

**HAMILTON POLICE SERVICES BOARD
PUBLIC MINUTES**

Thursday, March 28, 2024
Hybrid Meeting
1:00 p.m.

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

Absent: Member Kroetsch

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 barriers, the Board was not able to livestream to their website, but instead livestreamed to the Service's YouTube account. A recording of this meeting is posted on the Board's website at www.hamiltonpsb.ca

1. Call to Order

The meeting was called to order at 1:04 PM.

The Administrative Director confirmed quorum.

2. Acknowledgements

Chair Mandy provided a land acknowledgment.

3. Approval of the Agenda

The Administrative Director noted the following changes to the agenda:

- Added correspondence item 7.4, Notice to Police Service Board Members of Intent to Repeal Procedural By-law 23-001 (March 4, 2024)

- Added correspondence item 7.5, All Chiefs Memo – 2024/2025 – 2026/2027 Mobile Crisis Response Team Enhancement Grant 24-0018 (March 20, 2024)
- Added closed consent item 4.5, pertaining to legal and personnel matters in accordance with Section 35(4) of the *Police Services Act*.

Added or revised items are noted with an ‘*’.

Resolution Number **240328 – 1**

Moved By: Member Pauls

Seconded By: Vice Chair Bennink

That the agenda be approved, as amended.

CARRIED

4. Declarations of Conflicts of Interest

There were no declarations of conflicts of interest.

5. Delegations, Presentations and Verbal Updates

5.1 Members of the Month

Chief Bergen called upon Inspector Callender who presented the Members of the Month.

February - Emergency Response Unit (ERU)

5.2 Board Chair Verbal Update

Resolution Number **240328 – 2**

Moved By: Member Elms

Seconded By: Member Menezes

That the board Chair updates be received.

CARRIED

5.3 Chief of Police Verbal Update

Resolution Number **240328 – 3**

Moved By: Member Elms

Seconded By: Member Pauls

That the Chief of Police updates be received.

CARRIED

5.4 Administrative Director *Community Safety and Policing Act* Presentation

Administrative Director Kirsten Stevenson provided her presentation to the Board.

Resolution Number **240328 – 4**

Moved By: Member Menezes

Seconded By: Vice Chair Bennink

That the *Community Safety and Policing Act* Presentation be received.

CARRIED

6. Approval of the Minutes

6.1 Public Minutes of February 29, 2024

Resolution Number **240328 – 5**

Moved By: Member Pauls

Seconded By: Member Menezes

That the minutes of February 29, 2024, be approved, as presented.

CARRIED

7. Correspondence

After discussion, the Board approved the following:

Resolution Number **240328 – 6**

Moved By: Member Horwath

Seconded By: Vice Chair Bennink

That correspondence items listed as 7.1 through 7.5 be received.

CARRIED

- 7.1 Media Release from Ottawa Police Services Board regarding the Appointment of New Board Member David Donaldson (March 8, 2024)**
- 7.2 All Chiefs Memo - Changes to the Special Constable Appointments Process Under the Police Services Act 24-0016 (March 15, 2024)**
- 7.3 All Chiefs Memo - Special Constable Employers under the Community Safety and Policing Act, 2019 and O. Reg. 396/23 24-0017 (March 15, 2024)**
- *7.4 Notice to Police Service Board Members of Intent to Repeal Procedural By-law 23-001 (March 4, 2024)**
- *7.5 All Chiefs Memo - 2024/2024 - 2026/2027 Mobile Crisis Response Team Enhancement Grant 24-0018 (March 20, 2024)**

8. Consent Agenda

After discussion, the Board approved the following:

Resolution Number **240328 – 7**

Moved By: Member Elms

Seconded By: Vice Chair Bennink

That consent items listed as 8.1 through 8.7, be received.

CARRIED

8.1 Auction Account Requests for Support

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

That tickets at a cost of \$160 each be purchased to attend the 'Annual Ontario Women in Law Enforcement Major Awards and Long Service Awards Gala', recognizing the significant contribution of women in law enforcement across Ontario, taking place on May 3, 2024, at the Queen's Manor Event Centre;

That tickets at a cost of \$100 each be purchased to attend the Dundas Routes Youth Centre 'Fundraising Dinner & Silent Auction', taking place on April 11, 2024, at the Dundas Valley Golf & Curling Club, in support of services and programs focused on youth mental health and well-being;

That a donation of \$500 be made to the Hamilton Police Retirees Association for the '30th Annual Hamilton Police Alumni Golf Tournament',

taking place on June 17, 2024, at Century Pines Golf Club, in support of local Children’s Charities and Camp Faces which offers counselling & support for children of Fallen First Responders;

That tickets at a cost of \$35 each be purchased to attend the ‘46th Annual Hamilton Community Prayer Breakfast’, a multi-denominational Hamilton community event, taking place on May 7, 2024, at Liuna Station; and

That these tickets and donations be purchased from the Auction Account Fund.

- 8.2 2023 Year End Report - Paid Duties (24-017)**
- 8.3 2023 Year End Report - Towing (24-018)**
- 8.4 Revenue from Police Auctions (24-019)**
- 8.5 2023 Year End Report - Collection of Identifying Information in Certain Circumstances - Prohibition and Duties (24-020)**
- 8.6 2023 Year End Report - False Alarm Reduction Unit (24-021)**
- 8.7 Outstanding Business List as of March 28, 2024**

9. Recommendations

After discussion, the Board approved the following:

9.1 Yearly Donation to Crime Stoppers of Hamilton (PSB 24-011)

Resolution Number **240328 – 8**

Moved By: Member Horwath

Seconded By: Member Elms

- a) That a cheque in the amount of \$5,000.00 be presented to Crime Stoppers of Hamilton in memory of members of the service and their family members who passed away in 2023; and
- b) That the funds be taken from the Auction Account.

CARRIED

9.2 Offender Management Grant (24-016)

Resolution Number **240328 – 9**

Moved By: Member Horwath

Seconded By: Member Elms

- a) That the Hamilton Police Service Board (Board) ratify the agreement with His Majesty the King in right of Ontario as represented by the Solicitor General, pursuant to the terms, conditions, and duration of the Agreement.
- b) That the Board approve the hiring of one (1) Sworn Constable, one (1) Civilian Crime Analyst, and (1) Court Clerk for the Offender management (OMU) unit to facilitate an Offender Management Strategy for the duration of this funding, increasing approval headcount by (3) FTEs.

CARRIED

9.3 Approved Backfill - Sworn Officers on WSIB (23-070a)

Resolution Number **240328 – 10**

Moved By: Vice Chair Bennink

Seconded By: Member Horwath

- a) That the Board support the increase of the Hamilton Police Service (HPS) approved headcount by thirty three (33) full-time Sworn Members, to backfill officers currently included in the HPS authorized headcount, who have been absent on WSIB for more than twenty four (24) months continuously with no current prognosis for a return to work.
- b) The deployment of the WSIB backfills will be phased in over time based on the operational and staffing needs of the HPS, intake at the Ontario Police College (OPC) and budgetary constraints.

CARRIED

9.4 Governance Committee Report (March 13, 2024 meeting)

Resolution Number **240328 – 11**

Moved By: Member Elms

Seconded By: Member Pauls

- 1. That the board approve the *Community Safety and Policing Act* Priorities and Workplan, attached as Appendix 'A' of the Governance Committee report of March 13, 2024;
- 2. a) That the board repeal procedural by-law 23-001;
- 2. b) That the board approve new Procedural by-law 24-001, attached as Appendix 'B' to this report;
- 2. c) That the board approve all new policies as presented and attached to this report as Appendix 'C';

3. That the Board approve the revised policies a presented and attached to the Governance Committee report of March 13, 2024, as Appendix 'D';
4. a) That the board direct the Administrative Director to research and prepare materials and a draft report related to the creation of a Board Diversity Plan;
4. b) That this research and draft report be presented to the Governance Committee for their consideration no later than June 30, 2024; and
5. That the board defer consideration of the *Community Safety and Policing Act* s. 220(1) 'Restriction on Membership in a Police Association' until this matter has been settled and final outcome communicated to the board by the Ministry of the Solicitor General.

CARRIED

10. Motions

10.1 Budgetary Reporting from the Hamilton Police Services Board

(this motion was originally submitted by Member Kroetsch and was deferred from the Board's February 29, 2024 meeting to its March 28, 2024 meeting)

After discussion the Board approved the following:

Resolution Number **240328 – 12a**

Moved By: Member Menezes

Seconded By: Member Elms

That the motion be put on the floor for discussion.

CARRIED

Vice Chair Bennink was noted as opposed

After discussion the Board approved the following:

Resolution Number **240328 – 12b**

Moved By: Member Menezes

Seconded By: Member Elms

That the motion be amended to include a report back date of the end of Q3.

CARRIED

Vice Chair Bennink was noted as being opposed.

After discussion the Board approved the following:

Resolution Number **240328 – 12c**

Moved By: Member Menezes

Seconded By: Member Elms

That the amended motion be approved as follows:

That the Hamilton Police Service report back, in Q3 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 ration of staff to management of 11:1 (rounded) to be inline 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 ration) 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.

CARRIED

Vice Chair Bennink was noted as being opposed.

Chair Mandy noted this would be her last meeting as her provincial appointment will expire on April 1, 2024.

11. Closed Meeting

Resolution Number **240328 – 13**

Moved By: Member Menezes

Seconded By: Member Horwath

That the Board move into closed session 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 moved into closed session at 2:50 P.M.

12. Closed Meeting Report Back

The Board returned to public session at 3:53 P.M.

During it's closed meeting the Board approved its minutes of February 29, 2024 and dealt with personnel and legal matters in accordance with Section 35(4) of the *Police Services Act*.

Resolution Number **240328 – 18**

Moved By: Member Menezes

Seconded By: Vice Chair Bennink

That the Chair's report back be received.

CARRIED

13. Adjournment

Resolution Number **240328 – 19**

Moved By: Vice Chair Bennink

Seconded By: Member Pauls

As there was no further business, the meeting adjourned at 3:55 P.M.

CARRIED

Taken as read and approved.

Acting Chair
Fred Bennink

Administrative Director
Kirsten Stevenson