

OPEN MINUTES

Date: November 12, 2025

Location: Zoom

In Attendance:

Ian McLean	Chair
Karen Redman	Vice Chair
Jim Schmidt	Member
Tony Giovinazzo	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
Hank Zehr	Police Services Advisor

1.0 Meeting Called to Order

Chair McLean called the meeting to order at 8:32 a.m.

2.0 Motion to Go Into Closed Session

Moved by J. Schmidt

Seconded by D. Craig

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:

1. Personal matters about an identifiable individual;
2. Litigation affecting the Board;
3. Information explicitly supplied in confidence to the Board by Canada, a province or territory or a Crown agency of any of them, a municipality of a First Nation;
4. 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;

5. Advice that would be inadmissible in a court by reason of any privilege under the law of evidence, including communications necessary for that purpose
Carried.

3.0 Motion to Reconvene in Open Session

Moved by S. Shantz

Seconded K. Redman

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: October 15, 2025

7.2 Confirmation of Minutes: October 27, 2025

7.3 2025-309: Police Service Board Policy Review

That the Waterloo Regional Police Service Board approve the following policies, as provided in Board Report 2025-309:

002: Internal Task Forces

006: Vehicle Theft

021: Personal Appearance

060: Board Communications

7.4 2025-394: 2026 Police Service Board Workplan

That the Waterloo Regional Police Service Board approve the 2026 Board Work Plan, as outlined in Board Report 2025-394.

- 7.5 2025-356: Administrative Review of Special Investigations Unit 2025-003/ 25-OSA-216**
- 7.6 2025-375: 2025 Third Quarter Frontline Call Reduction Strategies**
- 7.7 2025-378: Mental Health Alternative Response Report- Q3 2025**
- 7.8 2025-380: WRPS Communications Centre Q3 2025**
- 7.9 2025-382: Neighbourhood Policing 2025 Q3 and Semi- Monthly Statistical Reports Notes**
- 7.10 2025-373: WRPS Intelligence Notes Q3 2025**
- 7.11 2025-374: Quarterly Use of Force Statistical Report Q3 2025**

Moved by K. Quigley-Hobbs

Seconded by J. Schmidt

That the Consent Agenda including the Open Session Minutes of October 15, 2025, October 27, 2005 and Reports 2025-309, 2025-394, 2025-356, 2025-375, 2025-378, 2025-380, 2025-382 be approved as presented;

That Reports 2025-373 and 2025-374 be moved from Chief of Police Reports to the Consent Agenda and be approved as presented.

Carried.

8.0 Business Arising from the Minutes

9.0 Correspondence

10.0 Police Service Board Report

There was no Police Service Board Report.

11.0 Chief of Police Reports

11.1 2025-373: WRPS Intelligence Notes Q3 2025

Report 2025-373 was accepted as a Consent Agenda item.

11.2 2025-374: Quarterly Use of Force Statistical Report Q3 2025

Report 2025-374 was accepted as a Consent Agenda item.

11.3 2025-376: Dynamic Staffing Project- ORH 5-Year Patrol Staffing Recommendations

M. Bryant presented report 2025-376 outlining the research and recommendations for future WRPS staffing. S. Shantz asked for clarification

on how the model reflects Waterloo Region specifically. M. Bryant explained that all data used to inform the recommendations was based on information taken from the WRPS systems and recognizes the specific needs of the organization. J. Schmidt acknowledged the value in the recommended staffing levels to allow officers the time required to complete investigations.

Moved by J. Schmidt

Seconded by K. Redman

That the Board approve the five-year hiring plan and adopt Operational Research in Health's (ORH) recommendations of hiring in 73 new sworn Constables by December 31, 2030 for frontline patrol officers assigned to Community Policing.

Carried.

11.4 2025-377: September 2025 Financial Variance Report

K. Hand presented report 2025-377 for information. The Operating and Capital results are favourable compared to plan.

11.5 2025-384: 2026 Traffic Services Road Safety Team

Staff Sergeant Griffiths presented report 2025-384 for information. S. Shantz asked whether the province has announced additional funding towards road safety with the removal of speed cameras. Staff Sergeant Griffiths and Chair Redman confirmed that no funding announcements have been made. Staff Sergeant Griffiths added that WRPS will continue to work with Municipal and Township partners to ensure concerns are responded to.

11.6 2025-386: Court Security Update

Inspector Turner provided report 2025-386 for information. K. Quigley-Hobbs asked about the increasing expectations on Boards without increased provincial funding. Chief Crowell explained local and provincial advocacy for increased and consistent funding has been ongoing. Chair McLean requested that a report outlining the Board's call for increased and consistent funding be brought to a future meeting.

11.7 2025-385: Overtime Committee Update

Report 2025-385 was not discussed due to time constraints.

11.8 2025-350: 2026 Operating and Capital Budget Estimates

Chief Crowell and K. Hand presented report 2025-350. This will be presented to Regional Council on November 26th and a report will follow at the Board meeting on December 10, 2025.

Moved by J. Schmidt

Seconded by K. Quigley-Hobbs

That the Waterloo Regional Police Services Board approve the Waterloo Regional Police Service (WRPS) 2026 Operating Budget Estimate net levy of \$272,610,413; and

That the Waterloo Regional Police Service Board approve the 2026 Capital Budget Estimate and the 2027-2035 Capital Forecast as summarized in Appendix C subject to final adjustments for 2025 carry-forwards.

Carried.

11.9 2025-396: Community and Safety Well Being Plan Action Table Update: IPV, GBV, MMIWG2S+

Moved by J. Schmidt

Seconded by K. Redman

That report 2025-396 be deferred to the next Police Service Board Meeting on December 10, 2025.

Carried.

12.0 Monthly Chief of Police Report

Chief Crowell highlighted various investigations and community events.

The Board and Chief Crowell recognized Deputy Chief John Goodman who was sworn in on October 31, 2025.

13.0 New Business

There was no New Business.

14.0 Future Agenda Items

There were no Future Agenda Items.

15.0 Information Items

16.0 Adjournment

Moved by K. Redman

Seconded by S. Shantz

That the meeting be adjourned at 1:03 p.m.

Carried.

Original Signed by I. McLean

Original Signed by M. Martin

Board Chair

Executive Assistant