

2025 ANNUAL REPORT



lasallepolice.ca



COMMUNITY LEADERSHIP - SERVICE EXCELLENCE



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Dear members of the LaSalle community,

On behalf of the LaSalle Police Services Board, I am pleased to present the 2025 Annual Report for the LaSalle Police Service.

This past year has been one of growth, transition, and continued progress. We welcomed several new officers to the Service, bringing fresh perspectives and energy, while also recognizing the retirements of valued members whose years of service have helped shape the strong foundation we continue to build upon today. We thank them for their dedication and lasting contributions to our community.

Under the leadership of Chief Pearce, in his first full year with the Service, the LaSalle Police Service has continued to strengthen its approach to modern policing. A number of new programs and initiatives were introduced in 2025, focused on enhancing service delivery, improving efficiency, and responding to the evolving needs of our residents.

Traffic safety remained a key priority, supported through targeted enforcement and ongoing education efforts aimed at promoting safer driving behaviours throughout LaSalle.

Equally important has been our continued focus on community engagement. Our officers remain visible, approachable, and actively involved in local events, school programs, and outreach initiatives. These connections are essential in building trust and ensuring that policing in LaSalle reflects the needs and values of our community.

I would like to extend my sincere appreciation to all members of the LaSalle Police Service, including our officers, civilian staff, and volunteers, for their professionalism and commitment. I also want to thank our residents for their continued support and partnership.

As we look ahead, we remain committed to building on this momentum, supporting our growing team, and continuing to deliver the high standard of service our community expects.

Sincerely,



Mayor Crystal Meloche
Chair, LaSalle Police Service Board



**Message from the
Chair of the LaSalle
Police Services
Board**



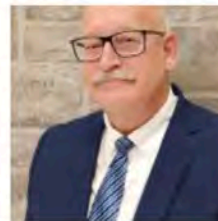
Crystal Meloche,
Chair



Anita Riccio-Spagnuolo,
Vice-Chair



Dan Allen,
Member



Morris Brause,
Member



Marie Campagna,
Member

On behalf of the LaSalle Police Service, I am proud to present our continued commitment to delivering professional, responsive, and community-focused policing. Our service is guided by a clear vision rooted in trust, accountability, and modernization.

In 2025, we began our 2025-2028 Strategic Plan with four key areas of focus: **Our People, Our Community, Traffic Safety, and Technology Modernization**. These priorities are in response to input from citizens, our members, and the LaSalle Police Services Board.

Our People remain our greatest strength. We are committed to investing in their development, improving organizational culture, and expanding wellness resources for our members. By fostering a culture of respect, inclusion, and continuous learning, we ensure that our team is equipped to meet the complex challenges of modern policing.

Our Community is at the heart of everything we do. We recognize that strong partnerships with residents, businesses, and community organizations are critical to maintaining public trust and safety. Through proactive engagement, transparency, and collaboration, we strive to understand and respond to the unique needs of those we serve. Community policing remains a cornerstone of our approach, reinforcing our shared responsibility in creating a safe and inclusive environment.

Traffic Safety continues to be a key focus as we work to improve road safety for all users. Through targeted enforcement, public education, and data-driven initiatives, we aim to address high-risk behaviours such as impaired driving, speeding, and distracted driving. Our goal is not only enforcement, but prevention—ensuring that everyone who travels on our roads can do so safely.

Technology Modernization is essential to enhancing our operational effectiveness and service delivery. By investing in advanced tools, equipment, and digital infrastructure, we are improving our ability to respond to incidents, manage information, and support frontline officers. Embracing innovation allows us to be more efficient, transparent, and accountable, ultimately strengthening the service we provide to our community.

Together, these four strategic priorities guide our efforts as we move forward. I remain confident in the dedication of our members and the strength of our community partnerships. It is an honour to serve, and we remain committed to building a safer future for all.



Michael Pearce
Chief of Police



Message from the Chief of Police



VISION

A safe and vibrant community

MISSION

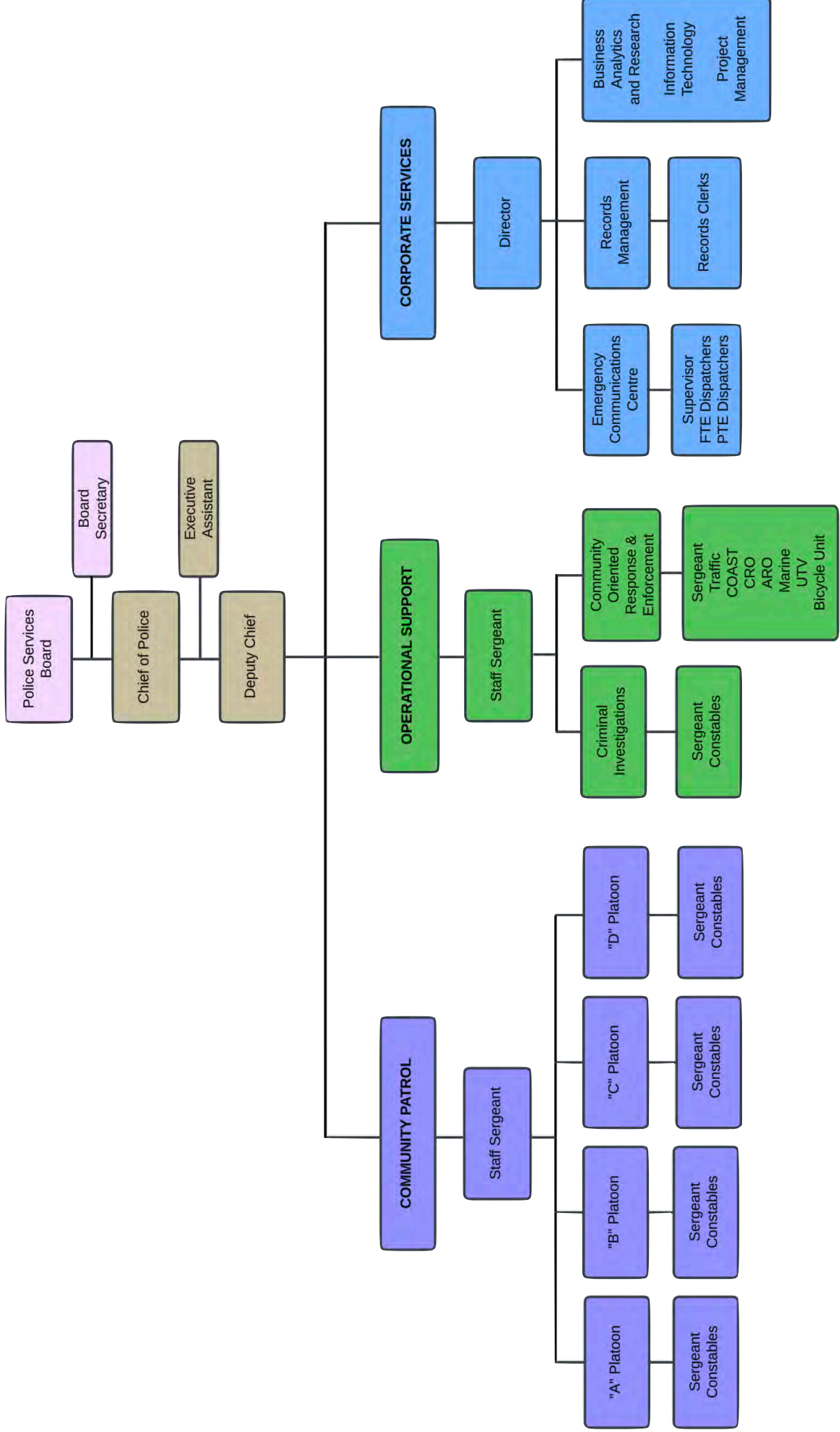
Provide community leadership and service excellence

VALUES

Trust
Integrity
Courage
Inclusivity
Professionalism



LaSalle Police Service Organizational Chart 2025



THE NUMBERS

16,518  59%

POLICE CALLS
FOR SERVICE

9,767  +2,187
(29%)
REACTIVE CALLS

6,751  +3,966
(142%)
PROACTIVE CALLS

180  +43
(31%)
ARRESTS

352  +41
(13%)
CRIMINAL CHARGES

70  +65
(1300%)
RIDE PROGRAMS

189  +184
(3,680%)
FOOT PATROLS

4,574  +1,484
53%
TRAFFIC
ENFORCEMENT
ACTIONS

2,708  +2,517
(1318%)
PROPERTY
CHECKS

12:32

AVERAGE RESPONSE
FOR ALL CALLS
(MINUTES)
(INCLUDES TIME TO RECEIVE
INFORMATION FROM CALLER TO
OFFICER ARRIVAL)

COMMUNITY
PATROL

CRIME STATISTICS

PERSON CRIMES	CALLS FOR SERVICE	CHARGES
Assault	39	37
Assault with a Weapon/Cause Bodily Harm	4	7
Aggravated Assault	0	0
Criminal Harassment	82	4
Cyberbullying/Sexting	6	0
Domestic Dispute/Violence	98	41*
Extortion	0	0
Forcible Confinement	0	2
Obstruct or Resist Arrest	0	3
Sexual Assault	10	6
Threats	43	29

* Domestic Dispute/Violence charges are a combination of assaults, harassment, threats, and mischiefs.

PROPERTY CRIMES	CALLS FOR SERVICE	CHARGES
Break and Enter - Dwelling	14	2
Break and Enter - Business	6	3
Break and Enter - Other	2	1
Mischief	98	25
Possession of Stolen Property	0	7
Possession of Break In Tools	0	2
Theft Under \$5,000	67	20
Theft Over \$5,000	6	0
Theft - Shoplifting	94	7
Theft of Motor Vehicles	6	2
Theft - Recovered Motor Vehicles	6	1
Theft from Motor Vehicles	31	1
Theft of Licence Plates	5	0
Theft of Bicycles	19	1
Trafficking in Stolen Property	0	0
Trespassing by Night	2	1

YOUTH CRIMES	CALLS FOR SERVICE	CHARGES
Youth Crime (Diversion/Departmental Discretion)	NA	0
Youth Crime (Cleared by Charge)	NA	4

OTHER CRIMES	CALLS FOR SERVICE	CHARGES
Bail Violations/Breaching	40	53
Dangerous Operation of a Motor Vehicle	4	5
Driving While Prohibited	4	4
Drugs (Possession for the Purpose/Trafficking)	1	0
Facilitating a Breach	0	0
Firearms Offences	6	0
Impaired Driving/80+	97	19

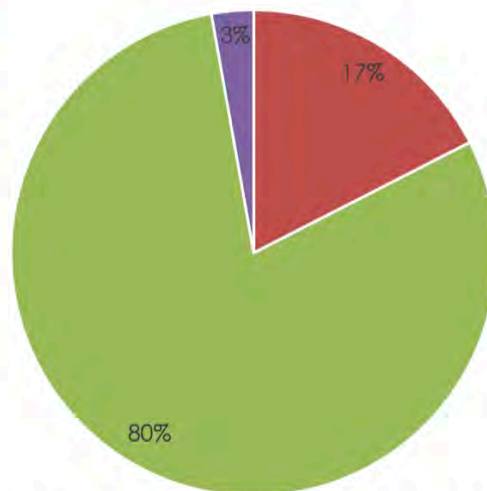
TRAFFIC ENFORCEMENT



IMPAIRED DRIVING	2023	2024	2025	CHANGE
Impaired Driving Occurrences	18	87	97	10
ASD Roadside Suspensions	19	18	18	0
Impaired Related Arrests	4	21	19	-2
RIDE Programs	5	5	70	65
RIDE - # Vehicles Stopped	1756	725	3390	2,665
RIDE - Roadside Tests	11	13	19	6
RIDE - Criminal Charges	2	1	1	0
RIDE - HTA Offences	3	9	5	-4
RIDE - HTA Cautions	90	25	1	-24

COLLISIONS

CLASSIFICATION OF COLLISION	NUMBER OF COLLISIONS
Fatal Injury	0
Injuries	33
Property Damage Only	153
Non-Reportable	7



■ Fatal Injury ■ Non-Fatal Injury ■ P.D Only ■ Non-Reportable

TOP COLLISION LOCATIONS

COLLISION LOCATION	INCIDENTS	PARTIES	INJURIES
10th Street & Todd Lane	3	7	0
Bouffard Road & Michigan Avenue	3	6	0
Howard Avenue & Laurier Drive	3	6	0
Bouffard Road & Malden Road	2	6	1
Hwy 18 & Morton Drive	2	4	3
Malden Road & Wyoming Avenue	2	4	2
Alfred Avenue & Laurier Drive	2	4	1
Edgemore Avenue & Malden Road	2	4	1
Michigan Avenue & Reaume Road	2	4	1
Laurier Drive & Matchett Road	2	4	1
Concession Road 6 & Heritage Drive	2	4	0
Delmar Street & Malden Avenue	2	4	0
Bouffard Road & Disputed Avenue	2	4	0
Front Road & Laurier Drive	2	4	0
Hwy 3 & Sandwich West Parkway	2	4	0
Malden Road & Martin Lane	2	4	0
Malden Road & Monty Street	2	4	0
Malden Road & Sprucewood Avenue	2	4	0
Matchett Road & Morton Drive	2	4	0

PLATOON PROJECTS

In the second half of 2025, each platoon participated in a small project. They were asked to identify an issue, implement actions, and report the findings. These initiatives/projects were to be completed during free time between calls, investigations, and other proactive work.

Lock It or Lose It (Platoon A)

On night shifts, officers checked vehicles parked on roads (not in residential driveways) to determine if vehicles were left unlocked. If they were not locked, officers locked the vehicles and left brochures about the importance of locking vehicles as a theft deterrent. This platoon checked 1,330 vehicles and found 87 unlocked (6.5%).

Project Accountability (Platoon B)

This platoon identified and located persons wanted by the LaSalle Police Service who have warrants for arrest. Three people were arrested on warrants and officers also conducted investigations to identify the whereabouts of others living outside of LaSalle.

Condo Property Data and CamSafe Advertising (Platoon C)

This platoon identified that the LaSalle Police Service lacked critical information about various condominiums to allow officers to gain access to buildings during potential emergencies. Officers gathered information on 37 condominiums including: property manager name and contact number, main entry door codes, hazards, locations of cameras, and provided information about CamSafe.

Retail Theft Deterrence (Platoon D)

This platoon focused on deterring retail theft. They conducted the following activities:

- * Arrested 10 adults
- * Warrant issued for one adult
- * Parked outside of various retailers for police presence on 53 occasions
- * Provided retailers with robbery prevention pamphlets and education
- * Attended new retailers, built rapport, and provided retail theft prevention advice
- * Conducted 4 Crime Prevention Through Environmental Design (CPTED) audits



CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN

Crime Prevention Through Environmental Design (CPTED) is a crime prevention approach based on the theory that the proper design and effective use of the built environment can lead to a reduction in the incidence and fear of crime, and an improvement in the quality of life.

CPTED involves the design of physical space relative to the needs of users, the normal use of space, and the predictable behaviour of the users of the space. Crime decreases if the opportunity to commit crime is reduced or eliminated.

Starting in May 2025, the LaSalle Police Service commenced a CPTED program and completed 17 inspections of local businesses.

COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES

[Ontario Regulation 400/23: Collection of Identifying Information in Certain Circumstances](#) stipulates that police services must prepare and publish a report annually that provides details about any collections of identifying information in certain circumstances that have occurred that year.

In 2025, the LaSalle Police Service had **zero (0)** collections of identifying information in certain circumstances. This is the same as 2024.

VEHICLE PURSUITS

In 2025, officers participated in **zero (0)** vehicle pursuits as defined by [Ontario Regulation 397/23: Vehicle Pursuits](#)





A vertical line graphic consisting of two parallel vertical bars, one on the left and one on the right, framing the text.

OPERATIONAL SUPPORT

COMMUNITY OUTREACH AND SUPPORT TEAM (COAST)

COAST	2021	2022	2023	2024	2025	CHANGE
Interventions in Person	112	117	104	111	129	18
Interventions by Phone	39	19	18	12	15	3
Phone Calls To/For Clients	288	236	186	259	245	-14
Referrals to Community Programs	295	270	289	264	315	51
Special Events	/	/	/	18	16	-2



COAST comprises a full-time police officer paired with a social worker from Hotel-Dieu Grace Healthcare. This team meets every Tuesday and Thursday to see clients. They provide support to LaSalle citizens and members of the LaSalle Police Service.

COAST monitors calls for service, provides post-incident intervention as well as regular and ongoing follow-up with individuals, families and agencies. Victims of crime are sometimes emotionally distraught or experience issues with their mental health, so it is fitting that COAST extends to providing support to victims of crime.

COAST is proactive with the intention to have longer term benefits for both policing and the health care system by redirecting individuals to appropriate resources for help and treatment. This in turn reduces the likelihood of constantly recurring police interactions, crime, recidivism and/or causing strain on the overloaded health care system.



Just some of the events the Community Resource Officer attended in 2025!

Polar Plunge Kick Off at St. Clair College	Safety Presentation to St. Andrew's Church Senior Group	Polar Plunge for Special Olympics
Sacred Heart Spelling Bee	Coffee with the Chief Events	Sandwich Secondary School Charity Basketball Game
Lockdown Drill at Villanova Catholic Secondary School	Fraud Presentation at Seasons Retirement Home	Sneaker & Speakers Fraud Presentation at Vollmer Centre
Youth Symposium	Youth Wellness Hub Tour	CAA Bus Patroller Movie Day
Holy Cross Grades 1/2 Tour	Values, Influences, and Peers Presentations	Earth Day School Clean Up at Holy Cross, Sacred Heart, & Monseigneur Caron
Turtle Club Parade	Strawberry Festival	Truck or Treat - Vollmer Centre
Safety Village Presentation	Fresh Co. BBQ & Community Booth	Zehrs BBQ & Community Booth
Border Sentinel Training Exercise	Bicycle Rodeo at Event Centre	Crime Prevention Week
Sandwich Teen Action Group Basketball Tournament	Chief for the Day	Olivia DiMaio Car Wash Fundraiser
Holy Cross Community Helper Day	Town of LaSalle Senior Expo	Tim Hortons Camp Day
LaSalle Police Youth Foundation Golf Tournament	Ontario Police Memorial	Community Information Booth at Vollmer Centre
Safety Village Car Seat Clinic	Cupcake with a Cop	Elder Abuse Presentation at Seasons Retirement Home
Senior's Presentation at Vollmer Centre	Windsor Spitfires First Responders Night	National Police Officer Memorial
Salvation Army Food Drive at Zehrs	Halloween at the Safety Village	Car Seat Clinics
LaSalle Loop Grand Opening	Santa Escort for Tree Lighting Ceremony	Toy Drive

CRIMINAL INVESTIGATIONS DIVISION (CID)

The Criminal Investigations Division (CID) is comprised of one Detective Sergeant and two Detective Constables. Throughout the year, two Constables were temporarily assigned to assist with a variety of investigations.

126  35%

NUMBER OF
OCCURRENCES INVESTIGATED

10  67%

NUMBER OF
ARRESTS

27  36%

NUMBER OF
JUDICIAL AUTHORIZATIONS

713  25%

NUMBER OF
REPORTS

33  371%

NUMBER OF
CHARGES

23  0%

NUMBER OF
SURVEILLANCE EVENTS

205  0.5%

INTIMATE PARTNER
VIOLENCE INVESTIGATIONS

10  100%

NUMBER OF
SEXUAL ASSAULT
INVESTIGATIONS

12  25%

NUMBER OF
MISSING PERSON
INVESTIGATIONS

NOTABLE INVESTIGATIONS

HISTORICAL SEXUAL ASSAULT

A woman initially reported a sexual assault in 2023 that occurred in 2015 when she was 11 years old. After reporting, she was not prepared to proceed. In 2025, she re-approached the LaSalle Police and was now willing to proceed. As a result of the investigation, the suspect was arrested and charged with 18 criminal offences.

ARSONS

In April 2025, LaSalle Police and LaSalle Fire responded to a residential fire. The cause was deemed undetermined. While the residence was boarded up and awaiting disposition on an insurance claim, two more fires occurred at the house in July and August. With investigative cooperation from LaSalle Fire and the Ontario Fire Marshall's office, the fires were deemed arson. The investigation identified a suspect who was arrested and charged with 4 criminal offences.

NOTABLE INVESTIGATIONS CONTINUED

FOUND HUMAN REMAINS

In June 2025, a dead body washed ashore on Fighting Island. LaSalle Police Criminal Investigations and the Forensics Unit worked in partnership with the Centre of Forensic Science and the Ontario Forensic Pathology Service. DNA comparisons were made using databases in Canada and the United States that ultimately identified the person.

ASSAULT WITH A WEAPON (STABBING)

In July, police responded to the parking lot of an apartment complex where a stabbing had just occurred. A man had arrived to purchase drugs from a woman when he was confronted by another man. The two became involved in an altercation that resulted in one man being stabbed. Despite significant investigative effort, the victim elected not to cooperate and this assault remains unsolved.

ASSAULT WITH A WEAPON (STABBING)

In July, police responded to a stabbing that had just occurred. The caller advised police that a man exited his residence and collapsed in his front yard after being stabbed. Officers attended and located a woman responsible. She was promptly arrested and charged with 2 criminal offences.

HATE CRIME

In October, the LaSalle Police became aware of a LaSalle man making online threats to kill police officers and those who practice the Jewish faith. After a robust and complex investigation, the suspect was arrested and charged with Inciting Hatred, Possessing an Explosive Substance, and Possessing a Weapon for a Dangerous Purpose. The accused was held in custody for several months awaiting disposition of his trial. He was found guilty and sentenced to jail for two years less a day.

SEXUAL ASSAULT

In August 2025, officers responded to a residence used as an Airbnb to check on the well-being of a person. The officers learned that a teenage female had been sexually assaulted by her ex-boyfriend, who had fled. The male was located, arrested, and charged with multiple offences, including choking, uttering threats, sexual assault, and breaching conditions of prior releases.

BREAK AND ENTER

In September 2025, the LaSalle police responded to an alarm at a local business. When officers arrived, they found a smashed window and items were taken from the store. Members of the Criminal Investigations Unit obtained video footage. The investigation revealed the suspects had been involved in crimes in other jurisdictions using a stolen vehicle, including previously fleeing from police. With assistance from the LaSalle Police Service, two suspects were located in another jurisdiction and arrested.

LASALLE/WINDSOR JOINT BAIL COMPLIANCE UNIT



In 2025, LPS contributed one full-time and one part-time Detective Constable to a joint forces Bail Compliance Unit in partnership with the Windsor Police Service. Both police services share resources and is an opportunity for LPS officers to gain more experience with bail compliance at greater frequencies compared to conducting bail compliance in LaSalle alone.

312

BAIL COMPLIANCE CHECKS
(LASALLE AND WINDSOR)

118

ARRESTS
(LASALLE AND WINDSOR)

21,524

GPS CHECKS

26 ▲ +6

BAIL COMPLIANCE CHECKS
(LASALLE)

8 ▲ +5

ARRESTS
(LASALLE)

12 ▲ +9

MONITORING OFFENDERS DAILY
(LASALLE)

SEX OFFENDER REGISTRY

16 ▲ +3

LPS MONITORED 16 SEX OFFENDERS (15 MEN, 1 WOMAN) IN 2025.

OFFENDERS ARE REQUIRED TO REPORT TO THE LASALLE POLICE SERVICE ON AN ANNUAL BASIS.

FORENSIC IDENTIFICATION

The Forensic Identification Unit consists of three Constables that conduct these duties in addition to their regular duties in Community Patrol. They analyze forensic evidence such as fingerprint analysis/comparison, DNA collection, footwear impressions, hair/fibre collection, scene examination, and photography.

FORENSIC IDENTIFICATION	2023	2024	2025	CHANGE
Number of Scenes Processed - Forensic Identification Officers	23	5	26	21
Number of Scenes Processed - Scenes of Crime Officers	12	17	8	-9
Number of Forensic Identification Follow-Ups	N/A	N/A	24	24
Number of Fingerprint Comparisons	0	0	6	6
Number of Centre of Forensic Science Submissions	3	4	29	25

PROPERTY

PROPERTY	2023	2024	2025	CHANGE
Number of Drug Seizures	35	32	22	-10
Number of Seized Property Items	444	440	584	144
Number of Seized Items Disposed of	202	97	1,152	1,055*

* In 2025, a robust property audit was conducted. Items no longer needed as evidence, or not claimed, and no owners identified were disposed by way of auction or garbage.

RECRUITING



RECRUITING STATISTICS	2025
Police Officers Applicants	35
Director, Corporate Services Applicants	63
Records Clerks Applicants	133
Police Officers Hired	4
Director, Corporate Services Hired	1
Records Clerks Hired	2
Auxiliary Applicants	132

USE OF FORCE

USE OF FORCE	2023	2024	2025	CHANGE
Firearm Discharged	4	6	3	-3
Draw/Point Firearm	2	1	3	2
CEW Displayed/Used	6	2	6	4
Empty Hand Techniques	1	0	2	2
OC Spray	0	0	0	0
Baton	0	0	0	0
TOTAL	13	9	14	5

In 2025, **fourteen (14)** Use of Force reports were filed:

- * 3 instances of a firearm be discharged to destroy injured animals
- * 3 instances of officers drawing firearms to effect arrests
- * 5 instances of displaying a conducted energy weapon
- * 1 instance of deploying a conducted energy weapon
- * 2 instances of using empty hand techniques to effect arrests.

LAW ENFORCEMENT COMPLAINTS AGENCY

LAW ENFORCEMENT COMPLAINTS AGENCY (LECA)	2024	2025
Screened out by LECA	3	2
Withdrawn	0	1
Unsubstantiated	1	2
Resolved by Mediation	1	0
Continuing	1	0
TOTAL	7	5

In 2025, the Law Enforcement Complaints Agency (LECA) received **five (5)** complaints about the conduct of LaSalle Police Service officers. Two (2) complaints were screened out by LECA, deemed not in the public interest to pursue. One (1) was withdrawn by the complainant and dealt with via a Chief's Complaint (below). Two (2) were investigated and found to be unsubstantiated.

CHIEF'S COMPLAINTS	2024	2025
Unsubstantiated	0	0
Substantiated	1	2
Continuing	1	0
TOTAL	2	1

In 2025, the Chief of Police initiated two investigations, both minor in nature. One involved the accidental discharge of a conducted energy weapon into an approved testing receptacle, and other involved the timeliness of an investigation. Both complaints were substantiated and dealt with informally.

TRAINING

On April 1, 2024, the *Community Safety and Policing Act, 2019* (CSPA) came into force, along with Ontario Regulation 87/24, which imposed additional training responsibilities for police officers in Ontario.

Our members participated in 7,518 hours of training in 2025.

Advanced CPIC Query	Informant Development
Basic Constable Training	Intoxilyzer 9000c Course
Basic Emergency Management	Investigating Offences Against Children
Bill C-24	Investigative Interviewing Techniques
Border Sentinel Marine Exercise	Live Fire Scenarios
Child Seat Inspection Certification	Managing Investigations Using Powercase
CISO - CCIS	Marine Enforcement
CISO Conference	Mental Health Crisis Response
CISO Meetings	Mental Health Crisis Response Trainer
Coaching Police Professionals	OACP Annual Conference
Conducted Energy Weapons	OACP Budget, Finance, Asset Management
Corporate Communications Network	OACP Employment Conference
CPIC Query Narrative	OACP Human Resources Meetings
CPR Train-the-Trainer Recertification	OACP Small-Mid Sized Police Meetings
Crimes Against Older Adults	OACP Zone 6 Meetings
Defensive Tactics	Ontario Major Case Management
Emergency Operations Scenario	Ontario Sex Offender Registry
Evidence Based Policing Conference	Professional Standards
Female Leadership Mentorship Days	Public Order Train-the-Trainer
Firearms Training	Records and Advanced CPIC
Forensic Identification	Reintegration
Frontline Supervisor	Search Manager
Genealogy Workshop	Search Warrant
Hate Crime	Sexual Assault
Homicide	Standard Field Sobriety Testing
Human Resources Management	Surveillance
Incident Command 100	Technical Collision Investigation
Incident Command 200	UKG
Incident Management System 100	Vehicle Pursuits
Incident Management System 200	Vehicle Search Training
Incident Management System 300	Winchester Armourer



CORPORATE SERVICES

EMERGENCY COMMUNICATIONS CENTRE

17,542  55%
ALL CALLS FOR SERVICE



16,518  59%



627  7%



397  6%

RESPONSE TIMES

All Calls (16,518)

Average response times are provided in minutes.

CALL RECEIVED TO OFFICER DISPATCHED	OFFICER DISPATCHED TO EN ROUTE TO CALL	OFFICER EN ROUTE TO ARRIVAL	TOTAL RESPONSE TIME	DISPATCH TO ARRIVAL
6:56	3:30	2:06	12:32	5:36

Call Received to Officer Dispatched: the time it takes for a Communications Operator to receive information from a caller.

Officer Dispatched to En Route to Call: the time it takes for an officer to accept the call and begin to travel to the location of the call.

Officer En Route to Arrival: the time it takes from when the officer begins to travel to the call to the time of arrival.

Total Response Time: the combination of the times listed above.

Dispatch to Arrival: the time from when an officer is dispatched to arrival (subtracting the time it takes for a Communications Operator to receive information from the caller).

RECORDS MANAGEMENT

The Records Management Unit is responsible for the collection, storage, and retrieval of information.

Our three Records Clerks support administrative duties such as court liaison services, police clearances, freedom of information requests, criminal records and police file maintenance, front counter customer service, collision reports, commissioning of oaths, and records management.

54

▲
46%

FREEDOM OF
INFORMATION REQUESTS

2,184

▲
13%

POLICE CRIMINAL
RECORD CHECKS

50

▼
59%

FINGERPRINT PROCESSED
FOR EMPLOYMENT

16

▲
167%

PARDON
REQUESTS

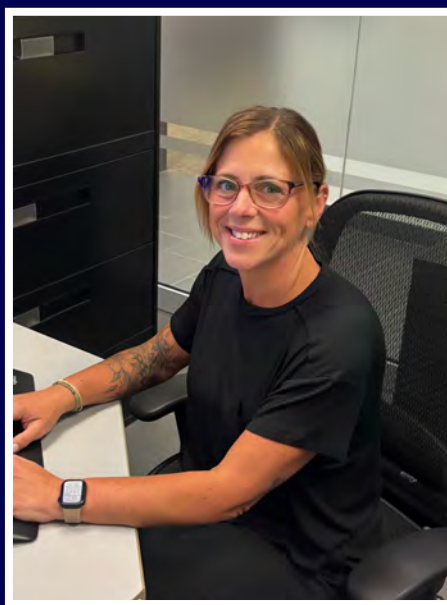
78

NON-COURT
DISCLOSURE REQUESTS

1,794

▲
63%

TICKETS & SUMMONS
PROCESSED



RETIREMENTS

Sergeant Al Gibson, Senior Constable Terry Seguin,
Senior Constable Kim Rathbone, Senior Constable Bonnie Racine



Records Clerk Marlene Yearley, Emergency Communicator Patricia Freitas
Sergeant Mauro Tonin, Staff Sergeant Michael Foreman



MILESTONES

HIRES

Constable James Legaspi
 Director Michael Cholubko
 Communicator Candice Caza
 Communicator Quinn Liang
 Communicator Claudia Rose
 Records Clerk Meryssa Nicholson
 Constable Geoff Bickerstaff
 Constable Nathaniel Vaikla
 Constable Dylan Kelly-Earish

PROMOTIONS

Tammy Schneider to Records Clerk
 Nicholas Goy to Staff Sergeant
 David Durocher to Sergeant
 Oliver Jibrail to Sergeant
 Justin Pare to Sergeant
 Erena Pesin to Sergeant

EXEMPLARY SERVICE AWARDS

Senior Constable Terry Seguin (30 Years)
 Senior Constable Leigh Rumball (30 Years)

ACT OF HEROISM AWARD

Constable Sean Bear, and Constable Chris Bedard

On April 7, 2025, police, fire, and paramedics attended a residence for an unresponsive woman. Constables Sean Bear and Chris Bedard arrived first, and immediately took over CPR efforts from the woman's parents. When firefighters arrived, they took over for the officers. Paramedics then took over CPR efforts and transported the woman to the hospital where she underwent emergency surgery.

The doctor performing the surgery stated that the survival rate of this medical event occurring outside a hospital setting was extremely low, and had it not been for the immediate medical intervention of the woman's parents, officers, firefighters, and paramedics, she surely would not have survived. Their immediate action saved her life. Constables Bear and Bedard were recognized by the Town of LaSalle, along with fire fighters and paramedics. This was a tremendous example of teamwork with an incredible result.

MAYOR'S COMMENDATION AWARD

Senior Constable Jimmi Hanna, Constable Kristy Pratt, and Acting Sergeant Justin Pare

In the same event above, these officers played a supporting role, transporting family to the hospital during the emergency, providing calm support, and secured the residence until family could return.

LaSalle Police Service



CHIEF OF POLICE COMMENDATIONS

Constable Jaideep Randhawa

A resident of LaSalle was the victim of multiple frauds totalling \$855,000. Constable Randhawa conducted a thorough investigation, uncovering links to four other fraud-related occurrences involving other victims. These investigations tied into an inter-provincial investigation into organized crime. Fourteen people were charged in relation to 126 victims in Ontario and Quebec.

Communicators Lisa Homenick and Teresa Pare

On January 23, 2025, the LaSalle Police Service hosted its first-ever Polar Plunge to raise money for Special Olympics Ontario. When discussing the idea, Lisa and Teresa gladly began to plan and work behind the scenes. The event exceeded expectations, raising \$52,743. Many people made the achievement possible, but Lisa and Teresa made it an amazing success.

Sergeant Jamie Nestor, Acting Sergeant Jaideep Randhawa, Senior Constable Jim Roos, Constable Dallas Akins, Constable Eamon Gorman, Constable Kristy Pratt, Constable Brady White, Communicator Patricia Freitas, Communicator Jenna-Rose Hocevar, Communicator Samantha Holland, Communicator Quinn Liang, Communicator Claudia Rose, Communicator Marion Salonen

On May 19, 2025, officers responded to a missing person call. The caller showed notes and text messages that elevated the officers' concerns. The messages indicated the missing woman was contemplating suicide.

An extensive search and canvass began. Phone calls and text messages were placed with no response. An emergency request to the woman's cell phone provider provided information the woman was within a 2.5 km radius of Old Front Road. A neighbour stated they saw a person enter a nearby wooded area several hours earlier. Officers entered the woods and ultimately located the woman in poor condition. She was unconscious and unresponsive with laboured breathing. Officers carried her from the woods to a waiting ambulance.

The efforts of the officers and communicators over an extended 3-hour period, directly resulted in saving the woman's life.

Senior Constable Alison Hunter

In August 2008, the LaSalle Police Service recovered the body of an unidentified male was found in the water near Fighting Island. Investigative steps were taken to identify the person at the time of the discovery and in later years.

In early 2025, Senior Constable Hunter attended a Forensic Investigative Genealogy Workshop in Toronto where she gained knowledge from experts in this field of work. She began a detailed review of this 2008 case and worked with the Ontario Forensic Pathology Service. She identified a series of investigative steps and confirmed there was enough biological material to proceed. Senior Constable coordinated with multiple agencies in Canada and the United States. She ultimately identified the person as a citizen of the United States via DNA and next of kin were notified.

STRATEGIC PLAN RESULTS - YEAR 1 OF 4

OUR PEOPLE	STATUS	DETAILS
ACTION 1: INVEST IN MEMBER DEVELOPMENT		
Increase training by 50%	In progress	Our members participated in 7,518 hours of training in 2025.
Increase leadership and mentorship opportunities	Achieved and ongoing	Increased number of Acting Rank members. Began including Sergeants and Acting Ranks in Senior Leadership meetings. Numerous informal mentoring conversations. Introduction of Director of Corporate Services established a new reporting structure and provided our civilian staff with more attention and supervision. Three female members received formal mentoring from other police agencies as part of a pilot project. Additional opportunities will continue.
Modernize performance appraisals, procedures, and educate best practices	In progress	Performance appraisals almost complete with sizeable input from members. Over 150 procedures have been updated, and best practices are being taught.
Introduce standards and performance metrics for members	In progress	Creation of daily post-shift report and created employee immediate feedback forms.
Annually review staffing levels to match population growth	Ongoing	Analysis conducted on ratio of police officer to population, member workloads, and measuring lost time due to illness, injury, and parental leaves.
ACTION 2: FOSTER AN INCLUSIVE, ENGAGED, AND PROGRESSIVE CULTURE		
Collaboration with members to drive positive change	Achieved and ongoing	Sought member input as part of strategic planning process, ongoing collaboration with Association, including quarterly meetings, and polled members for opinions.
Expand wellness program to promote health and resiliency	In progress	Expanded retiree peer support, joined Essex-Windsor Communities of Practice working group, participation in the Respect Forum, introduced free massage therapy in partnership with the Canadian College of Massage Students, participation in Town of LaSalle social/recreational events, and wellness initiatives.
Implement modernized workplace harassment and civility policies	Achieved	Conducted a workplace risk assessment, introduced policies to address workplace harassment, incivility, and code of conduct expectations. Hired Workplace Safety and Prevention Services to deliver workplace harassment training.
Create an employee recognition program	Achieved	Created a retiree recognition program. Eight retirees recognized at Police Service Board meetings. Created a three-tier formal employee recognition program. Seventeen Chief of Police Commendations and three Deputy Chief Letters of Recognition issued. Two officers issued Exemplary Service awards.
Leverage evidence-based data to inform decision making	Achieve and ongoing	Introduced the importance of data collection to make informed decisions. Promoted accurate data capturing of proactive policing activities. Created supervisor post-shift report to share timely information.
ACTION 3: ADVANCE INCLUSIONARY ARTIFACTS		
Create a heritage map illustrating the diversity of our members	Achieved	Map of world is displayed prominently in main hallway of HQ. Members have placed flags in their countries of ethnic origin to illustrate our diverse backgrounds.
Add artwork and pictures in our station that represents our members and community.	Not started	

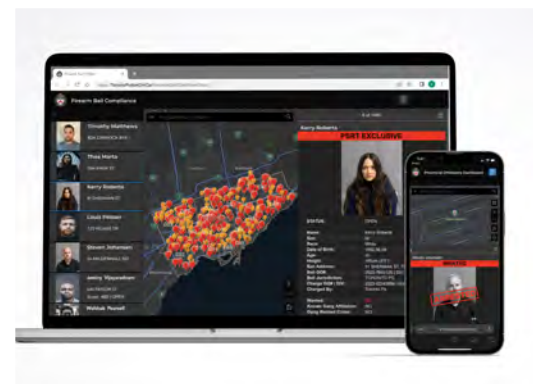
OUR COMMUNITY	STATUS	DETAILS
ACTION 1: CREATE A COMMUNITY INCLUSION PANEL		
Successful creation of community inclusion panel	In progress	Initiated a community inclusion panel. It had a humble beginning with a small group, but plans are to expand and gain momentum.
Build a mission statement and framework	Not started	
Embed inclusionary policies and practices into services and programs.	Not started	
Build new relationships with our diverse community	In progress	Actively seeking additional citizens to the community inclusion panel.
ACTION 2: CONTINUE OUR PROUD TRADITION OF COMMUNITY INVOLVEMENT		
Increase the number of community events attended	Achieved	Our members attended 296 community events including Canada Day celebrations, sporting events, presentations to students, seniors, and adults, public meetings, Coffee with a Cop events, Police Week and Crime Prevention week activities, fundraising events, community partnership events, etc.
Introduce new public education initiatives	Achieved and ongoing	Community Information Booth at the Vollmer Centre, safety presentations for seniors at retirement homes, impaired driving presentations at Villanova Catholic Secondary School, and Girls Can initiative.
Expand diversity training beyond legislated requirements	Not started	
Human rights centred service delivery	Ongoing	We pride ourselves on professional, human rights centred service. Our officers received human rights training in the fall of 2024.
Problem solving with community stakeholders	In progress	We participate in a variety of problem-solving activities including meetings/phone calls/emails with community members about areas of concern, responding to requests from Council passed along from citizens, and meetings with numerous government and non-government organizations.
ACTION 3: CREATE AN AUXILIARY PROGRAM	In progress	Recruitment and candidate selection completed. Training and formal deployment in 2026 Q2.
Number of volunteer hours per year	Not started	
Number of community events per year	Not started	
Number of officer ride-alongs per year	Not started	
Recruitment yield	Not started	



TRAFFIC SAFETY	STATUS	DETAILS
ACTION 1: INCREASE TRAFFIC ENFORCEMENT		
Prioritize road safety initiatives for officers	Achieved	Traffic safety has been identified by citizens as their #1 concern. This has been shared as a priority for our officers.
Increase traffic contacts by 25%	Achieved	Increased traffic contacts by 49% in 2025.
Increase traffic enforcement by 25%	Achieved	Increased traffic enforcement by 53% in 2025.
ACTION 2: GREATER VISIBILITY AND EDUCATION TO REDUCE IMPAIRED DRIVING		
Increase RIDE initiatives by 50%	Achieved	Increased RIDE programs from 5 in 2024 to 70 in 2025, a 1,300% increase.
Increase education and awareness initiatives	Achieved	News releases, social media, public education campaigns, and high school presentations.
Continue investment in equipment to combat impaired driving	Achieved	Purchased Intoxilyzer 9000C.
ACTION 3: APPLY EVIDENCE BASED PRINCIPLES		
Purchase a radar counter to capture data on speed and road usage	Achieved	Purchased Fox radar counter.
Train two officers to use radar counter	Achieved	Two officers trained in 2025.
Gather speed data on 40 roads per year	In progress	Purchased radar counter part way through 2025, so 40 roads not completed, but if extrapolated for a full year, the goal would be achieved.



TECHNOLOGY MODERNIZATION	STATUS	DETAILS
ACTION 1: NEW TECHNOLOGY TO IMPROVE EFFICIENCY		
Radio infrastructure upgrade	In progress	Research underway. Expected implementation by end of Q2 in 2027.
Records Management System assessment	Achieved	Completed assessment and began partnership with Emergency Services Cooperative Ontario (ESCO) for implementation in 2026.
Next Generation 911 implementation	In progress	Hardware purchased and partially installed. Expected completion by end of 2026.
Digital Evidence Management implementation	In progress	Expected completion by end of Q2 in 2027.
Data analytics dashboard	Not started	Project not started in 2025 due to other priority projects.
Bail compliance dashboard	In progress	Project not complete due to other priority projects. Expected completion by end of 2026.
Conducted Energy Weapons modernization	In progress	Transition to Taser 7 by end of 2026.
New website, intranet modernization	In progress	New website delayed due to other priorities. Intranet expansion in progress and ongoing.
Recruiting software implementation	Achieved	Implemented software from Triton Verify.
UAS (drone) program	Not started	Submitted grant application to provincial government for funding. This project is contingent on this funding.
Dash and body cameras assessment	In progress	Cost and resource prohibitive. Ongoing evaluation to determine viability in the future.
Upgrade cameras at headquarters	Not started	Cost prohibitive. Will require capital budgeting in future. Upgrading cameras is required in the near future.
ACTION 2: RESEARCH AND FORECAST CAPITAL REQUIREMENTS FOR FUTURE TECHNOLOGY.	Ongoing	Research continues, including options for artificial intelligence in creating court documents, PC hardware longevity calculations.



FINANCES

POLICING EXPENSES	ESTIMATED	ACTUAL	DIFFERENCE
Salaries and Benefits	\$9,913,800	\$10,169,194	\$255,394
Administrative	\$218,500	\$339,207	\$120,707
Personnel	\$219,000	\$197,929	-\$21,071
Facility	\$2,000	0	-\$2,000
Vehicles and Equipment	\$200,400	\$206,435	\$6,035
Programs	\$121,500	\$153,345	\$31,845
Transfers to Capital/Reserves	\$204,400	\$204,400	\$0
Operating Expenses	\$10,879,600	\$11,270,520	\$390,910
Less Revenue	\$455,700	\$473,937	-\$18,237
Total Cost	\$10,423,900	\$10,769,573	\$372,673

Salaries and Benefits were over budget by \$255,394. This is due to funding deficits, anticipated collective bargaining accruals, and overtime (In 2025, 14,289 hours were lost due to leaves related to illness, injury, maternity/parental = 7 full time employees).

Maintaining appropriate staffing levels continues to be a challenge both in LaSalle and across the policing sector in Ontario.

Administrative was over budget by \$120,707 to address technology deficits.

Personnel costs were under budget by \$21,071 primarily because we could not fully utilize the training budget due to limited course and staffing availability.

Facility costs were under budget by \$2,000.

Vehicles and Equipment costs were over budget by \$6,035.

Programs costs were over budget by \$31,845 primarily as a result of legal expenses.

Revenue was higher than anticipated by \$18,237.

The total cost of policing in 2025 was 3.6% higher than budgeted. We are working to properly fund budget lines over multiple years. Pending collective bargaining is likely to affect the 2026 budget.



DEDICATED TO SERVE

Our Heritage



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