



WATERLOO REGIONAL
POLICE SERVICES
BOARD

OPEN MINUTES

Date: December 10, 2024

Location: Zoom

In Attendance:

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

1.0 Meeting Called to Order

Chair McLean called the meeting to order at 9:02 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 to discuss matters that it is of the opinion falls under Section 44 of the Community Safety and Policing Act.

Carried.

3.0 Motion to Reconvene in Open Session

Moved by K. Quigley-Hobbs

Seconded J. Schmidt

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, 2024

7.2 2024-238: Auxiliary and Special Constable Resignations

That the Waterloo Regional Police Services Board discontinue the designations for the following Waterloo Regional Police Service (WRPS) Auxiliary members who have resigned from their positions.

Auxiliary Members:

- BELTRAN-BETANCOUR, Angel
- KELLY, Jessica
- ROUSSEL, Jeremy

That the Waterloo Regional Police Service Board discontinue the designations for the following WRPS Special Constable member who has resigned from their position.

- LYON, Natalie

That the Waterloo Regional Police Service Board discontinue the designations for the following University of Waterloo Special Constable member who has resigned from their position.

- BLACK, Kavaun

7.3 2024-257: 2025 Police Service Board Workplan

That the Waterloo Regional Police Service Board approve the 2025 Board Work Plan, as outlined in Board Report 2024-257.

7.4 2024-236: Administrative Review of SIU (23-OFI-420)

Moved by S. Shantz

Seconded by K. Redman

That the Consent Agenda including the Open Session Minutes of November 12, 2024, and Reports 2024-238, 2024-257, 2024-236 be approved as presented.

Carried.

8.0 Business Arising from the Minutes

There was no business arising from the Minutes.

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 2024-240: Uniform Recruitment Strategy

M. Kimpel presented report 2024-240 for information. WRPS has a Uniform Recruitment Steering Committee with three key pillars including HR Processes, Outreach and Mentoring, and Corporate Communications. 69 Officers (in total) were hired by WRPS in 2024. The Board expressed that both the recruitment efforts and the results were excellent.

11.2 2024-259: Planning for St. Patrick's Day, 2025

Deputy Chief Davis presented report 2024-259 for information. A working group was convened following the Board's motion earlier this year to closely examine the risks associated with the unsanctioned St. Patrick's Day gathering in Waterloo. They conducted outreach with a number of stakeholders locally as well as police services across Ontario. In January 2024, the Board will hear a strategic update that includes recommendations.

11.3 2024-251: Race and Identity Based Data Collection Strategy

H. Siddiqui presented report 2024-251 for information. A summary of local, provincial and national contributions was provided. Next steps include engagement, data collection, and evidence based policing.

The meeting was temporarily suspended to improve I.T. connection.

11.4. 2024-249: 2025 Operating and Capital Budget

K. Hand presented report 2024-249 for information. Advocacy continues with the provincial government to provide funding for the implementation of the new Community Safety and Policing Act. WRPS has now met its full authorized staffing complement, therefore it is critical that WRPS continue to add staffing expansions to ensure they remain on the path towards sustainable staffing levels.

11.5 2024-262: Community Safety and Well Being: 2024 Updates

Insp. Mathias presented report 2024-262 for information. Collective efforts are committed to four main CSWP priority areas that include Addressing Mental Health and Addictions Needs Together, Combating Hate, Intimate Partner Violence, Gender Based Violence, Missing and Murdered Indigenous Women and Girls, and Creating Safe and Inclusive Spaces. S. Shantz recognized WRPS for its leadership and collaboration within the community.

12.0 Monthly Chief of Police Report

Chief Crowell highlighted various investigations including three males that were arrested after locating a substantial chop shop in North Dumfries township.

Community engagement was shared which included the WRPS Stuff a Cruiser campaign, and participation in a shopping spree that supports the Food Bank on December 3, 2024.

13.0 New Business

There was no New Business.

14.0 Future Agenda Items

D. Craig requested education with regards to online scams, particularly those that target seniors, at a future meeting.

Vice Chair Redman asked for more information on the role that WRPS would have in the potential restrictions on certain firearms, as discussed by other levels of government. Chief Crowell acknowledged the concerning trend of modifying traditional firearms into automatic weapons. The Ontario Association of Chiefs of Police is focused and mobilized in carrying out legislative commitments. More information on this would be helpful to indicate the Board's role from an advocacy position.

15.0 Information Items

There were no Information Items.

16.0 Adjournment

Moved by D. Craig

Seconded by J. Schmidt
That the meeting be adjourned at 12:00 p.m.
Carried.

Original signed by I. McLean

Board Chair

Original signed by M. Martin

Executive Assistant