

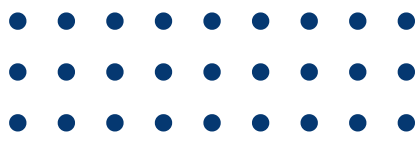
SERVING OUR COMMUNITY
SINCE 1841

ANNUAL REPORT 2024



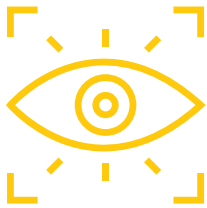
**KINGSTON
POLICE**





VISION, MISSION & 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

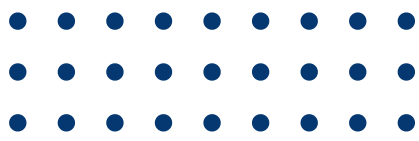


Respect
Integrity
Professionalism
Partnership
Leadership
Excellence



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MESSAGE FROM THE CHIEF

Welcome to our newly designed Annual Report. It is my privilege to represent the civilian and sworn staff of the Kingston Police and our Kingston Police Community Volunteers, and this Annual Report is a testament to the collaboration and professionalism of our members. We are fortunate to work closely with the Kingston Police Service Board in ensuring that we advance the priorities as set out in the Strategic Plan. We will never lose sight of the fact that there is much work to be done but we also must take some time to reflect on our accomplishments. A few notable achievements include:

- The alignment with City of Kingston finance which led to a surplus year after numerous years of deficits
- The development and successful implementation of the Police Liaison Team which has allowed a reduction in resources and finances in policing mass gatherings
- The implementation of Joint Force Operations with Canada Border Services and the Correctional Services of Canada, which has assisted in our efforts to combat organized crime
- The second annual “Fun Fair” which opens our doors to thousands of Kingstonians and their families
- A partnership with the Downtown Business Association and the City of Kingston to establish a permanent foot patrol program in the Downtown core
- Implementation of Active Bystandership for Law Enforcement Training which was delivered to all sworn staff in 2024

Our path forward includes:

- Advocating for more resources to address mental health and addiction issues
- Continuing to meet the goals outlined in the Strategic Plan
- Delivering policing services in a complex and vibrant community

We also want to thank the community for their patience and support during a very challenging year in 2024. Together we are strong!

We appreciate you taking the time to review this new format for our annual reporting, and look forward to working with you in creating a safer Kingston.



Chief Scott Fraser

STRATEGIC PLAN AT A GLANCE

- 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

look for these symbols throughout our Annual Report to see how our operations tie back to the Strategic Plan



SERVING KINGSTON

2



federal correctional
institutions

4



post-secondary
educational institutions

142,119



population

3



hospitals

1



Canadian Forces
Base

219
sworn officers

20
candidates hired
across sworn &
civilian positions

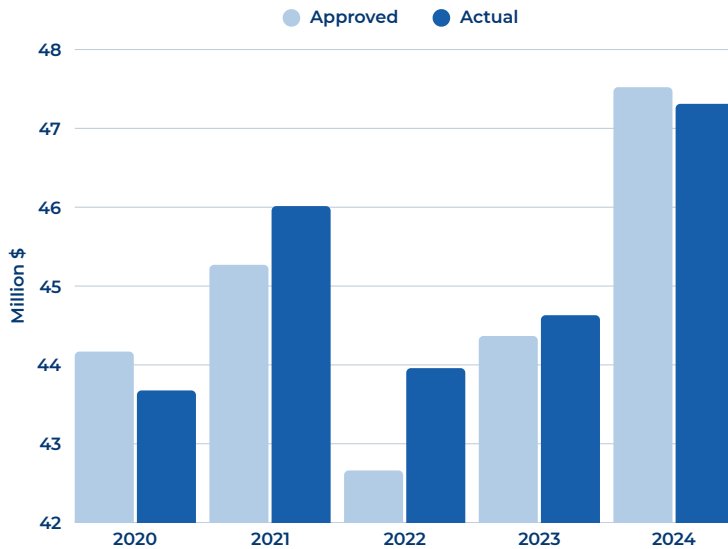
26
internal transfers

3
new recruit
intakes



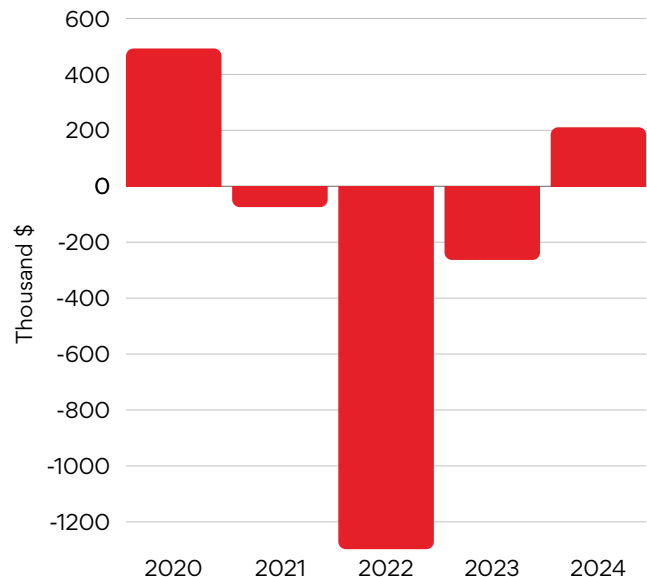


BUDGET 2020-2024



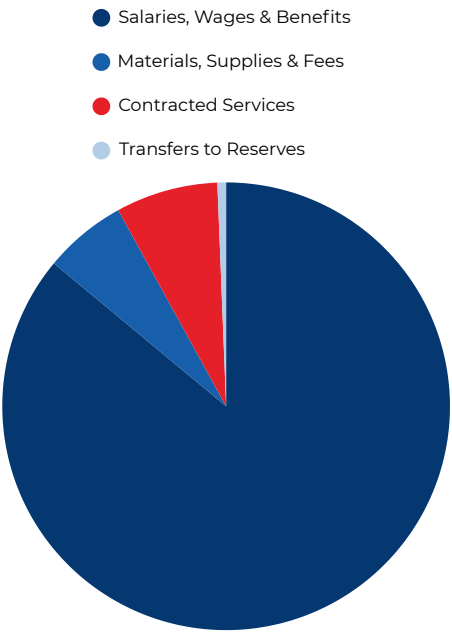
Police budgets are not exempt from the economic pressures of the past 5 years. Factors such as exponential inflation and unpredictable supply-chain delays due to the COVID-19 pandemic made it at times a challenge to accurately predict the next year's budget.

Departments work diligently every year to align with the approved budget. At times, factors outside of our control, such as increased major crimes, mass gatherings, and special events can have a negative impact on the bottom line. As can be seen by the graph to the right, there has been a concerted effort in the past 2 years to reduce spending, resulting in a surplus for 2024.





BUDGET 2024



The Kingston Police budget largely comprises of salaries. only 14% of the total budget is available for all other spending

Departments work with finance staff to review variances on a regular basis and look for opportunities to offset cost pressures. Unforeseen circumstances, situations, or activities always present budgetary risk to a police budget such as spikes in crime rates or activities, protests, and unsanctioned gatherings.



Revenues & Recoveries	Actuals	Annual Budget \$	Variance \$	YTD=100% Actual to Budget %
Provincial Grants	(2,331,368)	(2,044,208)	287,160	114.05%
Alarm licence	(145,755)	(137,608)	8,147	105.92%
Payroll experience recovery	(34,722)	-	34,722	0.00%
Pay duty revenue	(378,686)	(150,000)	228,686	252.46%
Expenditure recovery	(1,989,745)	(1,766,374)	223,371	112.65%
Sale of photos, maps & reports	(893,934)	(800,000)	93,934	111.74%
Donations	(59,652)	(40,000)	19,652	149.13%
Auction Proceeds	(1,402)	-	1,402	0.00%
Contribution from Police Sick Leave Reserve	(400,000)	(400,000)	(0)	100.00%
Total Revenue & Recoveries	(6,235,263)	(5,338,190)	897,073	116.80%

BUDGET 2024

YTD=100%
Actual to
Budget %

Operating Expenditures

Salaries, Wages & Benefits

	Actuals	Annual Budget \$	Variance \$	
Capital-allocated salaries & benefits	(449,618)	-	449,618	0.00%
Full-time wages-permanent	32,020,769	31,691,958	(328,811)	101.04%
Part-time wages	1,381,039	1,208,309	(172,730)	114.30%
Overtime-regular	2,062,719	1,568,071	(494,648)	131.55%
Shift premiums & standby	107,100	55,594	(51,506)	192.65%
Paid duty	237,933	120,000	(117,933)	198.65%
Honorariums	20,500	21,500	1,020	95.26%
Payroll allowances	97,621	129,398	31,777	75.44%
Payroll benefits	9,113,167	9,022,262	(90,905)	101.01%
WSIB Premiums	1,473,378	1,350,000	(123,378)	109.14%
Total Salaries, Wages & Benefits	46,061,930	45,167,112	(894,818)	101.98%

Supplies & Services

Uniforms & protective clothing	94,487	66,570	(27,917)	141.94%
Food & nutrition supplies	64,401	35,000	(29,601)	184.57%
Supplies	340,316	416,000	75,684	81.81%
Fuels & lubricants	461,783	496,229	34,446	93.06%
Software	405,149	308,763	(96,386)	131.22%
Telecommunications	241,754	306,000	64,246	79.00%
Travel, Education & Training	657,880	513,100	(144,780)	128.22%
Insurance services	345,879	264,322	(81,557)	130.86%
Utilities	5,699	10,000	4,301	56.99%
Professional services	671,626	531,000	(140,626)	126.48%
Investigative Services	350,783	609,500	258,717	57.55%
Contracted Services	2,645,996	2,746,058	100,062	96.36%
Contracted maintenance	642,061	877,410	235,349	73.18%
Equipment rentals	44,038	57,981	13,943	75.95%
Other	174,551	173,010	(1,541)	100.89%
Total Supplies & Services	7,149,281	7,410,943	261,662	96.47%

Contribution to Reserve Funds

Transfer to Police Equipment Reserve Fund	335,277	282,331	(52,946)	118.75%
Total Contribution to Reserve Funds	335,277	282,331	(52,946)	118.75%

Net	47,311,224	47,522,196	210,972	99.56%
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SNAPSHOT

CRIMINAL INVESTIGATIONS

1,519 CASES ASSIGNED

General Investigations	Major Crime	Persons Crime
<ul style="list-style-type: none"> LCBOs & Beer Stores targeted for high-end liquor; thefts connected to organized crime; suspects arrested and charged Project Hotwire - theft of Bell copper wire; two suspects arrested 	<ul style="list-style-type: none"> 3 separate homicide investigations; all solved and resulted in arrests <ul style="list-style-type: none"> the high-profile double homicide & attempted murder at the Integrated Care Hub required detectives to work tirelessly with outside agencies to build rapport with witnesses and obtain proper evidence. 	<ul style="list-style-type: none"> Violent home invasion with tenacious investigation resulting in suspect charged and connected to prior previously unsolved home invasion on Wolfe Island Voyeurism case involving a hidden camera in the bathroom of a residence

FRAUD TRENDS

Taxi scams mainly targeted Queen's students by GTA suspects



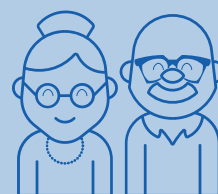
Fraudulent cryptocurrency investments have been steadily rising



Home reno frauds, especially paving scams in May and June



Multiple Kingston victims in grandparents scams, some losing significant life savings

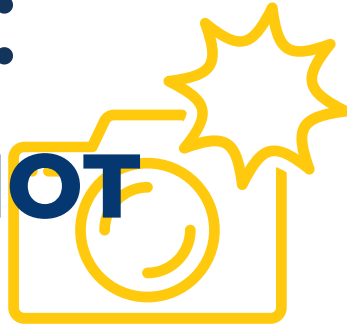


Detectives work proactively, educating community members on how criminals exploit vulnerabilities to scam victims



SNAPSHOT

SPECIAL SERVICES



\$3,756,122 street value in drugs seized and removed from Kingston streets



UAV TASK FORCE

Spearheaded by the Intelligence Unit Sergeant, who recognized the concerning trend of criminals using drones to deliver contraband items into federal penitentiaries. The task force pairs Kingston Police and Correctional Services Canada investigators with a sole focus of combatting this increasingly common occurrence. Between September 1 and December 31 of 2024, \$985,800 (institutional value) of contraband was seized through their investigations.

BEYOND BOUNDARIES

With funds provided through the Community Safety & Policing Grant - Provincial Priorities, Kingston Police hosted a first-of-its-kind conference, bringing together investigators, crowns, community agencies, educators, and survivors. The 2 day conference, facilitated by best-selling author, UN Advisor, and Human Rights Activist Timea E. Nagy, Beyond Boundaries fostered collaboration between police and community agencies to combat human trafficking. It focused on identifying victims, providing specialized support, preventing further victimization, and building partnerships within communities and the justice system.



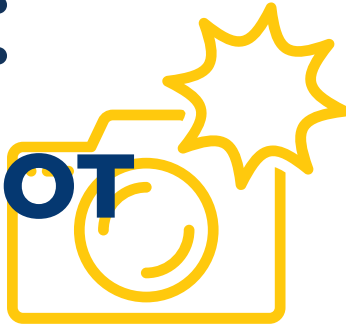
SNAPSHOT

COMMUNITY ORIENTED RESPONSE & ENGAGEMENT





SNAPSHOT



AWARDS CEREMONY



After a hiatus resulting from the COVID-19 pandemic, Kingston Police hosted its first Annual Awards Ceremony since 2019, on June 19, 2024. This event recognized the achievements and milestones of officers, civilian members, and community members from January 1, 2021 to December 31, 2023. Taking place in the historic Memorial Hall at City Hall, the event was attended by approximately 200 guests, with opening remarks provided by Deputy Mayor Gary Oosterhoff, KPSB Chair Jarrod Stearns, and Chief Scott Fraser. Honourees received certificates of appreciation in recognition of years of service, the Police Exemplary Service Medal, and Commendations of Merit.

CHIEF FOR A DAY

Grade 5 students in the city of Kingston have the opportunity to showcase their great ideas to the community. Applicants are required to write a 300-400 word essay on how they would make a difference in the Kingston community. The winner receives Kingston Police swag, a tour of the police station, and has the opportunity to meet and interact with members of the Kingston Police, check out the inside of a police cruiser, visit specialized units, and participate in a patrol with the Chief.



Kingston Police were proud to welcome grade 5 student George Docoslis in June 2024, who was the successful winner of the "Chief for a Day" contest. After a fun filled day, George returned home and said "Mom, this was the best day of my life!"

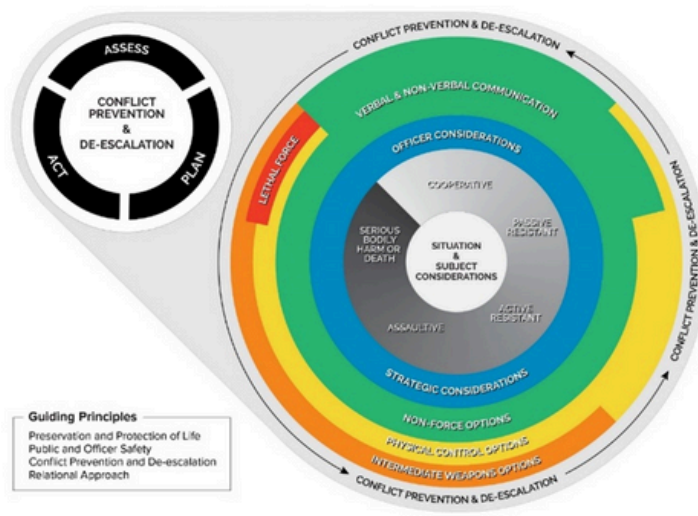


USE OF FORCE

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.



Ontario Public-Police Interactions Training Aid (2023)



The officer continuously assesses the interactions and selects the most reasonable option(s) relative to the subject and circumstances given available resources and time.



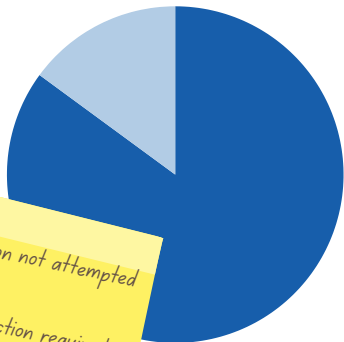
The attached Use of Force Model is a graphic representation of a member's use of force options, profiled behaviours, and situation assessment process. The selection of a force option is based on a number of variables, including but not limited to the subject, the circumstances of the encounter, the degree of resistance, and the nature of the offence. During the encounter, the member is constantly reassessing the situation and may change the force option one or more times.

USE OF FORCE

Method	2023	2024
Physical Control	3	0
Baton / Impact Weapon	0	0
OC Spray	0	2
Canine	0	1
Firearm Drawn	10	6
Firearm Pointed	57	53
Firearm Discharged	6	2
CEW Displayed	12	18
CEW Deployed	8	7

82 total reports
covering 73 incidents:
-29 individual
-22 Emergency Response Unit
-31 team (excl. ERU)

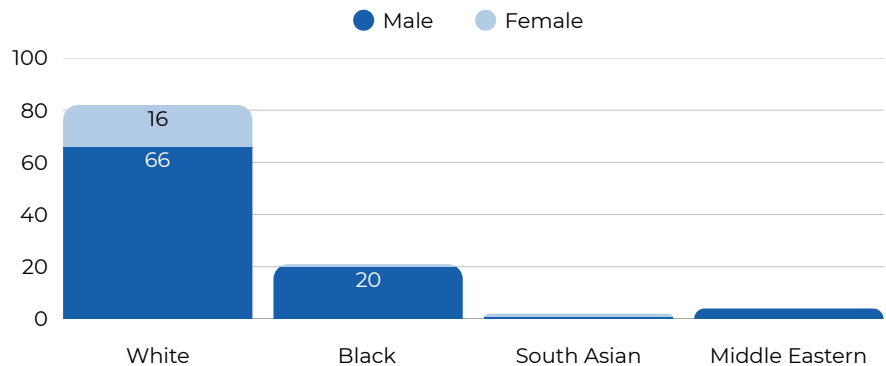
De-Escalation Not Attempted
14.9%



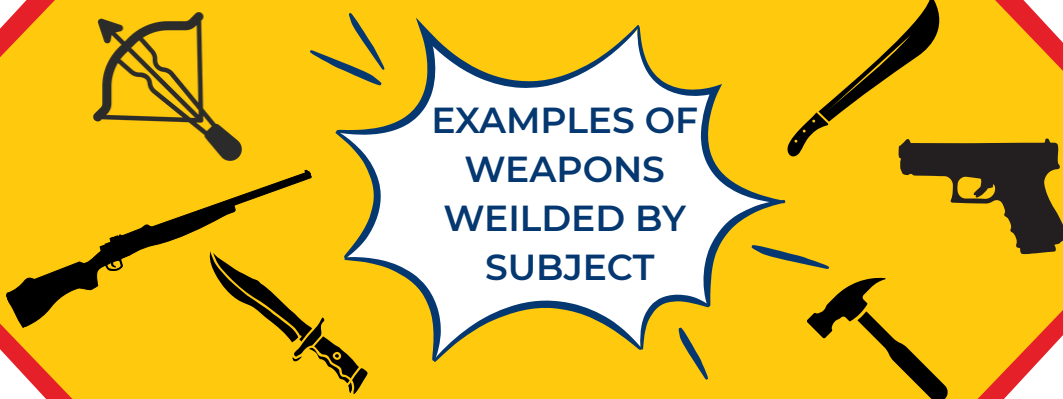
De-Escalation Attempted
85.1%

De-escalation not attempted
because:
-immediate action required
-imminent threat
-immediate compliance
-destroy animal

PERCEIVED RACE & GENDER

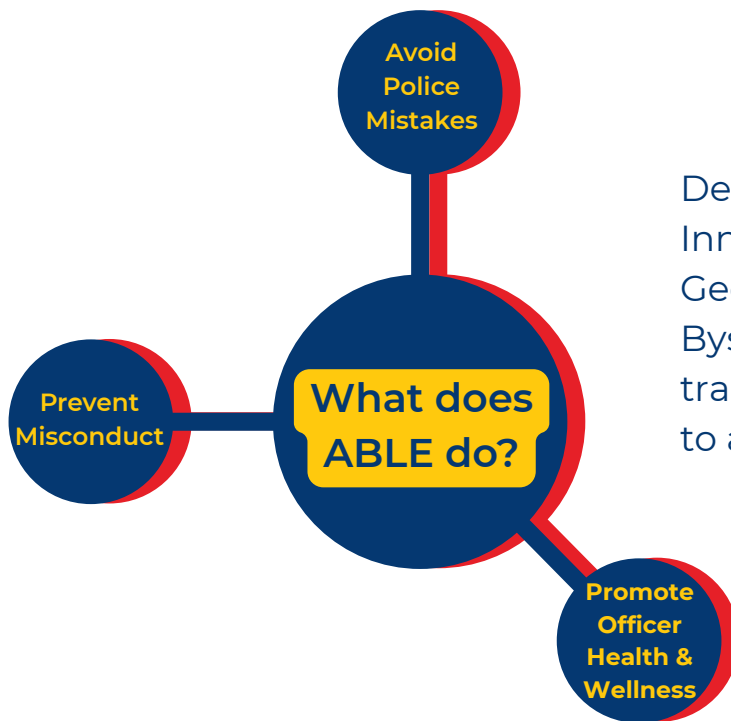


EXAMPLES OF
WEAPONS
WEILDED BY
SUBJECT



ABLE

ACTIVE BYSTANDERSHIP FOR LAW ENFORCEMENT



Developed through The Center for Innovations in Community Safety at Georgetown University, the Active Bystandership in Law Enforcement training and certification was rolled out to all Kingston Police officers in 2024.

At the outset, 5 officers were identified to receive specialized instruction to be certified to teach the ABL course to the remaining officers. Over a dedicated period of 3 months, each officer attended an 8 hour (1 day) seminar to be considered fully trained.

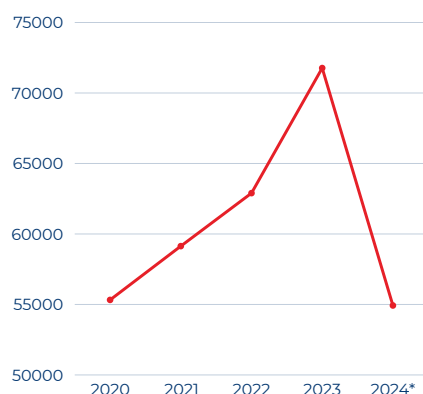




CALLS FOR SERVICE & CRIME STATS

Incident Type	2020	2021	2022	2023	2024*
Crimes Against Person	1,551	1,720	1,602	1,548	1,400
Crimes Against Property	5,634	5,593	6,452	6,416	5,627
Other <i>Criminal Code</i> Offences	1,182	1,185	1,135	1,219	1,226
Drug Offences	104	122	118	123	97
Traffic <i>Criminal Code</i> Offences	124	135	122	115	121
Sex Offences	147	156	152	168	112
Assaults	687	667	656	631	553
Robbery	47	49	39	59	56
Criminal Harassment	138	174	140	133	134
Harassing Phone Calls	284	369	302	273	281
Threats	204	254	244	250	223
Break and Enter	732	703	696	633	414
Theft of Vehicles	154	178	284	174	174
Other Thefts	2,911	2,772	3,480	3,607	3,198
Fraud	790	876	985	921	897
Mischief	978	1,000	947	991	916

9-1-1 CALLS



Provincial Offence Notices

Cannabis Control Act	11
Compulsory Automobile Insurance Act	170
Dog Owners Liability Act	1
Highway Traffic Act (HTA)	1,933
Liquor License & Control Act (LLCA)	495
Municipal By-Law	26
Railway Safety Act	1
Safe Streets Act	1
Smoke Free Ontario Act	1
Trespass to Property Act	27

Criminal Code Charges

Adult	Youth
5,139	253

Part 3 Summons

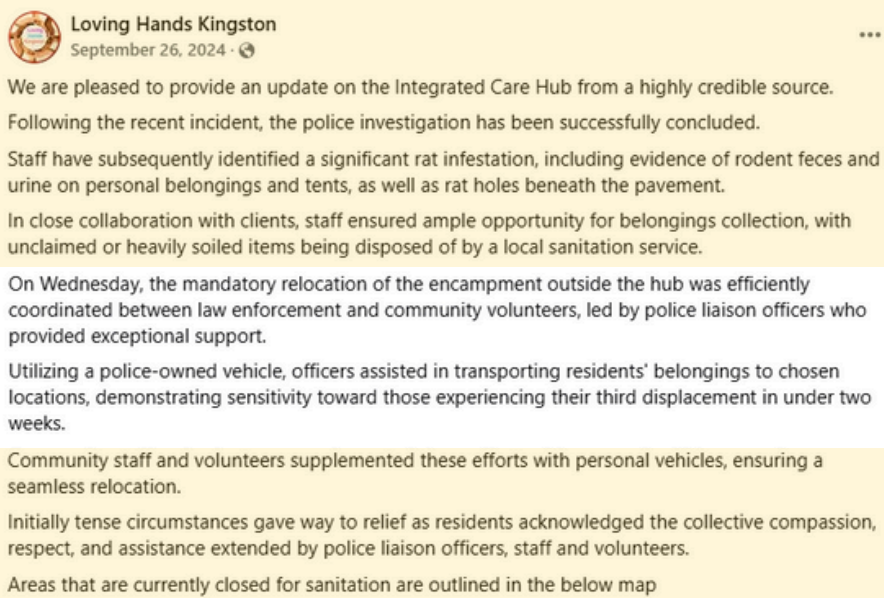
HTA	LLCA
5,139	253

*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



ENCAMPMENTS

In the summer of 2024, Kingston Police dedicated officers to specifically address the growing matter of encampments, largely surrounding the Integrated Care Hub. In September, the encampment surrounding the Integrated Care Hub was closed down as it became a crime scene. As a large group of residents were displaced and sought refuge elsewhere, a number a smaller encampments began appearing throughout the community. Working collaboratively with outside agencies, officers assisted in the safe and compassionate relocation of encampment residents displaced by the homicide.



Loving Hands Kingston
September 26, 2024 · 🌐

We are pleased to provide an update on the Integrated Care Hub from a highly credible source. Following the recent incident, the police investigation has been successfully concluded.

Staff have subsequently identified a significant rat infestation, including evidence of rodent feces and urine on personal belongings and tents, as well as rat holes beneath the pavement.

In close collaboration with clients, staff ensured ample opportunity for belongings collection, with unclaimed or heavily soiled items being disposed of by a local sanitation service.

On Wednesday, the mandatory relocation of the encampment outside the hub was efficiently coordinated between law enforcement and community volunteers, led by police liaison officers who provided exceptional support.

Utilizing a police-owned vehicle, officers assisted in transporting residents' belongings to chosen locations, demonstrating sensitivity toward those experiencing their third displacement in under two weeks.

Community staff and volunteers supplemented these efforts with personal vehicles, ensuring a seamless relocation.

Initially tense circumstances gave way to relief as residents acknowledged the collective compassion, respect, and assistance extended by police liaison officers, staff and volunteers.

Areas that are currently closed for sanitation are outlined in the below map

Working collaboratively with outside agencies, officers assisted in the safe and compassionate relocation of encampment residents displaced by the homicide.

Through the CORE Unit, officers assigned to this role field calls regarding encampments throughout Kingston. The officers personally connect with complainants to gain a fulsome picture of the matter. Depending on the issues at hand, they may begin at any point on the enforcement “ladder” taking into consideration the subjects prior interactions with police, current behaviour, and previous warnings/charges.



PROFESSIONAL STANDARDS

On April 1, 2024 new legislation governing police services in Ontario came into effect: The Police Services Act covers January 1 to March 31, and the Community Safety and Policing Act covers April 1 onward.

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.



Status of Public Complaints	2023	2024
Substantiated	1	0
Unsubstantiated	9	15
Informal Resolution	2	3
Early Resolution	2	0
Withdrawn	2	2
Terminated by LECA	-	2
Assigned to OPP to investigate	1	-
Unresolved*	10	4

Classification of Allegations	2023	2024
Discreditable conduct/undermines public trust	17	17
Unnecessary Exercise of Authority/Use of Force	1	0
Neglect of Duty	8	8
Fail to Provide Identifying Information	-	1
Insubordination	1	-
Service/Policy	3	1

The designated Regulated Interaction Verifier for the Kingston Police has confirmed that there were no collections and/or attempted collections of identifying information that triggered the subject regulation within 2024.

Public Complaints	2023	2024
Complaints Screened In	27	26
Complaints Screened Out	45	37
<u>Total</u>	<u>72</u>	<u>63</u>

*Matters at year-end which are still under investigation or not yet concluded

PILOT PROJECT

DOWNTOWN FOOT PATROL

“

AS A SMALL BUSINESS DOWNTOWN, WE'VE REALLY FELT THE DIFFERENCE SINCE OFFICER BRAYDEN STARTED WALKING THE BEAT. HE'S QUICK TO RESPOND, TAKES ACTION RIGHT AWAY, AND ALWAYS TREATS PEOPLE WITH RESPECT. YOU CAN TELL HE GENUINELY CARES.

SINCE HE'S BEEN AROUND, THINGS HAVE FELT SAFER AND MORE UNDER CONTROL. THAT PEACE OF MIND MEANS A LOT TO A SMALL BUSINESS. WISH WE HAD MORE LIKE HIM!

JAY BRIDGES - BSE SKATE

”



Downtown Kingston attracts many local residents and tourists to its historic and picturesque area. When people come to visit, if their experience is a positive one, we all win. If it's negative, it continues to perpetuate the perception that Kingston is not a safe community.

In the spring of 2024, Kingston Police entered into a Memorandum of Understanding with the Kingston DBIA. In partnership with the City of Kingston, the DBIA provided funding for one full-time dedicated officer to patrol the specific Downtown beat.

Almost immediately, the officer was recognized as being an asset to the community, contributing positively to response times, follow-up, and maintaining public safety. Cst. Brayden Langille collaborates effectively with the Downtown business community, Welcoming Streets stewards, AMHS-KFLA, and By-Law.



Total Incidents

1,299

2024 (Feb-Nov)

-19%
vs 2023

Dangerous Incidents

176

2024 (Feb-Nov)

-45%
vs 2023

Theft Incidents

449

2024 (Feb-Nov)

-16%
vs 2023

Vehicular Incidents

141

2024 (Feb-Nov)

+50%
vs 2023

*Statistics collected and provided by the DBIA



SECURITY REVIEW

KINGSTON COURTHOUSES



In the late summer of 2024, Kingston Police applied evidence-based policing to conduct a comprehensive security review of the human, capital, and technological security infrastructure at the City of Kingston's four courthouses. This initiative was undertaken in response to security concerns raised by justice system participants and was grounded in the analysis of incident data, staffing models, infrastructure, vulnerabilities, and comparative best practices.

The findings were compiled in a formal report and shared with our partners on the Kingston Court Security Management Committee, which represents the shared responsibility of justice sector stakeholders to maintain a safe and secure environment for all courthouse users. This initiative demonstrates our commitment to data-driven decision-making, by connecting empirical research with frontline experience to inform security planning, strengthen risk mitigation strategies, and guide future infrastructure investments.



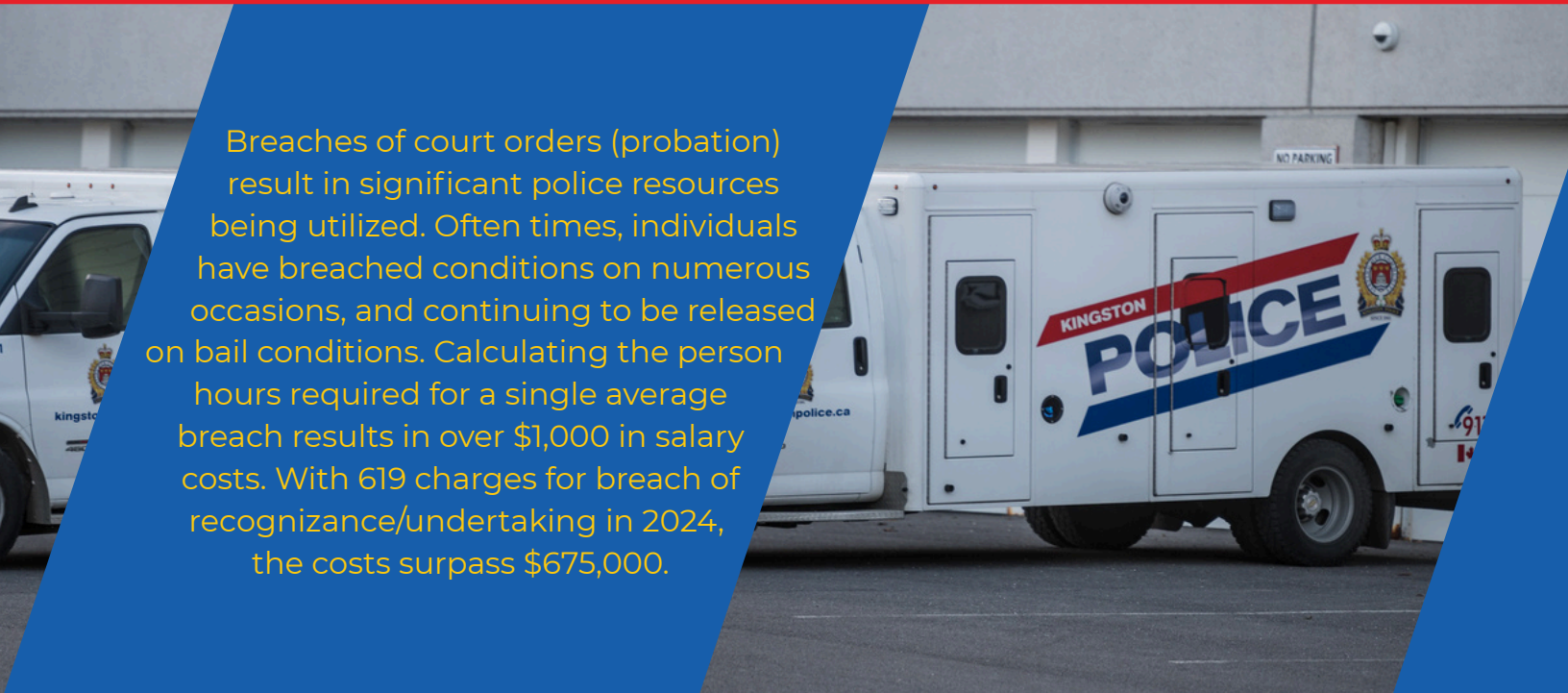


PRESSURES ON SERVICE DELIVERY



As the sole resource available 24/7, police are often the front-line responders to mental health calls. Due to long-wait times at hospitals, with emergency medical being triaged on an urgent basis, officers are often tied up in hospital waiting rooms with subjects who have been taken for a mental health assessment. With a projected increase of +30% in mental health calls, police are constantly exploring new options to both ensure compassionate care balanced with awareness for the need of freeing up officer time for other priority calls.

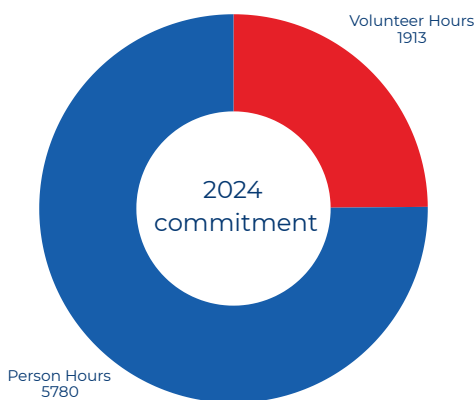
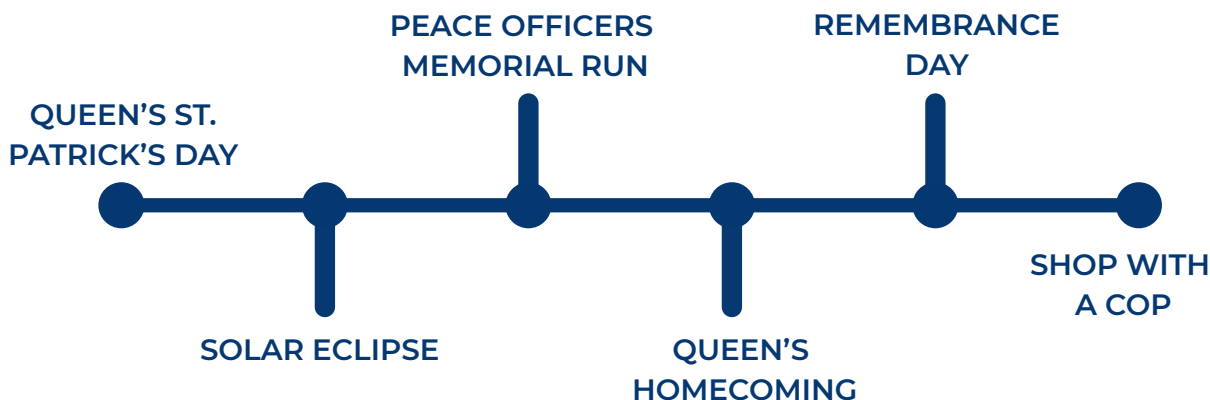
Breaches of court orders (probation) result in significant police resources being utilized. Often times, individuals have breached conditions on numerous occasions, and continuing to be released on bail conditions. Calculating the person hours required for a single average breach results in over \$1,000 in salary costs. With 619 charges for breach of recognizance/undertaking in 2024, the costs surpass \$675,000.





KINGSTON POLICE COMMUNITY VOLUNTEERS

The Kingston Police Community Volunteers provide invaluable support during all community events and have greatly contributed to not only an enhanced level of service to Kingston but also increased engagement with our community. They are also integral to the realization of our crime prevention programs.



The main operating costs for the Community Volunteers are covered through an annual budget allocation. In addition, the Board Policy Respecting the Disposition of Unclaimed Property provides that proceeds from the sale of unclaimed property at auction may be used to fund appreciation events and/or extraordinary equipment costs as approved during the annual budget process. The latter is partly to recognize their role in collecting abandoned bicycles, a task that had to be fulfilled by sworn officers in years past.







WE'RE HIRING

Kingston Police is actively recruiting for police constables.

Visit www.joinKP.ca or send an email to recruitment@kpf.ca for upcoming dates and more information



Kingston Police



@KingstonPolice



@kingstonpolice



Kingston Police