



HAMILTON POLICE SERVICE

2022 ANNUAL REPORT





VISION

TO BE A TRUSTED PARTNER IN
DELIVERING PUBLIC SAFETY.

MISSION

TO SERVE AND PROTECT
IN PARTNERSHIP WITH OUR
COMMUNITIES.

OUR VALUES

INTEGRITY
INNOVATIVE
PROFESSIONAL
TEAMWORK
COMPASSIONATE
DEDICATED
INCLUSIVE





1	MESSAGE FROM THE CHAIR OF THE BOARD
2	MESSAGE FROM THE CHIEF
3	ORGANIZATIONAL CHART
6	POLICING OUR COMMUNITY
7	OUR YEAR IN NUMBERS
8	COMMUNICATIONS
9	COMMUNITY INVOLVEMENT - GIVING BACK
11	AWARDS & RECOGNITION
	13 EXEMPLARY SERVICE AWARDS
	14 MEMBERS OF THE YEAR
13	PROMOTIONS
15	SUCCESS & PROGRESS
	2019-2022 BUSINESS PLAN
	15 COMMUNITY SAFETY
	19 ENGAGEMENT & PARTNERSHIPS
	23 PEOPLE & PERFORMANCE
	27 TECHNOLOGY AND ASSET MANAGEMENT
31	2022 BUDGET
32	BY THE NUMBERS

MESSAGE FROM THE CHAIR OF THE BOARD



On behalf of the Hamilton Police Services Board, I am pleased to present the 2022 Hamilton Police Service Annual Report.

This year, we said goodbye to Board members Tom Jackson, Jason Farr, and Judi Partridge. The Board is thankful for their leadership and many contributions throughout their term. After the recent Municipal election, we welcomed three new Council-appointed members to our Board: Andrea Horwath, Cameron Kroetsch and Esther Pauls. Their passion for public service and commitment to our community make them valuable additions to the Board.

We have been diligently working with the Hamilton Police Service on developing our 2023 - 2026 Strategic Plan that reflects the evolving needs and expectations of our community. Through a survey, focus groups and a town hall, you told us what is important to you and helped create the roadmap for the next four years. Our goals are to build trust with the community, encourage and support partners and relationships, as well as enhance public safety in Hamilton. To achieve this, we have identified the following key priorities:

- Community Safety • Collaborative Engagement • Culture and Capacity • Core Assets • Trusting Change

These strategic priorities will guide our decision-making processes, resource allocation and operational planning. We are committed to regularly assessing our progress, seeking feedback from the community, and making adjustments as necessary. You can learn more about our strategic plan at www.hamiltonpolice.com/strategicplan.

In the fall, I had the honour of attending the International Association of Women Police (IAWP) conference in Niagara Falls that was co-hosted by the Ontario Women in Law Enforcement (OWLE), Niagara Regional Police Service (NRPS) and Hamilton Police Service. Partners and representatives from over 70 countries attended to provide knowledge and insight on trending topics. Thank you to all members involved in planning the event.

The final report on the Independent Pride review was received and is available on our website at www.hamiltonpolice.on.ca/about/bergman-report. The Hamilton Police Service has been able to achieve 92 per cent of the recommendations to build a stronger relationship with the 2S&LGBTQIA communities. Strengthening and maintaining these relationships remain important to the Board.

Finally, I thank my fellow Board members for their commitment to strong board governance, what we do is important and I appreciate their continued input as we collectively work to strengthen the service.

I encourage you to review the annual report, which provides a comprehensive overview of the Hamilton Police Service's performance, achievements, and challenges.

Pat Mandy
Chair, Hamilton Police Services Board

POLICE SERVICE BOARD MEMBERS



Mel Athulathmudali
PROVINCIAL APPOINTMENT
Sep '20 - Sep '23



Geordie Elms
PROVINCIAL APPOINTMENT
March '19 - March '25



Fred Bennink
CITIZEN APPOINTMENT
March '19 - Nov '22



Kirsten Stevenson
BOARD ADMINISTRATOR



MAYOR
Andrea Horwath
MUNICIPAL APPOINTMENT
Nov '22 - Nov '26



COUNCILLOR
Jason Farr
MUNICIPAL APPOINTMENT
Oct '21 - Nov '22



COUNCILLOR
Tom Jackson
MUNICIPAL APPOINTMENT
Feb '95 - Nov '97, Dec '97 - Nov '00
Dec '00 - Nov '03, Apr '06 - Nov '06
Dec '18 - Nov '22



COUNCILLOR
Cameron Kroetsch
MUNICIPAL APPOINTMENT
Nov '22 - Nov '26



COUNCILLOR
Judi Partridge
MUNICIPAL APPOINTMENT
Dec '21 - Nov '22



COUNCILLOR
Esther Pauls
MUNICIPAL APPOINTMENT
Nov '22 - Nov '26

MESSAGE FROM THE CHIEF



Thank you to everyone for making my first year as Chief a memorable one.

First and foremost, I want to express my gratitude to our dedicated civilian and sworn members who have shown unwavering commitment and professionalism in serving our community. Their tireless efforts and dedication to public safety continues to amaze me.

I encourage you to take the time to review our annual report highlighting the significant milestones and transformative changes we have experienced over the past year.

We implemented a new organizational structure to create efficiencies, address workload pressures and enhance workflow. The purpose of this restructuring was to improve service delivery and align our resources to better meet the evolving needs of our community.

One of the key additions this year was the introduction of the Rapid Intervention Support Team (RIST). This community-based approach offers wraparound case management to those who are homeless, experience mental illness or struggle with addiction. We know police are not the experts on many of the social issues facing our community. By seeking out partnerships, we are bringing in specialists to help us provide in the moment support to some of our most marginalized community members.

We also implemented our new Equity, Diversity and Inclusion (EDI) strategy. Our new EDI strategy guides our efforts to build a more inclusive and equitable police service. This strategy aims to eliminate systemic barriers, address biases and promote diversity at all levels of our organization. By fostering an inclusive environment, we can strengthen our relationships with diverse communities and improve our ability to effectively serve and protect our community.

This year saw the Hamilton Police Service work closely with the Hamilton Police Services Board on developing the 2023-2026 Strategic Plan that charts our course for the next four years. The plan establishes goals, priorities and direction for our police service and provides an effective way to measure whether or not our organization is achieving these goals and meeting the community's expectations.

I am incredibly proud of our accomplishments over the past year and the dedication of our members. Together, we will continue to work diligently to ensure the safety and well-being of our community. Thank you for your continued trust and support as we strive to provide exceptional policing services in Hamilton.

Together. Stronger. Safer.

Frank Bergen
Chief of Police

SENIOR COMMAND



DEPUTY CHIEF
Ryan Diodati



DEPUTY CHIEF
Paul Hamilton

SUPERINTENDENTS



DIVISION ONE
David Hennick



DIVISION TWO
Mark Stiller



DIVISION THREE
Robin Abbott



INVESTIGATIVE SERVICES
Marty Schulenberg



COMMUNITY SAFETY
Shawn Blaj



FIELD SUPPORT
Treena MacSween



PROFESSIONAL DEVELOPMENT
Will Mason

DIRECTORS



FLEET, FACILITIES & PROCUREMENT
Doris Ciardullo



FINANCE
Sanela Dzaferi



STRATEGIC INITIATIVES
Matt Lewandowski

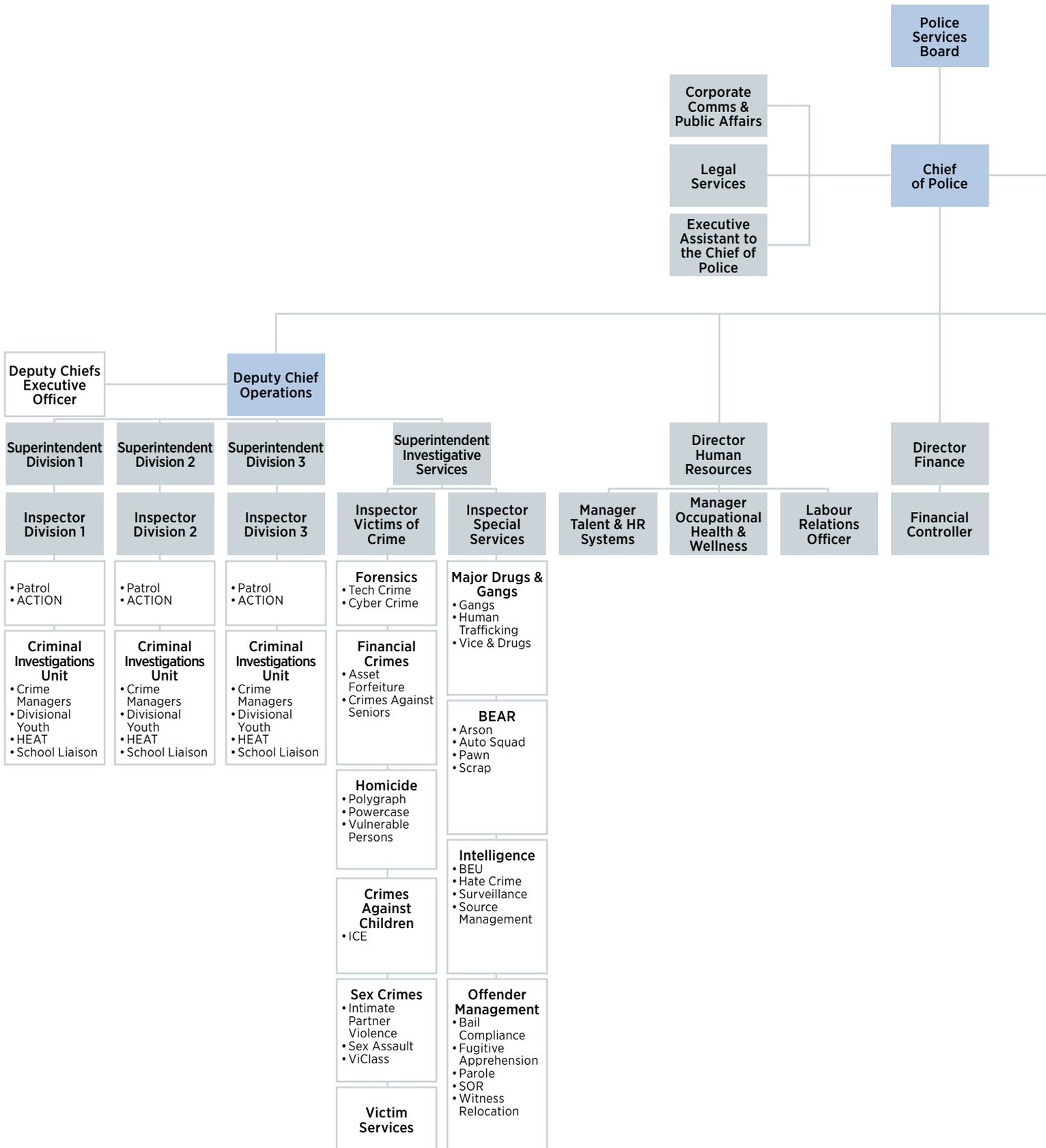


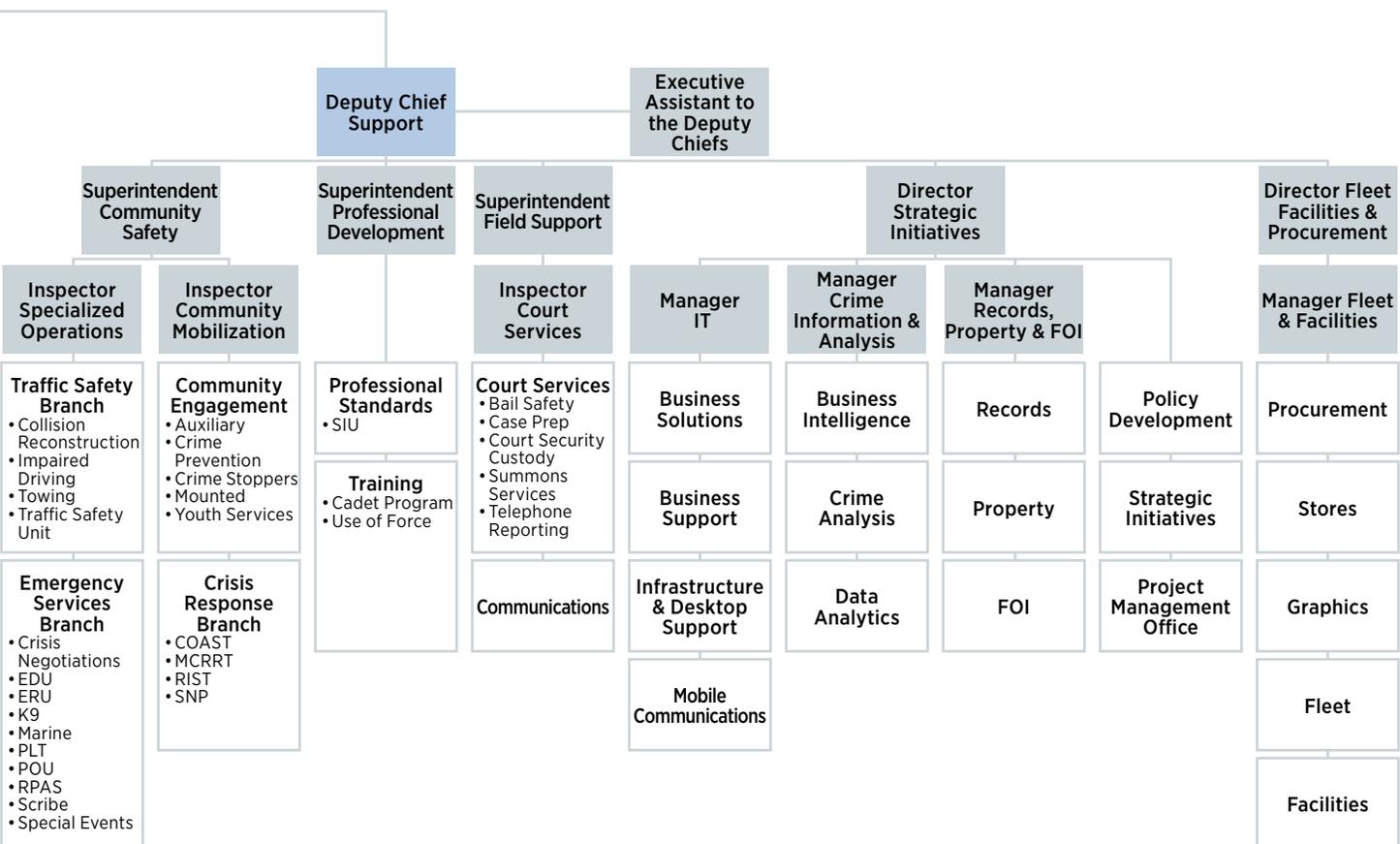
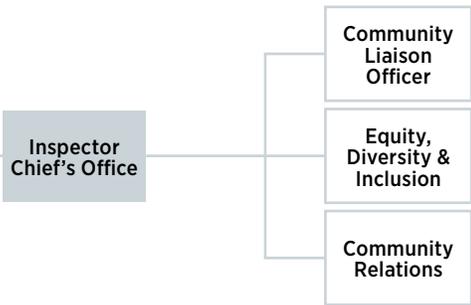
HUMAN RESOURCES
Leanne Sneddon



LEGAL COUNSEL
Marco Visentini

ORGANIZATIONAL CHART





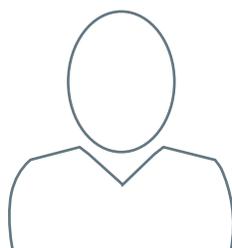


Our vision to be a **trusted partner in delivering public safety** is what motivates our members each and every day. Hamilton Police Service is an innovative police service **dedicated to working in partnership with our communities** to make Hamilton a safe and healthy community to live and work. Established in 1833, Hamilton is one of the oldest policing services in the world.



865

SWORN



252

CIVILIANS



61

SPECIAL
CONSTABLES



18

CADETS

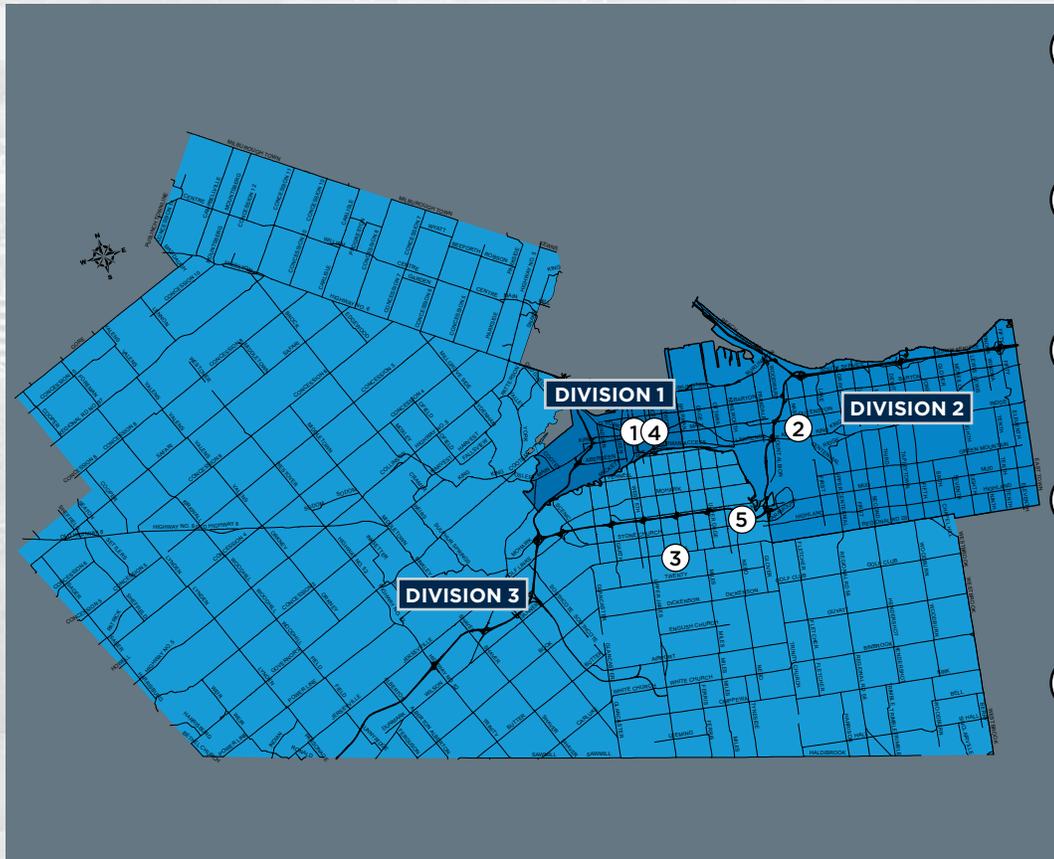


41

AUXILIARIES

POLICING OUR COMMUNITY

Hamilton Police Service is comprised of four divisions, plus a training facility, that provide frontline and investigative services to Hamilton's more than 550,000 residents.



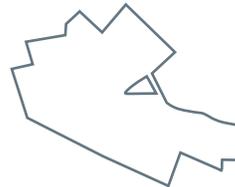
- 1 Our locations**
Central Station
155 King William St.
Hamilton, ON
L8R 1A7
- 2 East End Station**
2825 King St. E.
Hamilton, ON
L8G 1J6
- 3 Mountain Station**
400 Rymal Rd. E.
Hamilton, ON
L9B 1C2
- 4 Investigative Services Division**
100 Wilson St
Hamilton, ON
L8R 1J3
- 5 Multi Agency Training Academy**
1227 Stone Church Rd E
Hamilton, ON
L8W 2C6



POPULATION
569,353



HOUSEHOLDS
233,564



AREA
1,118km²



Source: Canada 2021 Census

OUR YEAR IN NUMBERS



HAMILTON
POPULATION
569,353

SOURCE: CANADA 2021 CENSUS



41 AUXILIARY
VOLUNTEERS

3,977
HOURS VOLUNTEERED

SOURCE: AUX COORDINATOR (PC JEFFREY NAUMAN)



36,546
RECORDS
CHECKED

SOURCE: HPS RECORDS DEPARTMENT

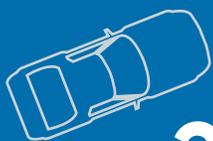


65 VICTIM SERVICES
VOLUNTEERS

595
HOURS

SOURCE: VICTIM SERVICES COORDINATOR (THERESA DICLEMENTE & RACHEL COOPER)

PROVIDING DIRECT
SUPPORT TO
SURVIVORS OF CRIME
AND/OR TRAUMA



24
MOTOR VEHICLE
FATALITIES

SOURCE: TRAFFIC SAFETY COORDINATOR
(PC STAN LARKIN)

OVER **28,910**
CRIMINAL CODE
OFFENCES

SOURCE: NICHE UCR OCCURRENCE
STATS REPORT



30,231
TRAFFIC
ENFORCEMENT
CHARGES

SOURCE: TRAFFIC SAFETY COORDINATOR
FROM PON TRACKER (PC STAN LARKIN)



526
FIREARMS
SEIZED

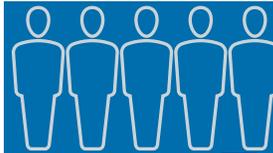
SOURCE: HPS SHOOTING AND FIREARM
DASHBOARD



45 SHOOTINGS

17
VICTIMS

SOURCE: HPS SHOOTING AND FIREARM
DASHBOARD



5
HOMICIDE
VICTIMS

SOURCE: HPS MAJOR CRIME DASHBOARD

CRISIS OUTREACH
AND SUPPORT
TEAM (COAST)

1,140 
MOBILE VISITS

SOURCE: HPS CRU LOG DASHBOARD

MOBILE CRISIS
RAPID RESPONSE
TEAM (MCRRT)
RESPONDED TO

3,665
PERSONS IN CRISIS

SOURCE: HPS CRU LOG DASHBOARD

466 

SOCIAL
NAVIGATOR
REFERRALS
TO COMMUNITY SUPPORTS

SOURCE: HPS SOCIAL NAVIGATOR LOGS



+64%
FROM
2021

5060
ONLINE REPORTS

SOURCE: NICHE OCCURRENCE
SOURCE COUNTS



+1.5%
FROM
2021

TOTAL CALLS RECEIVED

404,472
(1108 PER DAY)

SOURCE: HPS COMMUNICATIONS ANNUAL REPORT

COMMUNICATIONS

EMERGENCY 911 / NON-EMERGENCY 905.546.4925

911 CALLS
RECEIVED

225,796

+3.2%
FROM
2021

NON-EMERGENCY
CALLS RECEIVED

177,558

+0.4%
FROM
2021

TOTAL CALLS ABANDONED
CALLS DROPPED BEFORE ANSWERED BY OPERATOR

1,118

+10.7%
FROM
2021

DISPATCHED FOR SERVICE
(CAD EVENTS)

338,850

+0.1%
FROM
2021

COMMUNITY INVOLVEMENT GIVING BACK

Our Hamilton Police members represent our organization at hundreds of events across Hamilton every year. We believe it is important to give back to the city where we live and work.

Stoney Creek Food Bank Food Drive



Pro-Action Horses & Homeruns



Cops & Cowboys in Support of LETR



Special Olympics Ontario

Project Concern Cheque Presentation to Essential Aid and Family Services of Ontario



Hamilton Police members donated to local organizations through Project Concern. Established in 1976, Project Concern was created to help give back to the community through

Division 3 - D Squad
Cheque Presentation
to Autism Ontario



Pro-Action
Basketball
Tournament



It's a Kids
Christmas



donations from current and retired members. Every year, Project Concern donates to 20-30 local organizations across our community.

Social Navigator
Holiday Goodie Bag
Giveaway



Cops N' Rodders in
support of LETR



Food4Kids



Local
Lemonade
Stand

AWARDS & RECOGNITION

VICTIM SERVICES BRANCH AWARD OF DISTINCTION

This award recognizes excellence in assistance to victims of crime and trauma. The recipient reflects the values and ethics of the Service by consistently demonstrating sensitivity and takes an initiative to ensure victims are connected to services that will be able to assist them in the next steps of their recovery.

Jasbir Dhillon

PROACTION AWARDS

Pro-Action Cops and Kids is a registered charity, established in 1991. Pro-Action exists to create and nurture positive relationships between youth and police, promoting mutual respect and an understanding that strengthens our community today and in the future. The Hamilton Chapter of Pro-Action Cops and Kids has been active since 2008. Since that time Hamilton police officers have launched 58 different programs, engaging more than 1,814 youth and 535 police officers.

COMMITMENT TO POLICE-YOUTH PROGRAMS AWARD

Cst. Jason Drobnych

MOST INNOVATIVE POLICE-YOUTH PROGRAM AWARD

Cst. Patrick Cole

YOUTH AWARD

Abdul Malik

PROBLEM ORIENTED POLICING PROJECT OF THE YEAR

This award was created in 2011 in honour of retired Superintendent John Petz, whose dedicated work was instrumental in improving our Police Service's ability to meet community needs and proactively solve community problems. As a result, Problem Oriented Policing (POP) Projects have become a critical tool in resolving identified problems. This "POP Project of the Year" Award is presented annually to the Division with the most outstanding project.

Project Safe Streets (Division 3)



POLICE SERVICE BOARD AWARDS

The recognition of exemplary performance, acts of bravery, and outstanding service to our community is essential to the future success of policing in Hamilton. In keeping with this objective, the Hamilton Police Service established an Awards Committee that would monitor, assess and approve all applications for recognition in a fair and consistent manner. This centralized recognition system has resulted in a uniformity of awards, assuring that deserving candidates are not overlooked. Once this Committee approves an award and decides the level the award should be taken to, that information is passed on to the appropriate agency to be acted upon. The Awards Committee recommends many candidates to the Canadian and Ontario Governments, Red Cross and other agencies, including the Hamilton Police Services Board.

PARTNERSHIP AWARDS

The Partnership Award was created in 1995 focusing on the motto “To Serve and Protect in Partnership with our Communities”. This is awarded to citizens who have actively participated in making their community a safer place to live. These citizens have assisted the police and are recognized for their outstanding contribution in making Hamilton a safer community.

Muhammed Khan / Owen Russell

AWARDS OF COURAGE

The Award of Courage is presented to citizens who have acted heroically by risking life or personal safety to help others in need. Their actions have contributed to the safety of our community and exemplify what community partnership is all about. Through bravery and compassion, these recipients have shown that they care about their community and the safety and security of others. This is a prestigious award given only to a select group of special people.

Janice and Ian Stephenson

Wissam Kassem, Shawn MacNeill and Clint Rogers

VICTIM SERVICES VOLUNTEER SERVICE AWARDS

5 YEAR

Deena Richter

Jordan Burla

Sumaira Waqar

10 YEAR

John Stanley

Stephanie Pascoal

15 YEAR

Shereen Mala

25 YEAR

Diane Gatto

Gaye Yachetti

30 YEAR

Barb Henderson

JIM ANTINORI AUXILIARY AWARD

The Jim Antinori Award was created to acknowledge the significant dedication of Auxiliary Police Constable Jim Antinori who was Hamilton’s first and longest serving member of 47 years, until his retirement in 2010.

Matthew Deem

MARG MARSHALL AWARD FOR OUTSTANDING VOLUNTEER LEADERSHIP

The Marg Marshall Volunteer Leadership Award is to be given to any volunteer, Service-wide, who provides outstanding leadership in promoting our values, ethics, and guidance to volunteers and community partners.

Alice DeJong

GORDON V. TORRANCE AWARD

This award was initiated in 1985 to recognize and show appreciation to officers for their contributions to the Crime Stoppers program. Past Chief Gordon Torrance was instrumental in bringing Crime Stoppers to Hamilton and this award exemplifies the excellent work of officers who have utilized Crime Stoppers to the fullest, resulting in arrests of dangerous persons, recoveries of stolen property or the seizure of illicit drugs.

Sgt. Scott Hamilton

Cst. Rob Glanfield

Cst. Scott Yuill

LEONARD G. LAWRENCE AWARD

Leonard Lawrence was the Chief of the Hamilton Police Department from 1952 to 1973. He fostered a strong sense of duty and commitment to the community. In his memory, the Hamilton Chamber of Commerce created a memorial award to recognize police officers who share this same sense of community commitment. This annual award recognizes outstanding work by an individual officer or a group of police officers, who best exemplify tremendous service to the community.

The Benevolent Fund

EXEMPLARY SERVICE AWARDS

CIVILIAN 20 YEAR SERVICE RECOGNITION AWARDS

The Civilian Twenty Year plaque is awarded to civilian members with twenty years of continuous service with the Hamilton Police Service. We are pleased to recognize this important contribution to our Service.

Brad Boustead

Annette Brooks

Vincent Campisi

Karen Derry

Joann Dilorio

Simon Jas

Jennifer Moreton

Cherie Pettigrew-Simm

Kim Sauvé

Hughdel Stewart

Jacqueline Tait

Dragomir Visekruna

CIVILIAN 30 YEAR SERVICE RECOGNITION AWARDS

A silver signet HPS ring is awarded to civilian members with thirty years of continuous service with the Hamilton Police Service. We are pleased to recognize this important contribution to our Service.

Regan Fiuza

Ronald Pereira

Judith Preston

20 YEAR MEDAL RECIPIENTS

Officers with over twenty years of exemplary service will be awarded the Police Exemplary Service Medal. Exemplary Service is deemed by the Chancellery of Canadian Orders and Decorations to be “service characterized by good conduct, industry and efficiency that serves as a model for others”. Past recipients of the medal who have completed an additional ten years of exemplary service will be awarded a ten year bar to be worn with the medals.

Sgt. John Barron

S/Sgt. Steven Bereziuk

Sgt. Andrew Coughlan

Cst. Darryl Dam

Sgt. Frank De Vuono

Cst. Chris Elliott

Cst. Renato Greco

Cst. Erica Groombridge

Cst. Peter Harding

Sgt. Philip Hedgcock

Sgt. Thomas Hutton

Sgt. David Kitchen

Sgt. Steve Lassaline

S/Sgt. Catherine Lockley

Cst. Jacqueline Masters

Sgt. Jeremy Miller

Cst. Patrick Mitchell

Sgt. Darren Murphy

Sgt. Anthony Santostefano

Sgt. David Spencer

Cst. Yvonne Stephens

Insp. Benoit Thibodeau

Sgt. John Tselepakis

Sgt. Jennifer Weeks

30 YEAR BAR RECIPIENTS

Officers with over 30 years of exemplary service will be awarded the Police Exemplary Service Bar.

Sgt. Joanne Cain

Sgt. Doug Moon

PROMOTIONS

SUPERINTENDENT

Robin Abbott

Mark Stiller

INSPECTOR

Jim Callender

Andrea Torrie

CIVILIAN SENIOR OFFICER

Sanela Dzaferi

Dawn Parnell

STAFF SERGEANT

Amandeep Gill

Mike Hall

Jennifer Lafleur

Ben Licop

Christian Mukendi

Peter Ranieri

CIVILIAN SUPERVISOR

Adam Alex

Hannah Demik

SERGEANT

Asim Butt

James Clayton

Paul Cottril

Ashley Duxbury

Matthew Girgenti

Emerson Healslip

Daniel Holmes

Stuart Hunt

Alan Ing

Kyle Jarvie

Adam Knickle

Chelsea Knowles

Andrea Kuruc

Mike MacSween

Darryl Oosterhoff

Curtis Patton

Alexis Petrovic

Hung Pham

Jeremy Rawson

Ryan Smutnicki

Kimberly Walker

Peter Wiesner

David Wright

Valerie Pollard

Rachel Geddes

Wendy Morrow

MEMBERS OF THE YEAR

On September 12, 2022, a tragic set of events occurred at the hands of a 40-year-old male as he travelled from community to community in southern Ontario. The individual embarked on a murder spree that would see him kill three people, including a Toronto Police Officer, and attempt to kill at least eight other individuals.

Hamilton Police Service **Detective Sergeant Sara Beck** and **Detective Robert Dilanni** were actively looking for the suspect in the Hamilton community when they got word he was near Mount Hamilton Cemetery on York Boulevard. Halton Regional Police Tactical Unit Constables Dan Pinkney and Lance Broderick were also in the area when they received information related to the subject's location.

Without hesitation, the four officers collectively began to check the cemetery, locating the suspect in a secluded area at the property's rear.

The subject was prepared to continue on his lethal path and engaged all four officers in gunfire.

Ultimately, he was shot and killed during this exchange, ending the significant threat to public safety.

This date is etched in the hearts and minds of many families, friends, community members and first responders. Appalling acts by one individual were resolved through the strength and courage of four officers.



MEMBER(S) OF THE MONTH

JANUARY

Det/Cst. Adam Baglieri
Det/Cst. Cristobal Brea

FEBRUARY

Cst. Jeffery Clushman
Cst. Lance Tofflemire
Cst. Kaitlyne Rennie

MARCH

A/Sgt. Colin Bromley

APRIL

Cst. Tyler Brown

MAY

S/Sgt. Carolyn Rashford

JUNE

Sgt. Mark Mayner

JULY

Cst. Ryan Goch

AUGUST

Cst. Connor Nicklin

SEPTEMBER

Lysha Stack

OCTOBER

Cst. Kevin Farrell
Cst. Kevin Jones

NOVEMBER

Cst. David White

DECEMBER

Det/Sgt. Sara Beck
Det. Robert Dilanni

COMMUNITY SAFETY

TO ENSURE THE SAFETY OF THE COMMUNITIES WE SERVE.



IDENTIFY AND ADDRESS EMERGING CRIME TRENDS.

- ▶ Launched Project Home Alone in response to trends showing a rise in break and enters during the warmer weather. The project included increasing police visibility in hot spot locations, compliance checks on repeat offenders and arresting outstanding offenders, resulting in a 29 per cent reduction in break and enters.
- ▶ Developed signage in different languages to address an increase in crypto-currency theft. Phase 1 involved posting signage at bitcoin banking terminals to advise the community of the emerging trend.
- ▶ Created Project March Madness to target wanted persons residing within the Division 3 boundary. The project resulted in 45 warrant checks and 15 arrests between March 1-31. This signified a 215 per cent increase in warrant checks.
- ▶ Developed Project Suppression to address opioid-related deaths. The Major Guns and Gangs Unit located and shut down a local fentanyl distributor, including 1.5 kilograms of 80 per cent pure fentanyl. This was the largest seizure to date in Hamilton, with an estimated street value of \$30,000,000.
- ▶ Investigated a 3D printed firearm manufacturing and trafficking ring in Hamilton. Multiple warrants were executed, which led to an arrest and the seizure of a 3D printer, manufacturing software, firearm components, tools and cash. Termed ghost guns, the firearms have no serial number and are deemed untraceable.
- ▶ Redesigned internal and external crime reporting to align to national standards and best practices as well as Business Intelligence Strategy.



IMPLEMENT EFFECTIVE MEANS TO ADDRESS ALL CRIME THROUGH EDUCATION, ANALYTICS AND ENFORCEMENT.

- ▶ Provided community agencies, organizations and stakeholders with 538 specialized youth presentations throughout the year.
- ▶ Collaborated with the Ministry of the Attorney General on a statistical reporting tool designed to enhance information and intelligence to track high-risk intimate partner violence offenders and ensure proper victim follow up interviews.
- ▶ Submitted regular Criminal Intelligence Reports to determine Hamilton crime networks. The data assisted in access to CISO funding to target specific criminal organizations.
- ▶ Used crime analytics to target specific crime areas experiencing auto theft. The Break Enter Auto Theft and Robbery (BEAR) Unit created Project Grizzly that led to 28 arrests, 222 charges, 19 vehicles recovered, 2 firearms seized and 14.6 kg of cocaine.
- ▶ Implemented the Domestic Violence Intervention pilot project. In its first year, domestic violence detectives made 254 referrals to Victim Services, with 100 per cent of the people requesting referrals and 68 per cent redirected back to the community. Between April-September 2022, there was a 12 per cent reduction in domestic violence calls compared to 2021.



IMPLEMENT EFFECTIVE PREVENTION AND ENFORCEMENT TO IMPROVE TRAFFIC SAFETY.

- ▶ Developed Project Hotwheels in response to a spike in vehicle thefts, specifically Ford F-250 and 350 pickup trucks. The project led to executing five search warrants, 33 arrests, 157 charges, 83 provincial offence notices, 32 recovered vehicles and the seizure of drugs, cash and three firearms.
- ▶ Used data analytics to conduct enforcement in high-risk traffic areas. In total, 16,198 provincial offence notices were issued to road users. The additional enforcement resulted in a number of intersections falling out of the top ten collision intersections.
- ▶ Created Project Community Complaints Management (CCM) to address traffic-related complaints in Division 2. The project focussed on speeding, stop signs, aggressive driving and modified vehicles. In total, there were 141 occurrences and 224 provincial offence notices.
- ▶ Created Project Safe Streets to reduce collision fatalities in high collision areas. The project focussed on speeding, aggressive driving, stunt driving and impaired driving. There were 27 individuals arrested, including 14 impaired drivers, three stunt drivers and 1487 tickets issued. While the project ran, there were no traffic fatalities.



MANAGE LEGISLATIVE AND REGULATORY CHANGES TO EMERGING ISSUES.

- ▶ Identified trends regarding search and arrest authority. In partnership with the Crown, developed an academic scenario to reinforce and test the application of basic police powers to ensure a thorough understanding of Charter Rights, search and seizure, articulation and notetaking.
- ▶ Created training to address issues with the interpretation of the Landlord and Tenant Act as well as a deficiency relating to property disposition at the conclusion of trials. In 2023, there is expected to be a reduction in the number of substantiated complaints related to these topics.
- ▶ Developed a Powercase dashboard to improve major case management. The dashboard is being shared with other policing partners to improve major case investigations and ensure compliance with provincial regulations.
- ▶ Implemented virtual reality scenario-based crisis training to ensure all police officers receive additional de-escalation training. In addition, all new recruits receive de-escalation training before being deployed on their own.
- ▶ Worked with the City of Hamilton and public safety partners to develop a city-wide integrated strategy for Next Generation 9-1-1 scheduled to be implemented in June 2024.



ADDRESS COMMUNITY CONCERNS THAT AFFECT PUBLIC SAFETY

- ▶ Created Project Torque 2.0 to address excessive noise, street racing and dangerous driving across the City. The project resulted in 628 provincial offence notices.
- ▶ Presented to the Downtown BIA on the Social Navigator program to address concerns and ensure businesses are aware of the services provided.
- ▶ Founded the Rapid Invention Support Team (RIST) through a \$1.5 million provincial Community Safety and Policing grant. Identified seven community partners to work with police to support vulnerable community members.
- ▶ Developed an Encampment Engagement Team to address community concerns regarding encampments. The team operated from April to September and interacted with 594 encampments during that period.
- ▶ Created Project GO to address community concerns around downtown GO stations. During the project, there was a 40 per cent reduction in calls for service in the locations.
- ▶ Provided services 2275 times to marginalized individuals to reduce the probability of the individuals entering the criminal justice system.



MAXIMIZE COMMUNICATION WITH OUR COMMUNITY AS IT RELATES TO SERVICES AND SUPPORTS, AS WELL AS CRIME PREVENTION, PUBLIC SAFETY AND HARM REDUCTION.

- ▶ Issued 352 media releases to raise public awareness, appeal for public assistance and advise on public safety. There were 2.5 million visitors to the HPS Newsroom and media releases, with 2 million unique visitors engaging with the content. This is a 19 per cent increase in visitors over 2021.
- ▶ Continued to work with victims/survivors through Victim Services to provide support, as well as navigating systems and referrals to reduce harm and promote resiliency. In total, the Victim Services Branch provided support 6830 times, with 2472 new cases. There were also 570 claims for financial support.
- ▶ Worked with partners to devise new CCTV protocols and upgrade technology with the intent of modernizing the court building. The cameras act as a deterrent as well as capturing evidence within the facility.
- ▶ Conducted 11 presentations, attended 227 community events/meetings and led 18 internal training sessions through the Community Relations Coordinator in 2022.
- ▶ Created 15 traffic safety videos shared through social media to reinforce motor vehicle, pedestrian and cyclist safety.



STRIKE A BLOW: PROJECT GRIZZLY'S SUCCESS

Hamilton Police have seen a concerning surge in high-end vehicle thefts, particularly targeting pick-up trucks. Taking the lead on a joint investigation, Auto Theft detectives rolled out Project Grizzly to combat the issue head-on.

Determined to put an end to the escalating trend, Hamilton Police took a multifaceted approach to tackling the thefts. Officers increased patrols in identified target areas and collaborated with neighboring jurisdictions to share intelligence and resources.

A month-long investigation, Project Grizzly yielded remarkable results. A total of 28 individuals were apprehended in connection with a

stolen vehicle ring, facing a staggering combined total of 222 charges.

During the operation, police also seized an estimated \$1.6 million worth of drugs, including cocaine, fentanyl, MDMA, methamphetamine, oxycodone pills, and psilocybin. In addition, two loaded firearms were taken off the streets, further enhancing public safety.

As auto thefts continue to plague Canadian cities, the Équité Association estimates that Canadians bear nearly \$1 billion in auto theft-related expenses each year. This staggering figure includes costs incurred by insurance companies to fix or replace stolen vehicles, as well as expenses for police, health care, and legal procedures.





COMMUNITY PARTNERS TEAM UP TO PROVIDE WRAP AROUND SUPPORT

Hamilton Police are using part of its \$8.2 million funding through the Community Safety and Policing Grant Program to fund an innovative community-based approach to address root causes of complex social issues.

“We have heard loud and clear that police are not the experts on many of the social issues facing our community. By seeking out partnerships, we’re bringing in specialists to help us provide immediate support to some of our most marginalized community members,” says Chief Frank Bergen.

The funding saw the creation of a Rapid Intervention Support Team (RIST) that partners Hamilton Police, Hamilton Paramedics, Wesley Urban Ministries, St. Joseph’s Healthcare Hamilton, Canadian Mental Health Association Hamilton, Hamilton Regional Indian Centre, YMCA and Interval House Hamilton. RIST offers wraparound case management to those who are homeless, experience mental illness or struggle with addiction.

The team is made up of a program coordinator, police officer, paramedic, Indigenous community liaison worker, women’s shelter worker as well as specialists in housing, addiction,

mental health, and youth.

Meeting daily, the team discusses new referrals, high acuity clients and delegates tasks to the most appropriate agency. In addition to responding to referrals and supports, the RIST will also proactively engage high priority populations through regular visits to drop in centres and shelters. It operates seven days a week.

RIST will receive \$1.4 million over three years. The additional \$6.7 million maintains funding for 13 officers from the COAST, MCRRT and Social Navigator Program (SNP) unit and increases funding for three additional officers in the SNP. The additional monies expands the program to include two youth officers and the addition of two civilian support roles to work directly with high acuity youth in the community and connect them to community and social services.

“We thank the Government of Ontario for recognizing how important it is for agencies to work together to support Hamilton’s most vulnerable citizens. This approach should allow individuals to get the supports they need, when they need it most,” says Bergen.

ENGAGEMENT & PARTNERSHIPS

TO FOSTER EFFECTIVE RELATIONSHIPS WITH ALL OF OUR COMMUNITIES.



COLLABORATE AND ENCOURAGE PARTICIPATION WITHIN COMMUNITIES AND ORGANIZATIONS TO HELP IMPLEMENT SOLUTIONS AND MANAGE PUBLIC SAFETY NEEDS.

- ▶ Established partnership with Mohawk College to enhance the Remotely Piloted Aircraft System (RPAS) project through training and development of the program. In 2022, the RPAS was deployed 35 times for missing person searches, collision reconstruction and investigative reasons.
- ▶ Developed partnership with Toronto Housing Corporation to provide training on the Residential Tenancy Act to new recruits.
- ▶ Created Hate Crime dashboard to enable engagement with the Hate Crime Community Review Team.
- ▶ Continued work on the Verified Response system, which requires alarm companies to verify any signals they receive before calling police. This resulted in a 28 per cent decrease in total alarm calls from the previous year and a 75 per cent reduction in the number of calls attended by Hamilton Police since its inception.
- ▶ Implemented the Rapid Intervention Support Team to divert non-crisis mental health, addiction and homelessness calls to participating organizations. Seven community agencies committed to the project, which launched in May 2022.



PROVIDE MEANINGFUL VOLUNTEERS OPPORTUNITIES AND CONTINUE THE DEVELOPMENT OF FUTURE AMBASSADORS FOR THE HAMILTON POLICE SERVICE*.

- ▶ Created the Rapid Integrated Ballistic Identification System (IBIS) for Linkage Examination (RIFLE) pilot project to find efficient solutions to backlog issues at the Centre of Forensic Sciences. The project reduced the turnaround time from eight weeks for connecting firearms to other incidents to one to three weeks.
 - ▶ Engaged community members in speaking to participants in the Domestic Violence/Sexual Assault Unit course to better understand gender-based violence. The speakers included Children's Aid Society, McMaster Domestic Violence/Sexual Assault Centre, Interval House as well as a survivor.
 - ▶ Introduced the Community Liaison Program, in partnership with Catholic Family Services, Victoria & Friends, and the YMCA to provide support for domestic violence and human trafficking victims/survivors. Over 120 individuals were redirected to agencies through Victim Services.
 - ▶ Continued the Rapid Relief Food Box program to support families and children who have been affected by domestic violence. There were 35 boxes and 24 packs handed out to families last year.
- ▶ Trained 33 new volunteers and five Hamilton Police Cadets to provide 24-hour emotional support and practical assistance to individuals victimized by crime or tragic circumstance. In 2022, Victim Services volunteers delivered 595 hours of direct support to victims/survivors.
 - ▶ Provided 41 Auxiliaries with opportunities to volunteer with Hamilton Police Service through crime-prevention initiatives or community-based events, resulting in 3940 hours of volunteer service. As Covid-19 restrictions have been lifted, Auxiliaries have been integral in supporting HPS at large scale events such as the CONCACAF World Cup Qualifying match and the NHL Classic.
 - ▶ Recruited 25 volunteers to support the Social Navigator Winter Coat Drive. With the support of volunteers, Hamilton Police handed out warm winter clothing to 578 individuals.

**Due to COVID-19, most volunteer programs were suspended.*



IDENTIFY FUNDING OPPORTUNITIES AVAILABLE TO POLICE SERVICES AND COMMUNITY GROUPS FOR THE IMPLEMENTATION OF NEW PROGRAMS AND THE CONTINUATION OF EXISTING EFFECTIVE PROGRAMS.

- ▶ Prepared grant application, which resulted in funding through the Community Safety grant to expand the Social Navigator program from three officers to five. This expansion includes two officers dedicated to providing supports for youth.
- ▶ Secured \$272,381 in funding through CISO to support a Human Trafficking Coordinator and Human Trafficking Support worker from the John Howard Society and YMCA to support human trafficking victims.
- ▶ Arranged nearly \$1.5 million in funding to establish the Rapid Intervention Support Team, with monies allocated to seven community partners to provide wraparound community services to marginalized individuals.
- ▶ Applied for the Community Safety and Policing grant to expand the Mobile Crisis Rapid Response Team (MCRRT) from three teams to four, allowing St. Joseph's Healthcare to hire an additional Mental Health Worker. The additional team expands MCRRT coverage to 20 hours a day.



ENGAGE IN STRATEGIC ORGANIZATIONAL PARTNERSHIPS.

- ▶ Created Inroads with Youth initiative in collaboration with Children's Aid Society, White Rabbit Youth Community Service and at-risk youth by engaging in activities such as video games, playing sports and cooking meals. The goal was to reach, engage and empower youth through peer to peer interactions.
- ▶ Trained McMaster University Special Constables on basic scenes of crime evidence collection to alleviate reliance on Hamilton Police to handle calls.
- ▶ Formalized process to reduce missed opportunities to obtain identification from accused individuals by creating the Offender Release Identification Unit. The mobile unit now travels to locations to conduct fingerprints and mugshots prior to releasing a charged individual.
- ▶ Outlined new process for remote warrant execution that alleviates the need for Special Constables to pick up the accused and bring them to the courthouse, saving time and resources.
- ▶ Conducted an open house and education session for new Assistant Crown Attorneys around firearm testing to enable them to see the difference in weapons classifications to assist when conducting prosecutions.
- ▶ Provided specialized training session to the Freedom of Information Police Network at their annual conference on conducting Privacy Impact Assessments.



ENHANCE COMMUNICATION WITH OUR COMMUNITIES TO PROMOTE INFORMATION SHARING AND MUTUAL RESPECT.

- ▶ Received over 5.7 million visits to www.hamiltonpolice.on.ca, which is a 12 per cent increase over the previous year. Social media saw a 19 per cent growth in impressions, 64 per cent increase in engagements and net audience grew by 139 per cent.
- ▶ Worked with the Shelter Protocol Committee to update the HPS Violence Against Women Shelter Protocol to ensure best practices and improve communication.
- ▶ Created handout to assist accused persons in navigating the court system and ensure they have the ability to actively participate in the court process.
- ▶ Created a quarterly newsletter for marinas and the local marine community to enhance communications and facilitate dialogue regarding marine-related issues.
- ▶ Created 15 traffic-specific videos shared through social media channels that aligned with the Traffic Safety Plan in support of Vision Zero.



RAPID RELIEF FOOD BOX PROGRAM HELPS VICTIMS WHEN THEY NEED IT MOST

In times of crisis, a helping hand and a warm meal can make a significant difference in the lives of those affected. Recognizing this, Victim Services partnered with the Rapid Relief Food Box program to offer immediate support to individuals in need. By providing nourishing meals during challenging times, the Rapid Relief Food Box Program has become an indispensable asset in supporting the physical and emotional well-being of those facing adversity.

In 2022, the Rapid Relief Food Box program provided 35 boxes to support families and children affected by domestic violence and human trafficking. The program primarily focuses on addressing the basic needs of vulnerable populations, ensuring that no one goes hungry during difficult circumstances.



“When survivors are in the process of rebuilding their lives, having access to nutritious meals not only provides physical sustenance but also offers a sense of stability and comfort. By alleviating the burden of securing food, this program empowers survivors to focus on their healing and journey towards independence. It serves as a tangible reminder that they are not alone in their struggle, and that their community stands beside them, ready to provide the support they need to thrive,” said Acting Victim Services Administrator Rachel Cooper.

For individuals and families who have experienced traumatic events, such as domestic violence, assault, or other forms of victimization, access to nutritious meals can offer much-needed stability and comfort. The provision of essential food items through the program helps alleviate the stress and worry associated with securing sustenance, enabling victims to focus on their recovery and healing process.

The partnership between the Rapid Relief Food Box Program and the Hamilton Police Service Victim Services has proven to be a powerful alliance. Victim Services offers crucial support and resources to victims, ensuring their physical and emotional well-being during challenging times. By collaborating with the Rapid Relief Food Box Program, they extend their reach beyond immediate assistance, fostering an environment of care and compassion for those they serve.

Through partnership and community engagement, this program serves as a beacon of hope and demonstrates the power of collective efforts in fostering compassion and resilience in Hamilton.

HPS PARTNERS WITH WILFRID LAURIER ON MENTAL HEALTH CRISIS RESPONSE TRAINING

Hamilton Police are stepping into virtual reality with the launch of a new Mental Health Crisis Response Training Program (MHCRT). The first in the province to offer the program, the training provides officers with scenario-based learning in mental health crisis intervention.

Led by Wilfrid Laurier University researcher, Dr. Jennifer Lavoie and Toronto Metropolitan University researcher Dr. Natalie Alvarez, the training was co-developed by Ontario-based community stakeholders, including people with lived experience of mental illness, advocates, clinicians, nurses, forensic psychologists, and Indigenous cultural safety and anti-discrimination experts, in partnership with police instructors from across the province.

“This program is the next evolution in crisis intervention training. Using Virtual Reality, our officers can participate in realistic situations and live scenarios like they are happening in real time. This allows officers to continue learning how to de-escalate more efficiently and compassionately,” says Staff Sergeant Dave McKenzie.

The MHCRT was designed as a direct response to Paul Dube’s (2016) Ombudsman report, Justice Iacobucci’s report (2014) and numerous inquests into fatal police encounters calling for vast improvements to police training in mental health crisis intervention.

“Using virtual reality technology, trainees can step into highly immersive, and true-to-life environments reflecting settings familiar to police practice such as parks, private homes or emergency rooms. The scenarios depict highly authentic characters portraying a range of mental health crises. Officers actively take part in scenario-based learning where they can repeatedly practice safe alternatives to the use of force in high-intensity crisis simulations,” says Wilfrid Laurier Professor Dr. Jennifer Lavoie.

The Virtual Reality training was developed by Toronto-based immersive learning company Lumeto. Lumeto’s platform, InvolveXR, is designed to standardize experiential

training for cognitive skills while making it accessible for first time users. InvolveXR replicates life-like environments and includes adaptive characters allowing officers to practice and learn de-escalation skills in fully interactive, immersive open-world scenarios. The system reduces live training costs, while being quickly deployable across locations and learners.

Last year, Hamilton Police responded to 5,718 mental health crisis calls. Hamilton Police will incorporate the Virtual Reality MHCRT into the current Crisis Intervention Training. Presently, approximately 75 new members participate in Crisis Intervention Training every year.

“Hamilton Police aim to provide innovative crisis response training, which will ultimately allow us to provide a safer environment for persons in crisis as well as our officers during mental health crisis events,” says McKenzie.



PEOPLE & PERFORMANCE

TO INCREASE ORGANIZATIONAL CAPACITY AND EFFECTIVENESS BY ATTRACTING, DEVELOPING AND RETAINING OUR MEMBERS.



EFFECTIVE RECRUITMENT AND RETENTION OF HIGH QUALITY INTERNAL AND EXTERNAL CANDIDATES TO SERVE IN THE HAMILTON POLICE SERVICE.

- ▶ Developed several train the trainer courses to expand the capacity within the Service, including search warrants, scenes of crime, major case management and carbines.
- ▶ Created a new Acting Supervisor mentoring program within Courts to build capacity within the Unit.
- ▶ Developed a targeted recruitment strategy to ensure 40 per cent of all new hires represent Hamilton's diverse population. In 2022, 32 per cent of sworn members hired and 55 per cent of cadets met the benchmark.
- ▶ Created a targeted outreach strategy focused on attracting diverse candidates, including female PREP sessions, 2S&LGBTQIA information night, Korean lunch and advertising in ABLE magazine.
- ▶ Provided ongoing training to volunteers and Auxiliaries to enhance performance and increase skillset to prepare interested candidates for a career with Hamilton Police Service. In 2022, three Auxiliaries joined Hamilton Police as new recruits.



IMPLEMENT ORGANIZATIONAL PROGRAMS THAT ENABLE LEADERSHIP DEVELOPMENT AND SUCCESSION PLANNING.

- ▶ Continued to offer Service-wide opportunities for officers to job shadow in various units in order to build organizational-capacity.
- ▶ Provided enhanced training to Criminal Investigations Branch members in order to develop future Sexual Assault Unit detectives.
- ▶ Assigned additional detective constables to the Homicide Unit, which allowed for increased knowledge transfer and collaboration between units as well as identify future homicide detective candidates.
- ▶ Created the Women of Hamilton Police Service Internal Support Network (WISN) to provide mentorship opportunities, leadership training and succession planning for female members.



ENSURE THAT OUR MEMBERS' BEHAVIOURS ARE ALIGNED WITH OUR SERVICE VALUES THROUGH PERFORMANCE MANAGEMENT AND CAREER DEVELOPMENT.

- ▶ Hosted an Equity Diversity and Inclusion (EDI) planning day to gather feedback and suggestions from participants to inform the EDI Strategic Plan.
- ▶ Restructured the sexual assault recruit presentation to be more effective and better reflect the training requirements. The presentation was delivered to three recruit classes in 2022.
- ▶ Designed a process to capture service delivery efficiencies through quality reviews. In 2022, 326 quality reviews were completed.
- ▶ Delivered EDI Fundamentals presentation to new recruits, Cadets, Special Constables, Records and Property members to ensure HPS values are instilled at all levels across the organization.



IMPLEMENT EFFECTIVE DELIVERY OF INTERNAL AND EXTERNAL TRAINING.

- ▶ Continued delivery of a five-year training plan framework to address equity, diversity, and inclusion from both internal and external sources.
- ▶ Presented to new calltakers on Marine and K9 to provide insight on the Units' capabilities to ensure continued collaboration during calls.
- ▶ Facilitated an Indigenous lived experience speaker series for all members. Last year, individuals took part from three services.
- ▶ Delivered training on impaired driving in order to cascade knowledge on legislation and legal authorities to frontline officers.
- ▶ Trained six members to pilot the Remotely Piloted Aircraft System to assist with a variety of public safety initiatives, such as collision scene reconstruction and conducting searches for missing persons.
- ▶ Developed training to increase accuracy for Crown Packages and ensure quality assurance. All Staff Sergeants received training in e-tracker and quality control, which resulted in an improvement in the quality of case files delivered to the Case Prep Unit and a better understanding of Crown package requirements.
- ▶ Delivered cultural competency training to Staff Sergeants and Communications members to build

capacity and understanding of difference cultures to strengthen skills and effectively connect with a variety of stakeholders.

- ▶ Presented mental health virtual training to over 100 US-based agencies during the Crisis Intervention Training Conference in Pittsburgh in August 2022.
- ▶ Provided Fleet technicians with training on hybrids to ensure skills are updated as industry advancements take place.

CONTINUE TO IMPLEMENT EMPLOYEE WELLNESS PROGRAMS AND STRATEGIES THAT FOCUS ON PREVENTION, INTERVENTION AND SUPPORTIVE RETURN TO WORK.

- ▶ Created a Mental Health and Action committee to guide the overarching HPS Wellness Strategy. In 2022, the committee led the Wellness Expo, implemented a comfort dog program, planned resiliency training as well as identifying gaps and strategies.
- ▶ Established a member support team, including policy development, member selection, member training and implementation.



ENSURE CONTINUOUS WORKLOAD ANALYSIS AND EVALUATION TO SUPPORT EFFECTIVE DEVELOPMENT STRATEGIES.

- ▶ Designed a system and supporting protocol to better assess workload and case file tracking to increase efficiency and identify trends, resulting in a decrease in concerns from the Crown's Office.
- ▶ Tested a new electronic delivery method for Summons to increase unit capacity. In 2022, 37 Summons were issued via email.
- ▶ Delivered a new court staffing process to modernize service delivery and reduce response times to ad hoc events.
- ▶ Redeployed 60 members from across the Service to support frontline policing to ensure member and community safety and to address staffing shortfalls on patrol. The deployment resulted in reduced overtime and increased quality of service in the community.

IMPROVE AND ENHANCE TIMELY COMMUNICATION WITH OUR MEMBERS THROUGH VARIOUS PLATFORMS.

- ▶ Created and deployed new mobile workstation audit request form to streamline information technology audit requests to ensure accuracy and capture required information, which resulted in departmental efficiencies.
- ▶ Designed SharePoint intranet system to enhance member communication and collaboration across the organization.



DAYS OF SIGNIFICANCE

In the world of policing, where members are often associated with maintaining order and responding to emergencies, it is easy to overlook the power of celebrating days of significance. However, these moments of shared joy and cultural appreciation are essential for creating a sense of unity, fostering positive relationships and building trust with communities.

That is why Hamilton Police Service has been making a significant effort to share days of significance such as faith celebrations and other significant cultural events through our social media and internal channels.

In our diverse community, celebrating days of significance allows police services to embrace and honour the rich tapestry of cultures within our communities. By actively participating in cultural festivals, members demonstrate a genuine interest in understanding different traditions, customs and values. This not only

highlights the richness of Hamilton but also sends a powerful message of acceptance and inclusivity.

By joining in celebrations, members can engage in conversations, form connections and build trust with individuals and families. These positive interactions can be transformative, by breaking down stereotypes and preconceived notions that may exist on both side.

Last year, Hamilton Police posted 59 days of significance and attended more than 227 community events. In the realm of policing, celebrating days of significance is not just about cultural appreciation—it is about fostering unity, building trust, and creating a sense of belonging.

By embracing diversity, strengthening community bonds, promoting positive role models, and spreading joy, we can significantly impact the lives of the people we serve.



Raksha Bhandan



Pakistan Independence Day

EMPOWERING WOMEN IN POLICING: CELEBRATING PROGRESS AND SUCCESS

In a society that strives for equality and inclusion, the Hamilton Police Service (HPS) has taken steps towards creating a supportive and inclusive environment for its female members. In spring 2022, the Women of HPS Internal Support Network (WISN) was established, with a clear mission to provide support, guidance, and professional development opportunities for women within the organization.

Recognizing the numerous benefits that Internal Support Networks (ISNs) bring to the Police Service and its members, the WISN was warmly welcomed as the third formalized ISN within HPS, following the Diversity Inclusion ISN and the 2S&LGBTQIA ISN. These networks have consistently demonstrated their potential to improve employee engagement, promote personal and professional development, enhance employee retention, and foster equity, diversity, and inclusion practices.

With a range of responsibilities, the WISN actively works to fulfill its mission and make a positive impact. The network provides a safe and confidential space for open dialogue, ensuring that the voices of women within the organization are heard and valued. By advocating for and supporting women through gender-related concerns, including pregnancy and family responsibilities, the WISN stands as a pillar of support and empowerment.

Mentorship and coaching initiatives play a vital role in the WISN's activities. By fostering a culture of mentorship, the network provides invaluable guidance to women seeking professional growth and advancement. Through training and team building initiatives, the WISN promotes skill development, collaboration, and a sense of camaraderie among its members, creating a strong support network for women within the organization.

Moreover, the WISN actively addresses the underrepresentation of women in various divisions within the Service. Through information sessions held in partnership with the Community Safety Division (CMD) and the Investigative Services Division (ISD), the network aims to generate interest and provide valuable insights into different positions within these divisions. By highlighting the available opportunities, the WISN hopes to encourage women to explore career paths that they may not have previously considered. These efforts seek to break down barriers and increase female representation in traditionally male-dominated units.

The Women of HPS Internal Support Network is a testament to the Service's commitment in fostering a supportive and inclusive workplace. Through their initiatives, events, and dedication, the WISN continues to empower women in policing, ensuring that their voices are heard, their concerns are addressed, and their successes are celebrated.



TECHNOLOGY & ASSET MANAGEMENT

TO ENSURE WE HAVE NECESSARY PLANS IN PLACE TO ADDRESS FACILITIES, FLEET AND TECHNOLOGY NEEDS.



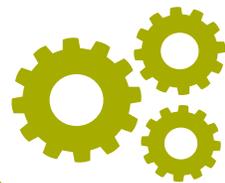
PROVIDE A LONG-TERM MANAGEMENT PLAN FOR TECHNOLOGY, FACILITIES AND FLEET.

- ▶ Created and executed an Analytics Transformation Strategy that identified the roadmap to the Business Intelligence Vision.
- ▶ Completed feasibility study on the reallocation and revitalization of space at Division 1 after the opening of the new Investigative Services Building.
- ▶ Relocated the Mounted Unit into a new facility, which resulted in additional savings related to hay and shavings through access to grass turnout fields.
- ▶ Completed feasibility and costing study for future police station in Flamborough area to accommodate population growth in the area, as well as balance the increase in calls for service over the immense geographic area.
- ▶ Developed hybrid vehicle strategy to decrease the Service's carbon footprint and implement green technology.



RESEARCH AND IMPLEMENT RELEVANT TECHNOLOGIES TO ENHANCE THE EFFECTIVENESS OF THE ORGANIZATION.

- ▶ Implemented a pilot project to address delays in 911/radio disclosure resulting in the backlog from 470 to 56 over a two-month period, while also reducing turnaround time from eight weeks to two weeks.
- ▶ Purchased high-powered workstation and software for the Technological Crime Unit to access encrypted data. Prior to the acquisition, investigators were unable to access encrypted data during investigations.
- ▶ Continued using software that allows for greater efficiency when analyzing cell phones and computer evidence. By allowing multiple phones and devices to be examined at the same time, Detectives can make quicker connections to criminal associations and potential locations.
- ▶ Implemented virtual reality crisis de-escalation training, which provides officers with scenario-based learning in mental health crisis intervention.
- ▶ Completed digital evidence management system (DEMS) rollout to manage the volume of digital evidence collected. The new system created efficiencies on the frontline by allowing officers to take audio statements and citizens to email video for investigations.
- ▶ Accessed CISO funding to obtain Briefcam software to analyze video, which enables investigators to set parameters to segregate recordings. The result is a significant time saving for investigators by eliminating the need to watch hours of unrelated video.
- ▶ Completed first phase of the KRONOS project to replace the current Time Management System. A project team has been established to work with the City of Hamilton to identify key business objectives and needs.



REMAIN CURRENT ON UNIFORM AND EQUIPMENT NEEDS FOR ALL HAMILTON POLICE SERVICE MEMBERS.

- ▶ Transitioned members to current Conducted Energy Weapon (CEW) X2, which offers increased safety for the public and officers as well as increased functionality.
- ▶ Fitted all Auxiliaries for masks to ensure safety for workplace emergencies, if required. Nearly 30 Auxiliaries were fitted by the Health and Safety, Wellness Coordinator.
- ▶ Reviewed HPS Uniform/Equipment Policy from an equity, diversity and inclusion (EDI) lens to ensure the current policy adheres to EDI best practices.
- ▶ Deployed three different chest plates for Crisis Response Branch (CRB) officers to better brand their teams and ensure CRB members are easily identified by community members.



IMPLEMENT PROCESSES AND SYSTEMS TO ENHANCE THE EFFECTIVENESS OF THE ORGANIZATION.

- ▶ Developed a process for all digital evidence to be shared and disclosed to the Crown and defence in order to securely share evidence in a timely manner. Last year, 1700 submissions were sent to the Crown via the new process.
- ▶ Worked collaboratively with the Ministry of the Attorney General and the Solicitor General to develop a protocol for submissions and approvals for Court Information. Transitioned members with 100 per cent compliance.
- ▶ Implemented Coplogic for CCAS/CAS to streamline referrals in child abuse cases to improve the information being reported and entered into Niche resulting in departmental efficiencies.
- ▶ Reduced device backlog by automatically notifying members of exhibit status waiting for judicial authorization in order to reduce issues related to legislated timelines. Backlog decreased by 30 per cent over 2022.
- ▶ Developed new online fraud intake form using Coplogic to improve access to reporting. In 2022, 89 reports were received through online reporting.
- ▶ Completed MS Outlook deployment to replace legacy email system to enhance communication and manage emails more efficiently. Over 1500 members were successfully transitioned to the new platform.



LEVERAGE TECHNOLOGY TO ENHANCE SERVICE TO THE COMMUNITY.

- ▶ Expanded online reporting through Coplogic to include gas drive off protocol to better serve the community, provide convenience and create efficiencies for the frontline. The new tool diverted numerous calls from frontline patrol.
- ▶ Continued to leverage Microsoft Teams for community work and enhance service-delivery to sexual assault and domestic violence victims. In 2022, the Sexual Assault Unit conducted 55 interviews with victims and witnesses using the technology.
- ▶ Implemented new technology to better conduct searches in smaller waterways where larger vessels cannot enter, which led to the successful conclusion of several investigations.



SAFEGUARDING THE ENVIRONMENT, ONE PATROL VEHICLE AT A TIME



With climate change and environmental concerns looming large, Hamilton Police Service is taking a proactive stance in protecting the community not only from crime but also from harmful emissions. By opting for hybrid police vehicles, the Service is significantly reducing its carbon footprint, making strides towards a cleaner and healthier city.

Over the past few years, Hamilton Police have added nine Ford Police Interceptor Utility hybrid vehicles to the fleet. The vehicle additions have resulted in lower fuel costs and decreased the Service's carbon footprint.

The vehicles are the first step in implementing green technology across the organization in order to safeguard the environment and ensure a brighter tomorrow for future generations.

9
VEHICLES

\$47,754
ESTIMATED FUEL SAVINGS*

*Fuel savings calculated by Ford Motor Company

203,040
TOTAL REDUCED EMISSIONS OF CO₂ OUTPUT

UNLOCKING POTENTIAL - INNOVATIVE NEW POWERCASE DASHBOARD MEETS CHANGING DEMANDS

In 2018, the Ministry of the Solicitor General conducted a PowerCase audit and found Hamilton Police Service wasn't using PowerCase in the way it was intended. The Service was struggling to meet adequacy standards since the tool didn't have a tracking mechanism to capture legislative requirements.

The audit results led the Service to take a new look at how PowerCase was being used internally to develop an innovative tracking and investigative tool that complies with legislation as well as uncovering new investigative leads.

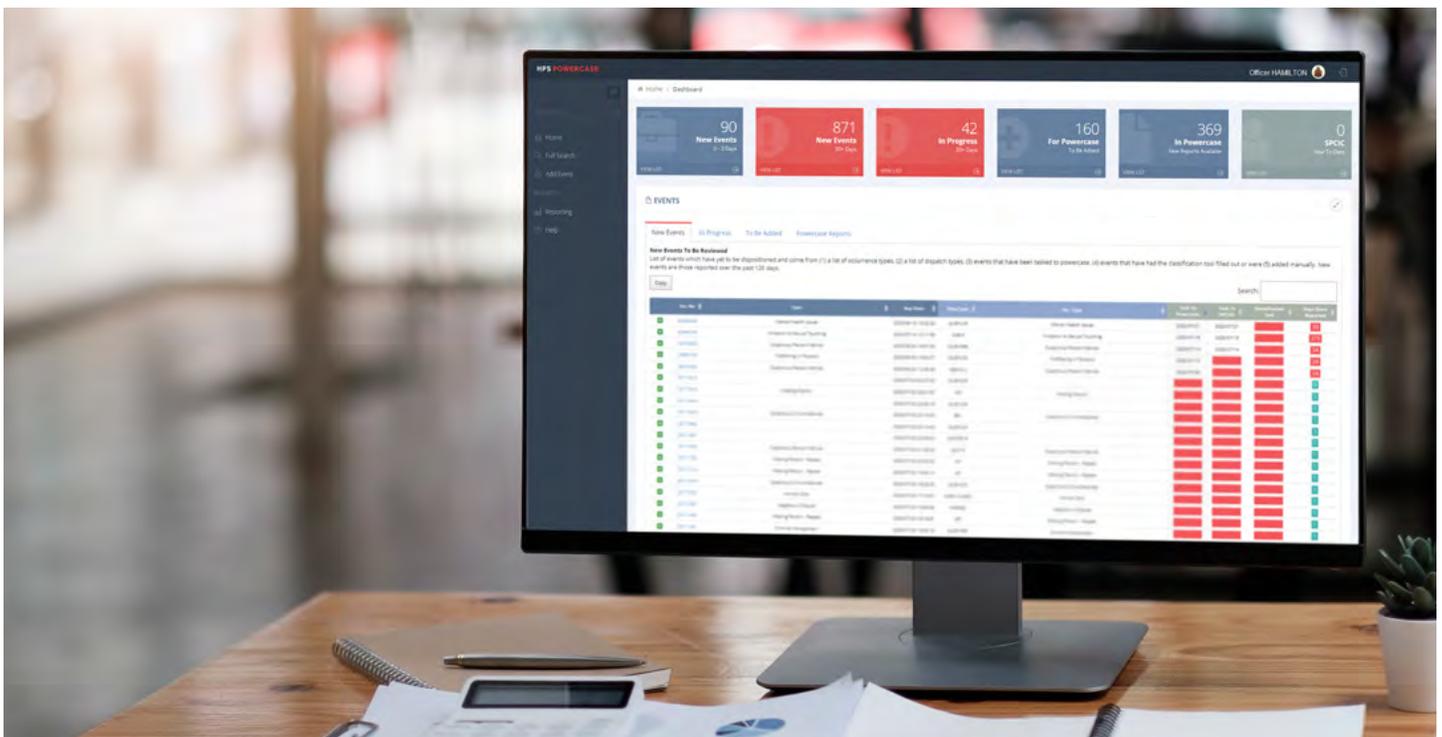
The result was the Major Case Management PowerCase dashboard.

A collaborative effort between Detective John Tselepakis and the Crime Information Analysis Unit, the dashboard was created at no additional financial cost to the organization as the software and infrastructure were already in place.

At its core, the Major Case Management dashboard is more than a data visualization platform. By tracking legislative requirements - such as SPCIC notifications, 30-day data input deadlines, accurate case classifications, and adherence to criteria offence entries - the dashboard ensures Hamilton Police remain compliant and up-to-date during investigations.

"We knew we needed to meet the changing demands of our communities and our Service. The new Major Case Management dashboard is an important tool for helping Hamilton Police serve and protect our community," said Detective Tselepakis.

Hamilton Police are not the only ones to benefit from the new dashboard. The program has proven so successful that the Ministry of the Solicitor General | Public Safety Division and the Ontario Police College have asked to distribute it province-wide to other police services.



2022 BUDGET

OPERATING EXPENDITURE 8.28% CAPITAL EXPENDITURE 1.86% SALARY/WAGES BENEFITS 89.87%



BY THE NUMBERS

STATISTICAL DATA

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2022 - DECEMBER 31, 2022)										
SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED SEPTEMBER 17, 2022										
VIOLATION	2022 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2021 (JAN-DEC) VIOLATIONS	2021-2022% CHANGE
VIOLENT CRIMINAL CODE VIOLATIONS	6,678	3,959	59.3%	2,037	448	110	32	255	6,553	1.9%
HOMICIDE	5	6	120.0%	10	2	3	1	1	20	-75.0%
MURDER 1ST DEGREE	1	2	200.0%	6	0	1	0	0	11	-90.9%
MURDER 2ND DEGREE	4	4	100.0%	4	2	2	1	1	9	-55.6%
MANSLAUGHTER	0	0	NA	0	0	0	0	0	0	NA
TOTAL OTHER VIOLATIONS CAUSING DEATH	0	1	NA	1	0	0	0	0	2	-100.0%
ATTEMPTED MURDER	2	2	100.0%	2	0	0	0	0	9	-77.8%
SEXUAL ASSAULT, LEVEL 3, AGGRAVATED	2	2	100.0%	2	0	0	0	0	0	NA
SEXUAL ASSAULT, LEVEL 2, WEAPON OR BODILY HARM	20	17	85.0%	16	0	2	0	0	20	0.0%
SEXUAL ASSAULT, LEVEL 1	583	197	33.8%	88	2	11	1	25	560	4.1%
TOTAL SEXUAL VIOLATIONS AGAINST CHILDREN	81	50	61.7%	33	1	6	0	6	107	-24.3%
SEXUAL INTERFERENCE	63	39	61.9%	29	0	4	0	4	80	-21.3%
INVITATION TO SEXUAL TOUCHING	6	4	66.7%	1	0	2	0	2	7	-14.3%
SEXUAL EXPLOITATION	0	4	NA	3	1	0	0	0	6	-100.0%
LURING A CHILD VIA A COMPUTER	12	3	25.0%	0	0	0	0	0	14	-14.3%
ASSAULT, LEVEL 3, AGGRAVATED	30	25	83.3%	21	3	0	0	0	40	-25.0%
ASSAULT, LEVEL 2, WEAPON OR BODILY HARM	1209	806	66.7%	451	135	37	22	38	1078	12.2%
ASSAULT, LEVEL 1	2489	1329	53.4%	579	153	19	20	128	2,472	0.7%
TOTAL ASSAULTS AGAINST A PEACE OFFICER	155	154	99.4%	44	27	6	1	4	147	5.4%
TOTAL OTHER ASSAULTS	15	14	93.3%	2	2	1	0	0	12	25.0%
CRIMINAL NEGLIGENCE CAUSING BODILY HARM	9	9	100.0%	0	2	0	0	0	3	200.0%
TRAP LIKELY TO OR CAUSING BODILY HARM	0	0	NA	0	0	0	0	0	0	NA
UNLAWFULLY CAUSING BODILY HARM	0	0	NA	0	0	0	0	0	0	NA
ASSAULT - OTHER	6	5	83.3%	2	0	1	0	0	9	-33.3%
TOTAL FIREARMS	83	29	34.9%	24	0	2	0	1	48	72.9%
DISCHARGE FIREARM WITH INTENT	43	8	18.6%	9	0	1	0	0	22	95.5%
USING FIREARM (OR IMITATION) IN COMMISSION OF OFFENCE	9	8	88.9%	10	0	1	0	0	5	80.0%
POINTING A FIREARM	31	13	41.9%	5	0	0	0	1	21	47.6%
TOTAL ROBBERY	431	170	39.4%	92	21	18	9	16	344	25.3%
TOTAL FORCIBLE CONFINEMENT / KIDNAPPING	24	22	91.7%	15	2	0	0	0	35	-31.4%
TOTAL ABDUCTION	5	4	80.0%	1	2	0	0	0	0	NA
ABDUCTION UNDER 14 NOT BY PARENT/GUARDIAN	2	1	50.0%	1	0	0	0	0	0	NA
ABDUCTION UNDER 14 BY PARENT/GUARDIAN	3	3	100.0%	0	2	0	0	0	0	NA
EXTORTION	142	8	5.6%	5	0	0	0	0	110	29.1%

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2022 - DECEMBER 31, 2022)

SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED SEPTEMBER 17, 2022

VIOLATION	2022 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2021 (JAN-DEC) VIOLATIONS	2021-2022% CHANGE
CRIMINAL HARASSMENT	265	182	68.7%	119	22	0	1	2	343	-22.7%
UTTER THREATS	962	443	46.0%	122	24	6	1	47	1050	-8.4%
INDECENT/HARASSING PHONE CALLS / EMAILS	59	21	35.6%	5	0	0	0	2	54	9.3%
TOTAL OTHER VIOLENT VIOLATIONS	116	477	411.2%	405	52	-1	-24	-15	102	13.7%
PROPERTY CRIME VIOLATIONS	17,900	1,995	11.1%	659	192	45	18	228	16,581	8.0%
TOTAL BREAKING & ENTERING	1,760	323	18.4%	211	40	9	1	30	1,757	0.2%
BREAK & ENTER	1,757	323	18.4%	211	40	9	1	30	1,754	0.2%
BREAK & ENTER - TO STEAL FIREARM	2	0	0.0%	0	0	0	0	0	3	-33.3%
BREAKING AND ENTERING MOTOR VEHICLE (FIREARM)	1	0	0.0%	0	0	0	0	0	0	NA
POSSESS STOLEN PROPERTY	221	207	93.7%	111	29	14	1	8	205	7.8%
THEFT OF MOTOR VEHICLE	1,645	104	6.3%	42	9	9	2	7	1,611	2.1%
TOTAL THEFT OVER \$5,000	324	28	8.6%	18	4	0	0	2	249	30.1%
THEFT OVER \$5,000	251	22	8.8%	17	2	0	0	0	197	27.4%
THEFT OVER \$5,000 - FROM A MOTOR VEHICLE	60	2	3.3%	1	0	0	0	0	46	30.4%
SHOPLIFTING OVER \$5,000	13	4	30.8%	0	2	0	0	2	6	116.7%
TOTAL THEFT UNDER \$5,000	8,793	669	7.6%	92	42	3	6	72	7,702	14.2%
THEFT UNDER OR EQUAL \$5,000	3,425	248	7.2%	46	20	3	2	21	2,897	18.2%
THEFT UNDER OR EQUAL \$5,000 - FROM A MOTOR VEHICLE	2,790	40	1.4%	3	1	0	0	1	3,457	-19.3%
SHOPLIFTING \$5,000 OR UNDER	2,578	381	14.8%	43	21	0	4	50	1,348	91.2%
FRAUD	2,125	182	8.6%	59	37	3	0	5	1,947	9.1%
IDENTITY THEFT	20	2	10.0%	1	0	0	0	0	25	-20.0%
IDENTITY FRAUD	447	12	2.7%	0	1	0	0	1	475	-5.9%
TOTAL MISCHIEF	2,431	437	18.0%	105	29	7	8	102	2,430	0.0%
MISCHIEF	2,431	437	18.0%	105	29	7	8	102	2,430	0.0%
MISCHIEF TO RELIGIOUS PROPERTY MOTIVATED BY HATE	0	0	NA	0	0	0	0	0	0	NA
ARSON	127	23	18.1%	13	1	0	0	1	156	-18.6%
ALTERING/REMOVING/DESTROYING VIN	0	0	NA	0	0	0	0	0	2	-100.0%
TOTAL OTHER PROPERTY VIOLATIONS	7	8	114.3%	7	0	0	0	0	22	-68.2%
ARSON	129	12	9.30%	9	1	0	0	3	145	-11.03%
ALTERING/REMOVING/DESTROYING VIN	1	1	100.00%	1	0	0	0	0	1	0.00%
TOTAL OTHER PROPERTY VIOLATIONS	22	18	81.8%	16	1	0	0	0	22	0.00%
OTHER CRIMINAL CODE VIOLATIONS	3,060	2,936	95.9%	2,061	541	74	34	31	3,666	-16.5%
COUNTERFEIT MONEY	28	4	14.3%	2	0	0	0	1	40	-30.0%
TOTAL WEAPONS VIOLATIONS	123	87	70.7%	65	8	8	1	7	169	-27.2%
EXPLOSIVES, OFFENSIVE WEAPONS	2	2	100.0%	2	0	0	0	0	2	0.0%
WEAPONS, TRAFFICKING	0	0	NA	0	0	0	0	0	0	NA
POSSESS FIREARM WHILE PROHIBITED	32	30	93.8%	28	4	4	1	0	48	-33.3%
POSSESSION OF WEAPONS	71	51	71.8%	35	4	4	0	5	97	-26.8%
IMPORT/EXPORT FIREARM	0	0	NA	0	0	0	0	0	0	NA
FIREARM VIOLATIONS	17	4	23.5%	0	0	0	0	2	18	-5.6%
UNSAFE STORAGE OF FIREARMS	1	0	0.0%	0	0	0	0	0	4	-75.0%
CHILD PORNOGRAPHY	41	20	48.8%	13	0	0	0	6	87	-52.9%
DISTURB THE PEACE	17	14	82.4%	3	3	0	0	1	17	0.0%

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2022 - DECEMBER 31, 2022)

SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED SEPTEMBER 17, 2022

VIOLATION	2022 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2021 (JAN-DEC) VIOLATIONS	2021-2022% CHANGE
TOTAL ADMINISTRATION OF JUSTICE VIOLATIONS	2,672	2,725	102.0%	1,922	521	66	33	12	3,159	-15.4%
BAIL VIOLATIONS	1265	1018	80.5%	662	215	53	26	6	1583	-20.1%
ESCAPE CUSTODY	4	4	100.0%	2	0	0	0	0	2	100.0%
ESCAPE/UAL FROM CORRECTIONAL FACILITY	5	5	100.0%	4	0	0	0	0	8	-37.5%
FAIL TO APPEAR COURT/BREACH 810	422	855	202.6%	609	217	10	6	0	643	-34.4%
PROBATION VIOLATIONS	884	776	87.8%	602	75	2	1	0	845	4.6%
OFFENCES AGAINST ADMIN. OF LAW & JUSTICE (PART IV)	92	67	72.8%	43	14	1	0	6	78	17.9%
TOTAL OTHER VIOLATIONS	179	86	48.0%	56	9	0	0	4	194	-7.7%
DISTURB THE PEACE	17	7	41.2%	3	0	0	0	0	15	13.33%
TOTAL ADMINISTRATION OF JUSTICE VIOLATIONS	3,159	3,291	104.2%	2,377	672	57	27	2	2,868	10.15%
BAIL VIOLATIONS	1583	1621	102.4%	1115	369	46	15	1	1504	5.25%
ESCAPE CUSTODY	2	2	100.0%	2	0	0	0	0	4	-50.00%
ESCAPE/UAL FROM CORRECTIONAL FACILITY	8	7	87.5%	7	0	0	0	0	7	14.29%
FAIL TO APPEAR COURT/BREACH 810	643	845	131.4%	612	206	8	6	0	270	138.15%
PROBATION VIOLATIONS	845	757	89.6%	598	92	2	5	0	1010	-16.34%
OFFENCES AGAINST ADMIN. OF LAW & JUSTICE (PART IV)	78	59	75.6%	43	5	1	1	1	73	6.85%
TOTAL OTHER VIOLATIONS	194	95	49.0%	62	10	1	0	1	186	4.30%
FEDERAL STATUTES VIOLATIONS	588	591	100.5%	344	102	11	0	5	937	-37.2%
TOTAL DRUG OFFENCES	355	353	99.4%	188	55	4	0	1	627	-43.4%
TOTAL CDSA -POSSESSION	246	246	100.0%	79	19	2	0	0	463	-46.9%
POSSESSION OF HEROIN	2	2	100.0%	2	0	0	0	0	17	-88.2%
POSSESSION OF COCAINE	54	53	98.1%	36	5	1	0	0	85	-36.5%
POSSESSION OF OTHER SCHEDULE I DRUGS	19	17	89.5%	5	0	0	0	0	61	-68.9%
POSSESSION OF CANNABIS	0	0	NA	0	0	0	0	0	0	NA
POSSESSION - (CRYSTAL METH) METHAMPHETAMINES)	169	172	101.8%	35	14	1	0	0	300	-43.7%
POSSESSION - (ECSTASY) METHYLENEDIOXYAMPHETAMINE	2	2	100.0%	1	0	0	0	0	0	NA
TOTAL CDSA - TRAFFICKING	108	107	99.1%	109	36	2	0	1	163	-33.7%
TRAFFICKING HEROIN	3	3	100.0%	2	1	0	0	0	6	-50.0%
TRAFFICKING COCAINE	57	57	100.0%	64	22	1	0	0	76	-25.0%
TRAFFICKING OTHER SCHEDULE I DRUGS	32	31	96.9%	31	7	1	0	1	65	-50.8%
TRAFFICKING OF CANNABIS	0	0	NA	0	0	0	0	0	0	NA
TRAFFICKING OF METH.	16	16	100.0%	12	6	0	0	0	15	6.7%
TRAFFICKING OF ECSTASY	0	0	NA	0	0	0	0	0	1	-100.0%
TOTAL CDSA - IMPORT. & PRODUCTION	1	0	0.0%	0	0	0	0	0	1	0.0%
IMPORT/EXPORT OTHER CDSA DRUGS	1	0	0.0%	0	0	0	0	0	0	NA
PRODUCTION - OTHER CDSA DRUGS	0	0	NA	0	0	0	0	0	1	-100.0%
PRODUCTION - CANNABIS MARIHUANA - SCHEDULE II	0	0	NA	0	0	0	0	0	0	NA
TOTAL OTHER FEDERAL STATUTE VIOLATIONS	233	238	102.1%	156	47	7	0	4	310	-24.8%
CRIMINAL CODE TRAFFIC VIOLATIONS	684	650	95.0%	503	123	4	2	0	709	-3.5%

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2022 - DECEMBER 31, 2022)

SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED SEPTEMBER 17, 2022

VIOLATION	2022 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2021 (JAN-DEC) VIOLATIONS	2021-2022% CHANGE
TOTAL IMPAIRED DRIVING	352	342	97.2%	263	77	0	1	0	365	-3.6%
IMPAIRED OPERATION CAUSING DEATH - MOTOR VEHICLE	0	0	NA	0	0	0	0	0	0	NA
IMPAIRED OPERATION (DRUGS) - CAUSING DEATH	0	0	NA	0	0	0	0	0	0	NA
IMPAIRED OPERATION CAUSING BODILY HARM - MOTOR VEHICLE	0	0	NA	0	0	0	0	0	7	-100.0%
IMPAIRED OPERATION (DRUGS) - CAUSING BODILY HARM	0	0	NA	0	0	0	0	0	2	-100.0%
IMPAIRED OPERATION - MOTOR VEHICLE	315	308	97.8%	233	73	0	1	0	275	14.5%
IMPAIRED OPERATION (DRUGS) - VEHICLE, VESSEL, AIRCRAFT	37	34	91.9%	30	4	0	0	0	81	-54.3%
FAIL OR REFUSE TO PROVIDE BREATH SAMPLE	0	0	NA	0	0	0	0	0	0	NA
TOTAL OTHER CRIMINAL CODE TRAFFIC VIOLATIONS	232	209	90.1%	164	28	2	1	0	219	5.9%
DANGEROUS OPERATION CAUSING DEATH	3	4	133.3%	3	0	0	0	0	2	50.0%
DANGEROUS OPERATION CAUSING BODILY HARM	7	6	85.7%	4	0	1	0	0	9	-22.2%
DANGEROUS OPERATION	76	65	85.5%	50	12	1	1	0	81	-6.2%
DANGEROUS OPERATION - FLIGHT CAUSING DEATH	0	0	NA	0	0	0	0	0	0	NA
DANGEROUS OPERATION - FLIGHT CAUSING BODILY HARM	0	0	NA	0	0	0	0	0	0	NA
DANGEROUS OPERATION - FLIGHT	23	11	47.8%	7	2	0	0	0	27	-14.8%
FAILURE TO STOP CAUSING DEATH	2	2	100.0%	2	0	0	0	0	0	NA
FAIL TO STOP OR REMAIN (CRIMINAL CODE)	6	6	100.0%	4	2	0	0	0	14	-57.1%
DRIVE WHILE DISQUALIFIED (CRIMINAL CODE)	115	115	100.0%	94	12	0	0	0	86	33.7%
DANGEROUS OPERATION OF MV WHILE STREET RACING	0	0	NA	0	0	0	0	0	0	NA
TOTAL OTHER CRIMINAL CODE TRAFFIC VIOLATIONS	100	99	99.0%	76	18	2	0	0	125	-20.0%
TOTAL CC VIOLATIONS (EXCLUDING TRAFFIC)	27,638	8,890	32.2%	4,757	1,181	229	84	514	26,800	3.1%
TOTAL CC VIOLATIONS (INCLUDING TRAFFIC)	28,322	9,540	33.7%	5,260	1,304	233	86	514	27,509	3.0%
TOTAL ALL CC VIOLATIONS & FEDERAL STATUTE VIOLATIONS	28,910	10,131	35.0%	5,604	1,406	244	86	519	28,446	1.6%

COLLECTION OF IDENTIFYING INFORMATION

On January 1, 2017, the Ontario Regulation 58/16: Collection of Identifying Information in Certain Circumstance – Prohibition and Duties was initiated under the Police Service Act (see <https://www.ontario.ca/laws/regulation/160058>)

This Regulation applies with respect to an attempt by a police officer to collect identifying information about an individual, from the individual, if that attempt is done for the purpose of

- Inquiring into offences that have been or might be committed,
- Inquiring into suspicious activities to detect offences, or
- Gathering information for intelligence purposes.

YEAR	CHECKS
2018	1
2019	0
2020	0
2021	0
2022	0

SOURCE: HAMILTON POLICE SERVICE, PROFESSIONAL DEVELOPMENT DIVISION

USE OF FORCE

SOURCE: HAMILTON POLICE SERVICE PROFESSIONAL DEVELOPMENT DIVISION
HAMILTON POLICE HAD 270,500 PUBLIC CONTACTS IN 2022. COMPARED TO THE TOTAL NUMBER OF CONTACTS THE POLICE HAD WITH THE PUBLIC, LESS THAN 1 PER CENT RESULTED IN A USE OF FORCE INCIDENT.

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	AVERAGE
FIREARM DISCHARGE	62	47	30	18	24	28	28	27	19	26	31
FIREARM POINTED	99	100	145	98	125	125	128	185	132	163	130
HANDGUN DRAWN	22	23	59	40	19	39	29	42	91	108	47
AEROSOL WEAPON	13	14	9	7	3	2	2	1	0	6	6
IMPACT HARD	7	3	4	1	3	3	4	3	3	4	3.5
IMPACT SOFT	4	1	0	1	0	1	1	0	1	1	1
EMPTY HANDS HARD	32	15	13	26	22	23	16	17	22	32	22
EMPTY HANDS SOFT	21	18	12	25	44	36	23	14	37	50	28
K9 BITE/MISC	0	2	0	4	1	2	1	3	0	0	1
CEW*	41	64	145	143	169	164	166	139	145	158	133
TOTAL INCIDENTS	238	238	417	363	410	423	398	431	361	387	366

*2022 includes CEW displays as a UOF option. Previous years' statistics now include CEW displays to reflect current direction from the Solicitor General.

DOMESTIC VIOLENCE CRIME STATISTICS 2015-2022

SOURCE: HAMILTON POLICE SERVICE, VICTIM OF CRIMES UNIT

	2015	2016	2017	2018	2019	2020	2021	2022
TOTAL NUMBER OF OCCURRENCES	6485	6519	6556	6853	7076	7045	6819	6766
CHARGES LAID	3616	3395	3530	4311	5099	5253	5190	4897
MALES CHARGED	1093	991	1063	1207	1414	1355	1391	1276
FEMALES CHARGED	233	237	229	224	303	296	283	330
DUAL CHARGES	40	44	35	33	64	73	47	50

NOTE: TOTAL NUMBER OF OCCURRENCES INCLUDES ALL CRIMINAL AND NON-CRIMINAL EVENTS.

HATE CRIME

SOURCE: HAMILTON POLICE SERVICE, HATE CRIMES UNIT

In the Criminal Code of Canada, Hate Crimes can be separated into two (2) distinct categories - those that fall under the Hate Propaganda section and any other criminal offence where there is evidence to support a Hate/Bias motivation.

CATEGORY	HATE/BIAS OVERTONES	HATE/BIAS MOTIVATED CRIMES	TOTAL
AGE (AG)	0	0	0
DISABILITY (DI)	0	0	0
GENDER IDENTITY (GI)	9	1	10
SEX (SE)	0	1	1
SEXUAL ORIENTATION (SO)	19	4	23
SIMILAR FACTOR (SF)	0	0	0
RACIAL BIAS (RA)	80	11	91
RELIGION (RE)	40	9	49
TOTAL	148	26	174

PUBLIC COMPLAINTS

POLICE SERVICE BOARD 5-YEAR STATISTICAL DATA

TYPE	2018	2019	2020	2021	2022	5 YEAR AVERAGE
PUBLIC COMPLAINTS	105	109	133	173	146	133.0
SERVICE COMPLAINTS	1	8	6	7	7	5.8
INTERNAL COMPLAINTS	22	37	22	25	24	26.0
HARASSMENT	6	7	8	6	7	6.8
PURSUIITS	70	71	55	43	21	52.0
SIU INVESTIGATIONS	16	15	20	28	21	20.0



HAMILTON POLICE SERVICE
Together. Stronger. Safer.

Join The Conversation
Follow Us On Social Media



@HamiltonPolice
48,000+
FOLLOWERS



@HamiltonPolice
118,000+
FOLLOWERS



hamiltonpoliceontario
16,000+
FOLLOWERS



**Hamilton
Police Service**
1,600+ SUBSCRIBERS



**Hamilton
Police Service**
4,889 FOLLOWERS

www.hamiltonpolice.on.ca