

# KINGSTON POLICE ANNUAL REPORT

# 20 25





# ***VISION, MISSION AND VALUES***

## ***VISION***

To establish the Kingston Police as an exemplary organization by inspiring public confidence, professionalism, accountable policing and increased safety demonstrated through trusting relationships with partner agencies and the diverse members of the Kingston community.

## ***MISSION***


Kingston Police, in partnership with the community, serves, supports, and protects the safety of everyone in the City of Kingston.

## ***VALUES***

Respect	Partnership
Integrity	Leadership
Professionalism	Excellence



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# MESSAGE FROM THE CHIEF

As I reflect on my first months as Chief of Police, I do so with a deep appreciation for the work undertaken by the members of Kingston Police in 2025, which helped the service I am now proud to lead.

This Annual Report highlights a year defined by professionalism, adaptability, and a strong commitment to community safety and engagement. It is clear that both our sworn and civilian members, alongside our dedicated volunteers, demonstrated resilience and leadership in navigating an increasingly complex policing environment.

Key highlights from 2025 include:

- Community Oriented Response and Engagement (CORE) officers strengthened community connections, attending over 58 events and supporting approximately 20 demonstrations and large-scale gatherings, while responding to emerging issues such as hate-related incidents
- Targeted initiatives addressing complex social challenges, including the Open Air Drug Use Initiative and Homelessness Encampment Initiative, integrated enforcement with coordinated pathways to social, health, and community support services
- Continued focus on road safety through proactive enforcement, collision response, and specialized training led by the Traffic Unit
- Coordinated response to a ransomware incident, alongside ongoing improvements in IT resilience, cybersecurity, emergency communications readiness, and service delivery to better support frontline operations
- Leadership transition, including the swearing-in of Deputy Chief Scott Gee and the retirement of Chief Scott Fraser
- A strong financial position, with an operating surplus reflecting effective fiscal management and resource planning

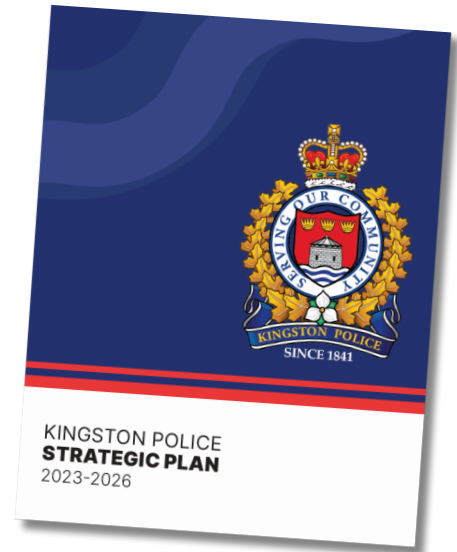
As I look ahead, I am committed to building on this momentum, continuing to strengthen community trust, supporting our members, and ensuring Kingston Police remains responsive to the evolving needs of our city.

I would like to thank our members, our Board, and the community for their ongoing support. I look forward to working together as we continue to advance public safety and well-being in Kingston.



**CHIEF ADAM MACINTOSH**

# STRATEGIC PLAN



**1**

REDUCE THE WEIGHTED CRIME RATE BY 10%, PARTICULARLY IN THE DOWNTOWN CORE

**2**

THE PEOPLE OF KINGSTON, INCLUDING MARGINALIZED AND/OR DISADVANTAGED PERSONS, FEEL SAFER AND ARE MORE SATISFIED WITH THE KINGSTON POLICE

**3**

IMPROVE MEMBER JOB SATISFACTION AND ENGAGEMENT

**4**

IMPROVE WEIGHTED CLEARANCE RATE TO 45%

**5**

TRANSFERS OF NON-CRIMINAL, LOW-RISK CASES ARE FASTER AND MORE FREQUENT

For more information on the 2023-2026 Strategic Plan, including Action Plans, Community Safety & Statistical Drivers, and Key Performance Indicators, please visit the Annual Reports page, available at [www.KingstonPolice.ca](http://www.KingstonPolice.ca)



# SERVING KINGSTON

## HUMAN RESOURCES DATA

**237**

SWORN OFFICERS

**113**

CIVILIAN STAFF

**58**

INTERNAL TRANSFERS

**37**

COMPETITIONS

**1,116**

APPLICANTS

## OUR CITY AT A GLANCE

**1** CANADIAN FORCES BASE

**3** HOSPITALS

**2** FEDERAL CORRECTIONAL INSTITUTIONS

**4** POST-SECONDARY EDUCATIONAL INSTITUTIONS

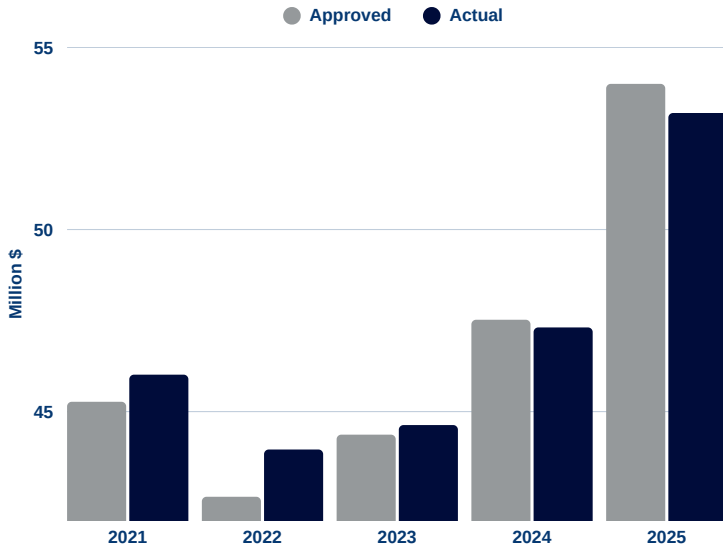


**132,485**

POPULATION

# KINGSTON POLICE SERVICE BUDGET

# 2021-2025

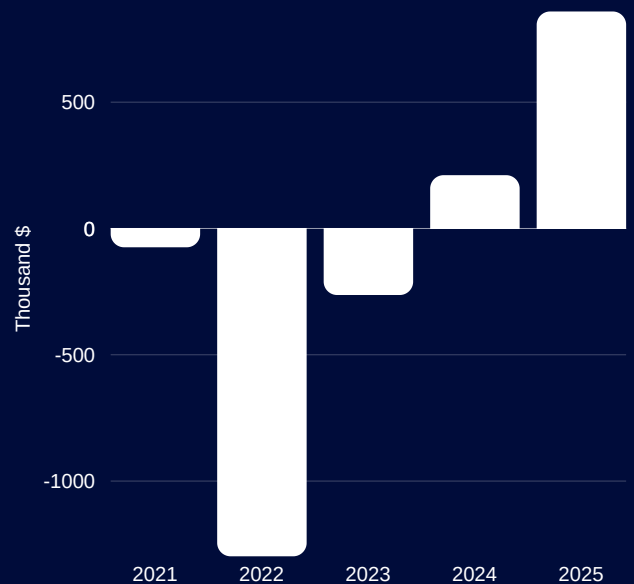


In 2025, Kingston Police Service ended the year with an operating surplus. The year-end results reflected higher-than-projected revenues and recoveries across most categories, combined with expenditure performance that remained largely within approved budget parameters.

## YEAR-OVER-YEAR SURPLUS VS. DEFECIT

The year was influenced by a cyber incident in the first half of 2025, which required additional resources and affected the timing of some planned work. Salary savings from vacancies and the timing of hires helped offset added costs for specialized external support. Throughout the year, departments continued to monitor budget variances closely and managed discretionary spending where possible to mitigate inflationary pressures. As with many police services, Kingston Police continued to experience staffing and cost pressures associated with absenteeism and long-term leaves, including WSIB, accommodations, and backfilling and overtime requirements.

To help address near-term building capital pressures, \$400K was transferred from the 2025 year-end operating surplus to the Police Capital Reserve to support urgent facility repairs, equipment and furniture replacements, and current space constraints.



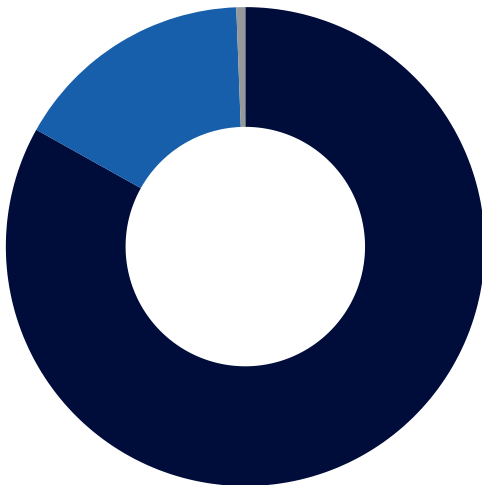
# KINGSTON POLICE SERVICE BUDGET

# 2025

Departments collaborate closely with finance staff to regularly monitor budget variances and identify opportunities to mitigate cost pressures. Unforeseen circumstances, situations, or activities always present budgetary risk to a police budget such as increases in crime rates or major incidents, protests, mass gatherings, and inflationary pressures.

Revenues & Recoveries	Actuals	Annual Budget \$	Variance \$	YTD=100% Actual to Budget %
Provincial Grants	(3,005,570)	(2,224,633)	780,937	135.10%
Alarm licence	(151,978)	(141,736)	10,242	107.23%
Payroll experience recovery	(33,692)	-	33,692	0.00%
Pay duty revenue	(259,825)	(154,500)	105,325	168.17%
Expenditure recovery	(2,290,663)	(1,856,385)	434,278	123.39%
Sale of photos, maps & reports	(744,894)	(850,000)	105,106	87.63%
Auction Proceeds	(79,584)	(25,000)	54,584	318.34%
Contribution from Police Sick Leave Reserve	(400,000)	(400,000)	(0)	100.00%
<b>Total Revenue &amp; Recoveries</b>	<b>(6,235,263)</b>	<b>(5,338,190)</b>	<b>897,073</b>	<b>116.80%</b>

- Salaries, Wages & Benefits
- Supplies & Services
- Transfers to Reserves



The Kingston Police budget largely comprises of salaries. Only 16.9% of the total budget is available for all other spending.



# KINGSTON POLICE SERVICE BUDGET

# 20 25

Operating Expenditures	Actuals	Annual Budget \$	Variance \$	YTD=100% Actual to Budget %
<b>SALARIES, WAGES &amp; BENEFITS</b>				
Full-time wages-permanent	34,319,242	35,623,103	1,303,861	96.3%
Part-time wages	1,534,514	1,325,212	(209,302)	115.79%
Overtime-regular	1,479,984	1,686,729	206,746	87.74%
Shift premiums & standby	118,979	58,755	(60,224)	202.50%
Paid duty	246,016	123,600	(122,416)	199.24%
Honorariums	13,010	31,510	18,500	41.29%
Payroll allowances	97,988	147,798	49,811	66.30%
Payroll benefits	10,095,451	10,790,484	695,033	93.56%
WSIB Premiums	2,097,950	1,707,125	(390,825)	122.89%
<b>Total Salaries, Wages &amp; Benefits</b>	<b>50,003,132</b>	<b>51,494,316</b>	<b>1,491,184</b>	<b>97.10%</b>
<b>SUPPLIES &amp; SERVICES</b>				
Uniforms & protective clothing	202,562	69,800	(132,762)	290.20%
Food & nutrition supplies	16,938	35,700	18,762	47.45%
Supplies	379,600	427,075	48,069	88.74%
Fuels & lubricants	443,794	538,968	95,174	82.34%
Software	372,086	355,657	(16,429)	104.62%
Telecommunications	268,375	312,120	43,745	85.98%
Travel, Education & Training	502,829	599,500	96,671	83.87%
Insurance services	345,628	363,173	17,545	95.17%
Utilities	6,850	10,500	3,650	65.24%
Professional services	2,250,290	523,950	(1,726,340)	429.49%
Investigative Services	499,749	653,000	153,254	76.53%
Contracted Services	3,174,495	2,916,662	(257,833)	108.84%
Contracted maintenance	1,043,997	893,208	(150,789)	116.88%
Equipment rentals	98,811	59,140	(39,671)	167.08%
Other	193,422	162,314	(31,108)	119.17%
<b>Total Supplies &amp; Services</b>	<b>9,798,830</b>	<b>7,920,767</b>	<b>(1,878,063)</b>	<b>123.71%</b>
<b>CONTRIBUTION TO RESERVE FUNDS</b>				
Transfer to Police Equipment Reserve Fund	362,404	290,801	(71,603)	124.62%
<b>Total Contribution to Reserve Funds</b>	<b>362,404</b>	<b>29,801</b>	<b>(71,603)</b>	<b>124.62%</b>
<b>NET</b>	<b>53,194,696</b>	<b>54,053,630</b>	<b>858,934</b>	<b>98.41%</b>

# SNAPSHOT COMMUNITY ORIENTED RESPONSE & ENGAGEMENT

In 2025, Community Oriented Response and Engagement (CORE) officers played a key role in community engagement and proactive policing, attending over 58 community events and supporting approximately 20 demonstrations and large-scale gatherings. The team also responded to emerging community concerns, including 53 hate-related incidents, recognizing the broader issue of underreporting.

Targeted initiatives focused on addressing complex social challenges. The Open Air Drug Use Initiative resulted in over 100 interactions and arrests, with several individuals accepting referrals to support services. Similarly, the Homelessness Encampment Initiative generated significant enforcement and support activity, including calls for service, charges, and bylaw enforcement.

Overall, these efforts reflect a balanced approach of community presence, enforcement, and support services, contributing to public safety and stronger community relationships.

**58+** COMMUNITY EVENTS  
ATTENDED



# SNAPSHOT TRAFFIC UNIT

In 2025, the Traffic Unit played a key role in enhancing road safety through proactive enforcement, collision response, public event support, and specialized training. The unit also advanced operational capacity through partnerships with external agencies and the introduction of new training initiatives.

## STATS

# 12

COLLISION  
RECONSTRUCTION  
CALLOUTS

# 18

DRONE RESPONSE  
CALLOUTS

# 46

PARADE PERMIT  
APPLICATIONS

# 8

RIDE PROGRAMS

# 543

TRAFFIC COMPLAINTS  
INVESTIGATED

# 178

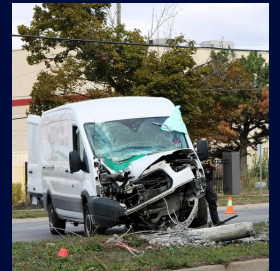
TRAFFIC COMPLAINT  
LETTERS ISSUED

# 65

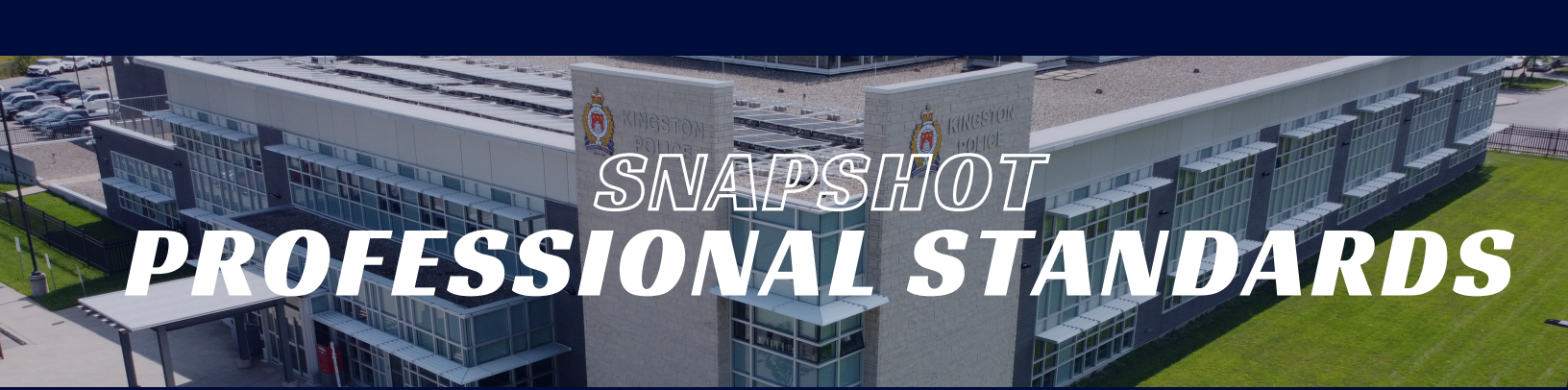
LEVEL 1 CVSA  
INSPECTIONS OF  
COMMERCIAL MOTOR  
VEHICLES COMPLETED

The unit strengthened internal capacity and external collaboration through key training initiatives:

- Delivered the first Kingston Police Introduction to Commercial Motor Vehicle Enforcement Course, in partnership with the Ontario Provincial Police (OPP) and the Ministry of Transportation (MTO)
- Instructed two Breath Technician courses in partnership with OPP
- Supported the rollout of the Intoxilyzer 9000, led by the Impaired Countermeasures Coordinator



The Traffic Unit demonstrated a strong commitment to road safety in 2025 through proactive enforcement, strategic partnerships, and innovative training initiatives that support both frontline operations and community safety.



STATUS OF PUBLIC COMPLAINTS	2024	2025
Substantiated	0	0
Unsubstantiated	15	9
Informal Resolution	3	3
Early Resolution	0	1
Withdrawn/Terminated by LECA	2	2
Unresolved*	4	4

The administration of public complaints under Part X of the *Community Safety and Policing Act* is designed to provide a brief overview and analysis of officer conduct and discipline issues covering the period of January 1 to December 31, 2025.

CLASSIFICATION OF ALLEGATIONS	2025
Interactions with the Public (CSPA)	9
Unnecessary Exercise of Authority/Use of Force	2
Neglect of Duty	5
Use of Insulting Language	1





# SNAPSHOT HUMAN RESOURCES

The Human Resources Division plays a key role in supporting the organization's people, operational readiness, and long-term sustainability. Throughout 2025, Human Resources focused on workforce planning, recruitment and retention, employee wellness, legislative and collective agreement compliance.

As of December 31, 2025, the organization was supported by a workforce of 350 employees, comprised of 237 sworn members and 113 civilian employees. Human Resources continues to work closely with leadership and employees to ensure staffing levels, workplace supports, and HR services align with organizational priorities and community needs.

## **WORKFORCE SUPPORT & STAFFING**

Maintaining a skilled and resilient workforce remained a core focus of Human Resources. In 2025, the division supported the filling of 37 competitions across sworn and civilian roles through a combination of external recruitment, internal competitions, and promotions.

Human Resources provided ongoing advisory support to leadership on staffing strategies, workforce planning, and employee movement to ensure operational continuity while supporting career development and succession planning.

## **RECRUITMENT & ONBOARDING**

Human Resources coordinated fair, transparent, and competitive recruitment processes, while also supporting internal mobility and advancement opportunities.

A total of 1,116 applications (internal and external candidates) were screened throughout the year. The onboarding process emphasized compliance, role readiness, and early engagement, helping new employees transition effectively into the organization and supporting long-term retention.

**1,116** APPLICATIONS  
SCREENED

**37** POSITIONS  
FILLED

**58** INTERNAL  
TRANSFERS

## **TRAINING, DEVELOPMENT & INTERNAL MOBILITY**

Human Resources supported employee growth and organizational capacity through the administration of internal competitions, promotional processes, and temporary assignments. There was a total of 58 internal transfers (sworn and civilian combined). These opportunities enable employees to develop new skills, gain experience, and contribute across various functions while strengthening internal expertise and continuity. Collaboration with leadership continued to ensure training and development activities align with both individual career goals and organizational needs.

# SNAPSHOT INFORMATION SERVICES

In 2025, Kingston Police IT focused on recovering from a ransomware incident while strengthening cybersecurity and modernizing critical systems to support frontline operations. These efforts improved resilience, reliability, and readiness across the organization.

Across the year, IT focused on restoring critical services, strengthening security controls and backup practices, advancing emergency communications readiness (including Disaster Recovery-site capability), improving IT service management, and reviewing technology contracts and spending to improve value and reduce technology debt.

## CRITICAL PRIORITIES

### #1

RECOVERY AND  
RISK REDUCTION

### #2

STABILITY &  
MODERNIZATION

## TECHNOLOGY MODERNIZATION & PROJECTS

### Emergency Communications Modernization & Continuity

- Advanced NG9-1-1 readiness (testing and planning)
- Enhanced DR site capabilities (RMS/CAD restored)
- Reviewed radio/telephony redundancy with partners

### Operational Stability

- Addressed radio GPS reliability issues
- Improved workstation and report room connectivity
- Strengthened network and VPN performance

### Cyber Awareness & Phishing Readiness

- Delivered cybersecurity awareness initiatives
- Progressed phishing simulation and training program

### IT Service Management

- Improved ticketing, issue tracking, and workflows
- Evaluated service management tools

### Financial Stewardship

- Reviewed technology contracts and spending
- Reduced duplication and planned lifecycle replacements

### Building Security

- Continued access control and security system upgrades
- Ongoing camera and infrastructure planning

### Digital Policing Technology

- Advanced digital disclosure systems
- Progressed AXON interview room upgrades
- Continued fingerprinting system modernization

### Operational Reporting

- Developed Bail Dashboard for improved visibility

### IT Staffing

- Ongoing recruitment and team expansion
- Full staffing expected by May 2026

The year 2025 strengthened Kingston Police's technology foundation: improving security, reliability, and readiness to support frontline policing and public safety.

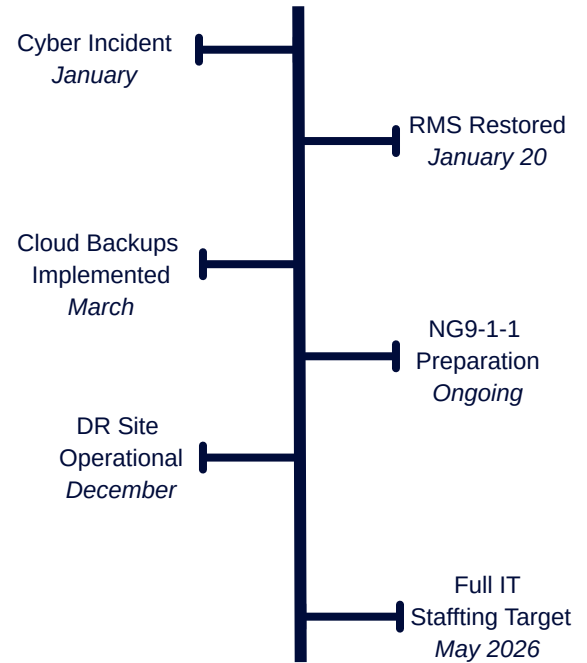
# CYBER INCIDENT



In early January 2025, Kingston Police experienced a ransomware incident that impacted key infrastructure. In response, IT coordinated containment and recovery activities with external incident-response support and prioritized restoration of critical services.

- Restored the Records Management System (RMS) to production on January 20, 2025 using the last known-good backup (November 11, 2024), with targeted reconstruction of missing data where required.
- Implemented and progressed post-incident security hardening measures including stronger authentication practices, MFA expansion, reduced remote access exposure, improved patching/logging practices, and Active Directory cleanup activities.
- Improved backup practices during 2025, including moving to automated cloud backups (documented as in place as of March 2025).

A 2025 high-level cyber and IT assessment further identified structural opportunities to strengthen governance, asset visibility, monitoring, incident response, and formal disaster recovery planning over a multi-year roadmap.



## CYBER AWARENESS & PHISHING READINESS

Cybersecurity Awareness Month activities in 2025 included targeted awareness sessions and communications. Work also progressed to stand up a recurring cyber awareness training and phishing-simulation program (KnowBe4), positioned for ongoing roll-out beyond 2025.



A 2025 high-level assessment identified opportunities to improve IT and cybersecurity maturity across governance, asset management, protection, detection/monitoring, incident response, and recovery planning.

This work supports a structured roadmap for continued modernization and resilience investment beyond the immediate incident recovery period.

# USE OF FORCE

In accordance with Kingston Police policy, members are required to complete a Use of Force Report whenever they draw/display a handgun or carbine in the presence of a member of the public, point a firearm at a person, discharge a firearm, use a weapon other than a firearm on another person, or use physical force on another person that results in injury requiring medical attention. After supervisor review and approval, Use of Force Reports are examined by the Training Unit.

**66**

REPORTS  
SUBMITTED

**29**

INDIVIDUAL  
REPORTS

**63**

INCIDENTS

**30**

EMERGENCY  
RESPONSE UNIT

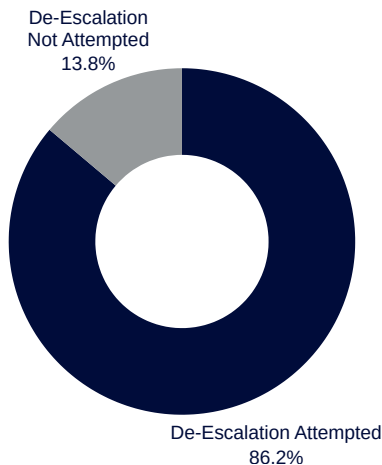
**14**

TEAM REPORTS

## USE OF FORCE

Method	2024	2025
Physical Control	0	1
Baton / Impact Weapon	0	0
OC Spray	2	0
Canine	1	0
Firearm Drawn	6	6
Firearm Pointed	53	44
Firearm Discharged	2	1
CEW Displayed	18	10
CEW Deployed	7	9

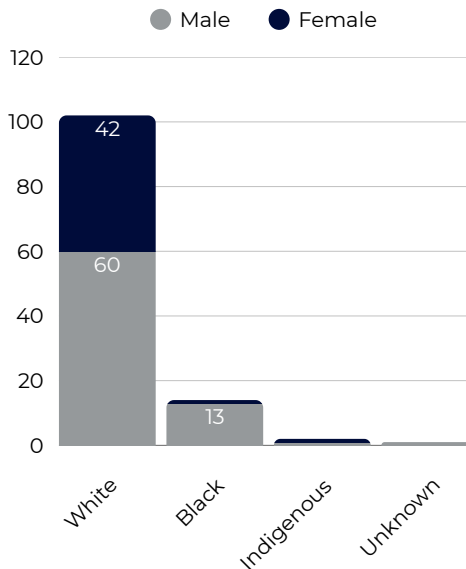
## DE-ESCALATION ATTEMPTS



De-escalation was not attempted because:

- Immediate action required
- Destroy animal
- Imminent Threat
- No interaction with subject

## PERCEIVED RACE & GENDER



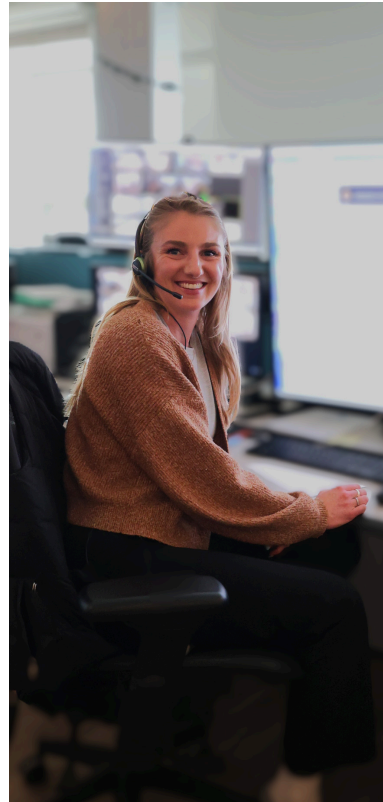
## EXAMPLES OF WEAPONS WEILDED BY SUBJECT



# CALLS FOR SERVICE & CRIME STATS



INCIDENT TYPE	2021	2022	2023	2024*	2025*
Crimes Against Person	1,720	1,602	1,548	1,400	1,571
Crimes Against Property	5,593	6,452	6,416	5,627	5,823
Other <i>Criminal Code</i> Offences	1,185	1,135	1,219	1,226	1,226
Drug Offences	122	118	123	97	119
Traffic <i>Criminal Code</i> Offences	135	122	115	121	141
Sex Offences	156	152	168	112	116
Assaults	667	656	631	553	677
Robbery	49	39	59	56	48
Criminal Harassment	174	140	133	134	158
Harassing Phone Calls	369	302	273	281	282
Threats	254	244	250	223	248
Break and Enter	703	696	633	414	431
Theft of Vehicles	178	284	174	174	170
Other Thefts	2,772	3,480	3,607	3,198	3,332
Fraud	876	985	921	897	1,005
Mischief	1,000	947	991	916	787



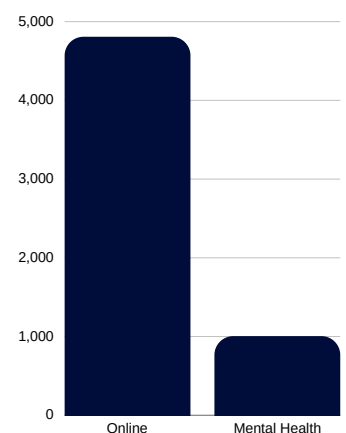
## 911 CALLS



## PROVINCIAL OFFENCE NOTICES

Cannabis Control Act	13
Compulsory Automobile Insurance Act	125
Environmental Protection Act	1
Highway Traffic Act (HTA)	1,933
Liquor License & Control Act (LLCA)	389
Municipal By-Law	187
Provincial Offences Act	2
Smoke Free Ontario Act	2
Tobacco Tax Act	1
Trespass to Property Act	20

## REPORTS



**2636** **CRIMINAL**  
ADULTS **CODE**  
**128** **CHARGES**  
YOUTH

\*Due to a cyber incident in early 2025, accurate statistical data for 2024 is only available for the period of January 1 to October 31. Accurate statistical data for 2025 is only available from April 1 and onward.

# CITIZENS POLICE ACADEMY

The Kingston Police Citizens Police Academy returned in Spring 2025, delivering an engaging and informative program that strengthened community connections and enhanced understanding of policing. Through interactive sessions and strong collaboration across units, the program was a resounding success and a key step in advancing our commitment to community engagement.

## PROGRAM OVERVIEW

- Weekly interactive sessions with specialized units
- Behind-the-scenes access to policing operations
- Direct engagement with officers and partners
- Program concluded with:
  - Certificates
  - Celebration event

## COLLABORATION & SUPPORT

### Key Contributors:

- Kingston Police Community Volunteers (all sessions)
- Supporting members and staff across units
- Specialized unit presenters

### Program Lead:

- Constable Lisa Decaire

### Additional Contributions:

- Media & promotion support
- Administrative and operational assistance
- Cross-unit collaboration



## SESSION BREAKDOWN

- Headquarters Tour
- Communications Unit
- Criminal Investigations Unit
- IDENT Unit
- Major Crime
- Emergency Response Unit (ERU)
- K9 Demonstration
- Traffic Unit
- Training Unit
- Victim Services
- VWAP
- Crown Attorney's Office



Participants reported that the program exceeded expectations, highlighting the passion and dedication of participating officers. The course concluded with a celebratory event and recognition for participants, with its success shared across social media and the website.



Kingston Police Community Volunteers (KPCV) play a vital role in supporting frontline operations through community engagement, event support, and crime prevention initiatives. Their contributions enhance service delivery across Kingston while strengthening relationships between the police service and the community.

KPCV members provide consistent support at community events and initiatives throughout the year, helping to foster trust, visibility, and meaningful connections with residents. In addition to event support, volunteers contribute to broader community well-being by:

- Organizing and running monthly food drives in support of the local food bank
- Assisting the Victorian Order of Nurses twice monthly with Meals on Wheels deliveries to individuals who are unable to leave their homes

These efforts demonstrate a strong commitment to supporting vulnerable populations and enhancing quality of life within the community.

A select group of KPCV members are trained in Crime Prevention Through Environmental Design (CPTED), enabling them to support proactive safety initiatives. Through this program:

- Volunteers conduct on-site safety assessments for residents and businesses upon request
- Identify potential safety concerns and environmental vulnerabilities
- Provide detailed reports with practical recommendations to improve safety and security

The team completes approximately 8–10 CPTED assessments annually, contributing to crime prevention through education and environmental awareness.

**57**

**VOLUNTEERS**

**5779**

**VOLUNTEER HOURS**

**1012**

**EVENT SUPPORT HOURS**



# MEET OUR VOLUNTEERS



## COORDINATOR CHRIS



“I have been volunteering for most of my life including St John Ambulance, O.P.P. Auxiliary and now 30 years with the Kingston Police Community Volunteers. I feel that if more people would volunteer in the community it would make for a better place to live. I feel a great sense of pride in what the KPCV do for our community and love this groups team work. We are more like a family then just an organization.”

## VOLUNTEER DIANE



“Over the past 40 years I have volunteered for numerous organizations including St. John Ambulance & as an OPP Auxiliary officer. Currently I volunteer with the Seniors Association facilitating & teaching pickleball. I have always been interested in policing. As a volunteer with KPCV I am able to help my fellow citizen & be an ambassador for the city.”

## ASSIT. COORDINATOR BRIAN



“I joined the KPCV in 2004 after learning about the group and what they do. This is an awesome group and it's my way of giving back to the community, it's the best volunteer activity I have done in my life.”

## VOLUNTEER RUMIT



“I volunteer with KPCV to give back to Kingston community and be part of something meaningful. Being out in the community gives me a strong sense of responsibility, and I take pride in helping create a safe and positive environment.”

## VOLUNTEER GRANT



“I enjoy volunteering with Kingston Police Community Volunteers (KPCV) because it allows me to give back to my community in a meaningful and positive way. Being part of KPCV gives me the opportunity to support public safety initiatives, connect with others, and contribute to building trust in what the KPCV do

for our community and love this groups team work. We are more like a family then just an organization.”

## VOLUNTEER TRACY



“Being part of the Kingston Police Community Volunteers gives me the opportunity to support others, stay engaged locally, and contribute to something bigger than myself.”

# CAMSAFE

Kingston Police Community Volunteers have been actively engaging with local business owners to introduce CAMSafe, an online directory where businesses and residents can voluntarily register their security cameras.

This registry helps police identify potential video sources in areas where a serious incident has occurred. Officers can then contact registered participants to request access to relevant footage that may assist an investigation. Police do not have direct access to any cameras, and all participation, including sharing footage, is entirely voluntary.

Volunteers have connected with businesses across local malls and the downtown core, reaching approximately 1,000 businesses throughout Kingston.



## CAMSAFE

### Register Your Security Cameras in Two Easy Steps

Join us in creating a safer community by going to [CAMSafe.ca](https://camsafe.ca), a voluntary registry of security cameras, CCTV systems and doorbell cameras.



Register



Add



Protect

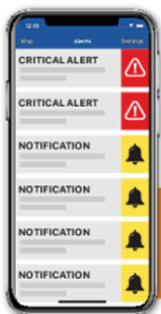
Find out more at [camsafe.ca](https://camsafe.ca)

# ALERTABLE

In 2025, Kingston Police expanded its community communication capabilities by joining the Alertable platform, enhancing the timely delivery of both emergency alerts and day-to-day public notices. This initiative supports proactive information sharing related to road closures, severe weather, public safety incidents, and other community impacts, enabling residents and visitors to make informed decisions.

The platform provides a reliable, user-friendly tool for real-time notifications, aligning with Kingston Police's commitment to transparency, public safety, and community engagement. By leveraging this technology, Kingston Police strengthens its ability to communicate critical information quickly and effectively.

Developed by PEASI, Alertable is widely used across Canada and reflects industry best practices in public alerting. Community members are encouraged to subscribe to stay informed, plan ahead, and remain aware of emerging situations affecting the Kingston area.



**ALERTABLE**  
**COMMUNITY NOTIFICATIONS**

**Stay Aware & Plan Ahead**

Sign up and learn more at [Alertable.ca](https://Alertable.ca)



# NEW DEPUTY CHIEF SWORN IN

## DEPUTY CHIEF GEE

On January 9, 2025, Kingston Police officially welcomed Deputy Chief Scott Gee during a swearing-in ceremony attended by family, friends, colleagues, Board members, and The Honourable Gary W. Tranmer.

Deputy Chief Gee brings more than 20 years of policing experience, having begun his career with the Gananoque Police Service in 2003. Throughout his career, he has held a range of operational and leadership roles, including Sexual Assault Investigator, Major Case Manager, Incident Commander, and, most recently, Chief of Police in Gananoque. His work reflects a strong commitment to community safety, operational excellence, and progressive policing practices.

In addition to his frontline experience, Deputy Chief Gee has made significant contributions to training and policy development. As a training officer for over a decade, he supported the development and delivery of programs across multiple services. He has also contributed at the provincial level to Use of Force reporting standards and Conductive Energy Weapon (Taser) training, and has been recognized as a subject matter expert by the Special Investigations Unit.

Born and raised in Kingston, Deputy Chief Gee brings both professional expertise and a deep personal connection to the community he now serves. Kingston Police was pleased to welcome Deputy Chief Gee and looks forward to the leadership, experience, and strong community focus he brings to the service.



# RETIREMENT ANNOUNCEMENT

## CHIEF FRASER

In December 2025, Chief Scott Fraser retired from the Kingston Police after a 34-year career dedicated to policing.

Throughout his tenure, Chief Fraser demonstrated an unwavering commitment to public safety, organizational integrity, and community-centered policing. His leadership guided the organization through periods of change and challenge while maintaining a strong focus on professionalism, accountability, and service to the community.



As Chief Fraser enters retirement, he is congratulated on an exemplary career marked by dedication, integrity, and lasting contributions to both the Kingston Police and the City of Kingston. His leadership and legacy will continue to shape the organization. On behalf of Kingston Police, we extend best wishes for a fulfilling and rewarding retirement.



# AWARD CEREMONY



The annual Awards Ceremony was held on May 21, 2025, recognizing outstanding service, bravery, and dedication demonstrated throughout the 2024 calendar year.

The ceremony brought together members of the police service, community representatives, elected officials, volunteers, retirees, and families to celebrate achievements that contributed to community safety and well-being. Following opening remarks and a moment of silence to honour members lost in the previous year, a series of awards and recognitions were presented.

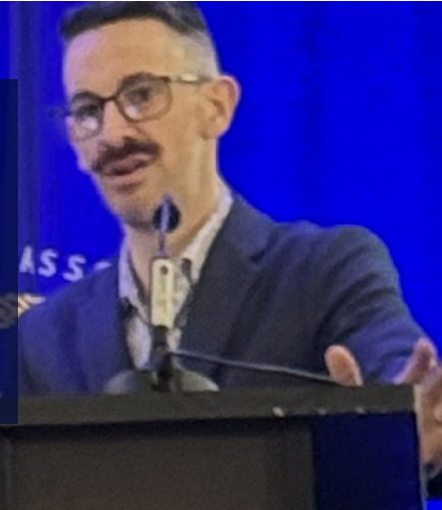


Several commendations highlighted complex investigations, life-saving interventions, large-scale drug and contraband seizures, innovative policing initiatives, and coordinated responses to high-risk critical incidents. Civilian members were also recognized for excellence in areas such as finance, human resources, and organizational leadership.

The ceremony concluded by acknowledging the collective effort of all members involved in a major critical incident during the year, emphasizing the importance of teamwork across frontline officers, investigators, dispatchers, and support units.



# CRISIS & STRATEGIC COMMUNICATIONS CONFERENCE



**Chief Scott Fraser and Constable Anthony Colangeli attended and presented at 2025 Crisis & Strategic Communications Conference hosted by the Ontario Association of Chiefs of Police in Niagara Falls.**

The presentation outlined how an alert from CrowdStrike software detecting unusual data activity involving sensitive information accessed through CPIC, quickly escalated into a significant cyber crisis.



In response, Kingston Police acted swiftly by shutting down affected systems, engaging third-party cybersecurity experts, and working alongside the Ontario Provincial Police Cybercrime Investigations Team, while also notifying the Information and Privacy Commissioner.

Through this experience, Kingston Police highlighted the broader impact cyber incidents have on policing, extending beyond technology to public trust, transparency, and service continuity. Their presentation emphasized the importance of rapid decision-making, coordinated response, and clear, strategic communication during high-risk situations.



By sharing lessons learned and real-world insights, Kingston Police contributed valuable knowledge to the conference, helping other organizations strengthen their preparedness, resilience, and approach to crisis communications in an increasingly complex digital landscape.

“ A deep dive into critical case studies and invaluable lessons that shape the future of strategic communications. ”



# WE'RE HIRING!

Kingston Police is actively recruiting for police constables.

Visit [kingstonpolice.ca](http://kingstonpolice.ca) or email [recruitment@kingstonpolice.ca](mailto:recruitment@kingstonpolice.ca) for upcoming dates and more information.



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