



**HALTON  
POLICE  
BOARD**  
EXCELLENCE IN GOVERNANCE

## Public Agenda

**Date:** Friday, April 24, 2020

**Time:** 9:00 a.m.

**Location:** Zoom Video Conference

Link to watch meeting: <https://zoom.us/j/99073216699>

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### 1. GENERAL

- 1.1 Regrets
- 1.2 Disclosure of Conflicts of Interest
- 1.3 Confirmation of Minutes of Meeting P20-02 held Thursday, February 27, 2020 and Minutes of Meeting P20-03 (Special) held Friday, April 3, 2020 (Agenda Pages 1 – 32)

### 2. PRESENTATIONS/DELEGATIONS

### 3. CONSENT AGENDA

- 3.1 Halton Happenings - March 2020 (Agenda Pages 33 – 40)
- 3.2 **P20-4-I-01** - Quarterly Human Resources Summary (Agenda Pages 41 – 44)
- 3.3 **P20-4-I-02** - Seized Fund Statement - February 29, 2020 (Agenda Pages 45 – 46)
- 3.4 **P20-4-I-03** - Audit Report (Agenda Pages 47 – 52)

- 3.5 **P20-4-I-04** - Community Safety and Well-Being Plans  
(Agenda Pages 53 – 106)
- 3.6 **P20-4-I-06** - Annual Report on Use of Force - 2019  
(Agenda Pages 107 – 126)
- 3.7 **P20-4-I-07** - 2019 Police Vehicle Collision Summary  
(Agenda Pages 127 – 130)
- 3.8 **P20-4-I-08** - Annual Performance Report  
(Agenda Pages 131 – 148)

#### **4. DISCUSSION ITEMS**

- 4.1 **P20-4-R-11** - Secondment - Administrative Firearms Officer & Area Firearms Officer  
(Agenda Pages 149 – 152)

##### RECOMMENDATION

*“THAT the Halton Regional Police Services Board authorizes the Chairman to sign an extension agreement with the Ministry of Community Safety and Correctional Services, operating as the Chief Firearms Office for Ontario, for the continued secondment of the Administrative Firearms Officer and Area Firearms Officers on a full cost recovery basis.”*

- 4.2 **P20-4-R-12** - Sponsorship - Special Friends Day  
(Agenda Pages 153 – 156)

##### RECOMMENDATION

*“THAT the Halton Regional Police Services Board approves a \$3,000 contribution from the Board Trust Fund for the sponsorship of 2020 Special Friends Day games, shirts and refreshments.”*

- 4.3 **P20-4-R-13** - 2019 Occupational Health & Safety Report and 2020 Health & Safety Policy Statement  
(Agenda Pages 157 – 164)

##### RECOMMENDATION

*“THAT the Halton Regional Police Services Board authorize the Chairman to sign the 2020 Health and Safety Policy Statement on behalf of the Board in compliance with the Occupational Health and Safety Act, and further;*

*THAT the Halton Regional Polices Board review and receive the 2019 Health & Safety Report as stated below.”*

- 4.4 State of Emergency Committee Report  
(Agenda Pages 165 – 166)

RECOMMENDATION

*“THAT the State of Emergency Committee Report be received.”*

- 4.5 Chief's Pandemic Report  
(Agenda Pages 167 – 168)

RECOMMENDATION

*“THAT the Chief's Update on COVID-19 dated April 17, 2020 be received for information.”*

- 4.6 **CAO20-4-R-06** - Policy - Safeguarding COVID-19 Status Information  
(Agenda Pages 169 – 172)

RECOMMENDATION

*“THAT the proposed Safeguarding COVID-19 Status Information policy be adopted.”*

- 4.7 **CAO20-4-R-07** - Policy Review - Administration of Human Resources Policy  
(Agenda Pages 173 – 176)

RECOMMENDATION

*“THAT the Board receive the policy review of HR-03 Administration of Human Resources policy.”*

- 4.8 **CAO20-4-R-08** - Sponsorship - OAPSB AGM  
(Agenda Pages 177 – 178)

RECOMMENDATION

*“THAT the Board redirect its OAPSB Conference sponsorship to the OAPSB 2020 virtual AGM.”*

**5. OPERATIONAL VERBAL UPDATES**

**6. STATUS OF OUTSTANDING ITEMS**

- 6.1 Public Information Action Registry  
(Agenda Pages 179 – 180)

**7. NEW BUSINESS**

**8. MOVE INTO CLOSED SESSION**

9. CLOSED SESSION REPORT

10. ADJOURNMENT



# Public Minutes

MEETING NO. P20-02

DATE OF MEETING: Thursday, February 27, 2020  
9:00 a.m.

LOCATION: Community Room  
Halton Regional Police Headquarters  
2485 North Service Road West, Oakville, Ontario

MEMBERS PRESENT: Mayor Rob Burton, Chair  
Councillor Jeff Knoll, Councillor Clark Somerville, Curt Allen, Gary Burkett, Donald Foster, Jason Wadden (arrived at 9:10 a.m.)

STAFF PRESENT: Chief Stephen Tanner  
Deputy Chief Jeff Hill  
Ken Kelertas, Director, Legal Services and Legal Counsel  
Paul Lavergne, Director, Corporate Services  
Fred Kaustinen, Chief Administrative Officer  
Graham Milne, Board Secretary

## 1. GENERAL

### 1.1 Regrets

None.

### 1.2 Disclosures of Conflicts of Interest

The Chair called upon Board members to declare any conflicts of interest they might have on the agenda.

Jason Wadden declared a conflict on Item No. 4.3, Report No. CAO20-2-R-01 - Sponsorship of Ontario Association of Police Boards 2020 Spring Conference and Annual General Meeting, as he is a director of the OAPSB.



No further declarations were made.

### 1.3 Confirmation of Minutes of Meeting P20-01 held Thursday, January 23, 2020

Moved by: J. Knoll

Seconded by: G. Burkett

*"THAT the Minutes of Meeting P20-01 held Thursday, January 23, 2020 be adopted as circulated."*

Carried.

## 2. PRESENTATIONS/DELEGATIONS

### 2.1 Introduction of Newly Promoted Officers

Deputy Chief Jeff Hill introduced the following newly promoted officers to the Board:

- Superintendent Jeff Sandy
- Sergeant Dylan Price

### 2.2 Partnership Story - Domestic Violence

Detective Sgt. Tom Hockney and Laurie Hepburn, Assistant Executive Director Halton Women's Place, gave a presentation on the HRPS partnership with Halton Women's Place in reducing and responding to intimate partner violence, highlighting the strategic priorities and community initiatives and their relationship to the Community Safety and Well-Being Plan. Ms. Hepburn provided an overview of the services provided by Halton Women's Place and Det. Hockney gave an outline of the offender management unit and its operations. A copy of the presentation is appended to the minutes.

### 2.3 Backup Buddy App

Staff Sergeant John Karcz and Amira Bayoudh, Project Specialist, gave a presentation and demonstration on the Backup Buddy app which allows HRPS members and retirees to access information, resources and support focusing on mental health and wellness at any time. It was suggested that the Board might assist in messaging around use the app.



## 2.4 Facial Recognition Technology Update

Chief Tanner gave an update on the issue of the integration of facial recognition technology in investigations, the implications on privacy and the use of open source versus closed source data.

## 3. CONSENT AGENDA

- 3.1 Halton Happenings - January 2020
- 3.2 P20-2-I-01 - Financial Report - Full Year Fiscal 2019
- 3.3 P20-2-I-02 - Trust Fund Statement - December 31, 2019
- 3.4 P20-2-I-03 - 2019 Hate Related Occurrence Summary
- 3.5 P20-2-I-04 - Donations to Service - December 31, 2019
- 3.6 P20-2-I-05 - Collection of Identifying Information in Certain Circumstances
- 3.7 P20-2-I-06 - Semi-Annual Complaints Statistical Report - Public/Internal - January-December 2019

Moved by: C. Allen  
Seconded by: G. Burkett

*"THAT Item Nos. 3.1 through 3.7 inclusive on the Consent Agenda be received for information."*

Carried.

## 4. DISCUSSION ITEMS

- 4.1 CAO20-2-R-03 - By-laws & Policies Project

Moved by: J. Knoll  
Seconded by: G. Burkett

*"THAT the By-law and Policies Project report be received."*

Carried.



#### 4.2 Board Discussion - Strategic Plan Key Performance Indicators

The Board held a discussion on potential key performance indicators for the strategic plan. Chief Tanner noted that the report on the completion of the previous term's business plan is complete and scheduled to come to the Board shortly which should assist in the identification of appropriate KPI's.

#### 4.3 CAO20-2-R-01 - Sponsorship of Ontario Association of Police Boards 2020 Spring Conference and Annual General Meeting

Jason Wadden abstained from the discussion and vote on this item.

Moved by: C. Allen

Seconded by: C. Somerville

*"THAT the Halton Police Board authorize a Platinum Level Sponsorship of \$5,000 for the Ontario Association of Police Boards 2020 Spring Conference and Annual General Meeting."*

Carried.

#### 4.4 CAO20-2-R-02 - Diabetes Canada Golf Tournament in Support of Youth Summer Camp - Donation Request

Moved by: G. Burkett

Seconded by: J. Wadden

*"THAT the Halton Police Board receive the email from Diabetes Canada requesting donations for their Golf Tournament in Support of Youth Summer Camp for information."*

Carried.

#### 4.5 P20-2-R-08 - Capital Projects/Programs Status - December 31, 2019

Moved by: J. Knoll

Seconded by: C. Allen

*"THAT the Halton Regional Police Services Board approves the closure of the following Capital Accounts / Projects:*





#T6878A	Media Services Storage	\$	250,000
#T6842C	Secure WAN		1,100,000
#T6844H	Data Mining - BI – Phase 3		100,000
#T6849E	P25 Redundancy Enhancements		68,696
#T6884A	GPS Tracking of Portable Radios		30,198
#T6869C	Search & Rescue Vessel		100,000
#T6883C	Specialized Equipment (2018)		89,725
#T6889A	Backup Data Centre		<u>150,000</u>
	<i>Total</i>	\$	<u>1,888,619</u>

*and further,*

*THAT the combined surplus funds of \$1,888,619 available as a result of the above recommendation be returned to the Police Capital Reserve and the Development Charge Reserves as appropriate;"*

*and further,*

*THAT surplus funds of \$50,000 from T6883B Specialized Equipment (2017) that are no longer required be returned to the Police Capital Reserve and the Development Charge Reserves as appropriate;*

*and further,*

*THAT surplus funds of \$108,077 from T30808V Vehicles – 2018 that are no longer required be returned to the Police Vehicle Reserve and the Development Charge Reserves as appropriate."*

Carried.

## 5. OPERATIONAL VERBAL UPDATES

Operational updates were provided on the following items:

- Arrests and recovery of weapons in armed robbery cases
- HRPS participation in fundraising for Burlington Centaurs Rugby Football Club for trip to UK



Moved by: J. Knoll  
 Seconded by: D. Foster

*"THAT the Halton Police Board authorize the donation of \$3,000 to the Burlington Centaurs Rugby Football Club, from the Trust Fund."*

Carried.

## 6. STATUS OF OUTSTANDING ITEMS

### 6.1 Public Information Action Registry

There were no updates.

## 7. NEW BUSINESS

Chief Tanner noted the attendance of Duane Sprague, representative from the Ministry of the Solicitor General, at today's meeting. Councillor Knoll noted the attendance of Burlington & Regional Councillor Lisa Kearns.

There was no other new business.

## 8. MOVE INTO CLOSED SESSION

Moved by: J. Knoll  
 Seconded by: G. Burkett

*"THAT the Board do now convene into closed session."*

Carried.

## 9. CLOSED SESSION REPORT

The Chair reported that during the closed session, the Board considered legal and personnel matters and motions were approved by the Board regarding these matters.



10. ADJOURNMENT

The Chair adjourned the meeting at 1:55 p.m.

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Rob Burton  
Chair

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Graham Milne  
Board Secretary



# Intimate Partner Violence

February 27, 2020

# Domestic Violence Investigative Unit

The Domestic Violence Investigative Unit (DVIU) was formed in January 2009 and is part of Regional Investigative Services.

The DVIU is comprised of:

- 1 Staff Sergeant (Manager).
- 4 Detectives (Sergeants/Team Supervisors).
- 16 Detective Constables – DV investigators.
- 2 Detective Constables – Offender Management.
- 1 Civilian – Domestic Violence Victim Coordinator.



# Intimate Partner Violence

Any use of physical or sexual force, actual or threatened, in an intimate relationship, including emotional/psychological abuse or harassing behaviour. Although both women and men can be victims of Intimate Partner Violence (IPV), the overwhelming majority of this violence involves men abusing women.



# Halton Intimate Partner Violence Stats

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	2016	2017	2018	2019
IPV Calls for service	2883	3156	3320	3613
Arrests	611	640	733	842
Charges	1278	1346	1451	1548



## Strategic Priority #2

Reduce **crime trends** in priority areas across the Region through targeted information sharing, cross-agency partnership, and public education.

### Unit Goals

- Continue to be a contributing committee member of the Domestic Violence Death Review Committee, HVPC, DVCAC and HARRT
- Continue to evaluate and mitigate risk
- Continue to complete community presentations as required, to ensure members of the public are educated
- Ensure Victims are supported with appropriate resources and provided safety planning and advice





# CSWB

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# DVIU Community Initiatives

- Media Releases.
- Public Education.
- Supporting Victims.



# Media Releases

Reinforce that no one has the right to abuse another person.

15 Encourage victims and witnesses to contact the Halton Regional Police Service.

Remind Survivors of Intimate Partner Violence They Are Not Alone.

Provide a comprehensive list of community resources for those affected.



NEWS Special weather statement regarding "significant snowfall" in effect for Halton

# Man charged after allegedly calling woman 200 times in one day: Halton Police

by Anthony Urlicki on February 12, 2020  
in Cawville, Burlington Milton, News, Crime

Like Share Tweet



The Halton Regional Police Service laid harassment charges on an unnamed male who they say stalked a female.

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The Release info: **UNNAMED MALE THREATENED FEMALE**  
After meeting through an online dating platform in the summer of 2019, a male and female were involved in an intimate partnership. The two had no children together and resided apart.

Earlier this year, the female ended the relationship with the male after he attended her place of work despite her being not to do so.

The male then repeatedly attempted to contact the female by phoning and texting her. In one single day, the male phoned the female more than 200 times, using both caller ID, and no caller ID, and even while the victim was filing a report with police, the male's phone calls persisted. The male continued to send texts, threatening to attend the victim's place of work.

Through an investigation, the officers developed reasonable grounds that the male was criminally harassing the victim, contrary to the Criminal Code of Canada.

The male was arrested, charged with Criminal Harassment, and was released on an Undertaking the very next day; he sent a text to the victim and was subsequently re-arrested for Breaching an Undertaking and was held for bail.

Upon reporting this crime the victim was referred to the Halton Regional Police Service Domestic Violence Victim Coordinator within our Victim Services Unit. The Victim Services Unit connects victims to appropriate support services in the community, assists with safety planning and victim care, and, through the Victim Quick Response Program (VQRP), can provide immediate short-term financial support toward essential expenses for victims of violent crime.

Please note: These allegations have not yet been proven in court.

No further details will be provided regarding this investigation.

**Every person has the right to feel safe in our community.**

You are not alone. Victims of intimate partner violence or sexual assault and witnesses are encouraged to contact the Halton Regional Police Service. The following is a list of valuable support services and resources in Halton Region for victims of intimate partner violence and/or sexual violence:

- Halton Regional Police Service Victim Services Unit 905-625-4737
- Halton Women's Place 905-279-8222 (weekdays) or 905-326-7882 (24-hour crisis line)
- Halton Children's Aid Society 905-333-6661 or 1-866-407-5407
- Tonia's Place Sexual Assault and Domestic Assault/Care Centre 905-336-4116 or 905-885-4883
- Sexual Assault and Violence Intervention Services (SAVIS) 905-815-1315 (24-hour crisis line)



# Public Education

- The Ontario Police College Domestic Violence Investigators Course.
- Peel Regional, Hamilton, York Police Services.
- Halton Community Housing.
- Halton District School Board.
- Secondary Victims Education Initiative.
- Halton Women's Place.



# Supporting Victims

➤ Boxing For Change

-18- ➤ Intimate Partner Violence Assistance Guide

➤ Regional Safety Plan



# Community Partnerships

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*“Coming together is a beginning,  
staying together is progress,  
and working together is success.”*

*-Henry Ford*



# Halton Violence Prevention Council (HVPC)

- SAAC
- SAVIS
- Halton Women's Place
- SAFE
- RADIUS
- Halton CAS
- Thrive Counseling
- Adapt
- Region of Halton





# Domestic Violence Coordinators Committee

Ontario Police Agency Domestic Violence Co-ordinators

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## Domestic Violence Courts Advisory Committee

- Crown Attorney's Office
- Victim Witness Assistance Program
- 22 Halton Women's Place
- Halton CAS
- SAVIS
- Thrive
- Halton Probation and Parole



## Halton Women's Place

*Halton Women's Place will provide a safe haven, information and education to support a future without abuse for women and their children.*

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## Halton Women's Place

- **Safe shelter**
- Burlington- 30 beds, Milton- 22 beds
- **Individual & Group Counselling** to residential and community clients
- **24 hour crisis and support line**
- **Transitional support and housing**
- **Court support** and accompaniment
- **Child and Youth programming**
- **Danger Assessments and safety planning**
- **Public Education**
- **Referrals** to other agencies and supports

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# Halton Women's Place & HRPS

Objective: Through nurturing relationships and collaboration, we educate, and create knowledge and expertise within the police force with respect to domestic violence, enhancing services, experiences and outcome for clients.

Strategy: Top down approach to collaborate HRPS leadership, who work with us to carry that message through the organization.

Status: Joint protocols developed and established/ Joint training and committee work

Opportunities: Collaborative education and awareness projects/campaigns  
Provide consultative resources for HRPS policy and strategy



## Halton Assessment and Risk Reduction Team

- Halton Crown Attorney's Office
- Halton CAS
- 26- ➤ Halton Victim Witness Assistance Program
- Halton Probation and Parole
- Halton Regional Police



# Offender Management Unit

Lethality and Recidivism Threat Assessments for Intimate Partner Violence offenders.

27. Actively managing any of the identified High Risk candidates.

Monitor the 810 Peace Bonds with PAR's conditions and conducting appropriate enforcement.

Actively seek out any wanted persons by the Domestic Violence Investigative Unit.



# Offender Management Unit Stats

2019

Arrests – 24

28 Criminal Charges – 29

HARRT offenders managed – 55

Risk Assessments completed – 80





## Contact Information

Laurie Hepburn M.S.W., R.S.W.  
Assistant Executive Director  
Halton Women's Place  
905-332-1200 ext 240  
905-407-1522 (cell)

Detective Sergeant Tom Hockney #9099  
Domestic Violence Investigative Unit  
Halton Regional Police Service  
905-465-8770





## Public Minutes

MEETING NO. P20-03 (Special)

DATE OF MEETING: Friday, April 3, 2020  
9:00 a.m.

LOCATION: Zoom Video Conference

MEMBERS PRESENT (via Zoom Video Conference): Mayor Rob Burton, Chair  
Councillor Jeff Knoll, Councillor Clark Somerville, Curt Allen, Donald Foster

STAFF PRESENT (via Zoom Video Conference): Chief Stephen Tanner  
Deputy Chief Jeff Hill  
Deputy Chief Roger Wilkie  
Ken Kelertas, Director, Legal Services and Legal Counsel  
Paul Lavergne, Director, Corporate Services  
Fred Kaustinen, Chief Administrative Officer  
Graham Milne, Board Secretary

### 1. GENERAL

#### 1.1 Regrets

G. Burkett, J. Wadden.

#### 1.2 Disclosures of Conflicts of Interest

The Chair called upon Board members to declare any conflicts of interest they might have on the agenda. No declarations were made.

### 2. PRESENTATIONS/DELEGATIONS

None.



### 3. DISCUSSION ITEMS

#### 3.1 CAO20-3-R-04 - State of Emergency Committee

Chief Tanner provided an update on the HRPS response and management of staff resources during the current COVID-19 pandemic and responded to questions from the Board Members.

Moved by: C. Somerville

Seconded by: C. Allen

*THAT the Halton Police Board establish a State of Emergency Committee consisting of the Chair and Vice-Chair, and delegate to it forthwith until the expiry of the current Provincial and Regional Public Health Emergency, the authority to exercise any and all powers permitted to be delegated by the Board under the Police Services Act, R.S.O. 1990, c.P.15, as amended, including but not limited to the following:*

- a. the acquisition of goods or services in accordance with the Purchasing Bylaw, including non-competitive procurements, where the value of the goods or services exceeds the delegated authority of the Chief;*
- b. the approval and execution of agreements and memoranda of understanding;*
- c. the approval and execution of real estate transactions, including leases and licence agreements;*
- d. any actions required with respect to any human resources matters, be they subject to collective agreement or contract; and*
- e. any appointments and terminations made under the Police Services Act, including any agreements or authorizations required to facilitate those appointments.*

*AND THAT the State of Emergency Committee report to the entire Board at each meeting of the Board, in writing, all decisions made on its behalf between meetings.*

Carried.



### 3.2 CAO20-3-R-05 - Pandemic Information-Sharing Protocol

Moved by: J. Knoll

Seconded by: C. Somerville

*THAT the Halton Police Board establish the Emergency Pandemic Information-Sharing Protocol as proposed.*

Carried.

### 4. ADJOURNMENT

The Chair adjourned the meeting at 9:32 a.m.

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Rob Burton  
Chair

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Graham Milne  
Board Secretary



## Halton Happenings - March 2020

Welcome to the condensed March edition of Halton Happenings. Like many organizations across the country and world, Halton Regional Police Services Regional Community Mobilization Bureau has had to reassign, adapt and change normal service delivery. Weekly, changes have been made to address emerging needs and considerations. Regional Community Mobilization Bureau resources strive to follow the Framework for the Community Safety and Well-Being Plan, and to follow the strategic priorities:

1. **Incident Response** – To ensure those in need get the right response, at the right time, by the right responders.
2. **Risk Intervention** – To address the criminal behaviour that most affects the safety of community members.
3. **Prevention** – Community collaboration is the catalyst for positive, working relationships with all community agencies, resources and partners.
4. **Social Development** – To assist in the continued development, education and support of all social groups in Halton Region.

### 4 Strategic Priorities of Community Safety and Well-Being

#### What does it mean?

The delivery of police services in Ontario has evolved to include working with partners to focus on reducing the risk factors that affect community safety. This reduces the demand for incident response by providing a coordinated response to risk, and leads to more positive outcomes. The Halton Regional Police has built on our policing philosophy by including proactive measures of intervention, constituting the four strategic priorities of community safety and well-being.





## Halton Happenings - March 2020

### Incident Response

**High School Liaison and Elementary School Liaison Officers** throughout the Region have been reassigned to patrol in each District, actively participating in calls for service.

**Community Mobilization Bureau Officers** throughout the Region spent the beginning of March, and the beginning of the COVID-19 situation, liaising with Community Partners/Groups to cancel scheduled Community Events. After the initial challenge of connecting with external partners, Community Mobilization Bureau Officers then engaged in proactive patrol activities in their assigned neighbourhoods and responding to calls for service throughout the Region.

**The Mobile Crisis Rapid Response Teams (MCRRT)** continued to provide Mental Health support throughout the Region in conjunction with our Mental Health partners from St Joseph's Healthcare. The teams responded to 139 calls during the month of March, 95 of which were mental health related. This includes 44 in Burlington, 22 in Oakville, 20 in Milton and 9 in Halton Hills. This accounts for 68.3 of the team's activities. The team also experienced an increase in telephone support to other officers throughout the Region dealing with mental health related occurrences.



## Halton Happenings - March 2020

### Risk Intervention

**Crisis Outreach and Support Team (COAST)** continued to provide mental health risk intervention supports throughout the Region. Service delivery was adapted as our partner for the COAST program, Canadian Mental Health Association of Halton, eliminated there in person supports due to the COVID-19 situation, while still providing telephone supports. Information sharing continued through alternate means, and in person risk interventions were conducted by officer alone. The COAST Officers had 19 total occurrences, with 16 of them being mental health related accounting for 84.2 per cent of the officer's time.

**Older Adult Support Officer** continued to worked with community partners such as Links2Care, Behavioural Supports Ontario (BSO), Crisis Outreach and Support Team (COAST), Halton Housing and Mobile Crisis Rapid Response Team (MCRRT).

**Community Safety and Well-Being Officer** continued to work to provide support to internal and external partners. Continued communication to determine what community supports were going to be available throughout the Region.

**The Situation Table** continued to meet on a weekly basis by utilizing video conferencing tools. Regularly, 30 plus community partners met to discuss cases of Acutely Elevated Risk. Through the month of March, six situations were acted upon by Situation table partners to address situations of Acutely Elevated Risk.

**Crime Stoppers** continues to receive tips and distribute them to the necessary investigative bureaus. Crime Stoppers of Halton has eliminated the need for their member to attend in person to the Halton Regional Police Headquarters. Crime Stoppers Co-ordinator maintains continued contact with the Crime Stoppers of Halton. All community-based initiatives have been suspended until further notice.



# Halton Happenings - March 2020

## Prevention

**District Youth Officer's and Social Worker's** continued to work with youth and families pertaining to pre-charge Youth Diversion, and external partners for the Adult Diversion Programs. Video conferencing and telephone contact utilized for intakes on new cases, and for continued work/education/support for existing cases.

**District Community Mobilization and School Liaison Officers** – while being assigned to patrol duties, these officer's engaged in proactive crime prevention initiatives by being highly visible around closed schools and community organizations that they have previous connections with.





## Halton Happenings - March 2020

### Social Development

**Regional Community Mobilization Officer's** engaged in educational activities for the public. In collaboration with Corporate Communications, various education pieces were distributed through social media including Break and Enter/Robbery Tips for businesses, Safe Neighbourhood Tips, and Online Safety Tips. There will be further educational collaboration throughout the COVID-19 situation.

Regional Community Mobilization Officer's contacted our various Religious and Cultural partners in the Region to provide information of service delivery/supports during the COVID-19 situation.

Regional Community Mobilization Officer's liaised with various external partners to discuss the postponement or cancellation of various events, i.e.: Volunteer Recognition Dinner, Police Day.

**Regional Community Mobilization Officer** was able to facilitate several community presentations prior to the COVID-19 situation, and they include:

#### *Traffic laws and Traffic Safety Presentation- Thomas Merton Centre for Continuing Education*

On March 5, Regional Community Mobilization Bureau presented to 25 new Canadian students from Thomas Merton Centre for Continuing Education on Traffic laws and Traffic Laws and Traffic Safety. The presentation was very well received and interactive from everyone in attendance.

#### *Scams and Identity Theft Presentation-HMC Connections*

On March 3, Regional Community Mobilization Bureau gave two presentations to new Canadian students from HMC Connections on Scams and Identity Theft. The presentations were very well received and interactive from everyone in attendance.

#### *Scams and Identity Theft Presentation-HMC Connections*

On March 10, Regional Community Mobilization Bureau gave two presentations to new Canadian students from HMC Connections on Scams and Identity Theft. The presentations were very well received and interactive from everyone in attendance.

### Traffic Services Unit

In collaboration with Corporate Communications, the Traffic Services Unit commenced a road safety social media initiative to educate the community regarding traffic related issued that effect area residents. Three short public safety announcement videos have been produced and circulated, including an introduction video and focused messaging on motorcycle safety and unsafe speed. As of March 31, this initiative has garnered over a total of 93,000 impressions and 22,000 views on Twitter.



## Halton Happenings - March 2020

'Tow-bruary' results – On February 28, Traffic Services Unit, in partnership with District Operations concluded a successful month-long focus on towing compliance and enforcement in response to community complaints specific to this sector of the road service industry. While a more detailed breakdown is available, Service wide efforts resulted in a decrease in 'tow chasing', as evidenced by an 11 per cent increase in rotational towing requests despite a 20 per cent decrease in collisions over the same period. 102 proactive traffic stops of tow trucks were conducted, resulting in 23 full inspections, 89 charges and a 16 per cent out of service rate. A number of persons engaged in criminal activity were identified and information shared. 16 educational posters were created and shared with uniform to educate officers on tow industry compliance and enforcement in keeping with protecting area drivers. The 'Know Your Tow' program was also expanded by providing Halton Regional Police Service branded educational materials to all Ministry of Transportation Licencing Offices within the Region and Traffic Services Unit partnered with the Ontario Provincial Police in hosting the second Greater Toronto Area Police Tow meeting to continue collaborative work in addressing towing related concerns effecting Greater Toronto Area drivers. Internal education efforts including 'Know Your Tow' training for Communications dispatchers and call takers continued in March.



## Halton Happenings - March 2020

### OTHER

**Children's Safety Village** was closed for March break and continued to be closed following school closures due to COVID-19. Preparations underway for the pending retirement of the current Safety Village Co-ordinator and subsequent replacement.

**Auxiliary Policing Unit** activities have been suspended until further notice. Online training continues for the Auxiliary Unit pertaining to COVID-19 and Personal Protection Equipment use. All online training resources being offered to front line officers for pertaining to the COVID-19 situation will be available to the Auxiliary Unit.

**Halton Regional Police Volunteers** (Communities On Phone Patrol, Seniors and Law Enforcement Together, Pipes and Drums, Chorus, Halton Seniors) have all been suspended until further notice. Members of the Regional Community Bureau continue to have regular contact with service volunteers to provide them with ongoing information and to offer supports.

### **Police Ethnic and Cultural Education Program (PEACE)**

The 2020 winter session of Police Ethnic and Cultural Education has ended. Sessions during the month of March included; Indigenous Blanket Exercise facilitated by Kairos Canada, and a "Preparing for the Future" presentation facilitated by Richard Pinnock. Both presentations were very well received and had positive feedback from both the youths and facilitators. Unfortunately, our last session, which was supposed to be the place of worship tour, was cancelled due to the COVID-19 pandemic.

### **Youth in Policing (YIPI)**

Posting for our Youth in Policing Initiative has closed. 96 applications were submitted. 37 students will be heading to the interview stage hopefully sometime in May, if things get back to normal (COVID-19 pandemic has put several initiatives on hold). We will be hiring eight students and one student coordinator. This summer, the students will work under the direction of our High school liaison officers and will participate in a wide variety of community events.

### **Halton Region Newcomer Day**

On March 13, Regional Community Mobilization Bureau, several units from our Police Service and our Emergency Services Partners were set to attend The Halton Region New Comer Day at Ecole Secondaire Catholique Sainte Trinity School in Oakville. Unfortunately, last minute, the organizers of the event had made the decision to cancel the event due to the current COVID-19 situation to ensure the health and safety of all people attending.

This event is very similar to Emergency Services Introduction for New Canadians (ESINC) day that Halton Police and Emergency Services in Halton Region organize and put together in May for our New Halton Region Canadians to meet, greet, talk and to develop positive relationships with members of all Emergency Service Partners in our Region.





# Halton Regional Police Service Public Agenda Information Report

To: Chairman and Police Service Board Members

From: Chief Stephen J. Tanner

Subject: QUARTERLY HUMAN RESOURCES SUMMARY

Report #: P20-4-I-01

Date: April 23, 2020

## INTRODUCTION AND BACKGROUND:

The following is the Police Service personnel summary as at quarter's end.

POLICE	2Q 2019 Actual	3Q 2019 Actual	4Q 2019 Actual	1Q 2020 Actual	Current Authorized Positions	Current Variance
Chief	1	1	1	1	1	0
Deputy Chief	2	1	2	2	2	0
Superintendent	5	5	5	6	6	0
Inspector	11	11	11	10	10	0
Staff Sergeant	20	21	21	19	22	-3
Detective Sergeant	11	12	11	12	10	2
Sergeant	51	50	51	48	52	-4
Detective	40	40	40	41	40	1
Constable (1st Class)	466	466	477	471	N/A	
Constable (2nd Class)	33	34	30	25		
Constable (3rd Class)	24	23	27	33		
Constable (4th Class)	47	54	46	58		
Recruits in Training	13	20	30	10		
Total Constables	583	597	610	597	595	2
<b>TOTAL SWORN</b>	<b>724</b>	<b>738</b>	<b>752</b>	<b>736</b>	<b>737</b>	<b>-1</b>
Cadet *	13	11	11	11	0	11

\* Cadets not included in complement (uniform contract positions)

CIVILIAN	2Q 2019 Actual	3Q 2019 Actual	4Q 2019 Actual	1Q 2020 Actual	Current Authorized Positions	Current Variance
Senior Management/ Administration	11	11	11	11	11	0
Supervisory/Professional/ Senior Clerical	84	87	86	85	95	-10
Clerical	108	108	109	106	112	-6
Communications	51	50	51	50	53	-3
Special Constables (Escorts/Summons)	31	31	31	31	31	0
Facilities Technicians	5	5	5	6	6	0
<b>TOTAL CIVILIAN</b>	<b>290</b>	<b>292</b>	<b>293</b>	<b>289</b>	<b>308</b>	<b>-19</b>

<b>TOTAL COMPLEMENT</b>	<b>1014</b>	<b>1030</b>	<b>1045</b>	<b>1025</b>	<b>1045</b>	<b>-20</b>
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<b>TEMPORARY STAFF</b> <i>(Temporary employees do not form part of the authorized complement.)</i>	<b>2Q 2019 Actual</b>	<b>3Q 2019 Actual</b>	<b>4Q 2019 Actual</b>	<b>1Q 2020 Actual</b>	<b>Comments</b>
Full-time	6	10	8	10	<b>* See details below</b>
Part-time	2	1	1	4	
As Required	50	45	50	46	Communications/Courts Services/Districts/Drugs, Guns & Gangs/Forensic Identification/Homicide/ Human Resources/ Intelligence/ Police Analytics/ Information & Records Services/Support Services/Victim Services
<b>Total Temporary Staff</b>	<b>58</b>	<b>56</b>	<b>59</b>	<b>60</b>	

<b>* FULL-TIME ALLOCATIONS</b>	<b>2Q 2019 Actual</b>	<b>3Q 2019 Actual</b>	<b>4Q 2019 Actual</b>	<b>1Q 2020 Actual</b>	<b>Comments</b>
Replacements (Secondments/ Maternity/ LTD/etc.	4	6	5	6	1 – Administrative Assistant, IT 1 – Social Worker 1 – Administrative Assistant, Admin Services 1 - Administrative Assistant Purchasing 2 - Communicators
Special Projects	2	2	2	3	1 - Technical Support PRISM 1 – Fleet Clerk 1 – Victim Quick Response Coordinator
In Training	0	0	0	0	No Change
Work Volume	0	0	0	0	No Change
Vacancy	0	2	1	1	1-Data Entry Clerk DRU

*One Vision, One Mission, One Team*

<b>SPECIAL SITUATIONS - UNIFORM</b> <i>*(Not included in authorized complement)</i>	<b>2Q 2019 Actual</b>	<b>3Q 2019 Actual</b>	<b>4Q 2019 Actual</b>	<b>1Q 2020 Actual</b>	<b>Comments</b>
External Secondments	7	7	7	6	2 – Ontario Police College 1 – Repeat Offender Parole Enforcement 1 – Provincial Firearms Office 1 – Provincial Anti Terrorism 1 – International Peace Operations
WSIB >1 year	6	6	5	8	
Leaves of Absences	3	2	3	1	1 – HRP A President 1 - Unpaid
* Long Term Disability > 2 yrs	4	4	4	4	
Long Term Disability < 2 yrs	4	7	6	5	
Sick Leave (Long Term)	7	12	15	18	
Parental/Pregnancy Leave	7	4	6	4	
Jobs Shared by 2 Members	1	1	1	0	

<b>SPECIAL SITUATIONS - CIVILIAN</b> <i>*(Not included in authorized complement)</i>	<b>2Q 2019 Actual</b>	<b>3Q 2019 Actual</b>	<b>4Q 2019 Actual</b>	<b>1Q 2020 Actual</b>	<b>Comments</b>
External Secondments	0	0	0	0	
WSIB >1 year	3	3	3	2	
Leaves of Absences	0	0	1	1	
* Long Term Disability > 2 yrs	8	8	7	7	
Long Term Disability < 2 yrs	3	5	3	4	Largely filled with Temporary Full-time
Sick Leave (Long Term)	12	7	6	11	
Parental/Pregnancy Leave	6	9	7	5	Largely filled with Temporary Full-time
Jobs Shared by 2 Members	1	0	0	0	

<b>DEPARTURES</b>	<b>2Q 2019 Total</b>	<b>3Q 2019 Total</b>	<b>4Q 2019 Total</b>	<b>1Q 2020 Total</b>	<b>Total YTD 2020</b>
<b>TOTAL</b>					
<b>Uniform</b>					
Retirements	3	3	1	11	11
Resignations	0	3	1	7	7
Terminations	0	0	0	0	0
Deaths	0	0	0	0	0
<b>Civilian</b>					
Retirements	5	0	2	4	4
Resignations	1	1	0	3	3
Terminations	0	1	0	0	0
Other – position redundant	0	0	0	0	0
Deaths	0	0	0	0	0

<b>ADVANCEMENTS</b>	<b>2Q 2019 Total</b>	<b>3Q 2019 Total</b>	<b>4Q 2019 Total</b>	<b>1Q 2020 Total</b>	<b>Total YTD 2020</b>
<b>TOTAL</b>					
Sworn Reclassifications	26	29	25	22	22
Sworn Promotions	4	4	5	7	7
Civilian Reclassifications	4	17	16	15	15




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Stephen J. Tanner  
Chief of Police

:CB





# Halton Regional Police Service Public Agenda Information Report

To: Chairman and Police Board Members

From: Chief Stephen J. Tanner

Subject: SEIZED FUND STATEMENT – FEBRUARY 29, 2020

Report #: P20-4-I-02

Date: April 23, 2020

## INTRODUCTION AND BACKGROUND:

Attached is a financial statement indicating the status of the Seized Funds on deposit with RBC for the Police Services Board as at February 29, 2020. These funds remain in the Seized Fund account pending disposition by the Courts.

In addition to the Seized Funds on deposit, there is an additional pool of seized currency which is held on-site in a secure location. These funds represent currency which remains part of active investigations or court proceedings as evidence. As such, these funds are categorized as **“Seized Currency Exhibits” (SCE)** and must be held securely and separately from other funds in “as close to original condition” as possible for evidentiary purposes since the SCE may be called into court as evidence at any time. Due to this evidentiary distinction, the funds are held securely until a court disposition is made, at which time the funds are managed through the regular Seized Funds process. Additional security and financial information are included in Confidential Agenda Information Report each year.

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Stephen J. Tanner  
Chief of Police

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Attachments: Seized Fund Financial Statements

**SEIZED FUND FINANCIAL STATEMENTS**  
**For the six-month period ending February 29, 2020**  
**CONFIDENTIAL**

**SUMMARY OF TRANSACTIONS**

Balance as of September 1, 2019	\$18,575
Deposits in most recent 6 months	\$641,733
Cheques issued in most recent 6 months	(\$641,733)
Balance as of February 29, 2020	\$18,575

<b>SUMMARY OF TRANSACTIONS</b>		
Summary by Year	#	\$
2003	1	360
2006	1	1,000
2009	1	490
2011	1	16,140
2013	1	585
<b>Total</b>	<b>5</b>	<b>18,575</b>

Summary by Disposition	#	\$
Awaiting disposition	1	585
Other	4	17,990
<b>Total</b>	<b>5</b>	<b>18,575</b>

"Awaiting disposition" = waiting for documentation / instructions from the arresting officer.

"Other" = disposition is pending subsequent court appearances / appeals



# Halton Regional Police Service Public Agenda Information Report

To: Chairman and Police Board Members From: Chief Stephen J. Tanner  
 Subject: **AUDIT REPORT**  
 Report #: P20-4-I-03 Date: April 23, 2020

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## INTRODUCTION AND BACKGROUND:

In January 2001, the Provincial Government enacted Ontario Regulation 3/99, a regulation under the *Police Services Act* of Ontario. This regulation, named *Adequacy and Effectiveness of Police Services* (Adequacy Standards), is intended to ensure police service boards and police services afford the structure and tools required to provide effective delivery of policing services to the community.

Section 35 of Ontario Regulation 3/99 of the *Police Service Act* provides that:

*“Every board and chief of police shall implement a quality assurance process relating to the delivery of adequate and effective police services, and compliance with the Act and its regulations.”*

The Halton Regional Police Services Board *Adequacy Standards Policy Manual* fulfils the Board’s responsibility regarding implementation of the Adequacy Standards recommendation. Specifically, B-QA-001 – Audits, Section 1.1 states that:

*“It is the policy of the Board to ensure that audits on the delivery of the service to ensure its adequacy and effectiveness pursuant to the Act and its regulations are undertaken”*

Further, Halton Regional Police Services Board *Adequacy Standards Police Manual*, B-QA-001 – Audits, Section 1.2 states:

*“To support this policy, The Chief of Police shall:*

- a) Develop and maintain an audit procedure and process to ensure compliance with the Act and its regulations;*
- b) Report to the Board on an annual basis on the outcome of any comprehensive audit undertaken regarding the delivery of the service; and*
- c) Report to the Board on an annual basis on the outcome of any compliance audit undertaken regarding the delivery of the service”*

The Halton Regional Police Service Audit Unit is responsible for coordinating and completing comprehensive audits pursuant to the schedule set out in Service Directive EXE-008, Appendix

“B”, as well as the coordination and completion of comprehensive audits, on selected operational processes, upon the discretion of the Chief of Police.

The Audit Unit is also responsible for coordinating and reviewing compliance audits completed by unit/bureau managers pursuant to the schedule set out in Service Directive EXE-008, Appendix “A”.

In addition to an annual Audit Summary report, Compliance Audit statistics and findings are submitted to the Senior Executive quarterly.

The Executive Summary below reports on Comprehensive Audits conducted in 2019, outstanding recommendations from audits conducted in previous years and 2019 Compliance Audit statistics.

### **Executive Summary – Comprehensive Audits**

In 2019, the Audit Unit completed Comprehensive Audits in the following areas:

- Drug and Human Trafficking Unit Exhibits
- Drug Destruction
- Firearm and Firearm Related Property
- Firearm Destructions (Spring / Fall)
- Forensic Identification Archived Exhibits
- Investigative and Expense Funds
- Property and Evidence Management Unit
- Seized Currency Exhibits

### **Comprehensive Audit Summaries**

**Drug and Human Trafficking Unit Exhibits:** Prior to the unit’s relocation to Headquarters on May 16, 2019, the Audit Unit conducted an inventory of the unit’s drugs, related property and seized currency exhibits. An audit of exhibits commenced once exhibits had been organized into the new Headquarters drug vault. The purpose of the audit was to provide assurance that the transition of property was successful and to reconcile physical items to particulars captured in Niche Property Module entries.

Three recommendations to support the integrity and chain of custody for lodged items; and, to increase accountability and reliability in the Service’s ability to safeguard drugs and offence related property, were implemented.

The Service currently meets Adequacy Standards requirements in this area.

**Drug Destruction:** On December 10, 2019, 725 drug exhibits were destroyed at the Stericycle Facilities in Brampton in accordance with Service Directive INV-005 Drug Investigations. Prior to the destruction the exhibits were jointly audited by the Audit Clerk and the Detective Sergeant – Drug and

Human Trafficking Unit. The Audit Unit observed the transfer and security of exhibits from Headquarters through to exhibit destruction.

The Service currently meets Adequacy Standards requirements in this area.

**Firearm and Firearm Related Property:** Firearm exhibits were re-located to Headquarters in March 2019. Prior to the relocation an inventory of all firearms was conducted by the Audit Unit. Once the firearms vault was organized an audit was conducted. The purpose of this audit was to assess whether the preservation, control and disposition of firearm, ammunition and firearm related exhibits were in compliance with legislation and policy and were being effectively managed. Seven audit recommendations to increase adherence to documented practices and processes and to increase efficiency and accountability were approved for implementation. Implementation of these recommendations is being overseen by the Inspector – Court Services. The Service currently meets Adequacy Standards requirements in this area.

**Firearm Destructions:** A total of 438 protected firearms, crossbows, bows and or firearm related devices were destroyed in accordance with Service Directive WEA-001 Handling and Disposal of Firearms and Firearms Registrar requirements. Devices were destroyed over two dates:

- April 17, 2019            215 exhibits
- October 08, 2019       223 exhibits

Prior to each destruction date, all applicable exhibits were jointly audited by a member of the Audit Unit and the Sergeant – Property and Evidence Management Unit. Exhibit particulars and corresponding exhibit paperwork was reconciled to each physical item to ensure destruction disposition criterion was met. All exhibits were authorized for destruction. No Agency firearms were disposed during either destruction.

The Service currently meets Adequacy Standards requirements in this area.

**Forensic Identification Archived Exhibits:** The purpose of this audit was to verify that forensic seals placed on major case exhibits during previous audits remain intact. The examination of 383 bins, two storage cages and one firearm locker confirmed the integrity of all previously placed forensic seals. There were no recommendations applicable to this audit. The Service currently meets Adequacy Standards requirements in this area.

**Investigative and Expense Funds:** The purpose of this audit was to assess whether funds available for expenses incurred during undercover operations, dealing with confidential human sources and/or witness protection were being effectively managed.

Thirteen audit recommendations to increase transparency, increase internal controls and mitigate risk were implemented for this audit.

The Service currently meets Adequacy Standards requirements in this area.

**Property and Evidence Management Unit:** The purpose of this audit was to assess whether the preservation, control and disposition of property and evidence was being effectively managed and to provide assurance that all property transitioned into the new Headquarters property room successfully.

Seven audit recommendations to increase internal controls and to support the integrity and the chain of custody for lodged items were implemented.

The Service currently meets Adequacy Standards requirements in this area.

**Seized Currency Exhibits:** The purpose of this audit was to identify and assess the effectiveness of procedures that govern funds seized by members of the Service, and whether the control, movement and disposition of these funds were being effectively managed.

Eleven recommendations to increase and strengthen internal controls, accountability and transparency of seized currency exhibits, from seizure through to disposition, were implemented.

#### Outstanding Audit Recommendations

The Audit Unit continues to track the implementation of audit recommendations from previously conducted audits in the following areas:

**Forensic Identification Services Exhibits (2018):** The creation of a new, current Forensic Services Property and Evidence Manual is the only recommendation that remains outstanding for this audit.

→Update: Development of the manual is underway and anticipated to be completed by the end of the second quarter.

**Property and Evidence Management Unit Exhibits (2018):** The recommendation to discontinue unsafe smashing of electronic property and evidence, and to utilize an external contractor to safely and securely destroy these types of exhibits, remains outstanding for this audit.

→Update: Consideration into utilizing the company that currently provides the Property and Evidence Management Unit with ammunition disposal is being assessed.

**Provincial Offences Notices (2017):** The recommendation to consider the implementation of an electronic ticket solution within the HRPS is the only audit recommendation that remains outstanding for this audit.

→Update: E-ticketing remains on the Enterprise Project Management Office list for evaluation but is not anticipated to be a consideration in 2020.

**Front Desk Operations (2015):** Two audit recommendations remain outstanding for this audit relative to the installation of safety/security enhancements at the front desks.

→Update: Safety/security upgrades at the district front desks are planned for 2020. 11 Division and 20 Division are anticipated to be completed by the end of April. 12 Division and 30 Division are targeted for completion in the second half of 2020.

### **Compliance Audits**

Compliance Audits were required in 42 different focus areas across the Police Service. Annually, Compliance Audits are assessed and evaluated to ensure that focus areas continue to mitigate risk, adhere to regulatory requirements and/or provide value and benefit to specific areas or operations of the Police Service.

A summation of 2019's Compliance Audit statistics are as follows:

- 835 audits were required for completion;
- 827 audits were completed;
- 693 audits were compliant with legislation or outlined requirements, an 83% compliance rate; a 4.7% decrease in compliance in comparison to 2018.

All issues of non-compliance were rectified upon identification.

#### **CONCLUSION:**

The Service currently meets the requirements of the Police Services Act, Ontario Regulation 3/99 and the Adequacy Standards in the areas that were audited and reported on.



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Stephen J. Tanner  
Chief of Police

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# Halton Regional Police Service Public Agenda Information Report

To: Chairman and Board Members

From: Chief Stephen J. Tanner

Subject: COMMUNITY SAFETY AND WELL-BEING PLANS

Report #: P20-4-I-04

Date: April 23, 2020

## INTRODUCTION AND BACKGROUND:

Halton continues to be a leader in community safety and well-being because collaboration, planning and action are central to the work we do to keep our community safe and healthy. Recently, Halton Region, the Halton Regional Police Service and our community partners completed the 2020 Community Safety and Well-Being Population Level Indicator Report to help guide discussion on our community's priority issues. The report uses 30 indicators of safety, health and well-being to provide a snapshot of our region.

## CONSULTATION:

Deputy Chief R. Wilkie  
Inspector S. Biggs  
Alex Sarchuk, Region of Halton  
Dr. Hamidah Meghani, Region of Halton

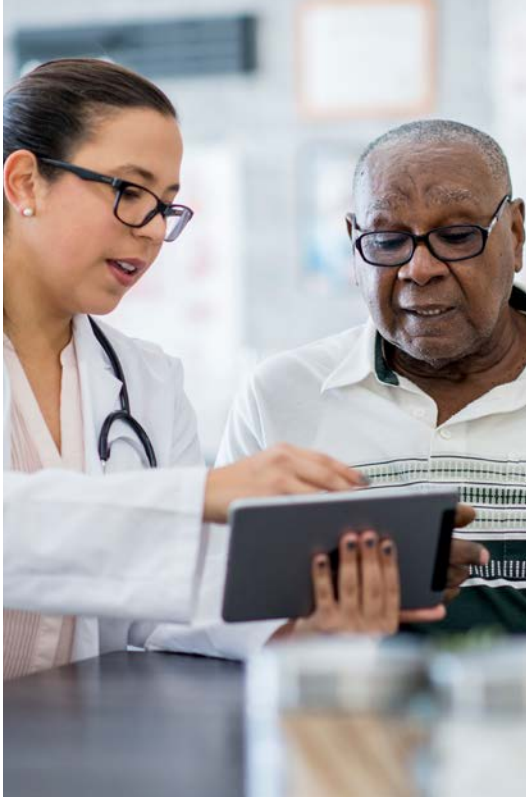
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Stephen J. Tanner  
Chief of Police

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Attachments: Community Safety and Well-Being Status Report  
2020 Population Level Indicator Report

# 2020 Population Level Indicator Report



## Community Safety & Well-Being in Halton



## Message from Halton Regional Chair



Halton Region is committed to ensuring our communities remain safe, healthy and resilient. Our award-winning plan, *Community Safety and Well-Being in Halton: A Plan for Collaboration and Action*, has helped bring together organizations from across the region to identify and address priority issues that affect the safety, health and well-being of Halton residents.

Together, the Region, Halton Regional Police Service and our community partners have completed the 2020 Community Safety and Well-Being Population Level Indicator Report to help guide discussions on community safety and well-being issues and priorities. The report uses indicators in safety, health and well-being to provide a snapshot of our region. The local data and information presented in this report will inform our efforts as we continue to enhance community safety, health and well-being for our residents.

Halton continues to be one of Canada's safest communities and a place where residents can enjoy a high quality of life. I would like to thank everyone involved in the community safety and well-being initiative for their dedication to developing and implementing strategies that support our most vulnerable residents. Together we are ensuring Halton continues to be a great place to live, work, raise a family and retire.

Gary Carr,  
Halton Regional Chair

## Message from the Halton Regional Police Services Board



Collaborative work between residents, our police and our Local and Regional Municipalities drives the success of Halton's unanimously adopted *Community Safety & Well-Being Plan: A Plan for Collaboration and Action*. This approach to addressing the key issues that impact our communities recognizes that complex risks to safety and well-being cannot be addressed in isolation. We have a shared responsibility to keep Halton safe and healthy.

The 2020 Community Safety and Well-Being Population Level Indicator Report is a reflection of the important work the Halton Regional Police Service, Halton Region and our community partners are doing together to ensure that our residents have access to the right services, at the right time. The information gathered in this report can provide our communities with direction on how we can continue to protect and strengthen the safety and well-being of our residents.

Halton Regional Police Service proudly embodies the principles of community-based policing established almost 200 years ago by British Prime Minister Sir Robert Peel. Responding to the needs of Halton residents remains at the forefront of our policing initiatives and we are committed to upholding Halton's longstanding distinction as Canada's safest regional municipality and one of the best places to live.

Oakville Mayor Rob Burton,  
Chairman, Halton Regional Police Services Board

# Acknowledgements

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Halton Region would like to thank the members of Halton's Community Safety and Well-Being Data and Decision Support Group (CSWB DDSG). The group has approximately 20 members from organizations across Halton who have been working on indicator selection and reporting. The Region would also like to extend our appreciation to the core CSWB Working Group as well as the CSWB System Leadership Group for its continued support and endorsement.

CSWB Data and Decision Support Group organizations:

City of Burlington

Community Development Halton

Conseil scolaire Viamonde

Halton Catholic District School Board

Halton District School Board

Halton Healthcare

Halton Information Providers

Halton Region

Halton Regional Police Service

Hamilton Niagara Haldimand Brantford Local Health Integration Network

Joseph Brant Hospital

Mississauga Halton Local Health Integration Network

Our Kids Network

Town of Halton Hills

Town of Oakville

## **How to cite:**

- Halton Region. (2020). 2020 Community Safety and Well-Being Population Level Indicator Report. Oakville, Ontario.

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# Introduction

Halton is a leader in community safety and well-being. Since the launch of Halton's award-winning plan, *Community Safety and Well-Being in Halton: A Plan for Collaboration and Action* in 2017, Halton Region, the Halton Regional Police Service and community partners have been working together to identify and address priority issues that impact the safety and well-being of our residents.

Halton's Community Safety and Well-Being (CSWB) Plan outlines a model for collaboration, planning and action to identify and address system-level issues that impact safety and well-being in Halton, particularly among priority populations that may be more vulnerable to negative health or social outcomes.

This report brings together a wide range of data into one Community Safety and Well-Being indicator framework to provide insight on how Halton is performing on a number of indicators of safety and well-being. The Region is working together with community partners to track 30 indicators across three domains using a wide variety of population-level, statistical data. These indicators highlight areas where Halton is doing well and areas where there is room for improvement. Where data on indicators are available, we have made comparisons to the province and shown historical trends over time.

The three domains: Health, Safety and Community Well-Being and accompanying indicators were selected by the CSWB Data and Decision Support Group based on a number of criteria. The criteria for selection prioritized indicators that were existing and well-established, regularly collected, available at the Halton geography, meaningful to CSWB and easy to communicate. For more information on indicator selection see Appendix 1. The domains and indicators were endorsed by the CSWB System Leadership Group.

This initial profile of community safety and well-being in Halton will serve as a baseline for continuing work. The report will be updated as more data become available. As new issues and knowledge emerge, this framework will remain adaptable. These population-level indicators cover a broad spectrum and are likely to fluctuate over time based on a number of influencing factors such as work being done through the CSWB Plan and the evolving

demographics of Halton residents. The indicators in this report can also be subdivided further to provide an in-depth look at some of Halton's risk and protective factors, as well as priority populations.

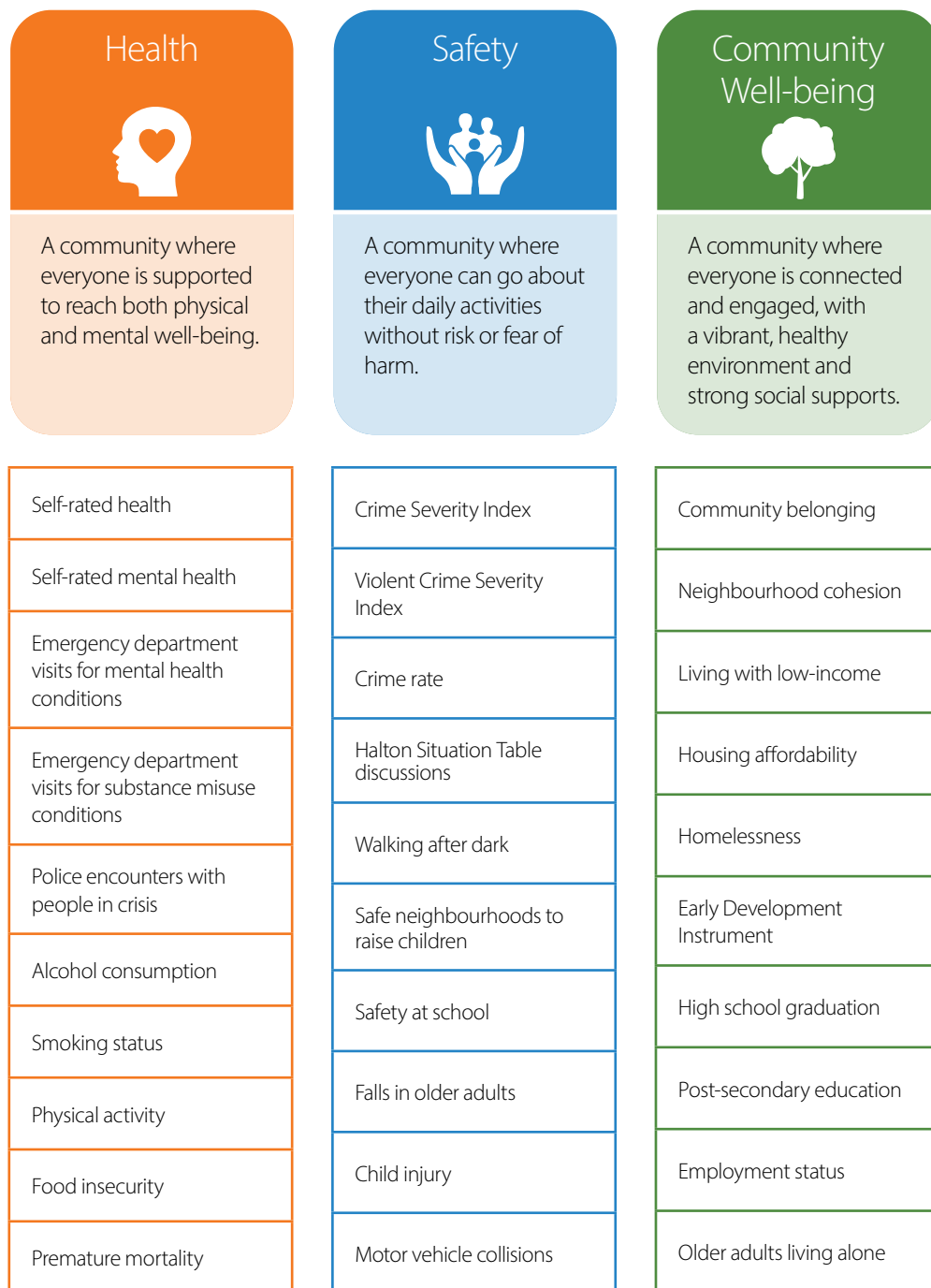
This report is organized into three main sections based on the indicator domains: Health, Safety and Community Well-Being. Each domain has an infographic style title-page that highlights the most recent Halton statistic for each indicator. There are ten indicators under each domain and one page for each indicator. The indicator pages have four main sections:

1. "What is it?" provides a definition of the indicator.
2. "Why is it important?" relates the indicator to the larger safety and well-being of the community.
3. "The numbers" provides statistics for Halton. Where available, the Ontario comparison and trends over time were included. Statistically significant differences are described where available and applicable (for data from the Canadian Community Health Survey, emergency department visits, Vital Statistics and the Kindergarten Parent Survey).
4. A shaded highlight box provides a special highlight related to each indicator. Highlights may be a specific CSWB initiative, a community initiative that helps address an issue related to the indicator, or a breakdown of the indicator by specific demographics such as age, sex, or income group.

**This report is intended to be a conversation starter about community safety and well-being in Halton.**

# Halton's CSWB Indicator Framework

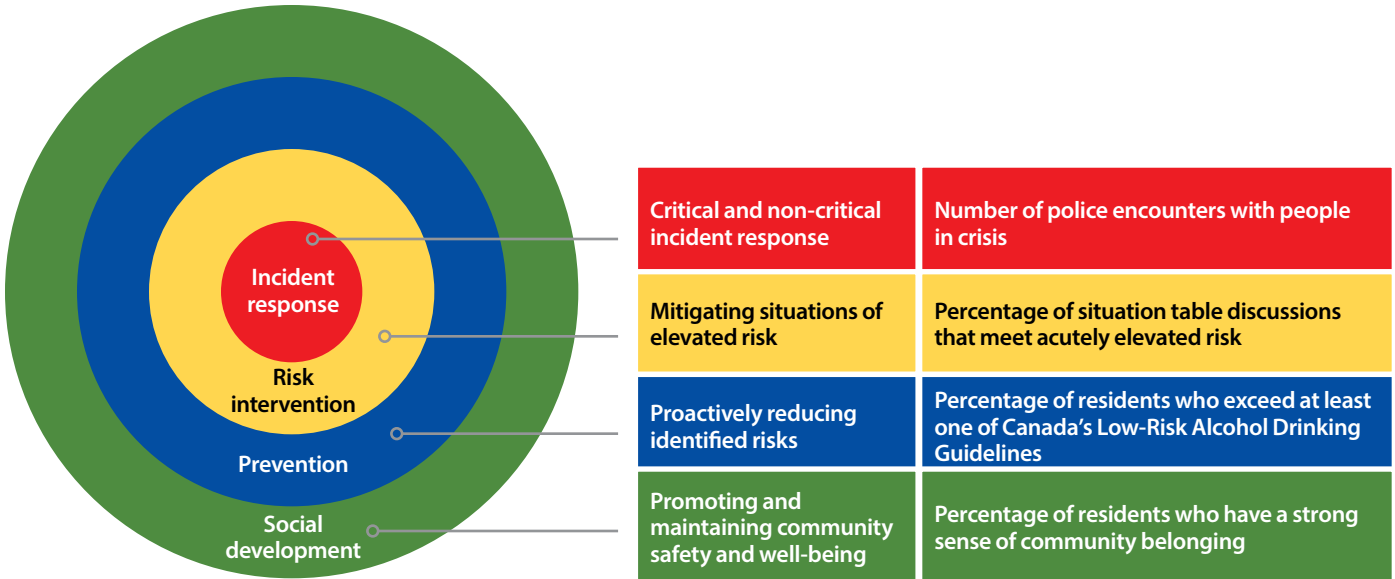
The framework is organized into three domains: Health, Safety and Community Well-Being. These domains all interact with one another and all play a role in contributing to the overall safety and well-being of Halton residents.





# Provincial CSWB Planning Framework

**Provincial CSWB Planning Framework: Zones of Intervention with Indicator Examples**



The Provincial CSWB Planning Framework was released by the Ministry of the Solicitor General and outlines the provincial approach to community safety and well-being. The framework is intended to guide municipalities, First Nations communities and their partners in developing local plans as understanding each of the four areas will help ensure local plans are as efficient and effective as possible in making communities safer and healthier. Halton's CSWB Plan follows the Provincial Framework and Halton's CSWB indicators span all four levels of intervention: social development, prevention, risk intervention and incident response.

### Social Development

Addressing underlying causes of social issues through upstream approaches that promote and maintain individual and community wellness. Upstream approaches consider the origins of issues and structural determinants that influence opportunities and decision making such as income and exclusion, including supports that promote social and economic inclusion and equity.

### Prevention

Applying proactive strategies to identified risks that are likely to result in harm to individuals or communities if left unresolved.

### Risk Intervention

Identifying and responding to situations of acutely elevated risk (a situation negatively affecting the health and safety of an individual, family, group or place where there is a high probability of imminent and significant harm to self or others) and quickly mobilizing a response before an emergency or crisis-driven response is required.

### Incident Response

Circumstances that require intervention by first responders such as police, paramedics and other crisis-driven services in the human services system.

## Terms and Definitions

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### **Acutely elevated risk**

- A situation negatively affecting the health and safety of an individual, family, group or place where there is a high probability of imminent and significant harm to oneself or others.

### **Crime Severity Index/ Violent Crime Severity Index**

- The Crime Severity Index (CSI) is a measure of police-reported crime that reflects the volume and seriousness of offences. In the calculation of the Crime Severity Index, each offence is assigned a weight based on the average sentences handed down by criminal courts. The more serious the average sentence, the higher the weight for that offence. As a result, more serious offences have a greater impact on changes in the index. The number of police-reported incidents for each offence is multiplied by the weight for that offence. All weighted offences are then added together and divided by the corresponding population total. Finally, to make the index easier to interpret, the Index is standardized to “100” for Canada.
- The Violent CSI is calculated using the same methods as the overall CSI but only includes violent offences, such as homicide, attempted murder, sexual assault, assault and robbery.

### **Crude rate**

- The rate at which new cases, or new events occur in a defined time period in a defined population that is at risk of experiencing the condition or event. Crude rates do not take into account the age distribution of the population and in this report are per 100,000 population.

### **Emergency department visits**

- Includes individuals who present to the emergency department, or a hospital-based urgent care centre, either by their own means or by ambulance and without a prior scheduled appointment for a specific condition.

### **Food insecurity**

- Is classified as at least one affirmative response on Canadian Community Health Survey’s Household Food Security module, which consists of 18 questions about the presence of food insecure situations in the household over the past 12 months. These situations range from worrying about running out of food to going a whole day without eating because of the inability to afford food. The food insecurity definition includes households who are marginally, moderately and severely food insecure.

### **Homelessness**

- A count of individuals experiencing homelessness was completed in Halton on April 23, 2018. This count includes individuals staying in transitional housing, shelters and motels. It also includes “couch surfing”, people in hospital/corrections with no fixed address, public or undisclosed locations and those who did not disclose where they were staying.

### **ICD**

- The International Statistical Classification of Diseases and Related Health Problems (ICD) is a medical classification list by the World Health Organization (WHO) currently in its 10th revision (ICD-10).

# Terms and Definitions

## Low-income measure, after tax (LIM-AT)

- Refers to a fixed percentage (50%) of median adjusted after-tax income of private households. The household after-tax income is adjusted by an equivalence scale to take economies of scale into account. This adjustment for different household sizes reflects the fact that a household's needs increase, but at a decreasing rate, as the number of members increases. Using data from the 2016 Census of Population, the threshold applicable to a household is defined as half the Canadian median of the adjusted household after-tax income, multiplied by the square root of household size. The median is determined based on all persons in private households where low-income concepts are applicable. Thresholds for specific household sizes are presented in Statistic Canada's 2016 Census of Population. When the unadjusted after-tax income of household pertaining to a person falls below the threshold applicable to the person based on household size, the person is considered to be in low income according to LIM-AT.
- Income data from the 2016 Census was collected solely from Canada Revenue Agency's (CRA) tax and benefits records. All income variables from the 2016 Census are based on the 2015 calendar year reference period, which may be different than the reference periods of other variables in the 2016 Census.

## Mental health conditions

- Includes unscheduled emergency department visits for mental health conditions where the main problem diagnosis code was an ICD-10-CA code of F00-F99 - mental and behavioural disorders, excluding F10-F19 (mental and behavioural disorders due to psychoactive substance use). For more information on ICD-10-CA codes, visit [icd.who.int/browse10](http://icd.who.int/browse10). The Halton measure includes Halton residents at any hospital in Ontario.

## Percentage

- The ratio of two numbers expressed as a fraction of 100, often denoted using the percent sign, "%".

## Priority populations

- Certain groups who are more likely to experience poor health or social outcomes. This can be due to factors such as the social determinants of health. It is important to consider the needs of priority populations to ensure planned interventions reduce inequities between groups and to mitigate barriers they may experience.

## Protective factors

- Are positive influences in the lives of individuals or community that can reduce risk factors such as parental involvement and after-school activities.

## Risk factors

- Can increase a person's chances for negative outcomes, such as parents who have a substance misuse condition.

## Social determinants of health

- The Ontario Public Health Standards acknowledge that health is influenced by a broad range of factors, including social determinants that affect the conditions in which individuals and communities live, learn, work and play. Individuals, communities and populations may experience these factors differently based on social or economic conditions, putting some at a disadvantage and greater susceptibility to poor health outcomes. Key social determinants of health include: access to health services; culture, race and ethnicity; disability; early childhood development; education, literacy and skills; employment, job security and working conditions; food insecurity; gender identity and expression; housing; income and income distribution; Indigenous status; personal health practices and resiliency; physical environments; sexual orientation and attraction; social inclusion/exclusion; and social support networks.

## Terms and Definitions

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### **Statistical significance**

- A statistically significant difference between two estimates is a difference that is likely not due to chance alone. Differences between groups (for example Halton and Ontario) were tested for statistical significance where applicable by calculating 95% confidence intervals. If the confidence intervals between groups did not overlap, differences were considered statistically significant.
- Statistical significance was described in the report for the following data sources: Canadian Community Health Survey, Emergency Department Visits (NACRS data), Vital Statistics and the Kindergarten Parent Survey.

### **Substance misuse conditions**

- Includes unscheduled emergency department visits for substance misuse conditions where the main problem diagnosis code was an ICD-10-CA code of F10-F19 - mental and behavioural disorders due to psychoactive substance use. This includes mental and behavioural disorders due to use of alcohol, opioids, cannabinoids, sedatives, hypnotics, cocaine, other stimulants, hallucinogens, tobacco, volatile solvents or a combination of multiple drugs. The Halton measure includes Halton residents at any hospital in Ontario.

### **Vulnerable - Early Development Instrument**

- Refers to children who score below the vulnerability cut-off points of the Early Development Instrument (EDI). The cut-off points are fixed values determined based on the lowest 10% of children in each domain in the first Ontario cycle of the EDI (established in 2004-2006).

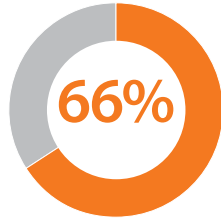
### **Well-being**

- The Centers for Disease Control and Prevention states there is no consensus around a single definition of well-being, but there is general agreement that at minimum, well-being includes the presence of positive emotions and moods (such as contentment, happiness), the absence of negative emotions (such as depression, anxiety), satisfaction with life, fulfillment and positive functioning. In simple terms, well-being can be described as judging life positively and feeling good. For public health purposes, physical well-being (such as feeling very healthy and full of energy) is also viewed as critical to overall well-being.

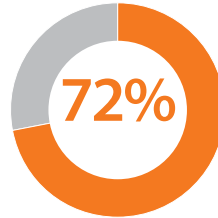


# An Overview of Health in Halton

rate their general health as “very good” or “excellent”



rate their mental health as “very good” or “excellent”



917

emergency department visits for mental health conditions per 100,000



344

emergency department visits for substance misuse conditions per 100,000

3,433

police encounters with people in crisis

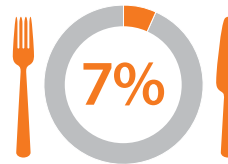


49%

exceed at least one of Canada’s Low-Risk Alcohol Drinking Guidelines

54%

meet the Canadian Physical Activity Guidelines



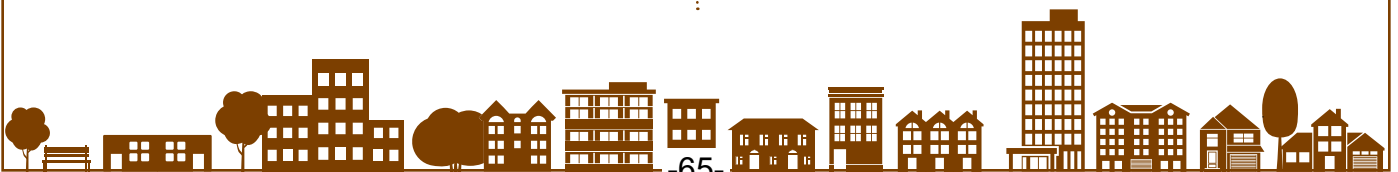
of households are food insecure

16%

report currently smoking



deaths are premature (before the age of 75) per 100,000



Self-rated health is largely influenced by the social determinants of health. For example, residents with a post-secondary education or a higher income are significantly more likely to rate their health as “very good” or “excellent” compared to residents who do not have a post-secondary education or residents who are in a lower income group. It also declines with age, with only 52% of Halton residents aged 65 and older rating their health as “very good” or “excellent”.



## Self-rated health

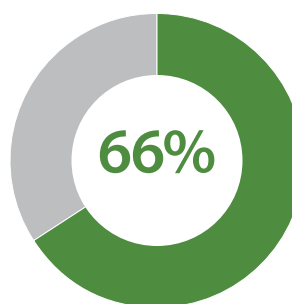
### What is it?

Also called self-perceived health, the self-rated health indicator shows the percentage of residents aged 12 and older who rate their own health status as “excellent” or “very good”. Higher levels of self-rated health are an indicator of a healthy population.<sup>2</sup>

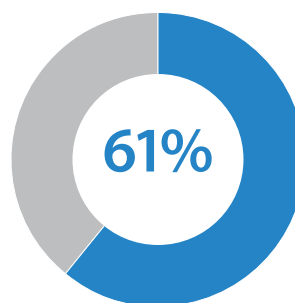
### Why is it important?

Evidence has shown that self-rated health is a reliable indicator of overall health status and that a person’s risk of illness or mortality is closely linked to their sense of well-being.<sup>2,3</sup> There is a close relationship between how people rate their own health—a subjective measure—and objective outcomes such as morbidity (frequency of illness or injury), mortality and the use of health services.<sup>2</sup>

### The numbers:



of Halton residents aged 12+ rate their health as “very good” or “excellent” (2015/16).



of Ontario residents aged 12+ rate their health as “very good” or “excellent” (2015/16).

Data source: Canadian Community Health Survey

- There are no significant differences between Halton and Ontario.

## Self-rated mental health

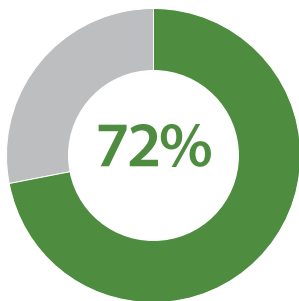
### What is it?

The self-rated mental health indicator shows the percentage of residents aged 12 and older who rate their own mental health status as being “excellent” or “very good”.

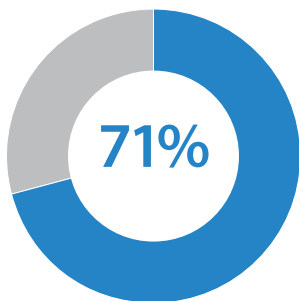
### Why is it important?

The World Health Organization defines mental health as “a state of well-being in which the individual realizes their own abilities, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to their community.”<sup>4</sup> Mental health is not merely the absence of mental illness. Mental health incorporates a person’s ability to cope with and adapt to stress in their lives while also being productive and establishing meaningful relationships. Positive mental health is essential for the well-being of individuals and communities. Poor mental health, including conditions such as anxiety and depression, can lead to negative outcomes such as substance abuse and decreased work productivity. It can also impact physical health.<sup>5</sup>

### The numbers:



of Halton residents aged 12+ rate their mental health as “very good” or “excellent” (2015/16).



of Ontario residents aged 12+ rate their mental health as “very good” or “excellent” (2015/16).

Data source: Canadian Community Health Survey

While 72% of all residents in Halton rated their mental health as “very good” or “excellent”, only about half of residents aged 18- 24 rated their mental health this way. Residents with lower income were also less likely to positively rate their mental health, with 62% of residents in the lowest income group compared to 81% in the highest income group providing a “very good” or “excellent” rating.

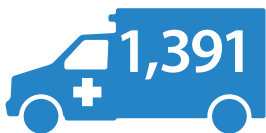


- There are no significant differences between Halton and Ontario.

As part of the CSWB Plan, community partners have been working on enhancing access to mental health supports for children and youth. Reach Out Centre for Kids (ROCK) and local providers of child and youth mental health services have established a centralized intake process to the child and youth mental health system to make it easier for children, youth and their families to connect to the right services at the right time. The designated point of access model launched in fall 2019.



emergency department visits for mental health conditions in Halton per 100,000 population (2018).



emergency department visits for mental health conditions in Ontario per 100,000 population (2018).

Data source: National Ambulatory Care Reporting System (NACRS), Canadian Institute for Health Information (CIHI). IntelliHealth Population estimates and projections.

## Emergency department visits for mental health conditions

### What is it?

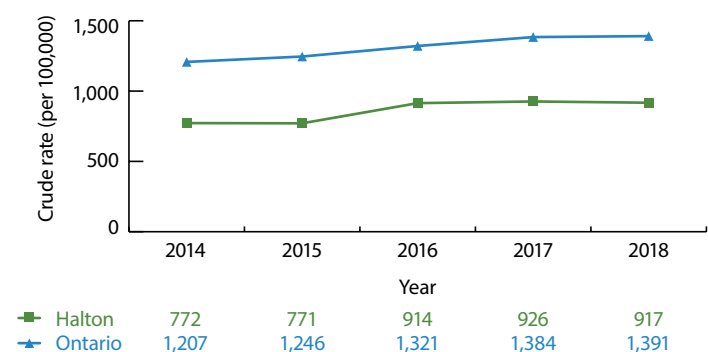
This indicator shows the rate per 100,000 population (crude rate) of emergency department visits for mental health conditions. For example, this would include emergency department visits for schizophrenia, delusional disorders, neurotic and stress-related disorders, personality and behavioural disorders and more. For more information on what is included in this calculation, please see the terms and definitions.

### Why is it important?

Mental health is a large aspect of overall health. A serious mental health condition can decrease a person's life expectancy by many years and mental health conditions are among the top causes of disability in Canada.<sup>6,7</sup> Emergency department visits for mental health conditions could also be an indication that individuals did not receive timely or appropriate care for their mental health condition in the community.<sup>8</sup>

### The numbers:

#### Emergency department visits for mental health conditions per 100,000, Halton Region and Ontario, 2014-2018.



- There has been a significant increase over time in the rate of emergency department visits for mental health conditions in both Halton and Ontario. However, the overall rate in Halton remains significantly lower than Ontario.



## Emergency department visits for substance misuse conditions

### What is it?

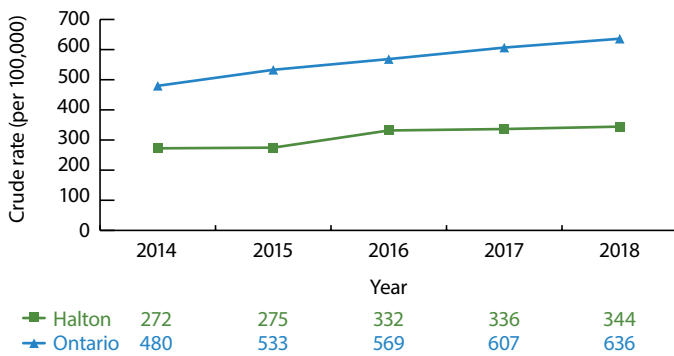
This indicator shows the rate per 100,000 population (crude rate) of emergency department visits for substance misuse conditions. This includes mental and behavioural disorders due to use of alcohol, opioids, cannabinoids, sedatives, hypnotics, cocaine, other stimulants, hallucinogens, tobacco, volatile solvents or a combination of multiple drugs. For more information on what is included in this calculation, please see the terms and definitions.

### Why is it important?

Substance misuse conditions have a major impact on individuals, families and communities. The effects of substance misuse are linked to negative physical, mental and social health. Emergency department visits for substance misuse conditions could also be an indication that individuals did not receive timely or appropriate care for their substance misuse condition in the community.<sup>8</sup>

### The numbers:

**Emergency department visits for substance abuse conditions per 100,000, Halton Region and Ontario, 2014-2018.**



- There has been a significant increase over time in the rate of emergency department visits for substance misuse conditions in both Halton and Ontario. However, the overall rate in Halton remains significantly lower than Ontario.

As part of the CSWB Plan, community partners have been working on addressing opioid use and related harms. A working group is coming together to develop a coordinated, community-based, evidence-informed approach to addressing opioid use and opioid related harms in Halton.



emergency department visits for substance misuse conditions in Halton per 100,000 population (2018).



emergency department visits for substance misuse conditions in Ontario per 100,000 population (2018).

Data source: National Ambulatory Care Reporting System (NACRS), Canadian Institute for Health Information (CIHI). IntelliHealth Population estimates and projections.

The number of times the Halton Regional Police Service encountered people in crisis increased from 2,254 in 2014 to 3,433 in 2018. The Service, in collaboration with community partners, has dedicated teams to respond to persons experiencing a mental health crisis. They are the Mobile Crisis Rapid Response Team (MCRRT) and the Crisis Outreach and Support Team (COAST). Each team consists of a crisis intervention-trained police officer and a mental health worker. They are trained to defuse or de-escalate crisis situations, to advocate for those in crisis and to ensure that mental health assessments and referrals are facilitated when and where they are needed the most.<sup>9</sup>



In addition to the increasing volume, information from the Halton Regional Police Service and Halton's Situation Table suggest that the clients and situations are becoming increasingly more complex. Many clients have a dual diagnosis (both a developmental disability and a mental health condition). As part of the CSWB Plan, community partners are exploring a Halton framework to more effectively serve youth who have a developmental disability and are in need of mental health services.

## Police encounters with people in crisis

### What is it?

This indicator shows the number of times the Halton Regional Police Service had an encounter with a person in crisis. This includes all calls for service, consisting of emergency and non-emergency responses, relating to mental health and addictions.

### Why is it important?

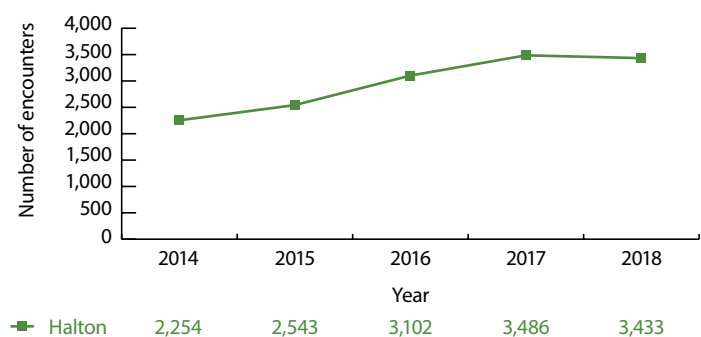
The Service recognizes that not all mental health crises can be averted. Sometimes, a person experiencing a mental health crisis comes into contact with police because of an apparent need for urgent care, assessment and/or intervention or referral. The number of times the police respond to a person in crisis could also be an indication that some individuals did not receive timely or appropriate care for their mental health condition in the community.

### The numbers:



Halton Regional Police Service encounters with people in crisis (2018).

Number of Halton Regional Police Service encounters with people in crisis, Halton Region, 2014-2018.



Data source: Halton Regional Police Service

## Alcohol consumption

### What is it?

This indicator shows the percentage of residents aged 19 and older who exceed at least one of Canada’s Low-Risk Alcohol Drinking Guidelines. The Low-Risk Alcohol Drinking Guidelines that are relevant to this report are summarized in the chart.

### Why is it important?

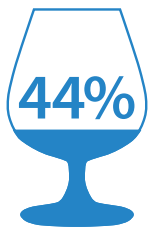
Canada’s Low-Risk Alcohol Drinking Guidelines are recommendations intended to reduce the risks associated with drinking alcohol. The Guidelines enable professionals to provide consistent advice in relation to drinking alcohol and encourage individuals to monitor and moderate their drinking.<sup>10</sup>

Alcohol is also associated with a wide range of harms such as injuries and violence and the development of many chronic diseases and cancers. Evidence shows there are daily and weekly levels of drinking that will help prevent some of the harms of alcohol consumption and reduce the health costs, justice involvement and missed work time associated with it.<sup>11</sup>

### The numbers:



49% of Halton residents aged 19+ exceed at least one of Canada’s Low-Risk Alcohol Drinking Guidelines (2015/16).



44% of Ontario residents aged 19+ exceed at least one of the Low-Risk Alcohol Drinking Guidelines (2015/16).

- Halton adults are significantly more likely than Ontario adults to have exceeded Guideline 2.

As part of the CSWB Plan, community partners are working on a community alcohol report that will provide a broad range of perspectives on alcohol consumption in Halton and contribute insights to a strategy to reduce harmful alcohol consumption and related health and social impacts.

Guideline 1	Men	Women
On any single day	No more than 3  drinks per day	No more than 2  drinks per day
	and	and
Per week	No more than 15  drinks per week	No more than 10  drinks per week
	and	and
	Only consume alcohol 5 days per week or less	
Guideline 2	No more than 5 drinks on any occasion in the past 12 months	No more than 4 drinks on any occasion in the past 12 months

Data source: Canadian Community Health Survey

There has been an increase in vaping among youth. Canadian data indicates that the percentage of Canadian youth aged 16-19 having ever used a vaping product increased from 29% in 2017 to 37% in 2018. This is an emerging issue and Halton Region staff will continue to educate Halton residents about the harms associated with vaping.



## Smoking status

### What is it?

The smoking indicator shows the percentage of residents aged 20 and older who report currently smoking (daily and occasional smokers).

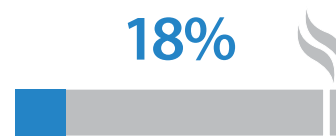
### Why is it important?

Smoking rates are important indicators of a healthy population because tobacco use is recognized as a leading cause of preventable illness and death in Canada.<sup>12</sup>

### The numbers:



of Halton residents aged 20+  
report currently smoking (2015/16).



of Ontario residents aged 20+  
report currently smoking (2015/16).

Data source: Canadian Community Health Survey

- There are no significant differences between Halton and Ontario.

## Physical activity

### What is it?

The physical activity indicator shows the percentage of residents aged 18 and older who are physically active according to the Canadian Physical Activity Guidelines. The guidelines recommend that adults should get at least 150 minutes of moderate- to vigorous-intensity physical activity per week, in increments of 10 minutes or more.<sup>13</sup>

### Why is it important?

Being physically active and following the guidelines is an important part of healthy living and can reduce the risk of chronic disease, disability and premature death. Regularly participating in physical activity can have benefits over a person's lifetime, especially for physical and mental health.<sup>14</sup> Physical activity not only helps to maintain a healthy body weight but also reduces stress, strengthens the heart and lungs and increases energy levels.<sup>15</sup>

### The numbers:



**54%**

of Halton residents aged 18+ meet the Canadian Physical Activity Guidelines (2015/16).



**58%**

of Ontario residents aged 18+ meet the Canadian Physical Activity Guidelines (2015/16).

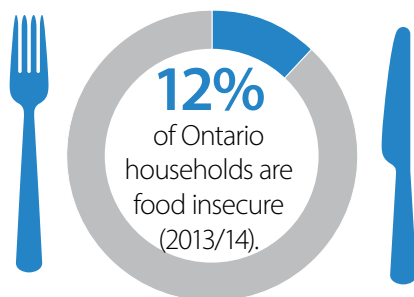
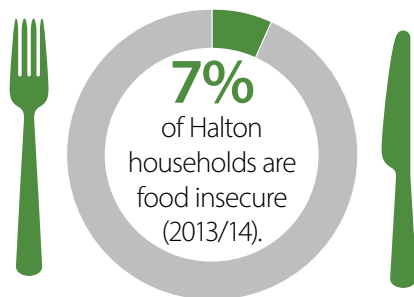
Data source: Canadian Community Health Survey

- There are no significant differences between Halton and Ontario.

While the focus of this indicator is on the physical activity of adults, child physical activity is equally important. Children have different physical activity guidelines and sources of data which may be explored by the CSWB Data and Decision Support Group in the future to provide a better understanding of this issue across all age groups.



A healthy, sustainable and fair food system is a priority for Halton Region. A key objective of Halton Region's Strategic Business Plan is to collaborate on initiatives that support the health, safety and well-being of the community, including a specific action to work with community partners to develop a food strategy for Halton. The food strategy seeks to enhance sustainability and accessibility through a more coordinated, collaborative and integrated approach.<sup>18</sup>



- The percentage of households that are food insecure is significantly lower in Halton compared to Ontario.

Data source: Canadian Community Health Survey

## Food insecurity

### What is it?

The food insecurity indicator shows the percentage of households living in a state of food insecurity. Household food insecurity refers to the inability of a household to access adequate and nutritious food because of a lack of money. The definition of food insecure includes marginal, moderate and severe food insecurity.<sup>16</sup>

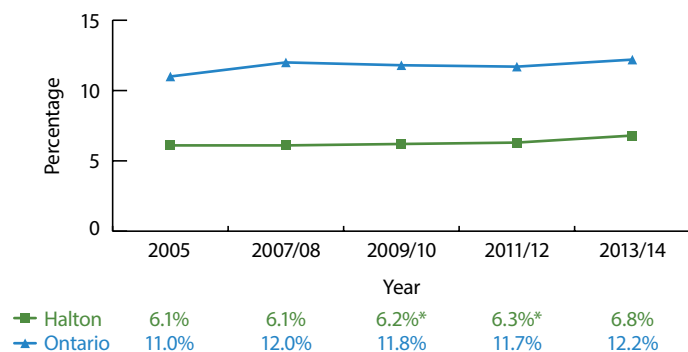
- Marginal food insecurity:** Some indication of worry or barriers to adequate, secure food access
- Moderate food insecurity:** Compromise on quality and/or quantity of food consumed
- Severe food insecurity:** Reduced food intake and disrupted eating patterns

### Why is it important?

Food insecurity is an issue that negatively impacts physical, mental and social health. A nutritious diet is essential to achieve and maintain good health. Food insecurity is associated with well-being challenges, including a lack of emotional and social support. The health consequences of food insecurity can have a large burden on the healthcare system.<sup>17</sup>

### The numbers:

Percentage of food insecure households, Halton Region and Ontario, 2005-2013/14.



\* Interpret with caution due to high variability

## Premature mortality

### What is it?

The premature mortality indicator shows the rate per 100,000 population (crude rate) of all deaths that occur before the age of 75.

### Why is it important?

Measuring premature mortality is important as it reflects the CSWB Plan's focus on prevention and social development, with attention to deaths that could have been prevented.

### The numbers:



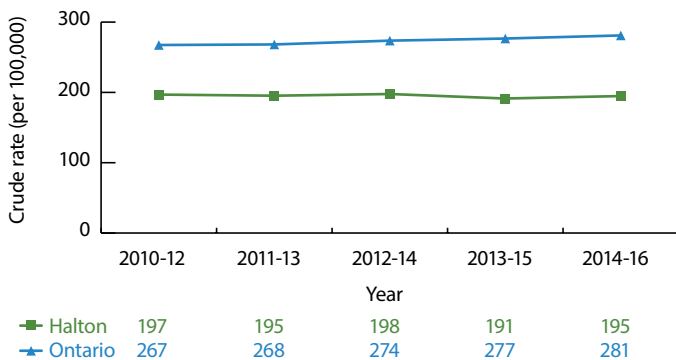
The premature mortality (0-75 years) rate in Halton is 195 per 100,000 (2014 - 2016).



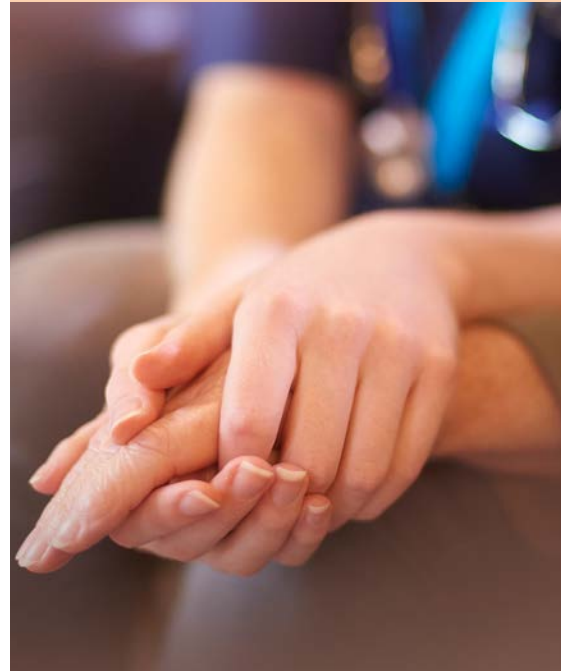
The premature (0-75 years) rate in Ontario is 281 per 100,000 (2014 - 2016).

Data source: Statistics Canada, Vital Statistics

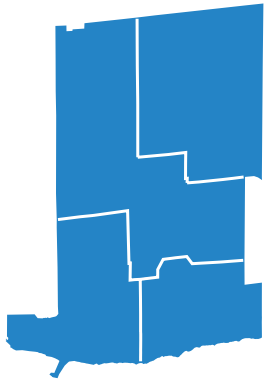
Rate of premature mortality, Halton Region and Ontario, 2010/12 – 2014/16.



Halton Region Public Health works to reduce preventable disease, injury and death and improve the health of residents through carrying out the Ontario Public Health Standards (OPHS). The ultimate goal of the OPHS is: "To improve and protect the health and well-being of the population of Ontario and reduce health inequities" and one of the key OPHS population health outcomes is reduced morbidity and premature mortality.<sup>19</sup>



- The rate of premature mortality in Halton is significantly lower than Ontario.



# An Overview of Safety in Halton

**27.45**

Crime Severity Index



Violent Crime Severity Index

the crime rate is

**2,085**

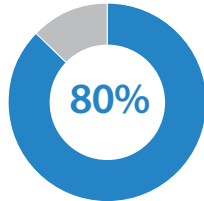
per 100,000



**89%**

of Halton Situation Table discussions meet acutely elevated risk

feel safe walking alone in their neighbourhood after dark

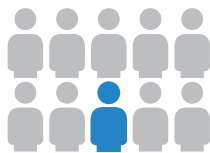


**71%**

of students feel safe at school

**1 in 10**

children seriously injured in the past year



**98%**

of parents/guardians feel their neighbourhood is a safe place to bring up children

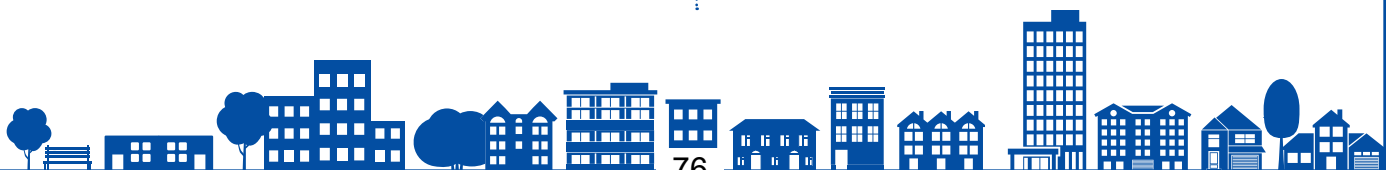
**834**

emergency department visits for falls in older adults per 100,000



**1,662**

reportable motor vehicle collisions per 100,000





## Crime Severity Index

### What is it?

The Crime Severity Index (CSI) is a measure of police-reported crime that reflects the volume and seriousness of offences. In the calculation of the CSI, each offence is assigned a weight based on the average sentences handed down by criminal courts. Higher numbers on the CSI reflect either a large volume of crime or a high severity of the crimes occurring. The index is calculated out of 100 for simplicity and standardized across Canada. For further information on the CSI calculation, please see the terms and definitions section.

### Why is it important?

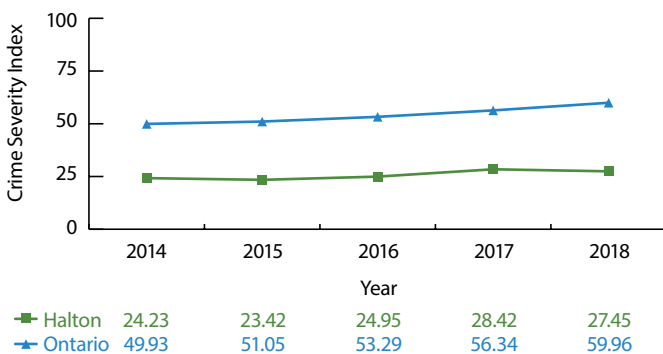
It is a measure used across Canada to track changes in the severity of police-reported crime from year to year. CSI helps answer the following questions:

- Are the types of crime reported to police more or less serious than before?
- Is police-reported crime in Halton more or less serious than in Canada overall?

The CSI provides a better understanding of the impact that crime has on individual community members, their families and the community as a whole.<sup>20</sup>

### The numbers:

Crime Severity Index, Halton Region and Ontario, 2014-2018.



For the 14th year in a row, Halton Region has maintained its position of having the lowest CSI of all Canadian municipalities with a population of 100,000 or more.



**27.45**

the CSI for Halton in (2018).



**59.96**

the CSI for Ontario in (2018).

Data source: Statistics Canada

- The CSI in Halton is significantly lower than Ontario.

As part of the CSWB Plan, work has been completed to improve the response to sexual assault cases in Halton. A Sexual Assault Advisory Committee has completed an initial review of sexual assault investigations by the Halton Regional Police Service and made recommendations to the Halton Regional Police Services Board to enhance investigative practices and make it easier for survivors to come forward. In addition, more than 500 Halton officers have been trained on how to support sexual assault survivors.



- The Violent CSI in Halton is significantly lower than Ontario.

Data source: Statistics Canada

## Violent Crime Severity Index

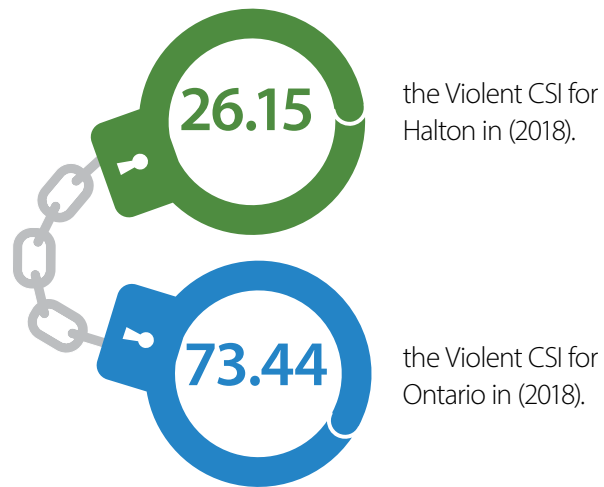
### What is it?

The Violent Crime Severity Index (CSI) is a measure of police-reported crime that takes into account both the volume and the seriousness of violent crime. All police-reported violent Criminal Code offences are included in the Violent CSI. Violent crime includes crimes such as homicide, attempted murder, sexual assault, assault and robbery. The Violent CSI is calculated using the same methods as the overall CSI, but only includes violent offences.

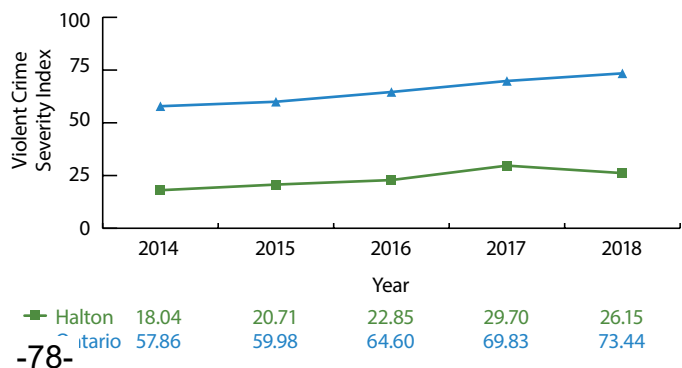
### Why is it important?

It is a measure used across Canada to track changes in the severity of police-reported violent crime from year to year. The amount and seriousness of violent crime plays a large role in feelings of overall safety of residents.

### The numbers:



Violent Crime Severity Index, Halton Region and Ontario, 2014-2018.



-78-

## Crime rate

### What is it?

The Crime rate indicator shows the number of police-reported incidents that have occurred per 100,000 population.

### Why is it important?

The Crime rate shows the volume of crime coming to the attention of police. Research shows that higher rates of crime can greatly impact a person's quality of life and feelings of safety.

### The numbers:



**2,085**

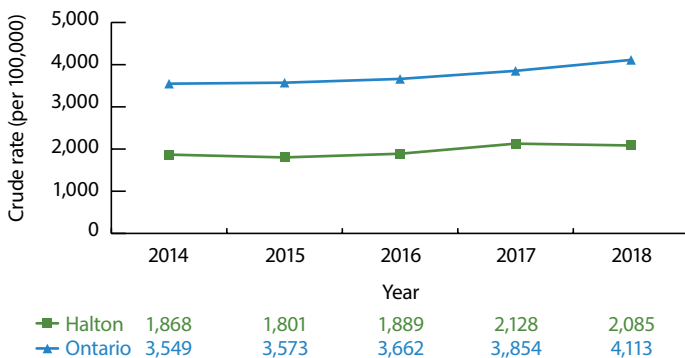
the Crime rate in Halton per 100,000 (2018).



**4,113**

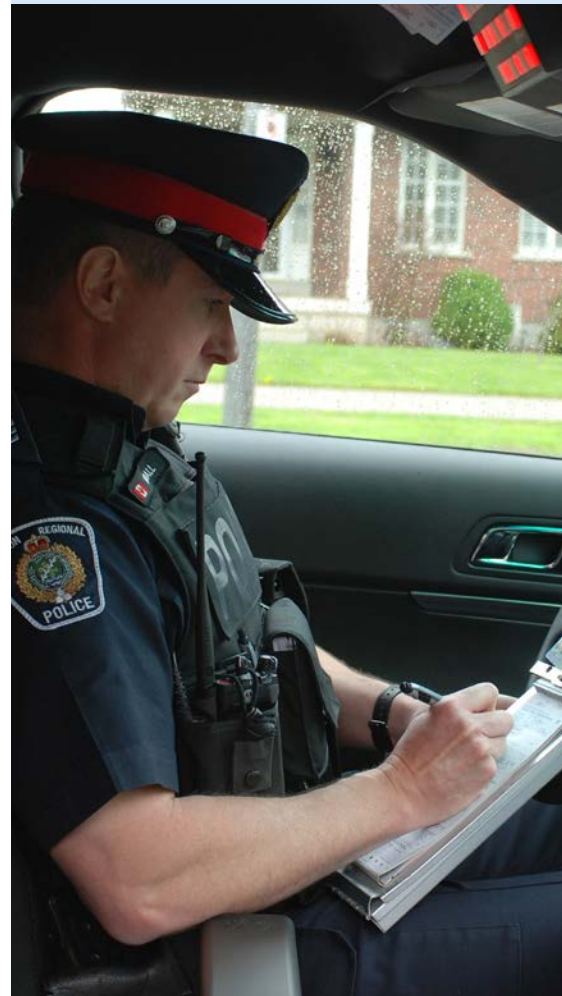
the Crime rate in Ontario per 100,000 in (2018).

**Crime rate, Halton Region and Ontario, 2014-2018.**



Data source: Statistics Canada

Crime Stoppers of Halton is an independent, non-profit registered charity that has been helping solve crimes for 30 years by taking tips from anonymous sources. A tip is any information that might help law enforcement to either prevent or solve a crime. Many criminals are brought to justice every year as a direct result of an anonymous tip. Calls are anonymous and the appropriate officials will investigate all tips. The information provided may help save lives.



- The Crime rate in Halton is significantly lower than Ontario.

In 2019, the Halton Situation Table transitioned their local data into the Provincial Risk-Driven Tracking Database (RTD). Shifting to this database enhances Halton Situation Table's ability to monitor risk and leverage data-driven insights. It is anticipated that issues identified at the Halton Situation Table will inform system-level priorities within Halton's CSWB Plan over the coming years.



## Halton Situation Table discussions

### What is it?

This indicator shows the percentage of discussions that are presented to the Halton Situation Table that are determined to meet the threshold of acutely elevated risk. When discussions meet acutely elevated risk this means they are appropriate to be dealt with by the table and the members can move forward in developing a coordinated and timely response.

### Why is it important?

The Halton Situation Table plays a key role in supporting the safety and well-being of the community. The Halton Situation Table consists of approximately 30 community partners that meet on a weekly basis to support individuals and families at an acutely elevated risk for harm or victimization. Acutely elevated risk is defined as a situation negatively affecting the health and safety of an individual, family, group or place where there is a high probability of imminent and significant harm to self or others.<sup>21</sup>

### The numbers:



# 89%

of discussions brought to the Halton Situation Table meet the threshold of acutely elevated risk and result in a collaborative, multi-sector response (2019).

Data source: Risk-driven Tracking Database –  
Ministry of the Solicitor General

## Walking after dark

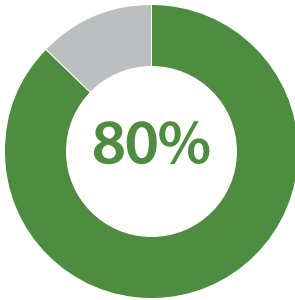
### What is it?

This indicator shows the percentage of Halton residents aged 18 and older who feel “very” or “somewhat” safe walking in their neighbourhood after dark.

### Why is it important?

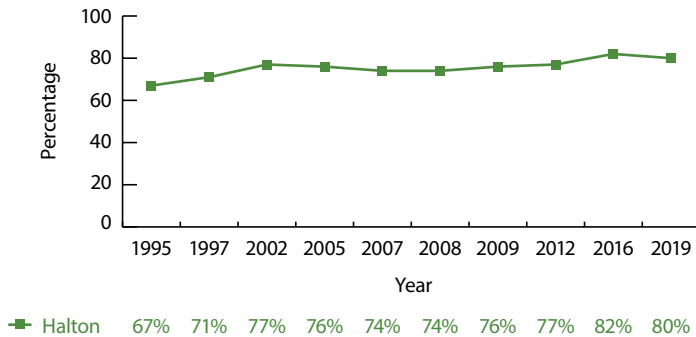
Feelings of personal safety are linked to overall feelings of well-being.<sup>22</sup> How safe a person feels can have many impacts on physical and mental health. A perceived lack of safety can have negative outcomes such as reduced social connectedness and increased spending on crime protection.<sup>22</sup>

### The numbers:



of Halton residents aged 18+ feel safe walking in their neighbourhood after dark (2019).

Percentage of residents aged 18+ who feel safe walking in their neighbourhood after dark, Halton Region, 1995-2019.



Data source: Halton Regional Police Service Community Survey

According to the 2014 General Social Survey on Canadians’ Safety, women (38%) were much less likely than men (64%) to report feeling very safe when walking alone in their neighbourhood after dark. Young women aged 15-24 were even less likely (28%) to report feeling very safe in the same situation. However, women did feel safer in 2014 than they did in 1999. The proportion of Canadian women reporting feeling very safe increased from 24% to 38% over this period.





## Safe neighbourhoods to raise children

### What is it?

This indicator shows the percentage of parents/guardians of senior kindergarten children in Halton who “agree” or “strongly agree” that their neighbourhood is a safe place to bring up children.

### Why is it important?

Children thrive in neighbourhoods that are safe and connected. Safe neighbourhoods benefit our children and youth by allowing them to take full advantage of opportunities to learn, play and make positive connections and new friendships in their community.<sup>23</sup>

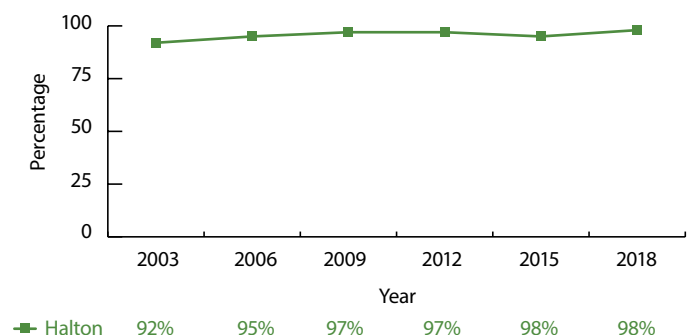
### The numbers:



# 98%

of parents/guardians of senior kindergarten children in Halton feel that their neighbourhood is safe place to bring up children (2018).

### Percentage of parents/guardians of senior kindergarten children who feel that their neighbourhood is a safe place to bring up children, Halton Region, 2003-2018.



Our Kids Network Halton Kindergarten  
Parent Survey

- There were no significant changes over time in the percentage of parents/guardians of senior kindergarten children who feel that their neighbourhood is a safe place to bring up children.

## Safety at school

### What is it?

This indicator shows the percentage of students in Grades 4-12 who “agree” or “strongly agree” that they feel safe at school.

### Why is it important?

Feelings of safety at school can be influenced by a variety of factors such as social exclusion, school violence and bullying. Safe school environments are important for supporting positive learning outcomes and ensuring that children remain engaged in school life. Research shows that when students feel unsafe at school, there is a negative effect on their learning and tests scores and they are more likely to engage in risky behaviours.<sup>24</sup>

### The numbers:



# 71%

of students in Grades 4-12 feel safe at school (2017/18-2018/19).

Data source: The Learning Bar OurSCHOOL (formerly Tell Them From Me) Survey via the Halton Catholic District School Board and Halton District School Board

The Halton District School Board and the Halton Catholic District School Board have participated in the development of a region-wide Violence Threat Risk Assessment (VTRA) Protocol along with our community partners such as the Halton Regional Police Service and community youth agencies. The VTRA is a protocol to more effectively respond to situations where students may pose a threat to themselves or others.



Injury prevention activities can be effective in reducing falls. Some falls prevention initiatives for older adults include:<sup>25</sup>

- education and resources regarding falls prevention for all ages
- advocacy for changes in building codes (such as improved stair design)
- addressing the social determinants of health in falls prevention program planning
- community action to implement safer communities (such as age-friendly environments, barrier-free buildings and streets, secure neighbourhoods)
- promoting health and well-being through the life course, including physical activity and safe use of alcohol and medications.



## 834

emergency department visits for falls in residents aged 65 and older in Halton per 100,000 population (2018).



## 1,030

emergency department visits for falls in residents aged 65 and older in Ontario per 100,000 population (2018).

## Falls in older adults

### What is it?

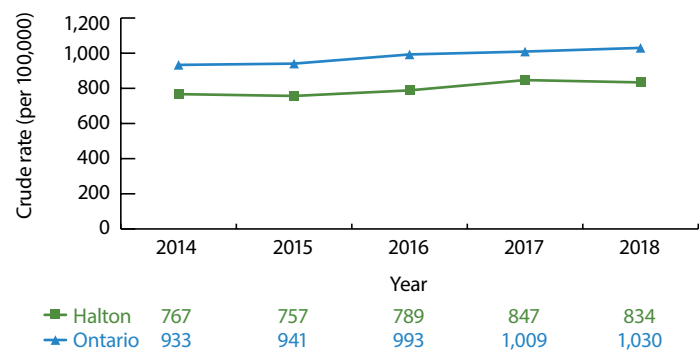
This indicator shows the rate per 100,000 population (crude rate) of emergency department visits for falls in residents aged 65 and older.

### Why is it important?

Falls are the leading cause of injury-related emergency department visits, hospitalizations and deaths in Halton. This is especially true for older adults aged 65 and older, as injuries attributed to falls increase with age.<sup>25</sup> Falls and associated outcomes can have negative impacts that extend beyond personal injury and can affect mental health such as greater isolation, fear of falling and loss of autonomy. There are also high financial costs associated with falls and impacts on family, friends, care providers and the health system overall.<sup>26</sup>

### The numbers:

#### Emergency department visits for falls in older adults aged 65 and older per 100,000, Halton Region and Ontario, 2014-2018.



Data source: National Ambulatory Care Reporting System (NACRS), Canadian Institute for Health Information (CIHI). IntelliHealth Population estimates and projections.

- There has been a significant increase over time in the rate of emergency department visits for falls in older adults in both Halton and Ontario. However, the rate in Halton is significantly lower than Ontario.



## Child injury

### What is it?

This injury indicator shows the percentage of senior kindergarten children who have been seriously injured in the past year, as reported by their parent/guardian. Seriously injured means injuries that required medical attention by a doctor, nurse, or dentist (such as a broken bone, a bad cut or burn or head injury).

### Why is it important?

It is important that children have safe and supportive environments. Many childhood injuries can be prevented and addressing this issue is central to improving child mortality, morbidity and the general well-being of children.<sup>27</sup>

### The numbers:



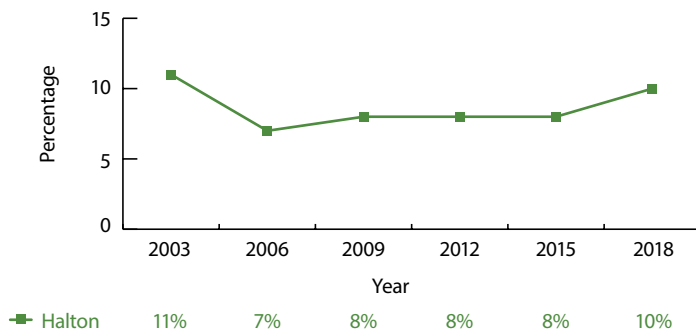
**1 in 10**

kindergarten children were seriously injured in the past year (2018).

- Injury is one of the leading causes of visits to the emergency department and is the leading cause of death for children and youth in Canada.
- The rate of serious injury for kindergarten children in Halton is relatively low, but there was a significant increase between 2006 and 2018 from 7% to 10%.



**Percentage of kindergarten children who were seriously injured in the past year, Halton Region and Ontario, 2003-2018.**



Data source: Our Kids Network Halton Kindergarten Parent Survey

In fall 2019, the Halton Regional Police Service (HRPS) and Halton Region collaborated to launch the #ItCanWaitHalton distracted driving initiative. The #ItCanWaitHalton initiative aims to positively influence driver behaviour and reduce the use of handheld devices while driving to increase road safety.



## Motor vehicle collisions

### What is it?

This indicator shows the rate per 100,000 population (crude rate) of motor vehicle collisions reported to the HRPS.

### Why is it important?

Monitoring motor vehicle collisions and road safety in general, is important to community safety and well-being. Motor vehicle collisions are one of the largest contributors to injury in Halton and are the third leading cause of injury-related deaths in Halton and Ontario.<sup>25</sup>

Motor vehicle collisions cost society more, devastate more members of our community and inflict more physical injury than all other criminal offences combined.<sup>28</sup>

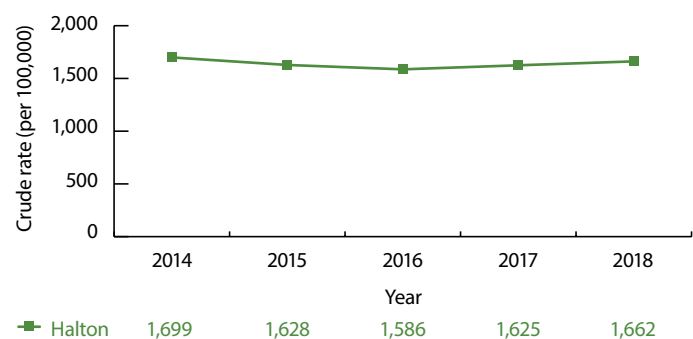
### The numbers:



# 1,662

reportable motor vehicle collisions per 100,000 population (2018).

Rate of reportable motor vehicle collisions, Halton Region, 2014-2018.

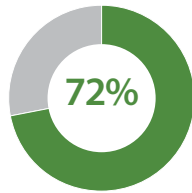


Data source: Halton Regional Police Service



# An Overview of Community Well-Being in Halton

have a strong sense  
of community  
belonging



**23%**  
report high levels  
of neighbourhood  
cohesion

**8%**  
live in low income



**24%**  
spend 30% or more of  
household income on  
shelter costs

individuals  
experiencing  
homelessness



**28%**  
of children are vulnerable  
on one or more of the  
EDI domains

**86%**  
graduate high school  
within four years of  
starting Grade 9



**75%**  
complete  
post-secondary  
education

**66%**  
are employed



**21%**  
of older adults live  
alone





Halton youth aged 12-17 have the highest percentage of community belonging, whereas Halton adults aged 18-24 are significantly less likely to report a strong sense of community belonging. Among Halton adults aged 18 and older, the percentage of residents who have a strong sense community belonging increases with age.



## Community belonging

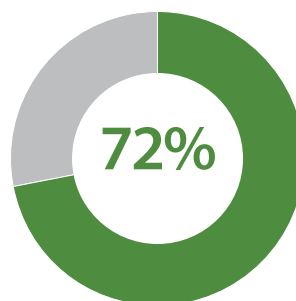
### What is it?

The community belonging indicator shows the percentage of residents aged 12 and older who have a “somewhat strong” or “very strong” sense of community belonging to their local community.

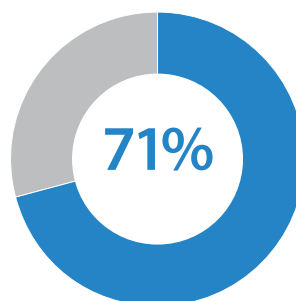
### Why is it important?

Community belonging is an indicator of both social support and positive mental health. An individual who has a higher sense of community belonging is more likely to have better self-rated mental and general health.<sup>29</sup> Having a strong sense of belonging to local community is related to higher levels of participation, engagement and increased feelings of safety and security.<sup>30</sup>

### The numbers:



of Halton residents aged 12+ have a “very” or “somewhat” strong sense of community belonging (2015/16).



Ontario residents aged 12+ have a “very” or “somewhat” strong sense of community belonging (2015/16).

Data source: Canadian Community Health Survey

- There are no significant differences between Halton and Ontario.

## Neighbourhood cohesion

### What is it?

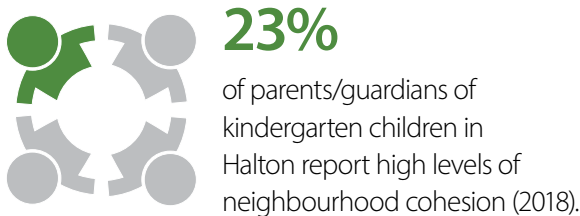
This indicator shows the percentage of parents/guardians of senior kindergarten children who report high levels of neighbourhood cohesion. Neighbourhood cohesion is based on factors such as:

- getting together to discuss community problems;
- having positive role models in the neighbourhood;
- helping each other in the neighbourhood;
- counting on neighbours to watch that children are safe;
- feelings of safety raising a family in the neighbourhood; and
- looking out for possible neighbourhood trouble.

### Why is it important?

Neighbourhood cohesion is a significant driver in positive outcomes for children and families. Children thrive in neighbourhoods that are connected and the positive interactions with parents/guardians/caregivers, peers, school and community.<sup>23</sup> Neighbourhood social cohesion has been associated with better subjective well-being among residents.

### The numbers:



**Percentage of parents/guardians of kindergarten children who report high levels of neighbourhood cohesion, Halton Region, 2006-2018.**



Our Kids Network (OKN) is a Halton-wide partnership of individuals, organizations and agencies serving children and youth. Through research, OKN has identified seven conditions of well-being needed for children, families and the community as a whole to thrive. These conditions are referred to as the “Halton 7”. One of the “Halton 7” statements is “Neighbourhoods are where we live, work and play” and therefore neighbourhood cohesion plays a large role in improving this aspect of healthy development, security and safety of all children, youth and families in Halton.<sup>23</sup>



- Parent/guardian ratings of cohesion have decreased since 2012. In 2018, only 23% of parents and guardians of kindergarten children in Halton reported high levels of neighbourhood cohesion, compared to 28% in 2012.

Data source: Our Kids Network Halton Kindergarten Parent Survey



Income is one of the most important social determinants of health and plays a large role in well-being. Many of the health inequities observed in Halton are a result of income disparity. The amount of income someone has can greatly impact their access to food, shelter, education and leisure activities. Higher median incomes can indicate higher levels of well-being in a population.<sup>33</sup>



There are three national measures of low income that are generally used in Canada: the low-income measure, before or after-tax (LIM-BT/AT), the market basket measure (MBM) and the low income cut-off, before or after-tax (LICO-BT/AT). They all set different thresholds for classifying an individual as having a low income and they each have unique strengths and limitations.<sup>34</sup> The LIM-AT was selected for this report as it is the measure used on Ontario's Poverty Reduction Strategy.

## Living with low income

### What is it?

This indicator shows the percentage of residents living with low income, based on the low-income measure, after-tax (LIM-AT).

The LIM-AT sets a threshold that is adjusted for factors such as the number of persons living in the household. Residents below the threshold are considered to be living with low-income. For more information on the LIM-AT calculation please see the terms and definitions section.<sup>31</sup>

### Why is it important?

Income determines the quality of other social determinants such as food security, housing and other basic factors related to overall health and well-being. The amount of income a person has greatly influences their behaviours and plays a role in areas such as healthy living, substance use, stress, social relationships, injury and mortality.<sup>32</sup>

### The numbers:



**8%**

of residents in Halton are living with low income based on the LIM-AT measure (2016).



**14%**

of residents in Ontario are living with low income based on the LIM-AT measure (2016).

Data source: Statistics Canada – Census of Population

# Community Well-Being

## Housing affordability

### What is it?

The housing affordability indicator shows the percentage of households that spend more than 30% of their household income on shelter costs. Shelter costs may include mortgage payments, property taxes, condominium fees, along with other costs such as electricity, heat and water.

### Why is it important?

Similar to income, housing affordability greatly impacts access to shelter. Having access to affordable and adequate housing leads to better physical, mental and social outcomes by eliminating stress, reducing hazards in the home and freeing up resources for other basic needs such as food and clothing.<sup>35</sup>

### The numbers:



**24%**

of Halton households spend 30% or more of their income on shelter costs (2016).



**28%**

of Ontario households spend 30% or more of their income on shelter costs (2016).

Data source: Statistics Canada – Census of Population

Halton Region works to create new assisted housing opportunities to enhance affordability for lower-income households. This means that part of the housing cost is subsidized through a government program. The Region continues to grow the number of assisted housing opportunities across Halton.





As part of the CSWB Plan, a framework has been established to strengthen how Halton Region and service providers identify and support individuals who are homeless or at risk of homelessness. This includes a centralized model of intake and referral, a common assessment tool and greater connectivity to mental health services.



## Homelessness

### What is it?

The homelessness indicator shows the Point-in-Time count of individuals experiencing homelessness in Halton. The parameters of homelessness include people in transitional housing, shelter, “couch surfing”, motel, persons in hospital/corrections with no fixed address and public or undisclosed locations. Halton’s last Point-in-Time count was completed on April 23, 2018.

### Why is it important?

Research demonstrates that homelessness causes severe trauma to those who experience it. It puts health and safety at risk and causes emotional distress. Homelessness is linked to many negative outcomes such as low levels of social support, social isolation, substance use, poverty, unsafe sexual practices and a higher incidence of chronic and acute health problems.<sup>36</sup>

### The numbers:



271 people experiencing homelessness in Halton (2018).

- In 2018, the Point-in-Time Count estimated 271 people experienced homeless in Halton, representing a 2.6% increase from the 2016 Point-in-Time count of 264.

Data source: Halton Region Point-in-Time Count



## Early Development Instrument

### What is it?

This indicator shows the percentage of senior kindergarten children who are vulnerable on one or more of the Early Development Instrument (EDI) domains. The EDI is a population-based tool used to assess children’s development in five key domains:

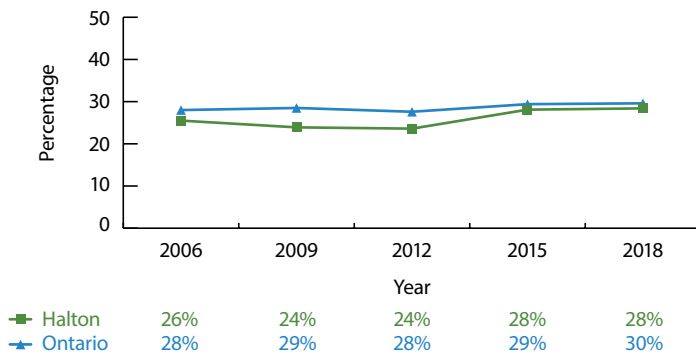
- physical health and well-being
- social competence
- emotional maturity
- language and cognitive development
- communication skills and general knowledge

### Why is it important?

The EDI measures a child’s ability to meet age appropriate developmental expectations.<sup>37</sup> Research shows that what happens in early childhood plays a monumental role in lifelong health and well-being. Using the EDI to understand children’s strengths and weaknesses can provide insight and potentially predict future outcomes. The data can also be used in an attempt to prevent or mitigate negative outcomes and promote healthy development.

### The numbers:

**Percentage of kindergarten children who are vulnerable on one or more EDI domains, Halton Region and Ontario, 2006-2018.**



- The vulnerability rate in Halton has increased from 24% in 2012 to 28% in 2018. The 2018 vulnerability rate is at an historical high, since data collection began in 2006, with a similar trend being seen across Ontario.

Data source: Ontario Ministry of Education

Halton Our Kids Network Early Years Initiative work is based on Early Development Instrument data and other neighbourhood characteristics. Six community tables throughout Halton have mobilized to plan and develop resources to support early childhood development and transition to school.



**28%**

of Halton kindergarten children are vulnerable on one or more EDI domains (2018).



**30%**

of Ontario kindergarten children are vulnerable on one or more EDI domains (2018).



Both the Halton Catholic District School Board and the Halton District School Board offer a wide range of adult, alternative and continuing education programs to assist students in attaining an Ontario Secondary School Diploma. Examples of these programs include summer school, night school, adult language for newcomers, secondary credits, literacy, numeracy and Indigenous programs.



## High school graduation

### What is it?

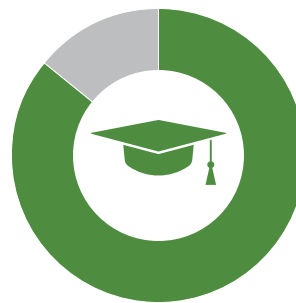
The graduation indicator shows the percentage of high school students who receive an Ontario Secondary School Diploma within four years of starting Grade 9.

### Why is it important?

Education has been shown to increase healthy behaviours, increase opportunities for higher income and employment and increase life expectancy. Compared to individuals who complete high school, those who drop out are less likely to participate in community activities, less likely to use preventative health services, more likely to face jail time and are prone to illness and injuries.<sup>38 39</sup>

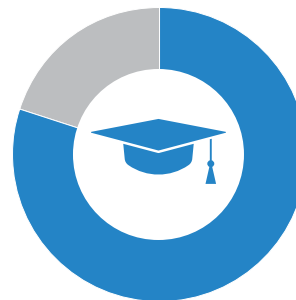
Completing high school provides young adults with the tools they need to live productive and healthier lives, which benefits their overall quality of life and allows them to make positive contributions to their communities.

### The numbers:



**86%**

of students graduate high school within 4 years of starting Grade 9 in Halton (2017).



**80%**

of students graduate high school within 4 years of starting Grade 9 in Ontario (2017).

Data source: Ontario Ministry of Education

## Post-secondary education

### What is it?

This indicator shows the percentage of residents aged 25-64 who have a post-secondary education. Post-secondary education includes:

- apprenticeship or trades certificate or diploma;
- college, CEGEP or other non-university certificate or diploma;
- university certificate or diploma below bachelor level; or
- a university certificate, diploma or degree at bachelor level or above.

### Why is it important?

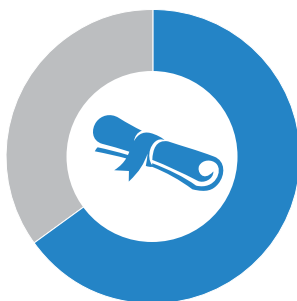
Education helps prepare individuals for entering the workforce and promotes on-going personal development. It is a well-documented social determinant of health as higher education can increase literacy and sense of control, allowing people to make informed decisions about their health and well-being. Education is also a protective factor as it can lead to better employment and higher income, which can also improve the ability and quality of shelter and food.<sup>40</sup> Research has shown that the more education a person gets the longer they'll live.<sup>41</sup>

### The numbers:



## 75%

of Halton residents aged 25-64 have completed post-secondary education (2016).



## 65%

of Ontario residents aged 25-64 have completed post-secondary education (2016).

As part of the CSWB Plan, community partners have developed a model to support youth exiting the care of child and welfare services. In 2019, Halton Children's Aid Society received \$100,669 from the Halton Region Community Investment Fund to support the implementation of a pilot program for youth aged 18-24 leaving the child welfare system to improve their access to education, employment and training.



Data source: Statistics Canada – Census of Population



Halton Region delivers the Ministry of Colleges and Universities' Youth Job Connection program that serves youth aged 15-29 who experience multiple and/or complex barriers to employment by providing more intensive supports beyond traditional job search and placement opportunities. Youth Job Connection participants receive intensive, pre-employment training that will provide the foundation for long-term employability.



## Employment status

### What is it?

This indicator shows the percentage of residents aged 15 and older who are employed.

### Why is it important?

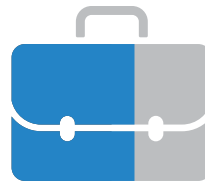
Being employed is important for an individual's health, safety and well-being as it contributes to feelings of pride, confidence and structure and also plays a large role in financial stability and employment benefits. Being unemployed is associated with negative outcomes such as poor mental and physical health and can lead to unhealthy behaviours such as binge drinking.<sup>42</sup>

### The numbers:



**66%**

of residents aged 15 and older are employed in Halton (2016).



**60%**

of residents aged 15 and older are employed in Ontario (2016).

Data source: Statistics Canada – Census of Population

## Older adults living alone

### What is it?

This indicator shows the percentage of residents aged 65 and older who live alone.

### Why is it important?

As the number of older adults continues to grow with increasing life expectancy and the aging of baby boomers, it is important to pay attention to the key issues they will face. Many older adults who live alone are at a higher risk of becoming lonely and socially isolated. Social isolation can impact physical and mental health with increased risk of dementia and depression.<sup>43</sup> Social isolation can also lead to higher rates of social and health service use – for example, individuals who are socially isolated are more likely to be frequent callers of 911.<sup>44</sup>

### The numbers:



**21%**

of residents aged 65 and older live alone in Halton (2016).



**24%**

of residents aged 65 and older live alone in Ontario (2016).

Data source: Statistics Canada – Census of Population

As part of the CSWB Plan, community partners are working to strengthen how to identify and support older adults who are isolated or at risk of isolation. This action table has received funding from the Halton Region Community Investment Fund to assist their work in the areas of community awareness and proactive system navigation to reduce isolation.



1. Ministry of the Solicitor General. 2017. Community Safety and Well-Being Planning Framework: A Shared Commitment in Ontario, Booklet 3, Version 2. Retrieved from: <https://www.mcscs.jus.gov.on.ca/sites/default/files/content/mcscs/docs/Booklet%203%20A%20Shared%20Commitment%20Final%20Dec%202018.pdf>
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## Appendix 1: Indicator Selection Criteria

The following criteria were used when prioritizing indicators:



**Existing and well-established** – Existing measures that are already regularly reported by organizations across Halton. They are well-known and validated measures.



**Regular collection** – Measures that are produced on an on-going basis and not a one-time collection of data. This will assist in comparing changes in the indicators over time.



**Geography** – Measures that are available as one value for Halton Region. Indicators that had a provincial comparator and that could be broken down into smaller geographies (such as municipalities and neighbourhoods) were prioritized.



**Valuable** – Measures that are determined to be meaningful and relevant to community safety and wellbeing and appropriate for Halton's local situation.



**Easy to communicate** – Measures that are easily calculated and can be disseminated with ease to a variety of different stakeholders without needing additional context.

It is important to note that not every indicator satisfies all criteria, but where possible, indicators that met most of the above criteria were prioritized. Indicators were selected to be representative of a wide variety of data sets and partner organizations. The indicator set was endorsed by Halton's Community Safety and Well-Being System Leadership Group.







For more information,  
visit **halton.ca** or call 311.





# Halton Regional Police Service Public Agenda Information Report

To: Chairman and Police Board Members

From: Chief Stephen J. Tanner

Subject: ANNUAL REPORT ON USE OF FORCE – 2019

Report #: P20-4-I-06

Date: March 26, 2020

## INTRODUCTION AND BACKGROUND:

Please find attached the 2019 Use of Force Statistical Analysis report submitted by Inspector Glenn Mannella, Training Bureau.

Stephen J. Tanner  
Chief of Police

:RW

Attachments: 2019 Use of Force Statistical Analysis



## Police Services Board Report 2019 Use of Force Statistical Analysis





## Overview

The Use of Force Statistical Analysis is intended to provide a comprehensive overview of force used by the members of the Halton Regional Police Service. The data is compiled from Use of Force Reports submitted by Service members. For reasons of explanation and interpretation; annotations have been added where points of clarification are necessary.

Use of Force Reports are to be collected and used only to identify individual and group training requirements, or to assist the Service with the development of use of force policy and procedures.



## Use of Force Authority

Section 25 (1)(b) of the Criminal Code authorizes a peace officer, acting on reasonable grounds, and is justified in doing what they are required or authorized to do, to use as much force as necessary for that purpose.

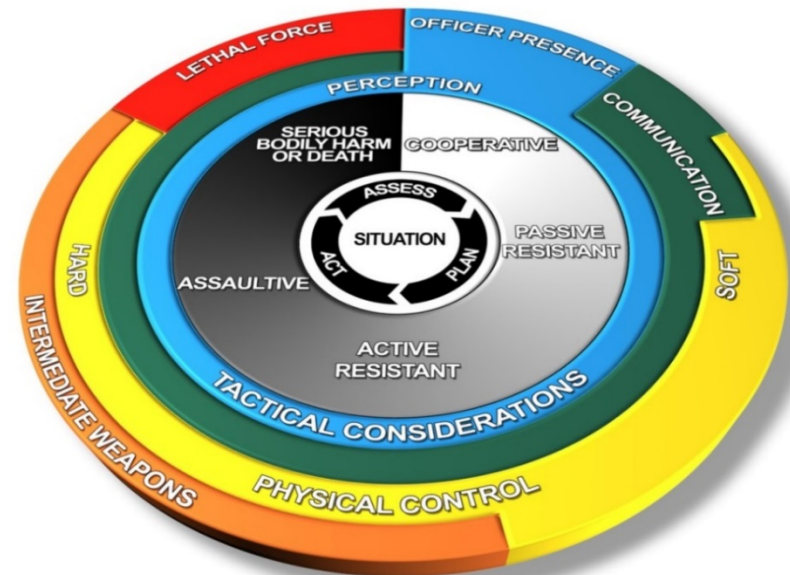
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Section 26 of the Criminal Code states that an officer using force in excess of what is authorized is criminally responsible for their actions.

The Use of Force Model (2004) is provided by the province as a guide for officers.

-111- The model is referred to in training and is designed to assist officers in assessing certain situations, behaviours and taking action based on their observations.

### Ontario Use of Force Model (2004)



The officer continuously assesses the situation and selects the most reasonable option relative to those circumstances as perceived at that point in time.



## Use of Force - Reporting

The Police Services Act requires all officers to complete a provincially mandated form should they use force falling within the legislated criteria. A Use of Force report is required whenever a member:

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- (a) draws a handgun in the presence of a member of the public, excluding a member of the Service while on duty;
- (b) points a firearm at a person;
- (c) discharges a firearm;
- (d) uses a weapon other than a firearm on person, including, but not limited to:
  - (i) impact weapon;
  - (ii) aerosol weapon;
  - (iii) extended range impact weapon (ARWEN or Super Sock);
  - (iv) conducted energy weapon (CEW/TASER);
  - (v) weapons of opportunity;
  - (vi) police service dog;
- (e) uses physical force that results in an injury to any person requiring medical attention



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2019 Use of Force Statistical Analysis

## OVERVIEW



## Use of Force – Reporting Overview

Submitted Use of Force reports are reviewed by the Training Bureau and consolidated for further analysis and future training needs.

### 2019 Overview:

<sup>-14</sup>The total number of occurrences (events) attended to by Halton Police that required Use of Force was 173. From those, there were 239 Use of Force reports submitted in 2019 with 307 specific deployments of a force option.

This is an increase of 14 reports from 2018 (+6 %) and an additional 54 Use of Force deployments from the previous year. Included in the 239 submitted reports are 40 team reports, all submitted by the Tactical Rescue Unit.

*Note: Team reports are limited to the Tactical Rescue Unit, Intelligence Officers, the Drug and Morality Bureau, and the Mobile Surveillance Team*



## Use of Force – Reporting Overview

Multiple Use of Force options can be captured on a single report which results in a higher number of Use of Force responses\* compared to the number of reports received.

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Officers are also required to submit individual reports based on their own use of force response to a particular incident. Multiple officers responding to a single incident requiring a use of force response are each required to submit reports if they use force during the incident.

*\* Statistics on Use of Force responses are collated in the statistical appendix table.*



## Use of Force – Reporting Overview

An officer or team may also use different use of force responses during a particular incident depending on the evolution of the situation and any changes in the subject behaviour. Multiple use of force responses are often recorded on one report. This is apparent in situations where an officer may be required to de-escalate their response or increase the level of force used should another option prove ineffective.





## Use of Force – Reporting Overview

Additional information was collated over the course of the year related to Use of Force incidents:

### Persons In Crisis

Of the 173 events requiring Use of Force, 30 (17%) of these incidents involved a Person in Crisis (PIC), a decrease of 11 incidents from 2018 (41). From this, 1 incident involved the subject having a knife or other edged weapon.

### Armed Subjects

Of the 173 events requiring Use of Force not related to Persons in Crisis, 25 involved the subject having a knife or edged weapon.



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2019 Use of Force Statistical Analysis

# STATISTICS



## Physical Control - Soft

For 2019, physical control soft, which involves techniques such as joint locks, compliance techniques and blocking, was reported to have been used a total of 11 of 23 times.

This figure is an decrease of 16 from the previous year

## Physical Control - Hard

For 2019, Physical control hard, which involves striking the subject (punch / palm strikes, kicks, knee & elbow strikes, and grounding techniques) was reported to have been used a total of 23 times.

This number represents an increase of 5 instances from the previous year.

*Note: statistics for this type of force are captured when an injury occurs, defined by some sort of medical treatment following the interaction, **or** when used in conjunction with another intermediate force option. This use of force is often reported when used with other use of force options and each statistic does not reflect an injury to a member of the public in each reported occurrence.*



## Intermediate Weapon - Baton

In 2019, the baton was used a total of 2 times. Reported use of the expandable baton is contingent on this type of force when it is used on a person.

This number results in no change in use from the previous year.

## Intermediate Weapon – OC Spray

In 2019, aerosol weapons were deployed a total of 2 times.

This number results in no change in use from the previous year.



## Intermediate Weapon – CEW

Conducted Energy Weapons, or in our Service's case, the **Taser X2**, can be used in 3 modes based on a multitude of factors including, but not limited to, situational or environmental conditions and subject behaviours.

In 2019, CEW's were utilized in a total of 109 instances, an increase of 11 from 2018.

<sup>-121-</sup> in '**Demonstrated Force Presence mode**', the CEW was used 73 times. This represents an increase of 9 uses in this manner from 2018.

CEW's were utilized in '**Drive Stun mode**' 8 times. This represents an increase of 4 uses in this manner from 2018. CEW training encourages probe deployment, even at close range and using the CEW in Drive Stun mode only as a final option.

CEW's were utilized 31 times in the '**Probe Deployment mode**'. This means that the device was removed from its holster and the device was fired (causing the probes to contact the subject). This is an increase of 1 occurrence from the previous year.



## Firearms

Weapon	Drawn	Pointed	Discharged
Pistol	16	74	12
Shotgun	n/a	n/a	1
Carbine	2	26	1
<b>Total</b>	<b>18</b>	<b>100</b>	<b>14</b>

\* A pistol “drawn” denotes an officer removing the weapon from their holster but holding it at the “low ready” not aimed at anyone. \*\* “Pointed” statistics reflect separate occurrences where officers made the decision to aim their pistol at an individual. A situation where an officer “Points” their firearm, only counts as a “pointed” statistic and does not generate a separate statistic for drawing the weapon.



## Firearms

### Firearms – Pointed

The 100 incidents where a firearm was pointed during an incident represents an increase from 84 incidents in 2018 (increase 19%).

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### Firearms Discharged

Of the 14 incidents where a firearm was discharged, all 14 were for the purpose of euthanizing an injured / suffering animal.



## Conclusion

Over the course of 2019, reported Use of Force incidents across the service increased more than 6% from 2018 along with an increase in Use of Force reporting and firearms pointed. In addition to this, there was a significant increase in armed subjects having a knife or edged weapon. 25 events in 2019 as opposed to 8 in 2018.

As we move to 2020, frontline officers are better equipped to handle high-risk situations and, unlike tactical teams, are required to report the deployment of Use of Force individually. Many calls requiring Use of Force (approximately 17%) are related to Persons in Crisis, and the de-escalation training curriculum related to this continues to be critical training.

As the Region continues to grow in population, it is likely that these Use of Force statistics will gradually increase.





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2019 Use of Force Statistical Analysis

## APPENDIX

# HALTON REGIONAL POLICE SERVICE



One Vision One Mission One Team

## Appendix – Use of Force 5 year Stats Table

Use of Force Type: Incidents (Effective) % Effective	2015	2016	2017	2018	2019	5 Year Average
Physical Control - Soft	27 (16) 59%	29 (14) 48%	18 (14) 78%	39 (26) 88%	23 (20) 87%	27.2 (19.6) 72%
Physical Control - Hard	20 (17) 85%	20 (12) 60%	12 (6) 50%	18 (12) 66%	23 (19) 83%	18.6 (12.8) 69%
Intermediate Weapon - CEW - Force Presence	67 (66) 99%	72 (67) 93%	59 (53) 90%	64 (51) 80%	73 (66) 90%	67 (62.3) 90.4%
Intermediate Weapon - CEW - Drive Stun	3 (2) 67%	3 (0) 0%	4 (4) 100%	4 (4) 100%	8 (8) 100%	4.4 (3.6) 81.8%
Intermediate Weapon - CEW - Probe Deployment	16 (13) 81%	18 (14) 78%	20 (14) 70%	30 (21) 70%	31 (26) 84%	23 (17.6) 76.6%
Intermediate Weapon - Baton	n/a	3 (3) 100%	2 (2) 100%	2 (1) 50%	2 (2) 100%	2.2 (1.9) 87.5%
Intermediate Weapon - Aerosol	6 (6) 100%	n/a	4 (2) 50%	2 (1) 50%	2 (2) 100%	3.5 (2.6) 75%
Pistol - Drawn	26 (24) 92%	3(2) 67%	25 (24) 96%	21 (14) 66%	16 (13) 81%	18.2 (12.3) 67.4%
Pistol - Pointed	50 (44) 88%	36 (32) 89%	44 (37) 84%	52 (41) 79%	74 (59) 80%	51.2 (48.8) 95.4%
Pistol - Discharged	5 (4) 80%	9 (8) 89%	8 (8) 100%	17 (17) 100%	12 (12) 100%	51 (47.8) 93.8%
Shotgun - Pointed	3(2) 67%	1 (1) 100%	1 (1) 100%	2 (1) 50%	n/a	1.75 (1.4) 79.2%
Shotgun - Discharged	3 (3) 100%	5 (4) 80%	4 (4) 100%		1 (1) 100%	3.25 (3.1) 95%
Carbine - Pointed	14 (12) 86%	16 (15) 94%	26 (26) 100%	31 (30) 97%	26 (26) 100%	22.6 (21.6) 95.4%
Carbine - Discharged	5(5) 100 %	1 (1) 100%	2 (2) 100%	5 (5) 100%	1 (1) 100%	2.8 (2.8) 100%
Canine		1(1) 100%			1 (1) 100%	2 (2) 100%
Arwen	3 (2) 67%	3 (3) 100%	5 (5) 100%	1(1) 100%	2 (2) 100%	2.8 (2.6) 93.4%
Use Of Force Responses	249	219	234	288	307	259.4
Reports	195	195	190	225	239	208.8



# Halton Regional Police Service Public Agenda Information Report

To: Chairman and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2019 POLICE VEHICLE COLLISION SUMMARY

Report #: P20-4-I-07

Date: April 23, 2020

## INTRODUCTION AND BACKGROUND:

The Police Vehicle Collision Summary Report covers the period January 1 to December 31, 2019 and provides statistical information on collisions and damages to Service vehicles.

Service vehicle collisions are reviewed and classified as either "preventable" or "non-preventable", according to a breakdown determined by the National Safety Council's Collision Reporting Guidelines and Definitions.

As a police service, our patrol and investigative vehicles are driven extensively throughout the year. Patrol vehicles, which represent the majority of our fleet, are driven 24/7 and average approximately 50,000 kilometres per year which far exceeds the day-to-day usage in most other business and consumer applications. In 2019 HRPS vehicles travelled a total of 7.273 million kilometres as compared to 7.463 million kilometres in 2018 and 7.770 million kilometres in 2017. In addition, the nature and requirements of police driving differs significantly from other fleets (stop-start, acceleration, significant idling time, etc.). As such, it is difficult to compare these Service collision and damage statistics and costs to other business or consumer environments. While there is limited information reported by other services on collisions, discussions with other police services support consistencies in frequencies and types of instances as it relates to service vehicle collisions.

### **Service Vehicle Collisions**

In 2019, there were a total of 131 Service Vehicle Collisions reported, six (6) total losses, and with damage costs totalling \$305,873. The number of incidents is up slightly compared to the last three years; however, total damage costs is lower than in 2017 and 2018. Previous year's figures are as follows:

	2016	2017	2018	2019
Number of collisions – all	121	126	126	131
Number of collisions – write-offs	4	5	5	6
Total damage costs	\$283,074	\$320,500	\$323,806	\$305,873
Total damage costs – average per incident	\$2,340	\$2,543	\$2,103	\$2,335
Total damage costs – per 10,000 km driven	\$379	\$412	\$434	\$421

The following tables present the 2019 collision statistics in comparison with the three previous years.

<b>PREVENTABLE COLLISIONS</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Follow Too Close	4	9	1	6
Too Fast for Conditions	8	5	1	3
Failure to Observe Clearances	34	39	40	26
Failure to Obey Sign/Signal	1	0	0	0
Improper Turn	2	1	1	0
Improper Parking	0	1	1	0
Improper Passing	1	0	0	0
Fail to Yield	1	5	1	7
Improper Backing Up	9	6	1	4
Miscellaneous	6	7	2	10
<b>TOTAL PREVENTABLE COLLISIONS</b>	<b>66</b>	<b>73</b>	<b>48</b>	<b>56</b>
<b>TOTAL NON-PREVENTABLE COLLISIONS</b>	<b>29</b>	<b>34</b>	<b>50</b>	<b>59</b>
<b>COLLISIONS WITH UNKNOWN CAUSE</b>	<b>26</b>	<b>19</b>	<b>28</b>	<b>16</b>
<b>NUMBER OF COLLISIONS - ALL</b>	<b>121</b>	<b>126</b>	<b>126</b>	<b>131</b>

After a review of the 2019 Service Vehicle Collisions, the following comments are provided for information purposes:

- Total Preventable Collisions has increased 16% since last year however 2019 has second lowest number of preventable incidents when compared to the last four years.
  - The most significant category of Preventable Collisions continues to be “Failure to Observe Clearances” which represents 46% of all Preventable Collisions. 2019 shows a significant decrease in this category. In 2018, 83% of all preventable collisions were represented in this category, which involves incidents where the vehicle strikes a stationary object such as a curb, light standard or other parked vehicle.
- Total Non-Preventable Collisions has increased to 59 in 2019, compared to 50 in 2018 and is the highest in the four-year period. This category includes incidents where the driver was unable to avoid a collision.
- The number of incidents in the category of “Collisions with Unknown Cause” represents 12% of all collision related damage in 2019, compared to 22% in 2018. These are incidents where found, unreported damage is clearly the result of some type of collision, however, the incident’s time, date and driver is not known. It is therefore impossible to determine if the incident was preventable or non-preventable.

- Service policy requires that all collisions be reported regardless of repair/damage requirements. Of the reported collisions in 2019, 35% did not incur repair costs as either the damage was deemed too minor to constitute repair, or the vehicle was at the end of its lifecycle and therefore deemed not cost effective to repair. In 2018 this figure was similar at 29%.

### **Damage to Service Vehicle**

Damage to Service Vehicle relates to non-collision vehicle damage. Service policy requires members to report Damage to Service Vehicles regardless of the cause.

In 2019, there were 37 Damage to Service Vehicle incidents reported with damages totalling \$16,309. The comparison to previous years is as follows:

	2016	2017	2018	2019
Number of incidents – all	48	28	31	37
Total damage costs	\$14,211	\$15,435	\$9,986	\$16,309
Total damage costs – per incident	\$296	\$551	\$322	\$441
Total damage costs – per 10,000 km driven	\$19	\$20	\$13	\$22

The number of incidents of Damage to Service Vehicles increased when compared to 2018.

Of the 37 Damage to Service Vehicle incidents in 2019, approximately 11% were very minor and did not incur repairs costs. This figure varies significantly from year to year and can be impacted by the nature of the damage, the lifecycle of the vehicle and other factors.

The following table presents the 2019 Damage to Service Vehicle statistics in comparison with the previous three years:

ITEM	2016	2017	2018	2019
Wheels/Tires/Rims	0	0	1	4
Windshields/Glass	15	11	13	15
Body/Engine/Interior/Exterior Damage	30	13	13	14
Broken Mirrors	1	0	2	4
Prisoner Initiated Damage	2	4	1	0
Undercarriage	0	0	1	0
<b>TOTAL</b>	<b>48</b>	<b>28</b>	<b>31</b>	<b>37</b>

In 2019 there was one court ordered restitution payment received relating to vehicle damage on October 29, 2019 in the amount of \$129.95.

**Conclusion**

In 2019, the number of **Service Vehicle Collisions** (131), total write-offs (6), and total damage costs (\$305,873) remain relatively consistent with the past four year's statistics.

In 2019, the number of **Damage to Service Vehicle** (37) occurrences represents an increase when compared to 2018 (31), however remains down when compared to 2016's (48) occurrences.

In 2020, The Safe Driving Committee will continue to review all preventable collisions in an effort to identify causes, trends and strategies to improve safety.



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Stephen J. Tanner  
Chief of Police

: JP / PL



# Halton Regional Police Service Public Agenda Information Report

To: Chairman and Police Board Members

From: Chief Stephen J. Tanner

Subject: ANNUAL PERFORMANCE REPORT

Report #: P20-4-I-08

Date: April 23, 2020

## INTRODUCTION AND BACKGROUND:

This report presents the highlights of the work undertaken by the Halton Regional Police Service (HRPS) towards the Themes and Goals identified in the 2017 – 2019 Corporate Business Plan during the term of the document. It also provides an overview of the Service's 2019 performance in a number of key statistical measures compared to previous years.

### **2017 - 2019 Business Plan Highlights**

The 2017 – 2019 HRPS Corporate Business Plan identified four Themes and twenty seven associated Goals to guide the Service's provision of efficient and effective policing to the citizens of Halton.

The Service ties the performance management and expectations of all staff directly to the Themes and Goals within the Corporate Business Plan. The Service uses a process for all staff to have a direct relationship to the Business Plan by developing a number of performance activities that connect up through the organization. Personal goals are linked to departmental goals and subsequently to the goals contained within the Plan.

### **Notable Achievements from 2017 to 2019**

The Service completed the following work in relation to the established departmental goals and the themes within the 2017 – 2019 HRPS Corporate Business Plan (please note that this is a representative sample of the many initiatives and activities undertaken by staff across the organization during the term of the Plan):

Goal #	<b>Theme #1: Community Safety and Well-being</b>
1	<b>Ensure that Halton maintains the lowest overall crime rate and Crime Severity Index of any comparable-sized community in Canada.</b>
	<ul style="list-style-type: none"> <li>• <i>Lowest Crime Severity Index for 14 straight years for communities with more than 100,000 population across Canada</i></li> <li>• <i>Lowest overall crime rate of “Big 12” police services in Ontario (since 2013)</i></li> <li>• <i>Improved the Service’s crime clearance rates over the term of the Plan (from 49.3% to 50.8%)</i></li> </ul>
2	<b>Create a strong community role in building on the four cornerstones of the Halton Regional Police Service Community Safety and Well-being initiative: Emergency Response; Risk Intervention; Prevention; and Social Development.</b>
-132-	<ul style="list-style-type: none"> <li>• <i>Participation with a range of partners to develop and implement the CSWB Plan</i></li> <li>• <i>HRPS Officer dedicated full-time to Community Safety and Well-Being</i></li> <li>• <i>Working with community partners on 8 Action Tables</i></li> <li>• <i>Incorporation of the CSWB Plan into all in-service training</i></li> </ul>
	<b>Focus on the Service’s Community Safety and Well-being Plan priorities to reflect the key concerns of the community:</b>
3a	<b>Crime trends (e.g. illegal drugs, organized crime, domestic violence, assaults, property crime, cyber-bullying and other technology-based crimes)</b>
	<ul style="list-style-type: none"> <li>• <i>Continued focus on these and emerging crime trends and undertook several successful targeted projects in response to identified crime developments</i></li> <li>• <i>Successes in tackling rising break and enter offences</i></li> <li>• <i>Increased HRPS attention and public awareness of technology crimes</i></li> <li>• <i>Improved outreach and support to domestic violence victims</i></li> </ul>
3b	<b>Traffic safety and enforcement (e.g. distracted driving, school zone violations, commercial vehicle infractions)</b>
	<ul style="list-style-type: none"> <li>• <i>Strong response to impaired driving concerns within Halton; RIDE events</i></li> <li>• <i>Traffic remains a primary focus and distracted driving in particular</i></li> <li>• <i>Launched the Automated Licence Plate Recognition program. The technology uses specialized cameras to capture images of licence plates and compare them to a list of more than ten million suspect plates</i></li> </ul>



<b>Goal #</b>	<b>Theme #1: Community Safety and Well-being</b>
<b>3c</b>	<b>Priority populations (e.g. seniors, youth, newcomers to Canada, and victims of human trafficking)</b>
	<ul style="list-style-type: none"> <li>• 32 Trafficked persons rescued between 2017 and 2019 and 40 offenders charged (with 211 charges laid)</li> <li>• Older Adult Support Officer developed and maintained connections with multiple community partners</li> <li>• Resources applied to specialized units tackling these issues – including 9 Crisis Intervention training courses per year</li> </ul>
<b>3d</b>	<b>Mental health and addiction (e.g. using the Mobile Crisis Rapid Response Team to better help persons in crisis and more effectively deliver frontline services)</b>
	<ul style="list-style-type: none"> <li>• MCRRT has received significant recognition for the successful work carried out over the past 3 years</li> <li>• 1,362 police referrals of persons in crisis to aftercare services (between 2017 and 2019)</li> <li>• MOU developed with ROCK so police can directly refer youth in crisis to youth mental health services</li> </ul>
-133-	<b>Engage and mobilize the community, including our Situation Table partners, to collaboratively share responsibility for keeping Halton safe.</b>
	<ul style="list-style-type: none"> <li>• This remains a core function of our participation in the CSWB process in Halton</li> <li>• 245 Situation Table situations dealt with at the risk intervention stage (preventing them becoming a crisis) between 2017 and 2019</li> </ul>
<b>5</b>	<b>Establish and practice leading-edge emergency management measures, working effectively with other community service providers.</b>
	<ul style="list-style-type: none"> <li>• Ongoing participation in regional and municipal emergency planning, training and exercises</li> <li>• Design, development and deployment of two Mobile Command Units that provide advanced technology to assist investigators and incident commanders make more effective decisions during emergencies</li> <li>• Armoured Rescue Vehicle (ARV) added to the fleet</li> <li>• Provided Emergency Management training on hazardous materials and delivered evacuation planning sessions for all frontline officers</li> </ul>

Goal #	<b>Theme #2: Outreach and Collaboration</b>
<b>1</b>	<b>Inspire trust/confidence in the Halton Regional Police Service and strengthen awareness of the value and importance of Police Services Board civilian oversight.</b>
	<ul style="list-style-type: none"> <li>• <i>Development of a stand-alone PSB website and public-facing presence</i></li> <li>• <i>94% of Halton residents think the HRPS are “honest and fair” – 2019 Community Survey</i></li> </ul>
<b>2</b>	<b>Maximize citizen engagement and strengthen communication and community dialogue through traditional methods and emerging technologies.</b>
	<ul style="list-style-type: none"> <li>• <i>Enhanced connections through the use of social media, particularly Facebook (8,500+ followers) ; Twitter (76,000+ followers) and Instagram (5,000+ followers)</i></li> </ul>
<b>3</b>	<b>Collaborate with all sectors of the community, our municipal partners and other law enforcement agencies in the prevention and solving of crime. Contribute to the overall success of the Service’s Community Safety and Well-being Plan.</b>
-134-	<ul style="list-style-type: none"> <li>• <i>Significant success in the development and implementation of partnerships in the creation and response to the Community Safety and Well-being Plan – 90 new community partnerships made between 2017 and 2019</i></li> <li>• <i>Hosted Diversity Engagement Table events to provide the opportunity for diversity leaders to meet with Senior Command staff to discuss current issues affecting their communities</i></li> <li>• <i>Developed the Retail Theft Strategy – a joint effort between the HRPS, Loss Prevention Officers (LPOs) and retail staff</i></li> </ul>
<b>4</b>	<b>Strengthen relationships with youth and diverse communities to improve mutual understanding/respect, collaboration and communication.</b>
	<ul style="list-style-type: none"> <li>• <i>A number of effective outreach programs aimed primarily at youth at the District and RCMB level, including TRACK, YIPI and PEACE (since 1988)</i></li> <li>• <i>Successful youth diversion program (431 diverted between 2017 and 2019)</i></li> <li>• <i>9 Diversity Engagement Table events between 2017 and 2019</i></li> <li>• <i>Formal partnership with ProAction Cops and Kids launched in 2018. This program supports relationship building between youth and police. Participation to date: ESU/Training, RIS (Domestic Violence), Districts 1, 2 and 3, RCMB</i></li> </ul>

Goal #	<h2 style="text-align: center;">Theme #2: Outreach and Collaboration</h2>
5	<p><b>Further reduce fear of crime and victimization — help those who live, work and play in Halton to feel even safer.</b></p>
	<ul style="list-style-type: none"> <li>• <i>Developed and executed numerous successful initiatives addressing personal safety and well-being, property security and traffic law enforcement and education</i></li> <li>• <i>96% of Halton residents expressed confidence in their own personal safety, but there are growing fears of specific crimes and incident types (particularly related to distracted driving) that have led to targeted HRPS initiatives - 2019 Community Survey</i></li> <li>• <i>7,610 community presentations made by the HRPS between 2017 and 2019</i></li> </ul>
6	<p><b>Bolster public safety and security education by enhancing awareness of, and access to, Halton Regional Police Service programs, publications and services.</b></p>
-135-	<ul style="list-style-type: none"> <li>• <i>Continued efforts to reach out and enhance our communication of services and activities through all forms of media</i></li> <li>• <i>Improvements were recorded in every tracked measure of Halton residents’ familiarity with HRPS programs and services (2019 Community Survey compared to 2016 results)</i></li> <li>• <i>Participation in ESINC Days</i></li> <li>• <i>Citizen Police Academy (since 2002)</i></li> <li>• <i>Celebrated 20<sup>th</sup> Annual HRPS Police Day in May 2019</i></li> </ul>
7	<p><b>Define and clearly communicate the areas for which the Halton Regional Police Service is responsible.</b></p>
	<ul style="list-style-type: none"> <li>• <i>Improvements have been made in this area through our participation in the CSWB process</i></li> </ul>

Goal #	<b>Theme #3: Organizational Capacity</b>
<b>1</b>	<b>Maximize the effectiveness and efficiency of the organization by:</b>
<b>1a</b>	<b>Working effectively with community and municipal partners</b>
	<ul style="list-style-type: none"> <li>• <i>Close working relationships in place with all local partners – enhanced through the CSWB process</i></li> </ul>
<b>1b</b>	<b>Harnessing new technologies and maximizing innovation, responsiveness, outreach and service delivery</b>
	<ul style="list-style-type: none"> <li>• <i>Project Lifesaver – a program that combines radio technology with a coordinated police response to assist in locating wandering and disoriented persons</i></li> <li>• <i>LTE Project and the Regional Public Safety Broadband Network (PSBN)</i></li> <li>• <i>Remotely Piloted Aircraft System deployment and staff training</i></li> <li>• <i>Digital and Mobile Strategy (DMS) rolled out to strategically guide and focus innovation through technology for police and community</i></li> </ul>
<b>-136-</b>	<b>Enhancing the use of police analytics and utilizing available internal/external data</b>
	<ul style="list-style-type: none"> <li>• <i>Creation/restructuring of the Analytics and Decision Support Unit</i></li> <li>• <i>Over 50 web tools available internally</i></li> <li>• <i>Created the Cybercrime Investigative Support Unit to provide an expedient response for computer and internet investigations</i></li> </ul>
<b>1d</b>	<b>Ensuring that police resources, accountable fiscal planning and sustainable funding responsibly address: operational requirements; population growth/changing demographics; and the delivery of Community Safety and Well-being initiatives</b>
	<ul style="list-style-type: none"> <li>• <i>Annual budgets achieved at/within Regional request levels</i></li> <li>• <i>Long term fiscal accountability remains at the core of decision making</i></li> <li>• <i>Municipal growth monitored and taken into account for facility, fleet and staffing calculations</i></li> <li>• <i>Realigned resources and scheduling of the Tactical Rescue Unit to provide 7 day-a-week coverage</i></li> </ul>
<b>2</b>	<b>Ensure that all employees are well-trained and well-equipped in accordance with provincial requirements and in areas of emerging concern — and that our commitment to the support of frontline services remains paramount.</b>
	<ul style="list-style-type: none"> <li>• <i>Annual block training for all uniform officers</i></li> <li>• <i>Specialized units trained to the highest levels</i></li> <li>• <i>Substantial commitment to civilian learning and development</i></li> <li>• <i>Deployed Naloxone, an emergency treatment that temporarily reverses side effects from known or suspected opioid (fentanyl) overdoses, to all uniform officers. During 2019, Naloxone was administered to 28 individuals by our officers</i></li> </ul>

Goal #	<b>Theme #3: Organizational Capacity</b>
3	<b>Work with the community to strengthen police ability to effectively address situations involving mental health-related incidents and others of elevated risk.</b>
	<ul style="list-style-type: none"> <li>• <i>Successes with MCRRT and COAST</i></li> <li>• <i>Hospital wait times declining</i></li> <li>• <i>Remains a primary focus within CSWB</i></li> <li>• <i>302 frontline members trained in Crisis Intervention between 2017 and 2019</i></li> </ul>
4	<b>Emphasize employee wellness — both physical and mental health – through support services including those of the Organizational Wellness Unit.</b>
-137-	<ul style="list-style-type: none"> <li>• <i>Continued success and use of the OWU</i></li> <li>• <i>Connections established with the Ontario Mental Health in Ontario working group</i></li> <li>• <i>The Safeguard Program provides trauma based assessments for members in vulnerable units</i></li> </ul>
	<b>Embrace human resource best practices and customize them in support of: employee recruitment/retention; diversity; career development; succession planning; performance management; positive labour relations; and employee safety and well-being.</b>
	<ul style="list-style-type: none"> <li>• <i>Attended 44 job fairs between 2017 and 2019</i></li> <li>• <i>Women and Men as Career Coaches events</i></li> <li>• <i>Canadian Centre for Diversity and Inclusion survey of staff</i></li> </ul>
6	<b>Strengthen employee communication and engagement, including understanding of the Halton Regional Police Service and its initiatives, and support for organizational goals.</b>
	<ul style="list-style-type: none"> <li>• <i>Update of internal Portal</i></li> <li>• <i>Chief's messages</i></li> </ul>
7	<b>Ensure that police facilities, equipment and technology adequately meet current and future needs in accordance with long-range master planning and strategic directions.</b>
	<ul style="list-style-type: none"> <li>• <i>Opened the new HRPS Headquarters at 2485 North Service Road West, Oakville</i></li> <li>• <i>Realignment of functions between facilities</i></li> <li>• <i>Advanced the site selection and initial land accumulation aspects of the District 1 consolidated police operations facility</i></li> <li>• <i>Opened the new 9-1-1 Communications Centre that contains completely new computer technology and radio infrastructure in order to receive calls for help from the public and to dispatch officers reliably and securely</i></li> </ul>

Goal #	<b>Theme #4: Organizational Excellence</b>
1	<b>Ensure that the Halton Regional Police Service demonstrates the highest levels of ethical and professional standards.</b>
	<ul style="list-style-type: none"> <li>• <i>Low levels of public complaints</i></li> <li>• <i>Continued high levels of satisfaction with the work and professionalism of the Halton Regional Police Service expressed by respondents to the 2019 Community Survey</i></li> </ul>
2	<b>Be the leader in identifying and successfully implementing innovative policing practices. Meet or exceed all provincially mandated requirements.</b>
-138-	<ul style="list-style-type: none"> <li>• <i>Recipient of the IACP/Cisco Community Policing Award in 2017</i></li> <li>• <i>Completed the construction of Canada's first fully functional Public Safety Broadband Network (PSBN). This data network permits first responders across the Region to have a reliable, secure, and high performance means of transmitting and receiving data wirelessly</i></li> <li>• <i>Introduced Portable Radio GPS functionality enabling Communicators to track the whereabouts of on-duty Halton Police Officers while out of their vehicles via their portable radios - greatly improving the safety of our officers</i></li> </ul>
3	<b>Ensure that our Police Service culture reflects our Values and emphasizes openness, accountability, respect, responsibility, relationships and results.</b>
	<ul style="list-style-type: none"> <li>• <i>Development and initial implementation of the Authentic and Structural Inclusion project in 2019</i></li> <li>• <i>In partnership with the Canadian Centre for Diversity and Inclusion (CCDI), the HRPS launched its first Diversity Census and Inclusion Survey</i></li> </ul>
4	<b>Ensure that our Police Service is an employer of choice, a desirable place to work for both uniform and civilian positions and is broadly representative of Halton's changing demographics.</b>
	<ul style="list-style-type: none"> <li>• <i>133 sworn officers hired between 2017 and 2019 as well as 30 cadets. 78 civilians hired; 86 volunteers selected; and 61 temporary members contracted between 2017 and 2019. Many more applied for these positions.</i></li> <li>• <i>Established relationships via Police Advisory Councils at Sheridan College and Humber College</i></li> </ul>

Goal #	<b>Theme #4: Organizational Excellence</b>
5	<b>Strengthen employee motivation and engagement. Foster a sense of employee pride, high job satisfaction, and a belief in the value of individual contribution.</b>
	<ul style="list-style-type: none"> <li>• <i>93% of staff believe their work contribution has a valuable impact within the organization (2019 Employee Survey)</i></li> <li>• <i>87% of staff indicated in the same survey that they would recommend the HRPS to friends and relatives as a place of employment</i></li> <li>• <i>When asked in the 2019 Employee Survey whether they agreed with the statement "I have a good job", 97% of employees indicated that they did</i></li> </ul>
6	<b>Strengthen service delivery, including implementation of Community Safety and Well-being initiatives and positive interactions with the community.</b>
	<ul style="list-style-type: none"> <li>• <i>Successful and ongoing implementation and participation in the CSWB Plan</i></li> </ul>
-139-	<b>Encourage and support ongoing employee volunteerism and recognize these valued activities.</b>
	<ul style="list-style-type: none"> <li>• <i>Many ongoing opportunities exist for staff to participate in volunteer activities inside and outside the Service</i></li> </ul>

## **Statistical Summary**

This section of the report provides a statistical summary for 2018 and 2019, in addition to presenting a summary of five-year trends. Data was obtained from the in-house Niche Records Management System (RMS) and was prepared and analysed by the Analytics and Decision Support Unit for inclusion in this report. The crime categories are slightly different to those reported by Statistics Canada each year due to the reporting requirements, timing and data manipulation processes utilized by Statistics Canada. Official 2019 statistics for Halton will be issued by Statistics Canada in July 2020 and will be reported to the Police Services Board in August. The statistics contained within this report are valid for internal year-end comparison purposes.

Analysis indicates that 51 more criminal offences were reported in 2019 (12,181) than were recorded in 2018 (12,130). This is a raw number increase of 0.4%, but represents a decrease in the crime rate<sup>i</sup> of 1.9% when Regional population growth is taken into account.

Violent crime<sup>ii</sup> offences decreased by 7.4% from 2,322 in 2018 to 2,150 in 2019. This represents a violent crime rate decrease of 9.5% taking population change within Halton into account. These crimes accounted for 17.7% of all criminal offences, down from 19.1% in 2018.

Property crime<sup>iii</sup> increased by 0.9% from 8,090 in 2018 to 8,162 in 2019. This represents a property crime rate decrease of 1.4%.

The "Other Crimes"<sup>iv</sup> category of offences was up by 8.8% in 2019 (from 1,718 to 1,869 offences). This represents a crime rate increase of 6.3% in this category of crimes.

The 2019 clearance rate<sup>v</sup> (50.8%) was down from the 2018 value (52.8%).

### **Other Trends**

Reportable motor vehicle collision totals were 4.7% higher during 2019, compared to 2018 (up from 9,694 to 10,147). Property Damage collisions<sup>vii</sup> were up from 8,647 to 9,107 (5.3%). Injury collision<sup>viii</sup> totals were down 0.5% in 2019, dropping from 1,035 to 1,030. Fatal collisions decreased from 12 in 2018 to 10 in 2019.

Impaired driving apprehensions were down 16.4% in 2019 (from 532 to 445).

Warning Notices (Warns) provide officers with an opportunity to document an offence and educate the public, but proceed by way of a warning option instead of a charge. Total enforcement (including Warns) was down by 0.4% to 52,441 (from 52,673 in 2018).

Total CAD Events<sup>vi</sup> increased by 1,187, or 0.8%, to 157,625 (from 156,438) in 2019.



### Five Year Statistical Trends

The following four tables provide a summary of selected crime and workload trends over the past five years for a selection of key crime types and measures (for the Region as a whole and the three Districts individually). The statistics presented below, excluding clearances, are ***expressed as a rate*** (per 100,000 population) to remove the impact of population growth. Official Halton statistics will be released by Statistics Canada in July 2020:

#### Halton Region:

	2015	2016	2017	2018	2019	5-Year Average
Robbery	11	19	23	16	20	18
Assault	238	263	247	253	216	243
Sexual Assault	29	22	32	35	35	31
<i>Violent Crime</i>	<i>368</i>	<i>392</i>	<i>402</i>	<i>398</i>	<i>360</i>	<i>384</i>
Break and Enter	166	172	182	172	170	172
Auto Theft	68	73	89	97	94	84
Theft	634	654	807	741	711	709
Fraud	161	184	175	195	201	183
<i>Property Crime</i>	<i>1,269</i>	<i>1,275</i>	<i>1,476</i>	<i>1,387</i>	<i>1,367</i>	<i>1,355</i>
<i>Other Criminal Code</i>	<i>221</i>	<i>258</i>	<i>257</i>	<i>294</i>	<i>313</i>	<i>269</i>
<b>Total Crime</b>	<b>1,858</b>	<b>1,926</b>	<b>2,135</b>	<b>2,079</b>	<b>2,041</b>	<b>2,008</b>
Impaired Driving	84	72	88	91	75	82
Property Damage Collisions	1,412	1,392	1,431	1,482	1,526	1,449
Personal Injury Collisions	215	192	191	177	173	190
PONs and Warns Issued	8,291	8,595	9,739	9,029	8,785	8,888
CAD Events	27,843	27,546	27,864	26,817	26,405	27,295
Crime Clearance Rate	46.4%	49.5%	49.3%	52.8%	50.8%	49.8%

## District 1:

	2015	2016	2017	2018	2019	5-Year Average
Robbery	6	15	18	18	17	15
Assault	253	275	289	294	223	267
Sexual Assault	30	25	24	33	27	28
<i>Violent Crime</i>	<i>365</i>	<i>395</i>	<i>408</i>	<i>444</i>	<i>347</i>	<i>392</i>
Break and Enter	135	110	149	136	116	129
Auto Theft	46	47	62	79	75	62
Theft	558	554	701	692	638	629
Fraud	141	126	131	148	157	141
<i>Property Crime</i>	<i>1,092</i>	<i>1,014</i>	<i>1,259</i>	<i>1,218</i>	<i>1,165</i>	<i>1,149</i>
<i>Other Criminal Code</i>	<i>300</i>	<i>354</i>	<i>349</i>	<i>407</i>	<i>489</i>	<i>380</i>
<b>Total Crime</b>	<b>1,756</b>	<b>1,763</b>	<b>2,016</b>	<b>2,069</b>	<b>2,000</b>	<b>1,921</b>
Impaired Driving	69	65	87	88	80	78
Property Damage Collisions	1,200	1,201	1,305	1,310	1,375	1,278
Personal Injury Collisions	231	209	200	182	173	199
PONs and Warns Issued	7,300	8,069	9,782	8,553	7,449	8,231
CAD Events	25,684	25,058	26,523	24,618	24,086	25,194
Crime Clearance Rate	49.6%	54.1%	51.5%	55.8%	55.1%	53.2%

## District 2:

	2015	2016	2017	2018	2019	5-Year Average
Robbery	10	20	28	14	22	19
Assault	238	247	212	233	216	229
Sexual Assault	28	21	35	32	32	30
<i>Violent Crime</i>	<i>371</i>	<i>383</i>	<i>397</i>	<i>375</i>	<i>370</i>	<i>379</i>
Break and Enter	217	233	227	191	187	211
Auto Theft	74	66	73	82	91	77
Theft	577	602	686	720	675	652
Fraud	186	223	188	207	217	204
<i>Property Crime</i>	<i>1,287</i>	<i>1,307</i>	<i>1,372</i>	<i>1,366</i>	<i>1,361</i>	<i>1,339</i>
<i>Other Criminal Code</i>	<i>207</i>	<i>218</i>	<i>232</i>	<i>260</i>	<i>233</i>	<i>230</i>
<b>Total Crime</b>	<b>1,865</b>	<b>1,909</b>	<b>2,000</b>	<b>2,000</b>	<b>1,963</b>	<b>1,947</b>
Impaired Driving	89	70	76	87	68	78
Property Damage Collisions	1,473	1,352	1,350	1,405	1,428	1,402
Personal Injury Collisions	198	173	177	161	163	175
PONs and Warns Issued	7,844	7,539	7,705	8,473	8,902	8,092
CAD Events	24,526	24,055	23,704	24,199	24,255	24,148
Crime Clearance Rate	41.0%	45.3%	45.7%	51.3%	54.6%	47.6%

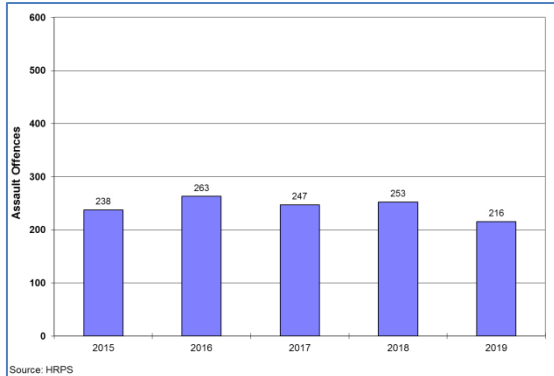
## District 3:

	2015	2016	2017	2018	2019	5-Year Average
Robbery	17	21	23	18	20	20
Assault	223	268	242	229	203	233
Sexual Assault	30	22	38	42	48	36
<i>Violent Crime</i>	<i>365</i>	<i>399</i>	<i>400</i>	<i>373</i>	<i>359</i>	<i>380</i>
Break and Enter	139	168	165	188	210	174
Auto Theft	83	109	136	135	121	117
Theft	767	815	1052	817	833	857
Fraud	152	198	207	234	232	205
<i>Property Crime</i>	<i>1,415</i>	<i>1,500</i>	<i>1,820</i>	<i>1,594</i>	<i>1,598</i>	<i>1,586</i>
<i>Other Criminal Code</i>	<i>155</i>	<i>202</i>	<i>186</i>	<i>205</i>	<i>199</i>	<i>190</i>
<b>Total Crime</b>	<b>1,935</b>	<b>2,102</b>	<b>2,406</b>	<b>2,173</b>	<b>2,157</b>	<b>2,155</b>
Impaired Driving	94	81	102	99	74	90
Property Damage Collisions	1,552	1,630	1,644	1,727	1,799	1,670
Personal Injury Collisions	216	195	198	189	179	195
PONs and Warns Issued	9,434	9,990	10,981	9,318	9,125	9,770
CAD Events	30,834	31,070	30,475	28,690	28,497	29,913
Crime Clearance Rate	49.5%	50.1%	50.9%	51.2%	42.2%	48.8%

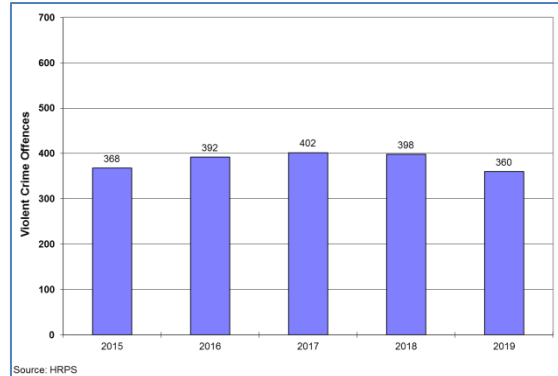
### Key Trends

The following graphs give a quick visual update of the five-year trends in key measures tracked by the Service. The statistics presented below, excluding the clearance rate, are ***expressed as a rate*** (per 100,000 population) to remove the impact of population growth. The following data is for the Halton Regional Police Service only:

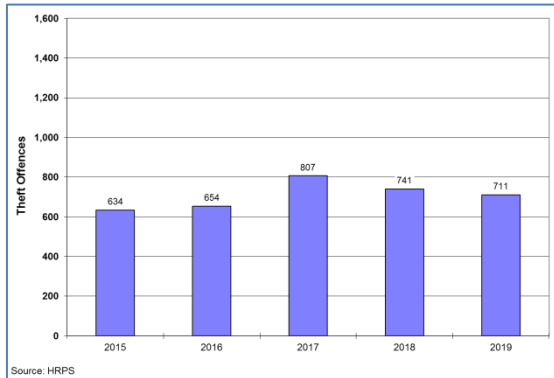
Assault Rate



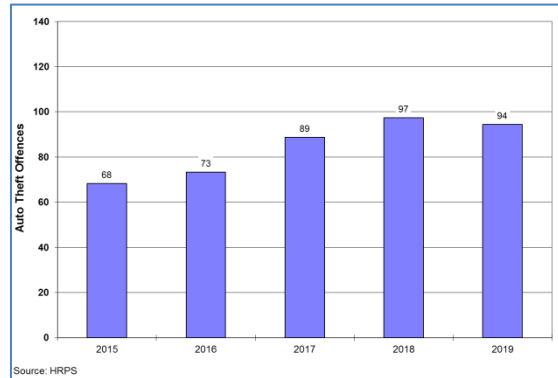
Violent Crime Rate



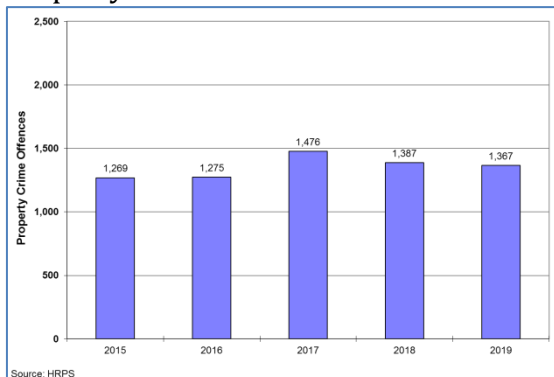
Theft Rate



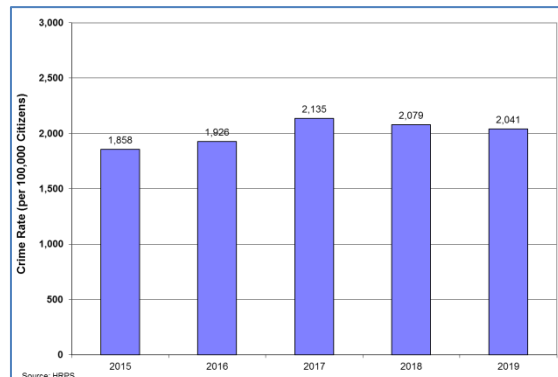
Auto Theft Rate



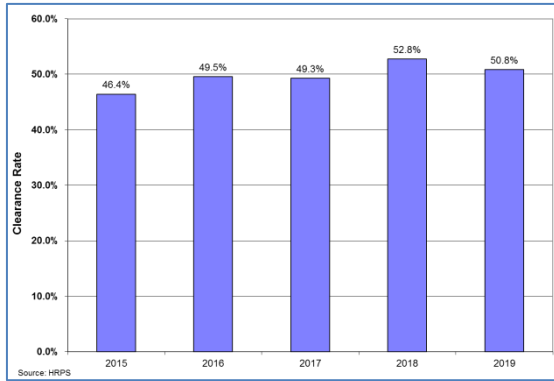
Property Crime Rate



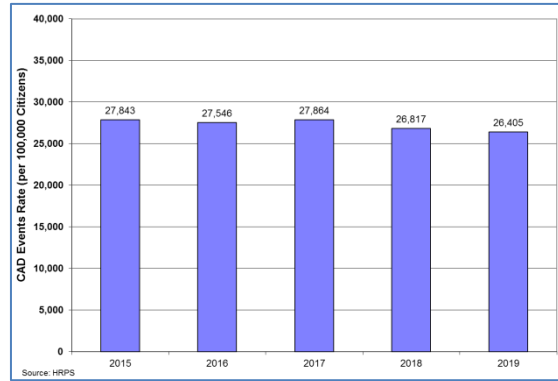
Overall Crime Rate



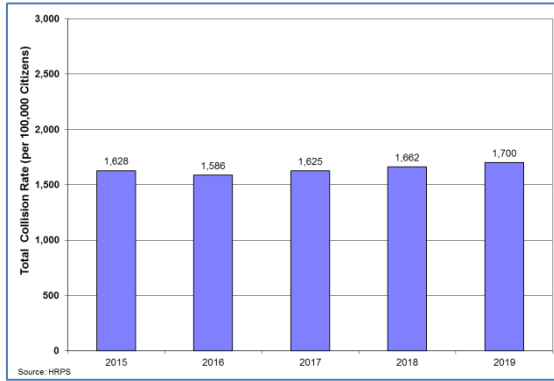
### Crime Clearance Rate



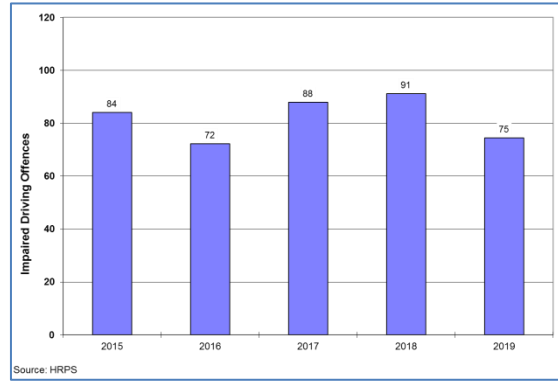
### CAD Events



### Total Collision Rate



### Impaired Driving



Stephen J. Tanner  
Chief of Police

:KM

## **Definitions**

<sup>i</sup> The **crime rate** is the number of crimes that occurred for a set number of residents. The Service and Statistics Canada report the number of crimes per 100,000 people. Using a rate of crime measurement allows us to compare crime statistics between communities with different populations, and within communities over different time periods.

<sup>ii</sup> **Violent crime** incidents involve offences that deal with the application, or threat of application, of force to a person. These include homicide, attempted murder, and various forms of assault, robbery and abduction/confinement.

<sup>iii</sup> **Property crime** incidents involve unlawful acts with the intent of gaining property but do not involve the use or threat of violence against an individual. Theft, breaking and entering, mischief, fraud and possession of stolen goods are examples of property crimes.

<sup>iv</sup> **Other Crimes** incidents involve the remaining Criminal Code offences that are not classified as violent or property incidents (excluding traffic). Examples include bail violations, counterfeit currency, disturbing the peace, prostitution and offensive weapons.

<sup>v</sup> The **clearance rate** is the percentage of the total number of crimes that occur which are solved (cleared). Criminal incidents can either be cleared "by charge" or "cleared otherwise". When a police investigation leads to the identification of a suspect, an "information" is laid against that person (i.e., the person is formally charged). From a statistical point of view, the laying of an information means that at least one actual incident can be "cleared by charge".

Incidents can also be "cleared otherwise." In some cases, police cannot lay an information even if they have identified a suspect and have enough evidence to support the laying of an information. Examples include cases of diplomatic immunity, instances where the complainant declines to proceed with charges against the accused, or cases where the alleged offender dies before he or she can be formally charged. Such incidents are considered to be "cleared otherwise," that is, other than by the laying of a charge.

<sup>vi</sup> **CAD Events** is a measure of service delivery and represents a self-contained unit of police activity as captured in the Computer Aided Dispatch (CAD) system. The number quantifies work for both uniformed police officer and civilian members. Please note that to best capture response and service delivered to the public as opposed to internal administrative work, certain CAD event types are excluded in the calculation such as OUTS, BUSY, Abandoned 911 calls and non-police calls received through communications.

<sup>vii</sup> **A Property Damage Collision** is a motor vehicle collision where property damage has occurred but in which no parties are injured.

<sup>viii</sup> **An Injury Collision** is a motor vehicle collision where one or more parties involved are injured.







# Halton Regional Police Service Public Agenda Recommendation Report

To: Chairman and Police Board Members From: Chief Stephen J. Tanner  
 Subject: SECONDMENT – ADMINISTRATIVE FIREARMS OFFICER & AREA FIREARMS OFFICER  
 Report #: P20-4-R-11 Date: April 23, 2020

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## RECOMMENDATION:

*“That the Halton Regional Police Services Board authorizes the Chairman to sign an extension agreement with the Ministry of Community Safety and Correctional Services, operating as the Chief Firearms Office for Ontario, for the continued secondment of the Administrative Firearms Officer and Area Firearms Officers on a full cost recovery basis.”*

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Stephen J. Tanner  
Chief of Police

:KM

## INTRODUCTION AND BACKGROUND:

In December 2009, the Board approved an increase in sworn authorized strength by one Detective Constable to create the position of Firearms Officer for a one year pilot project (C09-12-CPO-R-08).

One of the key factors in this proposal was that the existing Provincial and Area Firearms Officers, employed by the Service and partially funded by the Province, would be seconded full time to the Provincial Firearms Office with the commensurate full cost recovery to be put in place.

Since that time, the Board has entered into contracts in May 2010, May 2013, May 2015, and March 2018 with the Ministry of Community Safety and Correctional Services, operating as the Chief Firearms Office for Ontario (CFO), which sets out the conditions of the secondment.

**DISCUSSION / ANALYSIS:**

The primary responsibilities of the seconded member is to investigate and support the initial and continuing eligibility of individual and business applicants for firearm licences and to conduct business inspections within the jurisdiction of the Board and surrounding municipalities. The CFO may require the seconded member to infrequently work in other jurisdictions within Ontario in a temporary support role. Case assignments and maintaining proper mandate focus is the responsibility of the CFO in collaboration with the Board representative – the Inspector of Regional Investigative Services (Intelligence and Drugs)

The Service has actively supported the CFO providing seconded members. The current seconded Detective Constable commenced her assignment in January 2015; however, the Service has provided a seconded police officer in this role for over 20 years. Through the specialized training they receive and the subsequent experience they gain, the seconded Detective Constable has become a subject matter expert and invaluable internal resource for other members of the Service.

The Ministry has requested that this contract be renewed for an additional year, which includes full cost recovery. The term of this Agreement is one year and shall commence on March 31, 2020 and remain in effect up to and including March 31, 2021.

Approval of the recommendation allows the Board to continue with the secondment agreement that coincides with the previously approved secondment.

**ALTERNATIVES:**

N/A

**CONSULTATION:**

- Deputy Chief Jeff Hill- Regional Operations
- Superintendent Kevin Maher- Regional Investigative Services
- Inspector Dave Stewart – Regional Investigative Services
- Ken Kelertas, Director – Legal Services

**FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:**

The recommendation allows for the provision for full cost recovery for the seconded personnel.

**STRATEGIC MANAGEMENT ISSUES:**

Approval of the Service's participation in supporting the Chief Firearms Office of Ontario supports the following Themes and Goals from the 2020-23 Corporate Business Plan:

**Theme 1 (Community Safety and Well Being) Goal 2:**

*Deter criminal activity and maximize crime clearance rates – strengthen crime prevention, enhance community policing and safety initiatives and relentlessly pursue criminals.*

**Theme 2 (Outreach & Collaboration) Goal 6:**

*Ensure the best and most effective use of police resources- define and clearly communicate the areas for which the Service is responsible.*

**Theme 3 (Capability and Engagement) Goal 3:**

*Maximize the effectiveness and efficiency of the organization by:*

*d) Ensuring that necessary police resources are available through accountable fiscal planning and sustainable funding.*





# Halton Regional Police Service Public Agenda Recommendation Report

To: Chairman and Police Board Members

From: Chief Stephen J. Tanner

Subject: SPONSORSHIP – SPECIAL FRIENDS DAY

Report #: P20-4-R-12

Date: April 23, 2020

## RECOMMENDATION:

*“That the Halton Regional Police Services Board approves a \$3,000 contribution from the Board Trust Fund for the sponsorship of 2020 Special Friends Day games, shirts and refreshments.”*

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Stephen J. Tanner  
Chief of Police

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## INTRODUCTION AND BACKGROUND:

Since 1994, the Service and the Board have supported Special Friends Day within our community. This special day provides an opportunity for hundreds of mentally and physically challenged youth and adults and their families to come together with Regional emergency services members for a day of non-competitive, fun filled activities. The day's activities include a BBQ, parade, music, live entertainment, carnival games, crafts, sporting activities and special guests. This year as a pilot the event will be incorporated with Police Day on May 9, 2020 but we will still be able to maintain a distinct feel and theme for our Special Friends by staggering the start times.

Volunteers from police, ambulance and local community partners run all of the events. Significant volunteer time is contributed to register participants, organize the events of the day and obtain sponsors for the day's activities. We have also been generously supported by local businesses who have donated prizes, equipment, food or money to support our activities.

For the second year Special Friends Day will take place at Police Headquarters at 2485 North Service Road West, Oakville. This location ensures we have adequate facilities to

deal with any weather issues and encourages our headquarters to be a focal point of this special event. Last year proved to be an outstanding success. In preparation for this year's event, we are again approaching service clubs and business owners within the community to provide sponsorship. While many of the items required for this day are generously donated from the community, there are general operating costs associated with running an event of this scale in a successful and memorable way.

#### DISCUSSION / ANALYSIS:

In previous years, the Board has generously supported Special Friends Day by donating funds which covered the cost of purchasing t-shirts for participants and volunteers. Last year, funds went towards the games and carnival activities. In 2019, we again had a very successful day with over 500 special friends and their families in attendance.

This year, the Special Friends Steering Committee is requesting a \$3,000 sponsorship from the Board to channel towards the funding of the games/activities, T-shirts. The costs being down from \$5,000 last year by sharing costs with Police Day.

The Board would also be recognized in marketing initiatives and on the day of the event as a major sponsor for Special Friends Day.

#### ALTERNATIVES:

Not provide sponsorship for this new increased activity – Not recommended. The growth of the Special Friends Day attendance and commitment of the Special Friends Steering Committee and their volunteers should be supported on the 25th anniversary of this well attended community event.

#### CONSULTATION:

- Special Friends Steering Committee

#### FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

Board approval of the recommended sponsorship will further reduce the total cost as follows:

Events and Games	\$600
T-Shirts for Special Friends	900
Food and Refreshments	<u>1500</u>
Food and refreshments (including all taxes)	<u>\$3,000</u>

The Board has sufficient funds in its Trust Fund account for the requested amount.

**STRATEGIC MANAGEMENT ISSUES:**

The Board's participation in this worthwhile community event responds to our support for community groups and partnerships. Since the 1990's, Special Friends has been an important contributor in our diversity initiatives and continues to support Business Plan Theme 2 (Communication & Dialogue) Goal 1:

*Build public awareness and support for the Halton Regional Police Service and policing in general.*







# Halton Regional Police Service Public Agenda Recommendation Report

**To:** Chairman and Police Service Board Members      **From:** Chief Stephen J. Tanner

**Subject:** 2019 OCCUPATIONAL HEALTH & SAFETY REPORT  
AND 2020 HEALTH & SAFETY POLICY STATEMENT

**Report #:** P20-4-R-13      **Date:** April 23, 2020

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## RECOMMENDATION:

*“That the Halton Regional Police Services Board authorize the Chairman to sign the 2020 Health and Safety Policy Statement on behalf of the Board in compliance with the Occupational Health and Safety Act, and further;*

*That the Halton Regional Polices Board review and receive the 2019 Health & Safety Report as stated below.”*

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Stephen J. Tanner  
Chief of Police

:IM

Attachments: Health & Safety Policy Statement

## INTRODUCTION AND BACKGROUND:

The Occupational Health and Safety Act (OHSA) mandates that employers prepare and review a written occupational health and safety policy at least annually and develop and maintain a program to implement this policy (OHSA, Section 25, 2(j)).

The Act requires continual review in order to ensure senior level commitment to the wellbeing of all workers, an understanding of the extent of the responsibilities within the Act and that a program is in place which will support and implement the policy statement. The Service’s Health and Safety Policy Statement is reviewed annually and signed by the Police Services Board Chair and the Chief of Police. The Joint Health and Safety Committee have reviewed the Policy Statement and endorse the contents.

The Occupational Health and Safety Annual Report provides an overview of the Service's Occupational Health and Safety Programs that support the legislation and policy statement, including Accident/Incident statistics. This report will also provide the Board with information on 2020 health and safety initiatives which support the overall goals of the HRPS Strategic Plan.

For the purposes of this report, the following terms will be used:

“Hazardous Situations/First Aid Injuries” – Hazards or injuries reported that may have required first aid on site, but did not require any outside medical attention.

“Medical Aid Injuries” – Incidents where a worker requires outside medical attention and the worker is able to continue working beyond the date of the accident/incident.

“Lost Time Injuries” – Incidents where a worker requires outside medical attention and the worker is unable to attend work beyond the date of the accident/incident.

“Frequency Rate” – Average number of Lost Time Injuries per 100 full-time employees.

“Severity Rate” – Average number of Total Lost Days per 100 full-time employees.

### **2019 Annual Accident/Incident Review**

The following chart summarizes the 2019 injury reports in comparison to the previous four years:

<b>Incidents Reported</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>Total Incidents</b>	155	166	193	201	159
Hazardous Situations (Info Only)/ First Aid Injuries	78	75	98	88	78
Medical Aid Injuries	56	65	68	74	44
Lost Time Injuries	21	26	27	39	37
Re-occurrences (not included in Total)	3	5	2	0	2
<b>Frequency Rate</b>	2.22	2.46	2.54	3.62	3.08
<b>Total Lost Days</b>	327	506	1789	1628	3330
From injuries occurring in current year	210	498	1257	922	2232
From injuries occurring in previous years	117	8	532	706	1098
<b>Severity Rate</b>	31.56	47.89	168.78	151.08	292.79

### Incidents Reported

The Total Incidents for 2019 were 159, which is a 21% decrease from 2018. Total Hazardous Situations/First Aid injuries decreased by 11% and Medical Aid Injuries decreased by 40%. This is the first time since 2015 that we've seen a decrease for injuries requiring medical aid, and it is a noticeable improvement for injury reductions.

The top injuries occurring across the Service are still consistently musculoskeletal related (e.g., strains, sprains, pain, soreness, etc.), contusions and cuts.

### Frequency of Lost Time Injuries

A total of 37 Lost Time Injuries were reported in 2019, which is a decrease of 5% from 2018. Twenty-nine (78%) of the incidents were reported by sworn members and two (5%) of the incidents were reported by Special Constables. There was six (16%) lost time injury reported by civilian members.

### Severity of Lost Time Injuries

Number of Lost Days	2018		2019	
	Number	Severity	Number	Severity
Total for year	1628	151.08	3330	292.79
Total from injuries occurring in current year	922	85.58	2232	196.25

- The severity rate for 2019 increased by 94% from 2018. If only taking into account of injuries that occurred in the year, the severity increased by 129%.
- 1098 (or 33%) of the Lost Days in 2019 were from injuries that occurred in previous years. These lost days can be attributed to seven occupational stress injuries that carried over from previous years into 2019, as well as two musculoskeletal injuries that had extensive treatment and recovery time (all by sworn members).
- 2232 (or 67%) of the Lost Days in 2019 were from injuries that incurred in 2019:
  - Average duration of Lost Days per Lost Time incident in 2019 was 60 days (24 days in 2018).
- 1823 Lost Days were for sworn members:
  - 1395 (77%) can be attributed to occupational stress injuries.
  - 204 (11%) can be attributed strains/sprains during course of duties, exercise or block training.

- 145 (8%) can be attributed strains caused by Motor Vehicle Collisions.
- 79 (4%) can be attributed to Slips, Trips & Falls primarily from weather conditions.
- 409 Lost Days were for Civilians or Special Constables:
  - 367 days (90%) can be attributed to occupational stress injuries by civilians.
  - 22 (5%) can be attributed to injuries that occurred during course of duties by civilians.
  - 20 (5%) can be attributed to altercations with prisoners at Milton Court by Special Constables.

The severity of lost time injuries has increased primarily due to an increase in the submission of occupational stress injuries (OSI), which is being supported to encourage early reporting for diagnosis and treatment for our members. There is also a new trend of more civilians reporting OSI. With growing awareness, and less stigma attached to OSI, the higher number of OSI being reported will continue. HRPS Wellness Unit continues to provide early intervention, resources and support for members suffering from OSI.

All injury reports are reviewed by the Occupational Health and Safety Coordinator (OHSC) and the Halton Region's Employee Health, Safety and Wellness Team. The OHSC is responsible for any follow-up that may be required for safety compliance, and the Region investigates opportunities for modified duties and facilitates "return to work" programs as required.

All injuries involving third parties or as a result of training exercises (OPC, Block Training, ESU Training, Motorcycle Training, etc.) are reported to the Training Bureau for review. This may result in additional training and/or discussion during future Block Training sessions.

### **Joint Health and Safety Committee (JHSC)**

The Joint Occupational Health and Safety Committee (JHSC) include representation from management and workers (Association appointed). In addition, the Occupational Health and Safety Coordinator is included as a resource to this committee. The Committee operates within the provisions of the Ministry of Labour approved Terms of Reference, and meets on a quarterly basis annually.

The JHSC continues to fulfill its legislated mandate including reviewing mandated testing results, reviewing monthly building inspections, reviewing accident/incident reports, reviewing Ministry issued Guidance Notes, and reviewing safety/hazard concerns as they arise.

## **2019 Health and Safety Program Overview**

The 2019 Health and Safety Program successfully completed the following objectives:

### 1. Health and Safety Training

- Three training dates were completed for supervisors (and actors) on *Occupational Health & Safety for Supervisors* (27 members).
- Ten training dates were completed for new members joining HRPS on health and safety topics (112 members).
- Designated members completed Standard First Aid training (30 members).

### 2. Health and Safety Program Development/Review

- During the year, several health and safety programs or directives were reviewed for improvement and updated, including: Reporting of Work-related Injuries & Illnesses, Health & Safety Training, Bedbugs/Pests, Decontamination Procedures, OHS Duties & Responsibilities, Asbestos Assessment & Control Program, Hazardous Materials Safety Program, and Respirator Program

### 3. Monitoring Safe Work Practices

- Staff continues to ensure that all mandated health and safety related testing is completed in the year including testing for items such as asbestos and lead plus equipment testing including fume hoods, fire alarm/fire extinguisher/sprinkler systems, heat and smoke detectors and carbon monoxide detectors.
- Staff ensures all building inspections are conducted, that all Personal Accident Investigation Reports are investigated (159 in 2019) and that ergonomic assessments are conducted based on employee requests (10 in 2019).
- Staff ensures that all Ministry of Labour visits and issues are promptly attended to and that appropriate actions/remedies are taken.

## **2020 Program in Support of the Policy Statement**

The 2020 Health and Safety Program will continue to concentrate on issues that will support the organizational goals as reported in the HRPS Strategic Plan. The 2020 program objectives include:

1. Providing legislative and non-legislative occupational health and safety training to members as required.

2. Investigating training programs that will improve employee knowledge, meet legislative requirements, improve attendance, address injury trends, and/or meet the needs of the Service.
3. Acting as an Occupational Health and Safety resource to the Service with program development, implementation, and promotion and monitoring of safe work practices, and ensuring compliance with legislative and Service standards.

The Service's health and safety initiatives continue to be recognized by other police agencies throughout the province through contact, consultation, and input with the Ontario Police Health and Safety Association (OPHSA), the Ontario Association of Designated Officers (OADO), the Public Services Health and Safety Association (PSHSA) and the Ministry of Community Safety and Correctional Services.

The OPHSA membership is comprised of both management and worker representation from police agencies across the Province. This group meets quarterly to discuss common health and safety related issues.

#### STRATEGIC MANAGEMENT ISSUES:

This report /recommendation support Theme 3 (Capability and Engagement) Goals 1, 2 and 3:

1. *Ensure that all employees are well-trained and well-equipped, and that our commitment to the support of frontline services remains paramount.*
2. *Emphasize employee health, safety and wellness — both physical and mental.*
3. *Maximize the effectiveness and efficiency of the organization by:*
  - a. *Working effectively with community and municipal partners;*

## **HALTON REGIONAL POLICE SERVICE**

### **HEALTH AND SAFETY POLICY STATEMENT**

The Halton Regional Police Service is committed to the psychological and physical health and safety of all employees, and will strive to prevent illness, injuries, accidental loss and incidents of violence and harassment. All employees will make every effort to provide and maintain a safe and healthy work environment, as well as maintain a diverse respectful workplace in which the dignity and self-respect of every person is valued.

The Halton Regional Police Services Board and the Chief of Police acknowledge the duty and responsibility to provide and maintain a healthy and safe workplace for all employees. In fulfilling this commitment, Halton Regional Police Service will support the Health & Safety, Wellness, and Workplace Violence and Harassment Programs for the protection of employees.

The Board, as employer, is ultimately responsible for employee health and safety. As Chair of the Board and Chief of Police, we give you our promise that every precaution reasonable in the circumstances will be taken for the protection of employees.

This Health and Safety Policy for the Service came into effect *June 27, 1996*. This Health and Safety Policy is supported by programs that will set, communicate and enforce health and safety standards that protect and promote the health and safety of employees. The program is located within the Policies and Procedures Manual and available to all employees.

Occupational Health and Safety is a factor of job performance; therefore, it is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety will form an integral part of this Service for the Board, the Chief of Police and the employees. Health and safety is our shared commitment and the responsibility of all of us.




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Rob Burton  
Chair  
Halton Regional Police Services Board

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Stephen J. Tanner  
Chief of Police  
Halton Regional Police Service

April 23, 2020







## Public Agenda Recommendation Report

**To:** Chair and Police Service Board Members      **From:** Rob Burton, Chair  
**Subject:** State of Emergency Committee Report  
**Report #:**      **Date:** April 24, 2020

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### RECOMMENDATION:

That the State of Emergency Committee Report be received.

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Attachments: None

### INTRODUCTION AND BACKGROUND:

The State of Emergency Committee mandate approved at the special meeting of 3 April 2020 requires that the Committee report to the entire Board at each meeting of the Board, in writing, all decisions made on its behalf between meetings.

### DISCUSSION:

The State of Emergency Committee has not made any decisions on behalf of the Board, since the last Board meeting.



# HALTON REGIONAL POLICE SERVICES BOARD

## COVID-19 CHIEF'S UPDATE

APRIL 17<sup>TH</sup>, 2020

In compliance with our Emergency Pandemic Information-Sharing Protocol the following update/overview is being provided for your information.

### 1. BUSINESS CONTINUITY

- a. Level of Sworn and Civilian staff is certainly adequate
- b. Alternate Work Arrangements (AWA) have been arranged when possible for non essential members (primarily civilian positions) and with essential front line staff where the nature of their duties allow for it. This was done to decrease the number of people at work (primarily HQ) in order to decrease risk of exposure.
- c. 2 for 1 time off - We have implemented a 2 for 1 time off process to allow a significant number to take time away from the workplace in order to lower our numbers where possible, allow for personal time off and relief from stress and to provide for the use of some time that otherwise would have remained in large time banks to be dealt with post pandemic.
- d. Personal Protective Equipment (PPE) supply remains adequate
  - i. We have approximately 11-12,000 N95 masks plus 4,000 surgical masks and a good supply of latex gloves, goggles for all staff and sanitary wipes and gel.
  - ii. We also continue to source additional supplies given the uncertainty as to how long the Pandemic may last.
- e. We have no areas of deficiency when it comes to our ability to perform all core functions and to respond to the pandemic and the enforcement of provincial orders.
  - i. Note: We have an extremely positive relationship with all municipal by-law departments who are involved in the majority of pandemic related calls at a local level (coordinated and dispatched by the HRPS)

### 2. PROVISION OF ADEQUATE AND EFFECTIVE POLICING

- a. We have no abnormal increase in calls for service or trends across the region. Calls for service have decreased in some categories and that will be reported to the Board at next weeks board meeting.

- i. A great number of Pandemic enforcement types of calls are being managed by municipal bylaw officers who have been designated by the province to do so.
- b. Our internal Pandemic Control group meets daily by teleconference. This group is comprised of the Chief, two Deputy Chiefs, Supt Odoardi who heads up the Pandemic group, Supt Milinovich (Human Resources) and Jennifer Hartman from corporate communications.
- c. Provincial Orders are being enforced and managed in partnership with municipal bylaw departments and this has been working well to date (we will have an estimate of numbers of calls for the Board at the board meeting next week)
- d. No significant complaints relating to pandemic to report to the board at this time.

### **3. MEMBER WELLNESS**

- a. We have only had two members of the service (both sworn members) test positive to date. The first has already self isolated for 14 days and has returned to duty, and I would expect the second to return to duty around April 23<sup>rd</sup> following 14 days in self isolation.
  - i. We have one additional uniform member who is off with some symptoms of COVID 19 and is awaiting test results
- b. The implementation of our 2 for 1 time off process that benefits both our members and the service has been a welcome initiative and many members have taken advantage of this opportunity to distance themselves from the workplace and to have some time away from work and from the operational stress of COVID – 19

In summary, as we conclude Week 5 of COVID-19, from an operational perspective, things remain positive and staff in good spirits.

Respectfully

Steve Tanner

Chief of Police



## Public Agenda Recommendation Report

**To:** Chair and Police Service Board Members      **From:** Fred Kaustinen  
 Chief Administrative Officer

**Subject:** Policy – Safeguarding COVID-19 Status Information

**Report #:** CAO20-4-R-06      **Date:** April 24, 2020

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### RECOMMENDATION:

That the proposed Safeguarding COVID-19 Status Information policy be adopted.

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Attachments: Proposed Policy – Safeguarding COVID-19 Status Information

### INTRODUCTION AND BACKGROUND:

The Provincial Government recently made an emergency order under the Emergency Management and Civil Protection Act that enables police services to obtain COVID-19 status information from specific custodians (health officials), comprising the name, address and date of birth and whether the individual has had a positive COVID-19 test result.

The SolGen Ministry staff have suggested that police boards adopt policies regarding safeguarding COVID-19-related private information (All Chairs & Chiefs memo 20-0041).

### DISCUSSION / ANALYSIS:

The Halton Police Board endeavours to maintain the safest large community in Canada, while ensuring that our members have the knowledge, skills and equipment to operate safely and efficiently.

The express purpose of such disclosures is to identify locations and situations which pose greater risk of contagion, such that additional precautions may be undertaken by police personnel.

The purpose of the policy is to ensure that Halton Police will safeguard this privileged information from unauthorized disclosure, intentional or otherwise, and that the Board knows the degree to which such safeguards have succeeded.

**ALTERNATIVES:**

N/A

**CONSULTATION:**

Chief Tanner was consulted in the preparation of this report.  
Big-12 board staff were consulted in the preparation of this report.

**FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:**

At issue is safeguarding the private information of members of the public, while enhancing member protection (through special knowledge) during this unprecedented state of emergency.

**STRATEGIC MANAGEMENT ISSUES:**

N/A

**Attachments:**

- Proposed Policy ADM-17 Safeguarding COVID-19 Status Information



## Policy ADM-17

### Safeguarding COVID-19 Status Information

1. During the COVID-19 State of Emergency, the Provincial Government has authorized the disclosure of COVID-19 status information by health officials to police personnel, regarding infected persons. The express purpose of such disclosures is to identify locations and situations which pose greater risk of contagion, such that additional precautions may be undertaken by police personnel.
2. Halton Police will safeguard this privileged information from unauthorized disclosure, intentional or otherwise.
3. To this end, the Chief shall ensure:
  - a. that all requests for COVID-19 status information are based on legitimate policing purposes
  - b. that call-takers seek to obtain COVID-19 status information from callers when applicable, in accordance with a standard protocol
  - c. that COVID-19 status information is limited to name, address and date of birth, and whether the individual has a positive test result
  - d. that COVID-19 status information details are shared with or disclosed to only those personnel who have valid policing reasons for such information
  - e. that all COVID-19 status information is securely stored and access to that information is limited in accordance with Chief's procedures
  - f. that all COVID-19 status information is destroyed at the conclusion of the state of emergency, as soon as permitted by law
4. The Chief shall report to the Board at the conclusion of the COVID-19 state of emergency on the status of COVID-19 status information destruction.
5. The Chief shall notify the Chair and the Board at the earliest opportunity of any material deviation from this policy, or any substantive activities or trends worthy of immediate Board awareness.

Authorized by the Board –







## Public Agenda Recommendation Report

To: Chair and Police Service Board Members From: Fred Kaustinen  
Chief Administrative Officer

Subject: Policy Review - Administration of Human Resources Policy

Report #: CAO20-4-R-07 Date: 24 Apr 2020

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### RECOMMENDATION:

THAT the Board receive the policy review of HR-03 Administration of Human Resources policy.

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Fred Kaustinen

Attachments: HR-03 Administration of Human Resources policy

### INTRODUCTION AND BACKGROUND:

The Board approved HR-03 Administration of Human Resources policy in February 2019. at that time, it directed that the policy be reviewed in one year's time.

### DISCUSSION / ANALYSIS:

HR-03 Administration of Human Resources has been reviewed by Board HR Strategic Advisor Mark Ellis, Chief Tanner, and the CAO. collectively, we agree there are no urgent or substantive gaps in this policy.

All Board policies will be reviewed as part of the Board's By-law & Policy Project, including this one, and appropriate policy amendments will be subsequently proposed to the Board.

### ALTERNATIVES:

N/A

**CONSULTATION:**

Board HR Strategic Advisor Mark Ellis, Chief Tanner were consulted in the preparation of this report.

**FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:**

N/A

**STRATEGIC MANAGEMENT ISSUES:**

N/A

**Attachments:**

- HR-03 Administration of Human Resources policy

**HALTON REGIONAL POLICE SERVICES BOARD  
POLICY MANUAL**

<b>Policy:</b>	Administration of Human Resources	<b>Date of Issue:</b>	28 February 2019
<b>Prepared by:</b>	Strategic Advisor	<b>Revision Date:</b>	
<b>Document No.:</b>	HR-03	<b>Page:</b>	1 of 2

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**Policy Statement and Scope**

With respect to the administration of the human resources of the Halton Regional Police Service, the Chief of Police will ensure that the Halton Regional Police Service provides a work environment in which all members are treated fairly with dignity and respect, and is free from discrimination, workplace harassment, workplace violence, and workplace sexual harassment.

Further, the Chief of Police shall:

1. Establish procedures that:
  - a. clarify employment rules for members;
  - b. address the promotion of sworn members, in compliance with the Halton Regional Police Services Board Bylaw 98-3;
  - c. guide evaluation of civilian jobs, consistent with collective agreements;
  - d. address the terms and conditions of job sharing;
  - e. guide the Service's response to every reported incident of workplace harassment, workplace sexual harassment and workplace violence.
2. Acquaint all members with procedures set out above in item 1 of this policy.
3. Present for Board approval, with supporting data where warranted, all member hires and terminations.
4. Establish job descriptions for all positions in the Service, and guidelines for the regular review and update of all jobs within the Service.
5. Establish an orientation and onboarding program for new employees to ensure they understand the vision and values of the Service and their role within the Service, which shall include, among other things, a review of the Service Code of Conduct and the Code of Conduct established under the Police Services Act for uniform members.
6. Ensure that all members receive training on bias-free policing, unconscious or implicit bias in the workplace, diversity, inclusion, workplace safety, and human rights.
7. Ensure members are prepared to perform their duties effectively and safely in accordance with Board policies, provincial Adequacy Standards, and the law.

8. Implement and maintain a performance appraisal system to define performance expectations, assess work performance and guide the development of all members of the police service.
9. Establish a Fit for Duty Assessment Program by which the Service can, in good faith, evaluate a member's/volunteer's fitness for duty and provide reasonable assurance that members/volunteers have the capacity and ability to competently and safely perform the duties of their position, and as such do not pose a safety or security risk.
10. Establish an organizational wellness program.
11. Establish a formal Return to Work Program to assist members who are temporarily or permanently disabled as a result of a bona fide injury/illness/disease and to accommodate members with disabilities in accordance with the Ontario Human Rights Code.
12. Comply with with the provisions of the Ontario *Human Rights Code*, the *Occupational Health and Safety Act*, the *Pay Equity Act*, and any other applicable employment legislation.
13. Ensure organizational compliance with all aspects of the Collective Agreements and Deputies' Contracts.
14. Report to the Board on a semi-annual basis regarding the disposition of public and internal complaints, and any subsequent remedial action where applicable.

The Chief shall notify the Chair and the Board at the earliest opportunity of any material deviation from this policy, or any substantive activities or trends worthy of immediate Board awareness.

Authorized by the Board – 28 February 2019



## Public Agenda Recommendation Report

**To:** Chair and Police Service Board Members      **From:** Fred Kaustinen  
 Chief Administrative Officer  
**Subject:** Sponsorship – OAPSB AGM  
**Report #:** CAO20-4-R-08      **Date:** 24 April 2020

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### RECOMMENDATION:

THAT the Board redirect its OAPSB Conference sponsorship to the OAPSB 2020 virtual AGM.

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Fred Kaustinen

Attachments:

### INTRODUCTION AND BACKGROUND:

At its meeting of 27 February 2020, the Board approved a sponsorship of the OAPSB 2020 Conference and AGM in the amount of \$5000.

OAPSB advocates on behalf of all police boards in Ontario, and provides training, advisory, networking and coordinated bargaining services to all member boards.

### DISCUSSION / ANALYSIS:

The OAPSB 2020 Conference has been cancelled due to COVID-19, and has incurred sunk costs. OAPSB is proceeding with a virtual AGM on 29 May 2020, and is asking conference sponsors to redirect their sponsorships to the 2020 virtual AGM.





### Action Registry – Public Section

Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
28 Feb 2019	4.4	<i>“THAT the Board adopt the proposed Administration of Human Resources Policy and that it be subject to review in one year’s time.”</i>	CAO	Feb 2020	Deferred by Chair to April agenda
23 Jan 2020	4.1	<i>“THAT the Chief propose Strategic Plan Key Performance Indicators be presented to the Board for approval no later than April 2020, and  THAT the CAO propose the Strategic Plan reporting schedule for key performance indicators no later than April 2020.”</i>	Chief/CAO	TBA	Deferred by Chair until after State of Emergency
3 Apr 2020	3.1	<i>“THAT the State of Emergency Committee report to the entire Board at each meeting of the Board, in writing, all decisions made on its behalf between meetings.”</i>	Chair/CAO	Monthly until end of Provincial/Regional State of Emergency	

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