



WATERLOO REGIONAL
POLICE SERVICES
BOARD

OPEN MINUTES

Date: February 19, 2025

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

Vice Chair Redman called the meeting to order at 8:30 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 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 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: January 15, 2025

7.2 2025-024: 2025 CAPG Membership Fees

That the Waterloo Regional Police Service Board approve the 2025 Canadian Association of Police Governance membership fee in the amount of \$8,315.00.

7.3 2025-046: OAPSB Sponsorship of 2025 Annual Conference

That the Waterloo Regional Police Service Board sponsor the Ontario Association of Police Service Board's 2025 Annual Spring Conference and Annual General Meeting in the amount of \$1,500.

7.4 2025-042: WRPS Communications Centre Q4

7.5 2025-038: St. Patrick's Day Internal Working Group

7.6 2025-043: Mental Health Alternative Response Q4

7.7 2025-026: Neighbourhood Policing Q4

7.8 2025-049: Auxiliary and Special Constable Resignations

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

Auxiliary Members:

- 1. WHITTON, Owen**
- 2. PARMAR, Jai**

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

1. MACKENZIE, Colin

7.9 2025-058: Special Constable Appointments (WLU)

That the Waterloo Regional Police Services Board approve the following Special Constable appointment pursuant to section 92 of the Community Safety and Policing Act:

Wilfrid Laurier University Special Constable;

1. MCCURDY, Graham

7.10 2025-054: WRPS Hate Crime Conference Sponsorship Agreement with the Canadian Race Relations

That the Waterloo Region Police Service Board approve the agreement with the Canadian Race Relations Foundation (CRRF) to sponsor the WRPS Hate Crime Conference, scheduled for April 14-16, 2025, in Kitchener, in the amount of \$10,000.00.

7.11 2025-053: Canine Trainer Services Agreement with the St. Thomas PSB

1. That the Board enter into a Canine Trainer Services Agreement with the St. Thomas Police Service Board ("St. Thomas") to provide St. Thomas with the Waterloo Basic Police Service Dog Course at a fee of \$15,000 per canine team, and ongoing maintenance training and certification services at an annual fee of \$2,000 per canine team; and

2. That the Board delegate authority to the Chief of Police to execute Canine Trainer Services Agreements with other interested police service boards, on substantially the same terms as the agreement with St. Thomas.

7.12 2025-052: OTPA 2024-25 Mobile Crisis Response Team Enhancement Grant

That the Waterloo Regional Police Service Board (WRPSB) enter into a Transfer Payment Agreement (Agreement) with the Ministry of the Solicitor General (Ministry) and Guelph Police Services Board (GPSB) to secure funding through the 2024-2025 Mobile Crisis Response Team Enhancement Grant.

7.13 2025-039: 2024 Suspect Apprehension Pursuits

7.14 2025-041: Collisions Involving Service Vehicles

Moved by T. Giovinazzo

Seconded by S. Shantz

That the Consent Agenda including the Open Session Minutes of January 15, 2025, and Reports 2025-025, 2025-046, 2025-042, 2025-038, 2025-043, 2025-026, 2025-049, 2025-058, 2025-054, 2025-053, 2025-052, 2025-039, 2025-041 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 2025-030: Human Resources Dashboard 2024 Annual Report

M. Kimpel presented report 2025-030 for information, providing an overview of Human Resources data with respect to Health and Safety, Wellness, Overall Staffing Levels, Occupational and Non-Occupational Absences, Recruitment and Resignation/Retirement turnover for 2024.

Vice Chair Redman acknowledged the volume of follow up calls to check on wellness as a proactive way of making members feel included. M. Kimpel noted that in many ways, WRPS is leading in this programming.

11.2 2025-027: Strategic Business Plan 2024-2027 Progress Report #2

A. Franceschini presented report 2025-027 for information, providing general planning and specific progress updates.

Vice Chair Redman noted that the shift from quantity to quality in the reporting provides a valuable context.

11.3 2025-048: 2024 Chief and Public Complaints Statistics

Inspector Lewis presented report 2025-048 for information. Last year, with an authorized complement of 848 sworn officers, WRPS received 346,014 calls for service, 100 thank you letters (approximately) and 47 screened in

public complaints.

K. Quigley-Hobbs recognized the professional approach utilized for complaints, and how the service uses these to improve and learn.

11.4. 2025-047: Road Safety Plan

Staff Sergeant Griffiths presented report 2025-047 for information. The primary objective of the Traffic Services Unit is to reduce major injury collisions and fatalities by strategically targeting key issues causing them.

S. Shantz asked for clarity on WRPS' partnerships with the Region and Townships to set appropriate speed limits. Staff Sergeant Griffiths explained that this unit attends Traffic Coordinators meetings, as well as offering advice to the Region when requested.

Vice Chair Redman asked about Black Cat Technology. Staff Sergeant Griffiths explained that this is a traffic survey device that can be mounted on a pole to anonymously analyze vehicle traffic.

11.5 2025-028: Regulated Interactions Annual Report

H. Siddiqui presented report 2025-028 for information. Regulated Interactions were most likely to involve individuals who were: between 19 – 29 years of age, male, and White. Black, Middle Eastern, and South Asians were overrepresented in Regulated Interactions, compared to the local resident population.

H. Siddiqui and M. Williams noted that we're seeing more data that can provide insight into year over year trends. This data can help to inform systems reviews at WRPS, including policy.

11.6 2025-029: Intelligence Notes Q4

H. Siddiqui presented report 2025-029 in conjunction with item 11.5.

11.7 2025-050: Community Safety and Well Being Plan: Police Re-Contact

Inspector Mathias presented report 2025-050 for information, examining 2024 re-contact data related to mental health calls for service, youth victims of crime and youth who are proximate to incidents of intimate partner violence, using the lens of adverse childhood experiences.

12.0 Monthly Chief of Police Report

Chief Crowell highlighted a recent Media Roundtable on February 10, 2025. Four males were arrested after a recent Drug Investigation in Cambridge;

charges were laid in gift card scam investigation. The 2025 Polar Plunge is scheduled for March 1, 2025 in support of the Special Olympics.

13.0 New Business

There was no New Business.

14.0 Future Agenda Items

There were no Future Agenda Items.

15.0 Information Items

There were no Information Items.

16.0 Adjournment

Moved by I. McLean

Seconded by J. Schmidt

That the meeting be adjourned at 12:21 p.m.

Carried.

Original signed by I. McLean

Board Chair

Original signed by M. Martin

Executive Assistant