



Tribunals Ontario
Ontario Civilian Police Commission

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Tribunaux décisionnels Ontario
La Commission civile de l'Ontario sur la police

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Private and Confidential

June 2, 2025

Chair Don Robertson
Hamilton Police Services Board
155 King William Street
Hamilton, ON L8R 1A7

Via email: [REDACTED]

Dear Chair Robertson,

Re: Notice of File Closure – Investigation into the conduct of Hamilton Police Services Board Member Cameron Kroetsch, Pursuant to Section 25 of the *Police Services Act*

I am writing to advise you that the Ontario Civilian Police Commission (“Commission”) has concluded its investigation into the conduct of Hamilton Police Services Board (“Board”) Member Cameron Kroetsch. Please find attached a summary of the Commission’s findings and determination.

As explained in the attached summary, Mr. Kroetsch made repeated and highly critical comments about the Board, and in doing so, engaged in conduct that would discredit or compromise the integrity of the Board, contrary to section 13 of O. Reg. 421/97: *Members of Police Services Boards – Code of Conduct* (“Code”).

However, in considering the circumstances and severity of Mr. Kroetsch’s conduct, I have determined that it does not warrant a misconduct hearing. Therefore, the Commission has cautioned Mr. Kroetsch that his public statements would discredit or compromise the integrity of the Board, contrary to s.13 of the *Code* and support findings of misconduct.

I am also writing to you in order to highlight some of the Commission’s findings regarding the circumstances of Mr. Kroetsch’s conduct.

First, the Board’s inability to work as a cohesive body was a constant theme throughout the Commission’s investigation. This inability to work together does not appear to be limited to, or solely caused by, Mr. Kroetsch and suggests that the Board is not open to different perspectives on policing.

Second, the Board’s 2024 budget process appeared to have significant deficiencies which likely limited its members’ ability to meaningfully and substantively review the



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Service's 2024 budget proposal. Taken cumulatively, these deficiencies suggest that the Board was inclined to acquiesce to the Service's 2024 budget proposal without a full assessment and that it prioritized meeting the Council's deadlines rather than critically reviewing the Service's 2024 budget proposal.

The conduct of other members of the Board, or the Board's conduct as a whole, was not the subject of the Commission's investigation. The findings I have highlighted above do not mean the Commission has made a finding that the Board failed to discharge its duties under the *PSA*, or that its conduct was improper. Furthermore, I am aware that the Board has made significant improvements to its 2025 budget process, which addressed the deficiencies Mr. Kroetsch identified in its 2024 budget process.

I bring these findings to your attention to encourage you to attempt to foster an environment within the Board that is welcoming to different perspectives and open to its members' criticism with respect to its processes and the scope of the oversight it provides.

In accordance with the transitional regulation made under the *Community Safety and Policing Act, 2019* ("CSPA"), the Commission has provided the Inspector General of Policing ("Inspector General") with records relating to its investigation into Mr. Kroetsch's conduct. The Inspector General has a mandate to drive improved performance in policing and police governance and to ensure adequate and effective policing is delivered across Ontario in compliance with the *CSPA* and its regulations. The Inspector General, supported by the Inspectorate of Policing, independently operates to deliver on a legislative mandate as described in Part VII of the *CSPA* that includes compliance inspections of police services, police board member conduct inspections, monitoring and advisory services, and where necessary, enforcement that is driven by research and data analysis.

Yours truly,

Sean Weir, KC
Executive Chair, Tribunals Ontario
Chair, Ontario Civilian Police Commission