



HAMILTON POLICE SERVICE
2025 **ANNUAL REPORT**



OUR VALUES

Compassion We act with empathy, sensitivity and compassion to support members, our community and victims of crime.

Dedication We are relentless in our pursuit of offenders and committed to community safety.

Inclusivity We embrace the principles of equity, diversity and inclusion by demonstrating respect, cultural sensitivity and reflecting the communities we serve.

Professionalism We are committed to providing the highest standard of service, building trust, and acting with integrity in everything we do.

Collaboration We are committed to working effectively with our members, partners and communities.

VISION

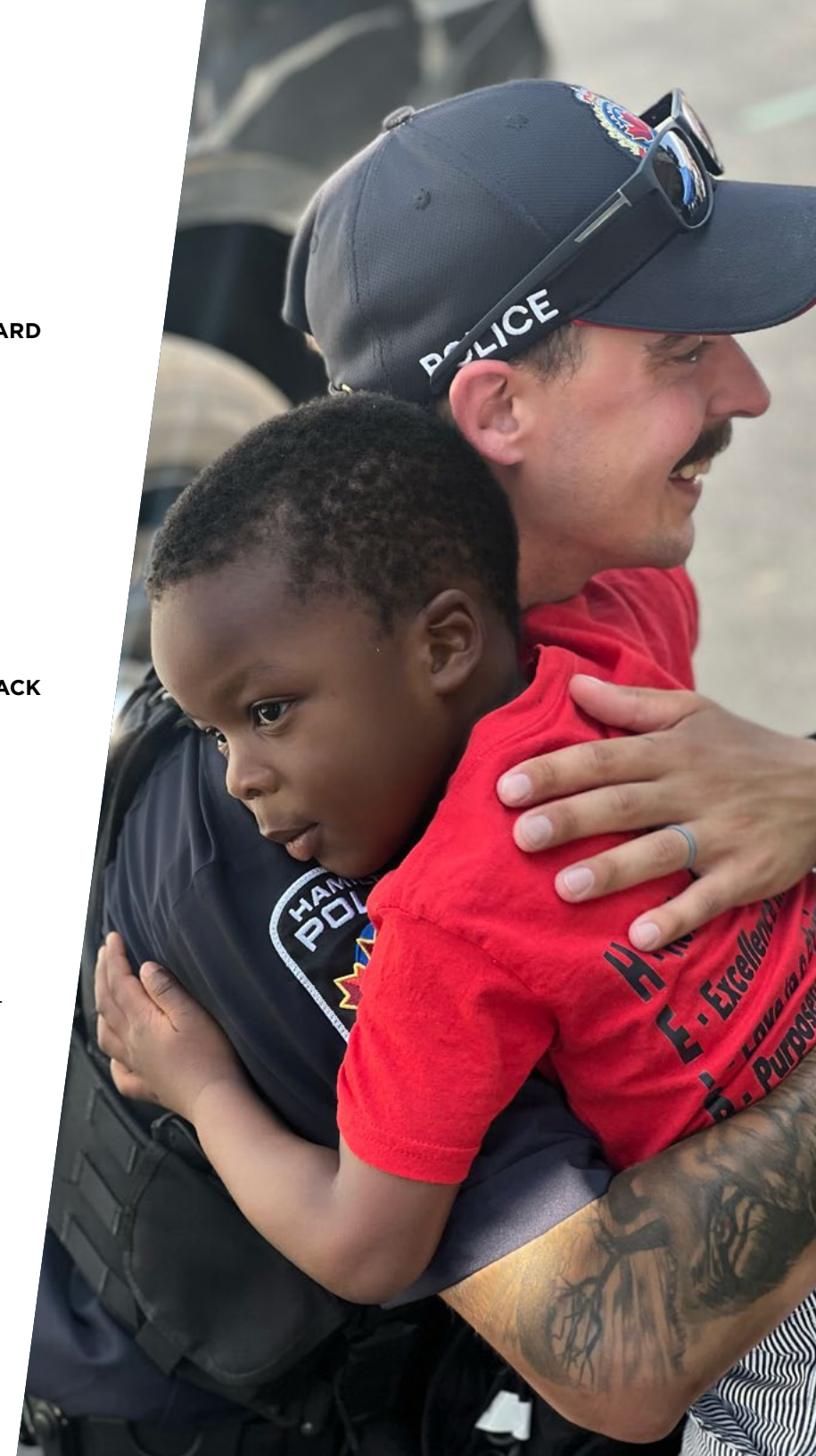
To be a trusted partner in delivering public safety.

MISSION

To serve and protect in partnership with our communities.

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MESSAGE FROM THE CHAIR OF THE BOARD



As the Chair of the Hamilton Police Service Board, I am pleased to present the 2025 Annual Report, highlighting significant milestones and accomplishments over the past year.

The Board went through several changes in 2025. We said goodbye to long-serving provincial member Geordie Elms. Geordie sat on the Board from March 2019 until March 2025 and sat on multiple committees of the Board, recruited and hired several Executive Members of the Service, lent his expertise to many strategic governance initiatives, and was always a staple at important volunteer events and Service-led functions. We would also like to thank Mayor Andrea Horwath for her service on the Board from November 2022 until September 2025. In 2025, we welcomed the following new Board Members: provincial members Shaun Padulo and Robin St. Jean, as well as municipal member Mike Spadafora.

Major changes continued to take place at the Board and Service since the Community Safety and Policing Act, 2019 (CSPA) came into effect April 1, 2024. We focused and will spend additional time and effect on reviewing and revising our policies that govern the operations of the Service. In 2025, we continued to strengthen our relationship with the Inspectorate of Policing (IoP). The IoP ensures Board and Service compliance with the CSPA and its regulations through inspections, investigations and advisory services.

The Board worked on updating our website to provide transparency in ensuring important documents, reports and other information are made available to members of the public.

Looking ahead, our Board will be working on reviewing and revising its Strategic Plan, which is valid until the end of 2026. The format of the Strategic Plan is set out in detail in section 39 of the Community Safety and Policing At, 2019. In consideration of a new plan, the Hamilton Community can expect opportunities to have their say in shaping the future of policing in Hamilton. Feedback opportunities will be communicated through media releases, the Board website as well as other social media outlets.

As we reflect on the past year, I want to extend a sincere thanks to Board Executive Director Kirsten Stevenson, Board Executive Assistant Lucia Romano, Chief Bergen and all members of the Hamilton Police Service, as well as our many community partners and stakeholders for their dedication and cooperation. While we have made significant progress this year, we recognize more work lies ahead. We remain committed to serving Hamilton citizens with accountability, integrity and excellence.

I am grateful for the opportunity to serve the Hamilton community and support our outstanding members – both sworn and civilian – of the Hamilton Police Service.

Don Robertson
Chair, Hamilton Police Services Board

POLICE SERVICE BOARD MEMBERS



Geordie Elms
PROVINCIAL APPOINTMENT
Mar '19 – Mar '25



Shaun Padulo
PROVINCIAL APPOINTMENT
Jan '25 – Jan '27



Robin St. Jean
PROVINCIAL APPOINTMENT
Jul '25 – Jul '27



Anjali Menezes
CITIZEN APPOINTMENT
Nov '23 – Nov '26



**MAYOR
Andrea Horwath**
MUNICIPAL APPOINTMENT
Nov '22 – Nov '26



**COUNCILLOR
Cameron Kroetsch**
MUNICIPAL APPOINTMENT
Nov '22 – Nov '26



**COUNCILLOR
Esther Pauls**
MUNICIPAL APPOINTMENT
Nov '22 – Nov '26



**COUNCILLOR
Mike Spadafora**
MUNICIPAL APPOINTMENT
Oct '25 – Nov '26



Kirsten Stevenson
BOARD ADMINISTRATOR

Not pictured: Lucia Romano, Board Assistant

MESSAGE FROM THE CHIEF



Policing is grounded in service and a shared responsibility to support the safety and well-being of our community. Over the past year, the Hamilton Police Service has continued to uphold this responsibility with professionalism and dedication, while advancing key initiatives that strengthen trust, enhance safety, and improve how we serve Hamilton.

Throughout the year, we made meaningful progress in advancing transparency and accountability. The Hamilton Police Service released the results of the 2025 Hamilton Community Safety Survey, conducted in partnership with Wilfrid Laurier University. The survey captured residents' perspectives on safety across the city and provided valuable insights into perceptions of crime, as well as opportunities to guide future improvements.

The approval and implementation of body-worn cameras marked a significant milestone in supporting public trust and enhancing the integrity of our interactions. At the same time, we invested in advanced body armour to ensure our officers are equipped with enhanced protection as they carry out their duties.

We also strengthened our operational response to community needs. Core Patrol was established as a permanent unit, providing a consistent and visible presence in the downtown core while building stronger relationships with businesses and residents.

Targeted initiatives played a key role in addressing evolving crime trends in 2025. Project Polar Bear focused on high-end vehicle theft, disrupting organized networks through coordinated investigations and partnerships. Project Sommes targeted organized retail theft, addressing repeat offenders and supporting local businesses. Together, these initiatives enhanced public safety and demonstrated the Service's proactive approach to complex investigations.

This year, our Service and community were deeply impacted by the search for Shalini Singh at the Glanbrook Landfill. Our members worked tirelessly under challenging conditions, demonstrating an unwavering commitment to finding answers. In collaboration with our partners, they remained focused on bringing clarity to a difficult situation. While the outcome was tragic, their efforts provided answers to a grieving family and underscored the importance of perseverance in our work.

Partnerships remained central to our efforts. In response to evolving legislation, including Bill C-5, we strengthened collaboration with community health partners, including our work with the RAAM Clinic, to support more effective and compassionate responses to substance use and related challenges.

These efforts reflect our continued commitment to adapt, listen, and lead with integrity and purpose. I am deeply grateful to our members for their dedication and to the people of Hamilton for their continued trust and collaboration as we move forward together.

Frank Bergen
Chief of Police

SENIOR COMMAND

DEPUTY CHIEF
Ryan Diodati

DEPUTY CHIEF
Paul Hamilton

SUPERINTENDENTS

DIVISION ONE
Robin Abbott

DIVISION TWO
Mark Stiller

DIVISION THREE
Shawn Blaj

COMMUNITY SAFETY
David Hennick

FIELD SUPPORT
Mike Spencer

PROFESSIONAL DEVELOPMENT
Will Mason

INVESTIGATIVE SERVICES
Marty Schulenberg

STRATEGIC INITIATIVES
Paul Evans

DIRECTORS

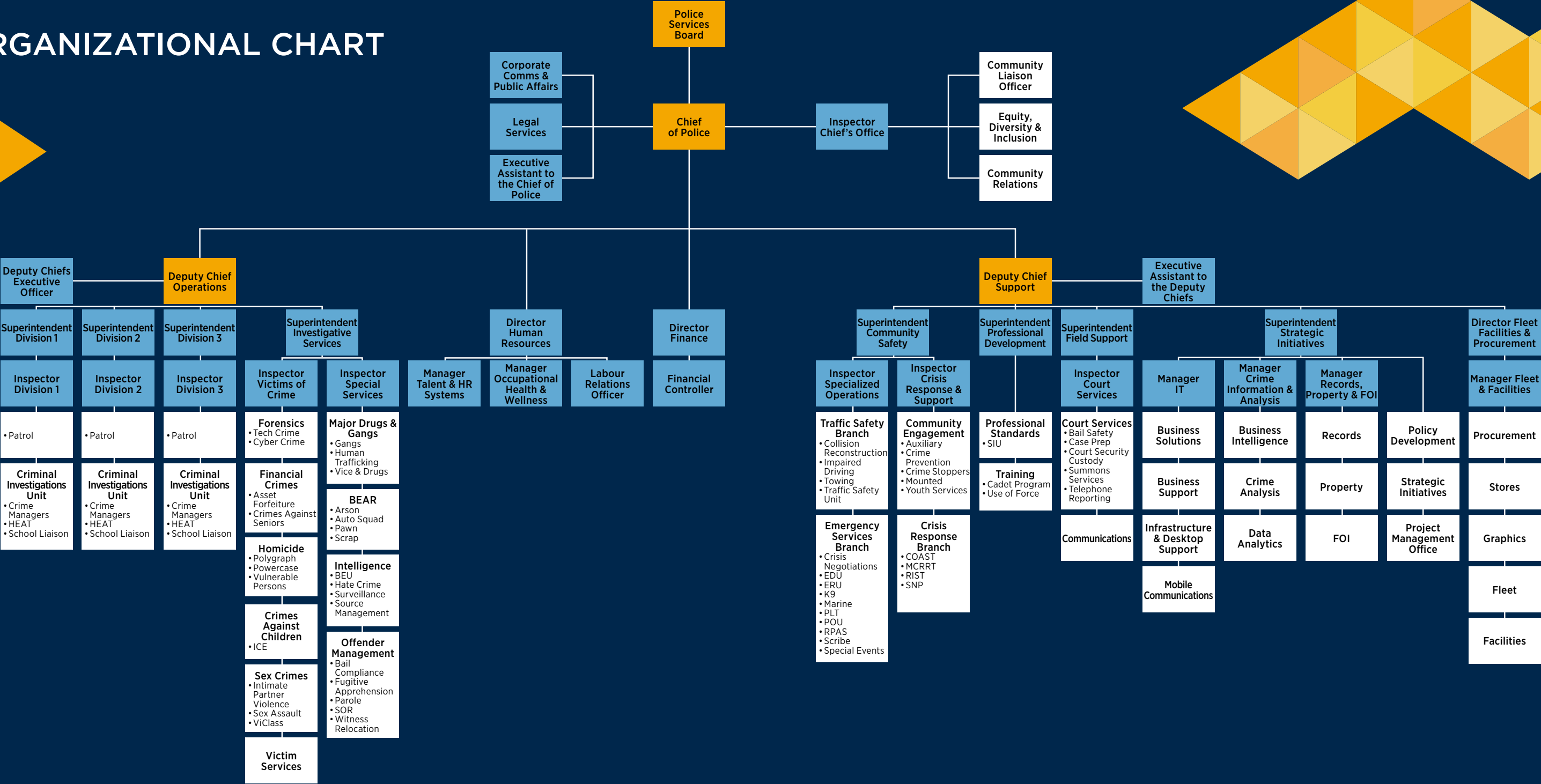
HUMAN RESOURCES
Rebecca Ballantyne

FACILITIES, FLEET & PROCUREMENT
Doris Ciardullo

FINANCE
Sanela Dzaferi

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.

 **912**
SWORN

 **293**
CIVILIANS

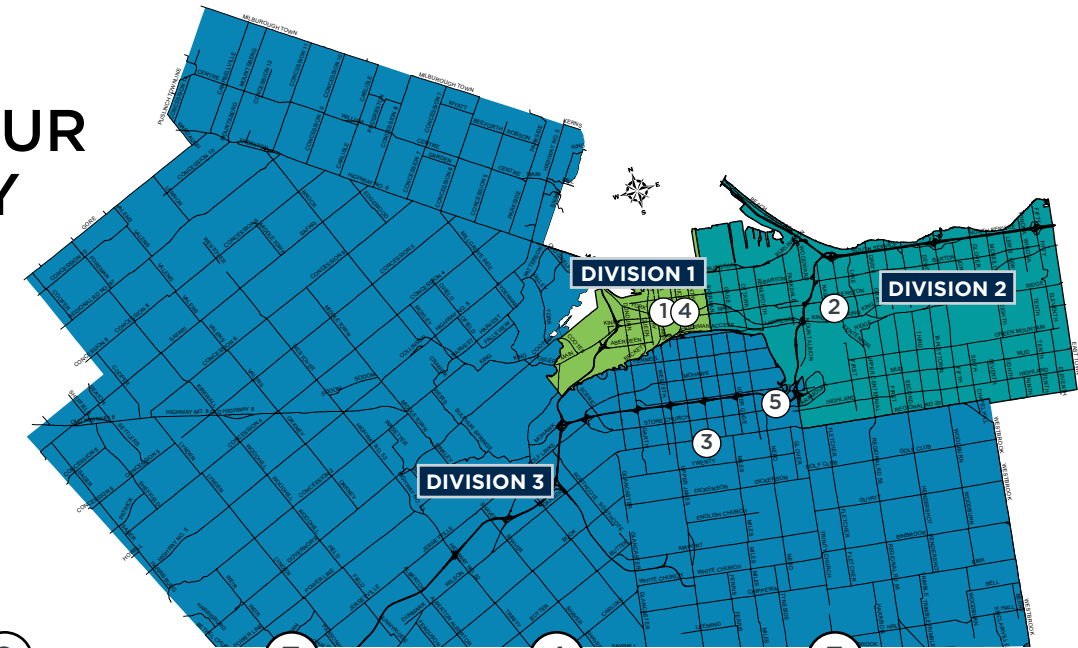
 **78**
SPECIAL CONSTABLES

 **18**
CADETS

 **36**
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 569,000 residents.



Our locations

①

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

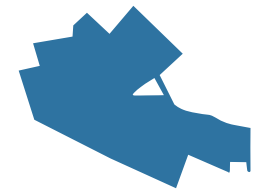
Multi Agency Training Academy
1227 Stone Church Rd E
Hamilton, ON
L8W 2C6



POPULATION
569,355



HOUSEHOLDS
233,564

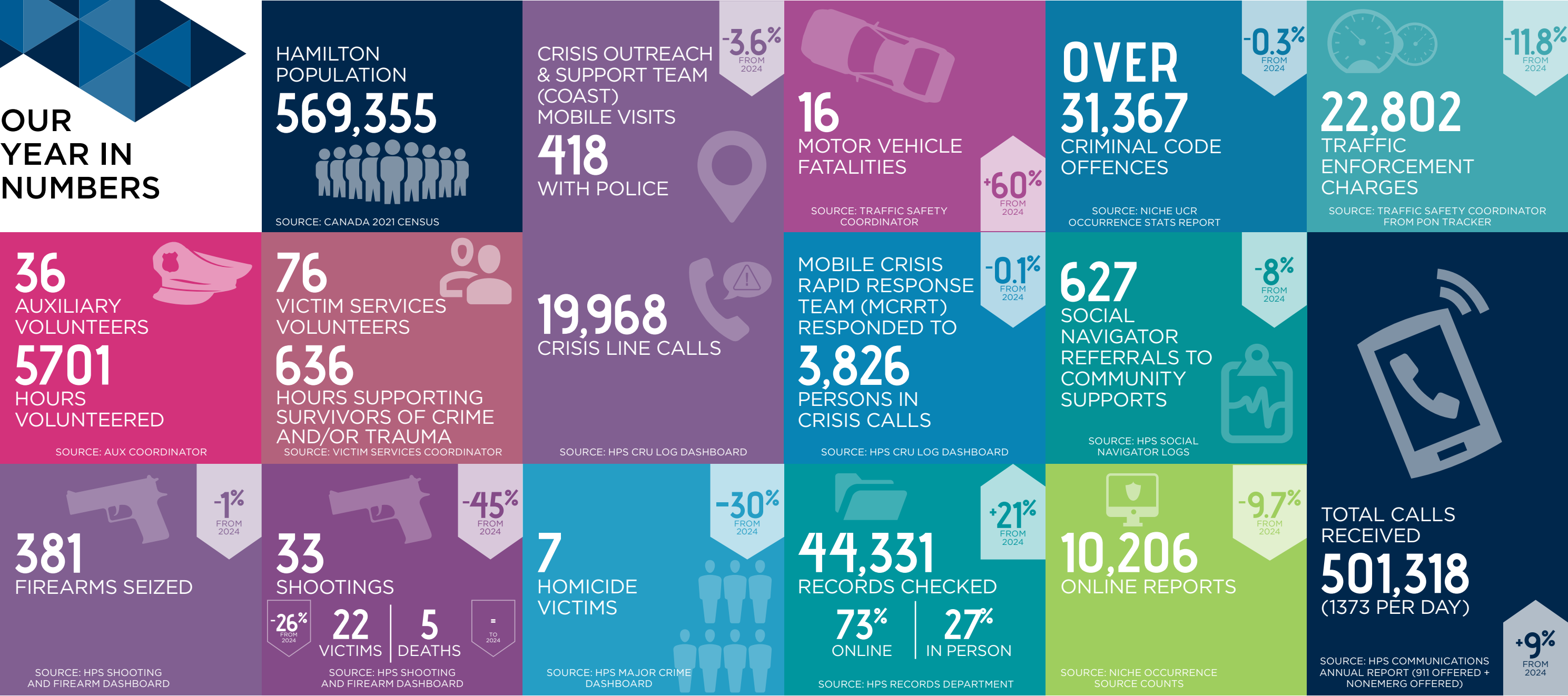


AREA
1,118km²

Source: Canada 2021 Census



OUR
YEAR IN
NUMBERS



OUR WORKLOAD

SOURCE: COMMUNICATIONS ANNUAL REPORT
(AVAYA DATA)



EMERGENCY
911

NON-EMERGENCY
905-546-4925

911 CALLS RECEIVED

246,506

-2.4%
FROM
2024

TOTAL CALLS ABANDONED
CALLS DROPPED BEFORE ANSWERED
BY OPERATOR

11,122

+1488%
FROM
2024

NON-EMERGENCY
CALLS RECEIVED

228,234

+36%
FROM
2024

CAD CREATED
EVENTS

354,058

+2.4%
FROM
2024

CALL INTAKE



OFFICER
RESPONSE

86,958



ARO ONLY

6,371



ONLINE
RESPONSE

10,206

* TOTAL CAD PUBLIC GENERATED CFS NOT
HANDLED BY ARO ONLY

* TOTAL ONLINE REPORTS
APPROVED IN NICHE

TOP FIVE CITIZEN- GENERATED CALLS



TRESPASSER

8,286



SUSPICIOUS PERSON

6,336



DOMESTIC

6,309



ASSIST AMBULANCE

5,052



MOTOR VEHICLE
ACCIDENT

4,600



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.



MEGABOWL



POLICE IN THE PARK



EASTEREGG HUNT



PROJECT CONCERN - IT'S A KIDS CHRISTMAS



PROACTION SWAMPY



POLAR PLUNGE



MUD GIRL



CHARITY HOCKEY GAME



SANTA CLAUS PARADE



PROJECT CONCERN - IT'S A KIDS CHRISTMAS



SKATE PATROL



PROACTION CHEF ACADEMY



SPECIAL OLYMPICS TORCH RUN



UNITED WAY PLANE PULL



DECEMBER FOOD DRIVE

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



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.

Gina Azulay

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 then, ProAction has distributed close to \$300,000 to support 144 Hamilton programs, that were led by 1,300 Hamilton officers who engaged and mentored over 4,300 Hamilton youth.

COMMITMENT TO POLICE-YOUTH PROGRAMS AWARD

Cst. Adam Kimber

MOST INNOVATIVE POLICE-YOUTH PROGRAM AWARD

Sgt. Jason Tadeson

YOUTH AWARD

James Grice



HPS/MOHAWK COLLEGE - JOHN PETZ PROBLEM ORIENTED POLICING AWARD

This award represents the instrumental partnership between the Hamilton Police Service and Mohawk College to recognize the student(s) critical tool in resolving identified problems through academic studies. The “HPS/Mohawk College - POP Project of the Year” Award is presented annually to the students with the most outstanding academic pop project.

Young Mom’s Project
Sophia Baker
Marco Ferrusi
Isabella Marchese
Maddison McCulloch

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.

Ezekiel Maleka

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.

Eyad Hashem
Nikita Whitlock



PARTNERSHIP AWARD WINNER



VICTIM SERVICES BRANCH AWARD OF DISTINCTION WINNER



PROACTION COMMITMENT TO POLICE-YOUTH PROGRAMS AWARD



HPS/MOHAWK COLLEGE - JOHN PETZ PROBLEM ORIENTED POLICING AWARD



PROACTION YOUTH AWARD WINNER



AUXILIARY & VOLUNTEER SERVICE AWARDS

5 YEAR

Vanessa Hazell
Angela Williams

15 YEAR

Suzette Beaugrand
Keith Fralick

10 YEAR

Steven Baker
Sue Walker

20 YEAR

Karen Wallace

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.

Adam Falla

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.

Mahde Alamad

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.

Cst. Rory Gemmill
Cst. Kevin Lei
Cst. Kaitlyne Rennie
Cst. David White

MADD HAMILTON S.H.I.E.L.D. AWARD

MADD Hamilton S.H.I.E.L.D. Award recognizes exceptional service in the fight against impaired driving. This award represents the highest standard of commitment, professionalism, and leadership in keeping Hamilton's roads and community safe.

Colin Patterson

CIVILIAN SERVICE AWARD

This award honours civilians who consistently go above and beyond in their roles, demonstrating excellence in performance and a strong commitment to supporting the Service. It recognizes those who lead with professionalism and integrity, take initiative, and make meaningful contributions that positively impact their team, their work, and the community.

Ryan Rakoczy

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.

Ground Search and Rescue Team



CIVILIAN 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.

Wendy Anderson
Melody Barnett

Pawel Kasprzyk
Geri Neal

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.

Tara Beaudoin
Kathleen Bolan
Nancy Clause

Becky Cooper
Geritt Startek
Helen Veltri

PEACE OFFICER EXEMPLARY SERVICE MEDAL

The Peace Officer Exemplary Service Medal recognizes peace officers who have served in an exemplary manner, characterized by good conduct, industry and efficiency.

20 YEAR
S/Cst. Lisa Bontje
S/Cst. Glenn Bowman
S/Cst. Shirley Crouse
S/Cst. Ray Donahue
S/Cst. Deborah Drake

S/Cst. David Holmes
S/Cst. Carolyn Miles
S/Cst. Rebecca Morrison
S/Cst. Terry Pope
S/Cst. Roger Rossato
S/Cst. Pam Whitley

30 YEAR
S/Cst. Tara Beaudoin
S/Cst. Roger Rossato
S/Cst. Geritt Startek

SWORN EXEMPLARY SERVICE AWARDS

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.

Cst. David Barlow
Cst. Vincent Ciriello
S/Sgt. Shane Coveyduck
Cst. Christina Eisnor
Cst. Anna Filice
Sgt. Fab Giuliani
Sgt. Emerson Heaslip
Cst. Jason Katzmann
Sgt. Amy Kay
Sgt. Paul Kent

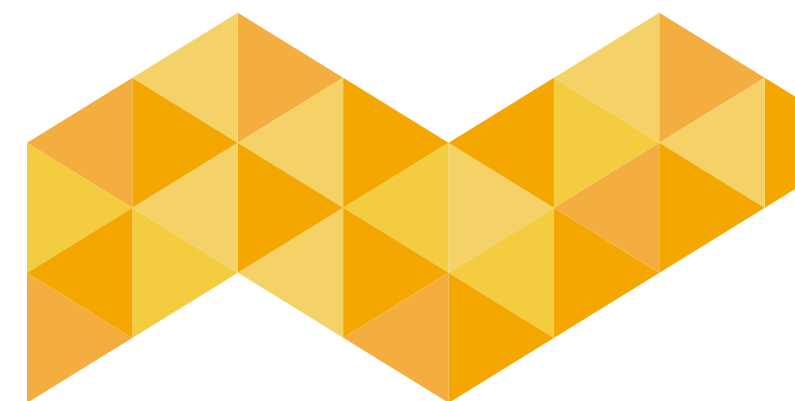
Cst. Christian Ladniak
S/Sgt. Rob LeJeune
Cst. Sherri Marshall
Sgt. Mike McNaughton
S/Sgt. Mark Miller
S/Sgt. Christian Mukendi
Cst. Carmelito Quiambao
Cst. Chantel Roberts
Sgt. Andrew Toms

30 YEAR BAR RECIPIENTS

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

Cst. Rennick Berkeley
Supt. Shawn Blaj
Cst. Shawn Burtnick
S/Sgt. Jeffrey Byers
S/Sgt. Jason Cattle
Insp. Candace Culp
Cst. Derek Donn
Supt. Paul Evans (Ret)
Sgt. Robert Hardy

Sgt. Steven Ley
Cst. Tod McKay (Ret)
Cst. Kevin McKnight
Cst. Tracey Rodzoniak (Ret)
Supt. Marty Schulenberg
Cst. Kezia Smykaluk
Sgt. Kimberly Walker
S/Sgt. Laura Wiltshire (Ret)



PROMOTIONS

STAFF SERGEANT
Dave Brewster
Robert Di Ianni
Robert Lejeune
Mark Miller
Dave Spencer

SERGEANT
Robert Beck
James dePrinse
Chelsey Draker
Jeff Dumond
Connor Gibbons
Dan Harris
Kenneth Kaija
Mirko Kuruc

MEMBER(S) OF THE MONTH

JANUARY
Cst. Alex Tam

FEBRUARY
Cst. Ryan Oakes
Cst. Nicholas Snyder

MARCH
Cst. Jayden Drage
Cst. Lucas Pidgeon

APRIL
Cst. Joshua Diluca

MAY
Cst. Andrew Leng

JUNE
Det/Cst. Victoria Przerwa

JULY
Martine Bourguignon
Emily Pokocky

AUGUST
S/Sgt. Mark Miller

SEPTEMBER
S/Cst. Mateusz Janiak
S/Cst. Jeffrey Mackie

OCTOBER
Cst. Steve Schotel

NOVEMBER
Cst. Jordan Simpson

DECEMBER
Cst. Kayla Grigat



*JANUARY/MAY/AUGUST/NOVEMBER PHOTO NOT AVAILABLE

MEMBER OF THE YEAR

Constable Andrew Leng

On May 17, 2025, while off-duty near Juravinski Hospital, Constable Andrew Leng observed a shop owner pursuing a suspected thief and immediately stepped in to assist. As he attempted to make the arrest, the suspect violently attacked him with a chain and padlock, later escalating to a knife.

Despite being struck, choked, and stabbed, Constable Leng remained composed and committed. He called 911, provided a clear suspect description, and ensured responding officers were able to quickly locate and arrest the suspect.



STRATEGIC BUSINESS PLAN ACHIEVEMENTS

Hamilton Police Service has five key priorities - Community Safety, Collaborative Engagement, Culture and Capacity, Core Assets and Trusting Change. Within those priorities are 9 Objectives, 31 Action Plans and 45 Specific Projects.

Strategy Map

Defining Priorities

2023

Executing Plan

2024

2025

2026

Impact

Action Plan



Community Safety

Reduce Crime Severity Align Investigative Efforts with Crime Severity

- Reduce Crime Severity in Hamilton
- Decrease the victimization rate in Hamilton
- Reduce property crime
- Reduce re-offence rate in Hamilton
- Implement a shooting response action plan

Work in Conjunction with Community Safety and Well-Being Plan

- Increase awareness of gender-based violence and development of safety resources for women, including Indigenous women, and 2SLGBTQ+ communities
- Collaborate with the Community Safety and Well-Being Plan to decrease instances of violent crimes in Hamilton
- Increase awareness and ability to identify victims of human trafficking in Hamilton
- Enhance crime prevention through environmental design assessments in the community

Increase Public Perception of Safety Quality of Service

- Improve perception of public safety in Hamilton
- Revise and implement the HPS Quality Service Commitment, emphasizing a customer service oriented approach
- Enhance the impact of Problem-Oriented Policing (POP) Projects

Decrease Victimization / Re-Offence Rate Offender Management

- Enhance offender management for decreasing victimization and re-offence rate

Automated Licence Plate Reader & ICC

- Support the implementation of Automated Licence Plate Readers (ALPR) and In-Car Camera (ICC) systems in patrol vehicles

Missing Person Unit

- Establish a Missing Person Unit at Hamilton Police Service

Traffic Strategy

- Development and implementation of Hamilton traffic safety strategy



Collaborative Engagement

Enhance Community Engagement Indigenous Strategy

- Develop and launch HPS Indigenous Strategy

External Website

- Planning and launching an external website for In-Car Camera (ICC) and Automated License Plate Recognition (ALPR)

Community Safety and Well-Being Plan

- Strengthen the quality of HPS partnerships with community agencies to through the Rapid Intervention Support Team (RIST)

Community Engagement Strategy

- Develop and implement a community engagement strategy



Culture and Capacity

Improve Member Engagement Recruitment and Retention Strategy

- Strengthen HPS recruitment strategy
- Enhance employee retention

Member Wellness

- To enhance member wellness at HPS by implementing wellness programs, resources, and support systems that promote physical, mental, and emotional employees well-being

Succession Planning Coaching and Mentoring

- Establish a coaching and mentoring program to enhance the professional development, leadership skills, and succession planning for HPS members

Job Enrichment

- Enhance HPS job satisfaction and employee engagement by implementing job enrichment activities

Leadership Development Program

- Develop a leadership training program for HPS commanders, supervisors, and members

Equity Diversity and Inclusion

- Continue the implementation of HPS' EDI strategy

Inform and Connect

- Enhance internal communication and collaboration at HPS by implementing a centralized communication tool (i.e., SharePoint)

Service Delivery Strategy

Project Steering Committee

- Establish a project management framework and build capacity within HPS

Workload Analysis Working Group

- Conduct a workload study and implement strategies to address issues and challenges identified in the study

Modernize the HPS Training Model Build Organizational Pride

- Create and implement a strategy that promotes organizational pride within HPS



Core Assets

Commitment to Modernization and Member Satisfaction

Analytic Transformation

- Drive a comprehensive transformation in the analytical capabilities of HPS

Connected Officer

- Transform HPS into a technologically connected and efficient police service by implementing integrated technology

Facility and Vehicle Renewal Plan

- Implement a fleet modernization plan to enhance sustainability and efficiency
- Implement a facilities renewal plan to enhance operational efficiency

Next Generation 911

- Implement the Next Generation 911 system at HPS

Officer Safety and Legislative Compliance

- Prioritize officer safety and ensure comprehensive compliance with legislative requirements within HPS

- Optimize asset management practices, ensure efficient budget allocation and improve grant operational processes and management
- Reimagine the budget process to support strategic and operational needs of the service



Trusting Change

Community Satisfaction

Race and Identity Based Data

- Develop, implement, and integrate a race and identity based data strategy

Human Capital Plan

- Develop a human capital plan for HPS

Community-Centered Policing

- Effectively deploy a community engagement Strategy
- Implement a "humanize the badge" strategy at HPS to help forge stronger relationships with the community

Open Data Strategy

- Create and implement an open data strategy for HPS to enhance data transparency, and promote community engagement



Highlights

- ▶ Established Core Patrol as a permanent unit, strengthening frontline response and enhancing service delivery across the city. Since June 2023, Core Patrol officers have visited downtown businesses nearly 4,000 times. They've also made 393 arrests, issued 233 tickets and laid 774 charges.
- ▶ Launched the Special Constable Wagon Program to enhance frontline efficiency and support proactive policing. The program allows Special Constables to manage traffic points and respond to special attention areas identified by Crime Managers, freeing up sworn officers to focus on higher-priority calls and investigations. Wagon 180 supported frontline capacity by absorbing 12,600 hours of officer time.
- ▶ Launched Project Streetlight, focused on targeted enforcement and community engagement. The initiative resulted in 49 arrests involving 32 individuals and 119 charges, addressing offences such as robbery and breaches of court orders.
- ▶ Developed Project Sommes in response to the rise in organized retail theft. The investigation resulted in the recovery of over \$1 million in stolen property, the seizure of six vehicles, and 21 individuals facing more than 175 criminal charges.

COMMUNITY SAFETY

Enhancing Support Through the Missing Persons Unit

In 2025, the Hamilton Police Service launched a dedicated Missing Persons Unit, strengthening its response to one of the most complex and sensitive areas of policing.

The Service established the unit following a growing number of missing person reports, rising from 1,281 in 2022 to 1,566 in 2023, and an increasing level of vulnerability among individuals in the community. The creation of the unit also reflected key recommendations from the Gloria Epstein Inquiry and the Devon Freeman Inquest, reinforcing the need for a more coordinated and specialized approach.

The new unit includes a Missing Person Coordinator, two Detective Constables, and dedicated civilian support, allowing for focused investigations, enhanced coordination, and improved support for families.

Throughout 2025, the unit applied a risk-based approach to investigations, prioritizing cases involving vulnerable individuals, including youth, seniors, and those experiencing mental health challenges or unstable living conditions. Investigators worked closely with families, community partners, and, when appropriate, volunteer search groups, while also leveraging tools such as drones and targeted search strategies.

By centralizing expertise and resources, the Missing Persons Unit improved the Service's ability to respond quickly, manage complex cases, and strengthen outcomes for some of the community's most vulnerable members.

This initiative reflects the Hamilton Police Service's commitment to continuous improvement, accountability, and compassionate service.



Photo Credit: *The Hamilton Spectator*, April 5, 2025



COLLABORATIVE ENGAGEMENT

Addressing Public Drug Use through Partnership

In response to open illicit drug use in public spaces, Hamilton Police forged a partnership with St. Joseph's Healthcare Hamilton Police Rapid Access Addiction Medicine (RAAM) clinic—connecting enforcement with immediate access to care.

Aligned with the Controlled Drugs and Substances Act (CDSA) and informed by Bill C-5, this approach recognizes substance use as a public health issue. While public drug use remains an offence, officers prioritize voluntary referrals to treatment, using enforcement when required to maintain public safety.

“We need to balance public safety with compassion,” said Superintendent Dave Hennick. “Our partnership with RAAM allows us to take meaningful action while helping people access the support they need.”

Through this partnership, individuals encountered by police for public drug use can be directly referred to the RAAM clinic for rapid, confidential care, including medication-assisted treatment. Police referrals are prioritized, ensuring timely follow-up and reducing barriers to access.

Treatment remains voluntary, and individuals may decline without additional legal consequences.

Officers assess each situation by:

- Prioritizing safety and medical needs
- Informing individuals of their rights
- Determining whether referral or enforcement is appropriate
- Connecting eligible individuals to the RAAM clinic

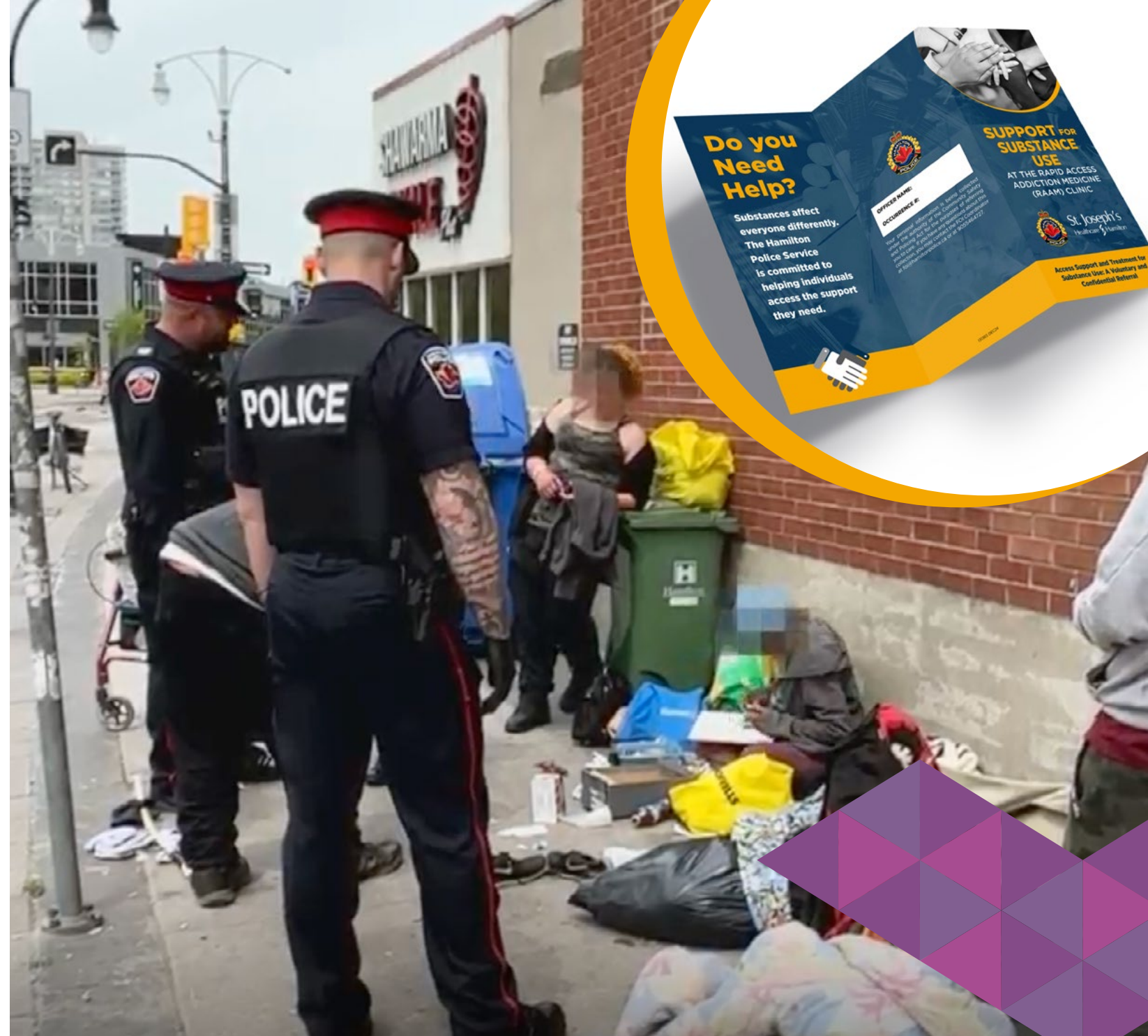
Charges may be pursued where public safety risks or aggravating factors are present. All interactions are documented, and seized drugs are processed in accordance with Service procedures.

In the first 100 days:

- 65 individuals referred to the RAAM clinic
- 287 arrests for simple possession
- 14 trafficking charges and 1 possession charge
- Numerous weapons seized

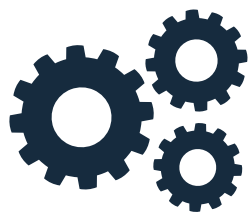
The number of referrals highlights early success in connecting individuals to care, reinforcing the value of a coordinated, health-focused response.

The approach allows Hamilton Police to protect the community while offering a clear path to treatment.



Highlights

- ▶ Completed the Discovery and Design phases for a new, modernized website. This work lays the foundation for an improved digital experience, focused on accessibility, transparency, and ease of use. The new platform will enhance how residents access information, services, and community resources, strengthening communication between the Service and the public.
- ▶ Realigned SNP to focus on structured case management for high users of emergency services. Supported by CIAU, individuals were identified using a standardized, non-criminal interaction matrix, improving awareness and coordination across the Service and partner agencies.



Highlights

- ▶ Relunched the high school co-op program, providing placements for 12 students across various units. The program offered meaningful, hands-on learning experiences, with feedback from students, educators, and members helping to enhance and strengthen future delivery.
- ▶ Completed the second Canadian Centre for Diversity and Inclusion (CCDI) survey, achieving a significant increase in participation by 15 per cent. The results will help inform ongoing efforts to strengthen an inclusive and supportive workplace culture.
- ▶ Implemented new user carbine training over an 18-week period, with more than 200 members successfully completing the program. The addition of four Mohawk College summer students to support range management and safety allowed instructors to focus on training delivery. To further strengthen capacity, three retired officers were hired as on-call Range Safety Officers, ensuring consistent and safe operations.

CULTURE & CAPACITY

BOLD Leadership for Women in Law Enforcement and Identity Leadership

In 2025, the Hamilton Police Service (HPS) launched Building Organizational Leadership Development (BOLD), a pilot program designed to support women in a traditionally male-dominated profession.

Developed by Executive Coach Madelyn Hamilton and tailored specifically for law enforcement, BOLD was built on the foundation of a program originally created to address barriers faced by women in the trades. That proven model was adapted for HPS, with 21 women participating in the pilot across all ranks, divisions, and experience levels.

Following a comprehensive evaluation, 100 per cent of participants recommended the program continue. Members described the experience as “life-changing,” noting measurable growth in confidence, leadership skills, and overall career perspective.

Participants in BOLD also advocated for this content to be available to all members, recognizing that when individuals understand their strengths, leverage them effectively, and support one another’s growth, it positively shapes how we work together and serve the community.

This feedback led to the creation of Identity Leadership. Based on Madelyn Hamilton’s Identity Lab™, Identity Leadership is a co-educational program open to all members, regardless of rank, tenure, or sworn or civilian status. It empowers participants to better understand what makes them unique, including their strengths, values, and communication style, and to lead authentically from that place. As members invest in their own growth and gain appreciation for the diverse strengths of others, teams become stronger, connections deepen, and service delivery is enhanced.

Building on the success of the pilot, BOLD expanded in Fall 2025, with a second cohort of 20 women completing the program. At the same time, 20 members participated in Identity Leadership. In total, 61 HPS members engaged in leadership development through BOLD and Identity Leadership in 2025.

The success of BOLD reflects the Service’s commitment to reducing barriers for women in male-dominated professions while building leadership capacity across the organization. By drawing on proven approaches beyond policing, HPS continues to foster meaningful partnerships and invest in the growth of its members.





CORE ASSETS

Investing in Member Safety

Last year Hamilton Police Service strengthened member safety and operational readiness through significant investments aligned with the CSPA Active Attacker legislation. This framework reshaped frontline preparedness by mandating the deployment of Level 3 hard body armour, carbines, and breaching tools, ensuring members are equipped to respond effectively to high-risk incidents.

Throughout the year, the Service advanced a comprehensive rollout strategy, keeping implementation on track and exceeding expectations.

The Board approved an enhanced body armour system, an advanced solution that surpasses those used by many policing partners. This next-generation system demonstrates a strong commitment to both safety and performance.

The new armour features a modern MOLLE carrier that improves ergonomics and weight distribution, increasing comfort during extended wear. It also includes upgraded Level 3A soft body armour, providing enhanced protection against handgun threats compared to the previously issued Level 2 vests. Newly designed hard armour plates deliver superior protection while remaining significantly thinner and up to 10 pounds lighter, reducing physical strain without compromising safety. Together, these components meet the mandated Level 3 protection standard.

The Service implemented the rollout in phases. Members began custom fittings in December 2024, with sessions continuing into 2025 at divisions during shift changes to minimize operational disruption. The Service prioritized frontline patrol members, including the Emergency Response Unit, as well as those with expiring armour.

Following fittings, the Service received and distributed the new equipment within the anticipated 10 to 12 weeks, achieving full deployment by Spring 2025. The organization also finalized supporting policies and guidance in advance, ensuring seamless integration into daily operations.

This investment strengthens member protection and reinforces the service's commitment to safety, innovation, and operational excellence.

Highlights

- ▶ Partnered with the City of Hamilton and Hamilton Fire, Hamilton Police Service on transitioning to the Next Generation 9-1-1 network, modernizing emergency communications and enhancing reliability, efficiency, and public safety response.
- ▶ Collaborated with the City of Hamilton on Corporate Asset Management to provide a clear, evidence-based road-map on maintaining, renewing and funding HPS infrastructure so services remain safe, reliable and cost-effective over the long-term.





TRUSTING CHANGE

On Camera, In Service

Hamilton Police continue to strengthen transparency, accountability, and public trust through the rollout of Body-Worn Cameras (BWCs).

After several years of review and annual reporting to the Police Service Board, approval was granted in 2024 to acquire 500 cameras. In preparation, HPS developed clear policies and training to support responsible and effective use.

Deployment began on March 10, 2025. Front-line officers and specialized units—including the Mobile Crisis Rapid Response Team, Social Navigators, Traffic Safety Unit, K-9, and Marine Unit—were equipped with cameras after completing mandatory training focused on operations, privacy, and policy requirements. Training was also extended to civilian staff and justice partners, including Crown Attorneys and Municipal Prosecutors, to ensure a shared understanding of how BWC footage supports the justice system.

By the end of 2025, more than 460 cameras were in active use across the Service.

Early results show that BWCs are improving the quality of evidence, supporting professional accountability, and enhancing transparency in police interactions. The program has also generated interest from police services across Canada, with HPS sharing its approach and lessons learned.

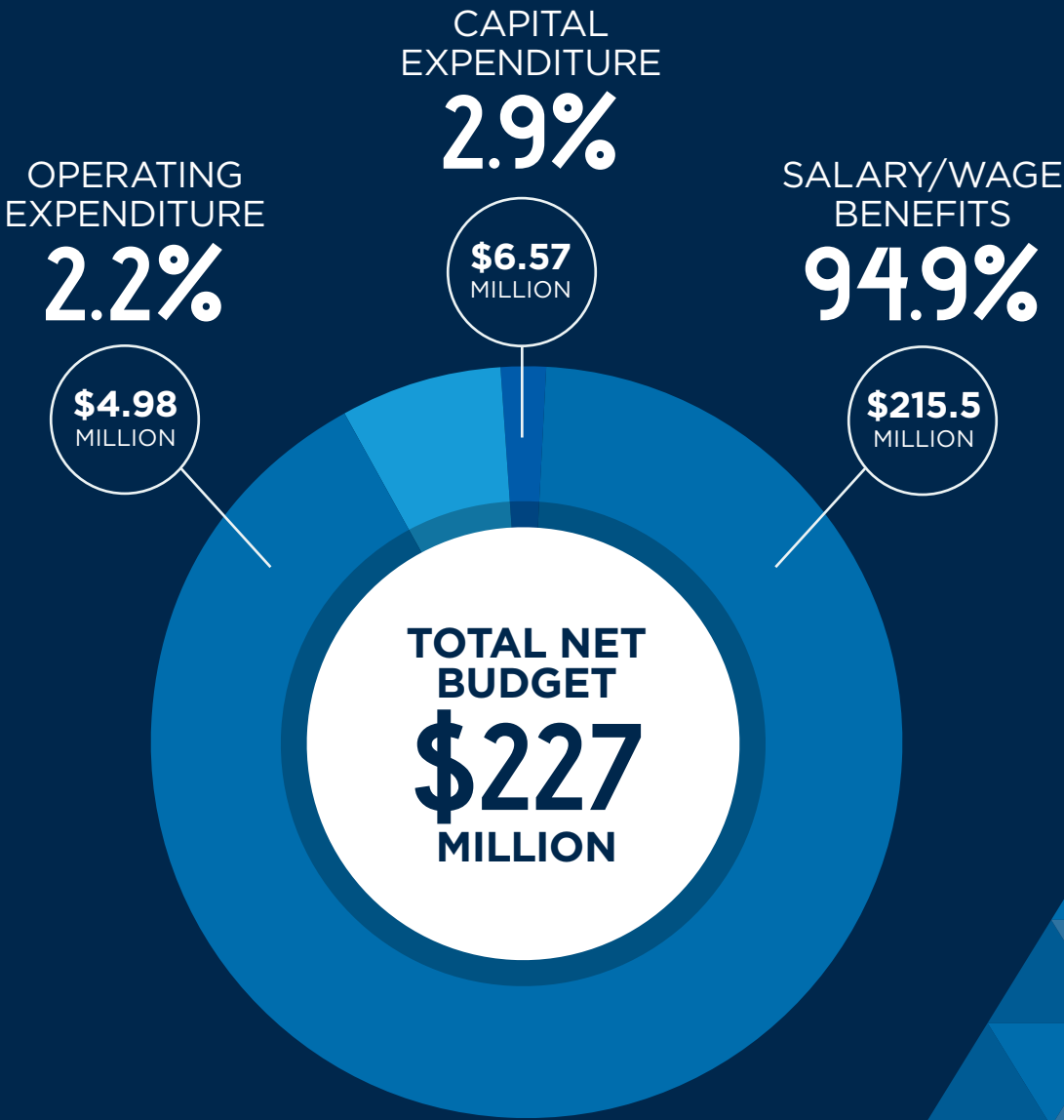
As the program continues to grow, BWCs will play an important role in strengthening public confidence, improving policing practices, and supporting safer communities across Hamilton.



Highlights

- ▶ Implemented the Race and Identity-Based Data Strategy. Phase 1 of the Community Advisory Panel was completed, and recommendations were received to help guide ongoing efforts in transparency, accountability, and equitable service delivery.
- ▶ Drafted an Open Data Strategy to enhance transparency, improve public access to information, and support data-driven decision-making, with the goal of launching open data alongside the new public-facing website.

2025 BUDGET



BY THE NUMBERS - STATISTICAL DATA

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2025 - DECEMBER 31, 2025)										
SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED MARCH 11 2026										
VIOLATION	2025 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2024 (JAN-DEC) VIOLATIONS	2024-2025% CHANGE
VIOLENT CRIMINAL CODE VIOLATIONS	7,929	3,532	44.5%	1,453	391	124	26	348	7,209	10.0%
HOMICIDE	7	9	128.6%	11	0	1	0	0	9	-22.2%
MURDER 1ST DEGREE	2	2	100.0%	3	0	1	0	0	5	-60.0%
MURDER 2ND DEGREE	5	6	120.0%	7	0	0	0	0	4	25.0%
MANSLAUGHTER	0	1	NA	1	0	0	0	0	0	NA
TOTAL OTHER VIOLATIONS CAUSING DEATH	2	2	100.0%	1	0	0	0	0	0	NA
ATTEMPTED MURDER	2	2	100.0%	1	0	0	0	0	5	-60.0%
SEXUAL ASSAULT, LEVEL 3, AGGRAVATED	10	11	110.0%	4	0	0	0	0	0	NA
SEXUAL ASSAULT, LEVEL 2, WEAPON OR BODILY HARM	12	8	66.7%	5	0	2	0	1	11	9.1%
SEXUAL ASSAULT, LEVEL 1	634	195	30.8%	69	5	4	0	42	574	10.5%
TOTAL SEXUAL VIOLATIONS AGAINST CHILDREN	73	32	43.8%	20	0	1	0	2	100	-27.0%
SEXUAL INTERFERENCE	45	26	57.8%	16	0	1	0	2	75	-40.0%
INVITATION TO SEXUAL TOUCHING	3	0	0.0%	0	0	0	0	0	5	-40.0%
SEXUAL EXPLOITATION	2	3	150.0%	2	0	0	0	0	6	-66.7%
LURING A CHILD VIA A COMPUTER	23	3	13.0%	2	0	0	0	0	14	64.3%
ASSAULT, LEVEL 3, AGGRAVATED	45	37	82.2%	36	6	1	1	0	52	-13.5%
ASSAULT, LEVEL 2, WEAPON OR BODILY HARM	1362	839	61.6%	414	112	41	6	69	1297	5.0%
ASSAULT, LEVEL 1	3122	1389	44.5%	543	190	19	13	132	2,746	13.7%
TOTAL ASSAULTS AGAINST A PEACE OFFICER	115	108	93.9%	26	15	1	2	1	124	-7.3%
TOTAL OTHER ASSAULTS	18	16	88.9%	7	1	0	0	0	15	20.0%
CRIMINAL NEGLIGENCE CAUSING BODILY HARM	6	4	66.7%	0	0	0	0	0	4	50.0%
UNLAWFULLY CAUSING BODILY HARM	0	0	NA	0	0	0	0	0	0	NA
ASSAULT - OTHER	12	12	100.0%	7	1	0	0	0	11	9.1%

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2025 - DECEMBER 31, 2025)

SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED MARCH 11 2026

VIOLATION	2025 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2024 (JAN-DEC) VIOLATIONS	2024- 2025% CHANGE
TOTAL FIREARMS	61	36	59.0%	13	1	2	0	0	81	-24.7%
DISCHARGE FIREARM WITH INTENT	28	12	42.9%	8	0	1	0	0	59	-52.5%
USING FIREARM (OR IMITATION) IN COMMISSION OF OFFENCE	13	12	92.3%	3	1	1	0	0	5	160.0%
POINTING A FIREARM	20	12	60.0%	2	0	0	0	0	17	17.6%
TOTAL ROBBERY	357	116	32.5%	45	12	43	2	31	370	-3.5%
TOTAL FORCIBLE CONFINEMENT / KIDNAPPING	42	31	73.8%	26	3	0	0	0	37	13.5%
TOTAL ABDUCTION	3	1	33.3%	0	1	0	0	0	1	200.0%
ABDUCTION UNDER 14 NOT BY PARENT/GUARDIAN	2	1	50.0%	0	1	0	0	0	1	100.0%
ABDUCTION UNDER 14 BY PARENT/ GUARDIAN	1	0	0.0%	0	0	0	0	0	0	NA
EXTORTION	111	4	3.6%	3	0	0	0	2	167	-33.5%
CRIMINAL HARASSMENT	390	183	46.9%	100	18	0	0	1	338	15.4%
UTTER THREATS	1223	409	33.4%	95	14	8	1	47	1072	14.1%
INDECENT/HARASSING PHONE CALLS / EMAILS	218	48	22.0%	6	3	0	0	11	102	113.7%
TOTAL OTHER VIOLENT VIOLATIONS	122	56	45.9%	28	10	1	1	9	108	13.0%
PROPERTY CRIME VIOLATIONS	18,436	1,789	9.7%	621	188	90	20	178	19,929	-7.5%
TOTAL BREAKING & ENTERING	1,328	246	18.5%	191	32	7	0	6	1,822	-27.1%
BREAK & ENTER	1,326	245	18.5%	190	32	6	0	6	1,819	-27.1%
BREAK & ENTER - TO STEAL FIREARM	2	1	50.0%	1	0	1	0	0	2	0.0%
BREAKING AND ENTERING MOTOR VEHICLE (FIREARM)	0	0	NA	0	0	0	0	0	1	-100.0%
POSSESS STOLEN PROPERTY	204	181	88.7%	59	22	24	7	3	232	-12.1%
THEFT OF MOTOR VEHICLE	1,848	126	6.8%	44	4	25	4	10	2,093	-11.7%
TOTAL THEFT OVER \$5,000	272	17	6.3%	9	6	3	3	0	292	-6.8%
THEFT OVER \$5,000	210	15	7.1%	8	6	3	3	0	232	-9.5%
THEFT OVER \$5,000 - FROM A MOTOR VEHICLE	59	2	3.4%	1	0	0	0	0	47	25.5%
SHOPLIFTING OVER \$5,000	3	0	0.0%	0	0	0	0	0	13	-76.9%
TOTAL THEFT UNDER \$5,000	8,716	533	6.1%	109	60	4	2	58	9,762	-10.7%
THEFT UNDER OR EQUAL \$5,000	3,314	207	6.2%	41	19	1	0	27	3,837	-13.6%

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2025 - DECEMBER 31, 2025)

SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED MARCH 11 2026

VIOLATION	2025 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2024 (JAN-DEC) VIOLATIONS	2024- 2025% CHANGE
THEFT UNDER OR EQUAL \$5,000 - FROM A MOTOR VEHICLE	2,085	16	0.8%	3	0	0	0	5	1,893	10.1%
SHOPLIFTING \$5,000 OR UNDER	3,317	310	9.3%	65	41	3	2	26	4,032	-17.7%
FRAUD	2,374	250	10.5%	66	23	14	1	4	2,509	-5.4%
IDENTITY THEFT	28	3	10.7%	1	0	0	0	0	46	-39.1%
IDENTITY FRAUD	635	21	3.3%	0	0	0	0	1	418	51.9%
TOTAL MISCHIEF	2,843	364	12.8%	111	33	11	2	89	2,624	8.3%
MISCHIEF	2,842	363	12.8%	110	33	11	2	89	2,623	8.3%
MISCHIEF TO RELIGIOUS PROPERTY MOTIVATED BY HATE	1	1	100.0%	1	0	0	0	0	1	0.0%
ARSON	163	32	19.6%	14	4	0	0	7	129	26.4%
ALTERING/REMOVING/DESTROYING VIN	5	1	20.0%	0	0	0	0	0	0	NA
TOTAL OTHER PROPERTY VIOLATIONS	25	16	64.0%	17	4	2	1	0	2	1150.0%
OTHER CRIMINAL CODE VIOLATIONS	3,203	2,737	85.5%	1,804	479	132	22	45	3,296	-2.8%
COUNTERFEIT MONEY	95	3	3.2%	1	0	0	0	1	30	216.7%
TOTAL WEAPONS VIOLATIONS	237	188	79.3%	100	12	59	4	22	170	39.4%
EXPLOSIVES, OFFENSIVE WEAPONS	1	1	100.0%	1	0	0	0	0	0	NA
WEAPONS, TRAFFICKING	1	1	100.0%	1	0	0	0	0	0	NA
POSSESS FIREARM WHILE PROHIBITED	5	5	100.0%	4	0	0	0	0	7	-28.6%
POSSESSION OF WEAPONS	210	174	82.9%	93	11	59	4	21	145	44.8%
IMPORT/EXPORT FIREARM	0	0	NA	0	0	0	0	0	0	NA
FIREARM VIOLATIONS	18	5	27.8%	0	0	0	0	1	17	5.9%
UNSAFE STORAGE OF FIREARMS	2	2	100.0%	1	1	0	0	0	1	100.0%
CHILD PORNOGRAPHY	66	14	21.2%	10	0	0	0	4	36	83.3%
INDECENT ACT	64	16	25.0%	7	1	0	0	0	75	-14.7%
DISTURB THE PEACE	21	13	61.9%	0	1	0	0	2	19	10.5%
UTTER THREATS TO PROPERTY / ANIMAL	76	26	34.2%	3	2	0	0	1	36	111.1%
TOTAL ADMINISTRATION OF JUSTICE VIOLATIONS	2,530	2,402	94.9%	1,629	457	70	18	7	2,809	-9.9%
BAIL VIOLATIONS	1183	1027	86.8%	699	210	55	14	3	1322	-10.5%

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2025 - DECEMBER 31, 2025)

SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED MARCH 11 2026

VIOLATION	2025 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2024 (JAN-DEC) VIOLATIONS	2024- 2025% CHANGE
ESCAPE CUSTODY	4	4	100.0%	1	0	4	0	0	5	-20.0%
ESCAPE/UAL FROM CORRECTIONAL FACILITY	2	1	50.0%	0	0	0	0	0	2	0.0%
FAIL TO APPEAR COURT/BREACH 810	257	425	165.4%	303	101	7	1	0	339	-24.2%
PROBATION VIOLATIONS	903	803	88.9%	603	139	1	1	0	959	-5.8%
OFFENCES AGAINST ADMIN. OF LAW & JUSTICE (PART IV)	181	142	78.5%	23	7	3	2	4	182	-0.5%
TOTAL OTHER VIOLATIONS	114	75	65.8%	54	6	3	0	8	121	-5.8%
CDSA VIOLATIONS	1,138	1,110	97.5%	197	52	12	3	6	388	193.3%
TOTAL DRUG OFFENCES	1,132	1,106	97.7%	196	51	11	3	5	382	196.3%
TOTAL CDSA - POSSESSION	955	932	97.6%	28	10	0	0	5	136	602.2%
POSSESSION OF HEROIN	3	3	100.0%	1	0	0	0	0	2	50.0%
POSSESSION OF COCAINE	35	34	97.1%	10	4	0	0	0	30	16.7%
POSSESSION OF OTHER SCHEDULE I DRUGS	404	396	98.0%	4	1	0	0	2	25	1516.0%
POSSESSION OF CANNABIS	0	0	NA	0	0	0	0	0	0	NA
POSSESSION - (CRYSTAL METH) METHAMPHETAMINES)	177	174	98.3%	4	2	0	0	3	34	420.6%
POSSESSION - (ECSTASY) METHYLENEDIOXYAMPHETAMINE	2	2	100.0%	0	0	0	0	0	0	NA
POSSESSION - OPIOID (OTHER THAN HEROIN)	334	323	96.7%	9	3	0	0	0	45	642.2%
TOTAL CDSA - TRAFFICKING	176	174	98.9%	168	41	11	3	0	245	-28.2%
TRAFFICKING HEROIN	2	2	100.0%	2	0	0	0	0	1	100.0%
TRAFFICKING COCAINE	80	82	102.5%	93	28	4	2	0	109	-26.6%
TRAFFICKING OTHER SCHEDULE I DRUGS	89	85	95.5%	68	12	7	0	0	125	-28.8%
TRAFFICKING OF CANNABIS	0	0	NA	0	0	0	0	0	0	NA
TRAFFICKING OF METH.	3	3	100.0%	1	1	0	1	0	2	50.0%
TRAFFICKING OF ECSTASY	0	0	NA	0	0	0	0	0	0	NA
TRAFFICKING - OPIOID (OTHER THAN HEROIN)	2	2	100.0%	4	0	0	0	0	8	-75.0%

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2025 - DECEMBER 31, 2025)

SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED MARCH 11 2026

VIOLATION	2025 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2024 (JAN-DEC) VIOLATIONS	2024- 2025% CHANGE
TOTAL CDSA - IMPORT. & PRODUCTION	1	0	0.0%	0	0	0	0	0	1	0.0%
IMPORT/EXPORT OTHER CDSA DRUGS	0	0	NA	0	0	0	0	0	1	-100.0%
PRODUCTION - OTHER CDSA DRUGS	1	0	0.0%	0	0	0	0	0	0	NA
TOTAL OTHER FEDERAL STATUTE VIOLATIONS	6	4	66.7%	1	1	1	0	1	6	0.0%
CRIMINAL CODE TRAFFIC VIOLATIONS	661	595	90.0%	446	118	11	3	2	645	2.5%
DANGEROUS OPERATION	113	90	79.6%	66	8	9	1	2	102	10.8%
OPERATION WHILE IMPAIRED (CAUSING DEATH)	0	0	NA	0	0	0	0	0	0	NA
OPERATION WHILE IMPAIRED (CAUSING BODILY HARM)	2	2	100.0%	1	0	0	0	0	1	100.0%
OPERATION WHILE IMPAIRED	398	381	95.7%	281	91	1	1	0	365	9.0%
FLIGHT FROM POLICE OFFICER	41	14	34.1%	12	1	1	0	0	43	-4.7%
OPERATION WHILE PROHIBITED	86	89	103.5%	73	15	0	0	0	115	-25.2%
TOTAL OTHER CRIMINAL CODE TRAFFIC VIOLATIONS	21	19	90.5%	13	3	0	1	0	19	10.5%
TOTAL CC VIOLATIONS (VIOLENT, PROPERTY, OTHER)	29,568	8,058	27.3%	3,878	1,058	346	68	571	30,434	-2.8%
TOTAL ALL CC VIOLATIONS	31,367	9,763	31.1%	4,521	1,228	369	74	579	31,467	-0.3%

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

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

YEAR	CHECKS
2021	0
2022	0
2023	0
2024	0
2025	0
SOURCE: HAMILTON POLICE SERVICE, PROFESSIONAL DEVELOPMENT DIVISION	

USE OF FORCE

SOURCE: HAMILTON POLICE SERVICE PROFESSIONAL DEVELOPMENT DIVISION

	2021	2022	2023	2024	2025
LETHAL FIREARM DISCHARGE	1	3	1	1	1
FIREARM POINTED	218	160	118	164	107
FIREARM (HANDGUN) DRAWN ONLY	77	64	10	20	28
CEW DRAWN ONLY (NOT POINTED OR DISCHARGED)			16	7	15
CEW POINTED (NOT DISCHARGED)			56	65	39
CEW DISCHARGED			46	47	32
CEW (TOTAL INCIDENTS)	174	78	118	119	86
AEROSOL WEAPON	1	4	2	3	0
IMPACT HARD	6	4	3	2	3
IMPACT SOFT	1	1	4	2	4
PHYSICAL FORCE	95	70	69	92	71
CANINE	0	0	2	1	0

- Notes:
- 1. All figures reflect use-of-force incidents involving interactions with individuals.
 - 2. Data from 2021-2025 has been standardized to the extent possible; however, changes to reporting structures—particularly in 2023—limit direct comparability across all years.
 - 3. CEW classification change (2023 onward): Beginning in 2023, Conducted Energy Weapon (CEW) use is disaggregated into: Drawn only, Pointed (not discharged), Discharged Prior to 2023, CEW was reported as a single category only.
 - 4. “Physical Force” reflects hands-on control techniques. As of 2023, previous subcategories (e.g., empty-hand hard/soft techniques) are combined under a single classification.
 - 5. Categories are not mutually exclusive; a single incident may involve multiple types of force (e.g., firearm drawn and CEW deployed).

DOMESTIC VIOLENCE CRIME STATISTICS 2017-2025

SOURCE: HAMILTON POLICE SERVICE, VICTIM OF CRIMES UNIT

	2017	2018	2019	2020	2021	2022	2023	2024	2025
TOTAL NUMBER OF OCCURRENCES	6556	6852	7076	7044	6818	6770	6438	6502	6214
CHARGES LAID	3521	4172	5029	5205	5121	4904	4447	4353	4335
MALES CHARGED	1058	1156	1380	1334	1372	1250	1208	1168	1219
FEMALES CHARGED	229	217	293	285	271	317	308	274	313
DUAL CHARGES	35	31	62	73	45	46	42	37	55
MULTI PERSON CHARGES	37	35	66	79	50	48	53	45	62

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

HATE CRIME

SOURCE: HAMILTON POLICE SERVICE, HATE CRIMES UNIT

2025 Total Hate Occurrence Breakdown

HATE/BIAS CRIMES	138
HATE/BIAS INCIDENTS (OVERTONES)	194
TOTAL OCCURRENCES	332

Breakdown by Type and Category

*Totals will not align with overall occurrence numbers (above), as a single occurrence can be recorded with multiple (e.g two) bias motivations and therefore counted in more than one category.

CATEGORY	HATE/BIAS OVERTONES	HATE/BIAS MOTIVATED CRIMES	TOTAL
AGE	0	0	0
DISABILITY (MENTAL OR PHYSICAL)	2	0	2
IMMIGRANTS/NEWCOMERS TO CANADA	30	12	42
GENDER IDENTITY	15	3	18
LANGUAGE	0	0	0
MORE THAN 2 MOTIVATIONS	0	7	7
RACE/ETHNICITY	104	69	173
RELIGION	35	54	89
SEXUAL ORIENTATION	27	13	40
SIMILAR FACTOR	0	0	0

PUBLIC COMPLAINTS

TYPE	TOTAL 2024	TOTAL 2025
CONDUCT COMPLAINTS (PROCEEDING AND SCREENED OUT)	149 (WITH 53 SCREENED IN)	149 (WITH 37 SCREENED IN)
POLICY COMPLAINTS	2	2
SERVICE COMPLAINTS	2	11
EXTERNAL INVESTIGATION	0	1
EARLY RESOLUTION	6	6
LOCAL RESOLUTION	0	1

Note – **Policy & Service** complaints in 2025 are now under the control of IoP, not PSB



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