



Hamilton

**Security of City's Property
and Personnel**

General Issues Committee

March 23, 2022



Security of City's Property and Personnel

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Hamilton city councillor got racist, threatening messages after deadly U.S. Capitol riot



Hamilton man said he would buy machete, handcuffs, call hate groups and arrest Black people in container



Bobby Hristova · CBC News ·

Posted: Jan 20, 2021 4:22 PM ET | Last Updated: January 20, 2021

Why / Background



CANADA | NEWS

Online threats and hate speech against politicians is mounting, officials say



CityNews Toronto ✓

August 14, 2020 · 🌐



Ontario Premier Doug Ford is condemning an atmosphere that has led to increased threats and harassment...
See more



Threats against PM and cabinet ministers increasing: RCMP



130 threats reported between January and July, up from 100 during same time last year

CBC News · Posted: Aug 13, 2020 1:50 PM ET | Last Updated: August 13, 2020



Serious threats against Calgary council mostly target Nenshi and Farrell, city statistics show



'The bullying and intimidation on social media has reached a crescendo'

CBC News · Posted: Aug 23, 2017 2:14 PM MT | Last Updated: August 23, 2017

Why / Background

Obligations by employers regarding safety in the workplace are clear through regulations.

Less clarity regarding Elected Officials



To encourage civic engagement by all members of the community, including participation without fear of harassment and intimidation in the municipal election process and delivery of City governance through democratic process.



Research & Municipal Benchmarking

- Corporate Security received a request from the City Manager's Office to review and benchmark with other municipalities on how threats and safety concerns for Elected Officials are responded to.
- Internal consultation with representatives from the City's Legal & HR teams were conducted.
- External consultation and benchmarking was conducted in early 2021 with 18 Canadian municipal security teams.

Research and Municipal Benchmarking



Staff Recommendation Summary

Based on the consultation and benchmarking process, a number of staff recommendations are brought forward in this report, including;

Training – Council Security Orientation Training for all Elected Officials, their administration staff and other City staff members.

Personalized Threat Risk Assessment – (1-Time per term application, VOLUNTARY engagement / participation)

Deployment of Mitigating Recommendations from a completed Threat Risk Assessment – (VOLUNTARY engagement / participation in the deployment of risk mitigating recommendations based on the individuals personal tolerance of risk)

Staff Recommendation – Council Security Orientation Training

Coordination through Corporate Security;

- New Term – Council Security Orientation Training
(security roles and responsibilities in the Chambers, situational awareness in the workplace and on personal times, basic event scenario risk assessment knowledge)
- Annual Council Security Training refreshers

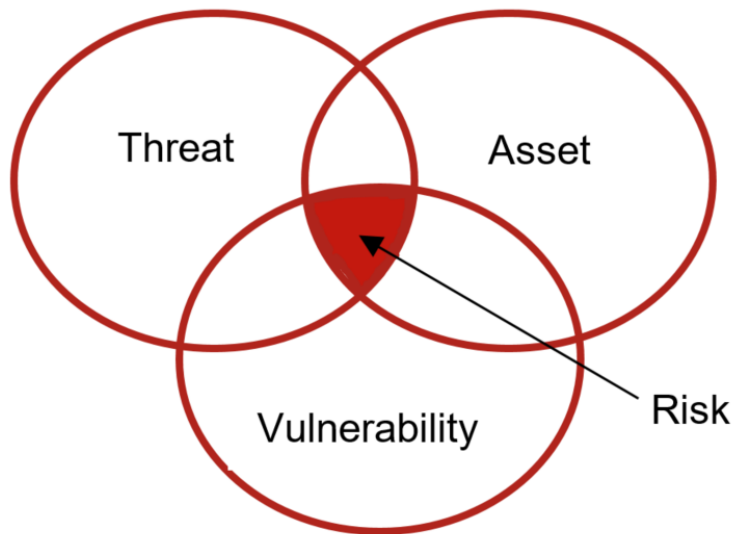
TRAINING



Staff Recommendation – Personalized Threat Risk Assessment

Voluntary Involvement

1-Time per Term Risk and Vulnerability Assessment



Staff Recommendation – Deployment of Mitigating Recommendations

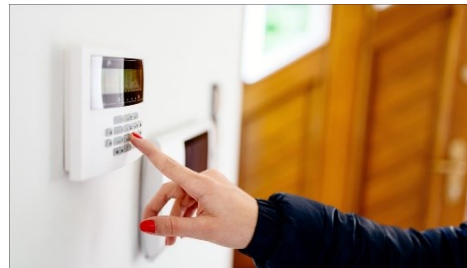
Voluntary Involvement

Target Hardening & Personal Practice Changes

Prerequisite of Risk Assessment Completion



**Social Media
Footprint
Impact**



**Personal
Situational
Awareness
Mindset**



Where installations based on recommendations from the Risk Assessment are decided by the individual to implement based on the individuals own tolerance of risk.

Cost of Recommendations

Recommendations	Cost	Notes
Training Software	\$50,000	Previously Approved
Security Risk Assessments	\$105,000	Variance in 2022 Refer to 2023 Budget
Risk Assessment Recommendations	\$168,000	Refer to 2023 Budget Max of \$8,000 per Official/ Term
Costs of Monitoring if Required	\$100	Monthly Operating Dept Id
0.5 FTE Resourcing	\$53,000	Annual Cost

Questions