

HAMILTON POLICE SERVICES BOARD SPECIAL MEETING MINUTES

Tuesday, February 13, 2024
12:30 P.M.

Present: Chair Mandy
Vice Chair Bennink
Member Elms
Member Horwath
Member Kroetsch
Member Menezes
Member Pauls

Also Present: Chief Frank Bergen
Deputy Chief Ryan Diodati
Deputy Chief Paul Hamilton
Legal Counsel Marco Visentini
Administrative Director Kirsten Stevenson
Board Assistant Lucia Romano

Due to technical issues the meeting commenced at 12:30 P.M.

2. Call to Order

The meeting was called to order at 12:30 P.M.

3. Acknowledgements

The Chair provided a land acknowledgment.

4. Approval of the Agenda

The Administrative Director noted the following changes to the agenda:

- Additional written delegations were added to item 6.1 - Written Delegations Respecting 2024 Police Operating and Capital Budgets

- Added consent item 8.2 - February 13, 2024 Special Meeting Board Questions and Service Responses (PSB 24-007)
- Added motions were included under Section 10 and listed as:
 - 10.1 - Reserve Financing Strategy
 - 10.2 – Removing Funding for Expenses Not Mandated by Provincial Legislation
 - 10.3 – Non-Essential Funding for Services Not Directly Related to Policing
 - 10.4 – Deferral of Hiring Associated with the Hamilton Police Services Board’s Strategic Plan

Resolution Number **240213 - 1**

Moved By: Vice Chair Bennink

Seconded By: Member Menezes

That the agenda be approved, as amended.

CARRIED

5. **Declarations of Conflicts of Interest**

Member Pauls announced she received a recent ruling from the City of Hamilton’s Integrity Commissioner, David Boghosian, and no longer has a conflict of interest regarding police budget matters.

6. **Delegations (written)**

6.1 **Written Delegations Respecting 2024 Police Operating and Capital Budgets**

After discussion, the Board approved the following:

Resolution Number **240213 - 2**

Moved By: Member Pauls

Seconded By: Member Horwath

That written delegations be received.

CARRIED

7. Correspondence

7.1 Correspondence from City Respecting Amended Motion Approved at GIC on Jan 30, 2024

Resolution Number **240213 - 3**

Moved By: Member Elms

Seconded By: Member Menezes

That correspondence item 7.1 be received and referred to consideration of motions listed as items 10.1 through 10.4.

CARRIED

8. Consent Agenda

After discussion, the Board approved the following:

Resolution Number **240213 - 4**

Moved By: Vice Chair Bennink

Seconded By: Member Pauls

That consent items listed as 8.1, 8.2, and 8.3 be received.

CARRIED

8.1 2024 Operating and Capital Budget (included for information purposes only)

8.2 February 13, 2024, Special Meeting Board Questions and Service Responses (PSB 24-007)

8.3 Police Services Report 23-109a – Council’s Motion re: 2024 Operating and Capital Budget

9. Recommendations

None.

10. Motions

After discussion, the following motion was defeated:

10.1 Reserve Financing Strategy

Moved By: Member Kroetsch

Seconded By: Member Menezes

(a) That the discretionary Tax Stabilization and Police Capital Expenses reserves be drawn down by a total of \$2,612,630.11 (including any previous allocations to draw down these specific reserves as outlined in the 2024 budget); and

(a) That the Hamilton Police Service forward a Reserve Financing Strategy in line with the City's multi-year Reserve Financing Strategy outlined in FCS24002 – Appendix E through 2024.

DEFEATED

Chair Mandy, Vice Chair Bennink, Members Elms, Horwath, and Pauls voted in opposition.

10.2 Removing Funding for Expenses Not Mandated by Provincial Legislation

After discussion, the following motion was defeated:

Moved By: Member Menezes

Seconded By: Member Kroetsch

(a) That funding associated with the Mounted Unit, a total of \$914,068 be removed from the 2024 budget;

(b) That funding associated with the Ceremonial Units, a total of \$37,300, be removed from the 2024 budget;

(c) That funding associated with employee costs for 2 Constables in Corporate Communications & Public Affairs be removed from the 2024 budget;

(d) That any funding associated with Advertising & Promotion (55401), a total of \$118,100.00 be removed from the 2024 budget; and

(e) That the Hamilton Police Service explore the cost saving opportunities in combining its Corporate Communications & Public Affairs with the City of Hamilton's Corporate Communications Division.

DEFEATED

Chair Mandy, Vice Chair Bennink, Members Elms, Horwath, and Pauls, voted in opposition.

10.3 Non-Essential Funding for Services Not Directly Related to Policing

After discussion, the following motion was defeated:

Moved By: Member Menezes

Seconded By: Member Kroetsch

(a) That the costs for Cable TV with a 2024 impact of \$19,600 be removed from the budget;

(b) That the costs for Retiree Events with a 2024 impact of \$19,400 be removed from the budget;

(c) That the costs for HPS Website Redesign with a 2024 impact of \$100,000 be removed from the budget and deferred to 2025 with a reevaluation to determine value for money budgeted;

(d) That the costs for Community Satisfaction Survey with a 2024 impact of \$60,000 and Survey Monkey License with a 2024 impact of \$1,900 be removed from the budget and the Hamilton Police Service explore working with the City of Hamilton on similar surveys that it conducts;

(e) That the costs for Office Supplies of \$408,535 be reduced in line with per employee spending by the City of Hamilton (exact numbers to confirmed with the City of Hamilton), where the Hamilton Police Service is estimated to have staff at 15% of the total number of staff at the City of Hamilton, for an approximate savings of \$347,254.75;

(f) That the costs of \$500,000 for the Mountain Station parking lot be deferred and removed from the 2024 budget; and

(g) That the Hamilton Police Service report back in advance of the 2025 budget with respect to the potential to merge duplicative departments including, but not limited to, Legislative Support, Legal, Accounting, Information Technology, and Human Resources.

DEFEATED

Chair Mandy, Vice Chair Bennink, Members Elms, Horwath, and Pauls voted in opposition.

10.4 Deferral of Hiring Associated with the Hamilton Police Services Board's Strategic Plan

After discussion, the following motion was defeated:

Moved By: Member Kroetsch

Seconded By: Member Menezes

(a) That 2024 budget costs of \$740,949.60 for hiring the 22 FTEs associated with the Board's strategic plan be deferred to the 2025 budget, reflecting the following split

(1) 13 FTEs associated with the "10-Year Human Capital Deployment" as part of the Board's strategic plan at a cost of \$436,675; and

(2) 9 FTEs associated with the "2024 New Sworn & Civilian Request" as part of the Board's strategic plan at a cost of \$304,274.60;

(b) That the Board reconsider ongoing costs associated with its strategic plan in advance of the 2025 budget; and

(c) That the Hamilton Police Service report back to the Board about the potential to reallocate both sworn and civilian staff to fill any necessary staffing gaps in advance of the 2025 budget by examining the possibility to

(1) use reporting ratios by rank, including the supervision of both civilian and sworn members, to increase the ratio of staff to management of 11:1 (rounded) to be in line with other City emergency services like the Hamilton Fire Department at 66:1 (rounded) and the Hamilton Paramedic Service at 50:1 (rounded);

(2) eliminate positions using the attrition of staff through retirement (i.e. not replace managers when they retire to increase the overall ratio) including the potential to incentivize staff eligible to retire at an unreduced pension; and

(3) disband units (i.e. mounted unit, sworn staff allocated to recruitment, etc.) to reallocate resulting staff that are neither mandated by legislation nor recommended through Provincial inquests.

DEFEATED

Chair Mandy, Vice Chair Bennink, Members Elms, Horwath, and Pauls voted in opposition.

Vice Chair Bennink moved to submit a motion to respond to the City of Hamilton's request, listed as item 7.1 on the agenda.

Member Kroetsch raised a point of order and suggested Vice Chair Bennink should not be able to move that a motion be introduced at the meeting.

Chair Mandy called a vote on the matter of adding a new motion to the agenda.

Those in favour: Chair Mandy, Vice Chair Bennink, Members Elms. Horwath and Pauls

Those opposed: Member Kroetsch and Member Menezes

With a two-thirds majority vote the following motion was added to the agenda:

Resolution Number **240213 – 5**

Moved By: Vice Chair Bennink

Seconded By: Member Pauls

That the Board stand behind its recommendation for a 2024 budget increase of 6.88% or \$13.32M, for a total combined budget of \$206.92M as presented by Chief Bergen at the City's General Issues Committee (GIC) meeting on January 22, 2024; and

That the Administrative Director, in collaboration with the Chair, send the Board's decision back to the City's GIC Committee no later than February 15, 2024.

CARRIED

Member Kroetsch and Member Menezes were noted as being opposed.

11. Closed Meeting

There were no items for the Board to discuss in closed session.

12. Closed Meeting Report Back

There was no closed session at this meeting.

13. Adjournment

Resolution Number **240213 – 6**

Moved By: Member Kroetsch

Seconded By: Member Pauls

As there was no further discussion, the Board adjourned at 2:09 P.M.

CARRIED

Taken as read and approved.

Chair Pat Mandy

Administrative Director
Kirsten Stevenson