



# Halton Police Board Meeting

NOVEMBER 27, 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 Meeting**

**THURSDAY, NOVEMBER 27, 2025 - 9:00 A.M.**

### **1. General**

- 1.1 Indigenous Land Acknowledgement
- 1.2 Regrets
- 1.3 Disclosure of Conflicts of Interest
- 1.4 Confirmation of Minutes of Meeting 10-25,  
Thursday, October 30, 2025

### **2. Presentations/Delegations - NONE**

### **3. Information Reports**

- 3.1 Halton Police Board CSPA Implementation
- 3.1 P25-11-I-01 - Financial Report and Forecast -  
3rd Quarter 2025
- 3.2 P25-11-I-02 Semi-Annual Grant Agreements  
Execution
- 3.3 Procedure By-law Update

### **4. Recommendation Reports**

- 4.1 P25-11-R-04 - Limited Tendering -  
Maintenance Agreement - Hexagon Computer  
Aided Dispatch
- 4.2 P25-11-R-05 - Limited Tendering -  
Maintenance Agreement - Niche Records  
Management System
- 4.3 P25-11-R-06 - Contract Extension -  
STSolutions Limited
- 4.4 P25-11-R-07 - Limited Tendering - Resolve  
Systems Technical Account Manager

4.5 P25-11-R-12 - Revised 2026 Funding Request & 10-Year Capital Forecast

4.6 P25-11-R-13 - Public Safety Unit - Capital Project

4.7 P25-11-R-14 - Public Safety Unit

4.8 CGO-11-R-01 Policy G-02 - Board Job Description

4.9 PBM-11-R-01 - Community Fund Recommendations - October 31, 2025

## **5. Operational Verbal Updates**

## **6. Action Registry**

6.1 Public Information Action Registry

## **7. Receipt of Public Correspondence**

## **8. New Business**

## **9. Move Into Closed Session**

## **10. Closed Session Report**

## **11. Adjournment**



# Public Minutes

**MEETING NO.** P25-10

**DATE OF MEETING:** Thursday, October 30, 2025  
9:10 a.m.

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

**MEMBERS PRESENT (in person):** Jeff Knoll (Chair)  
Nadeem Akbar, Councillor Sameera Ali, Councillor Lisa Kearns, Ingrid Hann, Jane McKenna

**MEMBERS PRESENT (virtual)** Navdeep Dhaliwal (Left at 12:00 p.m.)

**STAFF PRESENT:** Chief Stephen Tanner  
Deputy Chief Roger Wilkie  
Deputy Chief Jeff Hill  
Deputy Chief Kevin Maher  
Ken Kelertas, Director, Legal Services and Legal Counsel  
Bill Payne, Director of Information Technology  
Greg Kinner, Manager of Finance  
Kari Buzzelli, Chief Financial Officer  
Fred Kaustinen, Chief Governance Officer  
Chris Lallouet, Yellow Robot Communications  
Jessica Warren, Manager of Board Operations/ Board Secretary

**ALSO PRESENT:** David Tilley, Ministry of the Solicitor General

## 1. GENERAL

### 1.1 Regrets

N/A



## **1.2 Disclosure of Conflicts of Interest**

No conflicts were declared.

## **1.3 Confirmation of Minutes of Meeting P25-09 held Thursday, September 25, 2025**

Moved by: N. Akbar

Seconded by: J. McKenna

*"THAT the Minutes of Meeting P25-09 held Thursday, September 25, 2025, be adopted as circulated."*

Carried.

## **2. PRESENTATIONS/DELEGATIONS**

### **2.1 Intimate Partner Violence – Offender Management Video**

### **2.2 2026 Halton Regional Police Service Budget**

Moved by: S. Ali

Seconded by: J. McKenna

*"THAT the presentations be received."*

Carried.

## **4. RECOMMENDATION REPORTS**

### **4.1 P25-10-R-07 – 2026 Funding Request & 10-Year Capital**

Moved by: S. Ali

Seconded by: I. Hann

*"That the Halton Police Board approves the 2026 Funding Request of \$252,152,191 and forwards the request to Halton Region; and further,*



*That the Halton Police Board approves an increase in the authorized sworn strength of twenty (20) positions; and further,*

*That the Halton Police Board approves an increase in the authorized civilian strength of four (4) positions; and further,*

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

Carried Unanimously on a  
recorded vote.

Moved by : L. Kearns  
Seconded by: N. Akbar

*"THAT the Halton Police Board accepts and supports the recommendation that a Public Safety Unit is essential to public safety in Halton Region, and*

*THAT the Chief be directed to explore funding options for a Public Safety Unit costed at \$600,000, including operating surplus, capital reserves or prioritized external funding, and*

*THAT the Chief provide an update by the end of Q1 2026."*

Carried.

### **3. INFORMATION REPORTS**

#### **3.1 P25-10-I-01 – Quarterly Human Resources Summary**

#### **3.2 P25-10-I-02 – Use of Force Report**

#### **3.3 P25-10-I-03 – Seized Fund Statement – August 31, 2025**

#### **3.5 PBM-10-I-01 – Crime Stoppers Quarterly Update**

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

*"THAT Items 3.1, 3.2, 3.3, and 3.5 on the Information Reports agenda be received for information."*

Carried.



### **3.4 P25-10-I-04 – CSPA Alignment Update**

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

*“THAT Item 3.4 on the Information Reports agenda be received for information.”*

Carried.

## **4. RECOMMENDATION REPORTS**

### **4.2 P25-10-R-06 – Electronic Storage Detection Canine**

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

*“That the Halton Police Board approve the acquisition by the Halton Regional Police Service (HRPS) Computer Crime Unit (CCU) of an Electronic Storage Detection (ESD) Canine for the Internet Child Exploitation (ICE) Unit to enhance the Service’s ability to locate digital storage devices during search warrants.”*

Carried.

### **4.3 P25-10-R-05 – Mental Health Crisis Response Training – Capital Project**

Moved by: N. Akbar  
Seconded by: L. Kearns

*“That the Halton Police Board approves the establishment of a new capital project for MHCR Training Equipment in the amount of \$410,000 funded from the Police Capital Reserve and further,*

*Authorizes a Limited Tendering contract with Street Smarts VR for the provision of VR equipment and hardware not to exceed \$410,000 (including net tax) and further,*

*Approves the closure of T6920A Unknown Substance Tester at \$100,000, reduction of \$600,000 from T6915A P25 Channel Addition, reduction of \$500,000 from T6888A LTE Project, and*



*reduction of \$400,000 T6879B Body Worn Cameras and that the surplus funds of \$1,600,000 be returned to the Police Capital Reserve and the Development Charge Reserves as appropriate.”*

Carried.

#### **4.4 CGO-10-R-01 – A-02 – Administration of Human Resources**

Moved by: I. Hann

Seconded by: N. Akbar

*“THAT policy A-02 Administration of Human Resources be amended as proposed.*

Carried.

#### **4.5 PBM-10-R-02 – Contract – Employee Engagement Survey**

Moved by: S. Ali

Seconded by: J. McKenna

1. *“THAT the Halton Police Board approve the Request for Proposal (RFP) submitted by Forum Research for the implementation of an Employee Engagement Survey, in the amount of \$11,255; and*
2. *THAT the Board authorize Board staff to collaborate with Forum Research to initiate the process of conducting the survey, ensuring all necessary steps are taken to launch and administer the engagement survey in a timely and efficient manner”*

Carried.

#### **4.6 PBM-10-R-03 - Halton Regional Council Resolution re: Supporting the Use of Automated Technology to Address Traffic Safety Concerns**

*“THAT the Halton Police Board endorse the Halton Regional Council Resolution re: Supporting the Use of Automated Technology to Address Traffic Safety Concerns”.*

Lost.

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

N/A



**6. ACTION REGISTRY**

**6.1 Public Information Action Registry**

Moved by: I. Hann

Seconded by: L. Kearns

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

Carried.

**7. RECEIPT OF PUBLIC CORRESPONDENCE**

Moved by: S. Ali

Seconded by: J. McKenna

*"THAT the Public Correspondence be received."*

Carried.

**8. NEW BUSINESS**

N/A

**9. MOVE INTO CLOSED SESSION**

Moved by: S. Ali

Seconded by: N. Akbar

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

Carried.

**10. CLOSED SESSION REPORT**

The Chair reported that during the closed session, the Board considered matters pertaining to identifiable individuals and a trade secret or scientific, technical, commercial, financial or labour relations 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; and information that



section 8 of the *Municipal Freedom of Information and Protection of Privacy Act* would authorize a refusal to disclose if it were contained in a record.

## **11. ADJOURNMENT**

Moved by: J. McKenna

Seconded by: S. Ali

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

Carried.

The meeting adjourned at 2:52 p.m.

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Jeff Knoll  
Chair

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Jessica Warren  
Board Secretary



# Public Agenda Report

**To:** Halton Police Board

**From:** Fred Kaustinen  
Chief Governance Officer

**Subject:** Board CSPA Implementation Status

**Report #:**

**Date:** 27 November 2025

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## INTRODUCTION AND BACKGROUND:

The Community Safety and Policing Act 2019 (CSPA) came into force on 1 April 2024. The CSPA and its regulations place new requirements on the Board, particularly regarding planning, policies, quality assurance, and disclosures. This report addresses the Board's progress on CSPA compliance – namely the status of CSPA-related Board policies. This report does not address the Board's own compliance with its policies, which is a topic within the annual Board Evaluation process.

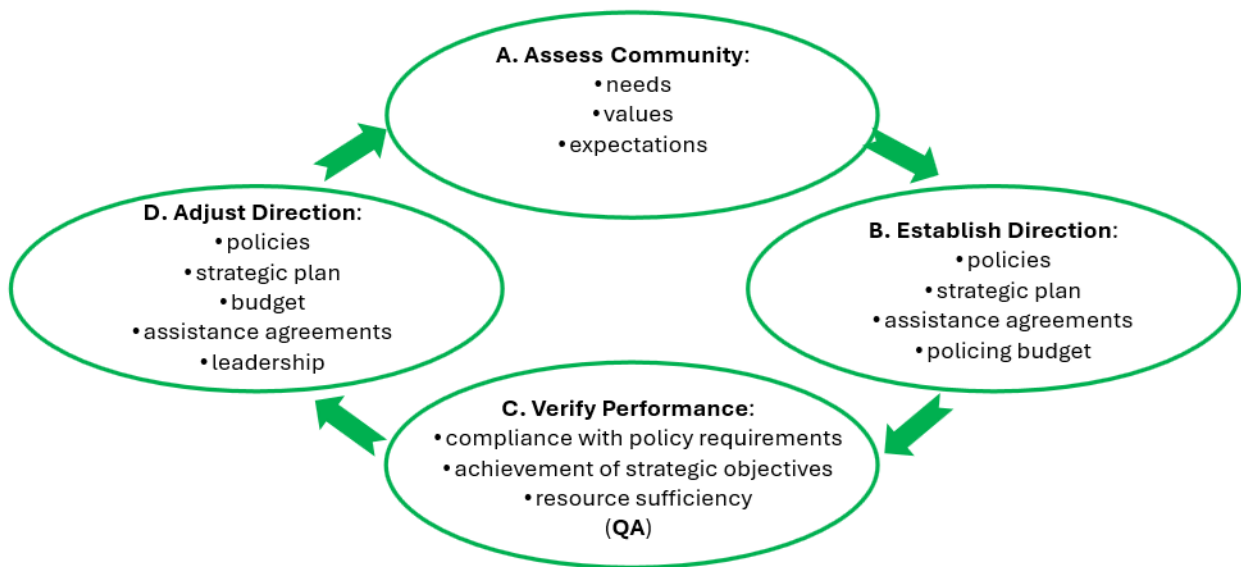
The CSPA also places new demands directly on the Chief of Police, which were reported by Chief Tanner at the 30 October 2025 meeting. Alignment of the Chief's CSPA implementation with the Board's new policies is not addressed in this report; it will be addressed through the Board's Quality Assurance process.

## DISCUSSION / ANALYSIS:

An assessment of the Board's CSPA Implementation is attached. It cites the legislative and regulatory topics that direct the Board, and identifies the corresponding Board policy. Many of these matters relate to the provision of adequate and effective policing, which is expanded in the General Adequacy Standard regulation.

**In many cases, Board policies remain under development**, in large measure because the Board purposefully chose to create an accountability framework of substance prior to establishing policies first. That framework is depicted below:

### Ongoing Provision of Adequate & Effective Policing



The Ongoing Provision of Adequate & Effective Policing in Halton Region is addressed in the following overarching policies:

- PoP-01 - Provision of AE Policing – 22 May 25
- PoP02 - Matters of Immediate Strategic Significance - 19 Dec24
- PoP-03 Strategic Planning - approved 22 May 25
- PoP04 – Quality Assurance – 27 Feb 25
- PoP05 - Policing Designated Major Events – 22 May 25
- PoP-06 - External Policing Assistance – 25 Sep 25

The first new policy regarding prescribed policing functions is PoP-ER-01 Emergency Response - 22 May 25. The other policies regarding prescribed policing functions are under development as consolidated policies, as indicated in the attached chart.

**Attachment:** HPB CSPA Implementation Status chart – Nov 25

## HPB CSPA Implementation Status – Nov 25

CSPA/ Reg	Requirement	Implementation Status	Action
10(1)	Board responsibility: provide adequate & effective policing in the community	G-02 Board Job Description - 28 Aug 24	
10(6)	Board to provide policing of waterways in the jurisdiction	B-LE-035 Waterways Policing - 23 Nov 00	
11(1)	Adequate & effective policing includes: <ul style="list-style-type: none"> <li>• Crime prevention</li> <li>• Law enforcement</li> <li>• Maintaining the public peace</li> <li>• Emergency response</li> <li>• Assistance to victims of crime</li> <li>• Any other prescribed functions</li> </ul>	PoP-0- Provision of Adequate & effective Policing - 30 Jan 25	
14	Board to establish formal agreements for policing assistance in order to ensure/sustain adequate & effective policing  Board to file a copy of Assistance Agreements with IG	PoP-06 External Policing Assistance – 25 Sep 25	
19	Chief to inform Board of requests for temporary assistance from other police entities. Board to consider whether a formal agreement is required, or if those policing functions should be established within the police service		

<b>CSPA/ Reg</b>	<b>Requirement</b>	<b>Implementation Status</b>	<b>Action</b>
37	<b>Police service board duties</b> <ol style="list-style-type: none"> <li>1. provide adequate and effective policing</li> <li>2. employ members of the police service;</li> <li>3. appoint police officers;</li> <li>4. recruit and appoint the chief of police and any deputy chief of police and determine their remuneration and working conditions</li> <li>5. prepare and adopt a diversity plan to ensure reflection of community</li> <li>6. monitor the chief of police's performance and annually conduct a review of the chief of police's performance</li> <li>7. monitor the chief of police's decisions regarding the restrictions on secondary activities set out in section 89 and review the reports from the chief of police on those decisions;</li> <li>8. monitor the chief of police's handling of</li> </ol>	<ol style="list-style-type: none"> <li>1. G-02 Board Job Description – 29 Aug 24</li> <li>2. G-02 Board Job Description – 29 Aug 24</li> <li>3. A-02 Administration of Human Resources – 30 Oct 25</li> <li>4. G-02 Board Job Description – 29 Aug 24</li> <li>5. Diversity Awareness Bylaw – 26 Feb 98</li> <li>6. G-06 Board-Chief Relationship 29 Sep 22</li> <li>7. Secondary Activities Bylaw – 23 Apr 98</li> <li>8. Administrative Issues – 28 Jan 95</li> </ol>	<ol style="list-style-type: none"> <li></li> <li></li> <li></li> <li></li> <li>5. New policy under development</li> <li></li> <li>7. New policy under development</li> <li>8. New policy under development</li> </ol>

CSPA/ Reg	Requirement	Implementation Status	Action
	discipline within the police service;  9. ensure that any police facilities, including police lock-ups, comply with the prescribed standards	9. ADM-11 Accessibility Standards for Customer Service – 15 Dec 11	9. New policy under development
38	<b>Police service board policies</b>  1. administration of the police service;  2. the provision of adequate and effective policing in accordance with the needs of the community  3. disclosure by the chief of police of personal information about individuals  4. disclosure of secondary activities under section 89 and decisions under that section;  5. the handling of discipline within the police service;  6. the indemnification of members of the police service for legal costs;  7. publish policies on the internet	1. A-02 Administration of Human Resources – 30 Oct 25; A-03 Financial Conditions & Activities – 28 Apr 22  2. PoP-01 Provision of Adequate & effective Policing – 30 Jan 25  3. Freedom of Information & Protection of Privacy Bylaw – 23 Feb 06  4. Disclosure of Secondary Activity – 23 Apr 98  5. none  6. Collective Agreements & Executive Contracts  7. Board policies on Board website	3. To be schedules in G-07 Governance Calendar  5. Address in A-02 Administration of Human Resources  7. New website should have search feature

<b>CSPA/ Reg</b>	<b>Requirement</b>	<b>Implementation Status</b>	<b>Action</b>
39	<p>Strategic Plan:</p> <ul style="list-style-type: none"> <li>• Provision of adequate &amp; effective policing</li> <li>• Objectives, priorities and core functions of the police service</li> <li>• Performance indicators</li> <li>• Interactions with youth</li> <li>• Interactions with [persons appearing to have a mental health condition]</li> <li>• IT</li> <li>• Resource planning</li> <li>• Facilities</li> </ul> <p>Publish on internet</p>	<p>PoP-03 Strategic Planning – 22 May 25</p> <p>Strategic Plan 2023-27 posted on Board &amp; HRPS web sites</p>	<p>Next plan to be developed in 2027</p>
40	<p><b>Police service board directions</b></p> <p>Only the Board may direct the Chief or Police, and only the Chief of Police, and post those directions on the Internet</p> <p>The Board may not direct singular HRPS operational or human resource activities (except those involving only the Chief and/or Deputies)</p>	<p>G-06 Board-Chief Relationship</p> <p>Procedural Bylaw - spring 25</p>	
41	<p><b>Annual report</b></p> <p>Board must file Annual Report with municipality by 30 June each year, regarding:</p> <ul style="list-style-type: none"> <li>• implementation of the strategic plan</li> </ul>	<p>B-AI-011 Framework for Annual Reporting - 20 Dec 02</p>	<p>PoP-07 Annual Report in consultation phase of development</p> <p>Also post on HPB website</p>

CSPA/ Reg	Requirement	Implementation Status	Action
	<ul style="list-style-type: none"> <li>affairs of the police service</li> <li>the provision of policing as it relates to any community safety and well-being plan</li> </ul> <p>publish the annual report on the Internet</p>	2024 Annual Report distributed, posted on HRPS website	
41	Board must enter into agreement with the municipality regarding information sharing	<p>PoP-03 Strategic Planning – 22 May 25 A-03 Financial Conditions &amp; Activities – 28 Apr 22</p> <p>No formal agreement</p>	Information-sharing agreement required
42	Board may delegate any of its statutory authorities to 2 or more members of the Board, or to the Chief of Police where authorized by regulation, via by-law	Not yet required	Add option to G-09 Board Committees
43	Board meeting frequency, quorum, minutes, conditions for closed meetings	Procedural Bylaw – spring 2025	
44	Board Member duty of confidentiality	G-04 Board Member Obligations – 26 Sep 24	
45	Evidence of by-laws - must be signed	Maintained by Board Manager	
79	<p><b>Duties of chief of police</b></p> <ul style="list-style-type: none"> <li>manage the members</li> <li>administer the police service and oversee its</li> </ul>	G06 Board-Chief Relationship – 29 Sep 22	

CSPA/ Reg	Requirement	Implementation Status	Action
	<p>operation in accordance with the board's policies and strategic plan;</p> <ul style="list-style-type: none"> <li>• comply with any investigations conducted by the Complaints Director, SIU Director or Inspector General</li> <li>• comply with the lawful directions of the board</li> <li>• establish written procedures regarding the administration of the police service and the provision of policing</li> </ul>		
<p>CSPA 81</p> <p>O. Reg. 90/24 8</p>	<p><b>SIU investigation of member of police service</b></p> <p>Chief of Police shall investigate</p> <ul style="list-style-type: none"> <li>• the member's conduct in relation to the incident;</li> <li>• the policing provided by the member in relation to the incident; and</li> <li>• the procedures established by the chief of police as they related to the incident</li> <li>• report findings to Board &amp; SIU Director</li> </ul>	<p>A07 - SIU Incident Follow-on Investigations policy - 27 Feb 25</p>	

<b>CSPA/ Reg</b>	<b>Requirement</b>	<b>Implementation Status</b>	<b>Action</b>
	<p>If the matter involves the Chief of Police or a Deputy Chief, the Board shall investigate</p> <p>The Board shall publish the reports on the Internet, unless otherwise directed by the SIU Director</p>	1 report posted on Board website	Add to G-06 Board-to-Chief Relationship
88	<p><b>Accommodation of disability needs</b></p> <p>The Board must accommodate an employee that becomes mentally or physically incapable of performing essential duties.</p> <p>If no accommodation is feasible, the Board may hold a hearing to retire or release the member, and share its decision and rationale.</p>	<p>A-02 Administration of Human Resources – 30 Oct 25</p> <p>Practise, not policy</p>	New policy on hearings under development
91	<p><b>Auxiliary members of police service</b></p> <p>The Board is the appointing authority</p>		Add to: A-02 Administration of Human Resources – 30 Oct 25
92	<p><b>Special Constables</b></p> <p>The Board is the appointing authority for special constables</p>	A-02 Administration of Human Resources – 30 Oct 25	
106	<p><b>Board member complaints</b></p> <p>Board member complaints are to be referred to the Inspector General</p>		New Complaints Policy drafted

<b>CSPA/ Reg</b>	<b>Requirement</b>	<b>Implementation Status</b>	<b>Action</b>
	<b>Policing Complaints</b>  Complaints about police-related policies or procedures	Complaints Bylaw 1010-01	New Complaints Policy drafted
183, 197	Procedures regarding the disclosure of alleged <b>Chief of Police or Deputy Chief misconduct</b>	Complaints Re; Chief or Deputy Chief Bylaw 2010-02	New Complaints Policy drafted
215	<b>Disciplinary Reports from chief of police</b> Chief of Police to report aggregate discipline measures to the Board, and the Board is publish on the Internet and forward to the Complaints Director		Schedule in G-07 Governance Calendar
225	<b>Bargaining committee</b> (2) Legal counsel and advisors to the police service board may participate in or conduct bargaining	To date, collective bargaining has been undertaken by a Committee of the Board, supported by HR Advisor & legal counsel	
243	<b>Court Security</b>  Board is responsible to provide court security	B-LE-014 Court Security – 27 Nov 14  B-LE-33 Prisoner Transport – 23 Nov 00	
250	<b>Community Safety and Well Being Plan</b> Board and Chief are to participate	Board Manager attends all meetings of the Community Safety & Well-Being Systems Leadership meetings, and reports out to the Board after each.	

CSPA/ Reg	Requirement	Implementation Status	Action
		HRPS management also attends the Community Safety & Well-Being Systems Leadership meetings, and reports out periodically	
258	<p><b>Proceeds from the Sale of Property n Possession of the Police</b></p> <p>The Board may use the proceeds for anything it deems in the public interest, subject to some restrictions</p>	A-04 Community Fund 29 Jun 23	

CSPA/ Reg	Requirement	Implementation Status	Action
O. Reg. 416/23	<p><b><u>OATHS AND AFFIRMATIONS</u></b></p> <p>Specific oaths are called for various positions.</p>	<p>In place for:</p> <ul style="list-style-type: none"> <li>• Board members</li> <li>• Police officers</li> <li>• Special constables</li> <li>• Auxiliary members</li> </ul>	
O. Reg. 415/23	<p><b><u>COST OF ADJUDICATION HEARINGS</u></b></p> <p>Costs are to be shared between the parties</p>	HPB complies	
O. Reg. 414/23	<p><b><u>COMMUNITY SAFETY AND WELL-BEING PLANS - PUBLICATION AND REVIEW</u></b></p>	<p>Refers to Region council responsibilities to post plan. HRPS also posts that plan.</p> <p>Both HPB and HRPS representatives participate</p>	

<b>CSPA/ Reg</b>	<b>Requirement</b>	<b>Implementation Status</b>	<b>Action</b>
		in quarterly Systems Leadership meetings	
O. Reg. 413/23	AMOUNT PAYABLE BY MUNICIPALITIES FOR <b><u>POLICING FROM ONTARIO PROVINCIAL POLICE</u></b>	Not applicable to HPB	
O. Reg. 412/23	<b><u>DISCLOSURE OF PERSONAL INFORMATION</u></b> Provides regulatory framework for the Police Chief, monitoring to Board		Schedule in G07 Governance Calendar
O. Reg. 411/23	<b><u>COMPLAINTS ABOUT SPECIAL CONSTABLES</u></b>		New Complaints policy drafted
O. Reg. 410/23	<b><u>CODE OF CONDUCT FOR SPECIAL CONSTABLES</u></b>		New Complaints policy drafted
O. Reg. 409/23	<b><u>CODE OF CONDUCT FOR O.P.P. DETACHMENT BOARD MEMBERS</u></b>	Not applicable	
O. Reg. 408/23	<b><u>CODE OF CONDUCT FOR POLICE SERVICE BOARD MEMBERS</u></b>	Appended to G-04 Board Member Obligations 26 Sep 24	
O. Reg. 407/23	<b><u>CODE OF CONDUCT FOR POLICE OFFICERS</u></b>		New Complaints policy drafted
O. Reg. 406/23	<b><u>DISCIPLINE</u></b>		Schedule in G07 Governance Calendar
O. Reg. 405/23	<b><u>POLICE UNIFORMS AND EQUIPMENT</u></b>	Requirements identified by the Chief of Police, through annual budget process	

<b>CSPA/ Reg</b>	<b>Requirement</b>	<b>Implementation Status</b>	<b>Action</b>
O. Reg. 404/23	<b><u>ADJUDICATION HEARINGS</u></b>	No incidents of non-compliance reported by the Chief of Police or otherwise	
O. Reg. 403/23	<b><u>ONTARIO POLICE ARBITRATION AND ADJUDICATION COMMISSION</u></b>	Not applicable	
O. Reg. 402/23	<b><u>POLITICAL ACTIVITY</u></b> This regulation refers to political activity by police officers.	No incidents of non-compliance reported by the Chief of Police	
O. Reg. 401/23	<b><u>CONFLICTS OF INTEREST</u></b>	Procedural bylaw	Policy addressing institutional conflicts of interest required
O. Reg. 400/23	<b><u>COLLECTION OF IDENTIFYING INFORMATION</u></b>	ADM-15 Collection of Identifying Information in Certain Circumstances – 23 Jun 16	
O. Reg. 399/23	<b><u>GENERAL MATTERS UNDER LT GOV</u></b>  <b>Annual report</b> – Chief of Police shall annually prepare, and Board shall distribute and post on Internet  <b>Court security</b>	B-AI-011 Framework for Annual Reporting - 20 Dec 02  2024 Annual Report distributed, posted on HRPS website  B-LE-014-Court security – 27 Nov 14 B-LE-016 – Prisoner care and Control – 23 Nov 00 B-LE-033 – Prisoner Transportation – 23 Nov 00	PoP-07 Annual Report in consultation phase of development  Also post on HPB website  Updated policy required

<b>CSPA/ Reg</b>	<b>Requirement</b>	<b>Implementation Status</b>	<b>Action</b>
O. Reg. 398/23	<b><u>ALTERNATIVE PROVISION OF POLICING FUNCTIONS</u></b>	<ul style="list-style-type: none"> <li>PoP-06 External Policing Assistance 25 Sep 25</li> </ul>	
O. Reg. 397/23	<b><u>VEHICLE PURSUITS</u></b>	<ul style="list-style-type: none"> <li>B-LE-045 Suspect Apprehension Pursuits 12 Dec 02</li> </ul>	
O. Reg. 396/23	<b><u>SPECIAL CONSTABLES AND SPECIAL CONSTABLE EMPLOYERS</u></b>	<p>A-02 Administration of Human Resources – 30 Oct 25</p> <p>No special constable employers in Halton Region</p>	New Special Constable policy under development
O. Reg. 395/23	<b><u>INVESTIGATIONS</u></b>	<p>Existing policies are:</p> <ul style="list-style-type: none"> <li>B-LE-006 Criminal Investigation Management – 27 Nov 14</li> <li>B-LE-007 Hate/Bias Motivated Crime - 23 Nov 00</li> <li>B-LE-008 Hate Propaganda - 23 Nov 00</li> <li>B-LE-019 Stolen or Smuggled Firearms - 23 Nov 00</li> <li>B-LE-019 Stolen or Smuggled Firearms - 23 Nov 00</li> <li>B-LE-021 Elder and Vulnerable Adult Abuse - 23 Nov 00</li> <li>B-LE-024 Domestic Violence Occurrences - 23 Nov 00</li> <li>B-LE-026 – Missing Persons - 23 Nov 00</li> </ul>	New policy under development

CSPA/ Reg	Requirement	Implementation Status	Action
		<ul style="list-style-type: none"> <li>• B-LE-027 – Child Abuse and Neglect - 8 Aug 08</li> <li>• B-LE-028 – Criminal Harassment - 23 Nov 00</li> <li>• B-LE-030 Property Offences - 23 Nov 00</li> <li>• B-LE-031 Drug Investigation - 23 Nov 00</li> <li>• B-LE-032 Illegal Gaming - 23 Nov 00</li> <li>• B-LE-034 Sexual Assault Investigation – 17 May 18</li> <li>• B-LE-036 Child Pornography - 23 Nov 00</li> <li>• B-LE-037 Sudden Death and Found Human Remains - 8 Aug 08</li> <li>• B-LE-038 Fraud and False Pretense Investigation - 23 Nov 00</li> <li>• B-LE-039 Homicide - 23 Nov 00</li> <li>• B-LE-040 Parental and Non-Parental Abductions and Attempts - 23 Nov 00</li> <li>• B-LE-041 Proceeds of Crime - 23 Nov 00</li> <li>• B-LE-042 Robbery - 23 Nov 00</li> <li>• B-LE-043 Vehicle Theft - 23 Nov 20</li> </ul>	

CSPA/ Reg	Requirement	Implementation Status	Action
		<ul style="list-style-type: none"> <li>B-LE-044 Youth Crime - 23 Nov 00</li> </ul>	
O. Reg. 394/23	<b><u>MAJOR CASE MANAGEMENT AND APPROVED SOFTWARE REQUIREMENTS</u></b>	. Existing policies are: <ul style="list-style-type: none"> <li>B-LE-006 Criminal Investigation Management – 27 Nov 14</li> </ul>	New policy under development
O. Reg. 393/23	<b><u>ACTIVE ATTACKER INCIDENTS</u></b>	PoP02 - Matters of Immediate Strategic Significance - 19 Dec24  Op-04 Policing Designated Major Events – 30 Jun 22	Additional policy provisions forthcoming under development
O. Reg. 392/23	<b><u>ADEQUATE AND EFFECTIVE POLICING (GENERAL)</u></b> <ul style="list-style-type: none"> <li>Each prescribed policing function requires a policy (s.34)</li> </ul>		
	<b>Crime Prevention</b>	B-CP-001 Problem Oriented Policing – 23 Nov 00 B-CP-002 Crime Prevention – 23 Nov 00	New policy under development
	<b>Law Enforcement</b> <ul style="list-style-type: none"> <li>Community patrol</li> <li>criminal intelligence process</li> <li>crime analysis, call for service analysis and public disorder analysis</li> <li>investigative supports, including supports in the areas of crime scene analysis, forensic identification services,</li> </ul>	<ul style="list-style-type: none"> <li>B-LE-001 Community Patrol – 27 Nov 14</li> <li>B-LE-002 Communication and Dispatch – 27 Nov 14</li> <li>B-LE-003 Crime Call and Public Disorder Analysis – 27 Nov 14</li> <li>B-LE-004 Criminal Intelligence – 23 Nov 00</li> </ul>	New policy under development

CSPA/ Reg	Requirement	Implementation Status	Action
	<p>canine tracking, technical collision investigation and reconstruction, breath analysis by a breath analysis technician, drug recognition expert evaluation, standardized field sobriety testing, physical surveillance, electronic interception of private communications, video and photographic surveillance and behavioural science services.</p> <ul style="list-style-type: none"> <li>• criminal intelligence process</li> <li>• required service procedures</li> </ul>	<ul style="list-style-type: none"> <li>• B-LE-005 Arrest – 23 Nov 00</li> <li>• B-LE-006 Criminal Investigation Management – 27 Nov 14</li> <li>• B-LE-007 Hate/Bias Motivated Crime - 23 Nov 00</li> <li>• B-LE-008 Hate Propaganda - 23 Nov 00</li> <li>• B-LE-009 Joint Forces Operations – 23 Nov 00</li> <li>• B-LE-010 Internal Task Forces – 23 Nov 00</li> <li>• B-LE-011 Search of Premises – 23 Nov 00</li> <li>• B-LE-012 Search of Persons – 23 Nov 00</li> <li>• B-LE-013 Police Response to Emotionally Disturbed Persons – 23 Nov 00</li> <li>• B-LE-014 Court Security – 23 Nov 00</li> <li>• B-LE-015 Paid Informants and Agents – 23 Nov 00</li> <li>• B-LE-016 Prisoner Care and Control – 23 Nov 00</li> <li>• B-LE-017 Traffic Management Enforcement and Road Safety – 23 Nov 00</li> <li>• B-LE-018 Witness Protection – 23 Nov 00</li> </ul>	

CSPA/ Reg	Requirement	Implementation Status	Action
		<ul style="list-style-type: none"> <li>• B-LE-019 Stolen or Smuggled Firearms - 23 Nov 00</li> <li>• B-LE-019 Stolen or Smuggled Firearms - 23 Nov 00</li> <li>• B-LE-020 Collection Preservation and Control of Evidence and Property – 23 Nov 00</li> <li>• B-LE-021 Elder and Vulnerable Adult Abuse - 23 Nov 00</li> <li>• B-LE-022 Officer Note Taking - 23 Nov 00</li> <li>• B-LE-023 Bail and Violent Crime – 23 Nov 00</li> <li>• B-LE-024 Domestic Violence Occurrences - 23 Nov 00</li> <li>• B-LE-025 Supervision – 23 Nov 00</li> <li>• B-LE-026 – Missing Persons - 23 Nov 00</li> <li>• B-LE-027 – Child Abuse and Neglect - 8 Aug 08</li> <li>• B-LE-028 – Criminal Harassment - 23 Nov 00</li> <li>• B-LE-029 Preventing or Responding to Occurrences Involving Firearms – 23 Nov 00</li> <li>• B-LE-030 Property Offences - 23 Nov 00</li> </ul>	

CSPA/ Reg	Requirement	Implementation Status	Action
		<ul style="list-style-type: none"> <li>• B-LE-031 Drug Investigation - 23 Nov 00</li> <li>• B-LE-032 Illegal Gaming - 23 Nov 00</li> <li>• B-LE-033 Prisoner Transportation – 23 Nov 00</li> <li>• B-LE-034 Sexual Assault Investigation – 17 May 18</li> <li>• B-LE-035 Waterways Policing_ 23 Nov 00</li> <li>• B-LE-036 Child Pornography - 23 Nov 00</li> <li>• B-LE-037 Sudden Death and Found Human Remains - 8 Aug 08</li> <li>• B-LE-038 Fraud and False Pretense Investigation - 23 Nov 00</li> <li>• B-LE-039 Homicide - 23 Nov 00</li> <li>• B-LE-040 Parental and Non-Parental Abductions and Attempts - 23 Nov 00</li> <li>• B-LE-041 Proceeds of Crime - 23 Nov 00</li> <li>• B-LE-042 Robbery - 23 Nov 00</li> <li>• B-LE-043 Vehicle Theft - 23 Nov 20</li> <li>• B-LE-044 Youth Crime - 23 Nov 00</li> </ul>	

CSPA/ Reg	Requirement	Implementation Status	Action
		<ul style="list-style-type: none"> <li>• B-LE-045 Suspect Apprehension Pursuits – 12 Dec 02</li> <li>• B-LE-046 Sex Offender Registry – 12 Dec 02</li> <li>• B-LE-047 Police Response to High Risk Individuals – 28 Sep 06</li> </ul>	
	<b>Maintaining the Public Peace</b>	<p>PoP05 - Policing Designated Major Events – 22 May 25</p> <ul style="list-style-type: none"> <li>• B-PO-001 Public Order Units – 23 Nov 00</li> <li>• B-PO-002 Police Action at Labour Disputes – 23 Nov 00</li> <li>• B-PO-003 Policing Aboriginal Occupations and Protests – 27 Nov 14</li> </ul>	New policy under development
	<p><b>Emergency Response</b></p> <p>1: emergency calls for service</p> <ul style="list-style-type: none"> <li>• tactical unit, hostage rescue</li> <li>• incident commander,</li> <li>• crisis negotiator</li> <li>• explosive disposal.</li> <li>• preliminary perimeter control and containment</li> <li>• explosive forced entry and explosive disposal,</li> </ul> <p>2: emergency ground and waterways search, rescue and recovery</p> <ul style="list-style-type: none"> <li>• mobile mental health and addictions crisis</li> </ul>	<p>1. PoP-ER-01 Emergency Response - 22 May 25</p> <p>2. B-ER-007 Ground Search for Lost or Missing Persons – 23 Nov 00</p>	<p>2. New policy under development</p>

CSPA/ Reg	Requirement	Implementation Status	Action
	<ul style="list-style-type: none"> <li>chemical, biological, radiological, nuclear or explosive incident</li> <li>canine units,</li> </ul> <p>3. extreme incident response plan</p>	<ul style="list-style-type: none"> <li>B-ER-009 – Underwater Search and Recovery Units 27 Nov 14</li> <li>B-ER-010 Canine Units – 8 Aug 08</li> </ul> <p>3. B-ER-008 Emergency Planning – 23 Nov 00</p> <ul style="list-style-type: none"> <li>B-CT-001 Terrorism Mitigation – 27 Nov 24</li> <li>B-CT-002 Terrorism Preparedness Planning– 27 Nov 24</li> <li>B-CT-003 Terrorism Response and Notifications -26 Jan 06</li> <li>B-CT-004 Terrorism Recovery – 27 Nov 24</li> </ul>	3. New policy under development
	<b>Victim Assistance</b>	B-VA-001 Victim Assistance – 27 Nov 14	New policy under development
	<b>Additional Policing Functions</b>  communications and dispatch services	B-LE-002 Communication and Dispatch – 28 Sep 06	New policy under development
	<b>Other Matters re Provision of Policing Functions</b>  Supervision Equipment and other resources  Emergency plan  Operational plan for certain incidents	       PoP02 - Matters of Immediate Strategic Significance - 19 Dec24	

CSPA/ Reg	Requirement	Implementation Status	Action
	<p><b>Quality assurance</b></p> <p>24. <b>Publish crime analysis, call analysis and public disorder analysis data</b>, and of information on crime trends on the Internet</p>	<p>PoP05 - Policing Designated Major Events – 22 May 25</p> <p>PoP04 – Quality Assurance - 27Feb25</p> <p>Published on HRPS website</p>	
O. Reg. 391/23	<p><b><u>USE OF FORCE AND WEAPONS</u></b></p> <p>Annual reporting and Internet posting</p> <p>Reporting of firearm using causing harm or death</p>	<p>B-AI-012 - Use of Force – 23 Nov 20</p>	<p>Post on Board website</p>



# Halton Regional Police Service Public Agenda Information Report

**To:** Chair and Board Members

**From:** Chief Stephen J. Tanner

**Subject:** FINANCIAL REPORT AND FORECAST – THIRD QUARTER 2025

**Report #:** P25-11-I-01

**Date:** November 27, 2025

## INTRODUCTION AND BACKGROUND:

The following provides a summary of the Quarterly Financial Report as of September 30, 2025. Detailed breakdowns of each major cost component referenced in the summary are presented in the following pages.

### SUMMARY

\$ 000's  
Favourable (Unfavourable)

Cost Elements	Current Quarter	September 30, 2025 YTD				2025 Full Year				2024 YTD
	Actual	Actual	Planned	Var \$	Var %	Budget	Best Case	Worst Case	Proj. Var.	Actual
Compensation & Benefits	52,484	146,566	147,025	460	0.3%	199,364	4,450	(3,900)	900	133,175
Materials & Supplies	2,160	7,455	6,667	(787)	(11.8%)	8,710	0	(1,800)	(950)	7,069
Purchased Services	3,391	17,719	17,249	(470)	(2.7%)	19,106	100	(2,100)	(1,050)	13,940
Rent & Financial	131	1,062	1,180	119	10.0%	1,374	250	100	175	811
Debt Charges	1,719	5,156	5,156	(0)	(0.0%)	6,874	0	0	0	1,776
Transfer To Reserve	2,448	7,343	7,343	(0)		9,790	0	0	0	7,689
Interdepartmental Charges	854	2,501	2,494	(7)	(0.3%)	3,326	250	0	200	2,088
<b>Total Expenditure</b>	<b>63,185</b>	<b>187,801</b>	<b>187,115</b>	<b>(686)</b>	<b>(0.4%)</b>	<b>248,543</b>	<b>5,050</b>	<b>(7,700)</b>	<b>(725)</b>	<b>166,548</b>
Total Revenue	4,195	12,065	11,354	711	6.3%	15,553	1,500	400	975	12,676
<b>Net Expenditure</b>	<b>58,990</b>	<b>175,736</b>	<b>175,761</b>	<b>25</b>	<b>0.0%</b>	<b>232,990</b>	<b>6,550</b>	<b>(7,300)</b>	<b>250</b>	<b>153,873</b>

### Overall, \$0.25M Favourable:

- As of the end of the third quarter, we have expended \$175.7 million (or 75.4% of the annual budget) which results in YTD savings of \$25 thousand as compared to our approved 2025 Budget.
- Based on meetings with Operational and Administration managers to discuss their 2025 variances and expectations, Staff is currently conservatively projecting a Net Expenditure savings of \$0.25 million for the full year.

The following tables present additional details regarding year-to-date variances for each major cost element.

#### Compensation & Benefits

\$ 000's  
Favourable (Unfavourable)

Cost Elements	Current Quarter	September 30, 2025 YTD				2025 Full Year				2024 YTD
	Actual	Actual	Planned	Var \$	Var %	Budget	Best Case	Worst Case	Proj. Var.	Actual
Salaries	35,714	98,970	105,617	6,648	6.3%	142,518	11,000	8,500	9,750	92,883
Temporary Help	1,915	4,852	1,971	(2,881)	(146.2%)	2,662	(3,000)	(5,500)	(4,100)	3,387
Net Wages	37,629	103,822	107,588	3,767	3.5%	145,180	8,000	3,000	5,650	96,270
Overtime & Court-time	2,692	6,055	2,818	(3,237)	(114.8%)	3,805	(4,000)	(5,500)	(4,700)	4,643
Retention Pay	667	1,876	2,243	367	16.3%	3,028	600	400	500	1,757
Other Personnel Costs	1,142	2,715	2,247	(468)	(20.8%)	5,017	(350)	(800)	(550)	2,007
<b>Total Expenditure</b>	<b>42,130</b>	<b>114,468</b>	<b>114,897</b>	<b>428</b>	<b>0.4%</b>	<b>157,030</b>	<b>4,250</b>	<b>(2,900)</b>	<b>900</b>	<b>104,678</b>
Benefits	10,354	32,098	32,129	31	0.1%	42,334	200	(1,000)	0	28,498
<b>Total Comp. &amp; Benefits</b>	<b>52,484</b>	<b>146,566</b>	<b>147,025</b>	<b>460</b>	<b>0.3%</b>	<b>199,364</b>	<b>4,450</b>	<b>(3,900)</b>	<b>900</b>	<b>133,175</b>

#### **Compensation & Benefits, \$0.9M Favourable:**

- **Net Wages** – Salaries and Temporary Help are projected to be favourable by \$5.65M due to lower than anticipated uniform staffing levels and vacant civilian positions throughout the year. We are projecting to be at full strength on the sworn side by the end of the year. Temporary Help is utilized to offset much of the civilian vacancy savings.
- **Overtime & Court-time** –The projected unfavourable variance is mainly related to increasing overtime required to meet uniform staffing levels.
- **Retention Pay** –The projected favourable variance relates to retirements of officers who would otherwise have been eligible for Retention Pay.
- **Other Personnel Costs** –The projected unfavourable variance relates mainly to higher than anticipated acting costs and additional Pay Duty labour costs (offset by increased recoveries).
- **Benefits** – Projected to be on budget.

**Materials and Supplies**

\$ 000's

Favourable (Unfavourable)

Cost Elements	Current Quarter	September 30, 2025 YTD				2025 Full Year		2024 YTD
	Actual	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Tires & Parts For Fleet	210	627	511	(116)	(22.6%)	682	(150)	585
Telephone & Data Line	207	763	708	(55)	(7.7%)	944		748
Fuel Cost For Fleet	534	1,612	1,438	(175)	(12.2%)	1,917	(225)	1,799
Clothing & Equipment	292	886	726	(160)	(22.1%)	1,162	(200)	827
Supplies	155	539	462	(77)	(16.7%)	589	(50)	388
Utilities	365	915	960	45	4.7%	1,280	75	891
Minor Capital	108	1,169	884	(285)	(32.3%)	965	(400)	1,188
Other Misc. Material & Supplies	289	943	978	36	3.6%	1,171		643
<b>Total Materials &amp; Supplies</b>	<b>2,160</b>	<b>7,455</b>	<b>6,667</b>	<b>(787)</b>	<b>(11.8%)</b>	<b>8,710</b>	<b>(950)</b>	<b>7,069</b>

**Materials & Supplies, (\$0.95M) Unfavourable:**

- **Tires & Parts for Fleet** – The projected unfavourable variance relates to additional costs as we extend the usage of our vehicles (for non-patrol related purposes).
- **Fuel Cost for Fleet** – The projected unfavourable variance relates to an increase in the net pump price of fuel. Fuel prices came down in April based on the cancellation of the consumer carbon tax and these reduced prices are expected to continue for the rest of the year.
- **Clothing & Equipment** – The projected unfavourable variance relates mainly to higher than anticipated costs related to new hires and changes to uniform standards.
- **Supplies** – The projected unfavourable variance relates mainly to unanticipated costs associated with setting up the Immediate Rapid Deployment training site.
- **Utilities** – The projected favourable variance relates mainly to lower than anticipated Hydro costs.
- **Minor Capital** – The projected unfavourable variance relates mainly to higher than anticipated costs for new hires and radio parts and replacements.

**Purchased Services**

\$ 000's

Favourable (Unfavourable)

Cost Elements	Current Quarter	September 30, 2025 YTD				2025 Full Year		2024 YTD
	Actual	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Computer Maintenance	1,438	11,683	11,637	(46)	(0.4%)	11,649	(100)	7,559
Building Maintenance	305	1,035	985	(50)	(5.0%)	1,313		858
Janitorial Services	180	553	583	30	5.1%	777		561
Staff Development	343	1,106	939	(167)	(17.8%)	1,252	(500)	1,098
Professional Services	559	1,407	1,251	(157)	(12.5%)	1,668	(250)	1,607
Fleet Support Costs	173	566	368	(198)	(53.7%)	464	(275)	587
Advertising/Public Relations	10	47	68	21	31.1%	90		144
Other Misc. Services	383	1,323	1,419	96	6.8%	1,892	75	1,525
<b>Total Purchased Services</b>	<b>3,391</b>	<b>17,719</b>	<b>17,249</b>	<b>(470)</b>	<b>(2.7%)</b>	<b>19,106</b>	<b>(1,050)</b>	<b>13,940</b>

**Purchased Services, (\$1.05M) Unfavourable:**

- **Computer Maintenance** – The projected unfavourable variance relates mainly to additional setup costs in year one of the facial recognition software.
- **Staff Development** – The projected unfavourable variance relates mainly to additional course enrollments and additional travel costs. The majority of training occurs in the spring and fall.
- **Professional Services** – The projected unfavourable variance relates mainly to IT related consulting to backfill for staffing vacancies.
- **Fleet Support Costs** – The projected full year unfavourable variance relates to an increased utilization of external garages for maintenance partially offset by lower Regional garage charges (Interdepartmental Charges -Fleet Maintenance).
- **Other Misc. Services** – The projected full year favourable variance relates mainly to lower than anticipated equipment maintenance.

**Various**\$ 000's  
Favourable (Unfavourable)

Cost Elements	Current Quarter	September 30, 2025 YTD				2025 Full Year				2024 YTD
	Actual	Actual	Planned	Var \$	Var %	Budget	Best Case	Worst Case	Proj. Var.	Actual
Rent & Financial	131	1,062	1,180	119	10.0%	1,374	250	100	175	811
Debt Charges	1,719	5,156	5,156	(0)	(0.0%)	6,874	0	0		1,776
Transfer to Reserves	2,448	7,343	7,343	(0)		9,790	0	0		7,689
<b>Total Various</b>	<b>4,297</b>	<b>13,560</b>	<b>13,679</b>	<b>119</b>	<b>0.9%</b>	<b>18,038</b>	<b>250</b>	<b>100</b>	<b>175</b>	<b>10,276</b>

**Various, \$0.18M Favourable:**

- **Rent & Financial** – The projected favourable variance relates mainly to lower than anticipated vehicle lease costs.

**Interdepartmental Charges**\$ 000's  
Favourable (Unfavourable)

Cost Elements	Current Quarter	September 30, 2025 YTD				2025 Full Year		2024 YTD
	Actual	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Risk Management	497	1,492	1,492	0	0.0%	1,989		1,380
Fleet Maintenance	343	969	962	(7)	(0.7%)	1,282	200	667
Other Charges	14	41	41	(0)	(0.0%)	55		41
<b>Interdepartmental Charges</b>	<b>854</b>	<b>2,501</b>	<b>2,494</b>	<b>(7)</b>	<b>(0.3%)</b>	<b>3,326</b>	<b>200</b>	<b>2,088</b>

**Interdepartmental Changes, \$0.2M Favourable:**

- **Fleet Maintenance** – The projected favourable variance relates to lower labour charges from the Regional garage partially offset by an increased utilization of external garages for maintenance (as noted in Purchased Services above).

**Revenue**

\$ 000's

Favourable (Unfavourable)

Cost Elements	Current Quarter	September 30, 2025 YTD				2025 Full Year		2024 YTD
	Actual	Actual	Planned	Var \$	Var %	Budget	Proj. Var.	Actual
Government Subsidy	1,756	4,966	4,816	150	3.1%	6,422	300	5,267
Program Fees	480	1,622	1,397	225	16.1%	1,863	275	1,440
External Recoveries	1,138	3,022	2,676	346	12.9%	3,929	400	2,678
Internal Recoveries	71	202	212	(10)	(4.8%)	336		192
Transfer from Reserve	751	2,253	2,253	0		3,004		3,099
<b>Total Revenue</b>	<b>4,195</b>	<b>12,065</b>	<b>11,354</b>	<b>711</b>	<b>6.3%</b>	<b>15,553</b>	<b>975</b>	<b>12,676</b>

**Revenue, \$0.98M Favourable:**

- **Government Subsidy** – The projected favourable variance relates mainly to higher than anticipated RIDE funding and additional grants related the Human Trafficking and Mobile Crisis Response.
- **Program Fees** – The projected favourable variance relates mainly to higher than anticipated alarm recoveries and security clearances.
- **External Recoveries** – The projected favourable variance relates mainly to pay duty recoveries mostly offset by additional labour costs.

**Summary**

As of the end of the third quarter, we have YTD savings of \$25 thousand compared to our 2025 budget. This variance reflects a mix of timing differences in expenditures—expected to normalize by year-end—and permanent savings from reduced expenses and increased revenues.

Following a detailed line-by-line review of all expense and revenue items with Budget Managers, Staff is currently projecting total annual savings of approximately \$0.25 million.



**Stephen J. Tanner**  
Chief of Police

:GK/KB



# Halton Regional Police Service Public Agenda Information Report

**To:** Chair and Police Board Members

**From:** Chief Stephen J. Tanner

**Subject:** SEMI-ANNUAL GRANT AGREEMENTS EXECUTION REPORT

**Report #:** P25-11-I-02

**Date:** November 27, 2025

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## INTRODUCTION AND BACKGROUND:

The Provincial and Federal Governments offer a variety of grant programs to support the delivery of policing services for community safety. The process to receive these grants involves an application and, if approved, an agreement with the Provincial or Federal Government. The grant programs include Province-wide initiatives and monies made available by the Province through proceeds of crime (POC) legislation. To ensure the Service is able to take advantage of these programs in a timely manner, the Board approved a policy on July 19, 2011 delegating signing authority for grant applications to the Chief of Police.

In addition, the policy authorizes the Board Chair to execute any agreements and ancillary documents needed to comply with the terms of the grant approvals.

The policy also requires that a semi-annual report be submitted to the Board detailing the agreements executed. The attached chart fulfills this requirement.

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

**Stephen J. Tanner**  
Chief of Police

KK:RM

**Attachments:** Grant Agreements Chart

GRANT AGREEMENTS			
Name and Purpose of Grant	Fiscal Year(s) Covered	Maximum Funding	Current Year Funding
ICE Agreement: To assist in implementing a provincial strategy to protect children from sexual abuse and exploitation on the internet	April 1, 2025 – March 31, 2026 April 1, 2026 – March 31, 2027 April 1, 2027 – March 31, 2028 April 1, 2028 – March 31, 2029	\$193,476.32 \$176,521.28 \$169,250.00 \$169,250.00	\$193,476.32
Provincial Human Trafficking Intelligence-Led Joint Forces Strategy (IJFS): To assist in employing a Human A11 Investigator/Human Trafficking Intelligence Analyst	April 1, 2022 – March 31, 2023 April 1, 2023 – March 31, 2024 April 1, 2024 – March 31, 2025 April 1, 2025 – March 31, 2026	\$122,090.00 \$122,090.00 \$122,090.00 \$122,090.00	\$122,090.00
Ontario's Strategy to End Human Trafficking: To assist in addressing human trafficking by creating and strengthening partnerships, working with survivors and apprehending traffickers	April 1, 2022 – March 31, 2023 April 1, 2023 – March 31, 2024 April 1, 2024 – March 31, 2025 April 1, 2025 – March 31, 2026	\$34,800.00 \$34,800.00 \$34,800.00 \$34,800.00	\$34,800.00
Community Safety and Policing Grant Program – Local Priorities Funding Stream: To implement initiatives that address policing needs and priority risks related to safety and well-being	April 1, 2022 – March 31, 2023 April 1, 2023 – March 31, 2024 April 1, 2024 – March 31, 2025 April 1, 2025 – March 31, 2026	\$2,402,213.06 \$2,402,213.06 \$2,402,213.06 \$2,402,213.06	\$2,402,213.06
Community Safety and Policing Grant Program - Provincial Priorities Funding Stream: Crisis Call Diversion Pilot Project.	April 1, 2025 - March 31, 2026	\$67,627.00	\$67,627.00

RapidSOS/NG9-1-1 Grant: to support Public Safety Answering Points (PSAPs) with their transition to NG9-1-1 system to implement technology and infrastructure upgrades	April 1, 2022 – March 31, 2023 April 1, 2023 – March 31, 2024 April 1, 2024 – June 30, 2025 July 1, 2025 - June 30, 2026 - application submitted	\$483,049.10 \$1,816,398.63 \$2,325,625.00	\$984,933.00 requested
Court Security and Prisoner Transportation (CSPT) Program: To assist municipalities in offsetting their costs of providing CSPT services Agreement between the Region and the Province	January 1, 2023 - December 31, 2023 January 1, 2024 – December 31, 2024 January 1, 2025 – December 31, 2025	\$3,111,521.86 \$3,440,839.00 \$3,440,839.00	\$3,440,839.00
RIDE Agreement: To reduce impaired driving and offset staff costs of enhancing RIDE programs of sobriety checks	April 1, 2022 – March 31, 2023 April 1, 2023 – March 31, 2024 April 1, 2024 - June 30, 2025 2025-26 to 2028-29 Call for Applications received	\$42,100 (\$32,302 used) \$41,600 (\$26,043 used) \$92,143.00	\$92,143.00
Preventing Auto Thefts (PAT)	April 1, 2023 – March 31, 2024 April 1, 2024 – March 31, 2025 April 1, 2025 – March 31, 2026	\$300,000.00 \$300,000.00 \$300,000.00	\$300,000.00
Mobile Crisis Response Team (MCRT) Enhancement Grant - Halton Healthcare MCRT Pilot Project	April 1, 2025 - March 31, 2026 April 1, 2026 - March 31, 2027	\$119,733.00 \$143,680.00	\$119,733.00
MHS4PSP Warrior Health Portal Grant Program and Inventory	April 1, 2025 - March 31, 2026	\$25,000.00	\$25,000.00

Provincial Joint Air Support Unit (JASU) grant program to enhance community safety in the Greater Toronto Area through the purchase and operation of a new police helicopter.	April 1, 2024 - March 31, 2025	\$5,020,200.00	\$1,574,600.00
	April 1, 2025 - March 31, 2026	\$1,574,600.00	
	April 1, 2026 - March 31, 2027	\$9,195,600.00	
	April 1, 2027 - March 31, 2028	\$3,718,500.00	
	April 1, 2028 - March 31, 2029	\$3,718,500.00	
	April 1, 2029 - March 31, 2030	\$3,718,500.00	
	April 1, 2030 - March 31, 2031	\$3,699,300.00	
Ministry of Children, Community and Social Services (MCCSS) Youth in Policing Initiative - Summer	April 1, 2023 - March 31, 2024	\$52,734.00	\$64,528.00
	April 1, 2024 - March 31, 2025	\$64,528.00	
	April 1, 2024 - March 31, 2025	\$64,528.00	
	New agreement anticipated end of year.		
National Action Plan to End Gender-Based Violence (NAP GBV): Additional funding through the MCCSS contract to support victims. Agreement between the Region and the Province	April 1, 2023 - March 31, 2024	\$5,000.00	\$5,000.00
	April 1, 2024 - March 31, 2025	\$5,000.00	
	New agreement anticipated end of year.		
Victim Services. Agreement between Region and the Province (MCCSS)	April 1, 2024 - March 31, 2025 New agreement anticipated end of year.	\$61,704.00	\$61,704.00
<b>Total</b>			<b>\$8,503,753.38</b>



# Public Agenda Information Report

**To:** Halton Police Board

**From:** Jessica Warren  
Manager of Board  
Operations

**Subject:** Board Procedure By-law Update

**Report #:** PBM-11-I-01

**Date:** 27 Nov 2025

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## RECOMMENDATION:

*"THAT the updated Procedure By-law be approved."*

## INTRODUCTION AND BACKGROUND:

The *Community Safety and Policing Act, 2019 (CSPA)* requires the Board Chair to report any conflict declared to the Inspector General of Ontario.

## DISCUSSION:

The Procedure By-law has been updated to include this regulation. In the event the Chair declares an interest the Manager of Board Operations will send a letter notifying the Inspector General within two business days.

## FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

N/A

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**Jessica Warren**  
Manager of Board Operations

**Attachments:** Appendix A – Procedure By-law



**BY-LAW NUMBER 2020-1**

**TO GOVERN BOARD MEETING PROCEDURES**

**CONSOLIDATED VERSION**

**(As amended by By-laws 2020-4, 2021-1, 2023-1, 2024-1)**

**1. PREAMBLE**

- 1.1 Section 22(1) 1. of the *Community Safety and Policing Act* (Act) provides that every municipality shall constitute a board to have policing responsibility for the municipality.
- 1.2 Section 46(1) of the *Community Safety and Policing Act* provides that a Board will establish its own rules and procedures in performing its duties under the Act.

Therefore The Regional Municipality of Halton Police Service Board enacts as follows:

**2. INTERPRETATION**

- 2.1 This By-law will be interpreted to be consistent with the following principles:
  - (a) The majority of Members have the right to decide;
  - (b) The minority of Members have the right to be heard;
  - (c) All Members have the right to information to help make decisions, unless otherwise prevented by law;
  - (d) Members have a right to an efficient meeting;
  - (e) All Members have the right to be treated with respect and courtesy; and
  - (f) All Members have equal rights, privileges and obligations, subject to additional rights, privileges and obligations granted to the Chair under this By-law.

### 3. DEFINITIONS

#### 3.1 In this By-law:

- (a) "Act" means the *Community Safety and Policing Act*, S.O. 2019, c. 1, Sched. 1, as amended from time to time;
- (b) "Acting Chair" means a Member required to act from time to time in the place and stead of the Chair, pursuant to Section 6 of this By-law;
- (c) "Board" means The Regional Municipality of Halton Police Service Board and is composed of such members appointed under Part IV of the Act;
- (d) "Board Secretary" means the Secretary to the Board;
- (e) "Board staff" refers to all personnel whose role is to support the Board directly, including but not limited to Chief Governance Officer, Human Resources Advisor, Board Secretary, Executive Director, Communications Advisor and Executive Assistant;
- (f) "Chair" means the Member elected as Chair of the Board pursuant to Section 36(1) of the Act;
- (g) "Chief of Police" means the Chief of the Halton Regional Police Service;
- (h) "Committee" means a Standing or ad hoc committee and any other similar entity composed of individuals of the Board pursuant to the Act;
- (i) "Council" means the Council of the Regional Municipality of Halton;
- (j) "Days" mean calendar days exclusive of Saturdays, Sundays and Statutory holidays in the Province of Ontario;
- (k) "Delegation" means an address to the Board or its Committees at the request of a person or representative of a group or organization wishing to speak;
- (l) "Ex officio" means by virtue of office or official position;
- (m) "Improper Conduct" means behaviour which offers any obstruction to the deliberations or proper conduct of a meeting;
- (n) "Information Reports" means reports on an agenda which are considered routine, non-contentious and self-explanatory and contain no specific recommendation for Board action;
- (o) "Member" means a member appointed to the Board;
- (p) "Quorum" means the number of Members to be present at a Meeting to legally conduct business at the Meeting.

- (q) "Recommendation Reports" means reports on an agenda that contain a recommendation for Board action;
- (r) "Recorded Vote" means a vote for which the Secretary records all Members present and how they voted;
- (s) "Region" means the Regional Municipality of Halton;
- (t) "Regional Chair" means the Chair of the Regional Municipality of Halton;

3.2 In this by-law, words imparting singular numbers include the plural and vice versa, and all references to gender should be read as gender neutral.

#### **4. APPLICATION**

- 4.1 The Board will observe the rules of procedure in this By-law in all proceedings of the Board and, with necessary modifications, in its committees.
- 4.2 Subject to Section 4.3, a motion to waive, or not to follow a rule of procedure established by this By-law on a one-time basis requires a two-thirds vote of the Members present.
- 4.3 Notwithstanding the above – the Board cannot waive the following rules:
  - (a) Meetings open to the public (Section 9)
  - (b) Quorum necessary for Board and committee meetings (Section 11)
  - (c) Closed meetings (Section 9);
  - (d) Reconsidering decisions (Section 19.9-19.12);
  - (e) Amending the Procedural By-law (Section 24); and
  - (f) Two-thirds vote required to waive the rules (Section 4.2).
- 4.4 All points of order or procedure for which rules have not been provided in this By-law will be decided by the Chair, as far as is reasonably possible, in accordance, with the rules of parliamentary procedure as contained in Robert's Rules of Order.

#### **5. ELECTION OF CHAIR AND VICE-CHAIR**

- 5.1 In accordance with Section 36(1) and (2) of the Act, the Members of the Board will, at the first meeting of each calendar year, elect from among its Members, a Chair and Vice-Chair for the year, in the following manner:

- (a) The election of Chair will be conducted by the Board Secretary, unless otherwise determined by the Board;
- (b) Nominations require a mover and seconder;
- (c) Where more than one nominee stands for election, a vote will be taken;
- (d) Prior to the vote being taken, each nominee will be given 5 minutes to speak to the nomination. Candidates will be called upon in alphabetical order of their surname;
- (e) After the nominees have completed their speeches, a vote will be taken;
- (f) If there are more than two nominees who choose to stand and upon the first vote no nominee receives the majority of the members present, the name of the nominee receiving the least number of votes will be dropped and the Board will proceed to vote again and continue to do so until either:
  - (1) A nominee receives the majority of the members present; or
  - (2) it becomes apparent by reason of an equality of votes that no nominee can be elected.
- (g) Where the votes cast in a vote under this Section are equal for all the candidates:
  - (1) If there are 3 or more nominated or remaining, the Board Secretary will by lot select the candidates who advance to the next ballot; or
  - (2) If only 2 candidates remain, the tie will be broken and the position of Chair filled by the candidate selected by lot conducted by the Board Secretary.
- (h) For the purposes of Subsection (1) and (2) above, lot means the method for determining the candidates who advance to the next ballot or the candidate to fill the position, as the case may be, by placing the names of the candidates on equal sizes of paper placed in a box and name(s) being drawn by the Board Secretary.
- (i) No votes required under this Section will be taken by ballot or any other form of secret voting.

## **6. DUTIES OF THE CHAIR**

### **6.1 The Chair of the Board:**

- (a) Presides at all meetings of the Board;

- (b) Sets the agenda for all meetings of the Board, as set out in Section 12.1;
- (c) Opens meetings of the Board by taking the chair and calling the Members to order;
- (d) Puts to vote all questions, which are duly made and to announce the result;
- (f) Declines to put to a vote, motions which infringe upon the rules of procedure or which are beyond the jurisdiction of the Board;
- (g) Ensures that the Members, when engaged in debate, act within the rules of procedure;
- (h) Maintains order and preserves the decorum of the meeting;
- (i) Calls by name, any Member persisting in breach of the rules of procedure and orders him or her to vacate the room in which the meeting is being held and if necessary to proceed as provided in Section 16.2;
- (j) Informs the Board on any point of order as necessary;
- (k) Adjourns the meeting upon motion duly made when the business is concluded;
- (l) Adjourns the meeting or recess the meeting for a time to be specified by the Chair, if considered necessary;
- (m) Acts as the spokesperson for the Board for decisions made by the Board during its meetings;
- (n) Signs all documents for and on behalf of the Board including but not limited to by-laws, resolutions, orders, and agreements which have been approved by the Board;
- (o) Performs any and all other duties when directed to do so by decision of the Board;
- (p) Where appropriate, expels or excludes from a meeting any person for Improper Conduct.

## **7. DUTIES OF THE VICE-CHAIR**

- 7.1 When the Chair is absent, or refuses to act, or the chair is vacant, the Vice- Chair will act in their place, and while acting, will have the authority, rights, duties and powers of the Chair.

## **8. COMMITTEES OF THE BOARD**

- 8.1 The Board may appoint two or more Members to a Committee of the Board to consider or inquire into any matter within the jurisdiction of the Board.
- 8.2 The Chair will be an ex-officio member of any Committee established pursuant to Section 8.1.
- 8.3 The Board will assign duties to a Committee, and the Committee will report on its work to the Board, as directed by the Board.
- 8.4 The Committee will deal directly with the Chief of Police, or their designate, or the Deputy Chiefs or their designates, when the Committee requires the assistance of the Halton Regional Police Service.

## **9. REGULAR MEETINGS OF THE BOARD**

- 9.1 The Board will hold its regular meetings at least four times each year pursuant to the Act and according to the schedule set annually and approved by the Board, or at such other place and time as determined by the Board.
- 9.2 Board meetings may be held in person with all members physically present, virtually with all members participating by electronic video or teleconference, or by a combination of both. The Board Chair may, under the authority granted to them by Section 9.5 of this by-law, designate whether a meeting shall be in person ("In-Person Meeting"), fully electronic ("Electronic Meeting"), or a combination of both ("Hybrid Meeting").
- 9.3 The Chair will preside at all meetings and as soon as possible after the appointed time of the meeting, and where a quorum is present pursuant to Section 11, will call the meeting to order.
- 9.4 In the event the Chair does not attend a meeting within fifteen (15) minutes after the time appointed for the meeting, the Vice-Chair will call the meeting to order and preside until the arrival of the Chair. If the Chair or Vice-Chair are not in attendance, then those members in attendance will, by resolution, appoint one of themselves to act as Acting Chair for that meeting or until the arrival of the Chair or Vice-Chair.
- 9.5 The Chair may cancel and/or reschedule a regular Meeting of the Board or call a Special Meeting of the Board as necessary.
- 9.6 Meetings of the Board will be open to the public except as authorized by Subsection 44(2) of the Act as follows, or as may be legally permitted or required:
  - a) the security of the property of the board;

- b) personal matters about an identifiable individual, including members of the police service or any other employees of the board;
  - c) a proposed or pending acquisition or disposition of land by the board;
  - d) labour relations or employee negotiations;
  - e) litigation or potential litigation affecting the board, including matters before administrative tribunals;
  - f) advice that would be inadmissible in a court by reason of any privilege under the law of evidence, including communications necessary for that purpose;
  - g) information explicitly supplied in confidence to the board by Canada, a province or territory or a Crown agency of any of them, a municipality or a First Nation;
  - h) a trade secret or scientific, technical, commercial, financial or labour relations 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;
  - i) a trade secret or scientific, technical, commercial or financial information that belongs to the board and has monetary value or potential monetary value;
  - j) a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the board;
  - k) information that section 8 of the *Municipal Freedom of Information and Protection of Privacy Act* would authorize a refusal to disclose if it were contained in a record;
  - l) an ongoing investigation respecting the police service board; or
  - m) if the subject matter being considered is a request under the *Municipal Freedom of Information and Protection of Privacy Act*.
- 9.7 Meetings of the Board may be held in confidential closed session if the following conditions are both satisfied:
- a) the meeting is held for the purpose of educating or training the members of the board or of the committee, and;
  - b) at the meeting, no member of the board or committee considers or otherwise deals with any matter in a way that materially advances the business or decision-making of the board.
- 9.8 Before closing a meeting, the Board shall state by resolution:

- a) the fact of the holding of the closed meeting and the general nature of the matter to be considered at the closed meeting;
- b) in the case of a meeting under Section 9.7, the fact of the holding of the closed meeting, the general nature of its subject-matter and that it is to be closed under that section.

No people other than Members and those permitted by the Board will attend confidential meetings, and all others will vacate the meetings when asked by the Chair.

- 9.9 All information pertaining to a confidential meeting will be treated as confidential by all persons in attendance unless the Board approves the publication of some or all of that information.
- 9.10 During a confidential meeting, the Board may move any item from the confidential agenda to a public agenda.
- 9.11 Social and electronic discussions about board business outside of a scheduled meeting (other than at a meeting of a Committee of the Board) technically constitute a meeting, and must conform to this By-law or cease immediately.
- 9.12 Whether or not a meeting is to take place fully electronically requires at least 48 (forty-eight) hours' notice by the Chair to Board staff, except in the case of an emergency declared under the provisions of the *Emergency Management and Civil Protection Act*, R.S.O. 1990, c.E.9, as amended.
- 9.13 In the case of a fully Electronic Meeting, the public shall be provided with access to those portions of the meeting taking place in open public session either by inclusion of the appropriate access information as part of the public meeting agenda or notice on the Board's website. Except for registered delegations, the public's participation in an open Electronic Meeting shall be restricted to observation only.
- 9.14 Members of the public disrupting the meeting may be removed from the meeting (or have their access to the meeting terminated in the case of an electronic meeting) at the discretion of Board staff and without warning to the disruptive individual(s).
- 9.15 Individual Board Members are requested to provide at least 72 hours' notice if they wish to participate electronically in a Hybrid Meeting. The notice period may be waived under exceptional circumstances including, but not limited to: illness, inclement weather or unavailability of transportation to the designated meeting site.
- 9.16 In the case of a Hybrid Meeting, the following persons shall be required to attend the meeting in person, barring exceptional circumstances:
  - Board Chair, or designate
  - Chief of Police, or designate
  - Board Secretary, or alternate

- 9.17 No Board Member may participate electronically in three consecutive Hybrid Meetings for a period of more than three (3) months without leave of the Board. The Board may grant such leave by the adoption of a resolution for that purpose.

## **10. SPECIAL MEETINGS AND WORKSHOP MEETINGS OF THE BOARD**

- 10.1 The Chair, may at any time call a special meeting of the Board on forty-eight hours' notice and will do so whenever requested in writing by a majority of the members of the Board.
- 10.2 The Board staff will give notice to the Members of the Board of all special meetings by electronic mail or hand delivery, at least forty-eight hours before the scheduled time of such meeting.
- 10.3 The notice calling a special meeting will state the business to be considered at the special meeting and no business may be considered at a special meeting of the Board other than that specified in the notice.
- 10.4 Notwithstanding any other provision contained in this Section, the Chair, may cancel a special meeting of the Board if that special meeting was called by the Chair. The Chair may only cancel a special meeting that was requested by the Members if a majority of the Members consent.
- 10.5 The Board may schedule a Workshop Meeting of the Board, which is an informal gathering of the Board Members and invited staff and other guests for the purposes of education, training and/or general discussion on matters of governance, at which no formal Board business is transacted. For greater clarity, the Board may not issue direction to the Service at a Workshop Meeting or adopt any resolutions which would typically be considered in a regular meeting. There is no minimum number of Workshop Meetings which must be held in a calendar year.
- 10.6 Workshop Meetings are not required to be held in a specific location and may be held in alternate venues subject to availability of the Board members and supporting staff. The location of the Workshop Meeting shall be at the discretion of the Board Chair.
- 10.7 Board Staff shall give notice to all Members regarding the subject, date, time and location of the Workshop Meeting.
- 10.8 Notice of the Workshop Meeting date, time and location will be made available to the public on the Board's Website.
- 10.9 After notice of the Workshop Meeting has been provided, no new subjects will be added to the Agenda since the appropriate notification will not have been given in accordance with this By-law.

- 10.10 Workshop Meetings may be held in closed session under Section 9.7 if the purpose is exclusively for education and training of the Members. Regardless, the Board Secretary or designate shall prepare minutes of each Workshop Meeting that note the attendance and describe the proceedings and subject matter discussed in general terms. The minutes of all Workshop Meetings, whether public or closed, shall be public and submitted to the Board for approval at a subsequent regular Board Meeting.
- 10.11 Any member of the public who attends a public Workshop Meeting will be permitted to observe the proceedings unless the proceedings resolve into Closed Session. No Delegations are permitted at Workshop Meetings.
- 10.12 The Board's procedural rules regarding quorum (Section 11), rules of debate (Section 17), points of order (Section 18), motions (Section 19), and voting on motions (Section 20) are deemed suspended for the purposes of a Workshop Meeting in order to facilitate the interactive discussions more suited to a Workshop setting. In addition, the Board Chair may delegate the role of presiding officer to another individual, either staff or outside personnel, who may be designated as facilitator for the Workshop Meeting.
- 10.13 No decisions shall be made at a Workshop Meeting. Any matter requiring a decision shall be referred to a Regular Board Meeting for consideration, deliberation and approval.
- 10.14 Presentations by Board staff or guest facilitators or speakers at a Workshop Meeting shall not be subject to a time limit except at the discretion of the Board.
- 10.15 Rules regarding electronic participation as outlined in Section 9 of this by-law are deemed to apply equally to any Special or Workshop Meeting.

## **11. QUORUM**

- 11.1 A quorum is a majority of the members pursuant to Section 43(2) of the Act.
- 11.2 If no quorum is present thirty (30) minutes after the time appointed for a regular or special meeting, the Board Secretary will record the names of the Members present and the meeting will stand adjourned until the next scheduled day of Meeting, or the next regular meeting, or at the call of the Chair in accordance with Section 10.
- 11.3 Absence of Quorum – If Quorum is lost during a meeting or after the resumption of a recess, the Chair will, upon determining that a Quorum is not present, ask the Board Secretary to call for a Quorum and if a quorum is not present within fifteen (15) minutes, the Board Secretary will record the names of the Members present and the meeting will stand adjourned until the next scheduled day of Meeting, or the next regular meeting, or at the call of the Chair in accordance with Section 10.

- 11.4 All Board Members who participate in a meeting electronically shall be counted in determining whether or not a Quorum of Members is present.

## **12. BOARD AGENDA**

- 12.1 Board staff will, after consultation with the Board Chair and Chief of Police, prepare an agenda that includes the following:

1. General
  - 1.1 Indigenous Land Acknowledgement
  - 1.2 Regrets
  - 1.3 Conflict of Interest/Pecuniary Interest Disclosure
  - 1.4 Confirmation of Minutes
2. Presentations/Delegations
3. Information Reports
4. Recommendation Reports
5. Operational Verbal Updates
6. Action Registry
7. Receipt of Public Correspondence
8. New Business
9. Move Into Closed Session
10. Closed Session Report
11. Adjournment.

- 12.2 The Board Chair may adjust the order of agenda items set out in Section 12.1.
- 12.3 All reports and supporting materials for the agenda will be submitted to the Board staff not less than seven (7) working days prior to the date for the Board Meeting.
- 12.4 Reports and supporting materials received less than seven (7) working days prior to the date of the Board Meeting may be added to the agenda by permission of the Board Chair.
- 12.5 Any Member may add new business to the agenda after the Agenda Deadline if it relates to an urgent matter and the Board consents to the addition by majority vote.
- 12.6 Every letter, petition, request and other communication addressed to the Board will be received by the Board staff who will:
- (a) where, in the opinion of the Board staff, the subject matter of any communication is properly within the jurisdiction of the Board, circulate it to the Members;
  - (b) where, in the opinion of the Board staff, the subject matter of any communication is properly within the jurisdiction of the Police Service, will refer it to the Chief for necessary action and a report presented at the next Board meeting if required.

- 12.7 In accordance with Section 43(6) of the Act, the agenda for each regular meeting of the Board shall be made available publicly at least seven (7) days prior to the meeting except in extraordinary circumstances.

### 13. MINUTES

- 13.1 The Board Secretary will prepare the Minutes of every Board Meeting for submission to the Board for confirmation at the next Meeting, or as soon as is reasonably practicable. Following the confirmation of the Minutes by the Board, the Chair and Secretary will sign printed copies of the Minutes.

### 14. CONFLICT OF INTEREST DISCLOSURE

- 14.1 The Members are governed by the *Municipal Conflict of Interest Act*, R.S.O 1990, c. M.50, as amended.
- 14.2 To fulfill the Board's function pursuant to Part V (Complaints and Disciplinary Proceedings) of the Act, Members should not take part in the administration of Part V matters if they have a personal interest or where they may be perceived as having a personal interest or bias.
- 14.3 The Board Secretary will record in reasonable detail, the particulars of any disclosure of conflict of interest made by a Member and the particulars will appear in the minutes of that meeting of the Board.

14.4 In accordance with O.Reg. 408/23, any conflict-of-interest disclosures made by the Chair shall be promptly reported to the Inspector General.

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### 15. HEARING OF DELEGATIONS

- 15.1 Delegations may be received at the Public meetings of the Board only, save by special permission of the Board. Delegations must meet at least one of the following criteria:
- a) be a resident of Halton Region
  - b) own property in Halton Region
  - c) work or attend school in Halton Region
  - d) own/operate a business in Halton Region

Delegations who do not satisfy any of the criteria in 15.1 (a-d) may still be heard by the Board if the subject of the delegation is deemed to be in the Board's interest and the Board elects to waive the rules noted above.

- 15.2 Delegations wishing to address the Board regarding an item not on the agenda will only be heard at regular meetings and the person(s) requesting a delegation must make their request in writing at least ten (10) working days before the date of the

Board meeting. The request will include the subject matter, a list of person(s) who will be addressing the Board and a copy of the materials that will be presented.

- 15.3 Upon receipt of notice requesting a delegation subject to 15.2, the request will be listed on the next most appropriate meeting agenda, which is not required to be the next scheduled meeting, and provided that the Board has jurisdiction over the subject matter as outlined in the request and the request is not subject to one of the following exclusions:
- a) Matters under police investigation or police oversight agency investigation;
  - b) Matters under litigation or threatened litigation, including matters that are currently before a court or tribunal, or may be subject to a legal proceeding in the future;
  - c) Allegations against individual Board Members, Staff or HRPS officers;
  - d) In exceptional circumstances, where the Chair and Board staff determine, acting reasonably, that a person requesting to be a delegation is likely to engage in unreasonable or offensive conduct, make unreasonable, unfounded or offensive statements or demands, repeatedly speak on a subject matter that is not within the Board's jurisdiction, or otherwise misuse the privilege of addressing the Board.
- 15.4 If a request for delegation is subject to any of the restrictions noted above, the requestor will be advised by the Board Secretary of the refusal of the request and the Board will be informed about the refusal.
- 15.5 Delegations wishing to address the Board regarding an item listed on the agenda may be heard with permission of the Board. Requests are to be made to Board staff in writing no later than 4:30 p.m. on the working day prior to the meeting, setting out the particulars of the matter on which the person wishes to speak.
- 15.6 Delegations will be restricted to presentations of up to five (5) minutes and will address their remarks to the stated business. The time allotted for any delegation may be extended an additional five (5) minutes at the discretion of the Chair.
- 15.7 Upon the completion of a presentation to the Board by a delegation, Members may ask questions of the delegation for up to five (5) minutes. Members of the Board will not enter into debate with the delegation.
- 15.8 No Delegation will:
- (a) speak disrespectfully of any person;
  - (b) use offensive words or unparliamentary language;
  - (c) speak on any subject other than the subject for which they have received approval to address the Board; or
  - (d) disobey the rules of procedure or a decision of the Chair.
- 15.9 The Chair may curtail any delegation, any questions of a delegation or debate during a delegation for disorder or any other breach of this By-law and, where the

Chair rules that the delegation is concluded, the person or persons appearing will immediately withdraw.

- 15.10 Delegates may be permitted to participate electronically in a Board Meeting following procedures and requirements set out by the Board Secretary and subject to the following:

- a) electronic means of participating must be available for the Meeting;

Electronic Participation must be clear and uninterrupted and allow for two-way communication, and if any unreasonable delay or interference is caused to the Meeting as a result of the electronic participation, the connection will be terminated.

## **16. PRESENTATIONS TO THE BOARD**

- 16.1 The Board controls the schedule of all presentations.
- 16.2 All presentation slides must be provided to the Board one week in advance of the meeting, consisting with other reports as required. If the presentation slides are not provided in advance the presentation may be moved to another meeting at the Boards discretion.
- 16.3 Presentations are limited to 15 minutes, plus time for Board questions. Any time extension will require a resolution of the Board.
- 16.5 Presentations that are similar in nature to previous presentations may be denied, or moved to the Verbal Updates section of the agenda.
- 16.4 Every presentation shall address the following questions:
- a. Why is this presentation is important to the Board as the Police Governance body?
  - b. What is the issue this topic addresses?
  - c. Who are the partners are in this undertaking?
  - d. What has/will be achieved be this undertaking?
  - e. What were the unintended consequences thus far in this undertaking?
  - f. What lessons have been learned through this undertaking?

## **17 CONDUCT OF MEMBERS**

- 17.1 No Member will:
- (a) Use offensive words or unparliamentary language in meetings of the Board;
  - (b) Speak on any subject other than the subject in debate;
  - (c) Criticize any decision of the Board except for the purpose of moving that the question be reconsidered;

- (d) Speak in a manner that is discriminatory in nature based on an individual's race, ancestry, place of origin, citizenship, creed, gender identity, gender expression, sexual orientation, age, colour, marital status, family status or disability;
- (e) Disobey the rules as set out in this By-law or a decision of the Chair on questions of order or procedure as set out in this By-law or resolution of the Board, or on the interpretation of the rules of the Board.

- 17.2 If a Member persists in disobedience after having been called to order by the Chair, the Chair will put the question with no amendment, adjournment or debate being allowed: "That such Member be ordered to leave their seat for the duration of the meeting of the Board." If a Member who has been ordered to leave their seat apologizes to the Chair and the other Members, they may, by vote of the Members, be permitted to retake their seat.
- 17.3 If the Member does not leave their seat as requested in Section 16.2, the Chair will adjourn the meeting.
- 17.4 Members will conduct themselves in accordance with Ontario Regulation No. 408/23 – Code of Conduct for Police Service Board Members and any Board Policy that may be approved.

## **18. RULES OF DEBATE**

- 18.1 Every Member, before speaking to a question or motion, or asking questions, will first receive recognition from the Chair and then the Member will address the Chair.
- 18.2 For each matter under consideration, the Chair will maintain a list of Members who have requested to speak or ask questions and will designate members to speak in accordance with that list.
- 18.3 When a Member is speaking, no other Member will interrupt that Member except to raise a point of order.
- 18.4 A Member may require the question or motion under discussion to be read at any time during the debate, but not so as to interrupt a Member who is speaking.
- 18.5 A Member may ask a question only for the purpose of obtaining information relating to the matter then under discussion. Questions must be clear and concise and may not be used to make statements or assertions.
- 18.6 The Chair may rule a question out of order if a Member has already asked substantially the same question in the same form.

- 18.7 No Member will speak more than once to the same question or motion, until every Member who wishes to speak has done so; and no member will speak more than twice to the same question or motion, except with permission from the Chair, to explain a part of their speech, which the Member feels may have been misunderstood.
- 18.8 Notwithstanding Section 17.7, a reply may be made by the Member who has presented a motion to the Board, following the conclusion of the speeches of the other members.
- 18.9 After a question is put by the Chair, no Member will speak to the question nor will any other motion be made until after the vote is taken and the result declared.

## **19. POINTS OF ORDER AND PROCEDURE**

- 19.1 Any Member may present a point of order or procedure and request the Chair's ruling.
- 19.2 The Chair will rule upon points of order and points of procedure without debate or comment, other than to state the applicable rule, and subject to being overruled by a majority vote of the Members, the decision of the Chair will be final.
- 19.3 Immediately following a Chair's ruling, a Member may make a motion to appeal that ruling, despite another Member having the floor. When challenged, the Chair may give a brief explanation of the ruling and ask the Members "Is the ruling of the Chair upheld?" In the event of a tie vote, the ruling is upheld. The decision of the Board under this Section is final.

## **20. MOTIONS**

- 20.1 A Member may make a motion that:
- (a) Affects the Meeting's procedures, as set out in the Procedural By-law; or
  - (b) Takes action on the matter that is currently before the Board for debate.
- 20.2 A motion will be moved and seconded before being discussed or being put to a vote. The motion being moved must be clearly stated.
- 20.3 The Board Secretary will read a motion before a vote is taken if required to do so by a Member.
- 20.4 After a motion has been moved and seconded, it may be withdrawn by the mover at any time before a vote is taken.
- 20.5 A motion properly before the Board for decision must receive disposition before any other motion can be received, except motions;

- (a) to adjourn;
- (b) to amend;
- (c) to refer;
- (d) to suspend the rules of procedure;
- (e) to table the question;
- (f) to vote on the question.

20.6 A motion to adjourn the meeting may be made at any time except;

- (a) when a Member is speaking or during the taking of a vote;
- (b) when the question has been called;
- (c) when a Member has already indicated to the Chair that they desire to speak on the question.

When a motion to adjourn the meeting is defeated, the motion to adjourn cannot be made again until the Board has conducted further proceedings.

20.7 A motion to amend:

- (a) will be relevant to the question to be decided;
  - (b) will not be received if it in essence constitutes a rejection of the main questions;
- and only one motion to amend such amendment will be permitted, and any further amendment will be made to the main question.

20.8 A motion to refer the question will include;

- (a) the name of the Committee, other body or official to whom the question is to be referred; and
- (b) the terms upon which the question is to be referred;

and any debate will only be permitted with respect to the desirability of referring the question and the terms of the referral, and no discussion of the main question or an amendment will be allowed until after its disposition.

20.9 After any matter has been decided, any Member who voted on the prevailing side may, either later in the meeting or at a subsequent meeting of the Board, move a motion for reconsideration of the matter, provided notice is given as required by

this By-law, but no discussion of the matter will occur until the motion to reconsider is adopted.

- 20.10 No question will be reconsidered more than once at a meeting of the Board.
- 20.11 A motion to reconsider suspends action on the motion to which it applies until it has been decided.
- 20.12 If the action approved in the main motion cannot be reversed, the motion cannot be reconsidered.

## **21. VOTING ON MOTIONS**

- 21.1 Except as provided elsewhere in this By-law, a motion will be deemed to have been carried when a majority of the Members present and voting have expressed their agreement with the question.
- 21.2 When the Chair is satisfied that a question contains distinct proposals, they may divide the question or on the request of a member, will divide the question, and the vote on each proposal will be taken separately.
- 21.3 Every Member present at a meeting of the Board when a question is put will vote on the question unless legally prohibited in which case the fact of the prohibition will be recorded in the Minutes of the meeting.
- 21.4 If a Member present does not vote when a question is put, they will be deemed to have voted in the negative, except where the Member is prohibited from voting by statute or declared conflict.
- 21.5 A Member may request a recorded vote on any matter and must make the request immediately before or after the vote is taken. If the request for a recorded vote is made immediately after the vote is taken, the first vote is nullified and a second, recorded vote must be held. When a recorded vote is requested the Board Secretary records the name and vote of each Member on the matter.
- 21.6 Any motion on which there is a tie vote will be deemed to be lost.

## **22. AVAILABILITY OF INFORMATION**

- 22.1 Information relating to matters described in Section 9.6 of this By-law, will be marked "Confidential".
- 22.2 Immediately following the distribution of the agenda information to all Members of the Board, the public agenda materials will be made available to the media and to any member of the public requesting such information, provided the disclosure of such information does not relate to matters described in Section 9.6.

- 22.3 The Action Registry will contain tasks assigned by the Board to either the Chief of Police, Board committees or Board staff. All such tasks will be assigned by Board decision which may identify priorities and include deadlines.
- 22.4 The Action Registry will contain the requirements for each task as set out in the Board decision, the date of the Board decision, the person/body responsible for the task, the scheduled reporting meeting and task status. The Action Registry will be maintained by Board staff, who will coordinate scheduling of reports related to assigned tasks, and distribute an updated version along with each Board agenda.
- 22.5 Once items are complete, they will be removed from the Action Registry.

### **23. BY-LAWS**

- 23.1 Every by-law will be introduced by motion by a Member, and any number of by-laws may be introduced together in one motion, but the Chair may, at the request of a Member, deal separately with any by-law.
- 23.2 Every by-law when introduced, will be in typewritten form and contain no blanks except as may be required to conform to accepted procedure or to comply with the provisions of any Act, and will be complete with the exception of the number and date of the by-law.
- 23.3 Every by-law which has been passed by the Board will be numbered, dated and signed by the Chair and Board staff, and filed in the Board office.
- 23.4 Amendments to By-laws may be made only by adoption of another By-law.

### **24. RECORDING DEVICES**

- 23.1 The use of cameras, recording equipment, television cameras and any other device of a mechanical, electronic or similar nature used for recording the proceedings of a meeting that is open to the public by members of the public, including the news media, are permitted.

### **25. AMENDMENTS TO PROCEDURAL BY-LAW**

- 25.1 To pass a motion to amend or repeal this By-law requires a two-thirds vote of Members present.
- 25.2 The Board will only consider amendments or repeal of this By-law at a Regular Board Meeting if notice has been provided by inclusion of an appropriate report or notification in the Public Agenda for the Meeting. For greater clarity, a Motion to amend or repeal this by-law may not be introduced from the floor by any Member, and the Rules of Procedure may not be waived in order to permit the introduction of such a motion.

**26. ADMINISTRATION**

26.1 That By-law No. 2017-004, as amended by By-law No. 2018-001 is repealed.

26.2 This By-law will come into force upon the date of its passage.

**27. EFFECTIVE DATE**

27.1 This By-law is enacted by the Halton Police Board on the 25<sup>th</sup> day of September, 2025

**APPROVED THIS 25<sup>th</sup> DAY OF SEPTEMBER, 2025.**

\_\_\_\_\_  
CHAIR

\_\_\_\_\_  
BOARD SECRETARY



# Halton Regional Police Service Public Agenda Recommendation Report

**To:** Chair and Police Board Members

**From:** Chief Stephen J. Tanner

**Subject:** LIMITED TENDERING - MAINTENANCE AGREEMENT -  
HEXAGON COMPUTER AIDED DISPATCH

**Report #:** P25-11-R-04

**Date:** November 27, 2025

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## RECOMMENDATION:

*"That the Halton Police Board authorize a one (1) year limited tendering agreement with Hexagon Safety & Infrastructure for the support and maintenance of the HRPS Computer Aided Dispatch system (CAD) and related systems with the option to extend the Agreement for two (2) additional one (1) year terms for a total cost over three (3) years in the amount not to exceed \$2,624,417 (including taxes and contingency), and further;*

*That the Halton Police Board delegate their authority to the Chief of Police to negotiate and execute one (1) or more of the optional term extensions available within the funding identified, should it be in the best interests of the Service to do so."*

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

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**Stephen J. Tanner**  
Chief of Police

:AW,MA

## INTRODUCTION AND BACKGROUND:

On May 25 2007, the Board approved the transition from an Ortivus Computer Aided Dispatch (CAD) product to an Intergraph CAD solution (C07-5-CPA-R-10). Intergraph now operates as Hexagon Safety & Infrastructure in the public safety market, following the acquisition of Intergraph by Hexagon AB in 2010.

From January 1, 2008 to December 31, 2025 the Board approved the Hexagon Maintenance Agreements with the following terms and values:

Four (4) year Agreement (Jan 1/08 - Dec 31/11) - \$744,282

One (1) year Agreement (Jan 1/12 - Dec 31/12) - \$220,205

One (1) year Agreement (Jan 1/13 - Dec 31/13) - \$242,160 (incl. taxes and contingency)

Three (3) year Agreement (Jan 1/14 - Dec 31/16) - \$1,064,065 (incl. taxes and contingency)

Three (3) year Agreement (Jan 1/17 - Dec 31/19) - \$1,278,359 (incl. net tax and contingency)

Three (3) year Agreement (Jan 1/20 - Dec 31/22) - \$1,527,413 (incl. net tax and contingency)

Three (3) year Agreement (Jan 1/23 - Dec 31/25) - \$2,121,321 (incl. net tax and contingency)

Staff respectfully requests the Board's approval for the renewal of support and maintenance services.

## **DISCUSSION / ANALYSIS:**

Since its implementation in 2007, the Hexagon CAD system has provided the Service with the high level of stability and functionality expected from a mission critical dispatch platform designed for public safety operations.

Over the years, the Hexagon CAD system has evolved through numerous enhancements and supporting systems, greatly boosting its functionality, efficiency, and overall value to both the Service and the residents of Halton. Among the most notable advancements are major improvements to mapping for both frontline and dispatch operations, offering updated municipal addresses and comprehensive geographic information system (GIS) data highlighting important facilities with the Region of Halton. These upgrades have strengthened situational awareness, operational planning, and response capabilities across the Service.

Frontline members also benefit from mobile access, enabling them to securely view and interact with CAD events directly from their smartphones and in-vehicle systems, enhancing situational awareness and operational efficiency in the field. At the same time, the Services' dispatchers and call-takers have access to improved visualization tools and real-time tracking of officers and vehicles, allowing for faster, and more informed decision-making.

These enhancements have improved its utility, efficiency, while increasing its overall value to both the Service and the residents of Halton.

However, over the many years of use of this platform it is reaching the end of its product life and will be replaced by the planned CAD replacement RFP to be released in early 2026. Staff request three (3) one-year terms in order to build flexibility in transitioning to a new product by 2028.

The following is a cost breakdown of the Maintenance Agreement for years 2026, 2027, and 2028:

Hexagon Maintenance Details	Annual Cost Breakdown
Year 1 - Coverage January 1 2026 to December 31, 2026	\$676,819
Year 2 - Coverage January 1 2027 to December 31, 2027 (includes a 5% increase over year 1)	710,660
Year 3 - Coverage January 1, 2028 to December 31, 2028 (includes a 5% increase over year 2)	746,193
Contingency (10%)	213,367
HST (13%)	277,377
<b>Total Cost</b>	<b>\$2,624,417</b>

The proposed 2026 Information Technology Software maintenance budget (916002-12682) includes this expense. In addition, the 2027 and 2028 forecast years will include these anticipated expenditures.

#### ALTERNATIVES:

**Complete a formal competitive bid process.** - This is not recommended as there are no other alternatives for the delivery of these critical maintenance support services. There are no known vendors who can supply a maintenance support service for the Hexagon proprietary suite of software products.

#### CONSULTATION:

- Deputy Chief Roger Wilkie – Frontline Operations
- Kari Buzzelli, Executive Director – Corporate Services & Chief Financial Officer
- Ken Kelertas, Director – Legal Services & Legal Counsel
- Bill Payne, Director – Information Technology
- Mansoor Ahsan, Manager – Information Technology (co-author)
- Adam Woods, Manager – Information Technology (co-author)

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

This recommendation is in accordance with the Halton Regional Police Service By-Law No. 2020-5(as amended) *A By-Law to Govern Procurement of Goods and Services by the Halton Regional Police Service.*

**Section 13 – Reporting Procedures****13.2 Recommendation Report**

Prior to the Award of any Contract for Goods and/or Services, a report shall be submitted to the Board for authorization by the Chief ... in any of the following circumstances:

13.2.3 where the Limited Tendering provisions have been applied and the Total Cost exceeds \$100,000.

**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 ensures that calls for service can be received from the public, captured accurately, and responded to appropriately - contributes significantly to this strategic priority.*

***Strategic Priority 2 – Achievement of 80% or better community satisfaction with the HRPS.***

***Strategic Application:***

*Ensuring that the Service has up to date and efficient technology tools ensures that calls for service can be received from the public, captured accurately, and responded to appropriately - contributes significantly to this strategic priority.*



# Halton Regional Police Service Public Agenda Recommendation Report

**To:** Chair and Police Board Members

**From:** Chief Stephen J. Tanner

**Subject:** LIMITED TENDERING - MAINTENANCE AGREEMENT  
NICHE RECORDS MANAGEMENT SYSTEM

**Report #:** P25-11-R-05

**Date:** November 27, 2025

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## RECOMMENDATION:

*"That the Halton Police Board authorize the award of a five (5) year Limited Tendering contract with Niche Technology Inc, for the provision of licensing, support and maintenance of the HRPS Records Management System (RMS) with the option to extend the contract for two (2) additional one (1) year terms for a total cost over seven (7) years in the amount not to exceed \$3,468,595 (including taxes and contingency), and further;*

*That the Halton Police Board delegate their authority to the Chief of Police to negotiate and execute one (1) or more of the optional term extensions available within the funding identified, should it be in the best interests of the Service to do so."*

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

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**Stephen J. Tanner**  
Chief of Police

:AW,MA

## INTRODUCTION AND BACKGROUND:

In January 2004, the Board approved a single source contract with Niche Technology Inc. for the acquisition of a Records Management System (RMS) (P04-1-CPA-R-02). The implementation of the Niche RMS was successfully completed in 2005.

The Niche RMS is core to the Service's operation as it is the central repository and access point for police records for the Service. The system also provides access to other municipal, provincial, and national police record data sources. This software must be kept up to date and remain in a vendor supported state.

Ongoing support and maintenance services are necessary to keep the product current through software upgrades and to address changes and additions to functionality. Requests for changes in functionality are achieved through the coordinated input of requirements from individual police services via the Niche Users Group.

Significant enhancements have been made to modernize the system and improve the user experience. Updates to the user interface provide a more intuitive and flexible environment, while improvements to linkages, entity management, guided entry, and agency-configurable workflows enhance overall usability. Additional upgrades have strengthened system stability, performance, and functionality.

The recent implementation of the Universal Application (UA) upgrade further modernizes the platform with a refreshed look and feel, and improved integration with external interfaces such as SCOPE, e-Intake, and the Coroner's Exchange, ensuring better interoperability and data exchange across systems.

The Service wishes to renew the support and maintenance agreement with Niche Technology Inc. for five (5) years with two (2) optional one (1) year extensions as the Service plans to continue utilizing and enhancing the software and has no plans to change suppliers of this system for the next 7 or more years.

## **DISCUSSION / ANALYSIS:**

Since the initial acquisition of the Niche RMS software in 2004, the Board has authorized multiple extensions to the support and maintenance agreement, which currently runs through December 31, 2025. Over time, the Board has also approved increases to the contract value to accommodate the growing number of police users on the system.

Increases in support and service costs are directly related to the number of HRPS users requiring access to Niche. Software licensing is user-based and currently set at \$1,453 per user (exclusive of taxes).

The existing support and maintenance agreement will expire on December 31, 2025, necessitating this recommendation to authorize a new contract. The Service added an additional 88 user licenses over the course of 2025 bringing the total to 876, which reflects the projected number of sworn officers at the time of this report.

The following table outlines the cost breakdown of the proposed Maintenance Agreement for the years 2026, 2027, 2028, 2029, 2030, 2031 and 2032. These costs include one time license true-up costs for additional licences and an annual maintenance fee based on number of users.

Niche Maintenance Details	Annual Cost Breakdown
2025 – License True-Up – 88 Additional Licenses	\$127,876
Year 1 - Maintenance - January 1 2026 to December 31, 2026	254,589
Year 2 - Maintenance January 1, 2027 to December 31, 2027 (includes a 4.5% increase over year 1 as an estimate for negotiating)	283,660
Year 2 - License True-up - Estimated 58 Additional Licenses (20 for 2026 and 38 for 2027)	88,075
Year 3 - Maintenance January 1, 2028 to December 31, 2028 (includes a 4.5% increase over year 2 as an estimate for negotiating)	296,245
Year 4 - Maintenance January 1, 2029 to December 31, 2029 (includes a 4.5% increase over year 3 as an estimate for negotiating)	335,634
Year 4 - License True-up - Estimated 78 Additional Licenses (38 for 2028 and 40 for 2029)	129,345
Year 5 - Maintenance January 1, 2030 to December 31, 2030 (includes a 4.5% increase over year 4 as an estimate for negotiating)	350,633
Year 6 - Maintenance January 1, 2031 to December 31, 2031 (optional) (includes a 4.5% increase over year 5 as an estimate for negotiating)	395,494
Year 6 - License True-Up - Estimated 80 Additional Licenses (40 for 2030 and 40 for 2031)	144,870
Year 7 - Maintenance January 1, 2032 to December 31, 2032 (optional) (includes a 4.5% increase over year 6 as an estimate for negotiating)	413,291
Contingency (10%)	289,999
HST (13%)	366,599
<b>Total Cost</b>	<b>\$3,468,595</b>

The 2026 Information Technology Software maintenance budget (916002-12682) includes plans for this expense.

The annual rates calculated for the two optional years are based on the same 4.5% increase rate as identified in the first year of the contract. The contingency is provided to account for possible changes to the rate and number of users.

**ALTERNATIVES:**

**Complete a formal competitive bid process.** - This is not feasible. Given the proprietary nature of the Niche records management software, there are no other vendors capable of providing support and maintenance services for this system.

**Not purchasing support and maintenance and additional licenses.** – This is not recommended as the Niche RMS is of paramount importance to the Service's operation. The Service intends to continue to utilize this software for the foreseeable future. HRPS has a contractual obligation to true-up licenses.

**CONSULTATION:**

- Deputy Chief Roger Wilkie – Frontline Operations
- Kari Buzzelli, Executive Director – Corporate Services & Chief Financial Officer
- Ken Kelertas, Director – Legal Services & Legal Counsel
- Bill Payne, Director – Information Technology
- Adam Woods, Manager – Information Technology (co-author)
- Mansoor Ahsan, Manager – Information Technology (co-author)

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

This recommendation is in accordance with the Halton Regional Police Service By-Law No. 2020-5(as amended) *A By-Law to Govern Procurement of Goods and Services by the Halton Regional Police Service.*

**Section 13 – Reporting Procedures****13.2 Recommendation Report**

Prior to the Award of any Contract for Goods and/or Services, a report shall be submitted to the Board for authorization by the Chief ... in any of the following circumstances:

13.2.3 where the Limited Tendering provisions have been applied and the Total Cost exceeds \$100,000.

**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 ensures that calls for service can be received from the public, captured accurately, and responded to appropriately - contributes significantly to this strategic priority.*

***Strategic Priority 2 – Achievement of 80% or better community satisfaction with the HRPS.***

***Strategic Application:***

*Ensuring that the Service has up to date and efficient technology tools ensures that calls for service can be received from the public, captured accurately, and responded to appropriately - contributes significantly to this strategic priority.*



# Halton Regional Police Service Public Agenda Recommendation Report

**To:** Chair and Police Board Members

**From:** Chief Stephen J. Tanner

**Subject:** CONTRACT EXTENSION – STSOLUTIONS LIMITED

**Report #:** P25-11-R-06

**Date:** November 27, 2025

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## RECOMMENDATION:

*"That the Halton Police Board approve a twenty-four (24) month extension of the single source Professional Consulting Services Agreement for the acquisition of consulting services from STSolutions Limited for an amount not to exceed \$467,876.50(inclusive of taxes); and*

*That the Halton Police Board delegate their authority to the Chief of Police to execute the contract extension on the Board's behalf."*

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

**Stephen J. Tanner**  
Chief of Police

:MA

**Attachments:** Schedule "A" – Statement of Work

## INTRODUCTION AND BACKGROUND:

In September 2014, the Board approved a single source contract extension with STSolutions Limited (P14-9-CPS-R-02) in support of the Intergraph Upgrade 9.3 project. The project was successfully completed and the new Computer Aided Dispatch (CAD) system was brought on-line in December 2015 for 911 Communicators and front-line officers. Post-implementation work was required in order to complete Halton specific customizations and in June 2016 the board authorized the Chief to execute an eighteen (18) month extension to this contract (P16-6-R-01).

In November of 2017, the Board authorized an additional eighteen (18) month extension to the contract with an associated value of \$221,000 (P17-11-R-12).

In November of 2019, the Board authorized an additional twenty-four (24) month extension to the contract with an associated value of \$375,883 (P19-10-R-11) in support of the Hexagon's (formerly Intergraph) CAD 9.4 upgrade project. The system was successfully launched in May of 2021 and post-implementation customizations are currently in progress.

In December of 2021, the Board authorized an additional twenty four (24) month extension to the contract with an associated value of \$399,455 (P21-12-R-04) in support of the Hexagon's CAD platform with ongoing maintenance, and enhancements – including phase II of the integration of GPS from portable radios, Next Generation 911 enhancements, and future enhancements to 911 Dispatcher and the frontline officer mobile CAD system.

In December 2023, the Board approved a twenty-four (24) month extension to the existing contract (P21-12-R-04), with an associated value of \$431,095, to continue support for the Hexagon Computer-Aided Dispatch (CAD) platform. This extension has supported ongoing system maintenance and a series of planned enhancements, including Phase II of GPS integration from portable radios, Next Generation 911 (NG911) functionality, and future improvements to both the 911 Dispatcher interface and the mobile CAD system utilized by frontline officers.

The professional services provided by STSolutions Limited, through consultant Sarah Byram, have been instrumental in the successful implementation and customization of CAD-related initiatives. Ms. Byram possesses specialized expertise in the Hexagon CAD platform, enabling the Service to achieve significant cost efficiencies and technical advantages when compared to engaging directly with the vendor. Her contributions have supported the delivery of key system enhancements and ensured continuity in project execution.

In support of continued progress and operational stability, staff is requesting approval for an additional twenty-four (24) month extension to the Professional Services Agreement with STSolutions Limited. This extension will enable the Service to maintain momentum on upcoming projects, ensure ongoing system maintenance, and advance the integration of NG911 capabilities, along with further enhancements to the 911 Dispatcher and frontline mobile CAD systems. The scope of this extension will also include assistance from the consultant in setting up a redundant CAD environment at the new 1 District building to ensure high availability of CAD services.

## **DISCUSSION / ANALYSIS:**

STSolutions Limited has been providing specialized consulting services to the Service since August 2012 through its consultant, Sarah Byram. As a CAD specialist and former employee of Hexagon Inc., Sarah brings extensive knowledge and expertise in Hexagon's CAD system.

STSolutions' contributions have been critical to the successful and cost-effective delivery of numerous CAD-related projects, including Business Intelligence/Data Warehousing, CAD

customizations for 911 communicators and front-line officers, the new headquarters relocation, and previous CAD upgrades.

Further CAD-related work is required, including mobile software customization, integration with Next Generation 911 technologies, expansion of the CAD system to the new 1 District building to ensure high availability, and other ongoing enhancements

The services of STSolutions are needed to complete additional upcoming projects which include:

#### CAD Software Enhancements and Updates

As is expected with any major enterprise software products, ongoing enhancements are a critical component. Changes in business process, legislation, or other supporting technologies requires the Service to constantly adjust and enhance the CAD environment.

#### Next Generation 911 (NG911) Functionality

The Canadian Radio-television and Telecommunications Commission (CRTC) has issued updated specifications for Next-Generation 9-1-1 (NG911) services. NG911 will fundamentally change how the public interacts with 911 services, introducing capabilities such as real-time text and the ability to transmit multimedia content—including photos and videos—during emergencies.

These improvements require extensive back-end changes to call handling but will ultimately provide faster, more accessible communication for Canadians in critical situations. The CRTC has extended the deadline for telecommunications carriers to be NG911-ready to **March 31, 2027** (previously March 2025). As a result, the Service must prepare for additional customizations to its Computer-Aided Dispatch (CAD) environment to accommodate these mandated changes.

#### CAD Expansion to 1 District Site Datacenter

The initiative focuses on expanding the Computer-Aided Dispatch (CAD) system to the new HRPS 1 District location to ensure high availability and operational continuity for mission-critical dispatch services. This expansion will provide redundancy and resilience, minimize downtime and maintain uninterrupted service for 911 communicators and front-line officers.

Key components include planning and configuring CAD servers at the new site, leveraging connectivity between locations, and designing load balancing and failover strategies to create a fault-tolerant architecture. These measures will enable seamless operations across both sites and ensure system resilience in the event of hardware or network failures. The project also involves integration with the current CAD environment and comprehensive testing to validate performance and reliability.

For this renewal period, STSolutions have increased their rates by 2.75% in 2026 and 3% for 2027 - representing an increase in hourly charges from a rate from \$109 per hour to a

new rate of \$112 per hour for 2026 and \$115.5 for 2027. Staff assess that the increase is reasonable and in line with the value of services performed.

Staff recommend that the Board approve the extension of the Professional Consulting Services Agreement with STSolutions Limited through to December 31, 2027, in order to maintain stability of the current CAD system and to successfully complete the aforementioned projects.

#### **ALTERNATIVES:**

Do not contract with STSolutions Limited – Not recommended. As noted above, additional professional services would have to be contracted from Hexagon to compensate for this resource shortage within the Service at a considerably higher cost.

#### **CONSULTATION:**

- Deputy Chief Roger Wilkie – Regional Operations
- Kari Buzzelli, Executive Director – Corporate Services & Chief Financial Officer
- Ken Kelertas, Director – Legal Services & Legal Counsel
- Bill Payne, Director – Information Technology
- Mansoor Ahsan, Manager – Information Technology (author)
- Greg Kinnear, Manager – Finance

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

Funding for this request will be provided by established capital and operating accounts with funding breakdown as follows:

<b>Project</b>	<b>Capital/Operating Account</b>	<b>Amount</b>
CAD Software Enhancements	2026 Operating Budget – Consulting – 1,570 hrs	\$ 175,840
Next Generation 911 Functionality	2026 Capital Budget – T6893A – 250 hrs	28,000
CAD Software Enhancements	2027 Operating Budget – Consulting – 1,820 hrs	175,560
CAD Expansion to 1 District Site Datacenter	2027 Capital T6893A	34,650
Subtotal		414,050
HST	13%	53,826.50
Total		\$ 467,876.50

While the majority of the consultant's time is engaged with HRPS, the consultant provides services for other organizations in her capacity as an independent consultant.

This recommendation is in accordance with the Halton Regional Police Service By-Law No. 2020-5(as amended) *A By-Law to Govern Procurement of Goods and Services by the Halton Regional Police Service*.

## Section 13 – Reporting Procedures

### 13.2 Recommendation Report

Prior to the Award of any Contract for Goods and/or Services, a report shall be submitted to the Board for authorization by the Chief ... in any of the following circumstances:

13.2.3 where the Limited Tendering provisions have been applied and the Total Cost exceeds \$100,000.

## 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 ensures that calls for service can be received from the public, captured accurately, and responded to appropriately -contributes significantly to this strategic priority.*

***Strategic Priority 2 – Achievement of 80% or better community satisfaction with the HRPS.***

### *Strategic Application:*

*Ensuring that the Service has up to date and efficient technology tools ensures that calls for service can be received from the public, captured accurately, and responded to appropriately -contributes significantly to this strategic priority.*

**Schedule “A”  
Statement of Work**

1. This Statement of Work (“SOW”) is governed by the terms and conditions of the *Agreement for Professional Consulting Services* between The Regional Municipality of Halton Police Service Board (“Board”) and STSolutions Ltd. (“Consultant”), dated November 27, 2025 pursuant to Board’s approval of a Public Agenda Recommendation Report, dated November 30, 2025. The Board has authorized the approval of a contract for the acquisition of professional services in the amount of \$467,876.50, inclusive of taxes.
2. The SOW is for the consulting services of Sarah Byram as Principal of the Consultant.
3. The Consultant will report to the Director of Information Services, Bill Payne or designate.
4. The Consultant’s scope of work will include, but is not limited to:
  - CAD Software Enhancements and Updates
  - Next Generation 911 (NG911) Functionality
  - Technical Advisor / consultant
  - CAD High Availability for the secondary data center at 1District.
5. **Agreement Term-** The term of this agreement shall be from January 1, 2026, until December 31, 2027. Any extensions or amendments to this SOW shall be agreed upon in writing by both the Board and the Consultant in the form as referenced in the Professional Consulting Services Agreement.
6. **Employment Status-** The Consultant acknowledges that they are an independent contractor and they are not an employee of the Board.
7. **Payment** – The Consultant has agreed to provide services to the Halton Regional Police at the total rate of \$112.00 per hour for 2026 and \$115.50 per hour for 2027. The Consultant and the Board acknowledge that the upset limit of the contract is \$467,876.50, inclusive of taxes, over the term of this SOW.
8. **Travel, Meal & Accommodation-** The Board is not responsible for any travel, meal or accommodation expenses incurred by the Consultant that are not pre-approved in writing by the Board.
9. **Billing and Payment Process-** The Consultant is required to submit an invoice on a monthly basis (**by 3<sup>rd</sup> business day of the following month end**) along with a timesheet to:

Original to:    Director of Information Services  
                         Halton Regional Police Service  
                         2485 North Service Road West  
                         Oakville, ON L6M 3H8
10. **Work Location-** The project team will be located at 2485 North Service Road West in Oakville. Remote work is allowed on IT Director, or designate, approval.
11. **Working Hours-** The Halton Regional Police normal working hours are 8.00 hours per day:
  - a) Start 7:00 a.m. through 9:00 a.m.
  - b) End 3:00 p.m. through 5:00 p.m.

The Consultant agrees to provide Consulting Services outside the normal working hours as requested.



# Halton Regional Police Service Public Agenda Recommendation Report

**To:** Chair and Police Board Members

**From:** Chief Stephen J. Tanner

**Subject:** LIMITED TENDERING – RESOLVE SYSTEMS TECHNICAL ACCOUNT MANAGER

**Report #:** P25-11-R-07

**Date:** November 27, 2025

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## RECOMMENDATION:

*"That the Halton Police Board authorize the award of a one (1) year Limited Tendering contract with SHI Canada for the acquisition of a Technical Account Manager from Resolve Systems for a one (1) year term, not to exceed \$46,000 (including net tax)."*

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**Stephen J. Tanner**  
Chief of Police

:AW,MA

## INTRODUCTION AND BACKGROUND:

Today, IT staff spend a portion of their day managing, creating, and troubleshooting a variety of tasks and jobs across multiple systems. Much of this work involves reverse-engineering existing processes, and addressing repetitive operational tasks, which limits the team's capacity to focus on higher-value, strategic initiatives.

To address these challenges, the Information Technology (IT) Department acquired the Resolve Systems Agentic Platform in October 2025 to support the automation and transformation of Niche RMS mugshot data as part of the Service's Facial Recognition initiative. The Agentic platform, delivered as a Software-as-a-Service (SaaS) solution was acquired for \$99,725 (inclusive of net tax) under the Chief's signing authority (AR-25-095). This platform enables unlimited automations and workflows that enhance operational efficiency, improve reliability and security, and governance across many IT systems.

The Service now seeks to onboard a Resolve Systems Technical Account Manager (TAM) through a Canadian reseller (SHI Canada) to accelerate onboarding of workflows and automation tasks, ensuring that staff can dedicate more time to strategic initiatives rather than managing and troubleshooting routine operational tasks.

This matter is being presented to the Board for approval due to the requirement for an additional \$46,000 to support the inclusion of the Account Manager services from SHI Canada. With this addition, the total contract value increases to \$145,725 (inclusive of next tax). As this revised amount exceeds the Chief's delegated authority, Board approval is required to proceed with the expenditure.

## DISCUSSION / ANALYSIS:

Acquiring a Resolve Systems TAM will provide the Service with dedicated technical expertise to maximize the capabilities of the Agentic platform and accelerate onboarding of automation for various IT workflows and tasks under a single pane of glass. The TAM will work closely with the IT Operations and Innovations teams to design, implement, and optimize automation workflows that align with operational and cybersecurity objectives.

Over the course of this one-year engagement, the TAM will serve as a strategic liaison between the IT Department and Resolve Systems, providing technical guidance, escalation support, and planning to ensure future automation initiatives align with the Service's evolving technology roadmap. The Service will have direct access to a specialized resource to ensure automation initiatives are efficiently developed, maintained, and monitored and in-line with industry best practices. The TAM will assist in identifying and prioritizing high-value use cases, including user access provisioning, data synchronization between systems, routine server tasks, and end-user permissions, while monitoring performance and recommending improvements.

The addition of a dedicated Technical Account Manager will significantly enhance the Service's IT automation maturity, improve operational efficiency, and support the sustainable, long-term management of automated workflows.

Technical Account Manager	Cost
TAM Services - December 1, 2025 to November 30, 2026	\$44,241
Net Tax (0.0176%)	778.64
<b>Total Cost</b>	<b>\$45,019.64</b>

The Information Technology capital budget (T6838C – System Enhancement) includes plans for this expense.

## ALTERNATIVES:

**1. Complete a formal competitive bid process** – This is not feasible. Due to the proprietary nature of the Resolve Systems Agentic platform, this is considered a sole source engagement of

services and cannot be competitively bid. No other vendors can provide the specialized Technical Account Manager services required. Resolve Systems selected SHI Canada as their authorized reseller partner.

**2. Do not acquire a Technical Account Manager** – This is not recommended. Without a dedicated TAM, IT staff would continue to spend significant time managing, troubleshooting, and reverse-engineering workflows across multiple systems. Staff would also face a steep learning curve to fully understand the platform's capabilities and automation practices in alignment with industry best practices. Additionally, the Service may not fully realize the operational efficiencies and strategic benefits offered by the Agentic Platform.

#### **CONSULTATION:**

- Deputy Chief Roger Wilkie – Frontline Operations
- Kari Buzzelli, Executive Director – Corporate Services & Chief Financial Officer
- Ken Kelertas, Director – Legal Services & Legal Counsel
- Bill Payne, Director – Information Technology
- Adam Woods, Manager – Information Technology (co-author)
- Mansoor Ahsan, Manager – Information Technology (co-author)
- Shanley Southworth – Supervisor – Purchasing Services

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

This recommendation is in accordance with the Halton Regional Police Service By-Law No. 2020-5(as amended) *A By-Law to Govern Procurement of Goods and Services by the Halton Regional Police Service*.

#### **Section 13 – Reporting Procedures**

##### **13.2 Recommendation Report**

Prior to the Award of any Contract for Goods and/or Services, a report shall be submitted to the Board for authorization by the Chief in the following instance: 13.2.3 where the Limited Tendering provisions have been applied and the Total Cost exceeds \$100,000.

#### **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:*

*Research and develop platforms, data-driven applications, and technologies (e.g. Artificial Intelligence) to support operations and effectiveness - contributes significantly to this strategic priority.*



# Halton Regional Police Service Public Agenda Recommendation Report

**To:** Chair and Police Board Members

**From:** Chief Stephen J. Tanner

**Subject:** REVISED 2026 FUNDING REQUEST & 10-YEAR CAPITAL FORECAST

**Report #:** P25-11-R-12

**Date:** November 27, 2025

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## RECOMMENDATION – REVISED 2026 FUNDING REQUEST:

*“That the Halton Police Board approves the 2026 Funding Request of \$252,402,191 and forwards the request to Halton Region; and further,*

*That the Halton Police Board approves an increase in the authorized sworn strength of twenty (20) positions; and further,*

*That the Halton Police Board approves an increase in the authorized civilian strength of four (4) positions; and further,*

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

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

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**Stephen J. Tanner**  
Chief of Police

:KB / GK

## INTRODUCTION AND BACKGROUND:

At the October 30, 2025 meeting, through report **P25-10-R-07** – 2026 Funding Request & 10-Year Capital, the following resolution was approved, which represents an increase of 8.22% as compared to the approved 2025 Budget.

*“That the Halton Police Board approves the 2026 Funding Request of \$252,152,191 and forwards the request to Halton Region; and further,*

*That the Halton Police Board approves an increase in the authorized sworn strength of twenty (20) positions; and further,*

*One Team – People First*

*That the Halton Police Board approves an increase in the authorized civilian strength of four (4) positions; and further,*

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

*“THAT the Halton Police Board accepts and supports the recommendation that a Public Safety Unit is essential to public safety in Halton Region, and*

*THAT the Chief be directed to explore funding options for a Public Safety Unit costed at \$600,000, including operating surplus, capital reserves or prioritized external funding, and*

*THAT the Chief provide an update by the end of Q1 2026.”*

The Board approved funding request of 8.22% was presented at Regional Council on November 18, 2025.

This revised funding request includes a \$250K increase to the original funding request, raising the proposed increase from 8.22% to 8.33%. This \$250K increase in the operating budget would be reflected as an increase to the operating transfer to capital reserve. This increase along with available capital reserve funds, will provide sufficient capital funding for a Public Safety Unit (PSU).

A separate Recommendation report on the November 25, 2025 agenda, seeks approval for the in-year creation of a new capital project for the PSU and the associated financing.

This revised funding request continues to demonstrate prudent use of taxpayer dollars while recognizing the need to provide adequate and effective police services for Halton Region.

## **STRATEGIC MANAGEMENT ISSUES:**

The 2026 Funding Request continues the strategic direction as detailed in the 2024-2027 Strategic Plan.



# Halton Regional Police Service Public Agenda Recommendation Report

**To:** Chair and Police Board Members

**From:** Chief Stephen J. Tanner

**Subject:** PUBLIC SAFETY UNIT – CAPITAL PROJECT

**Report #:** P25-10-R-13

**Date:** November 27, 2025

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## RECOMMENDATION:

*"That the Halton Police Board approves the establishment of a new capital project for the Public Safety Unit (PSU) in the amount of \$600,000 funded from the Police Capital Reserve."*

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

**Stephen J. Tanner**  
Chief of Police

:KM/KB

## INTRODUCTION AND BACKGROUND:

Over the past 5 years the needs of our community have evolved considerably. Halton Region has experienced a marked increase in events that require some degree of public order oversight on the part of HRPS to preserve the peace and public safety. During this timeframe frontline patrol officers have responded to 129 public protests, 27 labour disputes, 11 large scale events such as Ribfest or Sound of Music and 4 public disorder events. A public disorder event is a situation where groups of persons gather in crowds for non-legitimate purposes and the outcome disrupts the community. An example of this would be Youths setting off fireworks during the annual Canada Day event in Bronte. Some of these events are peaceful and predictable, while others have an elevated risk for personal injury and/or damage to property.

Our current public order strategy is to respond to these events with frontline officers with no specialized training in crowd management. In addition, the Service has formal MOU with other police services to bring in a public order unit from a neighboring service if the event of a significant event. This requires significant pre-planning both in terms of time and logistics. In addition, there would a substantial cost recovery on the part of the police service that provided the public order unit to support the Halton based event.

**DISCUSSION / ANALYSIS:**

The lack of public order capacity and expertise within the Service has been identified as an emerging vulnerability, from an overall operational readiness and risk mitigation perspective. During times of significant geo-political unrest such as the Israel-Hamas conflict, or during times the of social disorder such as the Covid-19 pandemic, the sharp increase in public protests places a significant strain on the overall public order resources in the GTA. During these periods the Service is at risk of not being able to secure external public order support from a neighbouring police service.

Modern public order is focused on risk mitigation through pre-planning, community outreach, and de-escalation strategies. It also involves deploying specially selected and trained officers in a manner that reduces the likelihood of violence, personal injury, property destruction and the need for arrests. Building capacity in this area also increases public safety through enhanced operational planning.

To establish a provincially accredited Public Order Unit the officers must be provided specialized training, as well as issued protective equipment and uniforms. The officers who are selected for this unit will remain in their fulltime positions and will only be deployed as part of the Public Safety Unit for training or during events that require the expertise of the Public Safety Unit.

**CONSULTATION:**

- Chief Tanner
- Deputy Chief Hill
- Deputy Chief Wilkie
- Superintendent Jeff Sandy – Emergency Services Unit
- Inspector Trevor Bradley – Emergency Services Unit
- S/Sgt Mark Pidberezny - Emergency Services Unit
- Greg Kinnear – Manager of Finance Services

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

A new capital project for the PSU in the amount of \$600,000 will be created, funded from the Police Capital Reserve, for the purchase of related equipment and supplies to outfit the unit as required.

**STRATEGIC MANAGEMENT ISSUES:**

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

**Priority # 2. Achievement of 80% or better community satisfaction with the HRPS** -through the pursuit and delivery of policing excellence through responsible staffing model, leadership, quality service delivery and responsiveness to crime, victimization and disorder.



# Halton Regional Police Service Public Agenda Recommendation Report

**To:** Chair and Police Board Members  
Tanner

**From:** Chief Stephen J.

**Subject:** PUBLIC SAFETY UNIT

**Report #:** P25-11-R-14

**Date:** November 27, 2025

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## RECOMMENDATION:

*"That the Halton Police Board approve the implementation of the Public Safety Unit in order to ensure the overall adequacy and effectiveness of the Halton Regional Police Service in the area of public order maintenance".*

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**Stephen J. Tanner**  
Chief of Police

:KM

**Attachments:** Board Policy Pop-01- Provisions of policing

## INTRODUCTION AND BACKGROUND:

The roles and responsibilities of the Halton Police Board with respect to ensuring the ongoing provision of adequate and effective policing is detailed in the board policy PoP-01- Provision of Adequate and Effective Policing. Section 4 of the policy details five distinct considerations the board shall take in account when determining reasonableness of how each policing function will be provided to the community;

- the policing needs, values and expectations of the Community
- the geographic and socio-demographic characteristics of the Community
- the extent to and manner in which each policing function is provided in comparator (Big 12) communities;
- the effectiveness of past provision of each policing function in the Community, relative to Community needs, values and expectations; and
- best practices regarding each policing function.

Over the course of the past 5 years, Halton Region has experienced a marked increase in the frequency of events that require some degree of public order oversight on the part of HRPS, in order to preserve the peace and public safety. This increase has come about due to a variety of factors including the impact of geo-political events, the global pandemic and population growth. During this time frame frontline patrol officers have responded to 129 public protests, 27 labour disputes, 11 large scale events such as Ribfest or Sound of Music and 4 public disorder events. While some of these events are peaceful and predictable, others have an elevated risk for personal injury and/or damage to property. A public disorder event is a situation where groups of persons gather in crowds for non-legitimate purposes and the outcome disrupts the community. An example of this would be large groups of youths congregating and setting off fireworks during the annual Canada Day event in Bronte.

The increase in public order incidents in Halton is consistent with what is occurring in other communities around the Province. The following information is an excerpt from the website of the Inspectorate of Policing; *In May of 2025 the Inspector General of Policing in Ontario released a spotlight report on public order policing in the province. This report follows a comprehensive inspection conducted between May 2023 and February 2024 by the Inspectorate of Policing (IoP), assessing compliance with provincial requirements for maintaining public order units that are deployed during protests and major events. The report documents that Public Order Unit (POU) deployments in Ontario increased by 184 per cent from 2018 to 2022, reflecting a significant rise in public demonstrations and major events. In addition, the report identified that only 11 police services, including the OPP, currently provide public order policing for the province, placing strain on a small segment of the sector to deliver this core policing function wherever it may be needed.*

## DISCUSSION / ANALYSIS:

The right to peaceful protest in Canada is enshrined in the Charter of Rights and Freedoms. In section 2 of the CRA the general right to peaceful protest is broken into three separate areas; the freedom of expression, the freedom of peaceful assembly and the freedom of association. Members of the community who wish to protest in a public manner, in order to raise awareness to their cause, are entitled to do so without fear of reprisal, intimidation or physical harm. As the socio-demographic characteristics of Halton Region have changed so has the complexity of the public protests occurring within the Region. On several occasions in the past 5 years counter protestors have arrived on the scene of pre-planned protests with the intent to disrupt the protest. This increases the overall risk level of the protest and necessitates a more robust operational plan and an increased police presence in order to prevent violent encounters between the rival groups of protestors.

The Service's current public order strategy is to respond to these events with frontline officers with no specialized training in crowd management. In addition, the HRPS has a formal shared services agreement in place with other police services to bring in a public order unit from a neighboring service in the event of a higher risk event. This requires significant pre-planning both in terms of time and logistics. In addition, there would be a substantial cost recovery on the part of the police service that provided the public order resources to support the Halton based

event. On one occasion in 2024 the Hamilton Police Service (HPS) had agreed to deploy their Public Order Unit to Halton for a higher risk public protest that was being planned. Fortunately, the deployment of the HPS Public Order Unit became unnecessary when the protest was canceled ahead of the planned date. The lack of internal public order capacity and expertise within the Service has been identified as an emerging vulnerability, from an overall operational readiness and risk mitigation perspective.

The role of the Halton Regional Police Service during public order events such as protests, labour disputes and other public disorder events is to protect public safety and prevent damage to property. Modern public order maintenance strategy is largely focused on risk mitigation through pre-planning, community outreach, and de-escalation techniques. It also involves deploying specially selected and trained officers in a proactive manner that reduces the likelihood of violence, personal injury, property destruction and the need for arrests. An environmental scan of the Big 12 police services in the Province reveals that 10 of the services have an established Public Order Unit, with the exception of the Halton Regional Police Service and the Greater Sudbury Police Service.

During times of significant geo-political unrest such as the Israel-Hamas conflict, or during times of social disorder such as the Covid-19 pandemic, the sharp increase in public protests places a significant strain on the overall level of public order resources in the GTA. During these periods, the Service is at risk of not being able to secure external public order support from a neighbouring police service due to the ongoing operational demands within that police service's geographic demands. In addition, on an annual basis during holiday long weekends as well during the university homecoming event season in the fall, Public Order Units in the province are proactively deployed across the province which also significantly reduces the availability of public order support should it be required in Halton Region.

In order to address the evolving and changing needs of our community, and to ensure the provision of adequate and effective policing in the area of public order maintenance, it is imperative that the HRPS adapt and enhance our current public order strategy. The implementation of a specialized unit responsible for public order maintenance at a variety of public events, which will be known as the Public Safety Unit, represents the necessary and logical evolution of the Service's overall public order strategy. The new unit will significantly enhance operational planning and risk mitigation at all levels of the Service as well as the capacity to respond in a timely, professional and strategic manner to all public order events in order to preserve the peace, prevent injuries to persons and damage to property.

The Ontario Police College has designed and implemented a specialized, accredited and mandatory training model for officers who are assigned to public order units. The model involves three distinct levels of training including; a basic level course, a section lead course for members assigned to supervisory roles and a commander level course for members assigned to the role of command and control for public order events. Over the course of the past year the HRPS has begun the process of training a small number of members at the section lead and command level in order to enhance the level of operational knowledge with respect to planning for public order events and to develop the foundation for the future implementation of the Public Safety Unit.

To establish a provincially accredited public order unit the officers must be provided specialized training, as well as protective equipment and uniforms to carry out their duties. The officers who are selected for this unit will remain in their fulltime positions and will only be deployed as part of the Public Safety Unit for training or during events that require the expertise of the Public Safety Unit. This decentralized approach will also ensure that there will be officers trained in public order maintenance on duty at any given moment and able to respond anywhere in the region in the event of a spontaneous event or incident occurring.

## **ALTERNATIVES:**

**Option#1 (recommended)** – Implementation of the Public Safety Unit in order to address the evolving and changing needs of our community, and to ensure the provision of adequate and effective policing in the area of public order maintenance.

**Option #2- Status quo-** The Service would continue to assign uniform patrol officers to respond to public order events. In the event of an event being assessed at a higher level of risk, in terms of the potential for significant crowd size, violence or damage to property, the HRPS would rely upon the shared services agreement in place to arrange for the necessary public order resources to be deployed to Halton from a police service with an established public order unit.

The primary risk associated to this option is the possibility of not being able to secure a public order unit from a neighbouring police service due to competing operational demands for public order units in other geographic areas of the province. In addition, in the event of an urgent need for public order support due to a spontaneous protest or incident in Halton Region, there would be a significant delay in terms of the time required before the public order unit could be assembled and deployed.

## **CONSULTATION:**

- Superintendent Jeff Sandy – Emergency Services Unit
- Inspector Trevor Bradley – Emergency Services Unit
- S/Sgt Mark Pidberezny - Emergency Services Unit

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

A new capital project for the PSU in the amount of \$600,000 will need to be created and funded from the Police Capital Reserve for the purchase of related equipment and supplies to outfit the unit as required. This capital project is detailed in a corresponding board report.

## **STRATEGIC MANAGEMENT ISSUES:**

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

**Priority # 2. Achievement of 80% or better community satisfaction with the HRPS** -through the pursuit and delivery of policing excellence through responsible staffing model, leadership, quality service delivery and responsiveness to crime, victimization and disorder.



# Public Agenda Report

**To:** Halton Police Board

**From:** Fred Kaustinen  
Chief Governance Officer

**Subject:** G-02 Board Job Description - Policy Amendments

**Report #:**

**Date:** 30 October 2025

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## RECOMMENDATION:

*THAT policy G-02 Board Job Description be amended as proposed.*

---

**Attachments:** Proposed G-02 Board Job Description (amended)

## DISCUSSION / ANALYSIS:

The key policy changes all relate to the Community Safety & Policing Act:

- appointing new police constables, experienced police officers and special constables to the HRPS, as per the CSPA;
- establishing a Diversity Plan for the HRPS; and
- establishing an independent Quality Assurance plan.

## CONSULTATION:

The Board recently approved changes to other policies related to appointments and Quality Assurance.

*Trust and Respect*

*Integrity*

*Accountability*

*Excellence*

*Teamwork*

*Justice*



## Policy G02 - Board Job Description

Proposed 27 November 2025

### Purpose

1. The Board is responsible for the provision of adequate and effective police services in Halton Region. It fulfills this responsibility by ensuring that policing actions and consequences are congruent with community needs, values and expectations.

### Requirements

2. The Board, as the agent of the owners of the Service - the community of Halton Region, is collectively responsible to:
  - 2.1 establish written governing policies that address and guide, at the broadest levels, all Service decisions and situations – without interfering with any specific, individual Service investigations, deployments, labour decisions or actions;
  - 2.2 prepare and adopt, through stakeholder consultations and analysis, a strategic plan for policing outcomes in Halton Region;
  - 2.3 recruit, hire, direct and compensate, as necessary, a Chief of Police and Deputies to lead the Service in all aspects, legally, ethically and in accordance with Board bylaws and policies;
  - 2.4 recruit, contract, direct and compensate, as necessary, Board staff to support the Board in its governance activities, legally, ethically and in accordance with Board bylaws and policies;
  - 2.5 annually determine results-based performance objectives for Chief of Police, and subsequently monitor and annually evaluate his or her performance relative to those objectives;

Approved 29 August 2024

2.6 ~~consider, approve and appoint the members of the Service and new police constables, experienced police officers and special constables to the HRPS;~~

2.62.7 ~~as employer, bargain in good faith and establish collective agreements with the association~~s representing police employees in Halton Police Service;

2.8 annually prepare, adopt, propose to Halton Regional Council, and monitor a budget for policing and police governance;

2.72.9 ~~establish a Diversity Plan for the HRPS;~~

2.82.10 ~~receive, question and assess reports from the Chief of Police regarding policy requirements and Strategic Plan progress~~establish a Board-run Quality Assurance plan and program, ensure its implementation, and consider and respond to its findings and recommendations; and

~~implement a quality assurance process relating to the delivery of adequate and effective police services, and compliance with the law, regulations, Board's by-laws and policies; and~~

2.92.11 all other statutory obligations related to police governance.

## Reporting and Evaluation

3. The Board will annually evaluate its performance, and duly consider the Inspector General's recommendations, with a view to continuously improving police governance of the Halton Police Service.

## Legislative Reference:

CSPA, sections 37



# Public Agenda Recommendation Report

**To:** Halton Police Board

**From:** Jessica Warren  
Manager of Board  
Operations

**Subject:** Community Fund Applications

**Report #:** PBM-11-R-01

**Date:** 27 Nov 25

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## RECOMMENDATION:

*THAT the Board approve the recommendations of the November 12, 2025 meeting of the Community Fund Committee; as follows:*

- a. THAT the application from the Black History Awareness Society be approved in the amount of \$10,000;*
- b. THAT the application from ProAction Cops & Kids be approved in the amount of \$4,000,*
- c. THAT the application from Black Mentorship Inc be denied;*
- d. THAT the application from Ontario Seniors Forum be approved in the amount of \$10,000;*
- e. THAT the application from Milton Punjabi Community Club be denied;*
- f. THAT the application of ADAPT be denied;*
- g. THAT the application from St. Johns Ambulance be approved in the amount of \$5,000;*
- h. THAT the application from Youth Development Canada be denied.*

## INTRODUCTION AND BACKGROUND:

At the April 24, 2025 Board meeting the Board appointed Ingrid Hann and Nav Dhaliwal to the Community Fund Committee. Curt Allen was appointed as a non-board member.

The committee meets quarterly to review applications received and make recommendations to the Board for approval or denial.

Curt Allen was unable to attend the November 12, 2025 meeting. Nav Dhaliwal and Ingrid Hann reviewed the applications.

## DISCUSSION AND BACKGROUND:

At the Community Fund Committee meeting held on November 12, 2025, the committee reviewed seven applications for funding. Each application was evaluated based on its alignment with the Community Fund Policy and adherence to application requirements. Below is a summary of the decisions made, along with the rationale for each:

1. **Black History Awareness Society** – *Approved: \$10,000 was granted for education of teachers and leaders on integrating diversity and DEI system changes.*
2. **ProAction Cops & Kids** – *Approved: \$4,000* The organization partners with HRPS to allow police partners to mentor young participant and help guide positive life choices through engaging programming.
3. **Black Mentorship Inc.** – *Denied:* The budget was not specific enough regarding dates and timing. They will be invited to reapply with more information.
4. **Ontario Seniors Forum** – *Approved: \$10,000* was granted as the funds would go towards increasing awareness of community safety, fraud presentation and emergency response.
5. **Milton Punjabi Community Club** – *Denied:* Cultural awareness is not apart of the policy mandate for the Community Fund.
6. **ADAPT (Halton Alcohol Drug and Gambling Assessment Prevention and Treatment)** – *Denied:* the committee had concerns about being the sole funder for a renovation, as project costs can often be higher than anticipated. No quotes were attached to the application.
7. **St. Johns Ambulance** – *Approved: \$5,000* was granted to help support the addition of a new modern Emergency Response Bike Team.
8. **Youth Development Canada** – *Denied:* This would set a precedent of supporting sports groups across Halton, which does not meet policy criteria.

The committee also directed the Manager of Board Operations to develop a scoring matrix for future applications. This is estimated to be completed in Q1 of 2026

## FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

The total amount of disbursements for the August 2025 applications will be \$29,000.



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Jessica Warren

**Manager of Board Operations**

**Attachments:** Appendix A – Application Package

# Halton Police Board Community Fund Application



**HALTON  
POLICE  
BOARD**  
EXCELLENCE IN GOVERNANCE

Members of the community interested in accessing the funding are invited to submit an application form to the Halton Police Board for review.

Fund requests (**MAXIMUM of \$10,000**) 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 Community Safety Priorities

Please review the Community Fund policy and all requirements [here](#), to ensure your request is in compliance.

The application schedule for 2025 is as follows:

Applications Received	Committee Reviews Applications	Recommendations to the Board	Funds Distributed
By August 31, 2025	Mid-September	September 30 <sup>th</sup> Board Meeting	Mid-October
By October 31, 2025	Mid-November	November 27 <sup>th</sup> Board Meeting	Mid-December

\*\*\*schedule subject to change, applications may be submitted at any time, but will only be reviewed during the above times\*\*\*

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

*Kenneth Scott*  
Please sign here:

Date: *Sept. 18, 2026*

# Funding Application

**Name of Organization:** Halton Black History Awareness Society

**Address:** 1303 Knights Bridge Court

**Email and Phone Number:** drscott@scottassociates.net 905 320 0991

**Contact Name and Title:** Dennis Scott

**Social Media Accounts:** www.hbhas.ca

<https://www.facebook.com/groups/630227690517286>

**Description of Applicant Organization:** The Halton Black History Awareness Society (HBHAS) is a passionate group of multi-culturalists, dedicated towards implementing cultural education into the public and institutional mindset towards appreciating the values of inclusivity, equality, and self development while depleting racism, bullying, prejudice and inequality. We bring multicultures together to experience, learn and participate in community integration and inclusivity. 2026 is the HBHAS' 10 Anniversary celebrating 192 years of Emancipation incorporating our Emancipation Flag Raising Ceremony (July 31- Burlington City Hall), Emancipation Gala (July 31, Burlington Performing Arts Centre (BPAC), Emancipation Celebration (Culture & Music) Festival (August 1, Spencer Smith Park), 9th Emancipation Art Exhibition (throughout August, Helson Gallery Georgetown) with its Grand Opening on Sunday July 26. Our Cultural Diversity Leadership Training Program (CDLT), educating leaders, teachers and mentors how to teach cultural dynamics, HBHAS Presents (including DEI Consulting engagements and Keynote Speaking presentations, and our annual Local Lens Narrative Contest on Halton's multi-culturalism for all school boards in Halton.

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

**Is your organization a registered charity?** No

**What is your CRA Business Number?** BN: 75634 5690 Ontario Corporation # 1959576

**Event Name/ Reason for Request/ Date of Event:** Throughout the year, the HBHAS presents their **Cultural Dynamics Leadership Training (CDLT)** Program which mitigates exclusion and inequality, teaches Educators, Corporate and Community Leaders how to educate cultural history and dynamics, integrate diverse cultures towards authentic inclusivity and cultural knowledge and offers consultation towards effective personal and corporate/institutional DEI system change and progression. We educate teachers and leaders how to integrate diversity; how to manage hate, racism and prejudice and the benefits of treating all with equality, dignity, jurisprudence, knowledge, search for cultural appreciation and resources, and program implementation.

Educators along with being introduced to resources, program and implementation consulting, and mentor resources will build a more cohesive, collaborative, inclusive, progressive, proactive, positive, exhilarating experience and educational growth.

## **Purpose of Initiative:**

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

Cultural Dynamics Leadership Training (CDLT) program is where we teach leaders, teachers, mentors and families how to teach cultural dynamics; how to manage hate, racism and prejudice and the benefits of treating all with equality, dignity, and jurisprudence. Our facilitators include Life, Business, EID and Leadership Coaches; music therapists, school educators, former trustees, and business associates with "lived" racism histories including Indigenous, Holocaust, slavery and terrorist survivors & descendants. The CDLT Project Director is a 27 year former Toronto Police officer with a successful history of trauma and diversity consulting. This program is in partnership with her True2Soul consulting firm. These Workshops take place monthly throughout Halton including HRPS Head and Regional offices, Halton Hills Community Centre, WorkWell Spaces and the Burlington Performing Arts Centre amongst other locations. Halton Fire Chiefs, HRPS officers, HCDSB & HDSB educators have given "Excellent" testimonials on their trainings. This program is especially beneficial due to Halton being the fastest visible minority growth in all of Canada and 34 % of Halton students experiencing anxiety plus 45% of black students not graduating from secondary schools. Our youth are the largest benefactors of this program as are employees and visible minorities who experience diversity angst, trauma and exclusion. Your logo will be on all promotional materials and programs along with Halton Region who sponsored this program in the 2024 - 2025 school year. We welcome you and yours.

Halton is the fastest growing visible minority region in Canada which, according to Census (2016), grew 78% within a five-year span with Milton growing 176% in visible minority growth within the same time frame. Unfortunately, another census uncovered that 34% of Halton students are experiencing "elevated psychological distress" - 341,000 Ontario students (2012/13 Halton Youth Survey) and 45% of grade 9 black students do not graduate.

"32% of Halton residents report a weak sense of belonging. 1 in 10 Students in grade 10 reported thoughts of suicide. Halton Police recorded 3100 Mental health related calls in 2016" (Halton Regional Police Service).

"For the 2021-2022 school year, the ministry included anti-racism and anti-discrimination training as one of the mandatory professional activities day topics to be implemented by school boards prior to the start of school year."

This statement is of at least four performative ministry statements since 2019 with a similar 2025 legislation being cancelled prior to our /2026 school year and no data on the results from the other 3.

Immigrants would represent between 24.5% and 30.0% of Canada's population in 2036, compared with 20.7% in 2011. These would be the highest proportions since 1871. (2016 StatsCan Census)

It is important to implement multi-cultural dynamics inclusive of social engagement, communications, legislation and inclusion to our populace as they are not taught this in obtaining professional designations or within our schools, corporations or communities. (UWO MBA Professor 1980)

The HBHAS advances anti-racism; fosters ethnocultural diversity and inclusion; and promotes intercultural understanding; provides equitable opportunities, through education and mentorship, for equity-deserving populations and community organizations to participate fully in all aspects of Canadian society; promotes dialogue on multiculturalism, anti-racism, racial equity, diversity and inclusion to advance institutional and systemic change so that Canada becomes a more inclusive society, free from racism and hate-motivated actions and support research and evidence to build understanding of the

disparities and challenges faced by equity-deserving populations. Our programs develop self esteem, educational, social, judicial, institutional individual and community appreciation and progressive growth. Between 2012 and 2015, the Halton Regional Police Service experienced a 37 per cent increase in the number of reportable mental health occurrences dealt with by front line officers.

The enhancement and provision of HBHAS events, methodologies and systems to integrate authentic inclusivity, will develop an increase in self-worth, best practices in managing cultural dynamics, Canadian Black history knowledge, and self esteem supporting individual and community growth and prosperity.

Throughout the year, the HBHAS presents their Cultural Dynamics Leadership Training (CDLT) Program which mitigates exclusion and inequality, teaches Educators, Corporate and Community Leaders how to educate cultural history and dynamics, integrate diverse cultures towards authentic inclusivity and cultural knowledge and offers consultation towards effective personal and corporate/institutional DEI system change and progression. We educate teachers and leaders how to integrate diversity; how to manage hate, racism and prejudice and the benefits of treating all with equality, dignity, jurisprudence, knowledge, search for cultural appreciation and resources, and program implementation.

Educators along with being introduced to resources, program and implementation consulting, and mentor resources will build a more cohesive, collaborative, inclusive, progressive, proactive, positive, exhilarating experience and educational growth.

Although we're a "Black" history society, our Board, Committee, Partnerships and events/ programs promote inclusivity especially with the "marginalized" social sectors. The enhancement and provision of HBHAS events, methodologies and systems to integrate authentic inclusivity, will develop an increase in self-worth, best practices in managing cultural dynamics, Canadian Black history knowledge, and self esteem supporting individual and community growth and prosperity.

Our multicultural Board members are pleased to have received a Queen Elizabeth II Diamond Jubilee Award, Two Karina Gould's Annual Volunteer Appreciation Awards and a King Charles III's Coronation Medal for the impact appreciated in Halton.

Our multicultural Board members are pleased to have received a Queen Elizabeth II Diamond Jubilee Award, Two Karina Gould's Annual Volunteer Appreciation Awards and a King Charles III's Coronation Medal for the impact appreciated in Halton. We welcome the opportunity to work with our community members in "improving the safety, health and wellbeing of Halton residents".

"My biggest takeaway from <CDLT> training is the realization that, even in 2025, racism and discrimination are still very present in our world. As disheartening as that is, it reinforces the importance of taking an active role in creating change. Education, discussion & knowledge are keys to continuing to address equity and inclusion". CDLT 2025 Participant A

Your participation in our CDLT promotions will be represented on all HBHAS marketing material, our HBHAS website and CDLT presentation programs along with our continued collaboration and promotion of your successes. Your logo will be on all promotional materials and programs along with Halton Region who sponsored this program in the 2024 - 2025 school year and we welcome you and yours. Thank you for your consideration.

## **Halton Police Board Community Fund Application**

**Event name: Halton Black History Awareness Society: Cultural Dynamics Leadership Training (CDLT) Date of Event:** Throughout the year.

**Purpose of Initiative:** Our Cultural Dynamics Leadership Training (CDLT) program is where we teach leaders, teachers, mentors and families how to teach cultural dynamics; how to manage hate, racism and prejudice and the benefits of treating all with equality, dignity, and jurisprudence. Our facilitators include Life, Business, EID and Leadership Coaches; music therapists, school educators, former trustees, and business associates with "lived" racism histories including Indigenous, Holocaust, slavery and terrorist survivors & descendants. The CDLT Project leader is a 27 year former Toronto Police officer with a successful history of trauma and diversity consulting. This program is in partnership with her True2Soul consulting firm. These Free Workshops take place monthly throughout Halton including HRPS Head and Regional offices, Halton Hills Community Centre, WorkWell Spaces and the Burlington Performing Arts Centre amongst other locations. Halton Fire Chiefs, HRPS officers, HCDSB & HDSB educators have given "Excellent" testimonials on their trainings. This program is especially beneficial due to Halton being the fastest visible minority growth in all of Canada and 34 % of Halton students experiencing anxiety plus 45% of black students not graduating from secondary schools. Our youth are the largest benefactors of this program as are employees and visible minorities who experience diversity angst, trauma and exclusion. Your logo will be on all promotional materials and programs along with Halton Region who sponsored this program in the 2024 - 2025 school year. We welcome you and yours.

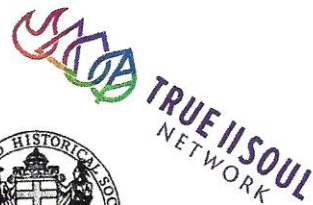
### **Budget:**

Last years costs for 6 workshops was \$13,200 (Professional services/Project Director fees: \$2,000, Train-the-Trainer Facilitators: \$7,500, Facilitator Trainer - \$1,000, Web Development/Marketing/Promotions \$2500, Administration \$650, Workshop Facilities \$983.56, Workshop Lunches & A.M. coffee, etc. \$983.56, Workshop Supplies \$1006.75 = \$13,200). 2025/2026 Budget is \$20,000 with minimum 5 additional workshops with a \$20,000 budget. Halton Region applications come out on September 29th and we are hoping to obtain additional funding from them. Our organization only received one grant last year from Burlington Arts & Culture requiring cancellation of our festival however we were able to continue with all of our other events and programs. Part of the grant refusal was due to DEI and cultural program withdrawals plus the change in federal government grants. We are fully confident with the stated support from Halton MPs, MPPs, Mayors, grantors and sponsors in fulfilling obligations and producing events and programs within our 10th anniversary year.

### Eligibility Criteria:

The HBHAS is looking to continue building engagement programs to enhance the Regions policies on inclusion and anti-racism through events leading towards Halton being recognized as a "Culture Capital of Canada" as the author has enabled within another Ontario community. In our 2025/2026 fiscal year we will be promoting our 8th Emancipation Art Exhibition, 6th Emancipation Festival, 5th Emancipation Gala, 5th Local Lens narrative competition and our 2nd year of Cultural Dynamics Leadership Training. Bringing audiences together promote community unity, prospects for diversity education, progressive collaborations and community development. Our programs also help to mitigate hate, crime, exclusion and build self-esteem and self-confidence enabling progressive growth and accomplishment through public education and awareness.





## "Community, Roots and Culture"

"The common denominator of all resolutions towards alleviating culture fear, intimidation, assault, crime, anger, ignorance and pain is through educating culture diversity. Appreciating oneself is the foundation of future success. The earlier and consistency of education, the more positive and progressive, character will develop.

Halton has the highest visible minority growth in Canada with a 76% growth over a 5 year period, with Milton, during the same period, growing 178% with approximately 25% of the visible minority population under 15 years old. (2006 Census)

Immigrants would represent between 24.5% and 30.0% of Canada's population in 2036, compared with 20.7% in 2011. These would be the highest proportions since 1871. (2016 StatsCan Census)

In 2036, among the working-age population (15 to 64 years) ... between 34.7% and 39.9% could belong to a visible minority group, compared with 19.6% in 2011. (2016 StatsCan Census)

### **Ontario Introducing Mandatory Black History Learning**

Province also unveils updated curriculum that prepares students for the jobs of the future -  
February 08, 2024

"For the first time, starting in September 2025, Grades 7, 8 and 10 history classes will include mandatory learning with an emphasis on elevating Black history as Canadian history, by highlighting the various Black communities that emerged, developed and contributed to the development of Canada, including pre- and post-Confederation."

"The 2012/13 Halton Youth Survey reported that elevated psychological distress is reported by 34% of students. This percentage represents about 341,000 Ontario students." - (Halton Region Child and Youth Mental Health 2013)

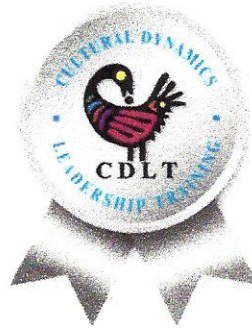
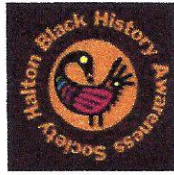
The Ministry of Education (For the Love of Learning - 1994) stated that "Schools must become more inclusive and courses must reflect the perspectives and contributions of minority groups."

The Ontario Ministry of Education stated, "The benefits of learning from and about each other more than justify meeting the challenges of providing an educational system that is sensitive to diversity." (For the Love of Learning: Report of the Royal Commission on Learning — 1994).

"In June 2021, to improve education outcomes for Black students and breakdown systemic barriers, the Ontario government introduced a new tool for school boards and made available \$1.43 million in programs that help address policies and practices that have had adverse impacts on Ontario's Black Students, as well as support anti-racism work underway in schools across Ontario."

"For the 2021-2022 school year, the ministry included anti-racism and anti-discrimination training as one of the mandatory professional activities (PA) day topics to be implemented by school boards prior to the start of school year."

**All HBHAS programs and events are focused towards supporting positive transition for our youth, adults, families, and educational leaders' optimal progression.**



## Cultural Dynamics Leadership Training

1303 Knights Bridge Court, Burlington, L7P 3K8 - 905 320 0991

[www.hbhas.ca](http://www.hbhas.ca) - [hbhas2015@gmail.com](mailto:hbhas2015@gmail.com)

### Program

The Halton Black History Awareness Society (HBHAS), in collaboration with True2 Self Consulting, is a passionate group of multi-cultural individuals dedicated towards promoting cultural education into the public and institutional mindset towards appreciating the values of inclusivity, equality, and jurisprudence while focusing on remedies for bullying, prejudice, hate crimes and inequality on all levels.

Our group of educators, life coaches, community business leaders, youth representatives, and community contributors are committed and focused to bringing awareness and being a benefit to our communities' cultural appreciation, promotion, and celebration.

### Train the Trainer - Program Content

<b>Canadian Black History</b>	<b>Canada: From Slavery to Freedom</b> – Emancipation, Today's Contributors, Inclusion/Exclusion Cultural History, Course Outline – "Community, Roots & Culture"
<b>Cultural Dynamics</b>	<b>Building self esteem</b> ; effectively managing discrimination, racism, and hate crimes; appreciating and managing mixed family politics and non-acceptance; integrating into society and erasing "shadism", while promoting the benefits of inclusivity
<b>Unconscious Bias</b>	Stereotyping, Language, Mannerisms, Privilege, Isolation vs. Participation, Peer Pressure/Individualism, Lack of Knowledge
<b>Authentic Inclusivity</b>	<b>"We are One"</b> , Collaboration, Respect & Appreciation, Community
<b>Success Measurement</b>	Self Measurement, Communications, Self-Knowledge, Self-Esteem, Confidence Building – Program Evaluation, Collaboration, Input and Presentation – <b>CDLT Certification</b>
<b>Change Management</b>	Progression, Planned and Purposeful, Implementation, ROI, Evolution
<b>Program Optimization</b>	<b>"CDLT Community" Exchange Program</b> , Constant Implementation and Continuous Improvement, Education vs, Teaching, ROI, Evolution

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# Halton Police Board Community Fund Application



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Fund requests (**MAXIMUM of \$10,000**) 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 Community Safety Priorities

Please review the Community Fund policy and all requirements [here](#), to ensure your request is in compliance.

The application schedule for 2025 is as follows:

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By August 31, 2025	Mid-September	September 30 <sup>th</sup> Board Meeting	Mid-October
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\*\*\*Schedule subject to change, applications may be submitted at any time, but will only be reviewed during the above times\*\*\*

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

Please sign here:

Date:

# Funding Application



**Name of Organization:**

**Address:**

**Email and Phone Number:**

**Contact Name and Title:**

**Social Media Accounts:**

**Description of Applicant Organization:**

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

**Is your organization a registered charity?**

**What is your CRA Business Number?**

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

**Purpose of Initiative:**

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

## **Budget**

- What specifically would the funding be used for? (Cost breakdown)
- Other funding or fundraising sources?
- Has the organization received any other grants this year? Or had funding requests denied?

**Amount Requested (Maximum \$10,000)**

## **Eligibility Criteria**

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

**Please submit completed application and supporting documents, including most recent financial statements to [info@haltonpoliceboard.ca](mailto:info@haltonpoliceboard.ca)**



# HALTON REGIONAL POLICE SERVICE

One Team - People First

October 29, 2025

## **To Whom It May Concern,**

I am writing to express our support for ProAction Cops & Kid's application for a grant through the Halton Police Board. As a committed community partner, the Halton Regional Police Service is proud to have had the privilege of collaborating with ProAction since 2018 to run over 40 programs in our community and have seen firsthand the incredible impact their work has on the youth involved.

ProAction programs offer youth a unique opportunity to participate in an activity they may not otherwise be able to afford, while also connecting with officers in a fun and relaxed environment, allowing them to organically break down barriers to assist in building trust and safer communities. ProAction funds will help support HRPS programs such as our Police Ethnic and Cultural Experience (PEACE) which allows youth to work with police to improve cultural proficiency, communication and leadership skills. Funds will also help support our Youth Charter Fishing Engagement program which partners police with youth for a fun and educational experience learning about both fishing and boating safety.

The funds requested through this grant will significantly enhance ProAction's capacity to deliver essential programs within our community. Whether it is used to expand program reach, purchase necessary equipment, or ensure participant safety, we are confident that the resources provided by this grant will be maximized to their full potential.

From our ongoing partnership, we can attest to ProAction Cops & Kid's integrity, responsibility, and commitment to measurable outcomes. They are not only a dependable collaborator but also a driving force in creating lasting, positive changes in our communities.

We are proud to support their application for this grant and strongly believe that this investment will have a far-reaching and sustainable impact. Please do not hesitate to contact me should you require any additional information or clarification.

Sincerely,

*Bruce Dickson*

Bruce Dickson

Inspector - Community Services

Halton Regional Police Service

[Bruce.Dickson@haltonpolice.ca](mailto:Bruce.Dickson@haltonpolice.ca)

905 825- 4754

# Halton Police Board Community Fund Application



**HALTON  
POLICE  
BOARD**  
EXCELLENCE IN GOVERNANCE

Members of the community interested in accessing the funding are invited to submit an application form to the Halton Police Board for review.

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\*\*\*schedule subject to change, applications may be submitted at any time, but will only be reviewed during the above times\*\*\*

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

Please sign here: 

Date:

# Funding Application



**Name of Organization:**

**Address:**

**Email and Phone Number:**

**Contact Name and Title:**

**Social Media Accounts:**

**Description of Applicant Organization:**

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

**Is your organization a registered charity?**

**What is your CRA Business Number?**

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

**Purpose of Initiative:**

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

## **Budget**

- What specifically would the funding be used for? (Cost breakdown)
- Other funding or fundraising sources?
- Has the organization received any other grants this year? Or had funding requests denied?

**Amount Requested (Maximum \$10,000)**

## **Eligibility Criteria**

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

**Please submit completed application and supporting documents, including most recent financial statements to [info@haltonpoliceboard.ca](mailto:info@haltonpoliceboard.ca)**

# Halton Police Board Community Fund Application



**HALTON  
POLICE  
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EXCELLENCE IN GOVERNANCE

Members of the community interested in accessing the funding are invited to submit an application form to the Halton Police Board for review.

Fund requests (**MAXIMUM of \$10,000**) 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
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The application schedule for 2025 is as follows:

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\*\*\*schedule subject to change, applications may be submitted at any time, but will only be reviewed during the above times\*\*\*

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

Please sign here:

Date: 10/11/25

FAIQ BILAL, PRESIDENT OSF

# Funding Application



**HALTON  
POLICE  
BOARD**  
EXCELLENCE IN GOVERNANCE

**Name of Organization:** Ontario Seniors Forum

**Address:** 810 Nippissing Road, Suite 203, Milton, ON, L9T 4Z9

**Email and Phone Number:** ontarioseniorsforum@gmail.com

**Contact Name and Title:** Faiq Bilal, President

**Social Media Accounts:** <https://www.facebook.com/profile.php?id=100075420515671>

**Description of Applicant Organization:** This is mentioned below.

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

**Is your organization a registered charity?** no

**What is your CRA Business Number?** 783362676

**Event Name/ Reason for Request/ Date of Event:** "Safe, Connected, and Confident Seniors".

## Purpose of Initiative:

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

Increase seniors' awareness of community safety, fraud prevention, and emergency response.

Reduce incidents requiring police intervention by empowering seniors with self-help and peer-support strategies.

Strengthen police-community relationships through trust-building events and joint information sessions.

Promote inclusivity, social connection, and civic confidence among isolated or vulnerable seniors.

Support intergenerational understanding between youth volunteers and senior participants.

Details of other points are mentioned below:

## **Budget**

- **What specifically would the funding be used for? (Cost breakdown)**
- **Other funding or fundraising sources?**
- **Has the organization received any other grants this year? Or had funding requests denied?**

Detailed cost breakdown is given below.

### **Amount Requested (Maximum \$10,000)**

\$10,000 (ten thousand dollars)

## **Eligibility Criteria**

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

his initiative fully supports the objectives of the Halton Regional Police Service and the Community Fund Policy A04 by:

Enhancing public safety and awareness through education, prevention, and community partnerships.

Further details are given below:

**Please submit completed application and supporting documents, including most recent financial statements to [info@haltonpoliceboard.ca](mailto:info@haltonpoliceboard.ca)**

## **Description of Applicant Organization:**

The Ontario Seniors' Forum (OSF) was established in 2017 in Milton, Ontario, by a group of like-minded seniors dedicated to promoting the well-being and active participation of seniors in the community.

OSF is a registered non-profit, non-political, non-religious, non-ethnic, and non-gender-biased organization that strives to keep seniors active, informed, and socially engaged through educational, recreational, and wellness programs.

With a growing membership of over 330 seniors across Ontario, OSF focuses on improving the quality of life of older adults through education, support, and cooperation.

### **Core Programs and Activities**

- **Social Interaction:** Weekly gatherings, discussion groups on national and international issues, and interactive games that foster friendship and mutual learning.
- **Educational & Informative Programs:** Lectures and workshops on senior health issues (e.g., diabetes, Alzheimer's, cardiovascular disease), fraud and scams awareness, technology training, and access to vital community services.
- **Recreational & Cultural Activities:** Day trips around the GTA, visits to museums, participation in community festivals, and cultural events.
- **Health & Wellness Programs:** Group walks, fitness and stretching exercises, games, meditation, and other activities that promote physical and mental well-being.
- **Entertainment & Engagement:** Musical programs, movie days, drama, and cognitive games such as bridge, chess, and scrabble.

Through these programs, the Ontario Seniors' Forum aims to encourage, energize, and enrich the lives of seniors by alleviating loneliness, promoting active aging, and fostering community belonging.

OSF continues to grow as a trusted voice for seniors in Halton and beyond, working collaboratively with local partners and organizations to strengthen community support networks and enhance senior safety and inclusion.

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

**Event Name:** " Safe, Connected, and Confident Seniors"

**Reason for Request:** Seniors in our community are increasingly vulnerable to fraud, scams, and safety risks, yet many lack the knowledge or resources to protect themselves effectively. Social isolation and limited access to educational programs leave them exposed and hesitant to engage with authorities. Funding is needed to provide targeted training, awareness workshops, and

supportive engagement with law enforcement, equipping seniors with the skills and confidence to stay safe, informed, and connected within their communities.

**Project Time Period:**

January 1, 2026 – July 31, 2026.

**Purpose of Initiative:**

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

Increase seniors' awareness of community safety, fraud prevention, and emergency response.

Reduce incidents requiring police intervention by empowering seniors with self-help and peer-support strategies.

Strengthen police-community relationships through trust-building events and joint information sessions.

Promote inclusivity, social connection, and civic confidence among isolated or vulnerable seniors.

Support intergenerational understanding between youth volunteers and senior participants.

**Partner Organization:**

The Ontario Seniors' Forum collaborates with various community-based organizations. Final partners for this project will be determined following funding approval. OSF will collaborate with Halton Police Board in conducting safety and fraud awareness workshops for seniors. Building relationships through community outreach events.

**Publicizing Halton Police Board's Participation:**

The OSF will acknowledge and promote the participation of the Halton Police Board through: Prominent display of the Halton Police Board name on event materials, posters, and digital media and all social media channels. Recognition in all event announcements, newsletters, and press releases. Verbal acknowledgment at public events and inclusion in post-event reports shared with the community and local media.

## **Budget**

**What specifically would the funding be used for? (Cost breakdown)**

OSF will conduct 4 major workshops for public safety and awareness raising and engage around 100 participants in each workshop.

2 community meetups with Halton Police officers (Coffee with a Cop)

Digital Safety for Seniors Campaign: information will be circulated to 400 seniors on regular basis.

A detailed cost breakdown is as follows:

**Total Amount Requested: \$10,000**

**Project Cost Breakdown – “Safe, Connected, and Confident Seniors”**

Expense Item	Estimated Cost (CAD)	Purpose
Venue rental and logistics	\$2,000	Renting of venues for workshops and community events.
Resource materials (educational handouts, awareness material)	\$1,200	Preparation of educational materials, fraud-prevention brochures, awareness and other material.
Publicity and media coverage	\$1,200	Designing posters and retractable banners; video recording and online dissemination on OSF’s website, Facebook, YouTube, and other social media.
Facilitation support and coordination honoraria	\$2,000	Modest honoraria for two facilitators/trainers and event coordination support for session delivery and participant management.
Refreshments and light meals for seniors	\$2,000	Tea, coffee, snacks, and light lunch to encourage participation and social interaction in a friendly environment.
Administrative, volunteer, and communication expenses	\$1,000	Workshop material purchase, volunteer coordination, and printing of certificates and other related costs.
Transportation and accessibility support	\$600	Local transportation assistance for seniors with mobility challenges to attend workshops safely and comfortably.
Total	\$10,000	—

**Other funding or fundraising sources?**

No other external funding sources are currently committed to this initiative. However, OSF may contribute for miscellaneous expenditures from its membership fee apart from volunteer hours and event coordination.

**Has the organization received any other grants this year? Or had funding requests denied?**

OSF has not received or been denied any grants this fiscal year.

## **Eligibility Criteria**

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

This initiative fully supports the objectives of the Halton Regional Police Service and the Community Fund Policy A04 by:

- Enhancing public safety and awareness through education, prevention, and community partnerships.
- Reducing police intervention by empowering seniors to manage non-criminal issues independently and seek help appropriately.
- Building trust and collaboration between police and community members, especially among the elderly population.
- Encouraging civic engagement and inclusivity, strengthening Halton as a caring, safe, and connected community.
- Fostering mutual respect and understanding between law enforcement, seniors, and intergenerational community groups.

The project's outcomes will directly contribute to a safer, more informed, and cooperative community environment aligned with HRPS's mission of public trust and proactive community engagement.

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



## Canada Revenue Agency

# View Return - Initial Assessment

Corporation business number:	<b>783362676 RC 0001</b>
Corporation name:	<b>ONTARIO SENIORS' FORUM</b>
Tax year-end (YYYY-MM-DD):	<b>2024-03-18</b>
Current Status:	<b>Assessed</b>
Status Date:	<b>2024-08-23</b>

## T2 Return and Schedules

Expand all

Collapse all

- ▶ **T2 Corporation Income Tax Return**
- ▶ **Schedule 141 - Notes Checklist**
- ▶ **Schedule 100 - Balance Sheet Information**
- ▶ **Schedule 125 - Income Statement Information - Sequence 1**
- ▶ **Schedule 5 - Tax Calculation Supplementary - Corporations**
- ▶ **Schedule 7 - Aggregate Investment Income and Active Business Income**
- ▶ **Schedule 17 - Credit Union Deductions**

Canada Revenue  
AgencyAgence du revenu  
du Canada

Schedule 10

Code 080

**Protected I**  
when complete**Balance Sheet Information**

- Use this schedule to report the corporation's balance sheet information.
- For more information, see Guide RC4088, General Index of Financial Information (GIFI) and T4012, T2 Corporation – Income Tax Guide.

**ONTARIO SENIORS FORUM****Balance Sheet****As of March 18, 2025**

	GIFI item	Current fiscal year	Previous fiscal year
<b>Assets</b>			
<b>Current assets</b>			
Cash and deposits	1000	30,571	17,932
<b>Total current assets</b>	<b>1599</b>	<b>30,571</b>	<b>17,932</b>
<b>Fixed assets</b>			
<b>Other assets</b>			
<b>Total assets</b>	<b>2599</b>	<b>30,571</b>	<b>17,932</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Total current liabilities</b>	<b>3139</b>		
<b>Long-term Liabilities</b>			
<b>Total liabilities</b>	<b>3499</b>		
<b>Shareholder equity</b>			
<b>Contributed capital</b>			
Common shares	3500		
<b>Retained earnings (deficit)</b>	<b>3600</b>	<b>30,571</b>	<b>17,932</b>
Total shareholder equity	3620	30,571	17,932
<b>Total liabilities and shareholder equity</b>	<b>3640</b>	<b>30,571</b>	<b>17,932</b>
<b>Retained earnings (deficit)</b>			
Opening balance	3660	17,932	4
Net income (loss)	3680	12,639	1,460
Prior period adjustments	3720		16,468
<b>Closing balance</b>	<b>3849</b>	<b>30,571</b>	<b>17,932</b>

Tax return prepared based on unaudited financial information.

# Halton Police Board Community Fund Application



Members of the community interested in accessing the funding are invited to submit an application form to the Halton Police Board for review.

Fund requests (**MAXIMUM of \$10,000**) 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 Community Safety Priorities

Please review the Community Fund policy and all requirements [here](#), to ensure your request is in compliance.

The application schedule for 2025 is as follows:

Applications Received	Committee Reviews Applications	Recommendations to the Board	Funds Distributed
By August 31, 2025	Mid-September	September 30 <sup>th</sup> Board Meeting	Mid-October
By October 31, 2025	Mid-November	November 27 <sup>th</sup> Board Meeting	Mid-December

\*\*\*schedule subject to change, applications may be submitted at any time, but will only be reviewed during the above times\*\*\*

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

Please sign here: Jaswinder Mand

Date:

# Funding Application



**Name of Organization:**

**Address:**

**Email and Phone Number:**

**Contact Name and Title:**

**Social Media Accounts:**

**Description of Applicant Organization:**

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

**Is your organization a registered charity?**

**What is your CRA Business Number?**

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

**Purpose of Initiative:**

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

## **Budget**

- What specifically would the funding be used for? (Cost breakdown)
- Other funding or fundraising sources?
- Has the organization received any other grants this year? Or had funding requests denied?

**Amount Requested (Maximum \$10,000)**

## **Eligibility Criteria**

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

**Please submit completed application and supporting documents, including most recent financial statements to [info@haltonpoliceboard.ca](mailto:info@haltonpoliceboard.ca)**

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### Action Registry – Public Section

Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
26 Jun 25	2.2	<i>THAT the Annual Report policy be updated.</i>	CGO	Jan 26	
25 Sep 25	8	<i>“THAT the Chief and CGO each report on HRPS and Board progress on new CSPA requirements and implementation, respectively, at the November meeting.”</i>	Chief CGO	Nov	Chief’s report received Oct
30 Oct 25		<i>“THAT the Halton Police Board accepts and supports the recommendation that a Public Safety Unit is essential to public safety in Halton Region, and</i>  <i>THAT the Chief be directed to explore funding options for a Public Safety Unit costed at \$600,000, including operating surplus, capital reserves or prioritized external funding, and</i>  <i>THAT the Chief provide an update by the end of Q1 2026.”</i>	Chief	March 2026	



## Monthly Correspondence List – November 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>
<b><u>1</u></b>	<b>Town of Oakville – Elect Respect</b>	<b>November 16, 2025</b>
<b><u>2</u></b>	<b>Sara Program – CP24</b>	<b>November 16, 2025</b>
<b><u>3</u></b>	<b>OAPSB – Updated Board Member Oath</b>	<b>November 20, 3035</b>