



HAMILTON POLICE SERVICES BOARD

NOTICE OF MEETING PUBLIC AGENDA

Monday, June, 16, 2008
4:00 o'clock p.m.
3rd Floor Board Room
Hamilton Central Station

Lois Morin
Administrator

AGENDA

- 1. Call to Order**
- 2. Presentation**
 - a) Member of the Month for May 2008
 - b) Profiling in Excellence Award
 - c) Taxi Cab Robberies (PSB 08-064)
- 3. Declarations of Interest**
- 4. Adoption of Minutes – May 20, 2008**
- 5. Police Auctions: Transition to Web-Based Bidding (PSB 08-048)**
- 6. Maintenance Agreement: Automated Fingerprint Identification System (AFIS) (PSB 07-016a; see also PSB 07-016)**
- 7. Memorandum of Agreement: Canine Trainer Services Agreement with the Waterloo Police Services Board (PSB 08-070)**
- 8. Information Items**
 - (a) 2007 OMBI (Ontario Municipal Benchmarking Initiative) & MPMP (Municipal Performance Measurement Program) (PSB 08-062)
 - (b) City Clerks' Division, Council Follow-up Notice dated May 15, 2008 with respect to City Council Meeting – May 14, 2008.
 - (c) Letter of thanks from O'Neil Graham, Coordinator, Apostolic Ark Ministries with respect to Hamilton Police involvement in the Soccer Tournament.
 - (d) Letter of thanks from Ms. Mary Smiley, President, Ontario Association of Police Services Boards for support of the 46th Annual Conference held in Stratford, Ontario.
 - (e) E-mail from Gayle Rundle, Administrative Co-ordinator, Ontario Association of Police Services Board with respect to the 2008 Fall Board Governance Seminar.

- (f) E-mail from Jennifer Lanzon, Executive Director, Canadian Association of Police Boards with respect to the report regarding Cyber Crime Study of Impact and Gap Analysis.
- (g) Correspondence from Ian Wilms, President, Canadian Association of Police Boards (CAPB) requesting financial support for the 2008 CAPB Annual Meeting and Conference

9. Other Business

10. Adjournment

THE POLICE SERVICES BOARD WILL ADJOURN THE PUBLIC PORTION OF THE MEETING AND RECONVENE IN CAMERA FOR CONSIDERATION OF PRIVATE AND CONFIDENTIAL MATTERS.

HAMILTON POLICE SERVICES BOARD

- INFORMATION -

DATE: 2008 June 16

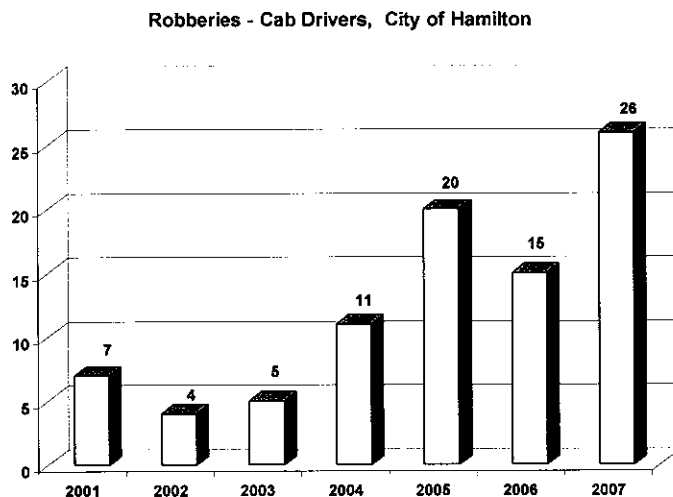
REPORT TO: Chairman and Members
Hamilton Police Services Board

FROM: Brian J. Mullan
Chief of Police

SUBJECT: *Taxi Cab Robberies*
(PSB 08-064)

BACKGROUND:

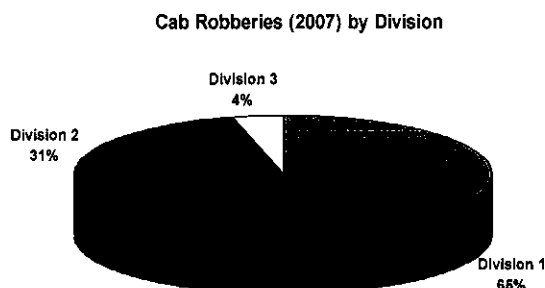
In 2007, there were 26 robberies reported as committed against Taxi Cab drivers in the City of Hamilton. A total of 54% of these robberies occurred during the month of December. This was a 73% increase from the previous years, primarily due to a spree that occurred in December of 2007. Although arrests were effected quickly in the December incidents, the industry understandably experienced a sense of vulnerability and frustration.



Under the direction of Deputy Chief Ken Leendertse, a response to this problem was devised by the Crime Prevention Coordinator. The problem was examined in the format of a Problem Oriented Policing (POP) project.

ANALYSIS

The majority of taxi cab robberies occur within Division 10.



The criminal activity against taxi cab drivers was reported throughout all days of the week, but the majority of these attacks occurred on the weekends. The robberies occurred primarily under the cover of darkness between the hours of midnight through to 4:00 a.m.

In addition to the incidents of robbery and violence, it was apparent that the taxi cab industry questioned police priority with respect to resource dedication and timely responses.

The analysis suggested that an effective response strategy should include all stakeholders and focus on crime prevention techniques. An approach of this nature would include three (3) main focuses:

1. Environmental responses – physical measures
2. Behavioural responses – educational measures, and
3. Social networking responses – community partnerships

RESPONSE STRATEGY

A strategy was formulated with the following goal statement:

Strategy: To reduce the victimization of cab drivers by influencing the opportunity for violence

The responses drafted included recommendations to involved stakeholders, as well as police driven initiatives.

Environmental Responses - Increased Safety by Investing in Safety Equipment

The Police Service acted only in an advisory capacity in regards to discussions on technological safety measures.

On-Board CCTV Cameras

- On-Board CCTV cameras will provide specific deterrence value to the criminal element. Installation should include visible signage to maximize the deterrence value.
- The installation of On-Board cameras into every taxicab will assist police and prosecutors identify and apprehend potential offenders.
- It should be noted that CCTV cameras may not deter violent behaviour from individuals suffering from severe substance addiction.
- The Hamilton Police Service Video Technician has provided the City of Hamilton Licencing office with a briefing document titled "Mobile Digital Recorders – Taxicabs" (Oct 19 '06)

Vehicles Shields / Barriers

- The installation of shields or protective barriers to separate drivers from their fares will afford the opportunity to create time and distance from potential threats. Any device that creates a physical barrier between a potential victim and offender will increase the reaction time available to a victim.
- The installation of protective barriers also creates the potential to secure or lock individuals within a vehicle. This capability has risk potential in terms of illegal detentions and associated demands on police resources.
- It should be also noted that shields and barriers do not protect drivers from firearms or offences that may occur outside of the vehicle.
- The Hamilton Police Service has consulted with the City of Hamilton Licencing office regarding the advantages and disadvantages of physical barriers

Behavioural Responses - Increased Safety by Education

The Police Service stresses the importance of industry education and training with respect to the achievement of higher levels of safety. When physical security measures fail or are defeated, a potential victim must rely on his or her own abilities and instincts. Preventative tactics employed by taxi cab drivers will go a significant distance in both the prevention and management of robberies. Educational initiatives should encompass all segments of the industry including drivers, dispatchers, owners, and brokers.

The taxi cab industry has developed significantly in service and professionalism over the past several years. The demands placed on this industry can only be expected to increase as cities strive to find more environmentally friendly means of transit. As a result, major urban cores are implementing comprehensive vocational training programs that are specific to the industry. This training covers personal safety, customer service, first aid, communications, and other relevant topics.

Driver / Industry Education Program

- The Hamilton Police Service recommends the implementation of a formal driver / dispatch training program within the City of Hamilton.
- This recommendation was forwarded to the City Licencing Committee for consideration. The Committee has since contracted a Hamilton Business Skills college to prepare a Taxi Cab skills program.

Police / Taxi Safety Forums

- The Hamilton Police Service hosted three (3) Divisional Taxi Cab Safety Forums. These educational initiatives were designed to facilitate communication between the police and the cab industry. Forum facilitators included Divisional Commanders, Crime Prevention officers, patrol officers, communications trainers, and the Community/Race Relations Coordinator. The following topics were covered:
 - Personal Safety / Crime Prevention
 - HPS Communications Protocol
 - Cab Watch Program
 - Crime Stoppers

The forums were held in community centres throughout the City, staggered by date, time, and geographical location. (April 23rd – Div 20 / April 29th - Div 10 / May 6th - Div 30)

- The forums were promoted by local media and tabled for discussion at the Chief's Town Hall interview on CHML. Additional media coverage included CH TV, K-Lite FM, and the Hamilton Spectator.
- The Hamilton Police Service produced and disseminated pamphlets on safety tips for drivers.
- In total, approximately 250 persons employed within the taxi cab industry, including owners and brokers, attended these seminars. The feedback from all accounts, including City of Hamilton Licencing staff, was extremely positive.

Social Responses – Increased Safety via Partnerships & Programs

In order to ensure all stakeholders were involved in the problem solving process, the Hamilton Police Service has undertaken and participated in the following initiatives:

- i) The Hamilton Police Service contributes in an advisory capacity as sitting members of the City of Hamilton Taxi Cab Advisory Committee
- ii) Coordination between Taxi Cab industry and other law enforcement / public safety partners - i.e. Crime Stoppers. At this time, a new partnership is being explored between Crime Stoppers and the Cab industry, and
- iii) Cab Watch Program – under direction of the Div 10 Crime Prevention office and Div 10 patrol officers, information sharing will occur in the form of safety bulletins. In addition, the Cab Watch Program has implemented a civic award process that recognizes actions that demonstrate bravery or promote public safety. It is believed that this process will address program sustainability.

ASSESSMENT

Since December 2007, the following robberies have been reported:

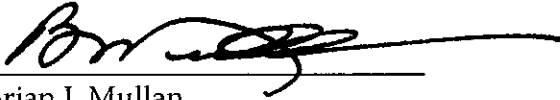
2008 Taxi Cab Robberies - Hamilton

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The return to normal averages can be attributed to significant arrests made at the end of 2007. While the strategies undertaken in this project have likely had an impact on the incidents of violence in the industry, their true significance and effectiveness are more clearly understood from a qualitative perspective. The sentiments expressed by the stakeholders following the implementation of the listed initiatives give evidence to their success. It is believed that these efforts have made strides in retaining public confidence.

Further to the above, the partnerships and educational initiatives undertaken empower the stakeholders to take ownership of the problem. This is effected by arming the component groups with information and skills to affect their own direction. Of particular significance in this problem was long term training for the taxi cab drivers. This key issue has been addressed with a comprehensive solution that includes the City of Hamilton Licencing & Standards office. Benefits are realized in the sustainability

incorporated into these responses. It is believed that the industry will enjoy increased safety in cooperation with all the stakeholders identified.

A handwritten signature in black ink, appearing to read "Brian J. Mullan", written over a horizontal line.

Brian J. Mullan
Chief of Police

BJM/K. Leendertse

cc: Sgt. Martin Schulenberg, Crime Prevention Coordinator

**MINUTES OF THE HAMILTON
POLICE SERVICES BOARD**

4.

Tuesday, May 20, 2008
4:03pm
Board Room
Hamilton Central Station

The Police Services Board met.

There were present: Bernie Morelli, Chairman
 Mark Nimigan, Vice Chairman
 Karen Cimba
 Nancy Di Gregorio
 Fred Eisenberger

Absent with regrets: Bruce Pearson
 Terry Whitehead

Also Present: Chief Brian Mullan
 Deputy Chief Ken Leendertse
 Deputy Chief Eric Girt
 Superintendent Ken Bond
 Superintendent Paul Morrison
 Inspector Jamie Anderson
 Inspector Warren Korol
 Inspector Scott Rastin
 Inspector Rick Wills
 Marco Visentini, Legal Counsel
 Rosemarie Auld, Human Resources Manager
 Sergeant Terri-Lynn Collings, Media Relations
 Catherine Martin, Corporate Communicator
 Dan Bowman, Fleet and Facilities Manager
 Peter Bailey, Records Manager
 Lois Morin, Administrator

Chairman Morelli called the meeting to order.

Chairman Morelli declared an interest with a strong sense of pride in Item 2 a) Presentation for Member of the Month for April 2008. He then stepped down from the Chair.

Vice Chairman Nimigan took the Chair.

Presentations

a) *Member of the Month for April 2008*

Vice Chairman Nimigan and Chief Mullan presented the Member of the Month Award for April 2008 to Constable Bernt Salmon and Constable Mark Morelli. The officers were being hailed as heroes. The Huntsville Fire Chief says: "the officers' were instrumental in saving lives. Their quick actions changed the end result of this fire from being a tragic one". Constable Salmon and Constable Morelli were credited for saving the lives of 56 residents from the Rowanwood Road Retirement home.

b) AVL / GPS

Deputy Chief Eric Girt and Mr. Mark Allan, CAD Administrator provided a presentation with respect to the Automated Vehicle Locator (AVL) / Global Positioning System (GPS).

(Item 2)

Chairman Morelli resumed the Chair for the remainder of the meeting.

Declarations of Interest

None

(Item 3)

**Adoption of Minutes
-April 21, 2008**

Moved by: Vice Chairman Nimigan
Seconded by: Member Di Gregorio

The minutes of the meeting held Monday, April 21, 2008 were adopted as printed.

Carried.

(Item 4)

**Memorandum of Agreement:
Provincial Victim Safety Project Grant**

As recommended by Chief Brian J. Mullan in Report PSB 08-057 dated May 20, 2008, the Board approved the following:

Moved by: Member Eisenberger
Seconded by: Member Cimba

PSB 08-057

- a) That the Board enter into an Agreement with the Ministry of Community Safety and Correctional Services to become part of the Victim Safety Project.
- b) That the Board accept grant monies, in the amount of \$139,297.00, from the Ministry of Community Safety and Correctional Services, as reimbursement, within the terms of said Agreement. Funds to be credited to Account 53415-376300 – the ISD Equipment Account.
- c) That the Board authorize the expenditure of \$139,297.00, for the purchase of wireless data devices, related computer equipment and the hiring of a Part-time Project Coordinator, to provide enhanced safety for victims of crime, and that those unbudgeted funds be charged to Account 53415-376300 - the ISD Equipment Account.

Carried.

(Item 5)

**Police Auctions:
Transition to Web-
Based Bidding**

PSB 08-048

As recommended by Chief Brian J. Mullan in Report PSB 08-048 dated May 20, 2008, the Board **considered** the following:

- a) That the Board enter into a one (1) year contract with *Police Auctions Canada Inc.*, for the provision of services associated with web-based bidding on eligible unclaimed property, formerly disposed of through in-house public auction.
- b) That all revenue generated from sales be deposited to the Hamilton Police Service Auction Account.
- c) That the Service evaluate the results of this contract, after 12 months, to determine the feasibility of continuing or reverting to in-house auctions.

After discussion the Board approved the following:

Moved by: Member Eisenberger
Seconded by: Member Di Gregorio

That the report be referred to the next meeting of the Board and Chief Mullan provide further detail including financial projections and steps required for the evaluation of the program.

Carried.

(Item 6)

**Additional Vehicle
Purchases**

PSB 08-028a

**(see also PSB 08-028
and PSB 02-052)**

As recommended by Chief Brian J. Mullan in Report PSB 08-028a dated May 20, 2008, the Board approved the following:

Moved by: Vice Chairman Nimigan
Seconded by: Member Cimba

- a) That the Board approve the replacement of plain door unit 595 due to mechanical repair costs that exceed the value of the vehicle.
- b) That the Board approve the acquisition of an additional plain door unit for use in the recently expanded Vice and Drugs Branch.
- c) That the Board authorize that the savings identified, through this year's vehicle procurements, be utilized to purchase this vehicle, through savings available in Vehicle Purchase Account 37608-51800.

Carried.

(Item 7)

**SURCH – The Made
in Hamilton
Approach to Dealing
with Drug Related
Crime****PSB 08-061**

Chief Mullan provided an outline with respect to the new approach to dealing with drug related crime.

After discussion the Board approved the following:

Moved by: Member Cimba
Seconded by: Member Di Gregorio

That the report be received as circulated.

Carried.

Member Eisenberger conveyed the fact that City Council was pursuing the implementation of "drug court" in the City of Hamilton.

(Item 8)

Information Items

The Board approved the following recommendation:

Moved by: Vice Chairman Nimigan
Seconded by: Member Eisenberger

The Board receive the reports / correspondence as circulated.

- (a) Fear of Crime – Hamilton Core (PSB 08-053)

Note: Member Eisenberger will forward a copy of the "Broken Windows" program that the City of Hamilton has implemented.

- (b) March Break Cop Camp 2008 (PSB 08-058)
- (c) Correspondence from Chief Brian Mullan inviting Members of the Board to attend and participate in the "Gathering" 2008 scheduled for Sunday, June 8, 2008.
- (d) Letter of thanks from Mr. Phil Slack, President, Hamilton Police Retirees, thanking Chief Mullan and the Hamilton Police Services Board for their support of the Spring Luncheon.
- (e) Letter of thanks from Mr. Robert J. Donelson, President, St. Joseph's Healthcare Hamilton Foundation, thanking Chief Mullan for so generously sharing his time and expertise as a member of the Foundation Board.
- (f) Letter of thanks from Ms. Carolyn A. Milne, President & CEO, Hamilton Community Foundation, expressing their gratitude for Chief Mullan's commitment as a volunteer with the organization.
- (g) Correspondence from the Coast Mental Health Worker / Hamilton Region CIT Coordinator, expressing his extreme gratitude to Inspector Dan Kinsella for his assistance with the first Crisis Intervention Team (CIT) Course.

- (h) Correspondence from Mr. Keith Madley, Director of Finance, Ministry of Community Safety and Correctional Services with respect to its Transfer Payment Accountability Directive.
- (i) E-mail from Wendy Fedec, Executive Director, Ottawa Police Services Board with respect to their new initiatives – Board Newsletter & Public Interest Meetings.

Carried.

(Item 9)

Other Business

Long Grass on Lincoln Alexander Expressway

Member Eisenberger requested information on the impediment to law enforcement if the grass was not cut along the Lincoln Alexander Expressway.

Chief Mullan was requested to prepare a complete analysis of the law enforcement impediments and issues surrounding long grass along the expressway.

Thanks to the Service

On behalf of the Board Chairman Morelli expressed thanks to Chief Mullan and all staff for the planning of an excellent week of events for "Police Week" and the celebrations for "175 Years of Policing in Hamilton".

(Item 10)

Adjournment

Moved by: Vice Chairman Nimigan
Seconded by: Member Cimba

There being no further business, the public portion of the meeting then adjourned at 4:59pm.

Carried.

(Item 11)

The Board then met in camera to discuss matters of a private and confidential nature.

Taken as read and approved

Lois Morin
Administrator

Bernie Morelli, Chairman
Police Services Board


May 20, 2008
lem:

HAMILTON POLICE SERVICES BOARD
- RECOMMENDATION -

DATE: 2008 June 16
REPORT TO: Chairman and Members
Hamilton Police Services Board
FROM: Brian J. Mullan
Chief of Police
SUBJECT: *Police Auctions: Transition to Web-Based Bidding*
(PSB 08-048)

RECOMMENDATIONS:

- a) That the Board enter into a one (1) year contract with *Police Auctions Canada Inc.*, for the provision of services associated with web-based bidding on eligible unclaimed property, formerly disposed of through in-house public auction.
- b) That all revenue generated from sales be deposited to the Hamilton Police Service Auction Account.
- c) That the Service evaluate the results of this contract, after 12 months, to determine the feasibility of continuing or reverting to in-house auctions.



Brian J. Mullan
Chief of Police

FINANCIAL / STAFFING / LEGAL IMPLICATIONS:

FINANCIAL – n/a

STAFFING – n/a

LEGAL – Legal Counsel will be involved in reviewing and approving the Agreement with the Contractor prior to execution.

BACKGROUND:

Historically, the Hamilton Police Service holds live auctions of eligible found and recovered property, approximately eight (8) times per year, in the Central Station garage. A local auctioneer is hired for the event, and Property Branch staff work after-hours to clear the garage, set up items for show, take payments, and provide general assistance. The auctioneer is paid 5% commission on all items sold. Advertising costs, taxes, and overtime wages for seven (7) employees involved are deducted from total sales.

Whether or not staff members elect to bank or cash out time earned, the hours spent preparing for and working the auction carries a value to the organization in terms of lost productivity.

In 2007, five (5) public auctions were held. As well, there was a separate auction for rare coins and one for jewelry (both using a sealed bid system). The following figures represent income earned through all auction sales in the year 2007, less all associated expenses.

Total Gross Sales (2007)	\$25,365.24
<u>Disbursements</u>	
Commissions	\$1,211.12
Advertising	1,139.13
Taxes (GST & PST)	2,658.58
Staff Wages	6,674.66
Total Expenses	\$11,683.49
Net Income	\$13,681.75

Expenses represent 46% of gross sales.

There are also a number of ongoing concerns related to building security at Station 10 that would be alleviated by discontinuing in-house auctions in the basement garage.

Though advertised in the local newspaper and on the HPS website, the auctions rarely draw large crowds and payment is limited to cash only. Over the past ten (10) years, the auctions have generated average annual gross sales of \$28,000.00.

Police Auctions Canada Inc. is a global online auction service based in Toronto, whose business is to sell items on behalf of clients, on the international buy/sell website, known as 'eBay'. They offer a full-service package to police agencies, including picking up property from police facilities, temporary storage, and performing minor cleaning and restorative work, as needed, to enhance the appearance and value of the products. The company then posts the items on eBay on behalf of the client, and accepts all liability and customer service issues. In exchange, they take a commission of 50% of the final selling price.

This Contractor currently performs online auctions for the Toronto Police Service, the Toronto Transit Commission (TTC), and the Halton Regional Police Service. Feedback from these agencies has been overwhelmingly positive. The Toronto Police Service has just renewed their contract with this company, through 2009, and the TTC have opted to renew for an additional year, as well. The Halton Regional Police Service has just recently signed on. All these agencies have reported increased revenue from on-line auctions, as compared to in-house sales, particularly with the elimination of costs, liability and security concerns associated with running their own auctions.

As an example, from 1998 to 2002 the Toronto Police Service held an average of nine (9) auctions each year, averaging \$155,186.00 in annual net revenue. When they moved to on-line auctions, their annual revenue has increased to \$190,364.00, or by approximately 23%. The advantage of selling to a much larger customer base, through the internet, more than offsets the higher commission rate, and mitigates the liability, staffing and logistical problems associated with holding auctions within police facilities.

The Contractor remits payment each month, accompanied by detailed reports showing all items sold, the lot number, the final price, bid history, the winning bidder's name and address, and other details to allow the Property Branch to reconcile against their records.

There are several key advantages to using this kind of service:

- Building security concerns are eliminated
- No staffing costs and associated liabilities (*i.e.* potential WSIB injuries)
- Police vehicle parking and storage is not disrupted
- Items are available for bidding to a significantly wider audience, with more flexible payment options
- Higher level of transparency – eliminates public concern that the auctioneer may be favouring a particular bidder or using 'ghost' bidders to inflate prices

- Storage space problems are no longer a factor as the Contractor will pick up and store goods at their location and expense
- The Contractor will verify the authorship, quality and authenticity of goods including certified gemological testing, and appraisals of jewelry, rare coins and other precious items – true value of items affords potential for higher bids
- The Contractor understands the nature of the business and knows how and when to separate or group items in order to maximize bids
- Knock-offs or counterfeit items are verified and returned to the police service
- The Contractor works strictly on a commission basis, therefore they will clean, polish, photograph and describe each item in order to obtain the highest bid possible
- The HPS can imbed a link on their webpage taking people directly to the auction website

There are no costs to the Service (in fact, there are *cost savings*), no involvement of staff in dealing with complaints or warranties, and there is an audit trail to allow us to back-track to a customer, should there be any disputes over prior ownership.

The Contractor agrees to enter into an Agreement with the Police Services Board that clearly outlines expectations, the auction process, Terms and Conditions, customer service, Title and Risk, the payment process, security, insurance, indemnity, and all other licenses and legal requirements.

There may be additional opportunities to dispose of assets deemed surplus, such as used computers, furniture, equipment and other obsolete items, through this online auction process, with the pre-approval of the City's Purchasing Manager.

BJM/P. Bailey

cc: Deputy Chief Eric Girt, Field Support

Superintendent Mike Shea, Corporate Services

Peter Bailey, Manager, Records Business Centre

HAMILTON POLICE SERVICES BOARD

- RECOMMENDATION -

DATE: 2008 June 16

REPORT TO: Chairman and Members
Hamilton Police Services Board

FROM: Brian J. Mullan
Chief of Police

SUBJECT: *Maintenance Agreement: Automated Fingerprint Identification System (AFIS)*
(PSB 07-016a; See also 07-016)

RECOMMENDATIONS:

- a) That the Board renew an Agreement, with Motorola Printrak, to provide maintenance and support for our *AFIS (Automated Fingerprint Identification System)*, on a month-to-month basis, beginning August 1, 2008. Such Agreement to be in a form satisfactory to Legal Counsel to the Police Service.
- b) That the potential total of \$21,380.00 of unbudgeted money for the months of August 2008 through July 2009, be charged to the *OMERS Type III Account*.



Brian J. Mullan
Chief of Police

FINANCIAL / STAFFING / LEGAL IMPLICATIONS:

FINANCIAL - A Board Report recommending a similar support and maintenance contract extension for \$20,362.00 was submitted to the Board and approved in 2007. (*See PSB 07-016*).

The HPS has contracted with Motorola for the last 14 years for Support and Maintenance of their Printrak AFIS system.

In 2005, the RCMP, the keeper of nationwide criminal records and fingerprints, contracted with Cogent to replace the Motorola Printrak AFIS system.

The RCMP projected that the new AFIS system would be operational by September of 2006. Delivery was late and continues to be delayed. Cogent originally projected a fall 2007 delivery. The equipment was delivered but is inoperable because of software conflicts. The RCMP is now projecting the spring of 2009 for start up.

Unlike the Motorola Printrak AFIS system, the RCMP will own and provide to the HPS the new AFIS system and pay for annual maintenance and support costs. As a result, the HPS did not budget for this for 2007, nor have we budgeted for maintenance and support for 2008. Now that Cogent's AFIS is further delayed, we must continue using the Motorola AFIS and pay maintenance and support until Cogent delivers a working product. AFIS is a "must have" critical hardware and software system that must be operational 24 hours a day; seven (7) days a week.

The contract will continue with a month-to-month plan commencing August 1, 2008. This Maintenance Agreement had been removed from the 2008 Budget, as the RCMP was to assume all costs of the new system. Now that the new system will not be in place until April 2009, we need to continue the maintenance, as per current AFIS system to ensure functionality.

Our Service is covered until July 31, 2008, because of an unbudgeted payment from the *OMERS Type III Account*. The unbudgeted cost for this year's recommendation will again come out of the *OMERS Type III Account*.

STAFFING – n/a

LEGAL – The contract has been reviewed by Legal Counsel and it is in acceptable form.

BACKGROUND:

The AFIS database, at RCMP Headquarters in Ottawa, houses fingerprints of all criminals and unidentified fingerprints from crime scenes. When fingerprints from criminals are submitted, they are matched against unidentified fingerprints from crime scenes. When fingerprints are taken at crime scenes, they are matched against fingerprints of known criminals and unidentified fingerprints from other crime scenes. All potential matches are sent to our Forensic Identification Unit. AFIS is an investigative tool only; any final identification must still be done by a Forensics Identification Officer.

In 2005, the RCMP contracted a company named Cogent to replace Motorola's AFIS system. Delivery was to be taken in September of 2006. Cogent is late and now continues to be delayed projecting the spring of 2009 delivery. As a result, we must continue using and paying maintenance and support from Motorola, until the RCMP makes delivery.

BJM/K. Leendertse

cc: Superintendent John Petz, Investigative Services Division

Ted Mason, Chief Accountant

HAMILTON POLICE SERVICES BOARD

- RECOMMENDATION -

DATE: 2008 June 16

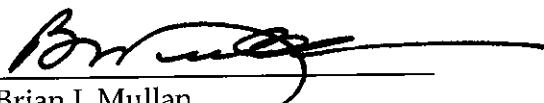
REPORT TO: Chairman and Members
Hamilton Police Services Board

FROM: Brian J. Mullan
Chief of Police

SUBJECT: *Memorandum of Agreement: Canine Trainer Services Agreement with the Waterloo Police Services Board (PSB 08-070)*

RECOMMENDATIONS:

- a) That the Board enter into an Agreement with the Waterloo Police Services Board for the provision of Canine Trainer Services; and
- b) That the Chair and Administrator for the Board be authorized and directed to enter into an Agreement with the Waterloo Police Services Board, in a form acceptable to Legal Counsel, for the Hamilton Police Service.



Brian J. Mullan
Chief of Police

FINANCIAL / STAFFING / LEGAL IMPLICATIONS:

FINANCIAL – The Service shall reimburse the Waterloo Regional Police Services Board for the cost of training of newly identified canine teams on a flat fee basis of two thousand dollars (\$2,000.00), per canine team. In addition, yearly certification of all canine teams shall be at a flat fee of two hundred and fifty dollars (\$250.00), per canine team, per certification. The fees are exclusive of G.S.T. The fees shall not be increased without the prior mutual, written consent of the respective parties' Chiefs of Police.

STAFFING – Members of the Canine Branch will be required to adjust their hours of work to meet the schedule of the Waterloo Canine Trainer.

LEGAL – Section 7(1) of the *Police Services Act* provides that “two or more boards may agree that one board will provide some police services to the other or others, on the conditions set out in the Agreement”.

The Memorandum of Agreement has been reviewed by Legal Counsel. The salient aspects of the Agreement are as follows:

- 1) The Waterloo Regional Police Service (“WRPS”) will provide the Hamilton Police Service (“HPS”) with canine training services by a police officer qualified as a Canine Trainer to train newly identified canine teams and to conduct maintenance training or current canine teams. In addition, WRPS will provide advice and direction as may be reasonably required and requested from time to time by any member of the HPS in relation to canine issues.
- 2) HPS agrees that when the WRPS Canine Trainer is deployed to assist HPS, the canine operation shall, at all times, be conducted under the command of the WRPS Canine Trainer in consultation with the designated canine supervisor of HPS.
- 3) If applicable, HPS shall reimburse WRPS for any additional costs, including, but not limited to, WRPS officers attending court or coroner’s inquests as a result of a canine training or certification in Hamilton, on a full cost recovery basis plus fifteen (15%) percent administration fee.
- 4) The Agreement comes into force on July 1, 2008 and shall continue on an annual basis, renewed automatically, until terminated in accordance with the terms of the Agreement. Either party may terminate the Agreement, without liability, upon the provision of sixty (60) days’ written notice;

- 5) WRPS assumes full responsibility for any and all liability incurred by HPS arising solely out of the negligence of WRPS in the course of carrying out WRPS's responsibilities under the Agreement. In addition, WRPS shall indemnify and save harmless HPS, the City of Hamilton, and their respective members, councillors, employees, agents, successors and assigns from any and all claims, demands, actions and costs, and from any and all liabilities, arising out of the negligence of WRPS or any of its members in connection with the execution of WRPS's responsibilities under this agreement.

- 6) HPS assumes full responsibility for any and all liability incurred by each party arising out of a canine apprehension by the HPS canine teams or its members in the course of carrying out HPS's responsibilities under the Agreement or pursuant to the *Police Services Act*, and further, HPS shall indemnify and save harmless WRPS, the Regional Municipality of Waterloo, and their respective members, councillors, employees, agents, successors and assigns from any and all claims, demands, actions and costs, and from any and all liabilities, arising out of the canine apprehension by Hamilton or any of its members in connection with the execution of WRPS's responsibilities under the Agreement.

BACKGROUND:

The Hamilton Police Service has four (4) Canine Teams. A Canine Team consists of one (1) dog and one (1) handler. The Canine handlers are mandated to work with their dogs on a daily basis and train with the unit. In January 2008, the Ministry of Community Safety and Correctional Services introduced the *Guideline for Canine Units* (ER-010) to be added to the Policing Standards Manual pursuant to the Adequacy and Effectiveness Regulation. The Guideline was developed in recognition of the growth in the number of canine units in Ontario, the potential for increased litigation surrounding the use of police canines and to promote consistency and best practices across the province on the training and the use of police services canine units.

One of the most important elements, within the Guideline, is the training of Canine Teams. Generally, initial qualification training for a Canine Team takes 15 weeks. Maintenance training will take, at minimum, another four (4) weeks spread throughout the year. Prior to 2004, the Service trained our Canine Teams using a trained senior member of the Canine Branch. In late 2003, the trained member resigned, which created an immediate need to identify a qualified Canine Trainer as a replacement since the training required to qualify another member, as a Canine Trainer, would be expensive and time-consuming. As such, the Service retained a private trainer instead of seeking to fill the position from within. The private trainer was used until 2007, when a review was conducted and an opportunity became available to use the services of an accredited police Canine Trainer with the Waterloo Regional Police Service.

This agreement with the Waterloo Police Services Board is both cost-effective and allows the Service to comply with the new Guideline. During the time that the Service had retained the services of the private trainer, the cost of completing initial qualification training for a new canine team was approximately \$8,000.00. Maintenance training was over and above this amount. Since we are able to access the services of the Waterloo Regional Police Service Canine Trainer, during his on-duty time, the cost (\$2,000.00 per new canine team) is significantly less than using the private trainer. An added benefit of this agreement is that it provides an opportunity to develop the skills and abilities of our canine teams under the control of an accredited Police Canine Trainer. In fact, the Waterloo Regional Police Service Canine Trainer trained our most recent Canine Team and has provided some ongoing maintenance training. The feedback from our Canine Branch has been overwhelmingly positive.

BJM/P. Morrison

cc: Eric Girt, Deputy Chief, Field Support

Vince DeMascio, Inspector, Support Services

Marco Visentini, Legal Counsel

Ted Mason, Chief Accountant

**HAMILTON POLICE SERVICES BOARD
RECOMMENDATION**

8.

DATE: June 16, 2008

REPORT TO: Chairman and Members, Hamilton Police Services Board

FROM: Lois Morin, Administrator

SUBJECT: Information Items

RECOMMENDATION:

That the following reports / correspondence, be received:

- (a) 2007 OMBI (Ontario Municipal Benchmarking Initiative) & MPMP (Municipal Performance Measurement Program) (PSB 08-062)
- (b) City Clerks' Division, Council Following-up Notice dated May 15, 2008 with respect to City Council Meeting – May 14, 2008.
- (c) Letter of thanks from O'Neil Graham, Coordinator, Apostolic Ark Ministries with respect to Hamilton Police involvement in the Soccer Tournament.
- (d) Letter of thanks from Ms. Mary Smiley, President, Ontario Association of Police Services Boards for support of the 46th Annual Conference held in Stratford, Ontario.
- (e) E-mail from Gayle Rundle, Administrative Co-ordinator, Ontario Association of Police Services Board with respect to the 2008 Fall Board Governance Seminar.
- (f) E-mail from Jennifer Lanzon, Executive Director, Canadian Association of Police Boards with respect to the report regarding Cyber Crime Study of Impact and Gap Analysis.
- (g) Correspondence from Ian Wilms, President, Canadian Association of Police Boards (CAPB) requesting financial support for the 2008 CAPB Annual Meeting and Conference.

HAMILTON POLICE SERVICES BOARD**- INFORMATION -**

DATE: 2008 June 16

REPORT TO: Chairman and Members
Hamilton Police Services Board

FROM: Brian J. Mullan
Chief of Police

SUBJECT: **2007 OMBI (Ontario Municipal Benchmarking Initiative) & MPMP (Municipal Performance Measurement Program) (PSB 08-062)**

BACKGROUND:

On May 1, we received an e-mail from the City Manager's Office regarding the 2007 OMBI and MPMP data call. All data must be submitted to the City by May 30, 2008.

Upon receipt of verified crime statistics from Statistics Canada and compilation of financial data by City Finance, Corporate Planning completed the data collection and submitted the requested data to the City Manager's Office on May 27.

The first attachment, *2007 Municipal Performance Measurement Program Efficiency and Effectiveness Measures*, presents one (1) Efficiency Measure and five (5) Effectiveness Measures required by the Municipal Performance Measurement Program.

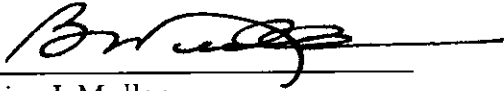
The second attachment, *OMBI Program Map*, illustrates the police measures required by the Ontario Municipal Benchmarking Initiative in four (4) categories - Community Impact, Service Level, Efficiency and Customer Service.

The third attachment, *2007 Police Completed OMBI Data*, presents the results of the 22 police measures required by OMBI.

Of note, the Policing Gross Cost (\$124,808,312) and Policing Net Cost (\$117,913,900) use preliminary figures for the Program Support Costs and HWRF Pension Payment Costs. These figures, when finalized by City Finance, will impact the Policing Gross and Net Costs by increasing the results of these cost measures in the MPMP and OMBI programs.

On June 19, the OMBI Police Expert Panel will meet at Peel Regional Police to review and discuss all preliminary data collected.

It is anticipated that the final OMBI results will be made available to the public around October 1, 2008.



Brian J. Mullan
Chief of Police

BJM/rli

Attachments: 1) *2007 MPMP Efficiency and Effectiveness Measures*
2) *OMBI Program Map*
3) *2007 Police Completed OMBI Data*

2007 MUNICIPAL PERFORMANCE MEASUREMENT PROGRAM EFFICIENCY AND EFFECTIVENESS MEASURES

SCHEDULE 91

POLICE EFFICIENCY MEASURES

NUMBER	MEASURE NAME	NUMERATOR	DENOMINATOR	DATA	2007 RESULT	2007 NOTES SECTION
1203	Operating Costs for police services per person	Policing Net Costs	Total population	*\$117,913,900 / 518,181	\$227.55	*\$117,913,900 Policing Net Costs include preliminary Program Support Costs and HWRF Pension Payments. \$227.55 result will increase when City Finance finalized the numbers.

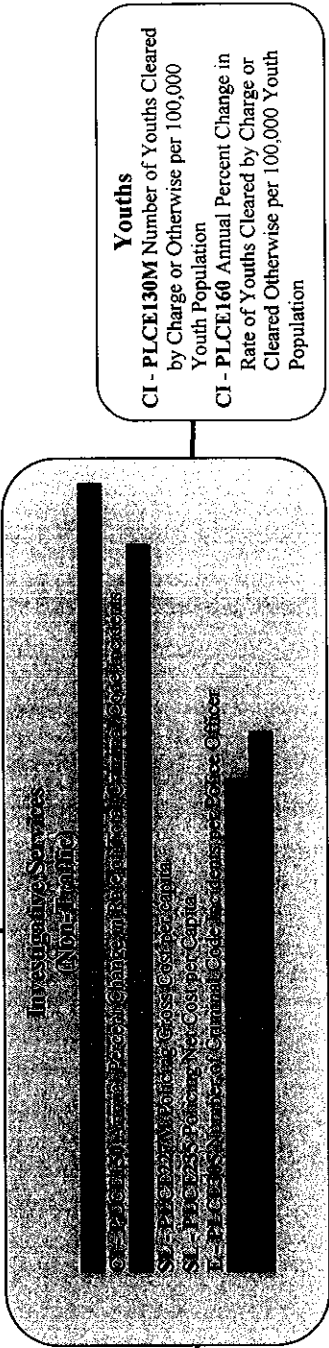
SCHEDULE 92

POLICE EFFECTIVENESS MEASURES

NUMBER	MEASURE NAME	NUMERATOR	DENOMINATOR	DATA	2007 RESULT	2007 NOTES SECTION
1258	Crime Rate: Violent crime rate per 1,000 persons	Total # of actual incidents of violent crime	Total population/1,000	4,660 / 518.18	8.993	
1259	Crime Rate: Property crime rate per 1,000 persons	Total # of actual incidents of property crime	Total population/1,000	17,498 / 518.18	33.768	
1262	Crime Rate: Crime rate for other Criminal Code offences excluding traffic per 1,000 persons	Total # of actual incidents of other CC offences	Total population/1,000	10,284 / 518.18	19.846	
1263	Crime Rate: Total crime rate (Criminal Code offences, excluding traffic) per 1,000 persons	Total # of actual incidents of CC offences	Total population/1,000	32,442 / 518.181	62.607	
1265	Youth Crime: Youth crime rate per 1,000 youths	Total number of youths cleared by charge or cleared otherwise	Youth population / 1,000	2,963 / 46.570	63.625	



Police Services



Police Staff
 SL - PLCE205 Number of Police Officers per 100,000 Population
 SL - PLCE220 Number of Police Officers (excluding external contract) per 100,000 Population

Civilian Staff
 SL - PLCE210 Number of Civilians and Other Staff per 100,000 Population

Youths
 CI - PLCE130M Number of Youths Cleared by Charge or Otherwise per 100,000 Youth Population
 CI - PLCE160 Annual Percent Change in Rate of Youths Cleared by Charge or Cleared Otherwise per 100,000 Youth Population

Property Crime
 CI - PLCE11M0 Reported Number of Property Criminal Code Incidents per 100,000 Population
 CI - PLCE140 Annual Percent Change in Rate of Property Crime
 CS - PLCE410 Clearance Rate - Property Crime

Other Crime
 CI - PLCE115M Reported Number of Other Criminal Code Incidents per 100,000 Population
 CI - PLCE145 Annual Percent Change in Rate of Other Crime
 CS - PLCE415 Clearance Rate - Other Crime

Violent Crime
 CI - PLCE105M Reported Number of Violent Criminal Code Incidents per 100,000 Population
 CI - PLCE135 Annual Percent Change in Rate of Violent Crime
 CS - PLCE405 Clearance Rate - Violent Crime

Total Measures - 22			
CI	SL	E	CS
10	6	2	4

Legend

CI (Community Impact)
 SL (Service Level)
 E (Efficiency)
 CS (Customer Service)

Roll-up of measures:

Level 1	█
Level 2	█
Level 3	█

2007 POLICE COMPLETED OMBI DATA



Can be Publicly Reported	Executive Report	New Measure 2007	Measure Number	Measure Name	Numerator	Denominator	2007 Result	2007 Notes Section	2006 Result
Police									
Reporting Year: 2007									
			PLCE001	Population			518,181	In the Data Warehouse the population will automatically entered based on the input provided in the Municipal Data program area (MUN001) however for purposes of this spreadsheet please enter the population here.	515214.00
			PLCE002	Service Area Population (if required)					
			PLCE008	Population Density (for information only)					
✓			PLCE105M	Reported Number of Violent - Criminal Code Offences per 100,000 Population (MPMP is per 1,000 Persons)	4,852.00	5.182	936.35		867.82
✓			PLCE110M	Reported Number of Property - Criminal Code Offences per 100,000 Population (MPMP is per 1,000 Persons)					
✓			PLCE115M	Reported Number of Other Criminal (Non-Traffic) Code Offences per 100,000 Population (MPMP is per 1,000 Persons)	17,719.00	5.182	3,419.46		3,507.96
✓			PLCE120M	Reported Number of Total (Non-Traffic) Criminal Code Offences per 100,000 Population (MPMP is per 1,000 Persons)	10,430.00	5.182	2,012.81		1,969.33
✓	✓		PLCE130M	Number of Youths Cleared by Charge or Cleared Otherwise, per 100,000 Youth Population (MPMP is per 1,000 Youths)	33,001.00	5.182	6,368.62		6,345.11
✓			PLCE135	Annual Percentage Change in Rate of Violent Crime	2,963.00	0.466	6,962.47		5,660.00
✓			PLCE140	Annual Percentage Change in Rate of Property Crime	68.53	867.82	7.90%		-1.50%
✓			PLCE145	Annual Percentage Change in Rate of Other (Non-Traffic) Criminal Code Offences	(88.50)	3,507.96	-2.52%		-1.60%
✓			PLCE150	Annual Percentage Change in Rate of Total (Non-Traffic) Criminal Code Offences	43.48	1,969.33	2.21%		1.30%
✓			PLCE160	Annual Percentage Change in Rate of Youths Cleared by Charge or Cleared Otherwise per 100,000 Youth Population	23.51	6,345.11	0.37%		-0.70%
✓			PLCE205	Number of Police Officers per 100,000 Population	702.47	5,660,000	12.41%		-19.90%
✓			PLCE210	Number of Civilians and Other Staff per 100,000 Population	761.00	5.182	146.86		147.10
✓			PLCE215	Number of Total Police Staff (Officers and Civilians) per 100,000 Population	267.00	5.182	51.53		52.40
✓	✓				1,028.00	5.182	198.39		199.50

2007 POLICE COMPLETED OMBI DATA



Can be Publicly Reported	Executive Report	New Measure 2007	Measure Number	Measure Name	Numerator	Denominator	2007 Result	2007 Notes Section	2006 Result
✓			PLCE220	Number of Police Officers (excluding External Contracts) per 100,000 Population	761.00	5,182	146.95		147.10
✓			PLCE227M	Policing Gross Cost per Capita (MPMP)	\$124,808,312	518,181,000	\$240.86	\$124,808,312 Policing Gross Cost includes preliminary Program Support Costs and HWRF Pension Payments. \$240.86 result will increase when City Finance finalized the numbers.	\$230.17
✓			PLCE235	Policing Net Cost per Capita	\$117,913,900	518,181,000	\$227.55	\$117,913,900 Policing Net Cost includes preliminary Program Support Costs and HWRF Pension Payments. \$227.55 result will increase when City Finance finalized the numbers.	\$218.85
✓			PLCE305	Number of Criminal Code Offences (Non-Traffic) per Police Officer	33,001.00	761.00	43.37		43.13
✓			PLCE320	Police Operating Cost. per Total Police Staff (Officers and Civilians)	\$124,808,312.00	1,028.00	\$121,408.86	\$124,808,312 Policing Gross Cost includes preliminary Program Support Costs and HWRF Pension Payments. \$121,408.86 result will increase when City Finance finalized the numbers.	\$115,355.00
	✓		PLCE405	Clearance Rate - Violent Crime	2,977.00	4,852.00	61.36%		63.90%
✓			PLCE410	Clearance Rate - Property Crime	3,075.00	17,719.00	17.35%		14.60%
✓			PLCE415	Clearance Rate - Other (Non-Traffic) Criminal Code Offences	4,311.00	10,430.00	41.33%		40.00%
✓	✓		PLCE420	Clearance Rate - Total (Non-Traffic) Criminal Code Offences	10,363.00	33,001.00	31.40%		29.20%

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No input required for this field

Input Cell

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**Committee of the Whole
REPORT 08-019**

**9:30 a.m.
May 12, 2008
Albion Rooms
Hamilton Convention Centre**

-
- Present:** Mayor F. Eisenberger
Councillors B. Bratina, B. Clark, C. Collins, S. Duvall,
L. Ferguson, T. Jackson, B. McHattie, D. Mitchell,
M. Pearson, B. Morelli, S. Merulla, R. Pasuta,
R. Powers
- Absent with regrets:** Councillor M. McCarthy – Other City Business
Councillor T. Whitehead - Vacation
- Also Present:** G. Peace, City Manager
S. Stewart, General Manager, Public Works
T. McCabe, General Manager, Planning and Economic
Development
J. Kay, Fire Chief/General Manager HES
Dr. E. Richardson, Medical Officer of Health
P. Barkwell, City Solicitor
M. Gallagher, Coordinator, COW

**COMMITTEE OF THE WHOLE PRESENTS REPORT 08-019 AND RESPECTFULLY
RECOMMENDS:**

1. **Presentation by Diedre Pike, Social Planning and Research Council
respecting LGBTQ needs assessment (Item 7.3)**
 - (a) That the presentation by Diedre Pike, Social Planning and Research
Council be received;
 - (b) That the report and recommendations of the Needs Assessment of the
LGBTQ Community of Hamilton be referred to the Community Services
Department for further review and for a report back to the Emergency and
Community Services Committee;

- (c) That the report and recommendations of the Needs Assessment of the LGBTQ also be referred to the Hamilton Centre for Civic Inclusion.

2. Update on Building Collapse - Balfour Building – 15-21 King William Street, Hamilton (CM08017)(Item 8.6)

- (a) That Report CM08017 respecting information regarding the collapse of the Balfour Building at 15-21 King William Street, Hamilton be received;
- (b) That staff report back to the Committee of the Whole on improved inspection procedures related to vacant buildings and other properties that are potentially unsafe and that this report include the review of other Municipal Best Practices and the possibility of a new, proactive inspection protocol for such buildings in the City of Hamilton.
- (c) That the Planning and Economic Development Department and the City's Municipal Heritage Committee expedite a report regarding a Designating By-law under the Ontario Heritage Act for the significant heritage attributes of 46-52 James Street North (William Thomas Building) for consideration by Council.
- (d) That a working group of Council be established to work on the issues affecting the King William and James Street North area and to plan the future of the streetscape for this area.
- (e) That the comments/concerns raised at the Committee of the Whole meeting be forwarded to staff for review and report back to committee.

3. Advisory Committee for Persons with Disabilities - Follow up Report (CM08015) (City Wide) (Item 8.1)

- (a) That Councillor Morelli be appointed to the membership on the Advisory Committee for Persons with Disabilities;
- (b) That Members of Senior Management Team upon receiving a written request by the Advisory Committee for assistance be directed to assign the most appropriate staff person within their department to work with the Advisory Committee to discuss next steps (i.e. type of information requested, scheduling of presentations etc.)

4. Advisory Committee for Persons with Disabilities Report 08-002, April 8, 2008 (Item 8.2)

That Report 08-002 of the Advisory Committee for Persons with Disabilities be referred to the General Manager of Community Services for review and report back to the Emergency and Community Services Committee.

5. **Tax and Rate Operating Budget Variance Report to December 31, 2007 (Unaudited) (FCS08038) (City Wide) (Item 8.3)**

- (a) That the 2007 Tax and Rate Operating Budget Variance Report to December 31, 2007 be received for information and
- (b) That, subject to Final Audit, Table 1 - Disposition of Year-End Surplus, of Report FCS08038, be approved.

6. **Police Services Board - Funding Agreement: Safer Communities – 1,000 Officers Partnership Program (SCOPP) (City Wide) (PSB05-055h) (Item 8.4)**

That the Mayor and City Clerk be authorized and directed to execute the Funding Agreement: Safer Communities – 1,000 Officers Partnership Program (SCOPP) respecting additional funding for front-line officers between Her Majesty in Right of Ontario as represented by the Minister of Community Safety and Correctional Services, the City of Hamilton and the Hamilton Police Services Board, such agreement to be in a form satisfactory to the City Solicitor.

7. **BMA Management Report on Recommendations Nos. 33, 42, 44, 45 of the January 2007 Internal Audit of the Former Standards and Licensing Section (PED08127) (Item 8.5)**

- (a) That the BMA Management Report on Recommendations Nos. 33, 42, 44, 45 of the January 2007 Internal Audit of the Former Standards and Licensing Section (PED08127) be received.
- (b) That the presentation respecting highlights of BMA Management Consulting report be received;
- (c) That the management's decision to immediately implement the team based enforcement approach as recommended in the BMA report be supported;
- (d) That the increase of 1 officer FTE in the Municipal Law Enforcement Section to be funded by increased licensing revenues be approved;
- (e) That management's decision to convert 2 existing positions in the current staff complement to officer positions be endorsed;
- (f) That the principle of eliminating unnecessary/nuisance work and direction to staff to report back with recommendations be endorsed;
- (g) That staff be directed to report back with a recommended priority based response system for by-law enforcement (including proactive advertising and promotion) once the team based approach is established, team workloads are determined and a comprehensive listing of unnecessary and nuisance work is identified;

- (h) That management's decision to create an Operational Planner position by using a current vacancy in the Hamilton Municipal Parking System, and approve the creation of an administrative support position and a Project Manager, Process Control (net increase of 2 FTE) be endorsed;
- (i) That, to house additional enforcement and support staff, approval be given to negotiate and enter into a lease agreement for approximately 1,500 square feet within Suite 256, City Centre, for a 5 year term with 1 year renewable options, similar to the existing terms and conditions the City has for Suite 250;
- (j) That approval be given to a one-time capital expenditure (estimated at \$70,000), for an additional 2 vehicles for increased enforcement staff from within current budget

8. Hamilton Utilities Shareholders – Annual Report and Resolution of Shareholders (Item 9.1)

(a) Receive HUC 2007 Financial Statements

That the Financial Statements for the year 2007 be approved by the Board of Directors, of Hamilton Utilities Corporation.

(b) Change to Shareholder Agreement

WHEREAS the Shareholder Agreement Section 4 (b) provides that the Board shall comprise of the President & CEO as a member of the Board;

AND WHEREAS the Hamilton Utilities Corporation board is making recommendation to the Shareholder that the Shareholder Agreement Section 4 (b) be changed to provide that the President & CEO 'may' be appointed as a member of the board.

BE IT RESOLVED THAT, the City of Hamilton amend the Shareholder Agreement between the City of Hamilton and Hamilton Utilities Corporation, Section 4 (b) Board Composition to provide that the President & CEO of the Corporation 'may' be appointed as a member of the board.

(c) Appointment of Directors

That the following slate of Nominees be re-appointed to serve as independent Directors, as put forth by the Nominating Committee and supported by the Board of Directors, of Hamilton Utilities Corporation, and that, the corresponding terms of office are approved, effective June 30, 2008;

Robert Dolan	1 year term
Charles Hantho	6 month term
Edward Minich	3 year term
Peter Routliff	1 year term
Owen Shewfelt	3 year term
Marnie Spears	3 year term

FURTHER THAT, the following slate of Nominees be approved to serve as new independent Directors, as put forth by the Nominating Committee and supported by the Board of Directors, of Hamilton Utilities Corporation, and that, the corresponding terms of office are approved, effective June 30, 2008;

Sandy Adam, Chair Designate	3 year term
Joan Wepler	3 year term

This slate of independent directors combined with Mayor Fred Eisenberger comprises the Hamilton Utilities Corporation slate of Directors effective June 30, 2008.

(d) Appointment of the Auditors

That KPMG LLP, Chartered Accountants be re-appointed auditors of Hamilton Utilities Corporation for the fiscal year 2008.

FOR THE INFORMATION OF COUNCIL:

(a) CHANGES TO THE AGENDA

The Clerk circulated an addendum to the agenda which highlighted the additions to the agenda.

Additional written submission by Grant Head on the Integrity Commissioner By-law and a request to speak to committee by Matt Jelly on the Balfour building collapse was also circulated.

The agenda was adopted as amended.

(b) DECLARATIONS OF INTEREST

None

(c) ADOPTION OF MINUTES

3.1 April 21, 2008

That the Minutes of April 21, 2008 were adopted as presented.

(d) ANNOUNCEMENTS

(i) Deputy Mayors for the Day - Jennifer Michor and Sarah Donoff (Item 4.1)

The Mayor recognized the two Deputy Mayors for the Day, Jennifer Michor of Saltfleet District High School in Stoney Creek and Sarah Donoff of Sir William Osler School in Dundas.

(e) The following items were received:

(i) Minutes of the January 8, 2008 meeting of the Advisory Committee for Persons with Disabilities (Item 5.1)

(ii) Minutes of the February 12, 2008 meeting of the Advisory Committee for Persons with Disabilities (Item 5.2)

(f) DELEGATION REQUESTS

The following delegation requests were approved:

6.1 Request by Chair Judith Bishop, Hamilton-Wentworth District School Board to present the Board's Capital Plan

6.2 Kathy Drewitt, Downtown BIA respecting Item 8.6 – Balfour Building Collapse

6.3 Kevin MacKay, Sky Dragon respecting Item 8.6 – Balfour Building Collapse

6.4 Karen Burson, The Bread and Roses Café @ Sky Dragon respecting Item 8.6 – Balfour Building Collapse

6.5 Kieran Dickson respecting Item 8.6 – Balfour Building Collapse

6.6 Barbara Murray respecting Item 8.6 – Balfour Building Collapse

6.7 Janice Brown, Durand Neighbourhood Association respecting Item 8.6 – Balfour Building Collapse

6.8 Matt Jelly respecting Item 8.6 – Balfour Building collapse

(g) Public Meeting – Draft By-law to Establish the Office of Integrity Commissioner (Item 7.1)

- (a) Santo Barbieri – not in attendance
- (b) Written Submission submitted by Greg Levine

Mr. Levine addressed Committee and highlighted the pros and cons to the by-law and further provided an overview of his submission.

He also suggested that council review the following website by googling - Government Ethics Law in Canada

- (c) Written Submission submitted by Tom Atterton, Hamilton and District Labour Council

The submission was received.

Following the presentations, members of council provided areas of concern with respect to the by-law which should receive further review and consideration. They included:

Section 12(2) – delete word “shall” with the word “may”

Section 13 – be deleted

Section 14(1) – amend 180 days to 6 weeks in keeping with municipal Conflict of Interest Act

Section 21(1) – is appropriate clause to be there – suggest coming back to council with recommendation

33(1) – concern with the 90 days prior to an election – is it necessary? – May be redundant because of Section 12

Section 21(2) who is delegate? – clarification on delegating authority

Section 29 and 30 – moving to public inquiries act – exposing citizens to expense if there is a public inquiry – should come back to council for approval before an inquiry is called

Non Refundable filing fee - \$100 pros and cons

Following the discussion the committee directed that the submissions, and suggested amendments/concerns be referred to the Accountability and Transparency Sub-committee for review and report back to a Committee of the Whole

(h) Community Council’s Task Force Report 07-001 (Item 7.2)

Art Samson Chair of the Task Force introduced members of the Task Force and provided an overview of the Report. He also thanked Ida Bedioui, Clerks Office and Ted McMeekin, MPP for their assistance during the process.

Mr. Samson provided information on various types of community councils, provided an overview of the mandate of the Committee, consultation process held with the public and highlighted feedback received.

Following the discussion on this item, Committee approved the following:

“That Hamilton City Council take advantage of the new powers granted pursuant to the recent amendments to the Municipal Act, and further directed Staff to review the attached Terms of Reference submitted by the Community Councils Task Force and report to committee on any conflicting issues which may not be consistent with current practices at the City of Hamilton (i.e. Permissive Powers section) as well as reviewing the costing and costing implications and preparing a by-law to create Community Councils in 2008 for Committee’s review.”

Councillor Powers also submitted to the Clerk submissions from the Dundas Community Council Meeting for referral to the sub-committee for inclusion with the review.

(i) Presentation by Diedre Pike, Social Planning and Research Council respecting LGBTQ needs assessment (Item 7.3)

Ms. Pike provided an overview of the findings included in the LGBTQ Needs Assessment.

Councillor Bratina will meet with the LGBTQ Task Force and the staff of the Downtown Renewal group to assist in developing a plan for a community centre.

(j) Update on Building Collapse - Balfour Building – 15-21 King William Street, Hamilton (CM08017)(Item 8.6)

A motion to move Item 8.6 up on the agenda CARRIED with the following noted oppositions Mayor Eisenberger, Councillors Pearson, Pasuta.

Tim McCabe, General Manager of Planning and Economic Development and staff (John Spolnik, Dave Duncliffe, Marty Hazell, Rob Hall) provided an overview of the pre and post collapse of the Balfour building and a further overview of the staff report.

The following delegations were entertained with respect to this item:

(i) Kathy Drewitt, Downtown BIA (Item 6.2)

Ms. Drewitt address the following issues in her presentation:

- Occurrences on the street over the past few weeks – impacts on the rest of the business in area.
- loss of business, uncertainty
- two businesses closed and one asked to move
- loss of parking has caused disruption
- demo and removal of rubble taking too long
- business people had to recover towed vehicles

- street lighting damage
- BIA sense of urgency on the entire Lister project
- act responsibly around perimeter around building – falling debris
- should be a temporary sidewalk be constructed in area
- restore lighting following construction
- secure the building
- petition the provincial government to remove the vacant property tax rebate exemption from vacant properties

(ii) Kevin MacKay, Sky Dragon (Item 6.3)

Mr. MacKay highlighted the following issues in his written presentation:

- 2 standards applied in the city – one for large developers and one for local, small developers
- saving heritage – use this to attract business, cultural institutions
- suggestions: (1) immediate enforcement of property standards by-law in downtown core – a more proactive approach (2) some fund/protocol to compensate local businesses due to collapse of buildings due to neglect, failure of city infrastructure
- municipal legislation should be enacted

(iii) Karen Burson, The Bread and Roses Café @ Sky Dragon (Item 6.4)

Ms. Burson highlighted the following issues in her presentation:

- stake in the future of downtown development
- learn from what has happened with Balfour
- be preventative
- adopt a fresher perspective on development
- opportunity for Hamilton to say we want a better future – i.e. greening of Lister Block – LEED certification

(iv) Kieran Dickson (Item 6.5)

Mr. Dickson addressed committee and expressed concerns with errors and omissions in the staff report. He noted that the Lister Block is one of the rare remaining blocks of older buildings, and regardless of merits of the building on stretch it was an attractive asset and would spur investment and economic development downtown. He expressed concern with the lack of leadership on Lister project by city management. He suggested council refuse to accept the staff report until the matters have been addressed.

Mr. Dickson also addressed the orders to comply and the damage to neighbouring buildings.

(v) Barbara Murray (Item 6.6)

Ms. Murray highlighted the following issues in her presentation:

- private citizen lives in ward 2
- realize the importance of the landmark of the building

- second time in four years we have had spontaneous collapse of a building
- what other jurisdiction in this province and country has this kind of record
- need to be more proactive with respect to building code
- where is the project management between the city and proponent to identify next steps
- what has to be done to mitigate risks in these properties and to protect the assets
- encourage council to think creatively with senior staff to get more proactive
- we need more aggressive project management on this Lister block proposal

(vi) Janice Brown, Durand Neighbourhood Association (Item 6.7)

Ms. Brown highlighted the following issues in her presentation:

- demolition by neglect – Balfour perfect example
- early 70's Durhand experienced uncontrolled cycles of demolition
- Former St. Marks Church site purchased by the city and designated heritage site. This property has been neglected since its purchase.
- suggest that the city lead by example
- suggest the city has tools to enforce property standards but not the will
- suggest the city undertake a through review of the property standards by-law

(vii) Matt Jelly (Item 6.8)
Not present.

(viii) David Kerr (Item 8.7)

Mr. Kerr highlighted the following issues in her presentation:

- concerns with respect to leadership
- city has been negotiating with LIUNA for years – has failed to use its bargaining power
- city did not follow its own official plan
- city can demand preservation of Lister
- staff report on collapse should address how city will make demands of LIUNA
- refuse staff report

Issues raised by members of Council included:

- 2006 report 15-21 King William – structural problems evidenced by major cracks
Mr. Mancinelli was present and was asked to address this matter. He advised there was no follow up as the building was scheduled for demolition and it wasn't part of the Lister Block rehabilitation

- The presence of an engineer on site - Staff advised there was an engineer of record for the project that did provide a report after initial collapse. An engineer is not required to be on site at all times.
- What are we doing to maintain the standard of St. Marks – staff advised that minimal standards are being enforced.
- The trespassers who were in the Balfour and Lister building should be noted in the staff report
- Building not kept in a secure way by owner - Part of fire code violation
- Emergency order comply – determination of structure
- Structural engineers – do we have any on staff or roster that could have assisted with the decision – staff responded yes
- Need to explore the issue of compensation in closed session
- Need to immediately address the broken glass of the Lister Block windows – staff advised they would take immediate action.
- Need to be proactive in taxation with respect to designated buildings
- Role of a municipal council with respect to demolition permits – residential vs. commercial

(k) BMA Management Report on Recommendations Nos. 33, 42, 44, 45 of the January 2007 Internal Audit of the Former Standards and Licensing Section (PED08127) (Item 8.5)

Marty Hazell, Director, Parking/By-law Services provided an overview of the BMA Management Report and highlighted the following:

- Organizational overview
- Operational Review
- Summary Findings by consultant
- Recommendations for consideration

There was an amendment to include proactive advertising and promotion of the by-law to recommendation 7(g)

The Committee also addressed the role of the Licensing Committee and the correct terminology to be used in its naming. (i.e. should it be called the Licensing Tribunal as it is a quasi judicial body)

The City Manager advised that the matter is currently under review and a report will be forthcoming.

(l) Hamilton Utilities Shareholders – Annual Report and Resolution of Shareholders (Item 9.1)

Representatives of HUC provided an overview of the following:

- HUC Year in Review
- Business Review: Horizon Utilities, FibreWired, Hamilton Community Energy
- The Year Ahead

Council members extended appreciation to Charles Hantho for his dedication and leadership on the Hamilton Utilities Board.

Committee moved into Closed Session further to Section 8.1(d) of the Procedural By-law as the issue related to personal matters respecting identifiable individuals including municipal employees and to also address the matter respecting compensation as it related to the collapse of the Balfour Building.

Committee reconvened in Open Session.

- (i) Closed Session Minutes of April 7, 2008 (Item 12.1)

The Closed Session Minutes of April 7, 2008 were adopted as presented and remain confidential and restricted from public disclosure in accordance with the exemptions provided in the Municipal Freedom of Information and Protection of Privacy Act.

- (ii) Personal Matter respecting identifiable Individuals including municipal or local board employees (PED08127)

Recommendation approved in Open Session.

The meeting adjourned at 6:00 p.m.

Respectfully submitted,

Mayor F. Eisenberger

M. Gallagher, Co-ordinator
May 12, 2008

Apostolic Ark Ministries

251 King William St
Hamilton ON L8R 1B1
905.525.4163

PSB 8.(c)
Ken

June 2, 2008

RECEIVED

JUN 04 2008

CHIEF'S OFFICE
HAMILTON POLICE SERVICE

Ken Leendertse
Deputy Chief – Community Policing
155 King William Street
Hamilton Ontario L8N 4C1

Subject: Soccer Tournament

On behalf of Apostolic Ark Ministries, I thank you and the Central Hamilton Police department for helping to make a simple event extra ordinary. We appreciate your involvement and participation at the Saving Youth Community Centre fundraiser. Thank you for taking the time out of your very busy schedule to share an evening of purpose and happiness with us.

We are determined to make a positive impact in our community and it gives us great courage in knowing that we are in contact with the great service Men and Women of this great community.

I was very disappointed with the attendance at the event but was more so encouraged by you and your department's presence. We look forward to sharing more wonderful memories with the Hamilton Central Police Department.

Congratulations to every one for playing soccer with great skill and determination it was something special to watch. Thank You.

*To All involved
Well done!!
Ken
Chief*

Sincerely,

O'Neil Graham

O'Neil Graham, coordinator

PSB Anfo. (June)



**ONTARIO ASSOCIATION OF
POLICE SERVICES BOARDS**

"Commitment to Excellence in Civilian Police Governance"

10 Peel Centre Drive, Brampton, Ontario L6T 4B9
Tel. 905-458-1488 1-800-831-7727 Fax 905-458-2260

May 12, 2008

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

RECEIVED

MAY 15 2008

HAMILTON POLICE SERVICES BOARD

Dear Chair and Members,

On behalf of the Ontario Association of Police Services Boards (OAPSB) and the many delegates to our 46th Annual General Meeting and Conference in the City of Stratford, I wish to express our sincere appreciation for the contribution your police services board made to the success of our event.

This was the seventh year in which the OAPSB worked with a host Police Services Board on the planning and execution of its annual conference. Because of the hard work of the City of Stratford Police Services Board, its conference planning team and police service staff, volunteers and the tremendous support of sponsors like you, this conference was considered by our delegates to be the one of the most successful and informative of any previous conference! Everyone who came to the City of Stratford was very impressed by its dramatically special hospitality, generosity and spirit.

I am sending this letter to you in order to personally thank you and your Police Services Board for its tremendous support. The contributions of sponsors such as you truly made the difference to the success of our 46th Annual Conference and to the impression left with our delegates.

A tribute to our sponsors was noted on pages 6-8 of our conference newsletter which was provided to each delegate who attended the conference, when they registered. Signage was also provided at each event to acknowledge sponsors' contributions. We are also featuring a thank you to our sponsors in the June/July issue of our newsletter 'Bulletin Board' for those members of our Association who were not able to attend the conference.

Your contribution made a real difference to the OAPSB's 46th Annual Conference in the beautiful City of Stratford and as such I do hope you will consider sponsorship at future conferences.

Yours truly,

A handwritten signature in cursive script that reads 'Mary Smiley'.

Mary Smiley,
President, OAPSB

encl.

Morin, Lois

From: Rundle, Gayle [Gayle.Rundle@peelregion.ca]**Sent:** Friday, June 06, 2008 8:27 AM**To:** Admaston; Alnwick Haldimand; Amherstburg; Arnprior; Atikokan; Augusta; Aylmer; Barrie; Belleville; Blind River; Bonfield; Bradford; Brant County; Brantford; Brighton; Brockton; Brockville; Bruce Mines; Carleton Place; Cavan-Millbrook-North Monaghan; Chatham-Kent; Chatsworth; Cobourg; Cochrane; Cornwall; Cramahe; Deep River; Douro Dumer; Drummond North Elmsley; Dryden; Durham; East Ferris; East Luther Grand Valley; Elliot Lake; Espanola; Essex; Fort Frances; Galway-Cavendish; Gananoque; Georgian Bluffs; Goderich; Greater Napanee; Greater Sudbury; Grey Highlands; Guelph; Haldimand; Halton; Morin, Lois; Hamilton Township; Hanover; Hearst; Ignace; Ingersoll; Kapuskasing; Kenora; Kincardine; Kingston; Kingsville; Kirkland Lake; Lakeshore; Lanark; LaSalle; Leamington; London; Marathon; Meaford; Merrickville; Midland; Mississippi Mills; Mnjikaning; Mono; Montague; Mulmur; Niagara; Norfolk; North Bay; North Grenville; North Huron; North Kawartha; North Perth; North Shore; Nottawasaga; Orangeville; Orillia; Otonabee-South Monaghan; Ottawa; Owen Sound; Oxford Community; Peel; Pembroke; Penetanguishene; Perth; Peterborough; Port Hope; Porteous, Shelley; Prescott; Prince Edward; Quinte West; Red Lake; Red Rock; Renfrew; Saugeen Shores; Sault Ste. Marie; Shedden; Shelburne; Shuniah; Six Nations; Smith Ennismore Lakefield; Smiths Falls; South Frontenac; South Huron; Southgate; Spanish; Stirling-Rawdon; Stormont-Dundas-Glengarry; Stratford; Strathroy-Caradoc; Tay Valley; Tecumseh; Temagami; Temiskaming Shores; Terrace Bay; Thunder Bay; Tillsonburg; Timmins; Toronto; Trent Hills; Waterloo; Wawa (Michipicoten); Wellington County; West Grey; Windsor; York**Subject:** OAPSB TRAINING SEMINAR**Importance:** High

<<REGISTRATION FORM LABOUR RELATIONS 2008.doc>> <<Accommodations Fall 2008.doc>> <<AGENDA - 2008 Fall Board Governance SEMINAR2.doc>>

Please find enclosed information regarding the OAPSB fall training seminar being held October 23-24, 2008 at the Sheraton Parkway Toronto.

These documents will be mailed to all police services boards early next week, together with the June newsletter.

Gayle Rundle

Administrative Co-ordinator

OAPSB

10 Peel Centre Drive

Brampton, ON L6T 4B9

admin@oapsb.ca

905-458-1488 (T) 1-800-831-7727

905-458-2260 (F)



ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS

***Police Services Board Seminar for Sections
10 & 31:***

***“The Theory and the Practice of
Relationship Building, Priority
Setting and Monitoring”***

&

***“Labour Relations Board
Governance Training”***

October 23 and 24, 2008

***Sheraton Parkway
600 Hwy 7 East
Richmond Hill, Ontario***

**Co-Chairs: Mary Smiley, President, OAPSB
Glenn P. Christie, Partner, Hicks Morley**

**Ontario Association of Police Services Boards
10 Peel Centre Drive, Brampton, Ontario, L6T 4B9
Tel. 905-458-1488 1-800-831-7727 Fax 905-458-2260
E-Mail: admin@oapSB.ca Website: www.oapSB.ca**



PROGRAM

BOARD GOVERNANCE TRAINING & LABOUR RELATIONS – THE THEORY AND THE PRACTICE

Thursday, October 23, 2008

Labour Relations / Board Governance Seminar

8:00 - 9:00 **REGISTRATION & CONTINENTAL BREAKFAST**

9:00 – 10:30 **1 a) Recent Arbitration Decisions and What You Need to Know! (60 minutes)**

Speakers: Michael Hines, Hicks Morley

The world of police labour relations is constantly changing. On a regular basis, there is a new ruling or decision that affects the management rights of police services boards, police chiefs, and the Ontario Provincial Police. Michael Hines is an experienced lawyer who has dealt with a number of police arbitrations in Ontario. He will be informing you about recent decisions that your board and senior police management should be aware of.

1 b) Chief of Police Employment Contracts – What's In and What's Out (30 minutes)

Speaker: Glenn Christie, Hicks Morley

This session will examine how to negotiate and structure your Board's employment contract with the Chief of Police. This session will follow immediately after Michael Hines session are

3) Understanding Your Section 10 Contract, Costing and the OPP Staffing Model (90 minutes)

Section 10 PSBs are not necessarily involved in the negotiation of Section 10 Contracts but are expected to monitor the provision of services under the contract – this session will help you to understand how the contract is structured – how staffing and service levels are calculated and changes that are under consideration by the government.

10:30 **BREAK**

10:45 to 12:30 **1 a) OMERS - Facts About OMERS Supplemental Plans (60 minutes)**

Speakers: Frederick Biro, Executive Director, Regional Municipality of Peel Police Services Board; Garth Pierce, OMERS Sponsor Corporation; Jordan Freemont, Hicks Morley

What are OMERS Supplemental Plans? Who is eligible to collect these pension benefits and how? What role do police services boards have with these plans and what will they cost the employer and employee groups? This session will answer all the questions you may have about OMERS supplemental plans.

1 b) Collective Agreements 101 (45 minutes)

Speaker: Glenn Christie, LLB, Partner, Hicks Morley

Ever wonder what exactly is in those collective agreements, how the terms and conditions were arrived at and what it really means? Glenn will walk you through the process of how collective agreements are created and structured as well as discuss some of the current trends in collective bargaining – what the associations want and what the employer wants. This interactive session will provide a general orientation for new members of all Police Services Boards. Whether Section 10 or Section 31 you may wish to sit in on this session to gain a better understanding of how collective agreements impact your Board's ability to deliver police services in the community. This session will immediately follow the OMERS Session

2) Workshop - The Art of Bargaining – What Will Your Game Plan Be? (90 minutes)

Facilitators: Seann D. McAleese – Hicks Morley and Mark Mason, Hicks Morley

This interactive workshop will see you either bargaining from the employer or employee side of the table. You will role play through a bargaining session with the aide of counsel. This session will be dedicated to providing you with a concrete experience at the bargaining table and provide you with insights you can take back to your Board. This session is limited to 20 people and will be offered twice during the seminar

3) Business Planning in the Section 10 Environment

Speaker: Kelly Duggan, Manager, Business Planning & Strategy Implementation, Ontario Provincial Police

Your Board's business plan is a key document that will guide you and your DC in setting policing priorities for your community. Learn about the OPP's process and how your Board should be involved in ensuring local community priorities are identified and addressed.

12:30 to 1:30

LUNCH

Welcome from Seminar Co-Chairs: Mary Smiley, President, OAPSB
Glenn P. Christie, Partner, Hicks Morley

1:30 – 3:00

CONCURRENT SESSIONS**1) Meeting the Challenge – Internet Risks (60 minutes)**

Speaker: Sergeant Robyn MacEachern, Youth Issues Co-Ordinator, Crime Prevention Section, OPP

The internet is everywhere these days and it is used by young and old alike whether for play, learning or business. The risk to all of us, but especially the most vulnerable, our youth and our seniors is posing a real challenge to the law enforcement community and a real opportunity for the criminal element. What exactly are the risks and what is going on within the policing community to address those risks? Do we as individuals have a role to play?

2) Workshop – The Art of Bargaining – What Will Your Game Plan Be? (90 minutes)

Facilitators: Seann D. McAleese – Hicks Morley and Mark Mason, Hicks Morley

This interactive workshop will see you either bargaining from the employer or employee side of the table. You will role play through a bargaining session with the aide of counsel. This session will be dedicated to providing you with a concrete experience at the bargaining table and provide you with insights you can take back to your Board. This session is limited to 20 people and will be offered twice during the seminar2)

3a) Hiring and Evaluating Your Senior Police Management (60 minutes)

Panelists: Glenn Christie, Hicks Morley; Joanne Campbell, Executive Director, Toronto Police Services Board (invited); and Christina Bisanz, Executive Director, OAPSB

This session will provide you with critical information and valuable tools to ensure your Board is able to manage these very important roles. Exchange ideas on how to successfully fulfil the Board's mandate in these areas. Exchange actual experiences in terms of the challenges of both the hiring process and the evaluation process.

1b) & 3b) Changes to the Police Services Act and Other Legislation (30 minutes)

Speakers: Glenn Christie, Hicks Morley; Joanne Campbell, Executive Director, Toronto Police Services Board (invited); and Christina Bisanz, Executive Director, OAPSB

This session will look at changes the OAPSB is seeking to the PSA to help balance the relationship between PSBs, management and the police association. For Section 10 and Section 31 boards.

3:00 - 3:15

BREAK (outside of meeting rooms)

3:15 - 5:00

CONCURRENT SESSIONS**1) Understanding the Changing World of Employee Benefits and the Strategies Employers Can Use to Help Contain Costs**

Invited Panelists: Elizabeth M Brown, Partner, Hicks Morley; Scott Warner, Benefit Consultant, Mosey and Mosey

This session will look at trends/changes in entitlements, legislation affecting employees, changes/trends in benefits including pensions, health insurance and your new employees expectations.... are there any strategies your Board can use to help contain costs?

3:15 to 5:30

2) Detachment Commander (DC) Selection Process and the Importance of Monitoring – Key Roles to Building a Strong Relationship

Trainers: Barbara Hume-Wright; Lori MacIntyre, Program Advisor, HR Programs Unit, OPP Career Development Section; Supt. John Cain, OPP

This Workshop will provide an overview of the DC Selection Process and explore the importance of performance monitoring in developing and maintaining a positive and productive relationship with your DC. It will also examine the roles and relationships between the Police Services Board and the DC. The Session will wrap up with an opportunity to work through a selection process in small groups.

3a) Trends in Police Sector Bargaining and the Implications to Your Board and Service (45 minutes)

Speaker: Glenn Christie, Hicks Morley

The largest single component of any police service budget is the salary and benefit line. Hear updates on what you will be facing across the bargaining table and what it will mean to your board and service.

3b) The Importance of Protecting Management Rights (45 minutes)

Panelists: OACP Representative; Glenn P. Christie, Hicks Morley

At this session, gain a better understanding of management rights, how to protect them, and strategies to begin to gain back those you may have lost! Management rights are not just being eroded through contract negotiations, so an awareness of changes in legislation, arbitrations, standards and practices must also be part of the equation.

5:30 – 6:30

Reception and Cash Bar

6:30 - 8:30

DINNER in the Thornhill Room

8:30 - 9:30 **REGISTRATION AND CONTINENTAL BREAKFAST**

9:00 to 12:00 **CONCURRENT SESSIONS**

1) Board Training in Labour Relations – “What a Board Member Must Know”

Trainer: Brenda Glover, LLB and Consultant to OAPSB

This should be a mandatory training session on labour relations for Police Services Board members. This half day session will help ensure you have all the basics about your role as a PSB member. It will combine lecture and interactive learning on your legislated responsibilities and provide guidance on how to effectively perform this critical human resource role. This training package is part of the OAPSB’s training initiative.

9:00 to 10:45 **2) Expert Panel to Answer Your Section 10 Police Services Board Questions and Review a Series of Best Practices**

Panelists: to be determined

The OAPSB has assembled a panel of experts to work through a number of topics that have been identified as priority areas of interest to Section 10 Board members. Brief presentations will be made on a range of topics to include: key elements in section 10 contracts; effective meetings; elements of good working relationships with Council and with your Community; questions on liability and the code of conduct and ethical questions that challenge board members.

This session will be an informal working session – come prepared with your questions.

9:30 - 10:45 **CONCURRENT SESSIONS**

1) Emergency Services Steering Committee – Working to Address Rising Labour Costs

Speakers: Joy Hulton, Solicitor for the Region of York, Christina Bisanz, Executive Director, OAPSB and Mark Mason, Hicks Morley

A staff team from municipalities and police services boards are working on the ongoing implementation of an emergency services labour strategy – This session will provide an informative overview on who is participating in the strategy; what the strategy includes and how the OAPSB is involved on behalf of its members.

2) Section 47 and Accommodation Under the AODA

Speaker: Seann D. McAleese, Hicks Morley

What are your Board’s responsibilities regarding the changing legislative landscape with regard to accommodation? What should your Board and the senior management team be doing to be sure it is in compliance? How will the Accessibility for Ontarians with Disabilities Act (AODA) 2005 which has introduced standards and enforcement measures impact the services you provide; police facilities; employment and accommodation?

10:45 - 11:00 a.m. **BREAK** (*outside of meeting rooms*)

11:00 - 12:00 p.m. **PLENARY SESSION**

Ontario Human Rights Commission Decisions and How They Will Impact Police Services Across the Province

Speaker: Patty G. Murray, Partner, Hicks Morley

Whether a Section 10 or Section 31 Board member you need to be briefed on changes to how the Ontario Human Rights Commission is operating and what it will mean to the police services in your community. This session is for Section 10 and Section 31 Board members who are not attending the labour relations training session.

12:00 p.m. **LUNCH AND CLOSING REMARKS** - *Mary Smiley, President, OAPSB*

PLEASE REMEMBER TO COMPLETE THE SEMINAR EVALUATION FORM WHICH IS INCLUDED IN YOUR SEMINAR PORTFOLIO.

THANK YOU FOR ATTENDING. PLEASE TRAVEL SAFELY.

NOTES

REGISTRATION FORM



THEORY & PRACTICE OF RELATIONSHIP BUILDING, PRIORITY SETTING & MONITORING, AND LABOUR RELATIONS BOARD GOVERNANCE TRAINING

**Thursday, October 23 & Friday, October 24, 2008
Sheraton Parkway Hotel, Richmond Hill**

Register me for the Seminar:

PLEASE PRINT OR TYPE

This seminar is restricted to Police Service Board members and management staff.

Name: _____ Board/Service/Organization: _____

I am: PSB Member PSB Manager Other - Please specify: _____

Address: _____

Telephone: (____) _____ Fax: (____) _____ Email: _____

SESSIONS

Please select ***one session per box*** as appropriate AND whether you plan to attend the dinner on October 23. This is a preliminary agenda and is subject to change.

Thursday, Oct 23: 9:00 – 10:30

- Recent Arbitration Decisions
- Chief of Police Employment Contracts
- Understanding Your Section 10 Contract

Friday, Oct 24: 9:00 – 12:00

- Board Training in Labour Relations
- Section 10 Board Questions & Review of Best Practices

Thursday, Oct 23: 10:45 – 12:30

- Facts About OMERS Supplemental Plans
- Collective Agreements 101
- The Art of Bargaining Workshop
- Business Planning in Section 10 Environment

Friday, Oct 24: 9:00 – 10:45

- Emergency Services Steering Committee
- Section 47 and Accommodation Under the AODA

Thursday, Oct 23: 1:30 – 3:00

- Meeting the Challenge – Internet Risks
- The Art of Bargaining Workshop (repeat)
- Hiring & Evaluation Senior Police Management
- Changes to PSA and Other Legislation

Friday, Oct 24: 11:00 – 12:00

- Plenary Session – Ontario Human Rights Commission Decisions

Thursday, Oct 23: 3:15 – 5:00

- Changing World of Employee Benefits
- Detachment Commander Selection Process & Monitoring
- Trends in Police Sector Bargaining & Implications
- Importance of Protecting Management Rights

Friday, Oct 24: 232:00

Lunch & Closing Remarks

- I will be attending I will not be attending

Thursday, Oct 23: 6:30 – 8:30

Dinner

- I will be attending I will not be attending

REGISTRATION FEE	
OAPSB Member Rate (Thursday) OAPSB Member Rate (Thursday & Friday) Non-Member Rate (Thursday) Non-Member Rate (Thursday & Friday)	$\$255 + \$12.75 \text{ GST} = \mathbf{\$267.75}$ $\$410 + \$20.50 \text{ GST} = \mathbf{\$430.50}$ $\$360 + \$18.00 \text{ GST} = \mathbf{\$478.00}$ $\$550 + \$27.50 \text{ GST} = \mathbf{\$577.50}$
Training Seminar Registration Fee TOTAL \$ _____ <input type="checkbox"/> PAYMENT ENCLOSED <input type="checkbox"/> PAYMENT WILL FOLLOW IN MAIL (GST R23077536238)	RETURN TO: Ontario Association of Police Services Boards 230 Peel Centre Drive Brampton, ON L6T 4B9 Tel. 905- 458-1488 1-800-831-7727 Fax 905-458-2260

Cancellation Policy: Cancellations must be received in writing, fax or email. A full refund will be granted for cancellations received prior to October 2, 2008. No refunds will be granted after October 16, 2008, however, delegate substitution is permitted with written notice to OAPSB. Cancellations are subject to a \$25.00 administration fee.



Police Services Board Seminar for Sections 10 & 31:

***“The Theory and the Practice of
Relationship Building, Priority Setting and
Monitoring”***

&

***Labour Relations Board Governance
Training”***

Thursday, October 23 – Friday, October 24, 2008

ACCOMMODATIONS

Reservations must be made directly with the Sheraton Parkway Toronto North or the Best Western Parkway. Be sure to quote the OAPSB seminar in order to get the special room rate. Accommodation is limited so please book your room early.

Rooms must be booked prior to September 22, 2008 as they will be released for general sale after that date. Registrations received after September 28, 2008 will be taken on an as available basis. Check-in time is 3:00 p.m.; check-out time is 12:00 p.m. Delegates are responsible for their own hotel bill at check-out. Cancellation notice is required 24 hours before arrival or one night room charge is applied. For additional information on the hotel, please contact them at the following address:

SHERATON PARKWAY TORONTO NORTH

600 Highway 7 East
Richmond Hill, ON L4B 1B2
905-881-2121 or 1-800-668-0101

ROOM RATE - \$149.00

(free parking)

BEST WESTERN

600 Highway 7 East
Richmond Hill, ON L4B 1G2
905-881-2600

ROOM RATE - \$109.00

Morin, Lois

From: Jennifer Lanzon [jlanzon@capb.ca]
Sent: Wednesday, May 21, 2008 3:16 PM
To: CAPB Members
Subject: CYBER CRIME STUDY

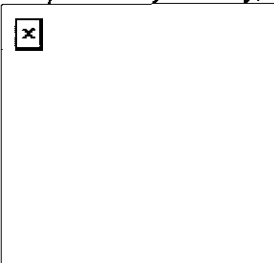
TO: CAPB Members & Partners
RE: Cyber Crime Study of Impact and Gap Analysis

Today at 1:30 pm Mountain a major announcement focused on the findings from a nationwide Deloitte survey commissioned by the Canadian Association of Police Boards to determine the magnitude and impact of cyber crime on Canadians was released. The survey was funded by Public Safety Canada, the Government of Alberta Solicitor General and Public Security and the City of Calgary. Please find attached a copy of the media release, fast facts and recommendations from the study.

Copies of the Deloitte study are available for download on the CAPB website at www.capb.ca.

Jennifer Lanzon, Executive Director
Canadian Association of Police Boards
P.O. Box 4670, Station E
Ottawa, ON K1S 5H8
Phone: 819.682.1440
Fax: 819.682.4569
Email: jlanzon@capb.ca
Website: www.capb.ca

Join us in Toronto, August 14 to August 17 for the 19th Annual CAPB Conference 'Civilian Governance and Social Responsibility: Safety, Community and Sustainability'.



This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Canadian Association of Police Boards immediately of any transmission received in error, by reply e-mail to the sender.



Cyber Crime Becoming #1 Crime in North America

Calgary — Cyber crime is now the most significant challenge facing law enforcement organizations in Canada. The results of a nationwide Deloitte survey, commissioned by the Canadian Association of Police Boards (CAPB) to determine the magnitude and impact of cyber crime on Canadians, has indicated that cyber crime is a much more serious threat than previously believed. CAPB considers the results of this survey to represent a "call to action."

"We knew that many law enforcement agencies were seeing impacts but, without good numbers, it was hard to get a true sense of how significant the threat was," says Ian Wilms, chair of the Canadian Association of Police Boards. "We now know, thanks to our survey and the efforts of other organizations, that cyber crime is surpassing drug trafficking and is very close to becoming the #1 crime in the nation."

"As a result, the average citizen is now more likely to be a victim of crime through the Internet than on the street or in their home," says Wilms. "Even if they don't own a computer, their information may be on someone else's computer or with a business that uses the Internet which can put them at risk."

"And, just like drug trafficking, cyber crime has a very real impact on victims...unfortunately, it is an invisible threat to many Canadians," he adds.

Combining the results of the CAPB *Cyber Crime in Canada* survey with other studies, Wilms says agencies are now realizing that the crime forecast looks grim. With a huge upswing in malicious cyber attacks reported, Wilms says the "landscape of law enforcement has changed dramatically."

"Right now, the criminals have all the advantages and we are struggling to keep up and every day we fall further behind," he says. "The pool of victims grows larger every day while the pool of perpetrators also gets larger, younger and more sophisticated...this is a new era for police, fighting a new type of criminal."

With little funding and already-overworked officers, the fight against cyber crime "has to be shared," says Wilms. "This is now a global, societal problem that will require a coordinated, intelligent and powerful response."

"Technology crime units can no longer be viewed as 'nice to have' within our police services," he says. Instead, Wilms says these units must become an integral, key component of any police service strategy including supplying the appropriate resources for computer forensics, cyber crime investigations and cyber crime prevention."

One of the key recommendations from the CAPB survey is the establishment of a dedicated Canadian centre where law enforcement and various agencies can work together to combat cyber crime.

"Canada has many leading experts...ultimately, this is an opportunity for our country to assume a leadership role by helping to become peacekeepers of the Internet," Wilms says.

The CAPB survey was funded by Public Safety Canada, the Government of Alberta Solicitor General and Public Security and the City of Calgary.

Attachments to this release include a fast facts backgrounder and a copy of the report's key recommendations. A full copy of the survey report is available for download at www.capb.ca

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Fast Facts

Wednesday, May 21, 2008

In January 2008, the Canadian Association of Police Boards (CAPB) commissioned a survey to determine the magnitude and impact of cyber crime on Canadians. The survey, conducted by Deloitte LLP, consisted of three components; an Ipsos Reid market research survey of 587 Canadians, an extensive interview process with 63 key contacts throughout law enforcement, prosecutions, government, academia and industry and an analysis of open source survey data. The following statistics are provided from a number of sources, including this survey report.

Key findings of the CAPB *Cyber Crime in Canada* report:

- **49%** of respondents have been a victim of cyber crime (cyber crimes include computer viruses, banking and personal information being lost or stolen through the Internet, children being bullied or sexually abused through online contact, businesses being hacked and held for ransom, identity theft and interference with critical infrastructure such as power grids, water systems or telephone services).
- **70%** of victims of cyber crime have not reported the crime as they were unsure who to report to or did not think any justice would occur.
- **86%** of respondents indicate that cyber crime has become a concern.
- **95%** of respondents believe they are being targeted for cyber crime (most respondents believe the greatest threats are identity theft, financial fraud and computer viruses).
- **89%** of respondents believe that preventing cyber crime should be a priority of government and law enforcement agencies.

Additional supporting statistics:

- According to a 2007 Symantec study, Canada ranks **ninth as a country targeted** for malicious cyber activities while the U.S. holds the #1 position. This same study discovered more than **700,000 new malicious code threats** for 2007, up from only 125,000 in 2006.
- A 2006 estimate by the Canadian Council of Better Business Bureaus indicates that identity theft is costing consumers, banks, credit card firms and stores **\$2 billion annually**.
- According to the U.S. Dept. of Justice statistics, **identity theft** is passing drug trafficking as the **number one crime** in the nation — approx. one new victim every two seconds.
- Internet child pornography has become a **\$2.6 billion** industry (NCMEC). The latest RCMP estimates indicate there are **60,000 identified IP addresses** in Canada accessing child pornography.
- In a recent IBM survey of healthcare, financial, retail and manufacturing industries, nearly **60% of businesses believe that cyber crime is more costly** to them than physical crime.
- In 2006, FBI statistics showed a loss of \$70 million in bank robberies compared to **\$220 million lost in due to Rock phishing**. Currently the most popular phishing kit, Rock phish allows non-technical individuals to create and carry out phishing attacks.
- 2007 research from the U.S. Cyber Consequences Unit shows that the destruction from a single wave of cyber attacks on critical infrastructures could exceed \$700 billion – the equivalent of **50 major hurricanes hitting U.S. soil at once**.

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Report Recommendations

Wednesday, May 21, 2008

In January 2008, the Canadian Association of Police Boards (CAPB) commissioned a survey to determine the magnitude and impact of cyber crime on Canadians. CAPB considers the results of this survey to represent a **“call to action.”** The survey suggested a number of recommendations to address cyber crime activities — now considered the most significant challenge facing law enforcement in Canada. A top **priority recommendation is the establishment of a dedicated centre** where law enforcement, government, the private sector and academia can co-ordinate the fight against cyber crime.

“It is incumbent upon police boards/commissions to work with government to find the resources necessary to protect our communities from cyber crime,” says Calgary Police Commission chair Denis Painchaud.

“Having said that, police services cannot work in isolation...we need laws that support the prevention and detection of crime perpetuated over the Internet and we need a national, coordinated effort between government, law enforcement, the private sector and academia to get on top of the fastest growing crime in the world,” he adds.

Other key recommendations of the CAPB *Cyber Crime in Canada* survey:

- The implementation of the **legislation as proposed in August 2002** with respect to the lawful access provisions of the criminal code.
- **Changes to existing legislation** that would enable information sharing with law enforcement with lower judicial standards than those now applied to search and seizure warrants.
- **Changes to the Canada Evidence Act** that would improve on the existing Mutual Legal Assistance treaty's ability to enable the admission of documents held in the normal course of business in another country.
- **Increased resourcing and funding** for law enforcement and crown prosecutors related to cyber crime investigations and prosecutions.
- **The need for a central mechanism** for the mandatory reporting of designated cyber security incidents to enable quantification of the potential damage to the Canadian economy.
- **New legislation** making spamming an offence and the adoption of recommendations made by the Spam Task Force in 2005.
- **Mandatory reporting** requirements for child pornography.
- **Increased cyber crime awareness and prevention programs** to be introduced into school curriculums as part of educating children on the issues of cyber crime.

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May 14, 2008

Chair, Councillor Bernie Morelli
Hamilton Police Services Board
155 King William St
Hamilton, ON L8N 4C1

Dear Chair Councillor Bernie Morelli,

Re: 2008 CAPB Annual Meeting and Conference

I am writing on behalf of the Board of Directors of the Canadian Association of Police Boards (CAPB) to explore the possibility of a financial contribution from the Hamilton Police Services Board to the 2008 CAPB Annual Meeting and Conference to be held in Toronto, August 14 - 17.

The theme of this year's conference is "Civilian Governance and Social Responsibility: Safety, Community and Sustainability." Two of our main speakers are Mr. Glen Murray, Chair of the National Roundtable on the Environment, and Professor Thomas Homer-Dixon of the University of Toronto and an internationally renowned writer on peace and security. We expect some 175 chairs and members of police boards/commissions to attend the conference.

The CAPB is a non-profit organization that exists solely on annual membership dues and as such, we try to ensure that our conferences are largely self-financing. In an effort to keep costs of the conference to minimum for our delegates while delivering an excellent educational program, we are reaching out to all of our members in seeking support. Any donation will be very much appreciated and, ultimately serves the goal of allowing CAPB to continue to offer an exceptional conference at a low cost.

A list of potential levels of sponsorship is attached for your convenience. I look forward to an affirmative response from you, and will be pleased to provide you with any further information that may be needed. In the meantime, please do not hesitate to contact our Executive Director, Jennifer Lanzon at 819.682.1440. On behalf of the CAPB Board of Directors, I look forward to seeing you in Toronto this August.

Sincerely,

Ian Wilms, President
Canadian Association of Police Boards

The Canadian Association of Police Boards (CAPB) extends an invitation to Sponsor the 19th Annual Conference on August 14 – 17, 2008. Hosted in Toronto by the Toronto Police Services Board, this conference offers a unique opportunity to show your leadership in civilian governance and social responsibility. Emerging trends suggest an unparalleled need for shared learning and creative solutions, all pointing to an increasingly pivotal role for corporate social responsibility.



**CIVILIAN GOVERNANCE AND SOCIAL RESPONSIBILITY:
SAFETY, COMMUNITY AND SUSTAINABILITY**

MISSION

CAPB is the national association dedicated to the effective governance and oversight of municipal policing in Canada. Our mission is to work collaboratively and proactively to improve police governance in Canada and to bring about change that will enhance public safety for all Canadians.

STRENGTH

CAPB members include more than 75 police boards and commissions who provide governance and oversight of some 35,000 police. Their mandate is to ensure full accountability, transparency and confidence in Canada police service's as they tackle important issues of public safety, social stability and international terror. It is one of the foundations of our democracy.

SPONSOR CIVILIAN GOVERNANCE AND SOCIAL RESPONSIBILITY: SAFETY, COMMUNITY AND SUSTAINABILITY

- Raise your corporate profile with the police governors who approve \$5 billion in police budgets annually;
- Demonstrate your dedication to the pursuit of excellence in police governance;
- Position your organization as a leader in corporate social responsibility;
- Connect with leaders in police governance from across Canada.

SPONSORSHIP OPPORTUNITIES

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- Insert in delegate bag
- Link on CAPB website
- Logo prominent in program
- Prominent logo on conference banner and signage
- Company recognized in event description
- Promotional article in newsletter
- Special recognition during conference program
- Special recognition at CAPB Banquet
- Special recognition in Conference Report
- Two (2) complimentary conference registrations
- Two (2) golf tournament passes

Gold Level - \$5,000+

- Link on CAPB website
- Logo prominent in program
- Company recognized in event description
- Prominent logo on conference banner and signage
- Special recognition during conference program
- Special recognition at CAPB Banquet
- One (1) complimentary conference registrations
- One (1) golf tournament passes

Silver Level - \$2,000+

- Link on CAPB website
- Logo in program
- Company recognized in event description
- Logo on conference banner and signage
- Recognition in Conference Report

Bronze Level - \$500 +

- Name in program
- Name on conference banner and signage
- Recognition in Conference Report

Function Sponsorship Opportunities

- Refreshment Breaks (5) available @ \$1,000
- Breakfast (2) available @ \$4,000
- Lunch (2) available @ \$8,000
- Banquet (1) available @ \$15,000
- Hospitality Suite (3) evenings available @ \$1,500