



HAMILTON POLICE SERVICE

# 2024 ANNUAL REPORT





## VISION

To be a trusted partner in delivering public safety.

## MISSION

To serve and protect in partnership with our communities.

## 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.

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# MESSAGE FROM THE CHAIR OF THE BOARD



As Chair of the Hamilton Police Service Board, I am pleased to present the 2024 Annual Report, highlighting the significant milestones and accomplishments of the past year.

The Board experienced several changes in 2024. We bid farewell to two long-serving members: Pat Mandy and Fred Bennink. Pat completed six years on the Board on March 31, 2024. As Chair during her tenure, she was a dedicated and influential leader in advancing police governance and guiding the Board's direction. Fred Bennink served on the Board from March 2019 to February 2024, first as City Council's citizen appointee and later as a provincial appointee. He was elected Vice Chair for three consecutive years, and also chaired the Budget Committee. We were pleased to welcome Don Robertson as a new provincial appointee on April 1, 2024. Don brings valuable experience and insight to the Board.

At its June 2024 meeting, the Board approved the purchase and deployment of body-worn cameras by the Hamilton Police Service. We extend our thanks to members of the public who provided input on the Board's policy concerning their use. These devices aim to enhance transparency, protect privacy rights, improve policing practices, identify training needs, and assist in the investigation of misconduct allegations. The full policies of both the Board and the Service are available on their respective websites.

A major development in 2024 was the implementation of the Community Safety and Policing Act (CSPA), 2019. This landmark legislation introduced substantial changes in governance across Ontario, reshaping how police services and boards operate. The new Act and its regulations emphasize community engagement and provide enhanced oversight of both the Hamilton Police Service Board and the Service. They also require mandatory training and revised codes of conduct for Board members. Over the past year, significant work has gone into aligning our policies and procedures with the requirements of the Act and its enabling Regulations.

The Board is required under the Act to ensure that the Chief of Police has the necessary resources to provide "adequate and effective policing" for Hamilton's citizens. Modern policing is costly: nearly 90% of the Service's budget is allocated to personnel. Unfortunately, emerging technologies, such as body-worn cameras, and the new enhanced 911 project do not generate offsetting savings. The Board and its Budget Committee dedicated considerable effort to the 2024 budget process. While the Board provides oversight and final approval before submission to City Council, this is inherently a collaborative process between the Board and the Service's command and staff teams. We also sought to improve public input by soliciting community feedback on the proposed 5.7% budget increase.

As we reflect on 2024, I want to extend sincere thanks to Board Administrative Director Stevenson, Board Assistant Romano, Board members, Chief Bergen and the Hamilton Police Service, as well as our many community partners and stakeholders for their cooperation and dedication. While we have made significant progress, we recognize that more work lies ahead. We remain committed to serving Hamilton citizens with integrity, accountability, and excellence.

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

Geordie Elms  
Chair, Hamilton Police Services Board

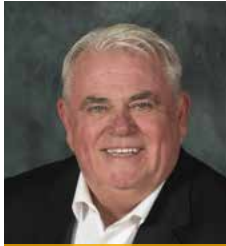
## POLICE SERVICE BOARD MEMBERS



**Pat Mandy**  
PROVINCIAL APPOINTMENT  
*Apr '20 - Mar '24*



**Fred Bennink**  
PROVINCIAL APPOINTMENT  
*Nov '23 - May '24*



**Don Robertson**  
PROVINCIAL APPOINTMENT  
*April '24 - March '27*



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



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



**Anjali Menezes**  
CITIZEN APPOINTMENT  
*Nov '23 - Nov '26*



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



**Kirsten Stevenson**  
BOARD ADMINISTRATOR

Not pictured: Lucia Romano, Board Assistant



# MESSAGE FROM THE CHIEF



As we reflect on the past year, I am proud to share the many ways Hamilton Police Service has worked to strengthen trust, enhance safety, and build connections with the community we serve.

One of the most significant milestones this year was the creation of the Hate Crime Community Review Team—a dedicated group of community members and Hamilton Police members working together to improve our collective response to hate-motivated incidents. The 14-member committee was selected involving community participation, including town halls and focus groups.

We also took a major step forward in our commitment to Race and Identity-Based Data (RIBD) with the formation of the Community Advisory Committee (CAP). The CAP plays a crucial role in developing the RIBD strategy by challenging police analysis of over-representation, getting full access to police data to aid in solution development, and collaborating with police to find effective solutions.

Another important development was the approval of body-worn cameras for our officers. This initiative reflects our commitment to transparency and public trust. The cameras will be rolled out across the Service in 2025, reinforcing accountability while supporting both community members and officers.

Listening to the concerns of residents and businesses in the downtown core, we expanded our core patrol presence to six officers, ensuring a more visible, responsive, and community-focused police service. Expanding our Core Patrol was a crucial step in our commitment to ensuring that downtown Hamilton remains a thriving and vibrant place for everyone.

Finally, the success of our Shooting Response Team pilot, focused on investigating non-lethal shootings, led to its formal establishment as a permanent unit within the Service. Their dedicated work has improved our ability to respond swiftly and effectively to gun violence, preventing further harm and enhancing public safety.

These initiatives demonstrate our ongoing commitment to adapt, listen, and lead—with community at the centre of all we do. I am deeply grateful to our Hamilton Police members and to the people of Hamilton for their collaboration and trust as we continue to 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**

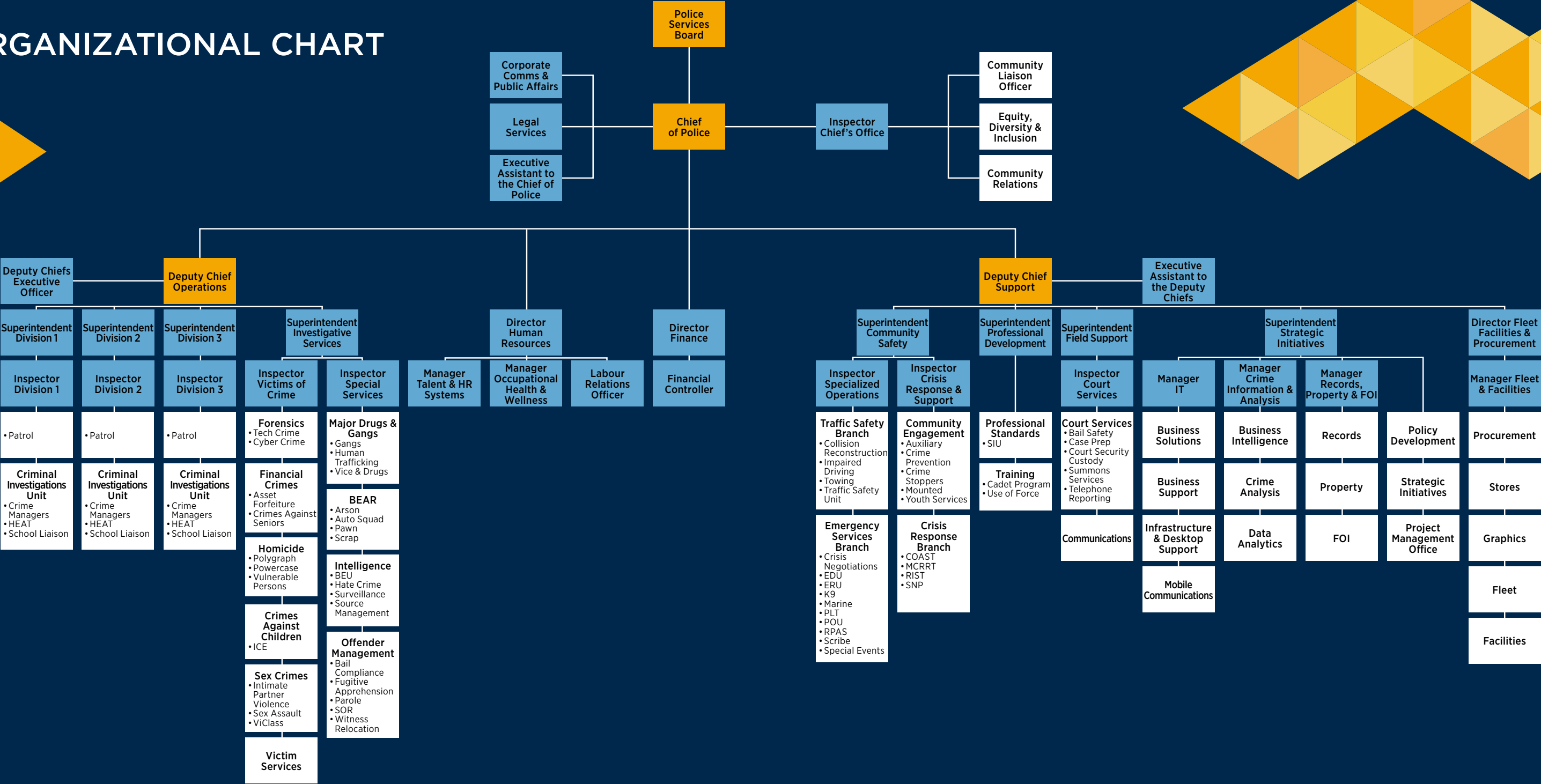
FACILITIES, FLEET & PROCUREMENT  
**Doris Ciardullo**

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.

 **899**  
SWORN

 **282**  
CIVILIANS

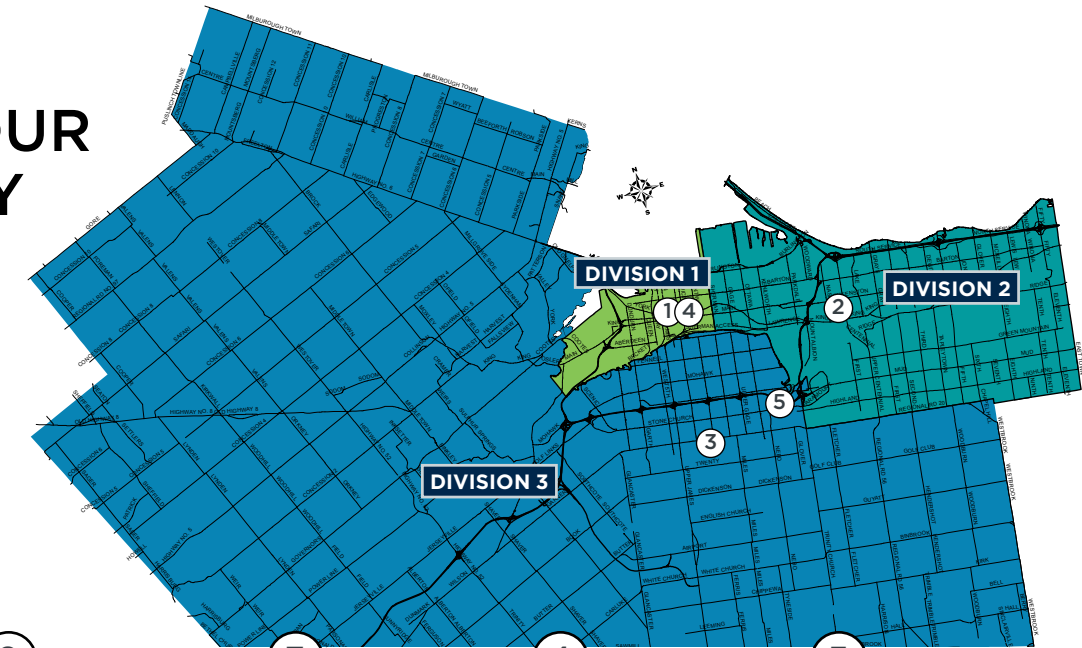
 **62**  
SPECIAL CONSTABLES

 **18**  
CADETS

 **26**  
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  
**620,063**



HOUSEHOLDS  
**233,564**



AREA  
**1,118km<sup>2</sup>**

Source: Statistics Canada 17-10-0152-01 Population Estimates





OUR  
YEAR IN  
NUMBERS

**26**  
AUXILIARY  
VOLUNTEERS

**2711**  
HOURS  
VOLUNTEERED

SOURCE: AUX COORDINATOR



**50**  
VICTIM SERVICES  
VOLUNTEERS

**550**  
HOURS SUPPORTING  
SURVIVORS OF CRIME  
AND/OR TRAUMA

SOURCE: VICTIM SERVICES COORDINATOR



**385**  
FIREARMS SEIZED

SOURCE: HPS SHOOTING  
AND FIREARM DASHBOARD

**+36%**  
FROM  
2023



**60**  
SHOOTINGS


**30** VICTIMS | **5** DEATHS

SOURCE: HPS SHOOTING  
AND FIREARM DASHBOARD

**+71%**  
FROM  
2023


**+25%**  
FROM  
2023

**-28%**  
FROM  
2023



**21,736**  
CRISIS LINE CALLS

SOURCE: HPS CRU LOG DASHBOARD



**10**  
HOMICIDE  
VICTIMS

SOURCE: HPS MAJOR CRIME  
DASHBOARD


**-9%**  
FROM  
2023



HAMILTON  
POPULATION

**620,063**

SOURCE: STATISTICS CANADA  
17-10-0152-01 POPULATION ESTIMATES



CRISIS OUTREACH  
& SUPPORT TEAM  
(COAST)  
MOBILE VISITS

**395**  
WITH POLICE

SOURCE: HPS CRU LOG DASHBOARD

**-50%**  
FROM  
2023



**10**  
MOTOR VEHICLE  
FATALITIES

SOURCE: TRAFFIC SAFETY COORDINATOR

**-33%**  
FROM  
2023



MOBILE CRISIS  
RAPID RESPONSE  
TEAM (MCRRT)  
RESPONDED TO

**3,200**  
PERSONS IN  
CRISIS CALLS

SOURCE: HPS CRU LOG DASHBOARD

**-11%**  
FROM  
2023




**43,153**  
RECORDS CHECKED

**71%** ONLINE | **29%** IN PERSON

SOURCE: HPS RECORDS DEPARTMENT

**+22%**  
FROM  
2023



**OVER  
31,468**  
CRIMINAL CODE  
OFFENCES

SOURCE: NICHE UCR  
OCCURRENCE STATS REPORT


**-0.2%**  
FROM  
2023



**682**  
SOCIAL  
NAVIGATOR  
REFERRALS TO  
COMMUNITY  
SUPPORTS

SOURCE: HPS SOCIAL  
NAVIGATOR LOGS


**+21%**  
FROM  
2023



**11,306**  
ONLINE REPORTS

SOURCE: NICHE OCCURRENCE  
SOURCE COUNTS


**+8%**  
FROM  
2023



**25,854**  
TRAFFIC  
ENFORCEMENT  
CHARGES

SOURCE: TRAFFIC SAFETY COORDINATOR  
FROM PON TRACKER

**-20%**  
FROM  
2023



TOTAL CALLS  
RECEIVED

**458,473**  
(1253 PER DAY)

SOURCE: HPS CRU LOG DASHBOARD

**+1%**  
FROM  
2023





## OUR WORKLOAD

SOURCE: COMMUNICATIONS ANNUAL REPORT  
(AVAYA DATA)



EMERGENCY  
911

NON-EMERGENCY  
905-546-4925

911 CALLS RECEIVED

252,592

-4%  
FROM  
2023

TOTAL CALLS ABANDONED  
CALLS DROPPED BEFORE ANSWERED  
BY OPERATOR

700

-39%  
FROM  
2023

NON-EMERGENCY  
CALLS RECEIVED

166,755

+0.6%  
FROM  
2023

CAD CREATED  
EVENTS

345,898

-5.2%  
FROM  
2023

### CALL INTAKE



OFFICER  
RESPONSE

88,825



ARO ONLY

6,823



ONLINE  
RESPONSE

11,306

\* TOTAL CAD PUBLIC GENERATED CFS NOT  
HANDLED BY ARO ONLY

\* TOTAL ONLINE REPORTS  
APPROVED IN NICHE

## TOP FIVE CITIZEN- GENERATED CALLS



TRESPASSER

8,004



SUSPICIOUS PERSON

6,755



DOMESTIC

6,493



ASSIST AMBULANCE

5,040



MOTOR VEHICLE  
ACCIDENT

4,418





# 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.



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.

**Cst. Sara Reid**

## 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. Rob Glanfield**

## MOST INNOVATIVE POLICE-YOUTH PROGRAM AWARD

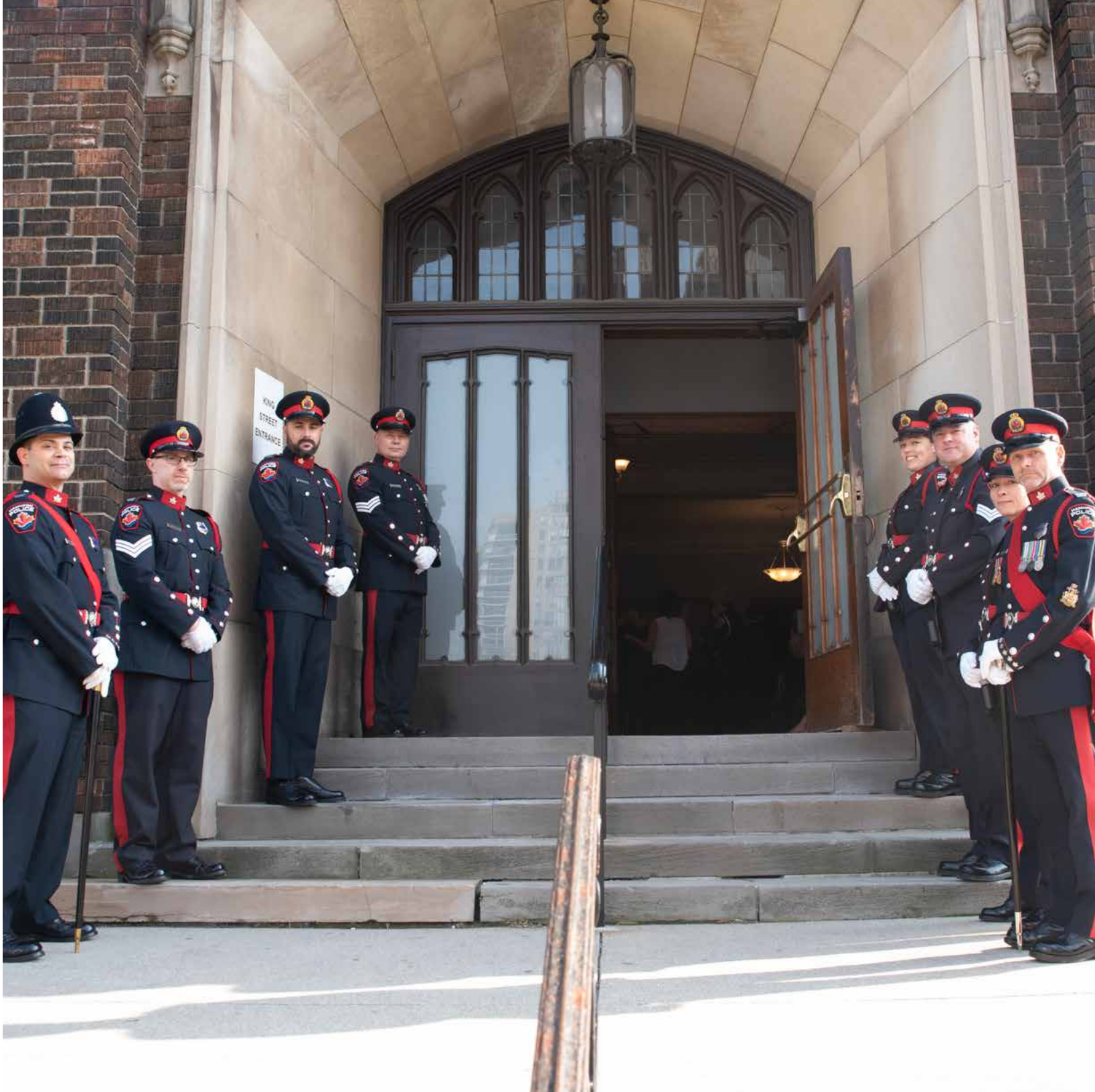
**Cst. Osayi Iginuan**

## YOUTH AWARD

**Briar Sheldrick**

## YOUTH LEADERSHIP AWARD

**Mohammad Sultani**





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.

Sgt. Ian Cottee & Samantha Henderson

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.

Martin Dudic  
Kirstin Kellner & Sean Kim

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.

John McFadden & John Moores  
Ravinder Dhaliwal



PARTNERSHIP AWARD WINNER



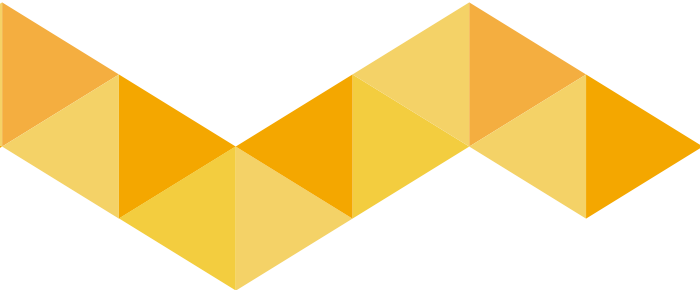
POP PROJECT OF THE YEAR WINNERS



PARTNERSHIP AWARD WINNERS



COURAGE AWARD WINNERS







AUXILIARY 20 YEAR SERVICE AWARD



GORDON V. TORRANCE AWARD



JIM ANTINORI AUXILIARY AWARD WINNERS



MARG MARSHALL AWARD WINNER



LEONARD G. LAWRENCE AWARD WINNERS

## AUXILIARY & VOLUNTEER SERVICE AWARDS

### 5 YEAR

**Dorie Cowling**  
**Moirra Leggate**  
**Michael Naves**  
**Carolyn Furman**

**David Brown**  
**Hank De Jong**  
**Renjder Sabri**  
**Mawloud**

### 15 YEAR

**Reta Georgis**  
**Sandra Gehlert**

### 20 YEAR

**Andy Baboth**

## 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.

**Jason Mlinaric**

## 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.

**John Stanley**

## GORDON V. TORRANCE AWARD

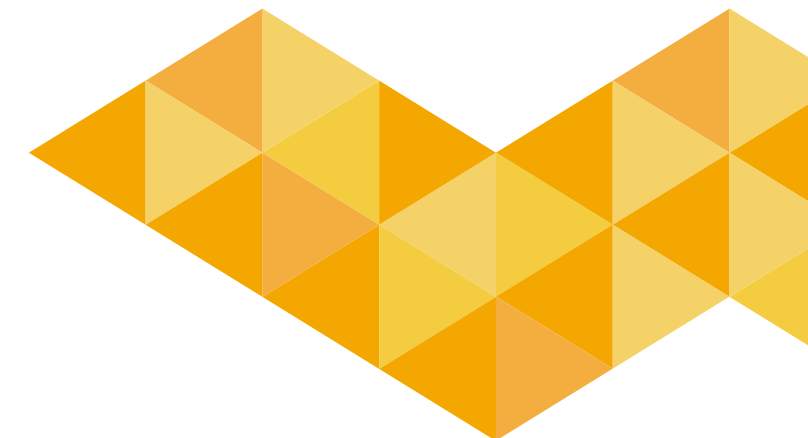
This award was initiated in 1985 to recognize and show appreciation to officers for their contributions to the Crime Stoppers program. Past Chief Gordon Torrance was instrumental in bringing Crime Stoppers to Hamilton and this award exemplifies the excellent work of officers who have utilized Crime Stoppers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

**Sgt. Ryan Smutnicki**  
**Cst. Neenos Gorgges**  
**Cst. David Nairn**  
**Cst. Connor Nicklin**

## 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.

**Project Churchill**







# 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.

- |                           |                            |
|---------------------------|----------------------------|
| <b>Heather Letendre</b>   | <b>Sharon Hayes</b>        |
| <b>Brent Bottenfield</b>  | <b>Joseph Hnatyshyn</b>    |
| <b>Robert Fairweather</b> | <b>Harpal (Nicki) Jhaj</b> |
| <b>Sandra Giuliani</b>    | <b>Ravinder Ruprai</b>     |

## 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.

- |                         |                        |
|-------------------------|------------------------|
| <b>Susan Gusti</b>      | <b>Shirley Brideau</b> |
| <b>Laurie Porthouse</b> | <b>Maria Sullivan</b>  |
| <b>Glen Bowman</b>      | <b>Nadia Urciuoli</b>  |

## 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.

- 30 YEAR  
**S/Cst. Shirley Brideau**

# SWORN EXEMPLARY SERVICE AWARDS

## 20 YEAR MEDAL RECIPIENTS

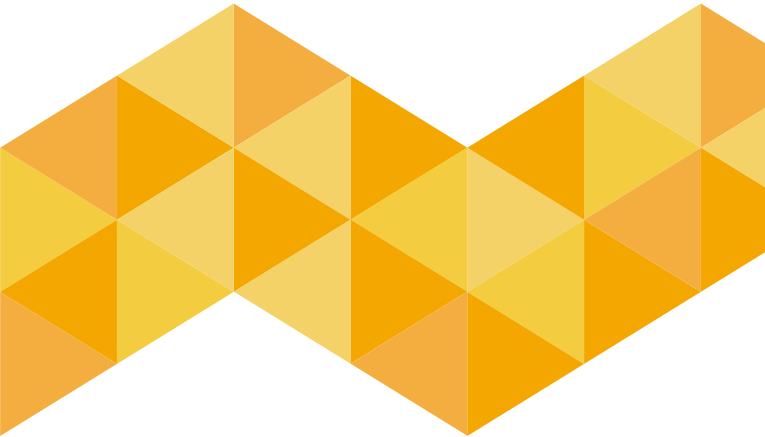
Officers with over twenty years of exemplary service will be awarded the Police Exemplary Service Medal. Exemplary Service is deemed by the Chancellery of Canadian Orders and Decorations to be “service characterized by good conduct, industry and efficiency that serves as a model for others”. Past recipients 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.

- |                              |                            |
|------------------------------|----------------------------|
| <b>Cst. Michelle Barry</b>   | <b>Cst. Rees Morgan</b>    |
| <b>S/Sgt. Hannah Carter</b>  | <b>Cst. James O’Hara</b>   |
| <b>Cst. Frederick Cooper</b> | <b>Cst. Kevin Ordowich</b> |
| <b>Sgt. Mark Griffin</b>     | <b>Sgt. Kerry Strabac</b>  |
| <b>Cst. Wendy Kohout</b>     | <b>Cst. Ryan Walker</b>    |
| <b>Sgt. Kim Milne</b>        |                            |

## 30 YEAR BAR RECIPIENTS

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

- Cst. Margaret Couch**  
**Sgt. Tyler Preston**  
**Supt. Mark Stiller**





# PROMOTIONS

SUPERINTENDENT  
**Paul Evans**  
**Michael Spencer**

INSPECTOR  
**Sabrina Feser**  
**Carolyne Rashford**

STAFF SERGEANT  
**Shane Coveyduck**  
**Ryan Hashimoto**  
**John Obrovac**  
**Andrea Richard**  
**Richard Wouters**

SERGEANT  
**Adam Baglieri**  
**Michal Buszkowski**  
**Michael Eves**  
**Shaun Fennessey**  
**Lindsay Filice**  
**Kevin Jones**  
**Amy Kay**  
**David Kerkhof**  
**Tom Kersgens**  
**Sarah Ricker**  
**Michael Zezella**  
**Goran Zivkovic**

# MEMBER(S) OF THE MONTH

JANUARY  
Emergency Response Unit  
FEBRUARY  
Joanne Pope

MARCH  
Cst. Rachel Hartley  
APRIL  
Cst. James Tyminski

MAY  
Det. Ian Chan  
JUNE  
Cst. Nadine Bannan  
Cst. Sabrina Bonds  
Cst. Gabriel Easterbrook  
Cst. Connor McQuhae

JULY  
Cst. Jacob Barton  
Cst. Sawyer Madden  
Dylan Speare

AUGUST  
Cst. Jacob Keenan  
Cst. Dave Nairn  
Cst. Nickolas Rogers

SEPTEMBER  
Cst. Antonietta Sansalone  
OCTOBER  
Cst. Rosalie Cloutier  
Cst. Spencer Hahn  
Cst. Stefanos Kocsis  
Cst. Sarah Mayo

NOVEMBER  
S/Sgt. Steve Bereziuk  
Det. Kyle Jarvie

DECEMBER  
Cst. Ivan Svec



# MEMBERS OF THE YEAR

On August 24, 2024, during a Special Duty assignment at the crowded Winona Peach Festival, **Constables Jacob Keenan** and **Nickolas Rogers** intervened in a fight involving two men. As the crowd grew, someone shouted, “He’s got a gun!” while pointing at one of the men reaching into a front-worn satchel.

Recognizing the imminent threat, Keenan and Rogers quickly engaged the suspect. **Constable Dave Nairn** joined them as the suspect resisted violently, prompting assistance from other officers and security. The officers were swarmed by a hostile crowd attempting to interfere with the arrest, but they maintained control until additional patrol officers arrived.

A loaded Glock handgun, modified to be fully automatic, along with high-capacity magazines and ammunition, was recovered. The officers’ swift action prevented a potentially deadly incident in a densely packed public setting.

\*APRIL PHOTO NOT AVAILABLE





# 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

- ▶ Redefined Problem-Oriented Policing (POP) projects to better identify and address the root causes of community concerns. Using the SARA model—Scanning, Analysis, Response, and Assessment—officers now work collaboratively with residents and partners to develop evidence-based, long-term solutions.
- ▶ Expanded Core Patrol from two to six officers to proactively patrol the downtown core in response to requests for increased police presence.
- ▶ Launched a customized, Hamilton-specific Offender Management Dashboard to improve efficiency and deliver actionable intelligence in managing offenders. The dashboard supports data-driven analysis and helps direct enforcement efforts to achieve maximum impact.

## COMMUNITY SAFETY

### Hamilton Police Solidifies Fight Against Gun Violence

In a significant step toward addressing gun violence head-on, Hamilton Police Service made its Shooting Response Team (SRT) a permanent part of the Investigative Services Division—a move that reflects a strong, strategic commitment to community safety.

Launched as a pilot project in early 2023, the SRT was designed to zero in on non-lethal shootings—the kind of reckless gunfire that might not always make headlines, but still shatters lives, damages property, and erodes the public’s sense of safety. From shots fired at homes and vehicles, to cases involving serious injuries, the SRT quickly became a specialized team capable of making inroads in hard-to-solve shooting cases.

“Shootings—whether or not there’s a victim—shake the sense of security in our community,” said Deputy Chief Ryan Diodati. “The Shooting Response Team ensures that we have focused investigative resources committed to solving these crimes and holding offenders accountable.”

In its first year, the SRT led 21 investigations, resulting in 10 arrests and a staggering 98 criminal charges. Behind those numbers are the hours of surveillance, intelligence gathering, and collaboration that allowed investigators to connect the dots between incidents—and more importantly, remove dangerous firearms and offenders from our streets.

The team’s placement within the Major Drugs and Gangs unit gives them unique access to intelligence from across high-risk investigations. This coordination strengthens the HPS’s ability to target the complex networks often tied to illegal gun use, such as organized crime and drug trafficking.

The rise in shooting incidents over recent years has been a pressing concern for police and community members.

In 2024, Hamilton recorded the highest number of shootings to date, highlighting the urgent need for targeted enforcement and intelligence-led policing. Many victims remain reluctant to come forward due to fear of retaliation or involvement in criminal activity, making specialized investigations all the more critical.

“We’ve seen incredible success from the SRT,” Diodati added. “Their focused work has helped connect cases, seize firearms, and dismantle threats before they escalate. That’s real, tangible progress in making Hamilton safer for everyone.”







## COLLABORATIVE ENGAGEMENT

### Building Stronger Connections: Launch of the Community Engagement Unit

In 2024, Hamilton Police Service introduced the Community Engagement Unit (CEU)—a forward-thinking initiative designed to strengthen trust, enhance visibility, and build meaningful relationships between police and the people they serve.

The CEU represents a shift toward proactive, relationship-based policing. Instead of responding solely to calls for service, officers in this unit are embedded in the community, attending community events, visiting schools, engaging with local businesses, and connecting directly with residents. Their mission is simple yet powerful: listen, collaborate, and build trust.

“We know that safety is about more than crime statistics—it’s about how people feel in their neighbourhoods,” said Chief Frank Bergen. “The Community Engagement Unit allows us to be present, approachable, and part of the daily fabric of the community.”

One of the CEU’s greatest strengths is its ability to maintain a consistent presence in key areas of the city. Whether it’s participating in cultural festivals, leading youth programs, or addressing neighbourhood concerns, CEU officers provide a familiar and friendly face, helping to bridge gaps and reduce barriers to communication.

By focusing on education, outreach, and early intervention, the unit helps prevent issues before they escalate.

Since its launch, the CEU has received overwhelmingly positive feedback from both community members and partner organizations. Residents appreciate seeing officers not just in moments of crisis, but in everyday community life—helping with school safety talks or supporting local events.

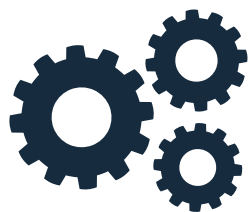
As Hamilton continues to grow and diversify, the Community Engagement Unit is helping to redefine what policing looks like—one conversation, one connection at a time.



### Highlights

- ▶ Conducted an external community survey to gather input on website needs, and partnered with a third-party provider to complete a discovery phase identifying key features and functionality for a new HPS website.
- ▶ Strengthened our partnership with Circle of Beads through ongoing engagement, including meetings with the Chief and Deputy Chiefs to support collaboration and advance Indigenous relations.





## Highlights

- ▶ Launched the three-member Reintegration Team to provide early intervention and personalized support for members impacted by critical incidents. This voluntary, peer-led program helps members remain at work or reintegrate with confidence through a supportive, individualized approach.
- ▶ Developed the Mental Health First Aid Kit to support member wellness. This kit provides practical tools and resources to help members manage stress, promote mental health, and encourage early intervention in times of need.
- ▶ Implemented a formal Equity, Diversity, and Inclusion (EDI) Policy Review Framework to ensure policies and procedures are aligned with inclusive, equitable, and bias-free practices across the Service.

## CULTURE & CAPACITY

### Introducing Fit Pin 2.0: Supporting the Body and Mind

At Hamilton Police Service, wellness isn't just encouraged—it's evolving.

This year, HPS introduced Fit Pin 2.0, an innovative and inclusive approach to member wellbeing that recognizes the importance of both physical fitness and mental health. With growing awareness around the demands of policing, Fit Pin 2.0 empowers members to take care of their whole selves—body and mind—and be rewarded for doing so.

The enhanced program marks a shift in how wellness is supported across the Service, offering meaningful incentives for members to invest in both their physical and mental health. The goal is to build a culture where taking care of your mind is just as important as taking care of your body.

Each calendar year, members can choose to complete the Physical Fitness Pin, the Mind Pin, or both. Completing one component earns four hours of time-for-time, while completing both awards a total of eight hours.

By encouraging all members to care for their mental and physical health, the Service is promoting a healthier, more resilient workforce ready to meet the demands of modern policing. Fit Pin 2.0 is more than a program—it's a reflection of HPS's commitment to total wellness.







## Highlights

- ▶ Implemented eight new data dashboards to enhance how information is captured, analyzed, and reported across the Service. These dashboards support data-driven decision-making, helping to guide operations, allocate resources more effectively, and improve transparency. This initiative reflects HPS's ongoing commitment to innovation, accountability, and evidence-based policing.
- ▶ Deployed a comprehensive Mobile Device Management (MDM) Framework to support secure access to key digital tools, including e-notes, e-ticketing, and e-collision systems. As part of this initiative, over 400 mobile phones were issued to frontline officers, improving efficiency, connectivity, and real-time access to critical information in the field.
- ▶ Purchased two electric vehicles (EVs). This investment supports the Service's commitment to sustainability, innovation, and operational efficiency, reducing emissions while embracing cleaner, more cost-effective transportation solutions. The addition of EVs marks a milestone in the ongoing efforts to build a greener, future-focused police service.

## CORE ASSETS

### BEST DRESSED SPECIAL SERVICES VEHICLE IN CANADA

Hamilton Police Service rolled into the spotlight—literally—after its newly designed Incident Command Van was awarded Best Dressed Vehicle in the Special Services Category by Blue Line Magazine.

The win is a reflection of Hamilton Police Service's ability to combine professional design with real-world functionality, all while keeping officer and public safety front and centre.

The vision for the Command Van was clear from the start: create a vehicle that's both practical and professional, with a look that reflects the strength and presence of Hamilton Police. The design team wanted the van to stand out—whether it's deployed at a major incident or a public demonstration—without losing visual consistency with the existing Hamilton Police fleet.

The result? A striking black-and-white colour scheme, high-contrast graphics, and a bold Hamilton Police crest that reinforces the van's presence and purpose. The angled striping at the front and rear adds a modern edge while maintaining a stoic, authoritative look. Key elements like Crime Stoppers branding, the Canadian flag, and a 911 icon were integrated to maintain consistency across the fleet.

To enhance visibility—especially during nighttime deployments—reflective material was used for decals and crests. These thoughtful touches ensure that the van is not only eye-catching, but also highly visible in low-light or high-traffic environments.

Beyond its award-winning exterior, the Command Van is a mobile nerve centre—a key asset in critical incident response. It features an industry-exclusive flat-floor slide-out room, transforming the interior into a functional command post. Inside, the van is equipped with a fixed boardroom table, bench seating, four workstations, overhead dry-erase cabinets, and extensive storage.

The development of the Command Van was a team effort from concept to execution. The project brought together the Director of Fleet Facilities & Procurement, Community Safety Division, Graphics Branch, Fleet Supervisor, and the Deputy Chief. Their collaboration ensured the vehicle met the highest standards in design, performance, and safety.

The national recognition as Canada's best-dressed special services vehicle isn't just a win for the Fleet team—it's a badge of honour for the entire Service and the community it serves.







## Highlights

- ▶ Launched the Hate Crime Case Review Team (HCCRT). Modeled after the Sexual Assault Community Review Team, the 20-member team is reviewing cases, providing recommendations, and advising on training, with the goal of addressing hate-motivated incidents in Hamilton.
- ▶ Developed a comprehensive Body-Worn Camera Implementation Plan as part of its ongoing commitment to transparency, accountability, and modern policing. The plan outlines a phased approach to equipping officers with body-worn cameras, enhancing evidence collection, officer safety, and public trust.

# TRUSTING CHANGE

## Building Trust Through Data

In another step toward transparency and accountability, Hamilton Police Service (HPS) hosted the inaugural meeting of its Community Advisory Panel (CAP) in June 2024. This new panel is helping shape the Race and Identity-Based Data (RIBD) Strategy.

The RIBD Strategy is focused on one of the most pressing issues in modern policing—understanding and addressing racial disparities in interactions with police, including the use of force. More than just a data collection exercise, the strategy is designed to evaluate internal policies, training practices, and systemic barriers that may contribute to inequities. At its core, the RIBD initiative is about building a stronger, fairer, and more equitable relationship between police and the community.

“This is important work and a critical step toward enhancing transparency and accountability,” said Chief Frank Bergen. “We thank everyone who took the time to apply and contribute their voice to this process.”

The CAP is made up of 10 individuals with diverse backgrounds, selected from a pool of 39 applicants. These members bring deep expertise in areas such as human rights, race and identity, procedural justice, data analysis, and social advocacy. They are united by a shared commitment to social justice, evidence-based solutions, and public service.

A five-member committee—including HPS civilian staff, an academic partner, and representatives from communities historically overrepresented in use of force incidents—reviewed applications, conducted interviews, and chose the final panel.

### Why the RIBD Strategy Matters

In 2020, the Ministry of the Solicitor General directed all Ontario police services to collect race-based data on use of force incidents. Early findings revealed overrepresentation of Black, Indigenous, South East Asian, and Middle Eastern communities when compared to benchmark populations. These disparities highlighted the urgent need for intentional, community-informed analysis.

The RIBD Strategy will help HPS:

- ▶ Understand the impact of policing on racialized groups
- ▶ Examine patterns of overrepresentation
- ▶ Develop meaningful solutions
- ▶ Support officers in delivering fair and equitable service

The CAP plays a crucial role in this work. Members have access to anonymized datasets, and provide valuable input to help ensure the strategy is guided by lived experience and community insight.

Through the RIBD Strategy and the guidance of the Community Advisory Panel, Hamilton Police is not only building a more data-informed organization—it’s building trust, together.





2024 BUDGET



BY THE NUMBERS - STATISTICAL DATA

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2024 - DECEMBER 31, 2024 )										
SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED APRIL 9 2024										
VIOLATION	2024 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2023 (JAN-DEC) VIOLATIONS	2023-2024% CHANGE
VIOLENT CRIMINAL CODE VIOLATIONS	7,209	3,959	54.9%	2,037	448	110	32	255	6,953	3.7%
HOMICIDE	9	11	122.2%	9	1	0	0	0	11	-18.2%
MURDER 1ST DEGREE	5	6	120.0%	3	1	0	0	0	7	-28.6%
MURDER 2ND DEGREE	4	4	100.0%	4	0	0	0	0	4	0.0%
MANSLAUGHTER	0	1	NA	2	0	0	0	0	0	NA
TOTAL OTHER VIOLATIONS CAUSING DEATH	0	0	NA	0	0	0	0	0	1	-100.0%
ATTEMPTED MURDER	5	5	100.0%	6	0	0	0	0	3	66.7%
SEXUAL ASSAULT, LEVEL 3, AGGRAVATED	0	1	NA	1	0	0	0	0	1	-100.0%
SEXUAL ASSAULT, LEVEL 2, WEAPON OR BODILY HARM	11	7	63.6%	6	1	0	0	1	16	-31.3%
SEXUAL ASSAULT, LEVEL 1	574	231	40.2%	69	1	1	0	37	554	3.6%
TOTAL SEXUAL VIOLATIONS AGAINST CHILDREN	100	49	49.0%	35	1	1	0	6	83	20.5%
SEXUAL INTERFERENCE	75	41	54.7%	29	1	1	0	4	64	17.2%
INVITATION TO SEXUAL TOUCHING	5	1	20.0%	2	0	0	0	1	5	0.0%
SEXUAL EXPLOITATION	6	2	33.3%	2	0	0	0	0	4	50.0%
LURING A CHILD VIA A COMPUTER	14	5	35.7%	2	0	0	0	1	10	40.0%
ASSAULT, LEVEL 3, AGGRAVATED	52	42	80.8%	35	6	3	3	4	48	8.3%
ASSAULT, LEVEL 2, WEAPON OR BODILY HARM	1297	815	62.8%	457	112	32	5	68	1251	3.7%
ASSAULT, LEVEL 1	2746	1276	46.5%	451	175	14	11	131	2,701	1.7%
TOTAL ASSAULTS AGAINST A PEACE OFFICER	124	120	96.8%	42	16	1	0	1	127	-2.4%
TOTAL OTHER ASSAULTS	15	13	86.7%	3	2	2	0	0	28	-46.4%
CRIMINAL NEGLIGENCE CAUSING BODILY HARM	4	2	50.0%	0	1	0	0	0	3	33.3%
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	11	11	100.0%	3	1	2	0	0	25	-56.0%



CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2024 - DECEMBER 31, 2024 )

SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED APRIL 9 2024

VIOLATION	2024 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2023 (JAN-DEC) VIOLATIONS	2023- 2024% CHANGE
TOTAL FIREARMS	81	36	44.4%	18	2	3	0	2	86	-5.8%
DISCHARGE FIREARM WITH INTENT	59	23	39.0%	16	1	3	0	0	40	47.5%
USING FIREARM (OR IMITATION) IN COMMISSION OF OFFENCE	5	2	40.0%	2	1	0	0	1	8	-37.5%
POINTING A FIREARM	17	11	64.7%	0	0	0	0	1	38	-55.3%
TOTAL ROBBERY	370	134	36.2%	64	9	35	4	34	400	-7.5%
TOTAL FORCIBLE CONFINEMENT / KIDNAPPING	37	32	86.5%	24	4	0	0	0	32	15.6%
TOTAL ABDUCTION	1	1	100.0%	1	0	0	0	0	2	-50.0%
ABDUCTION UNDER 14 NOT BY PARENT/GUARDIAN	1	1	100.0%	1	0	0	0	0	1	0.0%
ABDUCTION UNDER 14 BY PARENT/ GUARDIAN	0	0	NA	0	0	0	0	0	1	-100.0%
EXTORTION	167	11	6.6%	5	0	1	0	0	182	-8.2%
CRIMINAL HARASSMENT	338	205	60.7%	125	25	0	0	8	328	3.0%
UTTER THREATS	1072	450	42.0%	128	20	4	0	53	901	19.0%
INDECENT/HARASSING PHONE CALLS / EMAILS	102	28	27.5%	4	3	0	0	4	64	59.4%
TOTAL OTHER VIOLENT VIOLATIONS	108	492	455.6%	554	70	13	9	-94	134	-19.4%
PROPERTY CRIME VIOLATIONS	19,929	2,305	11.6%	737	231	68	17	192	20,620	-3.4%
TOTAL BREAKING & ENTERING	1,822	386	21.2%	240	49	8	3	12	1,938	-6.0%
BREAK & ENTER	1,819	386	21.2%	240	49	8	3	12	1,935	-6.0%
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	232	207	89.2%	91	36	16	4	3	263	-11.8%
THEFT OF MOTOR VEHICLE	2,093	117	5.6%	38	19	16	1	15	1,832	14.2%
TOTAL THEFT OVER \$5,000	292	26	8.9%	17	4	2	0	0	290	0.7%
THEFT OVER \$5,000	232	19	8.2%	10	3	2	0	0	208	11.5%
THEFT OVER \$5,000 - FROM A MOTOR VEHICLE	47	1	2.1%	0	0	0	0	0	61	-23.0%
SHOPLIFTING OVER \$5,000	13	6	46.2%	7	1	0	0	0	21	-38.1%
TOTAL THEFT UNDER \$5,000	9,762	708	7.3%	155	47	9	3	90	9,804	-0.4%
THEFT UNDER OR EQUAL \$5,000	3,837	217	5.7%	55	15	2	0	14	4,042	-5.1%

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THEFT UNDER OR EQUAL \$5,000 - FROM A MOTOR VEHICLE	1,893	15	0.8%	2	1	1	0	2	2,543	-25.6%
SHOPLIFTING \$5,000 OR UNDER	4,032	476	11.8%	98	31	6	3	74	3,219	25.3%
FRAUD	2,509	403	16.1%	57	27	5	1	2	2,645	-5.1%
IDENTITY THEFT	46	2	4.3%	0	0	0	0	1	39	17.9%
IDENTITY FRAUD	418	19	4.5%	2	2	0	0	0	450	-7.1%
TOTAL MISCHIEF	2,624	417	15.9%	124	45	10	5	69	3,214	-18.4%
MISCHIEF	2,623	417	15.9%	124	45	10	5	69	3,214	-18.4%
MISCHIEF TO RELIGIOUS PROPERTY MOTIVATED BY HATE	1	0	0.0%	0	0	0	0	0	0	NA
ARSON	129	19	14.7%	12	2	2	0	0	133	-3.0%
ALTERING/REMOVING/DESTROYING VIN	0	0	NA	0	0	0	0	0	0	NA
TOTAL OTHER PROPERTY VIOLATIONS	2	1	50.0%	1	0	0	0	0	12	-83.3%
OTHER CRIMINAL CODE VIOLATIONS	3,296	2,944	89.3%	1,997	569	66	13	23	2,992	10.2%
COUNTERFEIT MONEY	30	1	3.3%	1	0	0	0	0	23	30.4%
TOTAL WEAPONS VIOLATIONS	170	126	74.1%	93	17	15	0	13	155	9.7%
EXPLOSIVES, OFFENSIVE WEAPONS	0	0	NA	0	0	0	0	0	0	NA
WEAPONS, TRAFFICKING	0	0	NA	0	0	0	0	0	3	-100.0%
POSSESS FIREARM WHILE PROHIBITED	7	7	100.0%	5	0	1	0	0	23	-69.6%
POSSESSION OF WEAPONS	145	116	80.0%	87	16	14	0	11	113	28.3%
IMPORT/EXPORT FIREARM	0	0	NA	0	0	0	0	0	0	NA
FIREARM VIOLATIONS	17	3	17.6%	1	1	0	0	2	12	41.7%
UNSAFE STORAGE OF FIREARMS	1	0	0.0%	0	0	0	0	0	4	-75.0%
CHILD PORNOGRAPHY	36	11	30.6%	8	0	0	0	1	40	-10.0%
DISTURB THE PEACE	19	9	47.4%	1	1	0	0	0	17	11.8%
TOTAL ADMINISTRATION OF JUSTICE VIOLATIONS	2,809	2,703	96.2%	1,849	540	51	12	3	2,585	8.7%
BAIL VIOLATIONS	1322	1104	83.5%	770	221	38	8	1	1356	-2.5%
ESCAPE CUSTODY	5	5	100.0%	4	0	0	0	0	4	25.0%
ESCAPE/UAL FROM CORRECTIONAL FACILITY	2	2	100.0%	1	0	1	0	0	1	100.0%
FAIL TO APPEAR COURT/BREACH 810	339	620	182.9%	430	177	8	1	0	326	4.0%



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VIOLATION	2024 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2023 (JAN-DEC) VIOLATIONS	2023- 2024% CHANGE
PROBATION VIOLATIONS	959	839	87.5%	607	127	4	1	0	765	25.4%
OFFENCES AGAINST ADMIN. OF LAW & JUSTICE (PART IV)	182	133	73.1%	37	15	0	2	2	133	36.8%
TOTAL OTHER VIOLATIONS	232	94	40.5%	45	11	0	1	6	172	34.9%
FEDERAL STATUTES VIOLATIONS	388	371	95.6%	299	92	15	2	3	333	16.5%
TOTAL DRUG OFFENCES	329	316	96.0%	282	85	14	2	2	286	15.0%
TOTAL CDSA -POSSESSION	91	88	96.7%	22	7	1	0	1	99	-8.1%
POSSESSION OF HEROIN	2	2	100.0%	1	1	0	0	0	3	-33.3%
POSSESSION OF COCAINE	30	31	103.3%	13	3	1	0	0	41	-26.8%
POSSESSION OF OTHER SCHEDULE I DRUGS	25	21	84.0%	2	0	0	0	1	19	31.6%
POSSESSION OF CANNABIS	0	0	NA	0	0	0	0	0	0	NA
POSSESSION - (CRYSTAL METH) METHAMPHETAMINES)	34	34	100.0%	6	3	0	0	0	36	-5.6%
POSSESSION - (ECSTASY) METHYLENEDIOXYAMPHETAMINE	0	0	NA	0	0	0	0	0	0	NA
TOTAL CDSA - TRAFFICKING	237	227	95.8%	260	78	13	2	1	182	30.2%
TRAFFICKING HEROIN	1	1	100.0%	2	1	0	0	0	6	-83.3%
TRAFFICKING COCAINE	109	108	99.1%	158	46	2	2	0	99	10.1%
TRAFFICKING OTHER SCHEDULE I DRUGS	125	118	94.4%	100	31	11	0	1	74	68.9%
TRAFFICKING OF CANNABIS	0	0	NA	0	0	0	0	0	0	NA
TRAFFICKING OF METH.	2	0	0.0%	0	0	0	0	0	3	-33.3%
TRAFFICKING OF ECSTASY	0	0	NA	0	0	0	0	0	0	NA
TOTAL CDSA - IMPORT. & PRODUCTION	1	1	100.0%	0	0	0	0	0	5	-80.0%
IMPORT/EXPORT OTHER CDSA DRUGS	1	1	100.0%	0	0	0	0	0	0	NA
PRODUCTION - OTHER CDSA DRUGS	0	0	NA	0	0	0	0	0	5	-100.0%
PRODUCTION - CANNABIS MARIHUANA - SCHEDULE II	0	0	NA	0	0	0	0	0	0	NA
TOTAL OTHER FEDERAL STATUTE VIOLATIONS	59	55	93.2%	17	7	1	0	1	47	25.5%
CRIMINAL CODE TRAFFIC VIOLATIONS	646	567	87.8%	460	94	3	0	0	640	0.9%
TOTAL IMPAIRED DRIVING	296	260	87.8%	206	50	1	0	0	281	5.3%

CRIMINAL OFFENCE STATISTICS (JANUARY 1, 2024 - DECEMBER 31, 2024 )										
SOURCE: HPS NICHE UCR OCCURRENCE REPORT. DOWNLOADED APRIL 9 2024										
VIOLATION	2024 (JAN-DEC) VIOLATIONS	TOTAL CLEARED	CLEARANCE RATE (%)	ADULT MALES CHARGED	ADULT FEMALES CHARGED	YOUTH MALES CHARGED	YOUTH FEMALES CHARGED	YOUTH NOT CHARGED	2023 (JAN-DEC) VIOLATIONS	2023- 2024% CHANGE
IMPAIRED OPERATION CAUSING DEATH - MOTOR VEHICLE	0	0	NA	0	0	0	0	0	0	NA
IMPAIRED OPERATION (DRUGS) - CAUSING DEATH	43	10	23.3%	8	0	0	0	0	0	NA
IMPAIRED OPERATION CAUSING BODILY HARM - MOTOR VEHICLE	0	0	NA	0	0	0	0	0	3	-100.0%
IMPAIRED OPERATION (DRUGS) - CAUSING BODILY HARM	0	0	NA	0	0	0	0	0	0	NA
IMPAIRED OPERATION - MOTOR VEHICLE	1	1	100.0%	1	0	0	0	0	274	-99.6%
IMPAIRED OPERATION (DRUGS) - VEHICLE, VESSEL, AIRCRAFT	0	0	NA	0	0	0	0	0	4	-100.0%
FAIL OR REFUSE TO PROVIDE BREATH SAMPLE	252	249	98.8%	197	50	1	0	0	0	NA
TOTAL OTHER CRIMINAL CODE TRAFFIC VIOLATIONS	132	123	93.2%	106	12	1	0	0	246	-46.3%
DANGEROUS OPERATION CAUSING DEATH	0	0	NA	0	0	0	0	0	4	-100.0%
DANGEROUS OPERATION CAUSING BODILY HARM	0	0	NA	0	0	0	0	0	3	-100.0%
DANGEROUS OPERATION	0	0	NA	0	0	0	0	0	92	-100.0%
DANGEROUS OPERATION - FLIGHT CAUSING DEATH	1	0	0.0%	0	0	0	0	0	0	NA
DANGEROUS OPERATION - FLIGHT CAUSING BODILY HARM	2	2	100.0%	2	0	0	0	0	0	NA
DANGEROUS OPERATION - FLIGHT	9	6	66.7%	5	0	0	0	0	36	-75.0%
FAILURE TO STOP CAUSING DEATH	0	0	NA	0	0	0	0	0	0	NA
FAIL TO STOP OR REMAIN (CRIMINAL CODE)	0	0	NA	0	0	0	0	0	13	-100.0%
DRIVE WHILE DISQUALIFIED (CRIMINAL CODE)	0	0	NA	0	0	0	0	0	98	-100.0%
DANGEROUS OPERATION OF MV WHILE STREET RACING	120	115	95.8%	99	12	1	0	0	0	NA
TOTAL OTHER CRIMINAL CODE TRAFFIC VIOLATIONS	218	184	84.4%	148	32	1	0	0	113	92.9%
TOTAL CC VIOLATIONS (EXCLUDING TRAFFIC)	30,434	9,208	30.3%	4,771	1,248	244	62	470	30,565	-0.4%
TOTAL CC VIOLATIONS (INCLUDING TRAFFIC)	31,080	9,775	31.5%	5,231	1,342	247	62	470	31,205	-0.4%
TOTAL ALL CC VIOLATIONS & FEDERAL STATUTE VIOLATIONS	31,468	10,146	32.2%	5,530	1,434	262	64	473	31,538	-0.2%



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
2020	O
2021	O
2022	O
2023	O
2024	O

SOURCE: HAMILTON POLICE SERVICE, PROFESSIONAL DEVELOPMENT DIVISION

USE OF FORCE

SOURCE: HAMILTON POLICE SERVICE PROFESSIONAL DEVELOPMENT DIVISION  
HAMILTON POLICE HAD 203,627 PUBLIC CONTACTS IN 2024. 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.

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	AVERAGE
FIREARM DISCHARGE	30	18	24	28	28	27	19	26	11	8	21.9
FIREARM POINTED	145	98	125	125	128	185	132	163	257	321	167.9
HANDGUN DRAWN	59	40	19	39	29	42	91	108	138	141	70.6
AEROSOL WEAPON	9	7	3	2	2	1	0	6	3	3	3.6
IMPACT HARD	4	1	3	3	4	3	3	4	4	2	3.1
IMPACT SOFT	0	1	0	1	1	0	1	1	1	0	0.6
EMPTY HANDS HARD	13	26	22	23	16	17	22	32	148 **	99 **	21.375
EMPTY HANDS SOFT	12	25	44	36	23	14	37	50			30.125
K9 BITE/MISC	0	4	1	2	1	3	0	0	1	0	1.2
CEW*	145	143	169	164	166	139	145	158	151	114	149.4
TOTAL INCIDENTS	417	363	410	423	398	431	361	387	358	317	386.5

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

\*\* 2023 Use of Force Report (Version 2, 23-0023) no longer classifies physical contact using “empty hands” options. The following physical control responses are combined into a single value in lieu of the old classification types: Strikes, Joint Locks, Pressure Points, Pinning, Grounding, Escort Techniques, and Other.

DOMESTIC VIOLENCE CRIME STATISTICS 2016-2024

SOURCE: HAMILTON POLICE SERVICE, VICTIM OF CRIMES UNIT

	2016	2017	2018	2019	2020	2021	2022	2023	2024
TOTAL NUMBER OF OCCURRENCES	6519	6556	6853	7076	7044	6818	6762	6410	6500
CHARGES LAID	3379	3512	4215	5035	5229	5142	4938	4405	4319
MALES CHARGED	986	1056	1169	1383	1346	1373	1263	1215	1167
FEMALES CHARGED	235	229	220	297	289	278	325	313	274
DUAL CHARGES	44	35	31	63	73	45	48	44	36
MULTI PERSON CHARGES	48	37	38	68	82	51	50	55	44

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
LANGUAGE	1	0	1
GENDER IDENTITY (GI)	18	1	19
SEX (SE)	0	0	0
SEXUAL ORIENTATION (SO)	30	23	53
SIMILAR FACTOR (SF)	1	0	1
RACIAL BIAS (RA)	106	48	154
RELIGION (RE)	33	33	66
TOTAL	189	105	294

THE HIGHEST NUMBERS OF REPORTED OCCURRENCES WERE DIRECTLY RELATED TO RACIAL BIAS.

PUBLIC COMPLAINTS

POLICE SERVICE BOARD 5-YEAR STATISTICAL DATA

TYPE	2020	2021	2022	2023	2024	5 YEAR AVERAGE
PUBLIC COMPLAINTS	133	172	146	156	149	151.2
SERVICE COMPLAINTS / POLICY	6	7	7	19	4	8.6
INTERNAL COMPLAINTS	22	25	24	16	20	21.4
HARASSMENT	8	6	7	4	9	6.8
FAIL TO STOP	55	43	21	38	72	45.8
SIU INVESTIGATIONS	15	21	18	14	19	17.4





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