

## HAMILTON POLICE SERVICES BOARD

## NOTICE OF MEETING PUBLIC AGENDA

Thursday, September 22, 2016 2:00 o'clock p.m. Hamilton City Hall Council Chambers

Lois Morin Administrator

## AGENDA

## 1. CALL TO ORDER

- 1.1 Moment of Silence
- 1.2 Changes to the Agenda

## 2. PRESENTATIONS & DEPUTATIONS

- 2.1 Hamilton Police Service Training Branch presentation to Mohawk College Faculty of Media and Entertainment
- 2.2 Member(s) of the Month

## 3. <u>GENERAL</u>

3.1 Declarations of Interest

## 4. <u>CONSENT AGENDA</u>

4.1 Approval of Consent Items

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

## 4.2 Adoption of Minutes – August 26, 2016

The minutes of the meeting held Friday, August 26, 2016, be adopted as printed.

## 4.3 Hamilton Police Service Monthly Report (PSB 16-102)

That the Board direct the Administrator of the Board to refer this report, in its entirety, to the City of Hamilton, for information.

That Board Members be approved to attend the upcoming Ontario Association of Police Services Board 2016 Labour Seminar.

## 4.5 For the Information of the Board:

- a) Budget Variance Report as at July 31, 2016 (PSB 16-104)
- b) Correspondence from Dallas Area Rapid Transit thanking the Hamilton Police Service for the heartfelt sympathy during the difficult time..
- c) Outstanding Issues as of September 22, 2016

## 5. <u>DISCUSSION AGENDA</u>

## 5.1 2017 Police Services Board Meeting Schedule (PSB 16-105)

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 the second Thursday of each month for 2017 (July, October and November excepted). All meetings will be held at Hamilton City Hall, Council Chambers, 71 Main Street West.

Thursday, January 12, 2017 Thursday, February 9 2017 Thursday, March 9, 2017 Thursday, April 13, 2017 Thursday, May 11, 2017 Thursday, June 8, 2017 Thursday, July 27, 2017 Thursday, September 14, 2017 Thursday, October 19, 2017 Thursday, November 16, 2017 Thursday, December 14, 2017

## 5.2 Email from the Ontario Association of Police Services Board Member Survey – Police Services Act Rewrite

That the Board direct the Chair to complete the survey on behalf of the Board.

### 6. <u>NEW BUSINESS</u>

### 6.1 Update – Police Services Board Website

The website will be updated to include Board Member profiles. Please provide a short bio to the Administrator by October 17, 2016.

## 7. ADJOURNMENT

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

## MINUTES OF THE HAMILTON POLICE SERVICES BOARD

Thursday, August 26, 2016 2:06am Hamilton City Hall Council Chambers

The Police Services Board met.

| There were present:  | Lloyd Ferguson, Chair<br>Madeleine Levy, Vice Chair<br>Fred Eisenberger<br>Walt Juchniewicz<br>Don MacVicar<br>Terry Whitehead  |
|----------------------|---|
| Absent with regrets: | Stanley Tick  |
| Also Present:        | Chief Eric Girt<br>Deputy Chief Ken Weatherill<br>Acting Deputy Chief Dan Kinsella<br>Superintendent Debbie Clark<br>Superintendent Ryan Diodati<br>Inspector Paul McGuire<br>Inspector Scott Rastin<br>Marco Visentini, Legal Counsel<br>Rosemarie Auld, Manager, Human Resources<br>Catherine Martin, Corporate Communicator<br>Ted Mason, Assistant Manager, Finance<br>John Randazzo, Manager, Finance<br>Yakov Sluchenkov, Labour Relations<br>Detective Sergeant Annette Huys, Forensic Division<br>Lois Morin, Administrator |

Chair Ferguson called the meeting to order.

## 1.2 Additions to Agenda

- None

## 1.1 Moment of Silence

Chair Ferguson asked everyone to stand to observe a Moment of Silence for Alita Fisher who was an active serving member for twenty years with the Hamilton Police Service. Our thoughts are with her family.

| Presentations  | 2.1 | Investigative Services Division Project   |
|----------------|-----|---|
|                |     | Deputy Chief Ken Weatherill provided a presentation with respect to the Investigative Services Division Project.  |
|                |     | After the presentation the Board approved the following.  |
|                |     | Moved by:Member EisenbergerSeconded by:Vice Chair Levy  |
|                |     | That the Board receive the presentation with respect the Investigative Services Division Project, as provided.  |
|                |     | Carried.  |
| General        | 3.1 | Declarations of Interest  |
|                |     | None.   |
| Consent Agenda | 4.1 | Approval of Consent Items   |
|                |     | Moved by: Member Whitehead<br>Seconded by: Member Mac Vicar   |
|                |     | That the Board approve and receive the consent items as distributed.  |
|                |     | Carried.  |
|                | 4.2 | Adoption of Minutes – August 26, 2016   |
|                |     | The minutes of the meeting held Thursday, August 26, 2016, be adopted.  |
|                | 4.3 | Hamilton Police Service Monthly Report (PSB 16-095)   |
|                |     | That the Board direct the Administrator of the Board to refer this report, in its entirety, to the City of Hamilton, for information.   |
|                | 4.4 | For the Information of the Board:   |
|                |     | a) Memorandum from Stephen Beckett, Assistant Deputy<br>Minister, Public Safety Division, Ministry of Community<br>Safety and Correctional Services with respect to O.Reg.<br>58/16 Collection of Identifying Information in Certain<br>Circumstances – Prohibition and Duties: Board Policy<br>Development Considerations. |

- b) Memorandum from Stephen Beckett, Assistant Deputy Minister, Public Safety Division, Ministry of Community Safety and Correctional Services with respect to O.Reg. 58/16 Collection of Identifying Information in Certain Circumstances – Prohibition and Duties: Training.
- c) Correspondence from Ron McKerlie, President, Mohawk Foundation with respect to the Hamilton Police Services Board Bursary.
- d) Correspondence from the D.A Hillman, Detective Inspector, Ontario Provincial Policy, Multijurisdictional Major Case Management with respect to the dedication and investigative excellence shown by the Hamilton Police Service during the Timothy Bosma homicide investigation and prosecution.
- e) Correspondence from Archdeacon Ken Patterson thanking the Hamilton Police Service for participating in the Pride Parade.
- f) Correspondence from Kim Van Mourik, Chairperson, Board of Directors, London Military Family Resources Centre thanking the Hamilton Police Service for the generous donation made to the Centre.
- g) Correspondence from Jennifer Fraser, Manager of Fundraising / Development, John Howard Society of Hamilton thanking the Hamilton Police Service for the attendance at Sippin' at the Dock of the Bay.
- h) Correspondence from Bill Wilcox, Founder and Chair, Hamilton sustainable Victory Gardens thanking the Hamilton Police Service for the recent donation to the Hamilton victory Gardens.
- i) Correspondence from Chief Stephen Tanner, Halton Regional Police Service with respect to Project Skyway.
- j) Outstanding Issues as of August 26, 2016

Discussion Agenda 5.1 Correspondence from Mr. Bob Gale, Chair, Regional Municipality of Niagara Police Services Board with respect to Shared Service Opportunities

After discussion, the Board considered the following:

That the Board receive the correspondence as printed and that the Chair, Vice Chair, Chief and Deputy Chief be directed to meet with the Regional Municipality of Niagara Police Services Board. Vice Chair Levy took the Chair.

After discussion, the Board approved the following as amended:

Moved by: Chair Ferguson Seconded by: Member Eisenberger

That the Board receive the correspondence as printed and that the Chair, Vice Chair, Chief and Deputy Chief be directed to meet with the Regional Municipality of Niagara Police Services Board Chair, Vice Chair, Chief and Deputy Chief.

#### Carried.

Chair Ferguson took back the Chair.

## 5.2 2016 Capital Expenditure Report – Facilities Space Needs (PSB 10-064c; see also PSB 10-064b; PSB 10-064a; PSB 10-064, PSB 10-01; PSB 10-039 and PSB 10-066)

As recommended by Chief Girt in PSB 10-064c, dated August 26, 2016, the Board <u>considered</u> the following:

- a) That the Board request the City of Hamilton approve the Investigative Services Division Project through the 2017 Capital Budget process.
- b) That the financing strategy attached as "ISD Finance Plan" be approved and referred to the City for the 2017 Capital Budget Process.

Vice Chair Levy took the Chair.

As recommended by Chief Girt in PSB 10-064c, dated August 26, 2016, the Board **approved** the following as **amended**:

Moved by: Chair Ferguson Seconded by: Member Eisenberger

- a) That the Board request the City of Hamilton approve the Investigative Services Division Project and that the resolution be forwarded to the September 21, 2016 General Issues Committee.
- b) That the financing strategy attached as "ISD Finance Plan" be approved and referred to the September 21, 2016 General Issues Committee.

Carried Unanimously.

The motion to approve the recommendation as amended CARRIED UNANIMOUSLY on the following standing recorded vote:

Yeas: Ferguson, Levy, Eisenberger, Juchniewicz, MacVicar, Whitehead.

Nays: None

Chair Ferguson took back the Chair.

## 5.3 City Clerk's Division Council Follow-up Notice with respect to Hamilton Police Service's Investigative Services Division

After discussion, the Board approved the following:

Moved by: Vice Chair Levy Seconded by: Member MacVicar

That the Board receive the correspondence as printed and direct it to legal counsel for review.

Carried.

New Business

## 6.1 Policy Review of the Personal use of the Internet and Social Media

After discussion, the Board approved the following:

Moved by: Vice Chair Levy Seconded by: Member Eisenberger

That the Chief be directed to review the Policy with respect to the Personal use of the internet and social media and report back to the Board.

Carried.

Chair Ferguson provided the following comments:

 On behalf of the Board I want to thank the organizers of Hell in the Harbour which took place this month on August 6. I also want to congratulate the Police Service participants and the Chief's team, who I understand raised over \$2400. The event raised a total of \$60,000 which will go directly to support Special Olympics. Again Congratulations and Well done!

| Police Services Board | Public Minutes<br>Page 6 of 6   | August 26, 2016               |
|-----------------------|---|-------------------------------|
|                       | <ul> <li>On behalf of the Board I would like to t<br/>and sworn, for the excellent job over th<br/>proud of the service and the great work<br/>in difficult times. Congratulations!!</li> </ul> | ne summer. We are very        |
|                       | <ul> <li>Next meeting of the Board will be Thui<br/>– 2:00pm –Hamilton City Hall Counc</li> </ul>   |                               |
| Adjournment           | Moved by: Vice Chair Levy   |                               |
|                       | Seconded by: Member MacVicar  |                               |
|                       | There being no further business, the then adjourned at 4:51pm.  | public portion of the meeting |
|                       | Carried.  |                               |
|                       | *****   |                               |

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

Taken as read and approved

Lois Morin Administrator Lloyd Ferguson, Chair Police Services Board

August 26, 2016 lem:

# 4.3

## HAMILTON POLICE SERVICES BOARD

- RECOMMENDATION -

| DATE:      | 2015 September 22                                      |  |  |
|------------|--|--|--|
| REPORT TO: | Chair and Members<br>Hamilton Police Services Board    |  |  |
| FROM:      | Eric Girt<br>Chief of Police                           |  |  |
| SUBJECT:   | Hamilton Police Service Monthly Report<br>(PSB 16-102) |  |  |

## **RECOMMENDATION:**

That the Board direct the Administrator of the Board to refer this report, in its entirety, to the City of Hamilton, for information.

/h . /

Eric Girt Chief of Police

## FINANCIAL / STAFFING / LEGAL IMPLICATIONS:

| FINANCIAL - | n/a |
|-------------|-----|
| STAFFING -  | n/a |
| LEGAL –     | n/a |

## BACKGROUND:

## Hamilton Police Members Receive Medals of Merit

On September 16, 2016, Victim Services Co-ordinator Susan Double and Superintendent Nancy Goodes-Ritchie were presented with the Order of Merit of the Police Forces by the Governor General of Canada. Below are excerpts from their nominations:

## Victim Services Co-ordinator Susan Double

In 2004, Susan was hired by Hamilton Police as the Victim Services Coordinator and in 2009 was appointed as Victim Services Administrator. She is responsible for strategic and operational direction of our 24-hour Victim Services Branch and supervision of staff and over 100 volunteers. She maintains a high involvement and intensive workload involving front-line victim response, training/presenting to law enforcement and administrative program management and development.

Susan has provided direct victim advocacy for over 50 families of homicide since 2004. Susan and her staff fulfill the role of victim liaison for the Homicide Unit which involves a partnership with Detectives in providing death notifications, crisis intervention, media support, funeral planning guidance, practical and emotional supports, along with accessing financial compensation and longer term counselling supports.

On the administrative side, Susan has developed and implemented case management software system, volunteer development and performance management, new valuing initiatives for volunteers to assist with retention objectives and positive experiences for volunteers, client satisfaction surveys, newly enhanced volunteer recruiting process utilizing group orientations and online applications and professional development training sessions to ensure currency/knowledge level of volunteers responding to victims. As a result of these program enhancements, the Branch has become a best practice and a leader in the province and Canada. A measure of this is the number of times Susan's expertise has been sought by other law enforcement agencies and government to provide consultation and input in to victim program development within law enforcement and communities.

Susan is an accomplished trainer and presenter. She has developed a unique presentation on Vicarious Trauma and Compassion Fatigue which has been presented to all Service members, McMaster University Security, Provincial CIRT Conference, Provincial Correctional Officer Conference; Victim Services Collective Impact Provincial Conference, Niagara Victim Services, Red Cross, the Salvation Army and Provincial Freedom of Information Police Network.

Susan's submission to the Department of Justice, "Effective and Efficient Victim Services: Enhancing and Valuing the Role of Volunteers" was one of six (6) selected by the Department of Justice to present a workshop at the National Victims of Crime Awareness Week in the 2015 Federal Symposium held in Quebec. Under Susan's leadership, Hamilton Police Victim Services best practices are the backdrop of the "Developing a Successful and Sustainable Victim Services Program to Build Community Trust' workshop delivered at the 2015 IACP Conference.

## Superintendent Nancy Goodes-Ritchie

Nancy is currently the Superintendent of the Professional Development Division and her responsibilities include Professional Standards, SIU Liaison, Quality Assurance, Risk Management, Corporate Planning, Policy Development and Training

In October 2014, the nation mourned the murder of Corporal Nathan Cirillo as he stood guard at the National War Monument in Ottawa. Corporal Cirillo lived in Hamilton with his family and he was returned to Hamilton for his funeral. Approximately 4,500 military and emergency services personnel attended the regimental funeral, along with many VIPs and thousands of members of the public. Nancy was the Liaison with the Cirillo family in Hamilton, providing continuous communication and needed security. Additionally, Nancy was the Venue Commander at the First Ontario Centre, where members of the Military, emergency services and the public attended to remotely watch the funeral. Nancy oversaw the security operations at the First Ontario Centre. This included the oversight of the Command Post with the Hamilton Fire Department, Military Representation, Public Order Unit, uniformed response and other policing partners. Nancy and the rest of the team received the Hamilton Police Chief's PRIDE award.

In July 2015, Hamilton hosted Toronto 2015 PanAm soccer games. All of the women's and men's soccer games were played in Hamilton at the CIBC PanAm Soccer Stadium. Tens of thousands of fans, many of whom were visitors to the City, attended to watch the Games. Nancy was one of the Venue Commanders at the stadium. Her responsibilities included the security of the site itself and the closure surrounding the stadium when her team was working. This also included the oversight in the Command Post with partners from Hamilton Fire Department, EMS, Venue Security, uniformed operations for the Games and Security Venue Liaison with Toronto 2015.

In 2013, Supt. Goodes-Ritchie spearheaded a working group to update the Ontario Association of Chiefs of Police position on Suspension Without Pay, reporting directly to the Chief of Police. Through extensive Canada-wide research and consultation, a White Paper was developed. This White Paper seeks to amend the Ontario *Police Services Act* to provide for police chiefs the discretionary ability to suspend police officers without pay in previously held OACP positions, but additionally, serious misconducts under the *Police Services Act* in which dismissal is sought. The position paper was endorsed by the Hamilton Police Services Board and the Ontario Association of Police Services Boards. At its June 25, 2014, meeting, the Ontario Association of Chiefs of Police also voted to adopt the White Paper and it has now been advanced to the provincial government for consideration and discussions.

When promoted to Inspector in 2011, she worked as the first female Inspector in charge of the Investigative Services Branch. In this role, she oversaw many high risk units including Homicide, Child Abuse Branch, Sexual Assault Unit, Vice and Drugs, Intelligence, Forensics, and many more.

During this time, she conducted an overview of operational planning for warrant executions and has been the Commander on dozens of high risk search warrants, requiring extensive planning and seamless execution. This included being the Commander on the execution of 22 warrants for a multi-jurisdictional project which resulted in the arrest of 12 people and the recovery of drugs, property and cash.

## **Ride to Remember**

The Canadian Police Memorial Ride to Remember is a group of approximately 120 police and peace officer cyclists from 15 law enforcement agencies. Every September, these cyclists ride 700 km from the Ontario Police College in Aylmer, Ontario to the Provincial Police Memorial in Toronto and then on to the National Police and Peace Officers' Memorial in Ottawa, where they will pay tribute to the fallen police and peace officers who have been killed in the performance of their duties.

On Wednesday, September 21, 2016, the Ride will be at Canadian Tire, 1060 Wilson St., Ancaster between 12:30 - 1:15 p.m. There will be a rally and barbecue. Everyone is invited to drop by.



Hamilton Police participate in First Responders Charity BBQ Cook Off

EG/C. Martin

## Morin, Lois

From: Sent: To: Subject: OAPSB 2016 Labour Seminar <events@effreg.com> September-12-16 4:09 PM Morin, Lois You're Invited: OAPSB 2016 Labour Seminar



#### Dear Members,

The 2016 Labour Seminar is designed for, and restricted to, police employer / governors (e.g. boards & Government) and their Command & Labour Relations staff only.

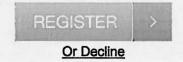
Highlights of this year's program include:

- Updates on bargaining.
- Discussions with Justice Tulloch on police oversight.
- Review of recent police labour actions.
- Update on Strategy for a Safer Ontario by Minister Orazietti.

Please visit our website at <u>www.oapsb.ca</u> for the Preliminary Seminar Program; Registration Form, as well as information on transportation and directions to the Holiday Inn Toronto International Airport Hotel.

Registration and Payment can be made on-line.

Please see below for additional information and click here to register for the seminar online.



(Note: session details and speakers may be subject to change. Please check the OAPSB

website at www.oapsb.ca regularly for up to date information).

Seminar registrations and payments are due by **October 19th, 2016**. Cancellations will be reimbursed only up to October 13th, 2016.

#### Accommodations:

A special group rate of **\$125.00/night** is available for OAPSB delegates. Parking is provided complimentary for all day use and overnight guests who are attending the conference. Hotel reservations can be made at the Holiday Inn Toronto International Airport Hotel, online or by phone. Please make your room reservations as soon as possible to ensure availability, identifying yourself as a member of the OAPSB 2016 Labour Seminar. The group code is OAP. Hotel rooms must be booked by October 6th, 2016 to receive the special OAPSB group rate.

 Phone:
 416-674-4343, 1-877-660-8550 (Toll Free)

 Web:
 online reservation link

 Email:
 reservations@yyzia.com

 Fax:
 416-798-5810

Hotel Cancellation Policy: Each guest calling in to make their accommodation arrangements will require to provide a credit card number to guarantee the reservation. If a guest needs to cancel their reservation they must do so before 6:00 p.m. day of arrival to avoid the penalty one night's accommodation plus applicable tax.

We're looking forward to seeing you in October!

Sincerely,

Ell El-Chantiry President, OAPSB

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## **ONTARIO ASSOCIATION OF POLICE SERVICES BOARDS**

## **2016 LABOUR SEMINAR**

## October 20-21, 2016

Holiday Inn Toronto International Airport Hotel, 970 Dixon Road, Toronto, ON

**Preliminary Program** 

Please note that this year's program is restricted to police employers / governors (e.g. boards & Government) and their Command & Labour Relations staff only

> OAPSB Tel. 1-800-831-7727 E-Mail: <u>admin@oapsb.ca</u> Website: <u>www.oapsb.ca</u>



## 2016 LABOUR SEMINAR

Day 1 - Thursday Oct. 20<sup>th</sup>, 2016

| 7:30 am - 4:30 pm Registration Desk Open |  |  |  |  |
|--|--|--|--|--|
| 7:30 am - 8:45 am                        | Hot Buffet Breakfast   |  |  |  |
| 8:45 am - 9:00 am                        | <b>Opening Remarks</b><br>President Eli El-Chantiry                                    |  |  |  |
| 9:00 am - 10:00 am                       | Collective Bargaining Trends<br>Kevin Eccles, OAPSB VP<br>Terry Baxter, Treasury Board |  |  |  |
| 10:00 am - 10:15 am                      | Networking Break   |  |  |  |
| 10:15 am - noon                          | Around the Province - Updates from Member Boards                                       |  |  |  |
| 12:00 pm - 1:00 pm                       | Buffet Lunch & Networking  |  |  |  |
| 1:00 pm - 1:30 pm                        | OMERS Update<br>Monte Baker & Fred Biro  |  |  |  |
| 1:30 pm - 2:00 pm                        | Best Practices in Bargaining<br>Solicitor  |  |  |  |
| 2:30 pm - 3:00 pm                        | Networking Break   |  |  |  |
| 3:00 pm - 4:30 pm                        | Independent Review of Police Oversight<br>Justice Tulloch                              |  |  |  |
| 5:30 pm - 6:00 pm                        | Reception & Cash Bar   |  |  |  |
| 6:00 pm - 8:00 pm                        | Buffet Dinner & Networking   |  |  |  |



## 2016 LABOUR SEMINAR

Day 2 – Friday Oct. 21<sup>st</sup>, 2016

| 7:30 am - 11:30 am  | Registration Desk Open  |  |  |  |
|---------------------|---|--|--|--|
| 7:30 am - 8:30 am   | Hot Buffet Breakfast  |  |  |  |
| 8:30 am - 9:30 am   | Labour Actions – Coincidence or Trend?<br>Solicitor                               |  |  |  |
| 9:30 am - 10:00 am  | <b>Update on the Strategy for a Safer Ontario</b><br>Minister Orazietti (invited) |  |  |  |
| 10:00 am - 10:30 am | Networking Break  |  |  |  |
| 10:30 am - 11:00 am | Update on Advocacy  |  |  |  |
| 11:00 am - 11:15 am | Closing Remarks   |  |  |  |

# **4.5(a)**

## HAMILTON POLICE SERVICES BOARD

- INFORMATION -

| DATE:      | 2016 September 22  |  |  |
|------------|--|--|--|
| REPORT TO: | Chair and Members<br>Hamilton Police Services Board        |  |  |
| FROM:      | Eric J. Girt<br>Chief of Police                            |  |  |
| SUBJECT:   | Budget Variance Report as at July 31, 2016<br>(PSB 16-104) |  |  |

## BACKGROUND:

As at July 31, 2016, net expenditures are \$86,642,410 or 56.54% of the 2016 Operating Budget of \$153,250,091. 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* cc Sanela Rusich, Senior Financial Analyst

## HAMILTON POLICE SERVICES

Budget Variance Report

Period Ended July 31, 2016

YTD Budget % :

58.33%

|                               | Annual         | YTD          | YTD          | Available    | %       |  |
|-------------------------------|----------------|--------------|--------------|--------------|---------|--|
|                               | Budget         | Budget       | Actual       | Balance      | Spent   | Comments   |
| Revenues                      |                |              |              |              |         |  |
| Grants and subsidies          | \$ 7,270,628   | \$ 4,241,195 | \$ 4,255,958 | \$ 3,014,670 | 58.54%  | In line with budget.   |
| Fees and general revenues     | 2,660,555      | 1,551,984    | 1,539,851    | 1,120,704    | 57.88%  | Revenues is less than anticipated due to cyclical demand as well<br>as timing of collection in Gen Occur/Photo ID Sales and Police<br>Fees. This is offset by increase in False Alarm Fees and Special<br>Duty revenues. |
| Reserves/Capital recoveries   | 942,645        | 549,885      | 549,885      | 392,760      | 58.33%  | In line with budget.   |
| Total revenues                | 10,873,828     | 6,343,064    | 6,345,694    | 4,528,134    | 58.36%  |  |
|                               |                |              |              |              |         |  |
| Expenses                      |                |              |              |              |         |  |
| Employee Related Costs        | 147,498,414    | 86,041,222   | 84,084,405   | 63,414,009   | 57.01%  | The YTD Budget includes Collective Agreement budgeted %<br>increase to be determined at the end of the year.   |
| Materials and supplies        | 5,286,435      | 3,085,744    | 2,434,081    | 2,852,354    | 45.04%  | Some expenditures are less than YTD Budget. Though they are expected to be incurred over remaining months, they are  |
| Vehicle expenses              | 1,952,800      | 1,139,138    | 904,919      | 1,047,881    | 46.34%  | anticipated to be within Budget.   |
| Buildings and grounds         | 2,463,970      | 1,435,353    | 1,502,911    | 961,059      | 61.00%  |  |
| Consulting expenses           | 27,600         | 16,100       | 31,547       | (3,947)      | 114.30% | Hiring process (Chief/Deputy).   |
| Contractual expenses          | 811,290        | 473,270      | 465,417      | 345,873      | 57.37%  |  |
| Agencies and support payments | 39,300         | 22,925       | 22,925       | 16,375       | 58.33%  |  |
| Reserves/Recoveries           | 4,068,730      | 2,373,441    | 2,384,045    | 1,684,685    | 58.59%  |  |
| Cost allocation               | 660,250        | 385,147      | 385,146      | 275,104      | 58.33%  |  |
| Capital Financing             | 1,026,770      | 598,948      | 666,304      | 360,466      | 64.89%  | Variance is due to funds transferred from Operating to Capital<br>Project with offset being in Materials and Supplies. Therefore,<br>zero impact on total expenses.  |
|                               |                |              |              |              |         |  |
| Financial/Legal Charges       | 288,360        | 168,224      | 105,404      | 181,956      | 36.90%  |  |
| fotal expenses                | 164,123,919    | 95,739,512   | 92,988,104   | 71,135,815   | 56.66%  | Overall, expenditures are within Budget.   |
|                               | \$ 153,250,091 |              |              |              |         | Net Budget is on target for the year.  |