



## Public Agenda

**Date:** Thursday, October 31, 2024

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

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

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Members of the public and other interested parties are welcome to watch the livestream of this meeting at the link above.

### 1. GENERAL

- 1.1 Indigenous Land Acknowledgement
- 1.2 Regrets
- 1.3 Disclosure of Conflicts of Interest
- 1.4 Confirmation of Minutes of Meeting P24-08 held Thursday, September 26, 2024  
(Agenda Pages 1 – 6)

### 2. PRESENTATIONS/DELEGATIONS

- 2.1 Crime Stoppers Funding Request (Refer to Report CAE24-10-R-01 - Crime Stoppers Business Plan and Funding Request)
- 2.2 2025 Funding Request & 10-Year Capital Forecast Presentation

### 3. INFORMATION REPORTS

- 3.1 **P24-10-I-01** - 2024 Q3 Human Resources Quarterly Board Report  
(Agenda Pages 7 – 10)
- 3.2 **P24-10-I-02** - Annual Report on Use of Force - 2023  
(Agenda Pages 11 – 22)

- 3.3 **P24-10-I-03** - Seized Fund Statement – August 31, 2024  
(Agenda Pages 23 – 24)
- 3.4 **Memo** - CAPG Workshop on Nation Wide Police Board Training  
(Agenda Pages 25 – 26)
- 3.5 **Memo** - Community Safety and Well Being Leadership Group Meeting  
(Agenda Pages 27 – 28)

#### **4. RECOMMENDATION REPORTS**

- 4.1 **P24-10-R-05** - 2025 Funding Request & 10-Year Capital Forecast  
(Agenda Pages 29 – 30)
- 4.2 **CAE24-10-R-03** - Board Conference Attendance  
(Agenda Pages 31 – 34)
- 4.3 **CGO24-10-R-01** - Proposed 2025 HPB Governance Budget  
(Agenda Pages 35 – 38)
- 4.4 **CAE24-10-R-01** - Crime Stoppers Business Plan and Funding Request  
(Agenda Pages 39 – 62)
- 4.5 **CAE24-10-R-05** - Policy A05 – Board Member Expenses  
(Agenda Pages 63 – 66)
- 4.6 **P24-10-R-04** - Bronte Harbour - Lease  
(Agenda Pages 67 – 70)
- 4.7 **P24-10-R-06** - Chief's Administrative Investigation into Special Investigations Unit  
Matter – SIU Case #24-OCI-028/HRPS #22-00129470 – Custody Injury  
(Agenda Pages 71 – 76)

#### **5. OPERATIONAL VERBAL UPDATES**

#### **6. ACTION REGISTRY**

- 6.1 Public Information Action Registry  
(Agenda Pages 77 – 80)

#### **7. RECEIPT OF PUBLIC CORRESPONDENCE**

- 7.1 Monthly Correspondence List – October 2024  
(Agenda Pages 81 – 82)

8. NEW BUSINESS
9. MOVE INTO CLOSED SESSION
10. CLOSED SESSION REPORT
11. ADJOURNMENT





# Public Minutes

**MEETING NO.** P24-08

**DATE OF MEETING:** Thursday, September 26, 2024  
10:00 a.m.

**LOCATION:** James Harding Community Room, HRPS Headquarters

**MEMBERS PRESENT:** Jeff Knoll (Chair)  
Councillor Sameera Ali, Councillor Lisa Kearns, Curt Allen, Navdeep Dhaliwal, Ingrid Hann, Jane McKenna

**STAFF PRESENT:** Chief Stephen Tanner  
Deputy Chief Roger Wilkie  
Deputy Chief Jeff Hill  
Deputy Chief Kevin Maher  
Ken Kelertas, Director of Legal Services and Legal Counsel  
Paul Lavergne, Director, Corporate Services  
Bill Payne, Director, Information Technology  
Adam Woods, Manager, Information Technology  
Louise More, Acting Director, Human Resources  
Superintendent Al Albano  
Inspector Glenn Mannella  
S./Sgt. Tamara Sandy  
S./Sgt. Ryan Eacrett  
Ellie Bale, President, HRP  
Fred Kaustinen, Chief Governance Officer  
Chris Lallouet, Yellow Robot Communications  
Jessica Warren, EA and Communications Advisor to the Chair  
Graham Milne, Board Secretary



## 1. GENERAL

### 1.1 Indigenous Land Acknowledgement

The Halton Police Board acknowledges the lands on which we gather for this meeting as the Treaty Territory of the Mississaugas of the Credit First Nation and the Traditional Territory of the Haudenosaunee, Huron-Wendat and Anishinabek.

No matter our origins, our lives are intertwined through the shared earth beneath us, the water we consume, and the air we breathe.

As those responsible for the governance of the security of all who gather on this land we now call Halton, we are committed to the path of Truth and Reconciliation in our words and in our actions and call on those watching this meeting to do the same.

### 1.2 Regrets

None.

### 1.3 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 P24-07 held Thursday, August 29, 2024

Moved by: S. Ali

Seconded by: N. Dhaliwal

*"THAT the Minutes of Meeting P24-07 held Thursday, August 29, 2024 be adopted as circulated."*

Carried.

## 2. PRESENTATIONS/DELEGATIONS

None.



### 3. INFORMATION REPORTS

#### 3.1 P24-09-I-01 - Community Safety and Well-Being Plans

Moved by: I. Hann

Seconded by: L. Kearns

*"THAT Report No. P24-09-I-01 - Community Safety and Well-Being Plans be received for information."*

Carried.

#### 3.2 P24-09-I-02 - New 1 District Facility, Quarterly Project Update

Moved by: S. Ali

Seconded by: C. Allen

*"THAT Report No. P24-09-I-02 - New 1 District Facility, Quarterly Project Update be received for information."*

Carried.

### 4. RECOMMENDATION REPORTS

#### 4.1 P24-09-R-03 - Mid-Year Performance Report

Moved by: C. Allen

Seconded by: S. Ali

*"THAT the Halton Police Board receives Report P24-09-R-03 for information and discussion; and*

*THAT future HRPS Performance Reports from the Service address:*

- Linkages directly to the 5 performance objectives as identified in the Strategic Plan and planned adjustments to achieve those objectives, and;*
- Statistics regarding repeat offenders who are committing crimes."*

Carried.



#### 4.2 CGO24-09-R-01 - Proposed 2025 HPB Governance Budget

Moved by: L. Kearns

Seconded by: S. Ali

*"THAT the Board refer the Proposed 2025 HPB Governance Budget back to staff to report back to the meeting of October 31, 2024 on:*

- Variances from the 2024 actual budget to the proposed 2025 increases*
- A proposed policy for Board conference attendance."*

Carried.

#### 4.3 CGO24-09-R-02 - Policy Update - G04 Board Member Obligations

Moved by: C. Allen

Seconded by: I. Hann

*"THAT the Board approved the amended policy G04 – Board Member Obligations as presented."*

Carried.

#### 4.4 P24-09-R-04 - Limited Tendering Acquisition – The Global Group – Office Furniture

Moved by: C. Allen

Seconded by: I. Hann

*"THAT the Halton Police Board authorizes a Limited Tendering contract with The Global Group for the provision of design services, supply, delivery, installation and waste removal of office furniture requirements for a one (1) year term with a maximum expenditure not to exceed \$300,000."*

Carried.

### 5. OPERATIONAL VERBAL UPDATES

Operational verbal updates were provided regarding the following:

- Outcome of drug investigation in Burlington
- Successful and safe location of missing person in Burlington
- \$400,000 raised at Halton Police Foundation gala event to fund youth-at-risk programs





## 6. ACTION REGISTRY

### 6.1 Public Information Action Registry

Moved by: C. Allen

Seconded by: N. Dhaliwal

*"THAT the Public Information Action Registry be received."*

Carried.

## 7. RECEIPT OF PUBLIC CORRESPONDENCE

There was no public correspondence for receipt.

## 8. NEW BUSINESS

Chair Knoll announced the official name of the James Harding Community Room and delivered some brief remarks in tribute to the late HRPS Chief Harding, who passed away in October 2022.

Chair Knoll acknowledged the presence of members of the Halton Regional Police Association and Senior Officers' Association and reaffirmed the Board's commitment to a fair bargaining process.

There was no other new business.

## 9. MOVE INTO CLOSED SESSION

Moved by: C. Allen

Seconded by: J. McKenna

*"THAT the Halton Police Board do now convene into closed session as the subject matters to be discussed concern:*

- *financial information, supplied in confidence to the board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization."*

Carried.



10. CLOSED SESSION REPORT

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

11. ADJOURNMENT

Moved by: C. Allen  
Seconded by: S. Ali

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

Carried.

The meeting adjourned at 1:05 p.m.

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Jeff Knoll  
Chair

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Graham Milne  
Board Secretary



# Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2024 Q3 HUMAN RESOURCES QUARTERLY BOARD REPORT

Report #: P24-10-I-01

Date: October 31, 2024

## INTRODUCTION AND BACKGROUND:

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

| POLICE                | Q4 2023<br>Actual | Q1 2024<br>Actual | Q2 2024<br>Actual | Q3 2024<br>Actual | Current<br>Authorized<br>Positions | Current<br>Variance |
|-----------------------|-------------------|-------------------|-------------------|-------------------|------------------------------------|---------------------|
| Chief                 | 1                 | 1                 | 1                 | 1                 | 1                                  | 0                   |
| Deputy Chief          | 2                 | 2                 | 3                 | 3                 | 3                                  | 0                   |
| Superintendent        | 6                 | 6                 | 7                 | 6                 | 7                                  | -1                  |
| Inspector             | 13                | 13                | 13                | 12                | 13                                 | -1                  |
| Staff Sergeant        | 23                | 23                | 28                | 27                | 26                                 | 1                   |
| Detective Sergeant    | 10                | 9                 | 10                | 11                | 11                                 | 0                   |
| Sergeant              | 51                | 49                | 49                | 48                | 57                                 | -9                  |
| Detective             | 44                | 45                | 43                | 43                | 46                                 | -3                  |
| Constable (1st Class) | 487               | 490               | 502               | 500               | N/A                                |                     |
| Constable (2nd Class) | 38                | 47                | 63                | 59                |                                    |                     |
| Constable (3rd Class) | 55                | 44                | 36                | 41                |                                    |                     |
| Constable (4th Class) | 43                | 46                | 42                | 39                |                                    |                     |
| Recruits in Training  | 24                | 19                | 21                | 25                |                                    |                     |
| Total Constables      | 647               | 646               | 664               | 664               | 675                                | -11                 |
| <b>TOTAL SWORN</b>    | <b>797</b>        | <b>794</b>        | <b>818</b>        | <b>815</b>        | <b>839</b>                         | <b>-24</b>          |
| Cadet *               | 7                 | 6                 | 16                | 16                | 0                                  | 0                   |

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

\* Some vacancies can be attributed to members on External Secondment (10)

| CIVILIAN                                 | Q4 2023 Actual | Q1 2024 Actual | Q2 2024 Actual | Q3 2024 Actual | Current Authorized Positions | Current Variance |
|--|----------------|----------------|----------------|----------------|------------------------------|------------------|
| Senior Management/Administration         | 10             | 10             | 10             | 9              | 10                           | -1               |
| Supervisory/Professional/Senior Clerical | 103            | 105            | 112            | 116            | 127                          | -11              |
| Clerical                                 | 103.5          | 101.5          | 105.5          | 108.5          | 116                          | -7.5             |
| Communications                           | 50             | 55             | 54             | 56             | 59                           | -3               |
| Special Constables (Escorts/Summons)     | 30             | 30             | 30             | 30             | 30                           | 0                |
| Facilities Technicians                   | 7              | 7              | 7              | 7              | 7                            | 0                |
| <b>TOTAL CIVILIAN</b>                    | <b>303.5</b>   | <b>308.5</b>   | <b>318.5</b>   | <b>326.5</b>   | <b>349</b>                   | <b>-22.5</b>     |

|                         |               |               |               |               |             |              |
|-------------------------|---------------|---------------|---------------|---------------|-------------|--------------|
| <b>TOTAL COMPLEMENT</b> | <b>1100.5</b> | <b>1102.5</b> | <b>1126.5</b> | <b>1141.5</b> | <b>1188</b> | <b>-46.5</b> |
|-------------------------|---------------|---------------|---------------|---------------|-------------|--------------|

| TEMPORARY STAFF<br>(Temporary employees do not form part of the authorized complement.) | Q4 2023 Actual | Q1 2024 Actual | Q2 2024 Actual | Q3 2024 Actual | Comments  |
|---|----------------|----------------|----------------|----------------|---|
| Full-time   | 10             | 15             | 14             | 13             | <b>* See details below</b>  |
| Part-time   | 2              | 2              | 14             | 2              | 1 – District Clerk<br>1 - Student<br>o 1 Student – Corporate Communications   |
| As Required   | 56             | 70             | 50             | 53             | Communications/Courts Services/Districts/Drugs, Guns & Gangs/Forensic Identification/Homicide/ Training/ Intelligence/ Police Analytics/ Information & Records Services/Support Services/Victim Services/Monitors |
| Total Temporary Staff   | 68             | 87             | 78             | 68             |   |

| * FULL-TIME ALLOCATIONS                         | Q4 2023 Actual | Q1 2024 Actual | Q2 2024 Actual | Q3 2024 Actual | Comments  |
|---|----------------|----------------|----------------|----------------|---|
| Replacements (Secondments/ Maternity/ LTD/etc). | 4              | 5              | 5              | 5              | 1 – Staffing Advisor<br>1 – Business Analyst<br>1 – Snr. Corp. Comms. Specialist<br>1 – HR/Payroll Clerk<br>1 – Social Worker |
| Special Projects                                | 4              | 4              | 4              | 4              | 1 – Victim Quick Response Coordinator<br>1 – Researcher Junior Crime Analyst<br>2– Prisoner Escort Officers                   |

|             |   |   |   |   |   |
|-------------|---|---|---|---|---|
| In Training | 0 | 0 | 0 | 0 |   |
| Vacancy     | 0 | 3 | 2 | 2 | 1 – Station Duty Clerk<br>1 – Manager, Human Resources        |
| Work Volume | 2 | 3 | 3 | 2 | 1 – Business Analyst<br>1 – Facilities Maintenance Technician |

| <b>SPECIAL SITUATIONS - UNIFORM</b><br><i>*(Not included in authorized complement)</i>  | <b>Q4 2023 Actual</b> | <b>Q1 2024 Actual</b> | <b>Q2 2024 Actual</b> | <b>Q3 2024 Actual</b> | <b>Comments</b>  |
|---|-----------------------|-----------------------|-----------------------|-----------------------|--|
| External Secondments  | 4                     | 4                     | 10                    | 10                    | 1 – HRPD President<br>2 – Ontario Police College<br>1 – Provincial Firearms Office<br>1 – OPP Power Case<br>1 – OPP Intelligence Led Joint Forces Strategy<br>2 – Repeat Offender Parole Enforcement<br>1 – OPP Biker Enforcement Unit<br>1 – OPP – Provincial Anti Terrorism Secondment |
| WSIB >1 year  | 19                    | 20                    | 22                    | 19                    |  |
| Leaves of Absences  | 1                     | 1                     | 1                     | 2                     | 2 – Unpaid LOA   |
| Long Term Disability < 2 yrs  | 3                     | 3                     | 2                     | 1                     |  |
| * Long Term Disability > 2 yrs  | 9                     | 8                     | 8                     | 9                     |  |
| Short Term Sick Leave/WSIB < 1 Year   | 20                    | 19                    | 26                    | 13                    |  |
| Parental/Pregnancy Leave  | 13                    | 6                     | 7                     | 9                     |  |
| Jobs Shared by 2 Members  | 0                     | 0                     | 0                     | 0                     |  |
| <b>SPECIAL SITUATIONS - CIVILIAN</b><br><i>*(Not included in authorized complement)</i> | <b>Q4 2023 Actual</b> | <b>Q1 2024 Actual</b> | <b>Q2 2024 Actual</b> | <b>Q3 2024 Actual</b> | <b>Comments</b>  |
| External Secondments  | 0                     | 0                     | 0                     | 0                     |  |
| WSIB >1 year  | 5                     | 5                     | 4                     | 5                     |  |
| Leaves of Absences  | 0                     | 1                     | 1                     | 3                     |  |
| Long Term Disability < 2 yrs  | 5                     | 5                     | 4                     | 3                     | Largely filled with Temporary Full-time  |
| * Long Term Disability > 2 yrs  | 9                     | 9                     | 9                     | 9                     |  |
| Short Term Sick Leave/WSIB < 1 Year   | 5                     | 11                    | 12                    | 8                     |  |
| Parental/Pregnancy Leave  | 11                    | 7                     | 8                     | 10                    | Largely filled with Temporary Full-time  |
| Jobs Shared by 2 Members  | 0                     | 0                     | 0                     | 0                     |  |

| DEPARTURES                 | Q4 2023<br>Total | Q1 2024<br>Actual | Q2 2024<br>Actual | Q3 2024<br>Actual | Total YTD 2024 |
|----------------------------|------------------|-------------------|-------------------|-------------------|----------------|
| <b>TOTAL</b>               |                  |                   |                   |                   |                |
| <b>Uniform</b>             |                  |                   |                   |                   |                |
| Retirements                | 1                | 5                 | 0                 | 1                 | 6              |
| Resignations               | 6                | 4                 | 3                 | 11                | 18             |
| Terminations               | 0                | 0                 | 0                 | 0                 | 0              |
| Deaths                     | 0                | 0                 | 0                 | 1                 | 1              |
| <b>Civilian</b>            |                  |                   |                   |                   |                |
| Retirements                | 0                | 4                 | 0                 | 1                 | 5              |
| Resignations               | 1                | 2                 | 1                 | 3                 | 6              |
| Terminations               | 0                | 0                 | 1                 | 0                 | 1              |
| Other – position redundant | 0                | 0                 | 0                 | 0                 | 0              |
| Deaths                     | 0                | 0                 | 0                 | 0                 | 0              |

| ADVANCEMENTS               | Q4 2023<br>Total | Q1 2024<br>Actual | Q2 2024<br>Actual | Q3 2024<br>Actual | Total YTD 2024 |
|----------------------------|------------------|-------------------|-------------------|-------------------|----------------|
| <b>TOTAL</b>               |                  |                   |                   |                   |                |
| Sworn Reclassifications    | 11               | 35                | 51                | 26                | 112            |
| Sworn Promotions*          | 0                | 15                | 15                | 0                 | 30             |
| Civilian Reclassifications | 16               | 0                 | 34                | 14                | 48             |

**\*SWORN PROMOTIONS**

| NAME | RANK |
|------|------|
|      |      |




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Stephen J. Tanner  
Chief of Police

:CB



# Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: ANNUAL REPORT ON USE OF FORCE – 2023

Report #: P24-10-I-02

Date: October 31, 2024

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## INTRODUCTION AND BACKGROUND:

The following 2023 Use of Force statistics and analysis contained within this report are provided to the Board pursuant to policy B-AI-012.

- The Use of Force Statistical Analysis is intended to provide a comprehensive overview of force used by the members of the Halton Regional Police Service. The data is compiled from Use of Force Reports submitted by Service members. For reasons of explanation and interpretation; annotations have been added where points of clarification are necessary.
- Use of Force Reports are to be collected and used only to identify individual and group training requirements, or to assist the Service with the development of use of force policy and procedures.

## Use of Force Authority

- Section 25 (1)(b) of the Criminal Code authorizes a peace officer, acting on reasonable grounds, and is justified in doing what they are required or authorized to do, to use as much force as necessary for that purpose.
- Section 26 of the Criminal Code states that an officer using force in excess of what is authorized is criminally responsible for their actions.

## Ontario Public-Police Interactions Training Aid (2023)

The Ontario Public-Police Interactions Training Aid (2023) is provided by the province as a guide for officers. The Aid is referred to in training and is designed to assist officers in assessing certain situations, behaviours and acting based on their observations. The language and terms used within the Aid reflect the language and terms used to report on police Use of Force in Ontario. See Appendix 'A'.

## Use of Force – Reporting Overview

### Terminology

- Use of Force Report – this is the Ministry form that captures Use of Force completed by individual officers or a team.
- Use of Force Incident – refers to an event or occurrence where a Use of Force Report (or multiple reports) originate.
- Use of Force Response – relates to a specific Use of Force type used against a person, such as a firearm, CEW / TASER, baton, etc.

### Use of Force Reporting

The Community Policing and Safety Act requires all officers to complete a provincially mandated form should they use force falling within the legislated criteria. A Use of Force Report is required whenever a member:

- (a) draws a handgun in the presence of a member of the public;
- (b) points a firearm at a person;
- (c) discharges a firearm;
- (d) uses a weapon on another person;
- (e) draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- (f) points a conducted energy weapon at a person;
- (g) discharges a conducted energy weapon; or
- (h) uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services before the member goes off-duty.

If any two or more officers are acting in co-ordination in response to a single event, and if during their response two or more officers do any of the following, one of the officers who has taken one of the following actions, and who has been designated by their supervisor, may submit a report on behalf of all the officers:

- a) draws a handgun in the presence of a member of the public;
- b) points a firearm at a person;
- c) draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- d) points a conducted energy weapon at a person.



The member must personally complete an individual report if the member:

- a) discharges a firearm;
  - b) uses a weapon on another person;
  - c) discharges a conducted energy weapon; or
  - d) uses force on another person, including through the use of a horse or a dog, that results in an injury requiring the services of a physician, nurse or paramedic and the member is aware that the injury required such services before the member goes off-duty.
- Multiple use of force responses can be captured on a single report.
  - An officer or team may also use different Use of Force responses during a particular incident depending on the evolving situation and any changes in the subject's behavior. Multiple use of force responses are often recorded on one report. This will always result in a higher number of use of force responses compared to the number of reports received.
  - Submitted Use of Force Reports are reviewed by the Training Bureau and consolidated for further analysis and future training needs.

## 2023 STATISTICAL ANALYSIS

- In 2023, the total number of incidents attended to by Halton Police that required use of force was 171, compared to 206 incidents in 2022. From those, there were 239 Use of Force Reports submitted. This is down from 310 in 2022.
- The 239 reports mark a decrease of 71 reports from 2022 (-22.9%).
- 11 Use of Force Reports related to euthanizing injured animals or engaging an aggressive animal. The remaining 228 Use of Force reports involved people.
- In the 239 Use of Force Reports submitted, 525 Use of Force responses were reported. This is an increase from 2022 (446).
- Included in the 239 submitted reports are 77 team reports, 46 of which were submitted by the Tactical Rescue Unit, 21 by members assigned to Uniform Patrol, 9 by members in Investigative Teams and 1 by the Mobile Surveillance Unit.
- 23 of the team reports submitted by the Tactical Rescue Unit related to operations that occurred outside of Halton Region.

*Note: Before 2023, Team reports were limited to the Tactical Rescue Unit, Intelligence Officers, the Drug and Morality Bureau, and the Mobile Surveillance Unit. Team reports can now be submitted by any two or more officers acting in co-ordination in response to a single event and meet the required guidelines provided by the Ministry.*

Additional information was collated over the course of the year related to use of force incidents:

### Persons In Crisis

- Of the 239 Use of Force Reports, 33 (14%) involved a Person in Crisis (PIC), the same as 2022. Of these 33 incidents, 3 involved a firearm (and other weapon), while 13 involved the subject believed to have a knife, edged weapon, sword, or other blunt-force weapon.

### Armed Subjects

- Of the 206 Use of Force Reports (Persons-in-Crisis excluded), 70 (16%) of these involved the subject having or having access to a knife, edged weapon, bat, or weapon and 74 (36%) were believed to have access to a firearm or one in their possession.

*Note: In 2023 the Use of Force form included a selection box for officers that relates specifically to a perception they may have had that the subject had access to a weapon at the time you used force; it is not intended for confirmation of the presence of a weapon either during or after the force event. Before 2023, the information gathered was specific to weapons carried by a subject(s).*

### Use of Force – Statistics & Usage

#### Physical Control – Soft

For 2023, physical control soft, which involves techniques such as joint locks and compliance techniques were reported to have been used a total of 60 times.

This figure is an increase of 3 from the previous year.

#### Physical Control - Hard

For 2023, physical control hard, which involves striking the subject (punch or palm strikes, kicks, knee and elbow strikes, and grounding techniques) was reported to have been used a total of 76 times.

This number represents an increase of 50 instances from the previous year.

*Note: In 2023, the “Type of Force Used” section of the Use of Force report was expanded to include additional physical control techniques. This resulted in an increase number of responses.*

## Example of 2022 report

### Type of Force Used \*

(include all options used during incident and rank in sequence of use)

|  | Rank  | Was Force Effective?                |                          |
|--|-------|-------------------------------------|--------------------------|
|  |       | Yes                                 | No                       |
| <input type="checkbox"/> Aerosol Weapon  | _____ | <input type="checkbox"/>            | <input type="checkbox"/> |
| <input type="checkbox"/> Empty Hand Techniques – Hard  | _____ | <input type="checkbox"/>            | <input type="checkbox"/> |
| <input type="checkbox"/> Empty Hand Techniques – Soft  | _____ | <input type="checkbox"/>            | <input type="checkbox"/> |
| <input type="checkbox"/> Firearm – discharged  | _____ | <input type="checkbox"/>            | <input type="checkbox"/> |
| <input type="checkbox"/> Firearm – pointed at person   | _____ | <input type="checkbox"/>            | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> Handgun – drawn  | 1     | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> Impact Weapon – Hard  | _____ | <input type="checkbox"/>            | <input type="checkbox"/> |
| <input type="checkbox"/> Impact Weapon – Soft  | _____ | <input type="checkbox"/>            | <input type="checkbox"/> |
| <input type="checkbox"/> Other (e.g., conducted energy weapon, less lethal shotgun, "ARWEN") (specify) ▼ | _____ | <input type="checkbox"/>            | <input type="checkbox"/> |

## Example of 2023 report

|  |  |   |
|--|--|---|
| <b>Type of Force Used *</b><br><input checked="" type="checkbox"/> Physical Control * (select all that apply)<br><input type="checkbox"/> Escort Techniques <input checked="" type="checkbox"/> Grounding <input type="checkbox"/> Joint Locks<br><input type="checkbox"/> Pinning <input type="checkbox"/> Pressure Points <input checked="" type="checkbox"/> Strikes<br><input type="checkbox"/> Other  |  | <b>Did this assist in controlling the subject's behaviour? *</b><br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <input type="checkbox"/> Intermediate Weapon (e.g., pepper spray, baton, CEW)  |  |   |
| <input type="checkbox"/> Less Lethal Firearm   |  |   |
| <input type="checkbox"/> Other (e.g., canine, horse, weapon of opportunity)  |  |   |
| <input checked="" type="checkbox"/> Firearm * (select all that apply)<br><input type="checkbox"/> Handgun <input type="checkbox"/> Drawn <input type="checkbox"/> Pointed <input type="checkbox"/> Discharged<br><input checked="" type="checkbox"/> Rifle <input checked="" type="checkbox"/> Pointed <input type="checkbox"/> Discharged<br><input type="checkbox"/> Shotgun (Lethal) <input type="checkbox"/> Pointed <input type="checkbox"/> Discharged |  | <b>Did this assist in controlling the subject's behaviour? *</b><br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

### Intermediate Weapon – Baton

In 2023, the baton was used 1 time.  
Reported use of the expandable baton is completed when it is used as a weapon on a person.  
This figure is the same as the previous year.

### Intermediate Weapon - OC Spray

In 2022, aerosol weapons (OC Spray) were not used.  
  
This is a decrease of one from the previous year.

## Intermediate Weapon – CEW

- Conducted Energy Weapons (CEW), or in our Service's case, the Taser X2, can be used in 3 modes based on a multitude of factors including, but not limited to, situational or environmental conditions and subject behaviours.
- In 2023, CEWs were utilized in 119 Use of Force responses, which is an increase of 9 deployments from 2022.
- The CEW was used 60 times in 'Demonstrated Force Presence mode'. This represents a decrease of 9 deployments in this manner from 2022. This deployment mode refers to when an officer removes the CEW from the holster and its demonstrated presence alone is used to de-escalate the situation.
- CEWs were utilized 59 times in 'Probe Deployment mode' or 'Drive Stun mode'. This means the device was removed from its holster and the either fired (causing the probes to contact the subject) or used in Drive Stun mode without probes being fired and contacting the subject.
- CEW training encourages probe deployment, even at close range and using the CEW in Drive Stun mode only as a final option. This is an increase of 18 deployments in these modes from the previous year.

## Firearms

| Weapon              | Drawn     | Pointed    | Discharged |
|---------------------|-----------|------------|------------|
| Pistol              | 72        | 95         | 6          |
| Less-Lethal Shotgun | n/a       | 24         | 0          |
| ARWEN               | n/a       | 5          | 2          |
| Carbine             | n/a       | 92         | 3          |
| <b>Total</b>        | <b>72</b> | <b>216</b> | <b>11</b>  |

- A pistol "drawn" denotes an officer removing the weapon from their holster but holding it at the "low ready", not aimed at anyone.
- "Pointed" statistics reflect separate incidents where officers made the decision to aim their pistol at an individual.
- "Drawn" and "Pointed" may both be selected by some officers when reporting on an incident if there was an escalation in the Use of Force.

## Firearms Pointed

- The 216 incidents where a firearm was pointed represents an increase from 171 incidents in 2022. This is an 18% increase.

- Of the 216 incidents where a firearm was pointed, 48 of these are attributed to the Tactical Rescue Unit, which is a decrease from 72 in 2022.

*Note: Incidents involving ARWEN'S were not included in previous years.*

### Firearms Discharged

- Of the 10 incidents where a firearm was discharged, 9 were for the purpose of euthanizing an injured / suffering animal.
- In 2023, Use of Force reports involving the euthanizing of an animal were documented differently on two versions of the reports. The number reported in this document reflects the most accurate number of occurrences during which a firearm was discharged.

### 2023 Use of Force Statistics – Involvement by Race (by Incident)

- |                 |     |                   |   |
|-----------------|-----|-------------------|---|
| ▪ White         | 84% | (144 Individuals) | ▪ Since 2020, the Ministry has captured data on race as perceived by the reporting officer.   |
| ▪ Black         | 46% | (79 Individuals)  |   |
| ▪ East-SE Asian | 7%  | (19 Individuals)  |   |
| ▪ Mid. Eastern  | 9%  | (26 Individuals)  | ▪ This slide shows race involvement as a percentage of the total number of 2023 use of force incidents (171) from the statistical information gathered. |
| ▪ Latino        | 2%  | (7 Individuals)   |   |
| ▪ South Asian   | 2%  | (6 Individuals)   |   |
| ▪ Indigenous    | 2%  | (6 Individuals)   |   |

### Halton Demographics

#### Use of Force – Residency Information – Involvement by Race

Of the 287 individuals involved in use of force incidents, 171 (60%) involved non-residents of Halton, with 38 use of force incidents (22%) occurring outside of Halton Region. There were 116 individuals involved in use of force incident involving residents of Halton, representing the following perceived races:

- |                 |     |                  |
|-----------------|-----|------------------|
| ▪ White         | 74% | (86 Individuals) |
| ▪ Black         | 15% | (17 Individuals) |
| ▪ East-SE Asian | 4%  | (5 Individuals)  |
| ▪ Mid. Eastern  | 4%  | (5 Individuals)  |
| ▪ Latino        | 1%  | (1 Individuals)  |
| ▪ South Asian   | 1%  | (1 Individuals)  |

- Indigenous 1% (1 Individuals)

## 2021 Census Data (Stats Canada)

- |                               |      |
|-------------------------------|------|
| ▪ No visible minority (White) | 64%  |
| ▪ Black                       | 3.5% |
| ▪ East/Southeast Asian        | 2%   |
| ▪ Arab (Middle Eastern)       | 3.7% |
| ▪ Latin American (Latino)     | 1.9% |
| ▪ South Asian                 | 14%  |
| ▪ Indigenous                  | >1%  |

## CONCLUSION:

Over the course of 2023, reported use of force incidents across the Service decreased (-18%) from 2022, with a significant increase in use of force responses (+17%). Notably, there were significant increases in the “Physical Control - Hard”, “Less Lethal Shotgun Pointed” and “Carbine – Pointed” categories. There was a total of three members of the public who suffered an injury as a result of an interaction.

Through ongoing Incident Command training, our officers are trained to manage high-risk situations. Many of which require a measured response with officers deploying less lethal and lethal use of force options. De-escalation techniques being actively employed—especially during incidents where multiple response strategies continue to be a priority. These techniques were documented as being used in 97% of all reported interactions (reports).

In 2023, there were a significant increase overall in auto theft occurrences. Some of which were taken by force. Our response to these occurrences represents 13% of all occurrences and 12% of all reports.

Officers are trained to assess a wide range of factors, ensuring that both officer and public safety remain top priorities during encounters that may require the use of force. Delivered by the Training Bureau in collaboration with the Ontario Police College, the training emphasizes conflict prevention and de-escalation. In 2023, both the number of carbine operators and carbines deployed to each district increased. The number of carbine trained members will continue to increase throughout 2024-2026 as directed by the Community Safety and Policing Act. This is in addition to our Less Lethal Shotgun program that also continues to be delivered to frontline members. By equipping our officers with the skills to

assess, plan, and act appropriately, we can ensure the community that our responses remain measured and suitable in each interaction.

The Ministry Use of Force Report requires officers to select the subject's race based on the *officer's perception*. When multiple officers are involved in an incident, their perceptions can lead to more than one race being captured for the event. In some instances, one or more officers may perceive a subject as a particular race, while others may perceive the subject differently. To provide a calculation for this report and analysis, we included all data from each individual report. This may result in some anomalies in the data capturing the interaction.

| White | Black | East-S.E.<br>Asian,<br>Asian | Middle<br>Eastern | Latino | Indigenous | South<br>Asian |
|-------|-------|------------------------------|-------------------|--------|------------|----------------|
| 144   | 79    | 19                           | 26                | 7      | 6          | 6              |

A total of 461 persons were subject to use of force by Halton officers resulting in percentages of:

| White | Black | East-S.E.<br>Asian,<br>Asian | Middle<br>Eastern | Latino | Indigenous | South<br>Asian |
|-------|-------|------------------------------|-------------------|--------|------------|----------------|
| 50%   | 28%   | 7%                           | 9%                | 2%     | 2%         | 2%             |

The most recent census data from 2021 indicates that Black persons represent 3.5% of the population of the Halton Region, making the above-noted percentages not close to being representative at first glance.

Of the 79 persons perceived to be Black subject to the use of force, 62 were not residents of Halton or were of no fixed address.

These include incidents within Halton or from incidents that the Tactical Rescue Unit (TRU) attended to out-of-region. (TRU had 23 interactions in total in other jurisdictions.)

Therefore, in 2023, 17 Black Halton region residents were subject to a use of force incident, representing 6% of all use of force subjects.



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

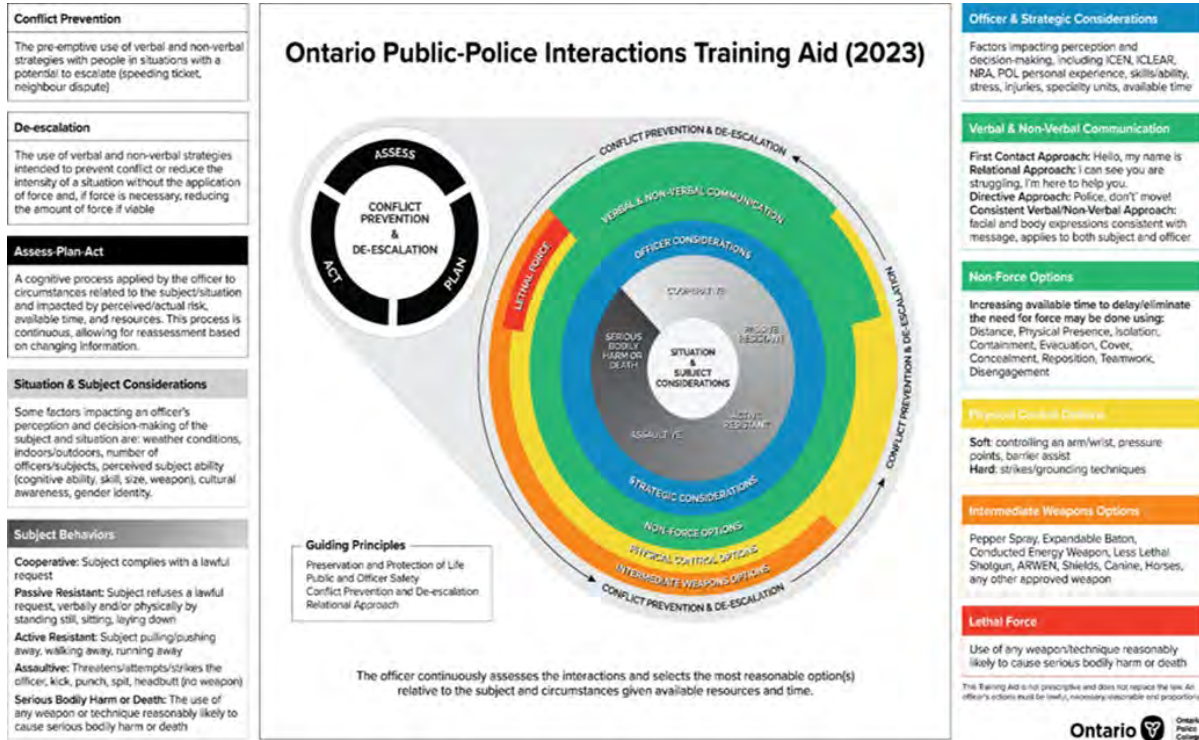
:SS/CN/JS

Attachments:    **Appendix "A" - Ontario Public-Police Interactions Training Aid (2023) and 2019-2024 Use of Force Summary**



## Appendix 'A'

### Ontario Public-Police Interactions Training Aid (2023)



### 2019-2024 Use of Force Summary

| Use of Force Type: Incidents (Effective) % Effective        | 2019         | 2020         | 2021        | 2022         | 2023          | 5 Year Average    |
|---|--------------|--------------|-------------|--------------|---------------|-------------------|
| Physical Control - Soft                                     | 23 (20) 87%  | 43 (23) 53%  | 46 (28) 61% | 57 (36) 63%  | 60 (55) 91.7% | 45.8 (32.4) 70.7% |
| Physical Control - Hard                                     | 23 (19) 83%  | 30 (21) 70%  | 34 (24) 71% | 26 (23) 88%  | 76 (54) 71.1% | 37.8 (28.2) 74.6% |
| Intermediate Weapon - CEW - Force Presence                  | 73 (66) 90%  | 96 (85) 94%  | 74 (67) 91% | 69 (60) 87%  | 60 (49) 81.7% | 74.4 (65.4) 87.9% |
| Intermediate Weapon - CEW - Probe Deployment & Drive Stun * | 31 (26) 84%  | 50 (37) 74%  | 36 (29) 81% | 41 (29) 71%  | 59 (39) 66.1% | 43.4 (32) 73.7%   |
| Intermediate Weapon - Baton                                 | 2 (2) 100%   | 2 (2) 100%   | 4 (2) 50%   | 1 (1) 100%   | 1 (0) 0%      | 2 (1.4) 70%       |
| Intermediate Weapon - Aerosol                               | 2 (2) 100%   | 0 (0)        | 1 (1) 100%  | 1 (1) 100%   | 0 (0)         | 0.8 (0.8) 100%    |
| Pistol - Drawn  | 16 (13) 81%  | 64 (46) 72%  | 50 (29) 58% | 57 (36) 63%  | 72 (61) 84.7% | 51.8 (37) 71.4%   |
| Pistol - Pointed  | 74 (59) 80%  | 84 (67) 78%  | 63 (51) 81% | 104 (95) 91% | 95 (75) 78.9% | 84 (69.4) 82.6%   |
| Pistol - Discharged   | 12 (12) 100% | 10 (10) 100% | 9 (9) 100%  | 6 (6) 100%   | 6 (6) 100%    | 8 (8) 100%        |
| Shotgun - Pointed   | 0 (0)        | 0 (0)        | 0 (0)       | 0 (0)        | 0 (0)         | 0 (0)             |
| Shotgun - Discharged  | 1 (1) 100%   | 1 (1) 100%   | 0 (0)       | 1 (1) 100%   | 0 (0)         | 0.6 (0.6) 100%    |
| Carbine - Pointed   | 26 (26) 100% | 85 (73) 86%  | 80 (64) 80% | 66 (53) 80%  | 92 (77) 83.7% | 69.8 (58.6) 84%   |
| Carbine - Discharged  | 1 (1) 100%   | 1 (1) 100%   | 2 (2) 100%  | 4 (4) 100%   | 2 (2) 100%    | 2 (2) 100%        |
| Canine  | 1 (1) 100%   | 3 (3) 100%   | 4 (4) 100%  | 1 (1) 100%   | 3 (3) 100%    | 2.6 (2.6) 100%    |
| ARWEN Pointed   | 2 (2) 100%   | 31 (27) 87%  | 17 (14) 82% | 6 (6) 100%   | 5 (5) 100%    | 13.6 (12.2) 89.7% |
| ARWEN Discharged  | 0 (0)        | 2 (1) 50%    | 1 (1) 100%  | 0 (0)        | 2 (1) 50%     | 1 (0.6) 60%       |
| Less Lethal Shotgun Pointed                                 | 0 (0)        | 0 (0)        | 2 (2) 100%  | 1 (1) 100%   | 24 (17) 100%  | 4 (4) 100%        |
| Less Lethal Shotgun Deployed                                | 1 (1) 100%   | 0 (0)        | 0 (0)       | 0 (0)        | 1 (0) 0%      | 0.4 (0.2) 50%     |
| Use Of Force Responses                                      | 307          | 504          | 451         | 441          | 525           | 445.6             |
| Reports   | 239          | 321          | 273         | 310          | 239           | 276.4             |





# Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: SEIZED FUND STATEMENT – AUGUST 31, 2024

Report #: P24-10-I-03

Date: October 31, 2024

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## INTRODUCTION AND BACKGROUND:

Attached is a financial statement indicating the status of the Seized Funds on deposit with RBC for the Police Board as at August 31, 2024. These funds remain in the Seized Fund account pending disposition by the Courts.

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

A handwritten signature in black ink, appearing to be 'S. J. Tanner'.

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Stephen J. Tanner  
Chief of Police

: GK/PL

Attachments: Seized Fund Financial Statement

**SEIZED FUND FINANCIAL STATEMENTS**  
**For the six-month period ending August 31, 2024**  
**CONFIDENTIAL**

**SUMMARY OF TRANSACTIONS**

|  |                        |
|--|------------------------|
| Balance as of February 28, 2024        | \$16,140               |
| Deposits in most recent 6 months       | \$79,861               |
| Cheques issued in most recent 6 months | ( <b>\$79,861</b> )    |
| Balance as of August 31, 2024          | <u><u>\$16,140</u></u> |

| <b>SUMMARY OF TRANSACTIONS</b> |   |        |
|--------------------------------|---|--------|
| Summary by Year                | # | \$     |
| 2011                           | 1 | 16,140 |
| Total                          | 1 | 16,140 |

| Summary by Disposition | # | \$     |
|------------------------|---|--------|
| Other                  | 1 | 16,140 |
| Total                  | 1 | 16,140 |

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

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



**HALTON  
POLICE  
BOARD**  
EXCELLENCE IN GOVERNANCE

## Memo

**To:** Chair and Board Members

**From:** Sameera Ali, Board Member  
Jessica Warren, Communications Advisor and EA to the Chair

**Date:** October 31, 2024

**Re:** CAPG Workshop on Nation Wide Police Board Training

---

On September 23 and 24, 2024, CAPG hosted a two-day workshop for Board members and Board staff in York Region. Sameera Ali and Jessica Warren attended both days.

Tarah Hodgkinson and her team lead meaningful discussion amongst a group of 20-25 people.

One exercise included groups of 4 discussing the following:

1. What would a well-trained and capable Police Service Board look like?
2. What could they achieve?
3. How could they differ from current police oversight?
4. What would effective police oversight training look like?

The main points each group noted for inclusion in training were:

- Training needed so Boards understand their role is governance, not management.
- Thought policy, Boards can influence operation.
- Boards need training on understanding legislation and roles.
- Understanding ownership over who does what.
- More consistency between small and large Boards.
- Understanding and training about accountability for decisions.
- How Boards can focus on community engagement/credibility/community trust.
- Boards should be making more informed decisions/evidence-based/best practices.
- Professional development needed for Board members.
- Transparency

- Ensuring Police management are aware about regulations for what's public/ confidential and ensuring they are aligned with the Boards legislation to continue transparency.

Discussion around community engagement:

- What makes a community?
  - People are a part of so many different communities.
  - Building a shared vision for the community served.

Group discussion with the following questions:

1. What is going well in police governance in Canada?
  - Willing to do the work, willingness to learn.
2. What is working well regarding training in Ontario?
  - New CSPA training modules.
3. Where are opportunities to improve training?
  - Ensure upper management (Chief/ Deputies) are also trained on what the Boards role is, how to present/ prepare Board materials. Educate at OACP.
  - Emphasis on the Board as the employer.
4. Which resources do we have access to? Can leverage?
5. How can we engage what we already have?

Budget discussion –

- Some Boards are 0.5% of the Service Budget
- Overall Boards are budgeting significantly more for legal fees
- Discussion around bargaining at the same time so contracts aren't released at different times.

General Points and Discussion with other Boards:

- Many Boards present all events to the Board in January and ask people to attend 2-3 per year.
- Discussed difference between Strategic Plan and Business Plan
  - Strategic Plan will set out measurable goals for the Service.
  - Business Plan is how the Service plans to achieve those targets.
- Some Boards do not support Boards having social media.



## Memo

**To:** Chair and Board Members

**From:** Jessica Warren, Communications Advisor and EA to the Chair

**Date:** October 31, 2024

**Re:** Community Safety and Well Being Leadership Group Meeting

---

On September 25, 2024 the Region held a meeting for the Community Safety and Well Being Leadership Group. The following information was presented and discussed:

- Update - Older Isolation Action Table Update
  - Support older adults at risk of isolation
  - Enhance community understanding of at risk older adults
  - Engage older adults before there is a crisis
  - Strengthen partner capacity
  - Community awareness
  - Launched new website
  - Needs more funding, continuing marketing, community engagement takes time
  - Working on sustainability funding
- Homelessness and Addiction Recovery treatment Hub
  - HART application, 10 hubs, funded \$6.3 million per year
  - Multi agency Hub Model.
  - Reduce emergency room/ crises service
  - Move people to housing quickly
  - Aiming to be operational by 2025.
  - Letters of support are helpful (they have to invite to apply).
  - 130 for every 100,000 are unhoused
- Our Kids Network
  - Overview of organization

- Early childhood development, child and youth mental health, new data and sharing ideas, DEI
- Submission to Solicitor General
  - Halton's compliance.
  - Goes to Ministry and Regional Council
- Overview:
  - Population is getting larger.
  - Seniors increasing
  - Child population in Milton is growing.
  - Hospitals are doing master planning





# Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2025 FUNDING REQUEST & 10-YEAR CAPITAL FORECAST

Report #: P24-10-R-05

Date: October 31, 2024

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## RECOMMENDATION – OPTION 1:

*“That the Halton Police Board approves the 2025 Funding Request of \$231,989,891 and forwards the request to the Region; and further,*

*That the Halton Police Board approves an increase in the authorized sworn strength of twenty-six (26) positions; and further,*

*That the Halton Police Board approves an increase in the authorized civilian strength of twenty-one (21) positions; and further,*

*That the Halton Regional Police Services Board approves the 10-Year Capital Forecast as presented.”*

A handwritten signature in black ink, appearing to be 'S. J. Tanner'.

---

Stephen J. Tanner  
Chief of Police

: PL / GK

## INTRODUCTION AND BACKGROUND:

The 2025 Funding Request for the HRPS amounts to \$231,989,891 which represents an increase of 13.8% as compared to the approved 2024 Budget. After considering Assessment Growth projections as provided by the Region, the 2025 Funding Request represents an increase of 12.1% as compared to the approved 2024 Budget.

In compiling the 2025 Funding Request, the Service has maintained its focus on the Strategic Plan objectives while recognizing population growth, demographics, calls for service, emerging trends and staffing requirements.

Significant drivers impacting the 2025 Funding Request include:

- Staffing needs to focus on front-line policing service levels and programs while reflecting emerging trends and continued growth in demand for policing services,
- Impact of new IT technology / applications and the ever-increasing cost of IT support,
- Impact of contract negotiations, and
- Inflation.

We are continuously aware of the Board's objective to demonstrate prudent use of taxpayer dollars while recognizing the need to provide adequate and effective police services for Halton Region. The challenge for the Board and Management remains in balancing the need to service an ever-growing community and to respond to changes in service delivery and emerging trends, while maintaining a fiscally responsible request for resources and funding. We believe that the 2025 Funding Request achieves this balance.

The actual budget presentation will be given during the October board meeting.

#### STRATEGIC MANAGEMENT ISSUES:

The 2025 Funding Request continues the strategic direction as detailed in the 2024-2027 Strategic Plan.



# Public Agenda Recommendation Report

To: Halton Police Board

From: Jessica Warren  
Communications Advisor and Executive  
Assistant to the Chair

Subject: Board Conference Attendance

Report #: CAE24-10-R-03

Date: October 31, 2024

## RECOMMENDATION:

*THAT the report on Board Conference Attendance be received for information.*

## INTRODUCTION AND BACKGROUND:

At the Board meeting of September 26, 2024 the Board requested information and best practices on conference attendance in order to ensure good value of funds allotted for conference attendance.

## DISCUSSION / ANALYSIS:

During consultation with other Ontario Boards, the following was found:

| Organization                 | Policy/ Best Practice on Conference Attendance   |
|------------------------------|--|
| York Police Service Board    | <ul style="list-style-type: none"><li>• Budgets for 2 staff and 2 Board members to attend each conference/ workshop yearly.</li><li>• No set maximum or minimum for attendees.</li><li>• Encourage newer members to attend at least one conference/ training in their first year.</li><li>• If a Board member wants to attend an un-budgeted conference or training a report is to be submitted to the Chair with rationale requesting approval.</li><li>• Cannot register for anything after possible expiry of their term.</li></ul> |
| Niagara Police Service Board | <ul style="list-style-type: none"><li>• All members are encouraged to attend OAPSB and CAPG at least once during their term, however there is no set limit.</li><li>• Event participation by-law mandates that one member must attend each conference, but there is nothing to limit more from attending.</li><li>• It is budgeted for two staff to attend OAPSB and CAPG yearly.</li></ul>  |
| Windsor Police Service Board | <ul style="list-style-type: none"><li>• Mirrors Niagara Police Service Board exactly.</li></ul>  |

|                               |   |
|-------------------------------|---|
| Durham Police Service Board   | <ul style="list-style-type: none"> <li>• Maintains flexibility on conference attendance, supporting all members who wish to attend.</li> <li>• No set number to limit attendance.</li> <li>• Set aside \$30,000 yearly for Board members and staff attendance.</li> </ul>   |
| Sudbury Police Service Board  | <ul style="list-style-type: none"> <li>• Attempt to have one member minimum attend each conference, but no rules on a maximum.</li> <li>• Usually ends up being anywhere between 1-4 attending each conference.</li> <li>• Budget for 2024 was \$5,000 per member, this is increasing for 2025.</li> </ul>  |
| Ottawa Police Service Board   | <ul style="list-style-type: none"> <li>• Board Training policy identifies new members are encouraged to attend at least once within the first two years of their term.</li> <li>• All members encouraged to attend as many of these events as possible and there is no cap except the availability of funds – and even then, when there is a significant underspend in other budget lines the Board has been inclined to approve additional conference expenses.</li> <li>• 2024 budget was \$42,200, 2025 budget is \$75,000, split between Board members and staff.</li> <li>• Encouraging at least 6 out of 7 to attend CAPG and OAPSB.</li> </ul> |
| Hamilton Police Service Board | <ul style="list-style-type: none"> <li>• Budget for 2025 is \$70,000, for Board and Staff.</li> <li>• Policy requests that new Board members attend OAPSB and CAPG for the first two years of their term.</li> <li>• One member must attend OAPSB and CAPG.</li> <li>• If there is a budget shortage, more senior members will default to allow newer members to attend.</li> </ul>   |

Overall, findings show that in general there is no hard limit on how many members can attend each conference/workshop. However, newer members are strongly encouraged to attend as many conferences as possible. Where there is a budget shortage, default usually goes to the newer members, or members who may not have had opportunity to attend as many conferences.

Pending Board approval of A05 - Conference Expense Policy and the increase in per diem to \$75.00 daily, there may be a need to increase the budget for conferences in 2025.

#### OPTIONS:

**Option 1:** Status Quo – leave conference attendance and budget as is, all members expressing interest are able to attend.

**Option 2:** Status Quo – with an increased budget for 2025, accounting for increased per diem, all members expressing interest are able to attend.

**Option 3:** Direct staff to develop a policy regarding conference attendance, how requests are handled, and reporting back from Board Members after attending conferences.

**Option 4:** Allot a set budget per Board Member/ staff for conference attendance each year.

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

Conference attendance impacts the annual budget and as such, consideration should be given to an option that allows for maximum Board member and staff education while still considering impact on the budget.



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Jessica Warren  
Communications Advisor & Executive Assistant to the Chair

Attachments: None





# Public Agenda Report

To: Halton Police Board

From: Fred Kaustinen  
Chief Governance Officer

Subject: Proposed 2025 HPB Governance Budget

Report #: CGO24-10-R-01

Date: 31 October 2024

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## RECOMMENDATION:

*THAT the Board approve a 2025 Governance Budget of \$634,445 – an annual increase of 10.1%, inclusive of \$40,000 in Board legal fees (6.3% of total) historically borne by the Service, and featuring an average 6 persons participating in each governance conference (as per recent practise).*

## OR ALTERNATIVELY

*THAT the Board approve a 2025 Governance Budget of \$621,845 – an annual increase of 4.8%, inclusive of \$40,000 in Board legal fees (6.4% of total) historically borne by the Service, and featuring a reduced average of 4 persons participating in each governance conference.*

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## INTRODUCTION AND BACKGROUND:

The Board's Governance Budget serves to support the Board in its police governance activities including its Governance Modernization Project. This year's Governance expenditures are expected to be approximately \$17,000 over budget, owing to underestimated costs for new staff, additional participation in national educational events and increased costs outfitting the Board office.

The Region's budget guideline for HRPS in 2025 is a 4.8% increase.

The Board's Governance Budget is roughly 0.0025% of the HRPS annual budget.

**DISCUSSION / ANALYSIS:**

The proposed 2025 Governance Budget features:

- Increased allocation for legal expenses, reflective of increased legislative police governance responsibilities and increasing engagement of independent Board legal counsel for a variety of matters; and
- Options regarding participation in educational governance conferences of either 4 or 6 board members and staff.

**ALTERNATIVES:**

The Board could achieve further cost reductions by:

- reducing the number of Board meetings & workshops;
- reducing the costs (or discontinuing the issuance) of Board blazers;
- further reducing the extent of Board training; and/or
- reducing staff.

Conversely, police governance could be strengthened by further investments in:

- increased educational and training of Board members and staff; and
- engagement of additional subject-matter-experts for advice and workshop support.

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

The Governance Budget is a financial issue by definition.

**Attachment:** Proposed HPB 2025 Governance Budget



## Halton Police Board - Proposed Governance Budget 2025

|                                       | 2024 Budget    | 2024 YE Forecast | Proposed 2025 Budget | Variance from 2024 Budget | Variance from 2024 Forecast | Notes   |
|---------------------------------------|----------------|------------------|----------------------|---------------------------|-----------------------------|---|
| <b>Board member remuneration</b>      | <b>52,523</b>  | <b>52,523</b>    | <b>54,361</b>        | <b>1,838</b>              | <b>1,838</b>                |   |
| <b>Staff:</b>                         |                |                  |                      |                           |                             |   |
| CGO fees                              | 259,996        | 259,996          | 265,196              | 5,200                     | 5,200                       | 2% increase as per contract                       |
| EA to the Chair                       | 87,750         | 121,500          | 125,753              | 38,003                    | 4,252                       | Reflects actual salary & benefits as per contract |
| Policy                                | 10,000         | 0                |                      | -10,000                   | 0                           |   |
| Secretary & HR Advisor                | 35,000         | 35,000           | 35,000               | 0                         | 0                           | Transfer payment                                  |
| <b>Staff Total</b>                    | <b>392,746</b> | <b>416,496</b>   | <b>425,948</b>       | <b>33,202</b>             | <b>9,452</b>                |   |
| <b>Board Meetings &amp; Web-site:</b> |                |                  |                      |                           |                             |   |
| Board portal                          | 18,000         | 18,000           | 9,000                | -9,000                    | -9,000                      |   |
| Board meeting AV                      | 12,000         | 12,000           | 14,000               | 2,000                     | 2,000                       |   |
| Web-site hosting & maintenance        | 4,200          | 4,200            | 4,200                | 0                         | 0                           |   |
| Meals                                 | 4,500          | 4,500            | 4,500                | 0                         | 0                           |   |
| <b>Board Meetings &amp; Web-site:</b> | <b>38,700</b>  | <b>38,700</b>    | <b>31,700</b>        | <b>-7,000</b>             | <b>-7,000</b>               |   |
| <b>Incremental Consultants:</b>       |                |                  |                      |                           |                             |   |
| Legal fees                            | 15,000         | 25,000           | 40,000               | 25,000                    | 15,000                      | 5 opinions @ \$8k average                         |
| Strategic Plan, Annual Report         | 6,000          |                  |                      | -6,000                    | 0                           |   |
| <b>Incremental Consultants Total</b>  | <b>21,000</b>  |                  | <b>40,000</b>        | <b>19,000</b>             | <b>40,000</b>               |   |
| <b>Education &amp; Training:</b>      |                |                  |                      |                           |                             |   |
| Memberships                           | 16,000         | 15,410           | 16,181               | 181                       | 771                         | OAPSB, CAPG                                       |
| Conferences & Other Training          | 35,000         | 45,000           | 26,500               | -8,500                    | -18,500                     | Conferences limited to 4 persons each             |
| <b>Education &amp; Training Total</b> | <b>51,000</b>  | <b>60,410</b>    | <b>42,681</b>        | <b>-8,320</b>             | <b>-17,730</b>              |   |
| <b>Retiree event/gifts</b>            | <b>250</b>     | <b>125</b>       | <b>400</b>           | <b>150</b>                | <b>275</b>                  | Departing Board Members                           |
| <b>Miscellaneous</b>                  | <b>10,000</b>  | <b>15,000</b>    | <b>16,000</b>        | <b>6,000</b>              | <b>1,000</b>                | Office, meetings blazer, advertising              |
| <b>Subtotal</b>                       | <b>566,219</b> | <b>583,254</b>   | <b>611,090</b>       | <b>44,871</b>             | <b>27,836</b>               |   |
| <b>Tax</b>                            | <b>9,965</b>   | <b>10,265</b>    | <b>10,755</b>        | <b>790</b>                | <b>490</b>                  | 1.76%   |
| <b>TOTAL</b>                          | <b>576,184</b> | <b>593,519</b>   | <b>621,845</b>       | <b>45,661</b>             | <b>28,326</b>               |   |

Variance to 2024 budget

4.8%

Budget Increase

**OPTION: 2 additional persons  
at each conference**

12,600  
634,445

10.1%

Budget Increase





# Public Agenda Recommendation Report

To: Halton Police Board

From: Jessica Warren  
Communications Advisor  
and EA to the Chair

Subject: Crime Stoppers Business Plan and Funding Request

Report #: CAE24-10-R-01

Date: October 31, 2024

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## RECOMMENDATION:

1. *THAT the Board receive the Crime Stoppers Business Plan.*
2. *THAT the Board approve funding for Crime Stoppers in the amount of \$75,000 for 2025.*

## INTRODUCTION AND BACKGROUND:

At the June 27, 2024 Board meeting, Crime Stoppers presented a request for additional funding and the following motion was passed:

1. THAT a one-time funding request for Crime Stoppers of \$49,000, from the HPB Community Fund be approved.
2. THAT Crime Stoppers present a comprehensive business plan to the Halton Police Board, including fundraising, budget and sustainability components by September 26, 2024, in order to be considered as part of the 2025 Budget process.

## DISCUSSION/ ANALYSIS:

Crime Stoppers has previously been receiving \$26,000 in funding annually. However, due to a decline in fundraising revenue and increased costs they are requesting that amount be increased to \$75,000 annually. This will allow them to continue with current services provided to Halton as well as take on the additional responsibility of running the Community Watch program. The additional funding supports Crime Stoppers in aiding initiatives aligned with the 2024-2027 Strategic Plan.

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

For Crime Stoppers to continue operations and undertake the additional Community Watch program they require an additional \$49,000 yearly for a total of \$75,000.

There are no Human Resources or Legal issues with increased funding.



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Jessica Warren

Communications Advisor & Executive Assistant to the Chair

**Attachments:** Appendix A- Crime Stoppers Budget  
Appendix B – Crime Stoppers Strategic Business Plan  
Appendix C – Executive Summary

APPENDIX A

Crime Stoppers of Halton Inc  
Proposed Budget - FY 2025

|  |            | FY 25                | FY 26                |   |
|--|------------|----------------------|----------------------|---|
| Revenue                                      | Current    | Projection<br>Year 1 | Projection<br>Year 2 | Comments  |
| Halton Region Police Services Stipend        | \$ 26,000  | \$ 75,000            | \$ 75,000            |   |
| Fundraising activities (1)                   | \$ 37,500  | \$ 12,945            | \$ 37,500            | HRPS (1st YR funding reduced to cover Capital costs), SHRED, Golf |
| Other Income                                 | \$ 1,800   | \$ 1,800             | \$ 1,800             | HST Refund, Canada Help   |
| Total Revenue                                | \$ 65,300  | \$ 89,745            | \$ 114,300           |   |
| Expenses                                     |            |                      |                      |   |
| Salaries and Wages                           | \$ 70,000  | \$ 73,500            | \$ 73,500            |   |
| Community Watch Program (2)                  |            | \$ 8,260             | \$ 8,260             |   |
| Advertising and promotion                    | \$ 4,000   | \$ 4,200             | \$ 4,200             | Shred events  |
| Insurance (2)                                | \$ 5,650   | \$ 5,932             | \$ 5,932             | Auto, Cyber, Directors liability                                  |
| General Office expenses (3)                  | \$ 6,000   | \$ 6,075             | \$ 6,075             | Incidental expenses for events /volunteers                        |
| Professional fees                            | \$ 3,300   | \$ 3,300             | \$ 3,300             | Accounting Fees   |
| Memberships and licenses (4)                 | \$ 2,065   | \$ 2,065             | \$ 2,065             | Software licenses   |
| Interest and bank charges                    | \$ 50      | \$ 50                | \$ 50                |   |
| Total Expenses                               | \$ 91,065  | \$ 103,382           | \$ 103,382           |   |
| Net Income /(Loss) for the year              | -\$ 25,765 | -\$ 13,637           | \$ 10,918            |   |
| Capital Expenditure- See Community Watch tab |            | \$ 24,555            |                      |   |

| <u>Crime Stoppers Annual Operating Budget</u> |  |               |                             | <u>Year 1</u> | <u>Year 2</u>  |
|---|--|---------------|-----------------------------|---------------|----------------|
| <u>Fundraising</u>                            |  |               |                             |               |                |
| 1)  | Shred  | 25,000        | 2 events- May and September | 25,000        | 25,000         |
|   | HRPS   | 26,000        |                             | 50,445        | 75,000         |
|   | Golf   | 11,000        | Based on 2024               | 11,000        | 11,000         |
|   | 50/50 Draw   | 1,000         |                             | 1,000         | 1,000          |
|   | Donuts, Pickleball etc.                              | 500           |                             | 500           | 500            |
|   |  | <u>63,500</u> |                             | <u>87,945</u> | <u>112,500</u> |
|   |  |               |                             |               |                |
| 2)  | <u>Insurance</u>                                     |               |                             |               |                |
|   | Directors Liability                                  | 2,100         |                             | 2,205         |                |
|   | Auto   | 1,830         |                             | 1,922         |                |
|   | Cyber  | 1,450         |                             | 1,523         |                |
|   |  | <u>5,380</u>  |                             | <u>5,649</u>  |                |
|   | Inflation- 5%  | <u>5,650</u>  |                             | <u>5,932</u>  |                |
|   |  |               |                             |               |                |
| - 42<br>3)                                    | <u>General Office expenses</u>                       |               |                             |               |                |
|   | Incidentals - food and rentals for Shred/ volunteers | 1,500         |                             | 1,575         |                |
|   | Golf events  | 4,500         | Based on 2024               | 4,500         |                |
|   |  | <u>6,000</u>  |                             | <u>6,075</u>  |                |
|   |  |               |                             |               |                |
| 4)  | <u>Memberships and licenses</u>                      |               |                             |               |                |
|   | Quick books- \$75 per month                          | 900           |                             | 900           |                |
|   | Payroll- \$22 per month                              | 264           |                             | 264           |                |
|   | Constant Contact- \$66.67/mth                        | 800           |                             | 800           |                |
|   | WHC- \$100 per year                                  | 100           |                             | 100           |                |
|   |  | <u>2,065</u>  |                             | <u>2,065</u>  |                |

**Community Watch Program**

1)

**1 Capital Expenditure**

Comment

|                             |    |               |
|-----------------------------|----|---------------|
| Laptop- ED                  | \$ | 1,000         |
| Laptop- Police- coordinator | \$ | 1,000         |
| Printer                     | \$ | 600           |
| Van Re-wrapped              | \$ | 7,000         |
| Street Sign-5               | \$ | 6,000         |
| CS Tent and Signage         | \$ | 4,000         |
| Tablets for display tables  | \$ | 1,000         |
| Projector                   | \$ | 1,000         |
| Screen                      | \$ | 400           |
| Speakers                    | \$ | 55            |
| CW Lawn Signs               | \$ | 2,500         |
|                             | \$ | <u>24,555</u> |

2)

**Operational Expenditure**

|                            |    |               |
|----------------------------|----|---------------|
| Training and Seminars      | \$ | 5,000         |
| Language line              | \$ | 600           |
| CW Stickers                | \$ | 1,000         |
| CW- Distribution of flyers | \$ | 5,000         |
| Advertising                | \$ | 8,000         |
| Volunteer cost             | \$ | 4,000         |
|                            | \$ | <u>23,600</u> |

Canada Post

# 2024-2027 Strategic Business Plan: **CRIME STOPPERS OF HALTON**

*Stand Up, Speak Out, Stay Anonymous.*

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1-800-222-TIPS (8477)

[www.haltoncrimestoppers.ca](http://www.haltoncrimestoppers.ca)





# MESSAGE FROM THE BOARD OF DIRECTORS

On behalf of my colleagues at Crime Stoppers of Halton, I am proud to introduce our Strategic Business Plan for 2024-2027. This comprehensive, results-driven strategy is dedicated to promoting crime prevention, community safety, and enhancing the well-being of our residents.

As the governing body of Crime Stoppers of Halton, we are dedicated to aligning our efforts with the needs, values and expectations of the region we serve. We are committed to offering a secure and credible platform for members of the public to submit anonymous tips, while fostering a safe environment for everyone.

We extend our heartfelt thanks to the Senior Command of Halton Regional Police Service and the Halton Police Board for their invaluable contributions and commitment to the partnership we have fostered over our 35 years of service to Halton Region.

Additionally, we recognize the immeasurable support and dedication of our volunteers, community partners and the board of directors, whose high level of engagement and contributions have been instrumental in our success.

For 23 consecutive years, Halton Region has been the safest community with a population greater than 100,000 in Canada. Together, we will continue to keep our community the safest and attract residents who want to call it home.

*Lou-Ann Lucier*

*Chair of the Board of Directors,  
Crime Stoppers of Halton*





## OUR MISSION:

To reduce crime in Halton Region through community education and engagement in partnership with the public, the police and the media, and by providing citizens the ability to provide information with guaranteed anonymity to deter and solve crime, with rewards offered for tips that lead to an arrest.

## OUR VISION:

**A Crime Free Halton.** Our vision is to foster a secure and cohesive community where every individual feels empowered to take an active role in crime prevention and public safety.

1. **Community Engagement and Trust:** We are the cornerstone of trust between law enforcement and the public, ensuring that every community member feels confident and secure in providing anonymous tips that help keep their neighbourhoods safe.
2. **Innovating Crime Prevention:** We leverage innovative strategies to stay ahead of emerging crime trends, making Halton a leader in proactive crime prevention and community safety initiatives.
3. **Education and Awareness:** Our educational programs and awareness campaigns equip citizens with the knowledge and resources needed to recognize, report, and prevent criminal activity, helping to create a well-informed public that actively participates in maintaining the safety of our community.
4. **Celebrating Diverse Communities:** We are dedicated to fostering an inclusive environment where every voice matters, and every individual feels a sense of belonging and responsibility toward the collective well-being of the community.



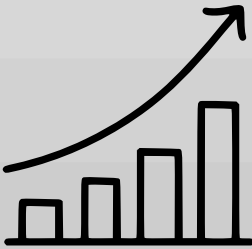
# CRIME STATISTICS IMPACT

Crime Stoppers prides itself on providing a service that gathers important information for investigators and frontline officers. Through the anonymous tip line, hundreds of tips are received each month that help discover, solve and close cases. The impact from those tips is reflected in the cases cleared, drugs seized, property returned, fugitives apprehended, weapons recovered and the piece of mind for the victims of these crimes.

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## Property Crime

2022: 10,118 charges laid  
2023: 11,254 charges laid  
Increased by 11.2% (+1,136)



## Auto Theft

2022: 1,302 charges laid  
2023: 1,701 charges laid  
Increased by 30.6% (+399)

## Violent Crime

2022: 2,698 charges laid  
2023: 2,518 charges laid  
Decreased by 6.7% (-180)

| Statistic          | Local Value  | Crime Stoppers Canada |
|--------------------|--------------|-----------------------|
| Tips               | 26,148       | 2,258,690             |
| Arrest             | 1,369        | 162,043               |
| Cases Cleared      | 2,357        | 227,301               |
| Fugitives          | 27           | 15,290                |
| Rewards Approved   | \$211,111    | \$18,745,820          |
| Drugs Seized       | \$18,527,387 | \$5,682,262,515       |
| Property Recovered | \$2,752,492  | \$556,991,853         |
| Weapons Recovered  | 195          | 13,103                |

# OUR TEAM

Crime Stoppers of Halton relies upon members of the community who are willing to share their time and skills for the betterment of the Halton region. Volunteers are the backbone of our workforce. We celebrate their diversity, assist in their career-pathing and offer an experience in public safety that is unique and rewarding.

- ✓ **100+** Volunteers
- ✓ **10** Full-Time Co-op Students
- ✓ **9** Co-op Coordinators
- ✓ **13** Board Members
- ✓ **1** HRPS Liaison Officer
- ✓ **1** Executive Director

Crime Stoppers of Halton thrives because of the dedicated contributions of our volunteers and co-op students, whose diverse talents and commitment are essential to enhancing the safety and well-being of our community. We are proud to support their career development, providing them with a unique and rewarding experience in public safety that empowers them to make a meaningful impact in the Halton region.



# FOUR PILLARS: STRATEGIC PRIORITIES

## 1. Community Engagement

Increase community awareness and participation in public safety.



## 2. Tip Collection and Management

Enhance the efficiency and effectiveness of anonymous tip collection, processing and follow-up.



## 3. Partnership Development

Continue to strengthen relationships with law-enforcement, media and partnering with community organizations.



## 4. Organizational Sustainability

Ensure long-term viability through funding, governance, and operational efficiency.

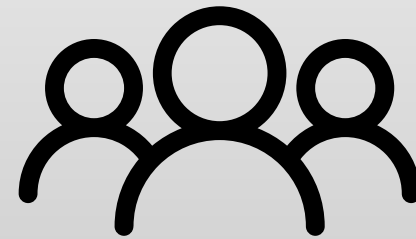




# PILLAR ONE:

## COMMUNITY ENGAGEMENT - INCREASING COMMUNITY AWARENESS

- Deliver awareness campaigns on frauds, scams, intimate partner violence, auto thefts, human trafficking, and guns, gangs, and violence.
- Targeted social media campaigns to reach all demographics; focusing on diversity.
- Host community events and workshops throughout Halton to educate residents on anonymous tips.
- Distribute educational content through schools, community centres, older adults residents and businesses.
- Partner with youth groups, community leaders, and public figures to advocate for Halton safety and awareness.
- Recruit and train youth ambassadors from local schools and colleges to promote Crime Stoppers programs.
- Work with local businesses to sponsor Crime Stoppers events or initiatives.
- Develop interactive features on the Crime Stoppers website, such as a community forum, interactive maps of crime hotspots, and anonymous reporting tools.
- Innovate via a Crime Stoppers mobile app that allows users to easily submit tips, access resources, and receive alerts.
- Host virtual town hall meetings, Q&A sessions with law enforcement and local elected officials on crime prevention.
- Launch a Community Watch Pilot Program in Fall of 2024, with plans to expand throughout the Region of Halton.



# PILLAR TWO:

## TIP COLLECTION AND MANAGEMENT

- Invest in the latest secure technologies to improve the tip collection process, ensuring anonymity and data security.
- Advance procedural mechanism to preserve the integrity of tip collection with the utmost confidentiality.
- Improve the quality control process to ensure tips are managed and acted upon effectively.
- Develop policies and procedures that support organizational governance to adhere to tip confidentiality.
- More frequent audits of how tips are being investigated and closed by law enforcement in a timely manner.
- Utilize our media partners to run regular segments on how tips have contributed to solving cases, reinforcing the importance of community participation.
- Establish an updated general by-law that is relevant with the changing dynamics of the region we serve.
- Develop a sliding scale for rewards based on the severity of the crime being reported.





# PILLAR THREE:

## PARTNERSHIP DEVELOPMENT: STRENGTHENING RELATIONSHIPS

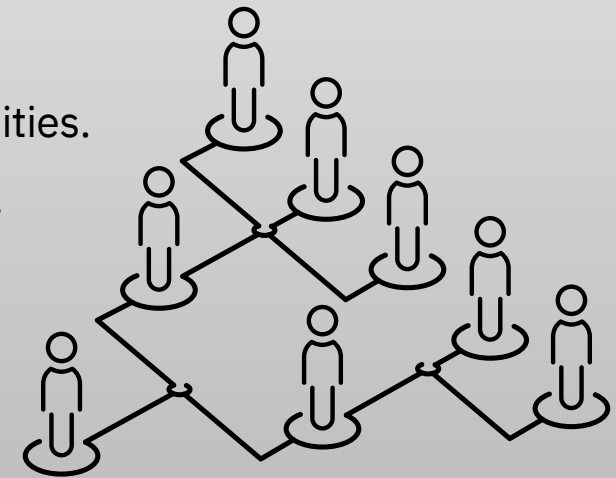
- Continue to develop joint programs with the Halton Regional Police Service to understand crime trends and educate residents.
- Partner with local media to amplify successful case resolutions and increase Crime Stoppers' visibility.
- Identify and engage with potential new diverse partners, including corporations, non-profit organizations and non-government organizations to support Crime Stoppers' initiatives.
- Regular meetings with key partners to review progress and explore new collaboration opportunities.
- Deliver newsletters and other media engagements on local public safety concerns.
- Form partnership advisory boards to best represent our diverse population.



# PILLAR FOUR:

## ORGANIZATIONAL SUSTAINABILITY

- Grow established fundraising initiatives, including online crowdfunding, corporate sponsorships and community charity events.
- Utilizing government grants to deliver on focused safety initiatives.
- Implement best practices in governance, including regular board, staff, and volunteer training and accountability mechanisms.
- Develop succession planning for all members to ensure continuity and accountability.
- Regular audits of operational and administrative processes to identify cost-saving opportunities.
- Implementation of software tools and new technologies to streamline tasks and processes.
- Create governance and best practices workshops to continually develop senior leadership.
- Administer a third-party to complete an organizational audit.



# COMMUNITY RESPONSE: ACTIONABLE PRIORITIES

***AUTO  
THEFTS***

***HUMAN  
TRAFFICKING***

***INTIMATE  
PARTNER  
VIOLENCE***

***CHILD  
EXPLOITATION***

***GUNS, GANGS  
AND DRUGS***

***HATE  
CRIMES***

***FRAUDS  
AND SCAMS***

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# REDUCING AUTO THEFTS IN HALTON



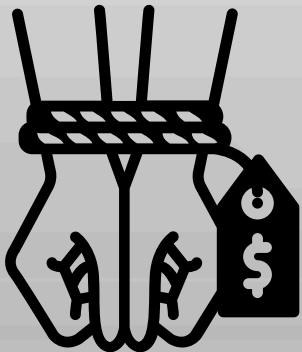
1. Increase public awareness of auto theft prevention.
2. Enhance collaboration with local law enforcement to target car theft hotspots.
3. Facilitate anonymous reporting of auto theft-related activities.
4. Promote community involvement in crime prevention initiatives.

## Actions:

- Launch a community watch program in collaboration with neighbourhood associations.
- Organize workshops on car theft prevention for residents and businesses.
- Encourage residents to report suspicious activity and share prevention techniques.
- Launch a multi-platform campaign (social media, local news, community events) focusing on auto theft prevention tips.
- Distribute educational materials (flyers, posters) in car dealerships, parking lots and other high-traffic areas.
- Partner with local influencers and businesses to amplify messaging.

## HUMAN TRAFFICKING

- Promote anonymous reporting of human trafficking, with a dedicated hotline and collaboration with support organizations.
- Develop an educational campaign focused on recognizing signs of human trafficking, particularly targeting high-risk groups and industries.
- Work with HRPS to create a hotline specifically for human trafficking tips, ensuring these cases are prioritized.
- Establish partnerships with organizations that support trafficking victims, ensuring they have access to Crime Stoppers' reporting mechanisms.



## INTIMATE PARTNER VIOLENCE

- Anonymous reporting and awareness of intimate partner violence, and strengthen partnerships for victim support.
- Launch a dedicated awareness campaign highlighting the signs of intimate partner violence and how to safely report it anonymously.
- Partner with local shelters and support services to distribute information through Crime Stoppers' channel.

## CHILD EXPLOITATION

- Raise awareness of child exploitation, with specialized training and a focus on online safety.
- Collaborate with schools and youth organizations to educate children and parents on online safety and how to report suspicious activities.
- Promote Crime Stoppers as a safe, anonymous resource for reporting child exploitation, both online and in the community.





## GUNS, GANGS AND DRUGS

- Encourage reporting of illegal firearms and gang activities, with targeted outreach in at-risk communities.
- Introduce a "Guns Off the Streets" program, encouraging anonymous tips that lead to the removal of illegal firearms from the community.
- Increase outreach in communities identified as at risk for gang activity, emphasizing the role of anonymous tips in preventing violence.
- Formulate a severity index for different types of illegal substances that translate to reward amount.

## HATE CRIMES

- Encourage anonymous reporting of hate crimes, with outreach to all communities via educational efforts.
- Implement campaigns encouraging community members to report hate crimes without fear of retaliation.
- Collaborate with community groups to increase outreach and build relationships, ensuring partners benefit from the anonymity that Crime Stoppers offers.
- Promote educational sessions for the public on what constitutes a hate crime and the importance of reporting it in collaboration with law enforcement.



## FRAUDS AND SCAMS

- Awareness initiatives and targeting campaigns designed to inform the public about common types of frauds.
- Educational materials, including brochures, videos and social media posts, highlighting frequently used fraud methods and providing advice on how to avoid becoming a victim.
- Promote the Canadian Anti-Fraud Centre reporting mechanism for sharing fraud attempts to dismantle new tactics.
- Information and intelligence sharing about fraud trends.



# MONITORING THE STRATEGIC BUSINESS PLAN

The Strategic Business Plan serves as a fundamental component of Crime Stoppers of Halton's commitment to public safety, transparency, and community engagement. To continue to uphold this commitment, we have established a comprehensive monitoring process that will continuously track both the actions implemented and the outcomes achieved under the plan.

In alignment with our dedication to accountability, we will review and report on the progress of our goals and initiatives annually. Additionally, we will update our metrics and strategies as needed to ensure they remain aligned with evolving priorities and to foster ongoing progress towards our organizational objectives. This approach ensures that our efforts remain effective and responsive to the needs of the community.





**CONTACT US**

Phone: 905-825-4777 ext. 5139

[www.haltoncrimstoppers.ca](http://www.haltoncrimstoppers.ca)  
[info@haltoncrimstoppers.ca](mailto:info@haltoncrimstoppers.ca)

2485 North Service Rd. W.  
Oakville, Ontario L6M 3H8

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**TIP LINE:**  
**1-800-222-TIPS (8477)**



@haltoncrimstoppers

**1-800-222-TIPS (8477)**

[www.haltoncrimstoppers.ca](http://www.haltoncrimstoppers.ca)





## APPENDIX C



### **Crime Stoppers of Halton**

2485 North Service Rd W

Oakville, ON L6M 3H8

Tel: (905) 825-4747 ext. 5139

[HaltonCrimeStoppers.ca](http://HaltonCrimeStoppers.ca)

### Summary: **Request for Increased Funding for Crime Stoppers of Halton**

We respectfully submit a request for an increase in funding, totaling \$75,000, to support Crime Stoppers of Halton in its mission to enhance crime prevention and community safety across the region. Specifically, this request is \$49,000 yearly increase to Crime Stoppers of Halton to support our ongoing operations and new initiatives that are aligned with the priorities of the Halton Regional Police Service (HRPS) and the Police Services Board.

### **Strategic Alignment and Organizational Goals:**

Crime Stoppers of Halton is dedicated to increasing education and awareness surrounding key crime-related issues in the community, including auto theft, hate crimes, and overall community safety concerns. Our recent focus is a pilot launch of a modernized Community Watch Program, which seeks to empower residents to work collaboratively with law enforcement in reporting suspicious activities.

The requested funding is critical in supporting our sustainability, particularly as it pertains to adopting modern technology solutions that will allow for more efficient and effective reporting, data collection, and communication between Crime Stoppers, HRPS, and the public. These technological advancements are necessary for staying ahead in the fight against crime, and without the requested funding, our organization will face challenges in providing optimal support to the community. We have outdated computers, printers and an aging vehicle, all of which needs replacement over the next year.

### **Financial Needs and Justification:**

Crime Stoppers of Halton has not received a stipend increase in over 12 years, while the operational demands, demographic increase and crime prevention needs in Halton have grown significantly. This funding increase would allow us to continue to provide quality resources, manage operational expenses, and invest in necessary technology upgrades to support the Neighbourhood Watch initiative and other educational programs.

## APPENDIX C

We also have the personnel resources to manage and expand our initiatives, but we require the necessary funding to support their efforts adequately. An increase in financial support will ensure we continue to maintain and grow our presence in the community, leading to better engagement and crime-solving outcomes.

### **Conclusion:**

We believe this funding increase will enhance Crime Stoppers' ability to make significant strides in crime prevention, particularly through community-focused programs like the Neighbourhood Watch. The investment in education, awareness, and technology aligns directly with the HRPS's goal of fostering safer communities, and we are confident this financial support will yield long-term benefits for Halton residents.

Thank you for considering our request, and we look forward to your continued partnership in making Halton a safer place.

**Colin Jessome**  
Executive Director



2485 North Service Rd W., Oakville, ON L6M 3H8  
Phone 905-825-4747 ext. 5139

[www.haltoncrimestoppers.ca](http://www.haltoncrimestoppers.ca)



# Public Agenda Recommendation Report

To: Halton Police Board

From: Jessica Warren  
Communications Advisor  
and EA to the Chair

Subject: Policy A05 – Board Member Expenses

Report #: CAE24-10-R-02

Date: October 31, 2024

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## RECOMMENDATION:

*THAT the Board approve the amended policy A05 – Board Member Expenses as presented.*

Attachments: Proposed Policy – A05 – Board Member Expenses

## INTRODUCTION AND BACKGROUND:

The current Board Member Expenses Policy has not been revised since October of 2001. The policy has been reviewed to align better with current practices.

## DISCUSSION:

Many of the stipulations in the 2001 policy are out of date. Particularly, the per diem has been aligned with other Police Boards in Ontario. This policy ensures responsible governance and spending of Board funds.



## Policy A05 - Board Member Expenses

### Purpose

The members of the Halton Regional Police Services Board attend various conferences, seminars and other meetings related to their duties with the Board. Funds are budgeted annually to allow for attendance of members at these functions. The Board is desirous of establishing guidelines for payment and reimbursement of expenses incurred.

The Halton Regional Police Services Board hereby adopts the following policy statements regarding attendance, payment and reimbursement of expenses incurred as a result of Board Members attending various conferences, seminars, meetings and other functions.

### 1. Definitions

- a. "Event" includes conferences, seminars, meetings and other functions related to Police Services Board business;
- b. "Expense Claim Form" means the form in use by the Halton Regional Police Service;
- c. "Per Diem" means a daily allowance paid to cover expenses including meals, out of pocket expenses, gratuities, etc., incurred while attending a conference or seminar. The Per Diem rate is \$75.00 per day.
- d. "Region" means the Regional Municipality of Halton.
- e. "Receipt" means an itemized breakdown of what was purchased, including taxes and fees. Receipts must be issued by the goods and service provider and include an HST number.

### 2. Requirements

- 2.1 Expenses incurred by a Board member will be reimbursed when a Board Member attends an Event (with the exception of expenses falling under the per diem definition).
- 2.2 In the event of a full day event, or event spanning multiple days the Board Member will submit for a per diem on their expense form. The per diem issued is in line with the Region's policies and is a set rate of \$75.00 per day.
- 2.3 If air/rail travel is required, bookings will normally be made at the best advance booking price, taking into account economy and convenience. Board Members are required to book and arrange their own travel arrangements to accommodate a personal or business schedule, the Board will reimburse the person for the ticket purchased based on economy pricing. Board Members will be reimbursed once the air/rail travel has been taken and the event attended.

- 2.4 Travel to Events will be based on the following modes of transportation:
- i. personal automobile;
  - ii. public transportation;
  - iii. economy airfare;
  - iv. first class rail transportation.
- 2.5 Board Members are permitted to add the following expenses to their economy airfare ticket:
- i. Extra legroom;
  - ii. One checked bag;
  - iii. Advance seat selection;
  - iv. Refundable/flexible airfare.
- 2.6 Board Members shall be required to submit a short report to the Board upon their return from any conference. The report shall include highlights of sessions they attended, learnings and opportunities to be followed up. If more than one Member attends a conference, a joint report is acceptable.
- 2.7 Board members may bring family members to events, however, they are not eligible to submit any expenses related to family members, and must accept bearing any additional cost incurred by doing so. Board staff are not responsible for any bookings/scheduling of family members attending the event
- i. Board members should endeavor to book their travel as a separate transaction from family members as practical, to ensure proper reconciling of expenses.

### **3. Conference Expenses**

- 3.1 A report shall be placed before the Board early each year outlining the dates and locations of annual conferences for the year. Board Members shall determine which Conference(s) they wish to attend. As details of other conferences arise, they shall be brought to the Board's attention.
- 3.2 Hotel accommodations will be booked by the Board staff; whenever possible Board staff will use a corporate charge card to pay for Board members hotel accommodations, however, should the Board member have to pay for their own hotel they will be reimbursed upon submission of the Expense Claim Form.
- 3.3 The Board will not reimburse expenses for family members or any other personal guests attending events. Basic/single occupancy rooms are booked for Board members attending the event. If Board members need an additional, upgraded or larger room to accommodate family members and/or guests, the Board member will be responsible for the additional cost.
- 3.4 If a Board member requires an advance to cover any event expenses a written request shall be submitted to the Chair for approval.

- 3.5 All expense claims, including all required receipts, shall be submitted to the Board Office for reconciliation within fifteen (15) days of return. The Board Chair shall review and approve all claims of Board Members. Expense claims by the Board Chair shall be reviewed and approved by the Vice-Chair. Any claim in dispute, or where policy interpretation is required, shall be referred to the Board for review.
- 3.6 For Events held within a 100 kilometer radius of the residence of the Board Member and being one day in length, the Board shall cover:
- i. kilometrage at the current rate for use of personal automobile or the cost public transportation both ways;
  - ii. registration cost for attendance; registration to be completed by Board Staff;
  - iii. per diem allowance for the number of full days attended. No receipts are required;
  - iv. parking charges;
  - v. If hotel is required for an event less than 100km away from the residence of the Board member, the Board member shall submit in writing to the Chair the reason/ explanation for hotel and receive approval in writing regarding the decision.
- 3.7 For Events in excess of 100 kilometers from the residence of the Board member, the Board shall cover:
- i. Travel costs to and from the event, including mileage or air/ rail travel based on sections 2.3, 2.4 and 2.5;
  - ii. registration costs for attendance, registration to be booked by Board staff;
  - iii. per diem allowance for the number of full days attended. No receipts are required. One additional day for traveling is permitted, if required;
  - iv. hotel accommodation at a standard/ basic room rate;
  - v. parking charges, upon submission of receipt;
  - vi. when ground transportation to and from an airport or hotel is required, payment will be reimbursed upon submission of receipts, and the Board Member filling out the expense form, providing basic and reasonable transportation has been taken, including:
    - a. ride share (Uber/Lyft);
    - b. basic taxi;
    - c. airport car service.
- 3.8 Should a Board member need to rent a car, which they feel essential to their needs at an event, they must submit the request in writing to the Chair and receive written approval from the Chair. When a number of people are attending the same function, shared car rental will be observed to minimize the expense. Board members are not eligible to submit a rental car expense to accommodate bringing family members to the event.

**Reference:**

Policy G10- Governance Support



# Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: BRONTE HARBOUR - LEASE

Report #: P24-10-R-04

Date: October 31, 2024

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## RECOMMENDATION:

*"That the Halton Regional Police Service Board approve the execution of a lease of property located at 2340 Ontario Street, Oakville, from the Town of Oakville, at an annual lease cost of approximately \$20,288 (plus taxes and additional rent), that will serve as the Marine Unit base office and the Bronte Village Community Office; and further, That the Board Chair be authorized to execute an extension to the Lease effective November 1, 2024 to October 31, 2025 in a form acceptable to the Service and the Director of Legal Services."*

A handwritten signature in black ink, appearing to be 'S. J. Tanner'.

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Stephen J. Tanner  
Chief of Police

KK:rm

## INTRODUCTION AND BACKGROUND:

Since September 2008, the Service has leased office space in the Bronte Harbour building located at 2340 Ontario Street, Oakville to accommodate the Marine Unit. Originally, the Lease for the space was with The Marina Group, a company that itself leased the Bronte Harbour property from Halton Region from September, 2008 until April 14, 2018. At that time, the Region transferred its interest in the Bronte Harbour lands (which are owned by the Government of Canada) to the Town of Oakville (the "Town").

On March 29, 2018, the Service brought a recommendation to the Board [Report No.: P18-3-R-10] to enter into a Lease with the Town for the same rent that had previously been approved by the Board with The Marina Group. The Lease was effective April 15, 2018 until October 31, 2020. That Lease was renewed at the end of the term when the Service brought a recommendation to the Board [Report No.: P20-09-R-01] for a renewal and an amendment to the Lease effective November 1, 2020 to October 31, 2022.

Further, in November, 2021, the Service brought a recommendation to the Board [Report No.: P21-11-R-04] to enter into an Amending Agreement with the Town to add an additional 368 sq. feet to the leased area and the option to store the vessels at the Marina year-round. The leased premises now consist of approximately 1068 square feet of office space, storage space, three docking slips in the Bronte Marina, and two reserved parking spaces.

The current Lease expires October 31, 2024. The Town has advised that they are still in the process of trying to acquire the underlying lands from the Federal Government and that until that occurs, they are unable to enter into any long-term Agreement. As such, the Town has proposed a further one-year extension to the Lease on the same terms and conditions. The Town has not increased the base rent on the renewal, and the annual lease cost of approximately \$20,288 (plus taxes and additional rent).

#### DISCUSSION / ANALYSIS:

The Bronte Marine Office is an ideal location given its proximity to the Oakville and Burlington Harbours and ready access to Lake Ontario. The Bronte Outer Harbour location provides sufficient office space for our Marine Officers and a small boardroom for meetings. The location offers excellent road and water exposure and easy access for members of the public. The office and water berths in the Bronte Outer Harbour provide the Marine Unit with an optimal location in terms of visibility and response times for search and rescue operations.

#### ALTERNATIVES:

The alternative to not leasing the space would be to minimize the level of marine service in the Bronte/Oakville area. There are no other available leased space options currently on the water in the Bronte or Oakville Harbour areas and properties for sale are not within the parameters of the current capital budget for marine facilities.

#### CONSULTATION:

Inspector Trevor Bradley, Emergency Services  
S/Sgt. Dave Preece, ESU/Training  
Sgt. William Clayton, Marine Unit

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

There will be no increases to the minimum rent or the additional rent over the proposed one-year term.



**STRATEGIC MANAGEMENT ISSUES:**

Maintaining facilities to support our Marine Unit supports Theme 1 Goal 2 and Theme 3 Goal 3(a);

*Community Safety & Well-being – Deter criminal activity and maximize crime clearance rates – strengthen crime prevention, enhance community policing and safety initiatives and relentlessly pursue criminals.*

*Organizational Capacity – Maximize the effectiveness and efficiency of the organization by working effectively with community and municipal partners.*





# Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members  
Tanner

From: Chief Stephen J.

Subject: CHIEF'S ADMINISTRATIVE INVESTIGATION INTO SPECIAL INVESTIGATIONS UNIT  
MATTER- SIU CASE # 24-OCI-028/HRPS #22-00129470 - CUSTODY INJURY

Report #: P24-10-R-06

Date: October 31, 2024

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## RECOMMENDATION:

*"That the Halton Police Board receives this report for information."*

A handwritten signature in black ink, appearing to be 'S. J. Tanner'.

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Stephen J. Tanner  
Chief of Police

:CB

## BACKGROUND AND PURPOSE:

Ontario Regulation 268/10 to the *Police Services Act* directs that a chief of police shall promptly cause an investigation to be conducted into any incident involving a police officer that becomes the subject of an investigation by the SIU Director. The purpose of the chief of police's investigation is to review the policies of, or services provided by, the police service and the conduct of its police officers and report his or her findings to the board.

*32. (1) A chief of police shall promptly cause an investigation to be conducted into any incident involving a police officer in the chief's police force that becomes the subject of an investigation by the SIU Director under section 15 of the Special Investigations Unit Act, 2019.*

*(2) The purpose of the chief of police's investigation is to review the policies of or services provided by the police force and the conduct of its police officers.*

*(3) The chief of police's investigation is subject to the lead role of the SIU Director in investigating the incident.*

**34. (1)** *In the case of an investigation by a chief of police of a municipal police force, the chief shall, no later than the day referred to in subsection (3), report to the board of the police force his or her findings and any action taken or recommended to be taken, and the board may make the chief's report available to the public.*

*(3) The day referred to in subsections (1) and (2) is the day that is 30 days after the SIU Director has, in relation to the incident, either given public notice under section 33 of the Special Investigations Unit Act, 2019 or published a report under section 34 of that Act.*

### **Incident Triggering Notification of Special Investigations Unit**

On January 18, 2024, at 2:50 p.m., the Halton Regional Police Service (HRPS) contacted the SIU with the following information:

On May 3, 2022, at 6:36 p.m., a male – the Complainant – was arrested on sex related offences for an undercover operation at a hotel on Lakeshore Road, Burlington. During the arrest, a struggle ensued. The Complainant reportedly dropped his body ‘dead weight’ to the floor and officers affected the arrest of the Complainant. He was brought to his feet, transported to a HRPS station, and later released.

The Complainant’s court proceedings were underway when his counsel, in correspondence with the Assistant Crown Attorney, indicated that the Complainant had contacted his physician on May 9, 2022, and complained of chest pain. On May 14, 2022, the Complainant was diagnosed with several fractured ribs. The Complainant told his counsel that the injury occurred in his interaction with police officers on May 3, 2022.

The information regarding the injury was not brought to the attention of the Halton Regional Police Service until January 18, 2024. As a result of the injury of fractured rib, the Special Investigations Unit was notified and invoked their mandate.

**15 (1)** *The SIU Director may cause an investigation to be conducted into any incident in which any of the following occurs, if the incident may have resulted from criminal conduct by an official:*

- 1. The death of a person.*
- 2. The serious injury of a person.*
- 3. The discharge of a firearm at a person.*
- 4. The sexual assault of a person, as reported by the person*

### *Serious injury defined – Section 1*

*A person sustains a serious injury if they:*

- a) Sustain an injury that results in hospitalization*
- b) Suffers a fracture to the skull, limb, rib, or vertebra*
- c) Suffers burns to a significant portion of his or her body*
- d) Loses any portion of their body*
- e) As a result of an injury loses vision or hearing or,*
- f) Suffers any other injury sustained by a person that is likely to interfere with the persons health and or comfort and is not transient in nature.*

### **SIU Findings**

The SIU Director made his findings public on September 18, 2024. He reported, in part, as follows:

Note: For the purposes of the Special Investigations Unit report, the involved person/suspect/accused is referred to as the “complainant”, the service employees are listed as Witness Officers (WO) 1, 2, 3 and 4. No officers were designated as Subject Officers.

*On January 18, 2024, the HRPS notified the SIU that they were in receipt of information in which it was reported that the Complainant had been seriously injured in the course of his arrest by HRPS officers on May 3, 2022. The SIU initiated an investigation. The investigation is now concluded. On my assessment of the evidence, there are no reasonable grounds to believe that any HRPS officers committed a criminal offence in connection with the Complainant's injury.*

*Pursuant to section 25(1) of the Criminal Code, police officers are immune from criminal liability for force used in the course of their duties provided such force was reasonably necessary in the execution of an act that they were required or authorized to do by law.*

*The evidence establishes that the Complainant was subject to lawful arrest at the time of the events in question. He had reportedly agreed to engage in sexual services with an underage female, and was subject to apprehension on that basis.*

*The evidence also establishes that nothing more than lawful force was used against the Complainant in aid of his arrest. This included a physical interdiction at the elevator accomplished with little to moderate force, which was unsurprising given the Complainant's flight from arrest. This also included a modicum of force to escort the Complainant back to*

*the hotel room and, once in the room, to handcuff him behind the back. This was largely in the nature of grappling with the Complainant to overcome what appears to have been some resistance to his arrest – refusing to readily surrender his hands and falling limp to the floor – and does not give rise to any concerns of excessive force. No strikes of any kind were delivered.*

The Director's report is a public document and available online;

[https://www.siu.on.ca/en/directors\\_report\\_details.php?drid=4042](https://www.siu.on.ca/en/directors_report_details.php?drid=4042)

### **Police Service Act Investigative Findings**

The Regulation 268/10 investigation was conducted by Detective Corey Bowes of the HRPS Professional Standards Bureau.

The SIU did not designate any Halton officer as a subject official.

### **Policy Review**

As per Regulation 268/10, the Professional Standards Bureau reviewed the relevant Service Policy Directives and found them to be current, relevant, and in compliance with provincial regulations and adequacy standards where required.

**CPO-001**      Use of Force

**PFS-003**      Special Investigations Unit

**CPO-001** mirrors the requirements of Ontario Regulation 926 (Equipment and Use of Force) and is current and complaint.

**PFS-003** addresses the requirements of the Special Investigations Unit Act and the Service's response to a SIU investigation. Due to the length of time between the arrest and the time when HRPS was notified of the injury, nearly two years had passed. There was no scene or evidence to secure. Upon learning of the extent of the injuries to the involved male, proper and timely notifications were made to the Service's SIU liaison and to the SIU.

### **Services and Conduct Review**

The involved officers were conducting a preplanned "John sting" investigation at a hotel in Burlington. The objective of the investigation was to identify, target, arrest and charge

person communicating for the purpose of obtaining sexual services. The Complainant arrived at the hotel believing he was going to exchange money for sexual services with a 16-year-old female, however, the Police were positioned inside the hotel room upon his arrival. The Complainant entered the hotel room and saw Police who were clearly marked with identifying “Police” vests. The officers also verbally identified themselves as such and told the male he was under arrest. The Complainant attempted to flee the room and a brief struggle ensued resulting in the male dropping to the ground with arresting officers attempting to gain control of his hands in order to affect the arrest. It’s believed this is when the injury was sustained.

In addition to being cleared of any criminal wrongdoing by the SIU, a review of the involved officers’ notes and reports indicates that the officers conducted themselves in a professional and competent manner. There were no concerns with the **conduct** of the officers involved in this incident.

#### COMMENTS OR RECOMMENDATIONS:

The injury received by the involved male was as a result of his attempt to evade arrest.

The male dictated the amount of force required by failing to comply with the officer’s lawful command and attempting to flee. The arrest and level of force used was compliant with the officer’s training, Service policy and provincial guidelines. The injury was not known to the involved officers at the time of arrest, had it been, the SIU would have been notified immediately as per policy.

Pursuant to section 34(1) of O.Reg. 268/10, as amended, the Board may make this report available to the public.





### Action Registry – Public Section

| Motion Date | Motion ID | Motion  | Task Assigned To | Scheduled Completion | Status/Comments  |
|-------------|-----------|---|------------------|----------------------|--|
| 30 Jun 2022 | 4.2       | <i>THAT an updated [HR] policy be brought back for future consideration by the Board including language regarding reporting internal harassment cases and their disposition.</i>  | CGO              | December 2024        | Subject to new Provincial regulations  |
| 27 Apr 2023 | 3.2       | <i>THAT the Halton Police Board direct the Chief Governance Officer to prepare a report prior to the end of 2023 on an independent quality assurance audit of Service, quality assurance and audit policies, to be conducted on behalf of and reported directly to the Board.</i> | CGO              | December 2024        | As per new Provincial Regulation: Adequate & Effective Policing - General Standard |
| 31 Aug 23   | 3.2       | <i>THAT Board staff draft a policy regarding complaints and requests to reconsider complaints, with Ministry Advisor input.</i>   | CGO              | November 2024        | Subject to new Provincial regulations  |
| 14 Dec 2023 | 3.2       | <i>THAT a policy be developed regarding reporting of Secondary Employment to the Board.</i>   | CGO              | November 2024        | Subject to new Provincial regulations  |

| Motion Date | Motion ID | Motion   | Task Assigned To                      | Scheduled Completion                                 | Status/Comments |
|-------------|-----------|--|---------------------------------------|--|-----------------|
| 14 Dec 23   | 4.1       | <i>THAT quarterly updates on the [Division 1 building] construction be provided to the Board.</i>  | Chief                                 | December 2024<br>as required afterwards              |                 |
| 25 Apr 2024 | 3.2       | <i>THAT staff be directed to look into ways to support new community initiatives for Neighbourhood Watch programs, and what level of support HRPS would be willing to invest in terms of time and resources.</i>   | Chair/Comms Advisor                   | Q3 2024  |                 |
| 25 Apr 2024 | 3.3       | <i>THAT the Service be directed to provide a presentation on the Sergeant Development program at a future meeting to be determined.</i>  | Chief                                 | November 2024  |                 |
| 31 May 2024 |           | <i>"THAT the Chief provide forecast of shared service needs for the purpose of maintaining baseline adequacy standards over the next 1-3 years, and;</i><br><br><i>THAT the Chief ensure the Board Office is provided copies of all current shared service agreements, including Chief to Chief agreements, and;</i> | Chief<br><br><br>Chief<br><br><br>CGO | Interim report<br>September 2024<br><br><br>Received |                 |

| Motion Date | Motion ID | Motion  | Task Assigned To | Scheduled Completion             | Status/Comments      |
|-------------|-----------|---|------------------|----------------------------------|----------------------|
|             |           | <i>THAT the CGO update the Board's Section 14 agreements (formerly Shared Service Agreements) as necessary."</i>  |                  | Pending receipt of prior reports |                      |
| 26 Sep 24   | 4.1       | <p><i>"THAT the Halton Police Board receives Report P24-09-R-03 for information and discussion; and</i></p> <p><i>THAT future HRPS Performance Reports from the Service address:</i></p> <ul style="list-style-type: none"> <li><i>· Linkages directly to the 5 performance objectives as identified in the Strategic Plan and planned adjustments to achieve those objectives, and;</i></li> <li><i>· Statistics regarding repeat offenders who are committing crimes."</i></li> </ul> | Chief            | Q1 2025                          |                      |
| 26 Sep 24   | 4.2       | <p><i>"THAT the Board refer the Proposed 2025 HPB Governance Budget back to staff to report back to the meeting of October 31, 2024 on:</i></p> <ul style="list-style-type: none"> <li><i>· Variances from the 2024 actual budget to the proposed 2025 increases</i></li> </ul>   | CGO              | Oct 24                           | Refer to this agenda |



| Motion Date | Motion ID | Motion  | Task Assigned To | Scheduled Completion | Status/Comments |
|-------------|-----------|---|------------------|----------------------|-----------------|
|             |           | · A proposed policy for Board conference attendance.” |                  |                      |                 |



## Monthly Correspondence List – October 31, 2024

Below is the list of Correspondence to the Halton Police Board received since the last Board meeting. Copies of the documents are available through the Board's online portal. Please contact the Board Secretary for further information.

| <u>No.</u> | <u>Title</u>   | <u>Date Received</u> |
|------------|--|----------------------|
| 1.         | Ryan Teschner, Inspector General of Policing - Canadian Police and Peace Officers' Memorial                | September 27, 2024   |
| 2.         | Canada Border Service Agency - 2024 Government of Canada Workplace Charitable Campaign Donation Invitation | September 30, 2024   |
| 3.         | Letter from Private Individual   | October 15, 2024     |

