



# 2022 ANNUAL REPORT



**Dedicated To Serve**





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## Message from the Board Chair



**Mayor Crystal MELOCHE**  
Chair, Jan 2023 – Present  
Vice Chair, Jan 2019 – Dec 2022



Dear members of the LaSalle community,

As we reflect on the past year, it is my pleasure on behalf of the LaSalle Police Services Board to present the LaSalle Police Service's annual report for 2022. As Chair of the Board, I am proud to report that our police service has continued to provide exceptional service to the residents of LaSalle.

Over the past year, we have faced many challenges, including the ongoing pandemic. However, despite these challenges, our officers continue to succeed in their efforts to keep our community safe.

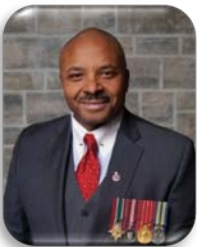
One of the areas that our officers have focused on in particular was traffic enforcement. We understand the importance of ensuring the safety of our community members on the roads, and our officers have gone above and beyond to make our streets safer for everyone through targeted enforcement initiatives, public education campaigns, and community outreach programs.

Another one of the key priorities of the LaSalle Police Service is community engagement, and we have been working hard to build positive relationships with all members of our community. Our officers have been actively involved in various community events and initiatives, including school programs and charity events.

I would like to take this opportunity to thank all of our officers, support staff, and volunteers for their hard work and dedication to serving our community. I would also like to thank the residents of LaSalle for their continued support and cooperation in keeping our community safe.

In closing, I am confident that with the continued commitment of our officers and the support of our community, the LaSalle Police Service will continue to be a model of excellence in policing.

## LaSalle Police Services Board Members



**Michael AKPATA**  
Deputy Mayor & Vice Chair  
Jan 2023 – Present



**Daniel ALLEN**  
Member  
Aug 2019 – Present



**Morris BRAUSE**  
Member  
Jan 2023 – Present



**Marie CAMPAGNA**  
Member  
Jan 2023 – Present



## Message from the Chief



*Duncan Davies*  
**Duncan DAVIES**  
Chief of Police  
January 2021 – Present

On behalf of all members of the LaSalle Police Service, I am honoured to share with you our 2022 Annual Report.

The Annual Report provides a written and visual summary of our Service and the activities of our members over the past year.

As we emerged from a global pandemic, the Service continued to ensure the safety and security of all residents and visitors of LaSalle while managing a number of internal organizational changes. These changes take into account our continuously evolving policing needs, priorities and requirements.

I would like to thank the members of the LaSalle Police Services Board for their vision, oversight, direction and support of our Service including former Board members Marc BONDY, Marty KOMSA and Victoria HOUSTON.



A warm welcome to our newest Board members: Michael AKPATA, Morris BRAUSE and Marie CAMPAGNA.

I would like to acknowledge the dedication and diligence of all our staff including members of our Senior Leadership Team, Community Patrol, Criminal Investigation, Special Services, Communications and Administrative Support. The business of keeping our community safe and secure rests on this group of dedicated municipal public servants who continue to meet our day-to-day challenges with enthusiasm. By fostering a positive work environment with emphasis on employee wellness, we remain committed to ensuring that we are ready, willing and able to look after the policing needs of the community and each other.

Our members continue to play a significant role in community activities and events. Our objective is simply to regularly and actively engage with our community to demonstrate that we are your neighbours and partners looking out for one another.

In both the short and long term, we remain committed to maximizing our effectiveness and efficiency as we are entrusted with the safety and security of all who live, work and play in the Town of LaSalle.





## Annual Reporting

In accordance with *Ontario Regulation 3/99* made under the *Police Services Act* governing the adequacy and effectiveness of police services, the Chief of Police is required to prepare and present to the LaSalle Police Services Board, an annual report on the activities of the police service during the previous fiscal year which includes information on:

- ✱ Performance objectives, indicators and results;
- ✱ Public complaints; and
- ✱ The actual cost of police services.

In addition to the Regulation, the LaSalle Police Services Board and the Chief of Police have established policies with respect to the information that must be contained in the annual report.

In accordance with the Regulation and policies of the Board and Police Service, the annual report shall contain:

- ✱ An organizational chart, a description of the organizational structure and information on uniform and civilian staffing levels;
- ✱ A statement of purpose and direction of the LaSalle Police Service;
- ✱ The LaSalle Police Service's provision of community-based crime prevention initiatives, community patrol and criminal investigation services;
- ✱ Community satisfaction with the LaSalle Police Service;
- ✱ Current strategic business plan objectives, indicators and results;
- ✱ Crime call and public disorder analysis relating to:
  - Emergency calls for service;
  - Violent crime and clearance rates for violent crime;
  - Property crime and clearance rates for property crime;
  - Youth crime and clearance rates for youth crime;
  - Police assistance to victims of crime and re-victimization rates; and
  - Road safety.
- ✱ Cost of Policing for the previous fiscal year including a comparison between the actual and estimated cost of policing.







## Statement of Purpose & Direction

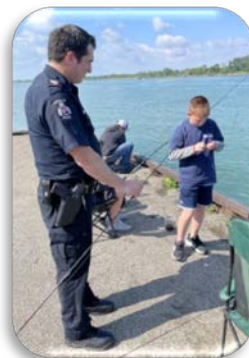
### Our Mission

*Our sole mission is to protect lives and property of the citizens we serve, provide a safe community, improve quality of life, and prevent crime while working in partnership with the community.*

### Our Goals & Objectives

*The goal of the LaSalle Police Service is to protect our community in a manner that promotes pride within our organization and with the citizens we serve providing a professional and innovative police service.*

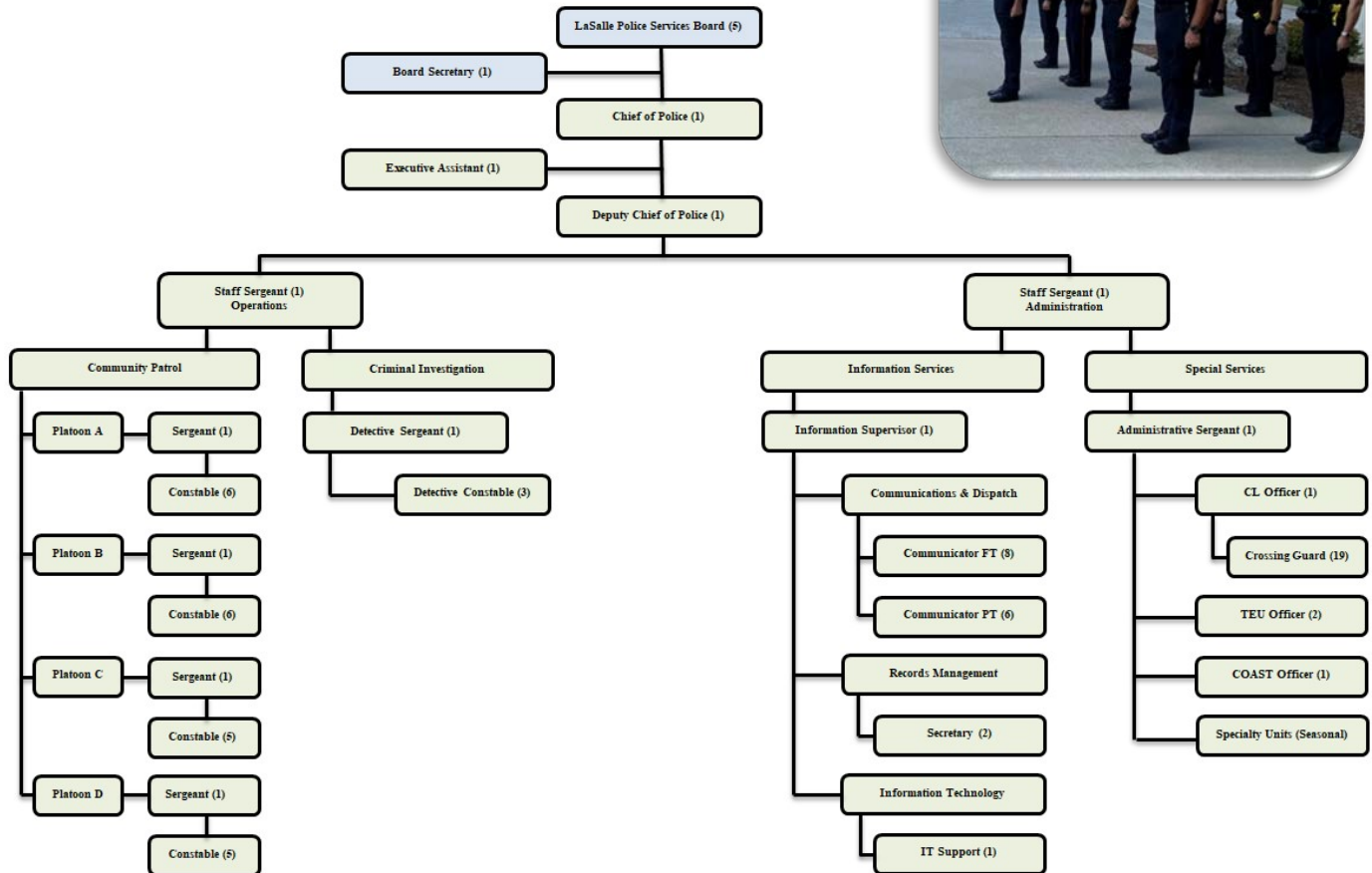
*In attaining this goal we will be committed to ensuring that we are compassionate and accountable, fostering trust with our community through integrity and mutual respect.*





## Organizational Structure

Our new modernized and reinvigorated Organizational Chart identifies the many ranks and roles of the LaSalle Police Service to meet the current and future policing needs of our community.







## Service Membership

### Senior Leadership Members

Chief of Police Duncan DAVIES  
Deputy Chief of Police Jason WOODS  
Executive Assistant Ida LAROCQUE  
Staff Sergeant Michael FOREMAN  
Staff Sergeant Nawzad SINJARI



### Sworn Officers

#### Community Patrol Division

Sergeant Mauro TONIN  
Sergeant Gerald BRUN  
Sergeant James NESTOR  
Sergeant Nicholas GOY



Senior Constable Brad THORNTON  
Senior Constable Harbinder GILL  
Senior Constable Erena PESIN  
Senior Constable Kristen RUGGABER  
Senior Constable Adam STIBBARD  
Senior Constable James ROOS  
Senior Constable Christopher WILLIAMS  
Senior Constable Kimberly RATHBONE  
Senior Constable Tara MANHERZ

Constable Steve KIRINCIC  
Constable Jimmi HANNA  
Constable Alison HUNTER  
Constable David DUROCHER  
Constable Tyler PRATT  
Constable Kamae CARTER  
Constable Olivia DUCHARME  
Constable Sean BEAR  
Constable Kristy ASSEF  
Constable Alaina ATKINS  
Constable Jaideep RANDHAWA  
Constable Oliver JIBRAIL  
Constable Matthew KOSNIK  
Constable Alex PAVIA  
Cadet Eamon GORMAN  
Cadet Jack BARTLETT

#### Criminal Investigation Division

Detective Sergeant Albert GIBSON  
Detective Constable Marc WILLIAMS  
Detective Constable Corrine BRUN

#### Special Services Division

Sergeant Michael AGOSTINIS  
Senior Constable Terry SEGUIN  
Senior Constable Leigh RUMBALL  
Senior Constable Bonnie RACINE  
Senior Constable Justin PARE

### Civilian Members

#### Communications & Dispatch

Communications Supervisor David PETTYPIECE  
Senior Communicator Patricia FREITAS  
Senior Communicator Victoria ALFINI  
Senior Communicator Natalie MALANDRUCCOLO  
Senior Communicator Kathryn LANGLEY  
Senior Communicator Teresa PARE  
Communicator Jessica DAY  
Communicator Lisa HOMENICK  
Communicator Marjon SALONEN  
Communicator Sarah CARR  
Communicator Michelle DUPUIS  
Communicator Matthew SWINDAIL

#### Administrative Support Staff

Senior Secretary Marlene YEARLEY  
Senior Secretary Rachelle WENGRZYNSKI





## Milestones

### Congratulations

Congratulations to the following members who were appointed or promoted in January 2022:

- \* **Jason WOODS, Deputy Chief of Police**
- \* **Nawzad SINJARI, Staff Sergeant**
- \* **Nicholas GOY, Sergeant**
- \* **James NESTOR, Sergeant**



## ARRIVALS

A warm welcome to the following new members who joined our Service in 2022:

- |   |                                  |
|---|----------------------------------|
| * <b>Matthew KOSNIK, Constable</b>        | January 4 <sup>th</sup> , 2022   |
| * <b>Alex PAVIA, Constable</b>            | January 4 <sup>th</sup> , 2022   |
| * <b>Dale CRANGLE, PPT Dispatcher</b>     | May 30 <sup>th</sup> , 2022      |
| * <b>Matthew SWINDAIL, PPT Dispatcher</b> | May 30 <sup>th</sup> , 2022      |
| * <b>Eamon GORMAN, Cadet</b>              | December 19 <sup>th</sup> , 2022 |
| * <b>Jack BARTLETT, Cadet</b>             | December 19 <sup>th</sup> , 2022 |



## DEPARTURES

Best wishes to the following members who left our Service in 2022:

- |  |                                   |
|--|-----------------------------------|
| * <b>Fatima SANTOS-MAJOR, Sr. Dispatcher</b> | March 2 <sup>nd</sup> , 2022      |
| * <b>Nicole FARRUGIA, PPT Dispatcher</b>     | May 28 <sup>th</sup> , 2022       |
| * <b>Carly FASAN, PPT Dispatcher</b>         | July 28 <sup>th</sup> , 2022      |
| * <b>Dale CRANGLE, PPT Dispatcher</b>        | September 26 <sup>th</sup> , 2022 |



## Member Designations

All members, both uniform and civilian, have taken a leadership role in their duties by “wearing many hats” reflecting their diverse responsibilities to the many different aspects of policing the community of LaSalle.

The Chief of Police has designated selected members of the Service to various positions, roles and tasks. Each designated member shall have the necessary and appropriate knowledge, skills, abilities and training in order to fulfill the responsibilities of their designation.



Some of the various positions, roles and tasks include:

- ✓ Acting Rank Officers
- ✓ Administrative Sergeant
- ✓ All-Terrain Vehicle Patrol Officers
- ✓ Approved Drug Screening Equipment Trainer
- ✓ Administrative Support
- ✓ Armourer
- ✓ Audit Review Committee
- ✓ Automated Licence Plate Recognition Coordinator
- ✓ Bicycle Patrol Officers
- ✓ C8 Rifle Operators
- ✓ Child Seat Inspectors
- ✓ Collection Of Identifying Information Liaison
- ✓ Coach Officers
- ✓ Commissioner of Affidavits
- ✓ Communicable Diseases Coordinator
- ✓ Community Liaison Officer
- ✓ Community Outreach & Support Team Officer
- ✓ Conducted Energy Weapon Instructors
- ✓ Constable Selection System Recruiters
- ✓ Counter Terrorism Information Officers
- ✓ Canadian Police Information Centre Representative
- ✓ CPR/First Aid/Defibrillator Instructor
- ✓ Crime Analysis Specialist
- ✓ Crime Prevention Coordinator
- ✓ Crime Prevention Officers
- ✓ Criminal Investigators
- ✓ Crisis Negotiators
- ✓ Critical Incident/Stress Mgmt/Peer Counselors
- ✓ Diversity Liaison Officer
- ✓ Domestic Violence Investigators
- ✓ Drug Recognition Expert
- ✓ Drug Resource Officer
- ✓ Emergency Response/Incident Command
- ✓ Firearms Instructor
- ✓ Firearms Tracing
- ✓ Fleet Management
- ✓ Forensic Identification Officers
- ✓ Fraud Investigators
- ✓ Freedom of Information Coordinator
- ✓ Harassment Advisors
- ✓ Hate Crime Investigator
- ✓ Health & Safety Committee
- ✓ High School Liaison Officer
- ✓ Health & Safety Committee
- ✓ High School Liaison Officer
- ✓ Historical Vehicle Committee
- ✓ Honour Guard
- ✓ Intelligence Officers
- ✓ Intoxilyzer Technicians
- ✓ LPS Charity Golf Tournament Committee
- ✓ Major Case Management Team
- ✓ Marine Patrol Officers
- ✓ Narcan Spray Training Officer
- ✓ OIPRD Representative
- ✓ Ontario Sex Offender Registry Liaison Officer
- ✓ Police Clearance Coordinator
- ✓ Policy Development
- ✓ Prisoner Guards
- ✓ Property & Evidence Control Officers
- ✓ Public Officers
- ✓ Quartermaster
- ✓ Radar Instructor
- ✓ RIDE Unit Coordinator
- ✓ RMS Administrator
- ✓ Road Watch Coordinator
- ✓ Search Master
- ✓ Sexual Assault Investigators
- ✓ Sexual Offences Against Children Investigators
- ✓ Shotgun Operators
- ✓ Special Investigations Unit Liaison
- ✓ Strategic Business Planning Committee
- ✓ Supervisors
- ✓ Surveillance Officers
- ✓ Taser Operators
- ✓ Technical Collision Investigators
- ✓ Threat Assessment Investigators
- ✓ Torch Run/Special Olympics Coordinator
- ✓ Traffic Enforcement Unit Coordinator
- ✓ Training/Skills Development Coordinators
- ✓ Use of Force Trainer
- ✓ Versatarm Subject Matter Experts
- ✓ ViCLAS Coordinator
- ✓ Victim Services Liaison
- ✓ Values, Influences & Peers Officers
- ✓ Wellness & Enhancement Coordinator
- ✓ Witness Protection Liaison





## Service Sections & Divisions

In the Organizational Structure, the LaSalle Police Service is comprised of the following three sections:

### Senior Leadership

- \* Chief of Police
- \* Deputy Chief of Police
- \* Executive Assistant
- \* Staff Sergeants

### Operations

- \* Community Patrol Division
- \* Criminal Investigation Division

### Administration

- \* Information Services Division
- \* Special Services Division

### Senior Leadership

The Senior Leadership Team leads, manages and oversees the day to day operations of the Service including:

- ✓ Human Resources
- ✓ Recruiting
- ✓ Training & Professional Development
- ✓ Personnel Deployment
- ✓ Incident Command
- ✓ Public Complaints
- ✓ Contracts & Agreements
- ✓ Grants
- ✓ Policy Development & Review
- ✓ Business Planning
- ✓ Finance
- ✓ Procurement
- ✓ Fleet Management
- ✓ Police Facilities
- ✓ Internal Auditing
- ✓ Supervision



*In 2022, our Senior Leadership Team continued to deliver highly effective and cost efficient policing services to the Town of LaSalle.*





## ***Service Sections & Divisions***

### ***Operations***

Managed and overseen by a Staff Sergeant, the Operations section consists of the Community Patrol Division and Criminal Investigation Division.

#### ***Community Patrol Division***

Twenty-seven Officers on four platoons of our Community Patrol Division are committed to public safety and security. Community Patrol Officers are primarily responsible for core policing responsibilities of:

- *Crime Prevention;*
- *Law Enforcement;*
- *Victim Assistance;*
- *Public Order Maintenance; and*
- *Emergency Response.*

Whether answering calls for service or patrolling roadways and neighbourhoods, our front-line Officers are encouraged to take responsibility to initiate problem-solving activities and promote their sense of ownership. Emphasis is placed on our presence in the community with problem oriented policing strategies that address the root causes of problems before they become crime and disorder issues. This includes partnerships, directed patrol, foot patrol, use of in-car computers, quick response to calls for service and traffic management in specific geographical areas.



Experience gained in the Community Patrol Division, complimented with specialized training, provide members with the necessary knowledge, skills and abilities to advance to other specialized roles and responsibilities and/or promotion.

In 2022, as our local, provincial, national and international governments and communities navigated a global COVID-19 pandemic, our Community Patrol Officers continued to fulfill the mission, goals and objectives of the Service in a professional, ethical and responsible manner.

#### ***Criminal Investigation Division***

The Criminal Investigation Division (CID) provides criminal investigative and case management support to the Service. CID is responsible for the investigation and/or case management of serious criminal offences in addition to overseeing the Forensic Identification Unit, Criminal Intelligence, Major Case and ViCLAS coordination.

In 2022, CID consisted of one full-time Detective Sergeant and two full-time Detective Constables. All Officers assigned to CID have demonstrated the required knowledge, skills and abilities and received specialized training to fulfill the duties of the role.





## *Service Sections & Divisions*

### *Administration*

Managed and overseen by a Staff Sergeant, the Administration section consists of our Information Services Division and Special Services Division.

#### *Information Services Division*

The Information Services Division is comprised of:

- *Communications & Dispatch*
- *Records Management*
- *Administrative Support*
- *Information Technology*



#### *Communications & Dispatch*

The Service is responsible for maintaining, staffing and operating the Central Communications Centre 24 hours a day, 7 days a week, 365 days of the year. The Central Communications Centre provides radio and telephone dispatch services for the LaSalle Police Service, LaSalle Fire Service and Kingsville Fire Service.

Our Central Communications Centre members are highly skilled and dedicated professionals. They handle police and fire emergency calls as well as other high-risk incidents on a daily basis. Our Communications members are often a lifeline to both victims and responding police Officers. They offer understanding, comfort, and front-line support for victims. LaSalle Police Service is fortunate to have a skilled and experienced Communications team - an integral part of a successful emergency response organization.

In 2022, the Centre logged 8,996 calls for service and police related activities for the LaSalle Police Service including a total of 2,779 emergency 911 calls.







## *Service Sections & Divisions*

### *Administration*

#### *Information Services Division - Continued*

##### *Records Management*

Almost every aspect of the policing profession requires members of the Service to properly and accurately complete documentation respecting each member's functions and actions. Accounting for this immense volume of accurate and detailed documentation, the Service has employed the use of electronic data, information and records management systems.

In May 2021, the Service transitioned from the Enterpol Computer Aided Dispatch (CAD) and Enterpol Records Management System (RMS) to Versaterm CAD and RMS. The Service has contracted with the Windsor Police Service on the multijurisdictional functionality, implementation and support of the Versaterm software. With this change, several processes, procedures and data collection methods have changed. As time passes using the new Versaterm software, further statistical data will be available to provide a clearer understanding of crime data, analysis and trends.



The Service continues to use the Enterpol software for other functions including time management, training records, media releases, bulletins, policy indexing and email.

##### *Administrative Support*

Our two administrative support members provide Officer support, court liaison services, police clearances, Freedom of Information requests, front counter service, commissioning of oaths, overtime and time off management, training and travel requisitions as well as file record maintenance.



##### *Information Technology*

Due to the proliferation of technology and the electronics age, the Service remains committed to keeping current with technological advances that would assist the Service in its responsibilities.

Having instant access to accurate and reliable information is crucial in policing. The Service continuously seeks out ways of improving and enhancing our access to information and how we process and document that information.

In 2022, IT support was provided to the Service by an outside contractor. The IT contractor provides regular status reports regarding ongoing IT projects and maintenance.





## Service Sections & Divisions

### Administration

#### Special Services Division

Implemented in 2022, the new Special Services Division ensures that the Service is devoting the necessary time and resources to identified priority areas. The new division helps to relieve some of the pressures formerly placed on our front-line Community Patrol Officers refocusing their attention on their core policing responsibilities.

The new Special Services Division is supervised by a newly created position of Administrative Sergeant overseeing the following:

- *Community Liaison*
- *Traffic Enforcement*
- *Community Outreach & Support*
- *Specialty Units*
  - *All Terrain Vehicle (ATV) Unit*
  - *Bicycle Unit*
  - *Marine Unit*

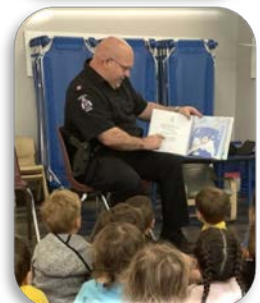


#### Community Liaison Officer (CLO)

Success in policing can be directly attributed to the police service's ability remain focused on meeting the needs of the community. The role of Community Liaison Officer (CLO) is designed to ensure that a strong and healthy connection is maintained between the Service and the community because communication is a key to success.

The CLO can be best described as the "Face of the Service" fulfilling a variety of public facing responsibilities including:

- *Media Relations*
- *Social Media*
- *School Resource Officer*
- *Public Education*
- *Community Events, Outreach & Engagement*
- *Crossing Guards & School Bus Patrollers*
- *LaSalle Police Youth Foundation*



Through ongoing community engagement and support as well as by securing and maintaining successful partnerships with many local community and social service agencies, the CLO has significantly contributed to the Service's motto of "Dedicated To Serve".

In 2022, Senior Constable Terry Seguin continued to represent the Service in the full-time role of CLO.





## *Service Sections & Divisions*

### *Administration*

#### *Special Services Division - Continued*

#### *Traffic Enforcement Unit (TEU)*

With grant funding from the provincial government, the Service continued to prioritize traffic management, enforcement and road safety. Over the past several years, changes to legislation along with new technologies and advancements have elevated traffic management, enforcement and road safety to a place where much more dedicated time and effort are needed to ensure an adequate and effective response.

In 2022, the new full time Traffic Enforcement Unit (TEU) Coordinator – Senior Constable Justin PARE managed all day to day activities relating to traffic management, enforcement and road safety. The TEU Coordinator continues to be active on local roadways enforcing traffic laws as well as organizing and implementing unique operational plans targeting specific and chronic traffic complaints and infractions.

The Traffic Enforcement Unit supports the Service's Traffic Management, Enforcement & Road Safety Plans including the core aspects of education, awareness and enforcement in a concerted effort to reduce, if not prevent, traffic related offences, infractions and motor vehicle collisions.



#### *Community Outreach & Support Team (COAST)*

With grant funding from the provincial government, the Service continued this critical mental health support initiative.

Our new COAST Team is comprised of one full-time, experienced Police Officer (COAST Officer) – Senior Constable Bonnie RACINE partnered with a Community Crisis Social Worker (CCSW) Stephanie ROBINSON from Hotel-Dieu Grace Health Care providing specialized support for front-line Officers as well as in-home assessments and support to individuals with chronic and persistent mental health concerns, those who have been victimized, and those who have frequent contacts with police and hospitals. The COAST Team collaborates with individuals and their families in developing a support plan linking them to community resources with the goal of reducing further police or hospital intervention for non-emergency incidents.



In addition, the COAST Officer is also trained in peer support and employee wellness. Not only will the COAST Team focus attention on mental health support for the community at large but also direct their attention internally by providing training and support to our members. This will ensure that the people responding to calls for service also have the mental health support they need.





## *Service Sections & Divisions*

### *Administration*

#### *Special Services Division - Continued*

#### *Specialty Units*

##### *All Terrain Vehicle (ATV) Unit*

The objective of the ATV Unit is to reduce the number of trespassers and violators on Town property, private property and railways through pro-active enforcement, patrolling, community involvement and educational awareness. Members are required to take a specialized course prior to participating on the ATV Unit.

In 2022, the ATV Unit consisted of 19 Officers responsible for conducting patrols of area parks and trails as well as engaging in problem oriented policing initiatives and local special events.



##### *Bicycle Unit*

The Bicycle Unit uses bicycles for transportation in the patrol of our parks, hydro right of ways, jogging trails and other areas normally inaccessible to vehicular patrols. This unit operates in the same fashion as Officers in patrol vehicles yet provides for closer interaction with members of our community. Members are required to take a specialized police biking course prior to participating in patrol on two wheels.

In 2022, the Bicycle Unit consisted of 19 Officers responsible for conducting community patrols of area neighbourhoods, business districts, parks and trails as well as engaging in problem oriented policing initiatives and local special events.



##### *Marine Unit*

The Marine Unit provides the citizens of LaSalle with an effective and efficient police presence on the water. The Unit promotes water safety, responds to water related calls for service and participates in joint forces operations with other area agencies.

In 2022, the Marine Unit consisted of 14 Officers responsible for marine patrol and enforcement on the Detroit River.





## Quality Assurance

### Community Satisfaction



As part of the Service's 2022 – 2024 Strategic Business Plan, a new priority objective has been established to “explore the development and use of available survey technology to solicit independent community feedback on police initiatives and investigations”.

Wanting to obtain more robust and impartial feedback, the Service has discontinued its former internal survey practice. New survey technology, along with comments and feedback from social media platforms, provide valuable input on the quality of service provided by our Communications Centre personnel and Community Patrol Officers.

The following are just a few of the many comments posted on social media platforms regarding our members and their daily interaction with the community:

*“We in LaSalle are very fortunate to have an excellent police service. Thank you to all of you for your dedication and service. Stay healthy and safe”*

*“Keep up the excellent work protecting LaSalle residents”*

*“Very happy to have our own local police service”*

*“Community service at its best. Nice work team”*

*“God bless our police officers”*

*“Great community team work. Proud to be a resident of this town”*



### Public Complaints



In 2022, the 39 Officers and 18 Civilian members of the LaSalle Police Service interacted with the public on 8,996 occasions responding to calls for service and initiating proactive police activities. As a result:

- ✓ No public complaints were received about the policies of or services provided by the Service.
- ✓ Three public complaints were received about the conduct of a Police Officer. Each of the three complaints were investigated and concluded as unfounded.



## Crime Analysis & Statistics

### Central Communications Centre

The Central Communications Centre is responsible for logging and dispatching all complaints and calls for service. Every complaint and call for service is entered into our Computer Aided Dispatch (CAD) System including details on our response and any subsequent follow up.



LPS Dispatch History 2019 – 2022 Complaint Types						
Item	2019	2020	2021	2022	# Chg	% Chg
All Complaint Types	12,913	19,776	11,025	8,996	-2,029	-18.40%
➤ Reactive Calls For Service Only	6,522	6,482	6,798	6,422	-376	-5.53%
➤ Alarms	399	258	260	323	+63	+24.23%
➤ Driving Complaints	546	509	512	470	-42	-8.20%
➤ 911 Calls	2,917	2,481	2,647	2,779	+132	+4.99%
➤ 911 Misdials	694	909	1,256	705	-551	-43.87%
➤ COVID-19	-	263	295	62	-233	-78.98%

### Reportable Occurrences

Many occurrences are cleared as “report to follow” meaning that a report is generated to document the investigation in our Records Management System (RMS). Of these reports, certain incidents are further reportable to the Canadian Centre for Justice & Community Safety Statistics (CCJCSS) where data is collected to assess the levels of crime in Canada.



LPS RMS 2019 – 2022 Reportable Occurrences						
Item	2019	2020	2021	2022	# Chg	% Chg
Total RMS Occurrence Reports	2,719	2,620	2,399	2,320	-79	-3.29%
CCJCSS Violent Occurrences	65	40	83	136	+53	+63.86%
CCJCSS Drug Occurrences	11	9	10	4	-6	-60.00%
CCJCSS Property Occurrences	556	404	443	445	+2	+0.45%
CCJCSS Other Occurrences	123	140	49	123	+74	+151.02%
Total Young Persons In Crime	76	26	20	54	+34	+170.00%
➤ Total Youths Charged	14	1	3	8	+5	+166.67%
➤ Total Youths Cautioned	62	25	17	46	+29	+170.59%
➤ Violent Youths Charged	7	1	2	4	+2	+100.00%
➤ Violent Youths Cautioned	8	10	9	26	+12	+133.33%
Total CCJCSS Reportable Criminal Occurrences	744	593	585	708	+123	+21.03%
Total Criminal Charges Laid	364	268	290	335	+45	+15.52%
Crime Severity Index (CSI) Rating	26.70	19.15	20.70	30.20	+9.50	-
Crime Severity Index (CSI) Ranking	11/324	3/325	4/326	24/330	-20	-
Weighted Clearance Rate	32.1%	33.7%	41.2%	47.8%	-	+6.60%
Victim Services Referrals	59	57	28	17	-11	-39.29%





## Crime Analysis & Statistics

### Traffic Management & Road Safety

The following table highlights the overall statistics related to traffic management and road safety.



LPS RMS 2019 – 2022 Traffic Management & Road Safety						
Item	2019	2020	2021	2022	# Chg	% Chg
Total Motor Vehicle Accidents	412	287	242	336	+94	+38.84%
➤ Fatal	0	0	0	1	+1	+100.00%
➤ Injury	43	37	21	36	+15	+71.43%
➤ Property Damage > \$2,000	184	125	104	179	+75	+72.12%
➤ Non Reportable < \$2,000	113	82	68	80	+12	+17.65%
➤ Fail To Remain	72	43	49	40	-9	-18.37%
Impaired Occurrences	16	10	11	21	+10	+90.91%
ASD Roadside Suspensions	51	41	31	23	-8	-25.81%
Other Traffic Reports	224	267	163	152	-11	-6.75%
<b>Total Traffic Related Reports</b>	<b>703</b>	<b>605</b>	<b>416</b>	<b>509</b>	<b>+93</b>	<b>+22.36%</b>
Total Traffic Charges	1,230	1,509	612	1,214	+602	+98.37%
Total Traffic Warnings	1,840	2,625	970	1,735	+765	+78.87%

### Annual Comparison

The following table highlights the annual comparison for all LaSalle Police Service reports in the areas of violence, property, lawless public behaviour and traffic. Each of the identified areas capture data from reports that include incidents where an actual offence had occurred or where there was the potential for an offence to be committed.

LPS RMS 2019 – 2022 Occurrence Report Annual Comparison						
Item	2019	2020	2021	2022	# Chg	% Chg
Violence	491	373	378	469	+99	+26.76%
Property	567	406	443	445	+2	+0.45%
Lawless Public Behaviour	399	457	449	390	-59	-13.14%
Traffic	1,933	2,114	1,028	1,723	+695	+67.61%

### Overall Crime Trends – Six Year Average

Over the six year period between 2017 and 2022, the following trends were averaged and compared:

LPS RMS Overall Crime Trends – Six Year Average				
Item	2022	Six Year Average	# Diff	% Diff
Violence	469	424.0	+45.0	+10.61%
Property	445	477.8	-32.8	-6.87%
Lawless Public Behaviour	390	432.8	-42.8	-9.89%
Traffic	1,723	1,858.5	-135.5	-7.29%



## Strategic Business Plan

Although the Strategic Business Planning Committee began their work in 2021 drafting a new business plan for the Service, it was not until the beginning of 2022 that most of our internal organizational changes came to fruition.

In early 2022, with all members confirmed in their permanent roles, the Strategic Business Planning Committee continued their work on a new Strategic Business Plan for the Service. New performance objectives and indicators for thirteen core policing areas have been developed for the next three years to ensure the Service continues to meet the Town's policing needs and expectations.



The following tables identify our new performance objectives, measurements and results achieved to date:

### 2022 – 2024 Strategic Business Plan Objectives, Measurements & Results

#### 1. Crime Prevention

Crime Prevention			
Item	Objective	Measurement	Result
1.1	Explore the use and implementation of the crime-mapping feature built into VERSA as a tool of public dissemination of information as necessary, depicting general crime locations within the Town.	<ul style="list-style-type: none"><li>• Feasibility Report &amp; Cost Estimate</li><li>• Record and measure the use and success of the use of this software by investigators</li><li>• Record and measure public participation by way of information obtained from citizens, regardless of its usefulness to investigations. Public awareness and engagement are key here.</li></ul>	In Progress
1.2	In conjunction with the Town of LaSalle's 2020-2050 Strategic Plan, explore community partnerships to assist in crime prevention initiatives within the town. IE: Engage the Town of LaSalle to install additional lighting along the trail system to deter criminal activity and loitering in those areas.	<ul style="list-style-type: none"><li>• Feasibility Report &amp; Cost Estimate</li><li>• Implementation</li></ul>	In Progress
1.3	Train more officers in CPTED – Crime Prevention Through Environmental Design and create public training or individualized advice to businesses or residents on how to apply CPTED principles to their residences or businesses	<ul style="list-style-type: none"><li>• Number of officers trained and number of reports citing CPTED strategies provided</li></ul>	Partially Achieved  CPTED Training is planned for early 2023. Our Community Liaison Officer makes regular public posts of CPTED principles on social media.





## 2022 – 2024 Strategic Business Plan Objectives, Measurements & Results - Continued

### 2. Community Patrol

Community Patrol			
Item	Objective	Measurement	Result
2.1	Enhance Special Services to address needs in the Town by deploying them at targeted / optimal times to address community concerns.	<ul style="list-style-type: none"> <li>Feasibility Report &amp; Cost Estimate</li> <li>Track number of outings and community contacts</li> </ul>	<p><b>Achieved</b> ✓</p> <p>In 2022, the Special Services Division was created to oversee:</p> <ul style="list-style-type: none"> <li>Community Liaison</li> <li>COAST</li> <li>Traffic Enforcement Unit (TEU)</li> <li>Specialty Units (Marine, Bike UTV)</li> </ul> <p>Our TEU participate in four {4} joint forces operations with community partners. They issued 1324 charges and 1624 cautions (up from 724 cautions and 1071 in 2021).</p> <p>Our Bike Unit was deployed for over 81 hours of patrols and community events (up almost 300% from 2021). The unit was deployed 28 times, had 131 contacts, and gave 16 cautions for offences.</p> <p>Our UTV was deployed for seven {7} patrols and community events totaling 28 hours. Two members were trained and added to the unit.</p> <p>Our vessel was repainted in 2022 and the Marine Unit completed 13 patrols and community events (up from 10 in 2022).</p>
2.2	Maintain current and enhance overall health of Community Patrol Officers and Communicators through Health and Wellness Programs and alternative work hour arrangements.	<ul style="list-style-type: none"> <li>Participation and use of programs</li> </ul>	<p><b>Achieved</b> ✓</p> <p>Our Employee Health &amp; Wellness Program encourages all employees to look after their physical and mental health. In addition to regular check-ups with a doctor and physical exercise, the program provides information on accessing the services of a dietician and/or nutritionist for guidance on healthy eating habits.</p> <p>Members participating in our Health &amp; Wellness program are eligible for incentives including gift card draws and bonus hours of time off.</p>







## 2022 – 2024 Strategic Business Plan Objectives, Measurements & Results - Continued

### 3. Criminal Investigations

Criminal Investigations			
Item	Objective	Measurement	Result
3.1	Acquire encrypted radios or mic phones	<ul style="list-style-type: none"><li>Acquisition</li></ul>	<b>Achieved</b> ✓  In 2022, encrypted mic phones were purchased enabling our Officers to privately communicate with Officers from partner agencies.
3.2	Enter into joint forces operations with surrounding agencies to combat crimes occurring in LaSalle and Essex County.	<ul style="list-style-type: none"><li>Number of partnerships entered</li></ul>	<b>Achieved</b> ✓  In 2022, there were six {6} joint forces operations (JFOs) including investigations into sex crimes, counterfeit currency, car thefts, drug distribution (cocaine), break & enters, drugs/guns and human trafficking.
3.3	Acquire equipment for surveillance and intelligence gathering.	<ul style="list-style-type: none"><li>Acquisition</li></ul>	<b>Achieved</b> ✓  In 2022, a multipurpose camera was purchased through grant funding which is utilized as needed.  Surveillance vehicles are available and used as needed.

### 4. Community Satisfaction

Community Satisfaction			
Item	Objective	Measurement	Result
4.1	In conjunction with the Town of LaSalle's Strategic Business Plan 2020-2050 explore the development and use of available survey technology to solicit independent community feedback on police initiatives and investigations.	<ul style="list-style-type: none"><li>Feasibility Report &amp; Cost Estimate</li></ul>	In Progress
4.2	Explore the installation of computers in the police facility lobby to enable online reporting and access to public police related documents and forms.	<ul style="list-style-type: none"><li>Feasibility Report &amp; Cost Estimate</li></ul>	In Progress
4.3	In conjunction with the goals and objectives set out in the Community Safety and Well Being Plan – explore and maintain ongoing partnerships with other police services and community agencies to integrate services, to improve efficiencies, cost savings and community benefit.	<ul style="list-style-type: none"><li>Acquisition</li></ul>	In Progress  In 2022, our Service has initiated discussions with neighboring police agencies on shared training opportunities planned for 2023.  Several Officers have received OPC accredited training locally resulting in cost savings.



## 2022 – 2024 Strategic Business Plan Objectives, Measurements & Results - Continued

### 5. Emergency Response

Emergency Response			
Item	Objective	Measurement	Result
5.1	In conjunction with the Town of LaSalle's Strategic Business Plan 2020-2050 and to prevent further harm from emerging, explore new training opportunities with partner agencies in responding to high risk – low frequency emergency calls for service.	<ul style="list-style-type: none"> <li>Partner MOUs</li> <li>Additional Training Dates</li> </ul>	<p><b>Partially Achieved</b></p> <p>In 2022, our Service participated in the Border Sentinel training and exercises covering a wide array of marine emergencies with partnering agencies from Police, Fire, Coast Guard, Navy, Port Authority, EMS, WRH, and many others.</p> <p>Our Service participated in several Joint Forces traffic initiatives (speeding, RIDEs, truck inspections, etc.) with OPP, WPS, and MTO.</p> <p>Firearms training, IRD, Active Shooter training with CKPS.</p> <p>MEDA3 (Marine) training with London Police.</p> <p>Marine JFOs and cross training with WPS and other area agencies.</p>
5.2	Train additional Officers in Emergency Response (such as Crisis Negotiation, Search Master and Incident Command)	<ul style="list-style-type: none"> <li>Increased number of Trained Officers.</li> </ul>	<p><b>Partially Achieved</b></p> <p>In 2022, one additional Sergeant was trained in Incident Command (IC).</p> <p>In 2023, three other Officers have been scheduled for IC training.</p> <p>Crisis Negotiation and Search Master training are both still in progress.</p>

### 6. Violent Crime

Violent Crime			
Item	Objective	Measurement	Result
6.1	Maintain a front loaded and effective response to solving crimes of violence.	<ul style="list-style-type: none"> <li>Solved Rate</li> </ul>	<p><b>Partially Achieved</b></p> <p>From our Uniform Crime Reporting (UCR) statistics, in 2022, our solved rate for violent crime was 70.9% - up from 68.5% in 2021.</p>
6.2	Increase the number of Intimate Partner Violence Investigators	<ul style="list-style-type: none"> <li>Increased number of trained officers</li> </ul>	<p><b>Partially Achieved</b></p> <p>Several Officers have been identified to attend Intimate Partner Violence (IPV) training in 2023 and subsequent years.</p>
6.3	Monitor offenders with an intelligence-led, proactive approach.	<ul style="list-style-type: none"> <li>Number of arrests/charges</li> </ul>	<p><b>In Progress</b></p> <p>In 2022, Officers of the Service made 112 arrests and laid 335 criminal charges against offenders.</p>



## 2022 – 2024 Strategic Business Plan Objectives, Measurements & Results - Continued

### 7. Property Crime

Property Crime			
Item	Objective	Measurement	Result
7.1	Enhance public education through social media on crime prevention to assist in the reduction of incidents of property crime.	<ul style="list-style-type: none"> <li>Number of public information messages</li> </ul>	<p><b>Achieved</b> ✓</p> <p>Our Community Liaison Officer regularly posts information and crime prevention tips on our website, Facebook, Twitter, and Instagram. Topics include property crimes, thefts, trespassing, residential &amp; commercial crime prevention, and robbery prevention.</p>
7.2	Research, develop, initiate, implement and participate in crime prevention programs similar to CPTED and POP	<ul style="list-style-type: none"> <li>Number of crime prevention programs/initiatives created and utilized</li> </ul>	<p><b>Partially Achieved</b></p> <p>Our Officers developed and printed signs to place in local stores to address an ongoing fraud scheme involving gift cards.</p> <p>A new safe exchange site for Internet purchases was created at our Police Facility as an additional safety and security measure for members of the public when making online private purchases.</p> <p>Officers also participated in the OACP Lock It Or Lose It Campaign by checking for unlocked car doors with valuables inside parked at local businesses. Several opportunities were created to educate the public on the importance of locking their vehicles and keeping valuables out of sight.</p>

### 8. Youth Crime

Youth Crime			
Item	Objective	Measurement	Result
8.1	Continue fostering positive relationships with local youth through programs such as B-RAD, VIP and LaSalle Hangout.	<ul style="list-style-type: none"> <li>Number of community partnerships and programs</li> </ul>	<p><b>Partially Achieved</b></p> <p>In 2022, our Officers participated in a basketball game with youths from the LaSalle Hangout.</p> <p>Several presentations were made at our local public and secondary schools on anti-racism and bullying.</p> <p>Several members participated in “Coffee With A Cop” at Starbucks.</p> <p>The B-RAD presentation was modernized with Officers across Essex County, spearheaded by our Service.</p>
8.2	Train officers in VTRA – Violent Threat Risk Assessment to assist in risk assessment for schools.	<ul style="list-style-type: none"> <li>Number of officers receiving accredited training</li> </ul>	<p><b>In Progress</b></p> <p>Two additional Officers have been scheduled to attend VTRA training in 2023.</p>





## 2022 – 2024 Strategic Business Plan Objectives, Measurements & Results - Continued

### 9. Victim Assistance

Victim Assistance			
Item	Objective	Measurement	Result
9.1	Ensure proper referrals are made to agencies that provide support services for victims.	<ul style="list-style-type: none"><li>Number of Victim Services and community services referrals</li></ul>	<b>Partially Achieved</b>  In 2021, there were 28 Victim Services referrals. In 2022 there were 17 Victim Services referrals

### 10. Road Safety

Road Safety			
Item	Objectives	Measurement	Result
10.1	Increase road safety awareness, issues and enforcement actions within our community through presentations, interactions and social media.	<ul style="list-style-type: none"><li>Number of presentation given to these groups and report the number of social media posts relating to traffic.</li></ul>	<b>Achieved</b> ✓  In 2022, our new TEU Coordinator gave two road safety presentations to students at Villanova Secondary School.  At least two or three times each month, the TEU regularly posts to social media instances of stunt driving and educates the public on the consequences of careless and dangerous driving.  Results of RIDE programs are posted to social and mainstream media with education on the topic of impaired driving laws.
10.2	With the engagement of the new Traffic Enforcement Unit Coordinator, gather and analyze statistics on road safety and traffic enforcement.	<ul style="list-style-type: none"><li>Gather statistics to measure enforcement as well as motor vehicle collisions on Town roadways.</li></ul>	<b>Achieved</b> ✓  The TEU Coordinator prepares a monthly and annual report on traffic enforcement and road safety statistics which is in turn shared with all members.  Speed sign downloads provides valuable information on peak times and locations assisting Officers in focusing enforcement initiatives.
10.3	Continue partnering with the Town of LaSalle in their traffic calming policy to implement additional traffic calming measures in problem areas (speed bumps and speed tables)	<ul style="list-style-type: none"><li>Report the use of these measures if acquired</li></ul>	<b>Achieved</b> ✓  The TEU Coordinator meets regularly with the Town of LaSalle Public Works Department who oversee our municipal roadways collaborating on traffic calming measures such as speed signage, speed bumps, roadway design and how best to address chronic driving/traffic complaints.



## 2022 – 2024 Strategic Business Plan Objectives, Measurements & Results - Continued

### 11. Information Technology

Information Technology			
Item	Objectives	Measurement	Result
11.1	Explore different options for our website design and hosting.	• Feasibility Report & Cost Estimate	In Progress
11.2	Research the cost and benefits of using e-ticketing technology.	• Feasibility Report & Cost Estimate	In Progress  In 2023, the TEU Coordinator will be acquiring equipment on a trial basis that is capable of scanning a driver's license and printing the ticket within a minute. The ticket can be uploaded to the cloud and electronically submitted to the Courts with notes.
11.3	Maintain a surveillance camera registry to assist in canvassing during investigations.	• Feasibility Report & Cost Estimate	Partially Achieved  Our Communications staff gathers information on residential properties known to have digital surveillance systems. As the database grows, the information can be invaluable assist Officers when investigating criminal activity.

### 12. Police Facilities

Police Facilities			
Item	Objective	Measurement	Result
12.1	Explore the installation of enhanced security and privacy measures, including booking area partition, change room/washroom partition, and exterior bollards.	• Feasibility Report & Cost Estimate	In Progress
12.2	Enhance employee wellness through purchases of ergonomic equipment.	• Feasibility Report & Cost Estimate	Partially Achieved  Ergonomic chairs have been purchased for our Communications staff. New chairs have also been tested by members of Special Services.  A new and modern office and workspace was created for the Special Services Unit to enhance team work, productivity, and collaboration.





## 2022 – 2024 Strategic Business Plan Objectives, Measurements & Results - Continued

### 13. Resource Planning

Resource Planning			
Item	Objective	Measurement	Result
13.1	Continue striking ad hoc Service Delivery Committees to assess and review all aspects of policing operations.	<ul style="list-style-type: none"> <li>New committee</li> </ul>	<p><b>Partially Achieved</b></p> <p>A uniform and equipment committee was created which reviews those items necessary from members to use to do their day to day jobs. A communications committee partnered with the Town. A Collective Agreement working group was created in 2022 to assist on the Collective Agreement and negotiations.</p>
13.2	Explore implementing auxiliary police and special constable positions.	<ul style="list-style-type: none"> <li>Feasibility Report and/or implementation</li> </ul>	In Progress
13.3	Increase number of trained officers in the area of forensics and technology based investigations.	<ul style="list-style-type: none"> <li>Feasibility Report &amp; Cost Estimate</li> </ul>	In Progress
13.4	Succession planning to replace required designations and develop future leaders.	<ul style="list-style-type: none"> <li>Feasibility Report &amp; Cost Estimate</li> </ul>	<p><b>Achieved</b> ✓</p> <p>At the beginning of 2022, several Officers in supervisory roles received OPC accredited training on Leadership In Police Organizations.</p> <p>Providing regular and ongoing Acting Rank opportunities as needed throughout the year.</p>





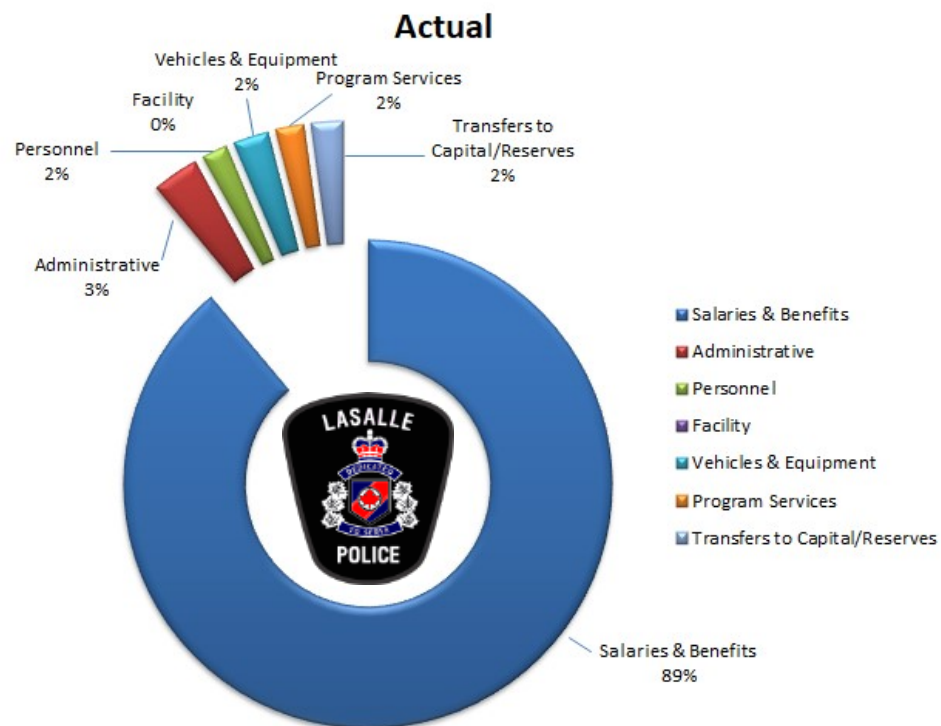


## Financial Report - Business Operations

### Cost of Policing

For the 2022 fiscal year, the Service's total estimated and actual operating expenses are broken down as follows:

<b>Policing Expenses</b>	<b>Estimated</b>	<b>Actual</b>	<b>Difference</b>
Salaries & Benefits	\$7,996,100.00	\$8,148,345.00	+\$152,245.00
Administrative	\$257,100.00	\$284,044.00	+\$26,944.00
Personnel	\$140,500.00	\$156,347.00	+\$15,847.00
Facility	\$2,000.00	\$2,375.00	+\$375.00
Vehicles & Equipment	\$134,100.00	\$213,593.00	+\$79,493.00
Programs	\$115,500.00	\$170,202.00	+\$54,702.00
Transfers To Capital/Reserves	\$190,000.00	\$190,000.00	\$0
<b>Operating Expenses</b>	<b>\$8,835,300.00</b>	<b>\$9,164,906.00</b>	<b>+\$329,606.00</b>
Less Revenue	-\$392,000.00	-\$466,363.00	+\$74,363.00
<b>Total Cost</b>	<b>\$8,443,300.00</b>	<b>\$8,698,543.00</b>	<b>+\$255,243.00</b>



### Per Capita Costs

In 2022, the LaSalle Police Service operated at a cost of \$263.46 per LaSalle resident. This amount indicates that the Town of LaSalle continues to provide policing services at one of the lowest per capita policing costs among Ontario municipalities.