



## **HAMILTON POLICE SERVICES BOARD**

### **NOTICE OF MEETING PUBLIC AGENDA**

Monday, November 24, 2008  
4:00 o'clock p.m.  
3<sup>rd</sup> Floor Board Room  
Hamilton Central Station

Lois Morin  
Administrator

### **AGENDA**

- 1. Call to Order**
- 2. Presentation**
  - a) Member of the Month for September 2008
  - b) Chief's P.R.I.D.E. Award
- 3. Declarations of Interest**
- 4. Adoption of Minutes – October 20, 2008**
- 5. Application for Police Officers Recruitment Fund (PSB 08-117)**
- 6. Correspondence from Myra James, President, Ontario Women in Law Enforcement with respect to their request for Inquiry regarding PSA process failure.**
- 7. Information Items**
  - (a) Gapping and Secondments (PSB 08-116)
  - (b) Correspondence from Amy Ramsay, PhD, President, International Association of Women Police to Bernie Morelli, Chair, Hamilton Police Services Board with respect to Hamilton Police Women / Sgt Dhinsa Situation.
  - (c) E-mail from a member of the public with respect to the Dhinsa affair – Charged in June 2006 with 24 counts of harassing female colleagues – Daniel Nolan article Hamilton Spectator.

- (d) E-mail from Nicole Brooks, Producer, Director, Asah Productions dated October 20, 2008 requesting contribution and sponsorship from the community at large for a documentary with respect to Lincoln Alexander's legacy.
- (e) E-mail from Councillor Bernie Morelli with respect to correspondence from the Oxford Community Police Service regarding City of Woodstock support of Provincial Sales Tax Exemption for Police Services.
- (f) Correspondence from Dennis Concordia, Chair, Festitalia Corporation and Pat DeCaria, Chair, Moda Italia thanking Chief Mullan for participating in the Moda Italia Fashion Show.
- (g) Correspondence from Cathy Wellwood, Chief Development Officer, Good Shepherd for the generous support of the 10<sup>th</sup> Anniversary Harvest Dinner.
- (h) Correspondence from Tony Horvat, P.Eng., Director of Land Management Division, Hamilton Conservation Authority with respect to the Graffiti "Battle".
- (i) E-mail dated October 31, 2008 with respect to Court Security and Prisoner Transportation Costs.
- (j) Correspondence from Mary Smiley, President, Ontario Association of Police Services Boards with respect to the 2009 Membership Renewal.
- (k) E-mail from Connie Phillipson, Executive Director, Regional Municipality of York Police Services Board with respect to an Invitation to Stakeholders.

**8. Other Business**

**9. Adjournment**

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

**MINUTES OF THE HAMILTON  
POLICE SERVICES BOARD**

**4.**

Monday, October 20, 2008  
4:08pm  
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  
Bruce Pearson  
Terry Whitehead

Absent with regrets: Chie Brian Mullan

Also Present: Acting Chief Ken Leendertse  
Deputy Chief Eric Girt  
Inspector Dave Doel  
Inspector Warren Korol  
Inspector Ken Weatherill  
Acting Inspector Randy Graham  
Sergeant Will Mason  
Marco Visentini, Legal Counsel  
Rosemarie Auld, Manager Human Resources  
Dan Bowman, Manager Fleet & Facilities  
Catherine Martin, Corporate Communicator  
Ted Mason, Chief Accountant  
Ross Memmolo, Manager Computer Services  
Lois Morin, Administrator

Chairman Morelli called the meeting to order.

**Presentations**

**a) *Member of the Month for August 2008***

Chairman Morelli and Acting Chief Leendertse presented Constable Jennifer Currie Member of the Month for August 2008. Constable Currie was recognized for handling a difficult situation with compassion and determination in saving a victim's life, under intense circumstances.

**b) *Presentation- The Journey (Aboriginal Canoe Trip)***

Acting Chief Ken Leendertse and Sergeant Will Mason provided a presentation to the Board with respect to the ProAction Program - Aboriginal Canoe Trip.

Board Members Cimba and Whitehead commended staff for their outreach to the community stating that it looks like a great time was had by all, requesting that their thanks be expressed to all staff involved.

**(Item 2)**

**Declarations of Interest**

None

**(Item 3)****Adoption of Minutes –  
September 15, 2008**Moved by: Member Cimba  
Seconded by: Member Di Gregorio

The minutes of the meeting held Monday, September 15, 2008 were adopted as printed.

**Carried.****(Item 4)****Pre-Budget Approval Vehicle  
Purchases**

As recommended by Chief Brian J. Mullan in Report PSB 08-100 dated October 20, 2008, the Board approved the following:

**PSB 08-100**Moved by: Member Pearson  
Seconded by: Vice Chairman Nimigan**(See also PSB 02-052)**

- a) That the Board pre-approve the expenditure of \$630,000 for the purchase of eighteen (18), 2009 police cruisers.
- b) That the Board pre-approve the expenditure of \$135,000 for the purchase of three (3) 2009 4x4 police cruisers.
- c) That the Board pre-approve the expenditure of \$505,000 for the purchase of twenty five (25) used plain door vehicles.
- d) That the Board pre-approve the expenditure of \$35,000 for the purchase of one (1) 2009 full size Patrol Wagon.
- e) That the Board pre-approve the expenditure of \$20,400 for the purchase of twelve (12) replacement bicycles for use and distribution in all three divisions.
- f) That Fleet staff be authorized to participate in the Provincial Co-Operative Purchasing for the above-mentioned cruisers.
- g) That Fleet staff be authorized to purchase used plain door vehicles as outlined in PSB 02-052 - *Used Vehicle Purchases*.
- h) That the Board pre-approve the expenditure of \$237,500 for the upfitting of the above reference vehicles.
- i) That the funds for the acquisition of the new vehicles be taken from the Vehicle Replacement Account #53415 and funds for the upfitting of the equipment be taken from Fleet Supplies Account #53039.

**Carried.****(Item 5)**

**Vehicle Wash Services for  
Police Service Vehicles  
Tender Award**

**PSB 08-101**

As recommended by Chief Brian J. Mullan in Report PSB 08-101 dated October 20, 2008, the Board approved the following:

Moved by: Vice Chairman Nimigan  
Seconded by: Member Whitehead

- a) That the Board approve the award of Tender of C9-02-08 for Vehicle Wash Services for Police Service vehicles, for a period of five (5) years.
- b) That the Chairman and Administrator of the Board be authorized and directed to execute the necessary purchase agreements with West End Car Wash, King Car Wash, Barton Car Wash, Main East Car Wash and Mohawk Car Wash, in a form satisfactory to Legal Counsel, for the Police Service.
- c) That the funds for the acquisition of these services, in the estimated amount of \$80,000.00, per annum, be taken from the Vehicle Repairs-Tow/Washes Account 376622-54720.

**Carried.**

**(Item 6)**

**Respirator Use Protocol and  
Purchase**

**PSB 08-104**

As recommended by Chief Brian J. Mullan in Report PSB 08-104 dated October 20, 2008, the Board approved the following:

Moved by: Member Eisenberger  
Seconded by: Member Di Gregorio

- a) That the Hamilton Police Services Board approve the purchase and issuance of Personal Protective Equipment (PPE) Respirators for officers responding to environmentally compromised situations.
- b) That funding in the amount of \$25,176.37 be approved for this one time purchase. Funding will be taken from OMERS Type 3 Surplus, Account #22218-000100.

**Carried.**

**(Item 7)**

**Purchase of Additional /  
Replacement Radios for  
Assignment to the Patrol  
Divisions**

**PSB 08-109**

As recommended by Chief Brian J. Mullan in Report PSB 08-109 dated October 20, 2008, the Board approved the following:

Moved by: Member Cimba  
Seconded by: Member Pearson

- a) That the Board approve the purchase of 50 new portable radios for deployment, within the Support Services Division.

**(See also PSB 05-074 and PSB 06-067)**

- b) That the Board approve sole-sourcing of the contract to Motorola, our current service and equipment provider.
- c) That the funds come from the designated Capital Account (#53415).

**Carried.**

**(Item 8)**

**Police Services Board Policy – Use of Force**

As recommended by Lois Morin in Report PSB 04-088b dated October 20, 2008, the Board approved the following:

Moved by: Member Whitehead  
Seconded by: Member Eisenberger

**PSB 04-088b**

- a) That the Board approve the attached Police Services Board Policy AI-012, Use of Force attached hereto as Appendix "A" as amended.

**Carried.**

**(Item 9)**

**Information Items**

The Board approved the following recommendation:

Moved by: Vice Chairman Nimigan  
Seconded by: Member Cimba

The Board receive the reports / correspondence as circulated.

- (a) Budget Variance Report as at August 31, 2008 (PSB 08-095)
- (b) Use of Force Annual Report (PSB 08-107)
- (c) Correspondence from Paul Johnson, Executive Director, Wesley Urban Ministries thanking the Hamilton Police Service for support of Wesley Urban Ministries.
- (d) Correspondence from Victor Satzewich and William Shaffn, McMaster University, Department of Sociology with respect to the Hamilton Police Services Graffiti Prevention Strategy.
- (e) Correspondence from Jennifer Lanzon, Executive Director, Canadian Association of Police Boards with respect to the Executive Governance Workshop scheduled for November 12 to 14, 2008.
- (f) Hamilton Spectator Article – September 28, 2008 – "Spray can vandals"

- (g) Hamilton Spectator Article – October 9, 2008 – “Police prove they do care”

**Carried.**

**(Item 10)**

**Other Business**

**Graffiti**

Member Whitehead gave kudos to Members of the Service for the “great job” in dealing with the issue of graffiti, asserting that it is quite topical and the community is very delighted with the work being done.

**Dhinsa Case**

Chairman Morelli confirmed that on October 16, 2008, a ruling from the Supreme Court of Canada had been received. The Supreme Court of Canada has dismissed the leave for appeal on the matter relating to Dhinsa. He further expressed on behalf of the Board that it is with disappointment that the Board received the ruling, remarking that it is of great importance to the complainants, the officer involved, the Board, the Service and the Community that the allegations should have been heard and decided on in a fair manner.

Chairman Morelli on behalf of the Board apologized to those involved and the community stating that the Board and the Service are committed to ensure that the Members of the Hamilton Police Service have a harassment free environment. He then mentioned that the Board would further review the Supreme Court decision during the in camera session.

**Upcoming Events**

Chairman Morelli reminded Members of the Board and the Community of the upcoming Community Safety Forums encouraging everyone to attend.

**Ministry Inspection Team**

Chairman Morelli announced that a Ministry Inspection Team is in Hamilton reviewing the policies, processes and practices of the Police Services Board and the Police Service. Following this inspection a report will be provided to the Board and the Service.

**(Item 11)**

**Adjournment**

Moved by: Member Whitehead  
Seconded by: Member Pearson

There being no further business, the public portion of the meeting then adjourned at 5:03pm.

**Carried.**

**(Item 12)**

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

Taken as read and approved

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Lois Morin  
Administrator

October 20, 2008  
lem:

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Bernie Morelli, Chairman  
Police Services Board

## HAMILTON POLICE SERVICES BOARD

### - RECOMMENDATION -

**DATE:** 2008 November 24

**REPORT TO:** Chairman and Members  
Hamilton Police Services Board

**FROM:** Brian J. Mullan  
Chief of Police

**SUBJECT:** *Application for Police Officers Recruitment Fund  
(PSB 08-117)*

**RECOMMENDATIONS:**

- a) That the Board approve the Application for the hiring of seven (7) additional police officers as allocated from the *Police Officers Recruitment Fund*.
- b) That the Board request an additional ten (10) Officers under this Program, if additional Officers are made available; and
- c) That the proposed Application be reviewed in a form satisfactory to our Police Service Legal Counsel and that the Chairman of the Board be authorized to submit the Application to receive these funds from the Provincial Government, in support of this Program.



Brian J. Mullan  
Chief of Police

**FINANCIAL / STAFFING / LEGAL IMPLICATIONS:**

**FINANCIAL** – The Hamilton Police Service has been approved for the allocation of seven (7) additional Police Officers under the *Police Officers Recruitment Fund*, as sponsored by the Federal Government and implemented by the Ministry of Community Safety and Correctional Services (MCS&CS). The Police Service will be reimbursed for all salary related costs for these Officers, to the maximum of \$70,000.00 per annum, per Officer, for the next five (5) years. The Officers hired under this Program must be in addition to the Service's number of

Sworn Officers as of April 1, 2008. To facilitate to the implementation of this Program, overtime expenditures from April 1, 2008 through to March 31, 2010 for new and existing Officers, may be used to supplement the claim in support of the total allocation. Our Service will receive \$490,000.00 starting April 1, 2008. The cost of salaries and benefits for seven (7) additional Officers in 2009 will be \$255,392.00. In 2010, these numbers will increase to \$483,407.00, with an estimated cost of \$580,689.00 in 2011 for these additional hires.

**STAFFING –** The Actual Strength of Sworn Members will increase from 790 to 797.

**LEGAL –** The Application for Officers will be reviewed by our Police Service Legal Counsel. The commitment is for five (5) years funding at the maximum amount of \$70,000.00 per Officer. The official Contract has yet to be received by the Police Service.

#### **BACKGROUND:**

In 2006, the Federal Government, committed to funding an additional 2,500 Police Officers in communities across Canada. The funding for that commitment was announced in the Federal Budget of February 26, 2008, which allocated 400 million dollars over five (5) years for the *Police Officers Recruitment Fund* for all of Canada. Ontario's share in this amount is 156 million dollars for five (5) years.

The Fund, although short of the original promise of 2,500 Officers, is welcome news as it still brings an additional 329 new Police Officers to Ontario. The MCS&CS is working with the Ontario Association of Chiefs of Police (OACP), and have allocated the Officers, as follows:

- 125 new Ontario Provincial Police Officers
- 164 new Municipal Police Officers
- 40 new Police Officers for First Nations Police Services

The Hamilton Police Service has been notionally allocated up to seven (7) Officers for this initiative. This number is based on the Police Service's benchmark as of April 1, 2008 and is well below the anticipated amount from this Program. However, there is an indication from the Provincial Government, that if additional Officers are made available under this Program, that Police Services may request additional Officers.

In anticipation of the announced 2,500 Officers, the Hamilton Police Service undertook a Strategic Staffing Analysis in July, 2008. Through a staff needs analysis worksheet, all the Divisions of this Service reviewed their existing staffing situations and identified unmet needs and submitted a request for additional staffing with supporting rationale. Based on the research results and discussions by all Commanders, areas were prioritized and recommended as the most in need.

A detailed report will come to the Board in the future to specify the placement of the new Officers with our Service.

Upon receipt of notice for this fund, our Police Service contacted the Ministry to determine our eligibility for additional officers, as well as criteria for their placement. The Ministry indicated that the Hamilton Police Service may be entitled to an additional ten (10) Officers under the existing funding and these Officers are to be deployed in front-line positions.

The Ontario Association of Chiefs of Police (OACP), along with the Canadian Association of Chiefs of Police (CACCP), have lobbied for the funding for this *Police Officers Recruitment Fund* to pay one hundred (100%) percent of the costs for additional Officers. Although most programs from the Provincial Government only fund Officers fifty (50%) percent, there was significant indication that not all Police Services could take advantage of this funding because of the impact on budgets. This one hundred (100%) percent funding does support the initial concept of the 2,500 policing initiative for community safety and is good news for the citizens of Hamilton. We believe that the additional Officers will help support community safety in our City.

BJM/K. Leendertse

**ONTARIO WOMEN IN LAW ENFORCEMENT**



**6.**  
Tel (905) 518-6232  
Fax (905) 836-5980  
Email owle\_inquiry@yahoo.com  
[www.owle.org](http://www.owle.org)

P.O. Box 71534, Aurora, ON L4G 6S9

November 17, 2008.

Hamilton Police Services Board  
Attention: Chairman Bernie Morelli  
155 King William St.  
Hamilton, Ontario  
L8N 4C1

REC-111

NOV 17 2008

HAMILTON POLICE SERVICES BOARD

Dear Chairman Morelli and Members of the Police Services Board,

SUBJECT: Request for Inquiry regarding PSA process failure

Over the past three years the Board and membership of the Ontario Women In Law Enforcement have been overtly demonstrating their interest and support of twelve members of the Hamilton Police Service who are involved in a situation that deserves appropriate closure. One of the missions of the OWLE is to encourage women in law enforcement and this was done through financial support to assist these members with their legal fees. Members from across the province as well as our affiliate associates through the International Association of Women Police have provided financial assistance and encouragement as well.

Recently we learned that the twelve officers' "leave to appeal" initiated to the Supreme Court of Canada was denied. It is apparent they have exhausted all potential options to have their voices heard within the confines of the Canadian legal system. For three years they have challenged various processes and now must have some form of closure. They continued to be informed of a misinterpretation of Police Services Act timelines and the error in judgement by the Hearing Officer hired by the Hamilton Police Service. As the six month timeline approached, why wasn't the optional thirty day extension requested? This is one question of many that have accumulated surrounding this situation.

The personal and professional wellness of these twelve officers, their families and friends must be a priority to the Police Service Board. The concerns and interest of the citizens of the City of Hamilton must be addressed. The membership of the Hamilton Police Service deserve to know how this Police Services Act process failed. Prevention of future Police Services Act procedural failures can ideally be achieved through a thorough inquiry with the results available to all. Regardless of the outcome of an inquiry, the officers have the potential for closure and confidence that this process will be fair and equitable to all in the future.

Yours truly,

Myra James  
President – Ontario Women In Law Enforcement

**HAMILTON POLICE SERVICES BOARD  
RECOMMENDATION**

**7.**

**DATE:** November 24, 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) Gapping and Secondments (PSB 08-116)
- (b) Correspondence from Amy Ramsay, PhD, President, International Association of Women Police to Bernie Morelli, Chair, Hamilton Police Services Board with respect to Hamilton Police Women / Sgt Dhinsa Situation.
- (c) E-mail from a member of the public with respect to the Dhinsa affair – Charged in June 2006 with 24 counts of harassing female colleagues – Daniel Nolan article Hamilton Spectator.
- (d) E-mail from Nicole Brooks, Producer, Director, Asah Productions dated October 20, 2008 requesting contribution and sponsorship from the community at large for a documentary with respect to Lincoln Alexander's legacy.
- (e) E-mail from Councillor Bernie Morelli with respect to correspondence from the Oxford Community Police Service regarding City of Woodstock support of Provincial Sales Tax Exemption for Police Services.
- (f) Correspondence from Dennis Concordia, Chair, Festitalia Corporation and Pat DeCaria, Chair, Moda Italia thanking Chief Mullan for participating in the Moda Italia Fashion Show.
- (g) Correspondence from Cathy Wellwood, Chief Development Officer, Good Shepherd for the generous support of the 10<sup>th</sup> Anniversary Harvest Dinner.
- (h) Correspondence from Tony Horvat, P.Eng., Director of Land Management Division, Hamilton Conservation Authority with respect to the Graffiti "Battle".
- (i) E-mail dated October 31, 2008 with respect to Court Security and Prisoner Transportation Costs.
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- (k) E-mail from Connie Phillipson, Executive Director, Regional Municipality of York Police Services Board with respect to an Invitation to Stakeholders.

## HAMILTON POLICE SERVICES BOARD

### - INFORMATION -

**DATE:** 2008 November 24

**REPORT TO:** Chairman and Members  
Hamilton Police Services Board

**FROM:** Brian J. Mullan  
Chief of Police

**SUBJECT:** *Gapping and Secondments*  
*(PSB 08-116)*

#### **BACKGROUND:**

As requested by the Board, an analysis of 2008 gapping and the use of secondments, relative to Sworn hiring, has been completed.

#### **GAPPING:**

The term "gapping" in the context of organizational staffing refers to the concept that savings in staffing costs may be realized as a result of turnover in staffing. Gapping generally occurs in situations where a Member leaves employment with the Service and a period of time elapses before a replacement is hired. For example, if Employee "A" retires on February 1, 2008 and the Service cannot hire Employee "B" until May 1, 2008, a vacancy will exist for two (2) months. The gapping is considered to be salary and benefits savings for the two month vacancy period.

In most situations, gapping will also occur if the replacement, Employee "B", is hired at a lower rate than Employee "A" was budgeted and paid. The difference between the two (2) salaries represents gapping savings. It is important to note, however, that any savings, as a result of gapping, may be offset by overtime costs incurred to cover the vacancy, as well as any vacation payout on termination of the Member who is leaving employment with the Service.

Several factors impact gapping at the Hamilton Police Service (HPS):

1. The HPS budgets based on actual projected salaries. For example, other Services may budget all their officers at a First Class Constable rate even though some are paid at only a 2<sup>nd</sup>, 3<sup>rd</sup> or 4<sup>th</sup> class rate. At HPS, we budget salaries based on where the Members will be in their salary range for the budgeted year. (i.e.: 4<sup>th</sup> Class, 3<sup>rd</sup> Class, 2<sup>nd</sup> Class or 1<sup>st</sup> Class). This leaves little to no gapping in the budget for actuals.

2. Police recruits can only be hired three (3) times per year as they must attend the Ontario Police College. Intakes in the College are in January, May and September. Any vacancies that occur between intakes results in gapping in salary.
3. When recruits are hired, they do not count as street strength for at least six (6) months. However, their salary is paid from day one. If we wait until an actual vacancy exists to replace with a recruit, we risk backfilling with three (3) months of overtime costs. (Three (3) months at the College and three (3) months training with a Coach Officer).
4. The Hamilton Police Service projects the anticipated retirements for year end each May and pre-hires some of these officers. This is done to ensure that fully trained officers are available for street strength, as other Members retire. The recruits are hired at only \$38,036.00, compared to the salary of a 1<sup>st</sup> Class Officer at approximately \$75,000.00.

Analysis of this year's retirements and terminations show the following:

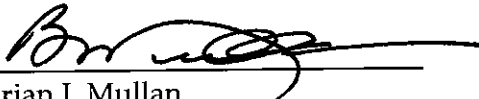
- 39 retirements/resignations/terminations resulted in an approximate salary and benefit savings to the budget of \$1,122,411.00.
- Pre-hiring recruits for anticipated vacancies results in overtime savings. The estimated maximum overtime savings to replace these officers could have been \$1,426,794.00. Had these officers not been pre-hired, there would have been overtime costs incurred. These are potential savings because officers did not need to be backfilled for each and every shift. However, when minimum strength was not met, officers were called in and paid at overtime rates.
- Combined, these salary and potential overtime savings total \$2,549,205.00.
- The salary cost to hire 56 recruits or lateral hires, in 2008, has been approximately \$1,348,273.00, plus \$279,718.00 in benefit costs, for a total of \$1,833,710.00.
- Potential gapped savings to be used for other unbudgeted salary issues are \$725,495.00.

## SECONDMENTS:

The Hamilton Police Service currently has 20 officers seconded to special projects or other Services. The benefits of secondments are as follows:

1. 15 of 20 secondments are revenue secondments. This means that we receive full funding for the salaries and benefits of these 15 officers, by outside agencies. When we receive funding for seconded officers, we request the Police Services Board to replace the seconded officer with a new recruit.
2. There are five (5) long-term non-revenue secondments. These officers remain in our employ, but work with other agencies to solve crimes. The benefit of being assigned to a team allows Services to share resources to solve cross-jurisdictional crimes. For example, we have officers seconded to the Asset Forfeiture Unit (AFU), the Provincial Auto Theft Unit (PATU), and the Provincial Weapons Enforcement Unit (PWEU). In addition, one (1) of our Staff Sergeants leads the Combined Forces Special Enforcement Unit (CFSEU).
3. Members who are assigned to work with outside agencies bring best practices back in house when they return. In addition, by participating on multi-jurisdictional teams results in a focus on solving Hamilton crimes or problems.

In summary, gapping is used to help fund hiring initiatives. Due to how budgeting is done, the gapping is not significant at HPS. Secondments are also a very effective tool used to develop our Members, create best practices and to have a focus on Hamilton Safety issues.

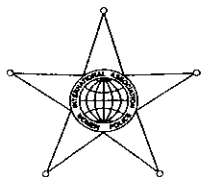


Brian J. Mullan  
Chief of Police

BJM/R. Auld

cc: Deputy Chief Eric Girt, Field Support

Ted Mason, Chief Accountant



# International Association of Women Police

**President**  
*Amy Ramsay*  
Ontario, Canada

**Executive Director**  
*Terrie Swann*  
Phoenix, AZ

**First Vice President**  
*Jane Townsley*  
Leeds, UK

**Second Vice President**  
*Lynette Hogue*  
San Francisco, CA

**Third Vice President**  
*Myra James*  
Hamilton, Ontario

**Recording Secretary**  
*Michele Lish*  
Portland, OR

**Treasurer**  
*Kjm Covert*  
Denver, CO

**Sergeant At Arms**  
*Linda Cunningham*  
Victoria, B.C.

**Historian**  
*Bonnie Devore*  
Wapella, IL

**Chaplain**  
*Tamia Dow*  
Las Vegas, NV

**Editor WomenPolice**  
*Jean VanLandingham*  
Tulsa, OK

**Board of Trustees Chair**  
*Laura Goodman*  
St. Paul, MN

**International Association of Women Police**  
**Dr. Amy Ramsay, President**  
**Ontario Provincial Police**  
**Operational Policy & Strategic Planning Bureau**  
**777 Memorial Avenue, Orillia, Ontario**  
**L3V 7V3 Canada**  
**T: 705-329-7585**  
**F: 705-329-7596**  
[amy.ramsay@ontario.ca](mailto:amy.ramsay@ontario.ca)

Mr. Bernie Morelli  
Chair - Hamilton Police Services Board  
155 King William St.  
Hamilton, Ont. L8N 4C1

October 21, 2008

**Re: Hamilton Police Women/Sgt Dhinsa Situation**

Dear Mr. Morelli,

You may recall that I wrote you in March 2008 expressing concern for the situation involving the Hamilton Police Women and their case against Kevin Dhinsa.

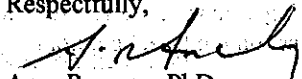
As you are aware, the international law enforcement community has been quietly observing and discussing the situation within the Hamilton Police Service where these twelve women still await a resolution to their sexual harassment case against Sergeant Kevin Dhinsa. It has become clear that these women will not achieve closure, as all legal options to get the charges heard before a police tribunal have been exhausted, including a last-ditch appeal to the Supreme Court.

I note that you have apologized to the community for the way the force handled the case, but have not admitted fault. I suggest it will take far more than an apology to resolve this situation. Given that you still question whether the police service missed the deadline in filing Police Services Act charges against Sergeant Kevin Dhinsa, will the Hamilton Police Services Board initiate an independent inquiry into the Dhinsa affair and the conduct of those officers who allowed the complaints to get lost in a system that was set up for protection against such behavior?

Historically, Hamilton Police have enjoyed an excellent international reputation, specifically due to their support of women in policing. This case is very important for a number of reasons, not the least of which is the consequence of recognizing the errors that will assist in prevention of future incidents – both in Hamilton and elsewhere. The successful resolution of this profoundly significant sexual harassment case will no doubt set the stage for other women in policing who have experienced similar situations. It will also define how the Hamilton Police Service values its female employees.

I look forward to your response.

Respectfully,

  
Amy Ramsay, PhD  
President

Cc: Sgt. Myra James, Association Executive Officer Mike Cruse, Chief Brian Mullan

RECEIVED

OCT 26 2008

HAMILTON POLICE SERVICES BOARD  
International Association of Women Police  
Dr. Amy Ramsay, President  
Ontario Provincial Police  
Operational Policy & Strategic Planning Bureau  
777 Memorial Avenue, Orillia, Ontario  
L3V 7V3 Canada

**Morin, Lois**

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**From:** .

**Sent:** Tuesday, October 21, 2008 9:19 PM

**To:** Morin, Lois

**Subject:** Dhinsa affair - Charged in June 2006 with 24 counts counts of harassing female colleagues -Daniel Nolan article Hamilton Spectator

**October 21st, 2008**

**Ms. L. Morin**

**I applaud Bernie Morelli for his apologize to the community on the tardiness of the review " Justice has not been accomplished and the case hasn't been heard ". Bernie as chair of the Police Services Board has shown integrity, sincerity, openness, and leadership, to ensure similar situations in future to be investigated will have the proper procedures and protocol in place for follow-up within the guidelines.**

Morin, Lois

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From: Westoll, Nick  
Sent: Monday, October 20, 2008 1:05 PM  
To: Morin, Lois  
Subject: FW: A LINCOLN ALEXANDER DOCUMENTARY INITIATIVE



8a.pdf2.pdf (1 MB)

FYI

-----Original Message-----

From: Asah Productions [mailto:asahproductions@gmail.com]  
Sent: Saturday, October 18, 2008 8:37 AM  
To: Morelli, Bernie  
Cc: cmartinpolice@on.ca; cmartin@hamiltonpolice.on.ca; asahproductions@gmail.com  
Subject: A LINCOLN ALEXANDER DOCUMENTARY INITIATIVE

Good day,

In my efforts to find support in the project that I am currently undertaking, former mayor Mr. Di Ianni referred me to contact you as a possible lead.

Please refer to the letter attached soliciting aid in creating a feature length documentary on the incredible life of the Hon. Lincoln Alexander.

I look forward to hearing from you real soon!

Best,

Nicole Brooks  
Producer/Director  
A Linc In Time Inc.  
647-206-8889

Berrie Morelli and Brian Mullan  
70 Hamilton Police Services  
City Hall - 2nd Floor, 71 Main Street West,  
Hamilton, ON  
L8P 4Y5

## INVEST IN PRESERVING CANADIAN HISTORY

One year ago, I was faced with what has become one of the greatest tasks in my career as a filmmaker:

The Honourable Lincoln Alexander, Canada's first black Member of Parliament and Lieutenant Governor, granted me access to document his life story in film.

This approach to his story is the first of its kind, as Mr. Lincoln Alexander himself recounts personally the very events that shaped his remarkable success.

A joint venture between my film production company, A Linc In Time Inc. and OMNI Television, **A LINC IN TIME: The Lincoln Alexander Story** is currently in the process of completion for television broadcast.

Financed through the OMNI Documentary Fund, the 1 hour version (48 minutes) premiere of this documentary is slotted to air either late 2008 or early 2009.

As the making of the film has been a great undertaking, it has as well been an overwhelming privilege.

Recently, I've been challenged to extend the hour-long version of the film into an approximately 75 minute feature length version. The film's duration at 75 minutes will allow Mr. Alexander's story access to the international stage.

This approximately 75 minute version will be of the highest caliber for international broadcast as well as screening in various film festivals around the world. More important to these objectives is that I see they are actualized while Lincoln is still with us.

As an independent filmmaker, it is my mission to achieve the highest quality in a finished film project.

I am now seeking contribution and sponsorship from the community at large for Lincoln's legacy. It is my hope that your prestigious organization can donate funds and/or other resources to those who can assist in the costs associated with completing the feature length film.

As a sponsor, your organization will be fully credited in the film and/or well prominently credited in all promotional materials for the feature film.

The production budget is approximately \$50,000 - this amount would cover the post-production costs, additional archival footage purchases and additional production labour needed in order to facilitate the process of completing the project. Any financial contribution, whether through full funding or donated portion in kind - would be greatly appreciated.

I would be more than happy to forward and discuss a detailed budget on how the monies have been allocated for the film's completion.

I look forward to our continued correspondence concerning the feature length film project and I do appreciate your consideration at this time.

In solidarity to preserve our history,

Nicole Brooks  
Producer/Director

A LINC IN TIME INC.  
26 NEWARK WAY, BRAMPTON ON L7A 2W8 (416) 889-1000

**Morin, Lois**

---

**From:** Westoll, Nick  
**Sent:** Thursday, October 16, 2008 11:39 AM  
**To:** Morin, Lois  
**Subject:** Council Correspondence

Lois,

City Council received correspondence last night from the City of Woodstock (<http://www.myhamilton.ca/NR/rdonlyres/1464EF88-0644-4CB2-9188-2788B2EA7705/0/Oct15Item525.pdf>). Bernie wanted me to send this to you for the Board.

Thanks,  
Nick

***Nick Westoll***

*Executive Assistant to Councillor Bernie Morelli  
Ward 3 - Hamilton Centre, City of Hamilton*

Phone: (905) 546-4550  
Fax: (905) 546-2535  
E-mail: [Nick.Westoll@hamilton.ca](mailto:Nick.Westoll@hamilton.ca)  
Address: Suite 230, 77 James Street North, Hamilton, ON L8R 2K3  
**Visit Councillor Morelli's Web Site:** <http://www.bernimorelli.ca>

Louise Gartshore  
City Clerk

5.25



Oxford Community Police Service  
615 Dundas Street  
Woodstock, Ontario  
N4S 1E1

Administration: (519) 421-2800  
Executive Facsimile: (519) 421-2287  
Toll Free: 1-877-537-6277  
Address all correspondence to:  
The Office of the Chief of Police

September 26, 2008

Mayor M. Harding Members of Council City Of  
Woodstock 500 Dundas Street Woodstock,  
Ontario N4S 7W5

Dear Mayor Harding and Members of Council:

***Re: City of Woodstock support of Provincial Sales Tax Exemption for Police Services***

Recently the Owen Sound City Council passed a resolution which supported the Ontario Association of Chiefs of Police (OACP) position that ALL Ontario Police Services should be exempt from provincial sales tax on goods and services.

See Appendix "A"

As a member of the Ontario Associations of Chiefs of Police and as your Chief of Police for the past 7 years, I have always been of the opinion that all Ontario Police Services should be exempt from the provincial sales tax on goods and services. All Police Services in Canada have the ability to either be exempted from paying the Federal GST, sales tax on goods and services or if the GST was paid on purchases or services have the ability to apply for and receive the GST paid rebated to the Police Service. This has been the process with GST for many years.

All Ontario Police Chiefs are faced with the challenging task of providing adequate and effective levels of police service delivery to our communities balanced against reasonable financial costs to the Municipalities. In the case of Woodstock and all other Municipalities, which maintains its own Municipal Police Service the strong majority of financial costs to maintain the Police Service is associated to the local property taxes of the Municipality.

Police Services are constantly faced with significant and increasing costs to maintain the equipment and infrastructure of the Police Service, which includes vehicles, specialized equipment, buildings, even equipping the officers with their required uniforms and personal equipment.

One of the very simple ways to reduce some of the Ontario Police Services' operating costs would be for the Provincial Government to provide full and inclusive exemption to Ontario Police Services on the PST, provincial sales tax on goods and services. This would remove some burden from the local taxpayers who support the financial operation of their Municipal Police Service.

Though I do not have any supportive documentation, I believe it would be interesting to have confirmation from the Provincial Government as to whether the Provincial Police Service, the Ontario Provincial Police is exempted from or rebated the PST on any applicable purchase made where normally provincial sales tax on goods and services would apply.

The membership of the Ontario Association of Chiefs of Police in 2006 and 2008 have passed Resolutions to lobby the Provincial Government to provide full exemption of the PST, provincial sales tax on goods and services, to Ontario Police Services. The Association of Chiefs of Police have lobbied the Provincial Government yearly to institute the exemption; to date the Provincial Government has not implemented the exemption. At the same time, the Ontario Association of Chief of Police have passed Resolutions and lobbied the Provincial Government to exempt Ontario Municipal Police Services under the Highway Traffic Act from purchasing yearly validation for each of the police services vehicles. It is interesting to note that the Ontario Provincial Police operating vehicles owned by the Provincial Government by legislation in the Highway Traffic Act are exempt from the requirement of acquiring and the expense of yearly validation for the vehicle licences.

See Appendix "B" which contains the original OACP Resolutions from 2006


I find the lead that the City of Owen Sound has taken on this issue to be admirable and request that the City of Woodstock Council follow the lead of Owen Sound in passing a similar resolution.

**Be It Resolved**, that Council for the City of Woodstock hereby resolves that the Government of Ontario provide full exemption of provincial sales tax on goods and services for Ontario Police Services similar to the GST exemption.

Further if Council so chooses to pass a second resolution

**Be It Resolved**, that Council for the City of Woodstock hereby resolves that the Government of Ontario provide the same exemption for annual licence fees for municipal police vehicles as provided to the Ontario Provincial Police and to fire vehicles.

I would suggest that Council for the City of Woodstock also consider the action of the City of Owen Sound by circulating the City of Woodstock Council Resolution to all municipalities in Ontario through an AMO broadcast seeking support for the

sales tax exemption for Ontario Police Services purchases. 

Ron Fraser Chief of Police Oxford Community Police Service

#### APPENDIX "A"

That Owen Sound City Council hereby endorses resolution 2008-03 from the Ontario Association of Chiefs of Police regarding the exemption of sales tax for Ontario Police Services

Whereas police services in Ontario are faced with on-going financial pressures to be able to provide reasonable levels of

service to keep Ontario communities safe, and

Whereas local property taxes are the main source of funding for municipal and regional police service budgets, and

Whereas police services are faced with significant costs in paying for necessary specialty equipment, vehicles and buildings that are unique to ensure a safe Ontario, and

Whereas the federal Government has shown leadership in exempting municipalities from having to pay GST in recognition of one level of government taxing another.

Therefore be it resolved that the Government of Ontario provide a full exemption of provincial sales tax on goods and services for Ontario police services similar to the GST exemption.

And further That a copy of this resolution be circulated to all municipalities in Ontario through an AMO broadcast seeking support for the sales tax exemption for Ontario Police Services purchases.”

#### **APPENDIX “B”**

##### **Sales Tax Exemption “ Police Vehicles and Equipment June 28, 2006**

**WHEREAS** the cost of policing in Ontario continues to increase and municipal budgets are affected in terms of ensuring an effective police service, and

**WHEREAS** the Retail Sales Tax RSO. 1990 Chapter R 31, Section 7, Paragraph 23 provides exemptions for fire vehicles when purchased at a price of more than \$1000.00 per vehicle for the exclusive use of a municipal, university, public hospital, Local Services Board or volunteer group, and repair parts of such vehicles (RSO 1990 Chapter 31, Section 7 (1), Paragraph 23).

**THEREFORE BE IT RESOLVED** that the Ontario Association of Chiefs of Police call on the Government of Ontario to legislate a Retail Sales Tax exemption for municipal vehicles purchased for police use and related accessories.

**Vehicle Licence Exemption June 28, 2006**

**WHEREAS** the costs related to policing is escalating, and

**WHEREAS** the provincial government provides an exemption for licence fees for fire vehicles, and

**WHEREAS** an exemption is currently provided for Ontario Provincial Police vehicles.

**BE IT RESOLVED THAT** the Ontario Association of Chiefs of Police call on the Government of Ontario to provide the same exemption for annual licence fees for municipal police vehicles.



Honourary Patron

October 31, 2008

RECEIVED

The Honourable Lincoln M. Alexander

Chief of Police Brian Mullan  
155 King William Street  
Box 1060, LCD1  
Hamilton, Ontario Canada

NOV 10 2008

CHIEF'S OFFICE  
HAMILTON POLICE SERVICE

Chairperson

Dennis Concordia

Re: Moda Italia. Fashion Show 2008

Vice Chair

Matthew Moccio

Dear Chief Mullan,

On behalf of the Moda Italia 2008 fashion show committee and the Festitalia Corporation board of directors, I would like to extend my sincere gratitude to you. Your support and the presence of the Hamilton Police Service was at this event was greatly appreciated.

Past Chair:

Joe Baiardo

We hope to continue to fulfill the mandate of our organization in the Hamilton community. Moda Italia is an expression of culture, cuisine and couture strengthened by the support of esteemed community members like you.

Members:

Jenny Battaglia

We hope to have the opportunity to work with you again in future Festitalia endeavors.

Sam Cino

Angelo Crosta

Thank you very sincerely,

Tara Crugnale

Frank D'Amico

Pat DeCaria

Dennis Concordia  
Chair of Festitalia Corporation

Pat DeCaria

Chair of Moda Italia

Laura DiStefano

Sal Farrauto

Maria Motschman

Frank Raso

Mary Romeo

Festitalia Corporation  
P.O. Box 68057  
Blakely Postal Outlet  
Hamilton, Ontario L8M 3M7  
[www.festitalia.on.ca](http://www.festitalia.on.ca)

PSB Info (Nov)

November 11, 2008

Hamilton Police Service Auction Account  
159 King William St  
Hamilton, ON L8R 1A7

RECEIVED

NOV 14 2008

CHIEF'S OFFICE  
HAMILTON POLICE SERVICE

Dear Friends:

I am writing to thank you for your generous support of our 10<sup>th</sup> Anniversary Harvest Dinner: *The Blessed Fruits of Giving* I have enclosed your official income tax receipt.

This year's theme, reminds us all of the importance of giving, especially as a way of showing gratitude at Thanksgiving time.

The Annual Harvest Dinner is our way to celebrate the harvest season, and to give thanks for all the blessings we have. The Dinner helps raise funds for Good Shepherd programs and services that feed, clothe and heal thousands of vulnerable members of our community.

This year, more than 900 people came out, and we raised over \$100,000!

I want to thank you for being a part of this exciting and heart-warming tradition. Your support of our Harvest Dinner does much to help Good Shepherd live out its Mission of "Never Stop Loving."

On behalf of the Brothers of Good Shepherd and the people we serve, I thank you once again for your support.

Thank you for your Faith in People..

Sincerely,



Cathy Wellwood  
Chief Development Officer

Handwritten initials and signature: *PSB* and *mu*

PSB Info (November) *mu*



November 14, 2008

Hamilton Police Services  
155 King William Street  
Box 1060 LCD1  
Hamilton, Ontario L8N 4C1

Attention: Brian Mullan, Chief of Police

Dear Chief Mullan:

Re: Graffiti "Battle"

Please accept my congratulations and thanks for the efforts of the Hamilton Police Services in regards to the arrest and prosecution of individuals involved in defacing public property with graffiti.

Graffiti, and other vandalism, costs the Hamilton Conservation Authority (and area taxpayers) tens of thousands of dollars annually and results in a bad experience for citizens and tourists visiting the conservation areas. With your assistance we are beginning to make good progress in reducing this problem.

Please continue to encourage your officers to follow-up on this issue and keep up the good work.

Yours truly,

Tony Horvat, P.Eng.  
Director of Land Management Division

CC: Division One Superintendent Bill Stewart  
Division Two Superintendent Debbie Clark  
Division Three Superintendent Ken Bond

*Ok handwritten*  
*1. F-71*  
*2. Copy to P.S.B.*  
*for*

*PSB Info (Nov) mu*



**Morin, Lois**

---

**From:** Kenneth J. Leendertse [KLeendertse@hamiltonpolice.on.ca]  
**Sent:** Friday, October 31, 2008 11:23 AM  
**To:** Morin, Lois; Morelli, Bernie  
**Cc:** Mullan, Brian  
**Subject:** Fwd: APL: Court Security and Prisoner Transportation Costs

Lois: This should go on the board agenda as information.

Ken Leendertse  
Deputy Chief - Community Policing  
Ph: 905 546-4701 Cell: 905 807-0178  
Email: [kleendertse@hamiltonpolice.on.ca](mailto:kleendertse@hamiltonpolice.on.ca)

----- Original Message -----

Friday, October 31, 2008 10:34:21 AM

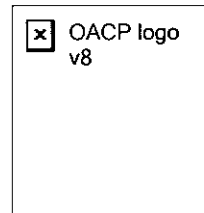
Message

**From:** oacpadmin <[oacpadmin@oacp.on.ca](mailto:oacpadmin@oacp.on.ca)>  
**Subject:** APL: Court Security and Prisoner Transportation Costs  
**Attachments:** image001.jpg 335K  
Media Release - court securty\_Oct\_31\_08.pdf 82K

**DATE:** October 31, 2008

**MEMORANDUM TO:** All Chiefs of Police  
Commissioner J. Fantino, OPP  
Assistant Commissioner M. McDonell, RCMP  
  
All OACP Members

**RE:** Court Security and Prisoner Transportation Costs



Vision: *Excellence in police leadership: working together for safer communities.*

The Ontario Association of Chiefs of Police (OACP) was joined today by the Ontario Association of Police Services Boards (OAPSB) in welcoming the commitment by the Government of Ontario to fulfill its responsibility to pay for court security and prisoner transportation costs which are costing police services millions of dollars annually and taking police officers away from core police duties.

The Provincial Government has committed to begin uploading costs associated with court security and prisoner transportation beginning in 2012 as part of its response to the Provincial-Municipal Fiscal and Service Delivery Review released today (please access the report on the Internet at [www.mah.gov.on.ca/Page181.aspx](http://www.mah.gov.on.ca/Page181.aspx)). The government has committed to fully upload these costs by 2018.

While we would have liked the government to fully cover court security costs and prisoner transportation sooner, today's announcement marks a significant accomplishment by Ontario's police leaders in convincing the Ontario Government to take responsibility for these services. Given the current economic conditions in the province, OACP is pleased that we now have a commitment from the government to free up these costs and allow our police services re-focus their resources on core police services.

The OACP and the OAPSB have established a joint Committee co-chaired by Chief White and Emil Kolb, Chair, Region of Peel, to take on the important task of ensuring that police leaders and police services boards work the government on uploading of court services and prisoner transportations costs.

Other members of the Working Group include Chief Ian Davidson of the Greater Sudbury Police Services and current OACP President, OAPSB President Mary Smiley and Chair of the Perth Police

Services Board, Chief Mike Ewles of the Durham Regional Police Service, and OAPSB Vice-President Cheryl Jamieson.

The Ontario government will spend the next decade taking back welfare costs downloaded on cities and towns in the 1990s, except for social housing costs. These uploaded costs have been factored into the recently announced \$500 million budget deficit.

For more information, please contact me at [jcouto@oacp.on.ca](mailto:jcouto@oacp.on.ca) or 416-926-0424 ext. 22.

Sincerely,

Joe Couto

Director of Government Relations and Communications

Ontario Association of Chiefs of Police

40 College Street, Suite 605

Toronto, ON M5G 2J3

Telephone 416-926-0424

Fax 416-926-0436

Email [jcouto@oacp.on.ca](mailto:jcouto@oacp.on.ca)

**OACP Key Messages – Uploading of Court Security/Prisoner Transportation Costs**

- The OACP welcomes today's announcement, which commits the Government of Ontario to starting the uploading of the costs for court security and transportation costs by the province starting in 2012. These costs will be fully uploaded by 2018.
- Court security is not a core police service and should not be funded from police budgets. This is a provincial responsibility and costs should be covered by the provincial government.
- The costs for police services to provide court security (as well as prisoner transportation services) continue to escalate.
- A 2007 survey of police services (municipal and OPP) in Ontario found that court security costs police services almost \$68 million annually while prisoner transportation costs our services more than \$18 million annually.
- The Provincial Government downloaded these costs onto lower levels of government during the 1990s, as part of a general program of downloading provincial costs onto the lower levels of government. This downloading has a direct impact on police budgets and the ability of police to provide core police services to their communities.
- The OACP first passed a resolution asking for the uploading of these costs in 2000.

### **Ontario Government Fact Sheet**

Ontario will remove court security and prisoner transportation costs from municipal budgets by 2018, phasing in the upload of these costs starting in 2012. The upload will save municipalities as much as \$125 million a year when fully implemented.

The announcement is part of the Provincial-Municipal Fiscal and Service Delivery Review consensus report, *Facing the Future Together*, released jointly today by the Ontario government, the Association of Municipalities of Ontario (AMO) and the City of Toronto.

**The Partners have agreed:**

- To work together to implement a phased-in upload which will make court security and offender transportation costs of up to \$125 million a year a provincial responsibility by 2018.
- To phase in the upload equally over seven years.
- To work together to gather information on current court security costs.
- To work with judges, police and other justice sector partners to develop consistent province-wide standards to make sure all Ontario courts are safe and secure.

**More facts:**

- Municipalities have been responsible for costs related to court security since 1990. Given the increasing emphasis on security, these costs have escalated.
- Across Ontario, over 100 municipal governments are paying court security costs.
- Some municipalities with a regional courthouse within their boundaries also shoulder costs for cases involving residents in surrounding municipalities.
- Provincial courts are administered by the Ministry of the Attorney General. Prisoner transportation is administered by the Ministry of Community Safety and Correctional Services.
- The Ministry of the Attorney General and the Ministry of Community Safety and Correctional Services will work with municipalities to conduct consultations on new standards for those affected by these changes including judges and police services.

\*\*\* eSafe scanned this email for malicious content \*\*\*  
\*\*\* IMPORTANT: Do not open attachments from  
unrecognized senders \*\*\*



## **Police Services Boards and Police Leaders Welcome Uploading of Court Security and Prisoner Transportation Costs**

**For Immediate Release: October 31, 2008**

**(Toronto, ON)** – Ontario's police leaders and police services boards today welcomed the commitment by the Government of Ontario to fulfill its responsibility to pay for court security and prisoner transportation costs which are costing police services millions of dollars annually and taking police officers away from core police duties.

The Ontario Association of Chiefs of Police (OACP) and the Ontario Association of Police Services Boards (OAPSB) are pleased that the Provincial Government has committed to begin uploading costs associated with court security and prisoner transportation beginning in 2012 as part of its response to the Provincial-Municipal Fiscal and Service Delivery Review released today. The government has committed to fully upload these costs by 2018.

"While we would obviously have liked the government to fully cover court security costs and prisoner transportation sooner, we appreciate that the current economic conditions means that the government must be fiscally responsible in its planning" said Chief Vern White of the Ottawa Police Service. "This announcement is a good step in ensuring that police services can re-focus their resources on core police services."

In September, the OACP and the OAPSB advised Premier Dalton McGuinty that they had established a joint Committee co-chaired by Chief White and Emil Kolb, Chair, Region of Peel, to work with the Ontario Government and municipal stakeholders on the uploading of court security costs and prisoner transportation. Other members of the Working Group include Chief Ian Davidson of the Greater Sudbury Police Services and current OACP President, OAPSB President Mary Smiley and Chair of the Perth Police Services Board, Chief Mike Ewles of the Durham Regional Police Service, and OAPSB Vice-President Cheryl Jamieson.

"Our associations will work to keep the uploading of court security and prisoner transportation costs a priority for the Provincial Government," said Kolb, who serves as Chair of the Peel Police Services Board. "We look forward to working closely with the government to ensure police services can deliver on the public's expectations for core policing services."

-30-

For information, please contact:

Joe Couto  
Director of Government Relations and Communications  
Ontario Association of Chiefs of Police  
416-926-0424 ext. 22

Ms. Christina Bisanz  
Executive Director  
Ontario Association of Police Services Boards  
905-717-9059



**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

October 15, 2008

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

RECEIVED

OCT 15 2008

HAMILTON POLICE SERVICES BOARD

Dear Chair and Members,

Thank you for your support and participation in the Ontario Association of Police Services Boards (OAPSB). Your Association has worked diligently on your behalf to continue to provide value-added services and representation on issues affecting Police Services Boards in Ontario.

Through our conference, seminar, web site and newsletters, we aim to keep you and your Police Services Board up to date on issues. These timely resources keep you current on changing policies and events to help your own Board respond to issues in an effective way.

Your OAPSB Board members, staff and volunteers are engaged in various committees and working groups providing input and perspective on the issues and decisions impacting policing and police governance. This representation is important to ensure that OAPSB's advocacy efforts and government relations activities support our mandate and your interests.

Your membership renewal is due February 28, 2009. Enclosed is a copy of the 2009 fee schedule and membership form.

At its meeting in September, 2008, the Board of Directors approved the fee schedule with a modest increase of 1.5% over 2008, to cover increased operating costs. In addition, we have created a new fee category for PSB's with a force size of 201-300 uniform and civilian members. This category will minimize the impact of moving up to a higher fee category for growing police services. Please be sure to check your services' fee category.

Once again, we thank you for your membership and look forward to continuing to serve you in 2009.

Sincerely,

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

Mary Smiley  
President



Ontario Association of  
 Police Services Boards  
 1000 Lakeshore Blvd. East  
 Toronto, Ontario M5G 1S7  
 Tel: (416) 392-2222  
 Fax: (416) 392-2223  
 Email: info@oatsb.com

## INVOICE

### MEMBERSHIP - 2009

Please confirm you completed all entry information and accept of this invoice for the  
 fiscal year with a check or in the appropriate amount payable to the  
 Ontario Association of Police Services Boards no later than February 28, 2009.

#### ANNUAL MEMBERSHIP FEES (January 1 to December 31, 2009)

<u>Total Force Size</u>	<u>Uniform Fee</u>	<u>Civilian Fee</u>
1-50	plus \$27.25 GST = \$32.25	plus \$46.75 GST = \$53.75
51-100	plus \$34.40 GST = \$40.40	plus \$57.00 GST = \$64.00
101-200	plus \$40.25 GST = \$48.25	plus \$74.00 GST = \$82.00
201-300	plus \$46.20 GST = \$54.20	plus \$91.00 GST = \$100.00
301-400	plus \$52.25 GST = \$60.25	plus \$107.00 GST = \$117.00

Authorized Force Strength: Uniform                       
 Civilian                     

Total Force Size:                       
 (uniform and civilian)

Amount Payable:

CST # R123123456

2008 Annual Membership Fee Enclosed

*Thank you for your support of the OATSB!*

**Morin, Lois**

---

**From:** Phillipson, Connie [psb@YRP.CA]

**Sent:** Tuesday, November 04, 2008 9:05 AM

**To:** Barbara Hume-Wright; Debbie Morton; Dorothy McDonald; Fred Biro; Joanne Campbell; Karen Beeson; Morin, Lois; Madeliene Widmeyer; Sharon Baiden; Shelley Porteous; Wendy Fedec

**Subject:** Invitation to Stakeholders

Fellow police services are always welcome.

Best wishes.

***Connie Phillipson***

**Executive Director**

**Regional Municipality of York Police Services Board**

**17250 Yonge Street, Newmarket, Ontario L3Y 4W5**

**E-Mail: [psb@yrp.ca](mailto:psb@yrp.ca) Web Site: [www.yrpsb.ca](http://www.yrpsb.ca)**

**905-895-1231, ext. 7906 Fax: 905-895-5249**

**Toronto Line: 905-773-1222, ext. 7906**

**Toll Free: 1-877-464-9675, ext. 7906**



# York Regional Police

Chief of Police  
Armand P. La Barge

17250 Yonge Street, Newmarket, Ontario, Canada L3Y 4W5  
1-866-8POLICE TTY 1-800-668-0398 Fax 905-853-5810 www.yrp.ca

## HIGH-RISK OFFENDERS

**Chairman Danny Wheeler, York Regional Police Services Board, and Chief Armand La Barge** invite everyone to hear a **York Regional Police** presentation on **high-risk offenders** at the Board's next public meeting on **Wednesday, November 26, 2008 at 1 p.m.**

Each month, the Board invites citizens to participate in a discussion of a public safety issue of interest to them. In a 2007 community survey, citizens of York Region identified their top five concerns as violent crime, guns and gangs, traffic safety, property crimes and drug control and enforcement. **High-risk offenders** may commit these and many other crimes.

If you want to learn more about **high-risk offenders**, then come out and hear the **York Regional Police** answer these and other questions:

*Who is a high-risk offender in the eyes of the police?*

*How many high-risk offenders are in York Region?*

*What kinds of crimes do high-risk offenders generally commit?*

*What is the Bail and Parole Unit and how does it monitor these offenders?*

*What can citizens do to reduce the opportunity for crimes by high-risk offenders in their neighbourhoods?*

**LOCATION:** The Regional Municipality of York Administrative Centre  
Committee Room A – Main Floor  
17250 Yonge Street, Newmarket. Additional visitors' parking is available south of the Administrative Centre on Eagle Street, west of Yonge Street

**Please RSVP by Monday, November 24, 2008 to:**

Connie Phillipson, Executive Director at [psb@yrp.ca](mailto:psb@yrp.ca) or  
905-895-1231 or 1-877-464-9675 (toll free), **ext. 7906.**

**All are welcome at our public meeting on Wednesday, November 26, 2008 at 1 p.m.**

*"Deeds Speak"*

# REGIONAL MUNICIPALITY OF YORK POLICE SERVICES BOARD

Report of the Executive Director – September 24, 2008

## 2009 PUBLIC INTEREST AGENDA AND SCHEDULE OF BOARD MEETINGS

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### RECOMMENDATION

1. That the Board approve the proposed public interest agenda and schedule of meetings for 2009.

### BACKGROUND

#### A. Board Meetings

Section 35 (1) of the *Police Services Act* requires the Board to hold at least four meetings each year. With the exception of July, August and December, the Board meets monthly to address policing and public safety issues of concern to the citizens of York Region.

#### B. Public Interest Agenda

In September 2004, the Board adopted a public interest governance model<sup>©</sup>, created by its Executive Director, which included the Board's vision "*to make a difference in our community*" and first mission statement "*to keep York Region safe and secure for living and commerce by encouraging and supporting excellence in policing.*" In January 2005, the Board implemented its first public interest agenda focusing on policing priorities in York Region.

The Board advertises its public interest agenda extensively through the internet and national and local media, including notices in community sections of local newspapers. Prior to each meeting, the Board also forwards an invitation highlighting a public safety issue to multiple stakeholders including: Mayors, Regional and Local Councillors; Provincial and Federal Members of Parliament (York Region); government ministries and their agencies (e.g. Ontario Civilian Commission on Police Services); school boards, schools and community colleges; libraries; social and community agencies (e.g. children's aid societies; youth and family services); recreation centres and community centres for youth and seniors; seniors' residences; hospitals; multicultural, ethnic and faith groups; emergency services; York Region employees; York Regional Police chaplains, auxiliaries and volunteers, the Community Safety Village, the York Regional Police Appreciation Night Committee, and other Boards and Police Services, amongst others. The Executive Director also highlights the Board's public interest agenda in her presentations at the York Regional Police Adult Education Seminars (PACES), at workshops and conferences.

York Regional Police presentations are exceptional in quality. Feedback continues to be positive, and some participants, including elected representatives, attend regularly and many appreciate the opportunity to participate in the discussion after each presentation.

Since 2005, these interactive sessions have engaged the Board and the citizens it represents in a discussion of wide-ranging issues, including: crime prevention and education; policing in a multicultural community; traffic management, enforcement and road safety; youth crime; the Community Safety Village; protecting our seniors; police recruitment and training; a day in the life of a police officer; organized crime; emergency preparedness; guns and gangs; child pornography, sex offender registry, and internet crimes; drugs and grow operations; forensics and crime scene analysis (C.S.I.); building safe communities – cops with hearts; counter-terrorism/criminal extremism; street racing; civilian oversight; policing achievements and priorities; domestic violence;

fraud and identity theft, victim services, search and rescue, waterways and air support policing, and today's presentation on armed robbery, home invasions and carjackings.

## **2009 PUBLIC INTEREST AGENDA**

The attached 2009 public interest agenda was developed in consultation with Chief Armand P. La Barge. It focuses on policing priorities that are highlighted in the 2008-2010 Business Plan and provides citizens with an opportunity to learn about the response of York Regional Police to such high-profile public safety issues as weapons and illegal firearms, violence against women, engaging our youth and protecting our seniors, hate crimes, drugs and vice, impaired driving, road rage and speed, and emergency response.

## **2009 SCHEDULE OF BOARD MEETINGS**

The Board generally meets on the last Wednesday of the month at 1 p.m. in Committee Room "A" in the Administrative Centre, Region of York, Newmarket. All citizens are welcome to attend the public meetings of the Board.

The Executive Director reviewed the proposed 2009 meeting schedule with the Chairman, the Regional Clerk, and the Chief of Police. Upon approval by the Board, the 2009 schedule of meetings and public interest agenda will be posted on the Board's web page at [www.yrpsb.ca](http://www.yrpsb.ca).

## **SUMMARY**

The Board aims to make a difference in our community through excellence in policing. To that end, the Board has been asked to approve an engaging public interest agenda that highlights policing priorities in its 2008-2010 Business Plan for the York Regional Police over nine meetings in 2009.

Connie Phillipson  
Executive Director

Attachment

Approved by PSB Sept. 24, 2008

# REGIONAL MUNICIPALITY OF YORK POLICE SERVICES BOARD

## 2009 PUBLIC INTEREST AGENDA

<b>Meeting Date &amp; Location</b>	<b>Topics for Discussion</b>
<b><u>Wednesday</u></b> <b>January 28</b> <i>Committee Room A - 1 pm</i>	<b>Election of Chairman and Vice-Chairman 2009 Policing Priorities</b>
<b><u>Wednesday</u></b> <b>February 25</b> <i>Committee Room A - 1 pm</i>	<b>Emergency Preparedness and Response</b>
<b><u>Wednesday</u></b> <b>March 25</b> <i>Committee Room A - 1 pm</i>	<b>Drugs and Vice</b>
<b><u>Wednesday</u></b> <b>April 29</b> <i>Committee Room A - 1 pm</i>	<b>Responding to Hate Crimes</b>
<b><u>Wednesday</u></b> <b>May 27</b> <i>Committee Room A - 1 pm</i>	<b>Impaired Driving, Road Rage and Speed</b>
<b><u>Wednesday</u></b> <b>June 24</b> <i>Committee Room A - 1 pm</i>	<b>Protecting Seniors</b>
<b><u>Wednesday</u></b> <b>September 23</b> <i>Committee Room A - 1 pm</i>	<b>Violence Against Women</b>
<b><u>Wednesday</u></b> <b>October 28</b> <i>Committee Room A - 1 pm</i>	<b>Weapons and Illegal Firearms</b>
<b><u>Wednesday</u></b> <b>November 25</b> <i>Committee Room A - 1 pm</i>	<b>Engaging Our Youth</b>

**Website: [www.yrpsb.ca](http://www.yrpsb.ca)**