



**HALTON  
POLICE  
BOARD**  
EXCELLENCE IN GOVERNANCE

# Halton Police Board Public Meeting

Thursday, January 30, 2025 - 9:00 a.m.

James Harding Community Room, Halton Regional Police Headquarters

2485 North Service Road West

Oakville, ON, L6M 3H8



**HALTON  
POLICE  
BOARD**  
EXCELLENCE IN GOVERNANCE

## **Halton Police Board Public Meeting**

**Thursday, January 30, 2025 - 9:00 AM**

### **1. General**

- 1.1 Election of Board Chair and Vice-Chair for 2025
- 1.2 Indigenous Land Acknowledgement
- 1.3 Regrets
- 1.4 Disclosure of Conflicts of Interest
- 1.5 Confirmation of Minutes of Meeting P24-11 held Thursday, December 19, 2024

### **2. Presentations/Delegations**

### **3. Information Reports**

- 3.1 P25-01-I-01 - 2024 Q4 Human Resources Quarterly Board Report
- 3.2 P25-01-I-02 - Semi-Annual Complaints Statistical Report – Public/Internal January – December 2024

### **4. Recommendation Reports**

- 4.1 CGO25-01-R-01 - Provision of Adequate & Effective Policing
- 4.2 CAE24-12-R-02 - Community Fund Application – Open Doors (Deferred from Meeting of December 19, 2024)
- 4.3 CAE24-12-R-03 - Community Fund Application – Tiger Jeet Singh Foundation (Deferred from Meeting of December 19, 2024)
- 4.4 C25-01-R-04 - Limited Tender Contract Award - Idemia Identity and Security Canada LLC

\*\*\*Not Previously listed\*\*\*

**5. Operational Verbal Updates**

**6. Action Registry**

6.1 Public Information Action Registry

**7. Receipt of Public Correspondence**

7.1 Monthly Correspondence List - January 2025

**8. New Business**

**9. Move Into Closed Session**

**10. Closed Session Report**

**11. Adjournment**



## **Territory 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.

*Excellence in Governance*

2485 North Service Road West, Oakville, Ontario, L6M 3H8



# Public Minutes

**MEETING NO.** P24-11

**DATE OF MEETING:** Thursday, December 19, 2024  
9:00 a.m.

**LOCATION:** James Harding Community Room, HRPS Headquarters/Zoom Video Conference

**MEMBERS PRESENT:** Jeff Knoll (Chair)  
Councillor Sameera Ali, Councillor Lisa Kearns (via Zoom Video Conference, left at 11:20 a.m.), Curt Allen (via Zoom Video Conference, arrived at 11:05 a.m.), Navdeep Dhaliwal, Ingrid Hann, Jane McKenna

**STAFF PRESENT:** Chief Stephen Tanner (via Zoom Video Conference)  
Deputy Chief Roger Wilkie  
Deputy Chief Jeff Hill  
Deputy Chief Kevin Maher  
Ken Kelertas, Director, Legal Services and Legal Counsel  
Bill Payne, Director, Information Technology  
Greg Kinnear, Manager, Corporate Services  
Adam Woods, Manager, Information Technology  
Sarah Harwood, Acting Director, Human Resources  
Louise More, Manager, Human Resources  
Ellie Bale, President, HRPA  
Superintendent Sue Biggs  
Superintendent Anita Laframboise  
Inspector Cole Repta  
S/Sgt. Tamara Sandy  
S/Sgt. Ryan Eacrett  
S/Sgt. Kelly Blore  
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.

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### 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.

Councillor Ali declared a conflict on Recommendation Item No. 4.1, Report CAE24-12-R-01 - Community Fund Application – Hum-WE, as she is a member of the board of this organization.

No further declarations were made.

### 1.4 **Confirmation of Minutes of Meeting P24-10 held Thursday, November 28, 2024**

Moved by: S. Ali

Seconded by: I. Hann

*“THAT the Minutes of Meeting P24-10 held Thursday, November 28, 2024 be adopted as circulated.”*

Carried.



## **2. PRESENTATIONS/DELEGATIONS**

### **2.1 Sergeant Promotional Process**

Deputy Kevin Maher provided an update and overview of the redesigned Sergeant Promotional Process, assisted by Louise More, Human Resources, Superintendent Sue Biggs, Superintendent Anita Laframboise and Inspector Cole Repta. A copy of the slide deck was distributed prior to the meeting.

Moved by: S. Ali  
Seconded by: I. Hann

*“THAT the presentation on the Sergeant Promotional Process be received.”*

Carried.

## **3. INFORMATION REPORTS**

- 3.1 P24-12-I-01 - Facilities Update – 2024**
- 3.2 P24-12-I-02 - New 1 District Facility, Quarterly Project Update**
- 3.3 P24-12-I-03 - Secondary Employment – 2024**
- 3.4 P24-12-I-04 - Community Safety and Well-Being Plans**
- 3.5 SEC24-12-I-02 - Approval of 2025 Budget by Halton Regional Council**

Moved by: N. Dhaliwal  
Seconded by: J. McKenna

*“THAT Items 3.1 through 3.5 on the Consent Agenda be received for information.”*

Carried.



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

##### **4.1 CAE24-12-R-01 - Community Fund Application – Hum-WE**

Councillor Ali did not participate in the vote or discussion on this item due to her declaration of pecuniary interest.

Moved by: N. Dhaliwal

Seconded by: J. McKenna

*“THAT the Community Fund application from Hum-WE for the amount of \$12,500 as detailed in Report CAE24-12-R-01 be approved provisionally upon receipt and review of financial statements from the organization.”*

Carried.

##### **4.2 CAE24-12-R-02 - Community Fund Application - Open Doors**

##### **4.3 CAE24-12-R-03 - Community Fund Application - Tiger Jeet Singh Foundation**

Moved by: L. Kearns

Seconded by: J. McKenna

*“THAT Reports CAE24-12-R-02 and CAE24-12-R-03 be deferred to the Board Meeting of January 2025, and;*

*THAT staff be directed to review the Community Fund application policy for further Board consideration, including a potential requirement to make the discretionary items in the fund applications mandatory.”*

Carried.

##### **4.4 P24-12-R-07 - Sole Source Acquisition - Motorola Solutions Inc.**

Moved by: I. Hann

Seconded by: J. McKenna

*“THAT the Halton Police Board Board authorize the award of a sole source purchase to Motorola Solutions Inc. for an amount of \$1,131,796 (inclusive of contingency and HST) for the design, supply,*





*configuration, installation, and three years of maintenance and support for P25 Console Equipment for the backup 9-1-1 Communications site - currently located at 2 District Oakville.”*

Carried.

**4.5 CGO24-12-R-01 - G11 – Chief-to-Board Communications & PoP02 – Matters of Immediate Strategic Significance Policies**

Moved by: S. Ali  
Seconded by: N. Dhaliwal

*“THAT amended policy G11 – Chief-to-Board Communications & new policy PoP02 – Matters of Immediate Strategic Significance be approved as proposed.”*

Carried.

**4.6 SEC24-12-R-01 - Support for Small- and Mid-Size Police Services Boards and Municipal Police Services**

Moved by: L. Kearns  
Seconded by: J. McKenna

*“THAT the request from the Ontario Association of Police Chiefs (OACP) and Ontario Association of Police Services Boards (OAPSB) calling on the Province of Ontario to provide greater clarity regarding funding of police services and the requirement to provide adequate and effective policing under the Community Safety and Policing Act be endorsed by the Halton Police Board, and;*

*THAT a copy of this resolution be forwarded to the Honourable Michael Kerzner, Solicitor General of Ontario, Mario Di Tommaso, Deputy Solicitor General, Kenneth Weatherill, Assistant Deputy Minister, The Ontario Association of Chiefs of Police, The Ontario Association of Police Services Boards, the Federation of Canadian Municipalities (FCM), Association of Municipalities of Ontario (AMO) Halton’s MPPs, the Canadian Association of Police Governance and all Halton local municipalities.*

Carried.

**5. OPERATIONAL VERBAL UPDATES**

Operational verbal updates were provided regarding the following:

- HRPS selection as one of Greater Toronto’s Top 100 employers
- Conviction and sentencing following Milton homicide investigation



- Officer assignment updates

## 6. **ACTION REGISTRY**

### 6.1 **Public Information Action Registry**

Items 3.3 and 4.1 removed as complete. Items 4.2 and 4.3 added per motion above.

Moved by: J. McKenna

Seconded by: I. Hann

*“THAT the updated Public Information Action Registry be received.”*

Carried.

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

Councillor Kearns noted a communication from the Burlington Business Development Association to be included in the January agenda.

Moved by: L. Kearns

Seconded by: J. McKenna

*“THAT the public correspondence for December 2024 be received for information.”*

Carried.

## 8. **NEW BUSINESS**

There was no other new business.

## 9. **MOVE INTO CLOSED SESSION**

Moved by: I. Hann

Seconded by: N. Dhaliwal

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



- *Personal matters about identifiable individuals including members of the police service or any other employees of the board.”*

Carried.

**10. CLOSED SESSION REPORT**

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

**11. ADJOURNMENT**

Moved by: N. Dhaliwal  
Seconded by: J. McKenna

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

Carried.

The meeting adjourned at 12:37 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 Q4 HUMAN RESOURCES QUARTERLY BOARD REPORT

**Report #:** P25-01-I-01

**Date:** January 30, 2025

## INTRODUCTION AND BACKGROUND:

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

POLICE	Q1 2024 Actual	Q2 2024 Actual	Q3 2024 Actual	Q4 2024 Actual	Current Authorized Positions	Current Variance
Chief	1	1	1	1	1	0
Deputy Chief	2	3	3	3	3	0
Superintendent	6	7	6	6	7	-1
Inspector	13	13	12	11	13	-2
Staff Sergeant	23	28	27	29	26	3
Detective Sergeant	9	10	11	11	11	0
Sergeant	49	49	48	48	58	-10
Detective	45	43	43	41	49	-8
Constable (1st Class)	490	502	500	503	N/A	
Constable (2nd Class)	47	63	59	59		
Constable (3rd Class)	44	36	41	41		
Constable (4th Class)	46	42	39	53		
Recruits in Training	19	21	25	23		
Total Constables	646	664	664	679	672	7
<b>TOTAL SWORN</b>	<b>794</b>	<b>818</b>	<b>815</b>	<b>829</b>	<b>840</b>	<b>-11</b>
Cadet *	6	16	16	15	0	0

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

CIVILIAN	Q1 2024 Actual	Q2 2024 Actual	Q3 2024 Actual	Q4 2024 Actual	Current Authorized Positions	Current Variance
Senior Management/ Administration	10	10	9	9	10	-1
Supervisory/Professional/ Senior Clerical	105	112	116	120	127	-7
Clerical	101.5	105.5	108.5	105.5	116	-10.5
Communications	55	54	56	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>308.5</b>	<b>318.5</b>	<b>326.5</b>	<b>327.5</b>	<b>349</b>	<b>-21.5</b>

<b>TOTAL COMPLEMENT</b>	<b>1102.5</b>	<b>1126.5</b>	<b>1141.5</b>	<b>1156.5</b>	<b>1189</b>	<b>-32.5</b>
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TEMPORARY STAFF <i>(Temporary employees do not form part of the authorized complement.)</i>	Q1 2024 Actual	Q2 2024 Actual	Q3 2024 Actual	Q4 2024 Actual	Comments
Full-time	15	14	13	14	<b>* See details below</b>
Part-time	2	14	2	1	1 – District Clerk
As Required	70	50	53	63	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	87	78	68	78	

* FULL-TIME ALLOCATIONS	Q1 2024 Actual	Q2 2024 Actual	Q3 2024 Actual	Q4 2024 Actual	Comments
Replacements (Secondments/ Maternity/ LTD/etc).	5	5	5	6	1 – Staffing Advisor 1 – Business Analyst 1 – Snr. Corp. Comms. Specialist 1 – HR/Payroll Clerk 1 – Social Worker 1 – Project Specialist
Special Projects	4	4	4	4	1 – Victim Quick Response Coordinator 1 – Researcher Junior Crime Analyst 2– Prisoner Escort Officers
In Training	0	0	0	0	

Vacancy	3	2	2	2	1 – Station Duty Clerk 1 – Manager, Human Resources
Work Volume	3	3	2	2	1 – Business Analyst 1 – Facilities Maintenance Technician

<b>SPECIAL SITUATIONS - UNIFORM</b> <i>*(Not included in authorized complement)</i>	<b>Q1 2024 Actual</b>	<b>Q2 2024 Actual</b>	<b>Q3 2024 Actual</b>	<b>Q4 2024 Actual</b>	<b>Comments</b>
External Secondments	4	10	10	14	1 – HRP A President 2 – Ontario Police College 1 – Provincial Firearms Office 2 – OPP Power Case 1 – OPP Intelligence Led Joint Forces Strategy 2 - Repeat Offender Parole Enforcement 1 – OPP Biker Enforcement Unit 1 – OPP – Provincial Anti Terrorism Secondment 2 – OPP G&G 1 – OPP PATT
WSIB >1 year	20	22	19	22	
Leaves of Absences	1	1	2	4	4 – Unpaid LOA
Long Term Disability < 2 yrs	3	2	2	1	
* Long Term Disability > 2 yrs	8	8	8	9	
Short Term Sick Leave/WSIB < 1 Year	19	26	13	23	
Parental/Pregnancy Leave	6	7	9	8	
Jobs Shared by 2 Members	0	0	0	0	
<b>SPECIAL SITUATIONS - CIVILIAN</b> <i>*(Not included in authorized complement)</i>	<b>Q1 2024 Actual</b>	<b>Q2 2024 Actual</b>	<b>Q3 2024 Actual</b>	<b>Q4 2024 Actual</b>	<b>Comments</b>
External Secondments	0	0	0	0	
WSIB >1 year	5	4	5	4	
Leaves of Absences	1	1	3	4	
Long Term Disability < 2 yrs	5	4	3	2	Largely filled with Temporary Full-time
* Long Term Disability > 2 yrs	9	9	9	10	
Short Term Sick Leave/WSIB < 1 Year	11	12	8	4	
Parental/Pregnancy Leave	7	8	10	15	Largely filled with Temporary Full-time
Jobs Shared by 2 Members	0	0	0	0	

DEPARTURES	Q1 2024 Actual	Q2 2024 Actual	Q3 2024 Actual	Q4 2024 Actual	Total YTD 2024
<b>TOTAL</b>					
<b>Uniform</b>					
Retirements	5	0	1	2	8
Resignations	4	3	11	3	21
Terminations	0	0	0	0	0
Deaths	0	0	1	0	1
<b>Civilian</b>					
Retirements	4	0	1	2	7
Resignations	2	1	3	2	8
Terminations	0	1	0	0	1
Other – position redundant	0	0	0	0	0
Deaths	0	0	0	0	0

ADVANCEMENTS	Q1 2024 Actual	Q2 2024 Actual	Q3 2024 Actual	Q4 2024 Actual	Total YTD 2024
<b>TOTAL</b>					
Sworn Reclassifications	35	51	26	4	116
Sworn Promotions*	15	15	0	2	32
Civilian Reclassifications	0	34	14	9	57

<b>*SWORN PROMOTIONS</b>	
NAME	RANK
K. Blore	Staff Sergeant
K. Walker	Staff Sergeant



Stephen J. Tanner  
Chief of Police



# Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2024 Q4 QUARTERLY HUMAN RESOURCES SUMMARY

Report #: P25-01-I-01

Date: January 30, 2025

## INTRODUCTION AND BACKGROUND:

Personnel Summary as of December 31st, 2024

	Actual Q2 30 Jun 24	Actual Q3 30 Sept 24	Actual Q4 31 Dec 24	Current Authorized Positions	Current Variance 31 Dec 24
Total Sworn	818	815	829	840	-11
Total Civilian	318.5	326.5	327.5	349	-21.5
<b>Total Complement</b>	<b>1136.5</b>	<b>1141.5</b>	<b>1156.5</b>	<b>1188</b>	<b>-32.5</b>

Not included in above

	Actual Q2 30 Jun 24	Actual Q3 30 Sept 24	Actual Q4 31 Dec 24
Total Temporary Staff	78	68	78
Cadets	16	16	15

Stephen J. Tanner  
Chief of Police





# Halton Regional Police Service Public Agenda Information Report

**To:** Chair and Board Members

**From:** Chief Stephen J. Tanner

**Subject:** SEMI-ANNUAL COMPLAINTS STATISTICAL REPORT – PUBLIC/INTERNAL  
JANUARY – DECEMBER 2024

**Report #:** P25-01-I-02

**Date:** January 30, 2025

## INTRODUCTION AND BACKGROUND:

The following is a statistical summary of the complaints received during the year 2024 as prepared by the Professional Standards Bureau.

### Public Complaints

Members of the public who have a complaint regarding conduct of Police Officers, the policies and/or services provided by the Police Service must file their complaint with the Law Enforcement Complaints Agency (LECA).

<b>Table 1 - Summary – Halton Related Public Complaints filed with LECA</b>		<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total complaints (Total Lines 1, 2, 3, 4)</b>		<b>109</b>	<b>100</b>	<b>119</b>	<b>122</b>
Line 1	<b>Not accepted (no action taken)<sup>1</sup></b>	<b>68</b>	<b>55</b>	<b>67</b>	<b>77</b>
Line 2	<b>Retained by LECA<sup>2</sup></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Line 3	<b>Referred to another Service by LECA<sup>3</sup></b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>2</b>
Line 4	<b>Referred to our Service</b>	<b>37</b>	<b>43</b>	<b>50</b>	<b>43</b>
Line 5	• Conduct - <i>Refer to Table 2</i>	40	44	51	38
Line 6	• Policy/Service – <i>Refer to Table 4</i>	1	1	1	7

<sup>1</sup> Made too late; frivolous, vexatious, bad faith; dealt with under another Act; not in the public interest; no direct effect on complainant

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

<sup>3</sup> The Chief of another Service is required to investigate the complaint and submit a written report to our Chief. Disposition is included in the “Disposition of Complaints” section. (See Table 2)

## Conduct Complaints

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

<b>Table 2 - Disposition of All Conduct Complaints</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total Number of Conduct Complaints (Line 5 of Table 1)</b>	<b>40</b>	<b>44</b>	<b>51</b>	<b>38</b>
Outstanding/Under Review	0	0	0	18
Unsubstantiated/Withdrawn	32	36	41	17
Informal Resolution	8	7	9	2
Substantiated	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Disposition of Substantiated Complaints</b>				
Awaiting Disposition	0	0	0	0
Informal Discipline	0	1	1	1
Formal Resolution/Discipline	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Suspension without pay, forfeiture of time, reprimand, counselling, specific program	0	0	0	0
Dismissal; Resignation Accepted, Demotion	0	0	0	0
Resulting in Police Act or other charges laid	0	0	0	0

<b>Table 3 – Appeals of Conduct Complaint Decisions</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Appealed to OCPC or LECA</b>	<b>10</b>	<b>4</b>	<b>4</b>	<b>1</b>
Outstanding/Under Review	0	0	0	1
Confirmed by OCPC or LECA	10	3	4	0
Modified by OCPC or LECA	0	1	0	0

### Policy/Service Complaints:

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

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

<b>Table 4 – Requests for Review of Chief’s Decision</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total Number of Policy/Service complaints (Line 6, Table 1)</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>7</b>
<b>Requests to the Police Services Board for Review</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
Outstanding/Under Review	0	0	0	1
No action taken by the Board	0	0	0	0
Action taken by the Board	0	0	0	0

### Special Investigations Unit (SIU) Investigations

<b>Table 5 - Special Investigations Unit Investigations</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Investigations Commenced by SIU	5	11	12	10
Outstanding	0	0	0	4
Concluded with No Action Taken	4	11	12	6
Concluded with Criminal Charges Laid	1	0	0	0

### Chief's Internal Conduct Complaints

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

<b>Table 6 - Summary - Internal Complaints</b>		<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Line 1	<b>Total Internal Chief's Complaints</b>	<b>14</b>	<b>13</b>	<b>9</b>	<b>28</b>
Line 2	Still Outstanding/under Investigation	1	0	0	10
Line 3	Referred to another Chief for investigation <sup>4</sup>	0	0	0	0
Line 4	Completed/disposed – Refer to Table 7	13	13	9	18

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

<b>Table 7 - Disposition of Chief's Internal Conduct Complaints</b>		<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total Number of Internal Complaints Completed/Disposed</b> (Line 4 of Table 6)		13	13	9	18
Unsubstantiated		2	3	1	6
Substantiated		11	10	8	12
<b>Substantiated Complaints</b>					
Awaiting Discipline Disposition		0	0	0	0
Informal Discipline		7	6	6	11
Formal Discipline		4	4	2	1
Suspension without pay, forfeiture of time, reprimand, counselling, specific program		3	0	1	0
Dismissal; Resignation Accepted, Demotion		1	4	1	1
Resulting in Police Act or other charges laid		0	0	0	0
Withdrawn or Resolved prior to PSA hearing		0	0	0	0

<sup>4</sup> The Chief is required to seek Board approval prior to referring a complaint to the Chief of another Service to investigate.

<b>Table 8 – Appeals of Chief’s Internal Conduct Complaint Decisions</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Appealed to OCPC or LECA</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Outstanding/Under Review	0	0	0	0
Confirmed by OCPC or LECA	0	0	0	0
Modified by OCPC or LECA	0	0	0	0

### Workplace Violence and Harassment Investigations

<b>Table 9 - Workplace Violence and Harassment Investigations</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total Number of Complaints filed by employees this period</b>	<b>10</b>	<b>16</b>	<b>7</b>	<b>4</b>
<b>Total Complaints Still Outstanding</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Disposition</b>				
Unsubstantiated	4	9	3	3
Informal Resolution	0	5	4	0
Formal Resolution	6	2	0	0




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**Stephen J. Tanner**  
**Chief of Police**  
 NA:CD



# Public Recommendation Agenda Report

**To:** Halton Police Board

**From:** Fred Kaustinen  
Chief Governance Officer

**Subject:** Provision of Adequate & Effective Policing

**Report #:** CGO25-01-R-01

**Date:** 30 January 2025

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## RECOMMENDATION:

THAT proposed policy PoP01 Provision of Adequate & Effective Policing be approved.

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**Attachments:** Proposed PoP01 Provision of Adequate & Effective Policing Policy

## INTRODUCTION AND BACKGROUND:

Halton Police Board is responsible to provide adequate and effective policing to the community of Halton Region [Community Safety & Policing Act s10].

## DISCUSSION / ANALYSIS:

There are numerous prescribed policing functions for which the Board is responsible, as described in legislation and regulations. This policy serves as the important context to all other policies related to the Provision of Policing.

This policy describes how the Board shall fulfill its provision-of-policing responsibility role on an ongoing basis.

The Board's approach is summarized as follows:

## Ongoing Provision of Adequate & Effective Policing



### **CONSULTATION:**

In addition to the Board itself, the Chief of Police, HRPS senior management and Inspectorate of Policing Advisor David Tilley were consulted in the development of this policy. Chief Tanner's concerns regarding the "budget" step have been addressed in this final version, as have David Tilley's suggestions regarding legislative and regulatory references.

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

This policy is consistent with legislation and is intended to strategically frame future financial and staffing decisions.

### **STRATEGIC MANAGEMENT ISSUES:**

The provision of adequate & effective policing is the *raison d'être* of the HRPS and the Board.



## Policy PoP-01

# Provision of Adequate & Effective Policing

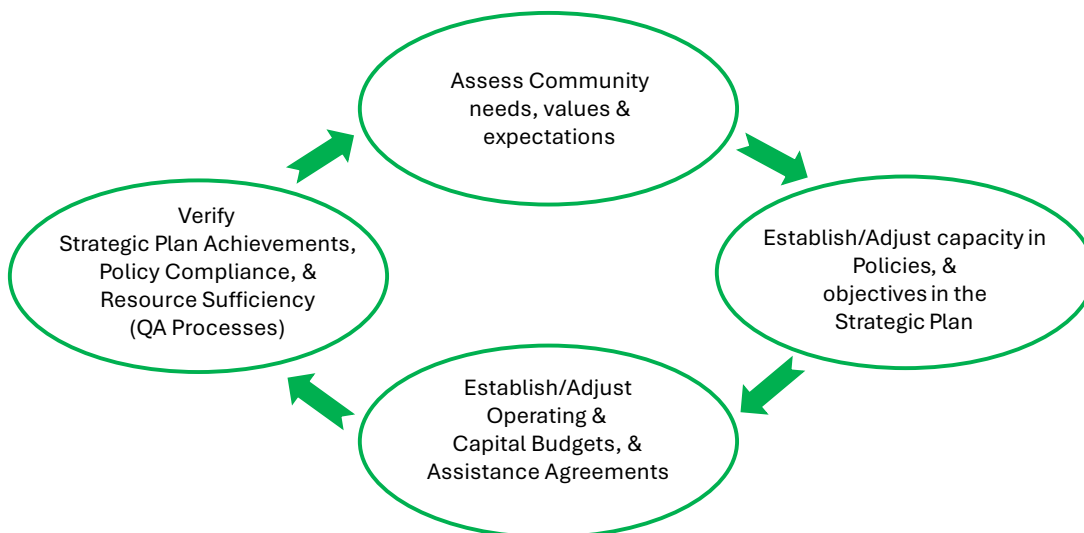
### Purpose

1. Everyone in Halton Region has the right to receive adequate and effective policing, both directly and indirectly, in terms of policing functions provided, response times and quality of services.
2. Halton Police Board is responsible to provide adequate and effective policing to the community of Halton Region [CSPA s10]. This policy describes how the Board shall fulfill that role on an ongoing basis, and serves as the important context to all other policies related to the Provision of Policing.

### Requirements

3. **General.** The Board's on-going methodology for assessing, establishing, verifying, funding and modifying-as-required the HRPS capabilities, responsiveness and parameters (collectively referred to as "capacity"), as well as the strategic outcomes of policing functions, is depicted below:

## Ongoing Provision of Adequate & Effective Policing





4. Policing functions are identified in regulations. In Halton region, each policing function will be provided to a reasonable extent and in a reasonable manner. The Board shall determine the level of reasonableness by considering: [O. Reg. 392/23 GAS s2(1)]
- a. the policing needs, values and expectations of the Community;
  - b. the geographic and socio-demographic characteristics of the Community;
  - c. the extent to and manner in which each policing function is effectively provided in comparator (Big 12) communities;
  - d. the effectiveness of past provision of each policing function in the Community, relative to Community needs, values and expectations; and
  - e. best practices regarding each policing function.

#### **Requirements of the Board**

5. **Determining Adequate & Effective Policing Requirements.** The Board shall determine Halton Region's Adequate & Effective Policing requirements by:
- a. Observing the standards for adequate and effective policing as identified within O. Reg. 392/23
  - b. Receiving reports regarding the assessment inputs identified in the table below;
  - c. Identifying gaps, surpluses, trends and risks based on those reports;
  - d. Considering options to address gaps, mitigate risks and reallocate surpluses; and
  - e. Selecting the most reasonable option.





Assessment Factor	Frequency
Provincial regulations	Ongoing
IG directions & recommendations	Ongoing
Public inquiries & coroners inquests' recommendations	Ongoing
Substantiated policy & service complaints	Ongoing
New best practises	Ongoing
Weighted crime rates & trends	Annually
Weighted clearance rates	Annually
Policing costs	Annually
Alternative, temporary and emergency assistance activities (assistance to or from other service providers)	Annually
Quality Assurance process findings	Annually
Progress on current Strategic Plan Objectives	Annually
Community needs, values & expectations via public survey, focus groups, letters	Every 4 years
Region geographic & socio-demographic characteristics	Every 4 years

## 6. Establish Policies & Strategic Plan Governing the Provision of Policing

6.1. **Provision of Policing Policies.** Based on the ongoing and annual analysis of Adequacy & Effectiveness requirements above, the Board will establish (or revise) its Provision of Policing policies regarding specific policing functions. These policies establish minimum capabilities and readiness, and strategically frame policing activities in Halton Region (as envisioned by Morden). These policies will also address alternative policing function providers. [*CSPA alternate provision s14; temporary assistance and emergency assistance s19*]

6.2. **Strategic Plan.** Based on the once-every-4-year assessment of community needs, values and expectations and updated geographic & socio-demographic characteristics and projections for Halton Region, as well as progress on current Strategic Plan objectives and relative statistical performance data, the Board will establish a Strategic Plan for attaining specific strategic results-based objectives for the next 4-year cycle. Refer to Policy PoP03 Strategic Planning.



7. **Establish Budgets.** The Board shall establish annual operating and multi-year capital budgets that reflect its Provision of Policing policies and Strategic Plan for the HRPS, plus the administrative overhead, executive leadership and governance to ensure policing success. In essence, this is the budget rationale and global ROI.
8. **Verify Performance.** The Board shall verify organizational performance by undertaking Quality Assurance processes regarding HRPS (1) compliance with the Board's Provision of Policing policies, and (2) attainment of Strategic Plan objectives. The Board in turn articulates any required corrective action on the part of the HRPS. Policy PoP03 Quality Assurance refers.

#### **Monitoring and Reporting Requirements**

9. **Internal Reporting.** Internal reporting requirements regarding Adequacy & Effectiveness are outlined in the various Provision of Policing policies and scheduled in policy G07 Governance Calendar.
10. **Public Reporting.** All Board policies and Strategic Plans shall be posted on the internet. Public reporting requirements regarding HRPS performance are addressed in policy PoP05 Annual Report.

#### **References:**

- CSPA Board role, shared services, temporary assistance (s10, s14, s19)
- O. Reg. 392/23 Adequate and Effective Policing (General)
- HPB Policies G01 Governance Commitment, G02 Board Job Description, G07 Governance Calendar, PoP03 Strategic Planning, PoP04 Quality Assurance, PoP05 Annual Report



**HALTON  
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EXCELLENCE IN GOVERNANCE

# Public Agenda Recommendation Report

**To:** Halton Police Board

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

**Subject:** Community Fund Application – Open Doors

**Report #:** CAE24-12-R-02

**Date:** December 19, 2024

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## RECOMMENDATION:

THAT the Community Fund Application from Open Doors be received for information.

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**Jessica Warren**  
Communications Advisor & Executive Assistant to the Chair

**Attachments:** Community Fund Application – Open Doors

## INTRODUCTION AND BACKGROUND:

Open Doors is a family-friendly winter walk that raises funds for local charities supporting those facing hunger or homelessness. They have multiple sponsorship opportunities. The application for funding was received on December 9, 2024.

## DISCUSSION:

Open Doors is requesting sponsorship for the Coldest Night of the Year event on February 22nd, 2025, in the amount of either \$1,000 or \$1,500. Details of the sponsorship opportunity are included in the attachment.

## ALTERNATIVES:

The Board may grant or not grant the request.

*Excellence in Governance*

**CONSULTATION:**

N/A

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

The Community Fund contains sufficient resources to grant the request, if the Board so decides.

**STRATEGIC MANAGEMENT ISSUES:**

N/A

# Halton Police Board Community Fund Application



**HALTON  
POLICE  
BOARD**  
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The Halton Police Board has a Community Fund, consisting of the proceeds from the sale of found and seized property which lawfully comes into possession of the Police Service. This fund may be used for any purpose that the Board considers to be in the public interest.

Members of the community interested in accessing the funding are invited to submit an application form to the Halton Police Board for review. Funding requests will be considered at the regularly scheduled monthly Board meetings (no meetings in July). **Please allow two months' notice for consideration of your request.**

Fund requests must reflect initiatives of the Halton Regional Police Service or the community. The organization receiving funding must clearly provide a benefit for:

- Community Relations and Outreach
- Public Education and Awareness
- Rewards
- Board Priorities

Funds will not be granted for items already funded through the Police Service's current or capital Budget, to support political activities or for any capital costs.

The applicant is requested to provide a written report to the Board within two months after the event on how the funds were used, and the success of their initiative.

Please review the policy on the Community fund [here](#), to ensure your request is in compliance.

I acknowledge I understand the Community Fund Policy A04, and confirm that the request submitted meets all criteria as outlined.

Please sign here: KC

Date: 2024-12-09

# Funding Application



**HALTON  
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**Name of Organization:** Open Doors

**Address:** 662 Guelph Line, Burlington ON L8R 3M9

**Email and Phone Number:** 905.643.1809

**Contact Name and Title:** Shannon Shuell - Open Doors Manager

**Social Media Accounts:** Facebook Open Doors at St. Christopher's Instagram - @opendoorsburlington

**Description of Applicant Organization:** Mission – Every Person. Every Table. Open Doors is dedicated to building an inclusive and supportive community in Burlington through programs and partnerships that enhance the dignity and well-being of local residents. Our services include food resources, community meals, clothing assistance, energy support, and seasonal programs that address various needs. Volunteers, donors, and partners are central to their mission, driving efforts to meet the needs of vulnerable populations and fostering a sense of belonging and community support.

**Does your organization have a not-for-profit status?** Yes

**Is your organization a registered charity?** Yes

**What is your CRA Business Number?** 108099771 RR0019

**Event Name/ Reason for Request/ Date of Event:** Open Doors - Coldest Night of the Year  
February 22nd, 2025

**Purpose of Initiative:**

- List the benefits which can reduce policing intervention and/or strengthen police-community relationships
- Partner organization
- How would will your organization publicize the participation of the Halton Police Board?

Please see attached appendix for matrix on logo and support opportunities. Our collaboration with Halton Regional Police Service has always been a source of pride and impact. Whether it's officers onsite at our meals connecting with neighbours or stopping by to pick up a hot meal for someone unable to leave home, we share a mutual mission of building a safer,

**stronger community. By supporting this initiative, we hope to showcase the powerful ways our organizations work together to assist those in need. Open Doors serves as a lifeline for individuals and families facing significant challenges. Through our food programs, community meals, clothing support, and energy assistance, we help those experiencing food insecurity, financial hardship, and homelessness. This grant would enable us to sustain these critical services and expand our offerings to better meet the needs of our community. With this funding, we aim to: Continue providing nutritious meals, groceries, and warm clothing to those who need them most. Expand seasonal programs that offer added support during winter and back-to-school seasons. Introduce skills-based workshops and financial literacy programs to empower long-term self-sufficiency. Your support would help us not only maintain these lifelines but also deepen the impact we can make together. By investing in these efforts, the Halton Police Board can further demonstrate its commitment to fostering a stronger, more inclusive community.**

## **Budget**

- **What specifically would the funding be used for?**
- **Other funding sources**

**We are currently working on securing community partners for our event.**

### **Amount Requested:**

*We hope you will support us at one of the following levels - Rest Stop Sponsor - \$1500 • Your name and logo displayed at the Rest Stop • Option for Event Day booth or display at the Rest Stop • Rest Stop volunteer roles set aside Route Sponsor - \$1000 • Your name and logo displayed along the route*

## **Eligibility Criteria**

**Having reviewed the Community Fund Policy A04, please explain how your funding request meets objectives of the Halton Regional Police Service.**

**Our funding request aligns closely with the objectives outlined in the Community Fund Policy A04 by strengthening community relations and outreach between Open Doors and the Halton Regional Police Service (HRPS). Open Doors works collaboratively with HRPS to support**

**Burlington's most vulnerable residents. HRPS officers frequently attend our community meals, engaging directly with residents to build trust and foster positive relationships. In addition, officers often pick up hot meals to deliver to individuals unable to leave their homes, demonstrating the shared commitment of Open Doors and HRPS to care for the most marginalized members of our community. This funding would allow us to continue and expand our services, providing more opportunities for HRPS members to interact with and support the community in meaningful ways. By enabling HRPS's ongoing participation in our initiatives, this partnership showcases the Board's goodwill and community involvement, directly supporting the goals of the Community Fund Policy A04. Together, we can demonstrate the power of collaboration in building a safer, stronger, and more inclusive Burlington.**

**Please submit completed application and supporting documents to  
[info@haltonpoliceboard.ca](mailto:info@haltonpoliceboard.ca)**





**HALTON  
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EXCELLENCE IN GOVERNANCE

# Public Agenda Recommendation Report

**To:** Halton Police Board

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

**Subject:** Community Fund Application – Tiger Jeet Singh Foundation

**Report #:** CAE24-12-R-03

**Date:** December 19, 2024

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## RECOMMENDATION:

THAT the Community Fund Application from Tiger Jeet Singh Foundation be received for information.

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**Jessica Warren**  
Communications Advisor & Executive Assistant to the Chair

**Attachments:** Community Fund Application – Tiger Jeet Singh Foundation

## INTRODUCTION AND BACKGROUND:

The mandate of the Tiger Jeet Singh Foundation is to promote inclusion, support women's shelters and hospitals and provide funding for public school initiatives such as mental health, literacy, inclusive classrooms, health and nutrition. The application for funding was received on November 29, 2024.

## DISCUSSION:

The Tiger Jeet Singh Foundation is requesting funding for their Miracle on Main event, which took place on December 7<sup>th</sup>. They wish to use funds to purchase toys, lifestyle products and food for families in need throughout Halton Region. They are requesting \$25,000.

**ALTERNATIVES:**

The Board may grant or not grant the request.

**CONSULTATION:**

N/A

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

The Community Fund contains sufficient resources to grant the request, if the Board so decides.

**STRATEGIC MANAGEMENT ISSUES:**

N/A

# Halton Police Board Community Fund Application



**HALTON  
POLICE  
BOARD**  
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The Halton Police Board has a Community Fund, consisting of the proceeds from the sale of found and seized property which lawfully comes into possession of the Police Service. This fund may be used for any purpose that the Board considers to be in the public interest.

Members of the community interested in accessing the funding are invited to submit an application form to the Halton Police Board for review. Funding requests will be considered at the regularly scheduled monthly Board meetings (no meetings in July). **Please allow two months' notice for consideration of your request.**

Fund requests must reflect initiatives of the Halton Regional Police Service or the community. The organization receiving funding must clearly provide a benefit for:

- Community Relations and Outreach
- Public Education and Awareness
- Rewards
- Board Priorities

Funds will not be granted for items already funded through the Police Service's current or capital Budget, to support political activities or for any capital costs.

The applicant is requested to provide a written report to the Board within two months after the event on how the funds were used, and the success of their initiative.

Please review the policy on the Community fund [here](#), to ensure your request is in compliance.

I acknowledge I understand the Community Fund Policy A04, and confirm that the request submitted meets all criteria as outlined.

Please sign here:

Date:

November 29, 2024

**Name of Organization:** Tiger Jeet Singh Foundation

**Address:** 612-420 Main Street East, Milton, ON. L9T5G3

**Email and Phone Number:** [tigerjr@tjsf.ca](mailto:tigerjr@tjsf.ca) and 416-578-2096

**Contact Name and Title:** Tiger Jeet Singh Jr., President

**Social Media Accounts:**

Website: [www.tjsf.ca](http://www.tjsf.ca) [www.miracleonmain.ca](http://www.miracleonmain.ca) [www.tigerjeetsinghfoundation.com](http://www.tigerjeetsinghfoundation.com)

X: TigerSingh\_Fdn

Instagram: tigerjeetsingh\_foundation

Facebook: Tiger.Jeet.Singh.Fdn

LinkedIn: Tiger Jeet Singh Foundation

**Description of Applicant Organization:** The Tiger Jeet Singh Foundation (TJSF) is a registered Canadian charity founded by wrestling legends, humanitarians and philanthropists Tiger Jeet Singh and his son, Tiger Jeet Singh Jr. aka Tiger Ali Singh. Throughout their travels around the world both men have seen examples of human suffering and decided to use their celebrity to create awareness and support underserved children and families. TJSF core mandate is to promote inclusion, support women shelters, hospitals and provide funding for public school initiatives such as mental health, literacy, inclusive classrooms, health and nutrition.

**Does your organization have a not-for-profit status?** Yes

**Is your organization a registered charity?** Yes

**What is your CRA Business Number?** 80435 2656 RR0001

**Event Name/ Reason for Request/ Date of Event:**

Miracle on Main Street is the name of the event.

The reason for the request of funds is to purchase toys, lifestyle products and food for the underserved families living throughout the Halton Region.

The date of the event is Saturday, December 7, 2024

**Purpose of Initiative:** Miracle on Main is an engaging and inclusive holiday festival, and charity toy drive in support of local underserved children and families living in Halton. We are inviting the community to join us in creating a transformative impact on the lives of families in need through Miracle on Main Street. Together we are hoping to spread joy, create lasting memories and inspire everyone to embrace the spirit of giving.

**List the benefits which can reduce policing intervention and/or strengthen police community relationships:** Builds community trust. Collaboration between TJSF and HRPS fosters trust by

demonstrating a commitment to community well-being rather than just enforcement. Community members are more likely to view police as partners when they see positive collaborations like this. We conduct several pre-event Miracle on Main school assemblies where we invite members from Halton Police to accompany us where direct interaction with the students occur. We promote the police in a positive light and the response has been very positive. We promote Halton Police as our partners to the community at the live event and highlight shared values in promoting an inclusive society.

**Partner organization:** Halton Police, Peel Police, Town of Milton, Downtown Milton BIA

**How would your organization publicize the participation of the Halton Police Board?** We would highlight its participation as a partner at the live event, on social media and during our school assemblies.

**What specifically would the funding be used for?** Funds will be used to purchase toys, lifestyle products and food for underserved families living throughout Halton.

**Other funding sources:** Sponsorships and Partners

**Amount Requested:** \$25,000

### **Eligibility Criteria**

One of the strategic goals of the Halton Police Board is identified as “Achievement of 80% or better community satisfaction with the HRPS”. In the action items of the Strategic Plan it says “Work with priority and diverse populations (youth, newcomers) through initiatives and programs, including Citizens Police Academy, Youth Advisory Council, Chief’s Diversity Forum, ProAction Cops and Kids, YIPI – Youth in Policing Initiative, ESINC – Emergency Services Introduction for New Canadians, and Older Adults to build positive relationships.” Funding our Miracle on Main event helps the Police Board and Service get closer to achieving this action item.



# Halton Regional Police Service Public Agenda Recommendation Report

**To:** Chair and Police Board Members

**From:** Chief Stephen J. Tanner

**Subject:** LIMITED TENDER CONTRACT AWARD – IDEMIA IDENTITY AND SECURITY CANADA LLC

**Report #:** C25-01-R-04

**Date:** January 30, 2025

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## RECOMMENDATION:

*"That the Halton Police Board authorizes a limited tender contract with Idemia Identity and Security Canada LLC for professional services and licensing costs for an amount not to exceed \$1,181,381 (including contingency and HST) over a term of five (5) years for an AI-driven Facial Recognition System thereby enabling the Halton Regional Police Service to participate in a shared Facial Recognition program with York Regional Police and Peel Regional Police."*

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

---

**Stephen J. Tanner**  
Chief of Police

:BP,AD

Attachments:

## **INTRODUCTION AND BACKGROUND:**

A Facial Recognition System is a tool that assists with the identification of individuals by comparing their facial geometry against a database of known faces for a possible match. Facial Recognition systems are composed of three basic elements: a digital image of an unidentified individual's face (probe image), a database of lawfully obtained digital images of identified individuals (gallery), and Facial Recognition Software that utilizes specialized algorithms to accurately compare form and structure of faces (morphological features) from the probe image supplied to the gallery images.

In Policing, a Facial Recognition System can be used as an investigative aid to assist officers in identifying unknown individuals during an open and active criminal investigation. Generated comparison results created with the assistance of a Facial Recognition System can assist in identifying potential candidates for further verification. The results of a comparison are not a positive means of identification and must be confirmed by a qualified Identification Specialist.

In May 2024, York Regional Police (YRP) and Peel Regional Police (PRP) jointly went live with Facial Recognition software – called “Face Expert” from Idemia Identity and Security Canada LLC following the award of a contract through a public Request for Proposal (RFP) purchasing process. As part of the RFP, a Police Co-Operative Purchasing Group (PCGP) participation clause was established which opens the award to all police agencies and First Nation Police agencies in the Province of Ontario interested in acquisition and sharing of information related to the Facial Recognition System. Additionally, the RFP award included specifications for recognizing tattoos of individuals – which is also a valuable tool in potentially identifying unknown suspects. The program established by PRP and YRP is now operational and is yielding positive results in those Services.

Staff request the Board Chair or designate sign a contract with Idemia Identity and Security Canada LLC in a form acceptable to HRPS Legal Services - in order to permit the Service to participate in the shared data facial recognition program with PRP and YRP.

## **DISCUSSION / ANALYSIS:**

Halton Regional Police Service (HRPS) is undertaking a project to partner with YRP and PRP to become a partner on their Facial Recognition System on technology provided by Idemia Identity and Security Canada LLC. Participation in this program through implementation of this system represents a natural step forward for HRPS investigations and will serve as a valuable tool in identifying unknown suspects of crimes – with the ultimate goal of increasing clearance rates and keeping the residents of Halton Region safe.

Facial recognition systems can be a valuable tool for law enforcement – potentially enabling rapid identification of unknown suspects in crimes. The true power of facial recognition systems lies in

the ability to implement leading edge algorithms to detect features in faces, and the ability to quickly search through a large number of known face and tattoo images.

Participating in this program by using this shared platform, contributing data from HRPS's database of lawfully obtained facial and tattoo images, and being able to access those images provided by PRP and YRP – will provide search capability across over 1.6 million known face and tattoo images. Images will be programmatically selected to be submitted to the image gallery from the Service and the gallery image database will be kept in sync with the Service's mugshot and tattoo database. Images for pardoned persons and expired probe images will be removed from the system automatically.

In recent times, controversy regarding certain facial recognition systems has raised concerns of privacy and police overstepping bounds in conducting searches through open sources of image data and social media postings. The HRPS does not use facial recognition systems on open source images to identify unknown suspects of crimes. This proposed Facial Recognition system does not use public or open source images to develop its gallery database. Rather, this system uses only lawfully obtained mugshots and tattoo images supplied from the records management systems of the participating police services.

A new policy and associated processes have been defined by the Service to ensure that the technology is used responsibly. All potential matches identified by the system are further examined by HRPS Identification Analysts to validate and accept or reject potential matches using established police identification procedures - as defined by the ACE-V process.

The Service has completed a Privacy Impact Assessment (PIA) in support of this initiative and is conducting community engagement sessions to educate the public and address any concerns the public might have in the use of this technology.

Additionally, the Service is assembling a data sharing memorandum of understanding (MOU) to be executed with PRP and YRP in preparation of enablement of this program.

#### Financial Details

This limited tender purchase will be funded through IT Operating budget 916002-12682. Ongoing maintenance will be included in the 2026-2030 operating budget plans.



Summary of costs to Operating 916002-12682		
Item	Cost	Cost (Incl HST Tax)
Setup and Year 1 maintenance	\$321,030	\$362,764
Year 2 Maintenance	159,861	180,643
Year 3 Maintenance	159,861	180,643
Year 4 Maintenance	159,861	180,643
Year 5 Maintenance	159,861	\$180,643
Subtotal	960,472	
HST Tax (13%)	124,861	
Contingency (10%)	96,047	
Total	\$1,181,381	

**ALTERNATIVES:**

Issue a Request for Proposal (RFP) for Facial Recognition software – NOT RECOMMENDED. The intent of participating in this program and licensing this software is to be able to access and share legally obtained reference photos amongst Peel Regional Police, York Regional Police, and the Halton Regional Police Service.

**CONSULTATION:**

- Jeff Hill, Deputy Chief – Operations
- Dave Stewart, Superintendent – Regional Investigative Services
- Ken Kelertas, Director – Legal Services
- Paul Lavergne, Director – Corporate Services
- Bill Payne, Director – Information Technology (co-author)
- Raf Skwarka, Inspector – Regional Investigative Services
- Amy Donnelly, Project Manager – Enterprise Project Management Office (co-author)

**STRATEGIC MANAGEMENT ISSUES:**

The approval of this request aligns with the Service’s **Strategic Plan 2024-2027**;

***Strategic Priority 1 – Achievement of the highest weighted clearance rate among comparator police services.***

*Strategic Application:*

*Ensuring that the Service has up to date and efficient technology tools to aid in criminal case clearance represents a natural step forward for HRPS investigations and will serve as another tool in an effort to keep the Halton community safe contributes significantly to this strategic priority.*

***Strategic Priority 4 – Reduced per capita property crime rate, including, through partnerships and collaboration, a 50% reduction in auto theft.***

*Strategic Application:*

*Ensuring that the Service can maximize operational impact through investments in and utilization of technology to improve crime solvency and guide intelligence-led enforcement strategies.*

*Enabling inter-service collaboration through information/data-sharing platforms such as Facial Recognition contributes significantly to this strategic priority.*



### Action Registry – Public Section

<b>Motion Date</b>	<b>Motion ID</b>	<b>Motion</b>	<b>Task Assigned To</b>	<b>Scheduled Completion</b>	<b>Status/Comments</b>
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	TBD - February 2025	Subject to new Provincial regulations
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	TBD - February 2025	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	TBD - February 2025	Subject to new Provincial regulations
25 Apr 2024	3.2	<i>THAT staff be directed to look into ways to support new community initiatives for Community Watch programs, and what level of support HRPS would be willing to invest in terms of time and resources.</i>	Chair/Comms Advisor	TBD	
31 May 2024		<i>THAT the Chief provide forecast of shared service needs for the purpose of maintaining</i>	Chief	Interim report September 2024	



Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
		<p><i>baseline adequacy standards over the next 1-3 years, and;</i></p> <p><i>THAT the Chief ensure the Board Office is provided copies of all current shared service agreements, including Chief to Chief agreements, and;</i></p> <p><i>THAT the CGO update the Board's Section 14 agreements (formerly Shared Service Agreements) as necessary."</i></p>	<p>Chief</p> <p>CGO</p>	<p>Received</p> <p>Pending receipt of prior reports</p>	
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	



<b>Motion Date</b>	<b>Motion ID</b>	<b>Motion</b>	<b>Task Assigned To</b>	<b>Scheduled Completion</b>	<b>Status/Comments</b>
31 Oct 24	4.4	<p><i>THAT Crime Stoppers of Halton be requested to provide an update and fundraising plan to the Board within 6 months and regular updates every 6 months afterwards; and</i></p> <p><i>THAT a Memorandum of Understanding between the Board and Crime Stoppers of Halton be negotiated and executed within the next 6 months.</i></p>	Crime Stoppers/Chair/Comms Advisor	April 2025	
19 Dec 24	4.2/4.3	<p><i>THAT Reports CAE24-12-R-02 and CAE24-12-R-03 be deferred to the Board Meeting of January 2025, and;</i></p> <p><i>THAT staff be directed to review the Community Fund application policy for further Board consideration, including a potential requirement to make the discretionary items in the fund applications mandatory.</i></p>	Secretary  Comms Advisor	January 2025	Refer to this agenda



## Monthly Correspondence List – January 30, 2025

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

<b><u>No.</u></b>	<b><u>Title</u></b>	<b><u>Date Received</u></b>
1.	All Chiefs Memo - Nishnawbe Aski Police Service Board Opt-in to the Community Safety and Policing Act, 2019	December 13, 2024
2.	All Chiefs Memo - Release of Use of Force Report Version 2.1	December 16, 2024
3.	All Chiefs Memo - 2025-26 to 2026-27 Mobile Crisis Response Team Enhancement Grant - Call for Applications	December 24, 2024
4.	All Chiefs Memo - Prohibition of Cannabis Cultivation for Non-Medical Purposes in Home Child Care Settings in Force January 1, 2025	December 27, 2024
5.	All Chiefs Memo - Amendments to the Cannabis Control Act, 2017 through the Safer Streets, Stronger Communities Act, 2024	January 2, 2025
6.	All Chiefs Memo - Reduce Impaired Driving Everywhere (RIDE) Grant Call for Applications (2024-25)	January 10, 2025
7.	Inspector General of Policing - Inspector General Memo #2: Changes to the Community Safety and Policing Act, 2019 and Revised Advisory Bulletin 1.1	January 15, 2025
8.	All Chiefs Memo - Proposed Regulation Description under the Accommodation Sector Registration of Guests Act, 2021	January 17, 2025
9.	Coldest Night of the Year – Food for Life	January 20, 2025
10.	All Chiefs Memo - Ontario Regulation 87/24 Guidance Document	January 23, 2025