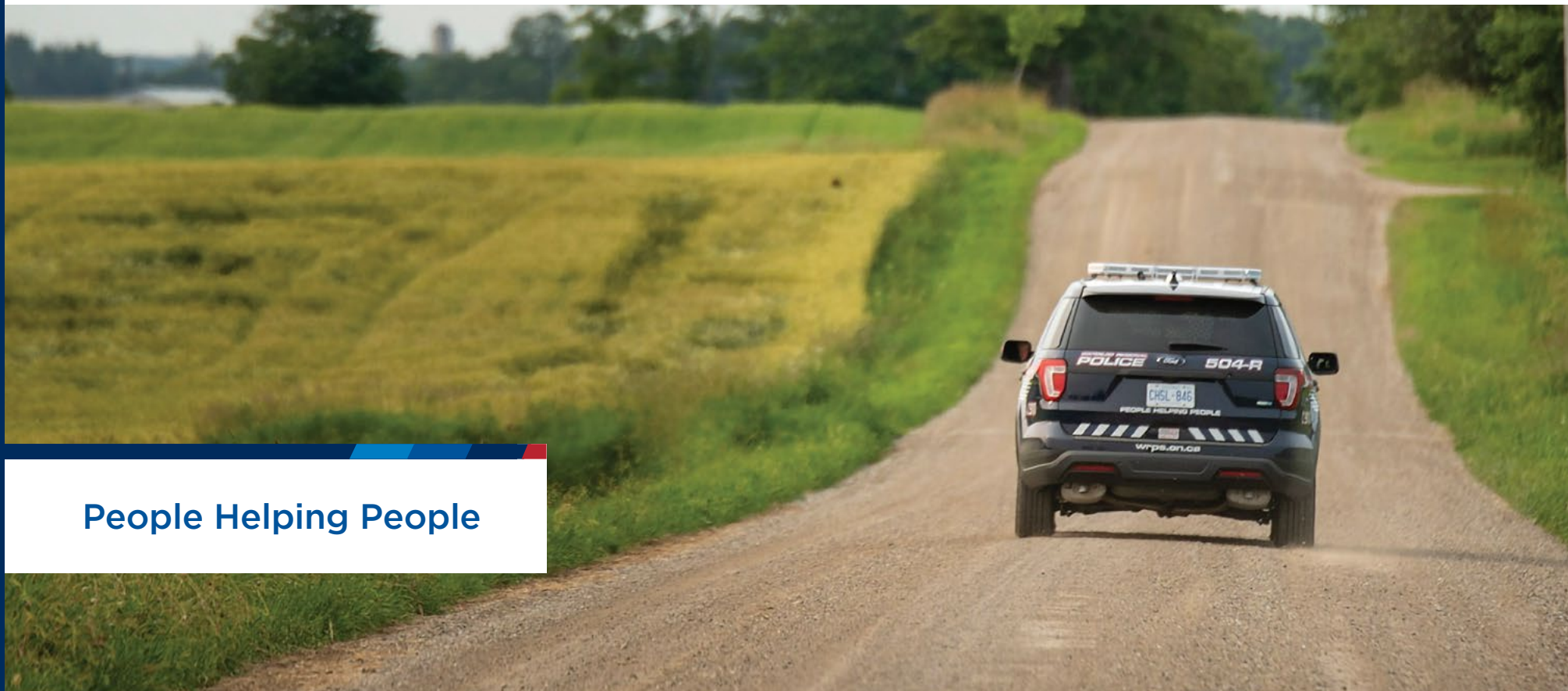


2022 Annual Report

Waterloo Regional Police Service



People Helping People

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Mission, Vision, Values

MISSION

To deliver effective policing services while embracing collaborative partnerships and community engagement that strengthen public safety and community wellbeing.

VISION

Every person in Waterloo Region is safe and feels safe.

VALUES

PEOPLE AND PARTNERSHIPS

We are people focused and care about everyone. We value inclusion and the diversity of our members and our community. Through ongoing engagement, we are committed to listening and understanding. We foster strong relationships and collaborations.

INTEGRITY AND RESPECT

Building trust is essential. To do so, we conduct ourselves ethically, honestly, and professionally. In everything we do, we respect others. We demonstrate equality and consistency while upholding the principles of justice.

CONTINUOUS IMPROVEMENT

We strive to achieve excellence in every aspect of policing. We further develop and grow through ongoing learning, education, and innovation.

ACCOUNTABILITY

We are transparent and take responsibility for all that we do. We take pride in our work.



Message from the Chief of Police, Mark Crowell



On behalf of all members of the Waterloo Regional Police Service, we are pleased to present our 2022 Annual Report to the community.

As I reflect on the past year, and as we prepare to celebrate the 50th anniversary of the Waterloo Regional Police Service, I am reminded of how proud I am of our members as they serve the community with pride, honour, and integrity, 24/7/365. Over the past year, our members responded to more than 339,667 calls for service — investigating complex crimes, providing comfort and calm to those in need, and forging lasting relationships and partnerships within the community.

This report represents and highlights a small part of the work our members do each and every day to keep the residents of Waterloo Region safe and well. I am grateful for that work and for the ongoing commitment of our members — frontline officers, communicators, investigators, and civilian professionals — who work to build a safer and more vibrant Waterloo Region.

I would like to extend a very sincere thank you to our Police Services Board for their continued support. Your guidance, wisdom, support, and direction, on behalf of all citizens in Waterloo Region, is essential to ensure effective service delivery to the community.

Lastly, on behalf of Deputy Chief Shirley Hilton and Deputy Chief Eugene Fenton, I would like to thank you — the residents of this great Region — for taking the time to read this report, for your willingness to engage in dialogue about safety in our community, and for your commitment to playing an active role in community well-being. Together, we can build a Waterloo Region where everyone is healthy, safe, and valued.

A handwritten signature in black ink that reads "McCrowell".

Mark Crowell
Chief of Police

**WRPS
WELCOMES
NEW CHIEF
OF POLICE**

In November 2022, WRPS proudly welcomed **Mark Crowell as the seventh Chief of Police** for the Waterloo Regional Police Service.

As a 22-year member of the Police Service, Chief Crowell has proven himself to be a progressive, innovative and inspirational leader, whose compassion and commitment for not only WRPS, but the Waterloo Region community, made him the ideal solution-focused leader required to usher in a modern vision of community safety.

Message from the Chair, Karen Redman



On behalf of all members of the Waterloo Regional Police Services Board, we are pleased to present the Waterloo Regional Police Service's 2022 Annual Report. This report is an opportunity to highlight the ongoing efforts of the nearly 1,200 dedicated Waterloo Regional Police Service members to strengthen public safety in our community.

The information in this report will give you an inside look at policing in Waterloo Region, including statistics on crime, demand on service, and use of force, as well as the many successful criminal investigations, community partnership initiatives, and crime prevention and safety campaigns that took place throughout 2022.

To my colleagues on the Board, thank you for your ongoing commitment and dedication to providing oversight, guidance, and governance. I would also like to extend my appreciation to Chief Mark Crowell and all members of the Waterloo Regional Police Service as they work each day to uphold and embody the Police Service's Mission, Vision, and Values to build a stronger and safer community. Finally, I would like to thank the residents of Waterloo Region for continuing to play an active role in ensuring the safety and well-being of our community.



Karen Redman
Chair, Waterloo Regional Police Services Board

BOARD MEMBERS



Karin Schnarr
Vice Chair of the Board



Doug Craig
Board Member



Sandy Shantz
Board Member



Tony Giovinazzo
Board Member



Karen Quigley-Hobbs
Board Member



Ian McLean
Board Member

Our Year in Numbers



182,443

9-1-1 Emergency calls received

157,224

Non-emergency
calls received

339,667

Total calls from the community

INTERNET CHILD EXPLOITATION:

5.4 million Images reviewed

177,720 Videos reviewed

Over \$5.24M

Worth of controlled
substances seized

6,196

Calls related to
intimate partner violence



1,036

Vehicles stolen



FATAL FOUR:

7,723 Speeding charges

911 Impaired driving charges

438 Distracted driving charges

370 Failing to wear a seatbelt

21

Arrests made by canine teams

8

Homicides

5

Attempt murders

149

Human trafficking investigations



25

Shooting investigations

1,289

Number of Crime Stoppers tips

401 kilograms

of controlled drugs and substances and related paraphernalia disposed

581

Firearms and prohibited/restricted weapons disposed

42,849

Record checks completed

118

Body-worn cameras deployed



40

In-car video systems deployed

14,746

Total arrests

4,899,508 KM

Hybrid vehicles travelled

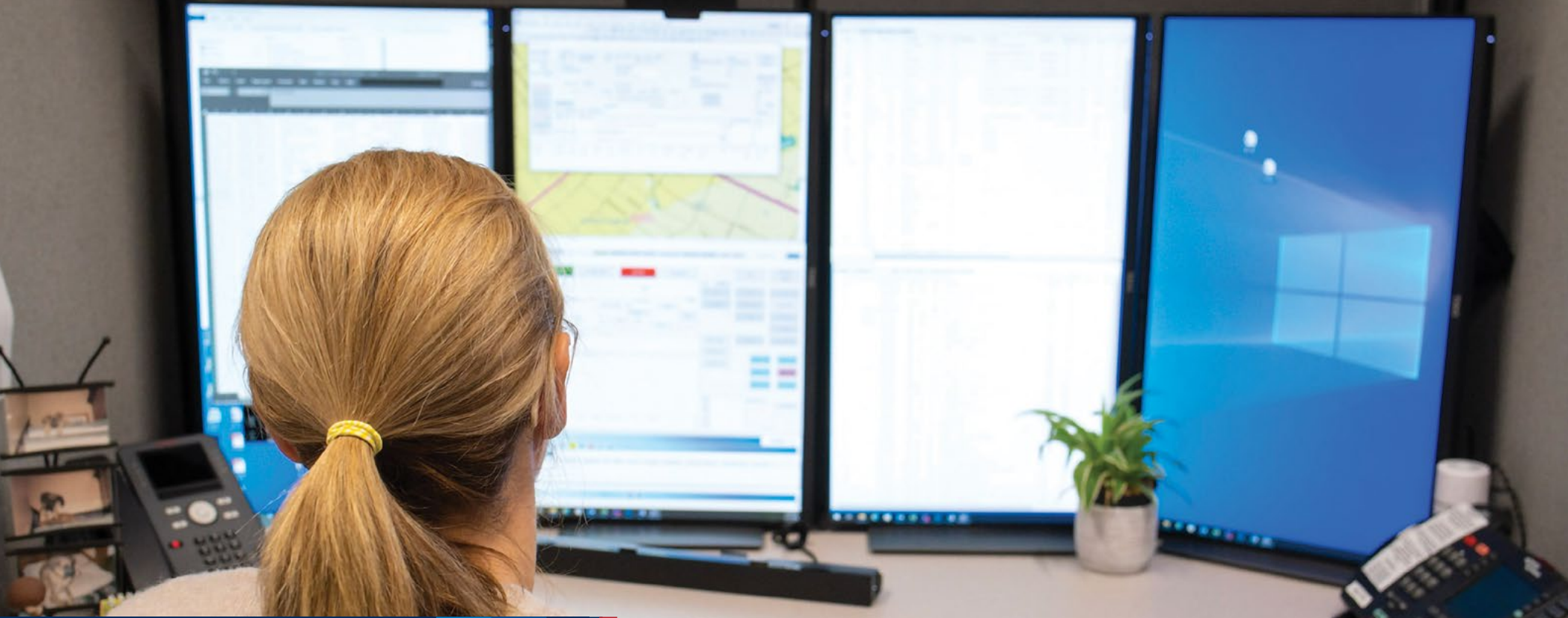
We are people focused and care about everyone.

SECTION 1

Your Service

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- 12** Cybercrime Unit
- 14** Drugs and Firearms Unit
- 16** Property and Financial Crime Unit
- 20** General Investigations Unit
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Communications Centre

The Waterloo Regional Police Service's (WRPS) Communications Centre is the primary Public Safety Answering Point (PSAP) for the Region of Waterloo. Before police, fire, or ambulance personnel arrive, WRPS 9-1-1 communicators are there for you. Communicators are responsible for answering all calls to 9-1-1 for police, ambulance, and fire services. The first question you will be asked "what is your emergency", and, if needed, your call will be transferred to the police, ambulance, fire department, or another police service, if the emergency is outside of WRPS jurisdiction.

Communicators are also responsible for dispatching police calls within the Region of Waterloo. In 2022, the Communications Centre received a total of 339,667 calls from the community. That is approximately 931 calls per day. Many non-emergency calls can be easily reported online and it is a convenient way to inform the police about crime without having to wait for an officer to arrive on the scene. Once your report is filed online, you will receive a copy of the report via e-mail. To use this service or to find out more, please visit [Online Reporting – Waterloo Regional Police Service \(wrps.on.ca\)](https://www.wrps.on.ca).

Automated Customer Engagement Platform

In June 2022, WRPS launched a new technology aimed at improving and enhancing communication with Region of Waterloo residents.

The new technology, the Automated Customer Engagement Platform, is a software that automatically sends customized text messages to victims of crime or community residents who accidentally dial 9-1-1, who report certain crimes, or who are involved in a motor vehicle collision. They receive information about their report, including confirmation the report was received, the occurrence number, updates on officer

arrival, crime prevention resources, as well as follow-up surveys to determine the level of satisfaction with the service they received.

The WRPS was one of the first police services in Canada to implement the platform.

By leveraging the technology platform, the police service can reduce the amount of calls to our Communications Centre requesting police report updates. The reduction of these types of non-emergency calls allows communicators to answer emergency 9-1-1 calls faster.

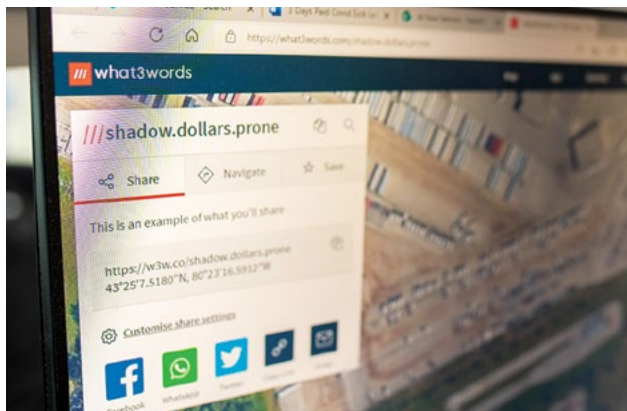
WRPS is committed to leveraging technology to modernize and enhance quality and enable more timely communication with the community.

COMMUNICATIONS CENTRE

182,443
9-1-1 Emergency Calls

157,224
Non-Emergency Calls

339,667
Total Calls from the Community



NEED HELP AND DON'T KNOW WHERE YOU ARE?

Download the free app — **what3words** — and our 9-1-1 operators will be able to better pinpoint your location.

For more information, please visit: [what3words.com](https://www.what3words.com)



Cybercrime Unit

The WRPS's Cybercrime Unit provides specialized forensic investigative services and assistance to all members of the Police Service at any stage of an investigation in which electronic equipment and/or the internet are identified as a key element in an offence.

The Cybercrime Unit provides expert opinions as required in court and is proactive in educating the community on internet safety. The unit is the primary lead in internet child sexual exploitation investigations, as well as cybercrime investigations.

Across Canada, police services have seen a significant increase in incidents of sharing and downloading of child pornography, as well as incidents of self-exploitation. This rising trend can, in part, be attributed to increased use of technology for work/education during the pandemic.

Education is a key factor in reducing these types of incidents. The Cybercrime Unit provides educational presentations, alongside its community partners, teaching internet safety to youth.

The Cybercrime Unit created a child online safety campaign which included four online safety videos that were shared on social media.

Project Maverick

During October 2022, the Internet Child Exploitation (ICE) Team participated in Project Maverick, alongside members of the Provincial Strategy to Protect Children from Sexual Abuse and Exploitation on the Internet.

During the month, 27 policing partners conducted 255 investigations, completed 168 search warrants, and seized 1,032 devices. In total, 428 charges were laid against 107 people. During the investigations, 61 victims were identified and referred to appropriate community-based resources for assistance, while an additional 60 children were safeguarded.

Locally, ICE Team members completed eight investigations resulting in:

- 7 Search warrants completed
- 6 People arrested
- 25 Total charges laid
- 54 Electronic Devices Seized for analysis
- 4 Victims Identified
- 4 Children Safeguarded

CYBERCRIME UNIT

10

Cybercrime Investigations

1,107

Devices Seized and Analyzed

349

Internet Child Exploitation Investigations

110

Internet Child Exploitation Charges

INTERNET CHILD EXPLOITATION FILES REVIEWED

5.4 million

Images Reviewed

177,720

Videos Reviewed



We are **caring.**
We are **compassionate.**
We are **committed.**
We are **people helping people.**



Drugs and Firearms Unit

The Drugs and Firearms Unit (DFU) is committed to a leadership role in crime prevention through drug and firearm enforcement and education initiatives, while maintaining community partnerships to improve safety and quality of life for all. The DFU is responsible for proactively targeting the trafficking of controlled substances and firearms within the Region of Waterloo. The DFU is also responsible for providing guidance, assistance, and direction to frontline members and other investigative units for occurrences involving the seizure of drugs and firearms. The Unit also responds to any clandestine drug manufacturing operations.

Project Knights

In the spring of 2022, the DFU commenced an investigation into a male trafficking a variety of controlled substances. After an ongoing investigation, the male was arrested and charged with numerous offences in October 2022. The male was in possession of two loaded handguns, a prohibited magazine, an expandable baton, bear spray, and \$2,000

in cash. In addition, substantial quantities of suspected fentanyl, methamphetamine, crack cocaine, cocaine, heroin, liquid gamma hydroxybutyrate (GHB), and a variety of opiate and prescription pills were also seized. The estimated value of this drug seizure was \$250,000.

OVERDOSE CALLS IN 2022

1,350

Non-Fatal

81

Fatal

37

Naloxone Administrations

Project Explorer

During the spring of 2022, members of the DFU commenced a drug investigation into a group of individuals trafficking cocaine as a 24-hour “dial-a-dope” business (when a prospective drug buyer contacts a seller by phone to make purchase arrangements). On June 20, 2022, three warrants were completed at two residences and a business. As a result of the searches, a replica firearm, cocaine, and \$12,000 cash were seized. Two adult males aged 18 and 20, an 18-year-old female, and two young offenders were charged with several offences.

Controlled Drug and Substances Seizures

Marihuana Dried Product	77,372
Methamphetamine	24,753
Fentanyl/Carfentanil	8,311
Cocaine	6,992
Heroin	451
Ecstasy/MDMA	60
Oxycodone	2,787 pills



DID YOU KNOW?

238 times

officers have administered Naloxone, since 2018.

Over \$5.24M

worth of controlled substances were seized across the Police Service in 2022.

581

firearms and prohibited/restricted weapons were seized across the Police Service in 2022.



DRUGS AND FIREARMS UNIT

249

Charges Laid

50

People Arrested

55

Search Warrants Completed

30

Firearms Seized, Including 19 Handguns

\$80,000

Worth of Vehicles Seized

\$199,232

in Canadian Currency Seized



ROBBERIES IN THE REGION OF WATERLOO

20

Pharmacy Robberies

164

Person-on-Person Robberies

286

Total Robberies

Property and Financial Crime Unit

The Property and Financial Crime Unit is comprised of three units including the Break, Enter, and Vehicle Theft Team, Robbery Team, and Organized Financial Crime Team.

Break, Enter, and Vehicle Theft Team

The Break, Enter, and Vehicle Theft Team is responsible for property crime investigations related to break and enters and vehicle thefts. The top investigative priorities for the team include residential break and enters, vehicle thefts involving organized crime groups, and major break and enter and vehicle theft trends.

Robbery Team

The Robbery Team is responsible for major robberies that involve significant violence or the use of firearms and other offensive weapons. Their three main priorities include all bank and financial institution robberies, all commercial robberies that involve significant violence or weapons, and any residential “invasion” style robberies where a weapon is used. In 2022, there were 70 robberies investigated, 302 charges laid, 54 people arrested, and 49 warrants completed.

Organized Financial Crime Team

The Organized Financial Crime Team (OFC) identifies and investigates organized crime groups and prolific offenders actively committing financial crimes. The team’s priorities include:

- Large scale identity theft/identity fraud investigations including stolen or fraudulently produced government identification
- Fraudulently obtained vehicle loans
- Counterfeit currency production
- Money laundering
- Any other complex financial crimes involving organized crime



Project Bronco

In June 2022, officers arrested 10 individuals in connection to an ongoing investigation into vehicle and trailer thefts in the Region of Waterloo.

The month and a half long investigation, called Project Bronco, resulted in two residential search warrants being completed in Kitchener and Cambridge.

In total, 10 individuals, between the ages of 29 and 57, were arrested and 80 Criminal Code charges and 12 Controlled Drug and Substances Act charges were laid. Charges included Theft of Motor Vehicle, Possession of Stolen Property Over \$5,000, Possession for the Purpose of Trafficking, Failure to Comply with Release Orders and firearms-related offences including Unauthorized Possession of a Firearm.

The following items were seized as a result of the investigation:

- 22 stolen vehicles (valued at approximately \$200,000)
- Six stolen trailers (valued at approximately \$70,000)
- Approximately 590 grams of suspected cocaine
- Approximately 182 grams of suspected methamphetamine
- Approximately 1 kilogram of suspected purple fentanyl
- Approximately 4.9 grams of suspected heroin
- Approximately 700 pills, including hydromorphone and other controlled substances
- Stolen property valued at over \$150,000
- Approximately \$42,000 in Canadian currency
- A sawed-off shotgun
- Approximately 150 rounds of ammunition

Dealership Thefts

Throughout 2022, numerous thefts at car dealerships, both locally and across the Greater Toronto Area, took place. Members of a suspected organized crime group would attend a dealership to look at a high-end vehicle, distract the employee, and then steal the vehicle. After an ongoing investigation, a search warrant was completed at a location in Milton. During the search, several other stolen motor vehicles were located and seized. As a result of the investigation, two males were arrested and charged with committing six local dealership thefts. Neighbouring police services were notified of the arrests and further charges were laid. A total of 15 criminal charges were laid as a result of this investigation.

BREAK, ENTER, AND VEHICLE THEFT TEAM

1,036

Vehicle Thefts

74

Attempted Vehicle Thefts

641

Charges Laid

73

People Arrested

51

Search Warrants Completed

Series of Violent Robberies

Between October 2021 and May 2022, 15 armed robberies occurred within the Region of Waterloo and Oxford County. These robberies targeted pharmacies, banks, and cell phone retailers and resulted in merchandise and money being stolen. Weapons, including firearms, were brandished during several of these incidents.

As a result of an ongoing investigation into these robberies, on May 26, 2022, police arrested two male youths, a 16-year-old and a 17-year-old, both from Kitchener. A third youth, a 16-year-old Kitchener male, was arrested on June 4, 2022. All were charged with numerous offences.

A loaded handgun, ammunition, and over \$300,000 in stolen phones and vehicles were recovered in this investigation over the period of a year.



Visit our YouTube channel to view a video of some robbery occurrences throughout Waterloo Region.

Gaming House Investigation

On January 30, 2022, the Organized Financial Crime Team, with the assistance of the Emergency Response Team, Traffic Services Unit, and the OPP's Anti-Money Laundering Unit, completed a search warrant at an industrial unit in the area of Ottawa Street South and Nyberg Street in Kitchener.

While conducting the search warrant, officers located 18 people in the unit and found evidence of illegal gaming. 17 of those individuals were actively engaged in gambling and were arrested for Found in Gaming House.

As a result of the search warrant, police seized the following:

- More than \$36,000 in Canadian currency
- Four electronic gaming machines
- Three gambling tables
- Approximately 500 poker chips (representing approximately \$10,000)
- Two computers
- Cell phones
- Surveillance equipment

As a result of the investigation, police charged two males, a 51-year-old from Kitchener and a 54-year-old from Cambridge, with several offences including Keeping a Gaming House, Book-Making, Found in Gaming House, and Possession of Property Obtained by Crime Over \$5,000.

Grandparent Scams

The grandparent scam increased locally and nationwide throughout 2022.

The grandparent scam involves fraudsters attempting to scam older adults by pretending to be their grandchild or someone known to them who is in distress.

The grandparent scam usually includes the suspect(s) posing as a grandchild or relative who calls the older adult from a distant location. They then advise of some trouble they are in that requires money, for example, stating they were involved in a collision or were arrested by police. The caller then asks for money to be sent via courier, wire transfer, or gift cards to assist them.

In 2022, approximately 120 occurrences of the grandparent scam were reported in the Region of Waterloo. The total loss to victims was approximately \$600,000. Eleven suspects were arrested and charged in relation to these incidents.

The Organized Financial Crime Team was also successful in educating local financial institutions and utilizing media outlets to inform the community about the grandparent scam in an attempt to reduce these types of occurrences.

ORGANIZED FINANCIAL CRIME

75

Charges Laid

35

People Arrested

25

Warrants Completed





General Investigations Unit

The General Investigations Unit is comprised of both criminal and non-criminal cases and can include robberies, home invasions, serious assaults, property crimes (other than break and enters and auto thefts), weapons offences, arsons, and sudden deaths. The General Investigations Unit provides support to patrol and other units with investigations that are both complex and major in nature.

Also a part of the General Investigations Unit, the Commercial Fraud Unit is responsible for investigating major complex fraud investigations and focuses on investigating trends that can be linked and tracked to reduce crime. Their primary role is to investigate complex commercial fraud crime exceeding \$25,000 in financial loss.

Cryptocurrency Investment Scams

In 2022, cryptocurrency investment scams continued to affect many residents throughout the Region of Waterloo. Over a 10-month period, fraud investigators received 20 reports from victims of these investment schemes. In some cases, members of the community utilized lines of credit, credit cards, and their life savings to invest in these scams. In total, these individuals sustained losses of more than \$2 million, with individual losses ranging from \$35,000 to \$390,000.

Cryptocurrency scams and fraud scams attempt to steal money and personal and financial information from victims. Fraudsters will offer cryptocurrency buy-ins promising a high rate of return in a short amount of time. Instead, victims lose their investment and sometimes their personal and financial

information. It should also be noted that cryptocurrencies operate independently of a central bank and are currently unregulated in Canada. When victims lose money as a result of these scams, banks will not reimburse clients for any losses as the loss is not the result of a regulated bank's actions.

The Commercial Fraud Unit worked in partnership with the Corporate Communications and Public Information Unit to educate the public about these scams and how they can prevent falling victim.



GENERAL INVESTIGATIONS UNIT

627

Total Investigations

695

Total Charges

COMMERCIAL FRAUD UNIT

147

Total Investigations

49

Total Charges

International Student Extortion Scams

The extortion scam continued to be a dominant trend in the Region of Waterloo in 2022.

The extortion scam involves fraudsters contacting the victim through an automated phone message impersonating Chinese officials. The fraudsters often advise the victim that they have been linked to crimes in China in order to coerce the victim into a series of actions, including, in some cases, pretending to have been a victim of a crime, such as a kidnapping. The victims are threatened that failure to take these actions could result in their arrest or harm to their families.

At the same time, the victim's family in China is contacted by the fraudsters claiming to be Chinese officials and told that the victim is in danger leading to a demand for money to ensure their safety.

The Commercial Fraud Unit worked in partnership with the Corporate Communications and Public Information Unit to educate the public about these scams and how they can prevent falling victim.



DID YOU KNOW?

In 2022, the estimated loss for incidents reported to the Commercial Fraud Unit was \$1,621,145.



Intimate Partner Violence Unit

The Intimate Partner Violence Unit is comprised of three units who work together to provide service to victims and families affected by family violence in the Region of Waterloo.

Intimate Partner Violence Unit

The Intimate Partner Violence Unit (IPVU) conducts investigations into all intimate partner incidents where violence has occurred and reasonable grounds exist to believe an offence has been committed.

Intimate partner violence investigators are responsible for maintaining close community partnerships. These include, but are not limited to, the Crown Attorney's Office, Probation and Parole, Victim Services of Waterloo Region, Victim/Witness Assistance Program, Sexual Assault and Domestic Violence Treatment Centre, Women's Crisis Services of Waterloo Region, KW Multicultural Centre, Legal Aid Ontario, Child and Youth Advocacy Centre, and Family and Children's Services to assist those affected by intimate partner violence.

Victim Services Unit

The Victim Services Unit (VSU) assists victimized persons of crime or traumatic incidents through counselling services, support, and referrals to other social services or agencies. The VSU assists victims over the telephone or attends in person and provides personal contact in critical situations. The VSU may be called to assist in incidents involving intimate partner violence, sudden death, assault, robbery, psychological trauma, or serious injury. VSU also makes telephone contact with all victims when an accused has been released from custody, with or without terms, to ensure victims are provided with all relevant information regarding the accused and to provide safety-planning information.

Early Intervention Program and High-Risk Team

The Early Intervention Program and High-Risk Team has the responsibility to identify individuals who are at high risk of being involved in intimate partner violence (both victim and offender) and provide support and referrals to community partners. The goal is risk reduction, maximizing victim safety, and minimizing the risk of recidivism.

Walk-In Support Service for Victims of Intimate Partner Violence

In December 2022, in partnership with The Family Violence Project, the WRPS announced the addition of a walk-in support service for individuals experiencing intimate partner violence.

The walk-in service, located at Camino (400 Queen Street South, Kitchener), aims to provide barrier-free access for victims of intimate partner violence seeking support and resources, such as police reporting, safety planning, family supports, access to shelter services, and counselling.

From 2016 to 2021, the IPVU handled over 9,500 investigations and laid over 19,000 charges. These numbers demonstrate that intimate partner violence remains a significant issue in Waterloo Region.

INTIMATE PARTNER VIOLENCE UNIT

6,196

Calls Related to Domestic Violence

1,024

Repeat Calls

3,835

Charges Laid

331

Warrants Completed



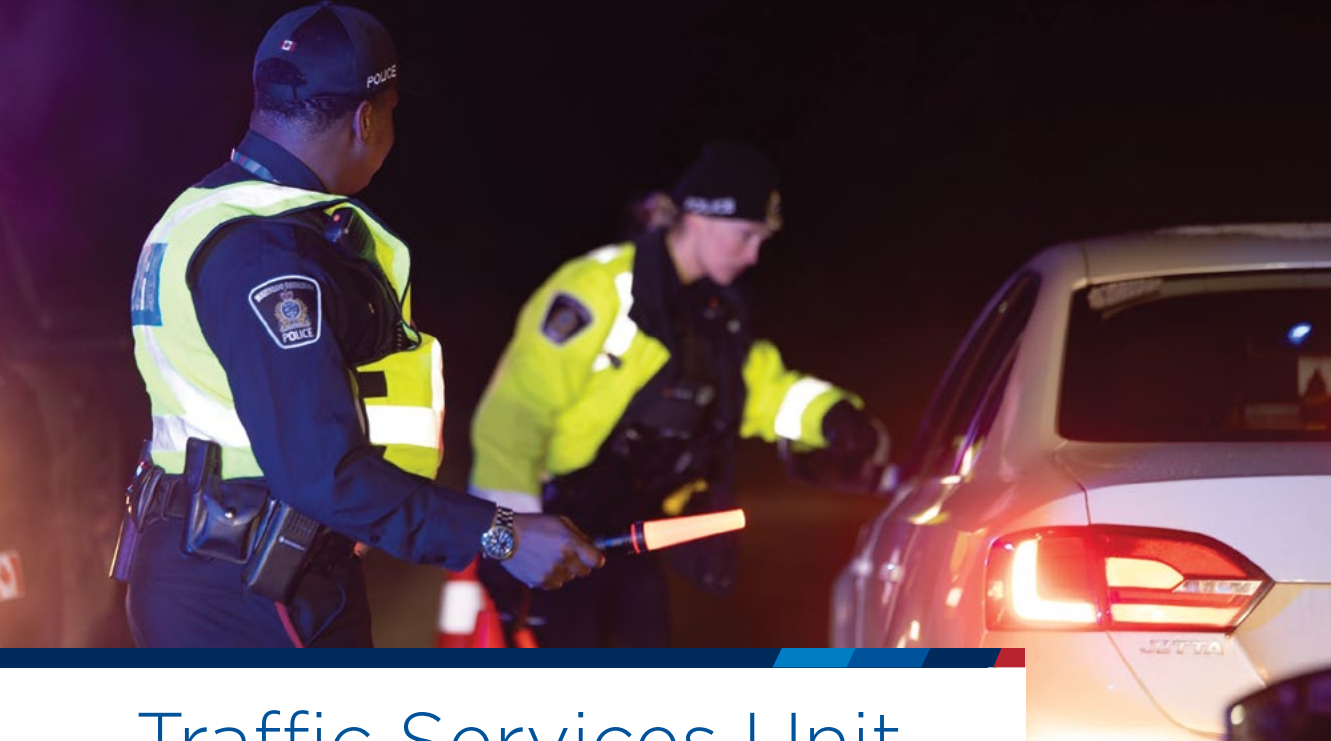
DID YOU KNOW?

The Family Violence Project brings together partners from the WRPS, Women's Crisis Services of Waterloo Region, Sexual Assault Domestic Violence Treatment Centre of Waterloo Region, Family and Children Services, Crown Attorney's Office, Camino Family and Community Services, and Victim/Witness Assistance Program, and provides wrap-around service to victims of intimate partner violence — all from a single location.

TO LEARN MORE...

about the **Family Violence Project**, or how you can get help if you've experienced intimate partner violence, please visit:

www.familyviolenceprojectwr.ca



Traffic Services Unit

The Fatal Four

In 2022, the WRPS's Traffic Services Unit (TSU) focused on initiatives aimed at reducing the impact of Fatal Four offences on the community. Fatal Four offences include impaired driving (alcohol or drugs), distracted driving, seatbelt compliance, and speeding.

In 2022, there were 13 fatal injury collisions with 15 fatalities on Region of Waterloo roadways. Of these collisions, 46 per cent involved one of the Fatal Four offences.

In 2022, speed was a contributing factor in six of the fatal collisions on regional roadways. A driver's ability to react, a vehicle's ability to stop and maneuver, and the severity of

damage and injury in collisions are directly correlated to speed. As such, WRPS places an emphasis on speed reduction. In 2022, a total of 7,723 speed-related charges were laid, including 531 stunt driving charges, of which a majority are for speeding 40 km/h or more over the posted speed limit. This is a substantial increase over the 463 stunt driving charges laid in 2021.

WRPS has a zero-tolerance approach to impaired driving and participates in R.I.D.E. (Reduce Impaired Driving Everywhere) programs, which increase enforcement and assist in raising awareness of impaired driving

in the community. In 2022, 911 impaired charges were laid, compared to 769 in 2021. There were also 764 impaired driving suspensions in 2022, compared to 663 the year before.

Distracted driving continues to be a problem on regional roadways. Using a handheld device removes a driver's focus from the roadway, slowing reaction times, and increasing the opportunity for collisions. In 2022, WRPS laid 438 charges for distracted driving.

Seatbelt compliance remains a concern with 370 charges laid. Two of the 15 road fatalities in 2022 involved persons not wearing a seatbelt.

Commercial Motor Vehicle Enforcement

In June 2022, the TSU, in partnership with members from the York Regional Police, Halton Regional Police Service, Guelph Police Service, Ontario Provincial Police, the Ministry of Finance, and the Ministry of Transportation, held an annual Commercial Motor Vehicle Blitz, which saw the inspection of 177 commercial motor vehicles, resulting in 73 vehicles being taken out of service and 10 plate seizures. In total, there were 122 charges laid.

With the use of Approved Drug Screening Equipment (ADSE) officers issued ADSE suspensions to two drivers who tested positive for having cannabis present. WRPS

is committed to making the region's roads the safest possible for all users through enforcement and in cooperation with policing and provincial enforcement partners.

Festive R.I.D.E.

The Festive R.I.D.E campaign kicked off on November 18, 2022 and ran every weekend until New Year's Eve. This provincial campaign runs annually to focus public attention on impaired drivers during the holiday season and to encourage motorists to drive sober or plan ahead and arrange for a safe ride home. During the 2022 campaign, 57 hours of enforcement were completed and 6,481 vehicles were checked. As a result, seven impaired driving charges were laid, as well as nine charges for having over 80 mgs of alcohol while driving. The efforts also resulted in 12 three-day suspensions being issued for drivers with between 50 mgs and 80 mgs of alcohol. WRPS would like to remind motorists to plan ahead and designate a sober driver or use alternatives.

Black Cat Radar

In 2022, WRPS commenced the use of a Black Cat traffic monitoring device to enhance data gathering in response to road safety concerns. The Black Cat is a device that can be installed almost anywhere and uses radar to collect data to assist in better understanding traffic volume throughout the day as well as speeds in a chosen area of concern. Once a study

is complete, the device and its associated software provide insight into the location's suitability for further enforcement efforts, as well as times of day when these efforts might be best focused. This will assist in efforts to provide services in an intelligent, data-driven manner. In 2022, the Black Cat was deployed at 23 locations.

Approved Drug Screening Equipment (ADSE)

There were 47 suspensions for cannabis, four suspensions for cocaine, and one with a combination of both cocaine and cannabis.

FATAL FOUR

7,723
Speeding

911
Impaired Driving

438
Distracted Driving

370
Failing to Wear a Seatbelt



Major Crime Unit

The Major Crime Unit (MCU) investigates homicides, attempt homicides, suspicious missing person cases, found human remain cases (where foul play is suspected), and all deaths under the age of five. The MCU also assists the Special Investigations Unit with incidents involving police that result in serious injury or death to someone (other than an officer). Investigators within this unit are also responsible for investigating non-familial abductions and fatal fail-to-remain collisions.

Homicides

In 2022, the MCU investigated eight homicides and five attempt murder investigations. As a result of these investigations, 10 arrests were made and 39 charges were laid.

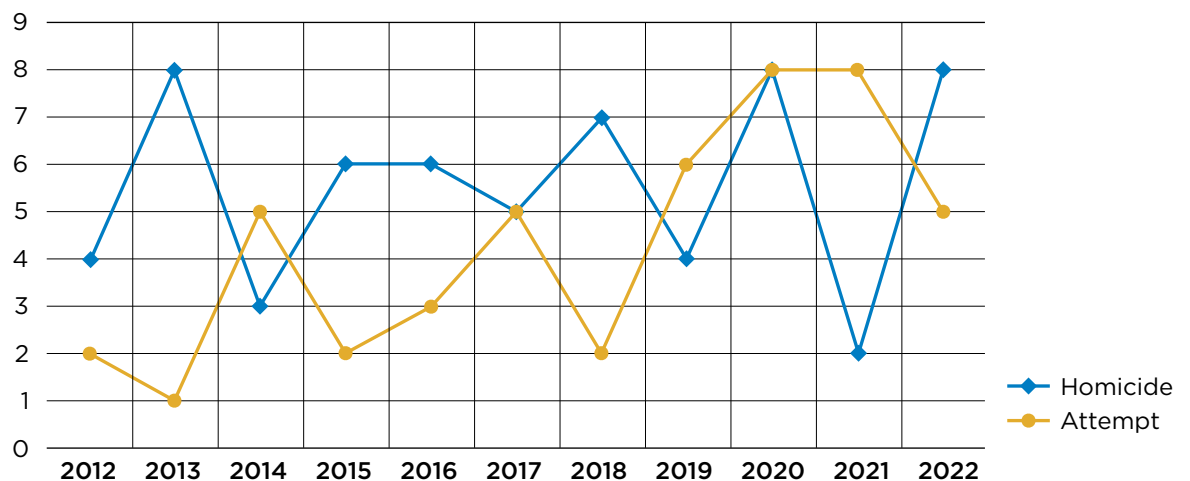
DID YOU KNOW?

In 2022, there were 25 shootings in the Region of Waterloo.

Shootings in 2022

- Cedar Street, Cambridge
- Fitzgerald Drive, Cambridge
- Aspen Avenue, Kitchener
- Belmont Avenue West, Kitchener
- Blockline Road, Kitchener
- Field Sparrow Crescent, Kitchener
- Gildner Street, Kitchener
- Greenfield Avenue, Kitchener
- Hidden Creek Drive, Kitchener
- King Street East, Kitchener
- Kingsway Drive, Kitchener
- McLennan Park, Kitchener
- Mooregate Crescent, Kitchener
- Paulander Drive, Kitchener
- Queen Street South, Kitchener
- Thaler Avenue, Kitchener
- Weber Street East, Kitchener (x2)
- Wellington Street North, Kitchener
- Windflower Crescent, Kitchener
- Homer Watson Boulevard and Doon Village Road, Kitchener
- Larch Street, Waterloo
- University Avenue, Waterloo
- Broadway Street, Township of Wellesley
- Arthur Street North, Woolwich Township

HOMICIDE / ATTEMPT MURDER INVESTIGATIONS







Special Victims Unit

The Special Victims Unit is comprised of four distinct teams, which include the Special Victims/Sexual Assault Team, Youth Protection Unit, Human Trafficking Team, and Senior Support Team. The investigators within each unit work collaboratively with community partners to provide wraparound assistance to victims of crime. Additionally, they actively participate in training and education opportunities.

Special Victims Unit

The Special Victims Unit reviews and investigates sexual assaults, child abuse allegations, stranger offender criminal harassment, and non-familial abductions.

Youth Protection Unit

The Youth Protection Unit is an integral part of the Child and Youth Advocacy Centre of Waterloo Region, which operates out of Camino. This is a partnership between the WRPS, Family and Children's Services of the Waterloo Region, and the Child Witness Centre, that aims to create a safe and confidential environment for children and youth.

Joint Waterloo-Guelph Human Trafficking Team

The joint Waterloo-Guelph Human Trafficking Team offers wraparound services to victims and survivors of human trafficking throughout the Region of Waterloo, Guelph, and Wellington County. The initiative brings

together partners from WRPS, the Guelph Police Service, Victim Services of Waterloo and Wellington/Guelph, and the Waterloo Region Sexual Assault and Domestic Violence Treatment Centre to offer a holistic approach to human trafficking incidents.

Senior Support Team

The Senior Support Team (SST) conducts criminal investigations involving elder abuse and vulnerable adults. The SST also investigates mandatory reports involving long-term care homes and provides support to frontline officers.

SPECIAL VICTIMS UNIT

447

Sexual Assault Investigations

636

Youth Protection Investigations

149

Human Trafficking Investigations

229

Senior Support Team Investigations

347

Total Charges Laid



Criminal Intelligence Unit

The Criminal Intelligence Unit is responsible for collecting, analyzing, and disseminating accurate and timely intelligence that directly supports the operational and investigative objectives of the WRPS. This includes the development of threat assessments to identify potential suspects and crime trends within the Region of Waterloo.

Gangs and Hate Crime Team

The Gangs and Hate Crime Team focuses on street gangs within the Region of Waterloo. It also offers guidance and support to frontline patrol officers, as well as detectives, who come across hate crime-related incidents. Members continue to work with the WRPS Equity, Inclusion, and Diversity Unit and develop new procedures and protocols for the reporting and investigation of hate-related crimes and incidents.

In 2022, WRPS also joined police services across Ontario in a provincial gang strategy to combat the growing problem of out of region street gangs expanding into smaller communities.

Hate Crime and Extremism Investigative Team

The WRPS leads and administers the provincially funded Hate Crime and Extremism Investigative Team (HCEIT), comprised of 18 Ontario police services. The HCEIT was created to provide specialized investigative support on matters involving hate propaganda, the promotion of genocide, hate-motivated crimes, and criminal extremism. Since 2003, HCEIT has received annual funding from the provincial Ministry of the Solicitor General, previously known as the Ministry of Community Safety and Correctional Services. In 2021, a renewal proposal was approved to continue funding the team through 2025.

Human Source Management

The Human Source Management Team is responsible for WRPS's participation in the Crime Stoppers program and the WRPS Drug Tip Line.

Controlled Drug and Substances Seizures

Crime Stoppers	2022	Since Program Inception (1987)
Number of Tip Reports	1,289	36,436
Arrests made	46	2,761
Charges Laid	119	8,415
Weapons Seized	4	695
Property Seized	\$348,753	\$12,506,991
Drugs Seized	\$208,935	\$41,746,073



Canine Team

The WRPS has utilized police canines since 1986 and currently has three canine teams. Each team is made up of one handler and one canine, who form a special bond working side-by-side, day and night. The canines are trained to support officers in tracking and apprehending suspects, locating missing persons, recovering stolen or missing property or evidence, and detecting hidden contraband, such as drugs, firearms, ammunition, and currency. Once the dogs are trained, they are assigned to general patrol and respond to a variety of calls, such as lost or wanted persons, searches for stolen property or evidence, and break and enters.

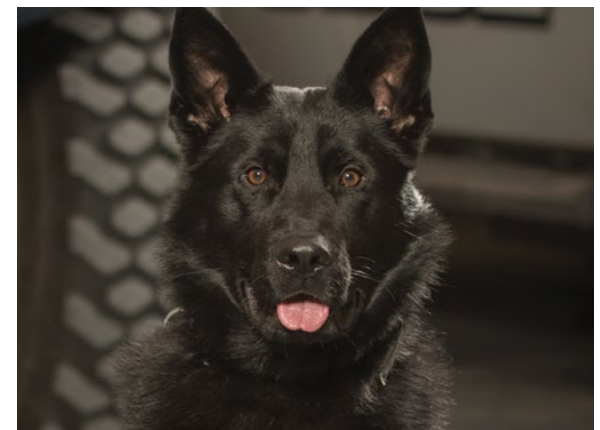
Since its inception, the Canine Team has been responsible for hundreds of arrests and the laying of hundreds of criminal charges. They have also located thousands of dollars of property and pieces of crucial evidence, including drugs and firearms.

Police Service Dog Retirements

In 2022, WRPS said goodbye to police service dogs, Chase and Grim, who retired and hung up their work leashes for the last time.



Chase (above) served with WRPS for seven years and Grim (below) served for six years.



Thank you for your commitment to keeping Waterloo Region safe.



CANINE TEAM

279

Tracks

21

Arrests

35

Warrants

12

Illicit Drugs/Property Located

Welcome Police Service Dog, Nicho

In April 2022, WRPS was proud to welcome a new police service dog to the Canine Team.

After collecting more than 500 name suggestions from the Region of Waterloo community, the Canine Team officially welcomed Nicho to the team.

The selection of the name honours WRPS officer Dave Nicholson, who died on

August 12, 1998, while responding to a call at the Parkhill Dam in Cambridge.

Nicho is a German Shepherd and Belgian Malinois cross dog, born in Slovakia.

Before reporting for duty, Nicho and his handler completed a 16-week training program. During the program, Nicho was taught obedience and agility while learning

how to conduct proper tracking, property/evidence searches, building searches, handler protection, and criminal apprehension.

Nicho joins police service dogs, Ranger and Tracker, in the Canine Team.

Welcome to the team, Nicho!

Equity, Diversity, and Inclusion Unit



Photo: Painting by Pristina Dennis, Age 12

COMMITMENT TO RECONCILIATION

Honouring Traditional Territory

Waterloo Regional Police Headquarters and Central, North and South Divisions are located on the treaty and traditional territories of Indigenous Peoples. To acknowledge the traditional territories is to recognize a history that predates colonialism. It also recognizes the significance of Indigenous Peoples who lived and continue to live on this land. The Police Service remains committed to fostering positive and mutually beneficial relationships with Indigenous Peoples and communities, recognizing that the privileges and benefits enjoyed are rooted in long standing treaties and historical relationships between Indigenous and non-Indigenous Peoples. We are all treaty people and the Police Service accepts responsibility to honour all our relations.

Truth and Reconciliation Commission 94 Calls to Action





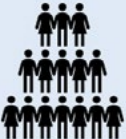

The Truth and Reconciliation Committee (TRC) released a summary report (2015) of its findings and 94 Calls to Action (CTA) to advance the process of Canadian reconciliation. In 2022, the Equity, Diversity and Inclusion (EDI) Unit continued working on the TRC CTAs in order to improve police-community relations and accountability. Reconciliation is an ongoing journey and the Police Service highlights and reflects, in brief, on three 2022 service commitments.

- **CTA 17** In 2022, in line with federal mandates, for a five-year period, the fee for local WRPS record checks were waived to facilitate Indigenous people reclaiming traditional names on identification.
- **CTA 40** Victim Services and local indigenous groups established partnerships for referrals of Indigenous-specific victim programs and services.
- **CTA 57** WRPS offered education on the history of Aboriginal peoples, including the history and legacy of residential schools, the Rights of Indigenous Peoples, Treaties, and Aboriginal rights.

First Civilian EDI Manager

In 2022, Geraldine Stafford was hired to lead the EDI Unit. By civilianizing the role, the unit would have continuity and specific subject matter expertise in matters related to EDI and would not be affected by officer tenure. The EDI Strategic Plan concluded in December 2022 and the unit is responsible for the new EDI strategic Plan for 2023-2026 that is forecasted to focus on strengthening the relationship between WRPS and community.

Race Based Data Collection (RBDC)

	<p>1. JANUARY – Academic Partnership</p> <p>Critical component of the race-based data collection strategy intended to produce concrete actions and accountability mechanisms to address systemic racism and discrimination.</p>
	<p>2. MARCH – EDI Data Analyst Hired</p> <p>The role is to conduct research and collect data from various sources of information to support policy and program development in support of the Police Service’s race-based data collection strategy.</p>
	<p>3. AUGUST – Governance Documents Created</p> <p>Board policy, member directive, member engagement plan, community engagement plan, and yearly work plans created.</p>
	<p>4. SEPTEMBER – Member Engagement</p> <ul style="list-style-type: none"> • Via internal website, platoon briefings, and ride-alongs. • Member feedback and research ideas actioned as part of RBDC strategy.
	<p>5. OCTOBER – Community Engagement via attending relevant events and adding more context into the board reports</p>
	<p>6. NOVEMBER – Intelligence Information Overlay</p> <ul style="list-style-type: none"> • Finalized approach to collection of intelligence information (intel notes, regulated interactions) aligned within a human rights framework. • Developed 2023 In-service Training to support members to use these tools.

EDI Uniform Member Training and Development



“Expanding personal knowledge and understanding of diverse cultures creates common ground and leads to a more empathetic approach when interacting with all members of the public.”
 ~ Constable Suni Karir



“EDI is not simply the responsibility of designated units but rather the entire membership. We have entrenched this belief in everything we do from start to finish in our members’ career paths. This is done in order to support individuals, the service, and the community we serve.”
 ~ Sergeant Sean Thompson



“Consistent content and messaging, coupled with appropriate re-enforcement, is what yields cultural change.”
 ~ Inspector Jason Boutcher



Administrative Support Branch

The Administrative Support Branch includes the Court Services Unit, Evidence Management Unit, and Records/Access to Information Unit.

Under the Police Services Act, police services are responsible for the delivery of court security for premises within their jurisdiction where court proceedings are conducted and for the health, care, and safety of persons in police custody. In addition, police services are responsible for supporting the administration of justice, ensuring cases are prepared and managed throughout the court process in a manner that inspires trust and confidence in the justice system and is fully compliant with legislative and regulatory responsibilities, including those set out in the Canadian Charter of Rights and Freedoms. The members of the Court Services Unit diligently perform these duties in support of court operations, continuing to provide security and administrative services uninterrupted throughout the year.

ADMINISTRATIVE BRANCH

401

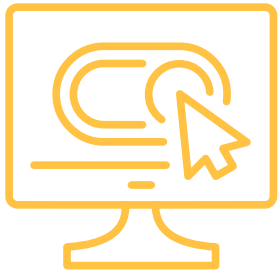
Kilograms of Controlled Drugs and Substances and Related Paraphernalia Disposed

581

Firearms and Prohibited/Restricted Weapons Disposed

42,849

Record Checks Completed



Records and Access to Information

The Records/Access to Information (Records/ATI) Unit is responsible for the Police Service's primary information management systems, NICHE and CPIC, which operate 24/7, 365 days a year. The unit supports the reporting of data to Statistics Canada for the Uniform Crime Report (UCR) and is responsible for Crown Brief preparation, data quality and compliance, member training, police record checks, access to information and privacy, and records retention. Unit members ensure that the Police Service remains compliant with many legislative and regulatory responsibilities, including those under the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA), the Criminal Records Act, the Statistics Act, the Youth Criminal Justice Act (YCJA), and the Police Record Checks Reform Act (PRCRA). The Police Service also took responsibilities for case prep in 2022.



Digital Evidence Management System

The Police Service, along with the criminal justice system, is undergoing a digital transformation with goals to implement new technology, automate processes, and work more efficiently across justice sector partners. This includes connecting new and existing systems to share information and evidence. Since 2021, a team within the Administrative Support Branch has been responsible for the day-to-day management of the digital evidence management system (DEMS) and ensuring digital files are transmitted to the Crown for disclosure purposes.

In 2022, the Digital Disclosure Team (DDT) disclosed 22,346 digital files.



What is the Digital Evidence Management System (DEMS)?

DEMS is a cloud-based digital evidence management system. The system allows members to securely store, organize, and review any evidence in a digital format, including body-worn video and in-car video footage. The Police Service also launched a new digital evidence submission portal within the DEMS. The new portal makes it easier than ever to collect and manage evidence directly from community residents. Residents are able to submit digital evidence in relation to a specific incident that occurred within the community, such as a break and enter, a homicide, or a missing person investigation. Individuals are able to upload photo or video evidence using a link to the DEMS cloud, which will be found posted through the Police Service's social media accounts.



Body-Worn and In-Car Video

The WRPS completed an 18-month long pilot project to study the feasibility of deploying both Body-Worn Video (BWV) and In-Car Video (ICV) programs. In total, 118 BWV and 40 ICV cameras were used in the pilots.

Community input was gathered through surveys, webinars, and direct meetings with cultural groups which resulted in overwhelming support for both technologies. WRPS members also supported a long-term initiative.

In December 2022, the WRPS's Board approved a full-time permanent BWV and ICV integrated program that will be operated in conjunction with Automatic License Plate Recognition technology.

Deployment of ICV to over 100 frontline patrol vehicles will be completed in 2023. BWV will be slowly deployed across the Police Service over a three-year period beginning in 2023 with North Division and proceeding to the remaining divisions until completed in 2025.

28,821

Body-Worn Evidence Pieces

9,384

In-Car Evidence Pieces

118

Body-Worn Video Cameras Deployed

40

In-Car Video Cameras Deployed



We value inclusion and the diversity
of our members and our community.

Training and Use of Force

In 2022, the WRPS responded to 324,033 occurrences and conducted 14,746 arrests.

During these occurrences, 374 interactions (approximately 0.1 per cent) met the threshold requiring a Use of Force Report. Of those, six per cent were initiated by WRPS officers with the remainder resulting from requests for assistance by our community (80 per cent), assisting other agencies (three per cent) or executing warrants (11 per cent). While these numbers are small, all encounters of this sort are of critical importance due not only to the impact on the safety of those involved, but also to the trust that communities have in police based on how these are handled and their outcomes. This is why de-escalation of these situations has, and will continue to be, the cornerstone of the training provided to police officers.

Data based on the perceived race of persons involved in incidents that met the threshold of a Use of Force Report began to be gathered and reported on by the WRPS and other Ontario police services at the request of the province in 2020. This has, understandably, resulted in greater public attention to Use of Force data. In an effort to provide the community greater transparency and

understanding of such encounters, all reports to the Police Services Board include a short synopsis of each incident and is publicly available on the WRPS website. The 2022 Use of Force report contains comprehensive analysis of this race-based data and fulfills our commitment to incorporating this information into the WRPS Race-Based Data Collection Strategy.

Race-Based Data Collection Strategy

Since 2020, WRPS has been collecting perceived race in four selected interactions:

- 1. Intelligence Notes**
- 2. Regulated Interactions**
- 3. Search of Persons in Custody**
- 4. Use of Force**

In 2022, WRPS partnered with expert academics Dr. Lorne Foster and Dr. Les Jacobs to develop a Race-Based Data Collection Strategy. The purpose of this strategy is to provide a framework for research, analysis, and engagement plans designed to identify disparities caused by systemic racism and minimize them as much as possible. Collecting and analyzing race-based (and other social identity) data is one tool that can be used to guide conversations with community members to address concerns related to systemic racism, with the goal of creating transparency and building trust.



324,033
Occurrences

14,746
Arrests

374
Use of Force Incidents



Community Engagement and Direct Action Response Team

The Community Engagement and Well-Being Branch (CEWB) is dedicated to working as a team across the Region of Waterloo to focus and dedicate resources where it makes the greatest impact on community safety and well-being. The CEWB consists of two units, the Community Engagement Unit and the Direct Action Response Team. The overarching objective of the CEWB is to support and engage with community partners, frontline Neighbourhood Policing and investigative units, and to build community trust and maintain community safety and well-being.

In 2022, the WRPS received \$12.3 million in funding from the province of Ontario through the Community Safety and Policing Grant. The majority of this funding will be used towards the CEWB and to aid in the development of the Crisis Call Diversion Program.

Community Engagement Unit

The Community Engagement Unit (CEU) aims to educate and collaborate with the community. WRPS members work collaboratively with community partners to mitigate chronic issues of community safety

and well-being through diversion, referrals, supports and enforcement, all with the goal of building relationships of trust between the police and the community they serve. The CEU concentrates their efforts on supporting Neighbourhood Policing frontline patrols, assisting the unhoused, supporting mental health initiatives, and participating in youth engagement opportunities. The CEU focuses on complex social issues where they work collaboratively with partner agencies to help provide sustained and long-lasting solutions.

Direct Action Response Team

The Direct Action Response Team (DART) focuses on proactive, high visibility patrol in communities experiencing safety concerns. DART members prioritize issues impacting community safety from an enforcement perspective, such as street level drugs, persons with outstanding arrest warrants, compliance checks for individuals out on bail conditions, and compliance of the Liquor Licence Control Act. DART members also conduct road safety enforcement and assist in maintaining public safety at major events, festivals, and protests. They utilize resources such as crime analysis, WRPS investigative units, as well as the CEU to identify and target locations where community safety is at an elevated risk.

In 2022, DART members laid 1,758 charges, including 577 Criminal Code charges, 729 Highway Traffic Act charges and 173 Controlled Drug and Substances charges. Additionally, they supported Neighbourhood Policing by attending over 170 priority calls and were involved in executing over 70 search warrants.



Chief Larkin Announces Retirement

In June 2022, Police Chief Bryan Larkin retired from the WRPS after 31-years of dedicated service.

Chief Larkin began his policing career with WRPS in 1991, working as a front-line Constable assigned to Division 1 in Kitchener and rising to the rank of Superintendent of Central Division. Among his several high-ranking positions, he also served as Executive Officer to the Chief of Police. Prior to becoming Chief of WRPS on August 31, 2014, he served as Deputy Chief and Chief for the Guelph Police Service.

During his tenure as Chief of Police, Chief Larkin volunteered his time with many national and provincial policing organizations, as well as several local community groups.

Chief Larkin was a strong believer of community volunteerism and was proud to support many causes, including the United Way Waterloo Region Communities and Special Olympics Canada. In 2013, he was recognized for his longstanding commitment to community volunteerism and for his leadership within the Ontario Association of Chiefs of Police and was awarded the Queen's Diamond Jubilee Medal. In September 2016, he was invested as a Member of the Order of Merit of the Police Forces by his Excellency the Right Honourable David Johnston and, in July 2020, was advanced to Officer within the Order.

On behalf of all members of the Police Service, we thank Chief Larkin for his years of dedication and commitment to public safety in the Region of Waterloo.



Member Awards

United Way Waterloo Region Communities Ken Seiling Community Leader Award, Chief Bryan Larkin



Congratulations to Chief Bryan Larkin for being the recipient of the United Way Waterloo Region Communities Ken Seiling Community Leader Award.

The Community Leader Award recognizes an exemplary public leader who, through extraordinary contributions and outstanding commitment, has driven the spirit of community through personal involvement in the community and with United Way Waterloo Region.

Thank you to Chief Larkin and to all United Way staff and volunteers who give so much of their time to help others in the community.

Women of Distinction Awards

The YWCA Cambridge's 2022 Women of Distinction Awards was a celebration of the incredible women, girls, and gender diverse individuals who have worked tirelessly throughout the pandemic to go above and beyond to support their community, improve lives, and inspire others.

Congratulations to Deputy Chief Shirley Hilton and Superintendent Jen Davis for overcoming obstacles and inspiring others with tenacity and dedication to public safety throughout the pandemic.

DEPUTY CHIEF SHIRLEY HILTON



invaluable when it came to getting the COVID-19 vaccine into the arms of people in the community.

WRPS Deputy Chief Shirley Hilton used her expertise in emergency response to help lead the Region of Waterloo's vaccination efforts. Her managerial and planning skills proved

Q: What does this award mean to you?

"I'm humbled and extremely proud to be nominated in a category with such esteemed women leaders who have worked so compassionately to improve the lives of everyone in the Region of Waterloo during the pandemic response."

Q: What work are you most proud of during the pandemic?

"What brought me the greatest amount of pride during the pandemic, and especially during the vaccine response, was the support of this community and the undeniable dedication of those involved behind the scenes and on the front lines. The vaccine implementation plan was a large logistical operation requiring detailed, yet flexible planning with limited and inconsistent vaccine supply. With the many challenges and obstacles, the only way we were going to achieve success was to collaborate and work across many sectors, to ensure a safe, efficient and equitable plan was in place."

Q: When the pandemic hit, what made you want to be so involved in helping others?

"Initially when I was asked to lead the Waterloo Region Vaccine Task Force, I was

perplexed in what I could offer as I didn't work in health care and I certainly didn't know anything about vaccines. However, I quickly realized that following the incident management system, which is a standardized approach to emergency management responsible for operations, planning and logistics, I had transferable skills to help build and lead a team of experienced, dedicated, collaborative and tenacious individuals."

SUPERINTENDENT JEN DAVIS



Throughout the pandemic, Superintendent Jen Davis utilized the skills she has acquired as a superintendent with the WRPS to help spearhead the Region of Waterloo's

vaccination efforts.

Q: What does this award mean to you?

"It is an honour to be recognized along with this group of amazing women. I am deeply thankful to Mayor Foxton for the nomination. This award represents the selflessness, determination, and commitment of those named here, as well as so many others who supported from behind the scenes to make the COVID-19 vaccine rollout in Waterloo Region so successful."

Q: What work are you most proud of during the pandemic?

"I am most proud of the work of the entire team in their ability to come together to find solutions that worked to meet the needs of the community. As new information was continually being released; with vaccine supply sometimes unstable; with the challenge to get "vaccine in arms" as quickly, equitably, and effectively as possible, it was this team who remained flexible, agile, and in a state of constant readiness to respond to whatever challenges were presented. One proud moment was the day we received word from the province to start engaging primary care and pharmacies as an additional means for rolling out vaccines, as we had engaged these partners right from the start."

Q: When the pandemic hit, what made you want to be so involved in helping others?

"When it came to being part of the Waterloo Region Vaccine Rollout Task Force the focus shifted to how as a member of a police organization could we leverage some of the expertise we had, specifically around setting up a command structure that could manage such a large event. There was a sense of accountability and teamwork that grew from this experience that was inspiring and that made everyone involved want to give everything they had to ensure a successful outcome."

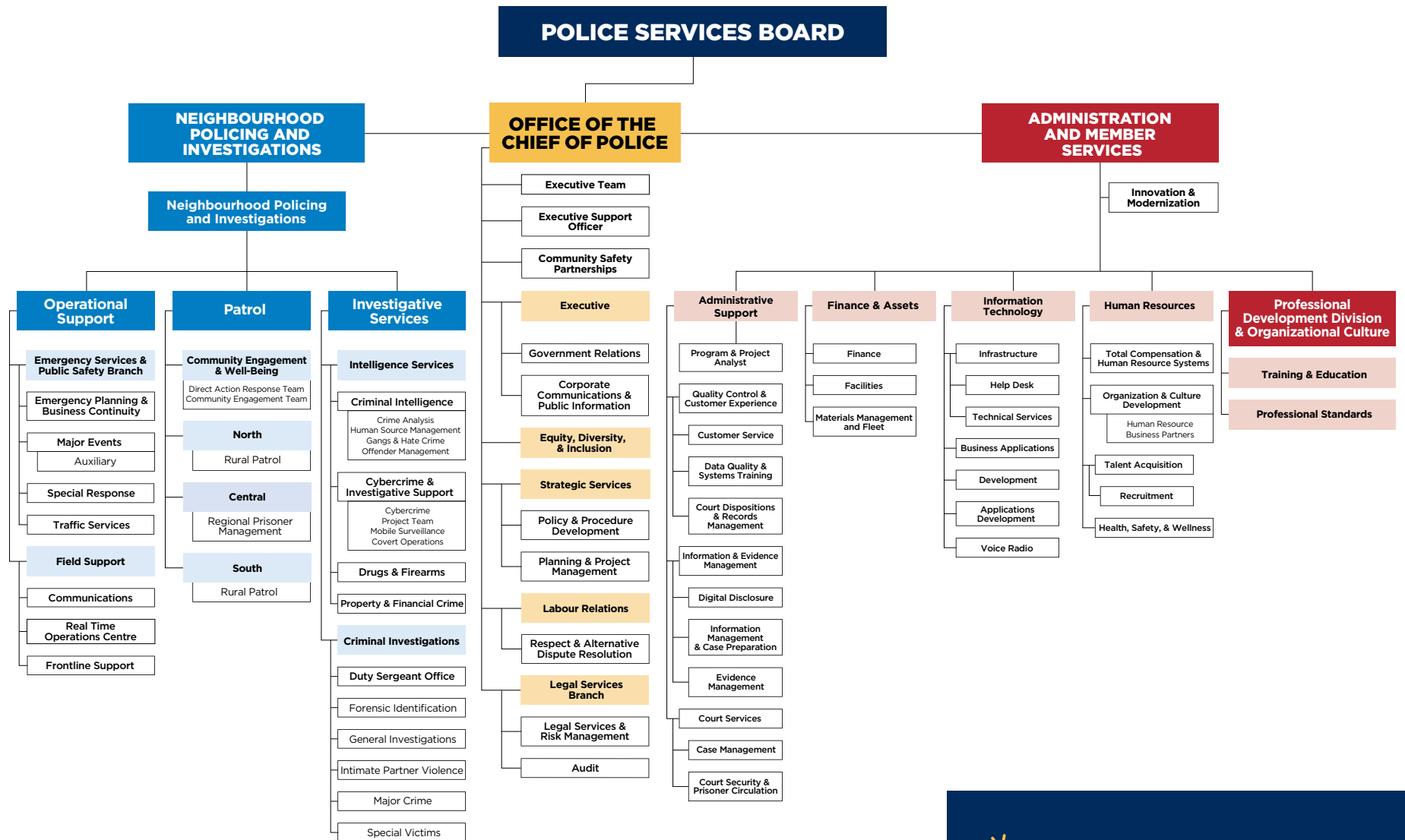
Heroes Beyond the Badge



Most people run away from danger, but not **Constable Nolan Di Diomete** — In May 2022, he was named the Ontario Association of Chiefs of Police (OACP) Heroes Beyond the

Badge winner. When he saw a fast-travelling plume of smoke moving across the highway, he raced toward the cries for help and was able to save the lives of residents living in an encampment of wooden cabins. We are so grateful and honoured to have such a courageous hero representing the WRPS.

WRPS Organizational Chart



[Click here to view the organizational chart on our website.](#)



We Appreciate Your Appreciation

“I can’t say it enough, thank you. My family appreciates the work you are doing.”

“The responding officer displayed a significant amount of professionalism, empathy, and tact. I want to commend him for his decorum. He was extremely patient. Please give the officer my best regards and express my deepest gratitude and appreciation for his conduct and professionalism during this call.”

“The officers have been nothing but excellent in understanding and being patient with me while I tried to interact with them.”

“On behalf of AFRO, I want to sincerely thank you so much for taking part in the AFRO Walk-With-Me Intergenerational event. I hope you had a positive experience being a part of our event. Your presence and participation ensured a successful event. We are looking forward to more collaborations in the future.”

“Officer Brenner conducted himself in a very professional manner, but most importantly, he was attentive and empathetic. It was very reassuring. All the best and thank you for your service!”

“Officer A. Kamberi was so friendly and kind with my little guy. He kept saying he wanted to be just like him and help people smile like he made him smile.”

“I wanted to send a thank you to WRPS for responding to the request of the Grand River Hospital Emergency Department (ED). We were managing multiple trauma victims that evening and at the request of our staff reached out to you who were fantastic in assisting us and ensuring the ED remained a safe place.”

We foster strong relationships and collaborations.

SECTION 2

Your Community



- 48** Volunteers
- 50** Events
- 52** Let's Get Social
- 56** Strategic Business Plan Achievements
- 57** Alternative Responses to Mental Health Calls
- 58** Community Connections
- 60** Hybrid Vehicles



Volunteers

We are very proud of the many volunteers who are exceedingly generous with their time and support of the WRPS and the community and who truly exemplify our motto, “people helping people.” After pauses or significant reductions in operations due to the COVID-19 pandemic over the last several years, our volunteers were eager and excited to fully re-engage in their many activities in 2022.

Auxiliary Police

The Auxiliary Unit of the WRPS is composed of community volunteers who reflect the incredible diversity of the community we serve. Auxiliary members volunteer their time performing a wide variety of duties such as assisting police officers at community events, RIDE programs, crime prevention initiatives, training support, and traffic control. Auxiliary members also sometimes ride-along with patrol and traffic officers during duty shifts.

In the fall of 2022, a new recruiting process launched for the Auxiliary Unit and we look forward to welcoming many new members to the Auxiliary Unit in 2023. Also, in 2022 Auxiliary members enhanced their scope of duties to include training in, and assistance with, searches for missing persons and Public Safety Team logistics.

2022 marked a return of the Auxiliary Unit to a full schedule of event support duties. Our 74 Auxiliary members volunteered 8,155 hours of their time, attended 119 events, as well as conducted unit training, and assisted with Police Service training initiatives.

One of the largest initiatives they take part in is the annual Stuff-a-Cruiser event. Their efforts brought in 4,021 toys and \$4,688 in monetary donations in 2022. Donations went to the Waterloo Knights of Columbus for their annual Toys for Needy Kids initiative. Over the past 12 years, Stuff-A-Cruiser volunteers have helped to collect 77,751 toys and \$99,457.



Police Chorus

The Waterloo Regional Police Chorus is a talented group of singers that has been providing high quality musical entertainment to audiences throughout Waterloo Region, Canada, and internationally since 1973. The Chorus was very pleased to return to a full schedule of rehearsals and performances commencing in June 2022. Among its many activities in 2022, the Chorus recorded and released a holiday album. The Chorus will be proud to mark its 50th anniversary in 2023.

This dedicated group of community volunteers performs at events of all kinds and are true ambassadors of the WRPS. Since its inception, the Chorus has contributed over 1,000,000 hours of volunteer service and raised over \$1,600,000 for the community and those in need.



Ceremonial Band

The WRPS Ceremonial Band is the only wind ensemble (brass and reed) band in Canada associated with a police service. The Band also features a drum line and colour guard.

Since its formation in 1977, the Ceremonial Band has a long tradition of engaging local, regional, national and sometimes international audiences through world-class musical performances. The Band performs at various events including community concerts, fundraising endeavours, holiday parades, and provides musical support at police events and ceremonies honouring Canada's veterans.

The Ceremonial Band was equally excited to re-engage its rehearsal and performance schedule in June 2022 performing at several parades and ceremonies throughout the remainder of the year.



Badge Ceremony

WRPS held three badge ceremonies and welcomed 51 new recruits to the Police Service in 2022. Prior to joining the police service, the new members studied in a variety of fields and bring a large range of interests and experience in leadership and volunteer roles in community agencies and activities.

Police Week Open House



The WRPS was pleased to once again open its doors for a return to an in-person open house. The event included a variety of activities, including demonstrations and displays from various police units, musical entertainment by Erick Traplin, a rock-climbing wall, information booths from community partners, and tours through the Children's Safety Village. A great time was had by all!

Events

Special Olympics

With the gradual return to normal following the COVID-19 pandemic, the WRPS was proud to continue to support Special Olympics Ontario and raised over \$10,500 through a virtual Polar Plunge event, the Law Enforcement Torch Run, the Cops & Cowboys event at Lone Star Texas Grill Restaurant, and a Kitchener Rangers hockey game dedicated to Special Olympics.



Awards Night



In November 2022, the WRPS was honoured to recognize citizens and WRPS officers and civilian members who went above and beyond in contributing to community safety.



Citizen Citations

Jack McCarthy
Michelle Healey
Anjie Ajamzadeh
Saima Rauf
Michael Difazio
Ashley McCrea

Diversity Award

Sergeant John Arscott

Citations of Commendation

Staff Sergeant Eric Boynton
Sergeant John Arscott
Constable Nolan Di Diomete
Constable Chris Gravill
Constable Jeremy Beresh
Constable Blair McKay
Constable Blaze Mowatt
Constable James Evans
Constable Robert Prentice

Constable Brittany Rieck
Constable Lars Mortensen
Constable Katja Fischer
Constable Cedric Collado
Constable Zachary
VanBreda
Constable Jody Isaacksz
Constable Ben Mikols
Constable Upasna Sharma

Team Policing Awards

Superintendent Tom Berczi
Superintendent Sharon
Havill
Inspector Jamie Sheridan
Inspector Eddie Lewis
Inspector Gzime Dietrich
Inspector Donna Mancuso
Staff Sergeant Jason
Mulholland
Staff Sergeant John Gilbert
Staff Sergeant Dave Hopkins
Sergeant Rod Lewis
Constable Surej Bains

Constable Stephen Field
Constable Suni Karir
Constable John Worswick
Constable Bruce Cole
Constable Chris Coombs
Constable Jon Patten
Constable Ashley Dietrich
Constable Andre Johnson
Constable Tanya
Natyshak-Cole
Constable Harsh Sharma
Constable Theodore
Lariviere

Constable John Worswick
Constable Pete Koonsakda
Constable Eric Poulin
Constable Damon Debrusk
Constable Stephen Field
Constable Suni Karir
Constable Tyler Van Allen
Chris Gibson
Nic Jonkman
Denise Lo
Nancy Maher
Adam MacDonald
Jessica Kuntz

Congratulations to all the 2022 award winners!



Backpack Challenge

As kids prepared to head back to class, Police Service members and community members once again came together to make sure every child headed back to class with a smile. WRPS launched their fifth annual Backpack Challenge, which saw a record breaking 3,300 backpacks, along with school supplies, and gift cards delivered to local community centres and organizations throughout the Region of Waterloo. Visit our YouTube channel to view our [Backpack Challenge](#).



Walk the Chalk

As part of our back-to-school safety campaign, we once again asked parents, caregivers, and children to take time on the days leading up to the first day of school to go outside and write safety messages along school routes with chalk. The goal was for students to read these messages as they walk to school and help encourage safe walking and biking. This is always a fun event for families and friends to do together while getting outside and walking throughout their neighbourhoods.



Officeroween

During the month of October 2022, WRPS launched its annual Officeroween social media campaign. The campaign encouraged children to get in the spirit of the season by dressing up as a police officer for a chance to win a prize. Three lucky winners were randomly drawn at the end of the month and had their photos shared on our social media accounts.



Police Chief for a Day

In May 2022, WRPS launched its annual Chief for a Day contest. Students in grades five to seven were encouraged to write a short essay describing what they would do to make a difference in the community if they were Chief for a day. Many submissions were received and one “Chief” and two “Deputy Chiefs” were invited to tour police headquarters, check out the inside of a police cruiser, visit our various units, interact with police officers throughout the day, and take part in a media conference. A great day was had by all.

Crime Prevention Campaigns

Throughout the year, the WRPS engaged in a number of educational social media campaigns aimed at creating awareness of crime trends in the Region of Waterloo, sharing prevention tips, and providing resources of where victims of crime can go for help. Some of the campaign topics included:

- Bike safety
- Road safety
- Fraud
- Domestic violence
- Sexual assault
- Summer safety
- Back to school safety
- Internet child exploitation

WRPS Express Newsletter

Each month, the WRPS sends out an electronic newsletter to ensure residents are kept up-to-date on the latest WRPS news. The newsletter, entitled WRPS Express, is sent directly to subscribers each month and includes stories, videos, and information involving the Police Service and its members. If you would like to sign-up for the WRPS Express, please visit:

www.wrps.on.ca/en/news/wrps-express.aspx



SCAN THE QR CODE
TO GET OUR NEWSLETTERS



LET'S GET SOCIAL

111,000

Twitter Followers

29,600

Instagram Followers

7,400

LinkedIn Followers

46,000

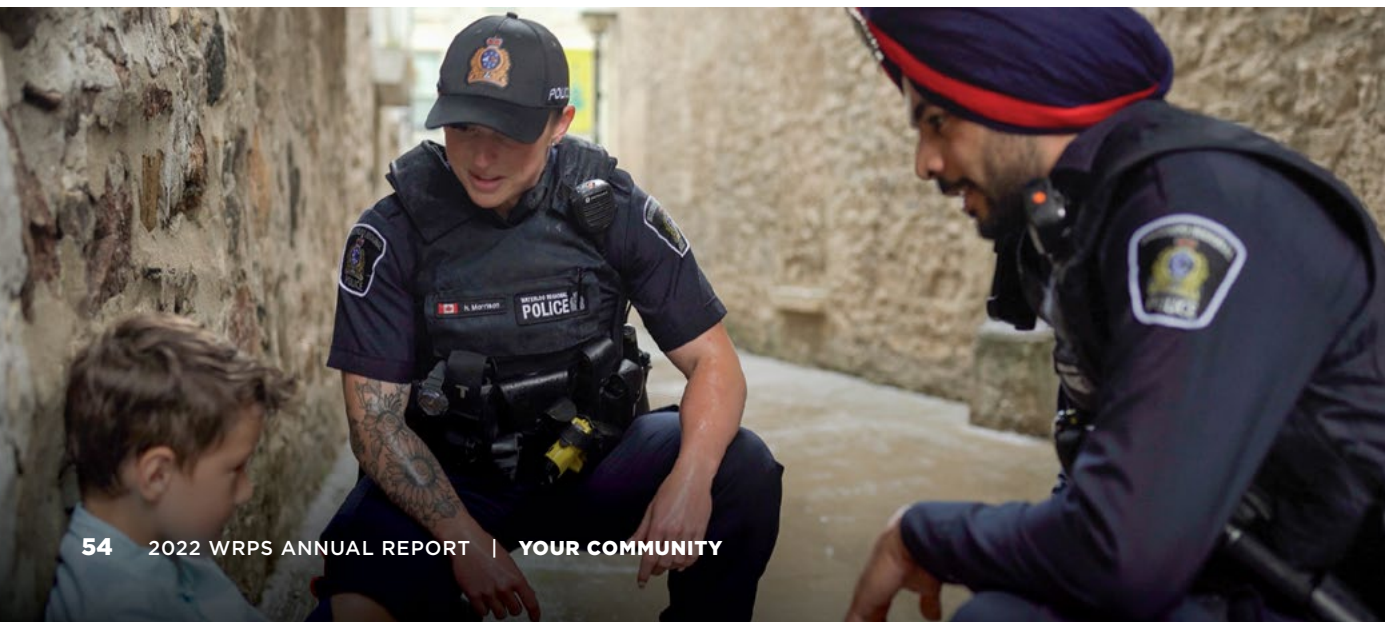
Facebook Followers

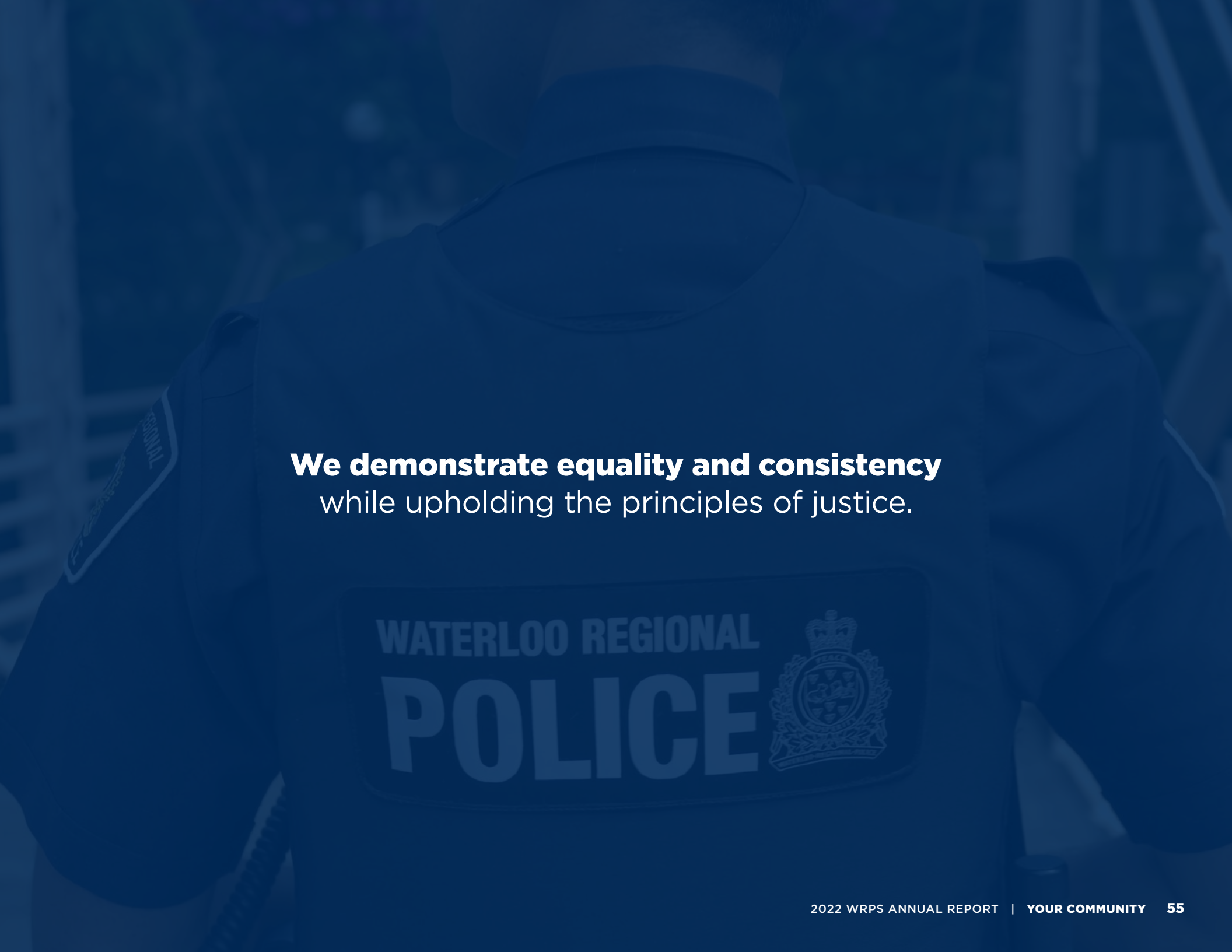
3.3M

Website Page Views

913,564

Website Visitors



A dark blue background featuring a close-up of a Waterloo Regional Police uniform. The uniform includes a shoulder patch on the left that reads "WATERLOO REGIONAL" and a chest patch that reads "WATERLOO REGIONAL POLICE" next to the police crest. The crest is a shield with a crown on top, surrounded by a decorative border.

We demonstrate equality and consistency
while upholding the principles of justice.

Strategic Business Plan Achievements

Within the WRPS’s framework of Collaboration, Innovation, Operational Excellence, People, and Trust, the WRPS is working to achieve 20 goals made up of 84 objectives in the 2021-2023 Strategic Business Plan.

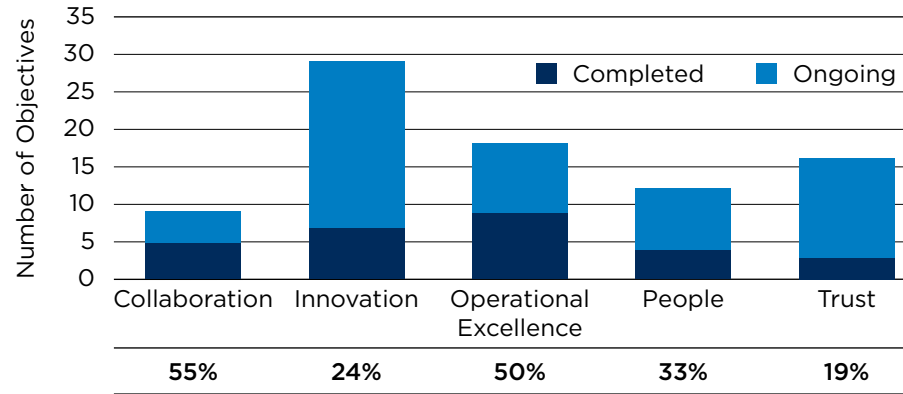
By the end of 2022, year two of the Plan, 33 per cent of the objectives were completed. The remaining objectives are expected to be completed by the end of 2023. WRPS achieved several objectives in the Strategic Business Plan in 2022 that are bringing us closer to the positive change the community is asking for. Here are some examples:

Under the Pillar of Collaboration

1. To invest in enhanced upstream community safety, well-being, and crime prevention initiatives
 - 1.1 By establishing a Community Engagement and Well-being Branch (CEWB) as a primary community contact that partners to educate, support, redirect, refer, and divert

The CEWB launched in June 2021, and has since presented strategies around mental

PILLAR PROGRESS



Each achieved objective contributes to a goal and each goal contributes to the Police Services Board’s guiding framework.

health, youth, homelessness, and drug prevention while offering a regional model of service delivery using the CEWB and Direct Action Response Team (DART).

2. To adapt our public communication on policing topics to meet community needs
 - 2.2 By publishing multi-lingual content

Current and timely content on the WRPS website, including media releases, is readily translatable into 100+ languages.

Under the Pillar of Innovation

3. To develop organizational resilience and maximize capacity
 - 3.11 By centralizing the Crown disclosure process

The Centralized Disclosure team, under the Administrative Staffing Alignment Project, is

fully implemented. The centralized disclosure component resulted in approximately \$1.066M in cost avoidance for the Police Service and ensures we are working collectively and collaboratively to meet the demands of the criminal justice system and the expectations of the people we serve.

Under the Pillar of Operational Excellence

9. To reduce incidents and support victims
 - 9.3 By continuing our work with the Sexual Assault Task Force

These actions have included additional training for investigators, trauma informed interview training, enhanced case management, updates to the WRPS website, discussing the meaning of consent, explaining the investigative process, discussing the role of advocates for survivors, and creating a more inviting interview space for survivors.

Under the Pillar of People

- 14. To help our members thrive at work
- 14.5 By developing standard operational training for Investigative Services incoming members

The detailed syllabus was a combined effort of subject matter experts who were able to inform the mandate and scope, as well as members who conducted a scan of best practices from similar police services.

Under the Pillar of Trust

- 20. To increase transparency and community trust using data and technology
- 20.2 By developing Digital Evidence Management and piloting and evaluating Body-Worn Video and In-Car Video technology

Axon Citizen was deployed in April 2022 as a tool for members of the public and businesses to submit video and photographic evidence to WRPS remotely via the cloud.

Body-worn and in-car video cameras were piloted across 2021 and 2022. The Police Services Board approved a formalized program for both technologies for a five-year commitment.



[Click here to view the Strategic Business Plan.](#)

Alternative Responses to Mental Health Calls

The WRPS and the Canadian Mental Health Association (CMHA) have a long-standing partnership that provides service to individuals in crisis and/or individuals suffering from mental health, addiction, and/or social disorder.

In May 2018, WRPS and the CMHA launched the Integrated Mobile Police and Crisis Team (IMPACT). IMPACT is staffed by addictions and mental health clinicians who respond to live calls with police officers to work towards improved client outcomes. The IMPACT team has offices in North, Central, and South police divisions, which foster a strong, trusting relationship between IMPACT members and police officers and is conducive to sharing information and collaborating on complex cases.

In 2022, IMPACT responded to 1,245 calls for service with police officers, which is the highest yearly total since its launch. The four most frequent call types attended included:

1. **Mental Health Calls**
2. **Attempt Suicide**
3. **Compassionate to Locate**
4. **Domestic Dispute**

With IMPACT in attendance, over 70 per cent of mental health related calls result in a diversion from apprehension and the individuals do not need to attend hospital for an assessment.

In November 2022, a second alternative response model, the Crisis Call Diversion Program (CCD), was launched. The CCD has IMPACT workers seated in the WRPS Communications Centre. Once assigned a mental health related call, CCD workers can assist individuals experiencing a crisis by providing immediate de-escalation and support, conducting risk assessments, offering resources and referrals, and assisting them with navigating the mental health system.

Between November 7, 2022, and December 31, 2022, the CCD fielded 42 calls. Forty per cent of calls triaged to the CCD were resolved exclusively by CCD workers and 76 per cent were resolved with no police response required.



We are caring



Community Connections



We are compassionate



We are committed



We are people helping people



Hybrid Vehicles

In an effort to support green technologies and the environment around us, the WRPS introduced several new hybrid cruisers to its fleet. In 2022, the Police Service had a total of 28 hybrid cruisers patrolling Waterloo Region roadways, with six additional vehicles to be added in 2023.



DID YOU KNOW?

The hybrid cruisers are estimated to save approximately \$4,000 per year in fuel costs.

HYBRID VEHICLES

4,899,508 KM

Total Kilometres Travelled in 2022

3,302,441 KM

Total Marked Patrol Kilometres Travelled

544,682 KM

Hybrid Marked Patrol Kilometres Travelled



We foster **strong relationships and collaborations.**

We take pride in our work.

SECTION 3

Your Stats

- 64** Online Reporting
- 65** Internal Investigations and Public Complaints
- 66** Demand on Services
- 68** Citizen Generated Calls
- 70** Investment in Public Safety



Online Reporting

Why Report Online?

Online reporting is a convenient way to tell the WRPS about crime without having to wait for an officer to arrive on scene. Even if you think an incident is minor, reporting it to the police provides an opportunity for the police service to learn where crime is occurring and what crime is occurring. Online reporting applies to certain non-emergency circumstances and is available 24-hours a day where internet is available.

How Does Online Reporting Work?

When a user submits an online report, they are immediately provided a temporary occurrence number. The report is then submitted to a constable and, upon review, the user is provided a copy of the completed report via e-mail, which they can keep in their files or provide to other requesting agencies.

How Do I Report Online?

To use this service or to find out more, please visit www.wrps.on.ca/onlinereporting.

What are the Online Reporting Trends?

Online reporting had been rising steadily from 2013 to 2021 with a notable 77 per cent jump in 2018. However, in 2022, usage of online reporting decreased by 200 reports (down -4.84 per cent compared to 2021). This pattern is similar to other police call volume trends, with 2022 totals (3,936) returning to pre-pandemic levels (i.e. more comparable to 3,913 reports in 2019).

What Changed in 2022?

Consistent with previous years, Theft Under \$5,000 was the most frequent crime reported online making up almost half of all online reports, although there was a decrease of 4.54 per cent compared to 2021. Driving complaints are also commonly reported online, making up a quarter of all online reports. Those two categories represent 72 per cent of the online reports in 2022. Both Property (lost and found) and Fraud (general) rose in the top 10 ranks with 19 per cent and 16 per cent reporting increases respectively. Property Damage, Break and Enters, and Fraud (financial institution) were reported less online in 2022.

Internal Investigations and Public Complaints

Pursuant to the Provincial Adequacy Standards and the WRPS procedure, it is the responsibility of the Police Service to provide an annual report to the Police Services Board on complaints. This report contains a summary of Chief's Complaints (including red light and speed infractions), Public Complaints, and dispositions for the period of January 1 to December 31, 2022.

Chief's Complaints	2022	2021
Conduct Complaints	34	47
Red Light Infractions	8	9
Automated Speed Enforcement	3	2
Total	45	58
Status of Chief's Complaints		
Substantiated	16	30
Unsubstantiated	11	6
Under Investigation	18	22
Total	45	58
OIPRD Complaints		
Complaints Screened in	64	58
Complaints Screened out	70	89
Total	134	147
Status of Public Complaints		
Substantiated	1	1
Unsubstantiated	13	11
Withdrawn	21	6
Terminated	0	4
Resolved	18	29
Under Investigation	11	7
Total	64	58

SPECIAL INVESTIGATIONS UNIT INVESTIGATIONS IN 2022

8

Completed

3

Terminated

1

Ongoing

12

Total





Demand on Services

What keeps our Service busy? Every time the WRPS receives a call for service from the public, receives an online report from the public, fields a walk-in request from the public, or when an officer takes action, these are “events” and get recorded in our computer systems. The Police Service can then count the number of events and types of events that happened in a year. Not all of these events are criminal, but they do still create work for our members who aim to provide community safety.

Events are recorded in our Computer Aided Dispatch (CAD) program and assigned an occurrence number, hence a “CAD event.”

	2022*	2021
Total CAD Occurrences ⁱ	324,033	305,528
Average Number of CAD Occurrences per Day	887.8	837.1
Average Number of CAD Occurrences per Hour	37	34.9
New CAD Occurrences Every...	1 minute, 37 seconds	1 minute, 43 seconds

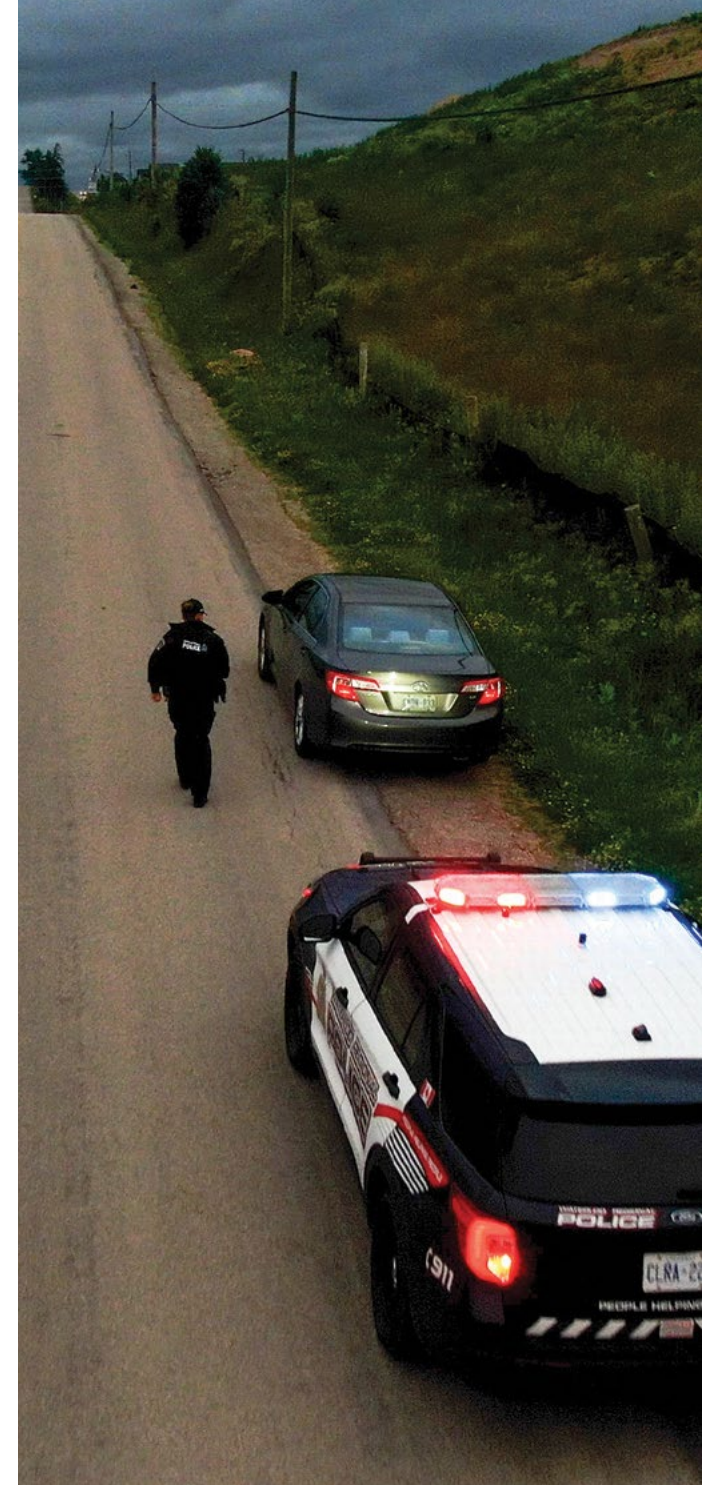
*The 2022 totals are at a decade high.

ⁱ Total includes online reporting

2022 Top Ten CAD Occurrences	Frequency		New CAD Event Every...	Per Cent Change from 2021
Administrative Notice (9-1-1 Error) ⁱⁱ	67,284	8 per hour	8 minutes	19.23
Filed 9-1-1 Call (to Fire or Ambulance)	52,245	6 per hour	10 minutes	22.02
Compassionate to Locate	25,376	3 per hour	21 minutes	27.88
Vehicle Stop	21,191	2 per hour	25 minutes	-29.70
Motor Vehicle Collision – Property Damage	10,486	1 per hour	50 minutes	16.32
Bylaw Complaint	10,421	1 per hour	50 minutes	6.40
Injured/Sick Person	9,694	1 per hour	54 minutes	-21.15
Theft Under \$5,000	8,370	1 per hour	63 minutes	4.39
Proactive Initiative	7,608	1 per hour	69 minutes	93.29
Administrative/Routine Detail	7,175	1 per hour	73 minutes	1.06

The top two occurrences keep our Communications Centre busy in particular, especially as the Public Safety Answering Point for the Region, with increases in 9-1-1 Error calls up 19 per cent and 9-1-1 calls to Fire or Ambulance up 22 per cent. The biggest increase, however, has been in Proactive Initiatives, up 93 per cent from 2021 and newly ranking in the Top 10. Other notable increases have been in Compassionate to Locate events (up 28 per cent) and Motor Vehicle Collisions (property damage; up 16 per cent). There were fewer Vehicle Stops (down 30 per cent) and fewer dispatches to Injured/Sick Persons (down 21 per cent) in 2022. Other events that kept police busy at least once an hour across the region in 2022 included Unwanted Persons, Domestic Disputes, Driving Complaints, Selective Traffic Enforcement Programs, and other Disputes.

ⁱⁱ What is this call type? It is all the 9-1-1 calls that should not have been 9-1-1 calls (for example, could be a pocket dial, could be children playing with a phone, or could be an individual calling 9-1-1 for something that is non-emergent in nature (i.e. a parking complaint or the caller doesn't want to wait in the non-emergency queue).





Citizen Generated Calls

Citizen generated calls for service are exactly how they sound. A member of the community calls in and the WRPS dispatches an officer(s) to respond. These numbers are a good way to show how often the public is asking for police to help and what the public is asking police to help with.

A citizen generated call is identified from our Computer Aided Dispatch (CAD) occurrences as those matching specific criteria such as: (1) the source is not “officer,” (2) the dispatch priority is 1, 2, 3 or 4, (3) the event is not cancelled, and (4) the dispatch date and time is not null.



Frequent Citizen Generated Calls for Service

No.	Call Type	Number of Calls 2022	Number of Calls 2021	Per Cent Change
1	Compassionate to Locate	20,748	15,863	30.8
2	Bylaw Complaint	9,235	8,563	7.8
3	Domestic Dispute	5,807	5,732	1.3
4	Unwanted Person	5,446	5,829	-6.6
5	Theft Under \$5,000	4,459	3,839	16.2
6	Driving Complaint	4,159	4,519	-8.0
7	Dispute	3,806	4,085	-6.8
8	Mentally Ill	3,109	3,001	3.6
9	Domestic Other	2,832	2,828	0.1
10	Suspicious Person	2,676	2,771	-3.4

Compassionate to Locate remains the top citizen generated call for service and demand, increasing by almost 31 per cent in 2022. WRPS received more than 600 additional calls about Theft Under \$5,000, representing the second highest increase (16 per cent). There were fewer calls about Driving Complaints, Unwanted Persons, and Suspicious Persons, and in 2022, Injured/Sick Persons and Dangerous Conditions fell out of the top ten.

Total Citizen Generated Calls for Service

Division	Per Cent of Citizen Calls	Number of Calls 2022	Number of Calls 2021	Percent Change
North	32.4	35,318	34,177	3.3
Central	36.8	40,099	36,789	9.0
South	25.4	27,629	27,029	2.2
Rural	5.4	5,850	5,835	0.3
Total	100	108,896	103,830	4.9

Overall, WRPS received about five per cent more calls for service from the community in 2022.

Every Division fielded more calls, with Central Division experiencing nine per cent greater demand.

Investment in Public Safety

	2022 Actuals	2022 Budget	\$ Variance (over) / under	Per Cent Variance (over) / under	2021 Actuals
EXPENDITURES					
Salaries & Wages	135,033,203	137,080,155	2,046,952	1.5%	128,921,502
Benefits	43,034,210	41,380,027	(1,654,183)	(4.0%)	38,417,893
Staffing Costs	178,067,413	178,460,182	392,769	0.2%	167,339,395
Other Allowances & Benefits	3,790,117	4,184,194	394,077	9.4%	3,123,720
Office Supplies	83,599	188,244	104,645	55.6%	94,068
Materials & Supplies	2,864,619	3,026,856	162,237	5.4%	2,690,051
Maintenance & Repairs	1,198,233	1,219,631	21,398	1.8%	1,144,651
Minor Vehicle Equipment	11,529	14,571	3,042	20.9%	7,110
Small Equipment (PRIDE, Fire and Grants)	678,855	671,433	(7,422)	(1.1%)	528,644
Services	2,058,575	3,242,786	1,184,211	36.5%	2,642,430
Fees	6,685,600	7,289,572	603,972	8.3%	4,910,317
Rents	869,526	921,503	51,977	5.6%	812,619
Financial Expenses	6,113,902	5,551,677	(562,225)	(10.1%)	4,904,596
Communication Costs	1,446,458	1,711,018	264,560	15.5%	1,521,854
Meetings & Travel	378,331	574,686	196,355	34.2%	105,326
Interdepartmental Charges From	5,610,673	5,613,378	2,705	4.8%	5,596,123
Interfund Transfers (Reserves)	6,295,766	5,352,000	(943,766)	(17.6%)	5,745,737
Interfund Transfers (Insurance)	865,491	910,491	45,000	4.9%	832,594
Other Operating	38,951,274	40,472,040	1,520,766	3.8%	34,659,840
Total Expenditures	217,018,687	218,932,222	1,913,535	0.9%	201,999,235

	2022 Actuals	2022 Budget	\$ Variance (over) / under	Per Cent Variance (over) / under	2021 Actuals
REVENUES					
General Police Revenue	3,062,061	3,269,781	(207,720)	(6.4%)	2,248,460
Ministry Grants	4,260,880	3,655,810	605,070	16.6%	3,625,589
Court Security Upload Funding	4,383,810	4,388,551	(4,741)	(0.1%)	4,388,551
PRIDE Revenue	2,579,626	2,657,659	(78,033)	(2.9%)	2,410,005
Fire Services Revenue	267,045	586,418	(319,373)	(54.5%)	305,262
Miscellaneous Revenue	5,043,231	4,841,563	201,668	4.2%	4,818,027
Interfund Contributions (RDC)	1,945,677	1,671,784	273,893	16.4%	1,108,642
Interfund Contributions (Reserves)	0	2,100,000	(2,100,000)	(100.0%)	0
Total Revenue	21,542,330	23,171,566	(1,629,236)	(7.0%)	18,904,536
NET LEVY	195,476,357	195,760,656	284,299	0.1%	183,094,699

\$21.5 million

Revenue

\$217.0 million

Expenses

\$195.5 million

Net Levy

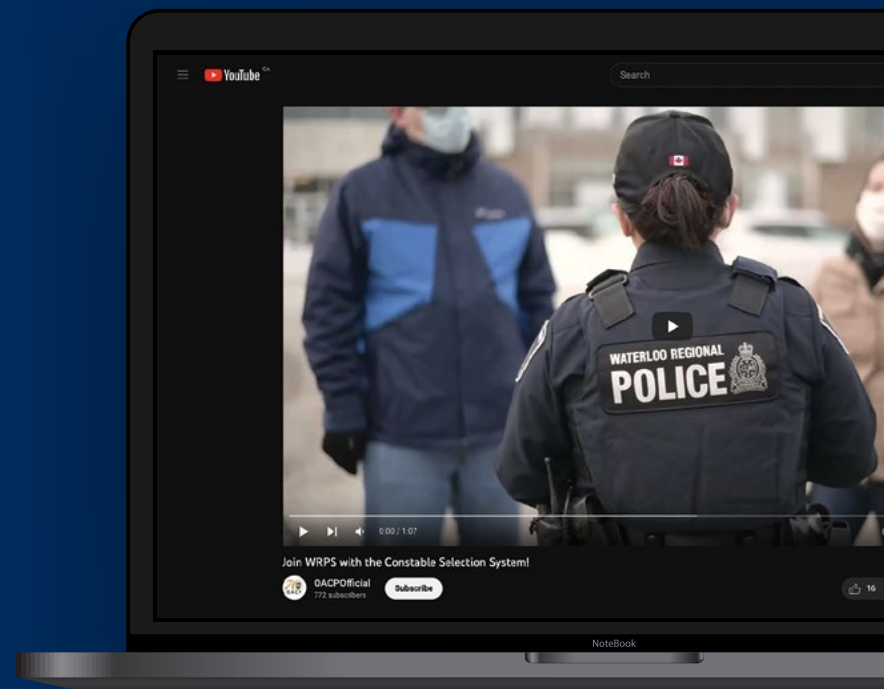


Looking for a career where you can make a difference in your community? We're hiring.

The Waterloo Regional Police Service is actively recruiting for police constables.

We offer recruiting information sessions for members of the public who are interested in a police constable position with the Waterloo Regional Police Service throughout the year.

Visit www.joinwrps.ca or follow us on social media for upcoming dates and more information.



Visit www.joinwrps.ca to watch our recruitment video.



GET IN TOUCH



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