

LASALLE POLICE SERVICE



2025-2028 STRATEGIC PLAN



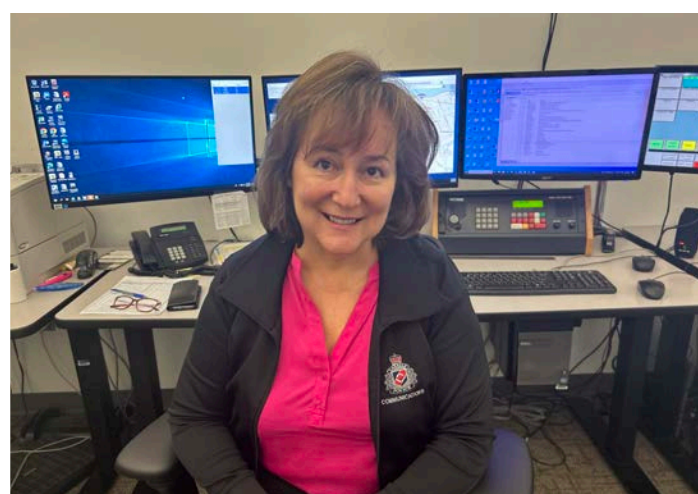


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Message from the Police Services Board Chair



As Mayor, I am proud to acknowledge the renewal of the Police Service Board’s Strategic Plan, which will guide our police service for the next four years. This plan builds upon the success of the previous one, maintaining a strong commitment to public safety, accountability, and community engagement.

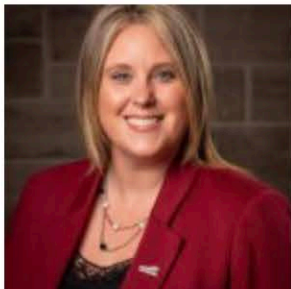
Over the last few years, we have made considerable progress in enhancing the relationship between our police service and the community, ensuring that our officers are well-trained, well-supported, and equipped to respond to the evolving needs of our residents. The updated Strategic Plan reflects this ongoing commitment and sets a clear path forward to ensure our community remains safe, inclusive, and resilient.

Our police service continues to prioritize transparency, innovation, and community collaboration. The next four years will bring new opportunities to build on the trust we’ve established, while adapting to emerging challenges. With this updated plan, we are reaffirming our dedication to effective, fair, and responsive policing.

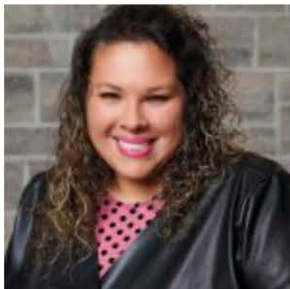
I want to thank the Police Service Board, the leadership team, and all our officers for their ongoing efforts in making our community a safer place for everyone. Together, we will continue to foster a police service that is a model of excellence and accountability.

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Mayor, Crystal Meloche



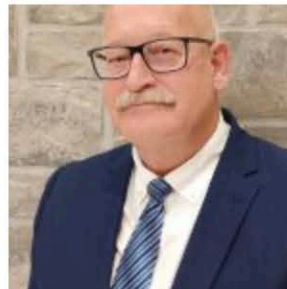
Crystal Meloche,
Chair



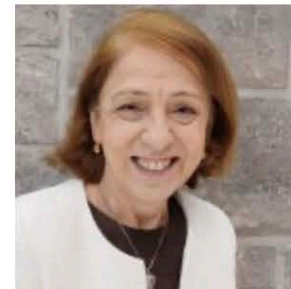
Anita Riccio-Spagnuolo,
Vice-Chair



Dan Allen,
Member



Morris Brause,
Member



Marie Campagna,
Member

Message from the Chief of Police



I am proud to share our 2025-2028 Strategic Plan that will guide our work for the next four years. Our mission is to provide community leadership and service excellence. The new plan will focus on four main areas: **Our People**, **Our Community**, **Traffic Safety**, and **Technology Modernization**. Each of these pillars is vital to our continued success and to maintaining the trust and safety of the people we serve.

First and foremost, we recognize that our strength lies in the dedication, skills, and well-being of our officers and staff. In the **Our People** focus area, we will prioritize professional development, member wellness, and organizational culture, ensuring that our members are well-equipped to meet the demands of modern policing. We will work to foster a positive, inclusive, and supportive work environment where officers can thrive and perform their best.

We will continue to build and strengthen the bonds between the LaSalle Police Service and **Our Community**. Local community policing is at the heart of our strategy. Our officers will remain

accessible, approachable, and engaged, working alongside citizens, local organizations, and businesses to address concerns, prevent crime, and promote public safety. We believe that through collaboration and a shared commitment to community well-being, we can achieve long-term positive outcomes in LaSalle. This approach will empower our community to take an active role to partner with us, creating stronger relationships built on trust and mutual respect.

LaSalle is growing, and with growth comes an increase in road traffic. Through consultation, citizens have identified **Traffic Safety** as a priority. We will place a strong emphasis on promoting safe driving behaviours and addressing issues such as speeding, impaired and distracted driving. Our goal is to protect all road users, while also working to ensure the safe flow of traffic throughout our town. Through evidence-based data, enhanced enforcement, education, and public awareness, we aim to improve road safety.

Finally, **Technology Modernization** will enable us to keep pace with the rapidly changing landscape of law enforcement. Advancements in technology can greatly enhance our efficiency, capabilities, and the services we provide. In the coming years, we will invest in new tools, systems, and training to ensure that we can effectively leverage technology in crime prevention, investigations, and communication. This will allow us to be more responsive and transparent, improving the safety and service we provide to all residents.

This strategic plan represents our commitment to progress, collaboration, and excellence. I look forward to working alongside our members, community partners, and residents to create a safe and vibrant LaSalle. Together, we will continue to ensure that LaSalle remains a great place to live, work, and raise a family. Thank you for your continued trust and support.

A handwritten signature in dark ink, appearing to read 'M Pearce'.

Michael Pearce, Chief of Police

VISION

A safe and vibrant
community

MISSION

Provide community
leadership and service
excellence

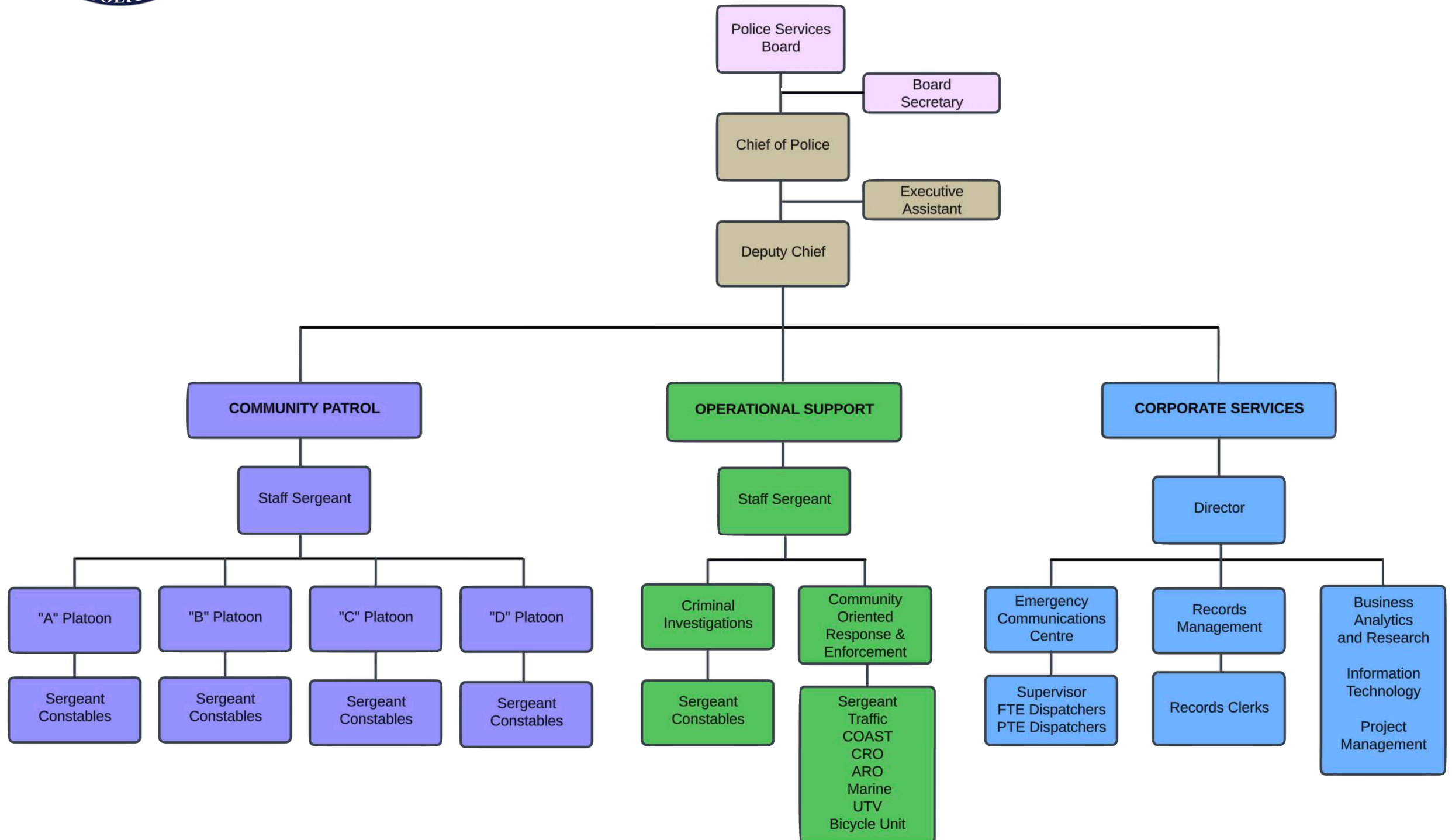
VALUES

Trust
Integrity
Courage
Inclusivity
Professionalism





LaSalle Police Service Organizational Chart 2025



Consultations

Thank you to our citizens, partners, and members for their feedback. Your input was valuable in shaping our forward-looking strategic plan.

Coffee with the Chief events were held at four locations to allow citizens to discuss ideas and concerns.

Town Hall Meetings were held at the Civic Centre and the Vollmer Complex.

Budget Open House was held at the Vollmer Complex.

A **Citizen Survey** was provided online for all Town of LaSalle residents.

An **Internal Member Survey** was provided to all LaSalle Police Service employees.

Consultations occurred with the Police Services Board, and the Public and Catholic School Boards.



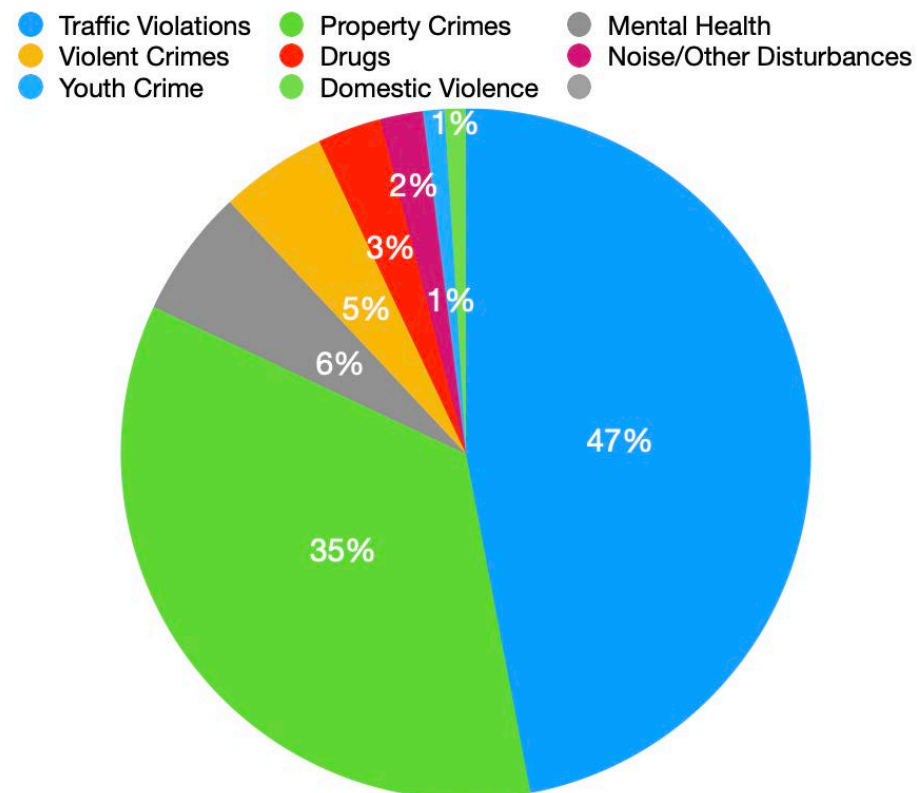
What You Said

We conducted an internal member survey to understand what our members thought. Their concerns in order of priority are:

1. Staffing - we are not keeping up with population growth
2. Technology - NG911, Digital Evidence Management, website
3. Equipment - radio upgrade, mobile data terminals
4. Improving outdated work processes and policies
5. More training
6. Member wellness

We conducted an external citizen survey to understand what our citizens thought.

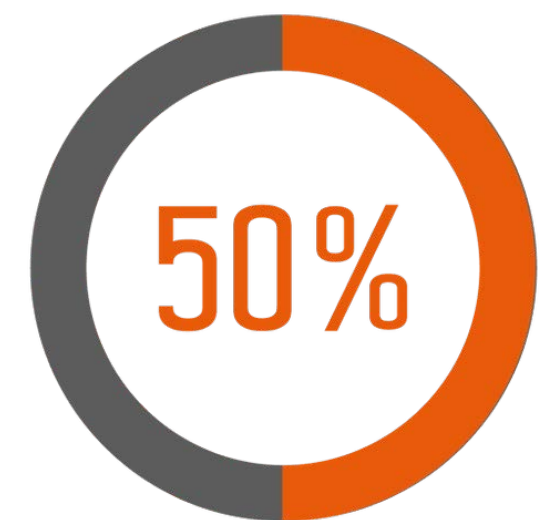
Priority concerns of citizens



Feeling safe walking in neighbourhoods, parks and trails.



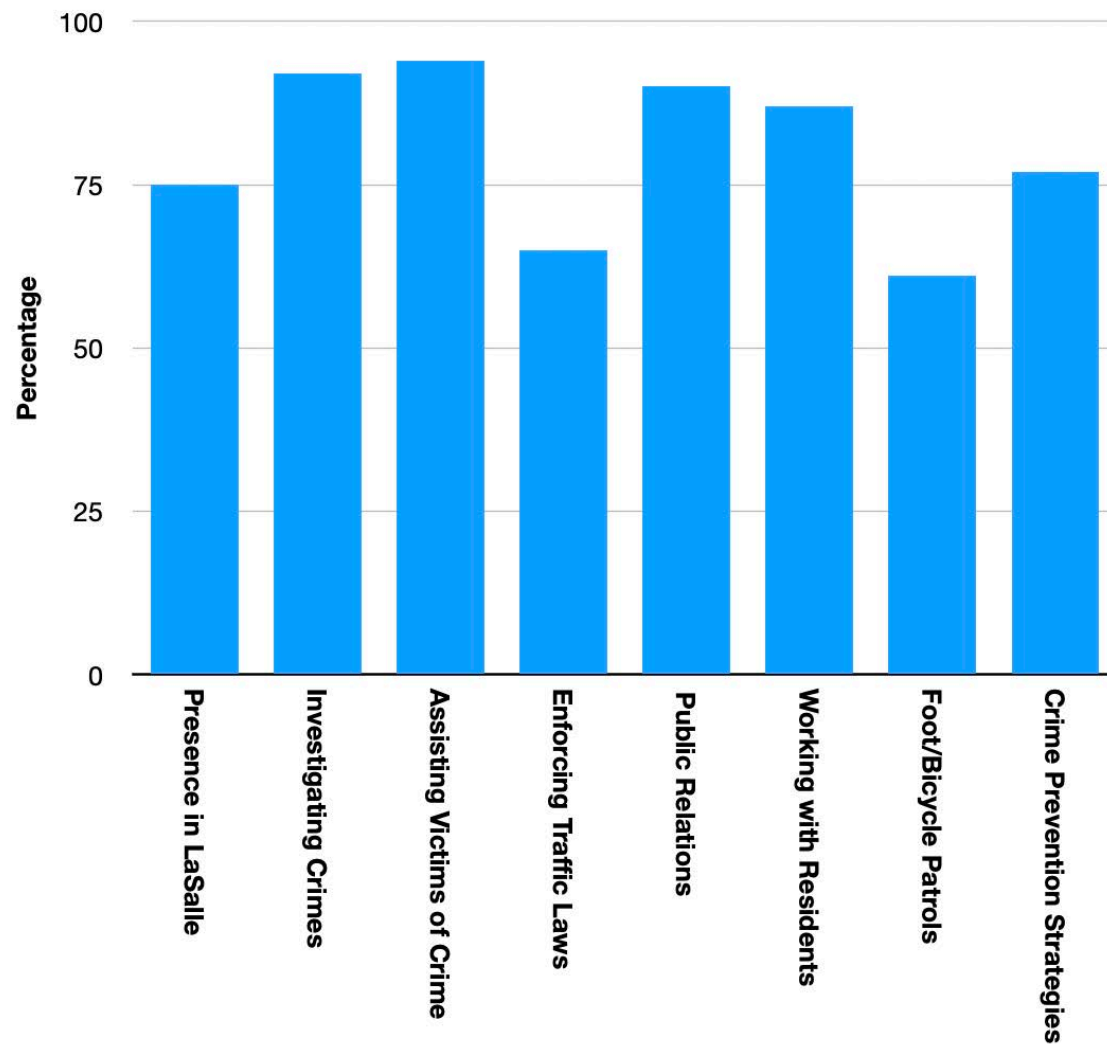
Day



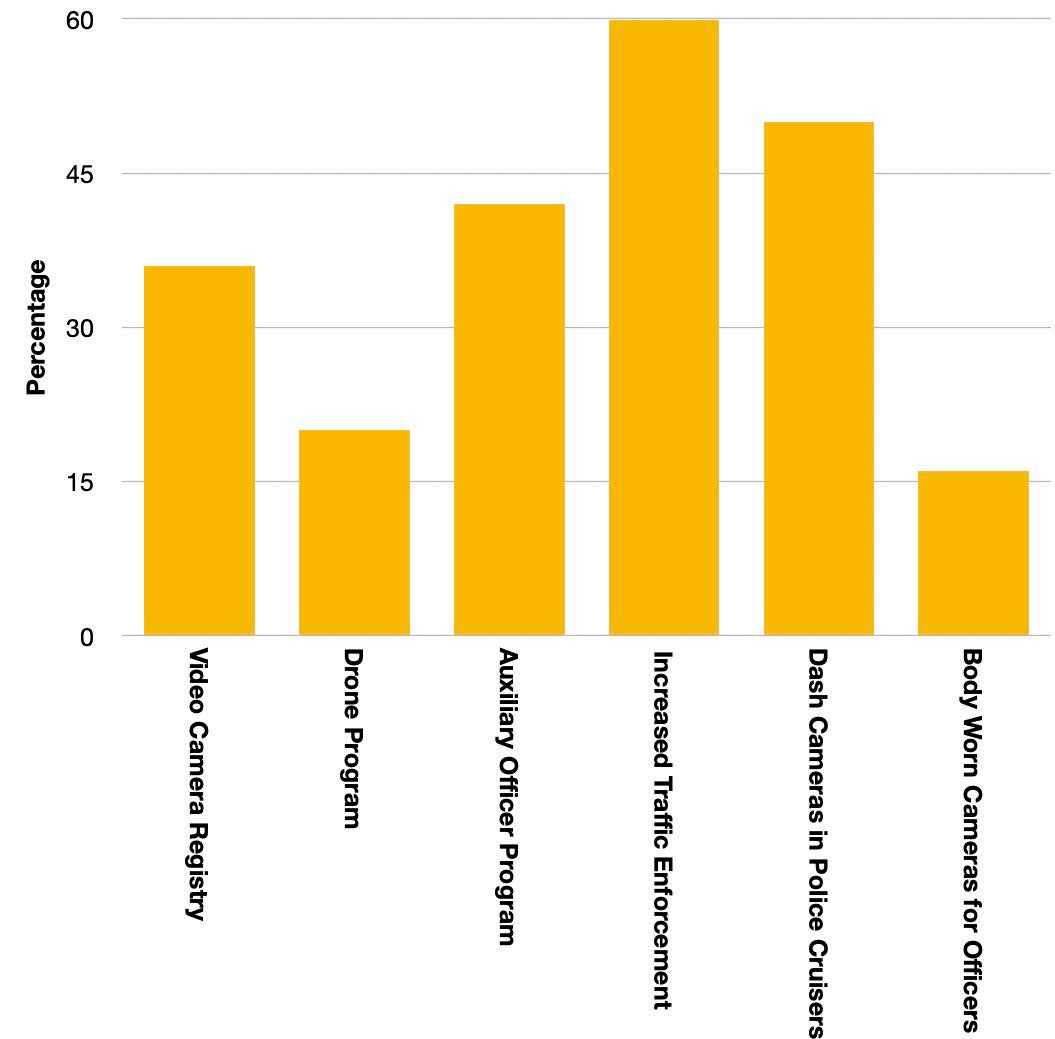
Night

What You Said

Citizen Satisfaction



Citizen Desire for Programs



Our LaSalle Catholic elementary and secondary schools value the relationship with LaSalle police, specifically through dedicated school liaison officers and programs that foster positive relationships, promote responsible citizenship, respond to youth-related criminal activity, and deter criminal behaviour through education to schools, students, and families.

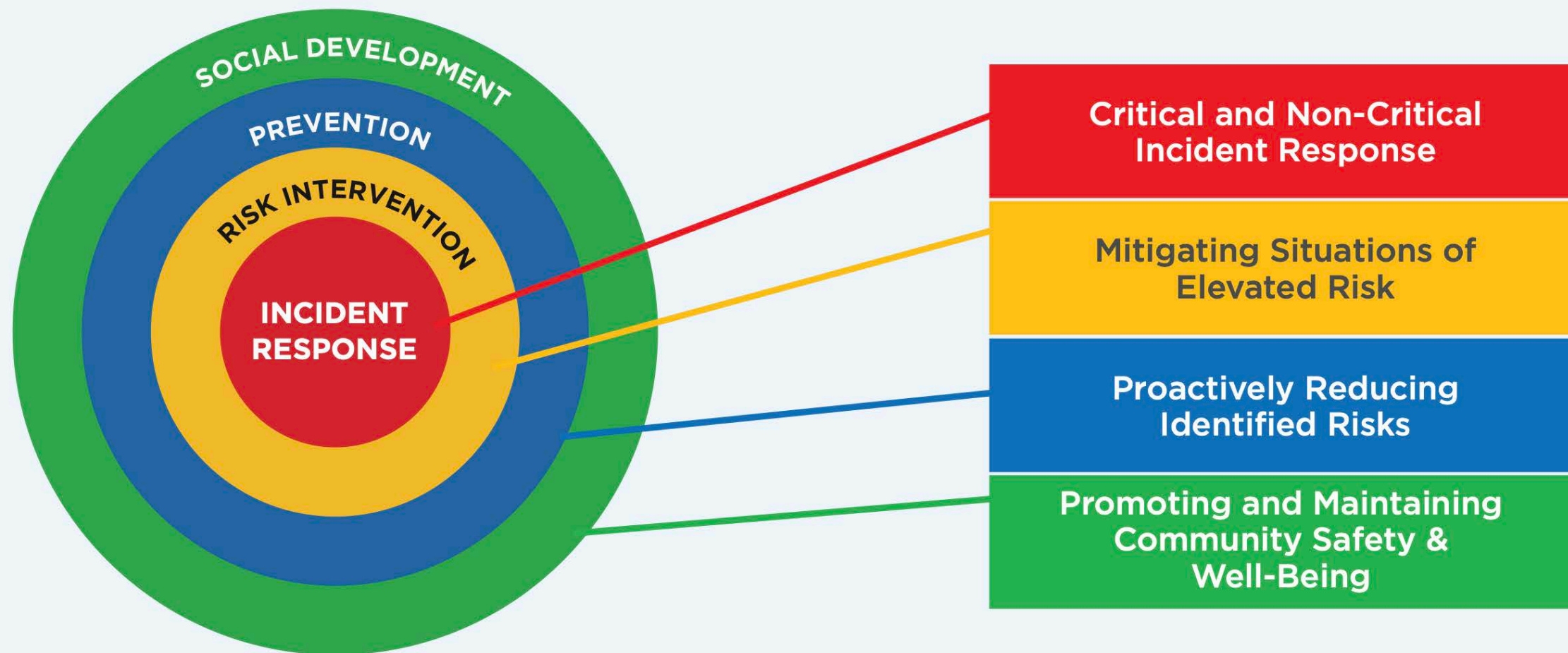
Windsor Essex Catholic District School Board

LaSalle Police Service provides exceptional support to our schools in the LaSalle community. The benefit of a community police department is that they know the schools/students and families and are always able to be supportive and often proactive.

Greater Essex County District School Board

Provincial Community Safety and Well-Being Framework

The Ministry of the Solicitor General developed the Provincial SCWB framework to help guide municipalities in their planning efforts. There are four areas of intervention:



Social Development: requires long-term, multidisciplinary efforts, and investments to improve the social determinants of health and address longstanding systemic challenges. Planning in this area involves collaboration from a wide range of sectors and agencies, and requires an integrated and collective responses to address complex social issues.

Prevention: involves proactively implementing evidence-based strategies to reduce locally-identified priority risks to community safety and well-being before they result in crime, victimization or harm. Prevention necessitates the involvement of all community members regardless of their expertise, as they can provide key information on their community experience.

Risk Intervention: planning in this area involves addressing and responding to situations of acutely elevated risk of harm, or situations where immediate action is needed to prevent an emergency or crisis. Risk intervention requires multi-sectoral partnerships that commonly involve the provision of wrap-around supports.

Incident Response: critical or non-critical incident response is what is traditionally thought of when referring to crime. Planning in this area commonly involves immediate and reactive responses and primarily involves emergency response services like, police, fire, and emergency medical services.



STRATEGIC PRIORITIES

OUR PEOPLE

OUR COMMUNITY

TRAFFIC SAFETY

TECHNOLOGY
MODERNIZATION

ACTION 1: INVEST IN MEMBER DEVELOPMENT

Invest in member development to build organizational capacity and redundancy, and a healthy, long-term succession staffing plan. Provide growth opportunities through education, training, and mentorship.

GOALS

1. Increase the number of training/education events for members by 50%.
2. Increase leadership and mentorship opportunities.
3. Modernize performance appraisals, procedures and educate best practices.
4. Introduce standards and performance metrics for members.
5. Annually review staffing levels to match population growth.

ACTION 2: FOSTER AND INCLUSIVE, ENGAGED, AND PROGRESSIVE CULTURE

Our people are truly our most important asset. It is essential we provide them with a respectful and healthy workplace.

GOALS

1. Collaboration with members to drive positive change.
2. Expand wellness program to promote health and resiliency.
3. Implement modernized workplace harassment and civility policies.
4. Create an employee recognition and awards program.
5. Leverage evidence-based data to inform decision-making.

ACTION 3: ADVANCE INCLUSIONARY ARTIFACTS

Ensure our physical and online ecosystems proudly display our diversity. We celebrate our differences.

GOALS

1. Create a heritage map illustrating the diversity of our members and proudly display it at our station and online
2. Add artwork and pictures in our station that represents our members and community.

Our People



Our Community



ACTION 1: CREATE A COMMUNITY INCLUSION PANEL

Gather a diverse group of citizens to offer perspectives and share ideas with the goal of building trusting relationships and appreciate the pluralistic views of all citizens in LaSalle.

GOALS

1. Successful creation of community inclusion panel.
2. Build a mission statement and framework.
3. Embed inclusionary policies and practices into services and programs.
4. Build new relationships with our diverse citizenry.

ACTION 2: CONTINUE OUR PROUD TRADITION OF COMMUNITY INVOLVEMENT

We are proud to be your community police service. It is our identity that sets us apart. We commit to continue our strong relationship with the citizens of LaSalle.

GOALS

1. Increase the number of community events attended.
2. Introduce new public education initiatives.
3. Expand diversity training beyond legislated requirements.
4. Human rights centred service delivery.
5. Problem solve with community stakeholders.

ACTION 3: CREATE AN AUXILIARY PROGRAM

An auxiliary program bridges police and community. Low cost with high return on investment and value on investment.

GOALS

1. Number of volunteer hours per year.
2. Number of community events attended per year.
3. Number of officer ride-alongs per year.
4. Recruitment yield.

ACTION 1: INCREASE TRAFFIC ENFORCEMENT

Our citizens have overwhelmingly identified traffic safety as their number one concern.

GOALS

1. Prioritize road safety initiatives for front line officers.
2. Increase traffic contacts by 25%.
3. Increase traffic enforcement by 25%.

ACTION 2: GREATER VISIBILITY AND EDUCATION TO REDUCE IMPAIRED DRIVING

We commit to actively seek and intercept impaired drivers by drugs and/or alcohol.

GOALS

1. Increase RIDE initiatives by 50%.
2. Increase education and awareness initiatives.
3. Continue investments in equipment to combat impaired driving.

ACTION 3: APPLY EVIDENCE BASED PRINCIPLES

Collect quantitative data on complaint areas.

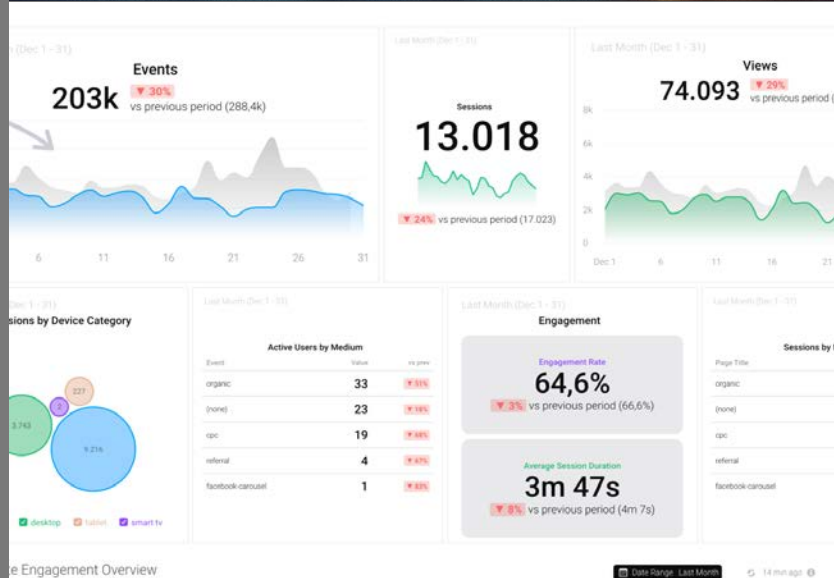
GOALS

1. Purchase a radar counter to capture data on road usage and speeds.
2. Train two officers to operate radar counters.
3. Gather speed data on 40 roads per year.

Traffic Safety



Technology Modernization



ACTION 1: NEW TECHNOLOGY TO IMPROVE EFFICIENCY

Technology provides valuable tools for the modern police officer and civilian support.

GOALS

1. Radio infrastructure upgrade
2. Records management system assessment
3. Next Generation 911
4. Digital Evidence management implementation
5. Data analytics dashboard
6. Bail compliance dashboard
7. CEW modernization
8. New website, intranet expansion
9. Recruiting software implementation
10. UAS (drone) program
11. Dash and body cameras assessment
12. Upgrade camera system at headquarters

These projects are ambitious. We will evaluate and prioritize needs using a lens of fiscal responsibility.

ACTION 2: RESEARCH AND FORECAST CAPITAL REQUIREMENTS FOR FUTURE TECHNOLOGY

Technology developments in the policing sector are increasing at a rapid pace. We will research future projects with intention to build capital reserves to fund them.

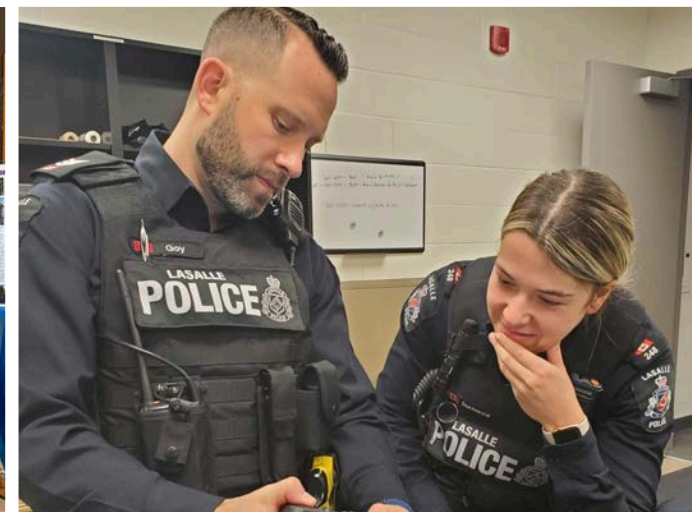


Reporting

In addition to our priorities, in accordance with section 39(1) of the *Community Safety and Policing Act, 2019*, the Chief shall report the following to the LaSalle Police Service Board:

- 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
- Interactions with youths, interactions with persons who appear to have mental illness,

We will continually measure and assess our organization to ensure we are providing adequate and effective policing for our citizens.





LASALLEPOLICE.CA

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LaSalle Police Service

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