




# HAMILTON POLICE SERVICE INFORMATION REPORT

<b>TO:</b>	Chair and Members Hamilton Police Service Board
<b>BOARD MEETING DATE:</b>	May 21, 2026
<b>SUBJECT:</b>	Aggregate Disciplinary Measures
<b>REPORT NUMBER:</b>	26-044
<b>PRESENTATION:</b>	No
<b>OUTSTANDING BUSINESS ITEM:</b>	No
<b>SUBMITTED BY:</b>	Frank Bergen, Chief of Police
<b>SIGNATURE:</b>	

## EXECUTIVE SUMMARY

The Community Safety Policing Act (CSPA), Section 215 states that each Police Service shall submit a report to their respective Board and states in part that;

“A chief of police shall, at a minimum, provide a report to the police service board or the Minister under subsection 215 (1) of the Act by June 1 and December 1 of every year. The report shall contain the following information respecting the period covered by the report:

1. Each provision of Ontario Regulation 407/23 (Code of Conduct for Police Officers) made under the Act under which a disciplinary measure was imposed, which type of measure was imposed and the number of times that each type of measure was imposed in relation to the provision. “

The police service board or Minister shall publish each report on the Internet within 30 days of receiving it.

In keeping with the legislation, the following chart provides a breakdown of the disciplinary measures imposed by the Hamilton Police Service, for the period December 1, 2025 to April 30, 2026.

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**Vision:** To be a trusted partner in delivering public safety.

**Mission:** To serve and protect in partnership with our communities.

**Our Values:** Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

**APPENDICES ATTACHED**

Appendix A – Discipline Measures Report

FB/W. Mason

c: David Hennick, Acting Deputy Chief – Support  
Marco Visentini, Legal Counsel  
Will Mason, Superintendent – Professional Development

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26-044 Appendix A

Discipline Measures Report - Substantiated Investigations ONLY					
Allegation	Disposition	# Incidents	# Times Measure Imposed	Disposition Total Hours	Avg. # Disp. Hours
HPS Policy: Insubordination P&P 3.20	Written Reprimand	1	1	0	0
HPS Policy: Workplace Harassment P&P 1.11	MDPR Entry	1	1	0	0
#19 - Neglect (Failed to Perform your Duties)	Remedial Training	2	2	0	0
#19 - Neglect (Failed to Perform your Duties)	Verbal Counselling	1	1	0	0
#25 - Neglect - Absent or Late w/o Authorization or Excuse	Written Reprimand	1	1	0	0
#27 - Insubordination (Failed to Comply w/Procedures established by Chief	Written Reprimand	3	3	0	0
#27 - Insubordination (Failed to Comply w/Procedures established by Chief	Unpaid Hours (Suspension)	1	1	6	6
#27 - Insubordination (Failed to Comply w/Procedures established by Chief	Hours	15	15	90	6
#27 - Insubordination (Failed to Comply w/Procedures established by Chief	MDPR Entry	1	1	0	0
#27 - Insubordination (Failed to Comply w/Procedures established by Chief	Remedial Training	6	6	0	0
#28 - Lost or Caused Damage to Clothing, Equipment, etc.	Written Reprimand	3	3	0	0
#28 - Lost or Caused Damage to Clothing, Equipment, etc.	HTA Charge Levied	1	1	0	0
#28 - Lost or Caused Damage to Clothing, Equipment, etc.	No Action Taken	7	7	0	0
<b>Total</b>		<b>43</b>	<b>43</b>	<b>96</b>	<b>12</b>
* Note - some charges have double disposition (ie. Remedial <u>and</u> Hours or HTA charge <u>and</u> Hours or Remedial <u>and</u> MDPR entry, etc.)					
Total incidents - 43					