



**HALTON
POLICE
BOARD**
EXCELLENCE IN GOVERNANCE

Public Agenda

Date: Thursday, March 30, 2023

Time: 9:00 a.m.

Location: Community Room, HRPS Headquarters/Zoom Video Conference
Livestream at <https://haltonpoliceboard.ca/>

Please note – only Members of the Board, support staff and senior HRPS executives will be permitted inside the Community Room.

Members of the public and other interested parties are requested to watch the livestream at the link above instead.

1. GENERAL

- 1.1 Regrets
- 1.2 Disclosure of Conflicts of Interest
- 1.3 Confirmation of Minutes of Meeting P23-02 held Thursday, February 23, 2023
(Agenda Pages 1 – 8)

2. PRESENTATIONS/DELEGATIONS

- 2.1 Andrew Tyrrell, President, Canadian Caribbean Association of Halton (CAAH)
- 2.2 Public Complaint Process – Insp. Glenn Mannella and Ken Kelertas
- 2.3 Community Police Day/Special Friends Day

3. CONSENT AGENDA

- 3.1 **P23-03-I-01** - Community Safety and Well-Being Plans
(Agenda Pages 9 – 12)

3.2 **P23-03-I-02** - 2022 Police Vehicle Collision Summary
(Agenda Pages 13 – 16)

3.3 **P23-03-I-03** - Annual Police Service Performance Report
(Agenda Pages 17 – 40)

4. DISCUSSION ITEMS

4.1 **P23-03-R-05** - Appointment - Auxiliary Officers
(Agenda Pages 41 – 44)

4.2 **P23-03-R-06** - 2022 Occupational Health & Safety Report and 2023 Health & Safety
Policy Statement
(Agenda Pages 45 – 52)

4.3 **P23-03-R-07** - Annual Report on Urgent Demands for Information Related to Missing
Persons
(Agenda Pages 53 – 56)

4.4 **P23-03-R-08** - Sponsorship - Special Friends Day
(Agenda Pages 57 – 58)

4.5 **CGO23-03-I-01** - GTA Auto Theft Summit
(Agenda Pages 59 – 60)

5. OPERATIONAL VERBAL UPDATES

6. ACTION REGISTRY

6.1 Public Information Action Registry
(Agenda Pages 61 – 62)

7. RECEIPT OF PUBLIC CORRESPONDENCE

8. NEW BUSINESS

9. MOVE INTO CLOSED SESSION

10. CLOSED SESSION REPORT

11. ADJOURNMENT



Public Minutes

MEETING NO. P23-02

DATE OF MEETING: Thursday, February 23, 2023
9:00 a.m.

LOCATION: Zoom Video Conference

MEMBERS PRESENT: Jeff Knoll (Chair)
Councillor Lisa Kearns (left at 3:17 p.m.), Councillor Clark Somerville
(left at 3:55 p.m.), Curt Allen, Ingrid Hann, Navneet Sekhon

STAFF PRESENT: Chief Stephen Tanner
Deputy Chief Roger Wilkie
Deputy Chief Jeff Hill
Paul Lavergne, Director, Corporate Services
Tracy Dottori, Director, Human Resources
Bill Payne, Director, Information Technology
Inspector Anita Laframboise
Inspector Glenn Mannella
Sergeant Ryan Smith
Brian Dodd, Communications Supervisor
Fred Kaustinen, Chief Governance Officer
Kimberly Calderbank, Board Media Consultant
Graham Milne, Board Secretary

GUESTS: Duane Sprague, Ministry of the Solicitor General

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.

1.3 Confirmation of Minutes of Meeting P23-01 held Thursday, January 26, 2023

Moved by: C. Somerville

Seconded by: L. Kearns

“THAT the Minutes of Meeting P23-01 held Thursday, January 26, 2023 be adopted as circulated.”

Carried.

2. PRESENTATIONS/DELEGATIONS

2.1 Internal Support Networks - EDI (Equity, Diversity, Inclusion) Team

Sergeant Ryan Smith provided an introduction to the Service’s four Internal Support Networks and their work with the EDI team. This was followed by an overview of each network’s history and initiatives provided as follows:

- Constable Erin Cormier – LGBTQ+ Internal Support Network
- Constable Dejazmatch (DJ) James – Internal Support Network
- Constable Harjeev Brar – South Asian Internal Support Network
- Constable Erin Cormier – Women’s Internal Support Network

A copy of this presentation was included with the meeting agenda.

Moved by: I. Hann

Seconded by: C. Allen

“THAT the Internal Support Networks presentation be received.”

Carried.



3. CONSENT AGENDA

3.1 SEC23-2-I-01 - Semi-Annual Board Governance Expenditure Report

Moved by: N. Sekhon

Seconded by: C. Somerville

“THAT Item No. 3.1 on the Consent Agenda be received for information.”

Carried.

4. DISCUSSION ITEMS

4.1 P23-02-I-01 - Financial Report - Full Year Fiscal 2022

Moved by: C. Allen

Seconded by: N. Sekhon

“THAT Item No. 4.1 on the Discussion Agenda be received for information.”

Carried.

4.2 P23-02-I-02 - Purchasing Activity Report - July 2022 - December 2022

Moved by: C. Allen

Seconded by: I. Hann

“THAT Item No. 4.2 on the Discussion Agenda be received for information.”

Carried.

4.3 P23-02-I-03 - Board Trust Fund Statement/Community Fund as at December 31, 2022

Moved by: N. Sekhon

Seconded by: L. Kearns

“THAT Item No. 4.3 on the Discussion Agenda be received for information.”

Carried.



4.4 P23-02-I-04 - 2022 Hate Related Occurrence Summary

Moved by: C. Allen
Seconded by: N. Sekhon

"THAT Item No. 4.4 on the Discussion Agenda be received for information."

Carried.

4.5 P23-02-I-05 - Donations to Service - December 31, 2022

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

"THAT Item No. 4.5 on the Discussion Agenda be received for information."

Carried.

4.6 P23-02-I-06 - Collection of Identifying Information in Certain Circumstances

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

"THAT Item No. 4.6 on the Discussion Agenda be received for information."

Carried.

4.7 P23-02-R-07 - Capital Projects/Programs Status - December 31, 2022

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

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

#T6830B	Tactical Response Vehicle	\$ 13,774
#T6899A	Chair Replacement Program	(19,108)
#T6907A	3D Field Scanner Replacement	<u>25,747</u>
	Total	<u><u>\$ 20,413</u></u>



and further,

that the combined surplus funds of \$20,413 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 \$214,650 from T30810V Vehicles – 2020 that are no longer required be returned to the Police Vehicle Reserve and the Development Charge Reserves as appropriate.”

Carried.

4.8 P23-02-R-09 - Digital Evidence Management System

Moved by: C. Allen

Seconded by: N. Sekhon

“THAT the Halton Police Board authorize the Board Chair to execute a Memorandum Understanding (MoU) with the Ministry of the Solicitor General of Ontario as it pertains to Digital Evidence Management implementation.”

Carried.

4.9 P23-02-R-14 - Compliance Review of Board Policies & Service Policies

Moved by: I. Hann

Seconded by: N. Sekhon

“THAT the Halton Police Board receive this report on a comprehensive examination of Board and Service policies to ensure congruence and compliance between the two libraries of policy.”

Carried.

4.10 New Board Show on YourTV

This item was withdrawn.

The meeting recessed at 10:30 a.m. and resumed at 10:40 a.m.



5. OPERATIONAL VERBAL UPDATES

Operational updates were provided as follows:

- Recent drug investigation and seizure
- Invitation to Board Members to attend No Hate in Halton launch on March 20
- Ontario Police College March Past in Aylmer, Ontario March 30

6. ACTION REGISTRY

6.1 Public Information Action Registry

Completed items removed and YourTV item deleted per Board request.

Moved by: C. Allen

Seconded by: I. Hann

"THAT the Public Information Action Registry be received."

Carried.

7. RECEIPT OF PUBLIC CORRESPONDENCE

Moved by: C. Allen

Seconded by: N. Sekhon

"THAT the Public Correspondence be received for information."

Carried.

8. NEW BUSINESS

There was no new business.

9. MOVE INTO CLOSED SESSION

Moved by: N. Sekhon

Seconded by: I. Hann

"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**

Moved by: I. Hann
Seconded by: N. Sekhon

"THAT the Halton Police Board do now adjourn this meeting."

Carried.

The meeting adjourned at 4:13 p.m.

Jeff Knoll
Chair

Graham Milne
Board Secretary



Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: COMMUNITY SAFETY AND WELL-BEING PLANS

Report #: P23-03-I-01

Date: March 30, 2023

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.

CONSULTATION:

Deputy Chief R. Wilkie
Inspector J. Craddock
Alex Sarchuk, Region of Halton
Dr. Hamidah Meghani, Region of Halton
Susan Alfred, Region of Halton

A handwritten signature in black ink, appearing to read "Stephen J. Tanner".

Stephen J. Tanner
Chief of Police

:AL

Attachments: Community Safety and Well-Being Status Report – December 2022 – March 2023



Halton Regional Police Service

Community Safety and Well-Being Status Report December 2022 - March 2023



The Regional Community Mobilization Bureau provides updates on community safety and well-being planning (CSWB) in Halton. The aim of this status report is to maintain a timely, consistent flow of information relating to CSWB progress and performance.

Report Period: December 2022 – March 2023

Submitted To: Halton Police Board

Community Safety and Well-Being Updates

A Community Safety and Well-Being Action Table Leads meeting was held in December 2022. Below are some of the key highlights shared by those who attended the meeting.

Building Safer Communities

Halton Region has been selected to receive approximately \$3.9M in funding over four years through the Building Safer Communities Fund (BSCF), a federally-funded initiative under Public Safety Canada (PSC). The BSCF is a four-year initiative to develop community-based prevention and intervention strategies to prevent gun and gang violence.

Halton Region will align the *Building Safer Communities* initiative with Halton’s *Community Safety and Well-Being Plan*. A Building Safer Communities Action Table is being set up with community partners to provide evidence-based crime prevention and intervention activities for children, youth, and young adults. The Action Table will plan and deliver the *Building Safer Communities* initiative.

Support for Youth Transitioning from the Care of Child Welfare Services

The Action Table is working together to support youth transitioning from the care of child welfare services. This collective impact initiative aims to assist youth with education, employment and training, in addition to mentorship supports.

The purpose of the Halton Youth Collective Impact Program is to improve outcomes for youth between the ages of 18-24 who are transitioning from the care of Halton CAS. Action Table members have worked hard to pair youth within the program with lifelong mentors to support them during this life transition. The program has run for three years, with approximately 30 youths involved each year. Data is collected to measure the success of youth in the program in relation to their satisfaction with education, employment, and training.

Over the next year, the program is looking at sustainability and reporting on key outcomes. The Action Table hopes to share the findings of the program with other Children’s Aid Society agencies across the province.

COMMUNITY SAFETY & WELL-BEING STEERING COMMITTEE

Deputy Chief Roger Wilkie
Halton Regional Police Service

Inspector Julie Craddock
Regional Community Mobilization Bureau
Halton Regional Police Service

Alex Sarchuk
Commissioner of Social and Community Services
Halton Region

Dr. Hamidah Meghani
Commissioner and Medical Officer of Health
Public Health, Halton Region

Susan Alfred
Director Healthy Families
Public Health, Halton Region

COMMUNITY SAFETY & WELL-BEING WORKING GROUP

Sergeant Richard Judson
Regional Community Mobilization Bureau
Halton Regional Police Service

Constable Ashley Lilliman
Regional Community Mobilization Bureau
Halton Regional Police Service

Christina Gallimore
Manager Human Services Planning and Program
Support, Social and Community Services
Halton Region

Kendra Habing
Decision Support Advisor – CSWB
Initiatives, Social and Community Services
Halton Region

Harmeet Sandhu
Community Partnerships Analyst
Social and Community Services
Halton Region



Halton Regional Police Service

Community Safety and Well-Being Status Report December 2022 - March 2023



Community Wellness Hub

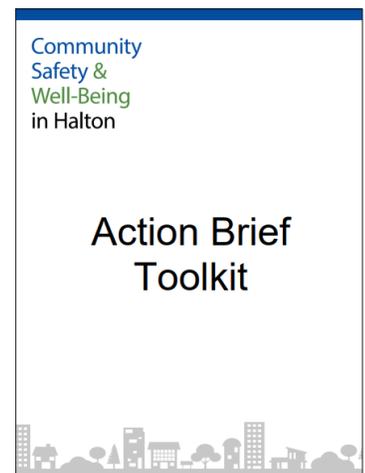
The Community Wellness Hub (CWH) Leadership Action Table was convened to support older adults in Halton and provide guidance to increase the spread and scale of the CWH model (previously called the Program for All Inclusive Care for Elders, or PACE). The Burlington Ontario Health Team and Connected Care Halton Ontario Health Team are collaborating with community partners to expand the CWH model to additional sites across Halton.

New Resource: Action Brief Toolkit

The first in a series of toolkits to support CSWB Action Tables, the *Action Brief Toolkit* has been released. The toolkits are designed to support Community Safety and Well-Being Action Table members and partners with planning, implementing, and evaluating initiatives that impact the health, safety, and well-being of Halton residents.

The CSWB Team is pleased to launch the first toolkit in the series, which focuses on Action Briefs. Action Briefs can be used by community partners looking to identify and scope issues they would like to bring forward to the CSWB team. The Action Brief is used to provide an overview of the issue, evidence of need for an Action Table, potential response options, and relevant stakeholders. The Action Brief also asks how the proposed issue aligns with the criteria for an Action Table response: that is, supported by data, requires a collaborative, multi-sector, or systems-level approach, poses a risk to community safety if it is not addressed, and has an actionable size and scope.

If you would like to learn more or receive a copy of the toolkit contact: cswb@Halton.ca



CSWB Frequently Asked Questions Document Now Available

Halton's Community Safety and Well-Being team has developed a frequently asked questions document to provide an overview of Community Safety and Well-Being planning and Halton information relevant to the initiative. The document can be found on [Halton.ca](https://www.halton.ca) or [accessed here](#).

To learn more about our [community safety and well-being initiatives](#), visit [halton.ca](https://www.halton.ca).



Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2022 POLICE VEHICLE COLLISION SUMMARY

Report #: P23-03-I-02

Date: March 30, 2023

INTRODUCTION AND BACKGROUND:

The police vehicle collision summary report covers the period January 1 to December 31, 2022, 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. The Service's Safe Driving Committee continues to review all preventable collisions in an effort to identify causes, trends and strategies to improve safety.

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 2022, HRPS vehicles travelled a total of 7.842 million kms, representing the most kilometres travelled when compared to previous years (see table below). It was noted that calendar year 2020 is an anomaly which may have been due to the COVID pandemic.

	2019	2020	2021	2022
Total kms driven	7.456	7.225	7.464	7.842

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 2022 there were a total of 123 Service vehicle collisions with total confirmed damage costs of \$377,083. This represents a decrease in both incidents and total cost, when compared to 2021 where there were 141 Service vehicle collisions reported and \$430,816 in damage costs. In 2022, there were three (3) instances where the collision resulted in the

total loss of the unit. The number of collisions and total damage costs is the highest in 2021, compared to the four-year period reported below. Previous year's figures are as follows:

	2019	2020	2021	2022
Number of collisions – all	131	94	141	123
Number of collisions – write-offs	6	6	4	3
Total damage costs	\$305,873	\$359,910	\$430,816	\$377,083
Total damage costs – average per incident	\$2,335	\$3,829	\$3,055	\$3,066
Total damage costs – per 10,000 km driven	\$410	\$498	\$577	\$481

The average total damage cost per incident was \$3,066 in 2022 and is consistent with \$3,055 in 2021.

The following table presents the 2022 Service Vehicle Collision statistics in comparison with the three previous years.

PREVENTABLE COLLISIONS	2019	2020	2021	2022
Follow Too Close	6	4	8	4
Too Fast for Conditions	3	0	3	1
Failure to Observe Clearances	26	17	44	33
Failure to Obey Sign/Signal	0	0	0	0
Improper Turn	0	5	1	1
Improper Parking	0	0	0	2
Improper Passing	0	0	0	0
Fail to Yield	7	2	4	1
Improper Backing Up	4	6	4	4
Miscellaneous	10	5	2	5
TOTAL PREVENTABLE COLLISIONS	56	39	66	51
TOTAL NON-PREVENTABLE COLLISIONS	59	42	58	63
COLLISIONS WITH UNKNOWN CAUSE	16	13	17	9
NUMBER OF COLLISIONS - ALL	131	94	141	123

After a review of the 2022 Service Vehicle Collisions, the following comments are provided for information purposes:

- There was a decrease in Preventable Collisions in 2022, with a total of 51 instances or 41% of all collisions. In 2021 there were 66, which was the highest in the last four years and represented 47% of all collisions.

- The most significant category of Preventable Collisions continues to be Failure to Observe Clearances representing 69% in 2022, consistent with 67% in 2021. In 2019 and 2020 this statistic was lower at 46% and 44% respectively.
- There were 63 Non-Preventable Collisions in 2022 representing 51% of all collisions. This increase in percentage of Non-Preventable Collisions can partially be explained by various changes in classification considerations that have impact to statistical comparisons. Fleet Services has recommended a review to the classification process to address changes and resulting impacts. In 2021, 41% of all collisions were Non-Preventable which is consistent with prior years, 45% in 2020, and 45% in 2019. This category includes incidents where the member / driver was deemed not at fault for the collision.
- The number of incidents in the category of Collisions with Unknown Cause represents 7% of all collisions in 2022, 12% in 2021 which is also consistent with prior years, 14% in 2020, and 12% in 2019. This category accounts for previously unreported incidents or 'found' damage that 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 2022, 36% of all incidents did not incur repair costs as either the damage was minor or the vehicle was at the end of its lifecycle and it was deemed not cost effective to repair. This compares with 41% of incidents in 2021, 23% of incidents in 2020 and 35% in 2019.

Damage to Service Vehicles

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

In 2022 there were 28 Damage to Service Vehicle incidents with damage cost totalling \$18,073. In 2021 there were 25 incidents reported with total damage costs totalling \$12,798. The comparison to previous years is as follows:

	2019	2020	2021	2022
Number of incidents – all	37	16	25	28
Total damage costs	\$16,309	\$12,313	\$12,798	\$18,073
Total damage costs – per incident	\$441	\$770	\$512	\$645
Total damage costs – per 10,000 km driven	\$22	\$17	\$17	\$23

Of the 28 Damage to Service Vehicle incidents in 2022, 3 were minor and did not incur repair 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. For example, in 2021, of the 25 Damage to Service Vehicle incidents, 9 were minor and did not incur repairs costs.

The following table presents the 2022 Damage to Service Vehicles statistics in comparison with the previous three years:

ITEM	2019	2020	2021	2022
Wheels/Tires/Rims	4	1	1	4
Windshields/Glass	15	11	15	20
Body/Engine/Interior/Exterior Damage	14	4	9	4
Broken Mirrors	4	0	0	0
Prisoner Initiated Damage	0	0	0	0
Undercarriage	0	0	0	0
TOTAL	37	16	25	28

In 2022 there were no known court ordered restitution payments received relating to vehicle damage.

Conclusion

In 2022, the number of **Service Vehicle Collisions** (123), total write-offs (3), and total damage costs (\$377,083) reflect a decrease in number of incidents and cost compared to 2021.

In 2022, the number of **Damage to Service Vehicle** (28) occurrences represents a slight increase in total number of incidents and more significant increase in costs when compared to 2021.

An internal driver training program was executed in 2022 in an effort to decrease preventable collisions. Feedback was positive and there was significant value associated with the program. Follow up training maybe considered for future years.

In 2023, The Safe Driving Committee will continue to review all preventable collisions in an effort to identify causes, trends and strategies to improve safety.



Stephen J. Tanner
Chief of Police

: JR / PL



Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: ANNUAL PERFORMANCE REPORT

Report #: P23-03-I-03

Date: March 30, 2023

INTRODUCTION AND BACKGROUND:

This report presents an overview of the Service's 2022 performance in a number of key statistical measures compared to previous years.

Statistical Summary

This section of the report provides a statistical summary for 2021 and 2022, 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 2022 statistics for Halton will be issued by Statistics Canada in July 2023 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 3,607 more criminal offences were reported in 2022 (15,103) than were recorded in 2021 (11,496). This is a raw number increase of 31.4%, but represents an increase in the crime rateⁱ of 28.7% when Regional population growth is taken into account.

Violent crimeⁱⁱ offences increased by 29.0% from 2,091 in 2021 to 2,698 in 2022. This represents a violent crime rate increase of 26.4% taking population change within Halton into account. These crimes accounted for 17.9% of all criminal offences, down from 18.2% in 2021.

Property crimeⁱⁱⁱ increased by 35.6% from 7,461 in 2021 to 10,118 in 2022. This represents a property crime rate increase of 32.9%.

The "Other Crimes"^{iv} category of offences was up by 17.6% in 2022 (from 1,944 to 2,287 offences). This represents a crime rate increase of 15.3% in this category of crime.

The 2022 clearance rate^v (40.8%) was down from the 2021 value (43.8%).

Other Trends

Reportable motor vehicle collision totals were 40.2% higher during 2022, compared to 2021 (up from 6,180 to 8,666). Property Damage collisions^{vii} were up from 5,410 to 7,719 (42.7%). Injury collision^{viii} totals were up 22.6% in 2022, rising from 764 to 937. Fatal collisions increased from 6 in 2021 to 10 in 2022. Despite these increases, property damage and injury collision totals and rates are below those reported in the pre-pandemic years of 2018 and 2019.

Impaired driving apprehensions were down 14.1% in 2022 (from 490 to 421).

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 4.7% to 37,610 (from 39,457 in 2021).

Total CAD Events^{vi} increased by 290, or 0.2%, to 134,457 (from 134,167) in 2021.

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 2023:

Halton Region:

	2018	2019	2020	2021	2022	5-Year Average
Robbery	16	19	14	11	24	17
Assault	253	216	201	188	220	215
Sexual Assault	35	35	27	34	42	35
Violent Crime	398	360	354	335	424	374
Break and Enter	172	170	107	108	128	137
Auto Theft	97	95	90	140	204	125
Theft	741	707	550	606	830	687
Fraud	195	202	136	163	221	183
Property Crime	1,387	1,365	1,063	1,195	1,588	1,320
Other Criminal Code	295	314	197	311	359	295
Total Crime	2,080	2,039	1,614	1,842	2,371	1,989
Impaired Driving	97	87	81	79	66	82
Property Damage Collisions	1,482	1,524	901	867	1,212	1,197
Personal Injury Collisions	177	171	109	122	147	145
PONs and Warns Issued	9,031	8,785	8,144	6,322	5,904	7,637
CAD Events	26,817	26,405	23,902	21,498	21,106	23,946
Crime Clearance Rate	52.8%	51.0%	52.1%	43.8%	40.8%	48.1%

District 1:

	2018	2019	2020	2021	2022	5-Year Average
Robbery	18	16	12	10	16	14
Assault	294	225	192	186	205	221
Sexual Assault	33	28	18	32	40	30
<i>Violent Crime</i>	444	349	310	323	368	359
Break and Enter	136	115	76	60	71	92
Auto Theft	79	76	84	131	186	111
Theft	692	636	460	513	597	580
Fraud	148	160	105	125	147	137
<i>Property Crime</i>	1,218	1,169	884	961	1,167	1,080
<i>Other Criminal Code</i>	409	489	257	480	607	448
Total Crime	2,071	2,007	1,451	1,763	2,142	1,887
Impaired Driving	93	94	96	66	65	83
Property Damage Collisions	1,316	1,382	822	786	1,159	1,093
Personal Injury Collisions	182	174	116	122	170	153
PONs and Warns Issued	8,625	7,535	7,612	4,986	5,124	6,776
CAD Events	24,618	24,086	22,870	17,707	18,000	21,456
Crime Clearance Rate	55.8%	55.2%	60.1%	49.7%	49.8%	54.1%

District 2:

	2018	2019	2020	2021	2022	5-Year Average
Robbery	14	22	16	9	32	19
Assault	233	216	199	172	191	202
Sexual Assault	32	32	29	32	38	33
<i>Violent Crime</i>	375	372	367	323	397	367
Break and Enter	191	188	109	113	154	151
Auto Theft	83	91	88	158	227	129
Theft	721	671	510	578	800	656
Fraud	207	215	163	169	235	198
<i>Property Crime</i>	1,367	1,358	1,059	1,194	1,604	1,316
<i>Other Criminal Code</i>	261	235	168	157	162	197
Total Crime	2,002	1,966	1,593	1,674	2,162	1,880
Impaired Driving	89	79	67	63	51	70
Property Damage Collisions	1,425	1,430	855	842	1,089	1,128
Personal Injury Collisions	161	160	92	112	111	127
PONs and Warns Issued	8,489	8,928	7,584	7,307	6,100	7,682
CAD Events	24,199	24,255	21,897	20,651	19,761	22,153
Crime Clearance Rate	51.3%	54.9%	50.6%	40.0%	33.6%	46.1%

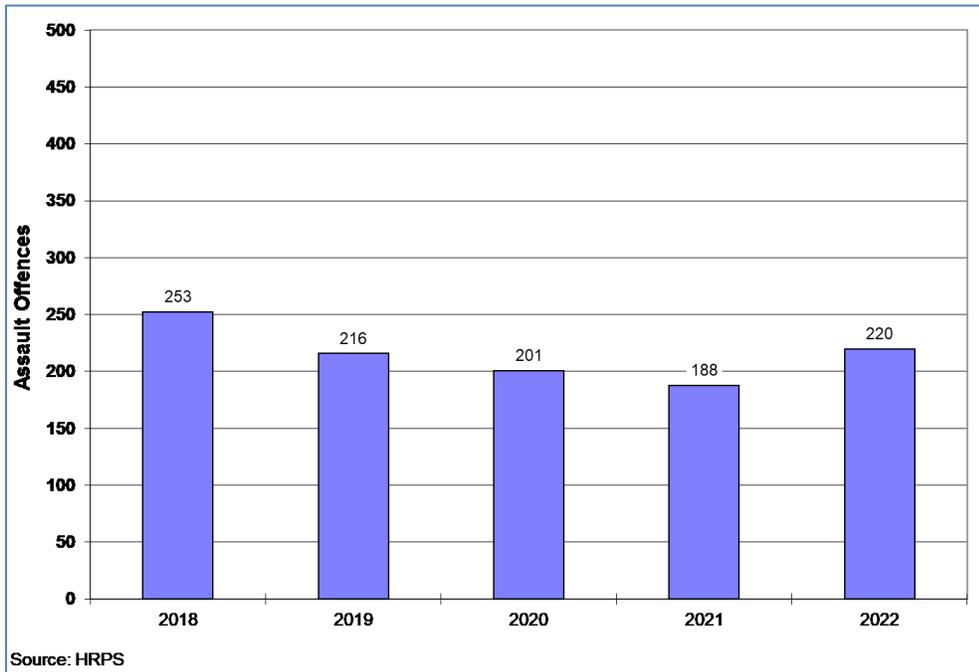
District 3:

	2018	2019	2020	2021	2022	5-Year Average
Robbery	18	19	14	12	23	17
Assault	229	204	212	207	272	225
Sexual Assault	42	47	36	39	47	42
<i>Violent Crime</i>	373	359	391	360	523	401
Break and Enter	189	210	142	163	168	174
Auto Theft	135	121	99	127	198	136
Theft	816	827	699	725	1,103	834
Fraud	234	234	140	201	298	221
<i>Property Crime</i>	1,594	1,596	1,267	1,447	2,025	1,586
<i>Other Criminal Code</i>	206	202	159	292	280	228
Total Crime	2,173	2,157	1,818	2,099	2,828	2,215
Impaired Driving	110	89	79	112	85	95
Property Damage Collisions	1,730	1,803	1,050	999	1,422	1,401
Personal Injury Collisions	189	181	121	136	160	157
PONs and Warns Issued	9,323	9,156	7,942	6,771	5,836	7,805
CAD Events	28,690	28,497	25,075	24,804	23,893	26,192
Crime Clearance Rate	51.3%	42.3%	46.5%	42.2%	39.8%	44.4%

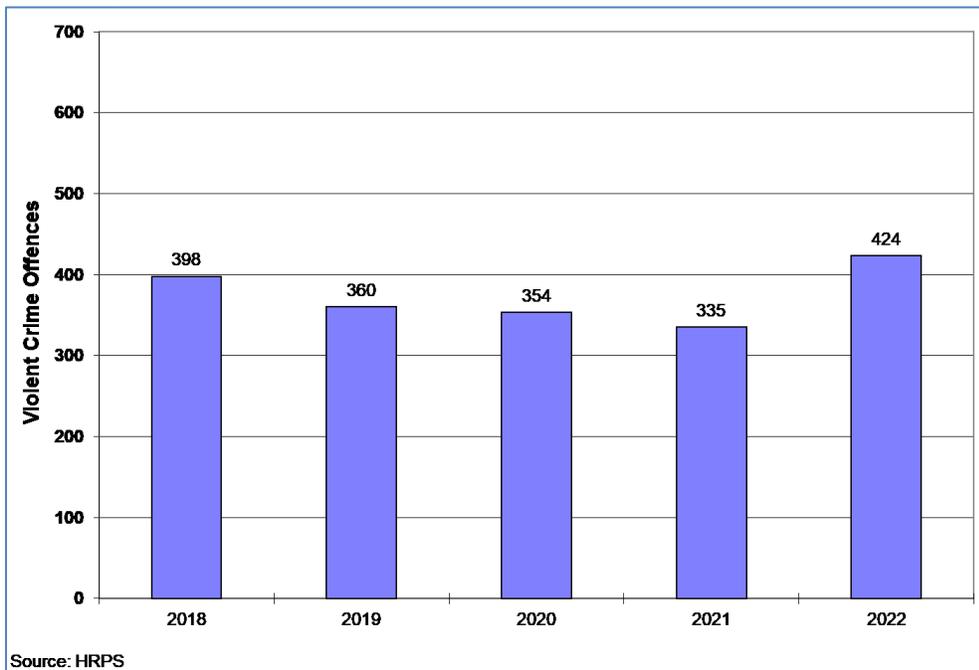
Key Trends

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:

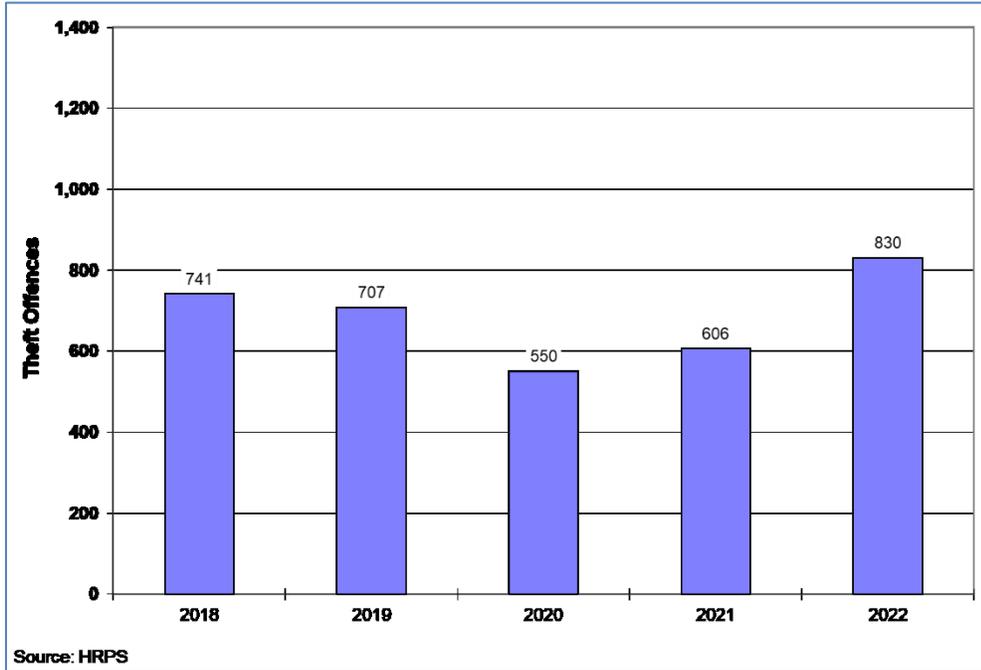
Assault Rate



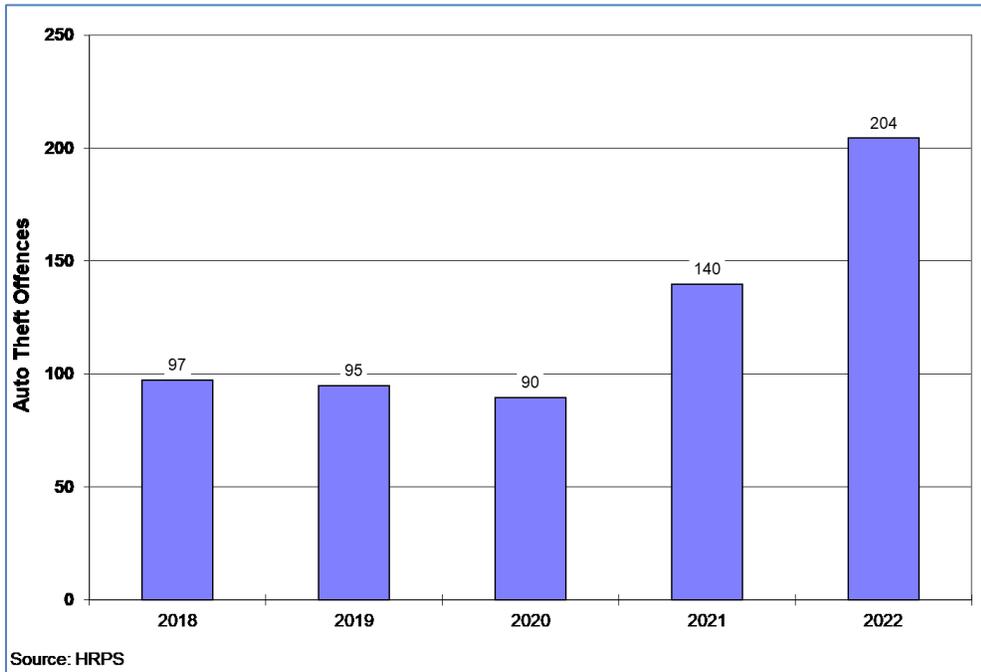
Violent Crime Rate



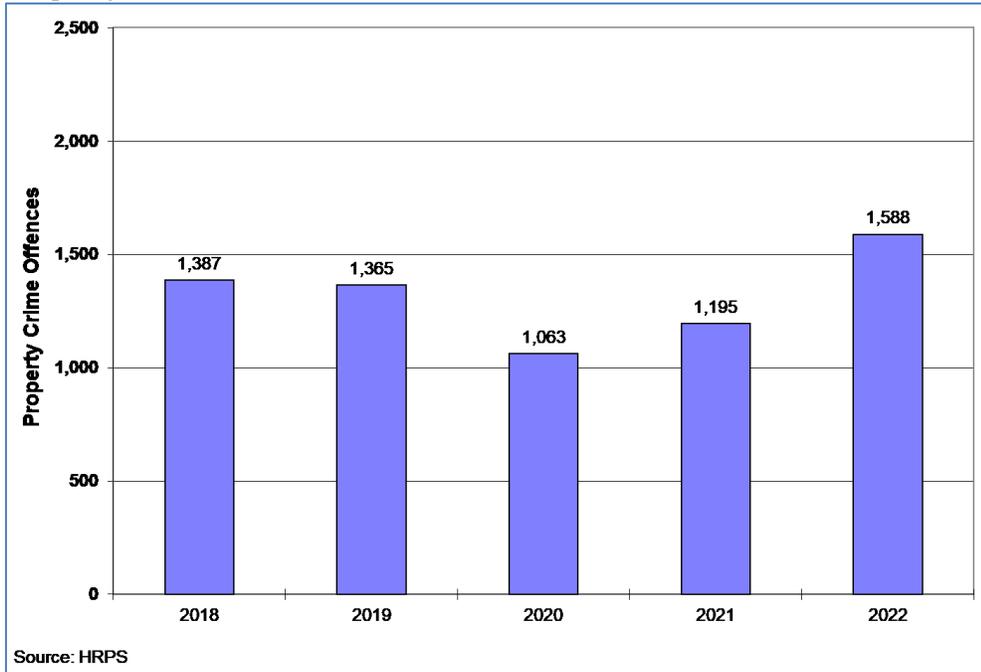
Theft Rate



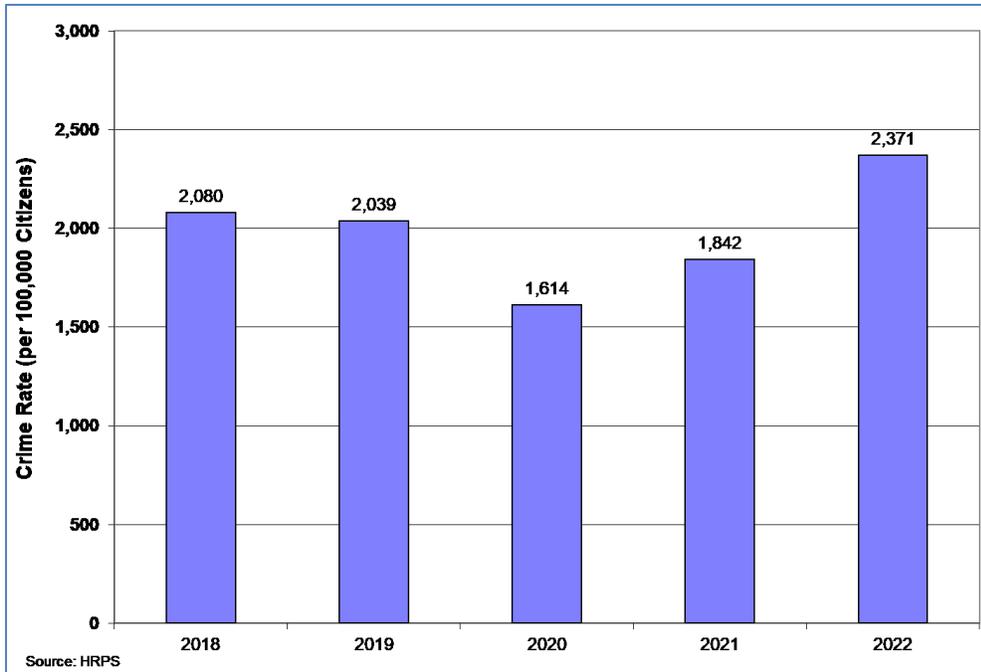
Auto Theft Rate



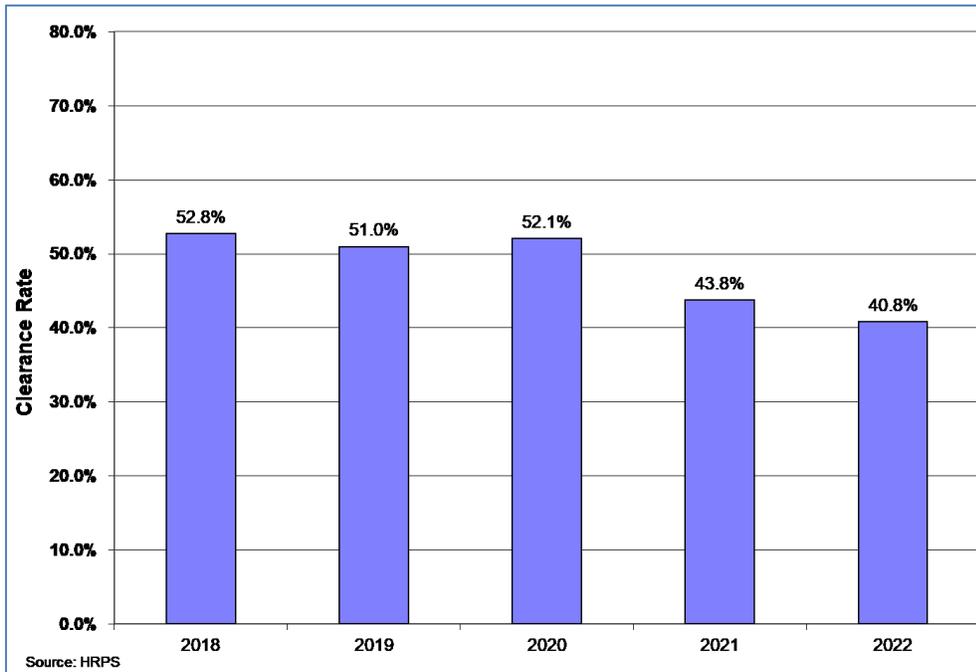
Property Crime Rate



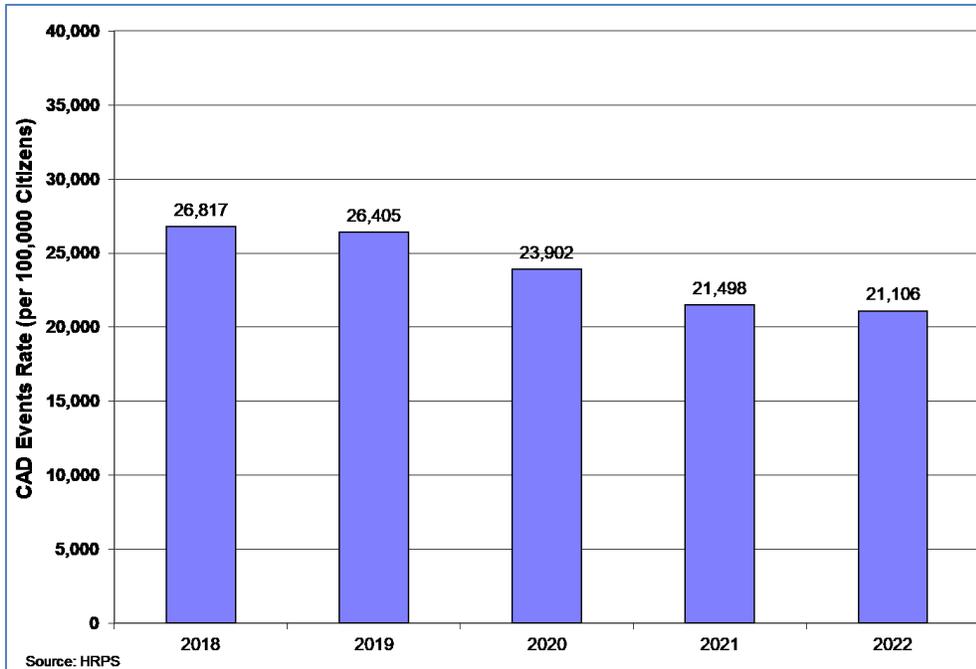
Overall Crime Rate



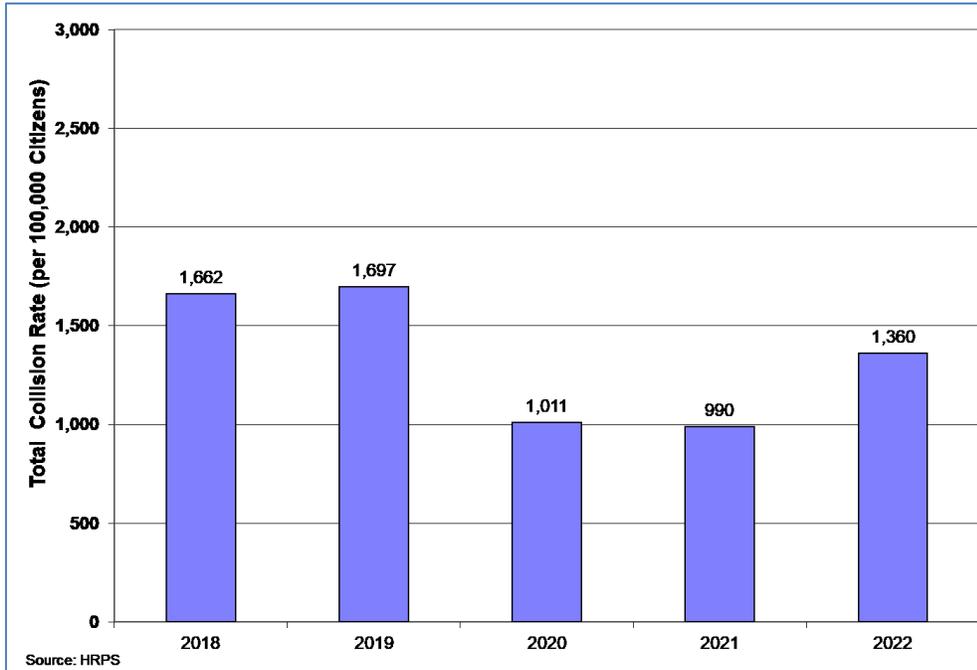
Crime Clearance Rate



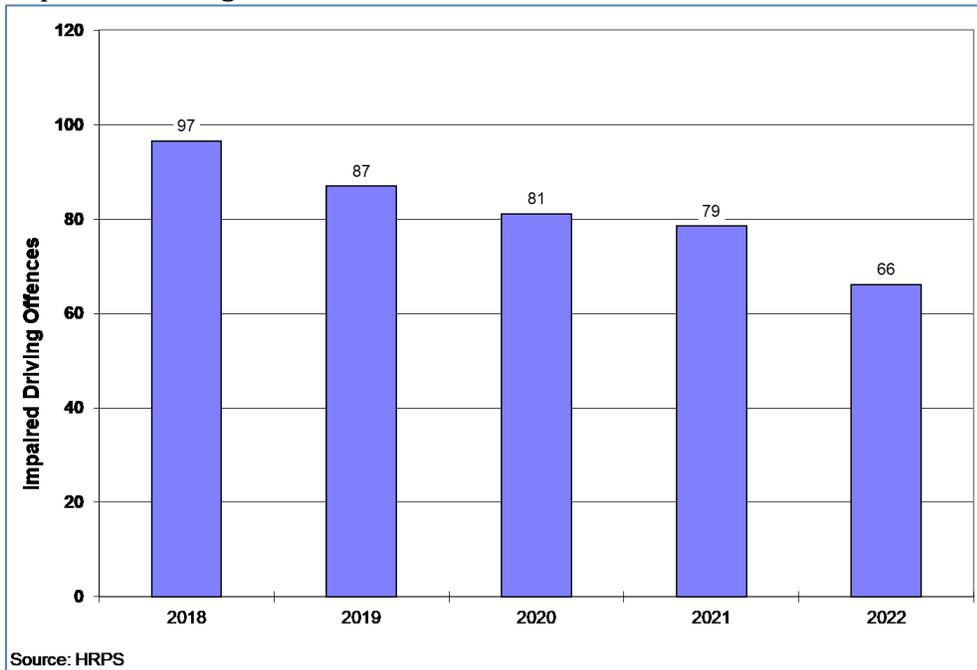
CAD Events



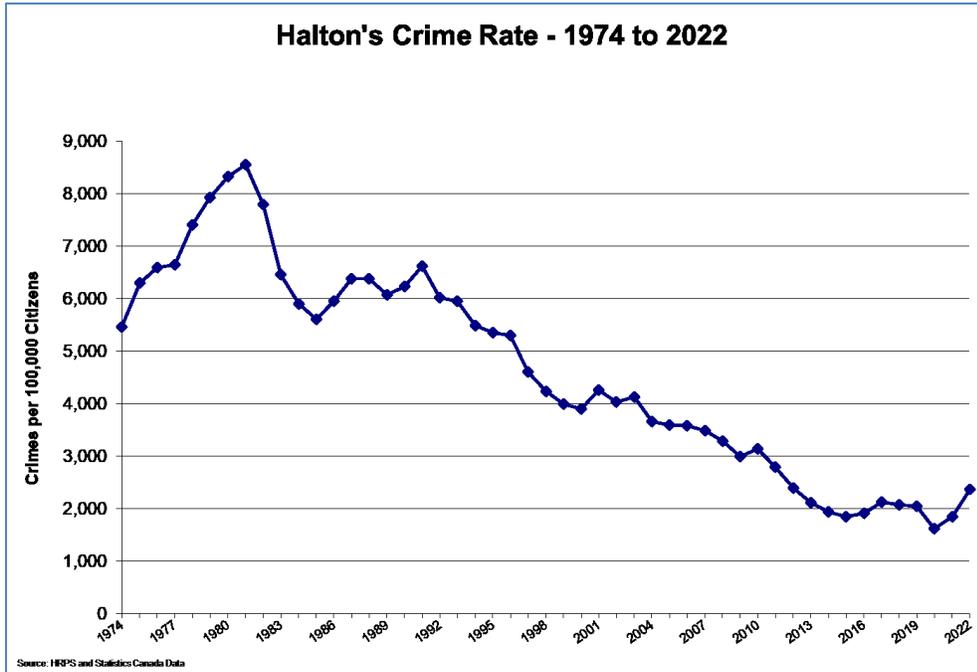
Total Collision Rate



Impaired Driving



Halton's Historical Crime Rate



Comparison to Pre-Pandemic Performance Measures

At the September 29th meeting, the Board received a report on the Service's January-to-June 2022 performance in a number of key statistical measures, compared to previous years. The report identified that "the impacts of the COVID-19 pandemic were significant in a number of crime and performance metrics in 2020 and 2021, and the data from the first six months of 2022 suggests a return to pre-pandemic levels is underway".

The Board requested a follow-up report outlining what crime categories had shown increases in the first six months of 2022, compared to the same time period prior to the pandemic. Additionally, the Board asked about trends in cyber-crime; hate crime; human trafficking and how the Service is responding to changing criminal activity. The following provides updated data for that provided to the Board in October:

2018/2019 Compared to 2022

This section of the report provides a statistical summary for the full-year 2018 and 2019 average (pre-pandemic) and 2022 (post-pandemic) timeframes. The average of 2018 and 2019 was chosen as a representation of the pre-pandemic period and ensures that typical year-to-year variation within crime categories is minimized. Data was obtained from the in-house Niche Records Management System (RMS) and was prepared and analysed by the Analytics and Decision Support Unit.

Analysis indicates that 2,948 more criminal offences were reported in 2022 (15,103) than were recorded in 2018/19 (12,155). This is a raw number increase of 24.3%, but represents an increase in the crime rateⁱ of 15.1% when Regional population growth is taken into account.

Violent crimeⁱⁱ offences increased by 20.6% from 2,237 in 2018/19 to 2,698 in 2022. This represents a violent crime rate increase of 11.7% due to population increase.

Property crimeⁱⁱⁱ increased by 24.6% from 8,121 in 2018/19 to 10,118 in 2022. This represents a property crime rate increase of 15.4%.

The "Other Crimes"^{iv} category of offences was up by 27.2% in 2022 (from 1,797 to 2,287 offences). This represents a crime rate increase of 17.9% in this category of crimes.

The following table takes a closer look at the crime sub-categories that have increased moderately or significantly (namely "Occurrence Total Change" greater than 10 and Crime Rate increase greater than 3%) between 2018/19 and 2022:

UCR CODE	2018/19 Average Total	2022 Total	Occurrence Total Change	2018/19 Rate per 100,000	2022 Rate per 100,000	Percentage Change in Rate
1330 – Sexual Assault	203	258	55	34	40	17.7%
1420 – Assault With Weapon or Causing Bodily Harm – Level 2	235	334	99	40	52	31.7%
1610 – Robbery	106	152	47	18	24	33.5%
1620 – Extortion	21	185	164	4	29	716.1%
1625-26 - Harassment and Threats	412	535	124	70	84	20.4%
2130 - Theft Over \$5000	116	164	49	20	26	31.5%
2135 – Theft of Motor Vehicle	567	1302	735	96	204	112.7%
2143 – Shoplifting under \$5000	1,124	1,992	868	190	313	64.2%
2160-66 –Fraud and Identity Theft	1,172	1,411	240	199	221	11.6%
2170 – Mischief	925	1,120	196	157	176	12.2%
3510 - Fail to Appear	681	1,261	581	115	198	71.7%

The above 11 offence categories account for over 100% of the total occurrence increase between 2018/19 and 2022 (3,155 out of an overall increase of 2,948 occurrences). This data shows that 2022 crime rates returned to above pre-pandemic levels (and, as shown in the “Halton’s Historical Crime Rate” figure earlier in this report, are at their highest overall level since 2012).

HRPS Response to Changing Crime Trends

Background Information

As the table above shows, a sizable proportion of the crime increases, when comparing the pre-pandemic period with 2022, occurred in assault and theft crime categories. The identified theft crime categories accounted for 61% of the overall increase alone. The following are likely to have been key contributing factors in these increases:

- Wearing a mask is still common place in public settings (and was especially so during the first six months of 2022). However, for investigating crime, it provides a significant hurdle as it pertains to identifying the person(s) responsible.
- The changing economy and soaring current inflation rate that followed the pandemic has created a financial crisis for some.
- Continuing advancements in technology have created an opportunity for criminals to mask/protect their identity, and at times create a situation where police cannot overcome certain security features. This includes, encryption software, applications that hold no data and other data security systems.

Public Engagement and Education

Engaging/Educating the public to play an active role in crime prevention remains a top priority and one of the best sources of information the police can leverage towards solving crime. HRPS has recently utilized a variety of strategies to connect with the community, including:

- Town Hall and Resident Association presentations.
- Ongoing media releases.
 - Highlighting arrests.
 - Outlining crime prevention strategies.
- Paid adverts utilizing algorithms to seek out target audiences.
- Updates to our website.

National/Provincial Response through Formalized Joint Forces Operations and Relationship Building.

Crime knows no borders and in order to truly enhance our investigative resources, it is vital to foster relationships with our policing partners and view organized crime at a Provincial/National level, rather than exclusively at a Regional/District level. Below are two crime categories that have recently increased significantly that are being addressed at the Provincial Level through official joint forces operations with the HRPS:

- Auto Theft and Robbery
 - **Project Myra:** OPP, Durham, Peel, York and Saskatoon.
 - 214 vehicles recovered valued at 12 million.
 - Hundreds of criminal charges and 28 arrests.
 - **Project High-5:** OPP, Peel, York, CBSA.
 - 217 vehicles recovered valued at 11 million.
 - 24 people arrested and 321 charges.
 - The HRPS is also actively participating in two ongoing projects with our policing partners targeting those involved in car thefts/carjackings

Local Response

Despite committing resources to larger-scale projects/initiatives, the HRPS remains committed to ensuring a local response through district/regional projects, strategies and enforcement. Below are a few recent initiatives in response to changing crime trends:

- **Project Eleanor:** reprogramming auto theft file.
 - 32 vehicles recovered valued at 2.2 million.
 - 7 arrests and numerous charges.
- **Project Winston:** utilizing CSWB to address crime and other social issues at the Churchill Ave. / North Service Road complex.
- **Project OakCat:** district focus on the uptick in catalytic converter thefts.
- **Project Armadillo:** a 12-month investigation into overnight residential break and enters targeting high end vehicles.
 - 2 arrests, 40 charges, 2 recovered firearms.
- **Project Sextortion:** implementation of investigative strategy to combat online sexual extortion.
- Investigative Response Team (IRT): formed for a major case, such as attempt murder, shooting or an emerging trend e.g. carjacking; pharmacy robberies.
- Developing Uniform Patrol: Feeding the 'learning environment' through ongoing engagement with the frontline, updates on criminal trends and training with respect to authorities and arrest strategies.
 - Risk Mitigation Team and Task Force development and deployment.
 - 'Coffee Talks' - authority based training.
 - Quick Hits – best practices from specialized units.
 - Alternatives to Pursuits involving Stolen Vehicles.
 - Sudden Death Investigation Guide.

Cyber-Crime Update

Cyber-Crime, or computer-based crime, refers to a broad cross-section of criminal offences including extortion, fraud, interference with data, mischief and criminal harassment. The commonality of these crimes being that the offender(s) carried out the majority of their criminality via the internet and/or additional technology.

Within Halton, the most common occurrences of cyber-crime are in relation to fraud. Over the past several years there has been a steady influx in computer-based frauds. Year-to-date approximately 55% of frauds reported to our Fraud Intake involve cyber/technology in some fashion.

There are several examples of fraud related computer crime including; computer hacking, online banking compromises (usually through a phishing-type ploy involving a random text or email), business email spoofs, etc. These are typically done remotely and are difficult to track and trace to a specific offender as most are actually routed to a “boiler room” or phone center in another country, with the offences being committed by suspects involved in a criminal network. These types of frauds, as well as the volume associated to them, have a major negative impact on clearance rates.

Another aspect of fraud related computer crime is investment scams involving cryptocurrency. There have been several reported occurrences of this specific type report this year, and although the volume isn't as high as some of the other scams, the losses are quite staggering. This scam preys on a victim who wants to get involved and invest in cryptocurrency. Often they use social media apps to make contact and present fake prospectus papers with inflated returns to extract more money out of people.

The addition of a new Regional Investigative Services Analyst position as part of the 2022 budget will greatly enhance the service's ability to track, categorize and analyze computer-based crime. This in turn will assist in identifying common offenders and trends. The Regional Fraud Unit works closely with the Corporate Communications team to issue crime prevention messaging on a timely basis, in order to minimize the amount of victimization occurring in our community.

In 2023, the Service will be launching the Computer Crime Unit. This new unit, comprised of highly skilled and trained officers and civilians, will become the strategic foundation for the Service to build upon in the years ahead as computer-based crime increases in both frequency and complexity.

Human Trafficking Update

The main form of Human Trafficking that occurs in the Halton Region is Sex Trafficking. Sex Trafficking is primarily facilitated through online escort services such as Leolist, amongst others. Halton is geographically positioned between the major human trafficking corridors (major highways such as QEW, 403, 407, and 401) with numerous motels and mid-sized hotels. These factors combine to make Halton a lucrative market for criminals. To date, the majority of sex trafficking victims being exploited are adults. During the pandemic, a rise in older victims was noticed. During conversations with survivors it was learned that the circumstances created by the pandemic forced some into the sex trade (restaurant staff, adult dancers, etc.). Consistent with years past, HRPS has seen victims being trafficked inter-provincially with a large contingent coming from Quebec.

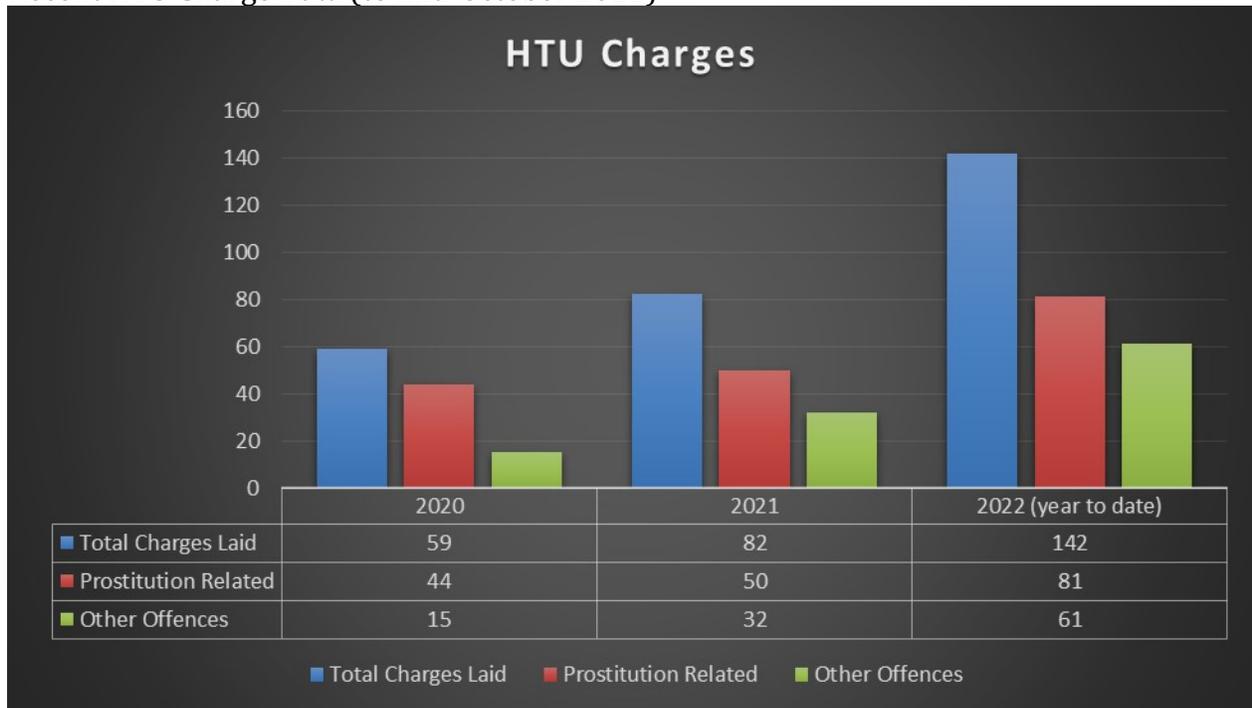
The Human Trafficking Unit (HTU) is responsible for investigating prostitution-related offences which include the following:

- Trafficking in persons
- Receive material benefit from trafficking in persons
- Withhold or destroy identity document
- Obtaining or Communicating to obtain sexual services for consideration
- Material benefit from sexual services provided
- Procuring a person to provide sexual services
- Advertise sexual services for consideration

Almost all human trafficking investigations also include other offences which occur as a way for the trafficker to exercise their control over the victim. These offences typically include:

- Sexual assaults
- Assaults (usually severe in nature or include bodily harm)
- Extortion
- Criminal Harassment
- Threats (not just against the victim, but towards their family and friends)
- Weapons charges
- Animal cruelty (they will use the victim's pets as collateral and cause harm to them in an attempt to get the victim to do what they want)

Recent HTU Charge Data (to mid-October 2022):



The HTU believes the higher numbers (2022) to be a more accurate depiction of the issue of Human Trafficking in Halton and attributes the increase over this timeframe to several factors which include:

- Victim-centred approach – putting the victim and their needs first enhances rapport building and breaking down barriers to them coming forward
- Collaboration with non-government agencies
- Persistent investigations utilizing all investigative tools available to identify victims and perpetrators
- A lack of in-person community supports available due to pandemic restrictions resulting in fewer referrals from non-government agencies during 2020 and 2021

Post-Pandemic Proactive Initiatives:

- As restrictions related to the pandemic were loosened, the Human Trafficking Unit, in consultation with Justice partners, created and implemented Project Embark. Embark is a proactive undercover operation designed to address the “demand” side of the sex industry targeting those who wish to obtain sexual services from underage sex industry workers. In three consecutive days of the trial phase of this initiative, six men between the ages of 18-56 were subsequently charged for attempting to obtain sexual services from a “perceived” minor.

Community Engagement:

- HRPS Human Trafficking investigators continue to collaborate with non-government agencies that provide interim housing, counselling services, and overall support to survivors. These include:
 - Elizabeth Fry Society of Halton and Peel.
 - Sexual Assault and Violence Intervention Services.
- Human Trafficking Detective was a panel member delivering Human Trafficking Awareness for ZONTA – Oakville aimed at a Human Trafficking Education Discussion and a Key-Note Speaker at the SAVIS Annual General Meeting.
- Human Trafficking Detective is a member of the Halton Collaborative Against Human Trafficking, a collective of many non-government agencies working to provide support and assistance to victims.
- In-person Citizen Police Academy training. With restrictions rescinded, Human Trafficking investigators have returned to educating members of the public on Human Trafficking-related issues in a more conducive and engaging environment.
- Detective Sergeant sits on the program advisory committee for Restorations Second Stage Homes. Restorations is a residential facility that can house survivors of human trafficking for up to two years. The program includes counselling services and education from peers with lived experiences.

Hate Crime Update

Effectively responding to hate / bias motivated occurrences continues to be a top priority for our police service. In 2022, there were a total of seventy-eight (78) hate related occurrences reported to the Halton Regional Police. This is an increase in occurrences compared to the sixty-four (64) that were reported in 2021. This includes Oakville (33), Burlington (22), Milton (17) and Halton Hills (6).

Specific definitions established and implemented to categorize hate related occurrences

- A **hate crime** is a criminal offence committed against a person or property, that is perceived to be motivated and/or is motivated, in whole or in part by the suspect's hate, bias or prejudice based on real or perceived race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor.

Note: In 2022, there were a total of 40 occurrences reported that met the above definition.

- A **suspected hate crime** is a criminal offence against a person or property with reasonable suspicion that is motivated by hate/bias/or prejudice and cannot be proven to be solely motivated by hate.

Note: In 2022, there were a total of 7 occurrences reported that met the above definition.

- A **hate/bias incident** involve behaviours that, though motivated by bias against a victim's race, religion, ethnic/national origin, gender, age, disability or sexual orientation, are not criminal acts. Hostile speech or other disrespectful/discriminatory behavior may be motivated by bias but is not necessarily criminal in nature;

Note: In 2022, there were a total of 31 occurrences reported that met the above definition.

Halton Regional Police Response to Hate Related Occurrences

In 2022, we continued our commitment to respond to hate related occurrences by making several enhancements and additions to our anti-hate programming. This included providing additional training for our members, expanding our outreach efforts and undertaking consultations for the purpose of better meeting the needs of the community across Halton. Some of the enhancements and additions to our anti-hate programming in 2022 included:

Community Safety and Policing Grant

In the spring of 2022, our police service was awarded \$1.2 million in funding through the Ministry of the Solicitor General's Community Safety and Policing Grant. The grant, to be issued over a three-year period, has enhanced our ability to combat hate within the region by allowing us to expand on our existing programming, while developing new opportunities to ensure we better respond to hate in our region and support those impacted.

HRPS Study on Hate and Bias in our Community

To ensure that our service is fulfilling its mandate in this key area of policing, this year, we engaged prominent third-party consultant, Dr. Barbara Perry. Dr. Perry is the Director of the Centre on Hate, Bias and Extremism and is recognized internationally for her ground-breaking work in this field. Dr. Perry has worked with our Equity, Diversity and Inclusion Office to review our policies and processes but also conduct extensive community consultations to better understand the needs of those across the region. The results from this study and recommendations from Dr. Perry will ensure that our Police Service is better positioned to remove barriers to reporting hate, enhance our response to these types of incidents and better support those impacted.

Response to Global Events #PREVENT

Recognizing that any hate related occurrence can have a localized impact, the Equity, Diversity and Inclusion Office monitors all high-profile events that could increase the risk of victimization or reduce the sense of public safety for our Halton residents. Through the use of proactive patrols at places of worship or direct communication, our Police Service is able to mitigate any future risks associated to diverse groups being the target of similar or retaliatory incidents. In 2022, our members spent over 70 hours conducting #PREVENT patrols across the Region.

Community Events and Presentations

Focusing on positive interactions with the community is a priority for our entire police service. Through presentations or the attendance at community events, we create opportunities to build and foster relationships with individuals and groups across the region and educate them on the role we play in contributing to community safety and well-being.

During 2022, we partnered with various organizations across the Region to host events and deliver presentations on our response to hate motivated incidents and what supports are available for those impacted.

#NoHateInHalton Campaign

In an effort to stop hate and promote respect, equity and inclusivity in our community, we launched our #NoHateInHalton campaign in 2021. This campaign was developed in partnership with the Halton District School Board, the Halton Catholic District School Board, Conseil Scolaire Catholique MonAvenir, Conseil Scolaire Viamonde, Crime Stoppers of Halton, and other community stakeholders. In the fall of 2022, we again worked with our community partners to make enhancements to the #NoHateInHalton campaign which will be delivered across the Region in March to coincide with the 2022 / 2023 school year.

Additional Community Anti-Hate Messaging

In an ongoing commitment to eliminating hate in our region and supporting those impacted, additional anti-hate messaging is provided to members of the public on an ongoing basis. In 2022, the Equity, Diversity and Inclusion Office and Corporate Communications Team developed 14 social media posts promoting anti-hate messaging which had over twelve thousand (12,000) engagements.



Hate Crime Training for all Members of HRPS

In the fall of 2022 and through an existing partnership with the Canadian Police Knowledge Network (CPKN), we provided Hate and Bias Crime Investigation training to all of our sworn and civilian members. This course was designed to provide information related to current legislation, how hate incidents impact both individuals and the community and the importance of partnerships between our Police Service and external stakeholders. This course will better ensure our members can support those impacted by hate in both their professional and personal lives.



Stephen J. Tanner
Chief of Police

:KM

Attachment: Definitions

Definitions

i 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.

ii **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.

iii **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.

iv **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.

v 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.

vi **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.

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

viii **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: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: APPOINTMENT – AUXILIARY OFFICERS

Report #: P23-03-R-05

Date: March 30, 2023

RECOMMENDATION:

“That the Halton Police Board approve the appointment of the following Auxiliary Officers, pursuant to Section 52(1) of the Police Services Act:

*Brian BOWMAN
Kartik NIJHAWAN
Smit SHILU
Deryck HART Jr
Mark STUDHOLME
Lakshmi MENON*

*Matthew ARMELLIN
Xavier CIFUENTES
Chris VAN KESSEL
Kevin VAGG
Grace DUCHEMIN
Laila AHMED*

Stephen J. Tanner
Chief of Police

:RJ

INTRODUCTION AND BACKGROUND:

In accordance with Section 52(1) of the *Police Services Act*, the Board may appoint Auxiliary Officers to the Service. The above list represents Auxiliary Officers to be sworn-in at a date to be determined in May of 2023.

DISCUSSION / ANALYSIS:

The Auxiliary Policing Services Unit was founded in 1989 and originally consisted of 10 Auxiliary Constables and 1 Auxiliary Staff Sergeant. Since that date, the Unit has grown adding many enthusiastic civilian volunteers. The addition of these proposed Auxiliary volunteers will bring the Service's compliment of Auxiliary Officers to 51.

These Auxiliary recruits represent diverse cultural backgrounds and ages:

Brian BOWMAN – Milton Resident
Kartik NIJHAWAN – Georgetown Resident
Smit SHILU – Milton Resident
Deryck HART Jr – Milton Resident
Mark STUDHOLME – Oakville Resident
Lakshmi MENON – Milton Resident
Matthew ARMELLIN – Mississauga Resident
Xavier CIFUENTES – Oakville Resident
Chris VAN KESSEL – Burlington Resident
Kevin VAGG – Milton Resident
Grace DUCHEMIN – Toronto Resident
Laila ADMED – Caistorville Resident

The Auxiliary Officers are commonly utilized to augment the activities of police officers at events such as Fall Fairs, Christmas Parades, Road Races and other large-scale yearly community events.

The Auxiliary Services Unit also supports our Service through participation in crime prevention (Project Safeguard), traffic safety, and other volunteer activities. Auxiliary Officers represent the service proudly and are a valuable part of supporting the Regional Community Safety and Well-Being Plan.

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

The total cost involved to outfit these Auxiliary Officers is approximately \$36,306.12 (\$3025.51 x 11). Funds will come from the 2023 uniform/equipment budget.

STRATEGIC MANAGEMENT ISSUES:

The appointment of these new Auxiliary Officers, and their participation in community events and crime prevention initiatives, supports several themes found within the 2020-2023 Halton Regional Police Service Strategic Plan:

Theme 1 (Community Safety & Well Being) Goal 5

- *Engage and mobilize the community, including our Community Safety and Well-Being partners, citizens and others, to collaboratively share responsibility for keeping Halton Safe.*

Theme 2 (Outreach and Collaboration) Goal 3

- *Strengthen relationships with the full diversity of Halton's communities to improve mutual understanding/ respect, collaboration and communication.*



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2022 OCCUPATIONAL HEALTH & SAFETY REPORT
AND 2023 HEALTH & SAFETY POLICY STATEMENT

Report #: P23-03-R-06

Date: March 30, 2023

RECOMMENDATION:

"That the Halton Police Board authorize the Chair to sign the 2023 Health and Safety Policy Statement on behalf of the Board in compliance with the Occupational Health and Safety Act, and further;

That the Halton Police Board review and receive the 2022 Health & Safety Report as attached."

A handwritten signature in black ink, appearing to be "S. J. Tanner", written over a horizontal line.

Stephen J. Tanner
Chief of Police

:IL

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 Board Chair and the Chief of Police. The Joint Health and Safety Committee has 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 2022 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.

2022 Annual Accident/Incident Review

The following chart summarizes the 2022 injury reports in comparison to the previous four years:

Incidents Reported	2018	2019	2020	2021	2022
Total Incidents	201	159	157	190	157
Hazardous Situations (Info Only)/ First Aid Injuries	88	78	103	120	69
Medical Aid Injuries	74	44	37	37	48
Lost Time Injuries	39	37	17	33	40
Re-occurrences (not included in Total)	0	2	3	4	9
Frequency Rate	3.62	3.08	1.52	2.87	3.32
Total Lost Days	1628	3330	1758	2193	1880
From injuries occurring in current year	922	2232	418	1339	1464
From injuries occurring in previous years	706	1098	1340	854	416
Severity Rate	151.08	292.79	157.19	190.47	160.16

Incidents Reported

The Total Incidents for 2022 were 157, which is a 17% decrease from 2021. Total Hazardous Situations/First Aid injuries decreased by 42.5% and Medical Aid injuries increase by 23%.

The top injuries occurring across the Service are still consistently musculoskeletal related (e.g., strains, sprains, pain, soreness, etc.), contusions and cuts. However, of note there were 10 reports of Occupational stress injuries, that is monitored and supported by the Organizational Wellness Unit.

Frequency of Lost Time Injuries

A total of 40 Lost Time Injuries were reported in 2022, which is an increase of 17.5% from 2021. Thirty-six (90%) of the lost time injuries in 2022 were reported by sworn members and four (10%) were reported by Civilians (one of which is a Special Constable).

Severity of Lost Time Injuries

Number of Lost Days	2021		2022	
	Number	Severity	Number	Severity
Total for year	2193	190.47	1880	160.16
Total from injuries occurring in current year	1339	116.30	1464	124.71

- The severity rate for 2022 decreased by 16% from 2021. If only taking into account injuries that occurred in that year, the severity increased by 7%.
- 416 (or 22%) of the Lost Days in 2022 were from injuries that occurred in previous years.
- 1464 (or 78%) of the Lost Days in 2022 were from injuries that incurred in 2022:
- 1124 Lost Days were for sworn members:
 - 444 (39.6%) can be attributed to occupational stress injuries.
 - 380 (33.8%) can be attributed to slips, trips and falls caused by weather conditions or chasing a suspect.
 - 161 (14.3%) MSD related attributed to equipment/uniform
 - 125 (11.1%) can be attributed to injuries that occurred during training or at calls.
 - 7 (0.6%) can be attributed to strains caused by prisoner care and control.

- 7 (0.6%) can be attributed to COVID-19 related exposures at a call.
- 340 Lost Days were for Civilians or Special Constables:
 - 321 (94%) can be attributed to occupational stress injuries.
 - 19 (6%) can be attributed to a MSD injury.

The increase in the frequency and severity of the lost time injuries is primarily attributed to occupational stress injuries (OSI) related to cumulative exposures to traumatic events. Response and support for OSI reports continue to be provided by the Organizational Wellness Unit. As well, a Re-integration team has been assembled to strategize on providing appropriate plans for members on extended absences to return them back to work taking into consideration of their physical and emotional well-being.

All injury reports are reviewed by the Occupational Health and Safety Coordinator (OHSC) and the Halton Region's Employee Health, Safety and Wellness Team, at this time. The OHSC is responsible for any follow-up that may be required for safety compliance, and the Region initiates WSIB claims administration and investigates opportunities for modified duties in collaboration with HRPS Human Resources Services.

COVID-19 PANDEMIC

At the beginning of 2022, COVID-19 continued to be a challenge as we adapted to pandemic related restrictions, emerging issues and evolving demands on our Service. As we focused on sustaining community safety and well-being, we never lost sight of the importance of creating a safe workplace for all members. We leaned heavily on health experts, provincial guidance and the work of our Pandemic Control Group to ensure that we made sound, informed decisions in the interests of all. HRPS members demonstrated collective resilience and resolve throughout the pandemic we navigated our way through the many changes and challenges. With the changes in provincial restrictions, HRPS lifted all remaining restrictions in increments and was informed by internal and external metrics and provincial and local public health direction.

JOINT HEALTH AND SAFETY COMMITTEE (JHSC)

The Joint Occupational Health and Safety Committee (JHSC) includes 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.

All injuries reported at work are reviewed by the JHSC. This may result in identifying trends and recommendations for improvement to the health & safety program, e.g., policies, training, personal protective equipment, etc.

The JHSC continues to fulfill its legislated mandate including reviewing mandated testing results, conducting monthly building inspections, analyzing accident/incident or hazard reports, accompanying visits by Ministry of Labour, Training and Skills Development Inspectors and attending training.

2022 HEALTH AND SAFETY PROGRAM OVERVIEW

The 2022 Health and Safety Program successfully completed the following objectives:

1. Health and Safety Training

- Training was completed for new members joining HRPS on health and safety topics.
- New and acting supervisors completed OHS Training for Supervisors.
- Designated members completed Standard First Aid training.
- Sworn, special constables and auxiliaries attended refresher for fit testing of their respirator(s).

2. Health and Safety Program Development/Review

- During the year, several health and safety programs or directives were reviewed for improvement and updated, including: Asbestos Assessment and Management Program, Hazardous Material Safety Program and Disability Management.
- Collaboration of proactive program with Wellness related to occupational stress injury.

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 and that ergonomic assessments are conducted based on member requests.
- Staff ensures that all Ministry of Labour, Training and Skills Development visits and issues are promptly attended to and that appropriate actions/remedies are taken.

2023 PROGRAM IN SUPPORT OF THE POLICY STATEMENT

The 2023 Health and Safety Program will continue to concentrate on issues that will support the organizational goals as reported in the HRPS Strategic Plan. The 2023 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 Hazardous Materials Responders Association (OHMRA), 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, harassment and discrimination. 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, Workplace Violence, and Workplace Harassment & Discrimination 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 critically important element 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 are our shared commitment and the responsibility of all of us.

Jeff Knoll
Chair
Halton Regional Police Services Board

Stephen J. Tanner
Chief of Police
Halton Regional Police Service

March 30, 2023



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: ANNUAL REPORT ON URGENT DEMANDS FOR INFORMATION
RELATED TO MISSING PERSONS

Report #: P23-03-R-07

Date: March 30, 2023

RECOMMENDATION:

"That the Halton Police Board receive and review the 2022 Annual Report on the Urgent Demands for Information Related to Missing Persons in accordance with the Missing Person Act 2018."

A handwritten signature in black ink, appearing to read "Stephen J. Tanner".

Stephen J. Tanner
Chief of Police

:KM

Attachments: HRPS Annual Report Form 7

INTRODUCTION AND BACKGROUND:

On July 1, 2019, the *Missing Persons Act* of Ontario came into effect. The legislation gave police officers the lawful authority to make an urgent demand for personal information that would assist in locating the missing person. Examples of this would include banking records, debit or credit card use, and cellular phone use.

The legislation includes a mandatory reporting obligation for all police services. Each Service must complete and submit an annual report on the total number of demands for records made, broken down into sub categories of types of information. The very detailed nature and format of the annual report, combined with the number of missing person investigations completed annually in Halton (in excess of 500) necessitated that an automated reporting, tracking and compliance system be implemented. In 2019 an internal working group comprised of representation from the Strategic Management Office and Regional Investigative Services was tasked with the challenge of designing new forms, policy revisions, and the implementation of a NICHE based reporting and tracking system.

The annual report, known as the Form 7, must be prepared by each police service in the province and submitted to their respective police services board by April 1st of the following year. In addition, the report must be submitted to the Ministry of the Solicitor General by June 1st of each year. The attached appendix represents the 2022 Form 7 for the Halton Regional Police Service, which has already been submitted to the Ministry of the Solicitor General. In addition, each police services board is also responsible for making the annual report publicly available on a website by June 1st. The act does not specify which website. The HRPS 2022 Form 7 has already been posted on the HRPS website.

DISCUSSION / ANALYSIS:

Investigations into missing persons are an organizational priority given the potential for harm to come to the individual, particularly if they are vulnerable in some fashion. The Missing Persons Act of Ontario was implemented to empower police officers with the tools necessary to conduct thorough investigations in the timeliest manner possible. Based on the frequency by which officers are utilizing the legislative authorities it is clear the Service is taking full advantage of this new legislation, which in turn has increased the quality of the investigations.

CONSULTATION:

Superintendent Kevin Maher –Regional Investigative Services (author)
District Commanders

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

None

STRATEGIC MANAGEMENT ISSUES:

None

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

Data Collection
Period of data collection

 Start Date (yyyy/mm/dd)
 2022/01/01

 End Date (yyyy/mm/dd)
 2022/12/31

 Name of Police Force
 Halton Regional Police Service

Detachment Location (if applicable)

Unit Number	Street Number	Street Name	PO Box
	2485	North Service Road West	

City/Town	Province	Postal Code
Oakville	Ontario	L6M 3H8

Total Number of Urgent Demands made	Number of Missing Persons Investigations in which a demand was made
177	87

Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands

Records	Description	Total number of times demanded
Records containing contact information or other identifying information	contact information (phone number, address) for missing persons family members or personal friends	28
Photos, videos, or other records containing visual representation	recent photos of the missing person	49
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	emergency "pings" by cellular phone companies to determine current location of missing persons phone recent use/access of a social media application	49
Records of employment information	attendance record at work (when was missing person last at work)	2
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	list of medications taken by missing person hospital records (attendance/duration of hospital stay)	8
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		0
Records that related to a student of an educational institution	attendance record at school(when was the missing person last at school)	6

Records	Description	Total number of times demanded
Records containing travel and accommodation information	<p>407 toll highway records related to missing persons license plate</p> <p>Border crossing records/data - CBSA</p> <p>Hotel records</p> <p>Shelter records</p>	6
Records of financial information	recent banking activity records including name and location of businesses where purchases were made	29
Other records		



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: SPONSORSHIP – SPECIAL FRIENDS DAY

Report #: P23-03-08

Date: March 30, 2023

RECOMMENDATION:

“That the Halton Police Board approves a \$5,000 contribution from the Board Trust Fund for the sponsorship of 2020 Special Friends Day games, shirts and refreshments.”

Stephen J. Tanner
Chief of Police

:BG

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 13, 2023, 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.

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 time proved to be an outstanding success. Although the majority of the costs will be covered by the overall budget of Police Day we provide additional games, inflatables, gifts and free food for all Special Friend attendees.

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 the event was held pre-COVID, 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 \$5,000 sponsorship from the Board to channel towards the funding of the games/activities, T-shirts and food.

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.

CONSULTATION:

- Special Friends Steering Committee- Chair Bob Gourley

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

Board approval of the recommended sponsorship

Évents and Games	\$2000
T-Shirts for Special Friends	1000
Food and Refreshments	<u>2000</u>
Food and refreshments (including all taxes)	<u>\$5,000</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.

Strategic Priority 2

Establish a multi-sectoral executive working group to address vulnerabilities causing the increase in organized auto theft.

Actions

Working group to develop action plan for legislative and industry consideration that would be aimed at:

- Fraudulent vehicle registrations in the province.
- Stolen vehicles being easily exported out of the country.
- Measures that could be adopted by auto manufacturers, insurance companies and financial institutions to better protect consumers against auto theft.

Outcome

Reduce auto theft by addressing gaps and vulnerabilities that are contributing to its prevalence.

Strategic Priority 3

Raise public awareness on the issue and how to protect against auto theft.

Actions

Ensure community is aware of trends around organized auto theft, and what is being done to address it.

Public education campaigns on auto theft prevention tools and leading practices.

Working with community partners and sector leaders on development of awareness campaigns and initiatives.

Outcome

Provide better understanding on auto theft trends and what is being done to address the issue.

Better informed public to protect themselves against auto theft.



Action Registry – Public Section

Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
27 Jan 2022	8.1	<i>“THAT the issue of complaint management be referred to an upcoming Board meeting for further discussion and deliberation.”</i>	Chief/Legal	March 2023	Board website updated.
31 Mar 2022	3.3	<i>THAT future reporting on Use of Force be listed as a discussion item on Board agendas.</i>	Chief	October 2023	
24 May 2022	2.1	<i>THAT the Halton Police Board receive a yearly program update from Crime Stoppers.</i>	Chief	May 2023	
30 Jun 2022	4.2	<i>THAT an updated policy be brought back for future consideration by the Board including language regarding reporting internal harassment cases and their disposition.</i>	CGO	May 2023	to be included in new Healthy Workplace Policy (replaces HR policy), in collaboration with HRPS HR and HRPAs
10 Nov 22	4.5	<i>“THAT Report No. CGO22-11-R-01 – A04 – Community Fund Policy be deferred to a future meeting to incorporate the comments raised during today’s meeting.”</i>	CGO	April 2023	Deferred by Chair



**HALTON
POLICE
BOARD**
EXCELLENCE IN GOVERNANCE

Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
26 Jan 2023	8.1	<i>THAT the CCAH be invited to make a presentation at a future Board meeting."</i>	CGO/Media Consultant	March 2023	Refer to this agenda