



**HALTON
POLICE
BOARD**
EXCELLENCE IN GOVERNANCE

Halton Police Board Meeting - JANUARY 29, 2026

JANUARY 29, 2026 - 9:00 a.m.

James Harding Community Room, Halton Regional Police Headquarters

2485 North Service Road West

Oakville, ON, L6M 3H8



**HALTON
POLICE
BOARD**
EXCELLENCE IN GOVERNANCE

Halton Police Board Meeting - JANUARY 29, 2026

DATE, TIME

1. General

- 1.1 Indigenous Land Acknowledgement
- 1.2 Election of Chair and Vice-Chair
- 1.3 Regrets
- 1.4 Disclosure of Conflicts of Interest
- 1.5 Confirmation of Minutes of Meeting 12-25 held Thursday, December 18, 2025

2. Presentations/Delegations - NONE

3. Information Reports

- 3.1 P26-01-I-01 - 2025 Q4 Human Resources Quarterly Report
- 3.2 P26-01-I-02 - Semi-Annual Complaints Summary
- 3.3 P26-01-I-06 - District Staffing Ratios Relative to Population
- 3.4 P26-01-I-07 - Population Forecast Proposal
- 3.5 BM26-01-I-01 - Crime Stoppers Quarterly Update

4. Recommendation Reports

- 4.1 P26-01-R-05 - Zero-Dollar Reciprocal Tower Lease Agreements - HRPS and Bell Mobility
- 4.2 CGO26-01-R-01 - Policy A-08 - Public Complaints

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. P25-12

DATE OF MEETING: Thursday, December 18, 2025
9:20 a.m.

LOCATION: James Harding Community Room, HRPS Headquarters

MEMBERS PRESENT (in person): Jeff Knoll (Chair)
Nav Dhaliwal, Councillor Lisa Kearns, Ingrid Hann, Jane McKenna

STAFF PRESENT: Chief Stephen Tanner
Deputy Chief Roger Wilkie
Deputy Chief Jeff Hill
Deputy Chief Kevin Maher
Kari Buzzelli, Chief Financial Officer
Paul Foley, Inspector
Fred Kaustinen, Chief Governance Officer
Chris Lallouet, Yellow Robot Communications
Jessica Warren, Manager of Board Operations/ Board Secretary

1. GENERAL

1.1 Regrets

N. Akbar and S. Ali.

1.2 Disclosure of Conflicts of Interest

N/A



1.3 Confirmation of Minutes of Meeting P25-11 held Thursday, November 27, 2025

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

“THAT the Minutes of Meeting P25-11 held Thursday, November 27, 2025, be adopted as circulated.”

Carried.

2. PRESENTATIONS/DELEGATIONS – NONE

N/A

3. INFORMATION REPORTS

3.1 P25-12-I-01 - Facilities Update - 2025

3.2 P25-12-I-02 - New 1 District Facility - Quarterly Update

3.3 P25-12-I-03 - Secondary Employment - 2025

3.4 P25-12-I-04 - Community Safety and Wellbeing Plans

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

“THAT Items 3.1, 3.2, 3.3, and 3.4 on the Information Reports agenda be received for information.”

Carried.

4. RECOMMENDATION REPORTS

4.1 CGO-12-R-01 - Annual Report Policy

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



“THAT Policy PoP-07 – Annual Report be approved as proposed.”

Carried.

4.2 CGO-12-R-02 - Administration of Human Resources Policy Update

Moved by: I. Hann

Seconded by: J. McKenna

“THAT revised Policy A-02 – Administration of Human Resources be approved as proposed.”

Carried.

4.3 PBM-12-R-01 - Community Fund Application - Community Conflict Resolution Services Halton

Moved by: N. Dhaliwal

Seconded by: I. Hann

“THAT the Community Fund application from Community Conflict Resolution Services Halton be denied, as disbursements are not intended to create any financial dependency as per Clause 2.8 of the Community Fund Policy.”

Carried.

5. OPERATIONAL VERBAL UPDATES

- HRPS is on the list for the Top 50 Employers in GTA.
- Chiefs Corner video was successful.
- Successful Hanukkah celebration December 17, 2025.

6. ACTION REGISTRY

6.1 Public Information Action Registry

Moved by: J. McKenna

Seconded by: L. Kearns



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

Carried.

7. RECEIPT OF PUBLIC CORRESPONDENCE

Moved by: L. Kearns
Seconded by: I. Hann

"THAT the Public Correspondence be received."

Carried.

8. NEW BUSINESS

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

"THAT the Chief report on cop to pop stats for all of Halton for the January 29, 2026 meeting."

Carried.

9. MOVE INTO CLOSED SESSION

Moved by: I. Hann
Seconded by: L. Kearns

"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 matters pertaining to, litigation or potential litigation affecting the board, including matters before administrative tribunals.

11. ADJOURNMENT

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



**HALTON
POLICE
BOARD**
EXCELLENCE IN GOVERNANCE

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

Carried.

The meeting adjourned at 1:35 p.m.

Jeff Knoll
Chair

Jessica Warren
Board Secretary

Subject to Confirmation



Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2025 Q4 HUMAN RESOURCES QUARTERLY BOARD REPORT

Report #: P26-01-I-01

Date: January 29, 2026

INTRODUCTION AND BACKGROUND:

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

POLICE	Q1 2025 Actual	Q2 2025 Actual	Q3 2025 Actual	Q4 2025 Actual	Current Authorized Positions	Current Variance
Chief	1	1	1	1	1	0
Deputy Chief	3	3	3	3	3	0
Superintendent	6	6	6	6	6	0
Inspector	14	14	14	14	14	0
Staff Sergeant	28	26	27	38	37	1
Sergeant	57	56	56	103	104	-1
Constable (1st Class)	476	497	499	499	N/A	
Constable (2nd Class)	59	44	55	55		
Constable (3rd Class)	40	39	30	30		
Constable (4th Class)	62	67	64	76		
Recruits in Training	23	23	45	47		
Total Constables	660	670	693	707	711	-4
TOTAL SWORN	829	837	858	872	876	-4

CIVILIAN	Q1 2025 Actual	Q2 2025 Actual	Q3 2025 Actual	Q4 2025 Actual	Current Authorized Positions	Current Variance
Senior Management/ Administration	12	11	13	14	14	0
Supervisory/Professional/ Senior Clerical	120	123	126	127	140	-13
Clerical	106.5	105.5	115.5	114.5	122	-7.5
Communications	55	56	56	55	59	-4
Special Constables (Escorts/Summons)	26	30	30	29	30	-1
Facilities Technicians	7	7	7	7	7	0
TOTAL CIVILIAN	326.5	332.5	347.5	346.5	372	-25.5

TOTAL COMPLEMENT	1156.5	1169.5	1205.5	1218.5	1248	-29.5
-------------------------	---------------	---------------	---------------	---------------	-------------	--------------

TEMPORARY STAFF <i>(Temporary employees do not form part of the authorized complement.)</i>	Q1 2025 Actual	Q2 2025 Actual	Q3 2025 Actual	Q4 2025 Actual	Comments
Full-time	10	9	8	5	* See details below
Part-time	1	18	4	4	1 - District Clerk 3 - Students: <ul style="list-style-type: none"> • 1 Human Resources • 1 IT • 1 FOI
As Required	85	81	57	56	Communications/Courts Services/Districts/Drugs, Guns & Gangs/Forensic Identification/Homicide/ Training/ Intelligence/ Police Analytics/ Information & Records Services/Support Services/Victim Services/Monitors
Total Temporary Staff	96	108	69	65	

* FULL-TIME ALLOCATIONS	Q1 2025 Actual	Q2 2025 Actual	Q3 2025 Actual	Q4 2025 Actual	Comments
Replacements (Secondments/ Maternity/ LTD/etc).	6	5	5	3	1 - HR Assistant 1 - Finance Clerk 1 - IT Service Desk Assistant
Special Projects	1	1	1	1	1 - Victim Quick Response Coordinator
In Training	0	0	0	0	
Vacancy	1	1	0	0	
Work Volume	3	2	2	1	1 - Facilities Maintenance Technician

SPECIAL SITUATIONS - UNIFORM <i>*(Not included in authorized complement)</i>	Q1 2025 Actual	Q2 2025 Actual	Q3 2025 Actual	Q4 2025 Actual	Comments
External Secondments	13	12	10	9	1 - HRP A President 1 - Provincial Firearms Office 1 - OPP Power Case 1 - OPP Intelligence Led Joint Forces Strategy 1 - Repeat Offender Parole Enforcement 1 - OPP - Provincial Anti Terrorism Secondment 1 - OPP G&G 1 - OPP PATT 1 - PAFU
WSIB >1 year	27	28	29	29	
Leaves of Absences	3	3	2	2	2 - Unpaid LOA
Long Term Disability < 2 yrs	4	4	4	4	
* Long Term Disability > 2 yrs	8	7	6	6	
Short Term Sick Leave/WSIB < 1 Year	19	21	18	19	
Parental/Pregnancy Leave	7	7	7	14	
Jobs Shared by 2 Members	0	0	0	0	
SPECIAL SITUATIONS - CIVILIAN <i>*(Not included in authorized complement)</i>	Q1 2025 Actual	Q2 2025 Actual	Q3 2025 Actual	Q4 2025 Actual	Comments
External Secondments	0	0	0	0	
WSIB >1 year	4	4	4	4	
Leaves of Absences	1	1	0	0	
Long Term Disability < 2 yrs	5	4	4	3	Largely filled with Temporary Full-time
* Long Term Disability > 2 yrs	11	11	11	12	
Short Term Sick Leave/WSIB < 1 Year	6	19	18	19	
Parental/Pregnancy Leave	10	9	12	7	Largely filled with Temporary Full-time
Jobs Shared by 2 Members	0	0	0	0	

DEPARTURES	Q1 2025 Actual	Q2 2025 Actual	Q3 2025 Actual	Q4 2025 Actual	Total YTD 2025
TOTAL					
Uniform					
Retirements	4	2	2	1	9
Resignations	5	10	7	4	26
Terminations	0	0	0	0	0
Deaths	0	0	0	0	0
Civilian					
Retirements	1	4	0	0	5
Resignations	3	1	2	4	10
Terminations	0	0	0	1	1
Other – position redundant	0	0	0	0	0
Deaths	0	0	0	0	0

ADVANCEMENTS	Q1 2025 Actual	Q2 2025 Actual	Q3 2025 Actual	Q4 2025 Actual	Total YTD 2025
TOTAL					
Sworn Reclassifications	1	34	50		85
Sworn Promotions	27	2	1		30
Civilian Reclassifications	90	5	8		103



Stephen J. Tanner
Chief of Police

:CB



Halton Regional Police Service Public Agenda Information Report

To: Chair and Board Members

From: Chief Stephen J. Tanner

Subject: SEMI-ANNUAL COMPLAINTS STATISTICAL REPORT – PUBLIC/INTERNAL
JANUARY – DECEMBER 2025

Report #: P-26-01-I-02

Date: January 29, 2026

INTRODUCTION AND BACKGROUND:

The following is a statistical summary of the complaints received during the year 2025 as prepared by the Professional Standards Bureau.

Public Complaints

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

Table 1 - Summary - Halton Related Public Complaints filed with LECA		2022	2023	2024	2025
Total complaints (Total Lines 1, 2, 3, 4)		100	119	122	170
Line 1	Not accepted (no action taken)¹	55	67	77	119
Line 2	Retained by LECA²	0	0	0	0
Line 3	Referred to another Service by LECA³	2	2	2	5
Line 4	Referred to our Service	43	50	43	49
Line 5	• Conduct - <i>Refer to Table 2</i>	44	51	38	49
Line 6	• Policy/Service - <i>Refer to Table 4</i>	1	1	7	2

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

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

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

Conduct Complaints

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

Table 2 - Disposition of All Conduct Complaints	2022	2023	2024	2025
Total Number of Conduct Complaints (Line 5 of Table 1)	44	51	38	49
Outstanding/Under Review	0	0	3	22
Unsubstantiated/Withdrawn	36	41	29	13
Informal Resolution	7	9	4	11
Substantiated	1	1	2	4
Disposition of Substantiated Complaints				
Awaiting Disposition	0	0	0	0
Informal Discipline	1	1	2	3
Formal Resolution/Discipline	0	0	1	1
Suspension without pay, forfeiture of time, reprimand, counselling, specific program	0	0	0	0
Dismissal; Resignation Accepted, Demotion	0	0	0	0
Resulting in Police Act or other charges laid	0	0	0	1

Table 3 - Appeals of Conduct Complaint Decisions	2022	2023	2024	2025
Appealed to OCPC or LECA	4	4	7	5
Outstanding/Under Review	0	0	3	3
Confirmed by OCPC or LECA	3	4	4	1
Modified by OCPC or LECA	1	0	0	1

Policy/Service Complaints:

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

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

Table 4 - Requests for Review of Chief's Decision	2022	2023	2024	2025
Total Number of Policy/Service complaints (Line 6, Table 1)	1	1	7	2
Requests to the Police Services Board for Review	0	0	2	0
Outstanding/Under Review	0	0	0	1
No action taken by the Board	0	0	2	0
Action taken by the Board	0	0	0	0

Special Investigations Unit (SIU) Investigations

Table 5 - Special Investigations Unit Investigations	2022	2023	2024	2025
Investigations Commenced by SIU	11	12	10	15
Outstanding	0	0	1	6
Concluded with No Action Taken	11	12	9	9
Concluded with Criminal Charges Laid	0	0	0	0

Chief's Internal Conduct Complaints

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

Table 6 - Summary - Internal Complaints		2022	2023	2024	2025
Line 1	Total Internal Chief's Complaints	13	9	28	18
Line 2	Still Outstanding/under Investigation	0	0	3	7
Line 3	Referred to another Chief for investigation ⁴	0	0	1	1
Line 4	Completed/disposed – Refer to Table 7	13	9	25	11

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

Table 7 - Disposition of Chief's Internal Conduct Complaints		2022	2023	2024	2025
Total Number of Internal Complaints Completed/Disposed (Line 4 of Table 6)		13	9	25	11
Unsubstantiated		3	1	8	4
Substantiated		10	8	17	7
Substantiated Complaints					
Awaiting Discipline Disposition		0	0	0	1
Informal Discipline		6	6	11	1
Formal Discipline		4	2	6	5
Suspension without pay, forfeiture of time, reprimand, counselling, specific program		0	1	0	2
Dismissal; Resignation Accepted, Demotion		4	1	6	2
Resulting in Police Act or other charges laid		0	0	0	4
Withdrawn or Resolved prior to hearing		0	0	1	4

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

Table 8 - Appeals of Chief's Internal Conduct Complaint Decisions	2022	2023	2024	2025
Appealed to OCPC or LECA	0	0	1	1
Outstanding/Under Review	0	0	0	0
Confirmed by OCPC or LECA	0	0	0	0
Modified by OCPC or LECA	0	0	1	0

Workplace Violence and Harassment Investigations

Table 9 - Workplace Violence and Harassment Investigations	2022	2023	2024	2025
Total Number of Complaints filed by employees this period	16	7	4	5
Total Complaints Still Outstanding	0	0	0	3
Disposition				
Unsubstantiated	9	3	3	1
Informal Resolution	5	4	0	1
Formal Resolution	2	0	1	0



Stephen J. Tanner
Chief of Police

:CD



Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: DISTRICT STAFFING RATIOS RELATIVE TO POPULATION

Report #: P26-01-I-06

Date: January 29, 2026

INTRODUCTION AND BACKGROUND:

At the request of the Police Services Board, staff conducted a detailed review of staffing levels across the Service's three Districts, expressed relative to population. The purpose of this report is to present both Authorized staffing numbers and population-normalized staffing ratios, explain how these measures should be interpreted, and provide context for understanding the scale of any observed differences between districts.

This report is intended to be analytical and descriptive in nature. It does not assess staffing adequacy, nor does it propose changes to staffing levels. Rather, it provides a clear, evidence-based framework for understanding how Authorized district staffing compares once population size is considered.

WHY STAFFING IS EXPRESSED "PER 100,000 POPULATION"

Raw staffing headcounts cannot be compared directly between districts because district populations differ. A district serving a larger population will necessarily have more staff in absolute terms, even if service levels are comparable. To allow meaningful comparison, staffing levels are expressed per 100,000 population. This approach answers the question:

If each district served the same population size, how many staff of each type would be assigned?

Using a per-100,000 population basis:

- removes population size as a variable,
- allows districts to be compared on an equivalent footing and over time, and
- reflects a standard analytical approach used in policing and other public-sector services.

It is a normalization tool used solely for comparative purposes.

DATA SOURCES AND METHODOLOGY

- District population figures reflect end of 2025 planning estimates.

- Staffing figures represent authorized positions assigned to each district as per January 2026 Personnel Status Reports and the Master Authorized Positions dataset maintained by Human Resources.
- Ratios were calculated by dividing staffing counts by district population and normalizing to a per-100,000 population basis.

The following staffing groupings were used:

- Total Staff – all sworn and civilian staff assigned to a district
- Sworn Staff – all sworn members, including patrol and investigative roles
- Total Constables – patrol-based and detective constables
- CIB Detective Constables – investigative constables
- Civilians – non-sworn support staff
- Specialized and regional units are not reflected in these data as these units support all districts regardless of physical location and should not be interpreted as district-exclusive resources.

ACTUAL STAFFING LEVELS AND POPULATION CONTEXT

For reference, the population and key frontline patrol staffing levels underlying the ratios are as follows:

District 1

- Population: approximately 256,000
- Total Constables: 157

District 2

- Population: approximately 247,000
- Total Constables: 152

District 3

- Population: approximately 201,000
- Total Constables: 125

While these staffing numbers differ in absolute terms, expressing them relative to population allows meaningful comparison of service levels across districts.

DISTRICT STAFFING RATIOS (PER 100,000 POPULATION)

Ratios per 100,000 Population (January 2026)	District 1	District 2	District 3
Total Staff Ratio	85.2	84.1	88.9
Sworn Staff Ratio	81.7	80.9	85.9
Total Constable Ratio	61.4	61.5	62.1
CIB Detective Constable Ratio	9.4	9.7	11.9
Civilian Ratio	3.5	3.2	3.0

DETAILED INTERPRETATION BY STAFFING CATEGORY

Total Staff

Total staff ratios range from 84.1 to 88.9 per 100,000 population. Districts 1 and 2 remain closely aligned, differing by approximately 1%, while District 3’s ratio is modestly higher. As this category includes all sworn and civilian staff, it reflects organizational context and administrative assignment rather than frontline operational capacity.

Sworn Staff

Sworn staff ratios range from 80.9 to 85.9 per 100,000 population. Districts 1 and 2 continue to align closely, with District 3 slightly higher. The overall spread remains consistent with expected variation arising from role mix and organizational structure.

This category includes both patrol-based and investigative roles and therefore does not isolate frontline activity.

Total Constables (Primary Indicator)

Total constable ratios — encompassing both patrol-based and detective constables — range from 61.4 to 62.1 per 100,000 population.

Key observations:

- Districts 1 and 2 differ by less than 0.2%
- The difference between the highest and lowest district is approximately 1%
- All three districts fall within a very narrow band of less than one constable per 100,000 population

When translated back into actual staffing, these differences represent only a small number of positions and do not indicate materially different levels of operational capacity between districts.

This further reinforces the consistency of Total Constable staffing across districts when population is taken into account.

CIB Detective Constables

Detective constable ratios continue to range from 9.4 to 11.9 per 100,000 population. Variation in this category reflects investigative workload, crime type, and organizational structure rather than population alone.

Civilians

Civilian ratios range from 3.0 to 3.5 per 100,000 population. Because civilian staffing numbers are relatively small, modest differences in absolute staffing can result in noticeable percentage differences. Civilian roles support operational efficiency and enable sworn members to focus on core policing functions.

OVERALL INTERPRETATION

When viewed on a population-normalized basis, staffing ratios across districts — particularly for Total Constables — are very closely clustered. Differences between districts are minimal in scale and, when translated into actual staffing numbers, represent small variations rather than structural differences in service levels.

Variation in non-constable categories remains consistent with the Service's regional policing model and the administrative placement of investigative and support functions.

CONCLUSION

This analysis demonstrates that, once population is considered, Authorized district staffing levels are broadly comparable across the Service. Total constable staffing — the most appropriate operational measure under the current definitions — is highly consistent across all three districts, varying only marginally and within a narrow, operationally reasonable range.

The use of per-100,000 population ratios provides a clear and appropriate framework for understanding district staffing and supports informed discussion at the Police Services Board level.

It is important to note that this analysis is based on Board-approved Authorized staffing levels. Actual staffing levels at the district level are generally lower than Authorized and may vary over time due to a range of operational factors, including vacancies, leaves, training requirements, and temporary assignments. Consequently, the ratios presented in this report reflect authorized staffing capacity and provide a stable basis for comparison, rather than a point-in-time representation of actual deployed strength.



Stephen J. Tanner
Chief of Police

:KM



Halton Regional Police Service Public Agenda Information Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: POPULATION FORECAST PROPOSAL

Report #: P26-01-I-07

Date: January 29, 2026

INTRODUCTION AND BACKGROUND:

Population forecasts are a foundational input into the Halton Regional Police Service's operational, financial, and long-range planning processes. They inform annual and multi-year operating budget development, staffing projections, workload and demand modeling, facility and space requirements, fleet planning, capital forecasting, and the development of population-based performance indicators used for internal and external reporting. In particular, stable and well-supported population assumptions are essential to the Finance Bureau's annual Operating Budget process, where changes in population directly influence baseline service demand, staffing pressures, and cost projections. Additionally, population forecasts are also used to normalize cost-per-capita metrics and peer comparisons. Historically, the HRPS relied on population forecasts prepared by the Region of Halton, most notably the Region's Best Planning Estimates (BPEs) published in 2011, which proved to be a reliable basis for planning to approximately 2021.

Beginning in 2022, the HRPS sought updated regional population forecasts extending to 2041 and 2051, in order to support longer-term operational and infrastructure planning horizons. During this period, the Region of Halton undertook work to update its population estimates, including the development of draft Joint Best Planning Estimates (JBPEs) in collaboration with local municipalities. However, this process coincided with significant changes to Ontario's planning framework, including amendments to provincial growth policy, the introduction of municipal housing targets, and legislative changes that removed the Region's authority as a planning approval body.

As a result of these changes, the Region of Halton advised that its draft JBPEs were not formally adopted, were subject to revision, and were intended primarily for analytical and infrastructure planning purposes rather than as authoritative population forecasts for service planning. Regional staff further indicated that responsibility for population forecasting was increasingly shifting to lower-tier municipalities, each of which was undertaking its own growth analysis in support of Official Plan reviews and related planning exercises.

In parallel, the HRPS identified that reliance on Ministry of Finance population projections was not suitable for long-range police service planning, as these projections are trend-based, updated annually, and can vary materially between releases, reducing their usefulness as a stable planning baseline.

Given the absence of a single, stable, and formally adopted regional population forecast for the 2021–2051 period, the HRPS undertook a review of population forecasts prepared by the four local municipalities—Milton, Oakville, Burlington, and Halton Hills—with the objective of identifying a consistent, defensible set of population figures for internal planning purposes.
Insert content here.

DISCUSSION / ANALYSIS:

Shift Away from Regional Population Forecasting

The review of correspondence and background materials confirms that the Region of Halton no longer functions as the authoritative source for long-range population forecasts. Legislative changes and evolving provincial policy have limited the Region’s planning role, and no region-wide population forecast extending to 2051 has been formally adopted by Regional Council. Draft JBPEs prepared during this period were repeatedly characterized as interim, subject to change, and not intended to serve as binding planning assumptions for agencies such as HRPS.

This environment has created uncertainty for organizations that require stable, long-horizon population assumptions to support infrastructure and workforce planning. In the absence of a finalized regional forecast, continued reliance on regional figures would expose HRPS to the risk of using outdated or unsupported assumptions.

Municipal Population Forecasts

In contrast, each of the four local municipalities has either completed, or is in the process of completing, population growth analyses as part of their Official Plan reviews or growth management responsibilities. While the methodologies and presentation formats vary, a consistent pattern emerges:

Milton has evaluated multiple growth scenarios and has explicitly identified a Reference Scenario population forecast as its preferred basis for long-term planning, extending to 2051.

Oakville has undertaken a comprehensive growth analysis and has adopted a single, municipally derived population forecast that intentionally sits between conservative regional minimums and higher infrastructure-based estimates.

Burlington has formally adopted a single population forecast through a Council report, identifying it as the City’s preferred and most likely growth scenario for planning and service delivery.

Halton Hills, while not yet having a finalized public report, has confirmed through senior planning staff and draft Growth Capacity Analysis materials, that it is using a defined Reference Forecast population for long-range planning, and that earlier regional JBPEs should no longer be used.

In each case, the municipality has moved beyond reliance on regional allocations and has selected population figures grounded in updated census data, local development activity, approved urban boundary limits, and current provincial direction.

Consistency and “Middle-Ground” Forecasts

A key finding of this review is that the population forecasts selected by the municipalities generally represent a “middle-ground” approach. They are neither minimum policy allocations nor high-growth infrastructure stress-test scenarios. Instead, they reflect what each municipality considers to be a reasonable and achievable growth outlook over the long term.

Importantly, while the municipal forecasts differ in magnitude, they are internally consistent within each municipality and are supported by local planning rationale. When viewed collectively, they provide a coherent and current picture of population growth across Halton that is more suitable for HRPS planning purposes than attempting to aggregate regional figures that no longer carry planning authority.

Implications for HRPS Planning

HRPS requires population forecasts that are:

- Stable over time (yet updated by the local municipalities on a regular basis)
- Transparent in their origin and assumptions,
- Aligned with municipal planning realities, and
- Suitable for long-range financial, operational and infrastructure decision-making.

Our review demonstrates that municipal population forecasts now best meet these criteria. Adopting municipally derived population forecasts provides HRPS with a defensible, current, and locally grounded basis for planning, while also aligning with the broader shift in planning responsibility away from the Region and toward local municipalities.

This analysis supports the recommendation that the HRPS formally adopt a defined set of population forecasts for internal use and establish a regular update cycle to ensure those figures remain current as municipal planning work evolves.

A three-year update cycle represents an appropriate balance between forecast stability and responsiveness to changing conditions. Municipal population forecasts are typically revisited in conjunction with Official Plan reviews, growth management updates, and major infrastructure planning exercises, all of which operate on multi-year timelines. Updating HRPS population forecasts every three years ensures that planning assumptions remain aligned with the most current municipal data while avoiding unnecessary volatility in year-to-year planning inputs. This approach supports consistent operational and financial planning, allows sufficient time for trends to emerge, and aligns with the HRPS’s broader long-range planning and budgeting cycles.

The population estimates and projections proposed for adoption are summarized in Appendix A. The appendix presents a consolidated population table for the 2021–2051 planning horizon

using standardized benchmark years, along with illustrative charts showing the distribution of projected growth across HRPS districts. These materials provide the quantitative foundation for the recommended population forecasts and are intended to serve as the authoritative reference for internal planning, financial modeling, and performance reporting.

It is also recognized that not all police services have access to the same level of municipal population planning resources or locally adopted long-range population forecasts. As a result, per-capita and population-normalized performance metrics may not be strictly comparable across services, particularly where different jurisdictions rely on varying data sources, update cycles, or methodological assumptions. While population-based measures remain valuable tools for internal trend analysis and performance monitoring, the HRPS should continue to exercise caution when interpreting inter-service comparisons and ensure that contextual differences in population estimation are appropriately considered. Use of Statistics Canada annually produced data remains the best solution for this need.

ALTERNATIVES:

One alternative would be to continue relying on regional population estimates or Ministry of Finance projections as the primary source for HRPS planning. This option is not recommended, as regional estimates are no longer formally adopted or stable, and Ministry of Finance projections are trend-based, updated annually, and subject to significant variation between releases. Continued reliance on these sources would increase the risk of inconsistent or outdated planning assumptions.

A second alternative would be to maintain multiple population scenarios simultaneously for planning purposes. While this approach can be useful for sensitivity analysis, it would introduce additional complexity into operational and financial planning processes and reduce consistency across HRPS planning products. Establishing a single, clearly defined population forecast for internal use provides greater clarity and transparency.

CONSULTATION:

Internal consultation occurred between the Planning and Research Bureau and Executive Services staff to confirm the importance of stable population forecasts for operating budget development and long-range financial planning. External consultation consisted of information-gathering discussions with planning staff from the Region of Halton and each of the four local municipalities to understand the status, purpose, and appropriate use of available population forecasts. No formal public consultation was required, as this report addresses internal planning assumptions only.

Consultation Record:

Kari Buzzelli - Executive Director - Corporate Services & Chief Financial Officer

Michael McMullen - Manager, Facilities

Greg Kinnear – Manager, Finance

Town of Halton Hills – Keith Hamilton, Senior Planner, Policy

Town of Oakville – Growth Analysis Study, 2024

Town of Milton – Residential and Non-Residential Needs Analysis Study, 2024

City of Burlington – Growth Analysis Review, 2025

Region of Halton – Jae Hyun Park, Senior Planner – Continuous Improvement

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

There are no direct legal implications arising from this report. Financially, the adoption of defined population forecasts supports improved accuracy and consistency in operating budget development, staffing projections, and long-range financial planning. From a human resource perspective, stable population assumptions assist in workforce planning by providing a reliable basis for assessing future staffing needs and service demand. The report does not commit HRPS to specific expenditures but establishes a planning framework to support informed decision-making.

Adoption of revised population forecasts will result in minor adjustments to historical per-capita crime rates for recent years where those rates are population-normalized. These changes do not affect incident counts or investigative outcomes, but ensure that trend analysis and performance measures are calculated using a consistent population baseline across all planning and reporting periods. This updated data will be presented to the Police Services Board within the 2025 Year-End Performance Report due to the Board in March 2026.

STRATEGIC MANAGEMENT ISSUES:

The adoption of consistent population forecasts supports HRPS strategic management objectives by strengthening evidence-based planning, improving alignment between operational needs and financial resources, and enhancing transparency in long-range decision-making. Establishing a defined update cycle further supports accountability and continuous improvement by ensuring that planning assumptions remain current and defensible as municipal growth patterns evolve.

More specifically, the Service’s 2024-2027 Strategic Plan articulates outcomes-based and community-focused goals that depend on reliable population data for performance measurement, resource allocation, and service delivery planning. Priority performance targets — such as achieving a high weighted clearance rate, reducing per-capita property crime, and enhancing community satisfaction — are explicitly population-normalized metrics, meaning accurate long-range population forecasts are essential for assessing performance consistently over time. The Plan’s emphasis on community safety and well-being, member wellness, and collaborative intervention priorities reinforces the need for a stable planning baseline that

supports financial forecasting, staffing models, and demand management. Aligning population assumptions with municipal growth realities strengthens the Service's capacity to deliver on its strategic priorities and enhances transparency in how HRPS resources are matched to community needs.



Stephen J. Tanner
Chief of Police

:KM

Attachment: APPENDIX A – Adopted HRPS Population Estimates and Projections (2021–2051)

APPENDIX A – Adopted HRPS Population Estimates and Projections (2021–2051)

Appendix A consolidates the population estimates and projections adopted through this report into a single reference dataset intended for consistent use across Halton Regional Police Service operational planning, financial modeling, long-range infrastructure planning, and performance reporting.

Table A-1: HRPS Population Estimates and Projections by Municipality and District (Benchmark Years)

The following table presents the proposed population estimates and projections from 2021 to 2051 (with significant 5-year benchmark years highlighted) as derived from the local municipality reports discussed within this report:

Year	Halton	Burlington	Oakville	Milton	Halton Hills	District 1
2021	618,284	194,200	222,100	137,300	64,684	201,984
2022	639,795	195,980	228,380	148,160	67,275	215,435
2023	661,306	197,760	234,660	159,020	69,866	228,886
2024	682,818	199,540	240,940	169,880	72,458	242,338
2025	704,329	201,320	247,220	180,740	75,049	255,789
2026	725,840	203,100	253,500	191,600	77,640	269,240
2027	747,231	204,880	259,660	202,460	80,231	282,691
2028	768,622	206,660	265,820	213,320	82,822	296,142
2029	790,014	208,440	271,980	224,180	85,414	309,594
2030	811,405	210,220	278,140	235,040	88,005	323,045
2031	832,796	212,000	284,300	245,900	90,596	336,496
2032	851,634	214,840	290,260	255,120	91,414	346,534
2033	870,471	217,680	296,220	264,340	92,231	356,571
2034	889,309	220,520	302,180	273,560	93,049	366,609
2035	908,146	223,360	308,140	282,780	93,866	376,646
2036	926,984	226,200	314,100	292,000	94,684	386,684
2037	944,681	229,040	319,760	300,380	95,501	395,881
2038	962,379	231,880	325,420	308,760	96,319	405,079
2039	980,076	234,720	331,080	317,140	97,136	414,276
2040	997,774	237,560	336,740	325,520	97,954	423,474
2041	1,015,471	240,400	342,400	333,900	98,771	432,671
2042	1,033,547	242,880	347,360	341,160	102,147	443,307
2043	1,051,623	245,360	352,320	348,420	105,523	453,943
2044	1,069,700	247,840	357,280	355,680	108,900	464,580
2045	1,087,776	250,320	362,240	362,940	112,276	475,216
2046	1,105,852	252,800	367,200	370,200	115,652	485,852
2047	1,121,868	255,280	371,320	376,240	119,028	495,268
2048	1,137,884	257,760	375,440	382,280	122,404	504,684
2049	1,153,901	260,240	379,560	388,320	125,781	514,101
2050	1,169,917	262,720	383,680	394,360	129,157	523,517
2051	1,185,933	265,200	387,800	400,400	132,533	532,933

Source: Population estimates and projections are derived from municipally adopted or municipally confirmed population forecasts prepared by the Town of Milton, Town of Oakville,

City of Burlington, and Town of Halton Hills, as summarized and reviewed within this report. 2021 figures are aligned with the 2021 Census results.

Status and Use: These figures constitute the authoritative population baseline for internal HRPS operational, financial, and long-range planning purposes, unless superseded through a future update approved in accordance with this report. These population projections are intended to support planning and analytical functions only. They are not growth targets, policy limits, or service-level commitments, and do not imply decisions regarding staffing levels, capital timing, or district boundaries.

Figure A-1: Distribution of HRPS Population Growth by Current District Structure (Illustrative)

The following chart presents the proposed population estimates and projections from 2021 to 2051 showing the distribution between the current three Districts:

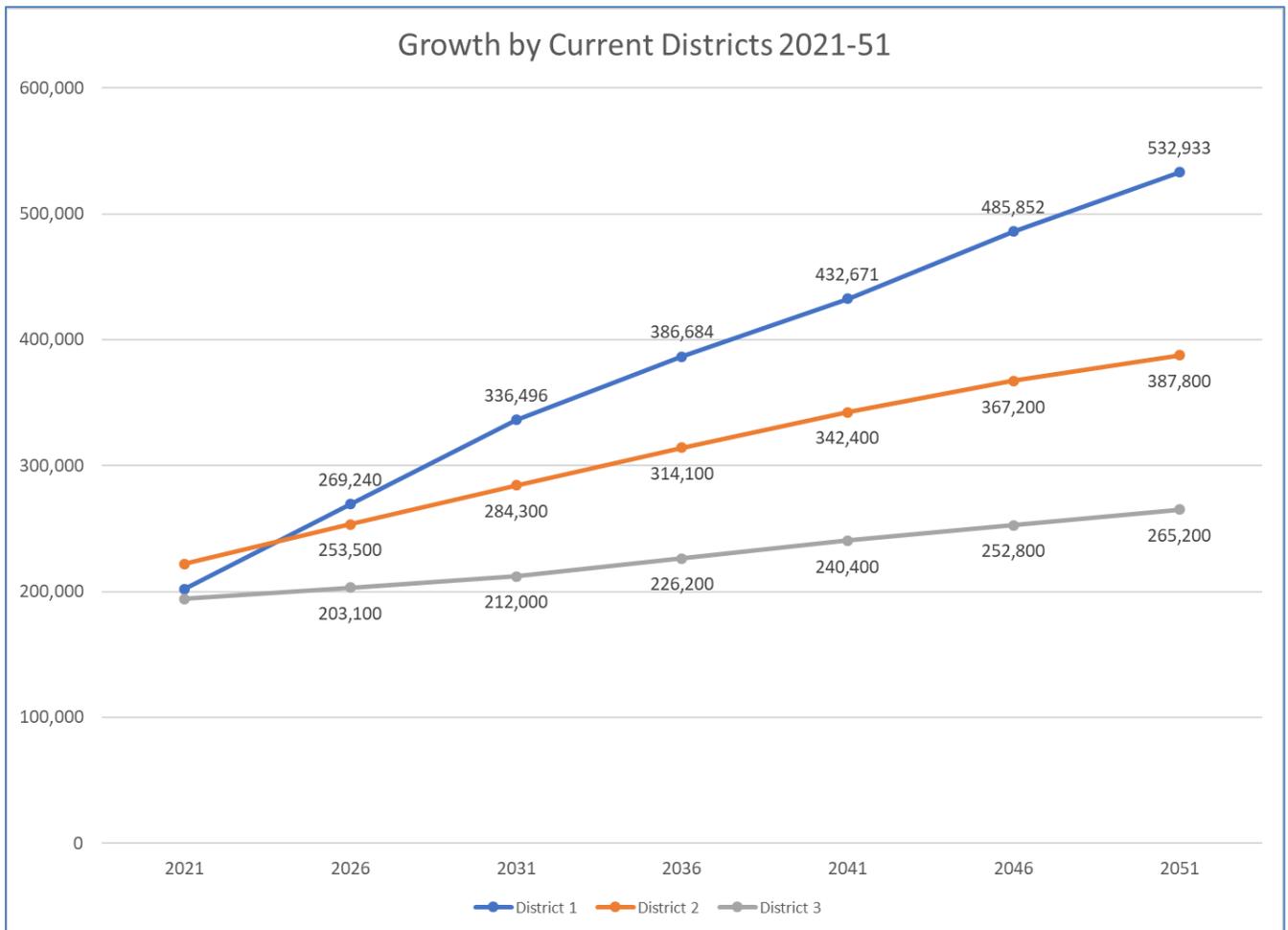
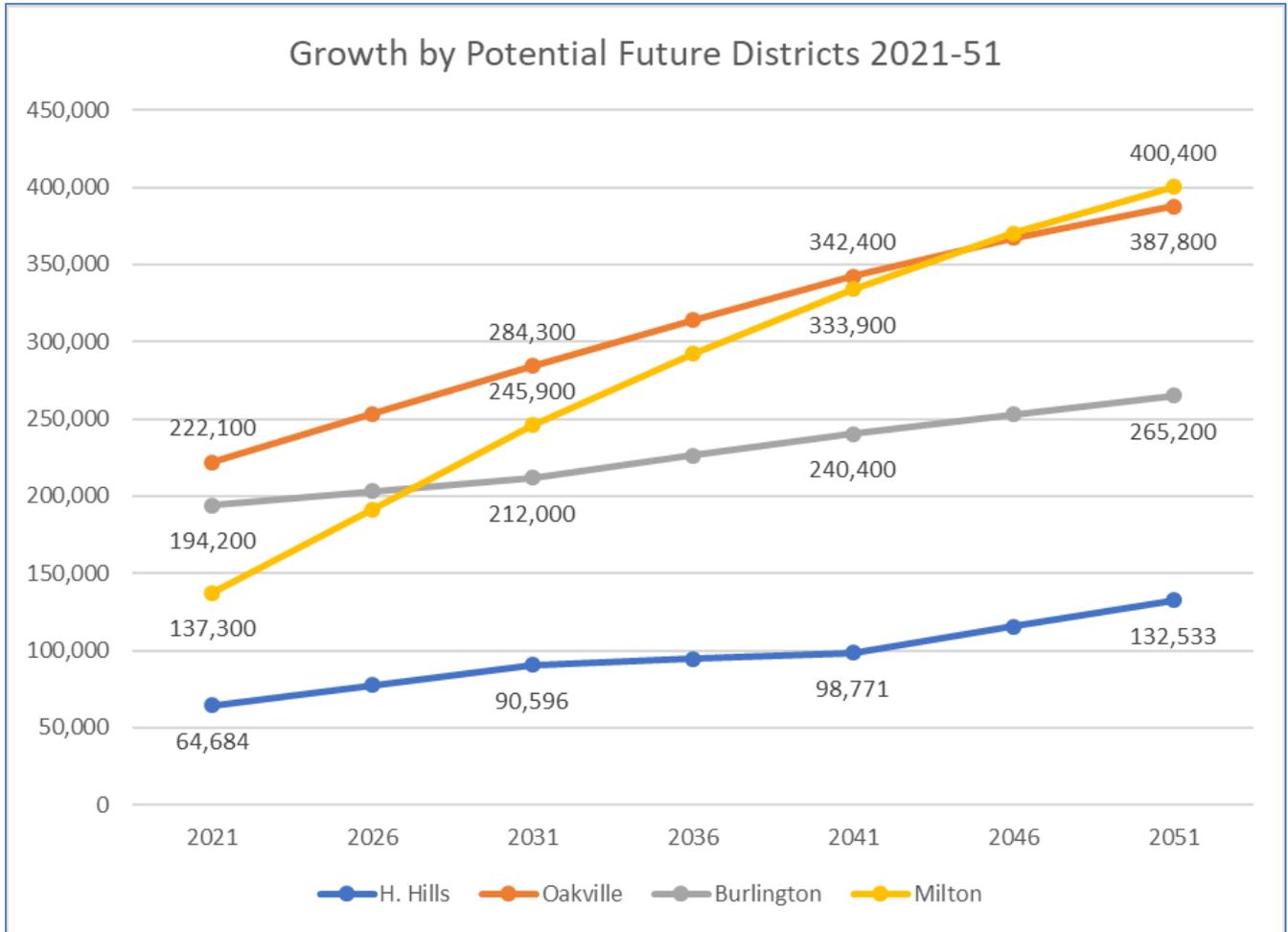


Figure A-2: Distribution of HRPS Population Growth by Municipal-Based District Model (Illustrative)

The following chart presents the proposed population estimates and projections from 2021 to 2051 showing the distribution between a potential four Districts (if future Districts are based on the current boundaries of the four local municipalities). The alternative District configuration is provided for illustrative planning purposes only and does not imply any recommendation or decision regarding future District boundaries:





**HALTON
POLICE
BOARD**
EXCELLENCE IN GOVERNANCE

Public Agenda Information Report

To: Halton Police Board

From: Jessica Warren
Manager of Board
Operations

Subject: Crime Stoppers Quarterly Report – January 2026

Report #: PBM-26-01-I-01

Date: 29 January 2026

RECOMMENDATION:

“THAT the Halton Police Board receive the Quarterly Update from Crime Stoppers.”

INTRODUCTION:

As part of the new 2025-2030 Memorandum of Understanding between the Halton Police Board and Crime Stoppers, it is a requirement that Crime Stoppers provide quarterly stats and updates on programs and fundraising. The next update will be available in April.

Crime Stoppers will also provide an annual financial report.

DISCUSSION AND BACKGROUND:

Crime Stoppers quarterly report is attached to this report.

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

N/A

Jessica Warren

Excellence in Governance

Trust and Respect

Integrity

Accountability

Excellence

Teamwork

Justice

Manager of Board Operations

One Vision, One Mission, One Team

Crime Stoppers Quarterly Update – January 2026

Community Watch updates:

- Launch has commenced in Milton (Ward 3) as well as Burlington (Ward 6). We have attended some town halls and will be doing community tables in these areas in the coming weeks.
- We are making changes to the lawn signs for CW and once they are received, we will re-engage in Oakville (Ward 3) to push the initiative further with residents and businesses.
- We are in talks with a tech startup that wants to use our CS program to launch an app they recently developed which provides real-time alerts to neighbors while maintaining confidentiality and removing the pointless back and forth of some of the existing Facebook and Whatsapp groups. They have already provided one full demo for us and taken our feedback to continue customization but the mobile app is very close to being ready to deploy.

· Fundraising:

- January is Crime Stoppers month. We expanded our fundraising through local businesses this year from 1 to 3. Sunshine donuts continue to give us \$1 per Special CS Donut sold throughout the whole month. We also partnered with Super Deal Pizza in Milton which is generously donating 10% of all online orders in January to CS as well as Armeen's Cake shop in Oakville.
- Work is underway for the 2026 golf tournament which is expanding to a co-ed tournament for awareness on crimes against women. More details to come.
- Last year's Car Show was a success. We have already established a committee and are planning to deliver this again in August 2026. Last year we met many car enthusiasts who gave us valuable insights into how we can raise funds this year so we are implementing those strategies.
- Our partners at Blue Pencil will be confirming both the Spring and Fall Shred Event Dates for us by the end of this week. These continue to be our largest fundraisers of the year.



Crime Stoppers of Halton - Statistical Report

Filter Date: December 2025 Run Date: 2026/01/20

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	96	86	93	100	116	116	82	112	120	111	85	90
Tip Follow-ups	114	74	64	111	233	136	115	252	113	107	98	75
Arrests	0	0	8	0	16	1	0	1	1	0	0	0
Cases Cleared	0	0	9	0	2	1	0	4	0	0	0	0
Charges Laid	0	0	13	0	35	0	0	10	2	0	0	0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	275	332	314	286	1,207	27,763
Tip Follow-ups	252	480	480	280	1,492	18,923
Calls Received	0	0	0	0	0	7,223
Arrests	8	17	2	0	27	1,399
Cases Cleared	9	3	4	0	16	2,374
Charges Laid	13	35	12	0	60	1,858
Fugitives	0	0	1	0	1	28



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: ZERO-DOLLAR RECIPROCAL TOWER LEASE AGREEMENTS
- HRPS AND BELL MOBILITY

Report #: P26-01-R-05

Date: January 29, 2026

RECOMMENDATION:

“That the Board approve a five (5) year reciprocal amendment and extension of its licence agreements with Bell Mobility Inc. to implement a \$0 licence fee arrangement for the following sites:

- HRPS Site: W1814 – 2535 Rebecca Street, Oakville
- Bell Site: W1611 – Brookville, Milton;

and,

that the Board delegate its authority to the Chief of Police to execute the licence agreement amendments and extensions on the Board’s behalf.”



Stephen J. Tanner
Chief of Police

:MA

Attachments: License Confirming and Second Amending Agreement
Second License Amending Agreement

INTRODUCTION AND BACKGROUND:

In January 2012, the Board approved a Site License Agreement with Bell Mobility Inc. of Mississauga, Ontario, for co-location privileges on Bell Mobility’s Brookville Tower for a term of fifteen (15) years and eight (8) months, commencing on May 1, 2011 and ending on 31st day of December 2026 with one (1) autorenewal option of five (5) years ending on December 31, 2031. (“the Brookville Licence”).

In January 2012, the Board approved the continued licence of a portion of a tower site leased by the Board from the Town of Oakville located at 2535 Rebecca Street to Bell Mobility Inc. of Mississauga, Ontario for the purpose of co-locating wireless telecommunications equipment on the tower site for a term a term of ten (10) years expiring on December 31, 2020 (“the Rebecca St. Licence”).

In November 2020, the Board approved the extension of the Rebecca St. Licence to Bell Mobility Inc. for an additional 5 years ending on December 31, 2025, with an option granted to extend the Licence for one additional five (5) year term ending on December 31, 2030.

Following negotiations with Bell Mobility representatives, Staff have drafted agreements to extend and amend the Brookville and Rebecca St. licences on a “zero sum basis”. This new arrangement would be more efficient as the parties were seeking to offset costs from each other for use of the tower sites as the present method of settling accounts is administratively inefficient and unnecessary.

Staff requests the Board’s approval to proceed to extend the term of the licence agreements for two existing tower sites and eliminate any applicable licence fees while maintaining mutual access for operational needs, for the term of the respective licence agreements.

DISCUSSION / ANALYSIS:

Current Agreements:

The Service holds a license for Bell’s Brookville site (W1611) under a Site Licence Agreement dated January 31, 2012, as amended in 2018.

Similarly, Bell holds a license for The Service’s Rebecca Street site (W1814) under a Licence Agreement dated September 1, 2011, as amended in 2020.

Proposed Amendment:

Effective January 1, 2026, both parties agree to waive licence fee obligations for the duration of occupancy at their respective sites. All other terms and conditions of the existing agreements shall remain in full force and effect.

ALTERNATIVES:

If the zero-dollar swap arrangement is not approved, the Board will be required to maintain the existing licence fee arrangements, resulting in continued costs to the Service as well as the commensurate administrative workload.

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, Manger – Information Technology (author)

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

As of December 1, 2025, the Service was paying \$4,080.25 +HST monthly to Bell for the Brookville Licence and Bell was paying the Service \$2695.18 + HST monthly for the Rebecca St. Licence. There will be significant cost savings and administrative efficiencies from the elimination of the licence fees paid for both sites, through the amended agreements.

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

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.

LICENSE CONFIRMING AND SECOND AMENDING AGREEMENT

**W1814
2535 REBECCA STREET, OAKVILLE**

THIS AGREEMENT is made as of the day of January 2026.

BETWEEN:

**THE REGIONAL MUNICIPALITY OF HALTON
POLICE SERVICES BOARD**

(hereinafter called the "Licensor")

OF THE FIRST PART

- and -

BELL MOBILITY INC.

(hereinafter called the "Licensee")

OF THE SECOND PART

RECITALS

- A. By a license dated September 1, 2011 between the Licensor and the Licensee (the "License") in respect of certain space located at the property municipally known as 2535 Rebecca Street, Oakville, Ontario, and as more particularly described in the License (the "Licensed Premises"), the Licensor licensed the Licensed Premises to the Licensee for and during a term of Ten (10) years expiring on December 31, 2020 (the "Term") on the terms set out in the License.
- B. The License contained One (1) option to extend the Term for Five (5) years, hereinafter referred to as the "First Option".
- C. By an Amending Agreement dated November 19th, 2020, Licensor and the Licensee agreed to further extend the Term in accordance with the First Option to December 31, 2025, with an option granted to the Licensee to extend the License for one additional five (5) year term upon the expiration of the First Option ("the Second Option"), and to amend the License on the terms and conditions set out therein.
- D. The Licensee acknowledges that the Licensor holds the Site by way of an Agreement for lease of the land with the Town of Oakville, dated January 1, 2011 and that the Agreement renews automatically on an annual basis. The Licensee further acknowledges that if for any reason the Licensor's tenure under the Agreement with the Town of Oakville shall end, then this Agreement shall also come to an end on the same date.

NOW THEREFORE THIS AGREEMENT WITNESSETH that in consideration of the sum of Two Dollars (\$2.00) now paid by each party hereto to the other and other good and valuable consideration (the receipt and sufficiency of which are hereby acknowledged), the Licensor and the Licensee covenant and agree as follows:

1. The parties hereto hereby acknowledge, confirm and agree that the foregoing recitals are true in substance and in fact.
2. The Licensor and the Licensee hereby acknowledge and agree that the Second Option has been exercised by the Licensee and that the Term has been extended for Five (5) years, commencing January 1, 2026 and ending on December 31, 2030 (the "Extended Term"), upon the same terms and conditions as contained in the License, except that as of January 1st, 2026, the parties agree that the rent for the Licensor's Licence to use and occupy Bell Mobility Inc. site W1611 (Brookville) and this Licence shall be a zero sum for as long either party is present on the above mentioned sites (see Schedule "A" to both updated Licence Agreements.
3. Except where inconsistent with the foregoing provisions of this Agreement, all of the provisions of the License shall apply, mutatis mutandis, to this Agreement. The parties hereto acknowledge, confirm and agree that in all other respects the terms and conditions of the License remain in full force and effect, unchanged and unmodified, except in accordance with this Agreement.
4. Except as specifically stated in this Agreement, any term which is defined in the License, shall, unless the context otherwise requires, have the same meaning when used in this Agreement.
5. The parties agree to execute such further and other agreements from time to time as may be reasonably necessary in order to give effect to this Agreement.
6. This Agreement shall be binding upon and endure to the benefit of the parties hereto and their respective successors and their permitted assigns.
7. Unless the context requires otherwise, words importing the singular include the plural and vice versa and words importing gender notice include all genders.
8. The provisions hereto shall be interpreted according to the laws of the Province of Ontario.
9. The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision but shall be deemed to be severable.
10. The undersigned acknowledges that this Agreement may be relied upon when delivered by regular mail, DocuSign, or in counterparts.

IN WITNESS WHEREOF the parties have duly executed this Agreement as of the date first above written.

**THE REGIONAL MUNICIPALITY OF HALTON
POLICE SERVICE BOAD**

Per:

Jeff Knoll
Title: Chair

I have authority to bind the Board.

BELL MOBILITY INC.

Per: _____
Name:
Title:

I have authority to bind the corporation.

Bell Mobility Inc. / Halton Regional Police	
Date:	January 1, 2026
Site BM: W1814 – Rebecca Street	Halton: Oakville

SCHEDULE "A"
LICENSE FEE (Page 1 of 1)
 FEE CALCULATIONS WITH 4% ANNUAL INCREASES

	2026	2027	2028	2029	2030
	Jan 1st - Rent to Zero	Jan 1st	Jan 1st	Jan 1st	Jan 1st
	720,38 \$	749,20 \$	779,16 \$	810,32 \$	842,74 \$
	360,19 \$	374,60 \$	389,58 \$	405,16 \$	421,37 \$
	360,19 \$	374,60 \$	389,58 \$	405,16 \$	421,37 \$
	642,00 \$	667,20 \$	693,60 \$	721,20 \$	750,00 \$
Subtotal	2 161,20 \$	2 247,66 \$	2 337,57 \$	2 431,08 \$	2 528,31 \$
Monthly/Annual License Fee*	4 243,96 \$	4 413,26 \$	4 589,49 \$	4 772,92 \$	4 963,79 \$
Credit for HRPS occupation of Bell Brookville Site*	-4 243,96 \$	-4 413,26 \$	-4 589,49 \$	-4 772,92 \$	-4 963,79 \$
Total Monthly/Annual Fee (receivable monthly/annually in advance)*	0,00 \$	0,00 \$	0,00 \$	0,00 \$	0,00 \$
* plus applicable taxes					

BELL MOBILITY INC.

SECOND LICENSE AMENDING AGREEMENT

Site Name: **W1611 Brookville**
Site Coordinates: **Part of Lot 19 Concession 4,
Town of Milton, Nassagaweya Township,
Brookville, ON L0P1J0, Canada**
Other Site Identifiers: **Brookville**

THIS SECOND LICENSE AMENDING AGREEMENT made this November 27th, 2025.

BETWEEN:

BELL MOBILITY INC.

(hereinafter called "Licensor")

- and -

THE REGIONAL MUNICIPALITY OF HALTON POLICE SERVICE BOARD

(hereinafter called "Licensee")

WHEREAS by a License dated **January 31st, 2012**, made between Licensor and Licensee (the "Site License Agreement"), Licensor did license to Licensee a portion of a property located at "**Part of Lot 19 Concession 4, Town of Milton, Nassagaweya Township, Brookville, ON L0P1J0, Canada**" for the purpose of wireless telecommunications for a term of **FIFTEEN (15) years and EIGHT (8) months**, commencing on **May 1st, 2011** (the "*Commencement Date*") and ending on **31st day of December 2026 with one (1) auto-renewed option of five (5) years**;

AND WHEREAS Licensee has removed two (2) Sinclair SC 479 antennas, located at 87 meters above ground, on or about August 23rd, 2018 as per the revised Conditional Approval Letter dated February 6th, 2018;

AND WHEREAS Bell Mobility Inc. and Licensee have entered into a First License Amending Agreement dated **October 23rd, 2018**;

AND WHEREAS: Bell Mobility Inc. and Licensee desire to amend the agreements to reflect a mutual agreement to zero out the rent for both locations Bell Mobility sites W1611 Brookville and W1814 Bronte-Rebecca as of January 1st, 2026 for as long as either party is present on the above mentioned sites.

AND WHEREAS Licensor and Licensee have agreed to renew and amend the terms of the Site License Agreement in the manner as hereinafter provided;

IN CONSIDERATION OF the covenants, terms, conditions and agreements contained herein Licensor and Licensee agree as follows;

SECTION "B"

MODIFICATIONS

All modifications to the License as set forth in this Section B shall for all purposes be deemed to be incorporated and made part of the Site License Agreement.

1. **Schedule "A"**

Schedule "A" in the Site License Agreement dated **October 23rd, 2018** shall be removed and replaced with the attached Schedule "A" dated **November 27th, 2025**.

BELL MOBILITY INC.

2. **Schedule “C”**

The existing Equipment Specifications contained in Schedule “C” in the existing Site License Agreement dated **October 23rd, 2018** shall be removed and replaced with the attached Schedule “C” dated **November 27th, 2025**.

The parties hereto agree and acknowledge that all other terms and conditions contained in the Site License Agreement remain in full force and effect and that the Site License Agreement is valid and has not been modified in any way except as provided for herein

IN WITNESS WHEREOF the parties hereto have executed this Second License Amending Agreement.

BELL MOBILITY INC.

I/We have the authority to bind the Corporation.

Name: **Yvette Ishimwe**
Title: Senior Manager, Real Estate - National Colocation

Date: _____

**THE REGIONAL MUNICIPALITY OF HALTON
POLICE SERVICE BOARD**

I/We have the authority to bind the Regional Municipality of Halton Police Service Board

Name:
Title:

Date: _____

Bell Mobility Inc. / Halton Regional Police

Date: November 27, 2025

Site BM: W1811 - Brookville

Halton: Brookville

SCHEDULE " A "

LICENSE FEE (Page 1 of 1)

STANDARD MONTHLY APPROVED RATES WITH 4% ANNUAL INCREASES

DESCRIPTION OF RATES	COMMENCEMENT DATES (Always on January 1st)																				
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
(e - i) Antenna <1.5 m in length	200.00 \$	208.00 \$	216.32 \$	224.97 \$	233.97 \$	243.33 \$	253.06 \$	263.18 \$	273.71 \$	284.66 \$	296.05 \$	307.89 \$	320.21 \$	333.02 \$	346.34 \$	360.19 \$	374.60 \$	389.58 \$	405.16 \$	421.37 \$	438.22 \$
(e - ii) Antenna ≥ 1.5 m < 3.0 m in length	400.00 \$	416.00 \$	432.64 \$	449.95 \$	467.95 \$	486.67 \$	506.14 \$	526.39 \$	547.45 \$	569.35 \$	592.12 \$	615.80 \$	640.43 \$	666.05 \$	692.69 \$	720.40 \$	749.22 \$	779.19 \$	810.36 \$	842.77 \$	876.48 \$
(e - iii) Antenna ≥ 3.0 m < 5.0 m in length	600.00 \$	624.00 \$	648.96 \$	674.92 \$	701.92 \$	730.00 \$	759.20 \$	789.57 \$	821.15 \$	854.00 \$	888.16 \$	923.69 \$	960.64 \$	999.07 \$	1,039.03 \$	1,080.59 \$	1,123.81 \$	1,168.76 \$	1,215.51 \$	1,264.13 \$	1,314.70 \$
(e - iv) Antenna ≥ 5.0 m in length	800.00 \$	832.00 \$	865.28 \$	899.89 \$	935.89 \$	973.33 \$	1,012.26 \$	1,052.75 \$	1,094.86 \$	1,138.65 \$	1,184.20 \$	1,231.57 \$	1,280.83 \$	1,332.06 \$	1,385.34 \$	1,440.75 \$	1,498.38 \$	1,558.32 \$	1,620.65 \$	1,685.48 \$	1,752.90 \$
(f - i) Microwave antenna < 1.2 m in diameter (≤ 4pi)	200.00 \$	208.00 \$	216.32 \$	224.97 \$	233.97 \$	243.33 \$	253.06 \$	263.18 \$	273.71 \$	284.66 \$	296.05 \$	307.89 \$	320.21 \$	333.02 \$	346.34 \$	360.19 \$	374.60 \$	389.58 \$	405.16 \$	421.37 \$	438.22 \$
(f - ii) Microwave antenna ≥ 1.2 m < 2.4 m in diameter (>4pi ≤ 8pi)	400.00 \$	416.00 \$	432.64 \$	449.95 \$	467.95 \$	486.67 \$	506.14 \$	526.39 \$	547.45 \$	569.35 \$	592.12 \$	615.80 \$	640.43 \$	666.05 \$	692.69 \$	720.40 \$	749.22 \$	779.19 \$	810.36 \$	842.77 \$	876.48 \$
(g - i) Microwave antenna ≥ 2.4 m diameter (> 8pi)	600.00 \$	624.00 \$	648.96 \$	674.92 \$	701.92 \$	730.00 \$	759.20 \$	789.57 \$	821.15 \$	854.00 \$	888.16 \$	923.69 \$	960.64 \$	999.07 \$	1,039.03 \$	1,080.59 \$	1,123.81 \$	1,168.76 \$	1,215.51 \$	1,264.13 \$	1,314.70 \$
(h - i) Half rack	200.00 \$	208.00 \$	216.32 \$	224.97 \$	233.97 \$	243.33 \$	253.06 \$	263.18 \$	273.71 \$	284.66 \$	296.05 \$	307.89 \$	320.21 \$	333.02 \$	346.34 \$	360.19 \$	374.60 \$	389.58 \$	405.16 \$	421.37 \$	438.22 \$
(h - ii) Full rack	425.00 \$	442.00 \$	459.68 \$	478.07 \$	497.19 \$	517.08 \$	537.76 \$	559.27 \$	581.64 \$	604.91 \$	629.11 \$	654.27 \$	680.44 \$	707.66 \$	735.97 \$	765.41 \$	796.03 \$	827.87 \$	860.98 \$	895.42 \$	931.24 \$
(i - i) Shelter - Dimension less than 13' x 30' (price per square foot)	2.97 \$	3.09 \$	3.21 \$	3.34 \$	3.47 \$	3.61 \$	3.75 \$	3.90 \$	4.06 \$	4.22 \$	4.39 \$	4.57 \$	4.75 \$	4.94 \$	5.14 \$	5.35 \$	5.56 \$	5.78 \$	6.01 \$	6.25 \$	6.50 \$
(i - ii) Shelter - Dimension more than 13' x 30' (price per square foot)	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd

FEE CALCULATIONS WITH 4% ANNUAL INCREASES

Item No	Description of Antennas	Number of this type of Antenna	Elevation of Antennas on Tower	Rate	COMMENCEMENT DATES (January 1st of each year)																							
					2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031			
					May 1st									Sept 1st	Jan 1st	Jan 1st	Jan 1st	Jan 1st	Jan 1st	Jan 1st	Jan 1st	Jan 1st	Dec 1st SWAP	Jan 1st - Rent to Zero	Jan 1st	Jan 1st	Jan 1st	Jan 1st
1	Sinclair SC488	2	87	(e - i)	400.00 \$	416.00 \$	432.64 \$	449.94 \$	467.94 \$	486.66 \$	506.12 \$	526.36 \$	526.36 \$	547.42 \$	569.32 \$	592.10 \$	615.78 \$	640.42 \$	666.04 \$	692.68 \$	692.68 \$	720.38 \$	749.20 \$	779.16 \$	810.32 \$	842.74 \$	876.44 \$	
2	Sinclair SC479 (rem. 2018-09) (see Note 1)	2	87	(e - i)	400.00 \$	416.00 \$	432.64 \$	449.94 \$	467.94 \$	486.66 \$	506.12 \$	526.36 \$																
3	VHLP4-18 (rem 12-2025)	1	44 m	(f - i)	200.00 \$	208.00 \$	216.32 \$	224.97 \$	233.97 \$	243.33 \$	253.06 \$	263.18 \$	263.18 \$	273.71 \$	284.66 \$	296.05 \$	307.89 \$	320.21 \$	333.02 \$	346.34 \$								
4	VHLP4-18 (rem 12-2025)	1	57.5 m	(f - i)	200.00 \$	208.00 \$	216.32 \$	224.97 \$	233.97 \$	243.33 \$	253.06 \$	263.18 \$	263.18 \$	273.71 \$	284.66 \$	296.05 \$	307.89 \$	320.21 \$	333.02 \$	346.34 \$								
5	VHLP4-13 (add 12-2025)	1	72.00 m	(f - i)																	346.34 \$	360.19 \$	374.60 \$	389.58 \$	405.16 \$	421.37 \$	438.22 \$	
6	VHLP4-11 (add 12-2025)	1	57.5 m	(f - i)																	346.34 \$	360.19 \$	374.60 \$	389.58 \$	405.16 \$	421.37 \$	438.22 \$	
7	10x12 Equipment Shelter on concrete slab	120	N/A	(i - i)	356.40 \$	370.80 \$	385.20 \$	400.80 \$	416.40 \$	433.20 \$	450.00 \$	468.00 \$	468.00 \$	487.20 \$	506.40 \$	526.80 \$	548.40 \$	570.00 \$	592.80 \$	616.80 \$	642.00 \$	667.20 \$	693.60 \$	721.20 \$	750.00 \$	780.00 \$		
8	Comba OD12-06SR17M-GQ	3	65	(e - ii)									1,579.17 \$	1,642.35 \$	1,708.05 \$	1,776.36 \$	1,847.40 \$	1,921.29 \$	1,998.15 \$	2,078.07 \$	2,161.20 \$	2,247.86 \$	2,337.57 \$	2,431.08 \$	2,528.31 \$	2,629.44 \$		
Monthly/Annual License Fee*					1,556.40 \$	1,618.66 \$	1,683.40 \$	1,750.74 \$	1,820.77 \$	1,893.60 \$	1,969.34 \$	2,048.12 \$	3,099.89 \$	3,224.39 \$	3,353.09 \$	3,487.36 \$	3,627.36 \$	3,772.13 \$	3,923.03 \$	4,080.23 \$	4,080.23 \$	4,243.96 \$	4,413.26 \$	4,589.49 \$	4,772.92 \$	4,963.79 \$	5,162.32 \$	
Plus Additional Fee for Land Space as per head lease*					0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	
Credit for Bell's occupation of site W1814*																						-4,243.96 \$	-4,413.26 \$	-4,589.49 \$	-4,772.92 \$	-4,963.79 \$	-5,162.32 \$	
Total Monthly/Annual Fee (receivable monthly/annually in advance)*					1,556.40 \$	1,618.66 \$	1,683.40 \$	1,750.74 \$	1,820.77 \$	1,893.60 \$	1,969.34 \$	2,048.12 \$	3,099.89 \$	3,224.39 \$	3,353.09 \$	3,487.36 \$	3,627.36 \$	3,772.13 \$	3,923.03 \$	4,080.23 \$	4,080.23 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$	0.00 \$
* plus applicable taxes																												

NOTES:
 Term: 15 years and 8 months (May 1, 2011 ending December 31, 2026)
 auto-renewed 1 x 5 year option
 Prepared by: M. Pruneanu

Note1: Removed without permission, S. Deault approval for rent reduction applicable from Sept. 1st, 2018
 Note2:
 Note3

DS
 DGA



BELL MOBILITY INC.

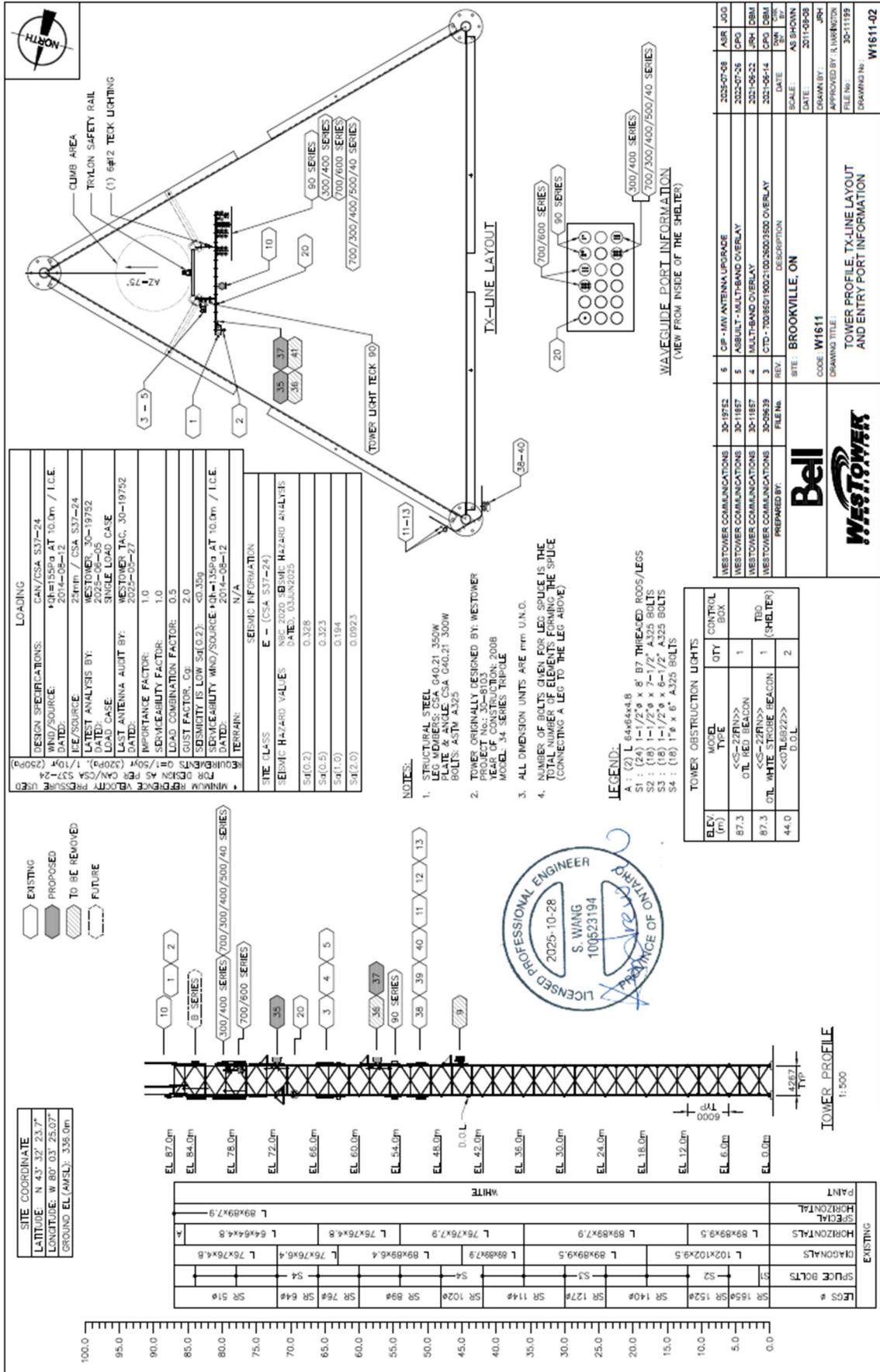
SCHEDULE "C"

DESCRIPTION OF LAND AND SITE (INCLUDING PLANS AND DRAWINGS)

Page 1/4

Date: November 27th, 2025

PIN #24983-0022 (LT)
Pt Lot 19, Con 4 NAS, Part 1, 20R4892; Milton/Nassagaweya



BELL MOBILITY INC.

SCHEDULE "C"

DESCRIPTION OF LAND AND SITE (INCLUDING PLANS AND DRAWINGS)

Page 2/4

Date: November 27th, 2025

ANTENNA LIST									
ANTENNA No.	ANTENNA TYPE	ELEVATION (m)	AZIMUTH (deg)	ANTENNA MAIN TOWER	EQUIPMENT ANTENNA ELEVATION LEVEL	CODE / TOWER	STATUS	ANTENNA OWNER	
10	4B SYSTEMS 610	88.0	OMNI	(1) AVA7-50			EXISTING	NAV	
1	SC488	87.0	OMNI	(2) LUF5			EXISTING	MOTOROLA	
2	SC488	87.0	OMNI	(1) LUF4			EXISTING	MOTOROLA	
B1M	AAU P77 (S2)	84.0	35°				DESIGN FUTURE	BM	
B2M	AAU P77 (S2)	84.0	150°				DESIGN FUTURE	BM	
B3M	AAU P77 (S2)	84.0	280°				DESIGN FUTURE	BM	
311/312/411/412	RVV-650-R3	80.0	35°	(6) FO CABLE (6) DC CABLE	(3) 850 RRU3805 (3) 1900 RRU3604 (6) 1900 2100 AHRB ON (3) 36" QUADPACKS		EXISTING	BM	
321/322/421/422	RVV-650-R3	80.0	150°				EXISTING	BM	
331/332/431/432	RVV-650-R3	80.0	280°				EXISTING	BM	
711/712/713/714/515/516/517/518/415/416/417/418/515/516/517/518/414/415/416/417/511/512/513/514	FFV4-65A-R6	80.0	35°				EXISTING	BM	
721/722/723/724/525/526/527/528/425/426/427/428/525/526/527/528/424/425/426/427/521/522/523/524	FFV4-65A-R6	80.0	150°				EXISTING	BM	
731/732/733/734/535/536/537/538/435/436/437/438/535/536/537/538/434/435/436/437/531/532/533/534	FFV4-65A-R6	80.0	280°				EXISTING	BM	
715/716/717/718/611/612/613/614/615/616/617/618	FFV4-65A-R6	78.0	35°	(6) FO CABLE (6) DC CABLE	(3) 700 850 AHECC (3) 700 AHBBA (6) 2600 AHHB ON (3) 36" QUADPACKS		EXISTING	BM	
725/726/727/728/621/622/623/624/625/626/627/628	FFV4-65A-R6	78.0	150°				EXISTING	BM	
735/736/737/738/631/632/633/634/635/636/637/638	FFV4-65A-R6	78.0	280°				EXISTING	BM	
	EMPTY MOUNT	75.0	35°				TO BE REMOVED	BM	
	EMPTY MOUNT	75.0	150°				TO BE REMOVED	BM	
	EMPTY MOUNT	75.0	280°				TO BE REMOVED	BM	
35	VLP4-13	72.0	2°	(1) CNT-400(S4)			PROPOSED	MOTOROLA	
20	HP4	70.8	149°	(1) LMR400			EXISTING	BM	
3	0012-069R17M-00	65.0	45°				EXISTING	MOTOROLA	
4	0012-069R17M-00	65.0	165°	(3) FO CABLE (3) DC CABLE	(3) RRU EL. 63.0m		EXISTING	MOTOROLA	
5	0012-069R17M-00	65.0	285°				EXISTING	MOTOROLA	
36	VLP4-16	57.5	2°				TO BE REMOVED	MOTOROLA	
37	VLP4-11	57.5	121.2°	(1) CNT-400 (S6)			PROPOSED	MOTOROLA	



NOTES:

- THE ELEVATIONS OF THE ANTENNAS ARE GIVEN WITH RESPECT TO ELEVATION 0.0 m ON THE TOWER (TOP OF THE BASE PLATE) WHICH IS LOCATED APPROX. 0.3m ABOVE THE GROUND.
- ELEVATIONS ARE PHYSICAL CENTERS OF APPURTENANCES, RRU & AUXILIARY EQUIPMENT AND CABLES REFERENCE ANTENNA LEVEL ONLY.
- AEDA ANTENNA MODEL CONSIDERED FOR THE TOWER ANALYSIS.
- THE EMPTY ANTENNA MOUNTS SHALL BE REMOVED TO ALLOCATE THE ICE-GUARD FOR THE PROPOSED MW AT 72.0m.
- ASSUME EXISTING TX LINE TO BE RE-USED.
- ASSUME EXISTING TX LINE TO BE RE-USED.

BM = BELL MOBILITY
NAV = NAV CANADA

DESIGN FUTURE ANTENNA: THE LOADING FOR THIS ANTENNA IS INCLUDED IN THE CURRENT TOWER DESIGN AND STRUCTURAL ANALYSIS.

WESTOWER COMMUNICATIONS	30-19752	9	CIP -MMV ANTENNA UPGRADE	2025-07-08	ASR	JOO
WESTOWER COMMUNICATIONS	30-11887	8	ASBALT -MILT-BAND OVERLAY	2023-07-26	CPD	DEM
WESTOWER COMMUNICATIONS	30-11887	7	CIP -MILT-BAND OVERLAY	2021-02-22	LRM	DEM
WESTOWER COMMUNICATIONS	30-95529	6	CTD -700850-1902-100-2600-3600 OVERLAY	2021-09-14	CPD	DEM

PREPARED BY: **Bell** SITE: **BROOKVILLE, ON**
 REV: **W1611** SCALE: **300' = 1" H**
 CODE: **W1611** DATE: **2011-08-08**
 DRAWING TITLE: **ANTENNA LIST (1 OF 2)**
 APPROVED BY: **J. HOUSE**
 FILE NO: **30-11270**
 DRAWING NO: **W1611-03-01**



BELL MOBILITY INC.

SCHEDULE "C"

DESCRIPTION OF LAND AND SITE (INCLUDING PLANS AND DRAWINGS)

Page 3/4

Date: November 27th, 2025

ANTENNA No.	ANTENNA TYPE	ELEVATION (m)	AZIMUTH (deg)	ANTENNA MAIN TRUNK	EQUIPMENT ANTENNA ELEVATION LEVEL	CODE / TIE-SITE	STATUS	ANTENNA OWNER
91M	AEOP (NOTE 3)	54.0	35°	(3) FO CABLE (3) DC CABLE	-	-	EXISTING	BM
92M	AEOP (NOTE 3)	54.0	150°	(3) FO CABLE (3) DC CABLE	-	-	EXISTING	BM
93M	AEOP (NOTE 3)	54.0	280°	(3) FO CABLE (3) DC CABLE	-	-	EXISTING	BM
38	TDXLH-6565A-VTM	51.0	50°	(3) 3/4" COMPOSITE CABLE	(3) RRW	-	EXISTING	ROGERS
39	TDXLH-6565A-VTM	51.0	170°	(3) 3/4" COMPOSITE CABLE	(3) RRW	-	EXISTING	ROGERS
40	TDXLH-6565A-VTM	51.0	290°	(3) 3/4" COMPOSITE CABLE	(3) RRW	-	EXISTING	ROGERS
11	AR 21 B4A B21P B5P	51.0	50°	(1) FO CABLE (1) DC CABLE	(3) RRW (1) GATOR	-	EXISTING	ROGERS
12	AR 21 B4A B21P B5P	51.0	170°	(1) FO CABLE (1) DC CABLE	(3) RRW (1) GATOR	-	EXISTING	ROGERS
13	AR 21 B4A B21P B5P	51.0	290°	(1) FO CABLE (1) DC CABLE	(3) RRW (1) GATOR	-	EXISTING	ROGERS
41	ANT040P1HP	48.8	141°	(2) LRF2	-	-	NEW IN FUTURE	ROGERS
9	Antenna	48.8	141°	(2) LRF2	-	-	NEW IN FUTURE	ROGERS
130	GNSS1-TMG-40N	3.0	0MN	-	ON SHELTER	-	EXISTING	BM

NOTES:
 1. THE ELEVATIONS OF THE ANTENNAS ARE GIVEN WITH RESPECT TO ELEVATION 0.0 m ON THE TOWER (TOP OF THE BASE PLATE) WHICH IS LOCATED APPROX. 0.3m ABOVE THE GROUND.
 2. THE REFERENCE FOR THE ANTENNAS IS LOCATED AT THE CENTER OF THE ANTENNA EXCEPT FOR <<COM1>> ANTENNAS WHICH ARE LOCATED AT THE BASE.
 3. THE AEG4 ANTENNA WAS CONSIDERED FOR THE AEOP AND AAU R77 ANTENNA.
 BM = BELL MOBILITY



WESTOWER COMMUNICATIONS	30-1187	3	CIP - MV ANTENNA UPGRADE	2025-07-08	MR JOO
WESTOWER COMMUNICATIONS	30-0939	4	CIP - MULTIBAND OVERLAY	2021-09-23	JRH DBU
WESTOWER COMMUNICATIONS	30-0939	3	CTD - 700-850-1800-200-2500-3500 OVERLAY	2021-09-14	CPU DBU
WESTOWER COMMUNICATIONS	30-0939	2	ASBALT - 700-850-1800-200-2500-3500 OVERLAY	2021-09-14	CPU DBU
PREPARED BY:	FILE No.	REV	DESCRIPTION	DATE	BY
SITE: BROOKVILLE, ON			SCALE:	NTS	
DRAWING TITLE: ANTENNA LIST (2 OF 2)			DATE:	2025-10-27	
DRAWING CODE: W1611			DRAWN BY:	D. LEVYTERKA	
DRAWING TITLE: ANTENNA LIST (2 OF 2)			APPROVED BY:	F. YAO	
DRAWING CODE: W1611-03-02			FILE No.:	30-0732	
DRAWING TITLE: ANTENNA LIST (2 OF 2)			DRAWING No.:	W1611-03-02	

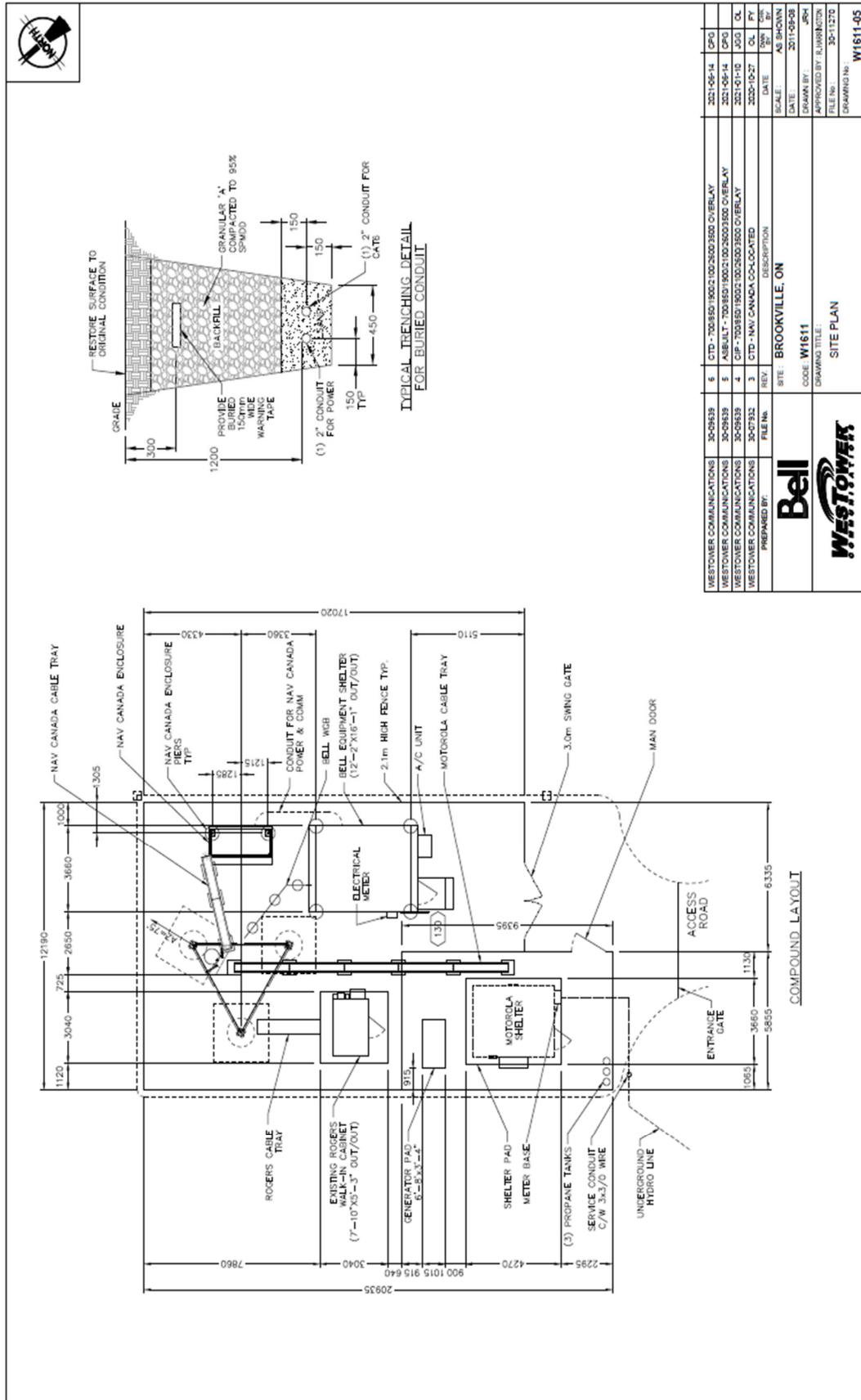
BELL MOBILITY INC.

SCHEDULE "C"

DESCRIPTION OF LAND AND SITE (INCLUDING PLANS AND DRAWINGS)

Page 4/4

Date: November 27th, 2025





Public Agenda Report

To: Halton Police Board

From: Fred Kaustinen
Chief Governance Officer

Subject: Policy A-08 – Public Complaints

Report #: CGO26-01-R-01
2026

Date: 29 January

RECOMMENDATION:

THAT Policy A-08 Public Complaints be approved as proposed, and

THAT the By-law to Establish Guidelines for the Administration of the Complaints Process Under Part V of the Police Services Act and the By-law to Establish Guidelines for the Administration of the Complaints Process Under Part V of the Police Services Act – Complaints Against the Chief of Police or Deputy Chiefs of Police be rescinded.

Attachments:

Policy A-08 – Public Complaints – Proposed 29 January 2026

DISCUSSION / ANALYSIS

1. Public feedback, including complaints, help the Board ensure that policing in Halton Region continues to align with community needs, values and expectations. The proposed omnibus Public Complaints policy addresses the handling, investigating and reporting of public complaints regarding:
 - Police Officer conduct;
 - Special Constable conduct;
 - Chief of Police and Deputy Chief conduct;
 - Board Member conduct; and
 - Board policing policies, Chief's policing procedures and HRPS policing services.

CONSULTATION

Chief Tanner, HRPS Legal Counsel Kelertas, David Tilley of the Inspectorate of Policing, the Board Chair and the Board as a whole were consulted during the development of this policy.



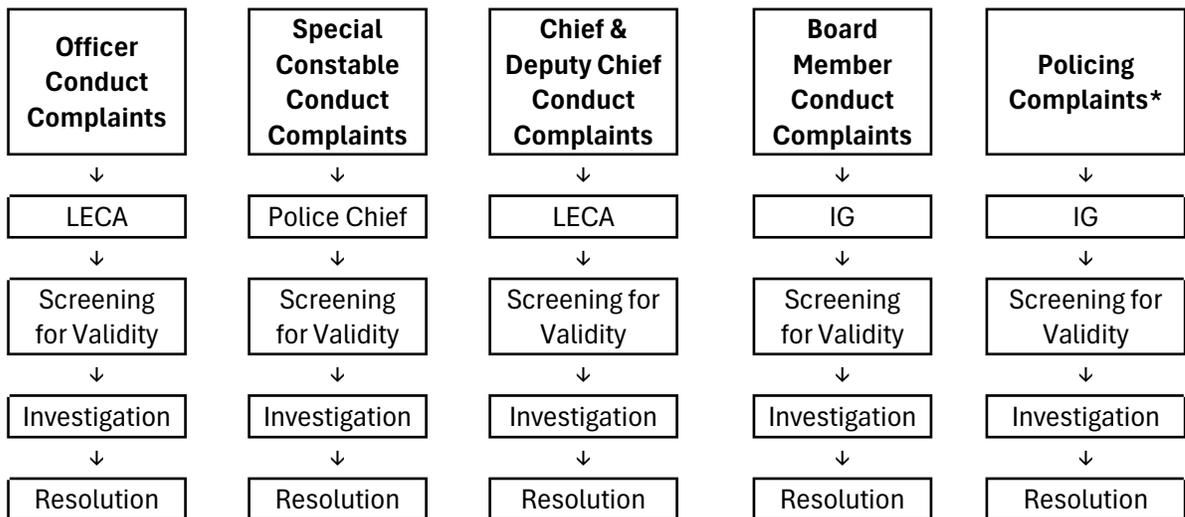
Policy A-08

Public Complaints

Proposed 29 January 2026

Purpose

- Public feedback is an integral component to ensuring that policing in Halton Region is aligned with community needs, values and expectations. Public expressions of appreciation are validating, while Public Complaints present teachable moments and opportunities to improve service to the Community.
- This policy articulates the Board’s expectations regarding the handling, investigating and reporting of the various types of Public Complaints depicted below (along with their general processes):



Notes:

- *Policing Complaints are those regarding policing services, Board policies and/or Chief’s procedures.
- LECA = Law Enforcement Complaints Agency
- IG = Inspector General



Requirements – General

3. Should a member of the public approach the Board, a Board member, or Board staff regarding a Public Complaint, they shall be referred to LECA to file a formal complaint or to the Chief of Police regarding an informal complaint.
4. The Chief of Police shall ensure that:
 - 4.1 every member of the HRPS receives training regarding the receipt, handling and recording of Public Complaints;
 - 4.2 every complainant is treated with dignity and respect, is free from the threat of harassment, coercion, intimidation or reprisal, and that their Public Complaint is addressed promptly and professionally;
 - 4.3 where practical, with the written consent of the complainant and, if applicable, the written consent of the subject official, Public Complaints are informally resolved;
 - 4.4 records are maintained regarding all Public Complaints; and
 - 4.5 Public Complaint procedures and on-line submission forms are made available on the HRPS website, and at all public inquiry desks, and that members of the public who wish file a Public Complaint are promptly directed to those guidelines and forms.
5. The Chief Governance Officer (CGO) shall ensure that Public Complaint procedures and on-line submission forms are also be made available on the HPB website.
6. Members of the HRPS and the Board and Board staff shall maintain confidentiality regarding all Public Complaints, and refrain from speculating on the outcome of any complaint investigation.



Requirements – Officer Conduct Complaints

7. The Chief of Police shall ensure that:
 - 7.1 procedures are developed regarding the handling, investigation and resolution of Officer Conduct Complaints;
 - 7.2 all Officer Conduct Complaints are promptly forwarded to LECA;
 - 7.3 Officer Conduct Complaints investigators are impartial, and that their investigations are unfettered and conducted impartially;
 - 7.4 whenever the subject of an Officer Conduct Complaint is a senior officer or member of the Professional Standards Unit, or presents a conflict of interest as per O. Reg. 401/23 and/or Board policy, that the investigation is undertaken by another police service; and
 - 7.5 the parties to the complaint, and LECA, are informed of the complaint's receipt, investigation, any delays and outcome in accordance with the *CSPA*.

Requirements – Special Constable Conduct Complaints

8. The Chief of Police shall ensure that:
 - 8.1 procedures are developed regarding the handling, investigation and resolution of Special Constable Conduct Complaints;
 - 8.2 Special Constable Conduct Complaints investigators are impartial, and that their investigations are unfettered and conducted impartially;
 - 8.3 the parties to the complaint are informed of the complaint's receipt, investigation, any delays and outcome in accordance with the *CSPA*;
 - 8.4 investigative risks associated with a conflict of interest as per O. Reg. 401/23 and/or Board policy are proactively mitigated; and
 - 8.5 the outcome of each Special Constable Conduct Complaint investigation is reported to the Board, and any resultant recommendations regarding a special constable's appointment are brought to the Board for resolution.



9. Special Constable Employers of special constables appointed by the Board are legislatively required to report to the Board the results of all Public Complaint investigations regarding their own Special Constables.

Requirements – Chief and Deputy Chief Conduct Complaints

10. Should a member of the Board or Board staff become aware of a Public Complaint regarding Chief of Police or a Deputy Chief, they shall promptly inform the Chair, who shall promptly inform LECA.
11. Should LECA investigate the conduct of the Chief of Police or a Deputy Chief, or direct a third party to conduct the investigation, the Board shall cooperate fully with said investigation.
12. Should LECA direct the Board to undertake an investigation regarding the conduct of the Chief of Police or a Deputy Chief, the Board shall engage the investigative and/or legal counsel it deems appropriate to assist with or undertake said investigation.
13. The Board shall comply within any directions provided by LECA.

Requirements – Board Member Complaints

14. Should a Member of the Board become aware that a Board Member may have contravened the Code of Conduct, they shall:
 - 15.1 promptly disclose the matter to the Chair, who shall promptly notify the IG and inform the Board Member who disclosed the matter of that notification;
or
 - 15.2 if the allegation involves the Chair, promptly notify the IG directly.
15. Reports to the IG regarding alleged Board Member Misconduct shall include:
 - 16.1 the nature of the alleged misconduct;
 - 16.2 identities/descriptions of those involved in the alleged misconduct



- 16.3 the location where the alleged misconduct occurred;
 - 16.4 the date and time when the alleged misconduct occurred; and
 - 16.5 any supporting documents.
16. Board Members, including the Chair, shall comply with any subsequent direction provided by the IG.

Requirements - Policing Complaints

- 17. All Policing Complaints (those regarding policing services, Board policies and/or Chief's procedures) shall be promptly forwarded to the IG and the complainant informed accordingly.
- 18. If assigned a Policing Complaint by the IG, the Board shall:
 - 19.1 direct the Chief of Police to investigate whether the services provided were done so in a manner consistent with the Chief's Procedural Directives as they existed in the complaint's timeframe, provide copies of those same Procedural Directives to the CGO, and report the investigative findings and a summary of remedial actions taken or planned to the Board within the allotted timeframe (or otherwise request additional time with reasons for the extension);
 - 19.2 direct the CGO to investigate whether the applicable Chief's Procedural Directives are reasonably consistent with Board by-laws and policies, and whether those applicable by-laws and policies are themselves reasonable, and report the findings and a summary of proposed remedial actions to the Board within the allotted timeframe (or otherwise request additional time with reasons for the extension);
 - 19.3 review the investigative reports provided by the Chief of Police and the CGO, and either accept the outcomes contained therein or direct additional remedial action;
 - 19.4 if more time is required for investigation by the Chief of Police and/or the CGO, request an extension by the IG, in light of the reasons provided; and



- 19.5 report the investigative findings and remedial actions to the IG and the complainant.

19. The Board shall comply within any directions provided by the IG.



Monitoring and Reporting

20. The Chief of Police shall annually report:
- 21.1 the degree of HRPS compliance with the provisions of this policy, with specific reference to member training regarding the complaints' processes (para 4.1 above); and
 - 21.2 the aggregate Public Complaints and their dispositions over the previous three years, which will be included in the HRPS Annual Report, on or before June 30 each year.

References:

CSPA 2019 s106-0108, Part X
O. Reg. 408/23: CODE OF CONDUCT FOR POLICE SERVICE BOARD MEMBERS
O. Reg. 411/23: COMPLAINTS ABOUT SPECIAL CONSTABLES
O. Reg. 407/23: CODE OF CONDUCT FOR POLICE OFFICERS
O. Reg. 399/23: GENERAL MATTERS UNDER THE AUTHORITY OF THE LIEUTENANT GOVERNOR IN COUNCIL
O. REG. 406/23 DISCIPLINE
A-02 – Administration of Human Resources/Heathy Workplace
PoP-08 – Annual Report



Action Registry – Public Section

Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments
27 Nov 25	8	<p><i>“THAT the Chief provide a report on the Public Safety Unit and the Hub model in accordance with policy Pop-06 – External Policing Assistance, and</i></p> <p><i>THAT any draft agreements be considered.”</i></p>	Chief	February 2026	



Monthly Correspondence List – January 2026

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.

<u>No.</u>	<u>Title</u>	<u>Date Received</u>
<u>1</u>	Inspector General – Memo #8	December 18, 2025