



Hamilton Police Services Board

Thursday, September 3, 2020, 1:00 P.M.

Due to the COVID-19 and the Closure of City Hall

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City's Website: <https://www.hamilton.ca/council-committee/council-committee-meetings/meetings-and-agendas>

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Pages

1. Call to Order

1.1 Changes to the Agenda

2. Public Presentations & Deputations

2.1 Deputation from Jasmine Tandan with Regards to Body Cameras (in relation to Item 5.2 Body Worn Camera Steering Committee Final Report PSB 20-075 on today's agenda)

6

2.2 COVID-19 Update: Eric Girt, Chief of Police (verbal update)

3. General

3.1 Declarations of Interest

4. Consent Items

4.1 Approval of Consent Items

4.2 Adoption of Minutes - July 23, 2020

7

4.3 Auction Account Fund 23

Support / Upcoming Events

That the Board approve the purchase of tickets to attend a virtual breakfast to support the Mental Health & Addiction Program at St. Joseph's Healthcare Hamilton on Wednesday, October 7, 2020 at a cost of \$75 per ticket, to be paid from the auction account.

4.4 For the Information of the Board

4.4.a	Budget Variance Report as at June 30, 2020 (PSB 20-073)	24
4.4.b	Capital Project Status Report as at June 30, 2020 (PSB 20-074)	26
4.4.c	Coroner's Inquest Into the Death of Anthony Divers (PSB 20-054)	28
4.4.d	Correspondence from Mariel Rutherford with respect to concerns regarding police budget	33
4.4.e	Correspondence from Janice Galasso with respect to not in favour of defunding the police	35
4.4.f	Correspondence from Laura Howden with respect to defund police budget by 20%	36
4.4.g	Correspondence from Ed & Karin Horn with respect to defund Hamilton police	37
4.4.h	Correspondence from Adrian Underhill with respect to defund the Hamilton Police Service by 20%	41
4.4.i	Correspondence from Kailey Cutillo with respect to concerns over the Hamilton Police Services and city council budget	43
4.4.j	Correspondence from Genevieve O'Grady with respect to a message for the Hamilton Police Services Board	44
4.4.k	Correspondence from Colleen Murray with respect to defund the Hamilton police	45
4.4.l	Correspondence from Connie Kidd with respect to city discriminates against vulnerable people	46
4.4.m	Correspondence from Don Oliphant & Doris Boettger with respect to do not defund the police	47

4.4.n	Correspondence from Joda Kuk with respect to HPS	49
4.4.o	Correspondence from Graham Crawford with respect to Letter to Members of the HPS Board	50
4.4.p	Correspondence from Robert & Nancy Savelli with respect to police support and encouragement	51
4.4.q	Correspondence from Susanne Noordyk with respect to the hijacking of Main Street West by Black Lives Matter	54
4.4.r	Correspondence from Xavier Michaud with respect to objection to calls to defund & abolish the police in Hamilton	56
4.4.s	Correspondence from Andrew Pettit with respect to addressing systematic racism & re-evaluating police funding	58
4.4.t	Correspondence from the Canadian Civil Liberties Association, Aboriginal Legal Services, Black Legal Action Centre and the HIV/AIDS Legal Clinic Ontario with respect to the Hamilton Police Services' use of COVID database	60
4.4.u	Correspondence from Hamilton Centre for Civic Inclusion with respect to Hamilton Police accessing COVID database during state of emergency	63
4.4.v	Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Updated Special Investigations Unit Act In-Force Date	66
4.4.w	Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Expiry of Emergency Order, O. Reg 120/20	69
4.4.x	Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to 2020-2022 Safer and Vital Communities (SVC) Grant - Call for Applications	71
4.4.y	Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Tobacco Enforcement Grants Pilot Program Extension	80

4.4.z	Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Ontario Closed Circuit Television Grant Program - Call for Applications	83
4.4.aa	Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Federal Calls for Proposals to Combat Human Trafficking	93
4.4.ab	Outstanding Business List as of September 3, 2020	95

5. Discussion Items

5.1	Pride Recommendations (PSB 20-076)	100
	That Report PSB 20-076, Pride Recommendations, be received as information.	
5.2	Body Worn Camera Steering Committee Final Report (PSB 20-075)	108
	That Report PSB 20-075, Body Worn Camera Steering Committee Final Report, be received as information.	
5.3	Service Implications of a 20% Budget Reduction - Defunding Police (PSB 20-077)	127
	That Report PSB 20-077, Service Implications of a 20% Budget Reduction - Defunding Police, be received as information.	
5.4	Internet Child Exploitation Investigator Contribution Agreement (PSB 20-066)	129
	That the Chief, on behalf of the Board, enter into an agreement with Her Majesty the Queen in the Right of Ontario as represented by the Solicitor General operating through the Ontario Provincial Police (OPP), by which one (1) officer of the Hamilton Police Service will be partially funded for the purpose of building local capacity of the Internet Child Exploitation Unit for a 6 month term, commencing October 1, 2020, and	
	That the Chief be authorized and directed to enter into said Amending Agreement in a form satisfactory to the Hamilton Police Service Legal Counsel.	

5.5 2021 Police Services Board Meeting Schedule (PSB 20-070)

132

That the Board approve the following meeting schedule which provides for regular public meetings of the Hamilton Police Services Board for the year 2021.

Monday, January 18, 2021
 Thursday, February 25, 2021
 Friday, March 26, 2021
 Thursday, April 29, 2021
 Thursday, May 27, 2021
 Thursday, June 24, 2021
 Thursday, July 29, 2021
 Thursday, September 16, 2021
 Thursday, October 28, 2021
 Thursday, November 25, 2021
 Thursday, December 16, 2021

5.6 Deputation request from Shekar Chandrashekar with Regards to the Hamilton Police Services Budget

133

6. New Business

6.1 Chief of Police Update

6.2 Community Town Hall

7. Adjournment



Hamilton Police Services Board **Deputation Request Form** (Request to appear before the Police Services Board)

****Please note**** - The information on this form will be published on a public agenda and therefore released to the public and media.

Your Name: Jasmine Tandan

Firm / Organization: N/A
 (if applicable)

E-mail Address: _____

Home Phone: N/A

Fax No.: N/A

Business Phone: _____

Mailing Address: _____

Details of Deputation to be discussed including a summary and the objective(s) of the presentation:

presentation of petition for responding officers to wear body cameras. Request for reconsideration on the use (or lack of) of body cameras. Facts as to why cameras are beneficial & productive.

Will you require a LCD Projector: ☐ Yes ☒ No
 (Please note, you must bring your own computer)

Have discussions or correspondence taken place with a member of the Hamilton Police Services Board or the Administrator? If so, with whom and when?
yes. with Kirsten Stevenson (Administrator) June 9/20

Please submit the completed form either in person, via fax or e-mail to:

Administrator
 Hamilton Police Services Board
 155 King William Street
 P.O. Box 1060, LCD1
 Hamilton, ON
 L8N 4C1

Fax: 905-546-4720

**MINUTES OF THE HAMILTON
POLICE SERVICES BOARD**

Thursday, July 23, 2020
1:00 PM
Virtual Meeting
(due to COVID-19)

The Hamilton Police Services Board met.

There were present: Donald MacVicar, Co-Chair
Fred Bennink
Chad Collins
Robert Elms
Tom Jackson
Pat Mandy

Also present: Chief Eric Girt
Deputy Chief Frank Bergen
Deputy Chief Ryan Diodati
Anna Filice, Chief Administrative Officer
Marco Visentini, Legal Counsel
Leanne Sneddon, Director, Human Resources
John Randazzo, Director, Finance/Chief Financial Officer
Kirsten Stevenson, Administrator
Lois Morin, Retired Administrator

Absent with regrets: Fred Eisenberger, Chair

1. Call to Order

Vice Chair MacVicar called the meeting to order.

1.1 Changes to the Agenda

There were no changes to the agenda.

2. Public Presentations & Deputations

2.1 COVID-19 Update: Ryan Diodati, Deputy Chief of Police (verbal update)

Ryan Diodati, Deputy Chief of Police and Anna Filice, Chief Administrative Officer, provided verbal updates on COVID-19.

3. General**3.1 Declarations of Interest**

There were no declarations of interest.

4. Consent Items**4.1 Approval of the Consent Items**

Moved by: Member Mandy

Seconded by: Member Bennink

That the Board approve and receive the consent items, as amended.

CARRIED.

4.2 Adoption of the Minutes - June 11, 2020

That the minutes of the meeting held on June 11, 2020, be adopted as printed.

4.3 For the Information of the Board

4.3.a Year End Report: False Alarm Reduction Unit - 2019 (PSB 20-042)

4.3.b Year-End Report: Crime Prevention Branch – CMD Volunteers - Auxiliary Unit – 2019 (PSB 20-053)

4.3.c Correspondence from Hilary Fleming with regards to police body cams

4.3.d Correspondence from Sharlene Craig with respect to implement body-worn cameras for police

4.3.e Correspondence from Stef Dubbeldam with respect to the Hamilton Police Services Board

4.3.f Correspondence from Erica Clarke with respect to call to action for body-worn cameras

4.3.g Correspondence from Terri Brunsting with respect to police body cams

4.3.h Correspondence from Ariana Moore with respect to body cameras on our police

4.3.i Correspondence from Lauren Morocco with respect to defund the police

4.3.j Correspondence from Danielle McKay with respect to divest police funding

- 4.3.k Correspondence from Carolyn McNeillie with respect to divest from Hamilton police**
- 4.3.l Correspondence from Kendra Cheeseman with respect to anti-racist action in Hamilton**
- 4.3.m Correspondence from Jelena Vermilion with respect to please divest from Hamilton police services**
- 4.3.n Correspondence from Chris Hampton with respect to policing in Hamilton**
- 4.3.o Correspondence from Reem Mandil with respect to divest from Hamilton police**
- 4.3.p Correspondence from Gabbi Greco with respect to divest Hamilton police in Hamilton**
- 4.3.q Correspondence from Hiva Nematollahi with respect to concern regarding Hamilton police**
- 4.3.r Correspondence from Olivia Watkin-McClurg with respect to defund Hamilton police**
- 4.3.s Correspondence from Yidan Lafond with respect to Hamilton defund police**
- 4.3.t Correspondence from Eric Viau with respect to regarding Hamilton police**
- 4.3.u Correspondence from Laura Howden with respect to divest from policing**
- 4.3.v Correspondence from Claire Bodkin with respect to defund the HPS**
- 4.3.w Correspondence from Mary Chu with respect to police service budget concerns**
- 4.3.x Correspondence from Emma Cole with respect to defund the police**
- 4.3.y Correspondence from Afra Iftikhar with respect to Hamilton police funding**
- 4.3.z Correspondence from Shanice Bowrin with respect to we need action!**
- 4.3.aa Correspondence from Jackie Levitt with respect to concerns about the Hamilton police**
- 4.3.ab Correspondence from Kelly Ebers with respect to 2020 Hamilton police budget - call for action defunding**

- 4.3.ac Correspondence from Alyssa DeAngelis with respect to divest from policing**
- 4.3.ad Correspondence from Jackson Virgin-Holland with respect to make Hamilton the best place to raise a child - abolish Hamilton police**
- 4.3.ae Correspondence from Adrian Underhill with respect to call to remove SROs and divest from Hamilton police**
- 4.3.af Correspondence from Katie Sullivan with respect to defund the Hamilton police**
- 4.3.ag Correspondence from Lindsay Staios with respect to divest from Hamilton policing campaign**
- 4.3.ah Correspondence from Miles Oreskovic with respect to HPS - body cameras**
- 4.3.ai Correspondence from Nykolas Moore with respect to body cameras**
- 4.3.aj Correspondence from Kait Bos with respect to invest in healthy & safe communities**
- 4.3.ak Correspondence from Ian Burns with respect to Black Lives Matter**
- 4.3.al Correspondence from Madelyn Byra with respect to defund policing campaign**
- 4.3.am Correspondence from Jessica Elves with respect to Ward 2 resident**
- 4.3.an Correspondence from Brittany Medeiros with respect to divest from policing**
- 4.3.ao Correspondence from Kate Hand with respect to defund HPS**
- 4.3.ap Correspondence from Salina Dang with respect to call to defund the HPS**
- 4.3.aq Correspondence from Abedar Kamgari with respect to 20% cut to police budget**
- 4.3.ar Correspondence from Carly Billings with respect to motion that requested a review of what a 20 percent reduction in the HPS budget would look like**
- 4.3.as Correspondence from Jessica Hymers with respect to policing in Hamilton**
- 4.3.at Correspondence from Evan Gravely with respect to delegation - Police Services Board**

- 4.3.au Correspondence from Ailie Ramage with respect to HPS board meeting motion to discuss 20% budget cut**
- 4.3.av Correspondence from Adrian Underhill with respect to defunding and demilitarizing the Hamilton Police Service**
- 4.3.aw Correspondence from Robin Hufgard with respect to service implications of cutting HPS budget**
- 4.3.ax Correspondence from Janna Watkins with respect to policing and systemic racism in Hamilton**
- 4.3.ay Correspondence from Paul Bakker with respect to motion to review police budget**
- 4.3.az Correspondence from Sarah Warry-Poljanski with respect to police board meeting re cuts to services**
- 4.3.ba Correspondence from Connie Kidd with respect to police budget**
- 4.3.bb Correspondence from Fareeda Baruwa with respect to review of Hamilton police motion**
- 4.3.bc Correspondence from Laura Biondo with respect to update re correspondence going to the June 11 public agenda of the HPS Board for consideration**
- 4.3.bd Correspondence from Dylan Coulson with respect to Hamilton review of police 20% budget cut**
- 4.3.be Correspondence from Alex Johnstone with respect to defund the Hamilton police**
- 4.3.bf Correspondence from Valeria Kuri with respect to urgent concerns**
- 4.3.bg Correspondence from Avril McMeekin with respect to Chad Collins' motion for budget review**
- 4.3.bh Correspondence from Julia Forrester with respect to call for the defunding of Hamilton police services**
- 4.3.bi Correspondence from Emma Battison with respect to defund the police, more representation**
- 4.3.bj Correspondence from Anna Morreale with respect to in response to Councillor Collins' motion**
- 4.3.bk Correspondence from Gary Capon with respect to Hamilton police budget and the Hamilton Police Board**
- 4.3.bl Correspondence from Megan Janssen with respect to defund Hamilton police**

- 4.3.bm Correspondence from Ryan Burne with respect to do not defund the police**
- 4.3.bn Correspondence from Debbie Davies with respect to police concerns**
- 4.3.bo Correspondence from Dima Matar with respect to a plea**
- 4.3.bp Correspondence from Scarlett Gillespie with respect to I support the call to defund the police**
- 4.3.bq Correspondence from Michael Kiriakou with respect to calling Hamilton to action**
- 4.3.br Correspondence from Kylah Carter with respect to concern for your board**
- 4.3.bs Correspondence from Sarah Van Berkel with respect to anti-racist Hamilton defund the police**
- 4.3.bt Correspondence from Sami Adham with respect to we can do better**
- 4.3.bu Correspondence from Alice Smith with respect to Police Services Board**
- 4.3.bv Correspondence from Hali Tsui with respect to action**
- 4.3.bw Correspondence from Jessica DeSantis with respect to urgent of ongoing matters**
- 4.3.bx Correspondence from Patrick Flattery with respect to police violence and anti-black racism**
- 4.3.by Correspondence from Sarah Johnston with respect to defunding police**
- 4.3.bz Correspondence from Anthony Stayrer with respect to limiting Hamilton police service's budget**
- 4.3.ca Correspondence from Cassandra Hamill with respect to defund the police**
- 4.3.cb Correspondence from Jeremy Drury with respect to body-worn cameras**
- 4.3.cc Correspondence from Emily Upper with respect to police presence in Hamilton schools**
- 4.3.cd Correspondence from Clare Brown with respect to defunding the Hamilton police**
- 4.3.ce Correspondence from Elizabeth Seidl with respect to reconsideration of policing & reallocation of taxes**

- 4.3.cf Correspondence from Josh Neubauer with respect to defunding the police**
- 4.3.cg Correspondence from Paola Munoz with respect to I support the call to defund the police**
- 4.3.ch Correspondence from Melissa Dowdall with respect to Hamilton police services**
- 4.3.ci Correspondence from Michael Friesen with respect to building safer communities - the defund police**
- 4.3.cj Correspondence from Richard Hishon with respect to current news - police defunding**
- 4.3.ck Correspondence from Rita Bailey with respect to refusing to defund the police is a racist act**
- 4.3.cl Correspondence from GASP Hamilton with respect to defund the police**
- 4.3.cm Correspondence from Whitney Bolam with respect to police harassment in Hamilton**
- 4.3.cn Correspondence from Andrea Horvath with regards to NDP - Our Caucus Commitments: Ending Police Violence. Invest in BIPOC Lives**
- 4.3.co Correspondence from Lauren Morocco with respect to Officers Opening Fire on Our Streets - Accountability, Budget Review, Independent Investigation & Retraining Demands**
- 4.3.cp Correspondence from the Office of the City Clerk, City of Hamilton with respect to Jessika Taveras - a call for action**
- 4.3.cq Correspondence from the Office of the City Clerk, City of Hamilton with respect to correspondence respecting Hamilton Police Officers and Body Cameras**
- 4.3.cr Correspondence from the Office of the City Clerk, City of Hamilton with respect to the suspension of the Police Liaison Program in the Hamilton District School Board**
- 4.3.cs Correspondence from the Office of the City Clerk, City of Hamilton with respect to correspondence respecting the divesting & defunding of the Hamilton Police Service**
- 4.3.ct Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to 2020 Promotional Exams**
- 4.3.cu Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor**

General with respect to Extension of the Expiry of Drive and Vehicle Products and Services - Reminder

- 4.3.cv Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Update to Essential Businesses List**
- 4.3.cw Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Reduce Impaired Driving Everywhere (RIDE) Grant Program - Call for Applications (2020/21 - 2021/22)**
- 4.3.cx Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Audit of the First Responders COVID-19 Risk Look-Up Tool Web Portal**
- 4.3.cy Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to COVID-19 Testing for Police Services**
- 4.3.cz Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Stage 2 of Re-Opening of Ontario**
- 4.3.da Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Re-Opening of Ontario Courts to In-Person Hearings (Hearing Preparation and Witness Notification)**
- 4.3.db Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to 2020/2021 Constable Joe MacDonald Public Safety Officers' Survivors Scholarship Fund Call for Applications**
- 4.3.dc Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Re-Opening of Ontario's DriveTest Centres**
- 4.3.dd Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Enforcement of the Provincial Animal Welfare Services Act, 2019**
- 4.3.de Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Firearms Reference Table**

- 4.3.df Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Suspension of Existing Next Generation 9-1-1 (NG 9-1-1) Deadlines Due to COVID-19**
- 4.3.dg Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Availability of Centre of Forensic Sciences Experts for Remote Testimony**
- 4.3.dh Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Re-opening of Courts on July 6, 2020**
- 4.3.di Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Update on the 1-800 COVID-19 Enforcement Support Line**
- 4.3.dj Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Court Entrance Screening and Compliance Monitoring**
- 4.3.dk Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Survey of Police Services - Mental Health-Related Demands and Police Response in Ontario**
- 4.3.dl Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Electronic Sudden Death Police Reports and Coroner Investigation Reports**
- 4.3.dm Memorandum from Richard Stubbings, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General with respect to Anti-Human Trafficking Community Supports Fund and Indigenous-led Initiatives Fund**
- 4.3.dn Outstanding Issues as of July 23, 2020**

After discussion, the Board approved the following:

Moved by: Member Mandy

Seconded by: Member Elms

That consent items 4.3 cn and 4.3 cs be pulled from consent items and placed under discussion items for consideration.

CARRIED.

After discussion, the Board approved the following:

Moved by: Member Jackson

Seconded by: Member Collins

That the expected completion dates of Outstanding Issues item 2. Sex Assault Review – PSB 18-103 be amended to Q4 2020, that Item 8. Police Station 40 – Waterdown be amended to Q1 2021 and that item 9. 2020 Hamilton Police Services Board Budget be amended to Q3 2020.

CARRIED.

5. Discussion Items

5.1 Crisis Response Branch Presentation: Social Navigator Program / Crisis Outreach & Support Team / Mobile Crisis Rapid Response Team

Sergeant Steve Homes and Mental Health Clinician Sarah Burtenshaw provided a presentation and answered questions of the Board with respect to the Crisis Response Branch.

After discussion, the Board approved the following:

Moved by: Member Jackson

Seconded by: Member Mandy

That the presentation be accepted and received, as provided.

CARRIED.

5.2 2019 Youth Services Annual Report Presentation

Superintendent Will Mason provided a presentation and answered questions of the Board with respect to the 2019 Youth Services Annual Report.

After discussion, the Board approved the following:

Moved by: Member Jackson

Seconded by: Member Elms

That the presentation be accepted and received, as provided.

CARRIED.

5.3 Year End Report: Use of Force 2019 (PSB 20-043)

Sergeant Andrew Poustie provided a presentation and answered questions of the Board with respect to the Year End Report – Use of Force 2019.

After discussion, the Board approved the following:

Moved by: Member Bennink

Seconded by: Member Mandy

That the presentation and report be received and approved as provided.

CARRIED.

5.4 Lease Agreement Renewal - Ancaster Fairgrounds (PSB 13-073a) (see also PSB 13-073 and 12-079a)

After discussion, the Board approved the following:

Moved by: Member Collins

Seconded by: Member Jackson

That the Hamilton Police Services Board approve the renewal of the Lease Agreement originally executed on the 17th day of September, 2013 (Lease) between the City of Hamilton (Lessee) and Ancaster Agricultural Society (Lessor) for the purposes of providing a location for the HPS Mounted Unit, at the Ancaster Fairgrounds, 630 Trinity Road South, Ancaster, and

That pursuant to Section 2(6) of the Lease, the Hamilton Police Services Board approve the four (4) year option to renew (Renewal Option) the Lease being on the same terms and conditions, except rent which shall be negotiated or failing which arbitrated, and

That the Hamilton Police Services Board approve the City of Hamilton Corporate Real Estate Division exercise the Renewal Option and enter into negotiations with Ancaster Agricultural Society (Lessor), for the purposes of establishing a fair market rent for the four (4) year option renewal term and those other terms satisfactory to the City Solicitor, and

That the Lease Agreement for 630 Trinity Road South, Ancaster, contains the following salient terms and conditions:

Area: Approximately 4,800 square feet of ground level space, known as the Education Building, to be used as stables. Approximately 200 square feet of space in Merritt Hall to be used as administrative offices.

The use of the riding arena and horse rings when available for police horse training.

Term: A Renewal Option period commencing on September 15, 2021, and expiring September 14, 2025. The lease may be terminated by the Lessee at any time with no penalty by providing six (6) months prior written notice.

Rental Rate: To be negotiated by City of Hamilton Corporate Real Estate.

CARRIED.

5.5 Missing Persons Act: Form 7 Annual Reporting (PSB 20-058)

After discussion, the Board approved the following:

Moved by: Member Mandy

Seconded by: Member Elms

That the Board receive the 2019 Missing Person - Urgent Demands for Records Report, known as Form 7, and make the report available to the public, as specified by the regulations of the Missing Person Act, 2018 of the Ministry of the Solicitor General of Ontario.

CARRIED.

5.6 Hamilton Police Service Equity, Diversity & Inclusion Plan (PSB 20-060)

After discussion, the Board approved the following:

Moved by: Member Jackson

Seconded by: Member Bennink

That the Board receive and approve the report, as provided.

CARRIED.

5.7 Hamilton Police Service Budget Process (PSB 20-061)

After discussion, the Board approved the following:

Moved by: Member Mandy

Seconded by: Member Bennink

That the Board receive and approve the report, as provided.

CARRIED.

5.8 Hamilton Police Service Response re: Use of Force Inquiries ("8 Can't Wait") (PSB 20-062)

After discussion, the Board approved the following:

Moved by: Member Mandy

Seconded by: Member Elms

That the Board receive and approve the report, as provided.

CARRIED.

5.9 Correspondence from Lisa Chamberlain, Legislative Coordinator, Clerks Office, City of Hamilton with respect to Enforcement Request of Excessive Exhaust Vehicular Noise Levels (Revised City of Hamilton Council Follow-Up Item 6.2 June 24, 2020)

After discussion, the Board approved the following:

Moved by: Member Jackson

Seconded by: Member Collins

WHEREAS muffler-less vehicles and unnecessary noise under the *Highway Traffic Act* are both enforceable by Hamilton Police Service (HPS) for operating a vehicle without a muffler or having a muffler that produces excessive noise (Bill 229 - *Highway Traffic Amendment Act* (Muffler Noise), 2007);

WHEREAS the *Highway Traffic Act* covers both motorcycles and loud cars/trucks;

WHEREAS disturbances caused by Noise Pollution affects the "quality of life" for our residents;

WHEREAS a growing and increasing number of complaints are occurring during the period of COVID-19 due to less volumes of vehicles on the road;

WHEREAS HPS blitzes carried out on the Mountain and in Waterdown during the Summer of 2013 conducted by then Sgt. Myra James were tremendously successful in reducing Excessive Vehicular Noise levels and simultaneously raising awareness of this *Highway Traffic Act* offence; and

WHEREAS Halton Regional Police have conducted successful blitzes in 2020.

THEREFORE BE IT RESOLVED:

- (a) That the Board receive the correspondence as provided; and
- (b) That the Board request the Chief of Police to enact a Strategic Enforcement of Excessive or Unusual Noise from Motor Vehicles during the Summer/Fall of 2020; and
- (c) That the Board request the Chief of Police to work in consultation with City of Hamilton Licensing and By-law Services staff to explore a possible partnership between both agencies to work together in conducting Strategic Enforcement of Excessive or Unusual Noise from Motor Vehicles for education and/or possible enforcement blitz's during the Summer/Fall of 2020; and
- (d) That the Board request the Chief of Police to provide a report back to the Board with an update on these initiatives by the end of Q4 2020.

CARRIED.

5.10 City Clerk's Division, Council Follow-Up Notice with Respect to Correspondence Respecting the Divesting and Defunding of the Hamilton Police Services

After discussion, the Board approved the following:

Moved by: Member Collins

Seconded by: Member Jackson

That the Board receive the correspondence as provided; and

That the Hamilton Police Services Board forward the Crisis Response Unit presentation, Year End Use of Force report and presentation (PSB 20-043, Hamilton Police Service Equity, Diversity & Inclusion Plan report (PSB 20-060), Hamilton Police Service Budget Process report (SPB 20-061) and Hamilton Police Service Response re: Use of Force Inquiries report ("8 Can't Wait") (PSB 20-062) from its July 23, 2020 meeting to all members of the City of Hamilton's General Issues Committee for their consideration.

CARRIED.

5.11 Deputation Request Submission from Craig Burley with respect to the Independent Review of the Events Surrounding Hamilton Pride 2019

After discussion, the Board approved the following:

Moved by: Member Collins

Seconded by: Member Bennink

That the deputation request submission from Craig Burley be approved and that Mr. Burley be scheduled to speak at the October 15, 2020 Police Services Board meeting.

CARRIED.

***5.12 Correspondence from MPP Andrea Horwath with regards to NDP - Our Caucus Commitments: Ending Police Violence. Invest in BIPOC Lives (previously listed as Consent Item 4.3 cn)**

After discussion, the Board approved the following:

Moved by: Member Collins

Seconded by: Member Bennink

That the Hamilton Police Services Board forward the Crisis Response Unit presentation, Year End Use of Force report and presentation (PSB 20-043), Hamilton Police Service Equity, Diversity & Inclusion Plan report (PSB 20-060), Hamilton Police Service Budget Process report (PSB 20-061) and Hamilton Police Service Response re: Use of Force Inquiries report ("8 Can't Wait") (PSB 20-062) from its July 23, 2020 meeting to MPP Andrea Horwath in response to her correspondence dated July 2, 2020 pertaining to her call to action on police reform and community supports.

CARRIED.

6. New Business

6.1 Hamilton's Community Safety and Well-Being Plan

After discussion, the Board approved the following:

Moved by: Member Jackson

Seconded by: Member Collins

That the Board nominate Members Fred Bennink and Pat Mandy to represent the Hamilton Police Services Board on the Advisory Committee

to support the development of Hamilton's Community Safety and Well-Being Plan.

CARRIED.

7. Adjournment

Moved by: Member Bennink
Seconded by: Member Collins

That there being no further business, the public portion of the meeting adjourned at 5:18 PM.

CARRIED.

Taken as read and approved.

Kirsten Stevenson
Administrator

Fred Eisenberger
Police Services Board Chair

July 23, 2020

Auction Account Fund

Support / Upcoming Events

That the Board approve the purchase of tickets to attend a virtual breakfast to support the Mental Health & Addiction Program at St. Joseph's Healthcare Hamilton on Wednesday, October 7, 2020 at a cost of \$75 per ticket, to be paid from the auction account.

HAMILTON POLICE SERVICES BOARD
- INFORMATION -

DATE: September 3, 2020
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Eric Girt
Chief of Police
SUBJECT: *Budget Variance Report as at June 30, 2020*
PSB 20-073

BACKGROUND:

As at June 30, 2020, net expenditures are \$80,421,710 or 46.9% of the 2020 Operating budget of \$171,477,540. The budget variance summary is provided in the attached Appendix.



Eric Girt
Chief of Police

EG/J. Randazzo

Attachment: *Appendix A*

cc: Frank Bergen, Deputy Chief – Operations
Ryan Diodati, Deputy Chief – Support
Anna Filice, Chief Administrative Officer
John Randazzo, Director – Finance

YTD Budget % : 50.00%


Hamilton Police Service	Annual		YTD		Available Balance C=A-B	% Spent D=B/A	Comments (YTD)
	Budget A	Projected	Budget	Actual B			
Revenues							
Grants and subsidies	\$ 8,859,596	\$ 8,918,901	\$ 4,429,798	\$ 4,440,750	\$ 4,418,846	50.12%	In line with budget.
Fees and general revenues	2,505,585	2,105,522	1,252,793	771,925	1,733,660	30.81%	Revenue is less than anticipated due to collection and timing of events in Special Duty and number of requests received for Police Visa Clearances, Gen Occur/ID Photo, Tow Fees and False Alarm Fees. This is offset by increase in Police Fees revenue.
Reserves/Capital recoveries	1,545,582	1,545,582	772,791	772,791	772,791	50.00%	In line with budget.
Total revenues	12,910,763	12,570,006	6,455,382	5,985,466	6,925,297	46.36%	
Expenses							
Employee Related Costs	163,623,390	163,788,428	81,811,695	77,294,801	86,328,589	47.24%	The YTD Budget includes an estimated Collective Agreement % not reflected in the YTD Actual.
Materials and supplies	5,468,877	5,765,974	2,734,438	2,391,092	3,077,785	43.72%	Some expenditures are less than YTD Budget. They are expected to be incurred over remaining months and are anticipated to be above Budget due to unforeseen COVID-19 Pandemic.
Vehicle expenses	2,076,000	1,960,126	1,038,000	834,967	1,241,033	40.22%	
Buildings and grounds	2,756,855	2,576,727	1,378,428	823,211	1,933,644	29.86%	
Consulting expenses	52,600	42,933	26,300	3,345	49,255	6.36%	
Contractual expenses	917,770	804,868	458,885	231,610	686,160	25.24%	
Agencies and support payments	42,300	42,300	21,150	21,150	21,150	50.00%	
Reserves/Recoveries	4,996,602	4,996,602	2,498,301	2,498,301	2,498,301	50.00%	
Cost allocation	1,087,670	1,087,670	543,835	543,835	543,835	50.00%	
Capital Financing	2,978,614	2,978,614	1,489,307	1,489,307	1,489,307	50.00%	
Financial/Legal Charges	387,625	491,740	193,813	275,556	112,069	71.09%	
Total expenses	184,388,303	184,535,981	92,194,151	86,407,176	97,981,126	46.86%	Overall, expenditures are within Budget.
Total Net Expenditure	\$ 171,477,540	\$ 171,965,976	\$ 85,738,770	\$ 80,421,710	\$ 91,055,830	46.90%	Net Budget is on target for the period.

HAMILTON POLICE SERVICES BOARD
- INFORMATION -

DATE: September 3, 2020
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Eric Girt
Chief of Police
SUBJECT: *Capital Project Status Report as at June 30, 2020*
PSB 20-074

BACKGROUND:

The capital project status report as at June 30, 2020 is attached. The projects are anticipated to be completed as identified.



Eric Girt
Chief of Police

EG/J. Randazzo

Attachment: *Appendix A*

cc: Frank Bergen, Deputy Chief - Operations
Ryan Diodati, Deputy Chief - Support
Anna Filice, Chief Administrative Officer
John Randazzo, Director – Finance

Project ID	Description	LTD Budget (\$) a	LTD Actual Expenditures (\$) b	Available Balance (\$) c = a - b	% Completed d = b / a	Status
3761351302	Police Computer Software	297,934	57,935	240,000	19.45%	<ul style="list-style-type: none"> HPS is examining Crime Analytics (ie. Dashboards). Business requirements gathering commenced in Q1 2020. Paid Duty Software - In-progress.
3761651601	Police Expenditures	1,417,793	689,427	728,366	48.63%	<p>Various projects in-progress:</p> <ul style="list-style-type: none"> Oil tanks - TBD (dependent on potential relocation of Fleet Division). Board tablets Gym wall repairs - Initial repair completed in Q4 2019. Stone caps replacement still outstanding - expected completion by Q4 2020. Body armours - on-going, expected completion by Q4 2020. Building Automation - Initial assessment is being completed and a quote obtained. Diesel Tank - Legislative requirements are being examined and testing to be completed. DeEscalation Cells - In-progress.
3761651901	Police Computer Hardware	2,840,885	996,968	1,843,917	35.09%	<p>Various projects in-progress:</p> <ul style="list-style-type: none"> Evidence workflow (DEMs) - RFP in place. This is a province-wide DEMs solutions - expected completion to coincide with provincial schedule. Outlook - In-progress. Phase 1 completed. Phase 2 to commence with Office 365 rollout starting in Q1 2021. Desktop - in-progress, contract awarded. Expected completion by Q4 2020. Network/Security - expected completion by Q4 2020.
3761851801	Marine Vessel	800,000	800,000	-	100.00%	Completed - the City will be informed and instructed to close the project.
3761857801	Server Storage	646,500	597,119	49,381	92.36%	In-progress, funds to be spent by Q3 2020.
3761857802	Police Video Infrastructure	632,000	-	632,000	0.00%	RFP in place, expected completion by Q2/Q3 2021.
3761857804	Radio Room Recording Upgrade	200,000	97,986	102,014	48.99%	P.O. issued, expected completion by Q4 2020.
3761951100	2019 Police Vehicles	1,973,140	1,701,314	271,826	86.22%	Two 2019 vehicles to be received and unfitted.
3762051007	Personal Issued Portable Radios	480,000	88,248	391,752	18.39%	Project on-going - expected completion Q4 2020.
3762051100	2020 Police Vehicles	2,432,632	71,698	2,360,934	2.95%	Project on-going - expected completion Q4 2020.
3761857302	Intelligence Investigations	394,000	-	394,000	0.00%	On-going, part of multi agency Part VI Intelligence project.
3761951811	Conductive Energy Weapons (CEW)	335,000	334,173	827	99.75%	Completed - funds to be transferred back to the City and project to be closed.
3761951812	Roof Repairs/HVAC	1,250,000	742,631	507,369	59.41%	In-progress - Expected completion in Q4 2020. Station 20 roof replacement deferred to 2021.
3761957801	ISD - Compellent Storage	180,000	151,707	28,293	84.28%	Completed in Q2 2020, remaining balance to be transferred to Police Capital Reserve and project to be closed.
3761957805	Computer Aided Dispatch (CAD)	500,000	68,694	431,306	13.74%	Phase 1 & 2 will be implemented by Q2 2021.
3761141100	Police - Land Purchase	1,312,020	1,312,656	636	100.05%	Completed.
3761241200	Police ISD Building	25,824,000	24,071,698	1,752,302	93.21%	Project on-going, completion expected by Q3 2020.
376195708	Basement & Brick Repair - Central	200,000	-	200,000	0.00%	Consultants have been engaged - RFP in-process.
3762055001	Space Feasibility Study	500,000	-	500,000	0.00%	On-going - working with COH to engage consultants to provide Class B pricing and schematic drawings.
Police Total		44,665,303	34,231,653	10,433,651	76.64%	

HAMILTON POLICE SERVICES BOARD

- INFORMATION -

DATE: September 3, 2020

REPORT TO: Chair and Members
Hamilton Police Services Board

FROM: Eric Girt
Chief of Police

SUBJECT: *Coroner's Inquest into the Death of Anthony DIVERS*
PSB 20-054

BACKGROUND:

The Hamilton Police Service (HPS) examined five jury recommendations in relation to the Coroner's Inquest of Mr. Anthony DIVERS. Of the 13 recommendations made by the jury, four (4) apply to both the Ontario Police College and the HPS (2, 3, 4, 5), while number six (6) only applies to the HPS.

The HPS has completed a review of all five (5) recommendations. Four (4) of the recommendations have the content or intent of the recommendation already in place.

On June 3, 2020 a letter was sent to the Office of the Chief Coroner for Ontario to provide an update on the status of the recommendations. The final recommendation number six (6), a debrief with the involved Officer, was actioned on Monday June 8, 2020.

A response letter detailing the actions and position taken by the HPS has been written and was submitted to the Office of the Chief Coroner.



Eric Girt
Chief of Police

Attachment: Letter to the Office of the Chief Coroner

EG/N. Goodes-Ritchie

cc: Ryan Diodati, Deputy Chief – Support
Nancy Goodes-Ritchie, Superintendent – Professional Development Division



HAMILTON POLICE SERVICE

155 King William Street, Hamilton, Ontario Canada L8R 1A7 | **P** 905.546.4925 | **F** 905.546.3892

June 3, 2020

Dr. Dirk Huyer
Chief Coroner for Ontario
Office of the Chief Coroner
25 Morton Shulman Ave
Toronto, Ontario M3M 0B1

**Re: Inquest into the Death of Anthony David DIVERS on October 1, 2016
OCC Inquest File Q2019-17**

Dr. Huyer,

Regarding the Verdict Explanation dated January 15, 2020, concerning the Recommendations of the Coroner's Jury into the Death of Anthony DIVERS, the Hamilton Police Service (HPS) submits the following correspondence. We have reviewed the Recommendations directed to the HPS and agree to all recommendations.

Summary of the circumstances of the Death:

On September 30, 2016, at 11:35 PM, HPS received a 911 call from the wife of Anthony DIVERS, reporting that she was punched in the face by her husband outside the Dirty Dog Saloon located at 77 King William Street, Hamilton. On arrival, the police officers spoke to the victim, confirmed her injuries, and formulated their grounds to arrest DIVERS for assault.

Additional information was provided to the police officers that DIVERS may be under the influence of crystal meth and Fentanyl, and may be in possession of a Glock firearm. Officers were aware that DIVERS had a history of violence, criminality, mental health issues and incarceration.

An Officer located DIVERS and called out to him to stop walking away and to show his hands (his right hand remained under his sweatshirt). DIVERS did not comply, and turned to face the Officer. The Officer stated that if he did not comply with directions to show his hands and get down, DIVERS would be shot. DIVERS shrugged his shoulders and took several steps towards the officer while keeping his right hand under his sweatshirt at his waistband.

The Officer fired two rounds resulting in DIVERS death.

Of the 13 recommendations made by the jury, four (4) apply to both the Ontario Police College and HPS (2, 3, 4, 5), while number six (6) only applies to HPS.

Recommendation #2:

Consider a review of educational materials concerning communication, particularly with people in crisis. Without prescribing what an officer should say in a particular set of circumstances, officers should be made aware of the potential for negative outcomes when providing direction in an “or else” format, which may be considered an ultimatum. Consider implementing a phrase such as “put down the gun, we do not want to hurt you” as an alternate communication strategy to deescalate a situation when dealing with a person in crisis.

Coroner’s Comments:

The jury heard that the officer shouted to the decedent that, if he did not comply with commands to show his hand and get down, he would be shot.

The jury heard from an expert witness in police training that commands in the nature of an ultimatum might not be wise in certain circumstances. The expert suggested other possible commands, and the jury felt that this idea should be studied by those in charge of police training.

Recommendation: Agreed.

In April of 2020, HPS reviewed the Verdict of the Coroner’s Jury in regards to Anthony DIVERS death dated October 1, 2016, file Q2019-17. The Community Mobilization Division was consulted regarding a review of their Crisis Intervention Training (CIT), and a decision was made to have a representative participate in the Operational Debrief identified in Recommendation #6. This will assist with developing take away lessons learned for future CIT Courses, and lesson plans.

Training regarding communications with people in crisis and de-escalation strategies has been addressed for the past several years through Use of Force scenario-based training. This current Block Training year (2019 / 2020) included two scenarios that address de-escalation as part of the police response.

Recommendation #3

Consider using the circumstances of the death of Anthony DIVERS as the basis for a training scenario, so officers can learn and explore a variety of ways to respond, with feedback from instructors through debriefing following the exercise.

Coroner’s Comments:

The jury heard that circumstances investigated during inquests are sometimes the basis for training scenarios in the curricula of the Police College and local police training units. They felt the facts of the death investigated by this inquest should be considered for such use.

Recommendation: Agreed.

While it is not an exact replication of the DIVERS incident, one of the scenarios that was implemented in the 2019 / 2020 Block Training year addressed the same fundamental learning principles.

Recommendation #4

Consider the feasibility and/or applicability of integrating additional training scenarios designed to mitigate (insofar as possible) the stress response in front line officers.

Coroner's Comments:

The jury heard evidence that it is difficult to devise training scenarios which induce real fear of death or bodily harm in trainees and yet are safe for them. They heard that fear is a physiological response and that it cannot be eliminated by training strategies. The jury heard evidence that it is not possible to train officers not to be fearful when they believe their life is being threatened. Therefore, consideration should be given to try to find a way, through training, to better assist officers to manage stress or fear in critical situations insofar as that might be found to be possible.

Recommendation: Agreed.

For several years, the HPS has consistently included scenario based training as part of the Use of Force overall plan. Scenarios are implemented to increase the levels of stress inoculation of the members; to assist in providing coping mechanisms; and considering / implementing alternative response plans.

Recommendation #5

Consider the integration of the concept of delaying engagement of a suspect or "disengagement" as viable tactical options as circumstances warrant.

Coroner's Comments:

The jury heard that there might be some circumstances, as distinct from the circumstances of this death, where it could be an appropriate response to delay engagement and await the arrival of other resources to deal with an armed suspect. They felt that, where such action would be appropriate, it should be considered.

Recommendation: Agreed.

For several years, the HPS has consistently included scenario based training as part of the Use of Force overall plan. One of the main global learning points stressed is the option to disengage. Disengagement does not mean leaving the scenario but is consistent with the principles of isolate and contain.

Recommendation #6

The Hamilton Police Service should consider conducting a debriefing in regards to this incident once all legal matters have been concluded.

Coroner's Comments:

The jury heard that no debrief of this incident had yet been carried out, probably due to the existence of a number of pending legal processes, including this inquest. They felt that there should be a debriefing session as soon as all legal proceedings have been concluded.

Recommendation: Agreed.

An operational debrief with all involved officers in this incident has been scheduled for Monday June 8th, 2020.

Regards,



Nancy Goodes-Ritchie
Superintendent
Hamilton Police Service - Professional Development Division
(905) 546-2099
ngoodes@hamiltonpolice.on.ca

From:
To: [Stevenson, Kirsten](#)
Cc: clerk@hamilton.ca; hwdsbkidsneedhelp@gmail.com
Subject: Concerns Regarding Police Budget
Date: Tuesday, July 21, 2020 4:18:33 PM

Hi there,

My name is Mariel and I live in Hamilton, Ontario specifically in Ward 1. In light of police brutality happening in Canada and in the United States, Black organizers released demands, specifically calling for an immediate 20% reduction to the police budget, which amounts to \$35 million dollars.

I can not stand behind the use of taxpayer money to over-inflate the budget of a police force which disproportionately targets Black and Indigenous people. I believe defunding the police is about valuing the lives of Black and Indigenous people over personal property, by reallocating funds into community programs that can address social inequities at their root rather than criminalizing poor and marginalized people.

I'd like to specifically highlight words from our Mayor, stated towards the end of the police board meeting on June 11th, Mayor Fred Eisenberger highlighted injustices demonstrated toward a Black individual in his life, stating that this individual was stopped more by the police because of her Blackness, he prefaced this statement with: "We must accept the fact that racism exists not just in the United States but in Canada". A pinnacle member of the Hamilton Police Board acknowledged how systemic racism and white supremacy impacts the livelihood of Black folks in our community, yet you continue to dismiss the concerns of the community.

I urge the police board to listen to the voices and demands of Black organizers in this city and make changes to keep Black and Indigenous folks safe.

Here are some additional facts, which I find extremely troubling, about why the police budget needs to be reduced by 20%.

- We spend \$171 million on policing but only \$158 million on social services here in Hamilton.
- There are 675 police officers on the sunshine list. That equates to 36.51% of city employees on the sunshine list employed by the police.
- The percentage of all Hamilton Police on the sunshine list is 61%.
- The percentage of sworn officers on the sunshine list is 79%.
- Average salary of a Constable \$116,527
- Average salary of a Detective Constable is \$123,073
- Average salary of a Sergeant 1st Class is \$135,110
- Average salary of a Sergeant 2nd class is \$122,979
- Policing costs are the highest cost to Hamilton's taxpayers.

Best,

Maríel

From:
To: [Stevenson, Kirsten](#)
Subject: defunding the police
Date: Thursday, July 23, 2020 9:01:43 PM

Hello:

I am absolutely not in favor of defunding the police. I believe the police need every dollar they get and they also should get whatever equipment they need to provide the service. This is certainly not a rob Peter to pay Paul situation.

Janice Galasso

Hamilton, ON

From:
To: [Stevenson, Kirsten](#)
Subject: Defund police budget by 20%
Date: Thursday, July 23, 2020 8:59:27 PM

I am writing today to demand that the Hamilton Police Services Board and City Council move to defund the HPS budget 20% for a total cut of \$35 million. I am a resident of Ward 1 and I am deeply concerned about how the excess of funding allocated to the HPS takes resources away from my community that would ultimately contribute to its safety.

Of this \$35 million dollars, \$30 million should be cut from HPS salaries, specifically from Divisions 1, 2, and 3, community mobilization (mounted unit, ACTION team, victim services) and support services (mounted services). \$2.5 million should be cut from HPS materials and supplies in order to demilitarize the police force. \$2 million should be cut from overtime and part time pay to HPS staff. There is absolutely no use for these \$35 million in the HPS. It is time to reallocate these funds to departments and organizations in the city that will actually contribute to a safer community.

While a 20% reduction may seem far-fetched, it is just a first step towards the goal of ultimately defunding and abolishing the police. Police do not serve and protect our communities - they criminalize and abuse our communities.

20% is just the beginning. I am hoping that Hamilton will follow Minneapolis's lead in moving to defund the HPS altogether and implement a community based alternative to policing that is based in restorative and transformative justice practices.

I urge you to hear my voice as one of your constituents in (ward/neighbourhood). I am asking you, (Councillor name) to move or support a motion to defund the HPS budget by 20%.

Thank you and have a good day.

Laura Howden

From:
To: [Stevenson, Kirsten](#)
Cc: [Office of the Mayor](#)
Subject: Fwd: Defund Hamilton Police Campaign
Date: Thursday, July 23, 2020 1:18:42 PM

To the Hamilton Police Service Board,

As per the attached emails, we reached out to the Mayor to state our support for the Defund Hamilton Police Services Campaign, we were encouraged by the mayor's representative to send our email to you, the Police Service Board.

In addition, we would also like to emphasize that mental illness is no respecter of persons; gender, sexual preference, colour, ethnicity, economic status nor social standing and education. This has been made clear to us through the struggles of our loved one who has in spite of mental illness achieved a PhD from McMaster. We have learned and continue to learn a great deal about compassion and understanding from our adult child for all who suffer from this affliction. We feel the mental health community experts should have full control in how to deal with individuals in crisis. This is not a place for law enforcement to be prominent nor to use funding that could be better served in mental health frontline care.

Sincerely, Ed and Karin Horn

Begin forwarded message:

From: Office of the Mayor <mayor@hamilton.ca>
Date: July 23, 2020 at 9:00:49 AM EDT
To: Karin Horn
Subject: RE: Defund Hamilton Police Campaign

Good Morning,

Thank you for contacting the Office of the Mayor.

I have shared your correspondence with the Mayor and their Advisors for review.

Additionally, I suggest submitting your correspondence to the Administrator for the Police Services Board. This will ensure that your correspondence is seen by the Police Services Board and its Members for consideration. To submit correspondence to the Administrator for the Police Services Board, please see the following link:

<https://hamiltonpolice.on.ca/about/police-services-board>

Regards,

Paul Szachlewicz

Legislative Assistant
Office of Mayor Fred Eisenberger
City of Hamilton

71 Main Street West, 2nd Floor
Hamilton, ON L8P 4Y5
905-546-2489



Hamilton Public Health Services' COVID-19 hotline: **905-974-9848**

Email: phscovid19@hamilton.ca

For the latest information: www.hamilton.ca/coronavirus

From: Karin Horn
Sent: July 22, 2020 7:49 PM
To: Office of the Mayor <mayor@hamilton.ca>; Partridge, Judi <Judi.Partridge@hamilton.ca>
Cc: clerk@hamilton.ca; hwdsbkidsneedhelp@gmail.com
Subject: Defund Hamilton Police Campaign

Hello,

We are Ed and Karin Horn and we live in Hamilton, Ontario in Ward 15. A

few weeks ago, Black organizers released demands in light of police

brutality happening in Canada and in the United States.

Although the situation in Canada is not exactly the same, we do recognize that Hamilton police funding in all areas has increased disproportionately to the funds allotted to mental health care in the city. Why has the police service budget gone up almost 50% in 5 years? Why are policing costs the highest costs to Hamilton tax payers?

Here are some facts about why the police budget needs to be reduced by 20%.

- We spend \$171 million on policing but only \$158 million on social services here in Hamilton.
- There are 675 police officers on the sunshine list. That equates to 36.51% of city employees on the sunshine list employed by the police.
- The percentage of all Hamilton Police on the sunshine list is 61%.
- The percentage of sworn officers on the sunshine list is 79%.
- Average salary of a Constable \$116,527
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- Policing costs are the highest cost to Hamilton's taxpayers

This discrepancy is crucial to us because of the difficulties we've experienced in getting help for a member of our immediate family who has been in crisis. Based on our experience with police

responding to crisis calls, we know the individual in crisis would be much better served and helped by a health professional, rather than a uniformed, armed, confrontational police officer. Our loved one has also been targeted and questioned while walking down the street. Although we are not a visible minority (we are of German ancestry), we know this targeting happened because of our slightly darker complexion. Considering those two factors in combination, we are terrified to consider what may happen the next time a crisis occurs and we have to call 911.

We totally support the demands made by the Defund Hamilton Police Services Campaign, if these demands are not met, you can rest assured that we will continue to uphold the cause and we will not be giving you our vote in the next election.

We also strongly suggest that the disbursement of funding to mental health care be directed by active mental health professionals within our local community.

Sincerely, Ed and Karin Horn

From:
To: [Stevenson, Kirsten](#)
Subject: Fwd: Defund the Hamilton Police Service by 20%
Date: Thursday, July 23, 2020 9:56:09 AM

----- Forwarded message -----

From: **Adrian Underhill**
Date: Wed, Jul 22, 2020 at 5:00 PM
Subject: Defund the Hamilton Police Service by 20%
To: Office of the Mayor <mayor@hamilton.ca>, Wilson, Maureen
 <maureen.wilson@hamilton.ca>, <jason.farr@hamilton.ca>, Nann, Nrinder
 <nrinder.nann@hamilton.ca>, <sam.merulla@hamilton.ca>, <chad.collins@hamilton.ca>,
 <tom.jackson@hamilton.ca>, <esther.pauls@hamilton.ca>, <john-paul.danko@hamilton.ca>,
 Clark, Brad <brad.clark@hamilton.ca>, <maria.pearson@hamilton.ca>,
 <brenda.johnson@hamilton.ca>, <lloyd.ferguson@hamilton.ca>,
 <arlene.vanderbeek@hamilton.ca>, <terry.whitehead@hamilton.ca>,
 <judi.partridge@hamilton.ca>, <Matthew.Green@parl.gc.ca>, <ahorwath-qp@ndp.on.ca>,
 <FILOMENA.TASSI@parl.gc.ca>, <SShaw-QP@ndp.on.ca>, <donna.skelly@pc.ola.org>,
 <Bob.Bratina@parl.gc.ca>
Cc: HWDSB kids <hwdsbkidsneedhelp@gmail.com>, <clerk@hamilton.ca>

Hello,

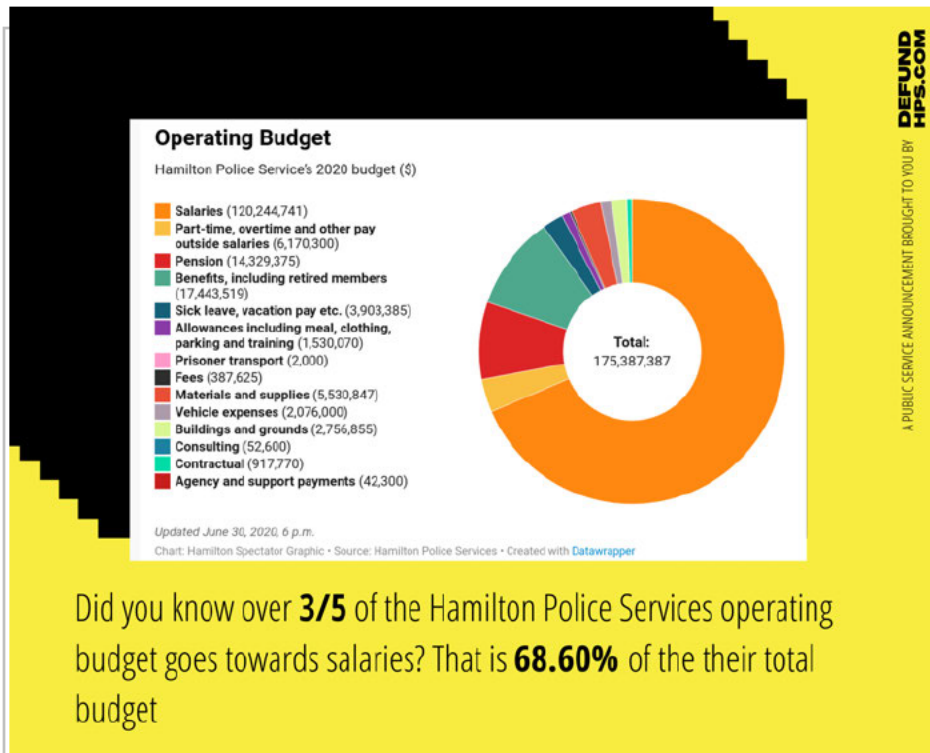
My name is Adrian Underhill and I live in Hamilton in Ward 1. A few weeks ago, Black organizers released their demands in light of police brutality happening in Canada and in the United States. I am emailing to follow up on those demands and express my full support for them.

This issue is of the utmost importance to me and I am keenly watching your response or inactivity. For too long police violence has been the norm here in Hamilton and we are at a point where reform is not the answer. Body cams are not the answer - they are a distraction. Now is the time to imagine a future that is safe for everyone in our community. A future where we don't need police to conduct traffic stops and mental health checks (because we know that those interactions can unnecessarily end in loss of life). If you don't have the imagination to imagine that future, if you're too old or stuck in your ways to challenge the status quo then you are actively causing harm and you are not fit to serve your constituents. Please take a moment to honestly reflect on this.

Here are some facts about why the police budget needs to be reduced by 20%.

- We spend \$171 million on policing but only \$158 million on social services here in Hamilton.
- There are 675 police officers on the sunshine list. That equates to 36.51% of city employees on the sunshine list employed by the police.
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- Average salary of a Sergeant 1st Class is \$135,110
- Average salary of a Sergeant 2nd class is \$122,979
- Policing costs are the highest cost to Hamilton's taxpayers.



Thank you for your time,
Adrian Underhill

From:
To: [Stevenson, Kirsten](#)
Subject: Concerns over the Hamilton Police Services and City Council Budget
Date: Thursday, July 23, 2020 12:36:16 PM

Good afternoon,

I was directed to you after reaching out to city council officials and I hope this is the correct contact. I am writing today to demand that the Hamilton Police Services Board and City Council move to defund the HPS budget 20% for a total cut of \$35 million. I am a Hamilton resident as well as a current McMaster University student and I am deeply concerned about how the excess of funding allocated to the HPS takes resources away from our most at risk Hamilton communities - funds which would ultimately contribute to the safety of our city and its community.

Of this \$35 million dollars, \$30 million should be cut from HPS salaries, specifically from Divisions 1, 2, and 3, community mobilization (mounted unit, ACTION team) and support services (mounted services). \$2.5 million should be cut from HPS materials and supplies in order to demilitarize the police force. \$2 million should be cut from overtime and part-time pay to HPS staff. There is absolutely no use for these \$35 million in the HPS. It is time to reallocate these funds to departments and organizations within our city that will actually contribute to a safer community.

While the 20% reduction may seem far-fetched, it is just a first step towards the goal of ultimately defunding and abolishing the police. Police who do not serve and protect our communities - but rather who criminalize and abuse our fellow Hamiltonians - should no longer be granted the ample funding our municipal council affords them.

20% is just the beginning. I am hoping that Hamilton will follow Minneapolis's lead in moving to defund the HPS altogether and implement a community-based alternative to policing that is based in restorative and transformative justice practices.

I urge you to hear my voice as a member of the Hamilton community. I am asking you to move or support a motion to defund the HPS budget by 20%.

Thank you for your consideration and have a good day,

Kailey Cutillo

From:
To: [Stevenson, Kirsten](#)
Cc: [Defund HPS and HWDSB Kids Need Help Coalition](#)
Subject: A Message for the Hamilton Police Services Board
Date: Thursday, July 23, 2020 9:43:14 AM

Hello,

I respectfully ask that you forward the following concerns to the HPS Board.

I am emailing today to demand that the Hamilton Police Services Board and City Council move to defund the HPS budget 20% for a total cut of \$35 million. I am a resident of Ward 2 and I am deeply concerned about how the excess of funding allocated to the HPS takes resources away from my community that would ultimately contribute to its safety.

Of this \$35 million dollars, \$30 million should be cut from HPS salaries, specifically from Divisions 1, 2, and 3, community mobilization (mounted unit, ACTION team, victim services) and support services (mounted services). \$2.5 million should be cut from HPS materials and supplies in order to demilitarize the police force. \$2 million should be cut from overtime and part time pay to HPS staff. There is absolutely no use for these \$35 million in the HPS. It is time to reallocate these funds to departments and organizations in the city that will actually contribute to a safer community.

While a 20% reduction may seem far-fetched, it is just a first step towards the goal of ultimately defunding and abolishing the police. Police do not serve and protect our communities - they criminalize and abuse our communities.

20% is just the beginning. I am hoping that Hamilton will follow Minneapolis's lead in moving to defund the HPS altogether and implement a community-based alternative to policing that is based in restorative and transformative justice practices.

Thank you and have a good day.

Best,
Genevieve O'Grady

From: [Colleen Murray](#)
To: clerk@hamilton.ca; [Stevenson, Kirsten](#)
Subject: DEFUND THE HAMILTON POLICE
Date: Thursday, July 23, 2020 9:42:41 AM

Hello

I am contacting you today to demand that the Hamilton Police Services Board and City Council move to defund the HPS budget 20% for a total cut of \$35 million. I would like this topic to be included in today's board meeting. I am a resident of ward 8 and I am deeply concerned about how the excess of funding allocated to the HPS takes resources away from my community that would ultimately contribute to its safety.

Of this \$35 million dollars, \$30 million should be cut from HPS salaries, specifically from Divisions 1, 2, and 3, community mobilization (mounted unit, ACTION team, victim services) and support services (mounted services). \$2.5 million should be cut from HPS materials and supplies in order to demilitarize the police force. \$2 million should be cut from overtime and part time pay to HPS staff. There is absolutely no use for these \$35 million in the HPS. It is time to reallocate these funds to departments and organizations in the city that will actually contribute to a safer community.

While a 20% reduction may seem far-fetched, it is just a first step towards the goal of ultimately defunding and abolishing the police. Police do not serve and protect our communities - they criminalize and abuse our communities.

20% is just the beginning. I am hoping that Hamilton will follow Minneapolis's lead in moving to defund the HPS altogether and implement a community based alternative to policing that is based in restorative and transformative justice practices.

Please consider including the motion to defund the HPS budget by 20% in today's meeting.

Thank you and have a good day.

From:
To: ferguson@gmail.com; [Ferguson, Lloyd](#); [Pauls, Esther](#); Merulla@gmail.com; [Merulla, Sam](#); Collins@gmail.com; [Collins, Chad](#); Jackson@gmail.com; [Jackson, Tom](#); Johnson@gmail.com; [Johnson, Brenda](#); Whitehead@gmail.com; [Whitehead, Terry](#); Partridge@gmail.com; [Wilson, Maureen](#); Farr@gmail.com; [Farr, Jason](#); [Nann, Nrinder](#); Clark@gmail.com; [Clark, Brad](#); [Ward 8 Office](#)
Cc: eric.girt@hamiltonpolice.on.ca; hpa@hpa.on.ca; [Stevenson, Kirsten](#); [Paul Berton](#); tips@chch.com; letters@thespec.com; [News@CHML](#); [Samantha Craggs - CBC](#); bkelly@900chml.com
Subject: City discriminates against vulnerable people
Date: Friday, July 17, 2020 11:08:23 AM

Re: Issues raised by Terry Whitehead's response to Amanda Leigh's letter, both found here:

<https://www.facebook.com/groups/186781248060815/permalink/4062195263852708/>

To: City Council

Cc: Police Services Board, Chief of Police, Hamilton Police Association

Homeless people are citizens of Hamilton with the same rights to City services as every other citizen, including public housing.

Right to Housing, Canada

https://chra-achru.ca/blog_article/right-to-housing-is-now-law-in-canada-so-now-what-2/

If homeless people are forced to live on the streets because no public housing suitable to their needs/disabilities is provided for them, that alone is a violation of their rights. Until the City corrects that discrimination, the City must provide them with sanitation and all other City services to which citizens are entitled, and to a degree that keeps all people and neighbourhoods safe and secure, including them and their temporary homes/communities: Those communities of homeless people have exactly the same rights as every other citizen. Failing to provide suitable and equal housing and water/sanitation services to 'some' people is discrimination.

A person without a home is still a citizen entitled to the same City services as every other person living in Hamilton. Sanitation and water are critical services, necessary to the health of our entire community.

Failure of the City to provide such services to particular people based on their personal circumstances is discrimination against some of the very people that human rights laws are intended to protect.

Connie Kidd

July 22, 2020

To: The Police Services Board

From: Don Oliphant, Doris Boettger

We reside in Hamilton Wentworth and have done so for our entire lives.

During our lifetime we have observed our communities as they have changed and evolved, attended school, including local university, worked professionally become parents and grandparents, raised children, volunteered, and committed ourselves to life- long learning. We are educators who have worked in the North, East, West and Mountain areas of the city. We are very aware of the unique characteristics strengths and needs of Hamilton Wentworth. We support the great successes that have been possible when citizens work together and respectfully express opinions and listen to others concerns.

We have both experienced interactions with Police Officers through 5 break ins to our home, an assault and many calls for assistance at our perspective schools and a car accident. We were very appreciative for the assistance received in each of these circumstances.

“To serve and Protect”, is a high calling, and in our experience, we feel both served and protected by police in our desire to live a peaceful life.

We have 6 young grandchildren attending public school, and as any grandparents we have concerns for their safety. These concerns are in regard to violence and abuse of any nature. We were disappointed to see the removal of the school liaison officers, and have spoken to our trustee, but, are hopeful that by working together with the School Board, students and communities a new start can put these relationships on a positive trajectory.

In regard to “defunding the police”, we certainly believe that in the presence of crime and violence police are necessary to support our community and help to create a safe life for our citizens of all ages. Our appreciation goes to officers who literally risk their lives for the safety of others, make split second decisions, and often face difficult situations, and keep the peace. Almost an impossible job. We believe that police officers do so much more and we appreciate the complexity of their jobs.

We do not want the police defunded in any way. There are examples in the US where the police were removed and crime escalated.

Can we do better, always. Perhaps, a respectful, productive and manageable process for citizens to put forth concerns and practical concepts to address those concerns would bring people together in a positive way.

Reaching back, Don ran a very successful community program in Hamilton’s North end for children and families at the former Robert Land school, This was not a high cost program, but, it gave voice to the community to address their needs and because he represented the Board built trust and continued respect between the school Board and the community.

Also, Cathy Weaver elementary school is named after a police officer who was significantly involved in the school community and made a positive impact in the lives of people in that community. There is much to be celebrated in the area of community involvement by the police.

These are just two examples of effective low- cost programming, which made a big difference.

While we acknowledge that change is a “constant” and in fact embrace measured change, we believe HWPB has a fair and effective foundation on which to build, and with respectful input from all citizens can create a safe and protective environment. Collectively, we want the best for our future.

Thank you for receiving and reviewing our thoughts.

We would be pleased to further dialogue if you desire.

Don Oliphant Doris Boettger

July 24, 2020

To the Hamilton Police Services Board

The fundamental ideal behind democracy is that those in power need to listen to the voice of the people.

Reflect upon the message that was sent to our young protestors when, hours after painting their message on the road, their words were washed away.

What message are you sending to this generation of Hamiltonians when you threaten to charge protestors for 'mischief' for an act that has been accepted in other jurisdictions such as Toronto and Milwaukee as part of peaceful protest. We live in a democracy, not a totalitarian society. This is Canada, not China.

Deputy Chief Frank Bergen, you are mistaken when you simplify your job to be 'crime prevention'. No. Your job is harder and more important than that. Your job is to serve the people of Hamilton. When the people of Hamilton have a message for you, your job is to listen.

If this was China, yes, your job would be to throw these protestors in jail, squash their voice, erase their messages and remove their existence - remove the threat to totalitarianism.

But this is Canada, and we are a democracy, and part of your job is to protect this democracy. Protecting democracy means listening to your constituents, not silencing them by threats of arrest and imprisonment.

I would strongly recommend the three following points:

- 1) Respond to the call of Hamiltonians and devise a plan on how to better serve mental health related calls using funds made available by a 20% reduction in the police services budget. Make public the details of this plan, and listen to feedback from Hamilton citizens.
- 2) Cease your investigation into charging Black Lives Matter protestors for mischief in relation to the July 23 road painting of "Defund the Police".
- 3) Meet with and listen to Hamilton City Council, the democratically elected representatives of the people of Hamilton.

A handwritten signature in black ink, appearing to read 'J. Kuk', with a stylized, flowing script.

Dr. Joda Kuk, MD FRCPC
Hamilton, ON,

July 20, 2020

Dear Members of the Hamilton Police Services Board,

As you are aware, HPS Board member Chad Collins has a sibling who is an active duty officer with the HPS. You may also be aware that Councillor Collins officially declares a 'conflict of interest' during Council meetings whenever HPS business is being discussed and/or voted on. Records show that he states his sister's position with the HPS as the reason for his conflict. (see attached)

Given this, may I ask why the HPS Board continues to deem it appropriate for Mr. Collins to sit on the HPS Board, to put forward motions, and to vote on motions before the Board?

If it is acknowledged and recorded as a conflict of interest at the municipal government level, why would the HPS Board overlook such a conflict? Even if a procedural case can be made, surely it gives the appearance of a conflict to members of the public.

May I ask you to discuss this issue in open session and to report your decision via a written response to me?

Sincerely,

Graham Crawford

Hamilton ON

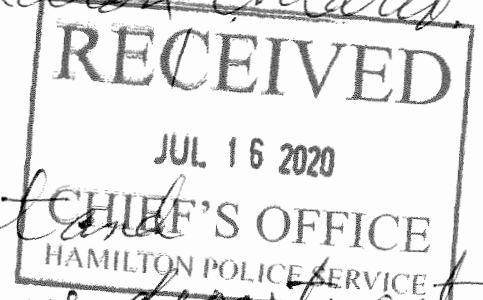
Excerpted from the official minutes of Hamilton City Council meeting.

DECLARATIONS OF INTEREST

Councillor Collins declared an interest with respect to the Hamilton Police Services' budget as his sister works for the Hamilton Police Services.

July 13, 2020

Hamilton Police Department,
Police Chief Eric Girt,
155 King William St., Hamilton Ontario



Dear Police Chief Girt,

This is a letter of support and encouragement to you and your department.

We respect and esteem the police in our community. Police services are fundamental and essential for a well-ordered society. Through our elected representatives we, as citizens, make a contract with our police department to provide care and protections without which our social order would soon head toward chaos. A police service enforces laws, keeps order, prevents crimes and oversees the safety and well-being of citizens.

Name a serious social problem and there we expect our police to bring order and lasting solutions. Citizens expect, indeed demand to be safe and feel safe, regardless of their position in society. We consider the waves of adverse criticisms directed at police to be

2' in the extreme and much exaggerated, because they depend on slogans, not solutions; they depend on ragings which are now much in vogue and because they promote changes that are poorly-considered and represent the voice of only a minority. We do not deny the right to protest rather the expectation to prevail.

Police on our behalf perform duties and tasks that often are dangerous, troublesome, difficult and perilous; they require judgment, patience, restraint and training. Police are care providers for the good order in our communities. Police are not our enemies, opponents or rivals but our partners and helpers. In our view we are and have been asking our police responders to perform too many functions that deal with personal, family, mental health, emotional and social conflicts. A police board must take responsibility to reassess and redefine what functions and duties police are to perform for the public good. A demanding assignment, much hard work that must be accomplished forthwith.

3/ The charge of racism in the department must be addressed: it requires a definition, a debate and a resolution by the Police Officers' Federation, the department, City Councillors and provincial M.L.A.s. Racism, that plague that depends ^{upon} bias and ignorance, clearly evident in our society, is not exclusive to police work. Racism will not be eliminated or diminished by yelling at it, but by study and wise programs, by good will, kindness and compassion.

Chief Gint, we value and support your work and that of your predecessors. You have our continuing support and concern. We have written our views to the Spectator ^{spoken} to duty officers at both the Rymal Rd. Station and the Dundas Str.

We ask that you share our views and concerns with members of the Police Services Board. We have sent a copy to Mayor Fred Eisenberger.

With our continuing care, faithfully,
Robert and Nanee Savelli,

Dundas, Ontario.

July 25, 2020

To

Re the hijacking of Main Street West by Black Lives Matters / BLM

Is the City of Hamilton afraid of BLM? They must be as they let these people / rabble rousers to me, disrupt the normal flow of traffic in front of City Hall on Main West.

Not only did they disrupt traffic but they painted the roadway with the words “BLACK LIVES MATTERS” essentially defacing the city and nothing was done shameful!! And to add insult to injury they demanded – not asked – that the Police Force be defunded. We are bordering on anarchy and that is not good.

WHY WERE THEY NOT STOPPED AND/OR ARRESTED FOR THEIR ACTIONS?

Anyone else trying to pull off a stunt like that would have been arrested and charged – immediately.

STOPPING TRAFFIC ON A MAIN ARTERY PAINTING THE ROADWAY BEING GENERAL NUISANCES

AND WHAT OF THE DANGER TO PEDESTRIANS IF THEY ATTEMPTED TO WALK BY?
PLUS

THE DAMAGE TO VEHICLES TRYING TO DRIVE IN THE AREA PAINT ON THE TIRES
AND MAYBE ELSEWHERE

ARE YOU GIVING THEM A FREE RIDE?you seem to be - WHY?

SLAVERY AND BLACKS IN UPPER CANADA |A SHORT HISTORY

In 1793, John Graves Simcoe, then Lieutenant-Governor of Upper Canada enacted the Act Against Slavery. This stated that slaves / yes, we had slaves / could no longer be sold to the US AND freed all escaping slaves that were able to reach the relative safety of Upper Canada.

The British Empire abolished slavery in 1834.

John A Macdonald , as member of the Militia, helped send US slave hunters back to the US empty handed. The US slave/bounty hunters were not allowed to take any of the escaped blacks back to the US.

Re “Defund the Police” create a separate group made up of social workers and medical personal to address the problems of homelessness, mental illness, domestic problems, suicide attempts, substance abuse and crisis counselling. They would have access to the social agencies that handled specific problems.

Please look into CAHOOTS – a program started over 30 years ago in Eugene, Oregon it takes all the above out of police hands but is directed through the police switchboard. A team of a Social Worker and a medic are sent out to take care of these problems / they started with one team and now have three. The cost is far less and it has had great success.

CAHOOTS stands for Crises Assistance Helping Out On The Streets.

More information can be found on-line at CAHOOTS/White Bird Clinic
or
CAHOOTS_(crisis_response)

I hope the above information will be of help in solving some of the cities ongoing problems without involving the police department.

In closing, all these marches, rallies and demonstration- ie painting the street, should be replaced with dialogue and discussion. And if these people break the law then charge then accordingly like they did last week by closing down Main Street in front of City Hall and painting on the roadway. I hope that they will not be given a free ridethat just leads to anarchy!

Yours sincerely

Susanne Noordyk

Hamilton, Ontario

Monday, August 03, 2020 15:40:23

From: Xavier Michaud

Xavier Michaud

Subject: Calls to Defund & Abolish the Police in Hamilton View in Browser

To: Internet Inquiries "jason.farr@hamilton.ca"

<jason.farr@hamilton.ca> "mayor@hamilton.ca" <mayor@hamilton.ca>

"maureen.wilson@hamilton.ca" <maureen.wilson@hamilton.ca> "nrinder.nann@hamilton.ca"

<nrinder.nann@hamilton.ca>

Dear Mayor Eisenberger, Councillors and Hamilton Police Force,

With the current calls to defund and abolish the police department, I would like my objection to these measures to be heard. While I support calls for transparency, accountability and review of police actions and policies, I cannot in good conscience accept the crippling or dissolution of this city's law enforcement. Such demands are not in either the short-, or long-term, interest of law-abiding citizens and residents of this city. It would ultimately only benefit those with criminality on their mind.

Instead of cutting funding to the police force, I support increases in funding for:

Better screening of police cadets to root out those ill-equipped to serve the community fairly

Increased training for both peaceful and combative interactions with the public

Widespread use of bodycams and other accountability tools

The formation of specialized taskforce to oversee wellness checks

Increase statistical analysis of perpetrator and victim demographics to better understand the root cause of crime and police-civilian interactions

Thank you for your time and attention,

Dr Xavier D. Michaud, PhD,

Hamilton

"If you want others to be happy, practice compassion. If you want to be happy, practice compassion."

-Dalai Lama

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From:
To: clerk@hamilton.ca; [Stevenson, Kirsten](#)
Subject: Written Delegation for Next Council Meeting & Police Services Board Meeting -- Fwd: Addressing Systemic Racism & Re-evaluating Police Funding
Date: Monday, July 27, 2020 8:44:25 PM

Hello - on the direction of the Mayor's office, please find my written delegation to be included in the next meeting of City Council and the Police Services Board.

Please confirm receipt and advise if any further steps need be taken.

Thanks,

Andrew

----- Forwarded message -----

From: **Andrew Pettit**
Date: Sun., Jul. 26, 2020, 9:12 p.m.
Subject: Addressing Systemic Racism & Re-evaluating Police Funding
To: <mayor@hamilton.ca>, <maureen.wilson@hamilton.ca>, <jason.farr@hamilton.ca>, <nrinder.nann@hamilton.ca>, <sam.merulla@hamilton.ca>, <chad.collins@hamilton.ca>, <tom.jackson@hamilton.ca>, <esther.pauls@hamilton.ca>, <ward8@hamilton.ca>, <brad.clark@hamilton.ca>, <maria.pearson@hamilton.ca>, <brenda.johnson@hamilton.ca>, <lloyd.ferguson@hamilton.ca>, <arlene.vanderbeek@hamilton.ca>, <judi.partridge@hamilton.ca>

Dear Mayor and Councillors,

I am writing to share my voice to the calls to address systemic racism and re-evaluate police funding in Hamilton.

As our elected representatives you are in a unique position to lead on these issues - by listening, believing and engaging meaningfully with our brave neighbours of colour raising their voices to let us know how racist actions, attitudes and systems harm them.

As a white person, I know first hand how easy it is to deny and dismiss such claims - we haven't had the same experiences and our education on these issues is lacking, to say the least. I have been disappointed to date by the comments on the part of some council members, and silence/lack of meaningful engagement from others. Again, I implore you to engage, listen and learn.

More concretely, we need better representation of the diversity in our community on our police services board and leadership structures generally. There were many highly qualified people of colour who volunteered their time and expertise this past selection process, only to be turned away. This is an obvious and most fundamental problem. Our elected representatives and police board lack the cultural competence, the awareness of how differently situated citizens experience our city, to do the job alone. Please - whether you are on the board or not - explore and exhaust all ways we can correct this now, mid-stride, not

waiting for next cycle. Step down or get others to to make room.

I am also greatly saddened and angered to hear our Hamilton police are pursuing criminal charges with respect to the demonstration on Main Street wherein "defund the police" was painted on the road. While I would have preferred the banner been left in place, I can concede and accept the notion of safety concerns as motivation for its removal. But the public announcement of a criminal investigation and pursuit of charges? It's nothing short of insensitive and ignorant bully tactics.

Leadership would see the call - cry - of its community and commit to repainting that message with the appropriate paint. Leadership would be in the paper, on the radio, social media and TV, denouncing the investigation, calling for change, or in the very least, humbly acknowledging there's a problem, a lack of personal understanding, and making a real commitment to do better.

This is a time to lead. Please do. And be bold with the platform you are afforded. If you don't know where to start - and I offer this with the utmost sincerity - please look to Councillors Nann and Wilson who consistently lead well on these issues.

Sincerely,

Andrew

--

Andrew Pettit
Ward 2, Hamilton

From: [Abby Deshman](#)
To: [Stevenson, Kirsten](#)
Cc: chief@hamiltonpolice.on.ca; [Christa Big Canoe \(ALST\)](#); [Ryan Peck \(HALC\)](#); [Khalid Janmohamed \(HALC\)](#); [Ruth Goba \(BLAC\)](#); [Caitlyn Kasper](#)
Subject: Hamilton Police Service's use of COVID database
Date: Monday, August 17, 2020 9:45:36 AM
Attachments: [image928230.png](#)
[image193450.png](#)
[image943662.png](#)
[image900405.png](#)
[image935311.png](#)
[image438276.png](#)
[image857156.png](#)
[2020-08-17 Letter to Hamilton PSB.pdf](#)

Dear Chair Eisenberger,

Please find attached a letter from the Canadian Civil Liberties Association, Aboriginal Legal Services, the Black Legal Action Centre and the HIV/AIDS Legal Clinic Ontario regarding Hamilton Police Service's access to Ontario's database of individuals who have had a positive test for COVID-19. Although police no longer have access to the database, we are concerned about the information police services have downloaded to date.

As outlined in the attached letter, we are calling on all police services to immediately delete the personal health information that was collected through this database.

Thank you for your consideration, we look forward to your response.

Sincerely,

Abby Deshman

Abby Deshman

She/Her, Criminal Justice Program Director

✉ adesman@ccla.org

🌐 <https://ccla.org/>

900 - 90 Eglinton Avenue E. Toronto, ON M4P 2Y3

Follow us on:    



We're monitoring the response to COVID-19; click here for live updates.

This e-mail message (including any attachments) may be confidential and protected by solicitor/client privilege and is intended for the addressee(s) only.



August 17, 2020

Chair Fred Eisenberger
Hamilton Police Services Board
155 King William Street
Hamilton, ON L8R 1A7
kirsten.stevenson@hamilton.ca

Dear Chair Eisenberger,

We are writing on behalf of Aboriginal Legal Services, the Black Legal Action Centre, the Canadian Civil Liberties Association, and the HIV & AIDS Legal Clinic Ontario regarding the Hamilton Police Service's access to and use of COVID-19 personal health data.

In early April the province passed an emergency order authorizing the release of individuals' names, dates of birth, and addresses if they had tested positive for COVID-19. In mid-July we launched a legal challenge to the province's decision to share this personal health information with police. It is our view that the regulation that purported to allow for the sharing of this information was not authorized by the *Emergency Management and Civil Protection Act* and violated individuals' statutory privacy and constitutional *Charter* rights.

Shortly after we filed our judicial review the province informed us that the emergency regulation authorizing the data-sharing would not be renewed. The regulation was revoked on July 22, 2020, ending police access to the COVID database.

While we welcome the province's decision to stop sharing this information with police services, we remain deeply concerned about the continued local storage and use of personal health information that has already been accessed by police services across the province.

Records we have received from the province indicate that the Hamilton Police Service accessed the provincial COVID database 10,293 times while it was active.

We are calling on all police services to immediately delete the personal health information that was collected through this database. Can you please confirm:

- Where individuals' COVID-19 status is being locally stored;
- Who currently has access to the locally-stored data, and for what purposes;
- Whether individuals' data has been accessed locally since the revocation of the provincial regulation; and

- The process by which the information downloaded from the provincial COVID-19 database will be deleted.

Thank you for your attention this matter, we look forward to your prompt reply.

Sincerely,



Ruth Goba
Executive Director
Black Legal Action Centre



Christa Big Canoe
Legal Advocacy Director
Aboriginal Legal Services



Abby Deshman
Director, Criminal Justice Program
Canadian Civil Liberties Association



Ryan Peck
Executive Director
HIV & AIDS Legal Clinic Ontario

Cc: Eric Girt, Chief of Police, chief@hamiltonpolice.on.ca

From: [Kojo Damphey](#)
To: [Stevenson, Kirsten](#)
Subject: Correspondence to The Hamilton Police Service Board - Sept 3rd, 2020
Date: Thursday, August 20, 2020 10:01:11 AM
Attachments: [HamiltonPoliceAccessToCOVIDdata_HCCI.docx](#)
Importance: High

Dear Kirsten Stevenson,

Please find attached a letter of correspondence in regards to Hamilton Police having access to the personal and private health data of residents. A response will be highly appreciated.

Thank you.

Kojo Damphey
Interim Executive Director
Hamilton Centre for Civic Inclusion
T: 905 297 4694 x 202 | E: kdamphey@hcci.ca,
423 King Street East,
Hamilton, ON
L8N 1C5
Website: www.hcci.ca

[SUPPORT HCCI WITH A DONATION](#)

Twitter: [@Hcc1!](#)
LinkedIn: <https://www.linkedin.com/company/hamilton-centre-for-civic-inclusion>
Facebook: <https://www.facebook.com/HCCIHamilton/>



Dear Solicitor General Sylvia Jones,

CC: MPPs in Hamilton, Mayor of Hamilton, City Councillors, & Hamilton Public Health

Hamilton Police accessing COVID database during State of Emergency

The Hamilton Centre for Civic Inclusion is deeply concerned about a news story in The Hamilton Spectator (August 19th, 2020) titled “Hamilton Police accessed database with COVID health information more than 10,000 times.”¹

In the article it states that the Hamilton police accessed COVID testing results 10,293 times between April 17th and July 20th, 2020. This database contained names, addresses and birth dates of Ontarians who tested positive for COVID-19. On April 2nd, 2020 the Hamilton Centre for Civic Inclusion sent a letter to you about the State of Emergency and how Police departments during this time are likely to engage in over surveillance of residents of Hamilton and Ontario.

The repetitive behaviour of Police departments engaging in secret surveillance is not new as evident in a 1995 report of the Commission on systemic racism in the Ontario criminal justice system, where Toronto police in 1993 conducted secret surveillance of prominent Black community organizations and leaders.² This continued behavior should be of concern to the Province, Hamilton City Council, and the Hamilton Police Board.

Former Ontario privacy commissioner Ann Cavoukian stated that Police across the Province should not have access to this personal and private health data. In response to the news article Jackie Penman, spokesperson from Hamilton Police said the database was used to “protect the health and well-being of our officers and the community.” The current privacy commissioner, Patricia Kosseim has concerns about the “indiscriminate” use by the Hamilton Police.

This behaviour and lack of accountability to the residents of Hamilton is concerning. We would like to ask the following questions to ensure the private information of residents are not used by Hamilton Police in any other capacity.

- Solicitor General will the residents of Hamilton whose personal and private data are known to Hamilton Police be notified?
- Solicitor General will the residents of Hamilton receive the Privacy Commissioner’s report regarding why and how many times Hamilton Police accessed database and for what reasons?
- Solicitor General did the Hamilton Police download, keep, and use resident’s personal and private data in non-health activity?
- Mayor of Hamilton, did the Hamilton police service board know that Hamilton Police had access to this database?
- Mayor of Hamilton, does the Hamilton Police have access to any other database managed by Public Health Hamilton?
- Mayor of Hamilton, did Public Health Hamilton know about Hamilton Police accessing this data, if so what was done to let residents know?
- Chief of Police how would accessing this data ensure the well-being of Hamilton Police Officers?
- Chief of Police how would accessing this data ensure the well-being of the community?
- Solicitor General & Chief of Police, what privacy laws allow for the collection of such data?

¹ <https://www.thespec.com/news/hamilton-region/2020/08/19/hamilton-police-accessed-database-with-covid-health-information-more-than-10000-times.html>

² <http://govdocs.ourontario.ca/node/7558>



We look forward to receiving correspondence from you regarding the above questions in order to let the public and residents whose data was accessed by Hamilton Police know what to expect.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kojo Dampitey". The signature is fluid and stylized, with a prominent loop at the end.

Kojo Dampitey
Executive Director
Hamilton Centre for Civic Inclusion

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor
12^e étage
Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: Updated Special Investigations Unit Act In-force Date

DATE OF ISSUE:	July 15, 2020
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	20-0109
PRIORITY:	Normal

Further to All Chiefs Memo 20-0001, the Ministry of the Attorney General (MAG) has requested that I share an update on the in-force date of the *Special Investigations Unit Act, 2019* (SIU Act), which was originally proposed for June 30, 2020 and is now being proposed for **December 1, 2020**.

For further information, please review the attached memo from Assistant Deputy Attorney General Jane Mallen. As noted in the MAG memo, feedback on the proposed in-force date can be submitted to Mariela Orellana at Mariela.Orellana@ontario.ca up to August 15, 2020.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings".

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachment


**Ministry of the
Attorney General**

Office of the Assistant Deputy
Attorney General

Policy Division

McMurtry-Scott Building
720 Bay Street, 7th Floor
Toronto, ON M7A 2S9

Tel: 416-326-5446

Fax: 416 326-2699

**Ministère du
Procureur général**

Bureau du sous-procureur
général adjoint

Division des politiques

Edifice McMurtry-Scott
720, rue Bay, 7^e étage
Toronto, ON M7A 2S9

Tél: 416-326-5446

Téléc: 416 326-2699

Our Reference #: ADAG2020-17

July 15, 2020

MEMORANDUM TO: Richard Stubbings, Assistant Deputy Minister
Public Safety Division, Ministry of the Solicitor General

FROM: Jane Mallen, A/Assistant Deputy Attorney General
Policy Division, Ministry of the Attorney General

SUBJECT: Special Investigations Unit Act In-force Date

The purpose of this memorandum is to advise policing stakeholders across the province of the government's proposal to bring the [Special Investigations Unit Act, 2019](#) (SIU Act) into force on December 1, 2020. This date has been adjusted due to the global outbreak of the COVID-19 pandemic.

As you are aware, on March 26, 2019, [Bill 68, the Comprehensive Ontario Police Services Act, 2019](#) received Royal Assent. The Act includes a new standalone statute, the [Special Investigations Unit Act, 2019](#) (SIU Act), which will clarify the mandate of the SIU to focus investigative resources where they are needed, on potential criminal conduct.

Once in force, the SIU Act will:

- establish the SIU as a fully independent provincial agency;
- require the SIU to investigate any discharge of a firearm at a person by an official, regardless of whether serious injury or death occurred;
- clarify the ability of the SIU to investigate potential criminal conduct within its mandate;
- permit the SIU to investigate special constables employed by the Niagara Parks Commission and peace officers in the Legislative Protective Service, in addition to police officers; and,

- require the SIU to report publicly on investigations that take more than 120 days to complete and release further updates every 30 days thereafter.

As the province gradually reopens, members of the law enforcement community are being asked to provide feedback on the proposed date via email to Mariela Orellana, Director of the Agency and Tribunals Relations Branch in the Ministry of the Attorney General at Mariela.Orellana@ontario.ca by **August 15, 2020** and to provide contact information should additional information be required by the government.

Thank you for your assistance in bringing this memorandum to the attention of the policing community.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jane Mallen".

Jane Mallen
A/Assistant Deputy Attorney General
Policy Division
Ministry of the Attorney General

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

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25 rue Grosvenor
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Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Expiry of Emergency Order, O. Reg. 120/20 (Access to
COVID-19 Status Information by Specified Persons)**

DATE OF ISSUE:	July 20, 2020
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	20-0112
PRIORITY:	High

I am writing to advise you that the Emergency Order, O. Reg. 120/20 (Access to COVID-19 Status Information by Specified Persons) made under subsection 7.0.2 (4) of the *Emergency Management and Civil Protection Act* (EMCPA) will expire on **July 22, 2020**.

As such, access to the First Responders COVID-19 Risk Look-Up Tool Web Portal (the portal) will also be discontinued, which includes the deactivation of all authorized user accounts effective **July 20, 2020**.

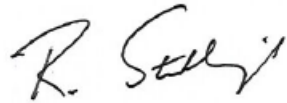
Please note that the Ministry of the Solicitor General (ministry) will be preserving records of the portal's usage in accordance with applicable law. The ministry will work with police services boards and chiefs of police to make the necessary records of usage available to support any employment disciplinary measures related to ensuring the appropriate use of the portal or investigations into potential privacy breaches.

For the remaining duration of the Emergency Order and the portal's operation, we continue to expect that police services will ensure searches conducted by their authorized users are consistent with the ministry's instructions and the restrictions on the use of the information subject to O. Reg. 120/20 set out in the EMCPA.

-2-

I trust this information will assist you.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Stubbings'.

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Ministry of the Solicitor General**Ministère du Solliciteur général**

Public Safety Division

Division de la sécurité publique

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H325 rue Grosvenor
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Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: **2020-2022 Safer and Vital Communities (SVC) Grant -
Call for Applications**

DATE OF ISSUE:	July 22, 2020
CLASSIFICATION:	General Information
RETENTION:	September 16, 2020
INDEX NO.:	20-0116
PRIORITY:	Normal

I am pleased to advise you that the Ministry of the Solicitor General (ministry) is now accepting applications from incorporated community-based, not-for-profit organizations as well as Indigenous community-based, not-for-profit organizations and First Nation Band Councils for the 2020-2022 SVC Grant.

The theme for the 2020-2022 SVC Grant is “***Preventing Hate Motivated Crime through Community Collaboration***”. It supports an integrated community-based approach to addressing issues related to hate motivated crime. It also addresses the increase of police-reported hate crime in Ontario. The ministry is requesting proposals that focus on bringing together different sectors to combat hate motivated crimes in Ontario.

Although police services are not eligible for this grant, your engagement is still integral, and applicants are required to provide a letter of support from their local police service as part of their application. In addition to demonstrating police involvement in their projects, applicants are encouraged to partner with at least one other organization in a sector different from their own.

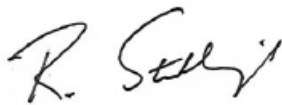
-2-

Enclosed is an application package for the 2020-2022 SVC Grant. Please note that the completed application, along with all supporting documentation, must be submitted to the ministry by e-mail to Poonam.Sharma@Ontario.ca **no later than 4:00pm EST on September 16, 2020.** Submissions that are late, incomplete or not accompanied by the required documents requested by the ministry will not be considered for funding. No exceptions will be permitted.

Grant funding is subject to the ministry receiving the necessary appropriation from the Ontario Legislature.

Please direct any questions regarding the SVC Grant to Poonam Sharma, Community Safety Analyst, Program Development Section, at Poonam.Sharma@Ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Stubbings'.

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachments



Ministry of the Solicitor General

2020-2022

Safer and Vital Communities Grant

Application Instructions

INTRODUCTION

The Ministry of the Solicitor General (Ministry) is pleased to present the 2020-2022 Safer and Vital Communities (SVC) Grant. This document outlines the grant process and contains important information on the eligibility criteria and required documentation for your application.

This call for applications includes dedicated application forms and guidelines for:

- (1) Community-based, non-profit organizations.
- (2) Urban and rural Indigenous community-based, non-profit organizations and First Nation Band Councils (a unique application form targeted to projects which focus on supporting Indigenous communities).

The call for applications includes the application form(s), application guidelines and budget sheets for your proposed project.

Please ensure that you are using the correct application form and set of guidelines for your stream.

THEME

The theme for the 2020-2022 SVC Grant is **“Preventing Hate Motivated Crime through Community Collaboration”**. The theme supports an integrated community-based approach to targeting issues related to hate motivated crime. It also addresses the increase of police-reported hate crime in Ontario.

Note: A hate crime is a criminal violation motivated by hate, based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation or any other similar factor.¹

The theme aligns with Ontario’s modernized approach to community safety and well-being which involves addressing local crime and complex social issues on a more sustainable basis. This can be achieved by shifting to more proactive and collaborative efforts that focus on social development, prevention and risk intervention.

Through this call for applications, the Ministry is requesting proposals that focus on bringing together different sectors to combat hate motivated crimes in Ontario.

¹ CCJS Hate Crime Consultation Report, 2014

ELIGIBILITY CRITERIA

Eligible Applicants:

- ✓ Community-based, not-for-profit incorporated organizations
- ✓ Community-based, not-for-profit organizations sponsored by an incorporated organization
- ✓ Urban and rural Indigenous community-based, non-profit incorporated organizations
- ✓ Urban and rural Indigenous community-based, non-profit organizations sponsored by an incorporated organization
- ✓ First Nation Band Councils

Ineligible Applicants*:

- ✓ Police services and their boards
- ✓ Municipalities
- ✓ Federal/Provincial/Municipal agencies
- ✓ Universities, colleges, schools, hospitals and their governing boards and agencies.

**Ineligible applicants cannot apply for funding but they can be project partners.*

Only **ONE** application may be submitted per applicant.

Any community-based, not-for-profit organization that is not incorporated must be sponsored by an incorporated organization that is an eligible applicant itself and must include a letter of confirmation from their sponsor along with their application. The letter must detail the sponsoring organization's commitment to enter into a contractual agreement with the Ministry on behalf of the applicant. The sponsoring organization will also be required to submit proof of incorporation.

Past recipients who have failed to provide the required reports or complete the reports to the satisfaction of the Ministry (e.g., not providing the requested information) will not be considered for funding.

To ensure different organizations are receiving funding support from the Ministry, preference may be given to organizations that have not received funding under the SVC Grant under the past three grant cycles (i.e., 2014/15-2015/16, 2016/17-2017/18, 2018/19-2019/20).

Partnerships:

Applicants must demonstrate police involvement in their projects. Applicants are also encouraged to demonstrate partnerships with multi-sectoral organizations in an effort to support long-term sustainability and program success. Preference may be given to applications that include strong multi-sectoral partnerships

Applicants are required to provide letters of support that confirm their partners' involvement, role, and capacity to address hate motivated crime in their community. These letters should detail the nature of the partnerships and what role the partners will play in the development and/or delivery of your project.

Project Timeline:

Funding is provided on a one-time basis only. Applicants will have two years to complete their project, once funding decision has been made. It is anticipated that the Ministry will notify applicants of its funding decision in November 2020. Please take this into consideration when planning for your project.

Funding Amount:

Applicants may request up to \$55,000 for each of the two years. Applications exceeding this amount in either year will not be considered. There will be no exceptions.

Expense Considerations:

- ✓ Capital expenses to improve security infrastructure (e.g., closed circuit television cameras) are eligible for funding.
- ✓ Should you request funding for personnel, a brief description of the duties and responsibilities for the position is required (e.g., to hire a coordinator to support the project, a counsellor, a clinician to support victims, etc.).
- ✓ Administrative costs must be capped at 10 per cent of the subtotal (i.e., the total excluding the administrative costs). If the administrative costs exceed this amount, they will automatically be reduced to 10 per cent of the project's subtotal.
- ✓ Hospitality costs must be related exclusively to costs for participants (e.g., refreshments, transportation, Elder honorarium for a community session, etc.).

Ineligible Expenses:

- ✓ The grant will not cover expenses related to your organization's ongoing operational costs. The grant can only be used to cover costs associated with the proposed project.
- ✓ Applications that are strictly to fund research activities and/or evaluation will not be considered.
- ✓ Personnel costs related to hiring security guards will not be considered.
- ✓ Capital expenses for land and construction/major repairing of buildings will not be considered.
- ✓ If you are eligible to receive a tax rebate, credit or refund, these amounts cannot be claimed as eligible expenses on your budget and must be accounted for.

APPLICATION REVIEW AND ASSESSMENT CRITERIA

The SVC Grant Review Committee, comprised of representatives from within and outside the Ministry, will review all eligible proposals and make funding recommendations to the Solicitor General for approval. Should the application meet the eligibility criteria, your proposal will be assessed based on the following criteria:

- | | |
|--|--|
| ✓ Demonstrated Need | ✓ Partnerships |
| ✓ Activities | ✓ Project Outcomes and Performance Measurement |
| ✓ New Project/Elements | |
| ✓ Organizational Knowledge and Readiness | ✓ Budget |

CONTRACTUAL AGREEMENT

As part of the terms of funding, the Ministry will enter into a contractual agreement with those organizations approved for funding. Funds will only be released to the organization after the contractual agreement is signed between the organization and the Ministry and upon the Ministry's receipt of the following required documents:

- ✓ **Proof of Insurance** – Successful applicants must have commercial general liability insurance on an occurrence basis for third party bodily injury, personal injury and property damage, to an inclusive limit of not less than \$2 million dollars per occurrence. Proof of insurance, with the Ministry included as an additional insured, is required before funding is provided.
- ✓ **Governance structure** – Successful applicants are required to provide a governance structure of their organizations. This may be a list of the board of directors or an organization chart outlining the structure of their organization.
- ✓ **Proof of Canadian Financial Institution** – Successful applicants must submit proof of a bank account that resides at a Canadian financial institution and is in the name of the applying organization or its sponsoring organization.

The grant must be used in Ontario for the purposes described in the application and according to the terms of the contractual agreement.

REQUIRED DOCUMENTATION FOR YOUR APPLICATION

Along with your completed application form and budget sheets, please ensure to submit the following documents to the Ministry by **4:00pm EST on September 16, 2020**:

- ✓ **Proof of incorporation** – A copy of your incorporation documents is required. A copy of your registration as a charity is not acceptable. If your organization is not incorporated, a copy of your sponsoring organization's incorporation documents is required.
- ✓ **Sponsor letter** – If your organization is not incorporated, please provide a letter from your sponsoring organization indicating its commitment to enter into a contractual agreement with the Ministry on behalf of the applicant.

- ✓ **Letter of support from your local police service and other organizations as appropriate –**
These letters should detail the nature of the partnerships and what role the partners will play in development and/or delivery of your project. These letters must be an official letter signed by the respective organization. Emails or letters that are not signed will not be accepted.

LENGTH OF APPLICATION FORM

Your completed application form (excluding the budget sheets and the required documentation) must not exceed **10** pages in total. Additional pages will not be reviewed.

Your response for each of the seven application questions (starting with “Demonstrated Need” and ending with “Budget”) must not exceed one page. The answer box will not prevent you from typing more than one page, but please be advised that anything beyond the one page limit (i.e., anything that is cut off when you print the application form, or anything that is cut off unless you click into the answer box) will not be reviewed.

Also, please do not include any attachments or website addresses as part of your response. They will not be reviewed.

Urban and rural Indigenous community-based organizations and First Nation Band Councils are permitted to submit illustrations/pictures as part of the **“Project Outcomes and Performance Measurement”** section of their application form.

APPLICATION SUBMISSION

An electronic version of your completed application form and budget sheets must be submitted to the Ministry in their **original format (NOT a scanned version) by email**. Please submit them to Poonam.Sharma@ontario.ca.

In addition to the above, please scan the signed copy of the completed application form and all required documentation for your application and submit them by email to Poonam.Sharma@ontario.ca.

Ministry staff will acknowledge the receipt of your submission, either through an email response or an automatic reply message within five business days. Please follow up if you do not receive the confirmation.

APPLICATION DEADLINE

Your completed application form and budget sheets, along with all required documentation for the application process, must be received by the Ministry by **4:00pm EST on September 16, 2020**.

Out of fairness to all applicants, submissions that are late, incomplete or not accompanied by the required documents requested by the Ministry will not be considered for funding. No exceptions will be permitted.

If possible, applicants are recommended not to wait until the last day to submit their application and/or request support from ministry staff. As the volume of emails and phone calls tend to be very high on the application due date, there may be a delay in getting a response.

ASSISTANCE

For general questions and technical assistance for the SVC Grant, please contact Poonam Sharma at Poonam.Sharma@ontario.ca. Please note that Ministry staff will not be reviewing applications prior to their submission.

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor
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Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: Tobacco Enforcement Grants Pilot Program Extension

DATE OF ISSUE:	July 22, 2020
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	20-0117
PRIORITY:	Normal

Further to All Chiefs Memo 19-0017, the Ministry of Finance has requested that I share an update on the grant pilot program for tobacco enforcement, which has now been extended for two years through 2021-22.

For further information, please review the attached memo from Assistant Deputy Minister Juanita Dobson and appended Application Guidelines and Instructions. If you have any questions, please contact Lisa Whitson at 289-404-3537.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings".

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachments

Ministry of Finance
Office of the Assistant Deputy Minister
Tax Compliance and Benefits Division

33 King Street West, 3rd Floor
Oshawa, ON L1H 8H5
Telephone: 905 433-5275
Facsimile: 905 433-5299

Ministère des Finances
Bureau du sous-ministre adjoint
Division de l'observation fiscale et des
avantages fiscaux

33, rue King Ouest, 3^e étage
Oshawa, ON L1H 8H5
Téléphone: 905 433-5275
Télécopieur: 905 433-5299



DATE: July 13, 2020

MEMORANDUM TO: Richard Stubbings
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Juanita Dobson
Assistant Deputy Minister
Tax Compliance and Benefits Division
Ministry of Finance

SUBJECT: **Extending the Tobacco Enforcement Grants Pilot
Program to 2021/22**

In 2018 the Ministry of Finance launched the Tobacco Enforcement Grants Pilot Program, which helps fund tobacco investigations by local law enforcement agencies as well as First Nations police services and Ontario Provincial Police (OPP) locations. The program was designed to encourage strong partnerships to combat the illegal trade of tobacco across the province.

The ministry is pleased to announce that it is extending the availability of the grants program for two more years. We have made several program changes based on feedback from local law enforcement agencies. The grant amount has increased from \$7,000 to \$20,000 per investigation and eligible budget items now include specific equipment purchases used in illegal tobacco investigations.

In addition to these changes, the ministry will continue to provide operational support throughout investigations directly or in an advisory role (as requested).

More information about the grants program can be found in the attached Application Guidelines and Instructions, or by contacting Lisa Whitson, Intelligence Analyst at 289-404-3537. Application forms are available by contacting the Ministry of Finance at

TEGP@ontario.ca. The Ministry of Finance will support applications throughout the submission process to ensure the proposed investigation meets eligibility requirements.

We encourage local law enforcement agencies to share the enclosed information throughout their organization and support partnership opportunities to effectively address the trade of illegal tobacco.

Thank you,

A handwritten signature in blue ink, consisting of a stylized 'A' followed by a long, sweeping horizontal stroke.

Attachment

Ministry of the Solicitor General

Public Safety Division
Public Safety Training Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3

Telephone: (416) 314-3377
Facsimile: (416) 314-4037

Ministère du Solliciteur général

Division de la sécurité publique
Division de la formation en matière
de sécurité publique

25 rue Grosvenor
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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Ontario Closed Circuit Television (CCTV) Grant Program
– Call for Applications for FY 2020-21**

DATE OF ISSUE:	August 10, 2020
CLASSIFICATION:	For Action
RETENTION:	September 10, 2020
INDEX NO.:	20-0125
PRIORITY:	Normal

I am pleased to advise you that the Ministry of the Solicitor General (ministry) is now accepting applications under the new Ontario Closed Circuit Television (CCTV) Grant Program for the 2020-21 fiscal year.

This grant intends to expand CCTV systems in more municipalities, as part of the Ontario Guns, Gangs and Violence Reduction Strategy (GGVRS).

The Ontario GGVRS is being implemented to deliver a comprehensive and effective solution to the issue of guns and gangs in the province. As part of the GGVRS, investments have been made to fight gun and gang violence through enforcement, intervention, and prevention. The Ontario CCTV Grant Program will further support police services and the communities they serve to increase public safety.

The Ontario CCTV Grant Program is available to all municipal and First Nations police services as well as the Ontario Provincial Police (OPP). The call for applications is being launched for a one-year grant cycle and will provide one-time funding to successful applicants in 2020-21.

.../2

Eligible applicants can submit **ONE** application per police service (municipal and First Nations police services as well as OPP contract locations). OPP non-contract locations are eligible to submit **ONE** application per OPP region (Central, East, North East, North West, and West). The **maximum** funding request for each project is **\$200,000 for one year (2020-21)**.

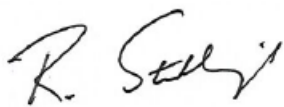
Police services will be required to pay for 50 per cent of the project costs. For example, if the total project cost is \$400,000, the applicant must commit \$200,000 of their own funds towards the project and the ministry would cover the remaining \$200,000. Please see the attached guidelines for more detailed information.

Please note that grant funding is subject to the ministry receiving the necessary appropriation from the Ontario Legislature.

All applications must be submitted to Ramanan.Thanabalasingam@Ontario.ca and Silvana.Burke@Ontario.ca by **4:00 p.m. EST on Thursday September 10, 2020**. Submissions that are late or incomplete will not be considered for funding.

Lastly, please direct all inquiries regarding the application process to Ram Thanabalasingam at Ramanan.Thanabalasingam@Ontario.ca or Silvana Burke at Silvana.Burke@Ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Stubbings', is positioned above the printed name.

Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachments

Ministry of the Solicitor General



Application Guidelines and Instructions

Grant Program: Ontario Closed Circuit Television (CCTV) Grant Program

Grant Cycle: 2020-2021 (one year)

Table of Contents

INTRODUCTION..... 2

ELIGIBILITY CRITERIA..... 3

OUTCOMES & PERFORMANCE INDICATORS..... 4

APPLICATION REVIEW AND ASSESSMENT CRITERIA..... 5

SELECTION CRITERIA..... 6

CONTRACTUAL AGREEMENT..... 7

APPLICATION DEADLINE..... 7

MINISTRY CONTACTS..... 7

INTRODUCTION

The Ministry of the Solicitor General (Ministry) is pleased to present the Ontario Closed Circuit Television (CCTV) Grant Program for the 2020-21 fiscal year. This one-year grant intends to expand CCTV systems in more municipalities, as part of the Ontario Guns, Gangs and Violence Reduction Strategy (GGVRS).

The GGVRS is being implemented in a manner that balances the government's policy objective to deliver a comprehensive and effective solution to guns and gangs, with the government's fiscal priorities and commitments. As part of the GGVRS, investments have been made to fight gun and gang violence through enforcement, intervention and prevention. The Ontario CCTV Grant Program will further support police services and the communities they serve to increase community safety.

The Ontario CCTV Grant Program will be available to all municipal and First Nations police services as well as the Ontario Provincial Police (OPP) and will provide **one-time** funding to successful applicants in 2020-21.

IMPORTANT

Applicants applying for the Ontario CCTV Grant Program will be required to pay for 50 per cent of the project costs and the Ministry would cover the other 50 per cent. For example, if your total project cost is \$100,000, the applicant must commit \$50,000 of their own funds towards the project and the Ministry would cover the remaining \$50,000 (50 per cent).

These application guidelines and instructions outline the grant process and contain important information on eligibility criteria, outcomes and performance indicators, the application review process, selection criteria and more.

ELIGIBILITY CRITERIA

Who is Eligible?

- Municipal and First Nations police services and OPP contract locations.
- OPP non-contract locations are eligible to apply for one application per region (Central Region, East Region, North East Region, North West Region, and West Region) and must submit applications through OPP headquarters (i.e., a total of 5 applications max).
 - All OPP non-contract locations must submit their application(s) to Stacey Whaley at Stacey.Whaley@opp.ca.

What is Eligible?

- CCTV cameras and associated costs. This could include:
 - Purchasing of CCTV cameras to be installed in communities/business areas.
 - CCTV installation costs.
 - CCTV associated supplies/software.

Funding Amounts:

- Applicants can submit only **ONE** application per police service or for OPP non-contract locations, **ONE** application per region.
 - The maximum funding request from the Ministry for each project is \$200,000 for one year.
 - **As noted above, applicants applying for this grant will be required to pay for 50 per cent of the project cost. For example, if your total project cost is \$400,000, the applicant must commit \$200,000 of their own funds towards the project and the province would cover the remaining \$200,000 (50 per cent).**
 - Police services may want to consider using their financial contribution towards the following budget items to support their CCTV project:
 - Community consultations and communications relating to placement/installation of CCTV cameras.
 - Training on equipment (i.e., training to support video review, etc.).

Outcomes/Performance Measures:

- Applicants must track and collect the required provincially-identified outcomes as well as identify your own local performance measures (see Outcomes and Performance Indicators section below).

What is NOT Eligible?

- Funding that requests offsetting current policing operating budgets (e.g., cameras on police cars, body worn cameras, etc.).

OUTCOMES & PERFORMANCE INDICATORS

Successful grant recipients will be required to report to the Ministry on both locally-identified and provincially-identified outcomes.

Provincially-Identified Outcomes:

The Ministry will require successful recipients to report back on the mandatory provincial outcomes and the associated indicators outlined in the chart on page 4. **Please ensure you build this into your application under question 5.**

Provincial Outcome	Indicator
Decrease in violent crime	<ul style="list-style-type: none"> Decrease in number of reported violent crimes in identified areas.
Decrease in gun and gang activity	<ul style="list-style-type: none"> Decrease in number of shootings in identified areas. Decrease in number of gang-related activities in identified areas.
Increased use of CCTVs to address crime	<ul style="list-style-type: none"> Number of cameras installed to date. Increase in number of potential suspects, victims or witnesses identified by CCTVs post-incident. Total number of downloads from designated cameras for investigative purpose. Increase in total number of charges laid for cases in which there is CCTV video footage.

Locally-Identified Outcomes:

In addition to the above provincially-identified outcomes, applicants will also be required to identify **at least two** local outcomes and associated performance indicators that reflect your specific initiative(s). **Please ensure you build this into your application under question 5.**



TIP: Expected **Outcomes** are the positive impacts or changes your activities are expected to make in your community.

Additional Information:

- A performance **indicator** is an observable, measurable piece of information (i.e., numeric result) about a particular outcome, which shows to what extent the outcome has been achieved.
- **Quantitative** indicators are numeric or statistical measures that are often expressed in terms of unit of analysis (e.g., frequency of, percentage of, ratio of, variance with).
- **Qualitative** information is non-measurable information that describes attributes, characteristics, properties, etc. It can include descriptive judgments or perceptions (e.g., program participants' verbal or written feedback) measured through an open-ended questionnaire or an interview.
- **Target** is the planned result to be achieved within a particular time frame. Along with the baseline, this provides an anchor against which current performance results can be compared. Reasonable targets are challenging but achievable.
- **Baseline** data is information captured initially to establish the starting point against which to measure the achievement of outcomes.

APPLICATION REVIEW AND ASSESSMENT CRITERIA

The Review Committee's primary mandate will be to review and evaluate applications to ensure that eligibility criteria are met and that applications have clear objectives, specific activities to achieve those objectives, an evaluation strategy, and performance measures that track the successes of the project.

The Review Committee will make recommendations for funding to the Solicitor General. Below is the Selection Criteria that the Committee will use to score applications, where indicated each bullet will be scored out of 3, as follows:

- 3** – Application meets all eligibility criteria
- 2** – Application meets most eligibility criteria
- 1** – Application meets eligibility criteria to some extent
- 0** – Application does not meet eligibility criteria

SELECTION CRITERIA

Please review the following Selection Criteria carefully. It outlines important information that must be addressed for each question and must be followed when completing your application. Please ensure you answer each component of every question.

1. Project Summary (3 points total):

- Provide a brief description of your project and how CCTVs will help to address gun and gang crime in your community.

2. Demonstrated Need/Objectives (6 points total):

- How/why did you determine that there is a need for this equipment for your organization? Provide current and reliable statistics and evidence of gun and gang crime in your community or specific to the area where you are looking to use this equipment, as appropriate **(3 points)**.
- What is the overall objective(s) of the project and what steps will be taken to achieve these objective(s)? **(3 points)**.

3. Project Work Plan/Activities (9 points total):

- Complete the chart outlined in the application:
 - Key Milestones: Indicate the key milestones for your project. **(3 points)**
 - Activities: Describe in detail all the activities that are associated with achieving the key milestones. **(3 points)**
- Timelines: Identify the start date and end date associated with your key milestones and activities. Please ensure that milestones and activities are reasonable to achieve/complete during the duration of this grant cycle. **(3 points)**

4. Project Budget (6 points total):

- Complete the chart outlined in the application. Indicate all your budget items that are associated with this request. **(3 points)**
- Described in detail the need/use for each budget item that requires Ministry funding. **(3 points)**
 - *Also, please confirm that you will be able to cover/pay for 50 per cent of the total project costs.*

5. Performance Measures (6 points total):

- Complete the chart outlined in the application for both:
 - 1) Provincially-identified Outcomes. **(3 points)**
 - 2) Locally-identified Outcomes. **(3 points)**

Both Provincially-identified and Locally-identified performance measures should include the following:

- **Metric:** Indicate your Performance Metrics, linking them with the Project Work Plan/Activities. Complete this column based on the performance indicators identified in question 3 (Project Work Plan).
- **Description:** How is this metric collected and what is the purpose of collecting it?
- **Goal:** Indicate the goal, linking it with project outcomes/objectives.

CONTRACTUAL AGREEMENT

The Ministry will enter into a contractual agreement with the Police Services Board (PSB) approved under the Ontario CCTV Grant Program. Funds will be released to the PSB after the contractual agreement is fully executed. The project funds must be used for the purposes described in the application and according to the terms of the contractual agreement.

Standard government procedures regarding grants will be followed. The contract will outline:

- Purposes for which the grant will be used;
- Commitments to be undertaken or specific activities to support the application;
- Interim and final reporting dates and requirements, including performance measures; and
- Funding disbursement schedule.

APPLICATION DEADLINE

Completed application forms must be submitted to Ramanan.Thanabalasingam@Ontario.ca and Silvana.Burke@Ontario.ca by **4:00 p.m. Eastern Standard Time on Thursday September 10, 2020**. Submissions that are late or incomplete will not be considered for funding with no exceptions.

MINISTRY CONTACTS

If you have any questions regarding the Ontario CCTV Grant Program or these guidelines, please contact Ram by email at Ramanan.Thanabalasingam@Ontario.ca or Silvana by email at Silvana.Burke@Ontario.ca.

Ministry of the Solicitor General

Public Safety Division

25 Grosvenor St.
12th Floor
Toronto ON M7A 2H3Telephone: (416) 314-3377
Facsimile: (416) 314-4037**Ministère du Solliciteur général**

Division de la sécurité publique

25 rue Grosvenor
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Toronto ON M7A 2H3Téléphone: (416) 314-3377
Télécopieur: (416) 314-4037

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

SUBJECT: **Federal Calls for Proposals to Combat Human
Trafficking**

DATE OF ISSUE:	August 24, 2020
CLASSIFICATION:	General Information
RETENTION:	September 4, 2020
INDEX NO.:	20-0130
PRIORITY:	Normal

I am pleased to share that the federal Department of Public Safety and Emergency Preparedness has launched a call for proposals for human trafficking related initiatives under Stream A of Public Safety Canada's Contribution Program to Combat Serious and Organized Crime (CPCSOC).

Public Safety Canada is currently seeking proposals in two separate categories, *Community-Based Empowerment Projects* and *Pilot Projects for At-Risk Youth*. The call for proposals will be open until **11:59pm (PST) on September 4, 2020** and the following groups are eligible to apply:

- Provincial or local police services, including an Indigenous police service, and/or its governing authority;
- Provincial, territorial, regional, municipal, local Indigenous governments;
- Domestic not-for-profit organization that supports public safety;
- International organization that supports public safety, including non-governmental organizations and organizations with which Canada is affiliated; and
- Canadian university and educational institutions.

Interested applicants are encouraged to visit Public Safety Canada's [website](#). If you have specific questions about this call for proposals, please contact ps.socgrantsandcontributions-cgcosubventionsetcontributions.sp@canada.ca.

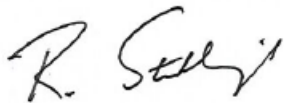
-2-

In addition to Public Safety Canada's call for proposals, the Department of Women and Gender Equality is also launching a call for proposals from organizations that work to prevent and address human trafficking, to develop and implement promising practices to enhance empowerment supports for at-risk populations and survivors of human trafficking.

More information about the [Department of Women and Gender Equality's](#) programming is now available.

I hope you find this information helpful.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Stubbings'.

Richard Stubbings
Assistant Deputy Minister
Public Safety Division



HAMILTON POLICE SERVICES BOARD

OUTSTANDING ISSUES as of September 3, 2020

ITEM	ORIGINAL DATE	ACTION REQUIRED	STATUS	EXPECTED COMPLETION DATE
1. Other Business	May 26, 2016	That Chair Eisenberger work with the Board Administrator to implement the use of Electronic devices for monthly agendas.	PSB 16-001 – Ongoing	2 nd Quarter of 2019
2. Sex Assault Review PSB 18-103	November 22, 2018 July 23, 2020	That a report be brought back to the Board on the progress of the recommendations presented within the Sexual Assault Review Report (PSB 18-103) That the expected completion date of Outstanding Issues Item 2 be amended to Q4 2020.		4 th Quarter of 2020
3. Email from Alicia Davenport, Legislative Coordinator, City of Hamilton, Office of the City Clerk with respect to Enforcement of One-Meter Law for Cyclist Safety (City Wide)	October 10, 2019	A report to be provided following the review and assessment of the technology as well as the data collected in other jurisdictions.		4 th Quarter of 2020
4. Body-Worn Camera Report	November 14, 2019 June 11, 2020 Item 4.4	That an Annual report be provided to the Board with respect to Body Worn Cameras. The report is to include the following: data and status of Body Worn Cameras in other Canadian Jurisdictions; the costs associated with a Pilot Project for Body Worn Cameras; and the costs associated for the full implementation of Body Worn Cameras. At its meeting on June 11, 2020 the Board requested the report with		3 rd Quarter of 2020



HAMILTON POLICE SERVICES BOARD

OUTSTANDING ISSUES as of September 3, 2020

ITEM	ORIGINAL DATE	ACTION REQUIRED	STATUS	EXPECTED COMPLETION DATE
		respect to Body Worn Cameras be delivered in the 3 rd quarter of 2020 instead of the fourth quarter of 2020.		
5. 2020 Hamilton Police Services Board Operating & Capital Budgets	January 20, 2020	That the position of Detective Constable in the Sexual Assault Unit be deferred to the budget year of 2021.		December 31, 2020
6. Deputation: Jennifer Vermeer of SVN	March 12, 2020	That the Board receive the deputation as provided, and requested that Chief Girt provide a report to the Board on the School Liaison Officer Program at Hamilton Schools which will include the costs and the upside(s) and downside(s) of the Program.		3 rd Quarter of 2020
7. Pride in Hamilton – An Independent Review Into the Events Surrounding Hamilton Pride 2019 (dated June 8, 2020) – Scott Bergman, Cooper, Sandler, Shime and Bergman LLP	June 11, 2020 Item 2.1	<p>The Hamilton Police Services Board is in receipt of a report by Scott Bergman of Cooper, Sandler, Shime & Bergman LLP, entitled Pride in Hamilton: An Independent Review into the Events Surrounding Hamilton Pride 2019,</p> <p>THEREFORE BE IT RESOLVED:</p> <p>A. That Hamilton Police Services Board request Chief Girt to provide the Board with updated HPS practices and procedures concerning the Two Spirit and LGBTQIA+ communities,</p> <p>B. That Hamilton Police</p>		September 2020



HAMILTON POLICE SERVICES BOARD

OUTSTANDING ISSUES as of September 3, 2020

ITEM	ORIGINAL DATE	ACTION REQUIRED	STATUS	EXPECTED COMPLETION DATE
		Services Board request Chief Girt to provide an implementation plan on Mr. Bergman's 38 recommendations, and C. That these reports be brought back to the Board at its September 2020 meeting.		
8. Police Station 40 – Waterdown	June 11, 2020 Item 5.5 PSB 20-052 July 23, 2020	That the Hamilton Police Service (HPS) review and analyze the annual operating budget impact for Station 40 and report back to the Board for review and approval. That the expected completion date of Outstanding Issues Item 8 be amended to Q1 of 2021.		Q1 2021
9. 2020 Hamilton Police Services Board Budget	June 11, 2020 Item 6.2	Whereas members of Hamilton City Council and members of the Hamilton Police Service Board have received correspondence requesting the 'defunding of the Hamilton Police Service' with an up to 20% reduction in their annual operating budget (estimated to be \$34,296,000.00); and Whereas the same correspondence requests the reinvestment of the proposed budget reduction into other City funded services (ie. food insecurity, racism and affordable housing); and Whereas a budget reduction of 20%		Q3 2020



HAMILTON POLICE SERVICES BOARD

OUTSTANDING ISSUES as of September 3, 2020

ITEM	ORIGINAL DATE	ACTION REQUIRED	STATUS	EXPECTED COMPLETION DATE
	July 23, 2020	<p>would substantially alter the current services provided by Hamilton Police Service staff;</p> <p>Therefore be it resolved that Hamilton Police Services Board request Chief Girt to present a report detailing the service implications of an up to 20% operating budget reduction.</p> <p>That the expected completion date of Outstanding Issues Item 9 be amended to Q3 2020.</p>		
10. Enforcement Request of Excessive Exhaust Vehicular Noise Levels	July 23, 2020 Item 5.9	<p>(b) That the Board request the Chief of Police to enact a Strategic Enforcement of Excessive or Unusual Noise from Motor Vehicles during the Summer/Fall of 2020; and</p> <p>(c) That the Board request the Chief of Police to work in consultation with City of Hamilton Licensing and By-law Services staff to explore a possible partnership between both agencies to work together in conducting Strategic Enforcement of Excessive or Unusual Noise from Motor Vehicles for education and/or possible enforcement blitz's during the Summer/Fall of 2020; and</p> <p>(d) That the Board request the Chief of Police to provide a report back to the Board with an update on these initiatives by the end of</p>		End of Q4 2020



HAMILTON POLICE SERVICES BOARD
OUTSTANDING ISSUES as of September 3, 2020

ITEM	ORIGINAL DATE	ACTION REQUIRED	STATUS	EXPECTED COMPLETION DATE
		Q4 2020.		

HAMILTON POLICE SERVICES BOARD

- INFORMATION -

DATE: September 3, 2020

REPORT TO: Chair and Members
Hamilton Police Services Board

FROM: Eric Girt
Chief of Police

SUBJECT: *Pride Recommendations*
PSB 20-076

BACKGROUND:

In November 2019, the Hamilton Police Services Board (HPSB) commissioned an independent review of the Hamilton Police Service (HPS) response to Pride 2019. Scott Bergman of Cooper, Sandler, Schime & Bergman LLP was retained to conduct the review. The independent review and its findings were presented on June 11, 2020. The 38 recommendations outlined in the independent review were accepted by the HPSB and the HPS. This report provides a framework to implement the recommendations.

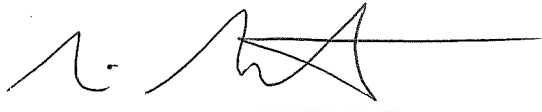
The Chief appointed a Steering Committee led by the Deputies and CAO to review the report and assigned a working group of Superintendents and Directors to begin work on the recommendations. The committee has created an implementation framework and will bring reviews to the HPSB on its progress. Updates will take place on the following dates:

- March 2021
- September 2021
- March 2022
- September 2022

The recommendations outlined in Mr. Bergman's report mark a blueprint for the future of the service and an opportunity to move the relationship forward with the Two Spirit and LGBTQIA+ communities. The report also signals opportunities for HPS and these communities to act together. As a public institution, the onus rests with us. This will be critical for real change and building trust. The service is committed to an open and transparent process that is informed by the Two Spirit and LGBTQIA+ communities'

lived experience to find solutions. The HPS is committed to forming partnerships with the community where we can coproduce organizational and cultural change.

Building a relationship of mutual trust will take years; however, the HPS is committed to the complex work that lays ahead.

A handwritten signature in black ink, appearing to be 'Eric Girt', written over a horizontal line.

Eric Girt
Chief of Police

cc: Frank Bergen, Deputy Chief – Operations
Ryan Diodati, Deputy Chief – Support
Anna Filice, Chief Administrative Officer

Bergman Report - Recommendations 2020 Index							
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	Comments
1	The HPS should draft a formal policy and procedure to mandate communication between the HPS S.E.A.T. representative and the Crime Management Office within the respective divisions.	Superintendent - Support Services	Draft new policy	1-Aug-20	31-Oct-20	In progress	• Review legal parameters and policies from other agencies for consistency, best practices and training opportunities.
2	Upon receipt of a S.E.A.T application, the relevant HPS Crime Management Office should prepare an Operational Plan for the event.	Superintendent - Support Services	Draft new policy	1-Aug-20	31-Oct-20	In progress	• Draft a Special Events policy that outlines how Hamilton Police work with the City of Hamilton and community partners on external events.
3	The Operational Plan should be drafted after consultation with Pride Organizers.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	• The operational plan for Pride 2021 will be created after consultation with Pride organizers.
4	The Operational Plan must include the name and contact information for at least one Pride organizer and organizers should be provided with contact information for a commanding officer who will be present at the event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	• This information will be included in the operational plan template.
5	HPS officers, including the LGBTQ Liaison Officer, should meet with Pride organizers to discuss public safety issues after the Operational Plan is drafted and before the event takes place.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	• After consulting with Pride 2021 organizers prior to drafting the operational plan, the LGBTQ Liaison Officer will establish communication to review the operational plan and address any safety concerns before the event.
6	HPS, the Board or the City of Hamilton should consider providing a grant to Pride Hamilton to subsidize the cost of paid duty officers.	Chief's Office	Explore grant opportunities	1-Jul-20	Ongoing	In progress	• Where grant opportunities are available, Hamilton Police Service would support submissions from PRIDE. • Where grant opportunities are present, Hamilton Police Service will forward that information to PRIDE.
7	The Operational Plan for Pride in the Park 2021 must include far more information than it has in previous years.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	• Officers involved will review and sign off on the operational plan prior to attending Pride 2021.
8	The Operational Plan should be available for officers to review at least two weeks prior to Pride in the Park 2021.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	• Officers involved will review and sign off on the operational plan prior to attending Pride 2021.
9	Pre-Pride HPS briefings for officers must be detailed.	Superintendent - Support Services Community Relations	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	• Detailed information shared with officers attending the event during the pre-event briefing.

Bergman Report - Recommendations 2020 Index							
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	Comments
10	On the day of the event, supervising officer(s) should arrive at the park and contact organizers well in advance of the start.	Superintendent - Support Services	Draft new policy	1-Aug-20	31-Oct-20	In progress	• Procedures and expectations regarding contact with organizers will be built into the operational plan template and Hamilton Police policy.
11	The HPS should seek the assistance of a City by-law enforcement officer to enforce by-laws that ensure a peaceful and celebratory event.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	• Hamilton Police Service will request the attendance of City of Hamilton By-Law to assist with a peaceful and celebratory event.
12	Officers should be prepared for the arrival of Agitators.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	31-Oct-20	In progress	• The arrival of Agitators at Pride 2021 will be addressed within the operational plan. Hamilton Police will consult with Pride Hamilton prior to drafting the plan, as well as addressing safety concerns with organizers.
13	HPS supervising officers at Gage Park should be in constant communication with Pride organizers for the duration of the event.	Superintendent - Support Services	Draft new policy	1-Aug-20	1-Oct-20	In progress	• Ensure contact information is exchanged prior to the event in order to maintain communication throughout Pride 2021.
14	Police should attempt to engage and coordinate with Pride defenders to the greatest extent possible.	Superintendent - Support Services	Draft new Operational Plan template - fillable form	1-Jul-20	1-Oct-20	In progress	• Engage the Police Liaison Team and LGBTQ Liaison Officer to coordinate with Pride organizers.
15	The HPS should unequivocally apologize to the community for creating the impression that the police response to Agitators would have been different had the HPS been formally invited to the event.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	• Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
16	The HPS should apologize to the community for inadequate planning and lack of preparation for Hamilton Pride 2019.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	• Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
17	The HPS should apologize to the community for the public statements made during and after the event and for equating the conduct of the Agitators with that of Pride Defenders.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	• Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
18	The HPS should apologize to the community for the lack of communication with Pride Organizers.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	• Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
19	The HPS and the Board should publicly acknowledge that building a relationship of mutual trust will take years and should commit to the hard work necessary for that to happen.	Chief's Office	Draft apology	11-Jun-20	11-Jun-20	Complete	• Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.

Bergman Report - Recommendations 2020 Index							
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	Comments
20	The HPS should acknowledge to the community that more needs to be done to protect Pride attendees and Two-Spirit and LGBTQIA+ community members from Agitators who wish to disrupt events and cause conflict. The HPS should acknowledge they understand the perception in the community that they are protecting hatemongers and commit to doing more to balance these Agitators’ free speech rights without interfering with the community’s peaceful, lawful use of public spaces.	Chief’s Office	Draft apology	11-Jun-20	11-Jun-20	Complete	<ul style="list-style-type: none">Hamilton Police Chief Eric Girt formally apologized to the community at the Hamilton Police Service Board meeting on June 11, 2020, and a formal statement issued after the meeting.
21	The HPS should refrain from making comments around recruitment booths and police inclusion at Two-Spirit and LGBTQIA+ events until a joint statement can be issued with Pride Hamilton. Instead, the HPS should issue a statement such as “The Hamilton Police Service is committed to protecting the public safety and ensuring that Pride 2021 is a success for everyone who attends to celebrate the diversity of Hamilton. The HPS will work with Pride organizers to ensure a safe event where everyone is respected regardless of whether the HPS is asked to participate in Pride.”	Corporate Communicator	Draft mutually agreed upon statement prior to Pride 2021 in conjunction with organizers	1-Jun-21	1-May-21	Not started	<ul style="list-style-type: none">Prior to Pride 2021, Hamilton Police will reach out to Pride Hamilton organizers to draft a joint statement regarding the event and the police role.
22	The HPS should carefully review the role of and responsibilities associated with the LGBTQ Liaison Officer position and whether it ought to be a full-time, Sergeant level position.	Superintendent - Community Mobilization	Conduct a review of the position.	1-Sep-20	1-Mar-21	In progress	<ul style="list-style-type: none">Hamilton Police Service will review the role and responsibilities of the LGBTQ Officer.Exploring whether the position fits within an EDI ModelConducting an environmental scan of other police services and public sector agencies regarding organizational structure of similar positions.

Bergman Report - Recommendations 2020 Index							
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	Comments
23	The HPS should integrate the LGBTQ Liaison Officer position with the Community Relations Coordinator position and consider expanding these roles.	Superintendent - Community Mobilization	Conduct a review of the position.	1-Sep-20	1-Mar-21	In progress	<ul style="list-style-type: none">• Examining the creation of a Diversity, Equity and Inclusion Office within the organization.• Conducting an environmental scan of other police services and public sector agencies regarding similar models.
24	The HPS, in consultation with the LGBTQ Liaison Officer and members of the ISN, should determine what role the LGBTQ Liaison Officer should have within the ISN.	Superintendent - Community Mobilization	Define the role and mandate of the ISN.	1-Sep-20	1-Mar-21	In progress	<ul style="list-style-type: none">• Meet with the LGBTQ Liaison Officer and ISN members to determine if the ISN is meeting the originally intended needs and goals.• Review current Terms of Reference to update mandate of ISN.• Conducted an environmental scan of ISNs in other policing jurisdictions.
25	The HPS should retain a third-party facilitator or mediator from a list provided by community members to facilitate future community meetings moving forward.	Superintendent - Community Mobilization	Create a list of qualified facilitators with the community.	1-Sep-20	1-Mar-21	Not started	<ul style="list-style-type: none">• Engage Two Spirit and LGBTQIA+ communities to identify a mutually agreeable facilitator.• Work with communities to determine the format this process could take.• Hamilton Police Service will work together with the community to form a working group that is broadly representative of Hamilton’s diverse Two Spirit and LGBTQIA+ communities to move this work forward.
26	The HPS should consider holding larger town hall meetings to review their action plan, ‘The Way Forward’.	Superintendent - Community Mobilization	Establish a mechanism for Town Hall meetings.	1-Oct-20	1-May-21	Not started	<ul style="list-style-type: none">• With the communities’ engagement, explore the retention of a third-party mediator to facilitate community dialogue and future Town Hall meetings.• Hamilton Police Service will work together with the community to form a working group that is broadly representative of Hamilton’s diverse Two Spirit and LGBTQIA+ communities to move this work forward.
27	The HPS should consult with the community to determine if and when it may be appropriate to recreate a community task force/advisory committee.	Superintendent - Community Mobilization	Facilitate creation of community working group.	1-Sep-20	1-May-21	Not started	<ul style="list-style-type: none">• Work with communities to determine the feasibility, timeline and format that a task force could take.• Hamilton Police Service will work together with the community to form a working group that is broadly representative of Hamilton’s diverse Two Spirit and LGBTQIA+ communities to move this work forward.

Bergman Report - Recommendations 2020 Index							
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	Comments
28	To build trust and foster a positive relationship with the Two-Spirit and LGBTQIA+ communities, the HPS leadership should consider having an inspector or higher ranking officer work with the HPS’s Community Relations staff to conduct ongoing community outreach.	Chief's Office	Organizational Chart review	1-Jul-20	1-Jul-21	In progress	<ul style="list-style-type: none">• Examining the creation of a Diversity, Equity and Inclusion Office within the organization.• Conducting an environmental scan of other police services and public sector agencies to determine best practices and organizational structure.
29	During block training, the HPS must develop and mandate more in-depth seminars and hands-on training with respect to Two-Spirit and LGBTQIA+ issues.	Superintendent - Professional Development	Explore opportunities for in person training through CCDI.	Upon contract with external agency approval	Block Sept 2021	In progress	<ul style="list-style-type: none">• Exploring training opportunities with Ontario Human Rights Commission and other external agencies.
30	The HPS should continue training officers with respect to appropriate and current terminology and the need for sensitivity when it comes to terminology.	Superintendent - Professional Development	Explore training opportunities.	1-Jul-20	Block 2021	In progress	<ul style="list-style-type: none">• Exploring training opportunities with Ontario Human Rights Commission and other external agencies.• Look for additional ways to offer educational opportunities for members such as Lunch and Learns to build situational and historical awareness.
31	The HPS should work in conjunction with the ISN to create additional training materials regarding Two-Spirit and LGBTQIA+ issues, either through lectures or online materials. This training can focus on scenarios that arise in interactions between HPS officers and community members.	Superintendent - Professional Development	Meet with ISN to review training.	24-Jul-20	Ongoing	In progress	<ul style="list-style-type: none">• Exploring training opportunities with Ontario Human Rights Commission and other external agencies.
32	The HPS should review training materials from other police services with regards to Two-Spirit and LGBTQIA+ issues and determine if there are training materials and programs that are suitable for the HPS to develop and deliver.	Superintendent - Professional Development	Reach out to other Police Services to review their training.	15-Jul-20	30-Sep-20	In progress	<ul style="list-style-type: none">• Conducting a review of CPKN and OPVTA training.
33	The HPS officers should be required to work within the Two-Spirit and LGBTQIA+ communities in order to receive experiential training in conjunction with more traditional, lecture-oriented sessions. Officers of all ranks should interact with community members on a more regular basis.	Superintendent - Community Mobilization	Explore learning opportunities.	1-Sep-20	1-Sep-21	In progress	<ul style="list-style-type: none">• Work with the Two Spirit and LGBTQIA+ community to define what these experiential training opportunities within the community might look like and how they could be formalized within the context of a larger training program.
34	All senior command officers should receive enhanced media training to ensure any media appearances are conducted with professionalism and convey appropriate messaging.	Corporate Communicator	Arrange media training.	1-Jul-20	1-Jun-21	In progress	<ul style="list-style-type: none">• Media training was scheduled for June 2020 but was cancelled as a result of COVID.• Date to be rescheduled.

Bergman Report - Recommendations 2020 Index							
#	Recommendation	Lead	Action	Anticipated start date	Anticipated Completion Date	Status	Comments
35	The HPS must continue to support the ISN and clarify the role of the ISN.	Superintendent - Community Mobilization	Determine the ISN mission and goals.	1-Sep-20	1-Mar-21	In progress	<ul style="list-style-type: none">• Meet with the LGBTQ Liaison Officer and ISN members to determine if the ISN is meeting the originally intended needs and goals.• Review current Terms of Reference to update mandate of ISN.• Conducted an environmental scan of ISNs in other policing jurisdictions.
36	The HPS should carefully consider undertaking a Diversity Audit or Organizational Culture Review.	Director - Human Resources	Partner with CCDI execute a diversity and inclusion survey.	13-Jul-20	1-Nov-21	In progress	<ul style="list-style-type: none">• A partnership with CCDI has been signed. An internal survey will be launched in January 2021, with results expected in April 2021.
37	The HPS should consider the legal tools discussed in this Report in the context of demonstrations at City Hall.	Legal Counsel	Conduct legal review.	1-Jul-20	31-Oct-20	In progress	<ul style="list-style-type: none">• Exploring best practices in the province regarding legal authorities in operational plans.
38	The Board and/or HPS should institute a mechanism for external review and audit of these recommendations and grading of compliance. The HPS should be prepared to address how and in what manner it has responded to these recommendations 12 months and 24 months after the release of this Report.	Chief's Office	Establish external review.	1-Jul-20	Ongoing	In progress	<ul style="list-style-type: none">• Work directly with the Two Spirit and LGBTQIA+ community to create a community action group to review and audit the recommendations.• Framework created to inform implementation plan.

HAMILTON POLICE SERVICES BOARD
- INFORMATION -

DATE: September 3, 2020
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Eric Girt
Chief of Police
SUBJECT: *Body Worn Camera Steering Committee Final Report*
PSB 20-075 (See also 19-090, 17-124, 16-127 and 15-141)

BACKGROUND:

Since 2014, the Internal Body Worn Camera Committee has provided yearly reports to the Hamilton Police Services Board. In order to assist the Police Services Board with this decision, today's report provides a brief summary of the positions taken by the academic community, the status of BWC programs that have been operationally deployed in Canadian Police Services, and the potential financial impact of BWCs on the Hamilton Police Service whether as a pilot or service-wide. Currently research as to the efficacy of their use remains inconclusive. Further, public sentiment as to their efficacy also remains in flux.

If it is decided that the Service will move forward with BWCs, it is recommended that a pilot program be implemented so that the Service can test the technology to understand the impact of deployment in Hamilton. If a pilot is deployed, it would also have to integrate with a Digital Evidence Management System (DEMS). Currently the Service is working with the Solicitor General to determine how DEMS will be deployed Province-wide, and a decision on a vendor may be announced soon by the Ministry of the Solicitor General.



Eric Girt
Chief of Police

EG/M. Worster

Attachment: *Body-Worn Cameral Steering Committee 2020 Report*

cc: Frank Bergen, Deputy Chief - Operations
Ryan Diodati, Deputy Chief - Support
Mike Worster, Superintendent – Division 2
Scott Moore, Sergeant – Executive Officer to Deputy Chiefs



HAMILTON POLICE SERVICE

2020 Body Worn Camera Report

Supt. Mike Worster
Sgt. Scott Moore

Table of Contents

Summary:.....	3
Research Update:	4
Outside Agencies Experience with Body-Worn Cameras:.....	4
i - Amherstburg Police Service (Now Windsor Police Service).....	5
ii – Barrie Police Service	5
iii – Calgary Police Service	5
iv – Durham Regional Police Service	5
v – Edmonton Police Service	6
vii – Guelph Police Service	6
viii – Montreal Police (Service de Police de la Ville de Montréal). 6	
ix – Niagara Regional Police Service	7
x – Ontario Provincial Police	7
xi – Ottawa Police Service	7
xii – Peel Regional Police Service.....	7
xiii - Toronto Police Service.....	7
xiv - Winnipeg Police Service.....	8
Body-Worn Camera Pilot Program:	9
Proposed Pilot Deployment Plan:	9
Financial Impact:.....	11
Staffing Requirements:	12
Post-Pilot Financial Impact:.....	12
Conclusion:	13
References:.....	14

Body-Worn Camera Review**Hamilton Police Service****Superintendent Mike Worster****Sergeant Scott Moore****September 2020****Summary:**

With the relationship between the police and the community they serve becoming increasingly strained in 2020, there has been a renewed interest and call for the adoption of Body-Worn Cameras (BWC).

The Hamilton Police Service has historically taken a position on the technology which considered the financial impact of cameras and whether or not conclusive evidence to prove their efficacy exists. Academics have begun to argue that no definitive answer regarding the effectiveness of BWC deployment will ever be truly discerned. Services are left to decide what goals a program may attempt to address and then make an educated decision as to whether or not the technology can assist.

In answer to calls from the public, policing in Ontario has begun the shift to deploying BWCs to their frontline officers. For the Hamilton Police Service, deployment must be considered in terms of goals for the technology. While transparency is an obvious goal for deployment, there are some limitations concerning it. It is hoped, however, that use of BWCs could assist in rebuilding a strained relationship with the community, as well as identify efficiencies for frontline officers. If deployed, it is recommended the Hamilton Police Service would utilize a pilot program prior to a decision concerning permanent deployment, which would allow the Service to test the technology to understand the true impact of deployment on our sworn officers, the work they do and the community that they work in.

If a pilot is deployed, it would have to integrate with a Digital Evidence Management System (DEMS) component. Currently the Service is working with the Solicitor General to determine how DEMS will be deployed Province wide.

In order to assist the Police Service Board with this decision, this report shall lay out a brief summary of the positions taken by the academic community, the status of BWC technology in the Canadian context and the potential financial impact of Body-Worn Cameras on the Hamilton Police Service.

Research Update:

Since the last report presented in 2019, there have not been any significantly large-scale research papers published concerning BWCs. Recent studies from Australia indicate that BWC technology did not see an increase in guilty pleas in court and did not prevent problem behavior, both from the police and the public (Clare et. Al, 2019).

A number of papers from a leading researcher on Body-Worn Camera deployment programs and policy, Michael D. White, and others continue to stress the importance of strong policies regarding the deployment, use and access of BWC. The papers also make the argument that Services adopting the technology must clearly specify the goals for implementing the technology, as well as the causal mechanisms through which the cameras will achieve them.

Michael D. White suggests that when a Service is considering whether or not to adopt BWC technology, the decision should include: a review of the state of the agency prior to deployment; consideration of current research and random control trials; privacy; financial impact; external agency 'buy in' and a thorough analysis of the stated goals (White & Malm 2020: 36-101).

In addition to these considerations, as well as clear and concise policy and proper training of officers and staff, Services should consider how to manage public expectations for what the technology can and cannot do. While on the surface, BWCs can assist with increased transparency and help re-establish trust with the community, technological limitations, user error and legislative requirements for things like the release of video to the public, may actually negatively affect any gains made in rebuilding community relations unless properly addressed in advance (White and Malm 2020: 110).

What cannot be easily quantified are the benefits of deploying BWCs in terms of gesture of good faith to the public. BWCs may not easily increase transparency, nor may they greatly reduce concerns of systemic racism.

Outside Agencies Experience with Body-Worn Cameras:

Since our last report, a number of policing agencies in Canada have re-assessed their stand on adoption of Body-Worn Cameras. Below is a review of Canadian agencies, regarding their positions, both pro and con, on Body-Worn Cameras.

i - Amherstburg Police Service (Now Windsor Police Service)

As indicated in previous BWC reports, Amherstburg Police were one of the first Services in Canada to adopt the technology in 2016. In 2020, Amherstburg Police amalgamated with the Windsor Police Service. Prior to the amalgamation, the Service stopped using BWC technology by their front line officers. At present, the Windsor Police Service have not indicated a desire to deploy cameras, citing financial impact and privacy concerns as hurdles. The Windsor Police Association has stated that their officers are not opposed to using BWC, but feel that the financial resources could be used more effectively elsewhere (Broeckel 2020).

ii – Barrie Police Service (BPS)

In June of 2020, the Barrie Police Service advised their Service Board that they had been working on infrastructure improvements since 2016 and were now in a position to move forward with a pilot project on the cameras. Details as to the scope of the project are not available at this time, but is expected that the pilot will launch sometime in the fall of 2020.

iii – Calgary Police Service (CPS)

In April 2019, the Calgary Police Service deployed 1150 Axon Body 2 BWCs to their frontline officers. The Service has indicated that the cameras have been characterized as a success by the community and the officers that use them (Calgary Police Service 2020).

Presently, the Service is working towards expanding the deployment of the technology to non-front-line officers as well, but have cited procurement issues as a hurdle (Passifume 2020).

iv – Durham Regional Police Service (DRPS)

The Durham Regional Police Service completed the deployment portion of their Body-Worn Camera pilot in June of 2019, during which over 26,000 videos were captured by the officers using the cameras.

Due to the COVID-19 pandemic, the officers involved in the analysis of the pilot were redeployed, delaying the evaluation of the program. The analysis is to include a

determination concerning the financial impact of the technology, which was estimated to cost \$24 million for full deployment (Mitchell 2020).

v – Edmonton Police Service (EPS)

The Edmonton Police Service has invested a great deal of time and resources into piloting and reviewing the feasibility of Body-Worn Cameras for their front-line officers. Following their pilot, where the Service determined that the benefits of the cameras did not surpass the cost of the technology, a decision was made to revisit whether funding for BWC should be sought.

Recently, the Edmonton Police moved ahead with prioritizing in-car cameras over Body-Worn Cameras. In addition to the higher costs associated with BWC's to 1000 officers over 400 cars, the automated functions of the in-car cameras among other items, were seen as a benefit. Presently, there is no date as for the deployment of in-car cameras and the Service maintains that BWC's are still being considered, depending on adequate funding being secured (Short 2020).

vii – Guelph Police Service (GPS)

The Guelph Police Service will be launching a limited pilot project on deploying BWC's to their front-line officers in 2020 for the budget cost of \$30,000. In addition to the pilot, the Service has begun budgeting funds for deploying the cameras. Costs for the pilot and the deployment appear to be low, with the deployment being budgeted at \$514,400. These costs however, are for the technology and associated IT costs and do not include identified staffing requirements and other operating costs.

The projected 10-year cost of the cameras, not including the associated operating expenses is budgeted at \$1,655,500 (Armstrong 2020).

viii – Montreal Police (Service de Police de la Ville de Montréal)

In 2019, Montreal Mayor Valerie Plante resisted deployment of BWC technology, following a pilot project earlier in the year. In early June of 2020, Mayor Plante stated that the police will be outfitted with cameras as soon as possible, following improvements in training and the implementation of stricter rules regarding street checks (Nakonechny 2020).

ix – Niagara Regional Police Service (NRPS)

On August 13, 2020, Niagara Regional Council narrowly voted down a motion that would have directed the Chief of Police to prepare a report on the possible implementation of Body-Worn Cameras. As a result of this vote, there are no current plans for the NRPS to consider deploying the technology.

x – Ontario Provincial Police (OPP)

There is no change in position from what was reported in 2015, which is there is no current plan to explore deployment.

xi – Ottawa Police Service (OPS)

In 2017, it was reported that the Ottawa Police Service (OPS) had approved budgetary funds for development on a feasibility study on body-worn cameras. In June of 2020, the Police Service Board again committed to including BWC in the next OPS budget (Lord 2020).

xii – Peel Regional Police Service (PRP)

In June 2020, the Peel Regional Police Service announced that they had begun the process to implement BWCs to their officers. A report presented to their Board indicated that the cost to implement the program is \$1.4 million annually or \$7 Million over five years, not including support staff. If the plan is passed, cameras could be deployed as early as the winter of 2021 as the Service had already budgeted for the technology (Gamrot 2020). Based on current adoption of technology, and other Canadian Service experiences, PRP has chosen to not run a competitive process and has moved to select Axon as their supplier of BWC and associated DEMS (Odoardi 2020).

xiii - Toronto Police Service (TPS)

The Toronto Police Service recently announced plans to deploy BWCs to their front-line officers as early as fall of 2020. This was following a lengthy pilot and analysis period for the cameras. In June of 2020, following public outcry to deploy cameras to Toronto Police in an effort to increase transparency and increase accountability, Toronto Mayor

John Tory promised to fast track the deployment (Passifume 2020). Reports on Body-Worn Cameras and systemic racism in policing in Toronto have suggested that 95% of participants at town-hall meetings were opposed to BWC deployment. The opposition cited financial impact, and a view that the cameras would not address issues of systemic racism.

On August 18, 2020, despite this objection from a segment of the population, the Toronto Police Services Board received a report recommending the adoption of Axon Body-Worn Cameras and DEMS at a cost of \$25 million over five years for 2,350 cameras and supporting hardware and software (Saunders 2020).

xiv - Winnipeg Police Service (WPS)

The Winnipeg Police Service continues to debate whether to deploy BWCs to their front-line officers. In the past, the Service had budgeted for a pilot project to start, but due to necessary financial restructuring, the plans were put on hold. Presently, the Chief of the Service and members of the Police Service Board and City Council are promoting the adoption of the technology. The Mayor, however, and some local academics, are suggesting that the \$8-10 million price tag for deployment of the cameras could be better spent on social supports for those that would interact with the police (Robertson 2020).

Body-Worn Camera Pilot Program:

Numerous Services across the country have opted to run pilot programs for Body-Worn Cameras. Initially, these pilot programs investigated the capabilities of the technology in terms of battery life and exposure to Canadian climates. As the cameras have improved dramatically in quality, the pilots have shifted focus to gauging the impact of deployment on both a qualitative and quantitative level. Should the Hamilton Police Service consider deployment of BWC technology, a pilot program is recommended prior to full adoption.

Proposed Pilot Deployment Plan:

In order to ascertain the true impact of Body-Worn Cameras, a pilot program consisting of 100 cameras and lasting 14 months is recommended. Once a project team is established, the rollout for this program would be implemented as follows:

- i) Identification of project goals
- ii) Policy creation
- iii) Training, media rollout & public education (four months for i - iii)
- iv) Deployment of Body-Worn Cameras (six months)
- v) Analysis and evaluation (four months)

i) Identification of project goals

As recommended by Michael D. White and other academics that have conducted reviews of Body-Worn Camera pilot programs and research, clearly stated goals for deploying the technology is necessary in order to gauge whether the program is successful. Be it a reduction of use of force and complaints or evidentiary benefits for court matters, the Hamilton Police Service will need to make a determination as to the objectives of deploying the technology.

ii) Policy

Currently in the American context, there are a number of policies that are inconsistent concerning retention and activation of Body-Worn Cameras. The Canadian context, while more consistent, still has individual variations amongst Services. As a long-term

goal, should the majority of Services adopt Cameras, it is recommended that policy be created through adequacy standards on a Provincial level.

Clear and concise policy will ensure that the users have a clear understanding of when the cameras are to be used, identify and address areas of concern regarding privacy, in addition to when the video recorded may be accessed, by whom and for what purposes. This will lead to consistent expectation from the public regarding interaction with Body-Worn Cameras.

iii) Training, media rollout & public education

Following review of outside agencies and their training models, the general consensus is that a total of 28 hours of in-class training and scenarios be scheduled for each officer. This would involve introducing them to the expectations of the pilot project, familiarizing them with the technology and the policies and procedures for using the cameras.

Training of local Crown Attorneys and other stakeholders who would be exposed to the technology should be considered, to ensure understanding of its capabilities and process for accessing video as required. With our current processes for handling digital evidence in court, additional technology would not be necessary, however, there may be additional costs for physical transcriptions, which may be costly for incidents with multiple cameras involved.

From there, a media rollout would allow education of the public in regard of what to expect when interacting with a member of the Service who is using a camera, in addition to how the video would be used and how their privacy is protected.

iv) Deployment of Body-Worn Cameras

Deployment and dispersal of the cameras, in a pilot program, would be divided among the three patrol divisions, with all front-line patrol officers on either A/C rotation or B/D rotation receiving cameras. In addition, cameras would be assigned to specific ACTION teams and traffic units.

The goal of the deployment would be to ensure complete exposure to potential needs for the camera, as well as to limit overlap between the sample group and control group.

v) *Analysis and evaluation*

During the course of the pilot, the Program Supervisor shall randomly audit the usage of the cameras, with involved persons being identified to assist with future evaluation.

The evaluation of the body-worn cameras would occur at regular intervals over the course of the pilot project and would focus on a number of issues involving their use. Costs in terms of financial costs to the Service and lost time for officers to download video would be regularly reviewed and evaluated. Review and evaluation would also look at the impact body-worn cameras have on complaints, use of force reports and convictions in court.

In addition to the quantitative review of the body-worn cameras, qualitative analysis would occur to ascertain the effects of body-worn cameras on the public and officers alike. After randomly auditing the video and related reports for persons and officers involved (both body-worn camera users and assisting officers), they would be approached to see if they are willing to participate in the evaluation. If they agree, they would be asked a series of questions aimed at identifying their opinion of the camera from a legal and personal perspective. The identity of these individuals would not be provided in the evaluation or final report. A web-based survey would also be sent out to random community groups to ascertain their experiences with the body-worn cameras during the pilot project.

Following analysis and evaluation of the received data, a final recommendation would be presented to the Chief of Police and to the Police Service Board for review and a determination of next steps.

Financial Impact:

As true costs for a Body-Worn Camera pilot would not be known without running a thorough Request For Proposal (RFP), based on the experience of Canadian

Services who have deployed or moved to deploy cameras, it is estimated that a pilot of 100 cameras would cost approximately \$250,000 for 14 months.

This cost is for the technology only and does not include necessary infrastructure improvements or consideration for long-term storage of any data that is obtained during the pilot.

Staffing Requirements:

In order to ensure minimal impact on the Service's staffing levels, the pilot program would use pre-existing members to fill the below identified positions.

A breakdown of staff and the soft costs associated with them is as follows (salaries include 25% benefits):

Program Supervisor (Sergeant) (12 mos.).....	\$157,203.75
Transcription Clerk (Civilian – 3E) (27 weeks).....	\$ 37,759.76
Freedom of Information & Disclosure Clerk (Civilian – 7E) (12 mos.)	\$ 94,447.50
BWC Technician & IT Administrator (Civilian – 9E) (12 mos.)	\$107,630.00
BWC Video Vetting Technicians (Civilian – 7E) (12 mos.).....	\$ 94,447.50
Total Staffing	\$491,488.51

While this is the costings associated to the listed positions, who would be involved in the administration of Body-Worn Cameras, the exact impact and percentage of their time spent administering the technology would have on their workload is currently unknown, but may be learned in a pilot.

Post-Pilot Financial Impact:

Should the Hamilton Police Service implement a Body-Worn Camera pilot program and decide to deploy cameras, it is recommended that 610 cameras be deployed to front-line officers. This is congruent with the Supreme Court of Canada decision of *R. vs. Duarte* (SCC 1990). The costs associated to this deployment is expected to be approximately \$5 million over five years. This is a projection based on the experience of other Canadian Agencies and an exact figure would not be possible without a full RFP.

In addition to the 610 cameras, licensing for an additional 265 members to access DEMS, to allow for management and analysis of collected video would be necessary.

When considering this cost, it is important to recognize that the pricing includes Digital Evidence Management (DEMS), which is a cost that the Service and the Province have been investigating to store and use digital evidence for investigatory and court purposes.

Conclusion:

With recent events and challenges faced by policing across the world, there has been a renewed call for law enforcement to consider the deployment of Body-Worn Cameras to their front-line officers. The fundamental question of the effectiveness of BWCs remains unclear and the reviews are mixed. In order to address these concerns, consideration of a BWC pilot program should be made prior to any decision on whether or not to move forward with full camera deployment. A pilot program for the HPS would allow a complete understanding of the true impact on the Service, as well as the community. It would also allow for the identification of goals for the technology in a Hamilton context and assist with providing contextual data for a final decision on deployment. The pilot would run for approximately 14 months, with a report containing recommendations being presented to the Chief of Police and the Police Service Board at the conclusion.

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HAMILTON POLICE SERVICES BOARD

- INFORMATION -

DATE: September 3, 2020

REPORT TO: Chair and Members
Hamilton Police Services Board

FROM: Eric Girt
Chief of Police

SUBJECT: *Service Implications of a 20% Budget Reduction - Defunding Police*
PSB 20-077

BACKGROUND:

At the June 11, 2020 Board meeting, a motion was approved for the Chief to provide a report on the service implications of an up to 20% reduction to the Hamilton Police Service (HPS) budget.

A 20% reduction in the HPS budget amounts to \$34.3M (based on the 2020 approved budget). Since over 90% of the budget is comprised of employee salary and benefits, the \$34.3M reduction equates to 279 sworn officers.

Section 4(2) of the *Police Services Act* (PSA) requires that “adequate and effective police services” must include, at a minimum, all of the following core police services:

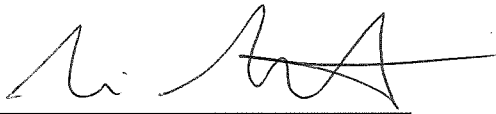
- Crime Prevention
- Victim Assistance
- Law Enforcement
- Public Order Maintenance
- Emergency Response Services

Reductions would impact services that the HPS currently provides related to the services listed below, while maintaining a minimum level of service for core functions as outlined by the PSA:

- Frontline patrol
- Traffic safety
- Senior and vulnerable person support
- Youth and adult offender management
- Property crime
- Mental health response and support

- Crime analysis
- Case preparation
- Community special event support
- Crown liaison
- Street outreach
- Bike, foot and mounted patrol
- Community relations
- Victim services
- Bail compliance
- Further reduction of specialized investigators in the Investigative Services Division for crimes such as homicides, shootings, human trafficking, sex crimes, child exploitation, technology crimes and robberies.

Any staffing reductions would have a significant impact on the frontline as increased workload and responsibilities would be shifted to them. These reductions would result in increased response times, decreased visibility in the community, a decrease in self-initiated policing, and a decrease in service delivery. In order to achieve a proper transition of these services to other agencies, the appropriate infrastructure and legislation needs to be put into place before the responsibilities are removed from the police.



Eric Girt
Chief of Police

EG/J. Randazzo

cc: Frank Bergen, Deputy Chief – Operations
Ryan Diodati, Deputy Chief – Support
Anna Filice, Chief Administrative Officer
John Randazzo, Director – Finance

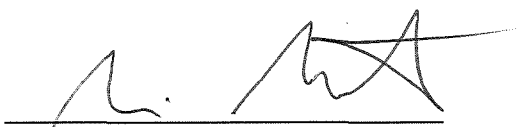
HAMILTON POLICE SERVICES BOARD

- RECOMMENDATION -

DATE: September 3, 2020
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Eric Girt
Chief of Police
SUBJECT: *Internet Child Exploitation Investigator Contribution Agreement*
PSB 20-066

RECOMMENDATIONS:

- a) That the Chief, on behalf of the Board, enter into an agreement with Her Majesty the Queen in the Right of Ontario as represented by the Solicitor General operating through the Ontario Provincial Police (OPP), by which one (1) officer of the Hamilton Police Service will be partially funded for the purpose of building local capacity of the Internet Child Exploitation Unit for a 6 month term, commencing October 1, 2020.
- b) That the Chief be authorized and directed to enter into said Amending Agreement in a form satisfactory to the Hamilton Police Service Legal Counsel.


Eric Girt
Chief of Police

FINANCIAL / STAFFING / LEGAL IMPLICATIONS:

FINANCIAL – The terms of the Transfer Payment Agreement provide that the Hamilton Police Service will receive two payments towards partially funding a new investigator assigned to the Internet Child Exploitation Unit. The identified officer's wages, including payment for overtime, benefits and certain allowances, continue to be provided by the Board throughout the term. Term one identified as October 1 to December 31, 2020 and term two, January 1 to March 31, 2021.

Scheduled payment per term	\$27,250.00
Maximum Funding Total	\$54,500.00

STAFFING – One (1) Detective Constable will be assigned as an additional investigator to the Internet Child Exploitation Unit of the Hamilton Police Service and will be seconded for the specified term and will work out of the HPS office.

LEGAL – The Agreement is for six (6) months, commencing October 1, 2020. This is a standard grant agreement that has been reviewed and approved by legal counsel to the Chief.

BACKGROUND:

The Hamilton Police Service has been provided an opportunity to build our Internet Child Exploitation unit capacity to combat child sexual exploitation online. This is federally funded, but administered through the OPP.

The purpose of the Provincial Strategy is to combat child sexual exploitation in Ontario through a coordinated multi-agency approach to investigate internet child exploitation leading to increased charges and prosecutions, and reduced victimization of children. Utilizing relationships built as part of the Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet, participating agencies have identified a need and willingness to take part in this initiative.

The Provincial Strategy will assist child victims of Internet sexual abuse and exploitation, and permit the justice system to build the capacity and sustainability to:

- Identify child victims through image analysis;
- Provide specialized child victim support;
- Identify and prosecute offenders which will assist in preventing children from being re-victimized;
- Educate via awareness campaigns to assist victims to self-identify and thereby prevent both victimization and re-victimization (self-identification);
- Engage in partnerships with key stakeholders, which will establish and maintain community and justice system linkages ensuring the reporting and prosecution of offences with a link to victim support.

The Provincial Strategy, as an integrated model, will assist police services in coordinating the increased identification of victims, provide support services to victims of child pornography and exploitation, and assist in preventing the cycle of recurring victimization.

EG/PH

cc: Frank Bergen, Deputy Chief – Operations
Paul Hamilton, Superintendent – Investigative Services Division
Marco Visentini, Legal Counsel
John Randazzo, Director – Finance
Leanne Sneddon, Director – Human Resources

HAMILTON POLICE SERVICES BOARD

- RECOMMENDATION -

DATE: September 3, 2020
REPORT TO: Chair and Members
Hamilton Police Services Board
FROM: Kirsten Stevenson
Administrator
SUBJECT: 2021 Police Services Board Meeting Schedule (PSB 20-070)

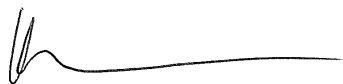
RECOMMENDATION:

That the Board approve the following meeting schedule which provides for regular public meetings of the Hamilton Police Services Board for the year 2021.

Monday, January 18, 2021
Thursday, February 25, 2021
Friday, March 26, 2021
Thursday, April 29, 2021
Thursday, May 27, 2021
Thursday, June 24, 2021
Thursday, July 29, 2021
Thursday, September 16, 2021
Thursday, October 28, 2021
Thursday, November 25, 2021
Thursday, December 16, 2021

BACKGROUND:

Section 10.2 of the Board's procedural by-law provides that the Board shall hold its regular meetings at 1:00 pm on a Thursday of the month, in Council Chambers at the City of Hamilton in accordance within the schedule adopted annually by the Board.



Kirsten Stevenson
Administrator



Hamilton Police Services Board Deputation Request Form

(Request to appear before the Police Services Board)

****Please note** - The information on this form will be published on a public agenda and therefore released to the public and media.**

Your Name: MIRLE (SHERAR) CHANDRASHEKAR

Firm / Organization:
(if applicable) —

E-mail Address: —

Home Phone: —

Fax No.: —

Business Phone: —

Mailing Address: —, HAMILTON

Details of Deputation to be discussed including a summary and the objective(s) of the presentation:

Reduction of Budget.

Will you require a LCD Projector: ☐ Yes
(Please note, you must bring your own computer)

☒ No

Have discussions or correspondence taken place with a member of the Hamilton Police Services Board or the Administrator? If so, with whom and when?

Please submit the completed form either in person, via fax or e-mail to:

Administrator
Hamilton Police Services Board
155 King William Street
P.O. Box 1060, LCD1
Hamilton, ON
L8N 4C1

Fax: 905-546-4720

E-Mail: kirsten.stevenson@hamilton.ca

From:
To: [Stevenson, Kirsten](#)
Subject: Re: Missing Information on your Deputation Request Form
Date: Monday, July 20, 2020 1:47:14 PM

My deputation is due to the increase in activism to defund the police.
There is no potential to reduce the budget to begin with because, as you know, I have been advocating for an increase to the budget.
With that I am obtaining information and assembling financial information.
Respectfully shekar

From: Stevenson, Kirsten <Kirsten.Stevenson@hamilton.ca>
Sent: July 20, 2020 8:51 AM
To: Shekar Chandrashekar
Subject: Missing Information on your Deputation Request Form

Good morning Shekar.

I require the information highlighted in yellow below, before I can include your deputation request for consideration at the next Board meeting. I understand you wish to request to speak to the Board with regards to 'Reduction of Budget', but I also need to be provided with:

- 1 – a summary of your deputation
- 2 – the objective of your deputation

If you have any questions please let me know.

Thanks & regards,
Kirsten Stevenson

Administrator
Hamilton Police Services Board
155 King William Street
Hamilton, ON L8N 4C1
Phone: 905-546-2727
Fax: 905-546-4720
E-mail: kirsten.stevenson@hamilton.ca