



Hamilton Police Service Board  
Merged Agenda

Thursday, April 25, 2024, 1:00 P.M.

Hamilton City Hall - Council Chambers (Second Floor)

You may view the Board's public meeting live-stream at  
<https://www.youtube.com/@HamiltonPoliceServiceBoard/streams>

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10. **Motions**

11. **Closed Meeting**

12. **Closed Meeting Report Back**

13. **Adjournment**

**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

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**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](http://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 '30<sup>th</sup> 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 ‘46<sup>th</sup> 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.

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Acting Chair  
Fred Bennink

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Administrative Director  
Kirsten Stevenson



## **NEWS RELEASE**

**For Immediate Release**

### **Treena MacSween Named Newest Deputy Chief of the London Police Service**

**April 11, 2024 – London, Ontario** – The London Police Service Board is pleased to announce the appointment of Treena MacSween as London's third deputy chief of police, effective April 22, 2024. Deputy Chief Designate MacSween joins the London Police Service with over 26 years of policing experience, including with the Peel Regional Police Service and the Hamilton Police Service, in progressive leadership roles managing operational, investigative, and administrative portfolios.

A visible and engaged leader, Deputy Chief Designate MacSween is committed to forging collaborative partnerships to develop and shape community safety strategies and improving relationships with the community. She is a staunch advocate for creating inclusive work environments and prioritizing member wellness.

Described as a trailblazer, Deputy Chief Designate MacSween has been honoured with numerous awards and accolades in her policing and community roles. In 2017, she broke barriers by becoming Hamilton Police Service's first person of colour promoted to the rank of Inspector. Her subsequent promotion to Superintendent in 2021 solidified a legacy as the fourth woman to achieve that rank in the Service's history.

The appointment of Deputy Chief Designate MacSween marks a historic moment for the London Police Service, as she will be the first woman of colour to join the command team cadre. Upon the appointment taking effect, she will notably become the highest-ranking black female police officer in Canada.

Outside her professional realm, Deputy Chief Designate MacSween cherishes her role as a mother to two daughters, Taylor and Alexis, who she encourages to dream big and leap far in all aspects of life. Her partnership with husband Mike, a firefighter, underscores their family's commitment to public service and public safety.

Over the past year, the London Police Service Board has embarked on a comprehensive journey to ensure the London Police Service is positioned to provide exceptionally better service to the residents of London. Whether it's securing necessary investments in our frontline officers and civilian staff, making additions to the senior leadership team, or implementing new policies and expectations to ensure effective accountability, the Board continues to do everything possible to ensure London becomes a *Safer City Now*.

**Quotes:**

“On behalf of the London Police Service Board, it brings me great pleasure to welcome Treena MacSween to the London Police Service as our city’s newest deputy chief. Recognized across our province and country as a trailblazer who has broken barriers throughout her career, Deputy Chief Designate MacSween was the Hamilton Police Service’s first person of colour promoted to the rank of Inspector in 2017 and once sworn in on April 22, 2024, she will become the highest ranking black female officer in Canada. Under the leadership of Chief Truong, the addition of Deputy Chief Designate MacSween to the London Police Service’s senior executive team represents an important and meaningful step towards the Board’s vision to make London a *Safer City Now*.”

— Ali Chahbar, Chair, London Police Service Board

“On behalf of the London Police Service, I extend my congratulations to Deputy Chief Designate Treena MacSween and to her family, as she joins our incredible team of dedicated sworn and civilian members. London Police Service is a progressive organization, and we look forward to working alongside her. She will undoubtedly strengthen our leadership team as we continue to move the London Police Service forward. Her experience, passion and commitment to community safety, community trust and organizational wellness will be a tremendous asset to the London Police Service and our community. I would also like to thank the London Police Service Board for their continued support.”

— Thai Truong, Chief, London Police Service

“I am truly honoured to have been selected as London’s newest deputy chief and I wish to extend my gratitude to the London Police Service Board for placing their trust in me. Under the visionary leadership of Chief Truong, the London Police Service has embarked on a transformative journey. I look forward to contributing to the realization of Chief Truong’s priorities: improving community safety, strengthening community trust, and advancing organizational wellness. As a strong advocate for creating inclusive and supportive work environments, I am excited to work alongside the dedicated women and men who serve the great city of London. Recognizing that fostering relationships and enhancing community safety and well-being is a collective effort, I am eager to engage with our community partners in pursuit of these goals.

— Treena MacSween, Deputy Chief Designate, London Police Service

**Quick Facts:**

- The London Police Service Board initiated the hiring process for a third deputy chief of police in December 2023.
- Deputy Chief Designate MacSween was selected as the successful candidate after a comprehensive national recruitment process that concluded at the end of March 2024.
- Deputy Chief Designate MacSween will join the London Police Service Senior Executive Team currently comprised of; Chief Thai Truong, Deputy Chief Trish McIntyre, and Deputy Chief Paul Bastien.
- The London Police Service Board is the civilian body responsible for governing the London Police Service. It is responsible for the provision of adequate and effective police services to the city of London’s population of approximately 423,000.

**Current Membership of the London Police Service Board:**

Ali A. Chahbar, Chair  
Megan Walker, Vice Chair  
Nancy Branscombe, Member  
Ryan Gauss, Member  
Councillor Steve Lehman, Member  
Mayor Josh Morgan, Member  
Councillor Susan Stevenson, Member

**Contacts:**

For more information, media may contact:

Jennifer Foster, Administrator  
London Police Service Board  
(226) 448-1651  
[lpsb@londonpolice.ca](mailto:lpsb@londonpolice.ca)



## **Backgrounder**

### **Trena MacSween Named Newest Deputy Chief of the London Police Service**

Deputy Chief Designate Trena MacSween began her policing career in 1998 with Peel Regional Police, later transitioning to Hamilton Police Service in 2001. During her time as a senior officer, she has led five unique and challenging divisions, and currently oversees the Field Support Division which is a central organizational pillar of the Hamilton Police Service.

Her expertise extends to being a Critical Incident Commander and Public Order Unit Commander where she has led many operations for large-scale events, demonstrations, and major incidents within a vibrant city.

Beyond operational duties, Deputy Chief Designate MacSween contributes to the Canadian Chiefs of Police Equity, Diversity, and Inclusion Committee which provides context on EDI initiatives across the country. She also serves as Secretary Treasurer for the Ontario Association of Chiefs of Police Zone 4 committee.

Deputy Chief Designate MacSween has been honoured with numerous accolades including, the Association of Black Law Enforcers Trailblazer Award, YWCA Women Who Rock Award, Ontario Women in Law Enforcement Mentoring and Coaching Award, Mohawk College Distinguished Fellow Appointment and Mohawk College Alumni of Distinction Award for Community Services.

Described as a trailblazer, Deputy Chief Designate MacSween has broken barriers throughout her policing journey. In 2017, she shattered glass ceilings by becoming Hamilton Police Service's first person of colour promoted to the rank of Inspector and

her subsequent promotion to Superintendent in 2021 solidified her legacy as the fourth woman to achieve that rank in the Service's history.

Deputy Chief Designate MacSween attended McMaster University where she obtained a Police Studies diploma and is a dean's list graduate from the Law and Security Administration program at Mohawk College.

Outside her professional realm, Treena cherishes her role as a mother to two daughters, Taylor and Alexis, and wife to her husband Mike, who is a firefighter.

Deputy Chief Designate MacSween was selected by the London Police Service Board after a comprehensive national recruitment process. She will commence her role with the London Police Service on April 22, 2024.



## A MESSAGE FROM THE INSPECTOR GENERAL

April 2, 2024

### **An Introduction as the Inspector General of Policing's Mandate Begins and the Inspectorate of Policing's Operations Launch**

I am honoured to officially begin my mandate as Ontario's first Inspector General of Policing with duties and authorities under the new *Community Safety and Policing Act, 2019 (CSPA)*, now in force. I look forward to working in a role focused on providing independent compliance oversight and driving improved performance in Ontario's policing and police governance.

#### **A. The Inspectorate of Policing and the Executive Team**

Along with my Executive Team – **Joseph Maiorano** and **Rekha Chetlur** – senior leaders and all members of the Inspectorate of Policing, we will work diligently each day to serve the public interest. Our vision is to drive improvements in policing performance and police governance through an independent system of inspecting, investigating, monitoring and advising, supported by data collection, analysis, and public reporting.

#### **B. The Inspectorate's New Website and Public Complaints**

In addition to those topics we select for inspections, the Inspectorate of Policing will **independently respond to public complaints concerning adequate and effective police service delivery and the conduct of police board members**. Members of the public will be able to file complaints through a **portal** available on the Inspectorate's website, and will be able to track the progress of their complaint. Our website and portal are key components of making real our commitment to transparency and accessibility.

**We encourage you to link to our website on your own organization's websites**, so that members of your organizations and the public you serve will learn more about the new role of Inspector General of Policing, my mandate, and why the public may wish to contact the Inspectorate of Policing. **When you upload the link to our website, we ask that you use the following description of the Inspector General and Inspectorate of Policing**, so that we can create consistency in the public's understanding of our work:

***Description of the Inspector General and Inspectorate of Policing and  
How to Make Public Complaints***

The Inspector General of Policing is a new policing oversight body under Ontario's *Community Safety and Policing Act, 2019* (CSPA). The Inspector General is responsible for ensuring policing is delivered adequately and effectively across Ontario and that police board members are complying with the Code of Conduct. The Inspector General exercises independent compliance oversight focused on ensuring police services, police service boards and board members, and special constable employers are complying with requirements under the CSPA for policing and police governance.

The Inspector General of Policing is supported by the Inspectorate of Policing, a new organization comprised of professionals that are dedicated to driving improved performance in Ontario policing and police governance.

Members of the public can file complaints with the Inspector General concerning adequate and effective police service delivery, or allegations of police board member misconduct through our website: [www.iopontario.ca](http://www.iopontario.ca).

Under Ontario's new *Community Safety and Policing Act, 2019* (CSPA), the Inspector General of Policing is responsible for:

- Responding to public complaints, which can be filed at [www.iopontario.ca](http://www.iopontario.ca), concerning adequate and effective police service delivery and allegations of police board member misconduct;
- Examining the performance of police services and boards through independent inspections, investigations, monitoring and advising;
- Identifying effective performance and, where improvements are needed, using enforcement tools, including issuing directions and imposing measures to ensure compliance with the CSPA and its regulations;
- Imposing measures to ensure the provision of adequate and effective policing or in cases of a policing emergency;
- Conducting data analysis and research to promote evidence-based actions and improvements; and,
- Publicly reporting on the activities of the Inspector General, including publishing all inspection reports and an annual report.

### C. A Commitment to Continuous Engagement

I am filled with gratitude for your early trust and confidence in the Inspectorate of Policing. Along with members of my team, we have enjoyed the opportunities to meet with many of you, and to hear first-hand about the challenges you face and the opportunities that exist to help in our collective goal of improving community safety for the public we all serve.

I want to assure you that our engagement efforts are not just a moment in time. **As Inspector General, I am committed to remaining meaningfully engaged with the policing and police governance sectors, and other stakeholders whose mandates intersect with the policing landscape.** Through these engagements, I look forward to continuing to learn about your experience in navigating the new world under the CSPA; to understand how the Inspectorate of Policing can adjust and refine in order to be more responsive; and, to ensure that I deliver on my mandate in a way that better positions police services and boards to confront the critical issues of today and tomorrow. The Inspectorate of Policing embraces our shared responsibility of ensuring that all communities in Ontario receive the adequate and effective policing and modernized police governance that they deserve.

I also recognize that with any new legislative environment, there will be lessons we learn along the way. We, at the Inspectorate of Policing, do not view performance improvement as a one-way street: **we are committed to an 'evergreen' approach to our work** by applying lessons learned so we, too, can continue to improve in the delivery of our mandate.

### D. The Inspectorate's Risk-Based and Data-Informed Approach

As we enter this new era of policing with new legislation and oversight, we will ask the questions the public deserves to have answered, apply our expertise to the evidence and, where necessary, take measures to improve Ontario's policing and police governance system to help make everyone in this province safer.

Our approach to compliance oversight will be rooted in our risk-based model, and we remain committed to working with you to identify and mitigate risks – ideally, *before* a risk could lead to a compliance issue or impact public safety. We will use the **right tools**, apply the **right touch**, at the **right time** in order to address compliance matters effectively, and in the best interests of the public we serve.

## **E. More Information in the Coming Weeks and Beyond**

You will be hearing more from us over the coming weeks. We will not be pursuing the previously identified inspection topics at this time (these topics were previously identified in an All Chiefs Memo distributed in early 2023). Our next set of inspection subjects will be identified by applying our new inspection selection framework, conducting independent research, and by incorporating feedback from our engagements and the public complaints we receive. **While my team will have more to say on this in the coming months**, our focus will be to delve into issues that are of greatest public value and have the potential to improve sector-wide policing performance.

On the data front, I was pleased to see the **enthusiastic interest and support for our Data Collection Pilots**. I have also heard from many of you around the importance of the type of information we will be gathering, and the potential it will unlock in terms of data intelligence informing decision-making. We will also have more to say about the Inspectorate's work in these areas in the future.

## **F. How to Continue to Follow the Inspectorate's Work**

To stay informed about the Inspectorate of Policing's activities, I encourage you to **follow us on our new social media channels: [LinkedIn](#) and [X \(twitter\)](#)**. We will be posting content on a regular basis about the work we do. Of course, please also use our website as a resource to learn about the inspections we have conducted, our findings, and work to profile critical areas of policing and police governance.

## **G. Committed to the Public Interest**

The CSPA marks a new era of policing for all of us and I believe, our collective success depends on mutual confidence and trust – and, **most importantly, the confidence of the public we serve**.

I want to thank you for your continued support in my work as Inspector General of Policing and in the Inspectorate of Policing, as we launch our public-facing operations.

I look forward to unlocking the promise of my legislative mandate and improving performance in policing and police governance to make everyone in Ontario safer.

Best regards,

A handwritten signature in blue ink, appearing to read "R. Teschner". The signature is stylized with a long horizontal stroke at the top.

**Ryan Teschner**  
**Inspector General of Policing of Ontario**

Ministry of the Solicitor General

Ministère du Solliciteur général

Public Safety Division

Division de la sécurité publique

25 Grosvenor St.  
12<sup>th</sup> Floor  
Toronto ON M7A 2H325 rue Grosvenor  
12<sup>e</sup> étage  
Toronto ON M7A 2H3Telephone: (416) 314-3377  
Facsimile: (416) 314-4037Téléphone: (416) 314-3377  
Télécopieur: (416) 314-4037

**MEMORANDUM TO:** All Chiefs of Police and  
Commissioner Thomas Carrique  
Chairs, Police Services Boards

**FROM:** Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** **New developments concerning the *Community Safety and Policing Act, 2019***

<b>DATE OF ISSUE:</b>	<b>March 28, 2024</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>April 1, 2024</b>
<b>INDEX NO.:</b>	<b>24-0020</b>
<b>PRIORITY:</b>	<b>Normal</b>

On April 1, 2024, the *Community Safety and Policing Act, 2019* (CSPA) will come into force. It has taken considerable work to achieve this significant milestone and the Ministry of the Solicitor General recognizes the important role our policing partners have played during this process.

I am writing to ensure you are aware of recent developments in March 2024 respecting the CSPA including legislative amendments made as part of the *Enhancing Access to Justice Act, 2024* and some new and amended regulations. Below is a summary of the updates we wanted to share.

- The *Enhancing Access to Justice Act, 2024* (<https://www.ontario.ca/laws/statute/S24002>) received Royal Assent on March 6, 2024, which contained amendments to the CSPA to:
  - Update the French term for “special constable” from “agent spécial” to “constable spécial”.
  - Section 207: Clarifies that the Commission Chair must appoint an adjudicator to expungement matters (e.g., where a Chief seeks an extension on the expungement of disciplinary records) within 30 days, but that the hearing itself does not. Amendments also expand the list of disciplinary measures for which the chief is required to expunge records two years (rather than five years) after the day the disciplinary measure was imposed and enable the chief of police to apply to the Commission

Chair to appoint an adjudicator for a hearing to determine whether a record should be retained for longer than two years for certain disciplinary measures.

- Section 220: Narrow the class of persons who are restricted from membership in a police association if their position would likely give rise to a conflict of interest and narrow the test to address conflicts in respect of collective bargaining matters, as opposed to labour relations matters more broadly.
  - Repeal s. 262: To make the Lieutenant Governor in Council regulation-making authority consistent with other provincial statutes that do not have these statutory requirements.
- New and amended CSPA regulations, including:
    - **New regulation - O. Reg. 90/24: General Matters under the Authority of the Minister** (<https://www.ontario.ca/laws/regulation/r24090>)
      - New regulation that covers matters such as: municipal board member remuneration, uniform specifications with respect to police officers employed by a police service board, and reporting requirements.
    - **New regulation - O. Reg. 135/24: O.P.P. Detachment Boards** (<https://www.ontario.ca/laws/regulation/r24135>)
      - New regulation that details the particulars on the composition of O.P.P. detachment boards, term of office, and remuneration for members.
    - **New regulation - O. Reg. 86/24: Special Constable Uniforms** (<https://www.ontario.ca/laws/regulation/r24086>)
      - New regulation that establishes the uniform standards that would apply to all special constables, other than law enforcement personnel from another jurisdiction and the Niagara Parks Police Service, including a requirement to have a light purple stripe along the length of the pants.
        - **Note:** there is an 18-month transition period to comply with the light purple stripe on pant/shorts requirement.
    - **New regulation - O. Reg. 87/24: Training** (<https://www.ontario.ca/laws/regulation/r24087>)
      - New regulation that prescribes general and specialized training requirements for police officers and special constables, and details exemptions.
    - **New regulation - O. Reg. 125/24: Transitional Matters** (<https://www.ontario.ca/laws/regulation/r24125>)
      - New regulation created to ensure a smooth transition from the *Police Services Act* (PSA) to the CSPA.
      - The new regulation deals with certain transitional matters including:
        - setting out transitional rules for how certain Ontario Civilian Police Commission (OCPC) functions will be handled after the PSA is repealed;

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- extending the time for the completion of certain mandatory training under the CSPA; and
- terminating certain agreements under s. 10 of the PSA.
- **Amendments to O. Reg. 404/23: Adjudication Hearings** (<https://www.ontario.ca/laws/regulation/r24123>)
  - Amending regulation that adds rules in regard to expungement-related hearings.
- **Amendments to O. Reg. 396/23: Matters respecting the appointment and functions of special constables, and the authorization of special constable employers** (<https://www.ontario.ca/laws/regulation/r24124>)
  - Amended the regulation to remove the prohibition of apprehensions under the *Mental Health Act* for special constables who are members of a police service or whose special constable employer is an entity that employs First Nation Officers, and special constables who are employed by transit services, universities and colleges, and community housing.
  - Amended the regulation to allow the use of the French term “constable spécial” on patrol vehicles used by special constables.

Note: All of the new regulations, amendments to CSPA regulations, and amendments to the CSPA itself will come into force on April 1, 2024.

Lastly, when the CSPA comes into force, the legislative mandate of the Inspector General of Policing will be in effect. This new oversight role will be responsible for ensuring compliance with the Act and its regulations, including that adequate and effective policing is provided to all Ontario communities.

The work to improve community safety in Ontario will not end with the CSPA coming into force. The ministry is committed to ongoing engagement with the police sector to ensure we are moving in a positive direction.

Please do not hesitate to reach out to your respective Police Service Advisor with questions pertaining to the CSPA.

Thank you for your continued support on efforts to advance the modernization and continuous improvement of police services in Ontario.

Sincerely,



Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety

Creed Atkinson  
Chief of Staff, Ministry of the Solicitor General

Ryan Teschner  
Inspector General of Policing

**Ministry of the Solicitor General**

Public Safety Division

25 Grosvenor St.  
12<sup>th</sup> Floor  
Toronto ON M7A 2H3Telephone: (416) 314-3377  
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor  
12<sup>e</sup> étage  
Toronto ON M7A 2H3Téléphone: (416) 314-3377  
Télécopieur: (416) 314-4037

**MEMORANDUM TO:** All Chiefs of Police and  
Commissioner Thomas Carrique  
Chairs, Police Services Boards

**FROM:** Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** Ontario Immediate Family Wellness Program

<b>DATE OF ISSUE:</b>	<b>April 5, 2024</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>Indefinite</b>
<b>INDEX NO.:</b>	<b>24-0024</b>
<b>PRIORITY:</b>	<b>Normal</b>

I am sharing this communication to inform you that the Ministry of the Solicitor General is implementing the Ontario Immediate Family Wellness Program (the “Family Wellness Program”). This program supports the mental health and well-being of families of provincial adult corrections employees, paramedics, fire, emergency health services, and police public safety personnel (PSP).

Please review the attached memo from Melanie Mayoh, Assistant Deputy Minister, Health Services Division, Ministry of the Solicitor General for more information. If you have any questions about this program, please reach out to Karen Prokopec at [Karen.Prokopec@ontario.ca](mailto:Karen.Prokopec@ontario.ca).

I encourage you to share this information broadly across your respective senior management teams so those who are eligible and require the program, have access to it.

Sincerely,

A handwritten signature in black ink, appearing to read "Ken Weatherill".

Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

Attachments

-2-

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety

Creed Atkinson  
Chief of Staff, Ministry of the Solicitor General

Ministry of the Solicitor General

Ministère du Solliciteur Général

Health Services Division

Division des Services de Santé

Office of the Assistant Deputy Minister

Bureau du sous-ministre adjoint

25 Grosvenor Street  
16<sup>th</sup> floor  
Toronto ON M7A 1Y6

25, rue Grosvenor  
16<sup>e</sup> étage  
Toronto ON M7A 1Y6



**MEMORANDUM TO:** **Ken Weatherill**  
Assistant Deputy Minister  
Public Safety Division

**FROM:** **Melanie Mayoh**  
Assistant Deputy Minister  
Health Services Division

**DATE OF ISSUE:** **April 5, 2024**

**SUBJECT:** **Ontario Immediate Family Wellness Program**

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To support the mental health and well-being of families of provincial adult corrections employees, paramedics, fire, emergency health services, and police public safety personnel (PSP), the Ministry of the Solicitor General is implementing the Ontario Immediate Family Wellness Program (the “Family Wellness Program”).

The Family Wellness Program will provide mental health services to the families of PSP who are killed in the line of duty or have died by suicide. The program’s goal is to ensure access to immediate wrap around services through grief and bereavement counselling for families of adult correctional services, fire, emergency health services (paramedics and ambulance communications officers (ACOs)), and police personnel across the province. The program aims to complement short-term victim services and immediate crisis supports by extending mental health services to identified family members for up to two years.

Family members who have lost a loved one because of a death in the line of duty on or after January 1, 2020, or because of a death by suicide on or after January 1, 2023, may access the wellness program. Services provided include:

- Access to wellness navigators providing crisis and care planning 24 hours a day, 7 days a week and 365 days a year.
- Access to wrap-around services that connect families to necessary supports whenever they are needed, including rapid access to counselling.
- Individualized care plans that support families no matter where they are on the mental health continuum.

Please see the attached Frequently Asked Questions document for additional information on the program.

For more information or to inquire about how to access the program, please visit: [www.ONfamilywellness.ca](http://www.ONfamilywellness.ca) or contact the program coordinators at [info@ONfamilywellness.ca](mailto:info@ONfamilywellness.ca) or 1 866 643 9247.

For further questions, please contact Karen Prokopec at [Karen.Prokopec@ontario.ca](mailto:Karen.Prokopec@ontario.ca).

Please share this information broadly across your respective senior management teams.

Sincerely,

**Melanie Mayoh**

Assistant Deputy Minister  
Health Services Division

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety

Erin Hannah  
Associate Deputy Minister, Modernization

## OIFWP Q&A

### **Questions and Answers**

#### **How much funding is being invested?**

The Ontario government is investing \$3.18M over three years to launch the Ontario Immediate Family Wellness Program (the “Family Wellness Program”), which will provide crucial mental health services to the families of Ontario public safety personnel (PSP) who are killed in the line of duty or have died by suicide.

#### **Which family members of public safety personnel can access this program?**

You are eligible to access the Family Wellness Program if you are an immediate family member (partner, parent, child, or sibling) to someone who was employed in fire (inclusive of The Office of the Fire Marshal, First Nations, composite, and municipal fire departments); a police service that is being operated by the province, a municipal police services board, or First Nations in Ontario; emergency health services (paramedics and ambulance communications officers (ACOs), including municipal paramedic services, First Nations paramedic services, and Ornge); or provincial adult correctional services.

#### **How do eligible family members access the Ontario Immediate Family Wellness Program?**

To access the wellness program, eligible family members can call the dedicated toll-free telephone line, visit the website, or contact the program coordinators by email.

- Phone: 1 866 643 9247
- URL: [www.ONfamilywellness.ca](http://www.ONfamilywellness.ca)
- Email: [info@ONfamilywellness.ca](mailto:info@ONfamilywellness.ca)

#### **What services and supports will be available to family members?**

The program will be a three-step care model:

- Wellness navigators to provide 24/7 crisis and care planning.
- Comprehensive services to provide families with a seamless experience, connecting them with the necessary supports whenever they are needed, and rapid access to counselling.
- Proactive individualized care that supports families no matter their mental health situation.

Eligible family members will be able to access services through the program at no charge beginning April 5th. The program will include a 24/7 telephone line to provide timely access to mental health services and care. Services include access to crisis

## OIFWP Q&A

support, counselling, and therapy services to help families cope with grief and bereavement.

### **Can someone access their existing benefits and the Ontario Immediate Family Wellness Program at the same time?**

Yes, family members of PSP can access both existing benefits and the Family Wellness Program.

### **Does someone need to exhaust their existing benefits under their loved one's employer before they can access the Ontario Immediate Family Wellness Program?**

Family members of PSP do not need to exhaust their existing benefits before accessing this wellness program.

### **How does the Ontario Immediate Family Wellness Program differ from their existing benefits?**

The Family Wellness Program aims to complement short-term victim services and immediate crisis supports by extending mental health services to identified family members of public safety personnel.

The wellness program will provide trauma-informed and culturally appropriate grief and bereavement counselling to ensure family members are being treated by services that understand the unique needs of PSP. Family members who are grieving a permanent loss require specific support from those that are trained in grief and have the skills, ability and knowledge required.

### **What are the eligibility timeframes for the Ontario Immediate Family Wellness Program?**

Family members who have lost a loved one because of a death in the line of duty on or after January 1, 2020, or because of a death by suicide on or after January 1, 2023, may access the wellness program.

### **Is there a limit to the number of sessions that family members can access as part of the the Ontario Immediate Family Wellness Program?**

The wellness program extends mental health services and supports to identified family members for up to two years.

**Ministry of the Solicitor General**

Public Safety Division

25 Grosvenor St.  
12<sup>th</sup> Floor  
Toronto ON M7A 2H3Telephone: (416) 314-3377  
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor  
12<sup>e</sup> étage  
Toronto ON M7A 2H3Téléphone: (416) 314-3377  
Télécopieur: (416) 314-4037

**MEMORANDUM TO:** All Chiefs of Police and  
Commissioner Thomas Carrique  
Chairs, Police Services Boards

**FROM:** Kenneth Weatherill  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** ***Controlled Drugs and Substances Act (CDSA) and the  
federal Cannabis Act (CA) – Issuance of revised  
Ministerial Designations***

<b>DATE OF ISSUE:</b>	<b>April 9, 2024</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>Indefinite</b>
<b>INDEX NO.:</b>	<b>24-0025</b>
<b>PRIORITY:</b>	<b>Normal</b>

The purpose of this All Chiefs Memorandum (ACM) is to communicate the issuance of revised Ministerial Designations that were originally communicated to the policing community via ACMs 97-0042, 19-0006, and 19-0007.

The *CDSA (Police Enforcement) Regulations* set out exemptions for police officers and their respective agents and informants who engage in what otherwise would amount to “trafficking”, “importing or exporting” or “producing” drugs while conducting or assisting in an investigation into drugs.

The *CA (Police Enforcement) Regulations* set out exemptions for police officers and their respective agents and informants who engage in what otherwise would amount to “selling”, “distributing” “importing and exporting” or “producing” cannabis while conducting or assisting in an investigation involving cannabis.

The above-noted exemptions apply only to members of those Ontario police services that have been designated by the Solicitor General for purposes of any or all provisions of the regulations.

Where it is proposed to use previously seized and forfeited (“state”) cannabis or drugs to advance the course of a subsequent investigative effort, a member will require an additional certificate from the senior police officer responsible for operations in the

-2-

police service. The police service must further be designated for that particular purpose by the Solicitor General. These certificates must identify the particular officer, investigation and duration of time to which the exemption relates.

Further exemptions apply to chiefs of police or senior police officers responsible for operations of designated services, where forfeited cannabis or drugs are transferred from one police service to another, in accordance with the regulations, in order to further an investigative effort.

Since the four current designations refer to “police forces constituted under the *Police Services Act*” and owing to the upcoming legislative change whereby the *Police Services Act* will be repealed and replaced with the *Community Safety and Policing Act, 2019*, these designations have been updated to reflect the correct terminology and legislative authority. Additionally, these four designations have been consolidated into two designations, one under the CA and one under the CDSA. Copies of these designations are attached.

If you have any questions or concerns regarding these designations, please contact Savio Pereira, Team Lead, Public Safety Division at [savio.pereira@ontario.ca](mailto:savio.pereira@ontario.ca).

Sincerely,



Kenneth Weatherill  
Assistant Deputy Minister, Public Safety Division

#### Attachments

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety

Creed Atkinson  
Chief of Staff, Ministry of the Solicitor General

**Solicitor General**

Office of the Solicitor General

25 Grosvenor Street, 18<sup>th</sup> Floor  
Toronto ON M7A 1Y6  
Tel: 416 326-5000  
Toll Free: 1 866 517-0571  
SOLGEN.Correspondence@ontario.ca

**Solliciteur général**

Bureau du solliciteur général

25, rue Grosvenor, 18<sup>e</sup> étage  
Toronto ON M7A 1Y6  
Tél. : 416 326-5000  
Sans frais : 1 866 517-0571  
SOLGEN.Correspondence@ontario.ca



**DESIGNATION OF POLICE FORCES  
PURSUANT TO SUBSECTION 2 (1) OF  
THE  
CANNABIS ACT (POLICE ENFORCEMENT) REGULATIONS**

Effective April 1, 2024, I, MICHAEL KERZNER, Solicitor General for the Province of Ontario, hereby designate all police services as defined in subsection 2 (1) of the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1, as amended, pursuant to subsection 2 (1) of the *Cannabis Act (Police Enforcement) Regulations*, SOR/2018-151 (the "Regulations"), for the purposes of all provisions of the Regulations.

Any prior designations made pursuant to subsection 2 (1) of the Regulations are hereby revoked and replaced with this designation.

**SIGNED and DATED** at Toronto in the Province of Ontario, this 8th day of April, 2024.

A handwritten signature in blue ink, appearing to read "Michael Kerzner".

Michael Kerzner  
Solicitor General

**Solicitor General**

Office of the Solicitor General

25 Grosvenor Street, 18<sup>th</sup> Floor

Toronto ON M7A 1Y6

Tel: 416 326-5000

Toll Free: 1 866 517-0571

SOLGEN.Correspondence@ontario.ca

**Solliciteur général**

Bureau du solliciteur général

25, rue Grosvenor, 18<sup>e</sup> étage

Toronto ON M7A 1Y6

Tél. : 416 326-5000

Sans frais : 1 866 517-0571

SOLGEN.Correspondence@ontario.ca



**DESIGNATION OF POLICE FORCES  
PURSUANT TO SECTION 2 OF THE  
CONTROLLED DRUGS AND SUBSTANCES  
ACT (POLICE ENFORCEMENT)  
REGULATIONS**

Effective April 1, 2024, I, MICHAEL KERZNER, Solicitor General for the Province of Ontario, hereby designate all police services as defined in subsection 2 (1) of the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1, as amended, pursuant to section 2 of the *Controlled Drugs and Substances Act (Police Enforcement) Regulations, SOR/97-234* (the "Regulations"), for the purposes of all provisions of the Regulations.

Any prior designations made pursuant to section 2 of the Regulations are hereby revoked and replaced with this designation.

**SIGNED and DATED** at Toronto in the Province of Ontario, this 8th day of April, 2024.

A handwritten signature in blue ink, appearing to read "Michael Kerzner".

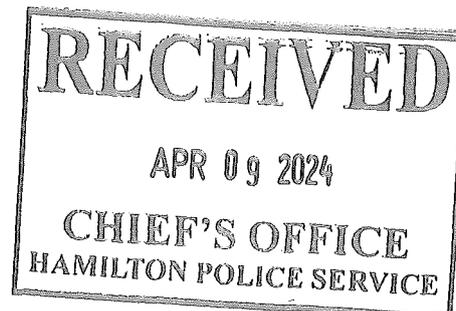
Michael Kerzner  
Solicitor General



Good Shepherd  
Faith in people.

April 3, 2024

Chief Frank Bergen  
Hamilton Police Services - Office of Chief of Police  
155 King William St  
Hamilton, ON L8N 4C1



Dear Chief Bergen,

Thank you for your donation in support of the 2024 Emmanuel House Fundraiser.

We are grateful for your compassion for quality end-of-life care. Your gift allows Good Shepherd to provide residents with the ability to live in dignity and maintain a high quality of life, while remaining close to those they love and care about the most.

Thank you for your generosity and your confidence in our work.



God Bless,

Cathy Wellwood  
Chief Development Officer

20 April 2024

Hamilton Police Service Board  
c/o Kirsten Stevenson, Administrative Director  
155 King William Street  
Hamilton, ON  
L8R 1A7

Joshua Weresch

Hamilton, ON

**Re: Police officers suspended with pay**

To the members of the Hamilton Police Services Board:

I write as a life-long Hamiltonian and a tax-paying resident in Ward 8. I write to ask that the Board affirm publicly in a statement that it supports both the suspension of policing services' officers without pay as well as the expansion of criteria to which unpaid suspensions apply. While I am grateful to see that the new *Community Safety and Policing Act* allows for unpaid suspensions in some cases, unpaid suspensions should include on- as well as off-duty actions and should not be adjudicated.

According to Bobby Hristova's article on this matter ("Suspended police officers cost Hamilton-area taxpayers \$14.8M since 2013", CBC Hamilton [accessed 20 Apr 2024]), the paid suspension of 26 policing services' officers in Hamilton, in the past decade, has cost \$8,890,000. That amount is approximately 4% of the \$214,800,000 increase – and still the most expensive item on municipal taxes – given this past year to policing services by the city, an increase given without any questions seriously asked about costs and savings, and this ~\$9,000,000 could have paid for the \$5,700,000 repair of 476 CityHousing affordable housing units – almost twice over. Taxpayers should not have to bear the costs of policing services' unwillingness to hire staff capable of the professionalism that policing services apparently requires, a professionalism that includes the clear and egregious violation of citizens' *Charter* rights. Moreover, it is concerning that the investigation by CBC Hamilton uncovered more suspensions than were reported by the Hamilton Police Services: Trust has been broken in the past and

it continues to be in grave disrepair, as the under-reporting of paid suspensions by the police services continues, and it is that trust that may never be built up again, particularly given the history of policing services and relations with sovereignty-deserving peoples.

Given that past history and that present eroded trust, with all due respect to the director of U. of T.'s Centre for Industrial Relations and Human Resources, what is at issue is not at all the fairness of suspending officers without pay. While I agree that "a worker is a worker" and that workers "are all entitled to due process," policing services' employees are not at all workers, as policing has historically been and presently is the long-standing enemy of the working class and of all workers. Policing services should not be represented by any union or police association and it is with gratitude that I note both that police unions are not welcome to join the Ontario Federation of Labour and that the Federation has called, along with the Coalition of Black Trade Unionists, for the de-funding of policing services. It is historically and presently the case that policing has been used to break up strikes, to injure picketers deeply, and has been marshaled to harass, surveil, and control the working class, peoples of global majority, and the poor; many of these issues have been much more clearly explored, than this letter allows, and excoriated by Robyn Maynard in *Policing Black Lives: State Violence in Canada from Slavery to the Present*, Chelsea Nash's article, "How police unions present barriers to change in Canada" (Rabble Magazine, 24 Jun 2024), and Sophie Birks' article, "Law Enforcement Should Have No Place In Unions" (The Maple, 29 Apr 2021). Given these facts, those employed by policing services are welcome to quit their jobs and instead to build up communities, to join the working class and cease struggling against it.

I ask again that the Board publicly affirm that it supports the unpaid suspension of officers and that the cases to which unpaid suspensions apply be expanded within the *CSPA*. Thank you for your time and consideration in these regards.

Respectfully,

Joshua Weresch, M. Div.

## **Auction Account – Requests for Funding and Support**

### **Recommendations:**

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

That tickets at a cost of \$175 each be purchased to participate in the Interval House of Hamilton 'Drives for Lives 22<sup>nd</sup> Annual Golf Tournament' taking place on June 5, 2024, at Century Pines Golf Club, in support of programs and services for women and their children experiencing violence; and

That tickets at a cost of \$200 each be purchased to participate in the Canadian Mental Health Association (Hamilton branch) 'Hole Out fore H.O.P.E.' taking place on June 7, 2024, at Kings Forest Golf Club to support services and advocacy for those suffering with serious mental illness; and

That tickets at a cost of \$65 each be purchased to attend the Hamilton Police Pipe Band 'Rise Again' concert taking place on May 25, 2024, at the Scottish Rite in Hamilton; and

That a donation of \$500 be made to the Kemp Care Network '20<sup>th</sup> Annual Hike for Hospice' taking place on June 15, 2024, at T.B. McQuesten Community Park to support compassionate palliative care & bereavement support for children, adults and families; and

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

Interval House of Hamilton  
Presents

# DRIVES FOR LIVES



## 22nd Annual Golf Tournament



5 JUNE  
2024



### CENTURY PINES GOLF CLUB

- ✔ Golf, Cart, Lunch & Dinner \$175
- ✔ Dinner Only P/P \$ 65

Title Sponsor:



Drive for a difference and help us save lives everyday.

### AGENDA

Noon

Registration Opens and BBQ Lunch  
Putting Contest and Driving Range Contest Open

1:00 PM

Shotgun Start for Golfers

6:15 PM

Final Bids for Silent Action

6:30 PM

Sit-Down Dinner and Thank You



Register Now

[www.IntervalHouseHamilton.org](http://www.IntervalHouseHamilton.org)

905.387.9959 Ext. 247 or  
[resourceteam@intervalhousehamilton.org](mailto:resourceteam@intervalhousehamilton.org)

# SPONSORSHIP *Levels*



## TITLE SPONSOR - \$10,000

Complementary golf for 10 (ten), prominent company signage at club house, prominent signage at 10 (ten) holes, recognition on social media.

**SOLD OUT**



## EAGLE LEVEL - \$3500

Complementary golf for 4 (four), prominent company signage at club house, company signage at 4 (four) holes, and recognition on social media.



## BIRDIE LEVEL - \$2000

Complementary golf for 4 (four), prominent company signage at club house, company signage at 3 (three) holes and recognition on social media.



## TAP-IN LEVEL - \$1500

Complementary golf for 2 (two), company signage at club house, company signage at 2 (two) holes, and recognition on social media.



## DRIVING RANGE LEVEL - \$1000

Company signage at the driving range and recognition on social media.



## PUTTING CONTEST LEVEL - \$500

Company signage at the putting contest and recognition on social media.



## HOLE SPONSOR - \$250

Company signage at 1 (one) hole and recognition on social media. Upgrade to 2-holes for \$400.



905.387.9959 Ext. 247

IntervalHouseHamilton.org

SPONSOR TODAY

# Hole Out Fore H.O.P.E.



**Friday June 7th, 2024**

**8AM Tee-Off**

**Kings Forest Golf Club**

100 Greenhill Ave, Hamilton, ON



**Click the Link to Register!**

[Hole Out Fore H.O.P.E. Registration](#)

**Tickets**

1 for \$200 OR 4 for \$750



**Swing into action for mental health at Hole Out for H.O.P.E.**



Canadian Mental  
Health Association  
Hamilton  
*Mental health for all*

*Let's drive change, together!*

**helping hope grow**  
CMHA Hamilton



HAMILTON POLICE

SINCE 1961

PIPE BAND

AND FRIENDS

RISE  
AGAIN

MAY • 25 • 2024

The Scottish Rite, Hamilton

Doors open @ 6:30. Reception with hors d'oeuvres to follow.

\$65 @ EventBrite.com

*featuring performances by*

The **78<sup>th</sup>**  
FRASER HIGHLANDERS  
PIPE BAND

HAMILTON  
POLICE SERVICE  
CHOIR

ASPECTS OF DANCE  
Highland Dancers

The Mississaugas  
of the Credit  
FIRST NATIONS  
DRUM BAND

*plus celtic song by*

*Elizabeth (Aumonier) Love & Glenna Mackay-Johnstone*



# Signature Event & Sponsorship Package

**2024**

# 20TH ANNUAL HIKE FOR HOSPICE JUNE 15TH, 2024

## 20 Years of Caring

*Run the Legacy, Walk the Memories*

*Participate in 3km walk or 5km run!*



In support of



**SATURDAY, JUNE 15TH, 2024 | 10am - 1pm**

**3KM WALK OR 5KM RUN**

**T.B. McQuesten Community Park**

**To find out more visit [kempcarenetwork.org](http://kempcarenetwork.org) or call 905-387-2448 ext. 2211**

# Sponsorship Opportunities

## 5k Run Sponsor

**\$7,500**



- Registration for a team of 10
- Two Pathway Markers
- Event signage recognition
- Opportunity to speak to attendees and formal recognition by Emcee
- Recognition on promotional materials, social media featured post, on website as a Community Sponsor and in Annual General Report
- Recognition gift will be presented at event
- Logo displayed on runners bibs

## 3k Walk Sponsor

**\$5000**



- Registration for a team of 10
- Two Pathway Markers
- Event signage recognition
- Formal recognition by Emcee
- Recognition on promotional materials, social media featured post, on website as a Community Sponsor and in Annual General Report
- Logo displayed on walkers bibs



## Lunch Sponsor

**\$3000**



- Registration for team of 6
- Two Pathway Markers
- Event signage recognition
- Formal recognition by Emcee
- Exclusive signage in lunch area
- Recognition on promotional materials, social media featured post, on website as a Community Sponsor and in Annual General Report

## 20th Anniversary Gift Sponsor

**\$2000**

- Registration for team of 6
- One Pathway Marker
- Event signage recognition
- Exclusive logo on gift
- Social Media featured post

## Reusable Water Bottle Sponsor

**\$2000**

- Registration for team of 6
- One Pathway Marker
- Event signage recognition
- Exclusive logo on reusable water bottle
- Social Media featured post

*Every Detail Remembered™* | Dignity

## Entertainment Sponsor

**\$1500**

- Registration for 6
- One Pathway Marker
- Event signage recognition
- Exclusive signage at entertainment booths



## Memory Activity

**\$1000**

- Registration for team of 4
- Event signage recognition
- Exclusive signage at memory activity area



## Games & Activities Sponsor

**\$750**

- Event signage recognition
- Exclusive signage a bouncy castle, activities and games



## Pathway Marker

**\$400**

- Company logo on a pathway sign that will cheer our walkers and runners on along the path



## 3K Walk & 5K Run Registration Fee

**3K Walk: \$20**

**5K Run Adults: \$35 Registration (t-shirt included)**

**3K Walk OR 5K Run Kids 6-14: \$10 Registration**

**Kids Under 5: Free**

**Raise \$150 in pledges and receive the 20th Annual Hike Anniversary Gift!**



*Dear Community Supporter,*

We are reaching out on behalf of the Kemp Care Network in regards to a donation from for our 20th Annual Hike for Hospice. Dr. Kemp's House has been serving the greater Hamilton community for over 30 years providing end-of-life care, volunteer visiting programs, day hospice, bereavement programs and Camp Keaton, a bereavement camp for children and teenagers all at no cost to the families.

We are excited to create new connections with neighbourhood businesses that will benefit both your business and most importantly the greater Hamilton community. From event participation to donations and sponsorship, we are sure we can find the best fit for your organization to be a part of our mission.

The 20th Annual Hike for Hospice event is being held on June 15th, 2024 at T.B. McQuesten Community Park. This event is a family and community based and includes a 3km walk and 5km run pledge driven component with all proceeds going directly to the Kemp Care Network for the services we provide to the community.

**On behalf of the Kemp Care Network may we ask for your support by:**

- a) A donation of a prize or gift basket.
- b) A donation of gift cards or products needed for event (granola bars, water, snacks).
- c) Monetary donation. (receive a full tax receipt for \$25 or over).
- d) Sponsorship (please see attached sponsorship document).

We thank you very much for considering our inquiry.

Kindest Regards,  
The Events Team at the Kemp Care Network

Lindsay Barnett  
events@kemphospice.org  
277 Stone Church Road East  
Hamilton, ON L9B 1B1  
T: 905-387-2448 ext. 2211  
Charitable # 134922392RR0001



# HAMILTON POLICE SERVICE

## INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	April 25, 2024
<b>SUBJECT:</b>	2023 Year End Report – McMaster University Special Constables
<b>REPORT NUMBER:</b>	24-028
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### EXECUTIVE SUMMARY

McMaster University is a vibrant and diverse community, and ensuring the safety, well-being and belonging of students, faculty, and staff is the foremost priority for Campus Safety Services (formerly known as Security Services).

Over the past year, McMaster has undergone significant transformation, including new leadership, an increased emphasis on community-oriented safety practices, and a rebranding of the department to better align with its mission and responsibilities.

In June 2023, Ivan L'Ortye joined McMaster University as Director of Campus Safety Services, leading a team of Special Constables to focus on a proactive, community and partnership-based approach to safety.

Comprising of 34 staff, Campus Safety Services operates year-round, providing 24/7 support. The Special Constables, who are appointed as Peace Officers by the Board under the Authority of the Police Services Act, manage safety for the main campus and all off-campus sites.

Training and development remain a priority, with staff maintaining a high level of virtual and in-person training, including regular Block Training facilitated by Hamilton Police Service's Training Branch. The team also conducted numerous outreach presentations on campus safety for faculty and student groups, fostering a strong connection with the community.

### INFORMATION

The McMaster campus is composed of 300 acres of property and almost 60 buildings. The McMaster community includes 37,370 students, and 18,000 faculty, research, staff, student and interim employees.

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**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

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Building on a rich history, McMaster University is an innovative education and research community committed to discovery and improving the world around us.

Powered by impactful research, teaching and industry partnerships, McMaster continues to be ranked among the world's top 100 universities in a key international ranking, Times Higher Education (THE) in 2023. Overall, McMaster ranked 37th in the world in this year's THE's Impact Rankings, which recognizes the contributions of universities worldwide as they work to make the world a safer, more sustainable place.

McMaster University's primary campus is situated in the west end of Hamilton, surrounded by inviting green spaces, residential living and is part of a vibrant community.

McMaster also includes buildings off-campus in Hamilton that are supported by Campus Safety Services Special Constables including One James North, 10 Bay Graduate Residence and David Braley Health Sciences Centre.

### **McMaster University Campus Safety Services**

The primary responsibility of Campus Safety Services is the overall safety and protection of persons and property within the McMaster community. While this requires great diligence and a commitment to excellence, it also requires a pro-active approach which helps to ensure that students, faculty, and staff feel safe, welcomed, valued and respected as individuals.

The team manages community safety for the main campus, all off-campus sites and is supplemented by private contract security services for several off-campus locations. The department's office is located on the 2nd floor of the E.T. Clarke Centre on McMaster University's campus. Campus Safety Services Special Constables travel in marked vehicles, bicycles and on foot on campus.

McMaster campus communities extend to:

- David Braley Health Sciences Centre – downtown Hamilton
- 10 Bay Graduate Residence – downtown Hamilton
- McMaster Continuing Education and university offices – One James North
- McMaster Innovation Park – Longwood Road
- The Ron Joyce Centre – Burlington
- Stonechurch Family Health Centre – Upper Ottawa St., Hamilton
- Kitchener/Waterloo and St. Catharines Health Sciences facilities and programs

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## Community Partners

Special Constables interact on a regular basis with internal and external partners including student groups, faculty representatives, Student Wellness, Hamilton and Halton Police, Hamilton Fire Department and Paramedic Services.

## McMaster University Board Of Governors

McMaster Special Constables are sworn Peace Officers, appointed by the Hamilton Police Services Board under the authority of the Police Services Act.

Their appointments endow them with the responsibilities and duties of a Special Constable and enable them to enforce the Criminal Code of Canada, Controlled Drugs and Substances Act, Federal and Provincial statutes and Municipal By-Laws on the University Campus including off-campus university properties in Hamilton. The Special Constables also administer the McMaster Board of Governor's bylaws and regulations.

## Protocol With The Hamilton Police Service

The Hamilton Police Service works closely with McMaster Campus Safety Services to investigate serious criminal incidents. McMaster also continued to invest in the "Mac 91/92" program working closely with the Hamilton Police Service to hire officers to support community safety.

McMaster has a strong partnership with the Hamilton Police Service that is outlined in a formal Memorandum of Understanding (MOU) with the Hamilton Police Services Board (HPSB). McMaster University Campus Safety Services and the Halton Regional Police Service also have an official partnership, allowing the appointment of Special Constables in the Ron Joyce Centre in Burlington.

McMaster Campus Safety Services consists of 34 staff which include 30 sworn Peace Officers, providing 24/7 support to the university, an Administrative Support member, and a Technology Group responsible for local IT infrastructure and access control.

In 2023, Campus Safety Services continued to advance inclusive excellence with a focus on employment equity by fostering equitable hiring processes and training focus. The service has a diverse staff compliment reflective of the campus community, which follows leading practices outlined in section 14 in the Ontario Human Rights Code. The team works collaboratively with the Equity and Inclusion Office (EIO) on human-rights based approaches to campus safety, which aligns with the recommendations from the Ontario Human Rights Commission (OHRC).

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## Training And Professional Development

The unique position of Special Constables requires consistent training and development. Beyond the formal education process, a considerable amount of learning takes place on-the-job.

In 2023, Campus Safety Services focused training in the areas of dealing with persons with mental health and addiction, health and safety, criminal investigations and anti-racism. Special Constables were also given the instructional material and a revised policy on the new Ontario Model of Enhanced De-escalation and Use of Force. The academic introduction of the new model was followed up with skills-based training completed by the Hamilton Police Service Training Branch.

Campus Safety Services continues to partner with the Canadian Police Knowledge Network (CPKN) and the Ontario Police Video Training Alliance (OPVTA). Given the expansion of the Acting Sergeant and Officer in-charge (IC) role, a new Frontline Supervisor Course was obtained via CPKN and is currently in use. CPKN and OPVTA continue to provide courses in the areas of Leadership Development, Coaching and Senior Special Constable Development, and Investigative Skills.

During the fall of 2023, McMaster's Equity and Inclusion Office (EIO), provided each Special Constable with a half day training program covering such topics as: anti-racism, human rights, accessibility, gender-based and sexual violence, Human Rights Tribunal Ontario Cases and best practices, and related policies at McMaster. In 2024, the EIO will provide training on Impact to Action: Final report into anti-Black racism by the Toronto Police Service.

## Reporting Incidents At McMaster

The unique position and authority of Special Constables at McMaster Campus Safety Services brings accountability to the Hamilton Police Services Board for all actions taken in relation to law enforcement powers granted under the Police Services Act as prescribed by the Board. As a requirement of that accountability, McMaster provides this Annual Report with statistical and evaluative information including, amongst other requirements, enforcement activity.

The community is encouraged to report any concerns or incidents and information is shared appropriately with internal and external partners to respond accordingly and prevent future incidents from occurring. The service strives for proactive measures to prevent crime and enhance community safety.

In 2023, McMaster Campus Safety Services filed 5,662 incident reports compared to 5,378 incident reports filed during 2022, a slight increase year over year. More persons attending campus is the driving force on the increased calls for service and investigations on campus, and may account for the increase in incidents as well. A number of campus reported

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incidents that occurred in other jurisdictions involved Campus Safety Services investigators liaising with Detectives in several Police jurisdictions to assist in evidence gathering and risk mitigation strategies.

Training and education efforts continue in relation to Harassment and Sexual Harassment and 29 incidents were reported in 2023 which is a decrease from 35 incidents in 2022. McMaster's Sexual Violence and Harassment and Discrimination policies are regularly reviewed and updated after campus-wide consultations and remain important aspects of creating and supporting a safe environment. There were also no reported incidents inciting hate in 2023.

Incidents of theft have increased to 296 in 2023 while Assaults, Break & Enters, and Frauds have decreased in 2023 compared to 2022. The increase in thefts included a surge in bicycle thefts in 2023.

Campus Safety Services maintains accounts with the Ontario Police Video Training Alliance (OPVTA) and the Canadian Police Knowledge Network (CPN) which is affiliated with the Ontario Police College. This is a critical component as the Memorandum of Understanding (MOU) between McMaster and the Board, which grants powers to Special Constables and enables them to enforce the Criminal Code of Canada, the Controlled Drugs and Substances Act and Federal and Provincial statutes /Municipal By-Laws on University property.

A short summary of the incidents reported to Campus Safety Services in 2023, classified as Criminal and Provincial Offences, is included below. Statistics are compared to 2019, given the low number of people physically on campus during the pandemic (2020-2022).

- The overall number of criminal investigations decreased by 4.5% from 2019 to 2023. The vast majority of reported criminal incidents where an accused is identified are deemed to have not met the threshold for an actual criminal offence.
- There were two hate reported incidents, a drastic decrease to the 11 reported in 2019. They did not meet the threshold of a hate crime or hate biased/motivated crime as per the Criminal Code in 2023.
- There was a 3% increase in thefts and a 23% increase in mischief offences.
- Harassment and sexual harassment incidents reported to Campus Safety Services decreased by 34%.
- Assaults decreased by 73% in 2023 and break and enters decreased by 40%.

Policy reviews also remained an ongoing focus, resulting in critical updates including the Bomb Threat Response Policy, Active Attacker Policy, and the Use of Force Policy.

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## Hamilton Police – McMaster Partnership

The President’s Advisory Committee on Community Relations (PACCR) has brought the university and its neighbours together for close to three decades. Co-chaired by the Chair of the Ainslie Woods/Westdale Community Association (AWWCA) and McMaster’s Chief Executive of Internal and External engagement, the group includes representatives from the neighbourhoods that surround the university, landlords, Westdale BIA, Hamilton Police, City of Hamilton By-law, the Ward One Councillor, students, the McMaster University Faculty Association and other university leaders, including the Dean of Students and the Director of Campus Safety Services.

PACCR meets regularly to share information, discuss concerns, and provide a community perspective when planning for events such as Welcome Week and unauthorized street parties. Throughout 2023, McMaster continued to invest in the “Mac 91/92” Paid-Duty Policing program, working closely with the Hamilton Police Service to hire Hamilton Police officers to proactively patrol the Ainslie Woods/Westdale neighbourhoods.

The number of Paid Duty Officers increases at key times of year including Welcome Week and later in the fall when unauthorized street parties have been held in the community. Campus Safety Services works closely with HPS in its planning for these events. McMaster also works closely with Police and the City of Hamilton to ensure proactive and coordinated communications are available to students. This work compliments the university’s ongoing Good Neighbour program to remind students of the important role they play in building strong and respectful communities around the university.

Please see the annual report attached to this document. The Hamilton Police Service looks forward to continuing our partnership with McMaster University in support of community safety, well-being and belonging.

## APPENDICES ATTACHED

- Appendix A – Training
- Appendix B – Criminal Incidents
- Appendix C – McMaster Security 2023 Annual Report

FB/R. Abbott

- c: Ryan Diodati, Deputy Chief – Operations
- Paul Hamilton, Deputy Chief – Support

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**24-028 Appendix A Training**

<b>Training</b>	<b>2023 Attendees</b>
<b>Hamilton Police Training</b>	
Use of Force Certification (HPS)	9
Use of Force (Recertification)	22
Criminal Investigators Training and Education – CITE (formerly GIT) (HPS)	-
First Aid & CPR (HPS)	22
Crisis Intervention Training (HPS)	6
Bystander Training	-
Block Training (HPS)	22
Block Training – McMaster Specific Content (produced locally)	9
<b>McMaster Health and Safety Training</b>	
Asbestos Awareness Training	13
Ergonomic Awareness Training	14
Fire Safety Training	20
Heat Stress	13
Golf Cart Safety	14
Tunnel Orientation	12
Health and Safety Orientation	13
Radiation Safety Training	9
Due Diligence	15
WHMIS – Core	13
Hydrogen Fluoride	18
Accident Investigation Training (EOHSS)	13
Slips Trips and Fall	13
Violence and Harassment Prevention Training – McMaster	20
<b>Misc McMaster Training</b>	
Dispatcher Training	6
AODA and Human Rights Code	13
Primer on Privacy	13
<b>Canadian Police Knowledge Network (Total Courses taken)</b>	<b>200</b>
Personal Protective Strategy for Infection Prevention and Control	2
Using a Trauma Informed Approach	4
Introduction to Trauma Informed Investigations	5
OPVTA video – De-Escalation	4
Coach Officer Training	2
Crisis Intervention and De-Escalation	6
Critical Incident Stress Management	7

<b>Mental Health Focus</b>	
Mental Health for First Responders (CPKN)	3
Professor Hippo-on-Campus Mental Health (8 Modules)	4
McMaster – Mental Health Response (Incorporated in McMaster Specific Content of 2021 Block Training)	8
Recognition of Emotionally Disturbed Persons	4
OPTVA Video – Mental Health Apprehensions	9
<b>Diversity, Cultural Competence, Sensitivity</b>	
CPKN course – 2SLGBTQ+	5
Equity and Inclusion office Training: University Policy, Human Rights Code, HRTO cases, best Practices and Resources (Half-day)	30
OPVTA Video – Faith and Diversity	5
Autism Spectrum Disorder	27

**24-028 Appendix B: Criminal Incidents**

<b>Criminal Incident</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Assault	29	21	38	23	21	23	10
Breach of Recognizance/Probation	1	1	0	0	4	1	0
Break and Enter/Attempts	11	22	15	26	20	19	9
Disturbances	22	10	9	3	1	4	4
Fraud	21	14	13	15	18	17	14
Harassing Phone Calls & Email	8	6	1	4	8	2	12
Harassment/Sexual Harassment	37	29	44	42	28	35	29
Inciting Hate	3	10	11	3	5	8	0
Mischief	100	128	126	133	105	144	155
Obstruct Peace Officer	2	1	1	0	0	1	0
Robbery	3	0	3	0	0	1	0
Sexual Assault	6	5	17	15	17	4	4
Theft/Possession	258	266	285	100	59	174	296
Threatening	10	11	16	8	10	22	20
<b>Total (All Categories Above)</b>	<b>537</b>	<b>524</b>	<b>579</b>	<b>372</b>	<b>296</b>	<b>455</b>	<b>553</b>

The following is a summary of all incidents reported for Criminal, Provincial and Federal offences:

<b>Statutes</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Criminal Code	531	557	602	383	295	498	589
Provincial	215	209	195	244	150	151	178
Federal (CDSA)	108	108	9*	0	0	6	2
<b>Total</b>	<b>854</b>	<b>874</b>	<b>806</b>	<b>627</b>	<b>445</b>	<b>655</b>	<b>733</b>

\*Decrease is the decriminalization of marijuana and reduction in Controlled Drugs and Substance offences.



# 2023



# Campus Safety Services

## ANNUAL REPORT

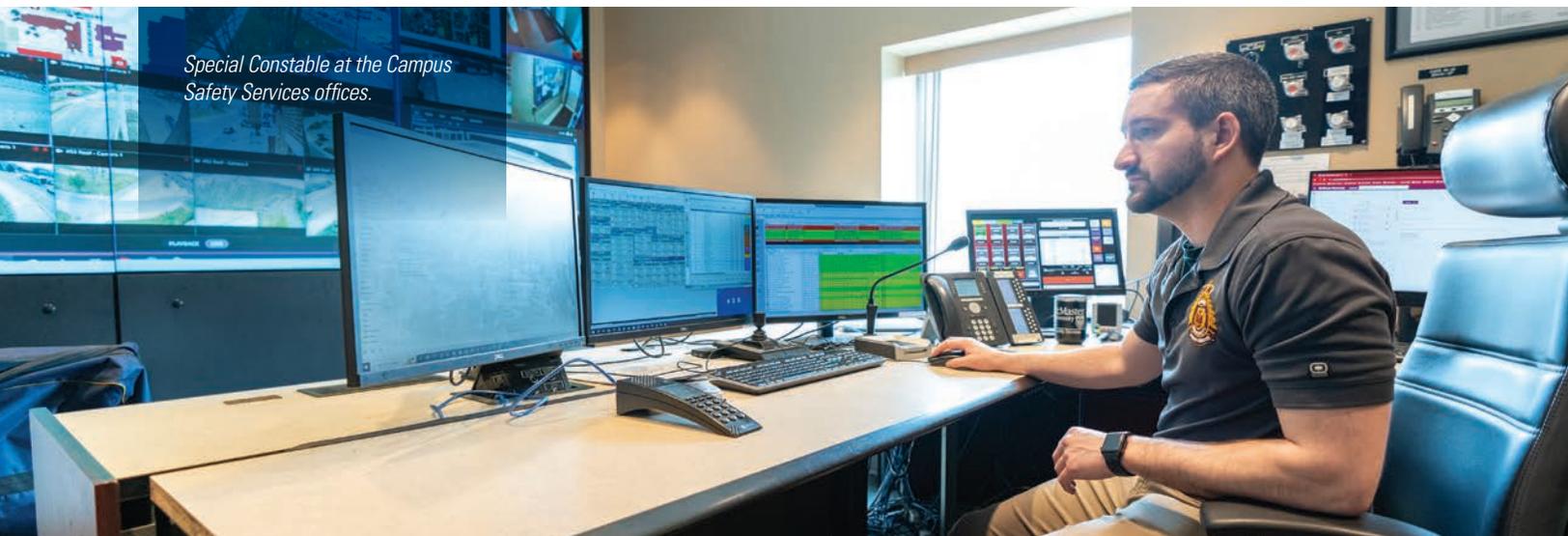
Covering January 1, 2023 to December 31, 2023.

## Land Acknowledgment:

McMaster University recognizes and acknowledges that it is located on the traditional territories of the Mississauga and Haudenosaunee nations, and within the lands protected by the Dish with One Spoon Wampum Agreement.

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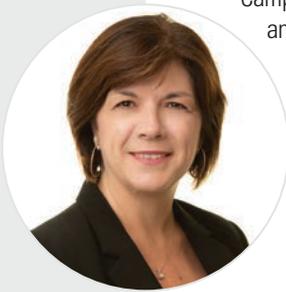
*Special Constable at the Campus Safety Services offices.*

## Message from the **Chief Human Resources Officer and Associate Vice-President**

McMaster is a community and supporting the students, faculty and staff who work, study, and live at the university is the top priority for Campus Safety Services (formerly Security Services).

This past year saw new leadership, an enhanced community-focused approach to safety, and a new name for the department to better align and reflect its mission and work – Campus Safety Services.

Ivan L'Ortye joined McMaster University in June of 2023, as Director of Campus Safety Services, managing a team of Special Constables to focus on a proactive, community and partnership-based approach to safety. Together, the Campus Safety team works to ensure they are well positioned to support the unique needs of the campus community, and that they embody the university's values like respect, inclusion, trust, integrity, and service in their work.



I am proud of and grateful for the entire Campus Safety Services team for their dedication and commitment to ensure the McMaster campus and McMaster buildings in Hamilton, off the main campus, are a safe and welcoming place for everyone.

**Wanda McKenna**  
Chief Human Resources Officer and Associate Vice-President

## Message from the **Director of Campus Safety Services**

We have a diverse campus in a variety of locations and Campus Safety Services interacts with people across the university – learning about their concerns and interests is an important way that we can make sure we reflect the values, principles, and priorities of the university in our work.

In 2023, as McMaster opened the Graduate Residence at 10 Bay Street in downtown Hamilton, the responsibilities, and geographic locations the Campus Safety team supports expanded. The group also focused on enhanced outreach initiatives and robust training with an approach centering equity, inclusion and belonging. The team grew with a new Mental Health Liaison Special Constable position and a second Investigator.

As we look ahead to next year, we will continue proactive and positive community engagement including additional speaking opportunities, training sessions and meeting with various student groups to share advice, tips, and safety information, on top of the day-to-day patrols and responses. We're building a new strategic plan and enhancing our mission statement and website, as we establish our forward-looking vision for the team.



I would like to thank our community partners including Hamilton Police Services, McMaster Students Union, faculty and staff members, and the students, for your collaboration and openness to work together to keep campus safe and where all members have a sense of belonging. I also want to recognize all members of Campus Safety Services including those who work in a support role, diligently carrying out their duty to service as we continue our goal of enhancing campus safety and well-being.

**Ivan L'Ortye, MPA**  
Director of Campus Safety Services

McMaster University's main campus in the summer.

**300** ACRES OF PROPERTY | **NEARLY 60** BUILDINGS

**37,000** STUDENTS

**18,000** FACULTY, RESEARCH, STAFF, STUDENT AND INTERIM EMPLOYEES



## About the McMaster University community

Building on our rich history, McMaster University is an innovative education and research community committed to discovery and improving the world around us.

Powered by impactful research, teaching and industry partnerships, McMaster continues to be ranked among the world's top 100 universities in a key international ranking, Times Higher Education (THE) in 2023. Overall, McMaster ranked 37th in the world in this year's THE's Impact Rankings, which recognizes the contributions of universities worldwide as they work to make the world a safer, more sustainable place.

McMaster University's primary campus is situated in the west end of Hamilton, surrounded by inviting green spaces, residential living and is part of a vibrant community.

McMaster also includes buildings off-campus in Hamilton that are supported by Campus Safety Services Special Constables including One James North, 10 Bay Graduate Residence and David Braley Health Sciences Centre.



McMaster's One James North Building



McMaster's 10 Bay Graduate Residence



McMaster's David Braley Health Sciences Centre

*Special Constables with a Campus Safety Services vehicle on campus.*



## Mission Statement

McMaster University Campus Safety Services Special Constables will protect lives and property on our campus, doing our part to create a safe, secure, and inclusive place to live, work, study, and conduct research.

# McMaster's Campus Safety Services

## ABOUT CAMPUS SAFETY

The primary responsibility of Campus Safety Services is the overall safety and protection of persons and property within the McMaster community. While this requires great diligence and a commitment to excellence, it also requires a pro-active approach that helps to ensure that students, faculty, and staff feel safe, welcomed, valued and respected as individuals.

The team manages community safety for the main campus, all off campus sites and is supplemented by private contract security services for several off-campus locations. The department's office is located on the 2nd floor of the E.T. Clarke Centre on McMaster University's campus. Campus Safety Services Special Constables travel in marked vehicles, bicycles and on foot on campus.

## COMMUNITY PARTNERS

Special Constables interact on a regular basis with internal and external partners including student groups, faculty representatives, Student Wellness, Hamilton and Halton Police, Hamilton Fire Department and Paramedic Services.

### McMaster University Board of Governors

McMaster Special Constables are sworn Peace Officers, appointed by the Board under the authority of the Police Services Act. Their appointments endow them with the responsibilities and duties of a Special Constable and enable them to enforce the Criminal Code of Canada, Controlled Drugs and Substances Act, Federal and Provincial statutes and Municipal By-Laws on the University Campus including off-campus university properties in Hamilton. The Special Constables also administer the McMaster Board of Governor's bylaws and regulations.

## Hamilton Police Services

The Hamilton Police Service works closely with McMaster Campus Safety Services to investigate serious criminal incidents. McMaster also continued to invest in the 91/92 program working closely with the Hamilton Police Service to hire officers to support community safety.

McMaster has a strong partnership with the Hamilton Police Service that is outlined in a formal Memorandum of Understanding (MOU) with the Hamilton Police Services Board (HPSB). McMaster University Campus Safety Services and the Halton Regional Police Service also have an official partnership, allowing the appointment of Special Constables in the Ron Joyce Centre in Burlington.

### Internal partners:

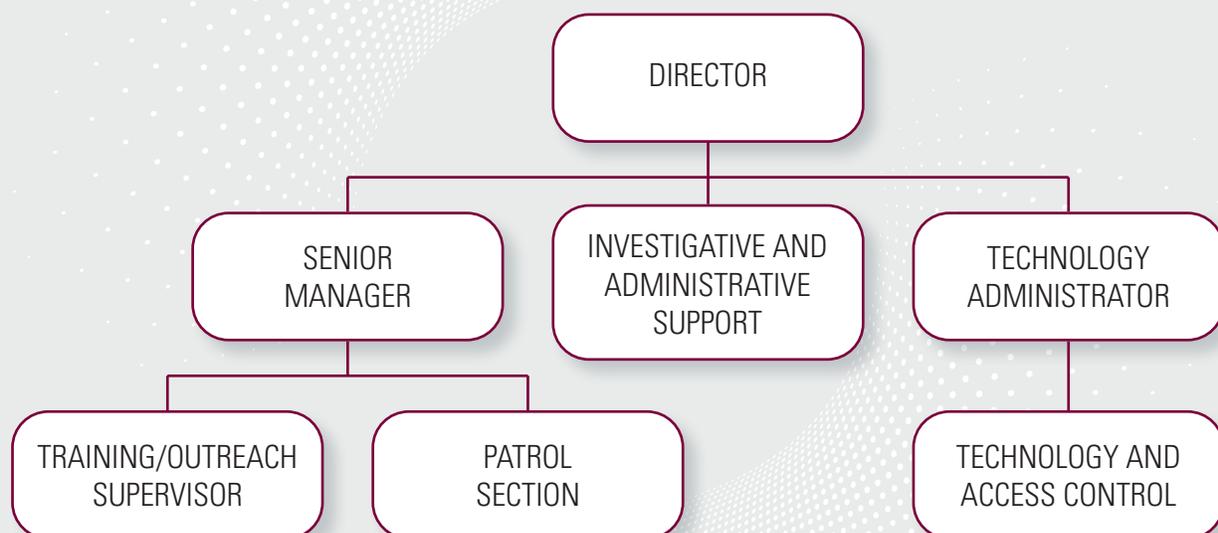


and more.

## ABOUT THE TEAM

McMaster Campus Safety Services consists of 34 staff which include 30 sworn Peace Officers, providing 24/7 support to the university, an Administrative Support member, and a Technology Group responsible for local IT infrastructure and access control.

In 2023, Campus Safety Services continued to advance inclusive excellence with a focus on employment equity by fostering equitable hiring processes and training focus. The service has a diverse staff compliment reflective of the campus community, which follows leading practices outlined in section 14 in the Ontario Human Rights Code. The team works collaboratively with the Equity and Inclusion Office (EIO) on human-rights based approaches to campus safety, which aligns with the recommendations from the Ontario Human Rights Commission (OHRC).



The Patrol section consists of four squads of full and part-time Special Constables with each squad led by a Supervisor.

*Special Constables interact on a regular basis with community members on campus.*



## Training and Professional Development

The following is a summary of the training programs that Campus Safety Services participated in in 2023.

The unique position of Special Constables requires consistent training and development. Beyond the formal education process, a considerable amount of learning takes place on-the-job.

In 2023, Campus Safety Services focused training in the areas of dealing with persons with mental health and addiction, health and safety, criminal investigations and anti-racism. Special Constables were also given the instructional material and a revised policy on the new Ontario Model of Enhanced De-escalation and Use of Force. The academic introduction of the new model was followed up with skills-based training completed by the Hamilton Police Service Training Branch.

Campus Safety Services continues to partner with the Canadian Police Knowledge Network (CPKN) and the Ontario Police Video Training Alliance (OPVTA). Given the expansion of the Acting Sergeant and Officer in-charge (IC) role, a new Frontline Supervisor Course was obtained via CPKN and is currently in use. CPKN and OPVTA continue to provide courses in the areas of Leadership Development, Coaching and Senior Special Constable Development, and Investigative Skills.

During the fall of 2023, McMaster's Equity and Inclusion Office (EIO), provided each Special Constable with a half day training program covering such topics as: anti-racism, human rights, accessibility, gender-based and sexual violence, Human Rights Tribunal Ontario Cases and best practices, and related policies at McMaster. In 2024, the EIO will provide training on Impact to Action: Final report into anti-Black racism by the Toronto Police Service.

THE LIST BELOW INCLUDES ALL OF THE TRAINING IN CAMPUS SAFETY SERVICES IN 2023:

<b>Training</b>	<b>2023 Attendees</b>
<b>Hamilton Police Training</b>	
Use of Force Certification (HPS)	9
Use of Force (Recertification)	22
First Aid & CPR (HPS)	22
Hamilton Police Bike Officer	–
Crisis Intervention Training (HPS)	6
Bystander Training	–
Block Training (HPS)	22
Block Training – McMaster Specific Content (produced locally)	9
<b>McMaster Health and Safety Training</b>	
Asbestos Awareness Training	13
Ergonomic Awareness Training	14
Fire Safety Training	20
Heat Stress	13
Golf Cart Safety	14
Tunnel Orientation	12
Health and Safety Orientation	13
Radiation Safety Training	9
Due Diligence	15
WHMIS – Core	13
Hydrogen Fluoride	18
Accident Investigation Training (EOHSS)	13
Slips Trips and Fall	13
Violence and Harassment Prevention Training - McMaster	20
<b>Misc. McMaster Training</b>	
Dispatcher Training	6
AODA and Human Rights Code	13
Primer on Privacy	13
<b>Canadian Police Knowledge Network (Total Courses taken)</b>	
	<b>200</b>
Personal Protective Strategy for Infection Prevention and Control	2
Using a Trauma Informed Approach	4
Introduction to Trauma Informed Investigations	5
OPVTA Video – De-Escalation	4
Coach Officer Training	6
Crisis Intervention and De-Escalation	6
Critical Incident Stress Management	7
<b>Mental Health Focus</b>	
Mental Health for First Responders (CPKN)	3
Professor Hippo-on-Campus Mental Health (8 Modules)	4
McMaster – Mental Health Response (Incorporated in McMaster Specific Content of 2021 Block Training)	8
Recognition of Emotionally Disturbed Persons	4
OPVTA Video – Mental Health Apprehensions	9
<b>Diversity, Cultural Competence, Sensitivity</b>	
CPKN course – 2SLGBTQ+	5
Equity and Inclusion office Training: University Policy, Human Rights Code, HRTO cases, best Practices and Resources (Half-day)	30
OPVTA Video - Faith and Diversity	5
Autism Spectrum Disorder	27



# Reporting Incidents

The unique position and authority of Special Constables at McMaster Campus Safety Services brings accountability to the Hamilton Police Services Board for all actions taken in relation to law enforcement powers granted under the Police Services Act as prescribed by the Board. As a requirement of that accountability, McMaster provides this Annual Report with statistical and evaluative information including, amongst other requirements, enforcement activity.

The community is encouraged to report any concerns or incidents and information is shared appropriately with internal and external partners to respond accordingly and prevent future incidents from occurring. The service strives for proactive measures to prevent crime and enhance community safety.

In 2023, McMaster Campus Safety Services filed 5,662 incident reports compared to 5,378 incident reports filed during 2022, a slight increase year over year. More persons attending campus is the driving force on the increased calls for service and investigations on campus, and may account for the increase in incidents as well. A number of campus reported incidents that occurred in other jurisdictions involved Campus Safety Services investigators liaising with Detectives in several Police jurisdictions to assist in evidence gathering and risk mitigation strategies.

Training and education efforts continue in relation to Harassment and Sexual Harassment and 29 incidents were reported in 2023 which is a decrease from 35 incidents in 2022. McMaster's Sexual Violence and Harassment and Discrimination policies are regularly reviewed and updated after campus-wide consultations and remain important aspects of creating and supporting a safe environment. There were also no reported incidents inciting hate in 2023.

Incidents of theft have increased to 296 in 2023 while Assaults, Break & Enters, and Frauds have decreased in 2023 compared to 2022. The increase in thefts included a surge in bicycle thefts in 2023.

THE TABLE AND GRAPHS BELOW OUTLINE THE INCIDENTS REPORTED DIRECTLY TO CAMPUS SAFETY SERVICES ONLY OVER THE YEARS.

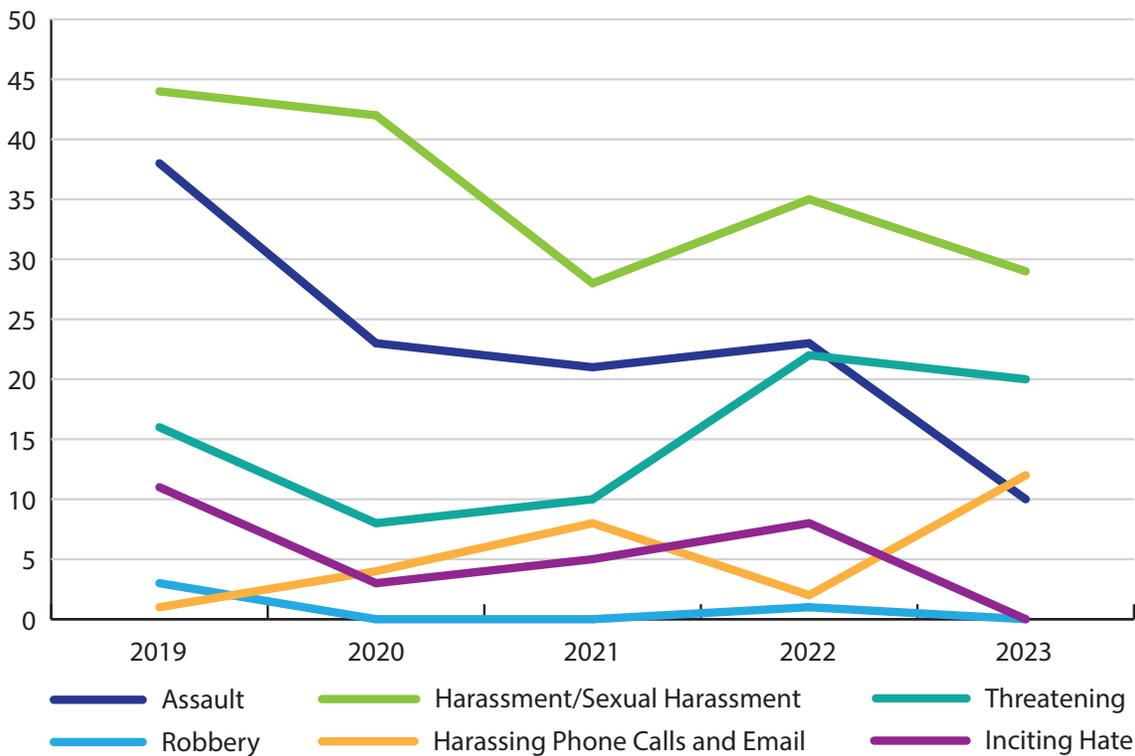
Criminal Incident	2017	2018	2019	2020	2021	2022	2023
Assault	29	21	38	23	21	23	10
Breach of Recognizance/Probation	1	1	-	-	4	1	0
Break and Enter/Attempts	11	22	15	26	20	19	9
Disturbances	22	10	9	3	1	4	4
Fraud	21	14	13	15	18	17	14
Harassing Phone Calls and Email	8	6	1	4	8	2	12
Harassment/Sexual Harassment	37	29	44	42	28	35	29
Inciting Hate	3	10	11	3	5	8	0
Mischief	100	128	126	133	105	144	155
Obstruct Peace Officer	2	1	1	-	-	1	-
Robbery	3	0	3	-	-	1	-
Sexual Assaults	6	5	17	15	17	4	4
Theft/Possession	258	266	285	100	59	174	296
Threatening	10	11	16	8	10	22	20
<b>Total (All Categories Above)</b>	<b>511</b>	<b>524</b>	<b>579</b>	<b>372</b>	<b>296</b>	<b>455</b>	<b>553</b>

*\*Note: 2020 and 2021 numbers include a low number of people on campus, due to the pandemic. The numbers included reflect incidents reported directly to Campus Safety Services only, for intake office please refer to the Equity and Inclusion Office Annual Report.*

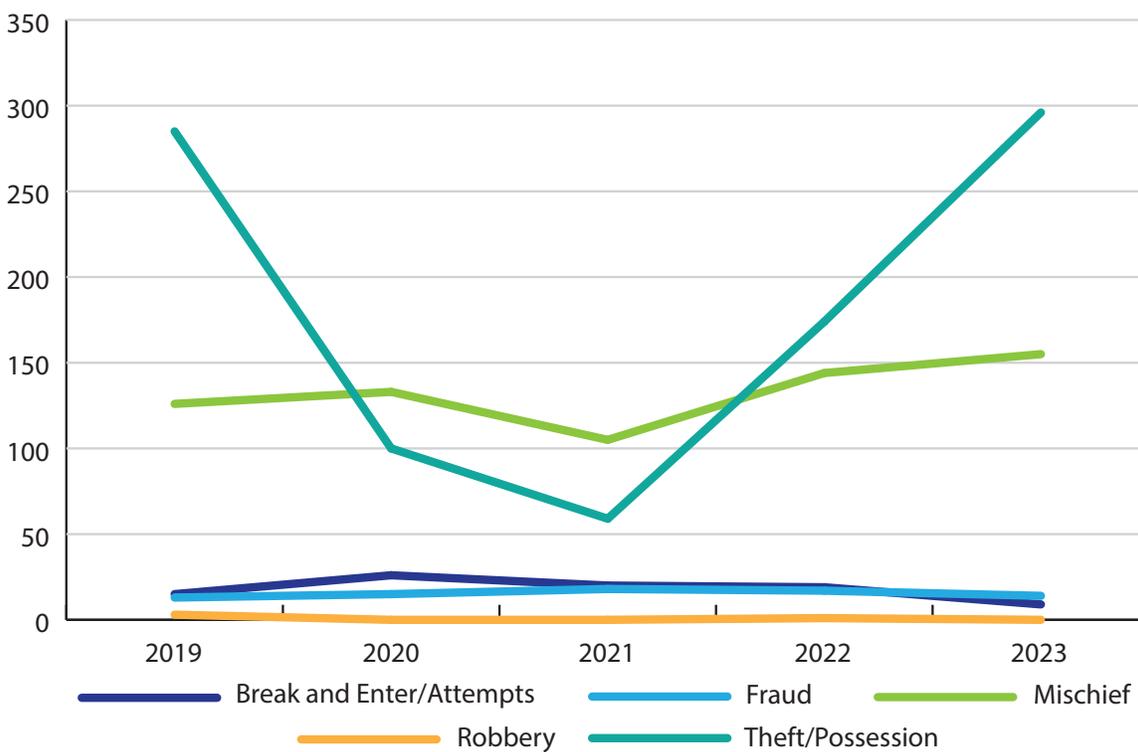
THE FOLLOWING IS A SUMMARY OF ALL INCIDENTS REPORTED TO CAMPUS SAFETY SERVICES THAT ARE CLASSIFIED AS A CRIMINAL, PROVINCIAL, OR FEDERAL OFFENCE. These are reported incidents and do not necessarily reflect charged offences. The incidents reported in 2023 can be associated with a higher number of people physically on campus when compared to previous years, due to the pandemic.

Statutes	2017	2018	2019	2020	2021	2022	2023
Criminal Code	531	557	602	383	295	498	589
Provincial	215	209	195	244	150	151	178
Federal (CDSA)	108	108	9*	0	0	6	2
<b>Total</b>	<b>854</b>	<b>874</b>	<b>806</b>	<b>627</b>	<b>445</b>	<b>655</b>	<b>769</b>

### Number of Investigations of Reported Offences Against Persons



### Number of Investigations of Reported Property Offences



Thank you for working together  
to keep the McMaster community safe.



## Contact

- By telephone at (905) 525-9140 Ext. 24281 or by calling (905) 522-4135
- From any McMaster University campus telephone by calling Ext. 88
- SafetyApp Smartphone App has a direct dial button
- Red Assistance Pole-Located throughout the campus, have a no-charge 'Security' button
- Elevators on campus have a direct connection phone

Learn more about Campus Safety Services at McMaster on our website: <http://security.mcmaster.ca/>



**BRIGHTER  
WORLD**



# HAMILTON POLICE SERVICE

## INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	April 25, 2024
<b>SUBJECT:</b>	2023 Year End Report – Traffic Stats
<b>REPORT NUMBER:</b>	24-029
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### EXECUTIVE SUMMARY

- The Hamilton Police Service (HPS) has committed to a Traffic Safety Strategy which utilizes an education and enforcement approach to make our roadways safer for all users. The goal is to reduce fatalities, injuries, property damage and to address the quality of life concerns for motorists, vulnerable road users and residents.
- The 2023 Traffic Safety Strategy targeted seasonal issues. In the spring/summer months the focus was on distracted driving, seat belts, loud mufflers, aggressive driving and speeding. During the holiday season, R.I.D.E. lanes were emphasized. These campaigns would be communicated through the Traffic Safety Calendar and email communications to officers.
- In 2023 HPS continued to participate in the R.I.D.E. Program. There were 55,264 vehicles stopped in 2023, a decrease of 33.89% compared to 2022.
- The HPS issued 32,254 traffic related PONs in 2023, a 22.9% decrease from 2022 (41,834 PONs issued).
- The Traffic Safety Unit (TSU) issued 13,414 PONs, which is 46% of the total PON's issued by HPS, an increase of 7% compared to 2022 when TSU issued 39% of HPS PON's. TSU also issued 1,678 Part 3's in 2023, a 76% increase from the 953 issued in 2022.
- The TSU continues to be a viable resource for traffic enforcement and collision investigation. The mandate of the TSU is to promote traffic and public safety by the means of pro-active traffic management, collision investigation, high visibility education, awareness and enforcement.

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## **Traffic Safety Unit**

See Appendix A

## **Traffic Safety Unit & HPS Annual Traffic Safety Strategy**

The TSU was implemented in 2021 and consists of 18 full time Officers. The Unit is mandated to conduct proactive traffic management, collision investigations, high visibility, education, awareness and enforcement. The TSU is deployed strategically to address service-wide needs in each Division. Traffic Safety Officers focus on special attention problem areas collaboratively and with the assistance of Crime Managers in each patrol Division.

The TSU supported the Traffic Safety Office with enforcement to support numerous education and awareness campaigns throughout 2023. With the support of Corporate Communications social media messages were shared with the community. These messages focused on topics such as impaired driving, school bus safety, road safety for all users and long weekend enforcement campaigns.

The HPS will continue to focus on a Traffic Safety Strategy in 2023. The plan is aligned with various other public safety agencies and organizations such as the City of Hamilton, Canadian Association of Chiefs of Police, Ontario Association of Chiefs of Police and the Ministry of Transportation Ontario. The plan will emphasize safety for all road users including pedestrians, cyclists and motorists. Motorists represent a diverse group of users including novice drivers, commercial motor vehicle drivers, commuters and recreational enthusiasts. Infractions involving aftermarket modifications to vehicles such as illegal tinting and noisy mufflers continue to impact safety and quality of life to citizens in Hamilton. The TSU will continue to support the HPS's efforts to reduce these offences through education and enforcement. Further, the HPS will focus on high collision intersections and other special attention locations using a strategic, proactive, data driven approach.

In 2023 The Traffic Safety Unit (TSU) issued 13,414 PONs, which is 46% of the total PON's issued by HPS. This an increase of 7% compared to 2022 when TSU issued 39% of HPS PON's. TSU also issued 1,678 Part 3's in 2023, a 76% increase from the 953 issued in 2022. Speeding continues to be the dominant charge issued by the unit, consisting of 45% of the total charges levied.

The TSU continued Commercial Motor Vehicle (CMV) enforcement in 2023. The Unit partnered with external agencies including the Ministry of Transportation Ontario (MTO) and neighboring police agencies. Prior to 2022, TSU relied on partnering with external agencies for CMV enforcement. However, in 2023 TSU now have 2 members that were qualified CMV inspectors, providing opportunity to fulfill these inspections within the City of Hamilton. In 2023, TSU were involved in 444 inspections, pulling 127 vehicles out of service and removing 3 plates. A total of 1,450 charges were levied. Further, TSU continued to foster their relationship with external agencies – MTO, OPP, Halton and Niagara Police, and

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participated in an additional 239 inspections, removing 89 vehicles from Hamilton highways, removed 14 plates and laid 403 charges.

### **Five-Year Motor Vehicle Collision Chart**

See Appendix B

### **Motor Vehicle Collisions**

In 2023, 8,979 Motor Vehicle Collisions (MVCs) were reported. This is down from 9,221 in 2022 (2.6% decrease).

The MVC data is compiled by two reporting methods that are available to Hamilton road users. Property damage collisions can be reported by attending the Collision Reporting Centre (CRC) during business hours. If the collision involves medical attention, an HPS officer will attend the scene to complete the investigation. Since the fall of 2023, the CRC is responsible for completing reports that involve Fail to Remains, City vehicles and collisions that involve minor injury.

### **Non-Hazardous Violations**

Non-Hazardous Violations (seatbelt violations, fail to surrender permit, validation tag offences, etc.) increased 15.5% from 2022. In 2023, 13,396 violations were issued, compared to 11,597 in 2022, an increase of 1,799 violations

### **Hazardous Moving Violations**

The HPS issued 18,858 Hazardous Moving Violations (red light, stop sign infractions, speeding, careless, distracted driving offences, etc.), a decrease of 37.6% from the 2022 total of 30,229.

### **Fatalities**

In 2023, there were 14 fatal motor vehicle collisions resulting in 15 deaths, which is a 26.3% decrease over the 19 fatal collisions in 2022. Of the 15 fatalities, 7 were drivers, 4 were passengers, 3 were pedestrians and 1 was a cyclist.

### **Alcohol and Drug Related Driving Offences 2022/2023**

See Appendix C

### **Alcohol & Drug Related Driving Offences**

In 2023 there were 650 alcohol and drug related driving offences, which represents a decrease of 8.4% from 710 offences in 2022. There were 146 motor vehicle collisions involving alcohol and/or drugs in 2023 compared to 165 in 2022 (an 11.5% decrease). The HPS laid 58 impaired by drug charges in 2023 compared to 74 in 2022 (a 21.6% decrease).

### **Five-Year Trend: Alcohol & Drug Related Charges**

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See Appendix D

### **R.I.D.E. 2022 vs 2023 Comparison**

See Appendix E

### **R.I.D.E. Program**

R.I.D.E. is an ongoing educational and enforcement program for the HPS. The Service also participates in the annual province-wide R.I.D.E. focus which starts in December of each year.

The provincial government provides annual funding to support the R.I.D.E. program. For 2022/2023 the Service received \$41,600.00. This funding is used to enhance ongoing efforts to reduce impaired driving by utilizing off-duty officers to conduct R.I.D.E. lanes throughout the holiday season and during special events.

### **Five-Year R.I.D.E. Program Statistics**

See Appendix F

In 2023, there were a total of 55,264 vehicles stopped by the R.I.D.E. program. This represents a decrease of 33.8% compared to 2022 (83,595).

### **Enforcement on the LINC and RHVP**

See Appendix G

### **Lincoln Alexander Parkway and Redhill Valley Parkway Initiatives**

Since 2015, the Community Safety Division of the HPS has been focused on reducing collisions, speeding and aggressive driving on the LINC and RHVP. During 2019 and 2020 voluntary paid-duty officers conducted additional enforcement specifically on these two roadways. Enforcement and high visibility presence on the LINC and RHVP continues through Officers from Divisions 2, 3 and Community Safety Division Units such as Impaired Driving Unit, Marine Unit and Emergency Response Unit members.

### **Summary**

The HPS continues to work in partnership with our stakeholders to focus on changing driver behavior in order to improve traffic safety and public safety. HPS is a founding member of the Hamilton Strategic Road Safety Committee. This Committee emphasizes a City-wide focus on traffic initiatives and road safety. Stakeholders including Police, City Traffic, and Public Health share responsibility and work collaboratively toward traffic safety goals.

Speeding, aggressive driving, impaired driving and distracted driving continue to be the most significant concerns for the HPS as they relate to road safety. The HPS continues to support the City of Hamilton's traffic safety "Vision Zero" initiative with the simple goal of zero fatalities and serious injuries on our roadways. Strategic enforcement, coupled with

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education and awareness will continue to inform the HPS strategy in order to decrease collisions and improve roadway safety in the City of Hamilton.

### **APPENDICES AND SCHEDULES ATTACHED**

Appendix A – Traffic Safety Unit

Appendix B – Five-Year Motor Vehicle Collision Chart

Appendix C – Alcohol and Drug Related Driving Offences 2021/2022

Appendix D – Five-Year Trend: Alcohol & Drug Related Charges

Appendix E – R.I.D.E. 2021 vs 2022 Comparison

Appendix F – Five-Year R.I.D.E. Program Statistics

Appendix G – Enforcement on the LINC and RHVP

- c: Paul Hamilton, Deputy Chief – Support  
David Hennick, Superintendent – Community Safety  
Scott Moreton, Inspector – Traffic & Emergency Response

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**23-030 Appendix A – Traffic Safety Unit**

<b>Traffic Safety Unit</b>	<b>2022</b>	<b>2023</b>
PONs issued	16,420	13,414
Part III Summons	953	1,678
Speeding Charges	8,506	6,130
Commercial Motor Vehicle Charges	3,975	1,821
Traffic PONs & Part 3's issued by HPS	41,834	32,254

**23-030 Appendix B – Five-Year Motor Vehicle Collision Chart**

<b>Motor Vehicle Collisions</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Total MVCs	11,593	7,352	7,819	9,221	8,979
Property Damage	1,516	868	1,260	1,678	1,602
Personal Injury	1,270	1,039	1,057	1,247	1,006
Citizen Reports	8,807	5,445	5,502	6,296	6,321
Fatal Collisions*	17	15	16	19	14
Resulting Deaths	17	15	16	24	15
<b>Total Traffic PONs and Part 3's</b>	49,606	42,714	48,576	41,826	32,254

\*Fatal Collisions are not included in the total MVC number

**23-030 Appendix C – Alcohol and Drug Related Driving Offences 2022/2023**

	<b>2022</b>	<b>2023</b>	<b>% Change</b>
Impaired	277	273	-1.4%
Over 80 mg	290	251	-13.4%
Impaired Cause Bodily Harm	0	1	+100%
Impaired by Drugs	74	58	-21.6%
Impaired Cause Death	0	0	0
Refuse Breath	42	54	+28.6%
Over 80 Cause Death	0	0	0
Over 80 Cause Bodily Harm	0	0	0
Refuse Blood/Urine or D.R.E. Exam	10	8	-20%
Refuse A.S.D	17	6	-64.7%
Blood Samples Taken	21	11	-47.6%
<b>Alcohol &amp; Drug-Related Driving Offences</b>	<b>710</b>	<b>650</b>	<b>-8.5%</b>

**23-030 Appendix D – Five-Year Trend: Alcohol & Drug Related Charges**

Type of Charges	2019	2020	2021	2022	2023
Impaired	243	250	230	277	273
Over 80 mg	308	284	273	290	251
Impaired Cause Bodily Harm	2	1	0	0	1
Impaired by Drugs	69	134	151	74	58
MVC'S Involving Alcohol/Drugs	152	172	191	165	146
Impaired Cause Death	0	0	0	0	0
Refuse Breath	29	31	30	42	54
Over 80 Cause Death	0	0	0	0	0
Over 80 Cause Bodily Harm	0	0	0	0	0
Refuse Blood/Urine or DRE Exam	7	7	21	10	8
Refuse A.S.D	5	10	11	17	6
Blood Samples Taken	13	30	24	21	11
<b>Alcohol &amp; Drug-Related Driving Offences</b>	<b>663</b>	<b>713</b>	<b>716</b>	<b>710</b>	<b>650</b>

**23-030 Appendix E – R.I.D.E. 2022 vs 2023 Comparison**

	<b>2022 Yearly Total</b>	<b>2023 Yearly Total</b>	<b>% Difference</b>
Stopped	83,595	55,264	-33.89%
Pass	56	82	+46.4%
Warn	7	5	-28.6%
Fail	4	5	+25%
Impaired	4	2	-50%
Over .08	7	7	0
Refuse A.S.D.	1	0	-100%
Refuse Breath	0	0	0
Other C.C.	1	4	+300%
Roadside Demand	68	92	+35.2%
Alcohol Warn Range Suspension	7	5	-28.6%

**23-030 Appendix F – Five-Year R.I.D.E. Program Statistics**

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
R.I.D.E. Stops	86,806	48,239	130,955	83,595	55,264
R.I.D.E. Tests	420	128	151	68	92

**23-030 Appendix G – Enforcement on the Linc and RHVP**

<b>LINC &amp; RHVP 2023</b>	
<b>TOTALS:</b>	
<b>Total PONs issued = 551</b>	
Total Stunting Charges = 21	
Total number of RIDE Stops = 4,373	
Total number of RIDE Set up = 150	
Officers used in RIDE Set up = 264	



# HAMILTON POLICE SERVICE

## INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	April 25, 2024
<b>SUBJECT:</b>	Missing Person Urgent Demands
<b>REPORT NUMBER:</b>	24-034
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### EXECUTIVE SUMMARY

- The Missing Persons Act, enacted in July 2019, addresses barriers faced by Ontario police officers in investigating missing person cases, particularly in non-criminal situations where access to records and permission to conduct searches were limited.
- The legislation aims to enhance police response effectiveness by granting access to records (e.g., telephone, banking, medical, travel) and powers to search premises in certain circumstances, while also considering individual privacy rights.
- Ontario policing agencies can utilize Form 5 under the Missing Persons Act for Urgent Demands in missing person's cases.
- According to Section 8 of the Act, police services must annually report their use of Urgent Demands, covering demands from January 1 to December 31 of the previous year, utilizing Form 7.
- Transparency and public accountability are ensured through reporting results of Urgent Demands to Police Services Boards and posting outcomes on agency websites.
- Past annual reports (2020-2022) are available on the HPS website.

### INFORMATION

In accordance with the Ministry of the Solicitor General, Missing Person Act, 2018 Ontario Regulation 182/19, the obligation to make the annual Urgent Demand for Records report available to the public is on the Police Services Board. Each year, the Chief of Police, or designate is obligated to prepare an annual report and provide a copy to the Police Service

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Board, in the format approved by the Minister ie: Form 7. The Police Service Board is then responsible for making the annual report available to the public by posting it on a website.

For the current reporting period of January 1, 2023 to December 31, 2023, the Hamilton Police Services made 24 urgent demand for records.

## **APPENDICES AND SCHEDULES ATTACHED**

Appendix A – Form 7

FB/K.Walker

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In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

**Data Collection**

**Period of data collection**

Start Date (yyyy/mm/dd) 2023/01/01	End Date (yyyy/mm/dd) 2023/12/31
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Name of Police Force  
[Hamilton Police Service](#)

**Detachment Location (if applicable)**

Unit Number	Street Number 100	Street Name <a href="#">Wilson Street East</a>	PO Box
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City/Town <a href="#">Hamilton</a>	Province <a href="#">Ontario</a>	Postal Code <a href="#">L8N 3W4</a>
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Total Number of Urgent Demands made 24	Number of Missing Persons Investigations in which a demand was made 11
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**Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands**

Records	Description	Total number of times demanded
Records containing contact information or other identifying information	<a href="#">Fetish Life</a>	1
Photos, videos, or other records containing visual representation		
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	<a href="#">Meta Platforms &amp; Cell phone records including location data, call logs and text data, soundcloud, FB, Rogers, Chatr</a>	7
Records of employment information		
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	<a href="#">Ministry of Health X 5</a> <a href="#">Methadone Clinic X 1</a>	6
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		
Records that related to a student of an educational institution		
Records containing travel and accommodation information		

Records	Description	Total number of times demanded
Records of financial information	Grid Searches and various banking institutions including cash money and money mart	7
Other records	Data Valet CRA Orthodontist	3

## HAMILTON POLICE SERVICE BOARD

### OUTSTANDING BUSINESS LIST AS OF APRIL 25, 2024

ITEM NUMBER	ITEM	DATE	ACTION	EXPECTED COMPLETION DATE
1.	Correspondence to the Board	September 28, 2023 Motion related to item 5.2	<p>That a report come back to the Board with the following information (related to correspondence received by the Board meant to published as part of the public agenda):</p> <ul style="list-style-type: none"> <li>a) how the Board is complying with MFIPPA; and</li> <li>b) what steps the Board is taking to ensure compliance with our policy on correspondence to the Board; and</li> <li>c) recommendations on a process or policy for fact-checking correspondence; and</li> <li>d) determining who would be responsible for fact-checking correspondence .</li> </ul>	Future Meeting
2.	Hamilton Police Service Board Community Liaison Representative and Knowledge Translation Plan to Engage with the Broader Hamilton Community (motion submitted by Member Menezes)	February 29, 2024 Item 10.1	Motion referred to the Governance Committee.	Future Governance Committee meeting.

<p>3.</p>	<p>Budgetary Reporting from the Hamilton Police Services Board (motion submitted by Member Kroetsch)</p>	<p>February 29, 2024 Item 10.2  March 28, 2024 Item 10.1</p>	<p>Motion deferred to the Board's March 28, 2024 meeting.  Motion approved, as amended (amendment is related to changing timing of report back from Q2 to Q3, 2024)</p>	<p>March 28, 2024  Q3 2024</p>
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# HAMILTON POLICE SERVICE

## RECOMMENDATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	April 25, 2024
<b>SUBJECT:</b>	Digital Evidence Management System
<b>REPORT NUMBER:</b>	22-096a
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### RECOMMENDATION

That the Board approve the updated Axon Digital Evidence Management System (DEMs) contract, a 5-year contract for licensing and storage fees.

### EXECUTIVE SUMMARY

- In May 2021, the Hamilton Police Service (HPS) presented to the Board (PSB 21-055) information on the implementation of the Axon Public Safety Digital Evidence Management Solution, a cloud-based solution for Digital Evidence Management in partnership with our local Crown.
- In October 2022, the HPS presented to the Board (PSB 22-096) an updated proposal that included additional features supporting the deployment of the In Car Camera System (ICC) project, increased efficiencies and reduced workload for officers.
- To enable these additional new features for all sworn members, an update to the Evidence.com user licenses from Basic to Professional level is required, extending our Axon DEMs contract commitment to 2028. Based on current authorized headcount, this will have a budgetary impact of an additional \$497,042 on operating costs over a 5-year period.

### FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: Total operating budget impact - \$497,042 over a 5-year period.

Staffing: Not applicable

Legal Implications: Not applicable

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## INFORMATION

In February 2021, the Hamilton Police Service (along with Waterloo Regional Police Service, Niagara Regional Police Service and the Ontario Provincial Police) was selected as an early adopter for the implementation of the cloud-based solution for Digital Evidence Management in partnership with our local Crown.

The DEMs solution is a Cloud based, Software-as-a-Service (SaaS) solution, resulting in very low capital costs, and instead requiring annual operating budgets to support licenses and storage fees.

In October 2022, we received approval for a budget increase to fund additional features, including auto-transcription, 3<sup>rd</sup> party video playback and Redaction Assistant supporting the ICC project.

During 2023 as we deployed mobile phones to our frontline officers, we determined that these features were beneficial for all of our sworn members, not just our investigative and specialty unit officers. Members who transferred from Investigative units back to Patrol unit, lost access to the additional features as their licenses were converted from Professional to Basic level.

In January 2024, we contacted Axon to review our options, and determined that converting all sworn officers from Basic to Professional licenses was the best approach. This would also assist members should we decide to proceed with a future Body Worn Camera project, which is in line with what other Police Agencies who participated in the SOLGEN initiative are doing.

Axon provided a new updated 2024 contract in early February with Professional licensing pricing. This new 5-year contract has a total commitment of \$4,647,924 (includes the non-refundable HST portion) and extends till 2028.

Costs over and above the current planned operating budget are outlined below:

Year	Payment*	Operating Spend	Capital Spend	Budget impact
2024	\$833,377	\$750,000	\$70,882	\$12,495
2025	\$953,637	\$780,000	\$0	\$173,637
2026	\$953,637	\$850,000	\$0	\$103,637
2027	\$953,637	\$850,000	\$0	\$103,637
2028	\$953,637	\$850,000	\$0	\$103,637
<b>Total</b>				<b>\$497,042</b>

\*Includes non-refundable HST portion

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**ALTERNATIVES FOR CONSIDERATION**

Not applicable

**APPENDICES AND SCHEDULES ATTACHED**

Appendix A – Axon DEMs Contract Pricing 2024

FB/D. Parnell

- c: Ryan Diodati – Deputy Chief – Operations
- Paul Hamilton – Deputy Chief – Support
- Sanela Dzaferi – Director – Finance
- Dawn Parnell – Manager – IT Services

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Axon Public Safety Canada, Inc.  
 222 Bay Street, P.O. Box 53,  
 Suite 3000  
 TORONTO, ON M5K 1E7  
 Canada  
 GST/PST/QST  
 Tel.: +1.800.978.2737

Q-551099-45335.752TD

Issued: 02/13/2024

Quote Expiration: 03/21/2024

Estimated Contract Start Date: 04/01/2024

Account Number: CA0115437

Payment Terms: N30

Mode of Delivery:

Ship To	Bill To	Sales Representative	Primary Contact
Hamilton Police Service - Central Station 155 King William St Hamilton ON L8R 1A7 CAN	Hamilton Police Service 155 King William St Hamilton, ON L8R 1A7 CAN Email:	Tanner Desilets Phone: Email: tdesilets@axon.com	Dawn Parnell Phone: (905) 546-2424 Email: dparnell@hamiltonpolice.on.ca

### Quote Summary

Program Length	60 Months
<b>Subtotal</b>	<b>\$4,567,533.48</b>
<b>Tax</b>	<b>\$593,779.36</b>
<b>Total</b>	<b>\$5,161,312.84</b>

### Discount Summary

Average Savings Per Year	\$329,483.59
<b>TOTAL SAVINGS</b>	<b>\$1,647,417.97</b>

### Payment Summary

Date	Subtotal	Tax	Total
Mar 2024	\$818,963.48	\$106,465.26	\$925,428.74
Mar 2025	\$937,142.50	\$121,828.53	\$1,058,971.03
Mar 2026	\$937,142.50	\$121,828.53	\$1,058,971.03
Mar 2027	\$937,142.50	\$121,828.53	\$1,058,971.03
Mar 2028	\$937,142.50	\$121,828.51	\$1,058,971.01

## Payment Summary

Date	Subtotal	Tax	Total
Total	\$4,567,533.48	\$593,779.36	\$5,161,312.84

Quote Unbundled Price: \$6,214,951.45  
 Quote List Price: \$6,214,951.45  
 Quote Subtotal: \$4,567,533.48

## Pricing

*All deliverables are detailed in Delivery Schedules section lower in proposal*

Item	Description	Qty	Term	Unbundled	List Price	Net Price	Subtotal	Tax	Total
100553	TRANSFER CREDIT - SOFTWARE AND SERVICES	1			\$1.45	-\$118,179.02	-\$118,179.02	-\$15,363.27	-\$133,542.29
73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	875	54		\$15.14	\$13.00	\$614,250.00	\$79,852.50	\$694,102.50
85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	875	54		\$31.46	\$27.65	\$1,306,462.50	\$169,840.13	\$1,476,302.63
ProLicense	Pro License Bundle	875	60		\$61.14	\$39.67	\$2,082,500.00	\$270,725.00	\$2,353,225.00
11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	875	60		\$15.30	\$13.00	\$682,500.00	\$88,725.00	\$771,225.00
<b>Total</b>							<b>\$4,567,533.48</b>	<b>\$593,779.36</b>	<b>\$5,161,312.84</b>

## Delivery Schedule

### Software

Bundle	Item	Description	Qty	Estimated Start Date	Estimated End Date
Pro License Bundle	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	2625	04/01/2024	03/31/2029
Pro License Bundle	73746	AXON EVIDENCE - ECOM LICENSE - PRO	875	04/01/2024	03/31/2029
A la Carte	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	875	10/01/2024	03/31/2029
A la Carte	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	875	10/01/2024	03/31/2029

### Services

Bundle	Item	Description	Qty
A la Carte	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	875

## Payment Details

<b>Mar 2024</b>						
<b>Invoice Plan</b>	<b>Item</b>	<b>Description</b>	<b>Qty</b>	<b>Subtotal</b>	<b>Tax</b>	<b>Total</b>
Year 1	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	875	\$136,500.00	\$17,745.00	\$154,245.00
Year 1	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	875	\$122,850.00	\$15,970.50	\$138,820.50
Year 1	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	875	\$261,292.50	\$33,968.03	\$295,260.53
Year 1	ProLicense	Pro License Bundle	875	\$416,500.00	\$54,145.00	\$470,645.00
Invoice Upon Fulfillment	100553	TRANSFER CREDIT - SOFTWARE AND SERVICES	1	-\$118,179.02	-\$15,363.27	-\$133,542.29
<b>Total</b>				<b>\$818,963.48</b>	<b>\$106,465.26</b>	<b>\$925,428.74</b>

<b>Mar 2025</b>						
<b>Invoice Plan</b>	<b>Item</b>	<b>Description</b>	<b>Qty</b>	<b>Subtotal</b>	<b>Tax</b>	<b>Total</b>
Year 2	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	875	\$136,500.00	\$17,745.00	\$154,245.00
Year 2	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	875	\$122,850.00	\$15,970.50	\$138,820.50
Year 2	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	875	\$261,292.50	\$33,968.03	\$295,260.53
Year 2	ProLicense	Pro License Bundle	875	\$416,500.00	\$54,145.00	\$470,645.00
<b>Total</b>				<b>\$937,142.50</b>	<b>\$121,828.53</b>	<b>\$1,058,971.03</b>

<b>Mar 2026</b>						
<b>Invoice Plan</b>	<b>Item</b>	<b>Description</b>	<b>Qty</b>	<b>Subtotal</b>	<b>Tax</b>	<b>Total</b>
Year 3	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	875	\$136,500.00	\$17,745.00	\$154,245.00
Year 3	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	875	\$122,850.00	\$15,970.50	\$138,820.50
Year 3	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	875	\$261,292.50	\$33,968.03	\$295,260.53
Year 3	ProLicense	Pro License Bundle	875	\$416,500.00	\$54,145.00	\$470,645.00
<b>Total</b>				<b>\$937,142.50</b>	<b>\$121,828.53</b>	<b>\$1,058,971.03</b>

<b>Mar 2027</b>						
<b>Invoice Plan</b>	<b>Item</b>	<b>Description</b>	<b>Qty</b>	<b>Subtotal</b>	<b>Tax</b>	<b>Total</b>
Year 4	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	875	\$136,500.00	\$17,745.00	\$154,245.00
Year 4	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	875	\$122,850.00	\$15,970.50	\$138,820.50
Year 4	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	875	\$261,292.50	\$33,968.03	\$295,260.53
Year 4	ProLicense	Pro License Bundle	875	\$416,500.00	\$54,145.00	\$470,645.00
<b>Total</b>				<b>\$937,142.50</b>	<b>\$121,828.53</b>	<b>\$1,058,971.03</b>

<b>Mar 2028</b>						
<b>Invoice Plan</b>	<b>Item</b>	<b>Description</b>	<b>Qty</b>	<b>Subtotal</b>	<b>Tax</b>	<b>Total</b>
Year 5	11642	AXON INVESTIGATE - THIRD PARTY VIDEO SUPPORT	875	\$136,500.00	\$17,745.00	\$154,245.00
Year 5	73478	AXON EVIDENCE - REDACTION ASSISTANT USER LICENSE	875	\$122,850.00	\$15,970.50	\$138,820.50
Year 5	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	875	\$261,292.50	\$33,968.01	\$295,260.51
Year 5	ProLicense	Pro License Bundle	875	\$416,500.00	\$54,145.00	\$470,645.00
<b>Total</b>				<b>\$937,142.50</b>	<b>\$121,828.51</b>	<b>\$1,058,971.01</b>



**Tax is estimated based upon rates applicable at date of quote and subject to change. Unless valid proof of exemption and/or Intra-EU VAT ID, if applicable, is provided, the transaction will be subject to tax/VAT.**

**Axon Public Safety Canada, Inc. Sales Terms and Conditions:**

This Quote is limited to and conditional upon your acceptance of the provisions set forth herein and Axon's Master Services and Purchasing Agreement (posted at [www.axon.com/legal/sales-terms-and-conditions](http://www.axon.com/legal/sales-terms-and-conditions)), as well as the attached Statement of Work (SOW) for Axon Fleet and/or Axon Interview Room purchase, if applicable. In the event you and Axon have entered into a prior agreement to govern all future purchases, that agreement shall govern to the extent it includes the products and services being purchased and does not conflict with the Axon Customer Experience Improvement Program Appendix as described below.

**Shipment Terms:**

Standard lead times: new orders are 4-6 weeks for delivery from receipt of payment.

**Export License:**

A U.S. Department of Commerce export license is required to ship controlled Axon products from the U.S. No transshipping to unauthorized country destinations.

**Freight Policy:**

Freight is the responsibility of the distributor and will be added to each pro forma invoice as a separate line item. All taxes, duties and customs, where applicable are the responsibilities of the distributor.

**Distributors:**

In the event of a sale via an authorized Axon distributor, the terms and conditions of the Axon Distributor Agreement will apply to the purchase.

Agency has existing contract(s) originated via Quote(s):

Q-432460

Agency is terminating those contracts effective 04/01/2024. Any change in this date will result in modification of the program value which may result in additional fees or credits due to or from Axon.

The parties agree that Axon is applying a Net Transfer Credit of (\$118,179.02) to the quote for paid but undelivered items.

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Signature

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Date Signed

02/13/2024





# HAMILTON POLICE SERVICE

## RECOMMENDATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	April 25, 2024
<b>SUBJECT:</b>	Rampart International Corp. Procurement Policy # 11 Non-Competitive Procurement Approval
<b>REPORT NUMBER:</b>	24-026
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### RECOMMENDATION(S)

- a) That the Board approve the single source procurement of Colt Canada carbine patrol rifles (carbine) and accessories from Rampart International Corp. (Rampart) pursuant to Procurement Policy # 11 Non-Competitive Procurements, until December 31, 2028.
- b) That the Chief of Police be authorized to negotiate, enter into and execute any required Contract and any ancillary documents required to give effect thereto with, in a form satisfactory to the City Solicitor.

### EXECUTIVE SUMMARY

- Rampart is the sole distributor and supplier of Colt Canada rifles, carbines and machine guns manufactured by Colt Canada Corporation.
- Rampart also provides the required accessories to support the proper use of the carbine, including but not limited to front and rear iron sights, optics and lights.
- The procurement of the carbines and accessories will result in a single source procurement with Rampart.
- Per the Procurement Policy, Board approval is required when a single source for the supply of a good and/or service is being recommended and when the total cumulative value of the Policy 11 exceeds \$250,000.
- As reported in PSB 23-083, the additional purchase of 102 carbines and accessories is required to satisfy the Ontario Community Safety and Policing Act 2019 (CPSA) Active Attacker Incidents, Section 4.2(4).
- The purchase which will exceed the Policy 11 threshold of \$250,000.

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**FINANCIAL – STAFFING – LEGAL IMPLICATIONS**

Financial:	The 2024 HPS Operating and Capital Police Service Budget was approved by City of Hamilton Council through General Issues Committee (Budget) Report 24-001 (February 15, 2024) and included \$710,000 for the purchase of carbines and related accessories.
Staffing:	N/A
Legal Implications:	N/A

**INFORMATION**

The Ontario Community Safety and Policing Act 2019 (CPSA) Active Attacker Incidents, Section 4.2(4), which came into effect April 1, 2024 states that every police officer who performs patrol function, and who may be required to respond to an incident involving an active attacker, shall have ready access to a semi-automatic rifle (carbine).

As reported in PSB 23-083, the purchase of an additional 102 carbines and required accessories is necessary to satisfy this requirement.

Pursuant to Procurement Policy # 11 Non-Competitive Procurements, Board approval is required for the single source procurement as the purchase will exceed the \$250,000 threshold.

**ALTERNATIVES FOR CONSIDERATION**

Not applicable

**APPENDICES AND SCHEDULES ATTACHED**

Not applicable

FB/D.Ciardullo

- c: P. Hamilton, Deputy Chief – Support  
W. Mason, Superintendent – Professional Development Division

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# HAMILTON POLICE SERVICE

## RECOMMENDATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	April 25, 2024
<b>SUBJECT:</b>	Police Video Recording Technology Update & Recommendation – Body-Worn Cameras
<b>REPORT NUMBER:</b>	24-031
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

### RECOMMENDATION(S)

- a) That the Hamilton Police Service invest in 650 body-worn cameras from Axon at a total program cost of \$15.5 million over five (5) years, including staffing.
- b) That the Hamilton Police Service hire an additional five (5) full time Digital Evidence Management Clerks, an additional full time Desktop & Mobile Support Technician, and an additional Sergeant to serve as Program Coordinator, with a cost that is factored into the \$15.5 million cost.

### EXECUTIVE SUMMARY

- Since 2014, the Hamilton Police Service (HPS) has been reviewing the possibility of implementing body-worn camera (BWC) technology for its front-line patrol officers.
- In April 2023, after receiving a grant from the Province of Ontario, the HPS deployed 78 Axon Fleet 3 In-Car Camera (ICC) & Automated License Plate Reader (ALPR) systems.
- A review of BWC benefits includes an acknowledgement that the technology provides an unbiased version of events and is recommended in inquests, including the recent Coroner's Inquest regarding the death of Sammy Yatim.
- An Axon BWC program in Hamilton, including 650 cameras and necessary support staff will cost \$15.5 million over five (5) years.
- This cost includes two sets of camera replacements at the 30- and 60-month phase of the contract and includes licensing for digital evidence management, which the Service is currently paying \$4.5 million over five (5) years for.

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**FINANCIAL – STAFFING – LEGAL IMPLICATIONS**

Financial:

Hardware / Software.....	\$11,748,451.40
Workstations (x 5) .....	\$25,000.00
Computers, Monitors & Telephones (x5).....	\$16,000.00
Full-time DEMS Clerk (x 5) <sup>1</sup> .....	\$2,261,575.00
Full-time Desktop & Mobile Support Technician.....	\$515,500.00
Technician Equipment.....	\$3,000.00
Program Coordinator (Sergeant) <sup>2</sup> .....	\$858,000.00
<b>Total Over Five (5) Years .....</b>	<b>\$15,427,526.40</b>
<b>Cost Breakdown (Year One).....</b>	<b>\$3,864,466.40</b>
<b>Cost Breakdown (Each of Years Two - Five) .....</b>	<b>\$2,890,765.00</b>

Staffing:

- Five (5) Full-time DEMS Clerks
- Full-time Desktop & Mobile Support Technician
- Program Coordinator (Sergeant)

Legal Implications:

- Impacts into privacy of HPS members and the public.
- Necessity to ensure strong policy regarding the technology.
- Necessity to ensure discussion occurs with local Crown Attorneys regarding use and disclosure of evidence gathered.

**INFORMATION**

Since 2014, the Hamilton Police Service (HPS) has conducted a series of comprehensive examinations of body-worn camera programs. This inquiry has delved into the efficacy, costs, and potential benefits of implementing such technology within the Service, reviewing the experience of policing agencies as well as the academic literature.

Despite significant advancements in body-worn camera (BWC) technology over the past decade, the true impact of these devices remains a topic of debate. The Hamilton Police

<sup>1</sup> Five full-time DEMS Clerks are in addition to two existing positions that address In-Car Camera matters.

<sup>2</sup> Coordinator will also manage Digital Evidence Management, and In-Car Camera / Automated License Plate Reader programs.

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Service has repeatedly grappled with the decision, weighing the advantages against the substantial financial investment required. While research suggests a correlation between body-worn cameras and reduced use of force incidents and public complaints, the statistical significance of this relationship remains uncertain. Moreover, the associated costs extend beyond the initial purchase of cameras to include data storage, data management, and disclosure costs.

While the HPS has continued to review the impact a BWC program would have on the Service, it has deployed 78 In-Car Camera systems to its fleet. This has allowed the Service to get a better appreciation of how this technology affects service delivery to the public and the impact it has on efficiencies and processes within the Service. An early review of the statistics show that the technology is having a positive impact on transparency and evidence gathering.

At the February 2024 Hamilton Police Service Board meeting, the HPS was requested to provide an updated report on the impact of implementing a body-worn camera program. If the Board decides to move forward with a program, the HPS faces a substantial financial commitment over the next five years. A quote was received from Axon, the vendor supplying the Service's digital evidence management (DEMS) platform and In-Car Camera (ICC) hardware. With an estimated cost of \$15.5 million for an initial five-year contract, this investment encompasses not only the initial purchase of 650 units of the hardware, but also expenses related to data storage, data management, disclosure, and maintenance.

If the HPS wishes to continue with this program after the initial five-year contract, there will be an ongoing financial impact. The allocation of such a significant budget warrants careful consideration, especially given the evolving landscape of policing and the need for transparency and accountability. While proponents argue that body-worn cameras can enhance officer safety, improve public trust, and provide valuable evidence in investigations, critics emphasize the potential strain on resources and the need for rigorous policies to govern their use. Despite the cost, however, the HPS is recommending that the Service Board approve the acquisition of the 650 BWCs from Axon and move forward with the hiring of the necessary support staff as outlined in this report.

## ALTERNATIVES FOR CONSIDERATION

- a) That the Hamilton Police Service consider deploying a smaller number of body-worn camera units.
- b) That the Hamilton Police Service consider not deploying body-worn camera units and continue to review the technology on a yearly basis.
- c) That the Hamilton Police Service stop future consideration and research into body-worn camera technology.

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## APPENDICES AND SCHEDULES ATTACHED

Appendix A – Recorded Video Technology Update

FB/S.Moore

- c: Ryan Diodati, Deputy Chief – Operations
- Paul Hamilton, Deputy Chief – Support
- Doris Ciardullo, Director – Fleet, Facilities & Procurement
- Sanela Dzaferi, Director – Finance

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**HAMILTON POLICE SERVICE**

# Recorded Video Technology Update

**APRIL 2024**

*Sergeant Scott Moore  
Inspector Michael Spencer*

Together. Stronger. Safer.

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**Sergeant Scott Moore, M.A.**  
**Inspector Michael Spencer**  
**Hamilton Police Service**  
**April 2024**

# Recorded Video Technology Update:

## Executive Summary:

Since 2014, the Hamilton Police Service (HPS) has conducted a series of comprehensive examinations of body-worn camera programs. This inquiry has delved into the efficacy, costs and potential benefits of implementing such technology within the Service, reviewing the experience of policing agencies as well as the academic literature.

Despite significant advancements in body-worn camera (BWC) technology over the past decade, the true impact of these devices remains a topic of debate. The Hamilton Police Service has repeatedly grappled with the decision, weighing the advantages against the substantial financial investment required. While research suggests a correlation between body-worn cameras and reduced use of force incidents and public complaints, the statistical significance of this relationship remains uncertain. Moreover, the associated costs extend beyond the initial purchase of cameras to include data storage, data management, and disclosure costs.

While the HPS has continued to review the impact a BWC program would have on the Service, it has deployed 78 In-Car Camera systems to its fleet. This has allowed the Service to get a better appreciation of how this technology affects service delivery to the public and the impact it has on efficiencies and processes within the Service. An early review of the statistics show that the technology is having a positive impact on transparency and evidence gathering.

At the February 2024 Hamilton Police Service Board meeting, the HPS was requested to provide an updated report on the impact of implementing a body-worn camera program. If the Board decides to move forward with a program, the HPS faces a substantial financial commitment over the next five years and beyond. A quote was received from Axon, the vendor supplying the Service's digital evidence management (DEMS) platform and In-Car Camera (ICC) hardware. With an estimated cost of \$15.5 million for an initial five-year contract, this investment encompasses not only the initial purchase of 650 units of the hardware, but also expenses related to data storage, data management, disclosure, and maintenance.

If the HPS wishes to continue with this program after the initial five-year contract, there will be an ongoing financial impact. The allocation of such a significant budget warrants careful consideration, especially given the evolving landscape of policing and the need for transparency and accountability. While proponents argue that body-worn cameras can enhance officer safety, improve public trust, and provide valuable evidence in investigations, critics emphasize the potential strain on resources and the need for rigorous policies to govern their use, balancing the requirement for transparency with

obligations to protect individual privacy rights of those whose image may be captured through the BWC. Despite the cost, however, the HPS is recommending that the Service Board approve the acquisition of the 650 BWCs from Axon and move forward with the hiring of the necessary support staff as outlined in this report.

### In-Car Camera & Automated License Plate Program Review:

In April 2023, the Hamilton Police Service began deploying Axon's Fleet 3 In-Car Camera (ICC) and Automated License Plate Reader (ALPR) technology. The five-year contract with Axon cost approximately \$1.5 million and was funded through a one-time grant from the Province of Ontario. This contract expires in December 2027, with budgetary resources being identified to fund the program after this.

Due to issues obtaining necessary infrastructure upgrades in 2023, only 10 cruisers were able to be outfitted with the hardware, with two at each patrol division, three for the traffic safety unit and one for training. This issue was rectified and in September, of 2023 an additional 68 cruisers had the Fleet 3 system installed. Deployment of the technology consists of 20 cruisers per patrol division with an additional two for the front-line sergeants in each. The remaining 12 systems have been deployed to the traffic safety unit, placing a total of 78 Fleet 3 systems on the streets of Hamilton.

This section contains an update on the statistics gathered from the ICC/ALPR program as of March 26, 2024, including the 46,193 files created by the Fleet 3 system. The data is meant to provide a snapshot of the program as it approaches the first-year anniversary of its deployment and will assist in bettering the Service's comprehension of the effects a body-worn camera initiative could have.

### Staffing Impact:

To ensure the ICC/ALPR program was able to meet the needs of the Service, a review of the staffing needs was required. At present, only two additional staff were required to be hired, with the remaining roles being absorbed by pre-existing positions.

The two new staff members were assigned to the Records Branch in the Information Management/Freedom of Information Unit as Digital Evidence Management (DEMS) Clerks. These two full-time employees assist front-line officers with disclosure of ICC/ALPR evidence to the Provincial Offences Act (POA) Court, transcription, and redaction requests of this evidence for both the POA and Criminal Court, and Freedom of Information (FOI) requests. The role of the DEMS Clerk is imperative to ensure that the evidence gathered through the ICC/ALPR system can flow to the appropriate areas and people in an efficient manner, with minimal impact on front-line patrol officers.

Additional duties necessitated by the ICC/ALPR program include installation and maintenance of the system, as well as coordinating the program within the Service. Initial installation of the systems was done by Axon. Future installation and decommissioning of the Fleet 3 hardware between cruisers has been absorbed by existing staff within the Fleet Branch, who have been trained by Axon. This ensures that systems can move to cruisers in a timely manner and does not rely on Axon for installation of this system.

Maintenance and troubleshooting of the hardware and software has been absorbed by Information Technology (IT) staff who are responsible for the maintenance of current technology in the cruisers.

Coordination of the program, liaising with Axon and assisting with issues faced by members using the system is handled by the Sergeant in the Strategic Initiatives Unit, in addition to their other duties. In addition to working with the ICC/ALPR program with the HPS, this Sergeant also sits on provincial working groups to assist other policing agencies working on establishing ICC/ALPR programs and to standardize processes across Ontario.

#### Fleet Impact:

Impact on the fleet of cruisers has been minimal within the HPS. To ensure that cruisers were able to accept the technology, the Service has begun installing five-in-one antennae in new cruisers rather than the previously used three-in-one antennae. This ensures that the technology can be moved to different cruisers and eliminated the need to keep inventory of two different types of antennae.

Furthermore, the Service has moved away from Sierra modems in the cruisers to newer Cradlepoint modems, which are necessary to interact with the Fleet 3 system.

#### Professional Standards Impact:

The ICC system provides the HPS a way to record interactions between our members and the public. It offers an unbiased view of the interaction and is beneficial in addressing complaints concerning members' behaviour. As of March 26, 2024, there have been eight incidents where ICC/ALPR footage was used for investigations of member's behaviour, with one resulting in disciplinary action being taken.

It is expected that as the use of the technology increases, the statistics for these matters will increase.

#### Transparency Impact:

In Ontario, the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) governs the access to information held by public institutions. This act ensures that anyone, regardless of age or location, can request information from certain public-sector institutions in Ontario. It also mandates specific requirements to safeguard the personal information of individuals. The goal is to strike a balance between the public's right to know and an individual's right to privacy.

The process for requesting information from ICC/ALPR with the HPS is no different than requesting copies of reports. Once the request is received, it is reviewed, redactions are applied as necessary in accordance with the Act, and when appropriate, shared with the requestor.

As of March 26, 2024, there has been 10 FOI requests received regarding ICC/ALPR data. Of those requests, three videos of 16 involved were able to be shared. Of note, the review of these requests only considers information that is specifically asked for. If a requester does not ask for ICC/ALPR footage and it is present in the record, it would not be considered in the review. Additionally, matters that are currently before the courts do not appear in these numbers as the record would not have been able to be considered as responsive to the request until after it is dealt with in court.

As with the implementation of the ICC/ALPR technology, a Privacy Impact Assessment (PIA) will be required to document the potential privacy impact to individuals, to identify mitigating strategies and to inform policy and procedure as to the appropriate use of the BWC.

#### Court Impact:

With the City of Hamilton taking over POA matters on October 14, 2023, statistics on disclosure for traffic related matters do not exist prior to that date. Since October 14, 2023, there has been 287

occurrences disclosed to POA court. These numbers continue to rise monthly, as matters make their way through the court process. Despite only 287 occurrences being requested by the POA courts as of March 26, 2024, there have been 10,073 files created for POA matters. These numbers suggest that the video created by ICC/ALPR systems is having a tremendous effect on guilty pleas prior to involving the courts.

In addition to POA matters, ICC/ALPR video is used in criminal code matters as well. Up to March 26, 2024, there has been 3,570 videos created by the Fleet 3 system for criminal court.

While anecdotal at present, it is known that the ICC/ALPR system has made a large impact on the members of the HPS in how they conduct enforcement. The ALPR technology has alerted members to numerous stolen autos, suspended drivers, and other offences, while the ICC system has captured driving evidence, been used at crime scenes and recorded other evidence that has assisted with criminal and POA investigations. As occurrences move through the courts, it is expected that the statistics will reflect this.

#### Data Impact:

Axon's Fleet 3 system offers the HPS a way to capture interactions between their members and the public with the ICC technology, as well as to notify members of vehicles of interest through the ALPR system. As a result of video recorded and ALPR records created, the system has an impact on the Service's data usage which has necessitated changes to its infrastructure.

The initial rollout of the system saw a spike in data usage with the Service's cruisers. This spike was in part due to constraints in how data was transferred from the cars to the HPS DEMS system. As a result of this spike, the Service received permission from the Hamilton Police Service Board to change data providers. This has resulted in a reduction of the impact of data usage within the Service.

In addition, the Service was able to install external wireless access points (WAP) to facilitate uploading of evidence from cruisers without using data. These changes have been beneficial in moving 45,932 pieces of evidence involving Fleet 3 systems and our members.

#### Body-Worn Camera Program Review:

The experience the Hamilton Police Service had deploying the Fleet 3 In-Car Camera (ICC) system, left the Service in a good position to identify priorities for a Body-Worn Camera (BWC) program. As in the case of ICC deployment, strong policy and parameters for use will ensure success of the program (White et al. 2020). Additionally, the Service needs to identify goals of the program as well as limitations in its use, to properly deploy the technology.

It is recognized that the research on body-worn cameras impact on behaviour for both police and the public is incomplete (Ariel 2015, 2016, 2017) and that there are questions on how the technology affects enforcement (Hughes 2020, Lum 2019). Research has shown that in some situations when BWC are present, officers are less likely to use discretion, which may cause the appearance of targeting communities (Hughes 2020). Additionally, video collected in a Canadian context is subject to access and

privacy legislation, which balances the public right to access government records with limited and specific exemptions protecting personal privacy and confidential information.<sup>1</sup>

There is no doubt that the technology provides the ability for police to record interactions between officers and the public, to gather evidence, to provide a level of transparency and to provide an accurate representation during incidents of “cop-baiting” or “sousveillance”<sup>2</sup> (Huey et al., 2024). The technology is also seen as essential in providing an objective source of information regarding police interactions with the public, especially when involved in incidents that are fluid in nature such as those involving mental health. In January 2024, a Coroner’s Inquest into the shooting death of Sammy Yatim recommended all front-line police in Ontario be issued BWC technology for this issue (Ontario.ca 2024).

**Program Costs:**

Hardware / Software .....	\$11,748,451.40
Workstations (x 5).....	\$25,000.00
Computers, Monitors & Telephones (x5) .....	\$16,000.00
Full-time DEMS Clerk (x 5) <sup>3</sup> .....	\$2,261,575.00
Full-time Desktop & Mobile Support Technician.....	\$515,500.00
Technician Equipment .....	\$3,000.00
Program Coordinator (Sergeant) <sup>4</sup> .....	<u>\$858,000.00</u>
<b>Total Over Five (5) Years .....</b>	<b>\$15,427,526.40</b>
<b>Cost Breakdown (Year One).....</b>	<b>\$3,864,466.40</b>
<b>Cost Breakdown (Year Two - Five).....</b>	<b>\$2,890,765.00</b>

**Costing Description:**

In the review of best practice for body-worn camera programs, it has been observed that agencies that deploy the technology as a personal-issued piece of equipment creates better accountability with recordings, and more acceptance and compliance with use (White et al., 2020).

Further consideration was made as to which roles within the Service would be best suited to receive the technology. Given the nature of the technology, it is recommended that a phased deployment should occur to the three front-line patrol divisions, as well as the Traffic Safety Unit, Community Mobilization and Crisis Response Units. In total, 633 positions were identified, with 650 units to be ordered to ensure adequate supply and the ability to provide shared issue of the technology in a limited number.

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<sup>1</sup> See the Municipal Freedom of Information and Protection of Privacy Act.

<sup>2</sup> *Sousveillance* is the recording of an activity by a member of the public, rather than a person or organisation in authority, typically by way of small wearable or portable personal technologies.

<sup>3</sup> Five full-time DEMS Clerks are in addition to two existing positions that address In-Car Camera matters.

<sup>4</sup> Coordinator will also manage Digital Evidence Management, and In-Car Camera / Automated License Plate Reader programs.

When considering the cost for the technology, clarification is needed for the pricing from Axon. The quoted cost includes replacement of the technology at the 30- and 60-month period of the contract. This will ensure that members will have units with no degraded battery issues and that the program can work to its highest ability. Additionally, the cost includes storage of data, which is known to be high, as well as the ability for the units to livestream as is the case with our ICC and have two-way communication for our members while streaming.

Costs in the contract also include licencing for digital evidence management. This is an item that is currently being paid for by the Service in the amount of approximately \$4.5 million over five years through Axon. Moving forward Axon for BWC would see the cancellation of that contract, with it being absorbed into the price of the BWC. It would also see a decline in cost for the Service's ICC contract moving forward, negating the need for external microphones, as the BWC technology works in sync with the ICC and would capture audio for incidents when away from the cruiser.

To address the impact that these cameras will have on the Service, specifically with the handling of evidence, an additional five DEMS Clerks will need to be hired. Furthermore, an additional Tech support member will be needed to provide support for issues. This will ensure that there is minimal impact on our members when handling the collected video and has been shown as best practice by agencies that have deployed the technology.

### Recommendation:

In conclusion, the investment of \$15.5 million in body-worn cameras for the Hamilton Police Service is a move towards increased transparency, but a move with an ongoing impact on the Service's budget. These devices serve as a tool for accountability, transparency, and trust-building between law enforcement and the communities they serve. They provide an unbiased record of interactions, which can protect both the public and officers alike from false accusations. This investment, therefore, is not just a cost, but a significant step towards justice and fairness.

In an era where technology is increasingly integrated into our daily lives, it is only fitting that our law enforcement agencies adapt and evolve. The adoption of body-worn cameras is a testament to the Service's commitment to modernization and continuous improvement. Therefore, the \$15.5 million investment in body-worn cameras is not just a cost, but a clear statement of intent to uphold the principles of transparency, accountability, and justice. It is an investment in the future of policing and public trust.

For these reasons, the HPS is recommending that the Service move forward with the acquisition of 650 body-worn cameras from Axon, as well as hiring the recommended support staff as identified in this report.

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# HAMILTON POLICE SERVICE

## INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Services Board
<b>BOARD MEETING DATE:</b>	April 25, 2023
<b>SUBJECT:</b>	2023 Hate/Bias Crime Statistical Report
<b>REPORT NUMBER:</b>	24-038
<b>SUBMITTED BY:</b>	Frank Bergen – Chief of Police
<b>SIGNATURE:</b>	

### EXECUTIVE SUMMARY

2023 year end Hate / Bias crime statistical report

### INFORMATION

The Hate Crime Unit (HCU) operates as part of the Chief's Office. Established in 2003, their mandate is to investigate incidents where hate or bias has been identified as a precipitating component in the commission of a criminal offence or in an incident affecting the wider community.

The Hamilton Police Hate Crime Statistical Report is an annual report that provides statistical data about criminal offences that are committed against persons or property and are motivated by the victim's race, religion, ethnicity, colour, sexual orientation, mental or physical disability, age, gender identity or expression, or other similar factors.

This report explains the mandate for the HCU and the data based on hate occurrences reported to the Hamilton Police Service from January 1, 2023 to December 31, 2023.

In 2023, there were a total of 220 hate / bias occurrences reported to the Hamilton Police Service. This number represents both the hate / bias incidents and criminal offences.

In comparison to 2022, this represents an increase of 26.4 percent.

Multiple services in Ontario reported a significant increase in the number of reported Hate Crimes in 2022 and the trend continued in 2023.

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**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

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The HCU encourages the community to report all incidents; however, the Service is aware that not all incidents are reported to police. Police data on hate crimes reflect only those incidents that come to the attention of police and are subsequently classified as hate crimes or hate incidents. Please note, fluctuations in the number of hate-related reported occurrences may be attributed to an increase in hate-related occurrences but may also reflect a rise in reporting due to community outreach efforts or heightened awareness after high profile events.

Please refer to the attached annual report for more detailed analysis of the 2023 hate occurrences.

## **APPENDICES AND SCHEDULES ATTACHED**

Appendix A – 2023 Hate/Bias Statistical Report

FB/J.Callender

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

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2023

# Hate/Bias Statistical Report

Prepared by: D/C Lyndsay Scott



CHIEF'S OFFICE

**HAMILTON  
POLICE SERVICE**  
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## Executive Summary

The Hamilton Police Hate Crime Statistical Report is an annual report that provides statistical data about criminal offences that are committed against persons or property and are motivated by the victim’s race, religion, ethnicity, colour, sexual orientation, mental or physical disability, age, gender identity or expression, or other similar factors.

The report explains the mandate for the Hamilton Police Service Hate Crime Unit (HCU) and the data based on hate occurrences reported to Hamilton Police Service from January 1, 2023 to December 31, 2023.

In 2023, there were a total of **220** hate/bias occurrences reported to Hamilton Police Service. This number represents both suspected hate/bias incidents (overtones) and criminal offences. In comparison to 2022, this represents an increase of **26.4** per cent.

All events were classified by the HCU Investigator based on the information provided by the investigating officer(s) or by the individual(s) directly involved. The classification and breakdown of the 2023 incidents are as follows:

Classification	Number
Hate/Bias Crimes	79
Hate/Bias Incidents (Overtones)	141

The majority of reported occurrences were directly related to racial bias, followed by sexual orientation and religion. In 2023, the Black community, the 2S&LGBTQIA and the Jewish community were the groups most frequently victimized.

In 2023, 15.2 per cent of all hate crimes reported to the Hamilton Police were cleared by either arrest, diversion, accused charges in other jurisdiction or cases where the victim declined to proceed with charges despite a suspect being identified.

Data within the report was gathered from crimes and incidents reported to Hamilton Police. While the HCU encourages the community to report all incidents, the Service is aware that not all incidents are reported to police.

There are several reasons why hate/bias occurrences are not reported. For example, people may feel the crime was not important or the chances of the police apprehending the suspect are low. Some victims see the incident as a personal matter, since it may involve family or colleagues, or there may be a feeling of blame and/or embarrassment about being targeted. Furthermore, the victim may not understand that they have been victimized or they may endeavor to solve the issue themselves. Previous negative experiences with the police and judicial system, whether in Canada or overseas, may also affect the willingness of a victim to report to police.

Reporting hate occurrences is an important step in stopping the cycle of hatred and preventing others from being victimized. It is also important for police to be aware of hate crimes so an analysis can be done to ensure appropriate actions are taken, including assigning appropriate resources to make our community safer.

Building strong, positive relationships between Hamilton Police and Hamilton’s diverse communities is important in helping victims feel more comfortable in reporting occurrences to police. In 2023 the HCU, the Community Relations Coordinator and the 2S&LGBTQIA Liaison Officer worked with community partners to address citizens’ concerns as well as encourage reporting and information sharing. The outreach will continue in 2024.

## Introduction

The HCU operates as part of the Chief's Office. Established in 2003, the HCU investigates incidents where hate or bias has been identified as a precipitating component in the commission of a criminal offence or in an incident.

The HCU's mandate is to:

- Conduct investigations, arrest offenders and prepare cases for court in relation to hate propaganda offences;
- Provide investigative support and specialized skills to officers in all other sections of Hamilton Police Service who are involved in the investigation of hate/bias crimes;
- Collect intelligence and maintain intelligence files to enable the monitoring and tracking of known, active hate groups, and individuals;
- Liaise with other police services to ensure the exchange of relevant information pertaining to hate/bias crimes and groups;
- Work closely with the Community Relations Coordinator and act as a resource to community groups, assisting with education and crime prevention in the area of hate/bias crimes;
- Maintain and track all reported hate/bias incidents for statistical purposes; and,
- Develop and implement internal and external training on hate-based crime.

### **Hate Crime/Extremism Investigative Team (HCEIT) of Ontario**

In 2003, the Hamilton, Guelph, London, Ottawa and Waterloo Regional Police Services, in partnership with the Ministry of Community Safety and Correctional Services, came together and formed the Hate Crime Extremism Investigative Team (HCEIT).

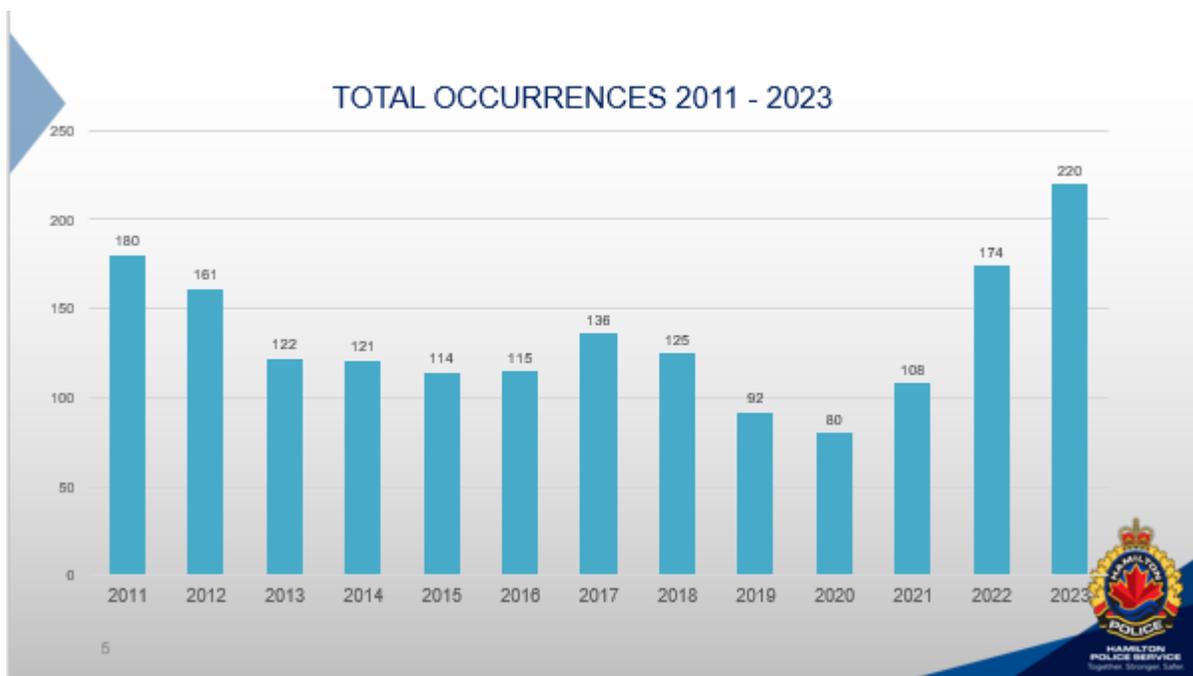
The team has since expanded to include 18 police agencies across Southern Ontario.

The HCU meets quarterly with HCEIT members to discuss trends and concern across the province, discuss new initiatives and exchange intelligence. Member services include:

- Hamilton Police Service
- Brantford Police Service
- Durham Regional Police Service
- Guelph Police Service
- Halton Regional Police Service
- London Police Service
- Niagara Regional Police Service
- Ontario Provincial Police Service
- Ottawa Police Service
- Peel Regional Police
- Stratford Police Service
- Toronto Police Service
- Waterloo Regional Police Service
- Woodstock Police Service
- York Regional Police
- Kingston Police
- Greater Sudbury Police Service
- Windsor Police Service

## Statistical Overview

Over the past 13 years, the average number of reported hate/bias occurrences is approximately **133** per year.



In 2023, the HCU received and classified a total of 220 hate/bias related occurrences.

The overall number of police-reported hate/bias occurrences increased from 174 to 220, which represents an increase of 26.4 per cent over the previous year. Of this total number of reported occurrences, 79 were crimes that fell within the parameters of a hate/bias crime as defined below.

Reported events were classified according to the following definitions:

### Hate/Bias Crime

Includes any criminal offence where there is evidence to prove that the offence was motivated solely, or in part, because of a bias or prejudice, based on the victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity or expression, or any other similar factor. Includes all Hate Propaganda offences.

### Hate/Bias Incident (Overtones)

Can include any incident that involves hate or bias towards any member of the public because of their race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity or expression, or any other similar factor. These incidents cannot be proven to have been motivated solely or in part because of the person's bias/prejudice towards the victim, but include some type of hateful overtone.

## Total Event Classification Breakdown

The reported event types were broken down by category for hate/bias motivated crimes and hate/bias incidents (overtones). Event types included identified offences in the Criminal Code of Canada, and non-criminal call types to which the Hamilton Police Service responded for service (Figure 1).

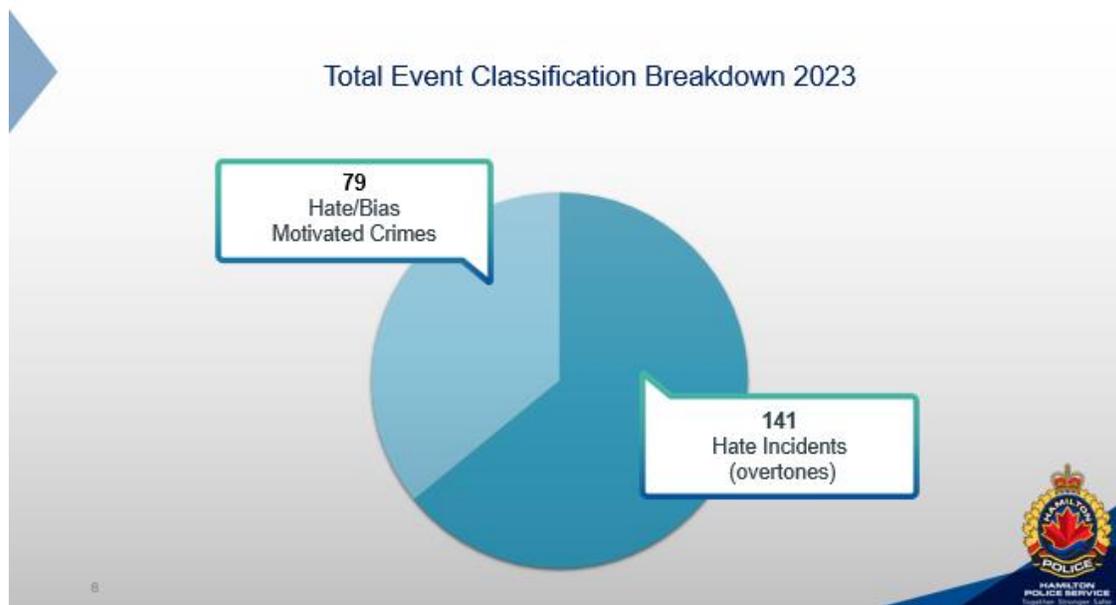


Figure 1

Table 1: 2023 – Total occurrence Breakdown by Type and Category

### All Categories

Category	Hate/Bias Overtones	Hate/Bias Motivated Crimes	Total
Age (AG)	0	0	0
Disability (DI)	0	0	0
Language	1	0	1
Gender Identity (GI)	5	3	8
Sex (SE)	0	1	1
Sexual Orientation (SO)	18	37	55
Similar Factor (SF)	0	0	0
Racial Bias (RA)	75	21	96
Religion (RE)	42	17	59
<b>Total</b>	<b>141</b>	<b>79</b>	<b>220</b>

The highest numbers of reported occurrences were directly related to racial bias.

## Total Occurrences Breakdown – Victimization by Group

### Racial Bias

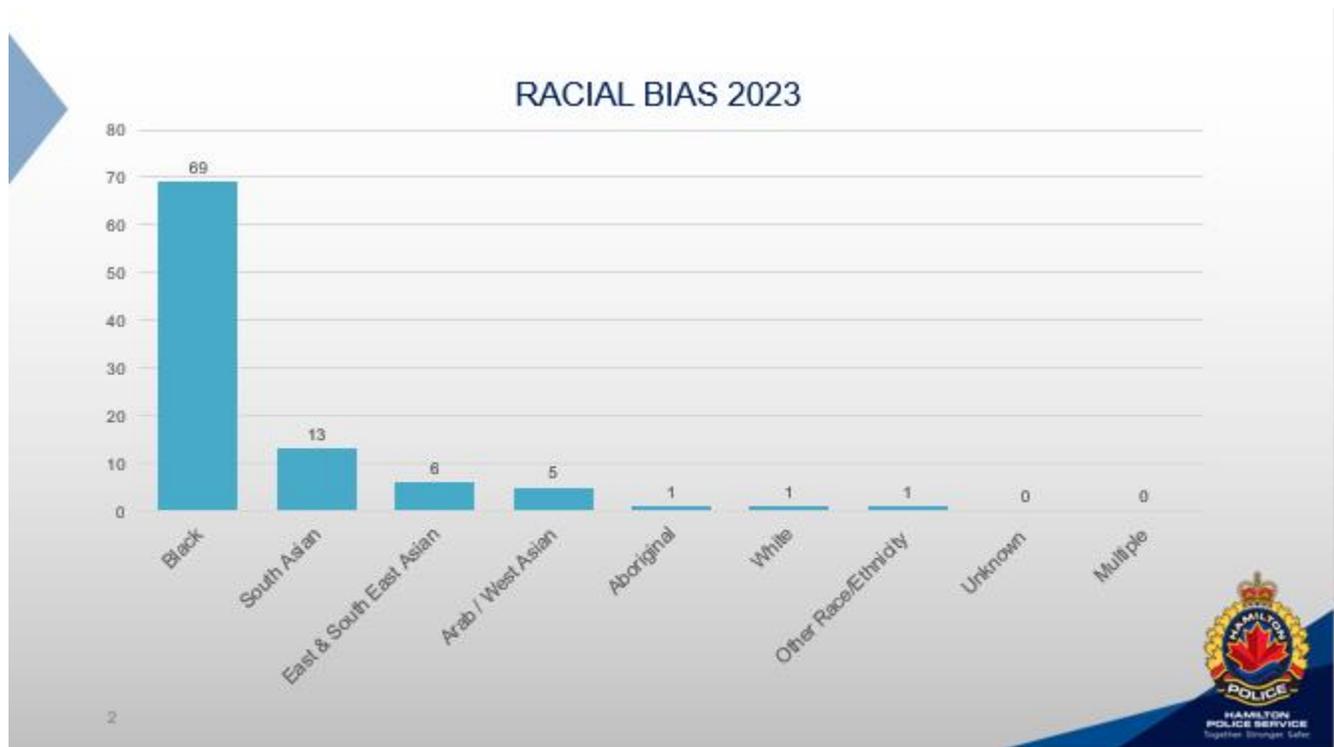


Figure 2

The chart above displays reported hate/bias occurrences broken down by race/ethnicity (Figure 2). In 2023, the Black community was the most targeted group with 69 occurrences followed by the South Asian community with 13 occurrences. In comparison, there were 65 hate/bias occurrences targeting the Black community and 9 occurrences targeting members of the South Asian community in 2022.

*Of the total occurrences targeting the Black community, 42 per cent were graffiti-related.*

# Religion

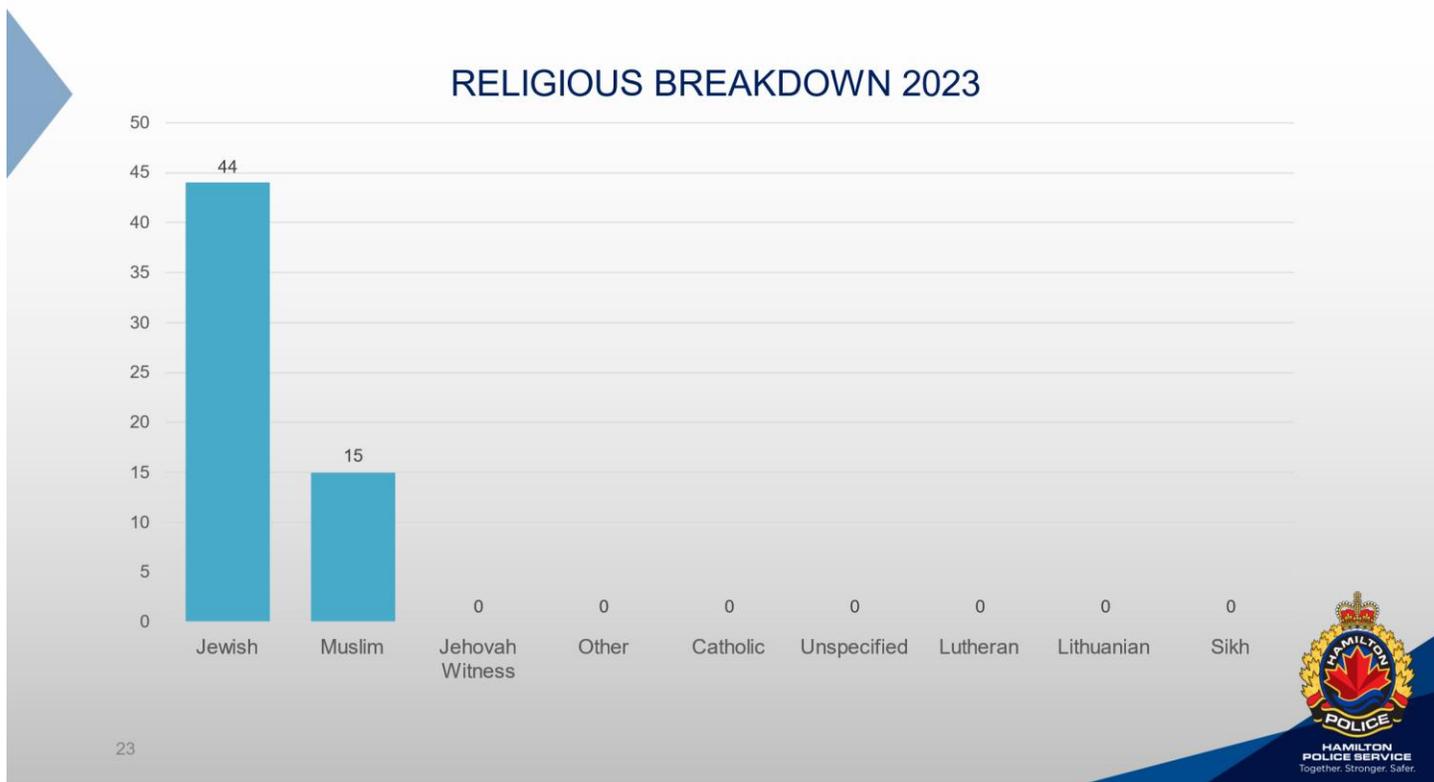


Figure 3

The chart above displays reported hate/bias occurrences broken down by religion (Figure 3). In 2023, members of the Jewish community were the most targeted group in the religious category with 44 occurrences, followed by members of the Muslim community with 15 occurrences. In 2022, there were 42 hate/bias occurrences targeting the Jewish community and 5 occurrence targeting members of the Muslim community.

*Of the total occurrences targeting the Jewish community, 77.2 per cent were graffiti-related.*

## Sex, Sexual Orientation and Gender Identity (Self-Identification)

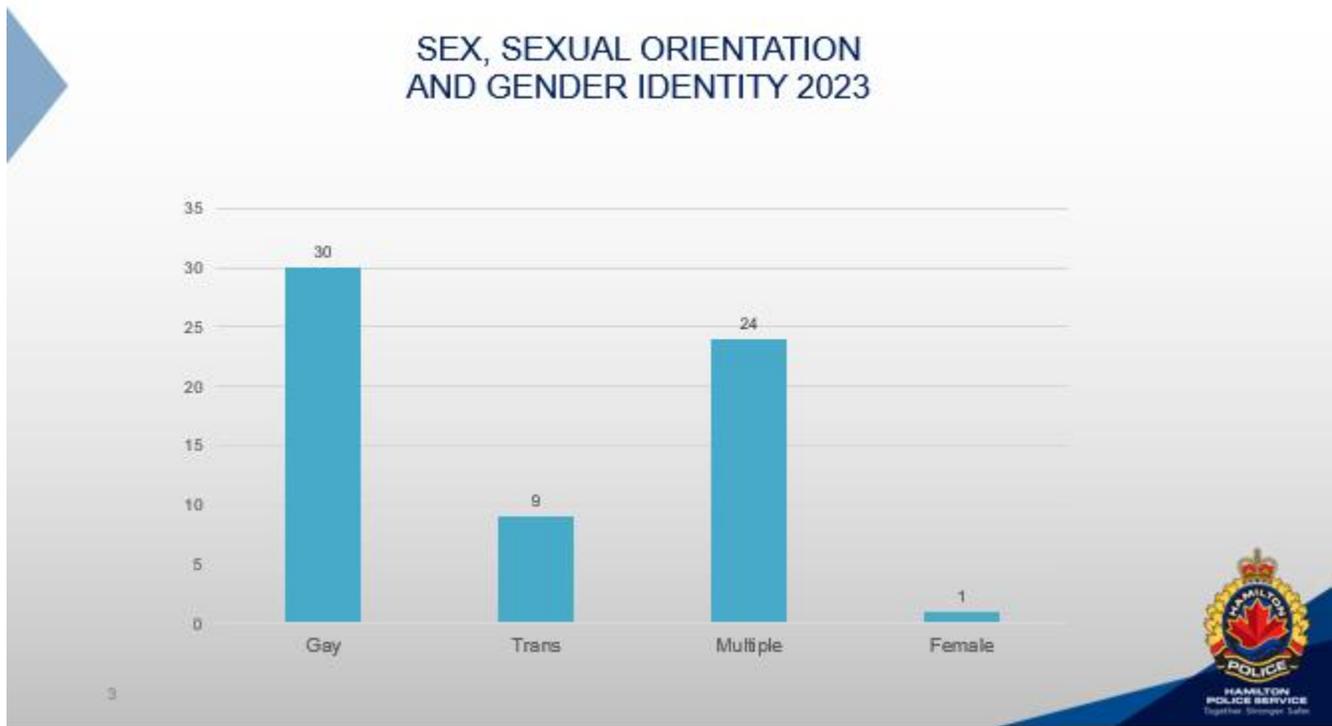


Figure 4

The chart above displays reported hate/bias occurrences broken down by sexual orientation and gender identity (Figure 4). In 2023, members of the 2S&LGBTQIA community, specifically with individuals self-identified as gay, were the most targeted group with 30 occurrences. There were 9 occurrences involving members of the transgender community. In 2022, the number of hate/bias occurrences targeting the 2S&LGBTQIA community, specifically with individuals self-identified as gay, were 22. The number of occurrences targeting community members that self-identified as transgender was 10.

Additionally, in 2023 there were 24 occurrences targeting PRIDE flags. These occurrences have been displayed as multiple in Figure 4.

## Divisional Breakdown – Hate/bias crimes and incidents (Total)

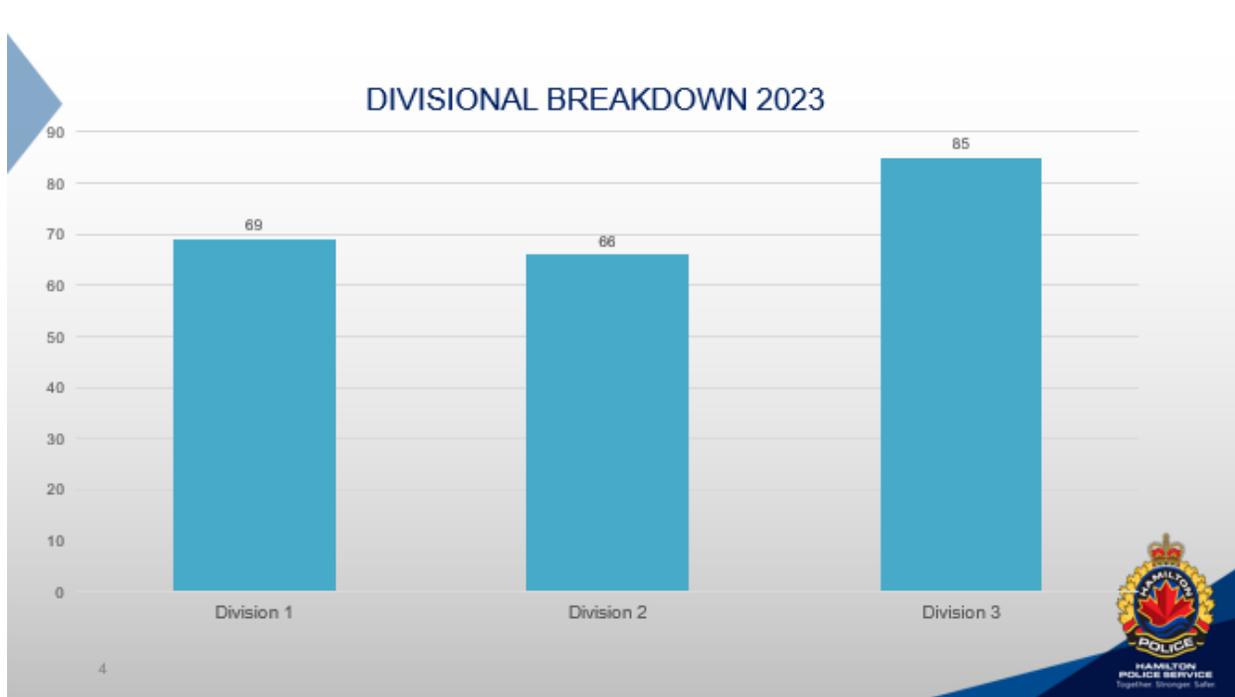


Figure 5

In 2023, 69 hate/bias occurrences (crimes and incidents) were recorded in Division One, 66 in Division Two and 85 in Division Three (Figure 5).

## Geographical Distribution of Hate-Related Occurrences

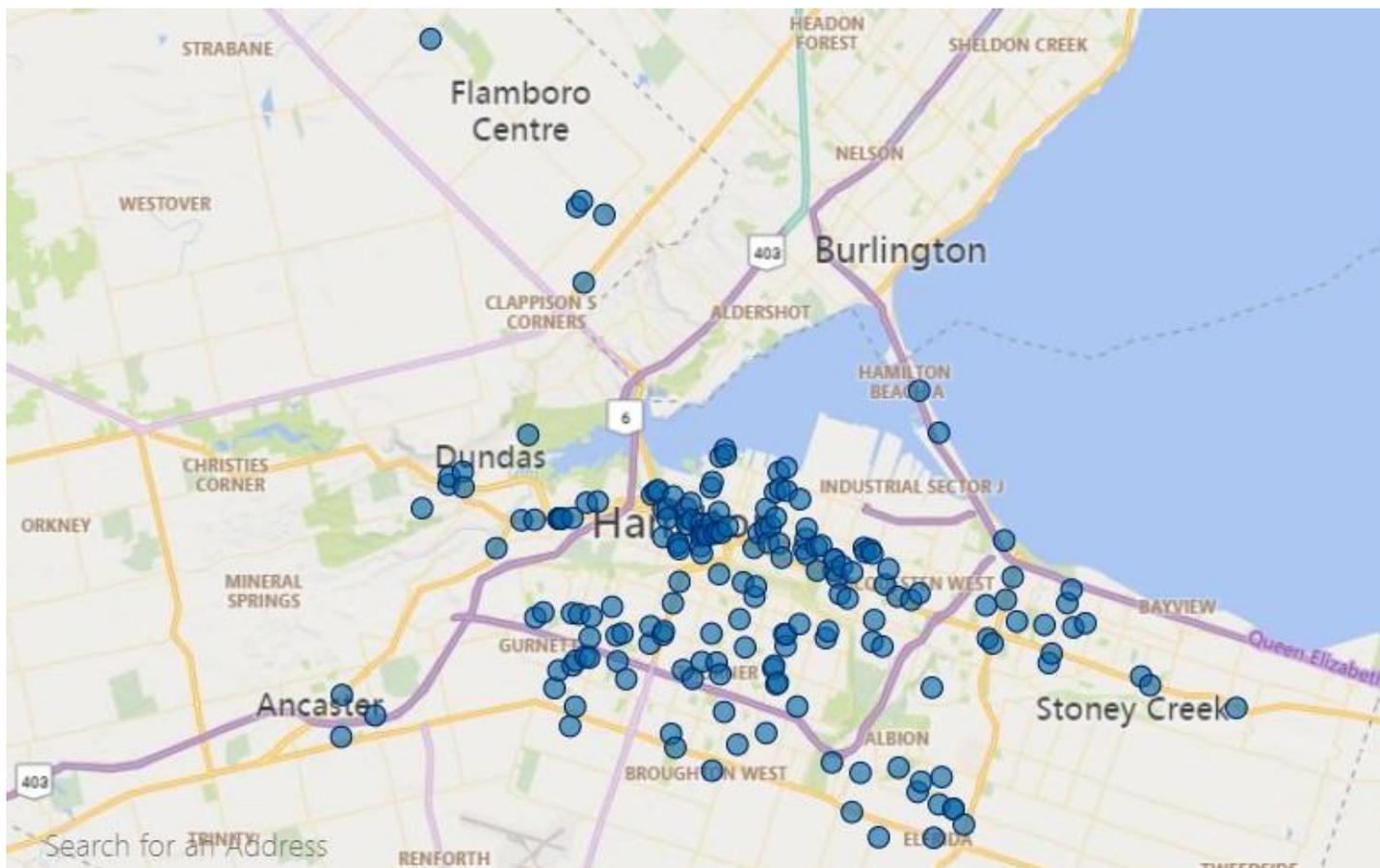


Figure 6

The majority of all reported hate-related occurrences were random in nature, with no definable pattern, and were believed to have been committed by individuals and not by organized groups.

Police data on hate occurrences reflect only those incidents that come to the attention of police and are subsequently classified as hate crimes or hate incidents. Please note, fluctuations in the number of hate-related reported occurrences may be attributed to an increase in hate-related occurrences but may also reflect a rise in reporting due to community outreach efforts or heightened awareness after high profile events.

## Hate/Bias Motivated Crime

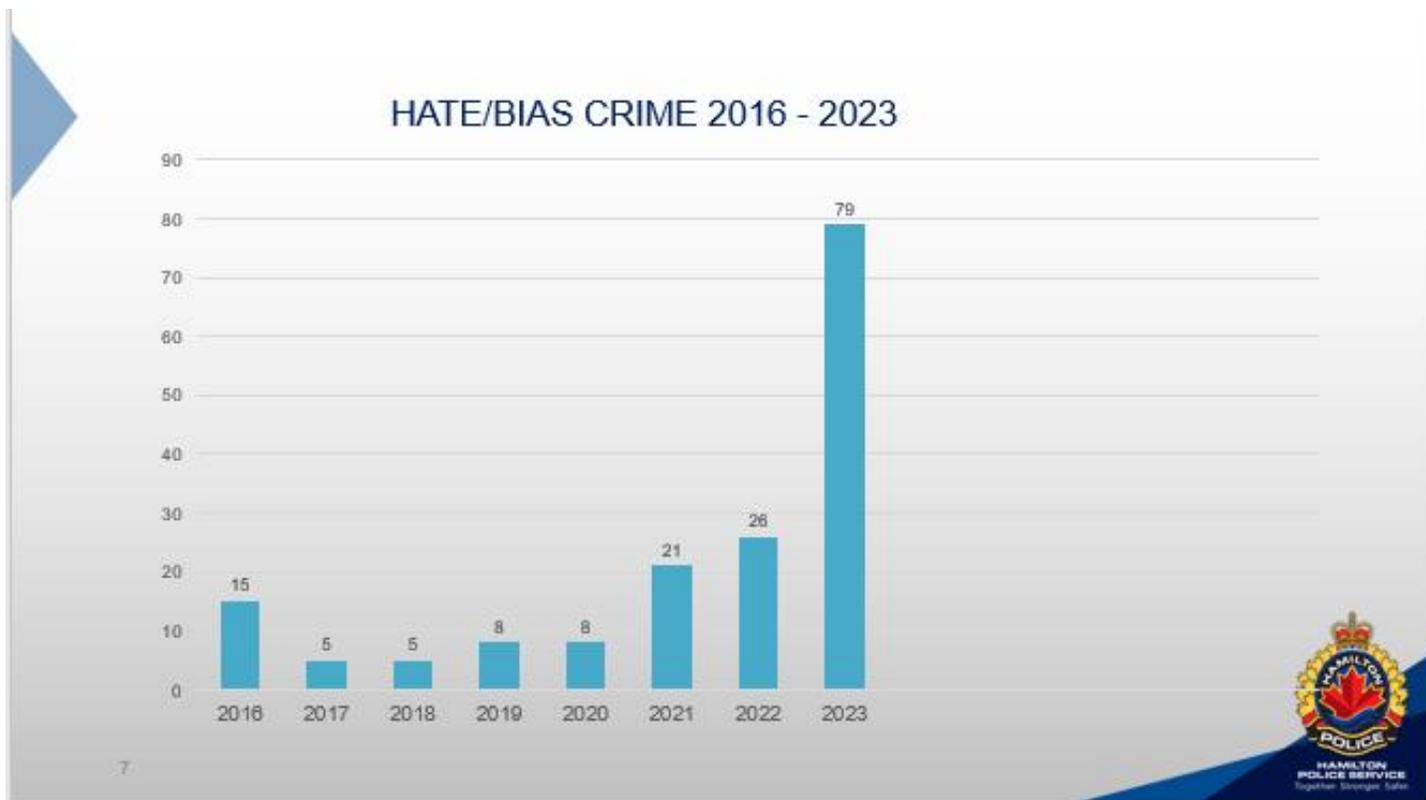


Figure 6

Seventy-nine of the total reported events involved offences that were classified as hate/bias motivated crimes. The chart shows the number of hate/bias crimes reported annually over the last eight-year period (Figure 6).

The chart below breaks down the seventy-nine 2023 hate/bias motivated crimes by type and category (Table 2).

Table 2

<b>Identified Hate Crime Breakdown by Type and Category</b>									
<b>Offence</b>	<b>AG</b>	<b>DI</b>	<b>SE</b>	<b>GI</b>	<b>SO</b>	<b>SF</b>	<b>RA</b>	<b>RE</b>	<b>Total</b>
Assault Police							1		1
Assault 1			1		4		5		10
Assault with Weapon							1		1
Break and Enter					1				1
Cause Disturbance									
Criminal Harassment								1	1
Dangerous Operation of MV									
Domestic									
Harassing Calls									
Neighbour Dispute									
Mischief (Graffiti)				1	10		9	9	29
Mischief Under					6		1	1	8
Sexual Assault									
Suspicious Circumstance									
Theft Over									
Theft Under					17			1	18
Trespass									
Utter Threats					1		4	2	7
Public Mischief				1					1
Other								2	2
<b>Total</b>			<b>1</b>	<b>2</b>	<b>39</b>		<b>21</b>	<b>16</b>	<b>79</b>

Legend

AG - Age

DI - Disability

GI – Gender Identity

SE - Sex

SO – Sexual Orientation

SF – Similar Factor

RA – Race/Ethnicity

RE – Religion

## Divisional Breakdown – Hate/Bias Crimes

The following chart outlines a breakdown of hate/bias crimes by Division.

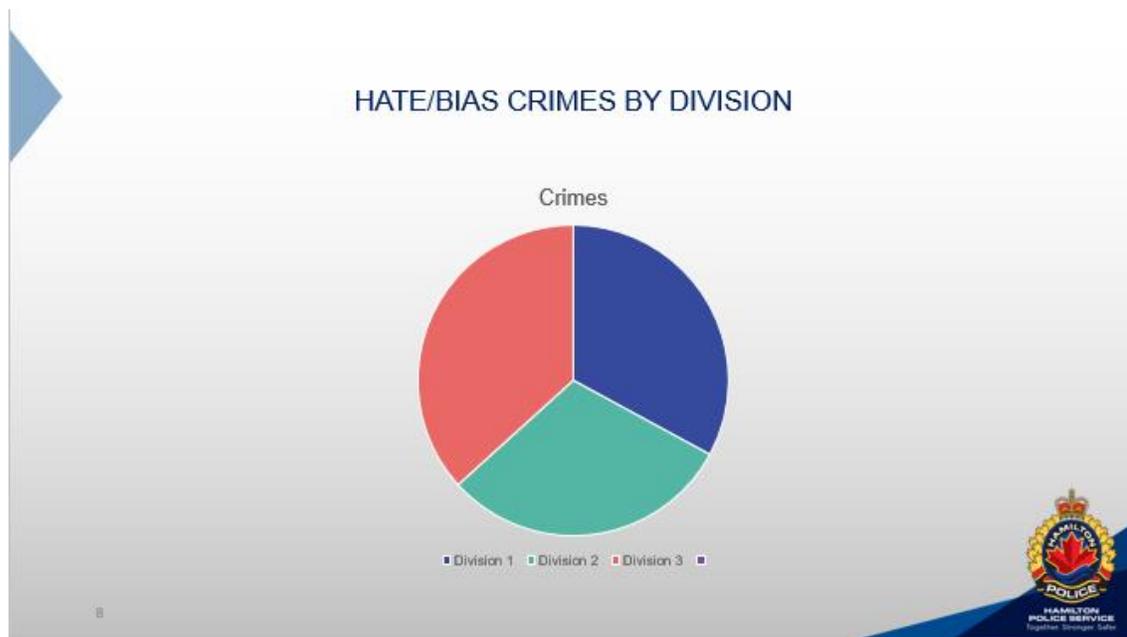


Figure 7

In 2023, 26 hate/bias criminal offences were recorded in Division One, 24 in Division Two and 29 in Division Three (figure 7).

### Hate/Bias Crime Clearance Rates

	Arrests	Diversion	Suspect Charged in other Jurisdiction	Victim Declined to proceed with Charges	Total
<b>Occurrences Cleared</b>	11	-	-	1	12
<b>Occurrences Not Cleared</b>	-	-	-	-	
<b>Total</b>	11			1	12

Figure 8

In 2023, Hamilton Police were able to clear 15.2 per cent of all Hate Crimes reported to police by either arrest, diversion, accused charges in other jurisdictions or cases where the victim declined to proceed with charges despite a suspect being identified (Figure 8).

## Hate Crime Prevention and Community Supports:

The HCU encourages the community to report all incidents; however, the Service is aware that not all incidents are reported to police. Recognizing this, Hamilton Police have implemented a number of proactive and strategic steps to prevent hate-related occurrences, encourage reporting and provide support for victims.

These areas include:

### Education/Community Engagement

- Presented to community groups to increase awareness about hate occurrences and reporting.
- Attendance at community events with representation from a member of the Community Relations or Hate Crime Unit. This engagement was geared to building trust and relationships with diverse communities, which encourages reporting.
- Responded to community concerns and worked with communities to issue special attentions that offer reassurance of safety to communities.
- Enhanced support to victims of hate through follow-up with HPS Victim Services
- Conducted focus groups with communities for the Hate Crime Case Review Team (HCCRT) with the 2SLGBTQIA, Black, Indigenous, Jewish, Muslim, South Asian community to identify community concerns
- The Hamilton Police Victim Services in partnership with the Hate Crime Unit hosted a Hate Crime Symposium – inviting both, community and Police to discuss issues surrounding hate related occurrences.

### Training

- Provided training to all new recruits on understanding, identifying, and investigating hate occurrences.
- Delivered anti-racism, anti-discrimination training to all sworn officer through BLOCK training program.
- Delivered cultural competency training to civilian members.
- Attended various conferences and seminars related to hate prevention, investigations, and support for communities. The Hate Crime Investigator, 2S&LGBTQIA Liaison Officer, EDI Specialist and Community Relations Coordinator, joined these seminars.

### Data Collection

- Developed the Hate Crime Dashboard, which provides real time data regarding hate crimes and occurrences in Hamilton. Analytic data provided by the dashboard aids with the identification of areas of concern and trends, which can help in focused prevention measures.

### Reporting

- Ensured accessibility by providing multiple avenues to report such as online, over the phone or in person.

### Next Steps:

- In March 2024, we conducted a town Hall, facilitated by an independent third party, to establish and formalize the HCCRT.

- Review applications for the HCCRT and establish the Review Team.
- Train the HCCRT members in anti-racism, anti-discrimination, legislation, hate crime and hate incidents, coding, and HPS policies and procedures.
- HCCRT reviewing hate occurrences to identify gaps in reporting, training, policies, and procedures.
- Develop a public facing Dashboard, which provides data regarding hate crimes and occurrences in Hamilton.

## Conclusion

In 2023, the Hamilton Police Service Hate Crime Unit recorded an increase in hate/bias occurrences and an increase in the number of hate/bias motivated crime.

15.2 per cent of all Hate Crimes reported to police were cleared by either arrest, diversion, accused charges in other jurisdictions or cases where the victim declined to proceed with charges despite a suspect being identified.

Hamilton Police continue to establish a HCCRT in response to hate-motivated crimes in Hamilton, which is currently in the application process. The goal will be to work collaboratively to develop comprehensive recommendations to improve outcomes for hate crime victims. Similar to the Sexual Assault Community Review Team (SACRT), the scope of the review will include an internal and external analysis of hate crime investigations, as well as looking at policies, procedures, and training.

Hamilton Police Service recognizes that hate crime has a devastating, long-lasting impact on victims and communities. The impact of hate crime is far reaching, extending beyond the physical and emotional trauma to the victim. The HCU is committed to investigating hate/bias motivated crimes and incidents to ensure Hamilton remains a safe place to live and work.

Reporting hate crimes and incidents is an important step in stopping the cycle of hatred and preventing others from being victimized.

Hamilton Police encourage the community to report hate/bias crimes and incidents to ensure actions are taken, including assigning appropriate resources to make our community safer. Together, we can make a difference in stopping the cycle of hate.

# HAMILTON POLICE SERVICE BOARD

## RECOMMENDATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Service Board
<b>MEETING DATE:</b>	April 25, 2024
<b>SUBJECT:</b>	Establishing Board Policies Related to the <i>Community Safety and Policing Act</i>
<b>REPORT NUMBER:</b>	PSB 24-012
<b>SUBMITTED BY:</b>	Kirsten Stevenson, Administrative Director, Hamilton Police Service Board
<b>SIGNATURE:</b>	

### RECOMMENDATIONS

That the Board approve the following new policies: Board Member Education and Event Participation Policy (attached as Appendix A to this report) and Police Facility Policy (attached as Appendix B to this report).

### EXECUTIVE SUMMARY

- *The Community Safety and Policing Act (CSPA)* came into force on April 1, 2024
- The CSPA sets out Board responsibilities with respect to the creation of certain policies and procedures
- The policies attached to this report ensures the Board’s compliance with the CSPA

### FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: not applicable

Staffing: not applicable

Legal Implications: the Board must establish policies to ensure compliance with the CSPA. If the Board does not consider approving certain policies, they will be in non-compliance with their responsibility to provide adequate and effecting policing

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## INFORMATION

Under the CSPA, police service boards are required to provide adequate and effective policing in their area of policing responsibility, in accordance with the needs of the population in the area and having regard for the diversity of the population in that area.

The CSPA received Royal Assent in 2019 and came into force on April 1, 2024. The new legislation makes significant changes to the legislative structure of policing in Ontario, with the intention of modernizing the policing framework, strengthening police governance and oversight, and improving community safety.

Sections 37 and 38 of the CSPA (Under Police Service Board Duties and Powers) set out the Board's responsibilities with respect to establishing policies.

## ALTERNATIVES FOR CONSIDERATION

- The Board may wish to reject or revise the policies attached to this report

## APPENDICES AND SCHEDULES ATTACHED

Appendix A – Board Member Education and Event Participation Policy

Appendix B – Police Facilities Policy

**APPENDIX 'A' TO REPORT PSB 24-012**

**Hamilton Police Service Board  
Board Member Education and  
Event Participation Policy  
P-023**

Effective date: April 25, 2024

Reviewed:

Amended:

### **Applicable Legislation**

Section 35 of the *Community Safety and Policing Act, 2019, S.O. 2019, c.1, Sched.1 (the Act)*: The Police Service Board shall ensure its members undergo any training the Minister may provide or require.

### **Policy Application**

The Hamilton Police Service Board recognizes the importance of pursuing excellence in governance through an ongoing commitment to training, education and development. It has adopted this policy to formalize training, ongoing learning requirements for its members and to emphasize the importance of board attendance at significant police functions.

#### **1. Mandatory Training – Prescribed by the Minister**

1.1 All members of the board and its committees are required to successfully complete mandatory training as prescribed by the Minister to ensure they are equipped with the knowledge and understanding necessary to perform their duties effectively. This training includes the following topics:

a. **Role and Responsibilities:**

- i. training will cover the roles of the Police Service Board, individual member responsibilities, governance, oversight, and strategic planning;
- ii. members must complete training at the time of appointment before exercising any powers or fulfilling responsibilities.

b. **Human Rights and Systemic Racism Training:**

- i. training will include understanding human rights legislation, recognizing systemic racism, and strategies for promoting equity and inclusion within the police service and the community;
    - ii. members must complete training within the prescribed period following appointment as defined by the Minister.
  - c. Diversity and Cultural Awareness Training:
    - i. training will focus on recognizing and respecting the diverse, multiracial, and multicultural character of Ontario society, and the rights and cultures of First Nation, Inuit, and Métis Peoples;
    - ii. members must complete training within the prescribed period following appointment as defined by the Minister.
- 1.2 Additional training may be as prescribed by the Minister, which may include topics specifically to local needs, emerging issues in law enforcement, or governance best practices.
- 1.3 Compliance and Implementation:
  - a. Members must provide proof of successful completion of the required training to the board's Administrative Director. The Administrative Director shall be responsible for coordinating training sessions, tracking completion, and maintaining records;
  - b. Failure to complete the mandatory training within the specified timelines will result in suspension of the member's powers and duties until such time as the training is completed.

## **2. Required Training & Event Participation – Determined by the Board**

- 2.1 Each member of the Hamilton Police Service Board during their first year of appointment is required to attend:
  - a. Training sessions required by the Ontario Ministry of the Solicitor General;  
and
  - b. Orientation sessions for new members provided by the Chief of Police, Board Administrative Director and Board Legal Counsel.

- 2.2 Within the first two years of being appointed to the board, each member is encouraged to attend the annual conferences of both of the following organizations at least once:
  - a. Ontario Association of Police Service Boards (OAPSB);
  - b. Canadian Association of Police Governance (CAPG).
- 2.3 The board shall be represented by at least one member at each of the following:
  - a. Meetings of OAPSB Zone 4 boards;
  - b. Annual OAPSB conferences;
  - c. Annual CAPG conferences;
  - d. Meetings of Ontario large boards (“Big 12”).
- 2.4 Each year of their appointment to the board, each member shall attend as a member of the board, at least once:
  - a. A charitable event funded through the Auction Account Fund; and
  - b. An event hosted by the Service that:
    - i. Recognizes and honours the service of its members;
    - ii. Celebrates the retirement of civilian and sworn members;
    - iii. Acknowledges new hires (New Hire Ceremony)
    - iv. Honouring service members who have passed (In Memoriam)
    - v. Celebrates past retirees and its family members; and
    - vi. Any other similar event that recognizes the accolades of service members.

### **3. Other Learning Opportunities**

- 3.1 Having satisfied the requirements set out in 1 and 2 above, and provided sufficient funds remain in the annual budget, board members are encouraged to attend other learning opportunities related to governance or policing such as those offered by (but not limited to):
  - a. The Canadian Police College;
  - b. The Police Association of Ontario;
  - c. The Ontario Association of Chiefs of Police;
  - d. The Canadian Association of Chiefs of Police;

- e. The Canadian Police Association;
  - f. The Canadian Association of Civilian Oversight of Law Enforcement.
- 3.2 Those board members with the most time and experience on the board will endeavour to help mentor new board members.
- 3.3 Whenever possible and to improve their knowledge of the Service, board members shall participate in learning opportunities provided by the Service such as ride-alongs, lunch & learn sessions and chances to partner-up for a shift with members in various departments.

#### **4. Board Training as a Whole**

- 4.1 Board training as a whole will take place through inviting guest speakers to make presentations or deliver workshops on issues pertinent to board governance, board responsibilities or emerging trends in policing, with an emphasis placed on issues of a strategic nature.

## APPENDIX 'B' TO REPORT PSB 24-012



### Hamilton Police Service Board Police Facilities Policy P-024

Effective date: April 25, 2024  
Reviewed:  
Amended:

#### **Applicable Legislation**

The *Community Safety and Policy Act, 2019, S.O. 2019, c. 1, Shed. 1 (the Act)*,  
s.37(1)(j) – Police Service Board Duties.

#### **Policy Application**

The Chief of Police shall ensure that any police facilities, including police lock-ups, used by the board comply with prescribed standards and are maintained in a manner that responsibly meets legislative and industry standards.

#### **Reporting**

The Chief of Police shall immediately report to the board details of facility non-compliance, including methods required and/or taken to remedy the situation.