



## **HAMILTON POLICE SERVICES BOARD**

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

Thursday, November 16, 2017  
2:00 o'clock p.m.  
Hamilton City Hall  
Council Chambers

Lois Morin  
Administrator

#### **AGENDA**

##### **1. CALL TO ORDER**

- 1.1 Changes to the Agenda

##### **2. PRESENTATIONS & DEPUTATIONS**

- 2.1 Members of the Month
- 2.2 IT Capital Projects (PSB 17-128)  
Consent Agenda Item 4.3 (c) (see below)
- 2.3 Body Worn Camera (PSB 17-124; see also PSB 16-127 and PSB 15-141)  
Discussion Agenda Item 5.3 (see below)

##### **3. GENERAL**

- 3.1 Declarations of Interest

##### **4. CONSENT AGENDA**

###### **4.1 Approval of Consent Items**

That the Board approve and receive the consent items as distributed.

###### **4.2 Adoption of Minutes – October 19, 2017**

The minutes of the meeting held Thursday, October 19, 2017, be adopted as printed.

**4.3 For the Information of the Board:**

- a) Auction Account Expenditures – For Board Approval: October 2017 (PSB 17-117)
- b) Budget Variance Report as at September 30, 2017 (PSB 17-123)
- c) IT Capital Projects (PSB 17-128)
- d) Correspondence from Art Domenicucci, Associate Dean, Social Services & Justice Studies, Mohawk College thanking the Hamilton Police Service for the partnership with the Advanced Police Studies students at Mohawk College.
- e) Correspondence from the Honourable Michael Coteau, Minister Responsible for Anti-Racism inviting Chair Ferguson to attend Moving Forward: Challenging power and privilege through anti-racism leadership.
- f) Safety, Licensing Appeals and Standards Tribunals Ontario Memorandum with respect to Ontario Civilian Police Commission – Office Relocation.
- g) Outstanding Issues as of November 16, 2017

**5. DISCUSSION AGENDA**

**5.1 Pre-Budget Approval 2018 Vehicles (PSB 17-120; see also PSB 02-052 & PSB 16-119)**

- a) That the Board pre-approve the expenditure of \$1,801,000.00 for the purchase of ten (10) 2018 sedan police cruisers, twenty (20) 4x4 utility police cruisers, four (4) specialty automobiles, twenty five (25) used plain door vehicles, and fourteen (14) bicycles.
- b) That the funds for the acquisition of the new vehicles be taken from two accounts; the Vehicle Replacement Account #53415 \$1,457,100.00 (annual replacement base) and \$343,900.00 (Police Vehicle Replacement Reserve Account # 110020).
- c) That the Board pre-approve the expenditure of \$800,000.00 for the purchase of a replacement fleet marine vessel.
- d) That the funds for the acquisition of the new marine vessel be taken from the Police Vehicle Replacement Reserve Account # 110020.
- e) That the Board pre-approve the expenditure of \$195,000.00 for the up-fitting of the above-referenced vehicles be taken from Fleet Upfitting Account #58102.
- f) That Fleet staff be authorized to participate in the provincial Police Co-Operative Purchasing Group for the above-mentioned police specific vehicles.
- g) That Fleet staff be authorized to purchase used plain door vehicles, as outlined in *PSB 02-052 - Used Vehicle Purchases*.

**5.2 HPS Projected Capital Expenditures: 2018 – 2027 (PSB 17-122; see also PSB 15-002; PSB 15-002a; PSB 15-002x; PSB 16-113)**

1. That the Hamilton Police Service Board approve the list of 2018-2027 Projected Police Capital Expenditures.
2. That the Hamilton Police Service Board forward the approved plan to the City of Hamilton for inclusion in the 2018-2027 Capital Budget Plan.

**5.3 Body-Worn Camera Steering Committee Third Year Report (PSB 17-124; see also PSB 16-127 and PSB 14-141)**

That the Board approve that continued investigation occur prior to accepting, rejecting or engaging in a Body Worn Camera pilot deployment program.

**5.4 Request from Mr. Robert Burgiss, to Provide a Deputation to the Board**

That the request from Mr. Robert Burgiss to provide a deputation to the Board to ask the Chief how it is not assault for someone to hit another person when the another person is not a imminent threat to them, be denied.

**5.5 Request from Mr. Robert Burgiss, to Provide a Deputation to the Board**

That the request from Mr. Robert Burgiss to provide a deputation to the Board to ask the Chair why on September 14, 2017 the Chair stated that the Chief did respond to email(s), be denied.

**5.6 Request from Mr. Robert Burgiss, to Provide a Deputation to the Board**

That the request from Mr. Robert Burgiss to provide a deputation to the Board to ask why the Chief does not respond to his emails and provide an explanation as to why there is not enough evidence for the charge of perjury, be denied.

**5.7 Request from Mr. Robert Burgiss, to Provide a Deputation to the Board**

That the request from Mr. Robert Burgiss to provide a deputation to the Board to ask if his complaint can be dealt with according to proper procedure, be denied.

**6. NEW BUSINESS**

**7. 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**

**4.2**

Thursday, October 19, 2017  
2:21pm  
Hamilton City Hall  
Council Chambers

The Police Services Board met.

There were present: Lloyd Ferguson, Chair  
Madeleine Levy, Vice Chair  
Fred Eisenberger  
Walt Juchniewicz  
Don MacVicar  
Stanley Tick  
Terry Whitehead

Absent with regrets: None

Also Present: Chief Eric Girt  
Deputy Chief Dan Kinsella  
Acting Deputy Chief Jamie Anderson  
Superintendent Greg Huss  
Superintendent Will Mason  
Acting Superintendent Marty Schulenberg  
Inspector Shawn Blaj  
Inspector Greg Hamilton  
Staff Sergeant Andrea Torrie  
Marco Visentini, Legal Counsel  
Lynda Bordeleau, Legal Counsel  
Rosemarie Auld, Manager, Human Resources  
Peter Bailey, Manager, Records  
Dan Bowman, Manager, Fleet and Facilities  
Jackie Penman, Corporate Communicator  
John Randazzo, Manager, Finance  
Duanne Sprague, Zone Advisor, MCSCS  
Lois Morin, Administrator

Chair Ferguson called the meeting to order.

Chair Ferguson asked everyone to stand to observe a Moment of Silence in memory of Robert John (RJ) Ruwhof who was a serving member for eighteen years with the Hamilton Police Service. Our thoughts are with his family. Thank you.

**1.1 Additions/Changes to Agenda**

- Additions/Changes to Agenda
  - CONSENT ITEM 4.3: Auction Account Fund: That the Board approve the purchase of tickets to attend the Hamilton Gallery of Distinction 2017, scheduled for Tuesday, November 14, Michelangelo Events & Conference Centre, at a cost of \$97.50, to be paid from the auction account.

- CONSENT ITEM 4.3: Auction account Fund: That the Board approve the purchase of tickets to attend Hamilton's Dancing with Easter Seals Stars, scheduled for Thursday, October 26, Michelangelo Banquet Centre, at a cost of \$150 per ticket, to be paid from the auction account.
- DISCUSSION ITEM 5.8: 2018 Police Services Board Meeting Schedule
- Correspondence from the Ontario Civilian Police Commission with respect to the two interrelated complaints about Hamilton Police Services Board Vice Chair Madeleine Levy and Member Juchniewicz.

After discussion, the Board approved the following:

Moved by: Member Tick  
Seconded by: Member MacVicar

That the Agenda for the Hamilton Police Services Board Public meeting be adopted, as amended.

**Carried.**

Chair Ferguson thanked everyone who was in attendance at the meeting.

Moved by: Member Eisenberger  
Seconded by: Member Tick

That the Chair arranges a meeting with the Canadian Polish Congress as soon as possible, and

That training be scheduled for all Board Members on Cultural Competency and *Police Services Act* Code of Conduct.

**Carried.**

Opposed – Member Juchniewicz and Member Whitehead

Moved by: Member Whitehead  
Seconded by: Member Juchniewicz

That the correspondence received from the Ontario Civilian Police Commission be made public.

**Carried.**

Moved by: Member Whitehead  
Seconded by: Member Juchniewicz

Requesting that Ontario Civilian Police Commission (OCPC) attend a future meeting and provide their findings to the Board. The decision to meet in camera or public will be made by the OCPC.

**Carried.**

## **Presentations**

Moved by: Member Whitehead  
Seconded by: Member Juchniewicz

That the Board waive the rules contained in the Police Services Board Deputation Policy and invite three members of the polish community to provide a deputation to the Board.

**Carried.**

Ms. Glogowski, Mr. Lizon, Mr. Iwanicki and Mr. Mirza provided a deputation to the Board.

Moved by: Member Whitehead  
Seconded by: Member Juchniewicz

That the Board receive the deputation(s) as provided.

**Carried.**

### **2.1 Member of the Month**

Chair Ferguson and Chief Girt presented the Member of the Month Award for June 2017 to Constable Chris McClure, Constable Mario Rizzo and Constable John Sabatini. Constables McClure, Rizzo and Sabatini were commended for their dedication to duty and commitment to the prevention, detection and suppression of crime and his relentless pursuit of offenders.

### **2.3 Deputation provided by Ms. Shirley Bailey to the Board, with respect to reckless driving habits.**

Ms. Bailey provided a deputation to the Board with respect to reckless driving habits.

Moved by: Member Juchniewicz  
Seconded by: Member MacVicar

That the deputation provided by Ms. Bailey be received, as provided.

**Carried.**

**General****3.1 Declarations of Interest**

None

**Consent Agenda****4.1 Approval of Consent Items**

Moved by: Member MacVicar  
Seconded by: Member Eisenberger

That the Board approve and receive the consent items as distributed.

**Carried**

**4.2 Adoption of Minutes – September 14, 2017**

The minutes of the meeting held Thursday, September 14, 2017, be adopted as printed.

**4.3 Auction Account Fund**

Support / Upcoming Events  
**RECOMMENDATION(S)**

- That the Board purchase tickets to attend Crime Stoppers of Hamilton, An Evening at the Races & Slots, scheduled for Saturday, November 4, 2017, Flamboro Downs, at a cost of \$50 per ticket, to be paid from the auction account.
- That the Board purchase tickets to attend the Canadian Caribbean Diaspora the Hamilton Caribbean Women's Group and the Jamaica Foundation of Hamilton Gala, scheduled for Sunday, November 5, 2017, Michelangelo's Banquet Centre, at a cost of \$75, to be paid from the auction account.
- That the Board purchase tickets to attend the 13<sup>th</sup> Annual Power of A Changed Life, scheduled for Wednesday, November 8, 2017, Carmen's Banquet Centre, at a cost of \$50 per ticket, to be paid from the auction account.
- That the Board purchase tickets to attend the Bridge to Hope Gala, scheduled for Thursday, November 9, 2017, Michelangelo's Banquet Centre, at a cost of \$60 per ticket, to be paid from the auction account.
- That the Board purchase tickets to Hamilton-Wentworth Chapter of Native Women 2<sup>nd</sup> Annual Gala Fundraiser, scheduled for Wednesday, November 15, 2017, Sheraton Hamilton Hotel, at a cost of \$150 per ticket, to be paid from the auction account.
- That the Board purchase tickets to attend the Young Artists of Hamilton Benefit Gala, scheduled for Friday, November 17, 2017, Liuna Station, at a cost of \$90 per ticket, to be paid from the auction account.

- That the Board approve the purchase of tickets to attend the Hamilton Gallery of Distinction 2017, scheduled for Tuesday, November 14, Michelangelo Events & Conference Centre, at a cost of \$97.50, to be paid from the auction account.
- That the Board approve the purchase of tickets to attend Hamilton's Dancing with Easter Seals Stars, scheduled for Thursday, October 26, Michelangelo Banquet Centre, at a cost of \$150 per ticket, to be paid from the auction account.

#### **4.4 For the Information of the Board:**

- a) Auction Account Expenditures – For Board Approval: September 2017 (PSB 17-1016)
- b) Correspondence from Roger Anderson, Chair, Durham Regional Police Services Board with respect to SIU notification procedures announced by Chief Martin.
- c) Outstanding Issues as of October 19, 2017

#### **Discussion Agenda**

#### **5.1 City Clerk's Division Council Follow-Up Notice, City Council Meeting of September 27, 2017**

After discussion, the Board approved the following:

Moved by: Member Juchniewicz  
Seconded by: Member MacVicar

That the Board receive Report 17-015 of the Planning Committee as amended, and forward it to Chief Girt for appropriate action.

**Carried.**

Opposed – Member Whitehead

#### **5.2 City Clerk's Division Council Follow-Up Notice, City Council Meeting of September 27, 2017**

After discussion, the Board approved the following:

Moved by: Member MacVicar  
Seconded by: Member Tick

That the Board receive the approved motion with respect to Hamilton Police Service Requested to Actively Enforce Current Laws Prohibiting the Sale of Marijuana under the Criminal Code and forward it to Chief Girt for appropriate action.

**Carried.**



**5.3 Hamilton Police Services Board: Board Member Travel and Expense Reimbursement Policy (16-137a)**

As recommended by Lois Morin in PSB 16-137a dated October 19, 2017, the Board approved the following:

Moved by: Member Whitehead

Seconded by: Member MacVicar

- a) That the Board approve the *draft* Police Services Board Member Travel and Expense Reimbursement Policy, attached hereto as Appendix "A".

**Carried.**

Opposed – Member Juchniewicz

**5.4 M.D. Charlton Inc. Single Source Approval for Axon Conducted Energy Weapons and Related Products (PSB 17-109)**

As recommended by Chief Girt in PSB 17-109 dated October 19, 2017, the Board approved the following:

Moved by: Member MacVicar

Seconded by: Vice Chair Levy

- a) THAT the Board APPROVE the single source procurement of Conducted Energy Weapons (CEW), including batteries, cartridges, holsters, targets and other directly related products, manufactured by Axon Enterprise, Inc. and distributed by M.D. Charlton Inc., pursuant to Procurement Policy #11 – Non-Competitive Procurement, until December 31, 2021 and that the Chief of Police be authorized to negotiate, enter into and execute any required Contract and any ancillary documents required to give effect thereto with, in a form satisfactory to the City Solicitor.

**Carried.**

**5.5 Restructuring – Records Business Centre (PSB 17-110)**

As recommended by Chief Girt in PSB 17-110 dated October 19, 2017, the Board approved the following:

Moved by: Member Eisenberger

Seconded by: Member MacVicar

1. That the Board approve the restructuring of the one position in the Records Business Centre, specifically the conversion of an existing vacant Quality Control Clerk position, payband 4E, to a new position: Records Management System (RMS) Support Clerk, payband 4E.

2. That the salary for this new position be transferred from budget account 376654 to account 376656.

**Carried.**

**5.6 Request from Mr. Robert Burgiss, to Provide a Deputation to the Board**

After discussion, the Board approved the following:

Moved by: Member Juchniewicz

Seconded by: Member Tick

That the request from Mr. Robert Burgiss to provide a deputation to the Board to ask Acting Chief Kinsella why he refuses to investigate his criminal complaints against his MPP and the perjury case, be denied.

**Carried.**

**5.7 Request from Mr. Robert Burgiss, to Provide a Deputation to the Board**

After discussion, the Board approved the following:

Moved by: Member Whitehead

Seconded by: Member Juchniewicz

That the request from Mr. Robert Burgiss to provide a deputation to the Board to ask why the Chair dealt with his complaint against the Chief and did not provide it to the Board, be denied.

**Carried.**

**5.8 2018 Police Services Board Meeting Schedule (PSB 17-104)**

As recommended by Lois Morin in PSB 17-104 dated October 19, 2017, the Board approved the following:

Moved by: Member MacVicar

Seconded by: Member Levy

That the Board consider the following meeting schedule which provides for the regular public meetings of the Board to be held at 2:00pm on a Thursday of each month for 2018 (August excepted). All meetings will be held at Hamilton City Hall, Council Chambers, 71 Main Street West.

Thursday, January 18, 2018  
Thursday, February 15, 2018  
Thursday, March 22, 2018  
Thursday, April 19, 2018

Thursday, May 10, 2018  
Thursday, June 21, 2018  
Thursday, July 26, 2018  
Thursday, September 13, 2018  
Thursday, October 11, 2018  
Thursday, November 8, 2018  
Thursday, December 20, 2018

**Carried.**

## **New Business**

### **New Business**

Member Whitehead thanked the Hamilton Police Service for participating in the community meeting that was held by Councillor Skelly and included wards 6, 7 & 8. Member Whitehead brought forward his concerns with respect to the recent problems in and around ward 8

Chief Girt provided comments and congratulated his command staff who participated and attended the community meeting.

Chief Girt provided comments with respect to the recent problems in and around ward 8.

### **Chair Ferguson provided the following comments:**

- On behalf of the Board I would like to congratulate and thank the Hamilton Police Service, Hamilton Police Association, Hamilton Police Senior Officers Association and the Hamilton Police Retirees Association for honouring those officers who gave their lives in the line of duty in a rededication ceremony that took place at Central Station. The ceremony included the unveiling of a Book of Remembrance and ceremonies at the gravesite of each fallen officer. At this ceremony Chief Girt stated "Each one of these officers was willing to step forward and serve the Hamilton community, while we're thankful we haven't had to add another name to the list, we will always remember those members who paid the ultimate sacrifice for our city and ensure the magnitude of their sacrifice will not be forgotten." Congratulations and well done!!

### **Next Meeting of the Board**

Chair Ferguson announced that the next meeting of the Board is scheduled for Thursday, November 16, 2017, 2:00pm, at Hamilton City Hall, Council Chambers.

**Adjournment**

Moved by: Member MacVicar  
Seconded by: Member Juchniewicz

There being no further business, the public portion of the meeting then adjourned at 3:32pm.

**Carried.**

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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 19, 2017  
lem:

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Lloyd Ferguson, Chair  
Police Services Board

## HAMILTON POLICE SERVICES BOARD

### - INFORMATION -

**DATE:** 2017 November 16  
**REPORT TO:** Chair and Members  
Hamilton Police Services Board  
**FROM:** Eric Girt  
Chief of Police  
**SUBJECT:** *Auction Account Expenditures – For Board Approval  
October 2017  
PSB 17-117*

#### **BACKGROUND:**

The Hamilton Police Service is one of several municipal police organizations that utilize the services of Police Auctions Canada, an internal based company that holds public auctions on line to sell property that is acquired by police services in compliance with the *Police Services Act*.

The monthly report capturing all expenditures that have not yet been approved by the Board is attached.

For Board Approval, the expenditures from the Auction Account from October 1 to October 31, 2017, totaled \$609.07.



Eric Girt  
Acting Chief of Police

EG:AT

**FOR BOARD APPROVAL EXPENDITURES  
FROM HAMILTON POLICE SERVICE AUCTION ACCOUNT  
OCTOBER 2017**

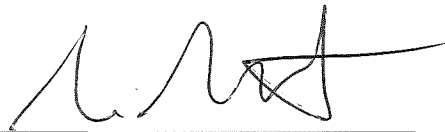
DATE	NAME	DETAIL	TOTAL	DESCRIPTION
11/16/2017	Rose's Crafts & Things	Rose's Crafts & Things; Invoice: September 1, 2017; Bereavements X9	\$ 609.07	NON-APPROVED
TOTAL			\$ 609.07	

**HAMILTON POLICE SERVICES BOARD**  
**- INFORMATION -**

**DATE:** November 16, 2017  
**REPORT TO:** Chair and Members  
Hamilton Police Services Board  
**FROM:** Eric J. Girt  
Chief of Police  
**SUBJECT:** *Budget Variance Report as at September 30, 2017*  
*PSB 17-123*

**BACKGROUND:**

As at September 30, 2017, net expenditures are \$114,073,316 or 72.50% of the 2017 Operating budget of \$157,333,370. The budget variance summary is provided in the attached Appendix. Overall, revenues and expenditures are on budget.



Eric J. Girt  
Chief of Police

EG/J. Randazzo

Attachment: *Appendix A*

Hamilton Police Service

Budget Variance Report

Period Ended September 30, 2017

Appendix A

YTD Budget % : 75.00%

	Annual Budget	YTD Budget	YTD Actual	Available Balance	% Spent	Comments
<b>Revenues</b>						
Grants and subsidies	\$ 7,563,824	\$ 5,687,856	\$ 5,728,722	\$ 1,835,102	75.54%	In line with budget.
Fees and general revenues	2,706,844	2,015,127	1,946,791	760,053	72.46%	Revenues is less than anticipated due to cyclical demand as well as timing of collection in Gen Occur/Photo ID Sales, Tow Fees, Sale of Accident Reports and Special Duty revenues. This is offset by increase in Police Fees/Visa Clearance revenues, as well as ProAction Cops/Kids event.
Reserves/Capital recoveries	799,200	599,409	599,409	199,791	75.00%	In line with budget.
<b>Total revenues</b>	<b>11,069,868</b>	<b>8,302,392</b>	<b>8,274,922</b>	<b>2,794,946</b>	<b>74.75%</b>	
<b>Expenses</b>						
Employee Related Costs	150,960,457	113,220,219	110,811,616	40,148,841	73.40%	The YTD Budget includes Collective Agreement budgeted % increase to be determined at the end of the year.
Materials and supplies	5,887,543	4,416,468	3,412,681	2,474,862	57.96%	Some expenditures are less than YTD Budget. Though they are expected to be incurred over remaining months, they are anticipated to be within Budget.
Vehicle expenses	1,997,000	1,497,762	1,289,505	707,495	64.57%	
Buildings and grounds	2,426,494	1,819,845	1,687,190	739,304	69.53%	
Consulting expenses	27,600	20,700	18,318.88	9,281	66.37%	
Contractual expenses	793,590	595,215	408,381	385,209	51.46%	
Agencies and support payments	34,300	25,722	25,722	8,578	74.99%	
Reserves/Recoveries	4,297,084	3,222,837	3,222,837	1,074,247	75.00%	
Cost allocation	660,250	495,189	495,189	165,061	75.00%	
Capital Financing	1,027,200	770,400	770,400	256,800	75.00%	
Financial/Legal Charges	291,720	218,808	206,397	85,323	70.75%	
<b>Total expenses</b>	<b>168,403,238</b>	<b>126,303,165</b>	<b>122,348,238</b>	<b>46,055,000</b>	<b>72.65%</b>	<b>Overall, expenditures are within Budget.</b>
<b>Total Net Expenditure</b>	<b>\$ 157,333,370</b>	<b>\$ 118,000,773</b>	<b>\$ 114,073,316</b>	<b>\$ 43,260,054</b>	<b>72.50%</b>	<b>Net Budget is on target for the year.</b>



**HAMILTON POLICE SERVICES BOARD****- INFORMATION -**

**DATE:** *November 16, 2017*  
**REPORT TO:** Chair and Members  
Hamilton Police Services Board  
**FROM:** Eric Girt  
Chief of Police  
**SUBJECT:** *IT Capital Projects*  
*PSB 17-128*

**BACKGROUND:**

In 2016, a 3 year IT Roadmap was developed to identify capital projects that would be required to support the business strategy. This roadmap serves as a baseline to identifying project priorities. Included in this roadmap are three significant organizational projects:

- New storage system
- Digital Evidence Management System
- Video Surveillance system

**1. NEW STORAGE SYSTEM**

Our current storage technology is a second generation of Storage Area Network (SAN) that has come to its end of life. The Hamilton Police Service will need to invest in a storage solution that is not only cost-effective, but will meet the increasing demands of the organization. Over the past few years, the Service has experienced a significant increase in storage demands. This demand for storage is the result of the proliferation of unstructured data. The unstructured data is typically in the form of video captured from crime scenes. The exponential increase in video capture is not sustainable with the traditional SANs currently deployed within the Service. In order to support this demand, the Service must consider alternatives, including hybrid or tiered storage and Public Cloud Storage (i.e. Microsoft Azure, Amazon). While this will address the hardware infrastructure storage side, the Service must also consider an intelligent software solution that can manage the digital evidence from many data sources. Today, this explosion of unstructured data is coming from CCTV, photos, interview rooms, holding cells, surveillance and videos retrieved by many units within the Service including Scenes of Crime Officers (SOCO), Tech Crime Unit (TCU), Divisional Detectives, Break Enter Auto & Robbery (BEAR) and the Surveillance team. This

demand has now reached every police officer who can potentially retrieve video from crime scenes.

In the very near future, the Service will need to be prepared for the potential influx of data from cell phones received via the 911 Call Centre commonly known as Next Generation 911 (NG911). Body Worn Cameras (BWC) could be another potential source of video storage demand. Social media and the information and data available via the Internet could impact the data storage needs of the Service.

Our existing storage technology is being stressed beyond its current capabilities. The new storage infrastructure must have the capability to scale to avoid the strain that comes with retaining large amounts of data for long periods of time. The infrastructure must be flexible to support multi-tiered storage to integrate different types of storage solutions from on-premises (using any combination of high performance disks, high capacity disks, file-based tape) to the private/public cloud. As the video data ages, its location moves from primary tier storage to a lower-cost secondary tier storage. Without this in place, our storage costs will continue to skyrocket.

The cost of the new storage system would be \$400,000. This money will be funded by the capital reserve.

## **2. DIGITAL EVIDENCE MANAGEMENT SYSTEM**

Today, HPS is faced with many challenges:

- Data from many sources;
- Demand for storage devices to allow police personnel to capture evidence from crime scenes;
- Manual upload process;
- Disjointed retrieval process;
- Duplication of data;
- Disk storage demands;
- Lack of data management & workflow;
- Limited organizational knowledge of the unstructured data being captured in the field;
- Inability to link digital evidence to records management system; and
- Linking digital evidence to eDisclosure.

The Digital Evidence Management System (DEMS) will provide the automatic capture of meta-data, thus providing the organization with the ability to do analytics on all of the incoming digital evidence. Furthermore, this system will allow the Service to

capture the many sources of data feeds, advance the data appropriately to storage, maintain the library of information, provide an easy method to extract the data and share it with the systems that require the digital evidence (i.e. Records Management System, eDisclosure).

The benefits of a DEMS include:

- **Continuity of evidence from “capture to court” of digital assets.** The DEMS will be the conduit to receive all digital evidence required by the Service from the point of capture to the Courts via electronic disclosure.
- **Securely and consistently manage all digital evidence.** Provide secure access to all digital information that is fully auditable. Provide a consistent approach to how all digital information is accessed by the Service.
- **Remove silo IT systems and associated business practices.** Simplify IT administration, support and security management.
- **Support flexible storage solutions.** On premise, tiered storage or cloud based solutions.
- **Integration with other systems.** Provides a single point of data streaming for other systems including Records Management System, Video Surveillance System and the Crown (i.e. eDisclosure).
- **Prepare the Service for future investments.** Facilitate the support of new data sources of information including, Internet (social media), NG911, in-car video and BWC.
- **Eliminate costs and resources for DVD/USB burning.** Officers will be able to view uploads of videos without making physical copies thus eliminating the many hours the Forensics Branch spends burning the digital evidence.

The cost of the Digital Evidence Management System will be \$240,000 annually. This money is budgeted in 2017 and these charges are perpetual and will carry forward.

### 3. VIDEO SURVEILLANCE PROJECT

The Video Surveillance project is a major upgrade to our current system. Analog cameras, cabling infrastructure, monitoring stations and the storage will need to be replaced at our three patrol divisions (Central, East End and Mountain Stations). Currently our storage is a single point of failure and has reached its end of life. The new system will be managed centrally with new digital cameras and a high availability design to eliminate a single point of failure.

The cost of the video Surveillance System will be \$250,000. Of this, \$150,000 is included in the 2018 budget as a one-time expenditure. The remaining \$100,000 was set aside (\$50,000 from 2016 and \$50,000 from 2017). In 2016 the MOK decision (re: privacy

masking in holding cells) became a requirement for Police Services. As a result, the video upgrade was delayed in order to better understand these requirements.

All three projects will pave the way for the Service and all are integral in resolving technology issues and challenges faced by the organization.

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

Eric Girt  
Chief of Police

EG/Ross Memmolo

cc: Ross Memmolo, Manager – Information Technology  
Jamie Anderson, Acting Deputy Chief – Field Support  
John Randazzo, Manager, Finance

October 24, 2017

**RECEIVED**

NOV 01 2017

Chief Eric Girt  
155 King William Street  
Box 1060, LCD1  
Hamilton, Ontario Canada  
L8N 4C1

*Copy to PSB please  
for November.*

Dear Chief Girt:

I would like to take this opportunity to recognize and thank Hamilton Police Service for your partnership with the Advanced Police Studies students at Mohawk College.

*05 Nov 2017*

By providing experiential learning opportunities to our students you have given them invaluable experience that will serve them well beyond their studies when they enter the workforce.

Our faculty and staff at Mohawk College are extremely grateful for your continued commitment to our students and program.

Sincerely,



Art Domenicucci  
Associate Dean  
Social Services & Justice Studies



Minister's Office

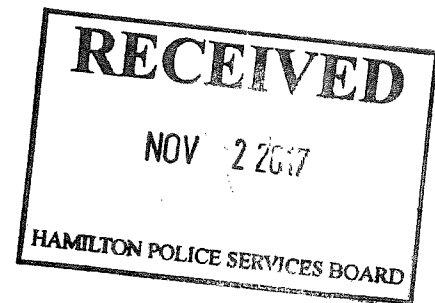
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October 31, 2017

Mr. Lloyd Ferguson  
Chair  
Hamilton Police Service Board  
155 King William Street  
Box 1060, LCD1  
Hamilton, ON L8N 4C1



Dear Mr. Ferguson:

As the Minister Responsible for Anti-Racism, I'm pleased to invite you to ***Moving Forward: Challenging power and privilege through anti-racism leadership***. This is Ontario's inaugural anti-racism conference hosted by the Anti-Racism Directorate.

The conference will be an opportunity to convene community and broader public sector leaders, researchers and advocates who bring deep anti-racism expertise and experience for a day of courageous dialogue around addressing systemic racism, and advancing anti-racism leadership in Ontario.

**Date:** Dec. 1, 2017

**Time:** 8:30 a.m. – 4:30 p.m.

**Location:** Beanfield Centre, 100 Princes' Blvd., Toronto, ON M6K 3C3

As you are aware, Ontario passed an Anti-Racism Act earlier this year and continues to make progress on the implementation of *A Better Way Forward: Ontario's 3-Year Anti-Racism Strategic Plan*. This conference will demonstrate the government's continued commitment to tackling systemic racism in Ontario.

Please contact Sara Alimardani ([sara.alimardani@ontario.ca](mailto:sara.alimardani@ontario.ca)) in my office to RSVP.

I look forward to seeing you at this important event.

Sincerely,

Michael Coteau  
Minister Responsible for Anti-Racism

## 4.3(f)

### **Safety, Licensing Appeals and Standards Tribunals Ontario**

*Ontario Parole Board  
Ontario Civilian Police Commission  
Licence Appeal Tribunal  
Fire Safety Commission  
Animal Care Review Board*

250 Dundas Street West  
4th Floor, Suite 401  
Toronto ON M5T 2Z5  
Tel.: 416-327-6500  
Fax: 416-327-6379  
Toll Free Tel: 1-844-242-0608  
Website: [www.slasto.gov.on.ca](http://www.slasto.gov.on.ca)

### **Tribunaux de la sécurité, des appels en matière de permis et des normes Ontario**

*Commission ontarienne des libérations conditionnelles  
Commission civile de l'Ontario sur la police  
Tribunal d'appel en matière de permis  
Commission de la sécurité-incendie  
Commission d'étude des soins aux animaux*

250, rue Dundas Ouest  
4e étage, Bureau 401  
Toronto ON M5T 2Z5  
Tél. : 416-327-6500  
Téléc. : 416-327-6379  
Sans frais Tél. : 1-844-242-0608  
Site web: [www.slasto.gov.on.ca](http://www.slasto.gov.on.ca)



*Le français à suivre.*

### **MEMORANDUM**

**DATE:** October 20, 2017

**TO:** OCPC Stakeholders

**FROM:** Stephen Jovanovic  
Associate Chair  
Ontario Civilian Police Commission

Celia Lieu  
Registrar / Operations Manager  
Ontario Civilian Police Commission

**RE:** **Ontario Civilian Police Commission – Office Relocation**

---

#### **Interim Relocation**

We are writing to inform you that effective **October 20, 2017**, the Ontario Civilian Police Commission (OCPC) administrative office, currently located at 250 Dundas Street West, 6<sup>th</sup> Floor in Toronto, will be temporarily moving to **20 Dundas Street West, 5<sup>th</sup> Floor, Suite 530, 5<sup>th</sup> floor, Toronto, M5G 2C2**

#### **Why relocation?**

The OCPC is one of five tribunals within the Safety, Licensing Appeals and Standards Tribunals Ontario (SLASTO) cluster. By moving to 20 Dundas St., the OCPC will join other tribunals within SLASTO.

The move also serves as an interim strategy in preparation for a larger co-location to 25 Grosvenor St. in Toronto, where SLASTO will join other tribunals within the Ministry of the Attorney General. The move to 25 Grosvenor is expected in summer 2018. More details will be communicated to stakeholders in the coming months.

By co-locating, SLASTO will achieve greater efficiency and improve service levels by fostering closer working relationships among adjudicators and staff and sharing expertise and best practices.

### **What does this mean for you?**

All documents including applications, submissions, factums, book of authorities should be sent to 20 Dundas St. West.

For matters proceeding to hearing, please be sure to review your 'Notice of Hearing', as this will specify the location. Hearings will still take place at 250 Dundas St. West, 6<sup>th</sup> Floor, while others may be held at 20 Dundas St. West, 5<sup>th</sup> Floor or elsewhere throughout the province.

### **Contact Information**

Contact information will remain the same.

Public telephone number: 416-314-3004

Toll-free telephone number: 1-800-515-5005

Fax number: 416-314-0198

Toll-free fax number: 1-800-720-5292

If you have any questions, you may also contact us at: [SLASTOinfo@ontario.ca](mailto:SLASTOinfo@ontario.ca).





## HAMILTON POLICE SERVICES BOARD

### OUTSTANDING ISSUES as of November 16, 2017

ITEM	ORIGINAL DATE	ACTION REQUIRED	STATUS	EXPECTED COMPLETION DATE
1. Other Business	May 26, 2016	That Member Whitehead work with the Board Administrator to implement the use of Electronic devices for monthly agendas.	PSB 16-001 – Ongoing	3 <sup>rd</sup> Quarter of 2016
2. Body-Worn Camera Steering Committee Second Year Report (PSB 16-127)	December 15, 2016	That the Board request staff to report back and provide a proposal, which will include options for scope and size (small, medium and large), policy and expected costs, on the feasibility of entering into a pilot project with respect to Body-Worn Cameras. This report is to be provided by the 3 <sup>rd</sup> quarter of 2017.		3 <sup>rd</sup> Quarter of 2017
3. Statistics on Sexual Assault Data Collection	February 9, 2017	The Hamilton Police Services to review all unfounded sexual assault cases dating back to 2010, and that Chief Girt be requested to report back to the Board as soon as possible on the findings		
4. Presentations	October 19, 2017	The Chair arrange a meeting with the Canadian Police Congress, as soon as possible, and training be scheduled for Board Members on cultural competency and PSA Code of Conduct.		

4.3 (g)

**HAMILTON POLICE SERVICES BOARD****- RECOMMENDATION -**

**DATE:** 2017 November 16  
**REPORT TO:** Chair and Members  
Hamilton Police Services Board  
**FROM:** Eric Girt  
Chief of Police  
**SUBJECT:** *Pre-Budget Approval 2018 Vehicles*  
(PSB 17-120; see also PSB 02-052, PSB 16-119)

**RECOMMENDATIONS:**

- a) That the Board pre-approve the expenditure of \$1,801,000.00 for the purchase of ten (10) 2018 sedan police cruisers, twenty (20) 4x4 utility police cruisers, four (4) specialty automobiles, twenty five (25) used plain door vehicles, and fourteen (14) bicycles.
- b) That the funds for the acquisition of the new vehicles be taken from two accounts; the Vehicle Replacement Account #53415 \$1,457,100.00 (annual replacement base) and \$343,900.00 (Police Vehicle Replacement Reserve Account # 110020).
- c) That the Board pre-approve the expenditure of \$800,000.00 for the purchase of a replacement fleet marine vessel.
- d) That the funds for the acquisition of the new marine vessel be taken from the Police Vehicle Replacement Reserve Account # 110020.
- e) That the Board pre-approve the expenditure of \$195,000.00 for the up-fitting of the above-referenced vehicles be taken from Fleet Upfitting Account #58102.
- f) That Fleet staff be authorized to participate in the provincial Police Co-Operative Purchasing Group for the above-mentioned police specific vehicles.
- g) That Fleet staff be authorized to purchase used plain door vehicles, as outlined in PSB 02-052 - *Used Vehicle Purchases*.



Eric Girt  
Chief of Police

#### **FINANCIAL / STAFFING / LEGAL IMPLICATIONS:**

**FINANCIAL** – The total cost of procuring the above-noted vehicles and bicycles is estimated to be \$1,801,000.00. The request for these replacement vehicles has been included in the 2018 budget submissions for the fleet branch.

Funding in the amount of \$800,000.00 has also been requested for the replacement of the 1999 Hike marine vessel. This capital purchase is in addition to funds requested to maintain the cruiser and plain door police vehicles.

The current balance in the Police Vehicle Replacement Reserve Account (PVRRA) # 110020 is \$1,601,502.00. If the request for the funding is approved (\$343,900.00 + \$800,000.00), the balance in account #110020 after the purchases will be \$457,602.00.

Revenue of approximately \$150,000.00 will be realized for vehicles disposed of during 2018. These funds will be deposited into the PVRRA.

**STAFFING** – n/a

**LEGAL** – n/a

#### **BACKGROUND:**

In 2017 the police board approved a vehicle replacement funding strategy that established a yearly base amount that would be sustainable over future years with minor increases to match vehicle manufacturer's increases. The report requested two years of additional funding (2017 and 2018) from the Police Vehicle Replacement Reserve Account needed to ensure this model erased the liabilities created by deferring vehicle purchases in previous years into 2017 and 2018. (See PSB 16-119 Request to Access Funds from Police Vehicle Reserve Account)

The base funding was established at \$1,457,100.00 and the estimated one time contributions from the Police Vehicle Replacement Reserve Account of \$350,000 in 2017 and 2018. The request for the 2018 transfer to support the yearly vehicle replacement has been established at \$343,900.00, slightly below the estimate from 2017.

Command staff, within Corporate Services, is requesting the pre-approval of these funds to allow ordering of replacement vehicles and equipment in the fall of 2017 to allow for early delivery and deployment in 2018.

Many of the used vehicles will be purchased during December 2017 and January 2018 when resale prices are at their lowest. This maximizes the purchasing power of the available funding.

New police package units will be purchased through the provincial Police Co-operative Purchasing Group (PCPG). All major participants in the PCPG have been asked for

their projected numbers, as well as a commitment to purchase the police cruisers in the fall, with delivery early in the new year. The calling agency for the Police Co-Operative Purchasing Group for 2018 was the Ministry of Government Services - Ontario Shared Services Vehicle Acquisition Program and Peel Police Service on behalf of the PCPG for Ford police products.

The balance of the vehicles being recommended for pre-budget approval will be procured using the guidelines set forth in *PSB 02-052* for the purchase of used vehicles.

Staff are also requesting funding for the purchase of a replacement marine vessel. The marine unit currently has two primary marine vessels: a Zodiac rigid hull inflatable purchased in 2015 and the Hike aluminum hull purchased in 1999. The Hike is a 30' vessel that is used for search and rescue, recovery and enforcement. It is the best suited vessel for heavy weather and cold use because of its cabin. The Hike was originally powered by twin Volvo diesel engines and later converted to gasoline. The vessel has been repowered 4 times (new engines and outdrives) because of the extensive hours of use. It has one more season (2018) before a re-power will be necessary. The existing engines and outdrives are no longer available which increases the repowering cost to approximately \$50,000.00. The Hike is 18 years old and has surpassed the expected life of 15 years. The replacement of this vessel was previously identified in the police 10 year capital replacement schedule which initially identified replacement in 2016. Pre-budget approval will allow work to begin on preparing a request for proposal/tender prior to approval of the 2018 police budget. The process required to select, award and build a replacement vessel of this magnitude is significant and will require work to start soon in order to ensure delivery prior to the 2019 marine season.

EG/D. Bowman

cc: James Anderson, Superintendent, Corporate Services

John Randazzo, Chief Accountant

Dan Bowman, Manager Fleet/Facilities

Doris Ciardullo, Hamilton Police Procurement

**HAMILTON POLICE SERVICES BOARD****- RECOMMENDATION -**

**DATE:** 2017 November 16  
**REPORT TO:** Chairman and Members  
Hamilton Police Services Board  
**FROM:** Eric Girt  
Chief of Police  
**SUBJECT:** *HPS Projected Capital Expenditures: 2018 – 2027*  
*(PSB 15-002, PSB 15-002a, PSB 15-002x, PSB 16-113)*  
*PSB 17-122*

**RECOMMENDATION:**

1. That the Hamilton Police Service Board approve the list of 2018-2027 Projected Police Capital Expenditures.
2. That the Hamilton Police Service Board forward the approved plan to the City of Hamilton for inclusion in the 2018-2027 Capital Budget Plan.



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Eric Girt  
Chief of Police

**FINANCIAL / STAFFING / LEGAL IMPLICATIONS:**

**FINANCIAL** – See details below.

**STAFFING** – n/a

**LEGAL** – n/a

**BACKGROUND:**

Each year the City of Hamilton requests that the Hamilton Police Service identify capital projects for the next 10 years. These projects are submitted to the City as part of the

annual capital budget process for consideration, priority and funding approval through the City's annual capital budget process.

The format of a combined formal board report identifying all projected capital costs began in early 2015 in addition to seeking PSB approval through formal board reports as individually required.

A summary of the capital projects, with a brief description explaining the need and identifying the recommended year of acquisition, as well as the estimated total cost is provided below:

<b>Year</b>	<b>Project</b>	<b>Projected Funding</b>
2018	Marine Vessel Replacement (Hike)	\$800,000
2018	Servers/Storage	\$400,000
2018	Video Infrastructure	\$150,000
2018	9-1-1 Radio Room Recording Equipment Upgrade	\$200,000
2019	Computer Aided Dispatch (CAD) Upgrade	\$400,000
2019	Master Site Upgrade (this total cost is to be shared with Fire, Public Works)	\$3,000,000
2019	Personal Issued Portable Radio Replacement (this is the total cost at the end of a 5 Year phase-in plan 2019 - 2023)	\$6,000,000
2020	Command Van	\$750,000
2020	Ice Rescue Equipment	\$80,000
2020	Communications Centre Expansion	\$500,000
2025	Police Station 40 (New Division 4)	\$25,000,000

### **2018 - Marine Vessel Replacement (Hike): \$800,000**

The Marine Unit provides vital support on the waterways within Hamilton Harbour, Lake Ontario, conservation areas, and other water ways within the City of Hamilton. The Marine Unit is responsible for enforcement on the water, search and rescue, criminal investigations and assisting vessels in distress. The current vessel has had the motors replaced once and has had a number of maintenance issues due to the age of the vessel. To continue to conduct the duties safely, efficiently and effectively, the HPS is proposing the purchase of a Titan 290 - (9 meter RHIB). This vessel will provide the HPS with the ability to provide Community Safety under numerous circumstances.

*This item will be included in the 2018 budget request and is recommended it be funded from the Police Vehicle Reserve.*

### **2018 – Hardware Acquisition – Server/Storage: \$400,000**

Hamilton Police Service current storage system has reached end of life and cannot be expanded with additional storage capacity. Therefore, a new platform is required. This system currently houses our critical corporate data including Niche, CAD, Laserfiche, and email.

Furthermore, it is anticipated an additional 200TB of data storage will be required to meet data storage demands as it continues to increase significantly and is expected to double from current capacity. Further, the increase in digital evidence being secured to prosecute crimes and assist with investigations has grown exponentially. Areas that continue to drive storage demands include BEAR, Tech Crime Unit, Video Surveillance, Forensics, Crime Information and Analysis Unit (CIAU), For the Record (FTR) system, and downloading video from crime scenes.

*This item will be included in the 2018 budget request and it is recommended that the cost be funded from the Police Capital Reserve.*

### **2018 – Video Infrastructure – \$150,000**

At each HPS station, the internal/external CCTV cameras, local storage (DVR's), LCD monitors and camera monitoring equipment is over 6 to 10 years old, out of warranty, and not covered by a service contract. Components of the video infrastructure require replacement to provide reliable service. The DVR units have no built-in redundancy so the failure of the DVR and/or storage disk may result in loss of video data which is critical for the custody cell areas where a need may arise to provide video for internal investigations as well as civil and criminal case matters.

*This item will be included in the 2018 budget request and it is recommended that the cost be funded from the Police Capital Reserve.*

### **2018 – Radio Room Recording Upgrade – \$200,000**

The current aging telephony recording system used by Communications in the 9-1-1 centre has reached its useful life and requires replacing.

Provincial adequacy standards for police communications centres require that all emergency telephone calls be recorded. The telephony recording system is a vital part of officer safety, the investigative process and producing evidence for all judiciary levels. The current system is difficult to repair and any failure could result in long downtime during which the Service would not be in compliance with adequacy standards.

*This item will be included in the 2018 budget request and it is recommended that the cost be funded from the Police Capital Reserve.*

### **2019 – Computer Aided Dispatch (CAD) Upgrade: \$400,000**

The support for HPS's current Intergraph Computer Aided Dispatch (CAD) system for the radio room and the application that runs in the police vehicle – *I/Mobile* will end in 2018. The HPS will be required to upgrade to the latest software version to remain current for support: to take advantage of the additional safety features and functionality of *I/Mobile for Public Safety* including personal level tracking through officers' portable radios; and the ability to introduce smart phones to the hand held options for discrete operations. The upgrade will also be required to coincide with the move to Windows 10.

### **2019 – Master Site Upgrade : Total cost - \$3,000,000**

It is recommended HPS, along with its partners (Fire, Public Works) who rely on the Radio Communication Infrastructure must consider current Master site upgrade.

### **2019 - 2021 – Personal Issued Portable Radio Replacement: \$6,000,000**

Our current supplier has notified its customers 2019 will mark the end of support for the XTS 2500 series portable radios, the model used by HPS personal issued radios for the last 10 years. These units have an expected useful life of 10 years.

Though some units may have extended life, failures and repairs will escalate as the equipment ages. Since support for these radios will cease in 2019, the cost of repair will also increase and be expensive to maintain. It is recommended replacement of the old equipment be implemented over 5 years, 2019 - 2023, with the following plan:



Year (Replacement %)	Expenditure
2019 (5%)	\$300,000
2020 (10%)	\$600,000
2021 (25%)	\$1,500,000
2022 (30%)	\$1,800,000
2023 (30%)	\$1,800,000

#### **2020 - Command Van: \$750,000**

This vehicle replaces an older vehicle that is insufficient in size. This is required due to the growth in the City of Hamilton in addition to increased special events. The vehicle is used for large-scale incidents that require extended time demand (those requiring a number of officers and public-service agencies), including hostage situations, active shooter calls, mass-casualty incidents, task-force operations, major homicide and missing persons investigations. Mobile command also requires unique recording equipment and TV monitors. It is used as a centralized place for agency officials to meet/talk on scene (EMS, Hydro, Gas, Fire Marshall, etc.), and is the hub for managing major events at the actual scene. A Mobile command van requires specialized communication equipment, tactical gear and supplies.

*With competing resources and priorities, it is recommended this capital project be delayed until 2020.*

#### **2020 - Ice Rescue Equipment: \$80,000**

With the Waterfront renewal at the Harbour, there is growth and increased popularity of recreational ice usage. The City of Hamilton also has a number of conservation areas with bodies of water that are used in winter months. During the winter months ice rescue is performed by the Service's Marine Unit. The Marine Unit is responsible for all bodies of water within the City of Hamilton. The necessity to respond rapidly and appropriately is required. To optimize the Service's ability to meet these requirements, the Marine Unit would require a vessel/vehicle capable of immediate deployment for both water and land terrain. The best suited tool that meets these requirements is a two-three person hovercraft. The vehicle is able to travel on land, water and ice and has the ability to reach speeds that allow officers to access victims in a timely manner. In addition, it would be a valuable tool for ground search and rescue.

*With competing resources and priorities, it is recommended this capital project be delayed until 2020.*

**2020 – Communications / 9-1-1 Center Expansion: \$500,000**

With the continued growth in the City of Hamilton and surrounding areas, along with the proposed new Police Station (as a result of airport expansion and rural Hamilton population growth), the HPS will require an expansion to the Communication Centre in order to respond to the increasing request for Police calls for service. The current Communications Center was designed around the needs and technologies of the mid-1970s. The "Police Radio Room" has evolved to become the "Public Safety Answering Point" (PSAP) for all 911 calls for Police, Fire and Ambulance for both cellular and hard line telephone calls for the City of Hamilton and the surrounding traffic corridors. Additionally, the introduction of the "Next Generation 911" system will incorporate "text messaging" and "video messaging" into the traditionally "voice only" technology of the PSAP.

**2025 - Police Station 40 (New Division 4): \$25,000,000**

Due to current and anticipated population growth in rural areas of the Hamilton Escarpment, there is an anticipated need for a new patrol division and the construction of a new station (Division 4, Station 40). This is identified in the HPS business plan and is based on current and projected rural population growth in Binbrook, the Hamilton Airport/Mount Hope, Ancaster, Dundas, Waterdown and Flamborough. Division 3 currently covers the largest geographic area in the City of Hamilton. It stretches from the borders of Halton Region, Wellington County, Brant County, Haldimand Region to Stoney Creek mountain. The dramatic increase in calls for service combined with immense geographic area of coverage makes it a tremendous challenge to meet acceptable response time. This project originally planned for 2020 was requested and approved by the Board to be moved to 2025.

E.Girt/D.Bowman/R. Memmolo/J. Randazzo

cc James Anderson, Acting Deputy Chief – Field Support, Superintendent - Corporate Services

John Randazzo, Chief Accountant

Dan Bowman, Fleet/Facilities Manager


Ross Memmolo, Manager, Information Technology

**HAMILTON POLICE SERVICES BOARD****- RECOMMENDATION -**

**DATE:** 2017 November 16  
**REPORT TO:** Chair and Members  
Hamilton Police Services Board  
**FROM:** Eric Girt  
Chief of Police  
**SUBJECT:** *Body-Worn Camera Steering Committee Third Year Report*  
*PSB 17-124 – See also 16-127 and 15-141*

**RECOMMENDATION:**

That the Board approve that continued investigation occur prior to accepting, rejecting or engaging in a Body Worn Camera pilot deployment program.



Eric Girt  
Chief of Police

**FINANCIAL / STAFFING / LEGAL IMPLICATIONS:**

**FINANCIAL** – n/a

**STAFFING** - n/a

**LEGAL** – n/a

## **BACKGROUND:**

In 2016, the Hamilton Police Services Board was presented a paper from the Internal Body Worn Camera Committee concerning the state of body-worn cameras in North America. The paper discussed the status of research on the feasibility of deploying cameras in the policing community, the position of various policing agencies in North America and a potential pilot project for the Hamilton Police Service.

Part of the conclusion of the report indicated that the research to that date was inconclusive. This continues to be the status in regards to Body Worn Camera research. Not only is the research inconclusive, but add in prohibitive costs, budgetary pressures, technical performance issues, negligible return on investment and privacy issues, Body Worn Cameras at this time do not appear to be able to provide all the benefits that they were once believed to deliver.

The attached report provides updates on the status of outside agencies experiences with body worn cameras and the status of their programs, which were highlighted in the original report. The report also provides a sample costing for a small, medium, and large pilot project. In addition, technology and research updates have been provided with available data.

EG/M. Worster

Attachment: *Body-Worn Camera Steering Committee Third Year Report*

cc: Deputy Chief Dan Kinsella, Community Policing

Acting Deputy Chief James Anderson, Field Support

Superintendent Mike Worster, Division Two

# **Body-Worn Camera Steering Committee Third Year Report**



## **Hamilton Police Service**

**Superintendent Mike Worster  
Sergeant Scott Moore**

**November 2017**

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**Body-Worn Camera Review**  
**Hamilton Police Service**  
**Superintendent Mike Worster**  
**Sergeant Scott Moore**  
**November 2017**

**Contributors:**

Superintendent Greg Huss  
Staff Sergeant Mike Spencer,  
Staff Sergeant Paul Evans  
Sergeant Gino Ciarmoli,  
Sergeant Darren Murphy,  
Sergeant Mike Senchyshak,  
Sergeant Marco D'Arcangelo  
Ross Memmolo  
Shirley Greensides

**Summary:**

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In 2015, the Hamilton Police Service Board was presented a paper concerning the state of body-worn cameras in North America. The paper discussed the status of research on the feasibility of deploying cameras in the policing community, the position of various policing agencies in North America and a potential pilot project for the Hamilton Police Service (Moore 2015).

In 2016, a second report was presented which outlined new research conducted by Cambridge University, as well as results from various pilot projects run across North America, including that done by the Toronto Police Service (Worster et al. 2016).

As a result of that presentation, the Hamilton Police Service Board requested that an additional report be completed with a costing of a small, medium and large scale pilot projects, as well as updates to the information provided in 2016 concerning other law enforcement agencies and their experience with this technology.

## Research Update:

---

From the early days of academic research concerning body worn cameras, it has been repeatedly argued that the data, while compelling, is continuing to show results that are not expected. Researchers have continued to state that while the technology is being adopted at a fast pace, some restraint is important to be able to understand the true effects of body worn cameras on the police and the public they serve (Bud 2016, Laming 2016, White 2014, White 2016).

Since the report presented in 2016, academic research has continued into understanding the true impact of body worn cameras on policing and the community. While this year has not seen any large scale research similar to that completed by Cambridge University in 2016, there have been two recent reports that warrant review.

The first comes from Michael White, an early supporter of body worn cameras and someone who has been seen by many in law enforcement as influential in understanding the role of the technology. In a published article with Janne Gaub and Natalie Tobak concerning a randomized controlled trial of body worn cameras in Spokane Washington, Michael White provided information that suggested the technology may have been adopted too quickly. The results of that study indicated that while complaints against the police and use of force decreased, assaults against officers rose. The study also showed that complaints against the officers increased following the trial (approximately six months). The researchers theorize that it is possible that officers may receive a positive influence from the cameras but that after a period of time has elapsed, they become more comfortable with their presence and return to their “normal” behavior. As such, it is argued that further research is needed in order to fully comprehend these findings (White et. al. 2017).

Research into the Canadian experience and body worn cameras has been limited, in part due the ongoing pilots by various services and the small number of services that have actually adopted the technology.<sup>1</sup> With that in mind, some of the Canadian research that has been done recognizes the pilot conducted by the Edmonton Police Service as one of the most effective Canadian pilots conducted to date (Laming 2017).

---

<sup>1</sup> To date, body worn cameras have been deployed in Amherstburg, Wingham and Deep River Police Services in Ontario and also in Kennebecasis Regional Police Service in New Brunswick. Pilot programs have been conducted in Toronto, Victoria, Calgary and Edmonton. Pilot programs are currently ongoing or about to start in Montreal, Fredericton, Medicine Hat and Durham. The RCMP also continue to run trials at various detachments.



Other research suggests that due to a lack of privacy laws that address body worn cameras, their presence puts Canadian's privacy at risk and could in theory violate the Charter of Rights (Bud 2017).

In late October 2017, Washington DC Police released a report that provided statistics that mirrored those seen in Edmonton. In a study period lasting from June 2015 through December 2016, Washington DC Police saw no discernible difference in the rates of use of force or complaints with the presence of body worn cameras. In a follow up interview with Michael White, he postulated that the results may indicate that the technology is not necessarily beneficial to services that have quality hiring and training practices, with low use of force incidents. As a further consideration to these statistics, Michael White suggested that services firmly establish what they are attempting to address prior to adopting the technology (Greenfieldboyce 2017).

Review of the statistics have also caused researchers to question whether there have been false assumptions in terms of police actions and the technology's influence on them (Durkheimer 2017). Only continued study as to the long term effects of the cameras, a position held out by the majority of academic researchers, would address these concerns.

In 2016, the Body Worn Steering Committee argued that due diligence was needed to make a decision on the technology, given a lack of clear and informed results in the body of research concerning body worn cameras. With the current body of researching continuing to show mixed results, restraint should be shown prior to using public funds for technology that has not been shown to have lasting long term benefits.

## **Technology Update:**

---

Since the report submitted in 2016, there have been no dramatic changes to the technology used in body worn cameras. Cloud storage in Canada has become more readily available, however, with more options for services to consider both long and short term storage of data.

In 2016, following the presentation of the report to the Hamilton Police Service Board, questions arose as to the viability of using cellular telephones instead of body-worn cameras. In order to address those concerns, the following comparison information is being provided.

### **Body Worn Cameras**

- Up to 17 hour battery life (not proven in field tests)
- Pre-recorded video & audio capability
- Wide angle lens (130° field of view)
- 30 fps video recording
- 720p hd video\*
- Lens records in lower light conditions
- Video encrypted, needing docking station or cloud storage access to access
- Rights for editing controllable and auditable
- GPS location tagging is available
- Military grade hardware with MIL810G specification

### **Smartphone (iPhone 6)**

- Limited battery life dependent on usage (<10 hours)
- No pre-recorded video or audio
- Standard view lens (63.54° field of view)
- 60 fps video recording
- 720p & 1020p hd video
- Lens does not function well in low light
- Video not encrypted
- GPS location tagging is available
- No military specification
- Limited warranty

As smartphones are not designed to serve as body worn cameras, a third party application would be required in order to convert the hardware for this use. At present, only one option has been located to allow for this, Video Armor from Twin State Technical Services. The application retails for \$3.99 from iTunes, with the following information being gleaned from the application's website ([www.videoarmorapp.com](http://www.videoarmorapp.com)).

- If using the iPhone version of the application, incoming calls or notifications will interrupt the recording of video. The do not disturb setting within the phone itself must be activated in order to circumvent this.
- The video recording will be interrupted if the phone goes into lock mode.
- GPS data will be stored if the feature is activated on the phone.
- Video is able to be exported directly from the phone.
- There is no encryption of recorded data.
- There are no guarantees or warranties for the application and it is supplied "as is".

While there are no independent reviews of the Video Armor application, a few concerns are apparent for the use of smartphones for this purpose. Besides the differences in the hardware of smartphone versus purpose-built body worn camera, security of the data is an issue.

Video Armor does not encrypt the recorded data. Should a smartphone become lost in the course of a shift, there is no security to the video that is on it. Likewise, there is nothing to stop an officer who is recording the video from accessing it as well. This could lead to issues with deletion of video or it becoming available outside of the Hamilton Police Service.

As the application is sold "as is", there is little in the way of technical support. That, coupled with its lack of security, suggests that the application is sold largely as a novelty and not for institutional use.

## **Outside Agencies Experience With Body-Worn Cameras:**

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### **i - Amherstburg Police Service**

The Amherstburg Police Service was the first service in Canada to fully deploy body worn cameras to its sworn members. As they are a small service with only 16 front line officers, deployment costs were minimal as much of the support tasks associated with their use was able to be downloaded to the officers using the cameras.

Since their deployment, there has been minimal information released as to their impact, with one exception. During a presentation given by the Toronto Police Service in October 2017, it was cited that the Amherstburg Police Service saw an 80% increase in criminal trials since the deployment of 23 cameras (Barsky 2017).

### **ii - Baltimore City Police Department**

The Baltimore City Police Department Police Service began deployment to its members in May 2016, with full deployment expected in 2018, at a projected five year cost of over \$11 million. Within the first six months of the program, over 133,000 videos were captured with over 23,400 hours of footage. Of that footage, 47 videos were forwarded for internal police investigation concerning officer misconduct (Baltimore Police Department 2017).

Included in those videos have been at least three incidents that showed officers planting evidence during arrests. As a result of one of the videos, 53 cases involving that officer are under review (del Valle 2017, Khan 2017).

### **iii - Baltimore County Police Department**

As reported in 2016, the Baltimore County Police Department fast tracked the deployment of body worn cameras to all of their 1435 officers. As of October 2017, all officers have cameras, which have made over 250,000 recordings with 45,000 hours of video footage since the implementation of the program. Costs for the program continue to run at \$7.1 million for the first five years, with \$5.9 million of that being identified for maintenance and storage.

Of note, in 2017, the cameras were present for police involved shootings of seven people in five incidents. While parts of the incidents, which saw three people shot

fatally, cameras were not turned on at the moment of shots being fired in two of the incidents (Baltimore County Police Department 2016, Knezevich 2017, Wood 2017).

#### iv - Calgary Police Service

In 2015, the Calgary Police Service announced that they would be deploying body-worn cameras to all of their front-line officers and as a result, purchased 1100 cameras (Calgary Police Service 2016). In February 2016, the deployed cameras were pulled from active duty, due to issues where the microphones would stop working properly. In the fall of 2016, talks between the CPS and their vendor failed (Campbell 2016, Grant 2016, Nagai 2016).

This year, it was reported that not only has the service put out a new R.F.I. (request for information), but a lawsuit has been launched by the service against the initial vendor. With the R.F.I. expected to close in mid-October, it is expected that trial of new cameras will begin sometime in the new year (Passifiume 2017, Wakefield 2017).

#### v - Durham Regional Police Service

Following input from the community, Durham Regional Police are currently slated to begin a pilot program in 2018, using Axom's free cameras and storage services for one year. The pilot will involve between 70 and 80 officers for 12 months, at which time an evaluation will occur, with a final recommendation being put forward. Expected cost of the pilot is approximately \$1.2 million, which does not include the costs of storage or hardware, which is being provided by Axom for the 12 months of the pilot. Currently, the service and the service board are in budget deliberations, which will determine the financial feasibility of launching the proposed pilot program.

#### vi - Edmonton

The Edmonton Police Service's report in 2015 called on full deployment to their front-line officers within two years. While the report stated that they did not see a decline in complaints or use of force, they still felt that BWC were a positive addition to police equipment (Edmonton Police Service 2015, Laming 2016).

As reported last year, due to budgetary issues, the Edmonton Police Service has postponed deployment of the technology (CBC News 2016, Griwkowsky 2016).

As of September of 2017, there has been no identified funding for deployment of body worn cameras and no identified start date for deployment (Wakefield 2017).

vii - Ministry of the Attorney General

There is no change in position from what was reported in 2015.

viii - Office of the Independent Police Review Director

There is no change in position from what was reported in 2015.

ix - Ontario Provincial Police

There is no change in position from what was reported in 2015.

x - Ottawa Police Service

As reported in 2016, following Toronto's release of the results of their pilot project, Ottawa Police Chief Charles Bordeleau has requested approval to start a pilot project into the feasibility of the technology with the Ottawa Police Service, with an desired start date in 2017 (Yogaretnam 2016).

In November 2016, the Ottawa Police Service Board approved a budget that included "funding for the development of a feasibility study on body worn cameras" (Ottawa 2016).

Funding breakdown did not show amount set aside for the study, nor is a pilot project ready at this time.

xi - Royal Canadian Mounted Police

In December 2016, the RCMP announced that they would be postponing implementation of body worn cameras due to limitations in the technology. In their media release, they stated "The RCMP needs to have confidence in the product and ensure that the choice of technology justifies the investment of tax payer's money." (RCMP 2016).

In July 2017, 12 cameras were deployed in Newfoundland in what has been described as a continuation of technology research (RCMP 2017).

xii - San Mateo Police Department

In November 2016, it was reported that a three month investigative pilot was to be commenced in December 2016 and full rollout of body worn cameras in the fall of 2017.

To date, no information concerning the pilot has been released and the service has yet to fully deploy cameras (Lewis 2016, Weigel 2016).

#### xiii - Special Investigations Unit

There is no change in position from what was reported in 2015.

#### xiv - Toronto Police Service

Having concluded a 12-month pilot project, which saw body-worn cameras deployed to 85 officers over 10 months, the service has submitted a request for full deployment to their front-line officers (Toronto Police Service 2016). This despite concerns noted by the academic community in the ways that the project was conducted, citing poor survey response and a lack of usable data (Gillis 2016, Laming 2016).

Following Toronto's pilot, funds were allocated to hire a fairness commissioner to continue to explore the technology. To date, the Toronto Police have yet to staff this position and the BWC program has not advanced further.

On October 16 and 17, 2017, Inspector Michael Barsky presented additional information concerning the service's body worn camera pilot. While the presentation included previously released data concerning the surveys and process moving forward in considering the technology, what was also provided was information that suggested that the officers involved in the pilot program had additional reservations concerning the use of the cameras. Of note was a statistic that suggested that officers were concerned on the cameras presence and their ability to use discretion when interacting with the public (Barsky 2017).

#### xv - Victoria Police Service

While there is no change in position from what was reported in 2015, the Independent Investigations Office of BC, who is the oversight agency for policing in British Columbia, reported in its 2015-2016 annual report that footage from body worn cameras would have assisted in the timely conclusion of 93 per cent of the 71 cases reviewed by IIO staff for the report. It did, however, stress the importance of thorough policies that would help ensure the integrity of IIO investigations (Independent Investigations Office of BC 2016: 35-36).

This review was conducted by the IIO due to a special legislative committee recommending that the provincial government "aggressively pursue the steps necessary

to start the police use of the cameras” (The Canadian Press 2016). To date, however, the provincial government has not taken further steps to adopt the technology.

#### xvi - Winnipeg Police Service

Due to budgetary issues, the Winnipeg Police Service has cancelled their body-worn pilot project in order to avoid lay-offs. The service and service board are still interested in the technology, but recognize the financial strain it will cause (Laychuk 2016, McNabb 2016). They are, however, beginning to be used by smaller police services in the rural areas Manitoba, where officers are isolated and often working alone (Laychuk 2016).

To date, there have been no resources allotted in either the 2017 capital budget or the five-year capital forecast to allow for the continuation of research into the feasibility of body worn camera technology (Kives 2016).

#### xvii - York Regional Police Service

There is no change in position from what was reported in 2015. York Regional Police continue to use in-car cameras and as of November 2016 are still reviewing the Toronto Police Service results. With \$2.1 million being allocated for in car cameras, which were set to begin recording police/public interaction in 2017, it is believed that this is the technology that York will focus on at the moment. (Grimaldi 2016).

### **Pilot Project Business Case:**

As requested by the Hamilton Police Service Board in 2016, this report will include a deployment plan, as well as costs associated with three different sized examples of possible pilot programs.

This business case is not an exhaustive listing of pricing, nor will it identify vendors and technology that will be used during the course of a pilot project. It is meant to show potential costs of three different sized pilot projects, as well as demonstrate the impact that even feasibility studies will have on the Hamilton Police Service.

#### i - Pilot Program Deployment Timeline

Deployment of cameras in potential pilot projects with the Hamilton Police Service will vary in numbers and locations of deployment. In order to obtain usable data as to the feasibility of the technology in a Hamilton setting, as well as the potential impact on relations with the citizenry of the city, it is recommended that, regardless of the number of cameras that are deployed, a 24 month period be adopted prior to the release of

findings. This 24 month period will allow for 12 months of camera deployment, followed by 12 months of review of the data and writing of a final report.

This 24 month period, however, will not commence until all areas that will be impacted by a potential pilot project are addressed. These areas include the amendment of necessary policy, which will be addressed in section ii, as well as training of officers, which will be addressed in section iii.

If a decision is made to proceed, deployment is recommended to occur in the following stages:

- 1) Finalization of Policy & Procedure for deployment of BWC
- 2) Training, media rollout & public education
- 3) Deployment of cameras and start of 12 month deployment period
- 4) 12 month evaluation period

## ii - Policy & Procedure

As argued by academic researchers and various law enforcement agencies, it is important to ensure that there is complete and thorough policy and procedure, prior to the deployment of body worn cameras. Failure to do so will greatly limit the potential benefits of the technology and could expose the service and its members to criticism (Laming 2016, Miller 2014, White 2014).

The following policies and procedures of the Hamilton Police Service will require updating to address the use of body-worn cameras.

- i) Use of Force and Equipment (1.04)
- ii) Provincial Offence Notices and Parking Tickets (1.06)
- iii) Notebooks (1.12)
- iv) Special Investigations Unit (SIU) (1.20)
- v) Uniform Equipment & Prescribed Dress (1.23)
- vi) Provincial Offences Act (Ticket & Summons Issuing)(4.2.05)
- vii) Reporting, Investigate Responsibilities and Distribution of Reports (4.3.09)
- viii) Digitally Recorded Evidence (4.3.25)
- ix) Closed Circuit Television Camera (CCTV) Program (4.3.47)
- x) Freedom of Information Branch - Access to Police Service Records (5.2.01)
- xi) Records Management (5.2.03)
- xii) Arrest Procedures and Compelling Appearance in Court (7.03)
- xiii) Release of Prisoners (7.13)
- xiv) Search of Persons (7.15)
- xv) Property / Evidence Storage Disposition (8.1.02)



In addition, the Hamilton Police Service will need to create new policy for body-worn cameras specifically. These policy changes and creation will direct members of the Hamilton Police Service to the appropriate use of the body-worn cameras and protect the Hamilton Police Service from the risks associated with their use.

### iii - Training, Media Rollout and Public Education

After review of the necessary training materials and the training component which was implemented by the Toronto Police Service, a total of 28 hours of in-class training and scenarios will be scheduled for each officer, providing a full week of training. This will involve introducing them to the expectations of the pilot project; familiarizing them with the technology; the policies and procedures for using the cameras as well the related legislation and authority for their use.

Training for these officers will be done in one week blocks over the course of three weeks. To ensure adequate staffing allowances, costs for re-staffing will be considered at time and a half for back fill using call-in officers.

Training will also be required in conjunction with and for local Crown Attorneys, in order to accommodate disclosure for trials that come during the BWC's deployment.

From there, a media rollout will take place notifying the public of the upcoming pilot and what they can expect from the officers involved. In addition to the media rollout, community groups will be provided with information as to the details of the pilot and what they can expect from it.

### iv - Staffing Requirements & Location

In 2015, it was recommended that staffing of pilot projects occur on a temporary basis with new staff, in order to ascertain the true impact that body worn cameras would have on the Hamilton Police Service.

Below is an outline of identified staffing needs, their responsibilities and proposed period of time needed for this project.

#### 1) **Program Supervisor (Sergeant)**

- Responsible for developing and maintaining all training standards, policy and delivery of ongoing training.
- Responsible for evaluation of data from pilot and to assist in the completion of all concluding reports.

**2) Freedom of Information Clerk (Civilian - 6E)**

- Responsible for the handling and distribution of all Public Freedom of Information Requests, as they pertain to all video and audio requests.
- Needed 55 weeks: three weeks prior to project start for preparation and training; 12 months for the course of the project.

**3) BWC Disclosure Clerk (Civilian - 7E)**

- The position would be required to work out of the Court Branch to coordinate all video and audio disclosure requirements for criminal proceedings.
- Needed 55 weeks: three weeks prior to project start for preparation and training; 12 months for the course of the project.

**4) BWC Technician (Civilian - 6E)**

- Responsible for all ongoing hardware & software related issues pertaining to issuance, replacement and maintenance of the Body Worn Cameras.
- Needed 14 months: two months prior to project start for preparation and training; 12 months for the course of the project.

**5) BWC Administrator (Civilian - 9E)**

- Responsible for server maintenance pertaining to all police service audio / video storage and purging.
- Needed 14 months: two months prior to project start for preparation and training; 12 months for the course of the project.

**6) BWC Video Vetting Technicians (2 Civilians - 7E)**

- Responsible for audio and video vetting required for court disclosure and Freedom of Information requests.
- Needed 14 months: two months prior to project start for preparation and training; 12 months for the course of the project.

**7) Transcription Clerks ( Civilian - Cost Recovery Position - 3E)**

- Responsible for transcriptions of video and audio for criminal and civil proceedings.
- Needed 55 weeks: three weeks prior to project start for preparation and training; 12 months for the course of the project.

To date, there is no identified location where staffing could be placed. Office space, however, is being sought within the service.

## v - IT Requirements & Improvements

While specific requirements are dependent on the number of cameras decided upon for a pilot project, as well as storage type decided upon, improvements would be required to existing infrastructure to ensure secure and adequate uploading of obtained video.

As explained in previous reports concerning body worn cameras, the current infrastructure is not capable of supporting the large amount of data transfers that the cameras would necessitate. An upgrade to the network, as well as an increase in bandwidth would be needed to address this.

Furthermore, the Hamilton Police Service IT department recommends that any pilot include additional network switches and software licensing fees.

These costs would be finalized once a specific vendor is identified and data storage method is agreed upon.

## vi - Deployment Plan

As requested by the Hamilton Police Service Board, three potential pilot projects of varying size have been included in this report. In order to obtain usable data to gauge the feasibility of body worn cameras in a Hamilton setting, deployment was considered in a small 10 camera, medium 50 camera and large 100 camera scenarios. Cameras would be personally issued to each officer taking part in the pilot project, in order to ensure buy-in of the project and consistent collection of usable data.

Deployment of the 10 camera small scale scenario would occur with the ACTION unit. Their focus on intervention, prevention, enforcement and community mobilization put them in a favourable position to obtain data on a small scale.

Deployment of the 50 camera medium scale scenario would occur with two platoons in Division 2. As a division that sees a great variation of calls from a diverse geographical and economic area, there is a greater opportunity for a better understanding of the impact on body worn cameras in Hamilton.

Deployment of the 100 camera large scale scenario would also occur in Division 2. With a large scale deployment, however, the Hamilton Police Service would have a larger amount of data on the cameras interaction with the public, as well as having data on how the cameras impact change of shift.

## vii - Evaluation

Proper evaluation of any body worn camera pilot will be instrumental in assessing the role that the technology could play within the context of policing in the city of Hamilton.

Evaluation would occur through a quantitative and qualitative analysis of data received throughout the course of the pilot. At regular intervals, the program supervisor would

randomly audit video. Contact would be made with persons and officers identified within the videos to ascertain their willingness to participate in anonymous review of their experience with the technology.

If willing, questions would be asked aimed at identifying their options of the technology from a legal and personal perspective, including how they view the camera's influence on the law, privacy concerns and community relations.

Invitations to participate in the evaluation would be made to community groups within the city, as well, in order to ascertain their experiences with body worn cameras.

The identity of all individuals participating in the evaluation would not be provided in these evaluations, nor in the final report that would be submitted.

Quantitative analysis would review costs incurred as a result of the use of the technology, including lost time for officers and when possible, impact on complaints, use of force and convictions in court.

#### viii - Pricing

While no vendor has been identified and as no costs have been finalized, the prices listed in this section are estimates only in order to assist with identifying potential costs associated with running a pilot program.

Early talks with potential vendors suggest that there are possible free pilot programs available. As the Hamilton Police Service has not entered into any serious discussions as to the details of these programs and the potential for Hamilton to participate in them, prices have been provided in terms of estimated costs for the service to run a pilot without participating in a free vendor sponsored pilot.

The costs also represent estimates based storing obtained video on cloud based servers<sup>2</sup> and do not include the required infrastructure improvements necessary to deploy any body worn cameras within the service.

In 2016, the Hamilton Police Service was asked to return with projected costs to run a small, medium and large scale pilot program regarding the use of body worn cameras. When researching and writing the projected costs for this endeavour, it was accepted that regardless of the number of cameras that would be deployed, a constant would be the cost associated with staffing support personnel to handle the technology. As outlined in the previous section on staffing, there are seven civilian positions and one sworn position needed to properly gage the impact cameras would have on the Hamilton Police Service.

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<sup>2</sup> Cloud based storage is quickly becoming the industry standard for body worn cameras. Should the Hamilton Police Service move forward with running a pilot program, a decision would need to be made as to what type of storage would be used, which would impact costs.

The below prices are broken down into the costs for salaries as well as the costs for different scaled pilot programs.

a) Staffing Cost

Program Supervisor (Sergeant)(24 mos.) .....	\$231, 682
Freedom of Information Clerk (Civilian - 6E)(55 weeks).....	\$70, 652
BWC Disclosure Clerk (Civilian - 7E)(55 weeks).....	\$75, 422
BWC Technician (Civilian - 6E)(14 mos.).....	\$77, 931
BWC Administrator (Civilian - 9E)(14 mos.) .....	\$94, 801
BWC Video Vetting Technicians (2 Civilians - 7E)(14 mos.).....	\$166, 386
Transcription Clerk (Civilian - 3E)(55 weeks) .....	\$58, 073

Total Staffing Costs..... \$774, 947

b) Small scale (10 cameras) (12 months)

Body Camera Kit and Accessories .....	\$1, 680
BWC Clip .....	\$120
Licensing (mandatory).....	\$ 930
Cloud Servers Infrastructure .....	\$2, 280
Cloud Storage (based on 50Gb per month) .....	\$28, 800
Software Support .....	\$3, 000
Administrator Training .....	\$1, 500
Project Management.....	\$1, 500

Small Scale Cost (staffing included)..... \$814, 757

c) Medium scale (50 cameras) (12 months)

Body Camera Kit and Accessories .....	\$8, 400
BWC Clip .....	\$600
Licensing (mandatory).....	\$ 4, 650
Cloud Servers Infrastructure .....	\$11, 400
Cloud Storage (based on 50Gb per month) .....	\$28, 800
Software Support .....	\$3, 000
Administrator Training .....	\$1, 500
Project Management.....	\$1, 500

Medium Scale Cost (staffing included)..... \$834, 797

d) Large scale (100 cameras) (12 months)

Body Camera Kit and Accessories.....	\$16, 800
BWC Clip .....	\$1, 200
Licensing (mandatory).....	\$ 9, 300
Cloud Servers Infrastructure .....	\$22, 800
Cloud Storage (based on 50Gb per month) .....	\$28, 800
Software Support .....	\$3, 000

Administrator Training .....	\$1, 500
Project Management .....	\$1, 500
Large Scale Cost (staffing included) .....	\$859, 847

## **Conclusions:**

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Critically evaluating current Body Worn technology, it is evident that many issues exist. While the technology and the story is compelling the most recent academic research and data does not support the anticipated results. Body Worn Camera Technology was purported to be the fix all for fractured community relations and offer a measure of transparency and accountability of incidents, protecting the involved officer and the involved citizen or group. Although there is some merit to vendor and vocal community group's claims of transparency and accountability, a cost benefit analysis of the technology confirms that it is expensive, labour intensive, and in its current state does not provide a substantial benefit for the large capital expense. Currently the cameras and storage being offered by vendors is free for the pilot duration in some situations. Despite this offer, staffing demands remain the same. Regardless of implementation of a large pilot program or a small pilot the staffing costs will remain consistent and require the creation of eight new positions. Currently the HPS has no capacity to staff a BWC pilot program. This is consistent with other pilot proposals of similar sized police services. (Durham Regional Police Service Body Worn Camera Project Phase IV Pilot Deployment 2017).

To support our position the Committee reviewed the following:

### **Academic Research:**

The recent results of Michael White who was originally a supporter of the technology believes that the technology may have been adopted too quickly. His research in Spokane Washington showed that while complaints and Use of force decreased, assaults against officers increased.<sup>3</sup> Researchers also discovered that after six months complaints against police began to increase again. The researchers theorized that it is possible that as time increased officers would revert back to their normal behaviour once they become more comfortable with their presence.

The committee also cites the most recent research from Washington D.C. An eighteen month study showed that the Police Service saw no discernible difference in Use of Force rates or complaints. Michael White suggests that the technology may not be as necessarily beneficial to services that have quality hiring and training practices (Greenfieldboyce 2017).

In the Canadian context and specifically the Hamilton Police Service, there should be no comparison made to agencies south of the 49th parallel and our own. Our officers, specifically in

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<sup>3</sup> This data mirrored statistics observed by Cambridge University during a large scale international study.

Ontario, are among the best, if not the best in North America. Our officers are better trained; our recruitment practices are effective, ensuring the best most qualified candidates are hired. In addition, Ontario Police Officers are subject to three separate levels of civilian oversight, one level of internal oversight, the Police Services Act, the Criminal Code, as well as comprehensive policies.

The best illustration of this from a Hamilton Police Service perspective is a simple review of our total complaints for 2015 and 2016.

In 2015 the Hamilton Police answered 367,397 calls. Of those 367,397 calls the service received only 110 public complaints were received which represents only 0.03 % of all calls. Of those 110 public complaints only 15 were complaints of excessive force. Of those 15 excessive force complaints none were substantiated (Hamilton Police Service 2015).

Similarly in 2016 Hamilton police answered 384,070 calls. Of those 384,070 calls, the service only received 117 public complaints which represent 0.03 %. Of those 117 public complaints, only 11 were complaints of excessive force. Of those 11 excessive force complaints, none were substantiated (Hamilton Police Service 2016).

With so many calls for service, yet minimal public complaints and excessive force complaints, it is the committee's opinion that the current system is working well and no further benefit will be gained from implementing an expensive BWC program. Allocating scarce resources to a program that has no clear informed results, especially in a Canadian context, does not make good business sense or a way to improve the relationship with the community we serve.

### **Current Technology:**

BWC technology has not seen major improvements since the committee's last report in November 2016. Despite vendor claims of extended battery life of 10-12 hours, Canadian field trials have shown that batteries tend to last between 4 to 5 hours.

Impacting battery life is the need to have the camera operational with pre-recording buffer activated at all times. This essentially means that the camera is always recording, providing an average thirty second recording of interactions prior to the officer activating the camera.

The committee would argue that having the BWC reliability less than 100 percent is dangerous for the integrity of the Police Service and involved officer. If the camera works 90 per cent of the time, yet is not functional when an incident happens, the resulting public perception is more damaging to the reputation of the Police Service than if BWC 's were not available.

### **Administration Time:**

An interesting result of the Toronto Police pilot was the reported associated time at the start and finish of their shift needed for download, and associated camera tasks. The pilot reported that officers averaged 39 minutes up to a maximum of 120 minutes per ten hour shift on administration tasks (Toronto Police Body Worn Camera Evaluation 2016). In percentage terms that relates to between 6% and 20% of the officers patrol time (10 hr shift), in addition to the

current administration tasks already present in police patrol duties. In short, it means additional time not on the road responding to calls.

## **Data Storage:**

Cloud storage has arrived in Canada, with the majority of vendors of BWC technology offering it for storage of obtained video. This private cloud storage has some problems for public agencies. The main issue surrounding data storage is ownership of the data and access to it. This is the real cost of BWC technology and will be the largest component of budgeted costs moving forward. Add to this the associated costs of data management pertaining to Freedom of Information requests, Court Disclosure requests, Civil Court disclosure requests, redaction, and retention.

During the Toronto Police Pilot, 29,911 BWC recordings were made over seven months involving 7188 calls for service. Of those 7188 calls, only 2.7 % went to court. Numerically, 194 cases resulting in 411 charges went to court. Even though only 2.7% were required for court, citing R vs. Jordan, disclosure is still required of all recordings involved in a criminal proceeding. Within the context of Canadian Criminal Law, the task is daunting and confusing. What is to be disclosed, as well as the differences and definitions between proprietary and evidentiary data must be considered on a case by case basis. The issue is further complicated when dealing with young offenders, as recording of young offenders and release of the recording is prohibited under the YCJA except in certain conditions.

Information from around the province is that the Ministry of the Attorney General is not currently in the position to provide support to BWC programs. Depending on local agreements, the courts are not currently set up to manage the data or increased workload associated with the anticipated increased requests for disclosure.

Generally, today's law enforcement agencies including the HPS face a large data dilemma. While the volume, speed, and variety of digital evidence has grown exponentially, most agencies' legacy systems have not kept pace. The sheer magnitude of competing priorities offers many challenges to the HPS, as budgets face greater scrutiny and crime is becoming more complex, requiring more innovative tools. The BWC component adds to these challenges with large demands for data storage. This committee would argue that instead of using precious resources for a BWC project, the same resources should be used to further enhance our increasing digital data dilemma. Funding BWC's prior to having a solution on the back end to store and manage the data in a secure way, and ensure the presence of policy for proprietary and evidentiary concerns, is a poor business choice and exposes the service to unnecessary risk.

## **Policy:**

The largest issue by far, and one that has the most risk concerning BWC, is lack of clarity or larger discussion around privacy, officer discretion in camera operation, access to footage and, as mentioned earlier, storage. Currently, there are only guidelines concerning BWC policy, and



individual police services are responsible for creating their own. Creating and following policy that has not had a larger provincial or federal discussion exposes each police service again to unnecessary risk. Similarly in the USA current existing BWC policies are weak and inconsistent.

As in 2016, the Body Worn Committee again believes it is best to delay adopting BWC technology and sees no merit in beginning a pilot program. The committee believes this course of action is wise and perceptive and limits the risk to the HPS. Investing in BWC technology is a significant decision with significant capital resources required for technology that is still not proven to have the desired effects as illustrated by inconclusive evidence.

Therefore it is the recommendation of the BWC committee that the Hamilton Police Service Board approve that continued investigation prior to accepting, rejecting or engaging in a Body Worn Camera pilot deployment program.

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# Hamilton Police Services Board

## Deputation Request Form

(Request to appear before the Police Services Board)

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

Your Name: ROBERT BURGESS

Firm / Organization:  
(if applicable) \_\_\_\_\_

E-mail Address: RBURGESS@INJUSTICEINONTARIO.CA

Home Phone: 289 768 4276

Fax No.: \_\_\_\_\_

Business Phone: \_\_\_\_\_

Mailing Address: 949 KING ST E HAM, ONT L8M  
1C1

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

SEE BELOW

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

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

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

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

Fax: 905-546-4720  
E-Mail: [lois.morin@hamilton.ca](mailto:lois.morin@hamilton.ca)

Deputation request 10/11/2017

On October 31, 2016 I sent an email to the Chief attached to the email was a complaint that I believe the Hamilton police professional standards branch covered up. But the Chief did not respond.

**In the complaint I complained about Justice of the peace not putting a charge of assault through to the court. The assault happen when I was bent over putting stuff in my gym bag. And a guy came over and hit me on top of my head. The JP said that that is not assault because I pushed the other guy first. But section 34 of the criminal code of Canada says Defence of Person**

**Marginal note: Defence — use or threat of force**

- **34 (1)** A person is not guilty of an offence if
  - (a) they believe on reasonable grounds that force is being used against them or another person or that a threat of force is being made against them or another person;
  - (b) the act that constitutes the offence is committed for the purpose of defending or protecting themselves or the other person from that use or threat of force; and
  - (c) the act committed is reasonable in the circumstances.

• **Marginal note: Factors**

(2) In determining whether the act committed is reasonable in the circumstances, the court shall consider the relevant circumstances of the person, the other parties and the act, including, but not limited to, the following factors:

- (a) the nature of the force or threat;
- (b) the extent to which the use of force was imminent and whether there were other means available to respond to the potential use of force;
- (c) the person's role in the incident;
- (d) whether any party to the incident used or threatened to use a weapon;
- (e) the size, age, gender and physical capabilities of the parties to the incident;
- (f) the nature, duration and history of any relationship between the parties to the incident, including any prior use or threat of force and the nature of that force or threat;
- (f.1) any history of interaction or communication between the parties to the incident;

- 
- (g) the nature and proportionality of the person's response to the use or threat of force; and
- (h) whether the act committed was in response to a use or threat of force that the person knew was lawful.

So I would like to ask the Chief how it is not assault for someone to hit another person when the another person is not a imminent threat to them.

Subject Your inquiry  
From Nancy A. Goodes-Ritchie <[ngoodes@hamiltonpolice.on.ca](mailto:ngoodes@hamiltonpolice.on.ca)>  
To <[rburgiss@injusticeinontario.ca](mailto:rburgiss@injusticeinontario.ca)>  
Date 2017-09-28 09:17



Hello Mr. Burgiss,

We have received your request, directly to Chief Girt, for a response to your email of October 11, 2016. I can advise you that you did not receive a response from Chief Girt on this date, nor did you received a response to your email of October 31, 2016. I remind you of your terms of reference on these matters which were set out clearly in email correspondence from Inspector Mike Worster, dated November 6, 2013. In that email, you were advised that "*any additional correspondence received from you concerning these dated matters will not be responded to.*" As such, Chief Girt did not respond to you. This will continue to be the position of the Hamilton Police Service.

Sincerely,  
Nancy Goodes-Ritchie  
Superintendent  
Hamilton Police Service - Professional Development Division  
(905) 546-2099  
[ngoodes@hamiltonpolice.on.ca](mailto:ngoodes@hamiltonpolice.on.ca)

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Subject: **obstruction of justice**  
From: <[rburgiss@injusticeinontario.ca](mailto:rburgiss@injusticeinontario.ca)>  
To: <[egirt@hamiltonpolice.on.ca](mailto:egirt@hamiltonpolice.on.ca)>  
Date: 2016-10-31 13:44

roundcube 

• **complaint # 1.doc (~8.0 MB)**

Hi,

See attached for copy of complaints that were file and covered up by the Hamilton police professional standards Branch which is obstruction of justice.

Thanks Robert Burgiss  
Tele 289 768 4276

Subject: Historic Complaints OCCPS File Numbers 1999-2007  
From: Michael A. Worster <MWorster@hamiltonpolice.on.ca>  
Sender: <burgiss@justiceinontario.ca>  
To: <burgiss@justiceinontario.ca>  
Cc: Glenn De Caire <GDeCaire@hamiltonpolice.on.ca>, Deborah A. Clark <DClark@hamiltonpolice.on.ca>, Kenneth J. Leendertse <KLeendertse@hamiltonpolice.on.ca>, Eric J. Girt <EGirt@hamiltonpolice.on.ca>  
Date: 2013-11-06 14:01

roundcube

Hello Mr Burgiss:

First, let me thank you for your inquiry. The interaction between the Police and the public we serve is of great concern to this Police Service. I assure you we strive to maintain professional conduct on the part of all of our Police Officers and we monitor employee behaviour and performance on an ongoing basis. The Professional Standards Branch reports directly to Chief De Caire and your initial inquiry was forwarded personally by him to my attention.

In reviewing the numerous files it appears proper investigation and procedure was followed as dictated by policy of the time. Your initial complaints were investigated by the former Hamilton Wentworth Regional Police (HWRP) and Hamilton Police Service (HPS) Professional Standards Branch. The decisions as a result of investigations by ( HWRP/ HPS) were communicated to you appropriately by letter with the option of appeal to the Ontario Civilian Commission on Police Services (OCCPS). In all cases that were appealed to OCCPS the findings were consistent, the Commission's decision was final, binding, and there is no appeal therefrom.

In reviewing the files it is apparent you have repeatedly attempted to have the historic investigations reopened. Not only has this been the case with the Hamilton Police Service but also OCCPS, and also the Ontario Independent Review Director( OIPRD). In the most recent correspondence from OCCPS to you dated November 15, 2011 regarding the historic complaints the following is quoted from the text:

"Having taken all available information into consideration, the panel is of the view that your complaints require no further action, and further the Commission is varying the Hamilton Police Service decision to reflect that your complaint more appropriately falls within the meaning of section 59(3), of the police Services Act, meaning frivolous, vexatious and made in bad faith. Please be advised that under Part V of the Police Services Act, this decision is final and binding and will not be reviewed by the Commission. **Any additional correspondence received from you concerning these dated matters will not be responded to.**"

In closing, again thanks for your inquiry. It has provided me the opportunity to reinforce to you, as did OCCPS, **that any additional correspondence received by the Hamilton Police Service from you concerning these dated matters will not be responded to.**

Regards, Mike

Staff Sgt Mike Worster # 669  
Hamilton Police Service  
Professional Standards / SIU Liaison  
Professional Development Division  
905-540-6660  
mworster@hamiltonpolice.on.ca

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# Hamilton Police Services Board

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Home Phone: 289 768 4276

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Business Phone: \_\_\_\_\_

Mailing Address: 949 KING STREET EAST HAMILTON, ONTARIO  
L8N 1C1

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

SEE BELOW

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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

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\_\_\_\_\_

\_\_\_\_\_

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P.O. Box 1060, LCD1  
Hamilton, ON  
L8N 4C1

Fax: 905-546-4720  
E-Mail: [lois.morin@hamilton.ca](mailto:lois.morin@hamilton.ca)

Deputation request 10/22/2017

On September 14, 2017 there was a HPSB meeting. In the meeting there was a deputation Request that I put in asking why the Chief did not respond to my email of October 11, 2016. At the September 14, 2017 HPSB meeting the Chair said that the Chief did respond. In a letter from Nancy A. Goodes-Ritchie of September 28, 2017 she said " I can advise you that you did not receive a response from Chief Girt on this Date, nor did you receive a response to your email of October 31, 2016. I remind you of your terms of reference on these matters which were set out clearly in email correspondence from Inspector Mike Worster, Dated November 6, 2013. In that email you were advised that "any additional correspondence received from you concerning these dated matters will not be responded to" As such, Chief Girt did not respond to you."

So my question that I would like to ask is why did the Chair on September 14, 2017 say that the Chief did respond when he clearly did not and why did the Chief who was sitting right there not say something when the Chair said that the Chief did respond.



Subject Your inquiry  
From Nancy A. Goodes-Ritchie <[ngoodes@hamiltonpolice.on.ca](mailto:ngoodes@hamiltonpolice.on.ca)>  
To <[rburgiss@injusticeinontario.ca](mailto:rburgiss@injusticeinontario.ca)>  
Date 2017-09-28 09:17



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\_\_\_\_\_

\_\_\_\_\_

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\_\_\_\_\_

\_\_\_\_\_

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P.O. Box 1060, LCD1  
Hamilton, ON  
L8N 4C1

Fax: 905-546-4720  
E-Mail: [lois.morin@hamilton.ca](mailto:lois.morin@hamilton.ca)

Amended Deputation request 10/25/2017

Back in 2013 I wrote to the Chief of police telling him about complaints that I had filed against Hamilton police officers from 1999 to 2005 and that the complaints were covered up.

The Chief then put Inspector Mike Worster on the case. In a letter from Mr. Worster of November 06, 2013 He said "In reviewing the numerous files it appears proper investigation and procedure was followed as dictated by the policy of the time." He then goes on to say "Any additional correspondence received from you concerning these dated matters will not be responded to" ( The perjury case was not one of the things that Mike Worster look into.)

In two emails to the Chief of October 11, 2016 I explain how there is enough evidence for a charge of perjury against my boss from the civil trial when I sued my employer. But the Chief does not respond.

In a letter from Nancy A. Goodes-Ritchie of October 03, 2017 she says that the Chief is not going to respond because of what Mike Worster said in his letter of November 06 2013. The perjury case is not one of the cases that Mike Worster looked into. And there clearly is enough evidence for the charge of perjury.

So I would like to ask the Chief why he does not respond to my emails of October 11, 2016. And if he feels that there is not enough evidence for the charge of perjury I would like an explanation as to why the explanation in my letter that I sent to the Chief on October 11, 2016 does not show that there is enough evidence.

The Chief at other HPSB meetings as said. He cannot go into a long explanation as to how there is not enough evidence for the perjury case. Then I would ask that the Chief provide one to the board by email or provide me one by email that I can forward to the board.

See below for letter that explains how there is enough evidence.

Letter explaining how there is enough evidence to file charges in the perjury case.

Page 1 of 3

1. On page 29 of the transcripts Geoff Stanley said that there was a fourth complaint on December 11, or 12. There was no complaint on December 11 or 12. So when he said that he is lying under oath.

In the Bob Burgiss History that the employer sent to UI it does not say anything about a complaint on December 11, or 12

In the Record of employment that the employer sent to UI it does not say anything about there being a complaint on December 11, or 12

In the Question and answers for discovery answer 36 it says On November 23, 1994 Ronda made a third and final complaint.

In the question and answer for discovery question 55 says On or about December 08, 1994 I was call into the office and was told you have gone to Ena who has gone to Rhonda who has gone to Geoff and is very upset you are now suspended until further notice. Answer 60 The decision to suspend Robert Burgiss was made as a result of the sexual harassment complaints initiated by Rhonda Finn. question 61. If the thing mention in question number fifty-five is another complaint against me. What specifically did the person who filed the complaint say that I did or said that was wrong. Answer 60. The decision to suspend Robert Burgiss was made as a result of the sexual harassment complaints initiated by Rhonde Finn. The meeting referred to in question number 55 had nothing to do with a separate sexual harassment complaint against Robert Burgiss. In answer 60 they do not deny that I was suspended until further notice on December 08, 1994. So there could not have been a complaint on December 11 or 12 because I did not work December 11 or 12 because I was suspended.

In the transcripts page 57 I ask Rhonda Finn Q. Was there any other complaints A. No Q. No so it was just the three of them and the last one was in August you say. A. No November I spoke to Geoff about it.

All this clearly shows that Geoff Stanley lied under oath.

2. In the transcripts on page 39 Geoff Stanley says "The attendance area, the previous year I believe he did very well in his attendance. This particular year he deteriorated. He had seven sick days off which is considerable higher in the press shop two average". In the employee handbook page 12/CWB it says You earn a 2 hour sick credit each month when you are not late or absent without pay. Time off due to WCB, maternity, paternity, vacation, statutory holidays, bereavement, court duty, using personal paid holidays, paid sick days or other paid absences authorized by your Supervisor will not affect your opportunity to earn your monthly sick credit. Only if you are absent without pay, late, or leave early without proper authorization will you lose your monthly sick credit. In the employee handbook page 28/CWB it says In addition to your annual vacation, permanent Employees receive three personal paid holidays each calendar year. These days allow you to have time off when you choose or when you need a day off. New employees, who start during a calendar year are entitled to PPH days on a pro-rated basis. Upon completion of your probation period any PPH days will be credited to you. If you were not working for Karmax on Dec 31 your PPH days are pro-rated as follows: So this means that I had two more sick days coming to me. So when Geoff Stanley says that my attendance deteriorated he is lying under oath.

In the transcripts page 39 Geoff Stanley says "We base how we rate something like attendance on the average attendance of everybody in press shop, so he was below average". If this was true that they take attendance on the average attendance of everybody in press shop two. Then if everybody started taking every Monday off this would be okay. And if they base the attendance by the average of everybody in press shop two. This would mean that you could have sick days coming to you that you cannot use. There is nothing in the employee hand book that says they take attendance by the average of everybody in press shop two. So when Geoff Stanley said "We base how we rate something like attendance on the average attendance of everybody in press shop two. He is again lying under oath.

3. In the transcripts on page 71 it says "Just a couple of final questions about December 12<sup>th</sup>, 1994 Mrs. Finn. You say there was a final incident that day? A. Yes down by the automatics. I can't recall exactly everything he said to me that day, but that was kind of like the straw that broke the camel's back. I just, I broke down that day". When the defendant's lawyer asked this question he know about answer 36 in the discovery answers. So when he asked this question he is suborning perjury. Which is obstruction of justice.
4. In the letter of termination of employment it says "I have asked the payroll department to prepare your final paycheck including 4 weeks pay in lieu of notice" After I lost my job I went to the ministry of labour they said "we take care of your severance and you got your severance so there is nothing that we can do. I when asked do they have to pay my severance if I was fired for doing something wrong. They said no. So I believe that the reason they paid me my severance was to stop the ministry of labour from doing an investigation. Because the employer did not know what Rhonda was going to say. That is why her story and that of Geoff Stanley do not match.

5. In the letter of termination it says "I have asked the payroll department to prepare your final paycheque including 4 weeks pay in lieu of notice." After I lost my job I went to the Ministry of labour and they looked at my termination letter and they said we take care of your severance and you got your severance so there is nothing that we can do. I then asked. Does someone get severance if they are fired for doing something wrong. And they said no an employer does not have to pay severance if they fire an employee for doing something wrong. I then asked so if I did not get my severance you could look into it. To see if they did really have cause to fire me. They said yes. When I was told of the sexual harassment complaints against me at work I was not told the details of the complaints. So my employer may have made up the complaints. If this is true then the last thing they would want is a third party looking into the complaints like the Ministry of labour. If maybe the reason they paid me my severance was to stop the Ministry of labour from looking into it. So this suggest that there was no fourth complaint.



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

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

Your Name: ROBERT BURCHISS

Firm / Organization:  
 (if applicable) \_\_\_\_\_

E-mail Address: R.BURCHISS@INJUSTICEINONTARIO.CA

Home Phone: 789 768 4276

Fax No.: \_\_\_\_\_

Business Phone: \_\_\_\_\_

Mailing Address: 949 KING STREET EAST HAMILTON, ONTARIO  
L8N 1C1

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

SEE BELOW

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

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

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

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

Fax: 905-546-4720  
 E-Mail: [lois.morin@hamilton.ca](mailto:lois.morin@hamilton.ca)

Deputation request 10/31/ 2017

Back on October 11, 2016 I sent an email to the Chief showing that there was enough evidence for perjury charges against my boss from a civil trial. The Chief did not respond. (see below) So I filed a complaint against him with the Chair of the police services board. The Chair dealt with the complaint by himself and did not take it to the board for a vote. Which he is not allowed to do. The Chair said that the Chief did nothing wrong.

So I would ask the question can my complaint be dealt according to the proper proceed Eger. And or the Chair provide me with an explanation in writing as to why the Chief was right to not respond to my email? With in 30 days.



Subject Your inquiry  
From Nancy A. Goodes-Ritchie <[ngoodes@hamiltonpolice.on.ca](mailto:ngoodes@hamiltonpolice.on.ca)>  
To <[rburgiss@injusticeinontario.ca](mailto:rburgiss@injusticeinontario.ca)>  
Date 2017-09-28 09:17



Hello Mr. Burgiss,

We have received your request, directly to Chief Girt, for a response to your email of October 11, 2016. I can advise you that you did not receive a response from Chief Girt on this date, nor did you received a response to your email of October 31, 2016. I remind you of your terms of reference on these matters which were set out clearly in email correspondence from Inspector Mike Worster, dated November 6, 2013. In that email, you were advised that *"any additional correspondence received from you concerning these dated matters will not be responded to."* As such, Chief Girt did not respond to you. This will continue to be the position of the Hamilton Police Service.

Sincerely,  
Nancy Goodes-Ritchie  
Superintendent  
Hamilton Police Service - Professional Development Division  
(905) 546-2099  
[ngoodes@hamiltonpolice.on.ca](mailto:ngoodes@hamiltonpolice.on.ca)

\*\*\*This email has been scanned for malicious content \*\*\*