

# Hamilton Police Association

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September 16, 2016

Lloyd Ferguson, Chair  
Hamilton Police Services Board  
155 King William Street  
P.O. Box 1060, LCD 1  
Hamilton, ON L8N 4C1

Dear Chair Ferguson:

**RE: INVESTIGATIVE SERVICES BUILDING**

The Hamilton Police Association (HPA) is an organization which represents roughly 1,200 members of the Hamilton Police Service (HPS). The relationship which currently exists between the HPA and HPS is one of professionalism with very similar goals. How those goals are achieved, and the order of interest is sometimes in conflict but substantially we seek to obtain the same result. For the HPA, the interests of the members are first and foremost. We believe that if the working conditions, rights and needs of the employees of the HPS are taken care of, a productive work force is the result. This in turn benefits the citizens of Hamilton, and the Hamilton Police Service.

Currently before City Council is a proposal for a new Investigative Services building for the Service. We do not wish to reiterate the proposal set forward to the Police Services Board though we think it prudent to note that the HPA is in agreement with the contents of that proposal. We come to this conclusion by way of experience and knowledge shared by our members with the HPA.

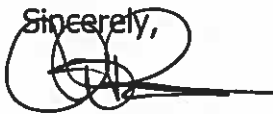
Policing in Ontario is strictly regulated and subjected to multiple levels of oversight. Police officers and civilians perform their duties as defined by a number of different sources. It is beyond the scope of this letter to explain how this works, but sufficed to say that we are governed by legislation, case law and best practices. While these parameters are most often implemented by federal and provincial bodies, the responsibility to implement these parameters and the associated costs are downloaded to the municipalities. The HPA understands this, and is sympathetic to the citizens in our community but we must protect the front line civilians and sworn members of our Association. We must ensure that they are able to meet these parameters to protect them from potential criminal, provincial and civil litigation. They must have the resources to perform their jobs proficiently.

The HPA continues to be patient and we have worked with the Service despite knowing that our facilities are overcrowded, underequipped and in some cases, place unnecessary risk on the members. We try to find mutually acceptable solutions at minimal cost to reduce the impact on the taxpayer. This has limits. Before council is a proposal to address critical needs facing the HPS. The HPA has patiently waited for the genesis of this proposal which does address the majority of our workplace concerns.

Should the Investigative Services building proposal fail we would see no value in trying to address our concerns through the HPS as we would deem this as unproductive and, in essence, a waste of time. This will potentially put our members at risk and we are no longer willing to do this. The HPA would be forced into seeking guidance from other government bodies to address our concerns. This is a last resort which is preventable.

This letter is not intended as a form of intimidation or coercion. It is meant as an informative document in our ongoing commitment to work with the Service, the Board and the members of our community. Without question, commitment to build a new facility is in the best interests of the members of the HPA. Of equal impact will be the assurance to the citizens of Hamilton that City Council has provided the Police Service with the proper tools and workspace for their employees. The tools and workspace will allow frontline officers and civilians to properly investigate, process and prosecute cases in the manner in which we are obligated to do so. The result will be the continued high level of public safety that our citizens are accustomed to.

Thank you and feel free to contact me with any questions or concerns.

Sincerely,  


Clint Twolan  
President  
Hamilton Police Association