



**Hamilton Police Service Board
Strategic Plan and Annual
Report Policy
P-027**

Effective date: May 29, 2025
Reviewed:
Amended:

Applicable Legislation

Community Safety and Policing Act, 2019 (the Act), s.38(1)(a) The administration of the Police Service, and s.39 Strategic plan

Policy Application

The Hamilton Police Service Board (Board), in consultation with the Chief of Police, will prepare and adopt a strategic plan for the provision of policing in Hamilton.

1. This strategic plan will address the following matters:
 - a. How the Board will ensure the provision of adequate and effective policing in accordance with the needs of the Hamilton population.
 - b. The objectives, priorities and core functions of the Police Service.
 - c. Quantitative and qualitative performance objectives and indicators of outcomes relating to:
 - i. the provision of community-based crime prevention initiatives, community patrol and criminal investigation services;
 - ii. community satisfaction with the policing provided;
 - iii. emergency calls for service;
 - iv. violent crime and clearance rates for violent crime;
 - v. property crime and clearance rates for property crime;

- vi. youth crime and clearance rates for youth crime;
 - vii. police assistance to victims of crime and re-victimization rates;
 - viii. interactions with people described in paragraphs 4 and 5 of this subsection;
 - ix. road safety; and
 - i. any other prescribed matters.
- d. Interactions with:
- i. Youths;
 - ii. members of racialized groups; and
 - iii. members of First Nation, Inuit and Métis communities.
- e. Interactions with people who appear to have a mental illness or a neurodevelopmental disability.
- f. Information technology.
- g. Resource planning.
- h. Police facilities.
- i. Any other prescribed matters.
2. The strategic plan will provide an overview of the consultations that were conducted under Section 3 of this policy, and state whether and if applicable, how the needs and concerns regarding policing identified during the consultations have been addressed by the plan.
3. In preparing or revising the strategic plan, the Board will consult with:
- a. the Chief of Police;
 - b. City of Hamilton Council;
 - c. groups representing diverse communities;

- d. school boards, community organizations, businesses and members of the public; and
 - e. any other prescribed people, organizations or groups.
- 4. In preparing or revising the strategic plan, the Board will consider:
 - a. the results of the consultations conducted under Section 3 of this policy;
 - b. any community safety and well-being plans adopted by the City of Hamilton; and
 - c. the needs of members of diverse communities in Hamilton, including the needs of members of racialized groups and of First Nation, Inuit and Métis communities.
- 5. The Board will review and, if appropriate, revise the strategic plan in accordance with regulations, if any, at least once every four years.
- 6. The Board will budget for the preparation and execution of the Strategic Plan accordingly, taking into consideration the need for adequate public consultation.
- 7. The Board will publish the Strategic Plan on their website.
- 8. The Chief of Police will ensure members of the Police Service are aware of and understand their role in supporting the achievement of the objectives and priorities of the Strategic Plan, and that the Strategic Plan forms the basis for operational planning.

Reporting

- 9. The Chief of Police will provide the Board updates on the progress related to the objectives in the Strategic Plan twice per year.
- 10. The Chief of Police will prepare and submit a draft annual report to the Board in May of each year that addresses the following:

- a. the implementation of the Board's Strategic Plan and the achievement of the performance objectives identified in the Strategic Plan;
 - b. the affairs of the Police Service;
 - c. the provision of policing as it relates to any community safety and well-being plans adopted by the City of Hamilton; and
 - d. any other prescribed matters under the Act and its Regulations.
11. The Chief of Police will prepare and submit a final Annual Report to the Board in June of each year, that takes into consideration Board comments, if any, provided at the Board's May meeting of each year.
12. The Annual Report will be submitted to the City of Hamilton and published to the Board's public website by the Board, no later than June 30 of each year.