



**HALTON
POLICE
BOARD**
EXCELLENCE IN GOVERNANCE

Halton Police Board Agenda - MARCH 26, 2026

MARCH 26, 2026 - 9:00 a.m.

James Harding Community Room, Halton Regional Police Headquarters

2485 North Service Road West

Oakville, ON, L6M 3H8



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THURSDAY, MARCH 26, 2026

1. General

- 1.1 Indigenous Land Acknowledgement
- 1.2 Regrets
- 1.3 Disclosure of Conflicts of Interest
- 1.4 Confirmation of Minutes of Meeting 02-26,
Thursday February 26, 2026

2. Presentations/Delegations

- 2.1 Presentations
 - 2.1- Sean O'Meara - Ward 1 Town and
Regional Councillor - Town of Oakville
 - 2.2 - Jonathan McNeice - Ward 1 Town
Councillor - Town of Oakville
 - 2.3 - Canada Day in Bronte

3. Information Reports

- 3.1 - New 1 District Facility, Quarterly Project
Update

4. Adequate and Effective Policing

- 4.1 - Canada Day in Bronte
- 4.2 - Annual HRPS Performance Report
- 4.3 - Annual Report on Urgent Demands for
Information Related to Missing Persons
- 4.4 - Missing Person Investigation Reward
- 4.5 - Annual Report on Urgent Demands for
Information Related to Human Trafficking Victims

5. Recommendation Reports

- 5.1 - 2025 Occupational Health & Safety Report
and 2026 Health & Safety Policy Statement
- 5.2 - Community Fund Scoring Matrix

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. P26-02

DATE OF MEETING: Thursday, February 26, 2026
9:12 a.m.

LOCATION: James Harding Community Room, HRPS Headquarters

MEMBERS PRESENT (in person): Jeff Knoll (Chair)
Nav Dhaliwal, Councillor Lisa Kearns, Councillor Sameera Ali, Ingrid Hann, Nadeem Akbar, Rod Dobson

STAFF PRESENT: Chief Stephen Tanner
Deputy Chief Jeff Hill
Deputy Chief Kevin Maher
Deputy Chief, Roger Wilkie
Kari Buzzelli, Chief Financial Officer
Louise More, Executive Director of Human Resources
Ken Kelartas, Director of Legal
Paul Foley, Inspector
Bill Payne, Director of Information Technology
Fred Kaustinen, Chief Governance Officer
Jessica Warren, Manager of Board Operations/ Board Secretary

ALSO PRESENT: David Tilley, Office of the Inspector General

1. GENERAL

1.2 Regrets

N/A



1.4 Disclosure of Conflict of Interest

Sameera Ali declared she is a volunteer Board member of Hum-WE. Jeff Knoll declared he is the Chair of the OPL, and is also a volunteer.

Both Oakville Public Library and Hum-WE applied for community fund grants.

1.4 Confirmation of Minutes of Meeting P26-01 held Thursday, January 29, 2026

Moved by: N. Dhaliwal
Seconded by: N. Akbar

"THAT the Minutes of Meeting P26-01 held Thursday, January 29, 2026, be adopted as circulated."

Carried.

2. PRESENTATIONS/DELEGATIONS

2.1 Charles Zach – Federal Gun Buy Back

Mr. Zach expressed that he is not in support of the Federal Gun Buy Back Program.

2.2 At Risk Youth Transitional Housing & Wellness Centre

4. RECOMMENDATION REPORTS

4.8 At Risk Youth Initiative

Chair Knoll transferred the Chair to Vice-Chair Ingrid Hann.

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

"Whereas Halton Region is experiencing significant and growing youth mental health and housing instability concerns, including indicators of psychological distress, self harm, and suicidal ideation among Ontario students, alongside local homelessness trends that show a meaningful youth component; and



Whereas existing local responses and programs provide important stopgap support but have limited capacity and are not designed for long term stabilization with integrated mental health and wellness supports; and

Whereas the Halton Police Foundation, the Halton Police Board, and the Halton Regional Police Service are advancing an initiative to explore establishing an At-Risk Youth Transitional Housing and Wellness Centre in Halton Region, beginning with a focused strategic roundtable to engage key stakeholders.

Therefore Be It Resolved That:

1. *The Halton Police Board approves, in principle, the Board's support for the initiative to establish an At Risk Youth Transitional Housing and Wellness Centre in Halton Region.*
2. *The Halton Police Board authorizes the Halton Regional Police Service and the Board to participate in the next steps of the initiative, including participation in a strategic planning roundtable currently anticipated to be hosted in mid May 2026.*
3. *The Halton Police Board authorizes the Chair to participate in, and represent the Board at, the initiative's next steps, including the roundtable, on behalf of the Board.*
4. *The Halton Police Board approves a contribution in the amount of **\$5,000** from the Community Fund to the Halton Police Foundation to share the costs of convening and delivering the roundtable session."*

Carried.

Chair Knoll assumed the Chair.

3. INFORMATION REPORTS

3.1 Quarterly Financial Report

3.2 Purchasing Activity Report

3.3 Board Community fund at December 31, 2025

3.4 Semi-Annual Board Governance Expenditure Report – December 31, 2025

3.5 Status of Reserve Accounts at December 31, 2025



3.6 2025 Hate Related Occurrence Summary

3.7 Donations to Service at December 31, 2025

3.8 Collection of Identifying Information in Certain Circumstances

3.9 Organizational Wellness Unit Year End Update

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

“THAT Items 3.1, 3.2, 3.3, 3.4, 3.5, 3.7, and 3.8 on the Information Reports agenda be received for information.”

Carried.

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

“THAT Item 3.6 on the Information Reports agenda be received for information.”

Carried.

4. RECOMMENDATION REPORTS

4.1 Capital Projects Status/ Programs Status at December 31, 2025

Moved by: I. Hann
Seconded by: R. Dobson

“That the Halton Police Board approves the closure of the following projects and that the surplus funds of \$111,500 be returned to the Police Capital Reserves and the Development Charge Reserves as appropriate,

- *Project T6858B - Handgun Replacement*
- *Project T6848C – Search & Rescue Vessel (Marine II)*
- *Project T6869D – Search & Rescue Vessel (Marine I)*
- *Project T6918A – Fitness Equipment – 1 District*
- *Project T6916A – Bullet Recovery Tank”*

Carried.



4.2 Motorola Solutions – Police Mobile Radios – Limited Tendering Acquisition

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

“That the Halton Police Board authorize a Limited Tendering contract award to Motorola Solutions for the provision of mobile radios required for the approved additional 2026 vehicles, in the amount of \$178,075 (including tax).”

Carried.

4.3 Agreement – Deployment of McMaster University Special Constables in the Region of Halton

Moved by: L. Kearns
Seconded by: S. Ali

“That the Halton Police Board enter into an agreement with McMaster University and the Hamilton Police Service Board to permit Special Constables employed by McMaster University to act in the Region of Halton within the same scope, powers and procedures (with necessary modifications) as previously approved by the Hamilton Police Service Board pursuant to an Agreement between the Hamilton Board and McMaster University dated August 16, 2024.”

Carried.

4.4 Federal Assault Style Firearms Compensation Program (ASFCP)

Moved by: N. Dhaliwal
Seconded by: N. Akbar

“That the Halton Police Board approve the Halton Regional Police Service to opt out of the Federal Assault-Style Firearms Compensation Program (ASFCP).”

Carried.

4.5 PoP-CP-01 – Crime Prevention Policy

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



“THAT policy PoP-CP-01 Crime Prevention be approved as proposed; AND THAT policies BCP-001 Problem Oriented Policing and BCP-002 Crime Prevention be repealed.

Carried.

4.6 Po-VA-01 – Victim Assistance Policy

Moved by: N. Dhaliwal
Seconded by: N. Akbar

“THAT policy PoP-VA-01 Victims Assistance be approved as proposed; and THAT policy B-VA-001 Victim Assistance be repealed.”

Carried.

4.7 Community Fund Disbursements – January 31, 2026

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

“THAT the Board approve the recommendations of the February 10, 2026 meeting of the Community Fund Committee; as follows:

- a. THAT the application from the Arthouse be approved in the amount of \$10,000;*
- b. THAT the application from Oakville Public Library be approved in the amount of \$10,000;*
- c. THAT the application from St. Lukes be denied, and that they be invited to reapply with additional information;*
- d. THAT the application from Easter Seals be approved in the amount of \$3,000;*
- e. THAT the application from Hum-We be approved in the amount of \$10,000; and*
- f. THAT the application from Wesley be approved in the amount of \$10,000.”*

5. OPERATIONAL VERBAL UPDATES

N/A

6. ACTION REGISTRY

6.1 Public Information Action Registry



Moved by: N. Akbar
Seconded by: N. Dhaliwal

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

Carried.

7. RECEIPT OF PUBLIC CORRESPONDENCE

Moved by: I. Hann
Seconded by: R. Dobson

"THAT the Public Correspondence be received."

Carried.

8. NEW BUSINESS

N/A

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, 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: N. Dhaliwal
Seconded by: S. Ali

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



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Carried.

The meeting adjourned at 2:55 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: NEW 1 DISTRICT FACILITY, QUARTERLY PROJECT UPDATE

Report #: P26-03-I-01

Date: March 26, 2026

This report is provided to meet the Boards amended resolution to report C23-12-R-07 - #1 District Facility Plan – Approval to Construct, where the Board adopted as amended the motion, “THAT quarterly updates on the construction be provided to the Board.”

INTRODUCTION AND BACKGROUND:

As of March 2026, the construction project is in its final stages toward achieving legal occupancy. Commissioning of all building mechanical and electrical systems is underway. Finishing trades are actively completing flooring, painting, and ceiling tile installation. The electrical contractor has maintained a full workforce, including additional shifts, to keep the project on schedule.

The notably cold and snowy winter required postponement of exterior paving and landscaping until spring. This work can proceed in parallel with IT and facilities preparation activities for move-in and will not delay building occupancy or operational readiness by the end of June 2026.

By late March, the data centre will be available to HRPS for installation of IT equipment and services as staff prepare the building for move-in. Critical to this phase is the installation of fibre data services by telecom providers. At the time of this report, installation schedules from the providers have not yet been confirmed. Staff are actively engaging with these providers and will continue to do so to secure installation dates, enabling all subsequent IT work to proceed immediately once the fibre circuits are installed and activated.

The fibre circuits will also provide the elevator monitoring phone line. Without this connection, the project will not be able to achieve legal occupancy.

Look Ahead: Next 3 Months:

- Achieve legal occupancy.
- Install furniture and IT systems.
- Complete move-in and begin operational use of the facility.

SITE IMAGES:



South East Aerial, Site overview from Hornby Road Entrance – March 10, 2026



2nd floor, Interior finishing in progress, installation of flooring, ceiling tiles and final coat of paint – March 5, 2026



Data Centre, Final termination of structured cabling, March 12, 2026

OVERALL PROJECT “HEALTH”:

As of March 2026, the project remains within the approved budget, with the overall schedule targeting the new facility to be open and fully operational in Q2 2026. Timely provisioning of data services from the telecom providers has been identified as a risk to having the facility operational within the project schedule.

Stephen J. Tanner
Chief of Police

:KB/MMcM



Victoria Day and Canada Day Incidents Executive Summary

Paul Foley
Executive Services
March 20, 2026

Halton Regional Police Service
2485 North Service Road, West
Oakville, Ontario, L6H 3H8
Phone: 905-825-4777



Executive Summary

Bronte Area – Victoria Day and Canada Day (2023–2025)

Introduction

Over the past three years, the Bronte area of Oakville has experienced a recurring pattern of large youth gatherings on Victoria Day (May 24) and Canada Day (July 1). These gatherings have typically involved loitering, the use of fireworks, and groups congregating along Lakeshore Road West and surrounding residential streets, particularly near retail plazas and fast-food establishments. While these events have generated concern among residents, business owners, and elected officials, a review of incident data and enforcement outcomes from 2023 through 2025 provides important context regarding the actual level of criminality, injury, and harm associated with these dates.

Overall Occurrence and Enforcement Summary

Across Victoria Day and Canada Day events over the three-year period, police identified eight (8) occurrences within the defined Bronte area that met the relevant dispatch criteria. These resulted in ten (10) arrests and ten (10) Criminal Code charges, involving ten individual youths.

of Occurrences by Event

Event	2023	2024	2025
Canada Day	0	1	2
Victoria Day	2	2	1
Total	2	3	3

Dispatch Types

Dispatch Type	# of occurrences
905 - Assault	2
908 – Offensive Weapons	1
919 – Theft Under	1
926 - Disturbance	4
Total	8

The majority of occurrences were public-order related, with *Causing a Disturbance* accounting for half of all incidents. Other occurrence types included *Assault* (2), *Theft Under \$5,000* (1), and *Offensive Weapons* (1). There were no occurrences involving serious crime, such as shootings, stabbings, robberies, break-and-enters, arson, or significant property damage during these events over the three-year period.

All individuals arrested were youth at the time, ranging from 14 to 16 years of age. From a judicial perspective, none of the Criminal Code charges resulted in convictions; outcomes were limited to diversion or withdrawal, reflecting the overall low severity of offending and the application of youth justice principles.

Summary of the Most Serious Incidents

While the overall number of occurrences was low, three incidents represent the most serious offences recorded during the period under review:

- **2023 Canada Day – Assault with a Weapon (Firework):**
During the 2023 Canada Day celebrations, a large group of youths were observed setting off fireworks toward one another. One youth ignited a roman candle firework and intentionally



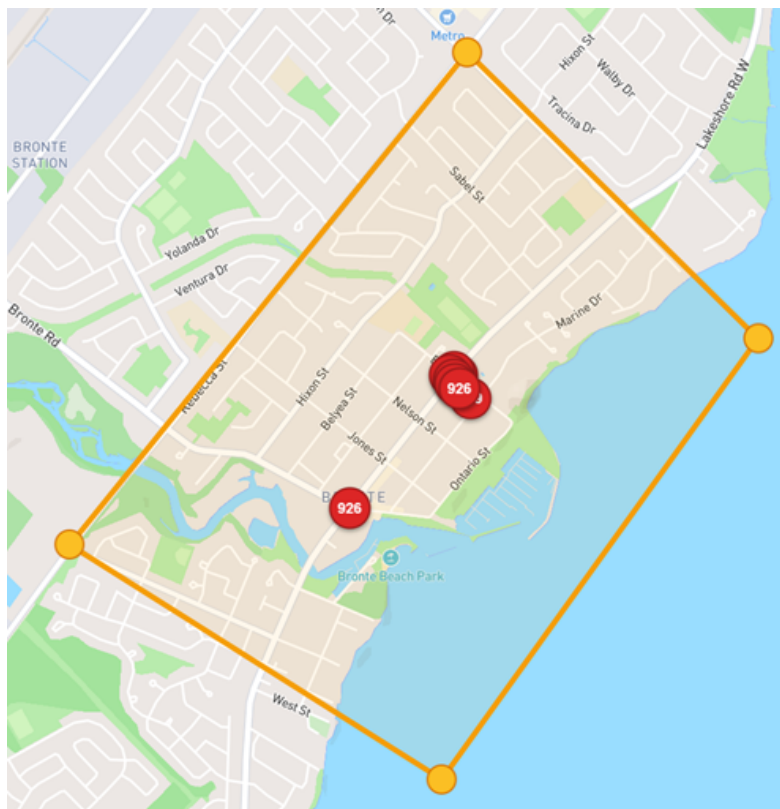
directed it toward police officers, narrowly missing an officer’s head. The youth was arrested and charged with a Criminal Code offence. No injuries were reported to officers or members of the public.

- **2024 Canada Day – Assault (Firework-Related Injury):**
During the 2024 Canada Day celebrations, a child walking northbound on East Street was struck by a firework discharged by a nearby group of teens. Officers rendered first aid for a minor burn injury. Despite canvassing the area, no suspect was identified and no arrest was made.
- **2025 Canada Day – Offensive Weapons / Public Intoxication:**
During the 2025 Canada Day celebrations, officers arrested a 16-year-old male for public intoxication after he became belligerent in a crowded area. The youth was found in possession of alcohol, fireworks, a balaclava, and coyote/dog spray. He was released to his mother on an undertaking and issued provincial offence notices. No injuries were reported.

Collectively, these incidents represent the upper range of severity observed during the three-year period. Importantly, none resulted in serious injury, lasting harm, or escalation into broader violence.

Geographic and Residency Context

Spatial analysis shows that incidents were highly localized, with a clear concentration around a single retail shopping plaza in the Bronte area. There was minimal spread into surrounding residential streets.



Map 1 – An overhead view illustrating the area of interest



Map 2 - Highlights the primary cluster of incidents and shows that the hotspot is centred around a retail shopping plaza

At the time of arrest:

- Eight (8) of the ten youths resided in Oakville,
- One (1) resided in Burlington, and
- One (1) resided in Mississauga.

This suggests that while some attendees originate from outside the immediate area, the majority of enforcement activity involved local youth.

Overall Assessment

Taken together, the data supports a measured and evidence-based conclusion: while Victoria Day and Canada Day in the Bronte area present recurring crowd-management challenges, they have not historically resulted in serious criminal incidents, widespread violence, or significant property damage. The most serious incidents involved fireworks-related behaviour, were limited in number, and resulted in either no injury or minor injury only.



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: ANNUAL PERFORMANCE REPORT FOR REPORTING PERIOD: 2025

Report #: P26-03-R-04

Date: March 2, 2026

RECOMMENDATION:

"That the Halton Police Board receives the Annual Performance Report for the 2025 reporting period - for information and discussion."

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

Stephen J. Tanner
Chief of Police

:/KM

INTRODUCTION AND BACKGROUND:

This report provides the Halton Police Board with a comprehensive overview of the Service's performance during the 2025 reporting period. It presents key statistical measures in comparison to prior years, highlights five-year trends expressed on a per capita basis, and reports progress toward the objectives outlined in the 2024–2027 Strategic Plan. The report also responds to the Board's previous request for analysis related to bail breach arrests.

Statistical Summary

Data for this report was extracted from the Service's Niche Records Management System (RMS) and analyzed by the Police Analytics Unit and the Planning and Research Unit. Crime categories presented in this report reflect internal operational classifications and therefore differ slightly from those published annually by Statistics Canada. Official 2025 statistics for Halton will be released by Statistics Canada in July 2026 and reported to the Board in September. The statistics contained within this report are valid for internal year-end comparison purposes.

All crime rates have been recalculated back to 2021 using the population forecasts endorsed by the Police Services Board at its January 29th, 2026 meeting, ensuring consistent year-over-year comparisons.

Overall reported criminal offences declined in 2025, decreasing by 294 criminal offences (1.8%) from 15,967 in 2024 to 15,673 in 2025. When population growth is considered, this represents a 4.8% reduction in the overall crime rateⁱ.

Violent crimeⁱⁱ offences increased modestly in raw volume (up 1.8%, from 2,377 to 2,420), however the violent crime rate declined by 1.3%. Violent offences accounted for 15.4% of total criminal offences in 2025, compared to 14.9% in 2024.

Property crimeⁱⁱⁱ declined by 4.3% (from 12,455 to 11,925 offences), representing a 7.2% decrease in the property crime rate. Property offences accounted for 76.1% of all criminal offences in 2025, down from 78.0% in 2024. This marks a stabilization following several years in which property crime represented an increasing share of total crime.

The “Other Criminal Code”^{iv} category increased by 17.0% in volume (from 1,135 to 1,328 offences), reflecting the volatility typically observed in this lower-volume category. A number of specific factors contributed to the increase in 2025. Counterfeit currency occurrences rose significantly due to the circulation of high-quality counterfeit Canadian banknotes observed across the Greater Toronto Area and elsewhere in Ontario. In addition, the Service established a full-time Intimate Partner Violence Offender Management Unit, which focuses on monitoring individuals bound by judicial orders and has resulted in an increase in “Fail to Comply” charges. The number of reported indecent acts also increased, partly due to several series-related incidents involving repeat offenders, proactive media releases that prompted additional complainants to come forward, and heightened community awareness and reporting of these behaviours.

The overall clearance rate^v improved in 2025, rising from 34.9% in 2024 to 35.4%. Notably, the violent crime clearance rate increased from 76.2% to 78.1%, reflecting enhanced investigative effectiveness in serious offences.

In summary, 2025 reflects a year of stabilization and modest improvement following several years of post-pandemic volatility. Overall crime, violent and property crime rates declined, auto theft decreased significantly (outlined later in this report), and clearance rates improved, while workload demands continued to grow.

Other Trends

Reportable motor vehicle collision totals were 3.6% lower during 2025, compared to 2024 (down from 10,480 to 10,101). Property Damage Collisions^{vii} were down from 9,434 to 9,076 (-3.8%). Injury Collision^{viii} totals were down 2.4% in 2025, declining from 1,037 to 1,012. Fatal Collisions increased from 9 in 2024, to 13 in 2025.

Impaired driving apprehensions were up 5.4% in 2025 (from 389 to 410).

Traffic enforcement is measured by the number of Provincial Offence Notices (PONs) and Warning Notices (Warns) issued. Warns provide officers with an opportunity to document an offence and educate the public, but proceed by way of a warning option instead of a charge. Total enforcement (PONs + Warns) was up by 26.5% to 49,643 (from 39,234 in 2024).

Total CAD Events^{vi} increased by 9,935, or 7.1%, to 149,054 (from 139,119 in 2024).

DISCUSSION / ANALYSIS:Five Year Statistical Trends

The following four tables provide a summary of selected crime and workload trends over the past five years for a selection of key crime types and measures (for the Region as a whole, and the three Districts individually). The statistics presented below, excluding clearances, are ***expressed as a rate*** (per 100,000 population) to remove the impact of population growth. Official Halton statistics will be released by Statistics Canada in July 2026:

Halton Region:

	2021	2022	2023	2024	2025	5-Year Average
Robbery	11	24	17	19	19	18
Assault	189	219	198	198	197	200
Sexual Assault	34	41	29	26	21	30
<i>Violent Crime</i>	338	422	381	348	344	366
Break and Enter	109	128	134	155	134	132
Auto Theft	141	204	257	205	159	193
Theft	612	827	903	951	900	839
Fraud	164	221	235	330	360	262
<i>Property Crime</i>	1,207	1,581	1,702	1,824	1,693	1,601
<i>Other Criminal Code</i>	314	357	225	166	189	250
Total Crime	1,859	2,361	2,308	2,338	2,225	2,218
Impaired Driving	79	66	67	57	58	66
Property Damage Collisions	875	1,206	1,351	1,382	1,289	1,221
Personal Injury Collisions	124	146	152	152	144	143
PONs and Warns Issued	6,382	5,878	5,527	5,746	7,048	6,116
CAD Events	21,700	21,016	21,003	20,374	21,163	21,051
Crime Clearance Rate	43.8%	40.8%	38.3%	34.9%	35.4%	38.7%

District 1:

	2021	2022	2023	2024	2025	5-Year Average
Robbery	11	18	19	10	19	15
Assault	206	222	187	187	202	201
Sexual Assault	35	44	26	21	22	30
<i>Violent Crime</i>	357	398	375	323	328	356
Break and Enter	66	77	84	94	84	81
Auto Theft	145	201	204	156	136	168
Theft	567	647	666	859	744	697
Fraud	139	159	179	222	266	193
<i>Property Crime</i>	1,063	1263	1,279	1,484	1,347	1,287
<i>Other Criminal Code</i>	531	657	353	195	232	394
Total Crime	1,951	2,319	2,008	2,002	1,907	2,037
Impaired Driving	73	70	65	57	54	64
Property Damage Collisions	869	1255	802	947	581	891
Personal Injury Collisions	135	184	77	159	121	135
PONs and Warns Issued	5,515	5,548	5,201	5,252	6,103	5,524
CAD Events	19,587	19,491	19,113	17,817	17,632	18,728
Crime Clearance Rate	49.7%	49.8%	48.6%	35.8%	38.7%	44.5%

District 2:

	2021	2022	2023	2024	2025	5-Year Average
Robbery	9	31	17	26	17	20
Assault	172	187	188	183	183	183
Sexual Assault	32	37	30	23	16	28
<i>Violent Crime</i>	<i>323</i>	<i>390</i>	<i>342</i>	<i>337</i>	<i>327</i>	<i>344</i>
Break and Enter	113	152	158	188	154	153
Auto Theft	158	223	340	245	181	229
Theft	577	786	907	865	864	800
Fraud	169	230	242	366	385	279
<i>Property Crime</i>	<i>1,192</i>	<i>1,575</i>	<i>1,795</i>	<i>1,841</i>	<i>1,701</i>	<i>1,621</i>
<i>Other Criminal Code</i>	<i>157</i>	<i>159</i>	<i>137</i>	<i>134</i>	<i>136</i>	<i>145</i>
Total Crime	1,672	2,124	2,274	2,312	2,164	2,109
Impaired Driving	63	50	54	39	50	51
Property Damage Collisions	841	1,069	776	912	564	832
Personal Injury Collisions	112	109	64	117	80	97
PONs and Warns Issued	7,298	5,991	6,077	5,593	7,517	6,495
CAD Events	20,625	19,407	20,278	19,700	22,272	20,456
Crime Clearance Rate	40.0%	33.6%	31.5%	32.5%	34.6%	34.5%

District 3:

	2021	2022	2023	2024	2025	5-Year Average
Robbery	11	21	15	22	21	18
Assault	191	249	217	229	205	218
Sexual Assault	36	43	32	34	25	34
<i>Violent Crime</i>	332	479	426	386	377	400
Break and Enter	150	154	161	188	172	165
Auto Theft	117	181	217	215	159	178
Theft	667	1,010	1,155	1,142	1,116	1,018
Fraud	185	272	287	400	438	317
<i>Property Crime</i>	1,333	1,855	2,050	2,164	2,075	1,895
<i>Other Criminal Code</i>	269	256	178	166	195	213
Total Crime	1,933	2,590	2,655	2,717	2,647	2,508
Impaired Driving	103	78	71	70	65	77
Property Damage Collisions	920	1,303	994	1,183	667	1,013
Personal Injury Collisions	125	147	81	141	99	119
PONs and Warns Issued	6,235	5,344	4,034	5,482	6,305	5,480
CAD Events	22,843	21,882	21,185	22,077	21,586	21,915
Crime Clearance Rate	42.2%	39.8%	36.3%	36.9%	33.4%	37.7%

Key Trends

The following graphs give a quick visual update of the five-year trends in key measures tracked by the Service. The statistics presented below, excluding the clearance rate, are ***expressed as a rate*** (per 100,000 population) to remove the impact of population growth. The following data is for the Halton Regional Police Service only:

Figure 1: Assault Crime Rate

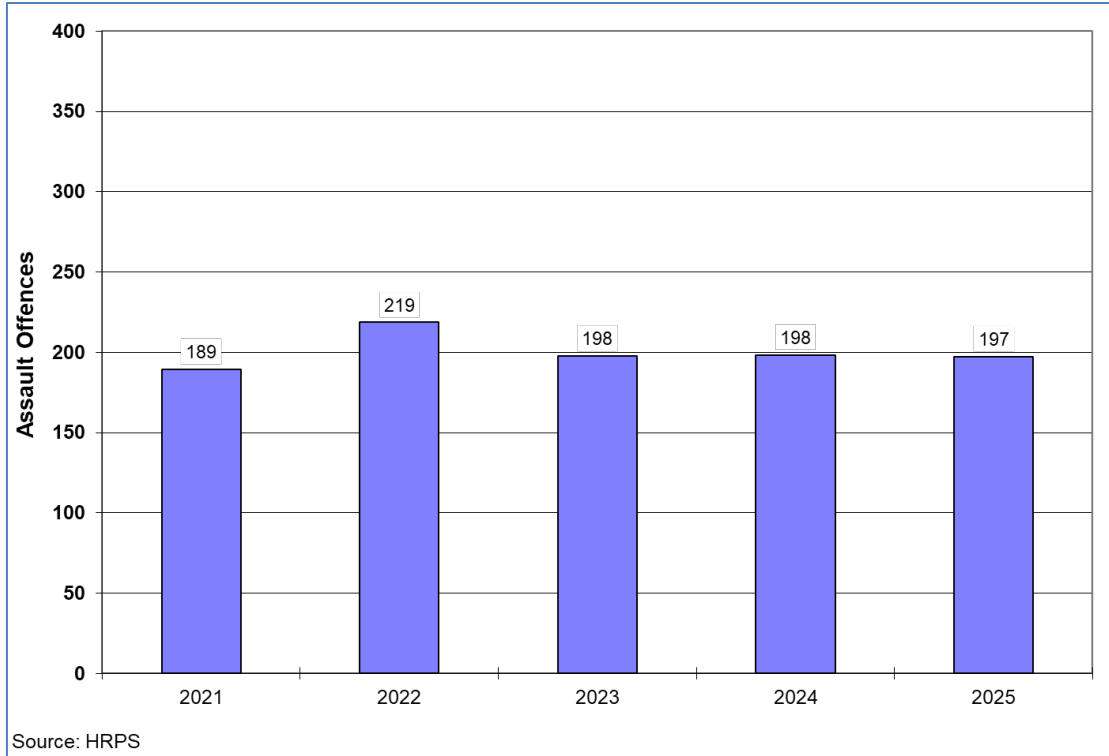


Figure 2: Violent Crime Rate

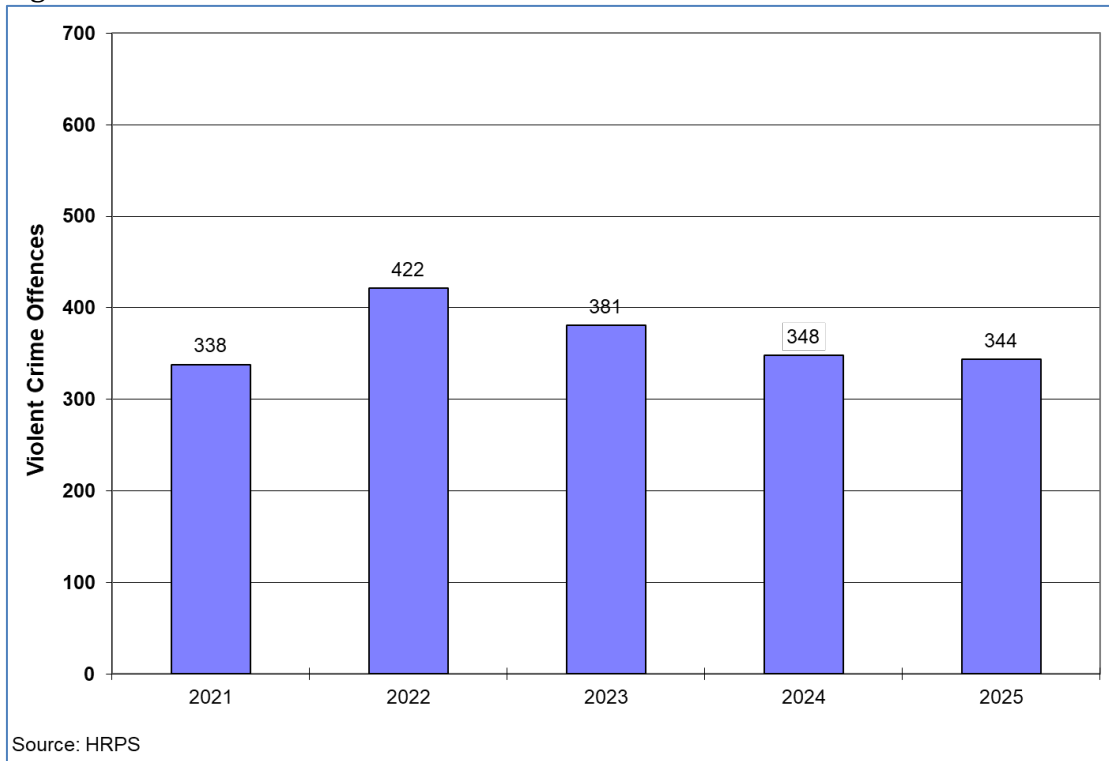


Figure 3: Theft Crime Rate

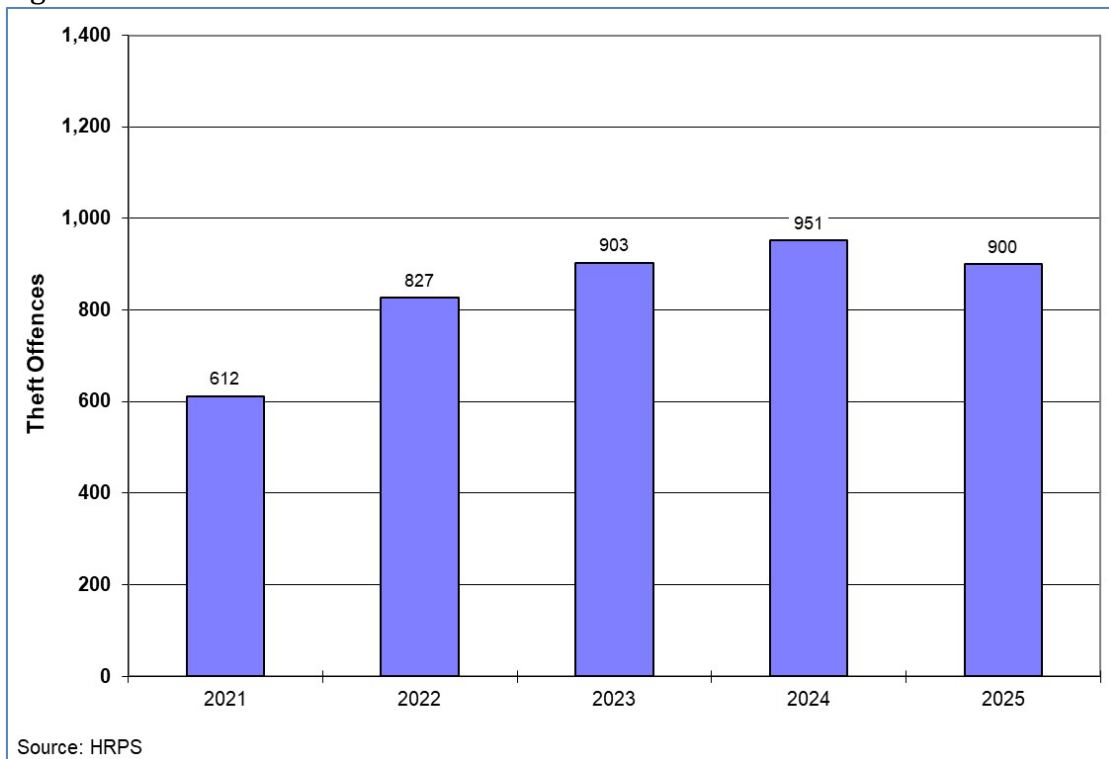


Figure 4: Auto Theft Crime Rate

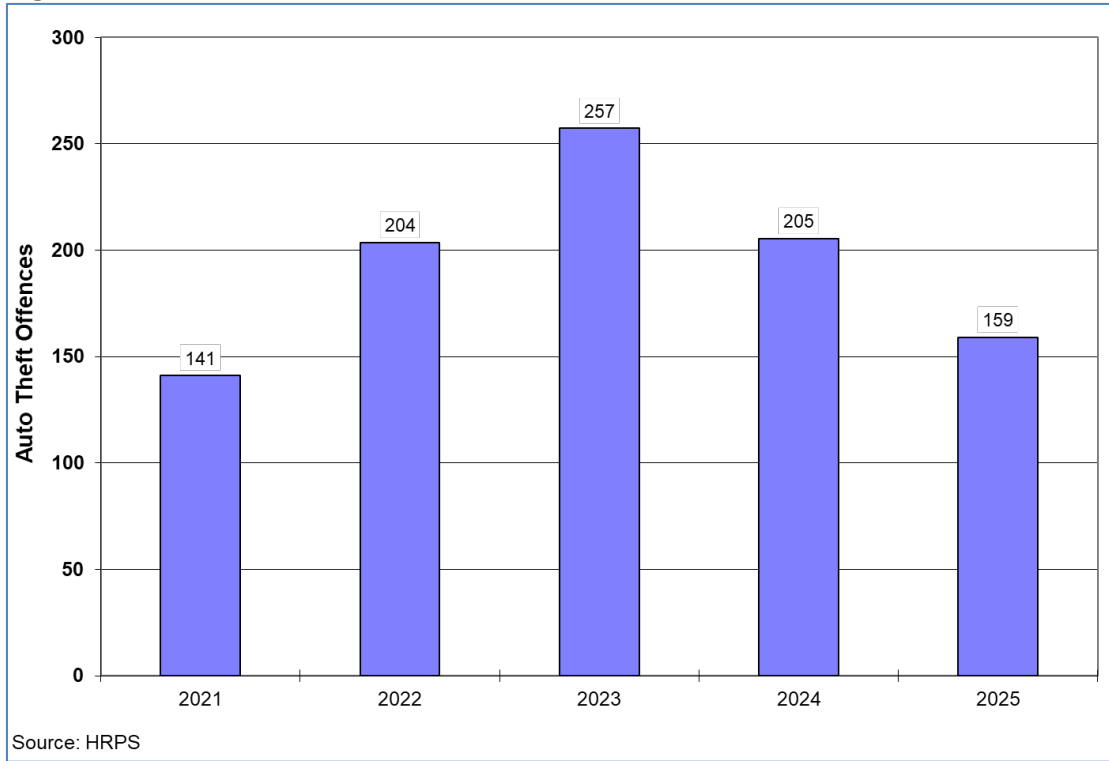


Figure 5: Property Crime Rate

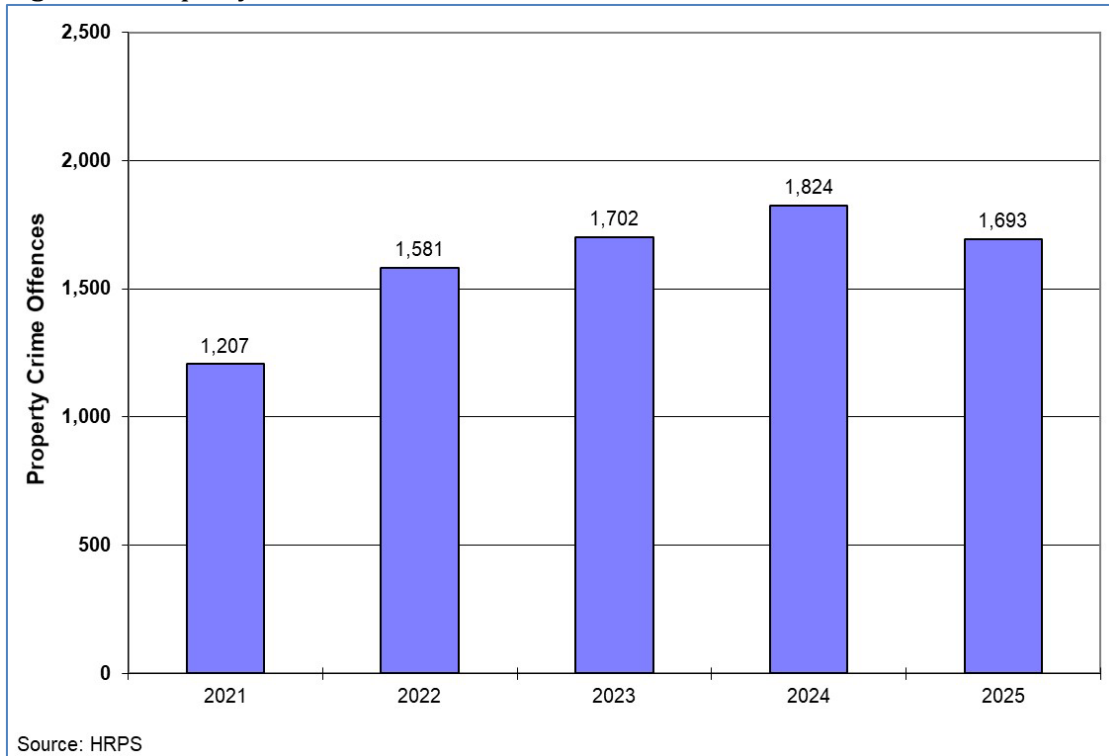


Figure 6: Overall Crime Rate

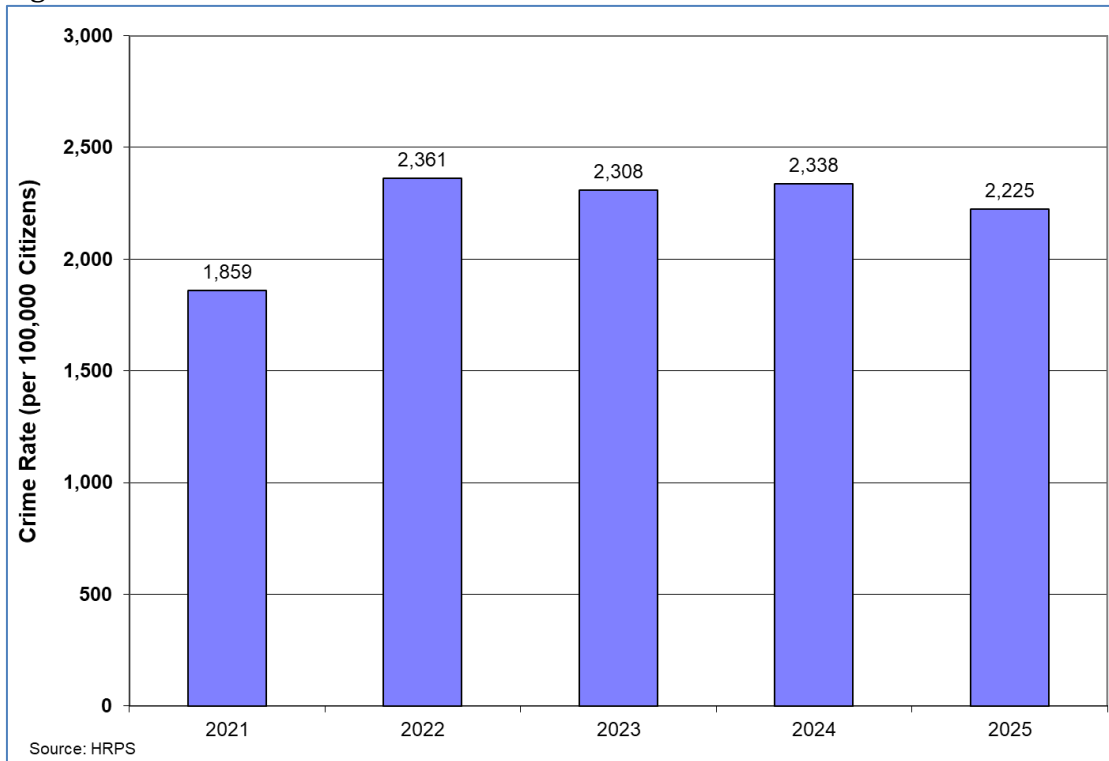


Figure 7: Crime Clearance Rate

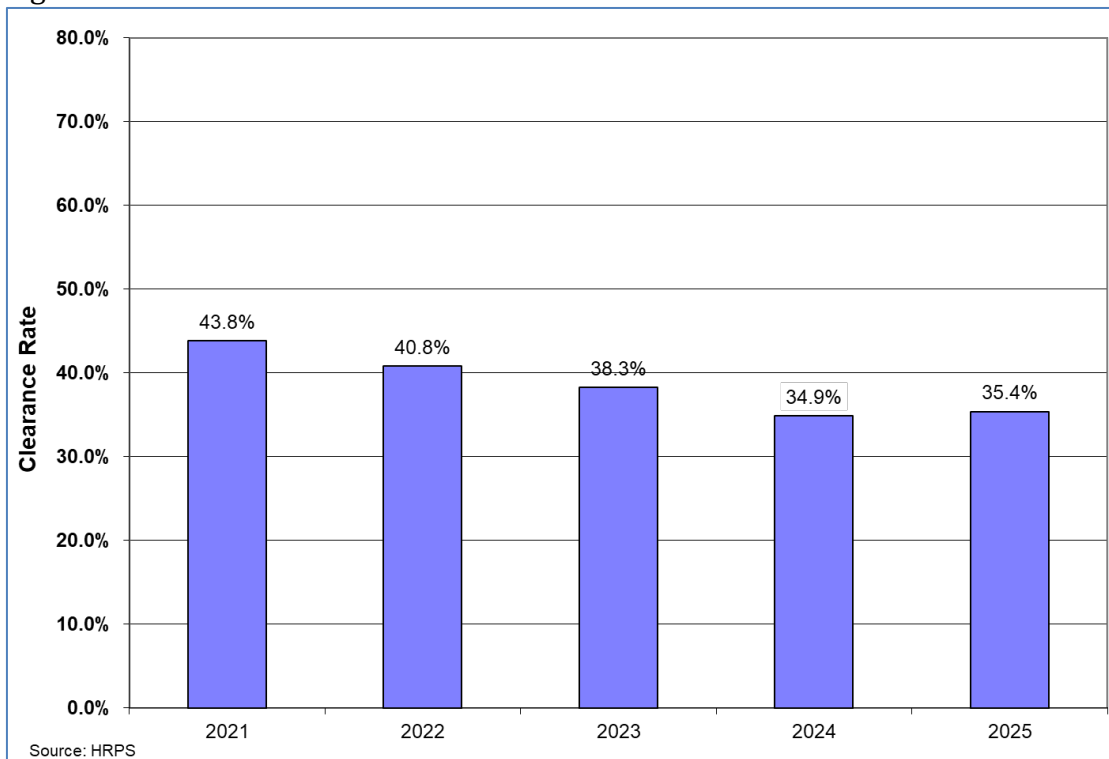


Figure 8: CAD Events

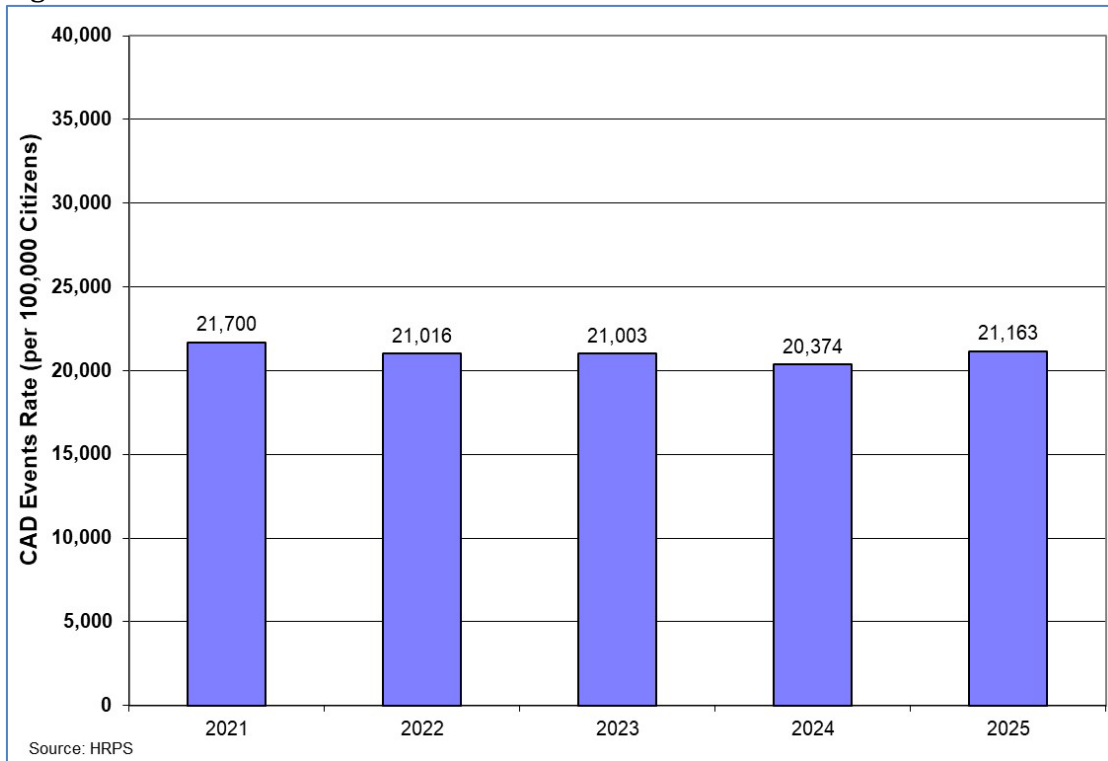


Figure 9: Total Collision Rate

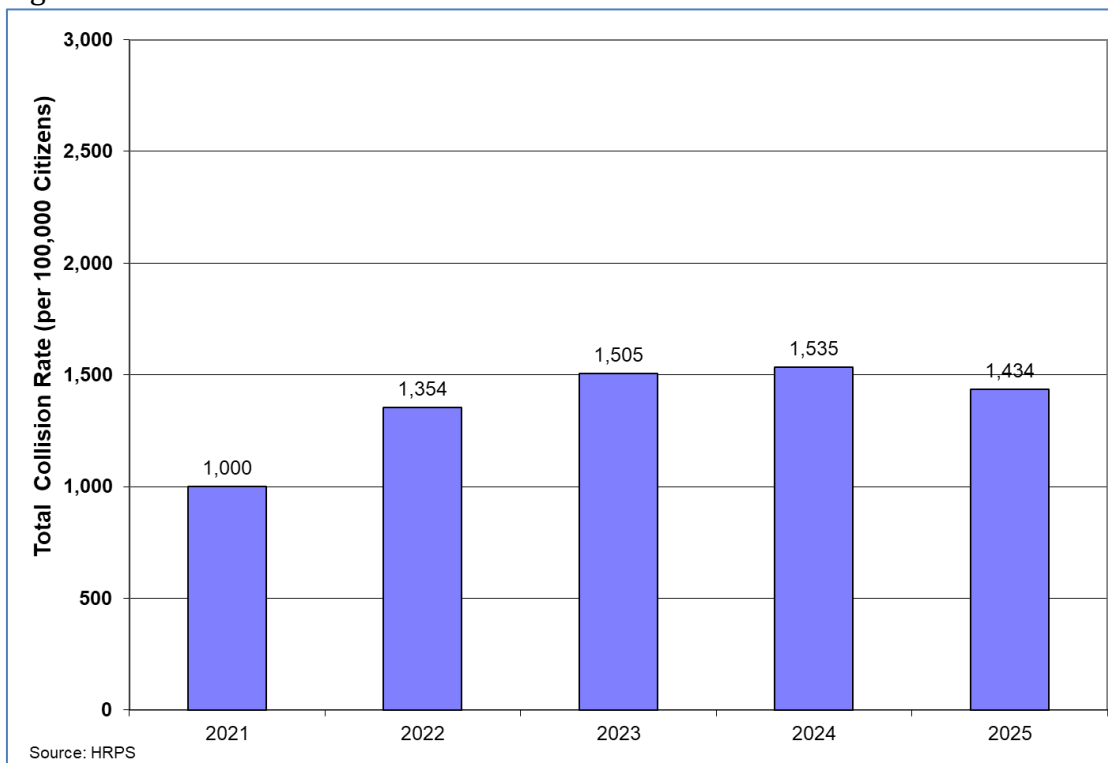


Figure 10: Impaired Driving

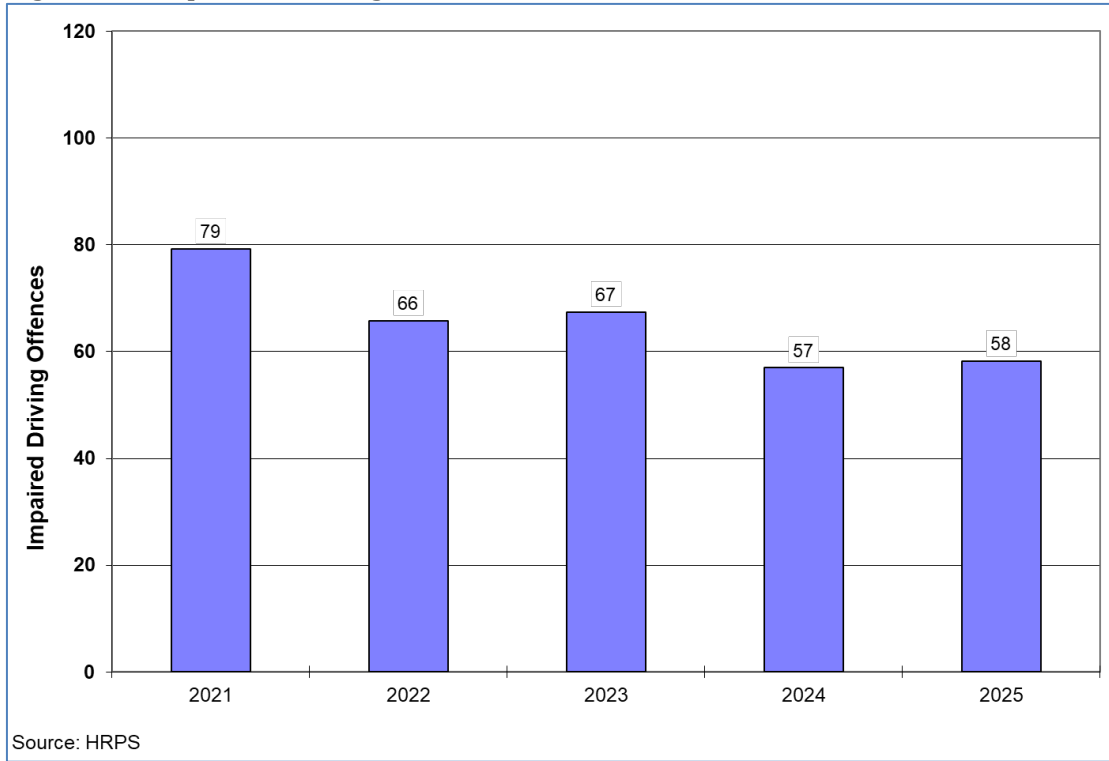
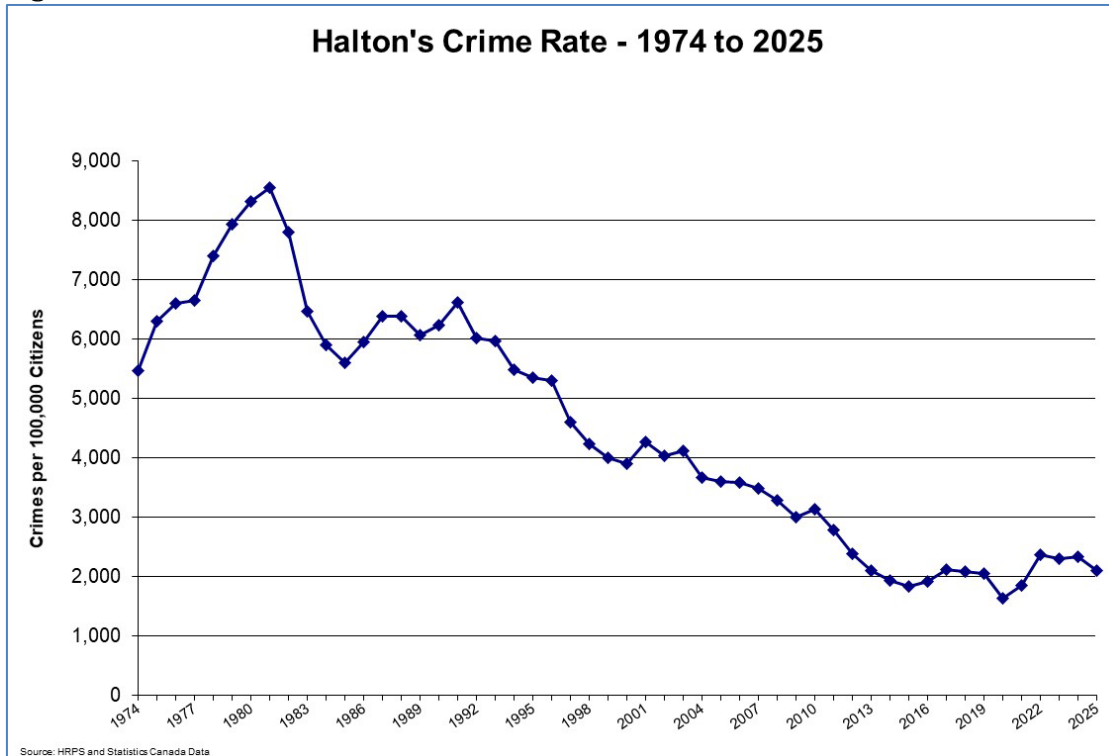


Figure 11: Halton's Historical Crime Rate



2024 – 2027 Strategic Plan Priorities - Performance Trends

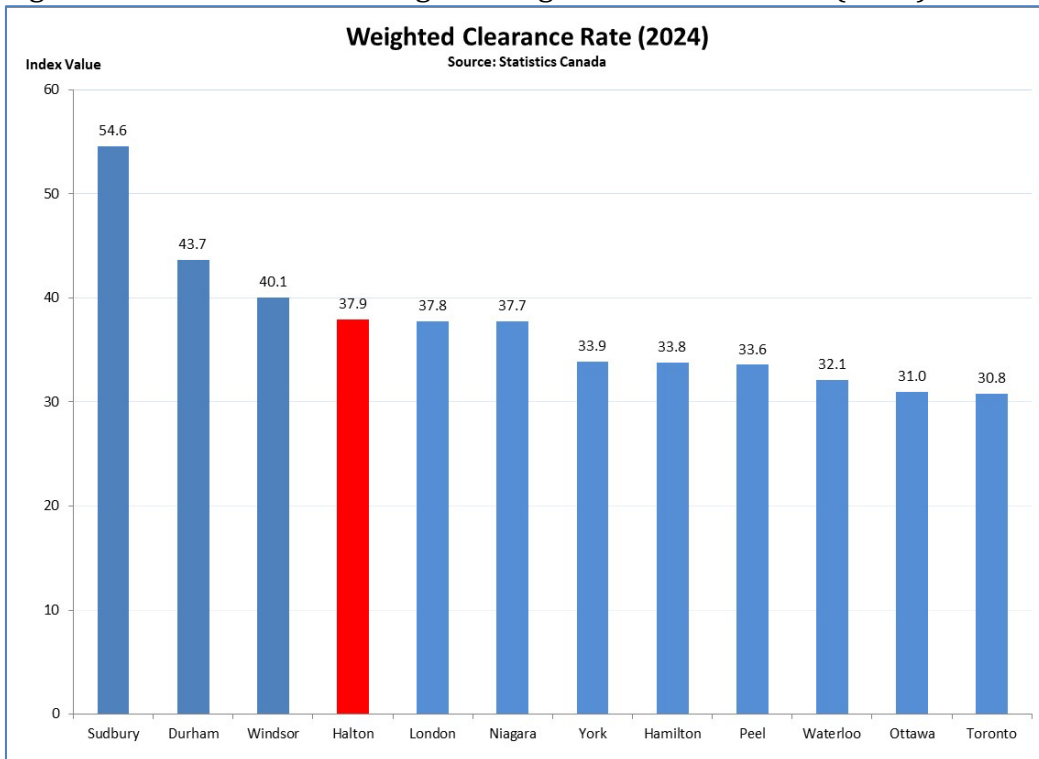
1. Achievement of the Highest Weighted Clearance Rate Among Comparator Police Services

The Weighted Clearance Rate is calculated and published annually by Statistics Canada and reflects both clearance performance and the relative severity of offences cleared. The 2025 Weighted Clearance Rate will be released in July 2026. Below is the ranking of weighted clearance rates for the Big-12 Police Services in Ontario for 2024.

In advance of that publication, internal indicators show positive movement. The overall clearance rate improved from 34.9% in 2024 to 35.4% in 2025. The violent crime clearance rate increased from 76.2% to 78.1%. Given the weighting methodology used by Statistics Canada, improvements in violent crime clearances are expected to positively influence the Service’s 2025 Weighted Clearance Rate.

Comparator data for 2024 indicates continued competitiveness among the Big-12 Ontario police services. The Service will report formally to the Board once 2025 weighted clearance rankings are released.

Figure 12: Statistics Canada Big-12 Weighted Clearance Rate (2024)



2. Achievement of 80% or Better Community Satisfaction with the HRPS

The most recent community satisfaction survey was conducted in 2023 as part of the development of the current Strategic Plan. Results from the next survey cycle will provide updated benchmarking against the 80% satisfaction target and will be reported by the Board upon completion. Ongoing community engagement efforts, public messaging, and operational performance indicators continue to support this priority.

3. Improved HRPS Member Wellness, Job Satisfaction, and Engagement

The Board is respectfully referred to the Organizational Wellness Unit's annual performance report (P26-02-I-09), received at the February 26th, 2026 meeting, which provides a detailed account of initiatives and performance indicators related to member wellness. Results from the Board's February 2026 Employee Engagement Survey will further inform progress under this Strategic Priority.

4. Reduced Per Capita Property Crime Rate, Including, Through Partnerships and Collaboration, a 50% Reduction in Auto Theft

Property crime declined by 4.3% in volume and 7.2% on a per capita basis in 2025. During the first two years of the 2024–2027 Strategic Plan, the property crime rate has stabilized and begun to trend downward (down 0.5% to date).

Auto theft demonstrated significant improvement in 2025, decreasing by 20.1% in volume and 22.6% on a per capita basis. Over the first two years of the Strategic Plan, the auto theft rate has declined by 38.2%, placing the Service on a strong trajectory toward achieving the 50% reduction target established within the Plan.

5. Increased Enforcement and Intervention in the Following Community-Responsive Policing Priorities:

a. Intimate Partner Violence (IPV):

In 2025, Intimate Partner Violence occurrences decreased from 3,729 in 2024 to 3,715 in 2025, which represents a 0.3% decrease.

b. Hate crime:

In 2025, a total of 115 hate-related occurrences were reported to the HRPS, unchanged from 2024. In 2025, the HRPS laid 11 criminal charges stemming from investigations into alleged criminal offences against persons or property motivated, in whole or in part, by hate, bias, or prejudice. For additional information the Board can refer to the annual Hate Crime report (P26-02-I-05) that was part of the February 2026 Board meeting agenda.

c. Human Trafficking:

Last year, human trafficking incidents increased from 11 in 2024 to 12 in 2025, representing a 9.1% increase.

d. Child Exploitation:

The CASA (Child Abuse and Sexual Assault) Unit investigated 477 occurrences in 2025, resulting in 56 arrests and 144 charges being laid. The ICE (Internet Child Exploitation) Unit investigated 328 files that resulted in 17 arrests and 94 charges laid in 2025.

e. Guns & Gangs/Firearms:

In 2025, the total firearms seized in a reportable occurrence dropped from 64 in 2024 to 53 in 2025, which is a 17% decrease. In addition, there were 14 instances of discharges of firearms reported/responded to by HRPS in 2025. That total is down from 20 instances in 2024.

f. Road Safety:

In 2025, impaired driving occurrences increased by 5.4% from 389 in 2024 to 410, with over 7,800 roadside tests being conducted. Motor vehicle collisions decreased from 10,480 in 2024 to 10,101 in 2025, which is a 3.6% decrease. Additionally, there was a 26.5% increase in the total number of tickets (Provincial Offence Notices + Warnings) issued, up from 39,234 in 2024 to 49,643 in 2025.

Notable projects on road safety:

- Project SafeStart – 3,100 officer hours in two weeks of enforcement, resulted in 2,897 traffic tickets.
- RIDE program – 1,043 hours in 2025 compared to 1,067 hours in 2024
- Project Mohawk – 307 charges laid - with 517 trucks inspected over two days, resulting in 161 trucks being taken out of service.

Breach of Bail (Halton)

The Board (through a September 2024 meeting motion) requested some insight into whether persons on recognizance (bail) are reoffending more often. To determine this, there are two charges that are always laid against a person when they are in breach of their bail; fail to comply, or breach. Therefore, when looking at all arrests in 2025, and identifying those arrests that had either one those of those charges laid, we are able to calculate the percent of reoffence while on bail. To provide a long-term outlook, and identify any possible trends, the below table shows the past 10 years of arrest counts and breach charge arrests. The percent of breach arrests stayed relatively consistent throughout the past 10 years.

HRPS Breach Arrests by Year (2016–2025)

Year	Count of Arrests	Count of Arrests with Breaches	Percent
2016	4,268	450	10.54%
2017	4,351	488	11.22%
2018	4,579	511	11.16%
2019	4,560	555	12.17%
2020	3,724	461	12.38%
2021	3,651	468	12.82%
2022	4,066	476	11.71%
2023	4,135	499	12.07%
2024	4,000	456	11.40%
2025	4,031	427	10.59%

In examining 2025 alone, and categorizing the data by occurrence type, we can see that there are some criminal occurrences that have a higher propensity to have a breach arrest. All of the below occurrence types have a higher breach arrest percentage than the 10-year average.

HRPS Top Breach Arrests by Occurrence Type (2025)

Occurrence Description	Count of Arrests	Count of Arrests with Breaches	Percent
924 - ARSON	3	1	33.33%
928 - OTHER CRIMINAL CODE	470	153	32.55%
910 - BREAK AND ENTER SHOP	49	14	28.57%
943 - DANGEROUS OPERATION - TRAFFIC	16	3	18.75%
914 - THEFT OF VEHICLE	65	12	18.46%
949 - FAIL TO STOP	17	3	17.65%
960 - INTIMATE PARTNER VIOLENCE	753	128	17.00%
911 - BREAK AND ENTER HOUSE	46	7	15.22%
909 - ROBBERY	104	12	11.54%

CONSULTATION:

Senior Management
Police Analytics Unit
Executive Services – Planning and Research

STRATEGIC MANAGEMENT ISSUES:

This report is presented in support of the 2024–2027 Strategic Plan for policing in Halton and is critical in addressing the following Strategic Priorities:

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

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

Strategic Priority 3 – Improved HRPS member wellness, job satisfaction, and engagement.

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

Strategic Priority 5 – Increased enforcement and intervention in the following community-responsive policing priorities: Intimate Partner Violence, Hate Crime, Human Trafficking, Child Exploitation, Guns & Gangs/Firearms, and Road Safety.

Definitions

ⁱ The **crime rate** is the number of crimes that occurred for a set number of residents. The Service and Statistics Canada report the number of crimes per 100,000 people. Using a rate of crime measurement allows us to compare crime statistics between communities with different populations, and within communities over different time periods.

ⁱⁱ **Violent crime** incidents involve offences that deal with the application, or threat of application, of force to a person. These include homicide, attempted murder, and various forms of assault, robbery and abduction/confinement.

ⁱⁱⁱ **Property crime** incidents involve unlawful acts with the intent of gaining property but do not involve the use or threat of violence against an individual. Theft, breaking and entering, mischief, fraud and possession of stolen goods are examples of property crimes.

^{iv} **Other Criminal Code** incidents involve the remaining Criminal Code offences that are not classified as violent or property incidents (excluding traffic). Examples include bail violations, counterfeit currency, disturbing the peace, prostitution and offensive weapons.

^v The **clearance rate** is the percentage of the total number of crimes that occur which are solved (cleared). Criminal incidents can either be cleared "by charge" or "cleared otherwise". When a police investigation leads to the identification of a suspect, an "information" is laid against that person (i.e., the person is formally charged). From a statistical point of view, the laying of an information means that at least one actual incident can be "cleared by charge".

Incidents can also be "cleared otherwise." In some cases, police cannot lay an information even if they have identified a suspect and have enough evidence to support the laying of an information. Examples include cases of diplomatic immunity, instances where the complainant declines to proceed with charges against the accused, or cases where the alleged offender dies before he or she can be formally charged. Such incidents are considered to be "cleared otherwise," that is, other than by the laying of a charge.

^{vi} **CAD Events** is a measure of service delivery and represents a self-contained unit of police activity as captured in the Computer Aided Dispatch system. The number quantifies work for both uniformed police officers and civilian members. Please note that to best capture response and service delivered to the public as opposed to internal administrative work, certain CAD event types are excluded in the calculation such as OUTS, BUSY, Abandoned 911 calls and non-police calls received through communications.

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

^{viii} **An Injury Collision** is a motor vehicle collision where one or more parties involved are injured.



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

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

Report #: P26-03-R-06

Date: March 26, 2026

RECOMMENDATION:

"That the Halton Police Board receive and review the 2025 Annual Report on the Urgent Demands for Information Related to Missing Persons in accordance with the Missing Person Act 2018."

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

Stephen J. Tanner
Chief of Police

:DS

Attachments: HRPS Annual Report Form 7

INTRODUCTION AND BACKGROUND:

On July 1, 2019, the **Missing Persons Act of Ontario** came into effect, granting police officers the legal authority to urgently request personal information to aid in locating missing individuals. This includes access to banking records, debit or credit card transactions, and cellular phone usage.

The legislation also imposes a mandatory reporting requirement on all police services. Each service is required to compile and submit an annual report detailing the total number of record demands made, categorized by the type of information requested. Given the highly detailed nature of the annual report, combined with the volume of missing person investigations conducted annually in Halton (exceeding 500 cases), an automated system for reporting, tracking, and compliance was deemed necessary.

In response, in 2019, the Service designed new forms, revised policies, and implemented a **NICHE-based system** for tracking and reporting.

The annual report, referred to as **Form 7**, must be prepared by each police service in Ontario and submitted to their respective **police services board** by **April 1st** of the following year. Additionally, it must be submitted to the **Ministry of the Solicitor General** by **June 1st**. The attached appendix represents the **2025 Form 7** for the **Halton Regional Police Service (HRPS)**, which will be submitted accordingly. Furthermore, police services boards are responsible for ensuring the annual report is made publicly available on a website by **June 1st**. While the legislation does not specify which website, the **HRPS 2025 Form 7** will be published on the **HRPS website** by this deadline.

DISCUSSION / ANALYSIS:

Investigating missing persons is a **top priority** for the Service, given the potential risks faced by the individual—especially those who may be vulnerable. The **Missing Persons Act of Ontario** was introduced to equip police officers with the necessary tools to conduct thorough and efficient investigations.

The frequency with which officers have exercised these legislative authorities demonstrates the Service's commitment to leveraging this legislation to its fullest extent. As a result, the quality and effectiveness of missing person investigations have significantly improved.

CONSULTATION:

Superintendent Dave Stewart –Regional Investigative Services (author)
Information Technology – Analytics & Decision Support

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

None

STRATEGIC MANAGEMENT ISSUES:

None

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

Data Collection

Period of data collection

Start Date (yyyy/mm/dd) 2025/01/01	End Date (yyyy/mm/dd) 2025/12/31
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Name of Police Force
Halton Regional Police Service

Detachment Location (if applicable)

Unit Number	Street Number 2485	Street Name North Service Rd, West	PO Box
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City/Town Oakville	Province Ontario	Postal Code L6M 3H8
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Total Number of Urgent Demands made 205	Number of Missing Persons Investigations in which a demand was made 104
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Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands

Records	Description	Total number of times demanded
Records containing contact information or other identifying information	Uber, Instagram, Employee records, Gmail, Snapchat etc. for contact and recovery information.	29
Photos, videos, or other records containing visual representation	Instagram, Snapchat, Facebook for current photo of missing person. CCTV video to review footage for accurate description and associates.	70
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	Cellphone pings to assist with determining the location of the MP. WhatsApp requesting IP addresses and communication logs.	57
Records of employment information	Records of MP's work attendance and contact information.	3
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	Requests to medical facilities for details on any recent visits. Ministry of Health to flag MP and notify Police of any medical attention.	7
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		0
Records that related to a student of an educational institution	MP's attendance records, reports identifying possible associates.	7

Records	Description	Total number of times demanded
Records containing travel and accommodation information	Presto requesting location data pertaining to any card usage on transit systems. Uber for transactions and account information. Airbnb for any recent or current bookings.	4
Records of financial information	Bank requests for most recent transactions for the MP as well as account flagging and tracking.	26
Other records	Google Mail requesting IP address data pertaining to activity on MP's Gmail account.	2



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: REQUEST FOR REWARD TO BE ISSUED FOR MISSING PERSON INVESTIGATION
– IRMA GALASTICA

Report #: P26-03-R-08

Date: March 26, 2026

RECOMMENDATION:

“That the Halton Police Board issue a \$25,000 reward for information that leads to the arrest and conviction of the person(s) who may be responsible or involved in the disappearance of Irma Galastica, or for credible information that confirms her current location.”

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Stephen J. Tanner
Chief of Police

:DP

INTRODUCTION AND BACKGROUND:

In September 2024, 32-year-old, Irma Galastica, was reported missing to the Toronto Police Service. The Toronto Police Service launched a missing person’s investigation and tracked her last known whereabouts to a residence in Burlington. HRPS officers attended the Burlington residence and discovered an elaborate drug lab worth hundreds of thousands of dollars, however, Irma was not located. HRPS has assumed carriage of the missing person investigation.

Despite an exhaustive investigation by the Major Crime Unit, Irma Galastica has not been located.

Investigators are hoping that the public offering of the reward will assist in motivating witnesses to come forward to provide new investigative leads, ultimately leading to Irma’s location.

DISCUSSION / ANALYSIS:

Investigating missing persons is a top priority for the Service, given the potential risks faced by the individual—especially those who may be vulnerable. Due to the amount of time that has passed since this missing person investigation began, this reward will help to reinforce the Service’s unwavering and relentless pursuit to locate missing persons and bring them home to their loved ones.

ALTERNATIVES:

None

CONSULTATION:

Deputy Chief Jeff Hill
Superintendent Dave Stewart –Regional Investigative Services
Inspector Dwayne Perron – Regional Investigative Services – Major Crime Bureau
Detective Sergeant Darren Kellerman – Major Crime Bureau

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

The authorization of a reward is consistent with Directive CPO-016 in supplementing the investigation of a serious criminal offence.

STRATEGIC MANAGEMENT ISSUES:

None



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: **ANNUAL REPORT ON URGENT DEMANDS FOR INFORMATION
RELATED TO HUMAN TRAFFICKING VICTIMS**

Report #: P26-03-R-07

Date: March 26, 2026

RECOMMENDATION:

“That the Halton Police Board receive and review the 2026 Annual Report on the Urgent Demands for Information Related to Human Trafficking Victims in accordance with the Accommodation Sector Registration of Guests Act, 2021”.

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Stephen J. Tanner
Chief of Police

:DS

Attachments: HRPS Urgent Demand for Accommodation Records Request Form

INTRODUCTION AND BACKGROUND:

On January 1, 2026, *The Accommodation Sector Registration of Guests Act, Ontario* came into force, granting police officers the authority to make urgent requests for personal information to assist in locating victims of human trafficking. This authority permits access to information relating to all registered guests of businesses that provide accommodation services, including, but not limited to, hotels, motels, and online accommodation platforms such as Expedia and Airbnb. The information required to be recorded includes identifying details such as names, primary residence information, telephone numbers, and vehicle information.

The legislation also establishes a mandatory reporting requirement for all police services. Each Service must compile and submit an annual report outlining the total number of record demands made, categorized by the type of information requested.

In response, the Service has developed new forms, revised internal policies and implemented a NICHE-based tracking system to ensure accurate monitoring and reporting of these requests.

Each police service in Ontario is required to submit its annual report to its respective Police Board by April 1 of the following year and to the Ministry of the Solicitor General by June 1. At present, the Ministry has not released an official reporting template, which is expected to be required beginning in 2027. In accordance with the Act, the Service will ensure that the annual report is publicly available by June 1, each year. While the legislation does not specify the platform on which it must be published, the report will be posted on the HRPS website by the prescribed deadline.

To support compliance with the reporting requirements, the Service has created an ***HRPS Urgent Demand for Accommodation Records Request form (attached)***. This form has been integrated into NICHE and is designed to capture all information required by the Ministry. It will also serve as the written notice that must be provided to accommodation providers when an urgent demand is made.

DISCUSSION / ANALYSIS:

Investigations involving human trafficking remain a priority for the Service, given the significant risks faced by victims, particularly those who are vulnerable. The ***Accommodation Sector Registration of Guests Act, Ontario*** provides officers with additional investigative tools to support timely and effective responses in these cases.

The Service is committed to combating human trafficking, and the effective use of this legislation is expected to enhance investigators' ability to locate victims and gather critical information. As a result, the overall quality, timeliness, and effectiveness of human trafficking investigations are anticipated to improve.

CONSULTATION:

Superintendent Dave Stewart –Regional Investigative Services (author)

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

None

STRATEGIC MANAGEMENT ISSUES:

None



Halton Regional Police Service

Urgent Demand for Accommodation Records Request

All fields must be filled in. Use one form per business

Occurrence #:

Requesting Member:

Employee #:

Date:

The HRPS is making this lawful request as per the provisions of the *Accommodation Sector Registration of Guests Act*, Ontario 2021.

Hotel register

s. 2(1) The owner and the manager of a hotel shall ensure that the hotel maintains a register.

Prescribed businesses

s. 3(1) The owner or operator of a business in a prescribed class shall maintain a register.

Duty to comply

If an urgent demand is made under subsection 4(2) and (4), the accommodation provider must immediately comply and turn over the register information to police.

For more information please visit <https://www.ontario.ca/laws/statute/21a21a>

I am requesting that **enter the name of accommodation provider** produce the below requested records in relation to a human trafficking investigation.

	From	To	Details
Record #1			
Record #2			
Record #3			
Record #4			
Record #5			



Halton Regional Police Service Public Agenda Recommendation Report

To: Chair and Police Board Members

From: Chief Stephen J. Tanner

Subject: 2025 OCCUPATIONAL HEALTH & SAFETY REPORT AND
2026 HEALTH & SAFETY POLICY STATEMENT

Report #: P26-03-R-05

Date: March 26, 2026

RECOMMENDATION:

"That the Halton Police Board authorize the Chair to sign the 2026 Health and Safety Policy Statement on behalf of the Board in compliance with the Occupational Health and Safety Act, and further;

That the Halton Police Board review and receive the 2025 Health & Safety Report as attached."

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

Stephen J. Tanner
Chief of Police

:IL

Attachments: Health & Safety Policy Statement

INTRODUCTION AND BACKGROUND:

The Occupational Health and Safety Act (OHSA) mandates that employers prepare and review a written occupational health and safety policy at least annually and develop and maintain a program to implement this policy (OHSA, Section 25, 2(j)).

The Act requires continual review in order to ensure senior level commitment to the wellbeing of all workers, an understanding of the extent of the responsibilities within the Act and that a program is in place which will support and implement the policy statement. The Service's Health and Safety Policy Statement is reviewed annually and signed by the Police Services Board Chair and the Chief of Police. The Joint Health and Safety Committee have reviewed the Policy Statement and endorse the contents.

The Occupational Health and Safety Annual Report provides an overview of the Service’s Occupational Health and Safety Programs that support the legislation and policy statement, including Accident/Incident statistics. This report will also provide the Board with information on 2025 health and safety initiatives which support the overall goals of the HRPS Strategic Plan.

For the purposes of this report, the following terms will be used:

- “Hazardous Situations/First Aid Injuries” – Hazards or injuries reported that may have required first aid on site, but did not require any outside medical attention.
- “Health Care Injuries” – Incidents where a worker requires professional services from health care practitioners, such as doctors, nurses, chiropractors, or physiotherapists, but is able to continue working beyond the date of the accident/incident.
- “Lost Time Injuries” – Incidents where a worker requires outside health care and the worker is unable to attend work beyond the date of the accident/incident.
- “Frequency Rate” – Average number of Lost Time Injuries per 100 full-time employees.
- “Severity Rate” – Average number of Total Lost Days per 100 full-time employees.

2025 ANNUAL ACCIDENT/INCIDENT REVIEW

The WSIB Compass report was used to collect Lost Time days for all years. The 2026 report shows past year data had changed so frequency and severity rate were updated and recalculated for all five years.

The following chart summarizes the 2025 injury reports in comparison to the 2021 - 2025 years:

Incidents Reported	2021	2022	2023	2024	2025
Total Incidents	190	157	167	177	169
Hazardous Situations (Info Only)/ First Aid Injuries	120	69	93	107	88
Health Care Injuries	37	48	47	35	43
Lost Time Injuries	33	40	25	35	38
Re-occurrences (not included in Total)	4	9	2	0	3
Frequency Rate	2.87	3.32	2.08	2.75	2.75
Total Lost Days	6559	13170	11160	11319	9942

Incidents Reported	2021	2022	2023	2024	2025
From injuries occurring in current year	3699	9530	5180	3259	1362
From injuries occurring in previous years	2860	3640	5980	8060	8580
Severity Rate	569.67	1122.24	928.24	890.40	735.81

Incidents Reported

The Total Incidents for 2025 were 169, of which 81 were reportable to WSIB. The number of total incidents is a 5% decrease from 2024. The total number of Hazardous Situations/First Aid injuries decreased by 18% and Health Care injuries increased by 23%.

The top injuries occurring across the Service are still consistently musculoskeletal related (e.g., strains, sprains, pain, soreness, etc.), contusions and cuts. Of note, there were 15 reports of Occupational Stress Injuries, that are case managed collaboratively by WSIB, the HRPS Abilities Management team and the Organizational Wellness Unit.

Frequency of Lost Time Injuries

A total of 38 Lost Time Injuries were reported in 2025, which is an increase of 8% from 2024; of which were 36 reported by sworn members and 2 from civilians.

Severity of Lost Time Injuries

	2024		2025	
Number of Lost Days	Number	Severity	Number	Severity
Total for year	11318	890.40	9942	735.81
Total from injuries occurring in current year	3258	256,34	1362	100.81

- The severity rate for 2025 decreased by 17% from 2024. When considering only injuries that occurred in that year, the severity decreased by 61%.
- 8580 (or 86%) of the Lost Days in 2025 were from injuries that occurred in previous years.
- 1362 (or 14%) of the Lost Days in 2025 were from injuries that incurred in 2025 (all occurring for sworn officers except for two who were civilian):
 - 1205 (88.4%) can be attributed to occupational stress injuries.
 - 107 (7.83%) can be attributed to strains/sprains associated with prisoner care and control, or violent acts towards officers or slips/falls due to weather conditions while on a call.

- 25 (1.87%) can be attributed to hand fractures caused by hand strikes to control a suspect.
- The remaining days, 25 (1.85%) can be attributed to cuts or bruises that occurred primarily from policing duties.

Although the total number of lost time injuries may have increased slightly, the overall frequency rate of lost time injuries has remained stable. Note worthy is that the severity of the lost injuries decreased significantly. This may be attributed to the encouragement of early reporting for proactive responses to injuries/illness, and earlier intervention by the Human Resources Abilities Management Team. A focus on member care, improved processes and coordinated efforts in a cohesive Reintegration Program have supported the successful return to work of our members.

All injury reports are managed by the Occupational Health and Safety Coordinator (OHSC). The OHSC is responsible for any follow-up that may be required for safety compliance, and initiates WSIB claims management and investigates opportunities for modified duties and return to work in consultation with the member, supervisor(s), Abilities Management Team, People, Culture and Wellness Unit and/or WSIB as needed.

JOINT HEALTH AND SAFETY COMMITTEE (JHSC)

The Joint Occupational Health and Safety Committee (JHSC) includes representation from management and workers (Association appointed). In addition, the Occupational Health and Safety Coordinator is included as a resource to this committee. The Committee operates within the provisions of the Ministry of Labour, Immigration, Training & Skills Development (MLITSD) approved Terms of Reference, and meets on a quarterly basis.

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

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

2025 HEALTH AND SAFETY PROGRAM OVERVIEW

The 2025 Health and Safety Program successfully completed the following objectives:

1. Health and Safety Training

- Training was completed for new members joining HRPS on health and safety topics.
- New and acting supervisors completed OHS Training for Supervisors.

- Designated members completed Standard First Aid training.
- Hazard specific training was also provided to Units as required.

2. Health and Safety Program Development/Review

- During the year, several health and safety programs or directives were reviewed for improvement and updated, including: Bed Bugs/Pests, Fire Safety Plan and Evacuation Procedures, Fitness Rooms, Fit for Duty, Workplace Violence, Communicable Diseases – Designated Officer Program Occupational Health and Safety Responsibilities, and Lead Control Program.

3. Monitoring Safe Work Practices

- Staff continue to ensure that all mandated health and safety related testing is completed in the year including testing for items such as asbestos and lead plus equipment testing including fume hoods, fire alarm/fire extinguisher/sprinkler systems, heat and smoke detectors and carbon monoxide detectors.
- Staff ensures all building inspections are conducted, Investigation Reports are investigated and that ergonomic assessments are conducted based on member requests.
- Staff ensures that all MLITSD visits and issues are promptly attended to and that appropriate actions/remedies are taken.

2026 PROGRAM IN SUPPORT OF THE POLICY STATEMENT

The 2026 Health and Safety Program will continue to concentrate on issues that will support the organizational goals as reported in the HRPS Strategic Plan. The 2026 program objectives include:

1. Providing legislative and non-legislative occupational health and safety training to members as required.
2. Investigating training programs that will improve employee knowledge, meets legislative requirements, improve attendance, address injury trends, and/or meet the needs of the Service.
3. Improving the Lead Control Program to ensure member health by annual testing of the Range and re-designing the Gun Cleaning room to reduce risk of lead exposure.
4. Acting as an Occupational Health and Safety resource to the Service with program development, implementation, and promotion and monitoring of safe work practices, and ensuring compliance with legislative and Service standards.

The Service's health and safety initiatives continue to be recognized by other police agencies throughout the province through contact, consultation, and input with the Ontario Police Health and Safety Association (OPHSA), the Ontario Hazardous Materials Responders Association (OHMRA), the Public Services Health and Safety Association (PSHSA) and the Ministry of Community Safety and Correctional Services.

The OPHSA membership is comprised of both management and worker representation from police agencies across the Province. This group meets quarterly to discuss common health and safety related issues.

STRATEGIC MANAGEMENT ISSUES:

This report /recommendation supports the Strategic Objective of improved member wellness, job satisfaction and engagement, and the specific action plans as follows:

- Implement modernized reintegration process for members returning to work after an absence due to illness or extended leave;
- Emphasize employee health and safety by conducting timely workplace inspections and assessments;
- Develop and promote initiatives that support our holistic wellness strategy, including mental, physical, financial and spiritual health and wellness;
- Increase training and equipment acquisition to ensure officer safety and organizational effectiveness;
- Enhance new employee onboarding processes to demonstrate Service's commitment to a healthy workplace and service excellence;
- Ongoing leadership training for sworn and civilian supervisors,

HALTON REGIONAL POLICE SERVICE

HEALTH AND SAFETY POLICY STATEMENT

The Halton Regional Police Service is committed to the psychological and physical health and safety of all employees, and will strive to prevent illness, injuries, accidental loss and incidents of violence, harassment and discrimination. All employees will make every effort to provide and maintain a safe and healthy work environment, as well as maintain a diverse, respectful workplace in which the dignity and self-respect of every person is valued.

The Halton Police Board and the Chief of Police acknowledge the duty and responsibility to provide and maintain a healthy and safe workplace for all employees. In fulfilling this commitment, Halton Regional Police Service will support the Health & Safety, Wellness, Workplace Violence, and Workplace Harassment & Discrimination Programs for the protection of employees.

The Board, as employer, is ultimately responsible for employee health and safety. As Chair of the Board and Chief of Police, we give you our promise that every precaution reasonable in the circumstances will be taken for the protection of employees.

This Health and Safety Policy for the Service came into effect *June 27, 1996*. This Health and Safety Policy is supported by programs that will set, communicate and enforce health and safety standards that protect and promote the health and safety of employees. The program is located within the Policies and Procedures Manual and available to all employees.

Occupational Health and Safety is a critically important element of job performance, therefore, it is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety will form an integral part of this Service for the Board, the Chief of Police and the employees. Health and safety is our shared commitment and the responsibility of all of us.

Jeff Knoll
Chair
Halton Police Board

Stephen J. Tanner
Chief of Police
Halton Regional Police Service

March 26, 2026



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Public Agenda Recommendation Report

To: Halton Police Board

From: Jessica Warren
Manager of Board
Operations

Subject: Community Fund Application Scoring Matrix

Report #: PBM-03-R-01

Date: 26 March 26

RECOMMENDATION:

“THAT the Board approve the Community Fund Application Scoring Matrix.”

INTRODUCTION AND BACKGROUND:

The Community Fund Committee has been evaluating applications three times per year. In order to streamline the evaluation process, they directed the Manager of Board Operations to develop a scoring matrix for the committee to follow when reviewing applications.

DISCUSSION AND BACKGROUND:

In November 2025, the committee tasked the Manager of Board Operations with developing a comprehensive scoring matrix for evaluating future applications. To inform this process, consultations were conducted with agencies that provide funding to non-profits, and a thorough review of their scoring methodologies was undertaken.

The approval of this scoring matrix will enable the committee to make transparent, consistent, and well-informed decisions for all applications.

The Committee was consulted in the development of the scoring matrix and has provided feedback that was incorporated.

FINANCIAL / HUMAN RESOURCE / LEGAL ISSUES:

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There is no financial impact to the Committee using a scoring matrix for applications.



Jessica Warren
Manager of Board Operations

Attachments: Community Fund Application Scoring Matrix



Community Fund Scoring Matrix

Evaluation Criteria and Weighting

Applications to the Halton Police Board Community Fund are evaluated based on three key categories, each weighted to reflect their importance in advancing the Fund's purpose of supporting initiatives that align with the Board's strategic priorities and benefit the Halton community:

1. Community Benefit & Strategic Alignment (40%)

1. Alignment with the Halton Police Board's funding priorities, including community relations, outreach, public education, awareness, and crime prevention
2. Responsiveness to a clearly demonstrated community need or opportunity
3. Potential to deliver meaningful, measurable, and sustainable benefits to the Halton community
4. Appropriateness of the proposed budget in relation to the anticipated outcomes
5. Degree to which the application aligns with the Halton Police Service community outreach priorities and potential police service participation.

2. Project Plan & Feasibility (30%)

1. A clear, detailed, and actionable project plan, including specific deliverables, timelines, and implementation strategies
2. Evidence of project readiness and the capacity to achieve successful outcomes within the proposed timeframe
3. Demonstration of direct responsibility for the activity or project being funded



3. Budget Transparency & Financial Accountability (30%)

1. Transparent, well-documented, and justified budget aligned with project activities and deliverables
2. Reasonableness and accuracy of projected costs, ensuring responsible use of funds
3. Disclosure and confirmation of other secured or pending funding sources, where applicable

Each criterion is scored on a scale of 0–10%, with weighted totals producing a composite score out of 100%.

Assessment and Scoring Process

1. All eligible applications must include a completed Community Fund Application and the organization's most recent financial statements.
2. Applications that are incomplete, fail to meet eligibility requirements, or do not align with the Board's strategic priorities will be disqualified.
3. The Community Fund Committee will review applications, including the organization's mandate and past activities, to ensure compliance with the Board's priorities.
4. The Committee may request a background check on the organization or agent to verify validity.
5. Following the review, the Committee will provide a recommendation to the Board for a final decision. All decisions are final and cannot be appealed.

This evaluation process ensures that funding decisions are transparent, equitable, and aligned with the Halton Police Board's commitment to fostering community safety, well-being, and engagement.



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



Action Registry – Public Section

Motion Date	Motion ID	Motion	Task Assigned To	Scheduled Completion	Status/Comments



Monthly Correspondence List – March 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>	Thank you Letter – Heidi Ram	March 12, 2026