



**HALTON  
POLICE  
BOARD**  
EXCELLENCE IN GOVERNANCE

## Public Agenda

**Date:** Thursday, January 28, 2021

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

**Location:** Zoom Video Conference

Link to watch meeting:

<https://us02web.zoom.us/j/82351009701?pwd=Z1E1ekUycDgySEZWTUw5Wk84N1lrUT0>

9

---

### 1. GENERAL

- 1.1 Regrets
- 1.2 Disclosure of Conflicts of Interest
- 1.3 Confirmation of Minutes of Meeting P20-12 held Thursday, December 17, 2020 and Public Minutes of Special Meeting held Thursday, January 21, 2021 (Agenda Pages 1 – 6)

### 2. PRESENTATIONS/DELEGATIONS

- 2.1 Board Communications Update - Kimberly Calderbank

### 3. CONSENT AGENDA

- 3.1 Halton Happenings - December 2020 (Agenda Pages 7 – 22)
- 3.2 P21-1-I-01 - Quarterly Human Resources Summary (Agenda Pages 23 – 26)
- 3.3 P21-1-I-02 - Semi-Annual Complaints Statistical Report – Public/Internal January – December 2020 (Agenda Pages 27 – 30)

**4. DISCUSSION ITEMS**

- 4.1 State of Emergency Committee Report  
(Agenda Pages 31 – 32)

**RECOMMENDATION**

*"THAT the State of Emergency Report be received."*

**5. OPERATIONAL VERBAL UPDATES**

**6. ACTION REGISTRY**

- 6.1 Public Information Action Registry  
(Agenda Pages 33 – 34)

**7. RECEIPT OF PUBLIC CORRESPONDENCE**

- 7.1 Township of Adjala-Tosorontio re: Antisemitism Resolution  
(Agenda Pages 35 – 36)

**8. NEW BUSINESS**

**9. MOVE INTO CLOSED SESSION**

**10. CLOSED SESSION REPORT**

**11. ADJOURNMENT**



# Public Minutes

MEETING NO. P20-12

DATE OF MEETING: Thursday, December 17, 2020  
9:00 a.m.

LOCATION: Zoom Video Conference

MEMBERS PRESENT (via Zoom Video Conference): Rob Burton (Chair)  
Councillor Jeff Knoll, Councillor Clark Somerville, Curt Allen, Don Foster, Ingrid Hann, Navneet Sekhon

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  
Superintendent Dave Stewart  
Staff Sergeant Anita Laframboise  
Fred Kaustinen, Chief Administrative Officer  
Kimberly Calderbank, Board Media Consultant  
Graham Milne, Board Secretary  
Taylor Knowlton, Articling Student

## 1. GENERAL

### 1.1 Regrets

None.

### 1.2 Disclosure 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.



1.4 Confirmation of Minutes of Meeting P20-11 held Thursday, November 26, 2020

Moved by: J. Knoll  
Seconded by: C. Allen

*"THAT the Minutes of Meeting P20-11 held Thursday, November 26, 2020 be adopted as circulated."*

Carried.

2. PRESENTATIONS/DELEGATIONS

2.1 Board Communications Update - Kimberly Calderbank

Kimberly Calderbank, Board Media Consultant, provided an update on the distribution of the Board's newsletter, social media engagement and the impending launch of the Board's new website.

3. CONSENT AGENDA

Moved by: C. Allen  
Seconded by: I. Hann

*"THAT Item Nos. 3.1 through 3.5 inclusive on the Consent Agenda be received for information."*

Carried.

4. DISCUSSION ITEMS

4.1 State of Emergency Committee Report

Moved by: C. Somerville  
Seconded by: J. Knoll

*"THAT the State of Emergency Report be received."*

Carried.



5. **OPERATIONAL VERBAL UPDATES**

There were no operational updates.

6. **ACTION REGISTRY**

6.1 **Public Information Action Registry**

There were no updates.

7. **RECEIPT OF PUBLIC CORRESPONDENCE**

Moved by: C. Somerville

Seconded by: J. Knoll

*"THAT the Public Correspondence included in the Public Meeting Agenda for December 17, 2020 be received."*

Carried.

8. **NEW BUSINESS**

There was no new business.

9. **MOVE INTO CLOSED SESSION**

Moved by: C. Allen

Seconded by: D. Foster

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

Carried.

10. **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.



11. ADJOURNMENT

The Chair adjourned the meeting at 10:34 a.m.

---

Rob Burton  
Chair

---

Graham Milne  
Board Secretary



# Public Minutes

MEETING NO. N/A (SPECIAL)

DATE OF MEETING: Thursday, January 21, 2021  
9:30 a.m.

LOCATION: Zoom Video Conference

MEMBERS PRESENT (via Zoom Video Conference): Jeff Knoll (Chair)  
Councillor Clark Somerville, Curt Allen, Don Foster, Ingrid Hann,  
Navneet Sekhon  
Gary Carr, Regional Chair

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 Election of Chair and Vice-Chair for 2021

The Board Secretary welcomed Gary Carr, Regional Chair to the Board and conducted the election.

BE IT RESOLVED THAT Councillor Jeff Knoll be elected Chair and Ingrid Hann be elected Vice-Chair of the Halton Police Board for the year 2021.

Chair Knoll spoke briefly to express appreciation for the service of former Chair Mayor Rob Burton.



2. **MOVE INTO CLOSED SESSION**

Moved by: C. Somerville  
Seconded by: D. Foster

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

Carried.

3. **ADJOURNMENT**

The meeting adjourned at 11:41 a.m.

---

Jeff Knoll  
Chair

---

Graham Milne  
Board Secretary





## Halton Happenings - December 2020

Welcome to the December 2020 edition of Halton Happenings. Halton Regional Police Service's **Framework for Community Safety and Well-being** has the following 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.

When reading through this document, there are four coloured categories: incident response has been highlighted in red, risk intervention in yellow, prevention/education in blue and social development in green.

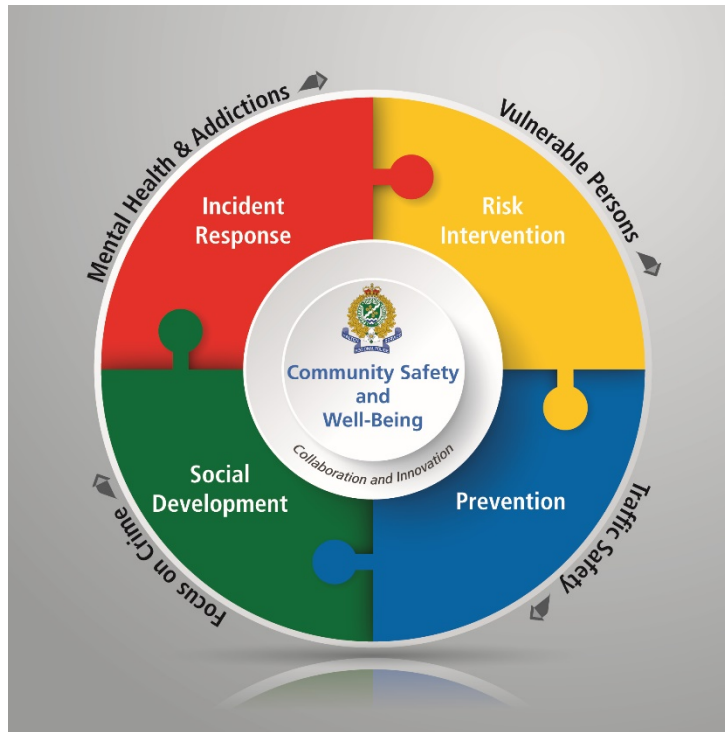
### 4 Strategic Priorities of Community Safety and Well-Being

#### 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 Service 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 - December 2020





## Halton Happenings - December 2020

### Incident Response

District 2  
Oakville

#### Focus on Crime

- Throughout the month of December, the Oakville Elementary School Liaison Officers and High School Liaison Officers have continued to assist uniformed patrol when available.
- Uniformed officers responded to one of the high schools in Oakville for a perceived online threat involving a student bringing a machine gun to the school the following week. One of the Oakville High School Liaison Officers was assigned to follow up with the investigation in attempts to identify the person responsible. Through a thorough investigation and collaboration with the Cybercrime Unit, a young person was identified and subsequently issued a Youth Criminal Justice Act Warning for their actions.
- One of the Elementary School Liaison Officers assisted uniform patrol and the district's Criminal Investigations Bureau with a suspicious package call. The Investigation revealed that the package contained raw fish. The sender was identified and subsequently apprehended under the Mental Health Act.
- Members of the Community Mobilization Bureau provided assistance to District Officers in managing a protest arranged by "Stand4Thee".



## Halton Happenings - December 2020

Regional Community  
Mobilization Bureau

### Mental Health & Addiction

#### Mobile Crisis Rapid Response Team (MCRRT):

- The Mobile Crisis Rapid Response Teams responded to 125 calls for service during the month of December. This included 50 in Burlington, 65 in Oakville, 8 in Milton and 2 in Halton Hills. Of these calls, 73 were a mental health priority call. This accounts for 58.4 per cent of the team's primary activities.

Of the 52 "other" occurrences the teams were involved in, they provided mental health support service in 20. When these numbers are factored in, 93 of the teams 125 calls were mental health related, therefore 74.4% of the team's time was spent *providing mental health support*.



## Halton Happenings - December 2020

### Risk Intervention

District 1  
Milton & Halton Hills

#### Diversity, Older Adults & Youth

- Currently, there are only three remaining school liaison officers in 1 District due to staffing realignments. As such, they have been pulled in many directions to respond to the increasing number of calls for assistance at their local elementary and high schools. They have adapted to the current visiting restrictions imposed by the schools and have conducted eight virtual presentations on topics such as internet safety, appropriate use of social media, and cyber bullying.
- They have also been responsible for investigating allegations of criminal activity involving students or related to school property. This past month they have investigated arson, mischief to property, sexual interference, and uttering threats. All of these investigations have resulted in positive outcomes for the victims and have provided a satisfactory conclusion for the school administrators.

District 2  
Oakville

#### Mental Health & Addiction

- During the month of December, the Social Worker conducted 32 outreach calls to adults requiring support. The outreach would range from counselling the individual, to making referrals specific to their identified needs.

#### Focus on Crime

- High School Liaison Officers continued an investigation into nude photographs of two students being sent around. Over the aforementioned days, the officers were able to locate and speak to multiple students who had been identified as being involved. The students were counseled on the legalities of their actions and were warned for the offences of producing, distributing and possessing child pornography.
- Elementary School Liaison Officer was contacted by one their principals and advised that some of the school's students were improperly using social media. After reviewing the content in the social media, the officer decided to speak with the offending students and their parents and educate them on the safe and proper use of social media.

#### Diversity, Older Adults & Youth

- Over the month of December, the Oakville Social Worker conducted youth outreach to five at-risk youth. The outreach included counselling and referrals to an appropriate community support depending on the identified need.
- Oakville Social Worker conducted three opioid outreaches with intent of connecting the individuals with ongoing addiction support or other community resources they may require to mitigate their drug use.
- Elementary School Liaison Officers participated in a Violent Threat Risk Assessment at one of their assigned schools for a student who had threatened another student. The results of the assessment deemed the youth to be a low risk.
- A staff member of one of Oakville's group homes reached out to the Elementary School Liaison Office looking for assistance in educating one of the residents on the dangers and consequences of sending inappropriate selfies to strangers online. One of the officers spoke with the resident and counselled them as requested.



## Halton Happenings - December 2020

- High School Liaison Officer was involved in a Violent Threat Risk Assessment for a student who had threatened to bring a machine gun to school. The assessment was conducted in the presence of school administration and police in order to identify the risk level of the student. In this case, the youth was deemed to be a low risk.
- The Oakville Youth Diversion Officer assisted uniformed officers with an investigation relating to a youth that was assaulted and forced to pay money in order to prevent further assaults by a group of youths. As a result of the investigation, one youth was placed on Diversion for assault and theft. The officer also met with several other youths and their parents, school administration and hockey coach to discuss the incident and the inappropriateness of the behaviour of this group of youth.
- The Oakville Youth Diversion Officer assisted a uniformed officer with an investigation relating to harassing communications. It was initially believed that a youth was involved in this incident but further investigation revealed that it was actually the youth's mother that had sent the harassing communications. The woman was initially referred to Adult Diversion for harassing communication but it was later decided that a caution and a referral to mental health counseling was a more appropriate resolution.



## Halton Happenings - December 2020

### Traffic

#### Commercial Motor Vehicle Unit

- Commercial Motor Vehicle Unit officers continue to adopt a Community Safety and Well-Being approach to address commercial truck concerns within our communities. In the month of December, a trend was discovered involving overweight dump trucks attending the area of Britannia and 4th Line in Milton. Weights identified eclipsed 100,000 pounds, which can be 20 per cent in excess of allowable weights. The Commercial Motor Vehicle Unit identified the offending company, initiated charges and then escalated enforcement when compliance wasn't achieved by forcing the offending company to offload overweight trucks prior to the truck being placed back in service. These efforts achieved the desired effect; trucks from this specific company were found to be compliant during subsequent random enforcement, thus elevating road safety for all road users.

### Mental Health & Addiction

#### Crisis Outreach and Support Team (COAST)

- COAST mobile visits commenced again in September with a Crisis Intervention Specialist from the Canadian Mental Health Association (CMHA) – Halton Region Branch, after CMHA suspended in-person visits due to COVID-19. Due to staffing issues at CMHA, the COAST Mobile Team is only available approximately 30 per cent of the time. COAST continues to support the Mobile Crisis Rapid Response Team. The COAST Mobile Team had 23 occurrences in December, 20 of which were mental health related accounting for 87 per cent of the team's time. Of the 23 mental health calls 9 were in Burlington, 12 in Oakville, 0 in Milton and 2 in Halton Hills.

### Diversity, Older Adults & Youth

- The Older Adult Support Officer worked with community partners such as Links2Care, Behavioural Supports Ontario, COAST, Halton Housing, and MCRRT. Older Adult Support Officer conducted nine follow ups in December to provide supports to Older Adults and their families living in the community
- Older Adult Support Officer attended weekly Situation Table meetings to engage with community stakeholders (RE: acute elevated risk clients in the region); Older Adult Support Officer also facilitated Situation Table session.

### Complex/Community Social Navigator

- The Halton Complex System Navigator position commenced on November 9, 2020, as a partnership between the Canadian Mental Health Association – Halton Region Branch and the Halton Regional Police Service. The Community Social Navigator proactively engages community members who are having multiple contacts with police. In the five week period up until December 17, the following services were provided.
  - A total of 12 client files were opened with varying levels of service provided, ranging from in depth and multi-faceted support, to consultations only.
  - 11 of 12 of the referrals came from the Halton Regional Police Service with one received from a mental health worker.
  - The Complex System Navigator provided a total of 14 consultations to various agencies, uniform officers and individual units within Halton Police.



## Halton Happenings - December 2020

- Direct telephone support was provided to clients on 46 different occasions with contact made.
- The Complex System Navigator engaged with client family members on eight occasions.
- 23 referrals were made on behalf of clients with 100 per cent of connections confirmed.

There were a total of 91 contacts completed where information was exchanged to ensure client care.

Contact/collaboration was made with many agencies. The following is a sample of some contacts made with organizations within the community.

LHIN, Links 2 Care, Public Guardian and Trustee, Halton Seniors Mental Health Outreach Program, OMTM Mental Health Outpatient Program, OTMH Brief Assessment Services, Phoenix Program, Kerr St Ministry, Service Ontario, Trillium Health Services, Region of Halton, St Joseph's Health Centre, Meals on Wheels, Halton Housing Helps, ADAPT, RAAM clinic, and Oakville Transit-Car A Van.





## Halton Happenings - December 2020

### Prevention

District 1  
Milton & Halton Hills

#### Diversity, Older Adults & Youth

- The Community Mobilization Bureau Officer has developed a solid working relationship with the management staff of the Amazon Fulfillment Centre in Milton. They approached the officer with a plan to distribute surplus items to members of the community.
- On December 15, Officers distributed toys and essential goods to the Milton Branch of the Royal Canadian Legion and the Halton Women's Place. Especially noteworthy was the participation of Cst. Dimitroff at the event, marking his first appearance in the team following a lengthy illness.
- The Amazon YYY2 team donated approximately \$46,000 worth of merchandise, including toys and household goods to The Royal Canadian Legion, Miracle on Main Street, and the Halton Women's Place. A further \$2050 in gift cards was shared between the two organizations.

District 2  
Oakville

#### Traffic

- On December 9, 2020, the Halton Regional Police was advised of an ongoing traffic concern in the area of an elementary school. These concerns included illegal parking, misuse of the drop off/pick up lanes and other violations. Officers spent mornings and afternoons monitoring the concerns. The feedback from the school was of appreciation for the efforts.

#### Focus on Crime

- Members of the Oakville Community Mobilization Bureau continued their outreach related to neighbour disputes, which have increased considerably during the pandemic. The Oakville Community Mobilization Bureau reviews these incidents, and recommends various methods of resolution including the parties speaking with the Community Conflict Resolution Service of Halton.
- Members of the Community Mobilization Bureau were requested to attend a local place of worship to complete a safety audit using the principles of Crime Prevention Through Environmental Design. The members that attended were able to identify areas of concern for the patrons to address to increase their feeling of safety, and lessen the chance of the premises being targeted for crimes.



## Halton Happenings - December 2020

### Traffic

#### Commercial Motor Vehicle Unit

- The Commercial Motor Vehicle Unit continued to support Traffic Services Unit initiated area tow truck inspections in the month of December. Despite these inspections being scheduled, a local towing company with known compliance concerns attended for an inspection during which Halton Regional Police Service truck inspectors located damaged suspension components and a flat tire on the tow truck. The offending tow company had to resort to requesting another towing company to attend to tow their tow truck, due to the weights involved. These inspections, which occur throughout the year, complement road safety and consumer protection efforts by ensuring privately owned road service vehicles meet minimum standards and are otherwise safe when hired by a member of the community to transport a vehicle.

#### Mental Health & Addiction

- The Complex System Navigator attended three case conferences to discuss complex client cases with multiple agencies.
- The Complex System Navigator completed seven outreach visits, four independently and three with a uniform officer.
- One Section 17 Apprehension was completed with Complex System Navigator accompanied by the Mobile Crisis Rapid Response Team and uniform officer.
- The Complex System Navigator attended two separate Opioid Table meetings.



## Halton Happenings - December 2020

### Social Development

District 1  
Milton &  
Halton Hills

#### Diversity, Older Adults & Youth

- Community Mobilization Bureau Officer attended the Great Canadian Superstore in Georgetown on December 5 and supported a number of volunteers who facilitated a food drive. The food and cash donations were forwarded the Georgetown Bread Basket to be shared with families in need.

District 2  
Oakville

#### Mental Health & Addiction

- Oakville Social Worker reports that she received seven referrals for support.

#### Focus on Crime

- Members of the Oakville Community Mobilization Bureau continued their community outreach throughout December. Members are currently maintaining contact with members of the community that were finding themselves starting down the bad path to criminality. This outreach has limited the person's contact with police, and helped steer them away from criminal behaviour.

#### Diversity, Older Adults & Youth

- The Oakville Youth Diversion Officer conducted five new Youth Diversion Intake meetings, received two Adult Diversion referrals and there were ten Youth Diversion terminations.
- The Oakville Social Worker conducted one Youth Diversion assessments during this December time period.
- The Oakville Youth Officer also had nine check in meetings and one outreach meeting.
- The Oakville Youth Officer also assisted the Halton Youth Probation Office with nine requests and Syl App with one.
- On December 5, 2020, members of the Community Mobilization Bureau attended Canadian Tire stores within the region for the annual 'Miracle on Main' toy drive. Despite the current pandemic, citizens attending the various stores showed their support by donating approximately 120 large bags of toys and approximately \$40,000.00 in cash donations
- The Oakville Social Worker chaired a meeting for the Oakville Child and Youth Networking Committee. This meeting's focus was to inform caregivers of the various supports available during Christmas time and throughout the pandemic.
- The Oakville Community Mobilization Bureau continues to engage the community in various ways. During the month of December one of the Oakville High School Liaison Officers conducted virtual tours of 20 Division. Through the use of Zoom, the officer was able to provide a meaningful experience given the current pandemic situation.



# Halton Happenings - December 2020

District 3  
Burlington

## Diversity, Older Adults & Youth

- A new bike was donated to the HRPS to provide to a youth/family that was in need. The bike was donated by students and staff at Aldershot High School and the Aldershot community. Community partners (Arthouse) assisted in helping identify the youth in need from the Maple Crossing community. The youth and her parents were thrilled by the gift.



## Halton Happenings - December 2020

Regional Community  
Mobilization Bureau

### Diversity, Older Adults & Youth

- The Older Adult Support Officer liaised with the Admissions Coordinator at Wellington Park Care Home about a perspective virtual presentation in 2021.
- The Older Adult Support Officer liaised with the Coordinator of the Older Adult Advisory Council in regard to the electronic dissemination of fraud prevention material.
- The Older Adult Support Officer attended training pertaining to Elder Abuse Investigations.
- In December, all successful candidates were selected for the upcoming Halton Regional Police Service Youth Advisory Council. Sixteen youth will be participating with the first meeting occurring on February 3, 2021. It is anticipated that the group will meet 1 to 2 times per month for the remainder of 2021.

### Miracle on Main Street - Tiger Jeet Singh Foundation (formally Toys for Tots)

The Miracle on Main Street holiday initiative successfully completed another great year assisting many families and children throughout our region during the holiday season. During this year's campaign, the Halton Regional Police Service was able to assist 20 elementary schools (92 students) by way of gift cards, totalling \$9,000. The Halton Regional Police Service also distributed 336 bags of toys valued at \$100,800 and \$8,960 in gift cards to several local agencies throughout our Region.

Each year, the Halton Regional Police Service work with their Community Partners to gather new donated toys and gift cards. This initiative allows thousands of families the opportunity to have an enjoyable Christmas by providing toys for less fortunate children in the Region of Halton. In 2019, the Halton Regional Police Service formed a partnership with the Tiger Jeet Singh Foundation to bring awareness to the campaign, enhance overall service delivery and assist more families than ever before.

### Cram-a-cruiser event at six Canadian Tires in Region

On Saturday December 5, the Halton Regional Police Service hosted our annual "cram-a-cruiser" event at six Canadian Tires locations in the region. The event was extremely successful. Gallinger Ford generously lent the Halton Regional Police Service one of their vans to pick up the toys purchased and donated by residents of our region. 117 bags of toys were donated (valued at \$35,100) and approximately \$12,725.80 in cash was also donated from members of our community.

### First Virtual Citizen Police Academy Completed

On Monday December 7, the Halton Regional Police Service wrapped up their first ever Virtual Citizens Police Academy. Due to the pandemic, it was decided to take this program on a "virtual" platform for members of our community. The fall 2020 program lasted six weeks and had officers from the following units give an "online" presentation: Training Unit, Emergency Services, Internet Child Exploitation, Intimate Partner Violence Unit, Human Trafficking, Drugs, Polygraph Unit, Homicide, Forensic Identification and the Collision Reconstruction Unit.

### Auxiliary Bureau

The Auxiliary Bureau activities have been suspended due to the Pandemic since March 2020. In December, 2020, Auxiliary members were permitted, under special circumstances, to assist with the annual Miracle on Main Street toy drive campaign (formerly Toys for Tots). On December, 5, 12 Auxiliary members assisted



# Halton Happenings - December 2020

District Officers at six Canadian Tire stores across the region collecting donations for this year's campaign. Auxiliary members were excited to be able to assist the Service and the community once again.



# Halton Happenings - December 2020

## Looking Ahead

- 2nd Virtual Citizens Police Academy – planning for the Winter 2021 version of the Citizens Police Academy. This Session is planned to begin in February 2021







# Halton Regional Police Service Public Agenda Information Report

**To:** Chair and Police Board Members

**From:** Chief Stephen J. Tanner

**Subject:** QUARTERLY HUMAN RESOURCES SUMMARY

**Report #:** P21-1-I-01

**Date:** January 28, 2021

## INTRODUCTION AND BACKGROUND:

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

POLICE	1Q 2020 Actual	2Q 2020 Actual	3Q 2020 Actual	4Q 2020 Actual	Current Authorized Positions	Current Variance
Chief	1	1	1	1	1	0
Deputy Chief	2	2	2	2	2	0
Superintendent	6	6	6	6	6	0
Inspector	10	9	9	10	10	0
Staff Sergeant	19	20	21	19	22	-3
Detective Sergeant	12	10	9	10	10	0
Sergeant	48	58	58	56	56	0
Detective	41	41	41	41	40	1
Constable (1st Class)	471	464	463	462	N/A	
Constable (2nd Class)	25	24	26	28		
Constable (3rd Class)	33	36	43	42		
Constable (4th Class)	58	56	37	39		
Recruits in Training	10	10	20	24		
Total Constables	597	590	589	595	591	4
<b>TOTAL SWORN</b>	<b>736</b>	<b>737</b>	<b>736</b>	<b>740</b>	<b>738</b>	<b>2</b>
Cadet *	11	1	1	12	0	12

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

CIVILIAN	1Q 2020 Actual	2Q 2020 Actual	3Q 2020 Actual	4Q 2020 Actual	Current Authorized Positions	Current Variance
Senior Management/ Administration	11	11	11	11	11	0
Supervisory/Professional/ Senior Clerical	85	84	85	87	94	-7
Clerical	106	107	103	104	113	-9
Communications	50	52	51	52	52	0
Special Constables (Escorts/Summons)	31	31	31	31	31	0
Facilities Technicians	6	6	6	6	6	0
<b>TOTAL CIVILIAN</b>	<b>289</b>	<b>291</b>	<b>287</b>	<b>291</b>	<b>307</b>	<b>-16</b>

<b>TOTAL COMPLEMENT</b>	<b>1025</b>	<b>1029</b>	<b>1023</b>	<b>1031</b>	<b>1045</b>	<b>-14</b>
-------------------------	-------------	-------------	-------------	-------------	-------------	------------

TEMPORARY STAFF <i>(Temporary employees do not form part of the authorized complement.)</i>	1Q 2020 Actual	2Q 2020 Actual	3Q 2020 Actual	4Q 2020 Actual	Comments
Full-time	10	7	7	6	* See details below
Part-time	4	2	2	2	
As Required	46	50	48	43	Communications/Courts Services/Districts/Drugs, Guns & Gangs/Forensic Identification/Homicide/ Human Resources/ Intelligence/ Police Analytics/ Information & Records Services/Support Services/Victim Services
Total Temporary Staff	60	59	57	51	

* FULL-TIME ALLOCATIONS	1Q 2020 Actual	2Q 2020 Actual	3Q 2020 Actual	4Q 2020 Actual	Comments
Replacements (Secondments/ Maternity/ LTD/etc.)	6	4	3	2	1 - Administrative Assistant, Admin Services 1-Technical Support Analyst
Special Projects	3	2	2	2	1 - Technical Support PRISM 1 - Victim Quick Response Coordinator
In Training	0	0	0	0	No Change

One Vision, One Mission, One Team

Work Volume	0	0	1	1	1-Data Entry Clerk DRU
Vacancy	1	1	1	1	1-Audit Coordinator
<b>SPECIAL SITUATIONS - UNIFORM</b> <i>*(Not included in authorized complement)</i>	<b>1Q 2020 Actual</b>	<b>2Q 2020 Actual</b>	<b>3Q 2020 Actual</b>	<b>4Q 2020 Actual</b>	<b>Comments</b>
External Secondments	6	4	7	7	4 – Ontario Police College 1 – Repeat Offender Parole Enforcement 1 – Provincial Firearms Office 1 – Provincial Anti-Terrorism
WSIB >1 year	8	8	7	8	
Leaves of Absences	1	3	1	1	1 – HRP A President
* Long Term Disability > 2 yrs	4	6	5	4	
Long Term Disability < 2 yrs	5	2	4	5	
Sick Leave (Long Term)	18	9	4	6	
Parental/Pregnancy Leave	4	4	3	5	
Jobs Shared by 2 Members	0	0	0	0	

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

One Vision, One Mission, One Team

<b>DEPARTURES</b>	<b>1Q 2020 Total</b>	<b>2Q 2020 Total</b>	<b>3Q 2020 Total</b>	<b>4Q 2020 Total</b>	<b>Total YTD 2020</b>
<b>TOTAL</b>					
<b>Uniform</b>					
Retirements	11	4	3	1	19
Resignations	7	6	2	8	23
Terminations	0	0	1	1	2
Deaths	0	0	3	0	3
<b>Civilian</b>					
Retirements	4	2	3	0	9
Resignations	3	1	2	3	9
Terminations	0	0	0	0	0
Other – position redundant	0	0	0	0	0
Deaths	0	1	0	0	1

<b>ADVANCEMENTS</b>	<b>1Q 2020 Total</b>	<b>2Q 2020 Total</b>	<b>3Q 2020 Total</b>	<b>4Q 2020 Total</b>	<b>Total YTD 2020</b>
<b>TOTAL</b>					
Sworn Reclassifications	22	36	43	18	119
Sworn Promotions	7	14	0	1	22
Civilian Reclassifications	15	15	21	8	53




---

**Stephen J. Tanner**  
Chief of Police

:DS



# Halton Regional Police Service Public Agenda Information Report

**To:** Chair and Board Members

**From:** Chief Stephen J. Tanner

**Subject:** SEMI-ANNUAL COMPLAINTS STATISTICAL REPORT – PUBLIC/INTERNAL  
JANUARY – DECEMBER 2020

**Report #:** P21-1-I-02

**Date:** January 28, 2021

## INTRODUCTION AND BACKGROUND:

The following is a statistical summary of the complaints received during the year 2020 as prepared by the Professional Standards Bureau.

### Public Complaints

Members of the public who have a complaint regarding conduct of Police Officers, the policies and/or services provided by the Police Service must file their complaint with the Office of the Independent Police Review Director (OIPRD).

<b>Table 1 - Summary – Halton Related Public Complaints filed with OIPRD</b>		<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Total complaints</b> (Total Lines 1, 2, 3, 4)		<b>70</b>	<b>49</b>	<b>75</b>	<b>100<sup>1</sup></b>
Line 1	<b>Not accepted (no action taken)<sup>2</sup></b>	<b>23</b>	<b>19</b>	<b>23</b>	<b>51</b>
Line 2	<b>Retained by OIPRD<sup>3</sup></b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
Line 3	<b>Referred to another Service by OIPRD<sup>4</sup></b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>
Line 4	<b>Referred to our Service</b>	<b>43</b>	<b>29</b>	<b>51</b>	<b>48</b>
Line 5	• Conduct - <i>Refer to Table 2</i>	46	28	49	48
Line 6	• Policy/Service – <i>Refer to Table 4</i>	1	2	3	1

<sup>1</sup> This statistic does not reflect **149** telephone calls/e-mails from members of the public to the Professional Standards Bureau phone extension/website inbox. These complaints were resolved prior to the citizen filing a complaint with the OIPRD.

<sup>2</sup> Made too late; frivolous, vexatious, bad faith; dealt with under another Act; not in the public interest; no direct effect on complainant

<sup>3</sup> After investigation, the OIPRD may deem the complaint to be unsubstantiated or, if based on reasonable grounds, there is misconduct or unsatisfactory work performance; the complaint shall be referred to the Service for disposition. Disposition is included in the “Disposition of Complaints” section. (See Table 2)

<sup>4</sup> The Chief of another Service is required to investigate the complaint and submit a written report to our Chief. Disposition is included in the “Disposition of Complaints” section. (See Table 2)

## Conduct Complaints

The following charts outline the disposition and any discipline imposed regarding the conduct complaints investigated by the OIPRD, by another Service or by Halton Police.

<b>Table 2 - Disposition of All Conduct Complaints</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Total Number of Conduct Complaints (Line 5 of Table 1)</b>	<b>46</b>	<b>28</b>	<b>49</b>	<b>48</b>
Outstanding/Under Review	0	0	1	7
Unsubstantiated/Withdrawn	32	20	26	27
Informal Resolution	10	7	19	13
Substantiated	<b>4</b>	<b>1</b>	<b>3</b>	<b>1</b>
<b>Disposition of Substantiated Complaints</b>				
Awaiting Disposition	0	0	0	0
Informal Discipline	2	1	3	1
Formal Resolution/Discipline	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
Suspension without pay, forfeiture of time, reprimand, counselling, specific program	2	1	3	1
Dismissal; Resignation Accepted, Demotion	2	0	0	0
Resulting in Police Act or other charges laid	0	0	0	0

<b>Table 3 - Appeals of Conduct Complaint Decisions</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Appealed to OCPC or OIPRD</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>3</b>
Outstanding/Under Review	0	0	0	1
Confirmed by OCPC or OIPRD	5	2	4	1
Modified by OCPC or OIPRD	0	0	0	1

### Policy/Service Complaints:

In accordance with Section 63 of the *Police Services Act (PSA)*, policy/service complaints must be reviewed by the Chief whose written disposition must be submitted to the complainant, the OIPRD and the Police Services Board.

Within 30 days of receiving the Chief's written report, a complainant may request a review by the Board of the Chief's decision.

<b>Table 4 - Requests for Review of Chief's Decision</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Total Number of Policy/Service complaints (Line 6, Table 1)</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>
<b>Requests to the Police Services Board for Review</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
Outstanding/Under Review	0	0	0	0
No action taken by the Board	1	0	0	0
Action taken by the Board	0	0	0	0

### Special Investigations Unit (SIU) Investigations

<b>Table 5 - Special Investigations Unit Investigations</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Investigations Commenced by SIU	7	4	0	8
Outstanding	0	0	0	4
Concluded with No Action Taken	7	4	0	4
Concluded with Criminal Charges Laid	0	0	0	0

### Chief's Internal Conduct Complaints

Table 6 provides a summary of internal complaints initiated by the Chief of Police regarding the conduct of a Police Officer.

<b>Table 6 - Summary - Internal Complaints</b>		<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Line 1	<b>Total Internal Chief's Complaints</b>	<b>15</b>	<b>12</b>	<b>4</b>	<b>8</b>
Line 2	Still Outstanding/under Investigation	0	0	1	1
Line 3	Referred to another Chief for investigation <sup>5</sup>	0	0	0	0
Line 4	Completed/disposed – Refer to Table 7	15	12	3	7

The following charts outline the disposition and any discipline imposed regarding the Chief's Internal Conduct Complaints.

<b>Table 7 - Disposition of Chief's Internal Conduct Complaints</b>		<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Total Number of Internal Complaints Completed/Disposed (Line 4 of Table 6)</b>		15	12	3	7
Unsubstantiated		9	6	0	1
Substantiated		6	6	3	6
<b>Substantiated Complaints</b>					
Awaiting Discipline Disposition		0	0	0	0
Informal Discipline		4	4	3	1
Formal Discipline		2	2	0	5
Suspension without pay, forfeiture of time, reprimand, counselling, specific program		4	3	3	3
Dismissal; Resignation Accepted, Demotion		2	3	0	3
Resulting in Police Act or other charges laid		0	0	0	0
Withdrawn or Resolved prior to PSA hearing		0	0	0	0

<sup>5</sup> The Chief is required to seek Board approval prior to referring a complaint to the Chief of another Service to investigate.

<b>Table 8 - Appeals of Chief's Internal Conduct Complaint Decisions</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Appealed to OCPC or OIPRD</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Outstanding/Under Review	0	0	0	0
Confirmed by OCPC or OIPRD	0	0	0	0
Modified by OCPC or OIPRD	0	0	0	0

Workplace Violence and Harassment Investigations

<b>Table 9 - Workplace Violence and Harassment Investigations</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Total Number of Complaints filed by employees this period</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>7</b>
<b>Total Complaints Still Outstanding</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Disposition</b>				
Unsubstantiated	4	5	0	3
Informal Resolution	0	1	1	2
Formal Resolution	1	1	1	2




---

**Stephen J. Tanner**  
**Chief of Police**

:BB





# Public Agenda Recommendation Report

**To:** Chair and Police Service Board Members      **From:** Jeff Knoll, Chair  
**Subject:** State of Emergency Committee Report  
**Report #:**      **Date:** January 28 2021

---

## RECOMMENDATION:

That the State of Emergency Committee Report be received.

---

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.





### Action Registry – Public Section

Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
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	
27 Aug 2020	4.6	<i>“THAT the CAO’s Board Governance expenditure report be issued semi-annually.”</i>	CAO	Semi-annually	



January 19, 2021

Mr. Rob Burton, Chair  
Halton Police Board  
2485 North Service Rd. W.  
Oakville, ON, L6M 3H8

**Via Email: [secretary@haltonpoliceboard.ca](mailto:secretary@haltonpoliceboard.ca)**

Dear Sir:

**Re: Halton Police Board Resolution-International Holocaust Remembrance Alliance Definition of Antisemitism**

On behalf of the Township of Adjala-Tosorontio, I am pleased to inform you that The Council of the Township of Adjala-Tosorontio passed the following resolution at their Council meeting held on January 13, 2021;

*Moved by: Councillor Hall-Chancey  
Seconded by: Deputy Mayor Meadows*

*That the Township of Adjala-Tosorontio support the resolution of the Halton Police Board dated October 29, 2020 endorsing the International Holocaust Remembrance Alliance (IHRA) definition of anti-Semitism as adopted by the Parliament of Canada.*

*Carried*

Sincerely,

*Dianne Gould-Brown*

Dianne Gould-Brown, CMO  
Clerk



