's Gala on November 5, 2022; and

That tickets at a cost of \$80 per person be purchased to support the Jamaica Foundation of Hamilton's Annual Fundraising Banquet on October 21, 2022; and

That tickets at a cost of \$150 per person be purchased to support the Association of Black Law Enforcers Gala on October 1, 2022; and

That tickets at a cost of \$50 per person be purchased to support A Mental Health Morning event in support of St. Joseph's Healthcare Hamilton on October 6, 2022; and

That tickets at a cost of \$150 per person be purchased to support the Good Shepherd Harvest Dinner on October 13, 2022; and

That these purchases, donations and sponsorships be taken from the Auction Account Fund.

LIBERTYFOR**YOUTH**
Presents



Sponsorship Package



INTRODUCTION

Liberty For Youth is an award winning charitable, not-for-profit organization that provides alternatives to at-risk youth aged 12-25, regardless of their ethnicity, faith, or nationality etc. Since 2004, we have been mentoring at-risk youth (in the Ontario Golden Horseshoe area), who are trapped in a negative existence.

Our mission is to “develop safe mentoring relationships with youth at risk of crime - helping them to build character and create positive lifestyles filled with opportunity and personal success”.

Liberty For Youth is a Mentoring Program designed to build positive inner character, instead of just addressing outward negative behaviour. Our Staff and Volunteers use an intensive mentoring model that inspires youth to take an active part in turning their lives around to escape a life of poverty, substance use and crime.

We provide a non-judgmental, safe environment and a set of structured activities that result in the development of:

- *Social skills that improve self-perception, boost confidence, encourage self-respect and respect for others*
- *Life-long learning skills and an understanding of the importance of achieving a high school education (at minimum)*
- *Personal interests and practical skills that lead to employment opportunities and job satisfaction*
- *Physical health and wellbeing through a routine of regular exercise and good nutritional habits*
- *Spiritual and ethical values that promote inner discipline and inspire faith and a hopeful future*

Liberty For Youth has helped over 900 at-risk youth turn their lives around and achieve personal success. To date we have given over \$121,000 in post-secondary scholarships to students who are often the first generation in their families to attend college or university!



POWER OF A CHANGED LIFE FUNDRAISING GALA

On Wednesday, November 2nd, 2022, Liberty For Youth will be hosting our 18th Annual Power of a Changed Life Gala! The gala will be taking place at Carmen's Banquet Centre. This year's gala will offer powerful testimonies from the youth, scholarship presentations, and an inspiring message.

Our Power of a Changed Life gala focuses on providing public affirmation for our youth by allowing them to share their journey from challenge to personal success. To help propel our youth to the next stage in their lives, we will be awarding \$1,000 post-secondary scholarships to five youth.

***Covid Recovery Strategy:** During the pandemic, youth depression and suicide rates were increasing rapidly. Sadly, it wasn't very long before youth suicide attempts quadrupled and two of our own youth lost their lives. We knew we had to act quickly to address the increased youth mental health crisis.*

Our 3-Year Recovery Run For Youth initiative was launched in April 2022, to raise awareness and funding for our COVID Recovery Strategy for vulnerable youth experiencing inequalities in Education, Employment, & Mental Health because of the pandemic. Our funding goal is to raise \$300,000 over three years.

Every \$60 gala ticket purchased, or event sponsorship will provide resources toward sustaining our mentorship programs through our Covid Recovery Strategy. We invite you to consider being part of a generous group of people and organizations committed to transforming young lives.

All the proceeds from the Power of a Changed Life Gala will go to sustaining our successful Mentoring Program. Tax receipts will be provided in early 2023.

For more information contact us at melanie@libertyforyouth.org or 905.297.7929.



2022 POWER OF A CHANGED LIFE RECOGNITION LEVELS

<i>Sponsor Recognition</i>	<i>PLATINUM</i>	<i>GOLD</i>	<i>SILVER</i>	<i>BRONZE</i>	<i>TABLE</i>
<i>Number Available</i>	1	2	4	10	50
<i>Amount</i>	\$10,000	\$7,500	\$6,000	\$1,200	\$600
<i>Inclusion as Presenting Sponsor in all Event Material</i>	✓				
EVENT DAY RECOGNITION					
<i>Mention by Event MC</i>	✓	✓	✓	✓	-
<i>Sponsor reel at Gala</i>	Full Slide logo	Half Slide Logo	Quarter Slide Logo	Name Listing	-
<i>Complimentary Tickets</i>	10 Tickets	10 Tickets	5 Tickets	2 Tickets	-
PRINT					
<i>Logo on Gala Hand card (5000)</i>	Large Logo - Front	Medium Logo - Back	Small Logo - Back	-	-
ONLINE					
<i>Logo on Gala website</i>	✓	✓	✓	✓	-
<i>Logo on event emails</i>	✓	-	-	-	-
<i>Post - Gala Highlight Video</i>	Full Slide recognition at start and end of video	Half Slide recognition at end of video	Quarter Slide recognition at end of video	Name Listing	-
SOCIAL MEDIA					
<i>Facebook</i>	All event posts	2 Posts	1 Post	-	-
<i>Instagram</i>	All event posts	2 Posts	1 Post	-	-
<i>Facebook Event Page</i>	Large Logo	Medium Logo	Small Logo	Name Listing	-
<i>Twitter</i>	All event posts	2 Posts	1 Post	-	-
MEDIA					
<i>Event Media Release</i>	✓	✓	-	-	-
<i>Mention in TV/Radio Interviews</i>	✓	-	-	-	-



2022 POWER OF A CHANGED LIFE SPONSOR REGISTRATION FORM

We are only able to honour sponsorship requests on a first-come, first-serve basis. Please complete this form and email us at melanie@libertyforyouth.org. We look forward to a successful event with your partnership. In order to be included on the printed material, please submit your sponsorship form no later than July 31st, 2022.

SPONSORSHIP LEVEL	CONTRIBUTION AMOUNT	CONFIRMED CONTRIBUTIONS	PLEASE SIGN ME UP (Check Desired Sponsorship Level)
Platinum (1/1 Available)	\$10,000		
Gold (2/2 Available)	\$7,500		
Silver (2/4 Available)	\$6,000		
Bronze (10/10 Available)	\$1,200		
Table (50/50 Available)	\$600		

Sponsor Name (exactly as to be displayed):

Contact Person Name: _____ Phone: _____

Email Address: _____

Mailing Address: _____

City: _____ Province: _____ Postal Code: _____

Please make cheques payable to Liberty For Youth. E-transfers can be sent to rosa@libertyforyouth.org. Upon confirmation of your sponsorship, please e-mail your high resolution logo in pdf, png, or jpeg format to melanie@libertyforyouth.org for inclusion in the event materials. For any additional information please contact:

Frederick Dryden
 Founder & Executive Director
 905-297-7929
Frederick@libertyforyouth.org

Liberty For Youth
 1925 King ST E
 Hamilton, ON
 L8K 1V9



Thank you very much for supporting Liberty For Youth's 18th Annual Power of a Changed Life Fundraising Gala and sharing the message of Hope and Freedom!



SATURDAY
NOV. 5TH



Silver Bells

The **25th Anniversary** of the St. Joe's Gala
Dinner | DJ | Dancing

25th Anniversary Sponsors:


TNG CAPITAL CORP
THE NEXT GENERATION™
ANGELO & DARLENE PALETTA

Presenting Sponsors:

 **CARSTAR*** *Collision & Glass Service*  **DrivenBrands**

St. Joseph's
Healthcare & Hamilton
FOUNDATION
HOPE HEALING DISCOVERY

SPONSORSHIP OPPORTUNITIES



Celebrating 25 Years of Supporting Hope,
Healing & Discovery through our Gala.



St. Joseph's
Healthcare & Hamilton
FOUNDATION

HOPE HEALING DISCOVERY

224 JAMES STREET SOUTH
HAMILTON ON L8P 3A9
TEL: 905.521.6036
FAX: 905.577.0860
stjoesfoundation.ca

CHARITABLE BUSINESS#: 119183549 RR001



stjoesfoundation.ca/gala



Silver Bells

The 25th Anniversary of the St. Joe's Gala

St. Joseph's
Healthcare & Hamilton
FOUNDATION
HOPE HEALING DISCOVERY

25th Anniversary Sponsors:

TNG CAPITAL CORP
THE NEXT GENERATION
ANGELO & DARLENE PALETTA

Presenting Sponsors:

CARSTAR* Collision & Glass Service **DrivenBrands**

\$20,000 - \$25,000 SPONSORSHIP OPPORTUNITIES

In addition to the benefits outlined under each category, all sponsorship opportunities include the following recognition:

- Widespread promotion of your gala sponsorship leading up to, during, and following the event
- On-screen recognition of your sponsorship in the lobby & grand ballroom of LiUNA Station
- Recognition in a Thank You advertisement in The Hamilton Spectator following the event
- Recognition on www.stjoesfoundation.ca and via our social media channels as appropriate

PRESENTING SPONSOR(S) | \$25,000

- 2 Premium Location Gala Tables (16 tickets)
- Full-Page Advertisement in printed Gala Program
- Recognition on all promotional elements using 'presented by' terminology and logo
- Signage at entrance of LiUNA Station, Grand Ballroom, and on stage, for the duration of the event



25TH ANNIVERSARY SPONSOR

- 2 Premium Location Gala Tables (16 tickets)
- Full-Page Advertisement in printed Gala Program
- Recognition during 25th Anniversary video presentation, toast and display
- Opportunity to make 25th Anniversary Toast at the Gala



SILVER BELLS SPONSOR | \$25,000

- 2 Premium Location Gala Tables (16 tickets)
- Full-Page Advertisement in printed Gala Program
- Provision of a 25th Anniversary Silver Bells keepsake for guests
- Logo recognition on custom-printed gift tag attached to keepsake

DINNER SPONSOR | \$20,000

- 2 Premium Location Gala Tables (16 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on custom-printed dinner menu placed at each table setting
- Opportunity to address gala attendees before dinner and introduce grace



Silver Bells

The 25th Anniversary of the St. Joe's Gala

St. Joseph's
Healthcare Hamilton
FOUNDATION
HOPE HEALING DISCOVERY

25th Anniversary Sponsors:

TNG CAPITAL CORP
THE NEXT GENERATION
ANGELO & DARLENE PALETTA

Presenting Sponsors:

CARSTAR Collision & Glass Service DrivenBrands

\$15,000 SPONSORSHIP OPPORTUNITIES

In addition to the benefits outlined under each category, all sponsorship opportunities include the following recognition:

- Widespread promotion of your gala sponsorship leading up to, during, and following the event
- On-screen recognition of your sponsorship in the lobby & grand ballroom of LiUNA Station
- Recognition in a Thank You advertisement in The Hamilton Spectator following the event
- Recognition on www.stjoesfoundation.ca and via our social media channels as appropriate

TABLE WINE SPONSOR | \$15,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on custom-printed wine bottle neck tags on table wine

LIVE AUCTION SPONSOR | \$15,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program and recognition in Live Auction section
- 'Brought to you by' announcement at the event preceding the Live Auction
- Logo recognition on-screen at the Gala for portions of the Live Auction and signage at the check out

SILENT AUCTION SPONSOR | \$15,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program and recognition in Silent Auction section
- Logo recognition on custom-printed signage at the entrance to, and inside, the Silent Auction room

VINTAGE WINE & SPIRITS AUCTION SPONSOR | \$15,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program and recognition in Vintage Wine & Spirits Auction section
- Logo recognition on custom-printed signage at the entrance to, and inside, the Vintage Wine & Spirits Auction room



Silver Bells

The 25th Anniversary of the St. Joe's Gala

St. Joseph's
Healthcare Hamilton
FOUNDATION
HOPE HEALING DISCOVERY

25th Anniversary Sponsors:

TNG CAPITAL CORP
THE NEXT GENERATION
ANGELO & DARLENE PALETTA

Presenting Sponsors:

CARSTAR Collision & Glass Service
DrivenBrands

\$10,000 - \$15,000 SPONSORSHIP OPPORTUNITIES

In addition to the benefits outlined under each category, all sponsorship opportunities include the following recognition:

- Widespread promotion of your gala sponsorship leading up to, during, and following the event
- On-screen recognition of your sponsorship in the lobby & grand ballroom of LiUNA Station
- Recognition in a Thank You advertisement in The Hamilton Spectator following the event
- Recognition on www.stjoesfoundation.ca and via our social media channels as appropriate

TECHNOLOGY SPONSOR | \$15,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program + 'Bidding Device Services sponsored by' credit in the Live, Silent, and Vintage Wine & Spirits Auction sections
- Logo recognition on custom-printed signage placed in close proximity to screens in Grand Ballroom
- Logo recognition incorporated into bidding device screens and auction websites

DÉCOR SPONSOR | \$15,000

- Premium Location Corporate Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Décor Sponsor credit placed on, or in close proximity to, all major décor elements of the gala

VALET SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on Two Large A-Frame Signs in Valet Tent Area front of LiUNA Station

APPETIZER SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on custom signs near appetizer stations and/or serving trays

RECEPTION COCKTAIL SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on custom signs near cocktail display, on the bar in lobby, and on serving trays



Silver Bells

The 25th Anniversary of the St. Joe's Gala

St. Joseph's
Healthcare Hamilton
FOUNDATION
HOPE HEALING DISCOVERY

25th Anniversary Sponsors:

TNG CAPITAL CORP
THE NEXT GENERATION
ANGELO & DARLENE PALETTA

Presenting Sponsors:

CARSTAR Collision & Glass Service DrivenBrands

\$10,000 SPONSORSHIP OPPORTUNITIES

In addition to the benefits outlined under each category, all sponsorship opportunities include the following recognition:

- Widespread promotion of your gala sponsorship leading up to, during, and following the event
- On-screen recognition of your sponsorship in the lobby & grand ballroom of LiUNA Station
- Recognition in a Thank You advertisement in The Hamilton Spectator following the event
- Recognition on www.stjoesfoundation.ca and via our social media channels as appropriate

RECEPTION ENTERTAINMENT SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo Recognition on custom-printed signage on or near Reception Entertainment Stage

RAFFLE/DRAW SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in the printed Gala Program
- Logo recognition on custom-printed signage promoting the contest
- Logo recognition on activation technology and/or materials

PHOTO BOOTH SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on custom printed signage near the Photo Booth
- Logo recognition on digital photo frame placed on all photos taken in Photo Booth

PRINT SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on all printed materials, including Save the Date, Invitations, Event Program, Table Menus and all event day signage

LATE-NIGHT BUFFET SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on custom-printed signs on or near Late-Night Buffet station
- Logo recognition on pre-packaged take away snack bags



Silver Bells

The 25th Anniversary of the St. Joe's Gala

St. Joseph's
Healthcare & Hamilton
FOUNDATION
HOPE HEALING DISCOVERY

25th Anniversary Sponsors:

TNG CAPITAL CORP
THE NEXT GENERATION
ANGELO & DARLENE PALETTA

Presenting Sponsors:

CARSTAR Collision & Glass Service DrivenBrands

\$2,500 - \$10,000 SPONSORSHIP OPPORTUNITIES

In addition to the benefits outlined under each category, all sponsorship opportunities include the following recognition:

- Widespread promotion of your gala sponsorship leading up to, during, and following the event
- On-screen recognition of your sponsorship in the lobby & grand ballroom of LiUNA Station
- Recognition in a Thank You advertisement in The Hamilton Spectator following the event
- Recognition on www.stjoesfoundation.ca and via our social media channels as appropriate

LATE-NIGHT ENTERTAINMENT SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on signs placed near Late-Night Entertainment Stage

AUCTION-ITEM DELIVERY SPONSOR | \$10,000

- Premium Location Gala Table (8 tickets)
- Full-Page Advertisement in printed Gala Program
- Logo recognition on custom car decals on Auction Item Delivery Fleet

CORPORATE TABLE SPONSOR | \$7,500

- Well-Situated Gala Table (8 tickets)
- Half-Page Advertisement in printed Gala Program

PARTNER SPONSOR | \$5,000

- Well-Situated Half-Table at the Gala (4 tickets)
- Half-Page Advertisement in printed Gala Program

SUPPORTER SPONSOR | \$2,500

- Two Tickets at a Gala Table
- Quarter-Page Advertisement in printed Gala Program

SPONSORSHIP CONFIRMATION FORM

YES, I would like to sponsor St. Joseph's Healthcare Foundation's 25th Annual Gala!

Please select one of the following categories below:

- | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <input checked="" type="checkbox"/> PRESENTING SPONSOR 1 OF 2 CONFIRMED <input checked="" type="checkbox"/> 25TH ANNIVERSARY SPONSOR CONFIRMED <input type="checkbox"/> 25TH ANNIVERSARY KEEPSAKE SPONSOR - \$25,000 <input type="checkbox"/> DINNER SPONSOR - \$20,000 <input type="checkbox"/> TABLE WINE SPONSOR - \$15,000
<i>or \$10,000 and provision of the Table Wine for the Gala</i> <input type="checkbox"/> LIVE AUCTION SPONSOR - \$15,000
<i>or \$10,000 and an agreed upon Live Auction item valued at \$5K+</i> <input type="checkbox"/> SILENT AUCTION - \$15,000 | <ul style="list-style-type: none"> <input type="checkbox"/> VINTAGE WINE & SPIRITS AUCTION - \$15,000 <input type="checkbox"/> TECHNOLOGY SPONSOR - \$15,000 <input type="checkbox"/> DÉCOR SPONSOR - \$15,000 <input type="checkbox"/> VALET SPONSOR - \$10,000 <input type="checkbox"/> RECEPTION APPETIZER SPONSOR - \$10,000 <input type="checkbox"/> RECEPTION COCKTAIL SPONSOR - \$10,000 <input type="checkbox"/> RECEPTION ENTERTAINMENT SPONSOR - \$10,000 | <ul style="list-style-type: none"> <input type="checkbox"/> RAFFLE/DRAW SPONSOR <input type="checkbox"/> PHOTO BOOTH SPONSOR - \$10,000 <input type="checkbox"/> PRINT SPONSOR - \$10,000 <input type="checkbox"/> LATE-NIGHT BUFFET SPONSOR - \$10,000 <input type="checkbox"/> LATE-NIGHT ENTERTAINMENT SPONSOR - \$10,000 <input type="checkbox"/> AUCTION-ITEM DELIVERY SPONSOR - \$10,000 <input type="checkbox"/> CORPORATE TABLE SPONSOR - \$7,500 <input type="checkbox"/> PARTNER SPONSOR - \$5,000 <input type="checkbox"/> SUPPORTER SPONSOR - \$2,500 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Contact Person's Name: _____

Company Name: _____

Email: _____

Phone: (_____) _____ Fax: (_____) _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Personal or Business Name as it will appear in the evening program: (please print clearly)

Payment Options:

Enclosed is a cheque payable to: St. Joseph's Healthcare Foundation

Please send an invoice to the contact person and address above

Please charge to personal AMEX/Visa/MC (circle one)

_____ Expiry _____ / _____

Please charge to business AMEX/Visa/MC (circle one)

_____ Expiry _____ / _____

Signature: _____

Please return this form to: St. Joseph's Healthcare Foundation
Attention: Mark Brogno
224 James Street South
Hamilton, ON L8P 3A9

PHONE: 905.521.6036
FAX: 905.577.0860
EMAIL: mark@stjoesfoundation.ca
Charitable Number BN 11918 3549 RR0001



May 20, 2022

Dear Community Partner

Jamaica is celebrating sixty (60) years of independence in 2022 and Hamilton is joining the global party.

This August, persons of Jamaican heritage in countries around the world will be celebrating Jamaica's 60th anniversary of independence. The Jamaica Foundation (Hamilton) invites you to join us in the following cultural celebrations of this milestone event.

A breakdown of the activities is as follows:

- Sunday, August 7, 2022, flag raising ceremony at Hamilton City Hall, 71 Main Street, Hamilton, Ontario from 2:00pm – 3:30pm, featuring cultural performances and a tribute to the late Miss Lou (Louise Bennett, a Jamaican cultural icon).
- Sunday, August 14, 2022, thanksgiving service at the Apostolic Holiness Church, 40 Empress Avenue, Hamilton, Ontario from 4:00 pm – 5:30 pm.
- Friday, October 21, 2022, annual fundraising banquet at Michelangelo Banquet Centre, 1555 Upper Ottawa Street, Hamilton, Ontario. Event is scheduled to start at 7:00pm.

As a valuable community partner, we would be honoured to have you celebrate with us. Please respond by July 20, 2022 for the events that are taking place in August. For additional information and enquiries, please contact June Ferguson, Event Chair, at 905-546-7509.

We are looking forward to hearing from you.

Sincerely

Doreen Watson

Doreen Watson on behalf of the Event Committee
Secretary
The Jamaica Foundation (Hamilton)



A.B.L.E.

PRESENTS

30 YEARS OF ADVOCACY AND ACTION

SATURDAY OCTOBER 1, 2022

6:00 p.m. – 1:00 a.m.

Pearson Convention Centre
2638 Steeles Avenue East Brampton, ON

Annual Scholarship Awards Gala

2022 Peter Butler III and
Rose Fortune Scholarship
Awards Ceremony



Honouring Founding
Members of A.B.L.E.



Dinner & Dancing
to Follow



HOSTED BY:

Keynote Speaker:
David Mitchell,
Assistant Deputy Minister
Youth Justice Services
- MCCSS



Emcees:
Dwight Drummond
Natasha Ramsahai

Tickets on sale now
\$150.00

To purchase tickets or for more information please visit www.ableorg.ca

CELEBRATING 10 YEARS



In Support of St. Joseph's Healthcare Hamilton

PRESENTED BY



ArcelorMittal
D O F A S C O | H A M I L T O N

Thursday, October 6, 2022 | 7:30 – 9:00 a.m.
In Person at Michelangelo Banquet Centre
or Join us Virtually Via Zoom!
Individual Tickets: In Person \$50 or Virtual \$10
Corporate tables: \$750

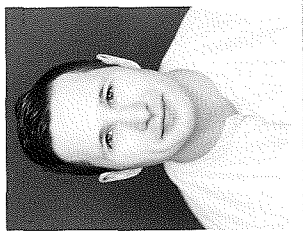
Buy Tickets Online: www.stjoesfoundation.ca/mentalhealthmorning
For Sponsorship Opportunities: paige@stjoesfoundation.ca

FEATURING JORDIN TOOTOO

First Inuk Player in the NHL | Mental Health Advocate

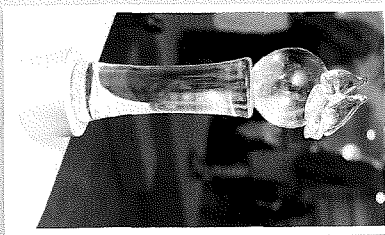
Jordin Tootoo is the first Inuk player in history to be drafted by the National Hockey League (NHL). After a stellar 13-year career, Jordin announced his retirement and turned his focus to giving back to the communities he knows and loves. Tootoo speaks openly about the need for more mental health

resources and fights the taboos around discussing mental illness. He is committed to reaching Canada's Indigenous communities through his work with the Team Tootoo Fund – a charitable initiative founded in honour of Jordin's late brother Terence who died by suicide in 2002. Join us as Jordin Tootoo brings a message of inspired inclusivity to our event, weaving in authentic hockey stories and personal experiences, too.



Scan for
tickets &
more info!

St. Joseph's
Healthcare | Hamilton
FOUNDATION



The **2022 Spirit of Hope Awards** will be announced at **A Mental Health Morning**. There are three categories: Individual, Youth and Group/ Organization and each celebrates those who have overcome mental health or addiction challenges and/or made an impactful contribution to these fields.

CALL FOR NOMINATIONS

Nominations from the community are welcome! For award criteria and a downloadable nomination package visit: www.sfoestfoundation.ca/spiritofhope or call **905.521.6036**.

Nomination Deadline: Wednesday, August 31, 2022 | 12 noon

Print sponsor:



Good Shepherd Harvest Dinner



Date: October 13, 2022

Location: Carmen's Banquet Centre

We're Back!

We are proud to present Good Shepherd's Harvest Dinner on Thursday, October 13, 2022. Few organizations can boast a fundraising event with such a long history of popularity and success. Harvest Dinner has a wide-spread reputation as one of the region's premier fundraising celebrations. Every autumn, Good Shepherd's signature event unites guests and sponsors with our cause to raise vital funds that allow us to support vulnerable people and help build healthy and resilient communities, founded on the principle of social justice for all.

BUY TICKETS NOW

Sponsorship opportunities are available now! For information contact:


Phone: 905.528.6565 x3309

Email: events@gsch.ca



HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	September 23, 2022
SUBJECT:	2021 Year End Report – Communications
REPORT NUMBER:	22-077
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

- Hamilton Police Service (HPS) Communications Section is the Primary Public Safety Access Point (PSAP) for all 911 call placed within the City of Hamilton.
- This report contains telephone calls handled and CAD (Computer Aided Dispatch) calls handed from 2012 to 2021. There was a 5.7% increase in total CAD events from 2020 to 2021.
- This report further contains call volume statistics created from 2012 to 2021. There was an 8.7% increase in answered 911 calls from 2020 to 2021.
- Staffing and training continued to be complied with and impacted by the Covid Pandemic in 2021.
- HPS continues to participate in the NG911 Steering Committee and Working Group. These groups are a collaborative composed of representatives from the City of Hamilton, Hamilton Fire Department and Hamilton Paramedic Services.

INFORMATION

Background

The HPS Communications Section consists of the Communications Centre and switchboard. It is the Public Safety Answer Point (PSAP) of all 911 calls from residents of the City of Hamilton, and non-residents and motorists passing through the City on the Queen Elizabeth Way.

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

Report Statistics

This Annual Report provides both narrative and statistical summaries of significant activities of this section for 2021.

Appendices A, B and C illustrate telephone call volume and CAD events created for the years from 2018 to 2021. 911 calls 'abandoned and called back' refer to 911 callers who hang up prior to reaching our call takers. These calls are always followed up by the 911 operator to determine if there is an emergency. The number of abandoned calls increased by 8.0% in 2021. This could be due to an increasing trend of cell phone usage to call 911, which results in misdials. In 2020 approximately 87% of all 911 calls were placed by cell phone; this has increased to 88% in 2021. These numbers are obtained through the Bell User Portal, however Bell will no longer be tracking these statistics and this metric will not be available in future reports.

Appendix B outlines the calls accepted into our Computer Aided Dispatch system from 2018 to 2021. Call takers field telephone calls and determine if a call for service is required. They enter all calls for service on the CAD terminal. Total CAD events increased by 5.7% in 2021 compared to 2020.

Appendix C captures how many events are created and transferred to our emergency services partners at Hamilton Fire, Hamilton Paramedic Service and the OPP. This includes how many events are '911-ADV' (Advised Events) which includes misdials and hang up calls. There was a notable increase in misdial and hang up 911 calls in 2021.

In summary, Communications received 398,340 telephone calls in 2021, resulting in 334,893 CAD events created. Furthermore, when comparing to 2021 to the previous year:

- The total number of telephone calls to Communications increased by 7.3%
- The number of answered 911 calls increased by 8.7%
- The numbers of abandoned 911 calls increased by 8.0%
- Administrative calls increased by 5.5%
- The total CAD events increased by 5.7%
- The number of calls processed by TRU (Telephone Reporting Unit) increased by 6.3%
- Calls transferred or tiered by Communications to other agencies include Fire (3,472), Ambulance (54,406), OPP (5,249), and a number were dealt with through our Telephone Reporting Unit (11,055)

Appendices D and E chart the number of 911 calls and number of CAD events HPS received in each of the past 10 years. The number of CAD events is higher than the number of 911 calls, as not all CAD events are created by a 911 call. CAD events are also generated by administrative calls, self-initiated proactive stops by officers, station duty (front desk) and self-generated events by special units, which account for the difference.

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It is clear that while both CAD and 911 events have been trending upward, the pandemic had an impact on 2020 call volumes. In response to the Covid pandemic, the HPS implemented an Alternative Response Officer (ARO) protocol to reduce in-person response to calls for service where appropriate. The ARO program handled 26.7% of all priority 3 and 4 calls in 2020 and 44% of all priority 3 and 4 calls in 2021. This minimized the risk of infection to our members and the public as well as improving overall efficiency in service for the HPS.

Service Percentage Levels (2021)

Avaya telephone software continues to distribute calls efficiently. With the “forced answer” feature, calls are answered as soon as a Call Taker’s telephone is available. Telephone answering performance is measured through Service Levels – the percentage of 911 calls answered within 2 rings/12seconds, and non-emergency calls answered within 3 rings/20 seconds. In 2021, our Service Levels decreased slightly and as a result we achieved a Service Level of 82%. We have reviewed this and have determined that an increase in call volume, for both 911 and Non-Emergency calls, coupled with staffing levels and staffing challenges relating to Covid, resulted in the decline in our Service Levels.

Appendix F displays monthly service percentage levels.

Staffing

- There were six full time vacancies in 2021, which were filled by part time members from within Communications
- A Full Time Supervisor position was filled
- Two Acting Supervisor positions were posted and successfully filled
- The Switchboard position was posted and the hiring process is ongoing

Training

- All Communications members received one day of Communications Yearly Development Training
- Seven Communicators completed Crisis Intervention Training (CIT)
- Seven Communicators attended ASIST Suicide Prevention Training Program
- One Acting Supervisor/Trainer completed the Coach Officer Course
- One Acting Supervisor attended the Influencing Police Leadership Course
- Every Communicator received training on the new 9.4 CAD system
- Four newly hired members successfully completed their training

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Current and Future Challenges

911 Disclosure Obligations

The mandatory disclosure for all judiciary matters has increased the workload of our members (ref R v MGT & OACP/MAG Framework MOU). HPS manages disclosure requests via our administrative assistant who is further augmented by accommodated members. HPS began using DEMS (Digital Evidence Management Solution) late in 2020 and continued rolling out this program in 2021. This trial demonstrated that DEMS has improved efficiency, accuracy and provided a better tracking model going forward.

System Upgrades

Communications continues to prepare for pending system upgrades in anticipation of the mandated implementation of NG911 in March of 2024. This will have an impact upon Communications with space needs, staffing and technical requirements and upgrades. The CRTC has advised that all telephone service providers shall update their systems in anticipation of NG911, supporting the idea of 911 service for everyone in Canada. This migration will be a Canada wide project. All PSAPs will be on-boarded from mid to late 2021 through to early 2024. Dates have altered this year due to delays caused by the current pandemic.

Federal Engineering has been hired to facilitate this process and have begun our needs assessment and road map for this project. As a result, the Communications Section and the HPS will be faced with a number of system upgrades.

The CAD 9.4 upgrade was completed in September, 2021.

The members of Communications continue to be an integral part of our emergency first response to ensure public safety for the citizens and visitors of Hamilton.

APPENDICES AND SCHEDULES ATTACHED

Appendix A – Telephone Calls Handled

Appendix B – CAD Events

Appendix C – Advised Events

Appendix D – 911 Calls Handled By Year (2012 – 2021)

Appendix E – CAD Events Created by Year (2012 – 2021)

Appendix F – Service Percentage Levels

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**22-077 – 2021 Year End Report – Communications
Appendices A-F**

Appendix A – Telephone Calls Handled

TELEPHONE CALLS HANDLED	2018	2019	2020	2021
911 calls answered	194,828	204,166	201,226	218,803
911 calls abandoned and called back	4,606	777	935	1,010
Administrative calls answered	173,916	173,592	169,182	178,527
Total Calls Answered in Communications	373,350	378,535	371,343	398,340

Appendix B – CAD Events

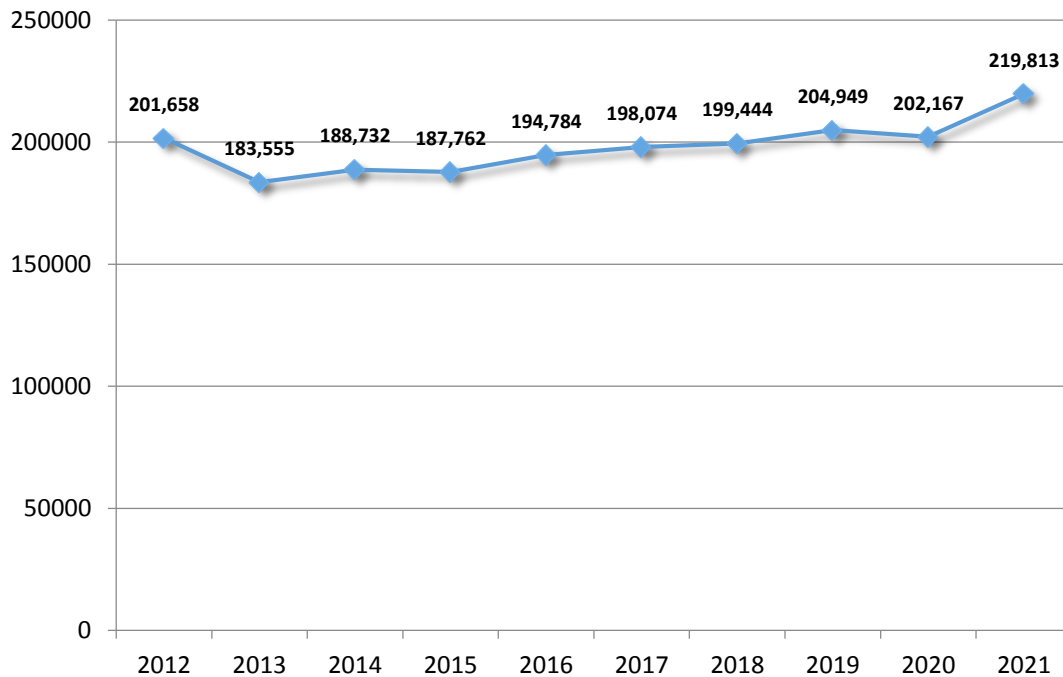
CAD	2018	2019	2020	2021
Events created by Call Takers	242,377	258,661	237,724	250,548
Events created by Dispatchers	24,710	21,796	32,360	39,654
Events generated by Mobile Officers	28,159	29,334	24,423	28,071
CAD events to Telephone Reporting Unit (TRU)	9,769	10,422	10,402	11,055
CAD Events created by Station Duty and Specialty Units	12,709	10,365	11,982	5,565
Total CAD Events Created by HPS	317,724	330,578	316,891	334,893

Appendix C – Advised Events

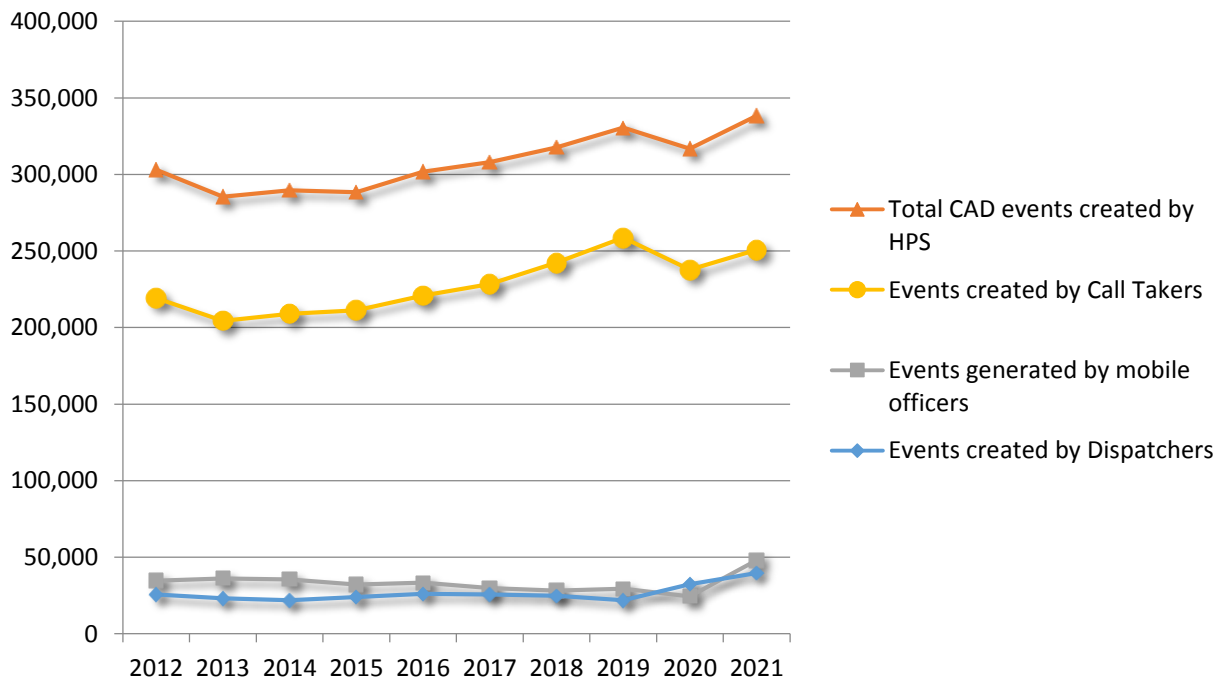
ADVISED EVENTS	2018	2019	2020	2021
Ambulance Advised Events	48,434	49,843	48,210	54,406
Fire Advised Events	3,505	3,416	3,204	3,472
911 Advised Events	61,766	74,686	81,730	88,802
OPP Advised Events	5,408	5,808	4,709	5,249
Cellular Advised Events	60,230	66,869	65,401	72,932
Total Advised Events	179,343	200,622	203,254	224,861

**22-077 – 2021 Year End Report – Communications
Appendices A-F**

Appendix D – 911 Calls Handled By Year (2012 – 2021)

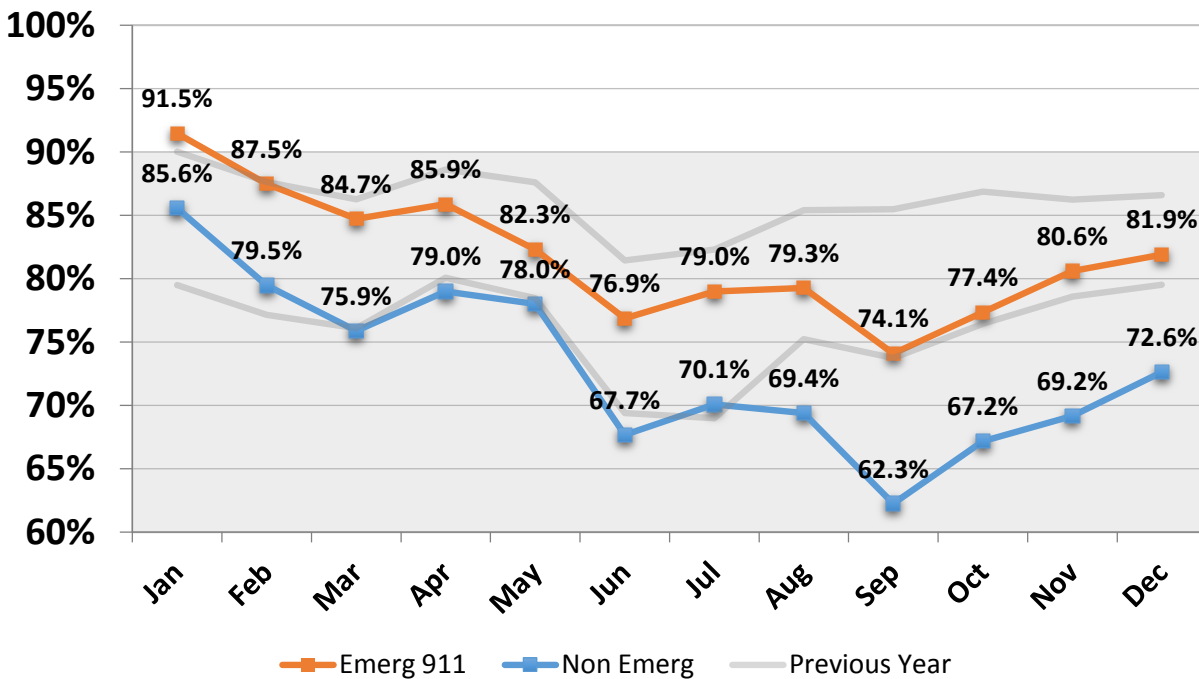


Appendix E – CAD Events Created by Year (2012 – 2021)



**22-077 – 2021 Year End Report – Communications
Appendices A-F**

Appendix F – Service Percentage Levels




(Telephone answering performance is measured through Service Levels – the percentage of 911 calls answered within 2 rings/12seconds, and non-emergency calls answered within 3 rings/20 seconds.)



HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	September 23, 2022
SUBJECT:	Budget Variance as at June 30, 2022
REPORT NUMBER:	22-081
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

- Attached is the Budget Variance Report as at June 30, 2022
- Commentary is provided in the Appendix A.

INFORMATION

As at June 30, 2022, net expenditures are \$89,072,356 or 48.53% of the 2022 Operating Budget of \$183,542,539. The budget variance summary is provided in the Appendix A.

APPENDICES AND SCHEDULES ATTACHED

Appendix A - Budget Variance Report as at June 30, 2022

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Budget Variance Report
Period Ended June 30, 2022

22-081 Appendix A


YTD Budget % : **50.00%**

Hamilton Police Service	Annual		YTD		Available Balance	% Spent	Comments (YTD)
	Budget	Projected	Budget	Actual			
	A		B		C=A-B	D=B/A	
Revenues							
Grants and subsidies	\$ 8,517,817	\$ 9,898,390	\$ 4,258,908	\$ 5,218,366	\$ 3,299,451	61.26%	Revenue is more than anticipated due to unbudgeted revenue from Provincial Grants/Subsidies (ie. Proceeds of Crime, ICE Investigator, MCRT, Victim Support, Freedom Convoy Canada Unity).
Fees and general revenues	2,495,247	2,576,413	1,247,622	977,346	1,517,901	39.17%	Revenue is less than anticipated due to timing of collection of Special Duty, Tow Fees, False Alarm and number of requests received for Police Visa Clearances and Gen Occur/ID Photo.
Reserves/Capital recoveries	1,119,157	542,290	559,578	121,146	998,011	10.82%	
Total revenues	12,132,221	13,017,093	6,066,108	6,316,858	5,815,363	52.07%	
Expenses							
Employee Related Costs	172,944,044	172,496,997	86,472,228	84,786,002	88,158,042	49.03%	The YTD Actual reflects an estimated Collective Agreement %.
Materials and supplies	6,038,422	5,682,625	3,019,200	2,384,310	3,654,112	39.49%	Some expenditures are less than YTD Budget. They are expected to be incurred over remaining months.
Vehicle expenses	2,187,000	2,392,472	1,093,500	1,140,254	1,046,746	52.14%	
Buildings and grounds	3,182,309	3,094,979	1,591,152	1,131,102	2,051,207	35.54%	
Consulting expenses	122,600	102,600	61,296	30,059	92,541	24.52%	
Contractual expenses	1,083,975	1,801,106	542,010	597,241	486,734	55.10%	
Agencies and support payments	42,300	42,300	21,150	21,150	21,150	50.00%	
Reserves/Recoveries	5,764,976	5,764,976	2,882,484	2,882,484	2,882,492	50.00%	
Cost allocation	1,162,901	1,162,901	581,460	581,460	581,441	50.00%	
Capital Financing	2,616,433	2,616,433	1,308,210	1,308,210	1,308,223	50.00%	
Financial/Legal Charges	529,800	943,073	264,912	526,942	2,858	99.46%	
Total expenses	195,674,760	196,100,462	97,837,602	95,389,214	100,285,546	48.75%	Overall, expenditures are within Budget.
Total Net Expenditure	\$ 183,542,539	\$ 183,083,369	\$ 91,771,494	\$ 89,072,356	\$ 94,470,183	48.53%	Net Budget is on target for the period.



HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	September 23, 2022
SUBJECT:	Capital Project Status as at June 30, 2022
REPORT NUMBER:	22-082
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

- Attached is the Capital Project Status Report as at June 30, 2022

INFORMATION

The Capital Project Status Report as at June 30, 2022 is attached. The projects are anticipated to be completed as identified in Appendix A.

APPENDICES AND SCHEDULES ATTACHED

Appendix "A" – Capital Project Status Report as at June 30, 2022

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Vision: To be a trusted partner in delivering public safety.

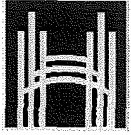
Mission: To serve and protect in partnership with our communities.

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Hamilton Police Service
Capital Projects Status Report
June 30, 2022

22-082 Appendix A

Project ID	Description	LTD Budget (\$)	LTD Actual Expenditures (\$)	Available Balance (\$)	% Completed	Status
		a	b	c = a - b	d = b / a	
3761351302	Police Computer Software	367,934	145,354	222,580	39.51%	<ul style="list-style-type: none"> ● Crime Mapping - funds to be utilized towards a Business Intelligence project. On-going - working towards solidifying the analytics tool and project scope. ● Paid Duty Software - in-progress. Go-live expected in Q3 2022, delays due to application development. ● Adobe Pro - in-progress, licenses for Kofac Power PDF ordered. Expected completion by Q3 2022. ● Voicemail for Officers - delayed, until other high priority projects are completed.
3761651601	Police Expenditures	1,900,784	1,369,613	531,171	72.06%	Various projects in-progress: <ul style="list-style-type: none"> ● Board tablets ● Fire Panel ● Body armours - on-going replacement will continue based on the usage. ● Diesel/Fuel Tank - regulatory compliance inspection/testing was completed. Design chosen & tender process in progress. Expected completion Q2 2023. ● DeEscalation Cells - delayed due to change in vendor ownership. Quote is being obtained. Expected completion Q4 2022. ● Building Automation - initial work completed in P10 2020. Additional work is required, vendors contacted & quote is being obtained.
3761651901	Police Computer Hardware	3,985,726	2,390,686	1,595,039	59.98%	Various projects in-progress: <ul style="list-style-type: none"> ● Evidence workflow (DEMs) - This is a province-wide DEMs solution project. Full implementation expected by end of 2022. No longer required an upfront investment in hardware and infrastructure. Savings resulting from this project to be utilized towards annual licensing and storage fees over the course of 5 years. ● Outlook - in-progress. Expected completion by Q4 2022. ● Desktop/Computers - in-progress; on-going replacement will continue based on lifecycle (3-5 years). ● Network/Security - on-going, replacement will continue based on business need. ● Mobile Technology - on-going, replacement will continue based on a 5-year plan. ● Server/Storage - additional purchase necessary to expand storage. Expected completion by Q3 2022.
3761857802	Police Video Infrastructure	932,000	492,999	439,001	52.90%	In-progress - Division 10 to be completed by Q4 2022, followed by Division 20 & 30 by end of Q4 2023.
3761857804	Radio Room Recording Upgrade	200,000	97,986	102,014	48.99%	In-progress - replacement needed for redundant telephony logger device. Expected completion by Q4 2022.
3762051007	Personal Issued Portable Radios	2,720,000	2,062,762	657,238	75.84%	Multi-Year Project - Phase 1 and 2 completed. Phase 3 expected completion Q4 2022.
3762151100	2021 Police Vehicles	2,199,618	2,173,965	25,653	98.83%	Project on-going - bicycles order outstanding (delayed due to COVID).
3762251100	2022 Police Vehicles	2,569,822	278,611	2,291,211	10.84%	Project on-going.
3761857302	Intelligence Investigations	394,000	54,672	339,328	13.88%	On-going, Part VI Intelligence project.
3761951812	Roof Repairs/HVAC	1,800,000	1,552,614	247,386	86.26%	Station 10 Roof - Phase 2 - RFT process in progress. Expected completion by Q4 2022.
3761241200	Police ISD Building	25,824,000	25,496,270	327,730	98.73%	Project is substantially completed. The City's Project team is reviewing final payments, holdbacks, outstanding warranty issues and is following up on any outstanding payments.
3762041001	Basement & Brick Repair - Central	475,000	67,939	407,061	14.30%	The basement superstructure is in progress. Brick repair is on hold, pending space feasibility study.
3762041002	Police Station 40	8,000,000	81,966	7,918,034	1.02%	A joint facility with Fire - working with COH on land acquisition.
3762055001	Space Feasibility Study	1,000,000	261,631	738,369	26.16%	On-going - working with COH, RFP issued and consultant provided Class B pricing and schematic drawings. The City to provide detailed comprehensive budget amount.
3762141101	Air-Cooled Chiller Replacement	500,000	500,000	-	100.00%	Completed - holdback is outstanding, pending the final report from the consultants.
3762151102	Ice Rescue Hovercraft	150,000	-	150,000	0.00%	In-progress.
3762251103	Mobile Command Centre	750,000	-	750,000	0.00%	No work has begun.
3762251202	Generator System/Fuel Upgrade	75,000	-	75,000	0.00%	Initial work will begin in Q3 2022 for fuel system design, UST/piping precision testing, as well as, Cathodic protection testing. Expected completion by 2024.
3762251203	Fuel Tank Replacement	350,000	-	350,000	0.00%	No work has begun - awaiting for TSSA order for tank replacement.
3762251204	Boiler Replacement/Humidifier Piping	260,000	-	260,000	0.00%	Consultant working on specifications. RFT to go out late 2022. Work to commence in Q2 2023.
3762251205	Generator/Diesel Tank Repair	65,000	-	65,000	0.00%	Initial work will begin in Q3 2022 for fuel system design, UST/piping precision testing, as well as, Cathodic protection testing. Complete upgrade of system to take place in 2023.
3762251207	Chubb Panel Upgrade	150,000	-	150,000	0.00%	Board approved standardization report. Expected completion by Q4 2022.
3762251208	9MM Conversion (Glock Program)	183,060	27,535	155,525	15.04%	On-going - multi-year project.
Police Total		54,851,944	37,054,602	17,797,341	67.55%	



Hamilton

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Stephanie Paparella
Legislative Coordinator
Office of the City Clerk
Phone (905) 546-2424 Ext. 3993
Fax # (905) 546-2095
stephanie.paparella@hamilton.ca

August 24, 2022

Kirsten Stevenson
Administrator
Hamilton Police Services Board
155 King William Street
Hamilton, ON L8R 1A7

Email: Kirsten.Stevenson@hamilton.ca

Subject: 2023 Operating Budget Submission for the Hamilton Police Services Board

Dear Ms. Stevenson:

This letter is to request that your organization submit a draft budget to the City of Hamilton; along with a copy of your organization's most recent audited financial statements, to the **attention of Cyrus Patel, Senior Financial Analyst, Budget and Finance Division, 71 Main Street West, Hamilton, Ontario L8P 4Y5, on or before December 5, 2022.**

Please be advised that, at this time, Council has not provided a specific direction regarding 2023 budget increases. We expect the 2023 preliminary budget will reflect an increase required to maintain existing service levels and to finance previously approved enhancements. Service enhancements beyond existing levels should be presented as business cases.

If you have any questions respecting your budget submission, please contact Cyrus Patel at (905) 546-2424 Ext.7698 or at cyrus.patel@hamilton.ca.

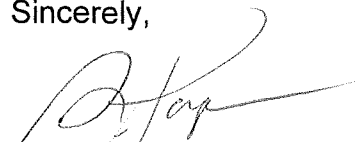
Your organization has been scheduled to provide a presentation respecting their 2023 budget submission on **Thursday, January 12, 2023 at approximately 10:45 a.m.**

City of Hamilton meetings are now held in a hybrid mode. Therefore, you are welcome to attend either in person or virtually. Please forward to my attention, the names, titles and emails of all parties from your organization that need to be included in the WebEx meeting, as soon as possible, so that I can ensure that they have access to the meeting.

Please provide an electronic copy of your **final presentation no later than 12 noon on Tuesday, January 3, 2023** to my attention at Stephanie.paparella@hamilton.ca.

Should you have any questions respecting the meeting process or your presentation, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Stephanie Paparella', written in a cursive style.

Stephanie Paparella
Legislative Coordinator
Office of the City Clerk

Copied: Mike Zegarac, General Manager, Finance & Corporate Services
Brian McMullen, Director, Financial Planning, Administration & Policy
Kirk Weaver, Manager, Budgets & Financial Policy
Duncan Robertson, Supervisor, Budgets & Financial Planning
Cyrus Patel, Senior Financial Analyst

**Hamilton Police Services Board
Governance Committee
Minutes**

**August 23, 2022
9:05 AM
Virtual Meeting**

Present: Member Elms
Member Partridge

Regrets: Member Athulathmudali

Others: Administrator Stevenson
Board Assistant Romano
Superintendent Mason

1. Call Meeting to Order

The meeting was called to order.

2. Welcome & Introduction of Superintendent Will Mason

Superintendent Mason introduced himself to the Committee.

3. Discussion of Report PSB-G 22-012 use of Force Police Research

After discussion, the Committee approved the following recommendations:

That the Governance Committee direct the Administrator to update the Board's Use of Force Policy (under Adequacy Standards) based on Report PSB-G 22-012; and

That the Administrator place the revised policy on the Board's September 23, 2022 public agenda for consideration and approval.

4. Review and Discussion of Prisoner Care, Control and Transportation Policies

After discussion, the Committee approved the following recommendations:

That the Governance Committee direct the Administrator to update the Board's Prisoner Care and Control Policy and Prisoner Transportation Policy (under Adequacy Standards) based on Committee Member discussions and the Administrator's research; and

That the Administrator place the revised policies on the Board's September 23, 2022 public agenda for consideration and approval.

Superintendent Mason was excused from the meeting.

5. Election of the Chair of the Governance Committee

Election of the Chair of the Governance Committee for 2022 was deferred until the next meeting as not all members were present.

6. Approval of Previous Minutes

The minutes of July 6, 2022 were approved as presented and will be brought to the next Board meeting for approval.

7. Review of Outstanding Business List

The Committee reviewed the Outstanding Business List.

8. New Business

Discussion occurred around adding new items to the Outstanding Business list as follows:

- Creating a Board policy to review and revise Board policies on consistent basis
- Revising the Board's Deputation Policy to allow the public additional time to submit deputation requests to the Administrator for inclusion at upcoming meetings
- Creating a Board policy based on Electronic Monitoring for Board Staff
- Reviewing the Board's Procedural By-law with regards to timing of nominations of Members to Board Committees (recommendation to consider February meeting, after Board Chair and Vice Chair elections take place in January of every year)

9. Adjournment

Seeing as there was no further business, the Governance Committee adjourned at 10:23 AM.

HAMILTON POLICE SERVICES BOARD


OUTSTANDING BUSINESS LIST AS OF SEPTEMBER 23, 2022

ITEM NUMBER	ITEM	DATE	ACTION	EXPECTED COMPLETION DATE
1.	Independent Review of Hamilton Pride 2019 – Recommendations	Sept 3, 2020 Item 5.1	Steering Committee on Pride Recommendations, led by the Deputies and CAO, are to review the implementation framework of the 38 recommendations identified during the independent review of Hamilton Pride 2019 and report back to the Board on its progress.	Sept 2022
2.	Creation of Hamilton Police Services Board Website (PSB 22-013)	July 28, 2022 Item 7.7	That the Board Administrator provide status reports back to the Board as required.	Ongoing



HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	September 23, 2022
SUBJECT:	Pride Recommendations – Status Report
REPORT NUMBER:	20-076c
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

- In November 2019, the Hamilton Police Services Board (HPSB) commissioned an independent review of the Hamilton Police Service (HPS) response to Pride Hamilton 2019.
- Scott Bergman of Cooper, Sandler, Schime & Bergman LLP was retained to conduct the review. The independent review and its findings were presented on June 11, 2020.
- The 38 recommendations outlined in the independent review were accepted by the HPSB and the HPS.
- This report provides an update to the framework for implementing the recommendations. Progress highlights made since the last update to the HPSB in March 2022 are outlined below.

INFORMATION

Community Engagement

- A call-out seeking input from community for facilitators(s) and possible task force members was issued at the beginning of April. The results from the McMaster University Two-Spirit and LGBTQIA+ Communities Survey in October 2021 informed the criteria for facilitator and potential task force member selection.
- The 2S & LGBTQIA Liaison Officer delegated to the LGBTQ Advisory Committee in April to share results and next steps.
- In adherence to the City of Hamilton procurement process, an RFP has been created and distributed to potential candidates. A facilitator is expected to be selected by October 2022.

Diversity

- The Community Relations Coordinator, 2S & LGBTQIA Liaison Officer and the EDI Specialist now report directly to the Chief's office. All roles work closely together and collaborate on community initiatives. These positions report to an Inspector.

Operations

- The 2S & LGBTQIA Officer collaborated with Pride Hamilton regarding plans for the 2022 Pride Celebration.
- Hamilton Police met with Hamilton Pride organizers and Hamilton Convention Centre event management on numerous occasions to discuss security needs and risk mitigation.
- A comprehensive operational plan was prepared and shared with all HPS members assigned to Pride Hamilton 2022 well before the event, as well as holding a detailed briefing.

Policy/Procedures

- Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021. This also includes a new fillable operational plan template.
- In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.

Training

- For 2022-23, HPS has created more specialized training pertaining to the Trans community in order to ensure members are up-to-date on current terminology and best practices in serving the Trans and gender diverse communities.
- Ongoing discussions will continue on how to best incorporate further training with respect to the 2S & LGBTQIA community at Block. In addition to traditional lecture-oriented sessions, there will be a focus on scenario-based training this year which will include this topic.
- The 2S & LGBTQIA ISN facilitated a lived experience speaker series to all members. Those that participated in the series received a certificate of completion for attending all three sessions.

The recommendations outlined in Mr. Bergman's report mark a blueprint for the future of the Service and an opportunity to move the relationship forward with the 2S & LGBTQIA communities. As a public institution, the onus rests with us. This commitment will be critical for real change and building trust. We will work hard to better understand the 2S & LGBTQIA communities' trauma that they continue to face in Hamilton through sincere, supportive, and respectful dialogue. The Service is dedicated to an open and transparent process that is informed by the 2S & LGBTQIA communities' lived experience to find solutions. HPS is

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

committed to forming partnerships with the community where we can coproduce organizational and cultural change.

Moving forward, the 2S & LGBTQIA Liaison Officer will review and audit the recommendations on an annual basis to ensure compliance. Building a relationship of mutual trust will take years; however, the HPS is committed to the complex work that lies ahead.

APPENDICES AND SCHEDULES ATTACHED

Appendix A – Project Status

FB/R.Diodati

cc: Ryan Diodati, Deputy Chief – Operations

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

Bergman Report - Recommendations Index							March 2022 Update	September 2022 Update
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status		
1	The HPS should draft a formal policy and procedure to mandate communication between the HPS S.E.A.T. representative and the Crime Management Office within the respective divisions.	Superintendent - Support Services	Draft new policy	1-Aug-20	30-Apr-21	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p>
2	Upon receipt of a S.E.A.T application, the relevant HPS Crime Management Office should prepare an Operational Plan for the event.	Superintendent - Support Services	Draft new policy	1-Aug-20	30-Apr-21	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p>
3	The Operational Plan should be drafted after consultation with Pride Organizers.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S & LGBTQIA Liaison Officer has met with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration.</p>	<p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application was not filed.</p> <p>The 2S & LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. A comprehensive operational plan was prepared and shared with all HPS members assigned to Pride Hamilton 2022.</p> <p>HPS recognizes every operational plan is unique and commits to continually meeting with Pride Hamilton moving forward.</p>
4	The Operational Plan must include the name and contact information for at least one Pride organizer and organizers should be provided with contact information for a commanding officer who will be present at the event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application has not been filed.</p> <p>The 2S & LGBTQIA Liaison Officer has met with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application was not filed.</p> <p>The 2S & LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. A comprehensive operational plan was prepared and shared with all HPS members assigned to Pride Hamilton 2022.</p>

Bergman Report - Recommendations Index								
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	March 2022 Update	September 2022 Update
5	HPS officers, including the LGBTQ Liaison Officer, should meet with Pride organizers to discuss public safety issues after the Operational Plan is drafted and before the event takes place.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S&LGBTQIA+ Officer has met with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. If Pride Hamilton 2022 holds an in-person event, the 2S & LGBTQIA Officer and Liaison Crime Manager will meet with Pride Hamilton organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application was not filed.</p> <p>The 2S & LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. Hamilton Police met with Pride Hamilton organizers and Hamilton Convention Centre event management staff on numerous occasions to discuss specific security needs and risk mitigation.</p>
6	HPS, the Board or the City of Hamilton should consider providing a grant to Pride Hamilton to subsidize the cost of paid duty officers.	Chief's Office	Explore grant opportunities	1-Jul-20	Ongoing	Complete	<p>Where grant opportunities are available, Hamilton Police Service would support submissions from Pride Hamilton.</p> <p>Where grant opportunities are present, Hamilton Police Service will forward that information to Pride Hamilton.</p>	<p>Hamilton Police Service extended grant opportunities to Pride Hamilton and will continue to do so as opportunities arise.</p> <p>The Service is committed to working with Pride Hamilton to support their application for municipal, provincial or federal grants.</p>
7	The Operational Plan for Pride in the Park 2021 must include far more information than it has in previous years.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	1-Mar-21	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application has not been filed.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>The 2S & LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration.</p>
8	The Operational Plan should be available for officers to review at least two weeks prior to Pride in the Park 2021.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application has not been filed.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A comprehensive Operational Plan was prepared and shared with all HPS members assigned to the event well in advance of Pride Hamilton 2022. Moving forward, this will be an ongoing practice to ensure members are aware of the plan and any potential disruptions that could occur.</p>
9	Pre-Pride HPS briefings for officers must be detailed.	Superintendent - Support Services Community Relations	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A SEAT application has not been filed.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>Detailed briefings were provided to officers leading up to the event.</p>

Bergman Report - Recommendations Index							March 2022 Update	September 2022 Update
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status		
10	On the day of the event, supervising officer(s) should arrive at the park and contact organizers well in advance of the start.	Superintendent - Support Services	Draft new policy	1-Aug-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S & LGBTQIA Liaison Officer and Crime Manager will meet with Pride Hamilton organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>Upon arrival, supervising officers made contact with Pride Hamilton organizers and maintained constant contact with event and venue organizers throughout the celebration.</p>
11	The HPS should seek the assistance of a City by-law enforcement officer to enforce by-laws that ensure a peaceful and celebratory event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S & LGBTQIA Liaison Officer and Crime Manager will meet with Pride Hamilton organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above. Hamilton Municipal Law Enforcement (MLE) is considered a component of the operational plan.</p> <p>HPS sought assistance from MLE for Pride Hamilton 2022.</p>
12	Officers should be prepared for the arrival of Agitators.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S & LGBTQIA Liaison Officer and Crime Manager will meet with Pride Hamilton organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>A comprehensive Operational Plan was prepared and shared with all HPS members assigned to the event. Moving forward, this will be an ongoing practice to ensure members are aware of the plan and any potential disruptions that could occur.</p>

Bergman Report - Recommendations Index								
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	March 2022 Update	September 2022 Update
13	HPS supervising officers at Gage Park should be in constant communication with Pride organizers for the duration of the event.	Superintendent - Support Services	Draft new policy	1-Aug-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S & LGBTQIA Officer and Crime Manager will meet with Pride organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>Upon arrival, supervising officers made contact with Pride Hamilton organizers and maintained constant contact with event and venue organizers throughout the celebration.</p>
14	Police should attempt to engage and coordinate with Pride defenders to the greatest extent possible.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	Ongoing	Complete	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>In-person training was conducted with S/Sgts and Crime Managers, as well as a mandatory CPKN online training module for all sworn members.</p> <p>A SEAT application has not been filed.</p> <p>The 2S & LGBTQIA Liaison Officer and Crime Manager will meet with Pride organizers to review safety issues prior to the event.</p>	<p>Incident Command and Operational Planning Policy 4.3.41 was drafted and reviewed at Commanders in early September 2021. The policy was approved on October 25, 2021.</p> <p>A new fillable operational plan template has been created and approved. This template is part of the revised policy noted above.</p> <p>Upon arrival, supervising officers made contact with Pride Hamilton organizers and maintained constant contact with event and venue organizers throughout the celebration.</p> <p>Hamilton Police deployed the Police Liaison Team to engage with the counter Pride street march and party leading up to the official Pride Hamilton 2022 event.</p>
15	The HPS should unequivocally apologize to the community for creating the impression that the police response to Agitators would have been different had the HPS been formally invited to the event.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
16	The HPS should apologize to the community for inadequate planning and lack of preparation for Hamilton Pride 2019.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
17	The HPS should apologize to the community for the public statements made during and after the event and for equating the conduct of the Agitators with that of Pride Defenders.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
18	The HPS should apologize to the community for the lack of communication with Pride Organizers.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
19	The HPS and the Board should publicly acknowledge that building a relationship of mutual trust will take years and should commit to the hard work necessary for that to happen.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
20	The HPS should acknowledge to the community that more needs to be done to protect Pride attendees and Two-Spirit and LGBTQIA+ community members from Agitators who wish to disrupt events and cause conflict. The HPS should acknowledge they understand the perception in the community that they are protecting hatemongers and commit to doing more to balance these Agitators' free speech rights without interfering with the community's peaceful, lawful use of public spaces.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.	Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.

Bergman Report - Recommendations Index								
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	March 2022 Update	September 2022 Update
21	The HPS should refrain from making comments around recruitment booths and police inclusion at Two-Spirit and LGBTQIA+ events until a joint statement can be issued with Pride Hamilton. Instead, the HPS should issue a statement such as "The Hamilton Police Service is committed to protecting the public safety and ensuring that Pride 2021 is a success for everyone who attends to celebrate the diversity of Hamilton. The HPS will work with Pride organizers to ensure a safe event where everyone is respected regardless of whether the HPS is asked to participate in Pride."	Corporate Communicator	Draft mutually agreed upon statement prior to Pride 2021 in conjunction with organizers	1-Jun-21	1-May-21	Complete	<p>Prior to Pride 2022, Hamilton Police will reach out to Pride Hamilton organizers to draft a joint statement regarding the event and the police role.</p> <p>The 2S & LGBTQIA Liaison Officer has met with Pride Hamilton regarding plans for the 2022 Pride Celebration.</p> <p>A SEAT application has not been filed.</p> <p>Once more information is available regarding this year's celebration, Hamilton Police will engage with Pride Hamilton regarding the possibility of a joint statement.</p>	<p>Each organization spoke individually leading up to Pride Hamilton 2022.</p> <p>Hamilton Police spoke about the commitment to public safety and ensuring the safety of everyone in attendance.</p> <p>The 2S & LGBTQIA Liaison Officer met and collaborated with Pride Hamilton regarding plans for the 2022 Pride Hamilton Celebration. A comprehensive operational plan was prepared and shared with all HPS personnel assigned to Pride Hamilton 2022.</p> <p>Hamilton Police acknowledge there is still much work to do to repair the relationship between police and the 2S & LGBTQIA community and will continue to work towards creating a joint statement with Pride Hamilton for future events.</p>
22	The HPS should carefully review the role of and responsibilities associated with the LGBTQ Liaison Officer position and whether it ought to be a full-time, Sergeant level position.	Community Relations/EDI Specialist	Conduct a review of the position.	1-Sep-20	1-Mar-21	Complete	<p>In June 2021, the 2S & LGBTQIA Liaison role was formally transitioned into a full time position.</p>	<p>In June 2021, the 2S & LGBTQIA Liaison role was formally transitioned into a full time position.</p> <p>The Community Relations Coordinator, 2S & LGBTQIA Liaison Officer and the EDI Specialist now report directly to the Chief's office.</p>
23	The HPS should integrate the LGBTQ Liaison Officer position with the Community Relations Coordinator position and consider expanding these roles.	Community Relations/EDI Specialist	Conduct a review of the position.	1-Sep-20	1-Mar-21	Complete	<p>The 2S & LGBTQIA Liaison Officer and Community Relations Coordinator are organizationally situated in the Community Mobilization Division. Both roles work closely together and collaborate on community initiatives.</p>	<p>The Community Relations Coordinator, 2S & LGBTQIA Liaison Officer and the EDI Specialist now report directly to the Chief's office. All roles work closely together and collaborate on community initiatives.</p>
24	The HPS, in consultation with the LGBTQ Liaison Officer and members of the ISN, should determine what role the LGBTQ Liaison Officer should have within the ISN.	Community Relations/EDI Specialist	Define the role and mandate of the ISN.	1-Sep-20	1-Mar-21	Complete	<p>In creating the ISN Terms of Reference, the ISN stipulated that the 2S & LGBTQIA+ Liaison Officer will be a standing member of the ISN.</p>	<p>In creating the ISN Terms of Reference, the ISN stipulated that the 2S & LGBTQIA Liaison Officer will be a standing member of the ISN.</p>
25	The HPS should retain a third-party facilitator or mediator from a list provided by community members to facilitate future community meetings moving forward.	Community Relations	Create a list of qualified facilitators with the community.	1-Sep-20	1-Mar-21	In progress	<p>McMaster University completed the Two-Spirit and LGBTQIA+ Communities Survey in October 2021. The final Report submitted by McMaster University is provided as an appendix to this update.</p> <p>The 2S & LGBTQIA Liaison Officer delegated to the LGBTQ Advisory Committee on March 15 to share results and next steps.</p> <p>A call-out seeking input from community for facilitators (s) and possible task force members will also be issued by the end of March. The survey results have informed the criteria for facilitator and potential task force member selection.</p>	<p>A call-out seeking input from community for facilitators (s) and possible task force members was issued in April. The survey was open for three weeks. A list of names was generated.</p> <p>The 2S & LGBTQIA Liaison Officer delegated to the LGBTQ Advisory Committee on April 19 regarding the nomination survey.</p> <p>In adherence to the City of Hamilton's procurement process, an RFP has been created and distributed to potential candidates. A facilitator(s) is expected to be selected by October 2022.</p>
26	The HPS should consider holding larger town hall meetings to review their action plan, 'The Way Forward'.	Community Relations	Establish a mechanism for Town Hall meetings.	1-Oct-20	1-May-21	In progress	<p>The 2S & LGBTQIA communities' recommendation and final selection of facilitator(s) will inform next steps on how HPS will work together with community to form working group(s) that reflect the various communities and their needs.</p>	<p>The facilitator(s) will inform next steps on how HPS will work together with community to form working group(s) that reflect the various communities and their needs.</p>

Bergman Report - Recommendations Index							March 2022 Update	September 2022 Update
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status		
27	The HPS should consult with the community to determine if and when it may be appropriate to recreate a community task force/advisory committee.	Community Relations	Facilitate creation of community working group.	1-Sep-20	1-May-21	In progress	The 2S & LGBTQIA communities' recommendation and final selection of facilitator(s) will inform next steps on how HPS will work together with community to form working group(s) that reflect the various communities and their needs.	The facilitator(s) will inform next steps on how HPS will work together with community to form working group(s) that reflect the various communities and their needs.
28	To build trust and foster a positive relationship with the Two-Spirit and LGBTQIA+ communities, the HPS leadership should consider having an inspector or higher ranking officer work with the HPS's Community Relations staff to conduct ongoing community outreach.	Chief's Office	Organizational Chart review	1-Jul-20	1-Jul-21	Complete	The 2S & LGBTQIA Liaison role is organizationally situated within the Community Mobilization Division. There is an Inspector and Superintendent assigned to oversee the division.	<p>The Community Relations Coordinator, 2S & LGBTQIA Liaison Officer and the EDI Specialist now report directly to the Chief's office. The positions report to an Inspector.</p> <p>In preparation for the Hamilton Police Service's 2023-2026 Strategic Plan, extensive environmental scanning took place in early 2022 and involved a number of strategies to gather information, such as focus groups, community survey, member survey and a community town hall.</p> <p>A total of nine sessions were held with a variety of community stakeholders, including members of the 2S & LGBTQIA communities. Feedback will be included in the 2023-2026 Strategic Plan.</p> <p>Hamilton Police are committed to ongoing outreach with the 2S & LGBTQIA communities in order to strengthen the relationship.</p>
29	During block training, the HPS must develop and mandate more in-depth seminars and hands-on training with respect to Two-Spirit and LGBTQIA+ issues.	Superintendent - Professional Development/EDI Specialist	Explore opportunities for in person training through CCDI.	Upon contract with external agency approval	Block Sept 2021	Complete	<p>2021-2022 annual training includes sessions on:</p> <ul style="list-style-type: none"> - The fundamentals to equity, diversity & inclusion - The diverse communities we serve - Two-Spirit and LGBTQIA+ matters - Implicit bias, harassment and discrimination <p>Planning for annual training 2022-2023 is underway with consideration to include practical scenarios into annual training/Use of Force. In addition, EGALE training took place with Senior Command in September 2021.</p> <p>On February 28, 2022, HPS hosted the EDI Strategic Planning Day where members participated in EDI centred focus groups relating to talent management, competency building, policy frameworks, incorporating EDI principles into community practice and successes to implementing EDI at HPS. These focus groups will inform the development of the EDI Strategy to be presented to the HPS Board in April.</p> <p>Equity, diversity & inclusion specific training by Arbinger was offered to five members to review material and make recommendations for further training. Arbinger is a leadership training program that has been adopted by the Ontario Police College. Participants learn the difference between an inward an outward mindset.</p> <p>HPS has also implemented Project ABLE (Active Bystandership for Law Enforcement). The project is designed to prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that</p>	<p>For 2022-23, HPS has created more specialized training pertaining to the trans community in order to ensure members are up-to-date on current terminology and best practices in serving the trans and gender diverse communities.</p> <p>Ongoing discussions will continue on how to best incorporate further training with respect to the 2S & LGBTQIA community in annual training. In addition to traditional lecture-oriented sessions, there will be a focus on scenario-based training this year which will include this topic.</p> <p>The 2S & LGBTQIA ISN facilitated a lived experience speaker series to all members. Those that participated in the series received a certificate of completion for attending all three sessions.</p>
30	The HPS should continue training officers with respect to appropriate and current terminology and the need for sensitivity when it comes to terminology.	Superintendent - Professional Development/EDI Specialist	Explore training opportunities.	1-Jul-20	Block 2021	Complete	<p>Training regarding terminology is being done through the Two-Spirit and LGBTQIA+ training offered during annual training, the Egale training, Arbinger's Equity, Diversity & Inclusion training, as well as our internal speaker series (Indigenous and Two-Spirit and LGBTQIA+ lived experience). Additional Trans-specific training was also requested and delivered to the Communications Branch.</p> <p>An in-house Trans-inclusion terminology focused training was approved for development by the EDI specialist and 2S&LGBTQIA+ Liaison Officer (an initial recommendation from EGALE).</p>	For 2022-23, HPS has created a more specialized training program pertaining to the trans community\ which will include appropriate and current terminology. This terminology will also be included in training scenarios.


Bergman Report - Recommendations Index							March 2022 Update	September 2022 Update
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status		
31	The HPS should work in conjunction with the ISN to create additional training materials regarding Two-Spirit and LGBTQIA+ issues, either through lectures or online materials. This training can focus on scenarios that arise in interactions between HPS officers and community members.	Superintendent - Professional Development/EDI Specialist	Meet with ISN to review training.	24-Jul-20	Ongoing	Complete	Beginning in 2022, HPS in conjunction with the 2S&LGBTQIA+ ISN, launched a speaker series. The first speaker was human rights activist Michelle Douglas and the second speaker is Dr. Penny Anderson, one of the first out transgender priests in Canada. Further training opportunities are being assessed as the EDI Strategy is being developed. 2022-2023 annual training/Use of Force will include scenarios that will be created in collaboration with the ISN and EDI Specialist.	The 2S & LGBTQIA ISN facilitated a speaker series, which offered traditional, lecture-oriented sessions from members of the 2S & LGBTQIA community. Further training opportunities are being assessed as the EDI Strategy is being developed. This training will be ongoing. 2022-23 training/Use of Force will include scenarios that have been created in collaboration with the ISN and EDI Specialist.
32	The HPS should review training materials from other police services with regards to Two-Spirit and LGBTQIA+ issues and determine if there are training materials and programs that are suitable for the HPS to develop and deliver.	Superintendent - Professional Development/EDI Specialist	Reach out to other Police Services to review their training.	15-Jul-20	30-Sep-20	Complete	HPS has canvassed Halton, Toronto, York and Peel. Most services use their ISN or their 2S & LGBTQIA Liaison Officer to create and deliver training. HPS has also sought additional community input and collaboration on training modules to ensure the training best meets the needs of the community. HPS has connected with Serving With Pride to deliver optional training for members. This was delayed due to COVID. On March 14, HPS and neighbouring police services participated in discussions on how to serve the Trans and Gender Diverse community to foster the systemic and cultural change needed for bias-free and trans-inclusive policing.	HPS provided Implicit Bias training via our learning management system as part of the review of materials from other police services. Ongoing training is being developed in collaboration with our EDI Specialist and 2S & LGBTQIA Liaison.
33	The HPS officers should be required to work within the Two-Spirit and LGBTQIA+ communities in order to receive experiential training in conjunction with more traditional, lecture-oriented sessions. Officers of all ranks should interact with community members on a more regular basis.	Superintendent - Professional Development/EDI Specialist	Explore learning opportunities.	1-Sep-20	1-Sep-21	Complete	Beginning in 2022, HPS in conjunction with the 2S & LGBTQIA ISN, launched a lived experience speaker series. The first speaker was human rights activist Michelle Douglas and the second speaker is Dr. Penny Anderson, one of the first out Transgender priests in Canada.	The 2S & LGBTQIA ISN facilitated a speaker series, which offered traditional, lecture-oriented sessions from members of the 2S & LGBTQIA community. HPS worked closely with a 2S & LGBTQIA community member who identified as a trans woman to develop different scenarios to better understand best practices when addressing trans people. This experiential training is included in 2022-2023 annual training.
34	All senior command officers should receive enhanced media training to ensure any media appearances are conducted with professionalism and convey appropriate messaging.	Corporate Communicator	Arrange media training.	1-Jul-20	1-Jun-21	In progress	Senior Officers participated in virtual media training offered by the OACP in August 2021. In person training to be rescheduled once current public health restrictions are lifted.	Senior Officers participated in virtual media training offered by the OACP in August 2021. Additional training is being arranged with an international law enforcement agency.
35	The HPS must continue to support the ISN and clarify the role of the ISN.	Superintendent - Professional Development/EDI Specialist	Determine the ISN mission and goals.	1-Sep-20	1-Mar-21	Complete	Command continues to support the 2S & LGBTQIA ISN by meeting with the group bi-annually and on an ad hoc basis as per the outlined Terms of Reference. The role of the ISN is to provide support, mentorship and guidance to 2S & LGBTQIA members within the Hamilton Police Service. The purpose of the ISN has been developed by the group, in consultation with the EDI Specialist and is clearly articulated in the Terms of Reference.	Command continues to support the 2S & LGBTQIA ISN by meeting with the group bi-annually and on an ad hoc basis as per the outlined Terms of Reference. The role of the ISN is to provide support, mentorship and guidance to 2S & LGBTQIA members within the Hamilton Police Service. The purpose of the ISN has been developed by the group, in consultation with the EDI Specialist and is clearly articulated in the Terms of Reference. Membership in the 2S & LGBTQIA ISN has increased by 33 per cent over the previous year and continues to provide support, mentorship and guidance to 2S & LGBTQIA members within the Hamilton Police Service.

Bergman Report - Recommendations Index							March 2022 Update	September 2022 Update
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status		
36	The HPS should carefully consider undertaking a Diversity Audit or Organizational Culture Review.	Director - Human Resources/EDI Specialist	Partner with CCDI execute a diversity and inclusion survey.	13-Jul-20	5-Mar-20	Complete	Survey launched in January 2021. Administered by the Canadian Centre for Diversity and Inclusion, all HPS members were invited to participate. Results from the survey will form the foundation for the EDI Strategy.	Survey launched in January 2021. Administered by the Canadian Centre for Diversity and Inclusion, all HPS members were invited to participate. Results from the survey formed the foundation for the EDI Strategy. The strategy was launched in May 2022.
37	The HPS should consider the legal tools discussed in this Report in the context of demonstrations at City Hall.	Legal Counsel	Conduct legal review.	1-Jul-20	31-Oct-20	Complete	Legal authorities have been considered and incorporated into the operational planning document.	Legal authorities have been considered and incorporated into the operational planning document.
38	The Board and/or HPS should institute a mechanism for external review and audit of these recommendations and grading of compliance. The HPS should be prepared to address how and in what manner it has responded to these recommendations 12 months and 24 months after the release of this Report.	Chief's Office	Establish external review.	1-Jul-20	Ongoing	Complete	The Two-Spirit and LGBTQIA+ Communities Survey results will inform what a community task force/advisory committee could look like, if and when, the community is ready. Hamilton Police Service continues to provide the HPSB with bi-annual updates on how it has responded to the recommendations outlined in the report. Progress reports are shared on the HPS website.	The Two-Spirit and LGBTQIA+ Communities Survey results have informed what a community task force/advisory committee could look like, if and when, the community is ready. Hamilton Police Service provided the HPSB with bi-annual updates on how it has responded to the recommendations outlined in the report. Progress reports are shared on the HPS website. Moving forward, the 2S & LGBTQIA Liaison Officer will review and audit the recommendations annually to ensure compliance.



HAMILTON POLICE SERVICE

RECOMMENDATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	September 23, 2022
SUBJECT:	HPS Projected Capital Expenditures: 2023-2032
REPORT NUMBER:	22-085 (PSB21-098, PSB20-099, PSB15-002, PSB 15-002a, PSB 15-002x, PSB 16-113, PSB 17-122, PSB 18-108, PSB 19-103)
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

RECOMMENDATION(S)

- a) That the Hamilton Police Service Board (Board) approves the list of 2023-2032 Projected Police Capital Expenditures as noted in Appendix “A”; and
- b) That the Board approves that Capital Projects 1 to 10 in this report and Appendix “A” be considered by the City of Hamilton (COH) for funding in 2023; and
- c) That the Board forwards Report 22-085 HPS Projected Capital Expenditures 2023 – 2032 and Appendix “A” to the COH for inclusion in their 2023-2032 Capital Budget Plan.

EXECUTIVE SUMMARY

The following represents a summary of the major capital projects for the Hamilton Police Service (HPS):

- Item 1 – 2023-2026 – Roof Replacement – Police Stations – \$680,000 in 2023 (\$3,505,000 total)
- Item 2 – 2023-2025 – Parking Lot Replacements – Police Stations – \$850,000 in 2023 (\$2,550,000 total)
- Item 3 – 2023-2024 – Standby Generator Diesel Fuel System Upgrade – Police Stations – \$320,000 in 2023 (\$620,000 total)

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- Item 4 – 2023-2024 – Personal Issued Portable Radios replacement (PIPR) – \$1,400,000 in 2023 (\$2,800,000)
- Item 5 – 2023 – Marine Vessel Engine Replacement - \$200,000
- Item 6 – 2023 – Prisoner Escort Vehicles - \$320,000
- Item 7 – 2023 – Pedestrian Pavers – Station 20 – East End – \$95,000
- Item 8 – 2023 – Door Replacement – Station 30 – Mountain – \$60,000
- Item 9 – 2023 – Chain Link Fences – Station 10 – Central – \$50,000
- Item 10 – 2023 – Electronic Tickets/Notes (eTickets/Notes) – \$750,000
- 2023 – 2026 9MM Conversion (Glock Program) - \$183,060 in 2023 (\$732,240 total)
- 2024 – Chiller Overhaul – Station 10 – Central – \$80,000
- 2024 – Hardware Acquisition - Server/Storage – Intelligence Service Division (ISD) - \$542,000
- 2025 – Cooling Tower Replacement – Station 10 – Central – \$150,000
- 2025 – Motor Control Centre – Station 10 – Central – \$50,000
- 2027-2029 – Central Air System – Make-Up Air Handling Unit (AHU) – Station 10 – Central - \$560,000
- 2028 – Windows Replacement – Station 10 – Central – \$250,000
- 2029 – Gym Floor Replacement – Station 10 – Central – \$125,000

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: See the details below including Appendix A.

Staffing: N/A

Legal Implications: N/A

INFORMATION

Each year the COH requests that the HPS identifies capital projects for the next 10 years. These projects are submitted to the COH for consideration, priority and funding approval through the COH's annual capital budget process. The capital projects listed below represent HPS's projection of expected capital expenditures for the next 10 years.

In addition to the capital projects, the HPS embarked, for the first time in 2022, on a 10-year Human Capital plan to ensure the number of Police Officers is commensurate to the expected population growth in Hamilton. Each year and until 2030, a net new of 13 Police Officers will be added in order to maintain the current Cop-to-Pop (population) ratio of 146 Officers per 100,000 population.

This report separates capital projects in three sections: 1) requests to the COH for consideration to fund the expenditures on HPS's behalf, 2) projects HPS will include in its 2023 annual budget submission and 3) HPS forecasted capital projects.

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A brief description of each item, the recommended year of acquisition and an estimate of total cost is provided for each project. Appendix A provides a summary of the capital projects.

1. CAPITAL PROJECTS FOR CONSIDERATION BY THE COH FOR FUNDING

Item 1 – 2023-2026 – Roof Replacements – \$680,000 in 2023 (\$3,505,000 total)

As part of the COH's Building Condition Assessment Program and Stantec's Facilities Condition report (2016), the roofing systems at Central, East End and Mountain Police stations are in need of replacement as they have exceeded or are approaching their useful life expectancy. In addition to Stantec's report, MTE consultants also performed a comprehensive review of the roofs and provided the estimated budgets and phasing plans. A more recent BCA was completed in 2022 by Walter Feddy Consultants which also identified the need of roof replacements. The roof replacement is an on-going multi-year project that began in 2019.

The roof replacement at the East End station has been congruently completed with the replacement of the Air-Cooled Chiller in 2021. No additional roofing is required for the East End station.

Currently, the Central's Phase 2 roof replacement (phase 1 completed in 2020) is in progress. The Phase 2 was budgeted and approved as part of the COH's annual capital budget process, at an estimated cost of \$200,000. As per the deployment strategy in Appendix A, Phase 3 is to take place in 2023. As such, a total of \$680,000 is estimated for Phase 3, with an additional \$525,000 for Phase 4 in 2024.

The Mountain Station roof replacement is expected to occur in 2026. The cost is significantly greater than other stations due to the roof system being more complex. This system cannot be replaced in phases and as such represents a higher one-time cost.

Appendix A identifies the deployment strategy along with the projected costs for Central and Mountain stations. Estimates have significantly increased due to unstable markets and increased construction costs.

Item 2 – 2023-2025 – Parking Lot Replacements – \$850,000 in 2023 (\$2,550,000 total)

Stantec's Facilities report (2016) identified the need for a complete parking lot replacement and resurfacing at all Police Stations (Central/East End/Mountain) as they have exceeded or are approaching their end of life conditions.

An updated Building Condition Assessment (BCA) was completed in 2021 by Walter Feddy and identified that the East End station is in need of a complete parking lot replacement as patchwork repairs are no longer feasible. The estimated cost of \$850,000 is budgeted in 2023.

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The Central and Mountain stations parking lots display cracks and base failures that have created potholes. HPS has attempted to extend their useful life with patchwork repairs as required and will continue to do so until it is no longer feasible. Appendix A identifies the deployment strategy along with the projected costs for Central and Mountain stations.

Item 3 – 2023-2024 – Standby Generator Diesel Fuel System Upgrade – Police Stations – \$320,000 in 2023 (\$620,000 total)

Both Central and Mountain stations are equipped with Standby Generator Systems fueled by diesel. The Standby Generator Diesel Fuel System is an emergency standby power generator. The generator fuel systems do not meet current Technical Standards Safety Authority (TSSA) standard requirements and require repairs/upgrades to be legislatively compliant. A variance application has been submitted and approved by TSSA to maintain operational requirements until upgrades are completed for both stations. The TSSA has approved variance applications for both, Mountain and Central, stations until December 1, 2023 and December 1, 2024, respectively.

The COH approved and included in its 10-year Capital Plan the previous funding request for 2022 for Central station Generator System/Fuel upgrade. As such, HPS request the same consideration for 2023 and 2024.

Item 4 – 2023-2024 – Personal Issued Portable Radios replacement (PIPR) –\$1,400,000 in 2023 (\$2,800,000)

The HPS implemented a five-year deployment strategy, which began in 2020, for the replacement of the PIPR. The replacement plan includes the mobile communication devices in each patrol vehicle. The HPS, together with the COH, negotiated a contract with Motorola in 2019, which included significant discounts with respect to equipment.

The previous funding request for 2020-2022, the COH approved and included this project in their 10-year Capital Plan. As such, HPS requests the same consideration for 2023 and 2024.

Item 5 – 2023 – Marine Vessel Engine Replacement - \$200,000

The Marine Unit provides vital support on the waterways within Hamilton Harbour, Lake Ontario, conservation areas and other water ways within the COH. The Marine Unit is responsible for enforcement on the water, search and rescue, criminal investigations and assisting vessels in distress. The current vessel was purchased in 2019 and has had several catastrophic motor malfunctions and a number of maintenance issues. The warranty period has expired and the current engines are no longer being produced or supported. Therefore, it is recommended that the engine be replaced in order to continue to conduct the duties safely, efficiently and effectively. This will also provide the HPS with the ability to provide community safety under numerous circumstances.

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Item 6 – 2023-2024 – Prisoner Escort Vehicles - \$320,000

The HPS Court Security Branch is responsible for transportation of prisoners to and from Central station, the Hamilton Wentworth Detention Centre (HWDC) and on occasion to facilities that are outside our jurisdiction. The Court Security Branch uses two 2012 court custody transportation wagons that have reached end of their useful life. The prisoner compartments have been reconditioned, however, hinges, latches, wiring and air conditioning are at lifecycle end and are failing. The HPS considered replacing only the prisoner compartment but the chassis of the current E450 is not compatible with the current prisoner compartments. Therefore, the HPS needs to replace two aging vehicles for the transportation of prisoners. It is recommended that one be replaced in 2023 and one in 2024, with an estimated costs of \$160,000 per year. These vehicles must be highly protected and feature bars or wire mesh over the windows, bulletproof glass, segregated prisoner compartments, and additional seating for escorting officers. Vehicles also must be equipped with radio communications, global positioning units, additional restraints and other emergency equipment. The optimal vehicle size for current operations includes 4 compartments, holding 16 prisoners.

Item 7 – 2023 – Pedestrian Pavers – Station 20 – East End – \$95,000

In 2021, the HPS budgeted \$25,000 for replacement and regrading of paving stones at East End station. The project was not fully completed as actual cost to do the whole area at once came in significantly higher than originally estimated. The increase is due to unstable markets and increased labour and material/construction costs during Covid. Shared use path is the main type of pedestrian facility that accommodate pedestrians. As such, the project needs to be completed as there are visible signs of a crumbling surface, including spalling, scaling and popouts. This can lead to structural damage to shared use path which can result in accessibility issues and tripping hazards.

Item 8 – 2023 – Door Replacement – Station 30 – Mountain – \$60,000

The main doors at the Mountain Station, which are original to the building are aging, have sprung and require replacement.

HPS has delayed the replacement for three (3) years and cannot further delay it as the doors have worsen and, therefore, recommends replacement in 2023.

Item 9 – 2023 – Chain Link Fences – Station 10 – Central – \$50,000

There is a chain link fencing on the northern and eastern ends of Central station. This fencing surrounds and provides security to HPS police/pool vehicles and gas dispensing for the vehicles. The chain link fences are in poor condition with visible signs of rust, sagging and deterioration, all of which shortened the lifespan of the chain link fence. It is recommended that the chain link fences be replaced. Prolonging it will cause further damage to the underlying structure of the fence.

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Item 10 – 2023 – Electronic Tickets/Notes (eTickets/Notes) – \$750,000

The HPS will be launching a new eTickets/Notes pilot project in 2023. This initiative will allow the HPS to maximize innovative technology and reduce the time officers spend on paperwork. It will also provide officers with convenient pre-populated menus of common charges, and has the flexibility to enter less common offences and warnings as required. The eTickets/Notes solution also integrates directly with the HPS's existing records management system (RMS). This means increased accuracy and efficiencies in record keeping, compared to carbon-copy tickets which are hand-filled. It also streamlines the submission process to the courts. Statements and notes will be immediately uploaded, negating the need to scan hardcopies into the RMS which, in result, will improve efficiency in court disclosure. A phased-in deployment will commence with due diligence and software prep in 2023. An anticipated service wide roll-out is expected to begin in 2024, with a full implementation by 2026. The estimated implementation cost is approximately \$750,000.

2. CAPITAL PROJECTS TO BE INCLUDED IN HPS's ANNUAL BUDGET SUBMISSION**2023 – 2026 9MM Conversion (Glock Program) - \$183,060 in 2023 (\$732,240 total)**

The HPS is transitioning from a .40-caliber magazine to a Glock 9mm platform. Transitioning to 9mm offers substantial long-term cost savings as 9mm ammunition is cheaper. In addition, as most manufacturers are no longer producing .40 caliber ammunition, supply is significantly limited placing the organization at risk as a result of lack of supply.

In 2022, the HPS negotiated a total Service conversion, with a rent-to-own, 5-year plan at \$183,060 per year. This is a second year of the 5-year deployment strategy.

3. HPS FORECASTED CAPITAL PROJECTS**2024 – Chiller Overhaul – Station 10 – Central – \$80,000**

The chiller located in the mechanical room has exceeded the 25,000 hours of operation. No service to the vanes, bearing and motor in the chiller cavity have been completed. Generally, it is recommended that chillers be overhauled and inspected every 25,000 operating hours to ensure peak performance. This service is crucial in preventing future failure and shortening the lifespan of the chiller that is used as the primary source of cooling the Central station. If this chiller was to fail, it would cause significant damage and there would be no cooling provided to the occupants of this building during the cooling season.

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2024 – Hardware Acquisition - Server/Storage – Intelligence Service Division (ISD) - \$542,000

The Tech Crime Unit (TCU) examines, analyzes and extracts all evidence from devices capable of storing digital data for the entire service. The HPS must retain all evidence for a particular period of time. In the event of major cases, evidence is retained for life. The current TCU servers have the capacity to store approximately 500TB worth of data. Currently, 80% of this storage capacity is being used and if seizures of digital devices, combined with the rise in the storage capacity continues to increase, the HPS could potentially reach full capacity in 2023. As the capacity increases on the servers, the technology operates at its peak performance, which has the potential to lead to network failure. In addition to this, the current TCU servers are aging and approaching their end of useful life. While end of useful life does not mean that the servers will stop working, it means that should a failure occur the HPS will be unable to purchase parts or have maintenance provided to repair the servers. A purchase of a new server/storage is needed as it will allow for an expansion of data to store evidence, increase capacity and acquire up-to-date technology in line with industry standards.

2025 – Cooling Tower Replacement – Station 10 – Central – \$150,000

The Central station cooling tower, which is original to the building, shows signs of aging and deterioration. Based on the 2021 BCA, the cooling tower has been identified for replacement. The cooling tower provides large scale air-conditioning and ventilation to the Central station. This cooling tower works in tandem with the chiller system where it provides evaporation for the cooling system and the two together create a central cooling for the Central station. If the cooling tower was to breakdown there would be no cooling provided to the occupants during the cooling season.

2025 – Motor Control Centre – Station 10 – Central – \$50,000

The motor control center, that provides electrical power and control to various pumps and fans on all kinds of mechanical equipment, shows signs of wear and aging. This equipment is critical for the mechanical systems and if failure was to occur it can result in significant downtime and loss of control of mechanical equipment. This can also cause heating, cooling and ventilation systems to cease to function causing discomfort to occupants and possible property damage.

2027-2029 – Central Air System – Make-Up Air Handling Unit (AHU) – Station 10 – Central - \$560,000

Make-up air is designed to make up the air in interior space that has been removed due to process exhaust fans. This type of HVAC solution pulls in fresh, tempered air from outside of the building to replace existing air that cannot be recirculated. This not only improves the quality of air within the building, but also protects the health of those inside. The system is comprised of 8 AHUs, 8 supply fans and 8 return fans. Based on the 2022 BCA, the system appears to be in fair condition with some signs of wear and aging. If the system was to fail,

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refurbishment would be needed which includes replacement of the AHUs, supply fans and return fans. The replacement will not be performed all at once but rather on as needed basis. The estimated cost per unit for AHU is \$60,000 and \$5,000 per supply/return fans. The HPS will continue to perform regular preventative maintenance to contribute to its longevity.

2028 – Windows Replacement – Station 10 – Central – \$250,000

The exterior windows for the building is comprised of aluminum-framed windows which are original to the building. Based on the 2021 BCA, the windows are showing normal wear and tear. The HPS will monitor and check their conditions continually. However, as they approach their useful life expectancy a full window replacement may be required.

2029 – Gym Floor Replacement – Station 10 – Central – \$125,000

The floor in the gym is finished with hardwood. Based on the 2021 BCA, the wood appears to be in fair condition overall. The floor does display some scratched and gouged areas which is reflective of gym being a high-traffic area and its frequent use. The HPS will continue to perform preventative maintenance as required to contribute to its longevity. Even with the proper preventative maintenance, the hardwood floor still has a life expectancy. Over time floors being to show their age. The boards may begin to feel soft and bouncy, the wood may fracture and crack in places. All these issues go beyond cosmetics and could be dangerous for members using the gym.

ALTERNATIVES FOR CONSIDERATION

Not Applicable

APPENDICES AND SCHEDULES ATTACHED:

Appendix “A” – HPS Projected Capital Expenditures 2023-2032

FB/S.Dzaferi

cc: Ryan Diodati, Deputy Chief – Operations
Paul Hamilton, Deputy Chief – Support
Sanela Dzaferi, Acting Director of Finance

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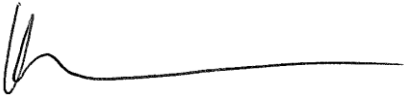
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**Hamilton Police Service
10 Year Capital Plan 2023 - 2032**

Appendix A to Report 22-085

Item / Description	Pre - 2022	2023	2024	2025	2026	2027-2029	2030-2032
<u>1) CAPITAL PROJECTS FOR CONSIDERATION BY THE COH FOR FUNDING</u>							
<u>STATION 10 - Central</u>							
Roof Replacement - <i>item 1</i>		680,000	525,000				
Parking Lot Replacement - <i>item 2</i>					600,000		
Standby Generator Diesel Fuel System Upgrade - <i>item 3</i>			300,000				
Chain Link Fences - <i>item 9</i>		50,000					
<u>STATION 20 - East End</u>							
Parking Lot Replacement - <i>item 2</i>		850,000					
Pedestrian Pavers - <i>item 7</i>		95,000					
<u>STATION 30 - Mountain</u>							
Roof Replacement - <i>item 1</i>					2,300,000		
Parking Lot Replacement - <i>item 2</i>			1,100,000				
Standby Generator Diesel Fuel System Upgrade - <i>item 3</i>		320,000					
Door Replacement - <i>item 8</i>		60,000					
<u>OTHER CAPITAL ITEMS</u>							
Personal Issued Portable Radio Replacement - <i>item 4</i>	2,720,000	1,400,000	1,400,000				
Marine Vessel Engine Replacement - <i>item 5</i>		200,000					
Prisoner Escort Vehicles - <i>item 6</i>		160,000	160,000				
Electronic Tickets/Notes (phased-in approach 2023-2026) - <i>item 10</i>		750,000					
<u>2) CAPITAL PROJECTS TO BE INCLUDED IN HPS's ANNUAL BUDGET SUBMISSION</u>							
9MM Coersion (Glock Program)	183,060	183,060	183,060	183,060	183,060		
<u>3) HPS FORECASTED CAPITAL PROJECTS</u>							
<u>STATION 10 - Central</u>							
Chiller Overhaul			80,000				
Cooling Tower Replacement				150,000			
Motor Control Centre				50,000			
Central Air System - Make-Up Air Handling Unit (AHU)						560,000	
Windows Replacement						250,000	
Gym Floor Replacement						125,000	
<u>OTHER CAPITAL ITEMS</u>							
ISD - Hardware Acquisition - Server/Storage			542,000				
TOTAL	2,903,060	4,748,060	4,290,060	983,060	2,483,060	935,000	-

HAMILTON POLICE SERVICES BOARD GOVERNANCE COMMITTEE RECOMMENDATION REPORT

TO:	Chair and Members Hamilton Police Services Board
COMMITTEE MEETING DATE:	September 23, 2022
SUBJECT:	Hamilton Police Services Board Revisions Related to Prisoner Handling and Use of Force Policies
REPORT NUMBER:	PSB-G 22-014
SUBMITTED BY:	Kirsten Stevenson, Administrator
SIGNATURE:	

RECOMMENDATIONS

That revised Hamilton Police Services Board (HPSB) Use of Force Policy AI-012, attached as Appendix "A", be approved; and

That revised HPSB Prisoner Care and Control Policy LE-016, attached as Appendix "B", be approved; and

That revised HPSB Prisoner Transportation Policy LE-033, attached as Appendix "C", be approved.

EXECUTIVE SUMMARY

- The Board requested a review of all policies and procedures related to prisoner handling and use of force to ensure they are current and reflective of best practices
- The Governance Committee reviewed and revised the Board's three Adequacy Standard policies pertaining to prisoner handling and use of force

INFORMATION

The Governance Committee met, reviewed and considered research and best practices on its prisoner handling and use of force policies, in consultation with the Hamilton Police Service's Professional Development Division. They are recommending the Board

approve revisions to three of its Adequacy Standards Policies. These revisions support best practices and improve upon equity, diversity and inclusiveness principles.

Revisions to all three policies, attached as appendices, are marked in red.

The Board's Adequacy Standards Policies were prepared in accordance with the Regulation on the Adequacy and Effectiveness in Police Services of the *Police Services Act*.

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: N/A

Staffing: N/A

Legal Implications: N/A

ALTERNATIVES FOR CONSIDERATION

1. The Board may consider alternative policy wording.
2. The Board may consider not approving the revised policies.

APPENDICES AND SCHEDULES ATTACHED

Appendix "A" - HPSB Revised Use of Force Policy AI-012

Appendix "B" - HPSB Revised Prisoner Care and Control Policy LE-016

Appendix "C" - HPSB Prisoner Transportation Policy LE-033

Use of Force**Board Policy # AI-012**

The Hamilton Police Services Board places the highest value on the protection of life and the safety of the public and its officers; therefore, in accordance with the *Criminal Code* and the *Police Services Act*, it is the policy of the Hamilton Police Services Board with respect to use of force that:

- a) Incidents of use of force are defined as occurring when members in the performance of their duty:
 - i) Use physical force on another person that results in an injury requiring medical attention;
 - ii) Draw a handgun in the presence of a member of the public;
 - iii) Discharge a firearm; and
 - iv) Use any weapon, other than a firearm, on another person.
- b) This Board, upon receiving a report on the investigation into an injury or death caused by the discharge of a member's firearm, will:
 - i) Review the report and make further inquiries as necessary; and
 - ii) File a copy with the Solicitor General, including any additional inquiries of the Board;
- c) This Board, upon being notified that the Chief of Police has discharged a firearm in the performance of his/her duty, will cause an investigation into the circumstances and file a report on the investigation with the Solicitor General;
- d) The Chief of Police will:
 - i) Ensure complete compliance with legislative and constitutional requirements, and recognized legal principles;
 - ii) Ensure that members act with full respect for human dignity, cultural sensitivity and according to professional standards of skill, integrity and accountability; and
 - iii) Maintain both officer and public safety as a priority; and
 - iv) Establish procedures consistent with the requirements of the *Equipment and Use of Force Regulation 926*;
 - v) Ensure that members do not use a weapon other than a firearm, with the exception of those used on another member in the course of a training exercise in accordance with procedures, unless:
 - that type of weapon has been approved for use by the Solicitor General;
 - the weapon conforms to technical standards established by the Solicitor General; and
 - the weapon is used in accordance with standards established by the Solicitor General.
 - vi) Ensure that, at minimum, police officers are:
 - issued a handgun that meets the technical specifications set out in the *Equipment and Use of Force Regulation*;
 - issued oleoresin capsicum aerosol spray;

- issued a baton; and
 - trained in officer safety, communication, handcuffing and physical control techniques;
- vii) Be authorized to issue a conducted energy weapon to police officers who are:
- front line supervisors;
 - members of tactical/ hostage rescue teams;
 - members of preliminary perimeter control and containment teams; and
 - other officers deemed appropriate
- viii) Ensure that members do not:
- use force on another person unless they have successfully completed a training course on the use of force; and
 - carry a firearm unless, they have successfully completed a training course on the use of firearms, and is competent in the use of the firearms;
- ix) Ensure that, at least once every 12 months, members:
- who may be required to use force on other persons receives a training course on the use of force; and
 - authorized to carry a firearm, receives a training course on the use of firearms;
- x) Permit the use of reasonable weapons of opportunity by police officers, when none of the approved options is available or appropriate to defend themselves or members of the public;
- xi) Establish procedures consistent with the requirements of the *Equipment and Use of Force Regulation*;
- xii) Immediately cause an investigation to be made where a member unintentionally or intentionally discharges his or her firearm, except on a target range or in the course of weapon maintenance;
- xiii) Immediately cause an investigation and file a report to this Board where a member, by the discharge of a firearm in the performance of his or her duty, kills or injures another person;
- xiv) Where the Chief discharges a firearm in the performance of the Chief's duties, promptly report the matter to this Board;
- xv) Ensure that a written record is maintained of the training courses taken by the members of the police service on the use of force and the use of firearms;
- xvi) Ensure the reporting of the use of force by members in accordance with the *Equipment and Use of Force Regulation*;
- xvii) Ensure the ongoing review and evaluation of local use of force procedures, training and reporting; and
- xviii) Provide a copy of the police service's annual use of force study to this Board for review, and ensure the availability of the study to the community.

Pat Mandy
Chair

Prisoner Care and Control

Board Policy # LE-016

It is the policy of the Hamilton Police Services Board with respect to prisoner care and control that the Chief of Police will:

- a) Ensure complete compliance with legislative and constitutional requirements, and recognized legal principles;
- b) Ensure that members act with full respect for human dignity, cultural sensitivity and according to professional standards of skill, integrity and accountability;
- c) Maintain both officer and public safety as a priority;
- d) Establish procedures and processes for:
 - i. the care and control of prisoners, including effective monitoring; and
 - ii. responding to an escape from police custody;
- e) Ensure that members involved in prisoner care and control have the knowledge, skills and abilities required to perform this function;
- f) Following an escape or in-custody death, review the procedures, processes and practices of the police service for prisoner care and control and report back to the board
- g) Ensure that where young people may be detained in the same facility as adults, specific measures are taken to guarantee compliance with the Youth Criminal Justice Act, S.C. 2002, c.1.
- h) Ensure that when individuals are to be detained in the same facility, specific measures are taken to separate them according to their self-identified gender.

Pat Mandy
Chair

Hamilton Police Services Board

APPROVED: December 18, 2000

REPEALED:

REVISED: Sep. 20, 2004; May 19, 2009; **Sep. 23, 2022**

REVIEWED: ~~May 9, 2019~~ **Sep. 23, 2022**

Prisoner Transportation

Board Policy # LE-033

It is the policy of the Hamilton Police Services Board with respect to prisoner transportation that the Chief of Police will:

- a) Ensure complete compliance with legislative and constitutional requirements, and recognized legal principles;
- b) Ensure that members act with full respect for human dignity, cultural sensitivity and according to professional standards of skill, integrity and accountability;
- c) Maintain member, public and detainee safety as a priority;
- d) Establish procedures on prisoner transportation that require compliance by police officers/special constables with the police service's procedures on prisoner care and control;
- e) Ensure that police officers/special constables used to escort persons in custody have the knowledge, skills and abilities required to perform this function; and
- f) Ensure that appropriate safety equipment is used/available to police officers/special constables performing this function.

Pat Mandy
Chair

HAMILTON POLICE SERVICES BOARD

GOVERNANCE COMMITTEE

RECOMMENDATION REPORT

TO:	Chair and Members Hamilton Police Services Board
COMMITTEE MEETING DATE:	September 23, 2022
SUBJECT:	Hamilton Police Services Board Policy – Electronic Monitoring – Board Staff (P-003)
REPORT NUMBER:	PSB-G 22-013
SUBMITTED BY:	Kirsten Stevenson, Administrator
SIGNATURE:	

RECOMMENDATION

That the draft Hamilton Police Services Board (HPSB) - Electronic Monitoring Policy – Board Staff P-003, attached as Appendix ‘A’, be approved.

EXECUTIVE SUMMARY

- Bill 88 requires employers with 25 or more employees to put in place a written policy for all employees with respect to electronic monitoring of employees.
- The policy must contain the following information:
 - Whether the employer electronically monitors employees and if so,
 - A description of how and in what circumstances the employer may electronically monitor employees; and
 - The purposes for which information obtained through electronic monitoring may be used by the employer;
 - The date the policy was prepared and the date any changes were made to the policy; and
 - Such other information as may be prescribed.
- HPSB Policy P-003 ensures the Board’s compliance with the new requirement

INFORMATION

The Bill 88 requirement does not affect or limit an employer's ability to use information obtained through electronic monitoring of its employees.

Employers with at least 25 employees as of January 1, 2022 will be required to put a written policy in place by October 11, 2022. After 2022, the deadline will be before March 1 in any given year for an employer who has 25 or more employees as of January 1 of that year.

Employers must provide employees with a copy of the policy within 30 days of the deadline for putting the policy in place, or if the policy has changed, within 30 days of changes being made. A new employee must receive a copy of the policy within 30 days of becoming employed. Employers who are clients of a temporary help agency shall provide assignment employees assigned to perform work for the employer with a copy of the policy within 24 hours of the start of assignment, or within 30 days from the day the employer is required to have the policy in place, whichever is later.

The Governance Committee met and is recommending the Board approve draft policy P-003.

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: N/A

Staffing: N/A

Legal Implications: N/A

ALTERNATIVES FOR CONSIDERATION

1. The Board may wish to consider alternative policy wording.
2. The Board may consider not approving the policy.

APPENDICES AND SCHEDULES ATTACHED

Appendix "A" - Hamilton Police Services Board draft Policy P-003 – Electronic Monitoring – Board Staff

Hamilton Police Services Board

Electronic Monitoring – Board Staff

Policy P-003

It is the policy of the Hamilton Police Services Board (HPSB) that:

1. Board Staff may utilize electronic devices provided to them by the Board for business-related purposes.
2. Electronic devices used by Board Staff, owned or leased by or through the Board, are not normally monitored.
3. Should the Board wish to monitor Board Staff utilization of employer-provided electronic devices, they may do so via direction of the Chair and/or Vice Chair.
4. The Chair and/or Vice Chair of the Board may use information obtained through electronic monitoring at their discretion to ensure compliance with Board policies and procedures as well as the *Municipal Freedom of Information and Protection of Privacy Act*.
5. All new Board Staff are to be provided with a copy of this Policy within thirty (30) days of their hire.
6. All existing Board Staff are to be provided with a copy of this Policy, and any amended version of this Policy, within thirty (30) days of amendment.

Chair Pat Mandy

Date

Hamilton Police Services Board
Approved:
Repealed:

Revised:
Reviewed: