



OPEN AGENDA

Date: January 21, 2026, 10:30 AM

Location: Zoom

Members of the public and other interested parties are welcome to watch the livestream of this meeting on [YouTube](#)

1.0 Meeting Called to Order

2.0 Motion to Go Into Closed Session:

That the Board convene in Closed Session pursuant to subsection 44(2) of the *Community Safety and Policing Act, 2019* for the purposes of considering the following subject matters:

- a. personal matters about an identifiable individual, including members of the police service or any other employees of the board;
- b. labour relations or employee negotiations;
- c. litigation or potential litigation affecting the board, including matters before administrative tribunals;
- d. advice that would be inadmissible in a court by reason of any privilege under the law of evidence, including communications necessary for that purpose;
- e. a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization;
- f. a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the board;
- g. a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the board;

- h. information that s. 8 of the *Municipal Freedom of Information and Protection of Privacy Act* would authorize a refusal to disclose if it were contained in a record.
- 3.0 Motion to Reconvene in Open Session
- 4.0 Elections
 - 4.1 Election of the Chair
 - 4.2 Election of the Vice Chair
- 5.0 Territorial Acknowledgement
- 6.0 Declarations of Pecuniary Interest under the *Municipal Conflict of Interest Act*
- 7.0 Closed Session Recommendations (if any)
- 8.0 Consent Agenda Items

Items on the Consent Agenda can be approved in one motion. Prior to the motion being voted on, any member of Board may request that one or more of the items be removed from the Consent Agenda and moved to the regular part of the agenda.

 - 8.1 Confirmation of Minutes: December 10, 2025 (p.1)
 - 8.2 2026-002: Board Policy Review (p.6)
 - 8.3 2026-003: 2026 Conference Opportunities for Police Service Board Members (p.18)
 - 8.4 2026-031: 2025 Police Service Board Member Expenses (p.20)
 - 8.5 2026-004: Summary of Procurement Awards- Q4 2025 (p.22)
 - 8.6 2026-025: Data License Agreement with County of Essex for ESCO Onboarding of LaSalle Police Service Board (p.31)
 - 8.7 2026-022: Rental Agreement With The Royal Canadian Legion Branch- 412 (p.33)
- 9.0 Business Arising from the Minutes
- 10.0 Correspondence
 - 10.1 Order in Council Reappointing T. Giovinazzo to the Police Service Board (p. 35)

- 10.2 Inspector General of Policing Memorandum #8: Findings Reports and IG Decisions (p. 36)
- 11.0 Police Service Board Reports
- 12.0 Chief of Police Reports
 - 12.1 2026-006: Homicide in Canada, 2024 (p.38)
 - 12.2 2026-008: Court Security and Prisoner Transportation Program (p.60)
 - 12.3 2026-007: Community Safety and Wellbeing Plan Highlights 2025 (p.65)
- 13.0 Monthly Chief of Police Report (verbal)
- 14.0 New Business
- 15.0 Future Agenda Items
- 16.0 Information Items
- 17.0 Adjournment



WATERLOO REGIONAL
POLICE SERVICE
BOARD

OPEN MINUTES

Date: December 10, 2025

Location: Zoom

In Attendance:

Ian McLean	Chair
Karen Redman	Vice Chair
Jim Schmidt	Member
Karen Quigley-Hobbs	Member
Sandy Shantz	Member
Doug Craig	Member
Mark Crowell	Chief of Police
Jennifer Davis	Deputy Chief
Eugene Fenton	Deputy Chief
John Goodman	Deputy Chief
Meghan Martin	Executive Assistant

Regrets:

Tony Giovinazzo	Member
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1.0 Meeting Called to Order

Chair McLean called the meeting to order at 8:35 a.m.

2.0 Motion to Go Into Closed Session

Moved by D. Craig

Seconded by S. Shantz

That the Board convene in Closed Session pursuant to subsection 44(2) of the *Community Safety and Policing Act*, for the purposes of considering the following subject matters:

- a. Personal matters about an identifiable individual;
- b. Labour relations or employee negotiations;
- c. Litigation affecting the board
- d. Advice that would be inadmissible in a court by reason of any privilege under the law of evidence;

- e. Information explicitly supplied in confidence to the board by Canada, a province or territory or a Crown agency, a Municipality or a First Nation;
- f. A position, plan, procedure, or instruction to be applied to any negotiations and;
- g. Information that s. 8 of the *Municipal Freedom of Information and Protection of Privacy Act* would authorize a refusal to disclose if it were contained in a record.

Carried.

3.0 Motion to Reconvene in Open Session

Moved by J. Schmidt

Seconded D. Craig

That the Board reconvene at in Open Session.

Carried.

4.0 Territorial Acknowledgement

5.0 Declarations of Pecuniary Interest under the Municipal Conflict of Interest Act

There were none were declared.

6.0 Closed Session Recommendations (if any)

There were no Closed Session recommendations.

7.0 Consent Agenda Items

Items on the Consent Agenda can be approved in one motion. Prior to the motion being voted on, any member of Board may request that one or more of the items be removed from the Consent Agenda and moved to the regular part of the agenda.

7.1 Confirmation of Minutes: November 12, 2025

7.2 2025-399: Board Policy Review #079, #088, #093, #094

That the Waterloo Regional Police Service Board approve the following policies, as provided in Board Report 2025-399:

079: Relationship with the Chief of Police

088: Major Events

093: Relationship with the Deputy Chief of Police

094: Performance Evaluation Process for the Executive Assistant and Administrative Assistant to the Police Service Board

7.3 2025-397: 2026 Membership Fees - Ontario Association of Police Service Boards and Zone 5

That the Waterloo Regional Police Service Board approve the 2026 Ontario Association of Police Service Board Membership Fee in the amount of \$12,102.30; and That the Waterloo Regional Police Service Board approve

the 2025 Ontario Association of Police Services Board Zone 5 Membership Fee in the amount of \$250.00.

7.4 2025-286: Procedure By-Law

That the Waterloo Regional Police Service Board enact the Procedure By-law as presented in report 2025-286.

7.5 2025-425: Closed Circuit Television/Fixed ALPR Agreement with City of Waterloo

1. That the Waterloo Regional Police Service Board (the Board) enter into an agreement with the City of Waterloo to permit the Waterloo Regional Police Service (WRPS) to install Closed Circuit Television (CCTV) cameras within the City of Waterloo; and
2. That the Board authorize the Chief of Police to execute future agreements with municipalities and government agencies for the installation of CCTV cameras in their jurisdictions, in form and content satisfactory to Legal Services

7.6 2024/2025 WLU Special Constables Annual Report

Moved by D. Craig

Seconded by S. Shantz

That the Consent Agenda including the Open Session Minutes of November 12, 2025, and Reports 2025-399, 2025-397, 2025-386, 2025-425, and 2024/2025 WLU Special Constables Annual Report be approved as presented.

Carried.

8.0 Business Arising from the Minutes

There was no Business Arising.

9.0 Correspondence

There was no Correspondence.

10.0 Police Service Board Report

There was no Police Service Board report.

11.0 Chief of Police Reports

11.1 2025-423: Race and Identity Based Data Collection Strategy Four Year Update

H. Siddiqui presented report 2025-423 for information. Chief Crowell added that local, provincial, and national trends are analyzed along with societal impacts with the aim to link this work to partnerships and social conditions improvements.

11.2 2025-385: Overtime Committee Update

J. Fast presented report 2025-385 for information. The Board commended WRPS for their attention to overtime reduction and staff wellness. Chief Crowell and K. Hand highlighted \$2 million savings as a result of reducing overtime hours, and that WRPS is seeing the effects of the Board's investment.

11.3 2025-401: 2026 Operating and Capital Budget Estimates

Chief Crowell and K. Hand presented report 2025-401 for information. The Board approved budget presented in November is unchanged.

11.4 2025-396: Community and Safety Well Being Plan Action Table Update: IPV, GBV, MMIWG2S+K.

Inspector Mathias presented report 2025-396 for information. The Board recognized the progress made as a result of early intervention and evidence based policing.

12.0 Monthly Chief of Police Report

Chief Crowell provided his monthly report, highlighting shooting investigations, road safety, and the Stuff a Cruiser campaign that is underway.

13.0 New Business

There was no New Business.

14.0 Future Agenda Items

There were no Future Agenda Items.

15.0 Information Items

15.1 Information Package Provided to Waterloo Regional Council (Dec 2, 2025)

16.0 Adjournment

Moved by K. Quigley-Hobbs

Seconded by S. Shantz

That the meeting be adjourned at 11:37 a.m.

Carried.

Board Chair

Executive Assistant



Board Policy Review #003, #004, #007, #008, #009, #022, #029, #044, #111

TO:
The Waterloo Regional Police Service Board

FROM:
Chair's Office,
Executive Assistant

DATE:
01/21/2026

Recommendation

1. That the Waterloo Regional Police Service Board approve updates to the following policies, as provided in Board Report 2026-002:
003: Search of Persons
004: Notebooks and Notes
007: Arrest
008: Hate Motivated Incidents and Crime
009: Search of Premises
022: Witness Protection
029: Elder and Vulnerable Adult Abuse
044: Victims' Assistance
2. That the Waterloo Regional Police Service Board adopt the following policy, as provided in Board Report 2026-002:
111: Closed Circuit Television (CCTV)

Summary

As per policy 085: Policy and Procedure Management, Board policies must be reviewed regularly to ensure they are kept current and up to date with appropriate legislation, Ministry directives and best practices. As part of the regular review process, the attached policies have been reviewed and are being brought forward to the Board for review and consideration.

Report

Policy 003: Search of Persons

This policy was reviewed internally with language changes incorporated.

Policy 004: Notebooks and Notes

This policy was reviewed internally with no significant changes recommended.

Policy 007: Arrest

This policy was reviewed internally with no significant changes recommended.

Policy 008: Hate Motivated Incidents and Crime

This policy was reviewed internally with language changes incorporated.

Policy 009: Search of Premises

This policy was reviewed internally with no significant changes recommended.

Policy 022: Witness Protection

This policy was reviewed internally with no significant changes recommended.

Policy 029: Elder and Vulnerable Adult Abuse

This policy was reviewed internally with language changes incorporated.

Policy 044: Victims' Assistance

This policy was reviewed internally with language changes incorporated.

Policy 111 : Closed Circuit Television

This is a newly developed policy that outlines broad direction on the use of Closed Circuit Television (CCTV).

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety

- Reduce Violent Crime and Recidivism
- Deliver exceptional services that meet local community needs
- Base actions on evidence

Financial and/or Risk Implications

Nil.

Attachments

- 003: Search of Persons
- 004: Notebooks and Notes
- 007: Arrest
- 008: Hate Motivated Incidents and Crime
- 009: Search of Premises
- 022: Witness Protection
- 029: Elder and Vulnerable Adult Abuse
- 044: Victims' Assistance
- 111: Closed Circuit Television (CCTV)

Prepared By

Meghan Martin, Executive Assistant to the Board

Approved By

Ian McLean, Board Chair



WATERLOO REGIONAL
POLICE SERVICE
BOARD

WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

Policy Number: 003

SEARCH OF PERSONS

Date Approved:	January 12, 2000
Dates Amended:	June 16, 2021 January 21, 2026
Date to be Reviewed:	January, 2029

Policy of the Board

1. It is the policy of the Waterloo Regional Police Service Board with respect to the search of persons that the Chief of Police shall:
 - a. establish procedures that address:
 - i. the compliance by members of the Service with the legal, constitutional and case law requirements relating to when and how searches of persons are to be undertaken;
 - ii. the circumstances in which an officer may undertake the search of a person;
 - iii. the types of searches and their uses;
 - iv. the supervision of searches of persons;
 - v. the authorization required for searches of persons; and
 - vi. the documentation of searches of persons.
 - b. ensure that members, as appropriate, are kept informed of changes in the law relating to the search of persons.
2. The Chief of Police shall report to the Board, as requested or at least on an annual basis, a statistical analysis related to the search of persons.



WATERLOO REGIONAL
POLICE SERVICE
BOARD

WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

Policy Number: 004

NOTEBOOKS AND NOTES

Date Approved:	January 12, 2000
Dates Amended:	January 21, 2026
Date to be Reviewed:	January, 2029

Policy of the Board

1. It is the policy of the Board with respect to duty notebooks and notes that the Chief of Police shall develop procedures that:
 - a. set out appropriate methods for completing duty notes;
 - b. outline the type of duty notebook that is to be used by members;
 - c. address the secure storage of notebooks;
 - d. ensure duty notebooks and notes will be retained in accordance with the Service's retention schedules.



WATERLOO REGIONAL
POLICE SERVICE
BOARD

WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

Policy Number: 007

ARREST

Date Approved:	March 1, 2000
Dates Amended:	January 21, 2026
Date to be Reviewed:	January, 2029

Policy of the Board

- 1 It is the policy of the Waterloo Regional Police Service Board with respect to arrest that the Chief of Police will:
 - a establish procedures on arrest that require the compliance by members of the Service with the legal constitutional and case law requirements relating to arrest; and
 - b ensure that officers and other members as appropriate are kept informed of changes in the law relating to arrest.



WATERLOO REGIONAL
POLICE SERVICE
BOARD

WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

Policy Number: 008

HATE-MOTIVATED INCIDENTS AND CRIME

Date Approved:	March 1, 2000
Dates Amended:	January 21, 2026
Date to be Reviewed:	January, 2029

Policy of the Board

1. It is the policy of the Waterloo Regional Police Service Board with respect to undertaking and managing investigations into hate-motivated incidents and crime that the Chief of Police will:
 - a. ensure that community organizations, school boards, victims' organizations, social services agencies, and the media are informed about the Service's procedure for investigating hate-motivated incidents and crime;
 - b. ensure that the Service works, where possible, with community organizations, school boards, victims' organizations, and social service agencies to:
 - i. prevent the repetition of hate-motivated incidents and crime; and
 - ii. respond and counter the activities of organized hate groups in the community.
 - c. develop and maintain procedures:
 - i. on the undertaking and managing of investigations into hate-motivated incidents and crime
 - d. ensure that officers are provided with information on hate-motivated incidents and crime;
 - e. ensure that the Service works with other police services and government agencies to respond to hate-motivated incidents and crime and the activities of organized hate groups; and

- f. report to the Board, as requested or at least on an annual basis, a statistical analysis related to hate-motivated incidents and crime.



WATERLOO REGIONAL
POLICE SERVICE
BOARD

WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

Policy Number: 009

SEARCH OF PREMISES

Date Approved:	April 12, 2000
Dates Amended:	January 21, 2026
Date to be Reviewed:	January, 2029

Policy of the Board

1. It is the policy of the Waterloo Regional Police Service Board with respect to search of premises that the Chief of Police will:
 - a. establish procedures on search of premises that require the compliance by members of the police service with the legal, constitutional and case law requirements relating to the search of premises; and
 - b. ensure that officers and other members as appropriate are kept informed of changes in the law relating to search of premises.



WATERLOO REGIONAL
POLICE SERVICE
BOARD

WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

Policy Number: 022

WITNESS PROTECTION

Date Approved:	September 13, 2000
Dates Amended:	January 21, 2026
Date to be Reviewed:	January, 2029

Policy of the Board

1. It is the policy of the Waterloo Regional Police Service Board with respect to witness protection and security that the Chief of Police will:
 - a. establish procedures and processes in respect of witness protection and security; and
 - b. ensure that the Service has a witness protection liaison officer.



WATERLOO REGIONAL
POLICE SERVICE
BOARD

WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

Policy Number: 029

ELDER AND VULNERABLE ADULT ABUSE

Date Approved:	October 11, 2000
Dates Amended:	June 19, 2019 January 21, 2026
Date to be Reviewed:	January, 2029

Policy of the Board

1. It is the policy of the Waterloo Regional Police Service Board with respect to elder and vulnerable adult abuse that the Chief of Police will:
 - a. where possible, work in partnership with the local Crown, government, municipalities, businesses, community and social service agencies/providers, seniors' and other local organizations to develop programs for preventing and responding to complaints of elder and vulnerable adult abuse, including fraud awareness and prevention; and
 - b. develop and maintain procedures that require that investigations into elder or vulnerable adult abuse be undertaken and managed in accordance with the Service's Criminal Investigation Management Plan Procedure.



WATERLOO REGIONAL
POLICE SERVICE
BOARD

WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

Policy Number: 044

VICTIMS' ASSISTANCE

Date Approved:	January 18, 2001
Dates Amended:	October 7, 2015 January 21, 2026
Date to be Reviewed:	January, 2029

Policy of the Board

It is the policy of the Waterloo Regional Police Service Board with respect to providing assistance to victims that the Chief of Police will:

1. Work in partnership with the Ministry of the Attorney General's Victim/Witness Assistance Program (V/WAP) and agencies that deliver the Victim Crisis Assistance Ontario (VCAO) program, where available, municipalities, community and social service agencies and other local organizations to promote the development of an integrated service delivery framework for providing assistance to victims including safety planning;
2. Ensure that members of the police service are aware of victim service providers or victim referral services available in the area;
3. Establish procedures on providing assistance to victims that reflect the *Victims' Bill of Rights, 1995* and the *Canadian Victims Bill of Rights*; and
4. Ensure that in each instance where there is police service contact with one or more victims of crime involving physical and/or psychological injury, that such victims are referred to the appropriate community service available in their area.



WATERLOO REGIONAL
POLICE SERVICES
BOARD

WATERLOO REGIONAL POLICE SERVICE BOARD POLICY

Policy Number: 111

CLOSED CIRCUIT TELEVISION (CCTV)

Date Approved:	
Date Last Amended	
Date to be Reviewed:	

Preamble

The Closed Circuit Television (CCTV) is a video surveillance system that uses a closed network of cameras to monitor and record activity in a specific area. The Board recognizes the operational, law enforcement and safety benefits of CCTV use. The Board also recognizes the need to have a Policy that sets out broad direction on its use.

Any procedures developed, and the operational practices, shall respect and comply with privacy legislation.

Policy of the Board

It is the policy of the Waterloo Regional Police Service Board that the Chief of Police shall:

1. Have a procedure on the use of CCTV regarding:
 - a. who is authorized to use the system;
 - b. when and for what investigations it shall be used for; and
 - c. process for extending data retention (e.g., specific investigations).
2. Ensure appropriate and required training.
3. Have established best practice retention of CCTV derived data.
4. Ensure a Privacy Impact Assessment has been completed before deployment and supplemental Privacy Impact Assessments are completed, as required, due legislative changes and/or when a privacy-related consideration arises.



2026 Conference Opportunities for Police Service Board Members

TO:
The Chair and Members of
the Waterloo Regional Police
Service Board

FROM:
Chair's Office,
Executive Assistant

DATE:
01/21/2026

Recommendation

For information.

Report

Board members are provided with a listing of relevant conferences and education opportunities should they be interested in attending. As other conference and education opportunities are confirmed throughout 2026, they will be shared with the Board.

The following information is available at this time:

Joint Police Employment Conference – Police Association of Ontario, Ontario Association of Chiefs of Police, Ontario Association of Police Service Boards

Note: this is a new partnership to jointly administer the Employment Conference. This replaces the OAPSB Labour Conference that has been historically scheduled for November.

February 24-25, 2026

Toronto, ON

\$950

Registration deadline February 17, 2026

Law of Policing East

May 13-14, 2026

Toronto, ON

\$2,295 before February 13, 2026

Virtual Attendance Available (same cost)

Early registration deadline February 13, 2026

Ontario Association of Police Service Board (OAPSB) Spring Conference

June 1-3, 2026

Niagara Falls, ON

(fees and registration deadline TBD)

Canadian Association of Police Governance (CAPG) Annual Conference

August 12-14, 2026

Edmonton, AB

(fees and registration deadline TBD)

Canadian Association of Police Governance (CAPG) Webinars

Monthly (Registration Required)

Virtual

\$132.47 / webinar

Ontario Association of Police Service Boards Discussion Groups

Every 3rd Thursday / Monthly (Registration Required)

Virtual

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety

- Reduce Violent Crime and Recidivism
- Deliver exceptional services that meet local community needs
- Base actions on evidence

Financial and/or Risk Implications

Costs associated with Board attendance at educational events have been included in the approved Police Service Board Budget.

Attachments

Nil.

Prepared By

Meghan Martin, Executive Assistant

Approved By

Ian McLean, Board Chair



2025 Conference Expenses – Police Service Board

TO:
The Chair and Members of
the Waterloo Regional Police
Service Board

FROM:
Chair's Office,
Executive Assistant

DATE:
01/21/2026

Recommendation

For information.

Report

Pursuant to Board Policy 082, Board Member Travel and Expense Reimbursement, Item 4 instructs the Executive Assistant as follows:

The Executive Assistant will table a report at year-end in Open Session, outlining Board Member conference attendance and associated expenses.

The following is a list of conference attendance by Board members and the expenses incurred for 2025.

Board Member	Educational Event	Dates	Cost
Jim Schmidt	CAPG Annual Conference	Aug. 14-16, 2025	\$6,833.52
Jim Schmidt	OAPSB Labour Conference	Nov. 25-26, 2025	\$1,366.19

Additional expenses incurred from attending the CAPG Annual Conference in August, 2025 were higher than anticipated as a result of the unexpected Air Canada strike.

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety

- Reduce Violent Crime and Recidivism
- Deliver exceptional services that meet local community needs
- Base actions on evidence

Financial and/or Risk Implications

Expenses related to Board member attendance at educational sessions are included in the approved Police Service Board Budget.

Attachments

Nil.

Prepared By

Meghan Martin, Executive Assistant

Approved By

Ian McLean, Board Chair



Summary of Procurement Awards – Q4 2025

TO:
The Waterloo Regional
Police Service Board

FROM:
Finance and Assets
Branch

DATE:
01/21/2026

Recommendation

For information only.

Summary

This report provides an update for Q4 2025 for new contracts through direct bidding opportunities or via the Police Cooperative Purchasing Group (PCPG), Grand River Cooperative Procurement Group (GRCPG), Region of Waterloo (ROW), Ontario Education Collaborative Marketplace (OECM) and other cooperative purchasing groups.

Report

On December 18, 2023, the Waterloo Regional Police Service Board approved an updated Purchasing By-law through report #2023-213. The By-law, which came into effect on January 1, 2024, authorizes the Chief of Police and Chief Procurement Officer (CPO) to award certain Request for Tenders (RFTs), Request for Proposals (RFPs) and Consultant Proposals based on specified criteria. Administrative awards allow for an efficient and timely procurement process. A summary report is submitted on a quarterly basis to the Waterloo Regional Police Service Board outlining all RFTs, RFPs and Consultant Proposals approved by the Chief of Police and CPO. The criteria for approval levels are set out below:

ACQUISITIONS

Up to \$25,000: the CPO or an authorized employee may acquire the goods or services on his or her own authority.

\$25,001 - \$150,000: the CPO may acquire the good or services on his or her own authority, where reasonably possible at least three quotes were obtained.

\$150,001 - \$1,000,000: the CPO shall advertise for tenders and the Chief shall have the authority to accept a tender provided it is compliant and it has the best overall cost. Notwithstanding subsection (2) of this section, only the Board shall have the authority to accept a tender if,

- a) the tender with the best overall cost that is compliant exceeds the budget for the acquisition of the goods or services and approval from the Board to increase the budget is desired.

\$1,000,001: in value and greater, the CPO shall acquire the goods or services by advertising for tenders and the Board shall have the authority to accept the tender provided it is compliant and has the best overall cost.

REQUEST FOR PROPOSALS

Up to \$150,000: the CPO may approve a RFP provided it is compliant and best meets the criteria of 12(1) of this By-law.

\$150,001 - \$1,000,000: the Chief shall have the authority to accept a RFP provided it is compliant and best meets the criteria of 12(1) of this By-law. Notwithstanding subsection 14 (1) of this section, only the Board shall have the authority to accept a proposal if,

- (a) the proposal that best meets the criteria as established pursuant to subsection 12(1) of this By-law exceeds the budget for the acquisition of the goods or services and approval from the Board to increase the budget is desired.

Over \$1,000,001: the Board shall have the authority to accept a RFP provided it is compliant and best meets the criteria of 12(1) of this By-law.

CONSULTANT PROPOSALS

Up to \$150,000: the CPO may acquire the services of a Consultant on his or her own authority that in his or her judgement is in the best interests of the Board.

\$150,001 - \$500,000: the Deputy Chief and/or Chief shall have the authority to accept a consultant proposal if it is compliant and best meets the criteria of 18(1) (a) of this section.

Over \$500,001: the Board shall have the authority to accept a consultant proposal if it is compliant and best meets the criteria of 19(1) (a) of this section.

PURCHASE BY NEGOTIATION

For purchases that have a value in excess of \$150,001 but less than \$500,001, the Chief shall have the authority to accept a proposal provided best meets the criteria as established pursuant to subsection 21 (1) of this By-law. Any purchase made under this criteria will be reported to the Board on a quarterly basis through the Purchasing Awards board report.

Notwithstanding subsection (1) of this section, the CPO shall submit any negotiated acquisition, with the exception of a negotiated acquisition to extend or renew an existing software licence or maintenance agreement that is included within the program budget, to the Board for approval if the value of the acquisition exceeds \$500,001.

ACQUISITION OF GOODS AND SERVICES FROM GOVERNMENT BODIES

The CPO may acquire any goods or services from a federal, provincial or municipal body,

ministry, agency, board, corporation or authority when similar goods or services are not available from other sources.

CO-OPERATIVE PURCHASING

The CPO may enter into arrangements with any government body, ministry, agency, group purchasing organization (GPO), board, corporation or authority on a co-operative or joint basis for the acquisition of goods or services where there are economic advantages in so doing that are in the best interests of the Board and the method of acquisition to be used is a public and competitive method.

The CPO shall submit any co-operative purchasing to the Board for approval if the budget is exceeded for the acquisition of the goods or services.

Please reference Appendix A for a list of all formal bids lead by the Waterloo Regional Police Service or where the Waterloo Regional Police Service participated.

Tariff Implications

The trade situation, the status of tariffs and the foreign exchange rate continue to be monitored both in terms of how it may impact our procurement, and budget implications. All awarded vendors included in this Q4 2025 report are Canadian based. On April 16, 2025, the United States Remission Order (2025) was put in place. The Order provides relief for goods imported into Canada by or on behalf of listed Canadian public or private entities in the public health, health care, public safety, and national security sectors for a six-month period from April 16 to October 15, 2025, and retroactively for goods imports since March 4, 2025. This remission order has been extended to December 31, 2025, and there is a pending request from the Canadian Association of Chiefs of Police (CACP) to extend it further. Remission can be claimed to waive the payment of tariffs at the time of importation, and importers may seek a refund for tariffs already paid. We continue to monitor and review potential future implications.

At this time the impact to the Operating Budget is not expected to be material in relation to the total budget due to the composition of the Operating Budget being over 90% staffing related. Areas that could be impacted once the interim tariff relief for Canadian law enforcement is lifted are ammunition, OC spray, fleet, firearms, facility construction and information technology. With the changing landscape we continue to monitor impacts on the 2026 financials and operations.

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Members

- Manage change

Our Resources

- Embrace modernization

Be future-ready

Financial and/or Risk Implications

All of the below contracts will be contained within the Operating or Capital Budget, as required. Tariff implications will continue to be monitored.

Attachments

- Appendix A – List of Awarded Bids

Prepared By

Scott Agnello, Manager, Materials Management & Fleet
Kirsten Hand, Director of Finance and Assets

Approved By

Mark Crowell, Chief of Police

Appendix A – List of Awarded Bids (October 1, 2025 to December 31, 2025)

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
<p>YRPS T-25-44 – Supply and Delivery of Reversible Rain Coat & Pants for York Regional Police and PCPG</p> <p>The YRPS Board, on behalf of itself and the Police Cooperative Purchasing Group (the “PCPG”), invited bids for the supply and delivery of reversible rain coats and pants for the York Regional Police, Waterloo Regional Police Service, Peel Regional Police, London Police Service, Hamilton Police Service, Greater Sudbury Police Service, Chatham-Kent Police Service, Durham Regional Police Service and Toronto Police Service. The contract begins October 1, 2025 and ends September 30, 2027 with an option to renew for an additional two (2) year term and for an additional one (1) year term.</p>	<p>Outdoor Outfits Uniform Experts</p>	<p>\$49,534.00</p>	<p>Cost including net HST: \$50,406</p> <p>Funding source: Operating Budget</p>

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
<p>P2025-08 Supply and Delivery of Soft Body Armour (SBA)</p> <p>This Request for Proposal (RFP) is for the supply and delivery of Soft Body Armour (SBA) to the Waterloo Regional Police Service (WRPS), 200 Maple Grove Road, Cambridge, Ontario. The term of this contract is January 1, 2026 to December 31, 2026 with four (4) one (1) year options to renew. WRPS is the lead on this co-operative contract and members of the Police Cooperative Purchasing Group (PCPG) and Grand River Cooperative Procurement Group (GRCPG) may choose to participate. Agencies who expressed interest in participating in this contract at the time of RFP issuance are: Waterloo Regional Police Service, Guelph Police Service, London Police Service and the Windsor Police Service.</p>	<p>Pacific Safety Products Inc. MD Charlton Company Limited</p>	<p>\$367,919.35</p>	<p>Cost including net HST: \$374,395</p> <p>Funding source: Capital Budget (50048)</p>

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
<p>Ministry of the Solicitor General Ontario Provincial Police MIN-0108 Supply and Delivery of Uniform Dress Shirts</p> <p>The Ontario Provincial Police (OPP) was the lead agency on this procurement for the Supply and Delivery of Uniform Dress Shirts, with Police Cooperative Purchasing Group (PCPG) agencies being able to utilize the awarded contract. The contract period is February 1, 2024 to January 31, 2026 with two (2) additional options to renew (ending January 31, 2028).</p>	<p>Empire Shirt Ltd (aka Chemise Empire Ltee)</p>	<p>\$10,000</p>	<p>Cost including net HST: \$10,176</p> <p>Funding source: Operating Budget</p>
<p>P2025-07 Psychological Services</p> <p>This Request for Proposal (RFP) was requesting proposals from qualified firms or applicants to provide psychological services for the Waterloo Regional Police Service</p>	<p>Calian Limited Allied Psychological Services Trillium Health Partners York Region Psychological Services</p>	<p>\$267,000.00</p>	<p>Cost including net HST: \$271,700</p> <p>Funding source: Operating Budget</p>

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
(WRPS). The term of this contract is for two (2) years commencing November 1, 2025 ending October 31, 2027 with the option to renew for two (2) additional two (2) year terms.			
<p>P2025-12 Mobile Onsite Vehicle Cleaning and Detailing</p> <p>This Request for Proposal (RFP) was for the service of Mobile Vehicle Cleaning and Detailing of Waterloo Regional Police Service (WRPS) vehicles at various WRPS locations. The contract is for a period of one (1) year commencing January 1, 2026 and ending December 31, 2026, with an option to renew for four (4) additional one (1) year periods.</p>	<p>Bender's Mobile Detailing</p> <p>Advantage Mobile Detailing</p>	<p>\$118,580.00</p>	<p>Cost including net HST: \$120,667</p> <p>Funding source: Operating Budget</p>
<p>City of Kitchener Tender Q25-176 – Supply of Vehicle Rentals</p> <p>The Corporation of the City of Kitchener (the "City") requested prospective respondents to submit quotations for Q25-176</p>	<p>Enterprise Rent-A-Car Canada Company</p>	<p>\$3,276.00</p>	<p>Cost including net HST: \$3,333</p> <p>Funding source: Operating Budget</p>

Bid Number, Name & Description	List of Bidders (Successful Bidder Indicated in Bold)	Bid Price (Excludes HST)	Financial Implications
Supply of Vehicle Rentals. The term of the contract shall be for one (1) year commencing January 1, 2026, with an option to renew for two (2) additional one (1) year periods, subject to mutual agreement. WRPS will be utilizing this contract for the rental of 12 passenger vans for use in the Major Events unit.			
Eighty-four (84) Additional Colt C8 Carbines Single Sourced procurement of eighty-four (84) additional carbines for distribution to frontline divisions. Rampart is the sole Canadian distributor of Colt Carbines. Approved by Chief Crowell on December 22, 2025 per subsection 21 (1) of the Purchasing By Law. Any purchase made under this criteria will be reported to the Board on a quarterly basis through the Purchasing Awards Board report.	Rampart International Corp.	\$334,900.44	Cost including net HST: \$340,795 Funding source: Capital Budget (50048)



Data Licence Agreement With County of Essex for ESCO Onboarding of LaSalle Police Service Board

TO:
The Chair and Members
of the Waterloo Regional
Police Service Board

FROM:
Information and
Technology Branch
Legal Services and Risk
Management Branch

DATE:
01/21/2026

Recommendation

That the Waterloo Regional Police Service Board enter into a Data License Agreement with the County of Essex to obtain mapping data required for onboarding the LaSalle Police Service as a client of the Emergency Services Cooperative Ontario (ESCO), in a form acceptable to Legal Services.

Report

In August 2025, the Board approved execution of a Third Party License Agreement with LaSalle Police Service Board (LaSalle) to access and use ESCO services as approved by the ESCO Management Committee. As part of the onboarding process for LaSalle, ECSO requires a license agreement with the County of Essex for use of its mapping data for creation of a Computer Aided Design (CAD) map for LaSalle.

The licence agreement grants WRPS the ability to ingest mapping data provided by County Essex. This data plays a critical role in facilitating the successful onboarding of LaSalle Police LaSalle as a new ESCO client. Furthermore, the mapping information will directly support the implementation of the CAD solution that LaSalle is acquiring, ensuring a seamless integration and enhanced operational efficiency.

The Data Licensing Agreement has been reviewed by Legal Services.

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety

- Reduce Violent Crime and Recidivism
- Deliver exceptional services that meet local community needs
- Base actions on evidence

Our Resources

- Provide safe, accessible, and welcoming facilities
- Embrace modernization

Be future-ready

Financial and/or Risk Implications

There is no cost for the data licence agreement.

Attachments

Nil

Prepared By

Jeff Allison, Director ESCO, Information Technology Branch

Andra Maxwell, Director Legal Services and Risk Management Branch

Approved By

Mark Crowell, Chief of Police



Rental Agreement With The Royal Canadian Legion Branch - 412

TO:

The Chair and Members
of the Waterloo Regional
Police Service Board

FROM:

Finance and Assets
Branch and Legal
Services and Risk
Management Branch

DATE:

01/21/2026

Recommendation

1. That the Waterloo Regional Police Service Board enter into a rental agreement with The Royal Canadian Legion Branch 412, for premises located at 601 Wellington Street North, Kitchener, for a term commencing January 1, 2026 and ending December 31, 2027, at a rate of \$333.48 per month plus HST, in a form acceptable to Legal Services; and
2. That the Chief Purchasing Officer be authorized to sign extensions or renewals of the rental agreement for up to a further 2-year term, provided the costs thereof are provided for in the annual Board budget.

Summary

The Waterloo Regional Police Service (WRPS) Chorus rents space from The Royal Canadian Legion Branch 412 (RCL Ontario 412) for practice sessions. The current rental agreement ended December 31, 2025; therefore, a new two-year rental agreement has been provided for the Board's approval.

Report

The WRPS Chorus rents space for practices from RCL Ontario 412 whom has provided a new rental agreement to WRPS at the following rental rates:

Year One and Two: Monthly rate of \$333.48 per month plus HST.

The practices are generally weekly and will average 42 practice sessions a year. The space will be used for practice, storage of equipment, sheet music, sound system and pianos. Food and garbage removal will be the responsibility of WRPS. RCL Ontario 412 will not be held responsible for personal injury or loss or theft and any personal item(s) of band members, nor will it provide any insurance on equipment or personal items.

A copy of the Rental Agreement has been reviewed by Legal Services.

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Resources

- Provide safe, accessible, and welcoming facilities
- Embrace modernization
- Be future-ready

Financial and/or Risk Implications

The proposed rental agreement costs will be contained within the Chorus' Operating Budget, which is included within the overall WRPS Operating Budget.

Prepared By

Kirsten Hand, Director, Finance and Assets

Andra Maxwell, Senior Director, Legal Services and Risk Management Branch

Approved By

Mark Crowell, Chief of Police



**Executive Council of Ontario
Order in Council**

On the recommendation of the undersigned, the Lieutenant Governor of Ontario, by and with the advice and concurrence of the Executive Council of Ontario, orders that:

**Conseil exécutif de l'Ontario
Décret**

Sur la recommandation de la personne soussignée, le lieutenant-gouverneur de l'Ontario, sur l'avis et avec le consentement du Conseil exécutif de l'Ontario, décrète ce qui suit :

Pursuant to section 31 of the *Community Safety and Policing Act, 2019*,

Domenico-Antonio Giovinazzo of Waterloo

be further reappointed as a member of the Regional Municipality of Waterloo Police Service Board to serve at the pleasure of the Lieutenant Governor in Council for a period not to exceed two years, effective from the later of January 31, 2026 and the date this Order in Council is made.

En vertu de l'article 31 de la *Loi de 2019 sur la sécurité communautaire et les services policiers*,

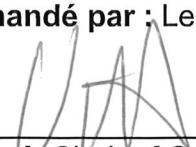
Domenico-Antonio Giovinazzo, de Waterloo,

est de nouveau nommé, à titre amovible, membre de la Commission de service de police de la municipalité régionale de Waterloo pour une période maximale de deux ans commençant le jour de la prise du présent décret ou le 31 janvier 2026 si cette date est postérieure.



Recommended: Solicitor General

Recommandé par : Le solliciteur général



Concurred: Chair of Cabinet
Appuyé par : La présidence du Conseil des ministres

Approved and Ordered: DEC 11 2025
Approuvé et décrété le :



Administrator of the Government

L'administrateur du gouvernement

O.C. | Décret : 1638 / 2025



**Inspectorate
of Policing | Service d'inspection
des services policiers**

Office of the Inspector
General of Policing | Bureau de l'inspecteur général
des services policiers

777 Bay St.
7th Floor, Suite 701
Toronto ON M5G 2C8

777, rue Bay
7^e étage, bureau 701
Toronto ON M5G

Inspector General of Policing Memorandum

TO: All Chiefs of Police and
Commissioner Thomas Carrique, C.O.M.
Chairs, Police Service Boards

FROM: Ryan Teschner, Inspector General of Policing of Ontario

DATE: December 15, 2025

SUBJECT: Inspector General Memo #8: Public release of the first Decisions by
the Inspector General of Policing with accompanying Findings
Reports

I write to inform you of an important development in the work of the Inspectorate of Policing (IoP). On Wednesday, December 17, the IoP will begin publicly releasing my **Inspector General Decisions with accompanying Findings Reports**. These Decisions and Findings Reports flow from the IoP's investigations into public complaints submitted to us under the *Community Safety and Policing Act (CSPA)*. Publishing them is in keeping with our commitment to transparency, accountability and continuous improvement.

Two types of IG Decisions

Under the CSPA, the Inspector General is required to make Decisions and Findings Reports publicly available. These Decisions result from investigations into **Section 106 matters**, which address the conduct of police service board members, and **Section 107 matters**, which examine whether policing services are adequate and effective, comply with the law, and follow policies or procedures set by boards, the Minister, or Chiefs of Police.

Each investigation—whether into board member conduct under section 106 or service delivery under section 107—concludes with a **Findings Report** that sets out the evidence and analysis gathered by the IoP. Based on this report, the Inspector General issues a **Decision** confirming whether or not provincial policing laws and standards have been met. If a board member is found to have committed misconduct, the Inspector General can issue a formal reprimand, suspend the board member and remove the board member from their position. If a police service is found to be in non-compliance with Ontario's policing laws and standards, the Inspector General may issue **Directions** to address the gaps, and if those directions are not followed will **Measures** be imposed to ensure compliance.

Without reference to specific organizations or cases, early Decisions underscore sector-wide compliance requirements and expectations: boards must discharge governance mandates while not directing specific operations, and exercise caution in public communications; services should demonstrate risk-based response and strong dispatch/communication standards; the interpretation of specific requirements for the deployment of specialized equipment; and, professionalism in public engagement is essential.

Importance of an organizational process for Decision review and application

Moving forward, these Decisions and Findings Reports **will be posted regularly** as batches of complaint investigations are completed. As these Decisions are legally binding and will serve as precedent for future matters, **I strongly encourage each police service and board to build in a process to ensure these Decisions are reviewed and, where necessary, integrated into your operations** to avoid future compliance concerns and to improve overall performance. My goal is to support a culture where accountability and excellence go hand in hand.

I want to reiterate what I have consistently emphasized during our engagements with you over the past two years: this next step in the IoP's work is aimed at providing the policing sector with meaningful opportunities to learn from practical examples and to collectively strengthen performance standards. By sharing these Decisions openly, **we aim to provide clarity on how standards are applied, highlight areas of strength, and identify opportunities for improvement in the sector**. This transparency benefits everyone—police services, boards, and the communities we serve—by reinforcing trust and demonstrating that oversight is fair, evidence-based, and focused on strengthening police sector performance across Ontario.

Staying up to date on Decisions and contacting your Advisor

If you have any questions about how these Decisions can be used to support your work, please do not hesitate to contact your Policing Services Liaison Advisor. To stay informed about new Decisions and Findings Reports as they are published, we encourage you to **subscribe to IoP news updates through our website: www.iopontario.ca**.

Thank you for your continued partnership in building a policing system that is transparent, accountable, and responsive to the needs of Ontarians.

Sincerely,



Ryan Teschner
Inspector General of Policing of Ontario

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety



Homicide in Canada, 2024

TO:
The Waterloo Regional
Police Service Board

FROM:
Office of the Chief of
Police,
Strategic Services Branch

DATE:
01/21/2026

Recommendation

For information only.

Summary

On December 2, 2025, Statistics Canada released the annual “Homicide trends in Canada, 2024” report. Short- and long-term trends in homicide¹ are examined at the national, provincial/territorial, and census metropolitan area (CMA) levels. The report also explores characteristics of homicides committed in 2024, such as the methods used to commit homicides (including the use of firearms), whether the homicide was determined to be gang related or youth committed, and whether the victim was identified as Indigenous or racialized. This report summarizes some of the major trends identified at the national level, as well as some of the trends specific to the Kitchener-Cambridge-Waterloo CMA².

Report

In 2024, there were 788 homicides in Canada, eight fewer homicides than in 2023. This accounted for 0.1% of all police-reported violent Criminal Code offences nationally. By rate, this equates to 1.91 homicides per 100,000 population and a 4% decrease since 2023. This is the second consecutive year that the national homicide rate has been below 2 homicides per 100,000 population.

In Ontario, the 2024 homicide rate remained relatively unchanged at 1.75 per 100,000 population (see Figure 1) compared to 1.74 per 100,000 population in 2023. The Kitchener-Cambridge-Waterloo CMA reported 5 homicides in 2024, or 0.71 victims per 100,000 population. These numbers remain relatively unchanged from 2023 (5 victims; 0.74 victims per 100,000 population). The Kitchener-Cambridge-Waterloo CMA’s homicide rate is below the national rate of 1.91 (see Figure 2), ranking 36th among all CMAs and 15th among provincial CMAs. Kitchener-Cambridge-Waterloo CMA’s homicide rate has consistently remained below the national rate over the last decade (see Figure 3).

¹ Homicides are defined as founded incidents of first degree murder, second degree murder, manslaughter, or infanticide.

² The boundaries of the Kitchener-Cambridge-Waterloo CMA have been adjusted to be the same as the Region of Waterloo for the purposes of this Juristat. Please refer to [Census Metropolitan Area Methodology](#) for more details.

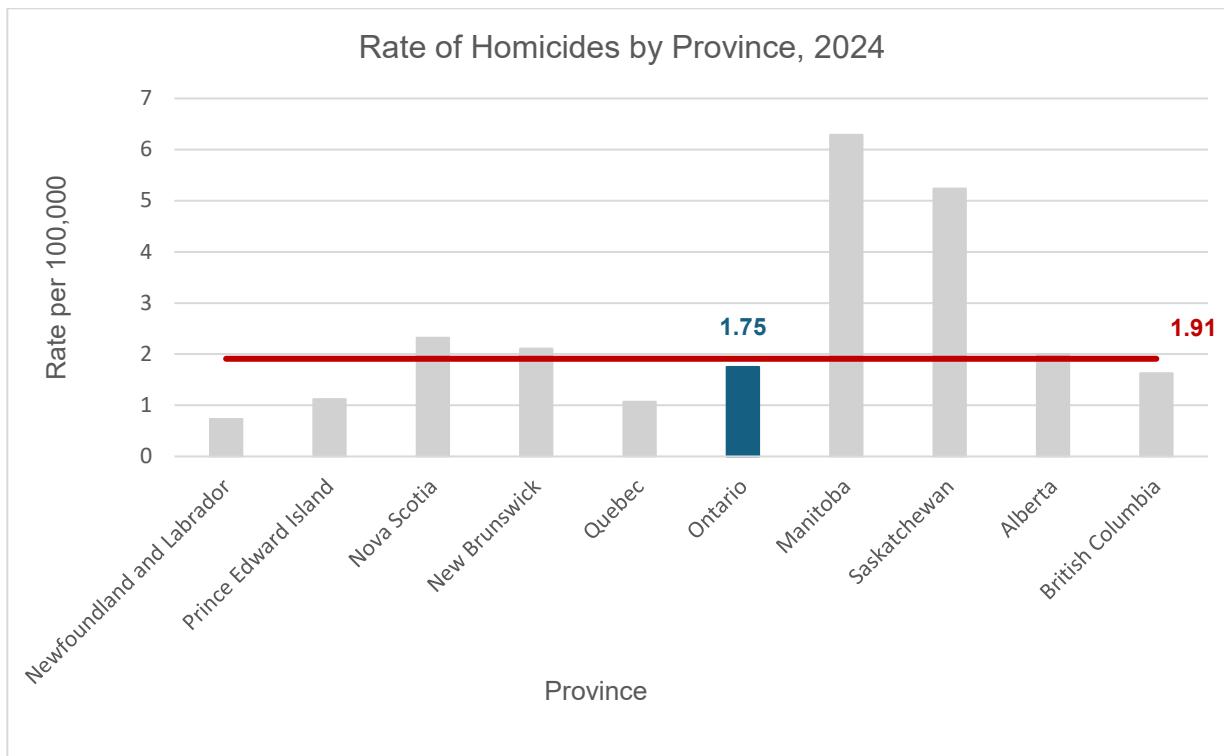


Figure 1. Comparison of homicide rates by province for 2024. The national rate of 1.91 is calculated based on all homicides in Canada. Ontario (highlighted in blue) has a rate of 1.75. (Source: Statistics Canada, *Homicide trends in Canada, 2024, Table 2*).

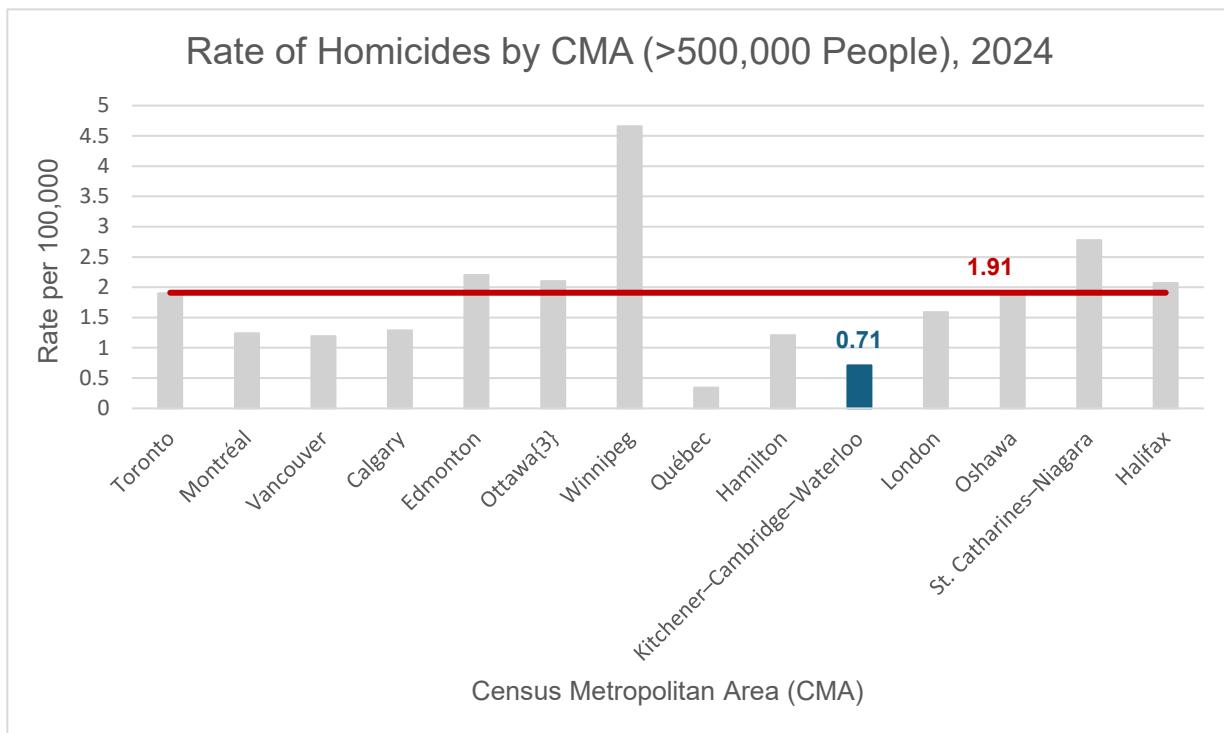


Figure 2. Homicide rates by CMAs with populations greater than 500,000 for 2024 (arranged left to right by greatest to lowest population). The national rate of 1.91 was calculated based on all homicides in Canada. The Kitchener-Cambridge-Waterloo CMA (in blue) had a rate of 0.71. (Source: Statistics Canada, *Homicide*

trends in Canada, 2024, Table 3).

Firearms accounted for more than 36% of homicides in 2024. Handguns were the most frequently used firearm (56%), followed by rifles and shotguns (34%), and unspecified types of firearms (10%).

Gang-related homicides declined from 174 in 2023 to 152 in 2024. This corresponded to a gang-related homicide rate of 0.37 per 100,000 population and less than one-fifth (19%) of all homicides for 2024. For the first time since 2016, the national gang-related homicide rate dropped below 0.40 per 100,000 population.

The proportion of homicides associated with illegal drug trade activities have become less frequent (69% in 2023 to 53% in 2024) and the number of gang-related homicides involving a firearm decreased (132 in 2023 to 110 in 2024). Additionally, the proportion of accused involved in gang-related homicides decreased from 18% in 2023 to 14% in 2024.

Youth-accused homicides increased from 65 in 2023 to 72 in 2024. Similarly, the youth-accused homicide rate increased from 0.87 per 100,000 youths to 0.94 per 100,000 youths in this timeframe. In 2024, police reported 13 incidents involving multiple youths accused of homicide, five of which had three or more youths accused.

The number of Indigenous victims increased by 4% in 2024, representing a homicide rate of 10.84 per 100,000 population. Like previous years, they were overrepresented as homicide victims in 2024. Over one in four (26%) homicide victims were Indigenous, despite representing only 5% of Canada's population during this time. The homicide rate for Indigenous peoples was over eight times higher than that of non-Indigenous Canadians. Increases were most pronounced for Indigenous women, with the homicides rising from 50 in 2023 to 71 in 2024. Comparatively, homicides among Indigenous men increased from 144 to 152.

In 2024, 29% of homicide victims belonged to a racialized group. The homicide rate for racialized Canadians was lower than the rate for non-racialized Canadians; 1.72 per 100,000 for racialized individuals compared to 1.98 for non-racialized individuals. Among racialized homicide victims, the majority were Black (45%), South Asian (22%), and Arab (9%).

In 2024, 42% of individuals accused of homicide had a record of either having committed or having been accused of previous crimes against a person. This was a slightly lower rate than in 2023 (47%). The proportion of individuals charged with homicide that were under some form of justice system supervision (bail, remand, sentenced to custody, or on probation) was 32% in 2024.

There was a decrease in the proportion of homicide victims that were missing persons at the time of their death (5% in 2024 compared to 6% in 2023). Where the gender was known, 4% of both Indigenous men and women were previously reported as missing compared to 6% of non-Indigenous men and 5% of non-Indigenous women. Although there was an increase in the number of Indigenous women reported as homicide victims in 2024, the percentage of those who were previously reported as missing was 3.25 times lower than when the data was first collected in 2015.

In 2024, there was an increase in the number of homicide victims killed by a spouse or intimate partner (72 victims in 2023 compared to 100 victims in 2024). This represents

approximately one in six homicide victims in 2024. Eight of the ten provinces experienced this increase. Like previous years, women disproportionately represent the victims of intimate partner homicide in 2024 (81%). The number of women who were victims of intimate partner homicide increased from 53 in 2023 to 81 in 2024; the number of men who were victims remained constant.

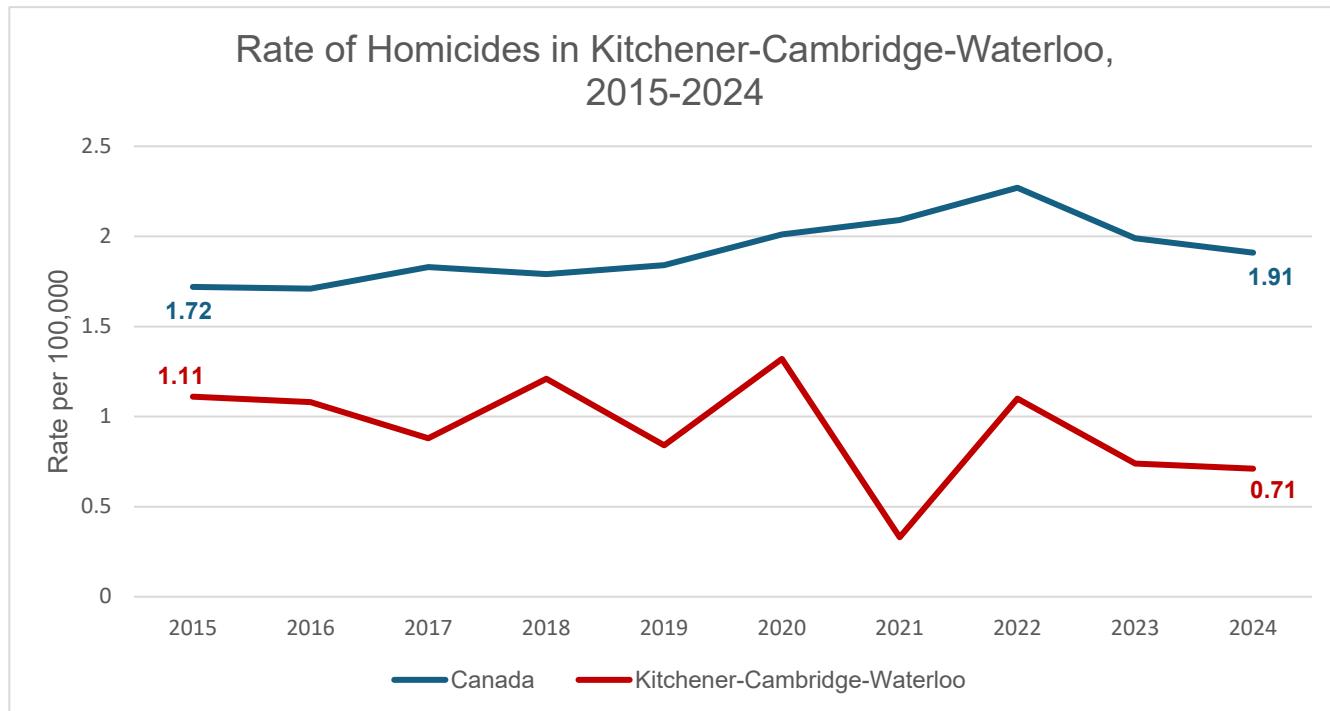


Figure 3. Homicide rate for the Kitchener-Cambridge-Waterloo CMA and Canada from 2015 to 2024. The Kitchener-Cambridge-Waterloo CMA's rate peaked at 1.32 victims per 100,000 population in 2020. (Source: Statistics Canada, Table 35-10-0071-01).

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:
 Communicate and engage

Financial and/or Risk Implications

Nil

Attachments

- Homicide in Canada, 2024
- Homicide trends in Canada, 2024 Infographic
- Homicide trends in Canada, 2024 Report

Prepared By

Kelsey Gilmour, Strategic Planner, Strategic Services Branch
Dr. Amanda Williams, Manager, Strategic Services Branch

Approved By

Mark Crowell, Chief of Police



Homicide in Canada, 2024

Police Services Board Report 2026-006
January 21, 2026

Kelsey Gilmour, Strategic Planner

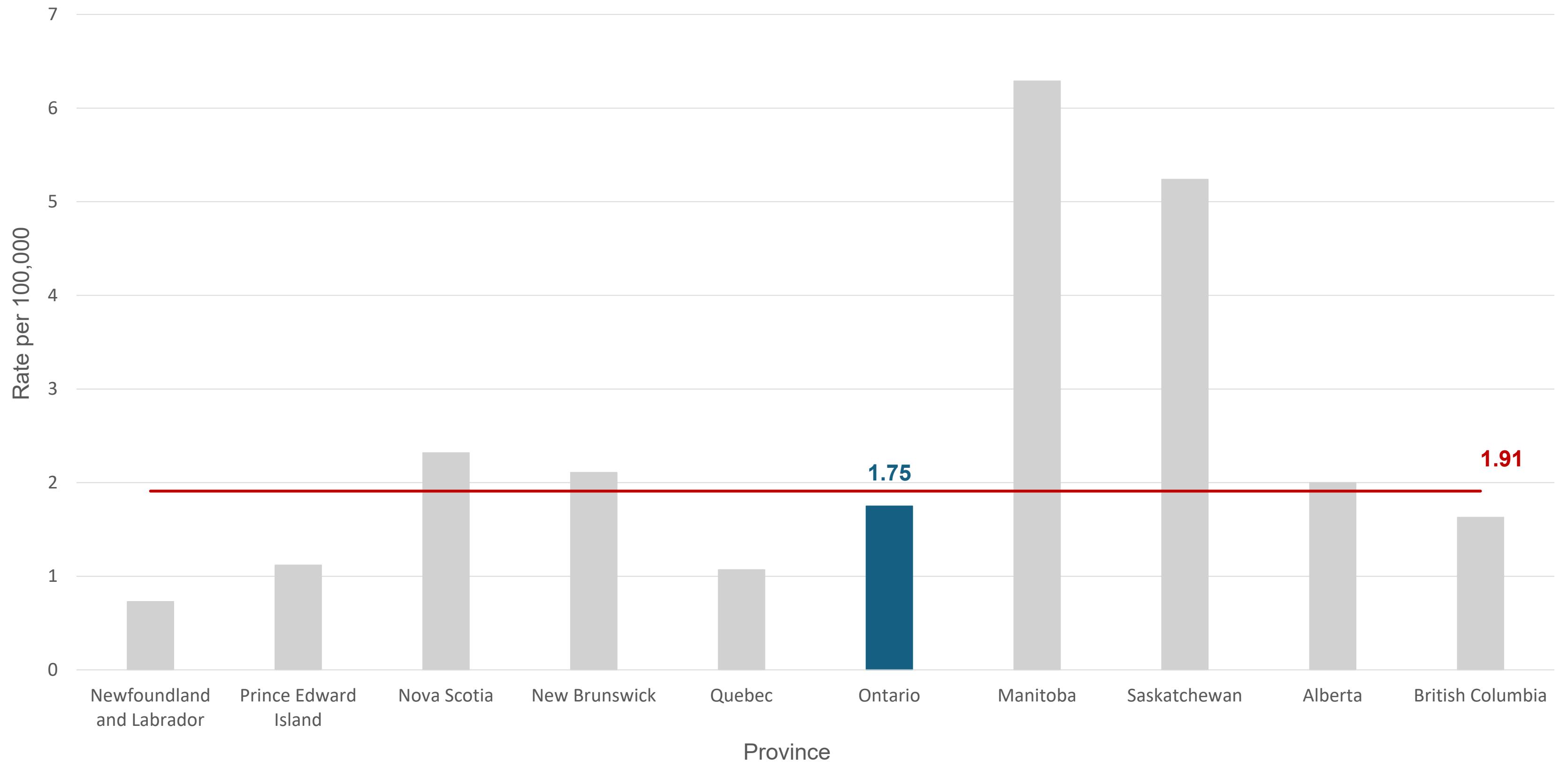
Overview

- On December 2, 2025, Statistics Canada released the annual “Homicide trends in Canada, 2024” report
 - Homicide: first degree murder, second degree murder, manslaughter, or infanticide; only includes founded incidents
- Short and long-term trends
- Characteristics of homicides and methods used

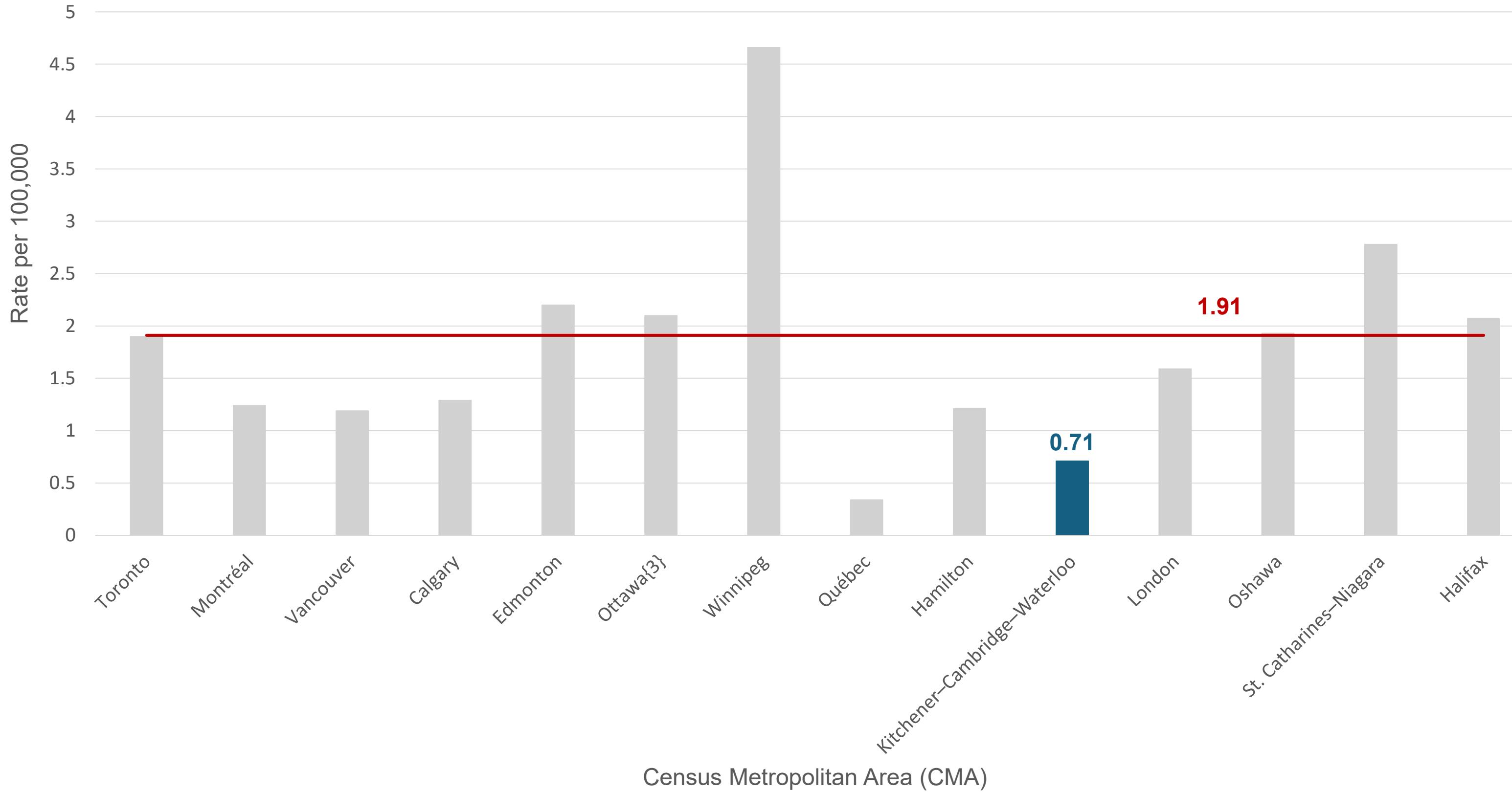
**Kitchener-Cambridge-Waterloo CMA adjusted to be the same as the Region of Waterloo boundary



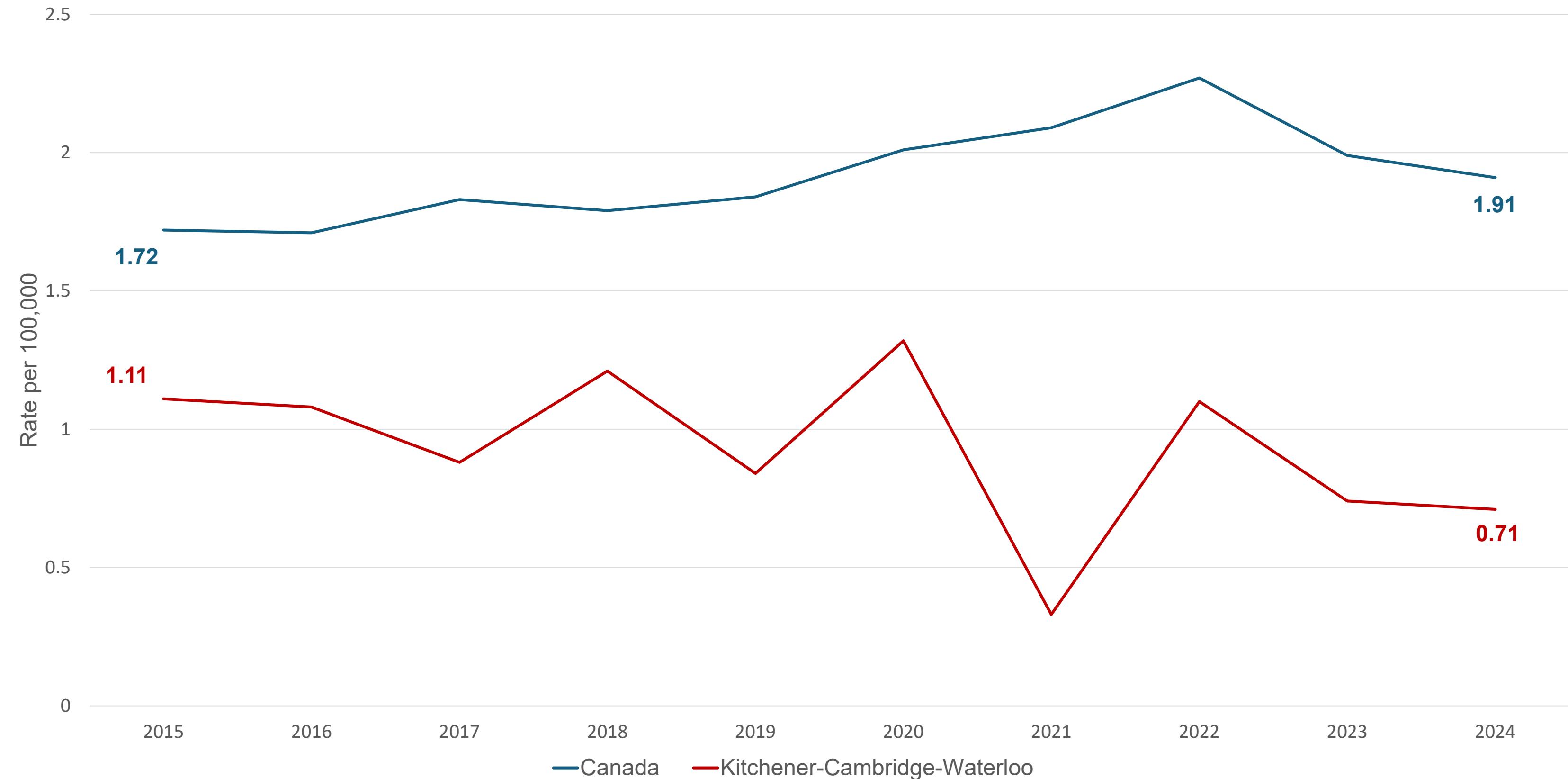
Rate of Homicides by Province, 2024



Rate of Homicides by CMA (>500,000), 2024



Homicide Rate in Kitchener-Cambridge-Waterloo (2015-2024)



Homicides and Attempt Homicides in Waterloo Region (2020-2025)

	2020	2021	2022	2023	2024	2025
Total Homicides	8	3	8	5	5	4
Total Attempt Homicides	7	8	4	8	4	1
Total Homicides & Attempted Homicides	15	11	12	13	9	5
Intimate Partner Violence Related	1	1	2	1	1	1
Total Familial Related	6	2	7	3	2	0

2024 Trends Summary

Overall

- National homicide rate has decreased, but Ontario remains relatively unchanged
- Handguns most frequently used firearm

Offenders

- Decline in gang-related homicides and homicides associated to illegal drug trade
- Increase in youth-accused homicides
- About 1/3 charged were in custody or under some form of justice system supervision at the time

Victims

- Indigenous and racialized peoples were overrepresented
- Women were overrepresented in intimate-partner homicides
- Less reported as missing at time of their death



Thank You

HOMICIDE

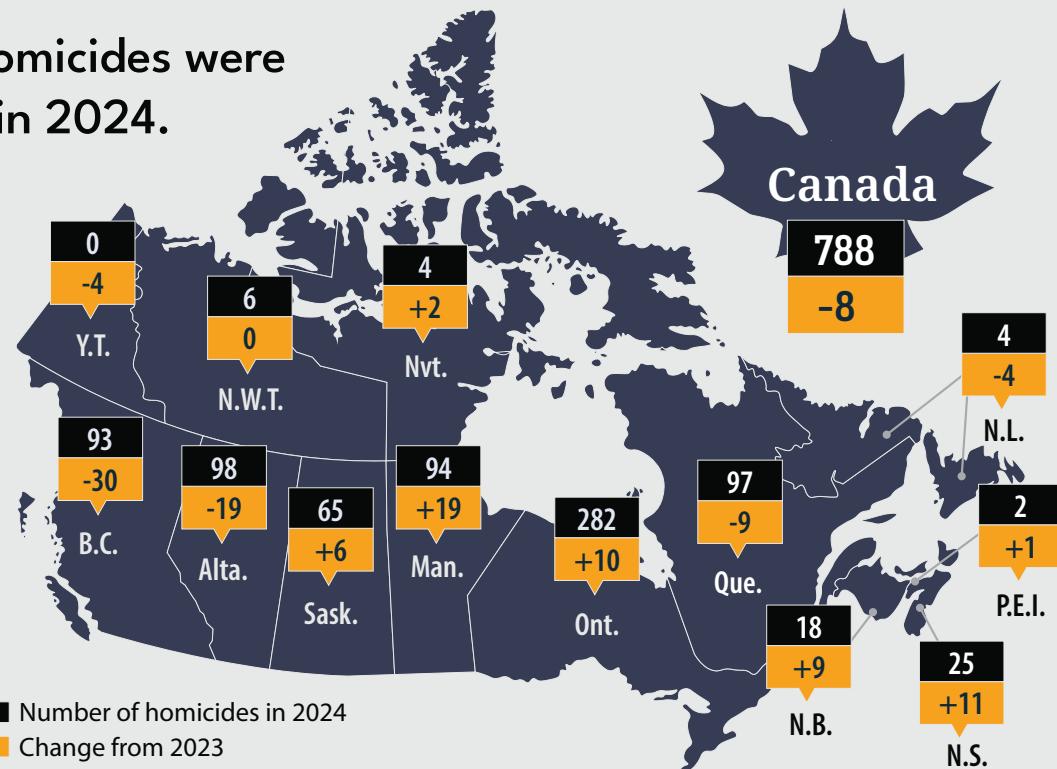
IN CANADA

2024



Nationwide, 788 homicides were reported by police in 2024.

The national homicide rate decreased 4% in 2024, from 1.99 to 1.91 homicides per 100,000 population.



In 2024...

Gang-related homicides represented less than one-fifth of all reported homicides



Firearms were used in more than **1 in 3** homicides



Most common firearm used



The homicide rate involving Indigenous¹ people was 10.84 per 100,000 population, **more than 8 times** the rate for non-Indigenous Canadians. Indigenous people therefore continue to be overrepresented among homicide victims.

Victims identified as **racialized persons**² continued to account for approximately one-third (29%) of all victims.



Spousal and intimate partner violence

In 2024, nearly **1 in 6** (17%) homicide victims were killed by a spouse or intimate partner.³ This represents **100** homicide victims, up from **72** in 2023.



81 women were victims of spousal or intimate partner homicide in 2024, up from **53** the previous year.



Over the period from 2019 to 2024, roughly **one-third** of those accused of homicide were already under some form of justice system supervision at the time of the offence.

1. Indigenous includes those identified by police as First Nations persons (either Status or non-Status), Métis, Inuit or as an Indigenous person but whose group is unknown.

2. In this infographic, the concept of racialized population is measured using the "visible minority" variable, which refers to whether or not a person belongs to one of the visible minority groups defined by the *Employment Equity Act*. In the Act, visible minorities are defined as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour."

3. Spouse or intimate partner refers to a current or former spouse, common-law spouse or dating partner.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Homicide Survey.

© His Majesty the King in Right of Canada, as represented by the Minister of Industry, 2025

Catalogue number: 11-627-M | ISBN: 978-0-660-79887-5

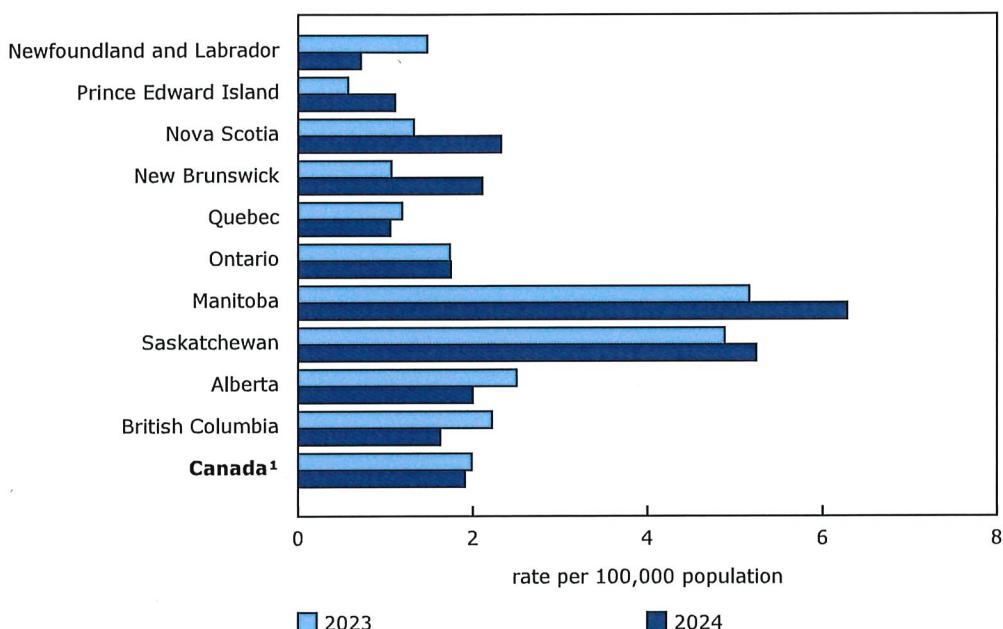
Homicide trends in Canada, 2024

Released at 8:30 a.m. Eastern time in *The Daily*, Tuesday, December 2, 2025

Police services reported 788 homicides across Canada in 2024, 8 fewer homicides than the previous year. In Canada, homicides—which include first-degree murder, second-degree murder, manslaughter and infanticide—account for about 0.1% of all police-reported violent crimes. The homicide rate is considered a key metric for assessing the state of violence, community safety and social welfare of a country. Domestic and international policy makers analyze the incidence of homicides to understand the extent of violence, identify trends and determine an appropriate response.

The national homicide rate decreased 4% in 2024, dropping from 1.99 to 1.91 homicides per 100,000 population. This is the second consecutive year when the homicide rate has been below 2 homicides per 100,000 population.

Chart 1
Homicide rate, by province, 2023 and 2024



1. Includes the territories.

Note(s): Populations are based on July 1 estimates from Statistics Canada, Centre for Demography.

Source(s): Homicide Survey (3315).

Varying trends in provincial homicide rates in 2024

In 2024, homicide rates decreased in four provinces, with the largest decline in Newfoundland and Labrador (-51%), followed by British Columbia (-27%), Alberta (-20%), and Quebec (-11%).

Conversely, the six remaining provinces saw increases. New Brunswick's homicide rate nearly doubled from 1.08 to 2.11 per 100,000 population, as the 18 homicide victims in 2024 were up from 9 in 2023. In 2024, eight of those victims died by shootings, which was twice the number in 2023.

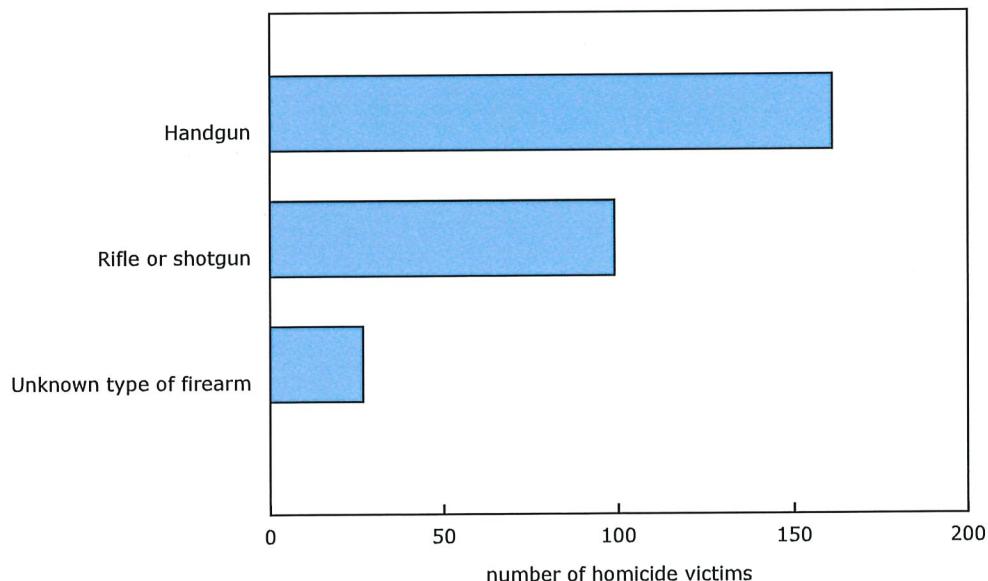
Elsewhere, Prince Edward Island's homicide rate increased from 0.58 to 1.12 per 100,000 population (from one victim to two victims) in 2024. Nova Scotia's rate rose substantially, from 1.33 to 2.32 per 100,000 (from 14 to 25 victims). Nova Scotia recorded a notable increase in homicides related to illegal drug trade activities in 2024 (7), up from 2 in the previous year. For the first time in four years, Nova Scotia also had three incidents involving multiple homicide victims. Farther west, Manitoba recorded a 22% increase in its homicide rate, while Saskatchewan's rate grew by 7%, and Ontario's remained largely unchanged at 1.75 per 100,000.

Reflecting the broader downward trend in the national homicide rate, 22 of the 42 census metropolitan areas (CMAs) saw reductions in their homicide rates in 2024, with the most substantial decrease being recorded in Moncton (-81%). However, among the three largest CMAs (Toronto, Montréal and Vancouver), only Vancouver experienced a drop. Thunder Bay recorded Canada's highest homicide rate in 2024, rising from 5.41 to 6.08 per 100,000, followed by Chilliwack (4.75) and Winnipeg (4.66).

Handguns are the primary weapon in more than half of firearm-related homicides

Consistent with recent trends, firearms were used in more than one in three homicides (36%) in 2024. Among the 287 firearm-related homicides, handguns were the most common firearm used (56%), followed by rifles and shotguns (34%). The remaining cases involved unspecified types of firearms (e.g., where the exact firing mechanism is unknown).

Chart 2
Number of homicide victims, by type of firearm used to commit the homicide, Canada, 2024



Source(s): Homicide Survey (3315).

Overall decreases in gang-related homicide trends

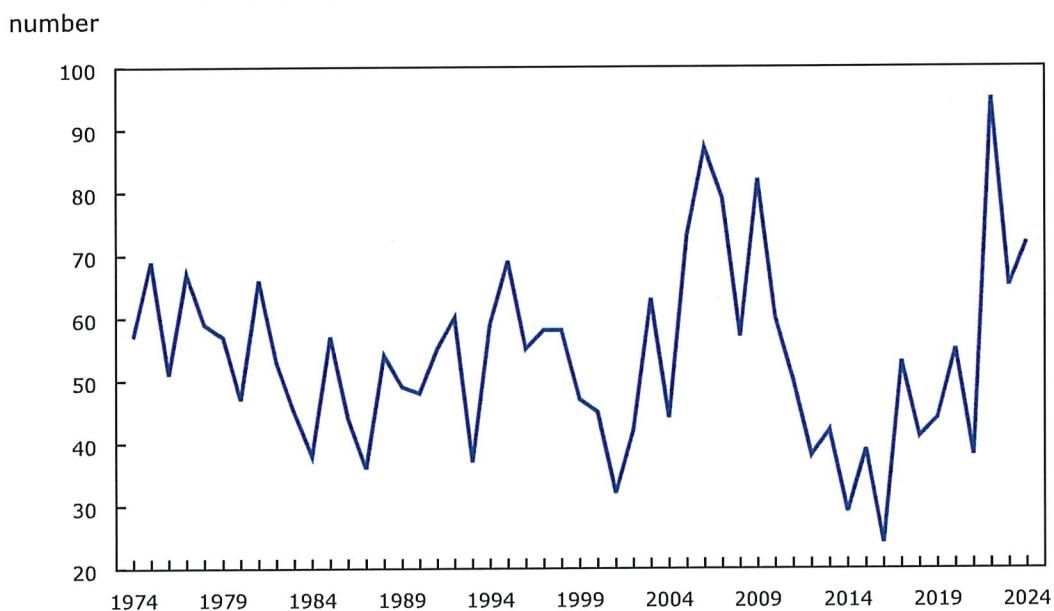
Gang-related homicides (152 homicides, or 0.37 homicides per 100,000 population) dropped in 2024, down from 174 in 2023, making up less than one-fifth (19%) of all homicides. For the first time since 2016, Canada's gang-related homicide rate dropped below 0.40 per 100,000 population.

A recent analysis revealed several decreases in gang-related homicide trends in 2024. First, homicides associated with illegal drug trade activities (e.g., possession and trafficking) have become less frequent, dropping from 120 homicides in 2023 (69% of all gang-related homicides) to 80 homicides in 2024 (53%). Second, the number of gang-related homicides involving a firearm decreased, from 132 in 2023 to 110 in 2024. Together, these changes contributed to an increase in the overall proportion of gang-related homicides involving a firearm, from 78% in 2023 to 79% in 2024. The number of accused in gang-related homicides decreased from 121 to 95, resulting in a drop in the proportion of accused who were involved in gang-related homicides, from 18% in 2023 to 14% in 2024.

More youths charged with homicide

More youths under the age of 18 were charged with homicide in 2024 (72) than in 2023 (65). This pushed up the rate of youths accused of homicide from 0.87 to 0.94 per 100,000 youths. In 2024, police reported 13 incidents involving multiple youths accused of homicide, 5 of which had 3 or more youths accused.

Chart 3
Number of youths accused of homicide, Canada, 1974 to 2024



Note(s): Anyone below the age of 18 is considered a youth.

Source(s): Homicide Survey (3315).

Indigenous peoples continue to be overrepresented among homicide victims

Indigenous peoples in Canada—First Nations people, Métis and Inuit—continue to face a disproportionate risk of homicide, which is deeply rooted in the historical and present-day effects of colonization, including systemic discrimination, poverty and intergenerational trauma.

In 2024, Indigenous peoples made up 3 in 10 homicide victims (30%) while representing 5% of the overall population of Canada. The proportion of Indigenous homicide victims increased by 4 percentage points from 2023, when Indigenous peoples accounted for 26% of all homicide victims. With a homicide rate of 10.84 per 100,000 population in 2024, Indigenous peoples were victims of homicide at a rate over eight times

higher than that of non-Indigenous Canadians. Among Indigenous homicide victims, increases were more pronounced for Indigenous women, with the number of homicides rising from 50 in 2023 to 71 in 2024. Homicides among Indigenous men increased from 144 to 152.

Nearly 3 in 10 homicide victims belong to a racialized group

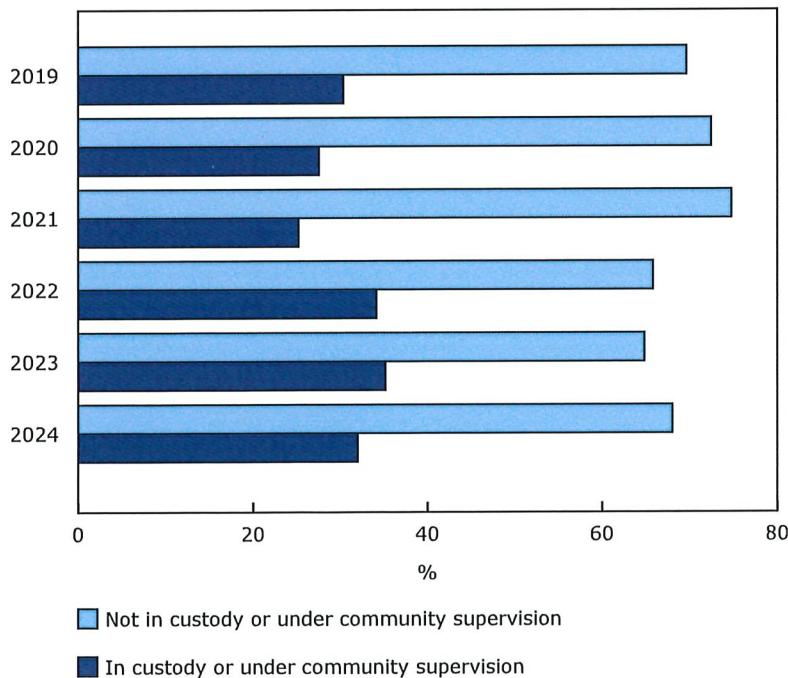
In 2024, close to 3 in 10 homicide victims (29% or 226 victims) belonged to a racialized group. The homicide rate for racialized victims was 1.72 victims per 100,000 population, lower than the rate for non-racialized victims (1.98 per 100,000 population). Among racialized victims, the most affected groups were the Black (45%), South Asian (22%), and Arab (9%) populations.

Individuals accused of homicide often have prior criminal records

Crimes against a person are offences that involve or threaten bodily harm to a victim. This category is broad, including the most severe crimes like homicide (murder, manslaughter and infanticide), as well as sexual assault, attempted murder, robbery, criminal harassment, uttering threats and various levels of physical assault. In 2024, 42% of individuals accused of homicide had a record of either having committed or having been accused of previous crimes against a person, a rate slightly lower than in 2023 (47%).

From 2019 to 2024, roughly one-third of individuals accused of homicide were already under some form of justice system supervision. This proportion was 32% in 2024, after peaking at approximately 35% in 2023, following a low of 25% in 2021. This broad category of supervision includes not only those on bail, but also those on remand, sentenced to custody or on probation.

Chart 4
Proportion of people accused of homicide in custody or under community supervision at the time of the homicide, Canada, 2019 to 2024



Note(s): Excludes homicides where it was unknown whether the charged/suspect-chargeable was in custody or under community supervision at the time of the homicide.

Source(s): Homicide Survey (3315).

Missing persons as victims of homicide

In 2024, the reduction in overall homicides was mirrored by a decrease in cases where victims were previously reported missing.

Approximately 1 in 20 homicide victims (5% or 41 victims) had been reported missing at the time of their death in 2024, down slightly from 6% (44 victims) in 2023. For Indigenous homicide victims, where the gender was known, 4% of both Indigenous women and men were previously reported as missing compared with 5% of non-Indigenous women and 6% of non-Indigenous men. Despite the large increase in the number of Indigenous women who were homicide victims, the percentage of those who were previously reported as missing was 3.25 times lower in 2024 than the average calculated since these data were first collected in 2015 (13%).

Women continue to account for a disproportionate number of victims of intimate partner homicide

In 2024, almost one in six homicide victims (17%) were killed by a spouse or an intimate partner, totalling 100 victims. This is an increase from the 72 victims recorded in 2023. Increases were reported in 8 of the 10 provinces. Following a historical pattern, women (81%) were disproportionately the victims of intimate partner homicide in 2024, including homicide committed by a current or former spouse, common-law spouse or dating partner. More specifically, the number of women who were victims saw a sharp increase—from 53 in 2023 to 81 in 2024—while the number of men who were victims remained consistent.

Table 1
Number of homicides, by province and territory, 2015 to 2024

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
number of victims										
Canada	613	619	669	665	691	765	801	885	796	788
Newfoundland and Labrador	3	8	4	2	5	4	8	3	8	4
Prince Edward Island	1	0	2	0	2	1	1	0	1	2
Nova Scotia	12	13	21	11	6	37	23	20	14	25
New Brunswick	11	11	10	13	17	14	11	15	9	18
Quebec	79	67	93	84	78	87	90	111	106	97
Ontario	174	206	198	272	253	244	284	293	272	282
Manitoba	48	43	47	55	74	62	62	90	75	94
Saskatchewan	47	57	38	35	55	64	71	73	59	65
Alberta	133	116	119	83	100	143	119	119	117	98
British Columbia	96	90	121	93	91	100	125	155	123	93
Yukon	1	4	8	3	1	0	4	2	4	0
Northwest Territories	6	3	2	6	2	6	1	3	6	6
Nunavut	2	1	6	8	7	3	2	1	2	4
Difference in Canada number from previous year	88	6	50	-4	26	74	36	84	-89	-8

Note(s): There may be a small number of homicides in a given year's total that occurred in previous years. Homicides are counted according to the year in which they are reported to Statistics Canada.

Source(s): Homicide Survey (3315).

Table 2
Rate of homicides, by province and territory, 2015 to 2024

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
rate ¹										
Canada	1.72	1.71	1.83	1.79	1.84	2.01	2.09	2.27	1.99	1.91
Newfoundland and Labrador	0.57	1.51	0.76	0.38	0.95	0.76	1.52	0.56	1.48	0.73
Prince Edward Island	0.69	0.00	1.34	0.00	1.28	0.63	0.62	0.00	0.58	1.12
Nova Scotia	1.28	1.38	2.21	1.14	0.61	3.74	2.30	1.95	1.33	2.32
New Brunswick	1.45	1.44	1.30	1.69	2.19	1.79	1.39	1.85	1.08	2.11
Quebec	0.97	0.81	1.12	1.00	0.92	1.02	1.05	1.28	1.20	1.07
Ontario	1.27	1.48	1.41	1.90	1.74	1.65	1.91	1.94	1.74	1.75
Manitoba	3.71	3.27	3.52	4.07	5.40	4.49	4.45	6.37	5.16	6.29
Saskatchewan	4.19	5.02	3.31	3.03	4.72	5.48	6.08	6.19	4.88	5.24
Alberta	3.21	2.76	2.81	1.93	2.30	3.24	2.69	2.64	2.50	2.00
British Columbia	2.01	1.85	2.45	1.85	1.78	1.93	2.39	2.89	2.22	1.63
Yukon	2.65	10.38	20.24	7.43	2.43	0.00	9.31	4.56	8.80	0.00
Northwest Territories	13.56	6.72	4.48	13.47	4.50	13.48	2.24	6.72	13.43	13.41
Nunavut	5.48	2.70	15.93	20.88	18.02	7.60	4.99	2.47	4.91	9.72
Percent change in rate for Canada from previous year	15.89	-0.16	6.79	-2.01	2.40	9.52	4.13	8.51	-12.63	-3.89

1. Rates are calculated per 100,000 population using revised July 1 population estimates from Statistics Canada, Centre for Demography.

Note(s): There may be a small number of homicides in a given year's total that occurred in previous years. Homicides are counted according to the year in which they are reported to Statistics Canada.

Source(s): Homicide Survey (3316).

Table 3

Counts and rates of homicides, by census metropolitan area¹, 2014 to 2024

	2024	2024	2024	2023	2023	Difference from 2023	Difference from 2023	Average from 2014 to 2023	Average from 2014 to 2023
	count	rate ²	population	count	rate ²	number	% change in rate	count	rate ²
Canada	788	1.91	41,288,599	796	1.99	-8	-3.89	703	1.88
CMA total	518	1.67	30,937,079	518	1.73	0	-3.48	464	1.72
500,000 and over population									
Toronto	133	1.90	7,002,113	119	1.77	14	7.60	109	1.74
Montréal	58	1.24	4,663,357	56	1.24	2	0.61	48	1.12
Vancouver	37	1.19	3,109,701	48	1.61	-11	-26.08	50	1.86
Calgary	23	1.29	1,781,614	25	1.49	-2	-13.23	29	1.95
Edmonton	36	2.20	1,637,829	48	3.07	-12	-28.32	43	2.99
Ottawa ³	27	2.10	1,283,677	18	1.45	9	45.20	14	1.30
Winnipeg	43	4.66	922,465	46	5.15	-3	-9.51	34	4.19
Québec	3	0.34	883,152	9	1.04	-6	-67.49	5	0.62
Hamilton	10	1.21	829,193	11	1.36	-1	-11.22	11	1.49
Kitchener–Cambridge–Waterloo	5	0.71	706,875	5	0.74	0	-4.67	5	0.91
London	10	1.59	627,289	8	1.31	2	21.29	8	1.41
Oshawa	11	1.93	570,677	9	1.65	2	16.71	8	1.75
St. Catharines–Niagara	15	2.78	539,180	12	2.29	3	21.55	6	1.14
Halifax	11	2.07	530,610	8	1.54	3	34.31	8	1.84
100,000 to less than 500,000 population									
Windsor	6	1.24	483,687	5	1.07	1	16.28	6	1.45
Victoria	2	0.45	441,415	2	0.46	0	-1.63	4	1.00
Saskatoon	14	3.75	372,990	13	3.63	1	3.50	11	3.37
Gatineau ⁴	5	1.38	363,435	5	1.41	0	-2.32	4	1.03
Barrie	2	0.68	293,387	1	0.35	1	93.19	2	0.90
Regina	6	2.14	280,995	10	3.69	-4	-42.17	9	3.70
Kelowna	2	0.80	250,105	5	2.04	-3	-60.80	4	1.93
St. John's	2	0.87	230,927	3	1.33	-1	-35.03	3	1.22
Sherbrooke	3	1.33	225,285	2	0.91	1	46.70	1	0.68
Abbotsford–Mission	4	1.80	222,082	4	1.86	0	-3.28	5	2.54
Moncton	1	0.51	196,448	5	2.67	-4	-80.93	3	1.57
Greater Sudbury	2	1.02	195,577	5	2.65	-3	-61.40	4	2.02
Kingston	5	2.63	190,126	0	0.00	5	...	3	1.51
Saguenay	2	1.13	177,080	0	0.00	2	...	1	0.41
Brantford	3	1.72	174,843	0	0.00	3	...	4	2.30
Trois-Rivières	1	0.58	171,224	1	0.60	0	-2.65	2	0.95
Guelph	3	1.88	159,360	4	2.56	-1	-26.35	2	1.19
Peterborough	2	1.38	145,180	4	2.87	-2	-52.06	2	1.47
Saint John	3	2.12	141,342	2	1.44	1	47.02	2	1.52
Lethbridge ⁵	1	0.72	138,745	1	0.75	0	-3.52	1	1.39
Fredericton ⁶	5	3.75	133,505	1	0.79	4	374.02	...	...
Thunder Bay	8	6.08	131,594	7	5.41	1	12.45	8	6.46
Nanaimo ⁶	2	1.57	127,516	3	2.40	-1	-34.62	...	...
Chilliwack ⁶	6	4.75	126,372	6	4.84	0	-1.95	...	...
Kamloops ⁶	1	0.80	124,896	4	3.27	-3	-75.49	...	...
Belleville–Quinte West ^{5,7}	3	2.43	123,531	2	1.65	1	47.24	1	1.44
Drummondville ⁶	0	0.00	114,783	0	0.00	0	...	...	...
Red Deer ⁶	2	1.77	112,917	1	0.92	1	92.87	...	...
Non-CMA total	270	2.61	10,351,520	278	2.72	-8	-4.08	239	2.28

... not applicable

1. A census metropolitan area (CMA) consists of one or more neighbouring municipalities situated around a major urban core. A CMA must have a total population of at least 100,000 of which 50,000 or more live in the urban core. To be included in the CMA, other adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census data. A CMA typically comprises more than one police service. It is important to note that while official police-reported data on crime from the Uniform Crime Reporting (UCR) Survey use Statistics Canada's standard CMA names, the boundaries for the policing-based CMAs do not always fully align with the standard CMA geographic units used for disseminating information about the Census of Population.
2. Rates are calculated per 100,000 population using revised July 1 population estimates from Statistics Canada, Centre for Demography.
3. Ottawa refers to the Ontario part of the Ottawa–Gatineau CMA.
4. Gatineau refers to the Quebec part of the Ottawa–Gatineau CMA.
5. Belleville and Lethbridge became CMAs in 2016.
6. Fredericton, Chilliwack, Nanaimo, Kamloops, Drummondville and Red Deer became CMAs in 2023.
7. The CMA of Belleville–Quinte West was formerly known as Belleville.

Note(s): There may be a small number of homicides included in a given year's total that occurred in previous years. Homicides are counted according to the year in which they are reported to Statistics Canada.

Source(s): Homicide Survey (3315).

Note to readers

Because of the relatively small population sizes in the territories, variations in year-over-year homicide rates need to be interpreted with caution. Therefore, the territories are included in the overall national rate but not displayed separately.

Definitions, data sources and methods: survey number 3315.

The infographic "[Homicide in Canada, 2024](#)" (11-627-M) is now available.

Additional data are available upon request.

For more information, or to enquire about the concepts, methods or data quality of this release, contact us (toll-free 1-800-263-1136; 514-283-8300; infostats@statcan.gc.ca) or Media Relations (statcan.mediahotline-ligneinfomedias.statcan@statcan.gc.ca).



Court Security and Prisoner Transportation Program

TO:

The Chair and Members of
the Waterloo Regional
Police Service Board

FROM:

Office of the Chief
of Police

DATE:

01/21/2026

Recommendation

If in agreement, the Police Service Board will send the attached correspondence to Deputy Minister Mario Di Tommaso at the Ministry of Solicitor General regarding enhanced and consistent funding for the provision of local court security.

Summary

In 2025, the Ministry of the Solicitor General reduced WRPS' allocation under the Court Security and Prisoner Transportation (CSPT) grant program while also recommending that court security be enhanced at the Region's Courthouses.

Report

Annually, the Government of Ontario provides funding through the CSPT program to police services. However, in 2025, WRPS' grant allocation was reduced by \$598,809 to \$4,730,405. This total funding is now covering only 46% of projected 2026 Court Security costs of \$10,328,000.

Further, on August 6, 2025, an All-Chiefs of Police memo was issued from the Ministry of the Solicitor General regarding Court Security enhancements. The memo recommended enhanced court security measures to be adopted in all premises where court proceedings are conducted in response to recent events and growing concerns related to the safety of the public, court staff and members of the judiciary, including:

- A single entrance be established for members of the public accessing the courthouse, or any premise where court proceedings are conducted.
- Anyone attending the courthouse, or any premise where court proceedings are conducted, be actively screened using metal detectors or security wands.
- A security presence on every floor of a courthouse, or any premise where court proceedings are conducted, with armed officers readily available to respond, when necessary.

Overall, in-person volumes at the Region's Courthouses now exceed pre-pandemic levels. Recently, the Courthouse has experienced an increase in violent outbursts and escalated behaviour from accused persons and members of the public. In the 2026 Budget, the

Police Service Board determined that an expansion of security personnel at the Courthouses were required. WRPS added two new sworn members, and five new special constables dedicated to Court Security.

The Police Service Board is now advocating to the Ministry of the Solicitor General for more sustainable CSPT funding levels and for better awareness from the Ministry of the growing pressures on police services to deliver the court security function. This includes advocating for base level funding for minimum operational capacity as well as incremental adjustments tied to court metrics, such as court volume. Please see Attachment 1 – Correspondence to Deputy Minister Di Tommaso.

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety

- Reduce Violent Crime and Recidivism
- Deliver exceptional services that meet local community needs
- Base actions on evidence

Our Connections

- Conduct improved and intentional outreach
- Communicate and engage
- Adopt a people-centred service delivery model

Financial and/or Risk Implications

The Government of Ontario provides the CSPT program to police services. In 2025, this was reduced by \$599K to \$4,730K. Court Security increases the overall 2026 Operating Budget by 0.8% or \$2,031K.

\$K	2025 Budget	Increase	2026 Budget
Expenses	8,897	1,431	10,328
CSPT Program	(5,329)	599	(4,730)
Total Net Costs	3,567	2,031	5,598

Attachments

- Attachment 1 - Correspondence to Deputy Minister Di Tommaso

Prepared By

David Mullock, Manager, Government Relations

Approved By

Mark Crowell, Chief of Police



WATERLOO REGIONAL POLICE SERVICE BOARD

January 22, 2026

Dear Deputy Minister Mario Di Tommaso,

On behalf of the members of the Waterloo Regional Police Service Board, I am writing to you regarding the level of provincial funding dedicated for court security in the Region of Waterloo. As you are aware, under the *Community Safety and Policing Act* (CSPA), the Waterloo Regional Police Service (WRPS) is responsible for providing court security to the Waterloo Region Courthouse (85 Frederick Street) as well as the Provincial Offences Court House (77 Queen Street North).

For 2025, WRPS' allocation of the provincial Court Security and Prisoner Transportation (CSPT) grant was reduced by close to \$600,000. We understand that WRPS' reduction was the result of the collective expenditure-based funding model utilized for all police services.

The Police Service Board feels that this reduction is inconsistent with the recent provincial guidelines for court security as well as with operational realities. In-person court volume is now exceeding pre-pandemic levels coupled with the increase in violent incidents at courthouses in Waterloo Region.

Following the All-Chiefs Memo sent in August 2025, WRPS engaged directly with our local judiciary to understand local court security issues from their perspective. In the last four months alone, three bomb threats were made to the Courthouse, which proved to be unfounded. Further, in July 2025, two incidents of an accused breaking the glass in the prisoner's box occurred. One accused scaled the box and ran at the Justice before being subdued.

In the 2026 WRPS Budget, the Police Service Board added two new sworn members, and five new special constables dedicated solely to Court Security. This expansion along with cost-of-living increases and the CSPT decrease comes at an increased cost of \$2 million annually.

Given that this fiscal pressure will continue in future years, the Police Service Board wishes to bring this matter to your attention. We fully appreciate the necessity of having robust court security but respectfully ask that you please re-examine WRPS' CSPT allocation level going forward.

Further, our Police Service Board is aligned with the below Ontario Association of Chief of Police (OACP) resolution from 2025 that calls for base level CSPT funding for minimum operational capacity for all jurisdictions as well as incremental adjustments tied to specific court metrics, including cases and special events.

On behalf of the Police Service Board, we appreciate your consideration to this matter.

Best,



Ian McLean
Chair, Waterloo Regional Police Service Board

2025 OACP Resolution – Court Security and Prisoner Transportation Program:

BE IT FURTHER RESOLVED THAT the OACP calls on the Government of Ontario to collaborate with municipal police services to develop and implement a funding model for the Court Security and Prisoner Transportation upload through a hybrid model where a base level of funding guarantees minimum operational capacity for all jurisdictions, with incremental funding adjustments tied directly to court cases, including volume and complexity of court security events, number and cumulative duration of prisoner transports, specialized security requirements and utilizes reporting mechanisms to ensure funding allocations reflect actual operational demands and cost structures.



Community Safety & Wellbeing Plan Highlights 2025

TO:
The Waterloo Regional
Police Service Board

FROM:
Community Safety
Partnerships

DATE:
01/21/2026

Recommendation

For information only.

Summary

2025 was a year of progress for the Region of Waterloo Community Safety and Wellbeing Plan. This report contains excerpts and information from the report delivered at the 2025 All Councils meeting and provides plan highlights from the priority action tables as well as key actions taken to solidify planned governance and accountability.

Report

The Region of Waterloo Community Safety and Wellbeing Plan and the agencies contributing towards its governance, administration and action tables demonstrated progress over the course of 2025. These priorities include Combatting Hate, Addressing Intimate Partner Violence, Gender-Based Violence, and Missing and Murdered Indigenous Women and Girls, Addressing Mental Health and Addiction Needs, Together, and Creating Safe and Inclusive Spaces.

Combatting Hate

The Combatting Hate Action Table (CHAT) identified three core priorities for action: Building system accountability to better respond to community needs to combat hate; mapping current programs, services and initiatives that address hate and/or offer supports to people who have experienced harm using trauma-informed and culturally safe approaches; and developing a community-wide public awareness campaign on hate and identity-based harm.

In 2025, the CHAT worked together to launch a community-wide anti-hate awareness campaign, *We all belong here*, aimed at addressing hate, harm and building a community where everyone feels safe, welcomed, respected and that they belong. The campaign features posters, social media posts, lawn signs, newspaper and radio ads, a wrapped Grand River Transit Bus and more. Campaign materials were translated in Arabic, Tigrinya, Spanish, Farsi, French, Turkish and the following Indigenous languages: Anishnaabe, Inuit, Mi'Kmaq, Mohawk, and Metis.

The WeBelongWR website was also co-created by the CHAT and launched alongside the campaign. The website is designed to provide support and resources accordingly from those who have experienced harm and are seeking support; to those who may have caused harm and are looking for opportunities to change; to those who want to be an ally.

The campaign launched on Oct 23, 2025, with approximately 100 community leaders and partners. Since the launch, over 15+ community activation events have been held across Waterloo Region to promote the campaign with community partners, residents and youth.

Intimate Partner Violence, Gender-Based Violence, and Missing and Murdered Indigenous Women and Girls

Work on this priority area has advanced through the partners of the Family Violence Project (FVP). Launched in 2006, the FVP is a collaboration of nine multi-sector co-located agencies working collectively to support victims, survivors, and families of GBV/IPV, while undertaking innovative initiatives to reduce family violence in Waterloo Region.

As a key initiative, the Early Intervention Program has provided consistent results in reducing IPV related calls for service to police post intervention. In Q1 2025, 48% of individuals participating in the EIP had no further IPV related calls six months after joining the program. This program was also featured to the Standing Committee on Justice Policy – Study on Intimate Partner Violence as a scalable model for best practice in the province.

In 2025 the action table also undertook work in three key areas:

- A focus on prevention
- Education and advocacy
- Design to meet community need

Through these categories of work the action table surveyed local GBV service providers to develop a landscape of services, funding streams, staffing and resource allocations. Based on the respondents, results indicated that in January 2025 a provider survey was distributed to IPV/GBV serving agencies which allowed for a broad analysis of program types, funding types and dedicated staffing. Key statistics from the survey respondents included:

- 48% of programs were funded by grants, and;
- 19% of programs were considered unfunded.
- The top three program types are education, counselling, connection.
- 36% of programs were categorized as 'social development', while 4% were classified as 'primary response'.

The action table partners also developed training and awareness for femicide reporting. Femicide was recently added to the proposed *Protecting Victims Act* legislation for consideration as an offence.

Additional action table highlights:

- Launch of the *#NotInMyCity* information and awareness campaign, to bring attention and education to disrupt the ongoing issue of human trafficking.
- The action table partners also developed training and awareness for femicide reporting.
- Data analysis examining shelter occupancy, program access, rates of victimization by census metropolitan area and frequency of recontact was developed to inform provider services.
- WLU/CSWP co-hosted a professional development day for the IPV/GBV/MMWIG2S+ and Combatting Hate action tables.

Addressing Mental Health & Addictions Needs, Together

The Mental Health and Addictions System Transformation Team, led by both Waterloo Region Ontario Health Teams, focuses on aligning MHA cross-sectoral work that is happening across Waterloo Region to prevent duplication, optimize resources and improve impact through integrated coordinated MHA care. The six mobilization teams are currently supporting the following:

- Frequent Users of Emergency Departments
- Homelessness and Housing
- Supporting People Holistically
- Youth Mental Health and Addictions Prevention
- The HART Hub Waterloo Region
- Data and Evaluation

Creating Safe and Inclusive Spaces

In 2025, a Safe and Inclusive Spaces Action Table was developed with representation from area municipalities, Indigenous organizations, and community organizations. The table aims to collaboratively develop and implement actions that foster safe and inclusive spaces for Indigenous Peoples and equity-deserving communities across Waterloo Region.

Governance and Administration

- The Region of Waterloo hired Samina Sami as its first Executive Director to lead the ongoing development of the plan.
- CSWP Government Relations made significant efforts in advocacy for resources under the four priorities of the plan. This included engagements at Rural Ontario Municipal Association and the Association of Municipalities of Ontario.
- The Core Support Team assisted with partners to support funding applications for many local initiatives including, Ontario STANDS, HART Hub, Federal Anti-Racism Program, Integrated Crisis Centre.

Plan Refresh

The *Community Safety and Policing Act (2019)* requires every municipality in Ontario to refresh their CSWP every four years in consultation with communities and to submit the updated plan to the Ministry of the Solicitor General. In 2022, the Region developed a CSWP framework and asset map in collaboration with communities across the region, and in alignment with the legislation. The Region is due to submit the updated CSWP by March 2026, in compliance with the four-year cycle mandated under the Act.

Strategic Business Plan

The above report aligns with the following Strategic Business Plan 2024-2027 objectives:

Our Commitment to Public Safety

- Reduce Violent Crime and Recidivism
- Deliver exceptional services that meet local community needs
- Base actions on evidence

Our Connections

- Conduct improved and intentional outreach
- Communicate and engage
- Adopt a people-centred service delivery model

Financial and/or Risk Implications

N/A

Attachments

- Presentation – 2025 Community Safety and Wellbeing Plan – Highlights

Prepared By

Aaron Mathias, Inspector, Community Safety Partnerships

Approved By

Mark Crowell, Chief of Police



2025 Community Safety & Wellbeing Plan - Highlights

January 21, 2026

Presented by:
Aaron Mathias
Community Safety Partnerships

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WATERLOO REGION

Community Safety & Wellbeing Plan



Intimate Partner Violence, Gender Based Violence, Missing & Murdered Indigenous Women & Girls



Addressing Mental Health and Addictions Needs Together



Combatting Hate



Creating Safe & Inclusive Spaces



WATERLOO REGIONAL
POLICE

01 Incident Response

Critical and non-critical response

02 Risk Intervention

Mitigating situations of elevated risk

03 Prevention

Proactively reducing identified risks

04 Social Development

Promoting and maintaining community safety and wellbeing



IPV / GBV / MMIWG2S+

- Family Violence Project (FVP) launched a new 4-year Strategic Plan to streamline services, elevate survivor voices and integrate community co-design
- Early Intervention Program (EIP) and Evidence Based Programs
- Launch of the #NotInMyCity campaign
- Ongoing data analysis to inform decision making, strategy and policy



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Addressing Mental Health & Addictions Needs Together



MOBILIZATION TEAMS

- Frequent Users of Emergency Departments
- Homelessness and Housing
- Supporting People Holistically
- Youth Mental Health and Addictions Prevention
- The HART Hub Waterloo Region
- Data and Evaluation

Creating Safe & Inclusive Spaces



Action Table Goals

- Support and develop culturally safe and accessible spaces
- Consult RAP's Pathway Forward Strategic Plan
- Environmental scan to determine existing safe space efforts
- Determine collective actions the group can take to make a meaningful impact



CSWP Plan Refresh

- Responsive
- Build Upon and Engage
- Inclusive
- Aligned
- Evidence-Based
- Focused, Achievable, and Sustainable
- Community Leader

Thank You

Questions ?