

HAMILTON POLICE SERVICES BOARD

MOTION

February 29, 2024

Budgetary Reporting from the Hamilton Police Services Board

MOVED BY MEMBER C. KROETSCH

SECONDED BY MEMBER A. MENEZES

WHEREAS, on February 13, 2024, members of the Hamilton Police Services Board, at its Special Meeting to discuss the budget, said they would be willing to ask the Hamilton Police Service to report back on policy portions of the budget motions presented by Members Kroetsch and Menezes.

THEREFORE, BE IT RESOLVED -

That the Hamilton Police Service report back, in Q2 2024, on the following -

- (a) The potential to merge duplicative departments (i.e. with the City of Hamilton's divisions with the same responsibilities) including, but not limited to, Corporate Communications & Public Affairs, Legislative Support, Legal, Accounting, Information Technology, and Human Resources;
- (b) A Reserve Financing Strategy in line with the City's multi year Reserve Financing Strategy outlined in FCS24002 - Appendix E, through 2027; and
- (c) 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.