



The Corporation of the Town of LaSalle

Police Services Board Public Meeting

Agenda

Monday, September 15, 2025, 5:00 PM

Council Chambers, LaSalle Civic Centre, 5950 Malden Road

Secretary's Note: A live recording of the meeting can be viewed by watching the live stream at: www.youtube.com/@TownofLaSalleON. Accessible formats or communication supports are available upon request. Contact the Board Secretary, tmailloux@lasalle.ca, 519-969-7770 extension 1233.

	Pages
A. Opening Business	
1. Call to Order	
2. Land Acknowledgement Statement	
B. Adoption of Agenda	
Recommendation	
That the September 15, 2025 LaSalle Police Services Board public agenda be adopted as presented.	
C. Disclosures of Pecuniary Interest and the General Nature Thereof	
D. Adoption of Minutes	5
Recommendation	
That the minutes of the LaSalle Police Services Board committee and public meetings held June 16, 2025 be adopted as presented.	
E. Presentations/Delegations	
1. LaSalle Police Services Board - Outgoing Board Member Daniel Allen	12
2. LaSalle Police Service New Member Introduction	13
Introduction of the new Records Clerk, Meryssa Nicholson.	

Chief Commendation Awards to be presented to:

- Constable Dallas Atkins
- Dispatcher Patricia Freitas
- Constable Eamon Gorman
- Emergency Communicator Jenna-Rose Hocevar
- Emergency Communicator Samantha Holland
- Emergency Communicator Quinn Liang
- Detective Sergeant Jamie Nestor
- Constable Kristy Pratt
- Acting Sergeant Jaideep Randhawa
- Emergency Communicator Claudia Rose
- Senior Constable Jim Roos
- Emergency Communicator Marjon Salonen
- Constable Brady White
- Constable Brett Holand, OPP
- Sergeant Kyle Miller, OPP
- Constable Matt Campbell, OPP

F. Reports/Correspondence for Action

1. LaSalle Police Service Appointment of Officers

Recommendation

That the memorandum from Chief Pearce dated September 15, 2025 regarding the LaSalle Police Service Appointment of Officers be received; and

That the Board appoint Cadet Olivia Caschera and Geoffrey Bickerstaff as Police Officers effective September 22, 2025, contingent upon their successful graduation from the Ontario Police College (OPC), pursuant to s.85 of the *Community Safety and Policing Act*, 2019; and

That the Board authorize the Chair of the Board to sign and issue Certificates of Appointment to Cadet Olivia Caschera and Cadet Geoffrey Bickerstaff on behalf of the Board, pursuant to s. 83(4) of the Act, upon confirmation of their successful completion from the Ontario Police College.

2.	LaSalle Police Service Auxiliary Program	18
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Recommendation

That the memorandum from Chief Pearce dated August 15, 2025 regarding the Auxiliary Program be received; and

That the LaSalle Police Services Board approves the creation of an auxiliary program.

3.	LaSalle Police Services Board Policy - Political Activity & Use of Board Resources During an Election	20
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Recommendation

That the memorandum and attachment from the Board Secretary dated September 4, 2025 regarding the LaSalle Police Services Board Policy – Political Activity & Use of Board Resources During an Election be received; and

That the Board adopt the draft policy effective September 15, 2025, as appended to this report; and

That the Board Chair, in consultation with the Chief, be authorized to make any supplementary administrative amendments to the Board Policy that may be required following any additional clarification of the Community Safety and Policing Act, 2019 and its Regulations that may be received by the Ministry of the Solicitor General.

4.	2025 OAPSB Labour Conference	26
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Recommendation

That the memorandum from the Board Secretary dated September 2, 2025 regarding the 2025 OAPSB Labour Conference be received; and

Should any member of the Board wish to attend the 2025 OAPSB Labour Conference on November 25 & 26 in Toronto, to advise the Board Secretary to submit the registration form and make the necessary hotel arrangements.

G. Consent Agenda

Recommendation

That items G1 through G14 on the Consent Agenda for September 15, 2025 be received for information.

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H.	Questions/Statements by Board Members	
I.	Schedule of Upcoming Meetings/Events	
	<ul style="list-style-type: none"> October 27, 2025 - LaSalle Police Services Board Committee and Public meetings: <ul style="list-style-type: none"> 4:15 p.m. Committee, 5:00 p.m. Public 	
J.	Adjournment	



The Corporation of the Town of LaSalle
Minutes of a Committee meeting of the Town of LaSalle Police Services Board

June 16, 2025 at 4:00 p.m.
LaSalle Room, LaSalle Civic Centre, 5950 Malden Road

Board Members Present: Mayor Crystal Meloche, Councillor Anita Riccio-Spagnuolo, Daniel Allen, Morris Brause, Marie Campagna

Administration Present: Chief of Police Michael Pearce, Deputy Chief of Police Jason Woods, Tanya Mailloux, Board Secretary

A. Call to order

Mayor Meloche presides as Chair and calls the meeting to order at 4:00 p.m.

B. Disclosure of pecuniary interest and the general nature thereof

There are no declarations of conflict of interest on the committee agenda.

C. Closed session

4859/25

Moved By: M. Campagna

Seconded By: D. Allen

That the LaSalle Police Services Board move into closed session at 4:01 p.m. in accordance with Section 44(2) of the *Community Safety and Policing Act, 2019*, to consider the following:

1. Personal matters about an identifiable individual and financial information supplied in confidence to the Board, being a LaSalle Police Service Administrative Update, s.44(2)(b)(h);
2. Financial information supplied in confidence to the Board, being an update on a Contract Negotiation, s.44(2)(h);
3. Technical information supplied in confidence to the Board, being an update on the Équité Association partnership, s.44(2)(h);
4. Technical and financial information supplied in confidence to the Board, being an update on the Windsor Police Services Board correspondence dated May 23, 2025, s.44(2)(h); and
5. Personal matters about an identifiable individual, s.44(2)(b).

Carried.

D. Consideration of business items on the agenda

Councillor Riccio-Spagnuolo enters the meeting at 4:04 p.m. during discussion of item C1 of the committee agenda.

E. Motion to move into public session

4860/25

Moved By: D. Allen

Seconded By: Councillor Riccio-Spagnuolo

That the Board move into public session at 4:28 p.m.

Carried.

F. Motion on business items

1. Personal matters about an identifiable individual and financial information supplied in confidence to the Board, being a LaSalle Police Service Administrative Update

4861/25

Moved By: D. Allen

Seconded By: Councillor Riccio-Spagnuolo

That the confidential memorandum from Chief Pearce dated June 4, 2025 regarding the LaSalle Police Service Administrative Update be received for information.

Carried.

2. Financial information supplied in confidence to the Board, being an update on a Contract Negotiation

4862/25

Moved By: M. Campagna

Seconded By: M. Brause

That the confidential memorandum from Chief Pearce dated April 15, 2025 regarding the Contract Negotiation be received and that the recommendation to enter into an agreement with Triton to provide clearance checks be approved.

Carried.

3. Technical information supplied in confidence to the Board, being an update on the Équité Association partnership

4863/25

Moved By: D. Allen

Seconded By: M. Campagna

That the confidential memorandum from Chief Pearce dated May 25, 2025 regarding the Équité Association partnership be received for information.

Carried.

4. Technical and financial information supplied in confidence to the Board, being an update on the Windsor Police Services Board correspondence dated May 23, 2025

4864/25

Moved By: Councillor Riccio-Spagnuolo

Seconded By: M. Brause

That the confidential memorandum from Chief Pearce dated May 26, 2025 regarding the Windsor Police Services Board correspondence dated May 23, 2025 be received for information.

Carried.

5. Personal matters about an identifiable individual

4865/25

Moved By: D. Allen

Seconded By: M. Campagna

That the confidential memorandum from Chief Pearce dated May 29, 2025 regarding the personal matters about an identifiable individual be received for information.

Carried.

G. Next meeting

Monday, September 15, 2025 at 4:15 p.m. – LaSalle Police Services Board
Committee Meeting

H. Adjournment

There being no further business, the committee meeting is adjourned at the call of the Chair at 4:30 p.m.

Chair: Mayor Crystal Meloche

Recording Secretary: Tanya Mailloux



The Corporation of the Town of LaSalle
Minutes of a Public Meeting of the Town of LaSalle Police Services Board

June 16, 2025, 5:00 p.m.
Council Chambers, LaSalle Civic Centre, 5950 Malden Road

Board Members Present: Mayor Crystal Meloche, Councillor Anita Riccio-Spagnuolo, Daniel Allen, Morris Brause, Marie Campagna

Administration Present: Chief of Police Michael Pearce, Deputy Chief of Police Jason Woods, Tanya Mailloux, Board Secretary

Secretary's Note: A recording of the meeting can be viewed at the following link: www.youtube.com/@TownofLaSalleON

A. Opening Business

1. Call to Order
Mayor Meloche presides as Chair and calls the meeting to order at 5:00 p.m.
2. Land Acknowledgement Statement
Mayor Meloche reads the Land Acknowledgement statement.

B. Adoption of Agenda

4866/25

Moved By: M. Campagna
Seconded By: D. Allen

That the June 16, 2025 LaSalle Police Services Board public agenda be adopted and that item E2 of the public agenda be moved ahead of item E1.

Carried.

C. Disclosures of Pecuniary Interest and the General Nature Thereof

There are no declarations of conflict of interest on the public agenda.

D. Adoption of Minutes

4867/25

Moved By: Councillor Riccio-Spagnuolo
Seconded By: M. Brause

That the minutes of the LaSalle Police Services Board committee and public meetings held April 14, 2025 be adopted as presented.

Carried.

E. Presentations/Delegations

2. 30-Year Police Exemplary Service Medal Presentation
Chief Pearce presented Senior Constable Terry Seguin with a Police Exemplary Service Medal in recognition of 30 years of loyal and exemplary service to law enforcement in Canada, on behalf of the Governor General of Canada.

1. LaSalle Police Service Retirements
 Senior Police Constable Terry Seguin, Sergeant Al Gibson, Senior Constable Kimberly Rathbone and Senior Police Constable Bonnie Racine were recognized for their retirements and for their contributions to the LaSalle Police Service. Chief Pearce presented each officer with tokens of appreciation.

3. LaSalle Police Service Promotions
 Chief Pearce congratulated Sergeant Nick Goy on his promotion to the rank of Staff Sergeant and congratulated Constables David Durocher, Oliver Jibrail, Justin Pare, and Erena Pesin on their promotions to the rank of Sergeants. Deputy Chief Woods read their biographies, and they were congratulated by the Chief, Deputy Chief and the Board.

The Board takes a short recess at 6:04 p.m. to take pictures.

The Board resumes the public meeting at 6:27 p.m.

F. Reports/Correspondence for Action

1. LaSalle Police Service 2024 Annual Report
 4868/25
 Moved By: M. Brause
 Seconded By: D. Allen

 That the memorandum from Chief Pearce dated June 4, 2025 regarding the 2024 Chief's Annual Report to the Board and attachment be received; and

 That the LaSalle Police Services Board adopt the 2024 Chief's Annual Report; and

 That the LaSalle Police Services Board forward the 2024 Chief's Annual Report to Town of LaSalle Council for inclusion and discussion at a future Council meeting.
Carried.

2. LaSalle Police Services Board 2025-2028 Diversity Plan
 4869/25
 Moved By: M. Campagna
 Seconded By: Councillor Riccio-Spagnuolo

 That the memorandum from Chief Pearce dated June 2, 2025 regarding the LaSalle Police Services Board 2025-2028 Diversity Plan be received; and

 That the LaSalle Police Services Board 2025-2028 Diversity Plan be approved.
Carried.

3. Shared Services Agreement Review
 4870/25
 Moved By: M. Brause
 Seconded By: M. Campagna

 That the memorandum from Chief Pearce dated May 26, 2025 regarding the Shared Services Agreement Review be received; and

 That the LaSalle Police Services Board continue on the same terms of the current shared services agreement.
Carried.

4. LaSalle Police Service Property Auction

For this time around, continue with the auction. In future years, the Board would like to consider the option of donating items.

4871/25

Moved By: Councillor Riccio-Spagnuolo

Seconded By: M. Campagna

That the memorandum from Chief Pearce dated May 30, 2025 regarding the LaSalle Police Service Property Auction be received; and

That the Board approves the proceeds, less auction fees, to be placed in LaSalle Police Service reserves.

Carried.

5. LaSalle Police Service 2024 Financial Report

Chief Pearce will come back to the Board in September with a plan moving forward for the budget.

4872/25

Moved By: M. Brause

Seconded By: D. Allen

That the memorandum from Chief Pearce dated June 3, 2025 regarding the LaSalle Police Service (LPS) 2024 Financial Report be received; and

That the Board supports LPS administration to gain access to the budget software used by the Town of LaSalle.

Carried.

G. Consent Agenda

4873/25

Moved By: D. Allen

Seconded By: M. Campagna

That items G1 through G9 on the Consent agenda for June 16, 2025 be received for information.

Carried.

1. Crime Stoppers Coordinator & Statistical Report (March, April, May 2025)
2. OAPSB 2025 Spring Conference & AGM Report
3. LaSalle Police Service Administrative Update
4. Meeting with MPP Anthony Leardi
5. Wellness Resources – Warrior Health
6. Conducted Energy Weapon Donation
7. LaSalle Police Service 1st Quarter Financial Report 2025
8. Kingsville Fire Dispatch Statistics (April & May 2024/2025)
9. LaSalle Police Service Monthly Statistics (March & April 2025)

H. Questions/Statements by Board Members

None.

I. Schedule of Upcoming Meetings/Events

- July 18, 2025 - LaSalle Police Youth Foundation Golf Tournament
 - Seven Lakes Championship Golf Course
- September 15, 2025 - LaSalle Police Services Board Committee and Public meetings:
 - 4:15 p.m. Committee, 5:00 p.m. Public

J. Adjournment

The meeting is adjourned at the call of the Chair at 6:45 p.m.

Chair: Mayor Crystal Meloche

Recording Secretary: Tanya Mailloux



LaSalle Police Services Board Public Memorandum

To: LaSalle Police Services Board

From: T. Mailloux, Board Secretary

Date: September 4, 2025

Subject: Outgoing Board member Daniel Allen

Recommendation:

That the memorandum from the Board Secretary dated September 4, 2025 regarding outgoing Board member Daniel Allen be received.

Background:

Board member Daniel Allen has dedicated his time and served his community as a provincially appointed Board member of the LaSalle Police Services Board for the past five and a half years. His term ended on July 14, 2025. We thank him for his commitment to the residents of LaSalle and for supporting civilian police governance to ensure police services meet the needs of our community.

The Public Appointments Secretariat (PAS) has been advised of the vacancy and they have posted the vacancy on their website. No further updates have been received from the PAS's office as of the writing of this report.

Respectfully submitted,

A handwritten signature in dark ink that reads "Mailloux".

Tanya Mailloux, Secretary
LaSalle Police Services Board



1880 Normandy Street, LaSalle, Ontario, N9H 1P8
Phone: 519-969-5210
Fax: 519-969-2662

LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: September 5, 2025

Subject: New Member Introduction to the Board – Civilian(s)

Background:

It is my pleasure to introduce a new member to the LaSalle Police Services Board:

Meryssa Nicholson has been hired as a full-time records clerk and started June 16, 2025.

(Deputy Chief Woods to read biography)

Congratulations to Meryssa and welcome to the LaSalle Police Service!

Recommendation:

That the LaSalle Police Services Board receives this memorandum for information and recognizes the newest member of the LaSalle Police Service.

Respectfully submitted,

Michael Pearce
Chief of Police
LaSalle Police Service



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LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: August 15, 2025

Subject: Recognitions

Background:

I am pleased to recognize the outstanding contributions of 13 LaSalle Police Service members and three members of the Ontario Provincial Police.

I will provide a high-level summary of the investigation.

The call originated at 3:25 p.m. on May 19, 2025, when the LaSalle Police Service received a call from a woman requesting a wellness check on her adult daughter.

Over the next 3 hours, the following investigation took place:

Two officers responded to the call. The caller showed notes and text messages that elevated our officer's concern. The messages suggested the woman was contemplating suicide.

A description and photograph were obtained and shared with dispatchers and other officers. A search of the house and property was conducted.

Given the exigency, dispatch contacted the woman's cell phone provider to seek emergency assistance with geolocating her cell phone. Information received from the cell phone provider indicated an area with a 2.5 km radius near an address on Old Front Road.

Several phone calls and texts messages were sent to the woman's phone with no response. Officers performed canvasses and checked properties on Old Front Road. The waterfront of the Detroit River was checked along with the Essex Terminal Railway tracks. Cab companies and hospitals were canvassed.

A neighbour advised they saw someone enter a nearby wooded area earlier in the morning. The Ontario Provincial Police were contacted to request assistance from a canine officer. An OPP canine officer attended along with two Emergency Response Team officers.

At the woman's house, an officer located an old iPhone belonging to the missing person. He quickly charged it and learned it was connected to the woman's current phone. He used the 'Find My iPhone' feature to obtain an exact location in a wooded area.

A perimeter was created around the search area, while officers entered woods to locate the woman.

At 6:35 p.m., 3 hours after the investigation began, the woman was successfully located in poor condition. She was unconscious and unresponsive with laboured breathing. Officers carried her out of the wooded area to waiting paramedics where she was transported to hospital with hypothermia and placed in the Intensive Care Unit. An officer joined the paramedics in the ambulance and remained with the woman until cleared by hospital staff.

The combined efforts of LaSalle police officers and dispatchers, and OPP officers certainly saved this person's life. Their response embodies the definition of teamwork.

On behalf of the LaSalle Police Service, I am extremely proud to award Chief of Police Commendations to the following LPS and OPP members.

In alphabetical order by surname from the LaSalle Police Service:

- Constable Dallas Atkins
- Dispatcher Patricia Freitas
- Constable Eamon Gorman
- Emergency Communicator Jenna-Rose Hocevar
- Emergency Communicator Samantha Holland
- Emergency Communicator Quinn Liang
- Detective Sergeant Jamie Nestor
- Constable Kristy Pratt
- Acting Sergeant Jaideep Randhawa
- Emergency Communicator Claudia Rose
- Senior Constable Jim Roos
- Emergency Communicator Marjon Salonen
- Constable Brady White

From the Ontario Provincial Police:

Constable Brett Holand
Sergeant Kyle Miller
Constable Matt Campbell

Thank you to all of you. You made an immeasurable difference for a LaSalle family that day.

Recognitions

- 3 -

Recommendation:

That the LaSalle Police Services Board receives the Recognitions Report for information.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "M Pearce".

Michael Pearce
Chief of Police
LaSalle Police Service



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LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: September 15, 2025

Subject: Appointment of Officers

Background:

Olivia Caschera and Geoffrey Bickerstaff started their careers with LPS as Cadets on June 2, 2025, and began Basic Constable Training at the Ontario Police College on June 12, 2025. They are scheduled to graduate this Thursday, September 18, 2025. Upon graduation, they shall be promoted to Constable – 4th Class pending approval from the Board.

Recommendation:

That the LaSalle Police Service Board receive the report and:

1. Appoint Cadet Olivia Caschera and Geoffrey Bickerstaff as Police Officers effective September 22, 2025, contingent upon their successful graduation from the Ontario Police College (OPC), pursuant to s.85 of the *Community Safety and Policing Act, 2019*; and
2. Authorize the Chair of the Board to sign and issue Certificates of Appointment to: Cadet Olivia Caschera and Cadet Geoffrey Bickerstaff on behalf of the Board, pursuant to s. 83(4) of the Act, upon confirmation of their successful completion from the Ontario Police College.

Respectfully submitted,

Michael Pearce
Chief of Police
LaSalle Police Service



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Fax: 519-969-2662

LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: August 15, 2025

Subject: Auxiliary Program

Background:

I would like to build an Auxiliary Program for the LaSalle Police Service.

Police auxiliary programs are volunteer programs that allows citizens to assist police officers with various community-based policing and crime prevention initiatives.

In LaSalle, auxiliary officers can be used in the following ways:

- Additional presence at special events (Strawberry Festival, Canada Day, Last Call Before Fall, etc.)
- Traffic control for parades
- Ride along with officers on patrol
- Bicycle patrol
- Marine patrol with an officer
- Assistance with Police Week activities
- Help officers with searching for missing persons
- Assist with information booths and crime prevention events

The required commitment for an Auxiliary officer will be two years, and at least 96 hours per year.

Auxiliary applicants must:

- Be a Canadian citizen or a permanent resident
- Be at least 18 years of age

- Have a secondary school diploma or equivalent
- Current certification in standard first aid and CPR Level C
- Have vision that is correctable in 20/20 in one eye and 20/30 in the other and not be colour blind
- Have at least a valid class G driver's licence with a good driving record that has no more than 6 demerit points
- Have been granted or issued a pardon if convicted under a federal statute

The initial cost per auxiliary officer will be about \$4,000 (uniform, equipment, and training). I would like to establish program consisting of 6 auxiliary officers = \$24,000. This is a small financial investment for a large return on investment. This cost can be initially funded through reserves in the 2026 budget, then add a modest increase to the uniforms and equipment general ledger lines in future budgets to account for turnover.

I would like to start recruiting this fall, training in January 2026, and appoint Auxiliary officers by April 2026.

Recommendation:

That the LaSalle Police Services Board approves the creation of an auxiliary program.

Respectfully submitted,



Michael Pearce
Chief of Police
LaSalle Police Service



LaSalle Police Services Board Public Memorandum

To: LaSalle Police Services Board

From: T. Mailloux, Board Secretary

Date: September 4, 2025

Subject: LaSalle Police Services Board Policy – Political Activity & Use of Board Resources During an Election

Recommendation:

That the memorandum and attachment from the Board Secretary dated September 4, 2025 regarding the LaSalle Police Services Board Policy – Political Activity & Use of Board Resources During an Election be received; and

That the Board adopt the draft policy effective September 15, 2025, as appended to this report; and

That the Board Chair, in consultation with the Chief, be authorized to make any supplementary administrative amendments to the Board Policy that may be required following any additional clarification of the *Community Safety and Policing Act*, 2019 and its *Regulations* that may be received by the Ministry of the Solicitor General.

Background:

The purpose of the Political Activity & Use of Board Resources During an Election policy (the Policy) is to outline the guidelines and restrictions regarding the political activities of police officers employed by the LaSalle Police Service, pursuant to the *Community Safety and Policing Act*, 2019 (the “Act”) and *Ontario Regulation 402/23 Political Activity* (O. Reg. 402/23).

In addition, the Policy provides direction on the appropriate use of Board resources during an election campaign in accordance with the *Municipal Elections Act*, 1996. This ensures that all candidates are treated fairly and consistently and preserves the integrity of the electoral process.

This policy has been reviewed by Chief Pearce and the LaSalle Police Services Board members and is now presented to the Board for final approval.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "T Mailloux". The signature is written in a cursive, flowing style.

Tanya Mailloux, Secretary
LaSalle Police Services Board

Attachments:

GP-021 - Political Activity & Use of Board Resources During an Election policy



**THE CORPORATION OF THE TOWN OF LASALLE
POLICE SERVICES BOARD**

POLICY NAME: GP-021LPSB Political Activity & Use of Board Resources During an Election	DATE APPROVED:
REVISION DATES:	REVIEW DATE:
RESCINDS:	EXPIRES: Indefinite

1. **Preamble:**

- a) The purpose of this policy is to outline the guidelines and restrictions regarding the political activities of police officers employed by the LaSalle Police Service, pursuant to the *Community Safety and Policing Act*, 2019 (the “Act”) and *Ontario Regulation 402/23 Political Activity* (O. Reg. 402/23); and
- b) In addition, this policy provides direction on the appropriate use of Board resources during an election campaign in accordance with the *Municipal Elections Act*, 1996. This ensures that all candidates are treated fairly and consistently and preserves the integrity of the electoral process.

2. It is the Policy of the LaSalle Police Services Board (the “Board”) that:

- a) Police officers of the LaSalle Police Service have the right to vote in elections, be a member of, or hold a position in a political organization and make contributions to political organizations or candidates;
- b) When off-duty and not in uniform, they may:
 - I. Attend and participate in public meetings, including those with elected representatives, government officials, or candidates;
 - II. Attend and participate in meetings or conventions of a political organization;
 - III. Canvass for or act as a scrutineer for a political organization or candidate; and
 - IV. On polling day, transport voters to polling places on behalf of a candidate.

3. Police officers of the LaSalle Police Service must not:
 - I. Express views on issues directly related to their responsibilities as police officers;
 - II. Associate their views with their police position or represent those views as those of the LaSalle Police Service;
 - III. Solicit or receive funds on behalf of political organizations or candidates; or
 - IV. Engage in any political activities that would or could place them in a conflict of interest.
4. On-duty activities are only permissible if authorized by the Chief of Police or, in the case of the Chief of Police, by the Board;
5. Police officers of the LaSalle Police Service may express views on issues not related to election campaigns and may attend public meetings as long as they do not support or oppose candidates or political parties during election periods;
6. Police officers of the LaSalle Police Service may not seek or hold candidacy in federal or provincial elections unless on a leave of absence without pay as granted by the Board;
7. Police officers of the LaSalle Police Service may seek candidacy or serve on a band council or municipal council if the Police Service does not operate within the relevant band or municipality, and the candidacy does not interfere with their duties or create a conflict of interest. In such cases, officers may not need a leave of absence but must apply for one if required;
8. If elected to federal or provincial positions must resign immediately;
9. A Police officer of the LaSalle Police Service elected to a band council or municipal council may not need to resign if it does not interfere with their duties or create a conflict of interest. However, they must abstain from discussions or votes related to the Police Service's budget;
10. The Chief of Police will maintain written procedures on political activities and address any concerns or complaints related to political activities to ensure adherence to this policy.
11. **Use of Board Resources for Election Purposes:**
 - a) In addition, this policy applies to all candidates running for election including Board members, registered third parties and Board employees which includes the LaSalle Police Service;

b) Legislative Authority:

The *Municipal Elections Act*, 1996 prohibits a municipality or local board from making contributions towards the promotion of or opposition to the candidacy of a person for an elected office in any form or in support of or opposition to a question on a ballot. This includes assets, resources, services and employees.

c) Definitions:

- I. **Act** - means the *Municipal Elections Act*, 1996, as amended, and includes any regulation made there-under.
- II. **Campaigning** - means a municipal election-related activity for the purpose of supporting or opposing the election of a Candidate or a question on the ballot.
- III. **Campaign-related materials** - means those materials that promote or oppose the candidacy of a person for elected office.
- IV. **Employees** - includes full-time, part-time or contract personnel employed by the Board; and
- V. **Registered Third Party** - means an individual, corporation or trade union that is registered with a local municipality under s.88.6 of the Act.

d) It is the Policy of this Board that:

- I. No person shall use Board facilities, equipment, supplies, services and employees or other Board resources for election campaign or any campaign-related purposes. No person shall undertake campaign-related activities at Board facilities including displaying campaign signs or materials at any Board facility;
- II. No person shall campaign and/or distribute campaign-related materials during any event hosted by the Board or LaSalle Police Service regardless of location;
- III. Communications:
 - photographs and videos produced for and/or owned by the Board and the LaSalle Police Service shall not be used by candidates, Board members, registered third parties or Board employees;
 - the Board's and the Police Service's logo, brand and other marks shall not be used in campaigning or included on any campaigning website;
 - the Board's voicemail system and Police Service voicemail system shall not be used to record campaigning messages;

- websites and social media sites that are funded, owned and operated by the Board and by the Police Service shall not include any election-related campaign material;
 - the Board's and Police Service's communication materials shall not profile (name or photograph), make reference to and/or identify any individual as a candidate; advocate for or against a particular candidate; and
 - Candidates, Board members, registered third parties and Board employees shall not print or distribute any election campaign materials using board funds or resources.
- IV. Candidates, Board members, registered third parties and Board employees shall not use Board or Police Service devices for any election-related purposes including computers, cell/smartphones, tablets, printers, scanners, applications, photocopiers, email, social media accounts, telephone systems, network and file storage;
- V. The Board's and Police Service's contact information, including facility addresses, telephone numbers and email addresses are not to be used by a candidate or registered third party as their election campaign contact information;
- VI. Board employees may participate in election-related activities provided that employees do not engage in any political activity during working hours or use the Board's resources in accordance with this policy; and
- VII. Employees do not identify themselves as Board employees when engaged in political activity.

Chair

Date



LaSalle Police Services Board Public Memorandum

To: LaSalle Police Services Board

From: T. Mailloux, Board Secretary

Date: September 2, 2025

Subject: 2025 OAPSB Labour Conference

Recommendation:

That the memorandum from the Board Secretary dated September 2, 2025 regarding the 2025 OAPSB Labour Conference be received; and

Should any member of the Board wish to attend the 2025 OAPSB Labour Conference on November 25 & 26 in Toronto, to advise the Board Secretary to submit the registration form and make the necessary hotel arrangements.

Background:

Registration is now open for the upcoming 2025 OAPSB Labour Conference hosted by the Ontario Association of Police Services Boards (OAPSB), to be held November 25 and 26, 2025 at the Hilton Toronto Airport Hotel. Funds have been budgeted for this conference for two members of the Board to attend. Conference registration for members is \$749 plus HST.

If you wish to attend, please advise the Board Secretary and the necessary arrangements will be made. A sneak peak of the agenda is provide in the attached notification that was provided to Board members on July 30, 2025.

Respectfully submitted,

Tanya Mailloux, Secretary
LaSalle Police Services Board

Attachment

Tanya Mailloux

From: Ontario Association of Police Services Boards <oapsb@oapsb.ca>
Sent: Tuesday, July 29, 2025 9:31 AM
To: Tanya Mailloux
Subject: Register Now for the 2025 OAPSB Labour Conference!



Register Now for the 2025 OAPSB Labour Conference!

Don't miss the 2025 Labour Conference at the Hilton Toronto Airport Hotel & Suites! Register today and book your hotel room by October 31, 2025.

The 2025 Labour Conference is designed for:

- Municipal Board members and staff
- HR & Labour relations staff
- Bargaining staff and advisors

See below for important event details and room block information.

[Register Now!](#)

[Book Your Hotel Room!](#)

Agenda

Tuesday, November 25, 2025

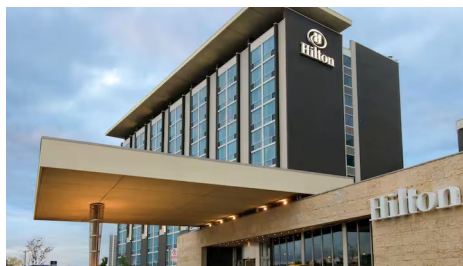
- **7:30AM:** Hot Buffet Breakfast
- **8:30AM:** Conference Sessions
- **12:00PM:** Lunch
- **1:00PM:** Conference Sessions
- **4:30PM:** Free Time
- **6:00PM:** Networking Reception
- **6:30PM:** Dinner - By RSVP Only

Wednesday, November 26, 2025

- **7:30AM:** Hot Buffet Breakfast
- **8:30AM:** Conference Sessions
- **11:45PM:** Conference Concludes

Register Now!

Labour Conference Room Block



The Labour Conference will be held at the Hilton Toronto Airport Hotel & Suites.

Address: 5876 Airport Road,
Mississauga, ON L4V 1N1

Our special room block rate **expires on October 31, 2025**. Registrations after this date will be based on availability.

Book Your Hotel Now!

Sponsorship Opportunities Available!

Each year we rely on participation and sponsorship to help make the seminar successful. We ask that your board (and zone) consider sponsoring the seminar.

Gold – \$3,000

- Featured as Gold Sponsor on all event materials
- Feature as Gold Sponsor on one session
- Recognition in the conference program
- Recognition on the OAPSB website
- 1 Conference Representative

Silver – \$2,000

- Featured as Silver Sponsor on all event materials
- Feature as Silver Sponsor on one break or lunch
- Recognition in the conference program
- Recognition on the OAPSB Website

Bronze – \$1,000

- Featured as a Bronze Sponsor on all event materials
- Recognition in the conference program
- Recognition on the OAPSB website

Community – \$500 (or less)

- Recognition in the conference program
- Recognition on the OAPSB website

Added Benefits – Funding received for OAPSB events is used to:

- Minimize costs to members to attend the seminar
- Offset the expenses related to delivering the in-person event and training
- Support the marketing and outreach required to inform and communicate with members
- Provide your organization recognition on the website, eblasts and at the event.
- Deliver upgrades to our education and training to membership

Member Partner Package

Corporate Partner Package

Please contact **Holly Doty** at oapsb@oapsb.ca or 1-800-831-7727 to take advantage of one or more of these unique sponsorship opportunities.

Annual Sponsorships

Interested in one of our annual opportunities? Please contact Jeanine Lassaline-Berglund at jeanine@oapsb.ca to learn more and secure your sponsorship.

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here.](#) If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at oapsb@oapsb.ca.

CAUTION: This email originated from outside of the organization. Please verify that the sender's name matches the e-mail address in the From: field. Do not click links or open attachments unless you recognize the sender and know the content is safe.



Windsor & Essex County Crime Stoppers

Police Coordinator Report

June 1st – June 30th, 2025

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

AM800

“Crime of the Week” report with AM800 radio recorded every Monday which airs every Tuesday morning and afternoon and the feature is also incorporated into to our Catchcrooks website.

June 2nd - Plug Promoting the 18th Annual Crime Stoppers Charity Golf Tournament in August.

June 9th - Large Scale Financial Bank Fraud Using Fake Passport Female Suspect Sought (WPS).

June 16th - String of Huron Church Pharmacy Retail Thefts Seeking Two Suspects (WPS).

June 23rd - Askin Avenue Break and Enter Suspect Sought (WPS).

June 30th - Large Scale Financial Bank Fraud using Fake Passport Male Suspect Sought (WPS).

St. Clair College-Media Plex and Radio CJAM FM 99.1

Recorded weekly – Crime of the week to resume in September 2025.

CTV News

Crime Prevention and Education pertaining to the Electronic Classified sites such as Facebook Marketplace and Kijiji recorded at Lasalle Police Service - featured on June 30th.

Social Media

Sustained daily maintenance and management of Windsor & Essex County Crime Stoppers social media platforms such as Facebook, X (Twitter) and Instagram posts and Crime Stoppers Catchcrooks Website.

Crime Stoppers Calendar at a Glance

Summer public speaking engagements and outreach sessions have transitioned from Schools to marginalized adult groups such as support centres, Community Housing Corporation, etc commencing the week of June 30th with presentations in Essex at the Community Support Centre of Essex County.

Continued support and planning provided to the Board of Directors for fundraising endeavors including but not limited to the highly anticipated 18th annual Crime Stoppers Charity Golf Tournament in August.

This statistical report is reflective of June 1st to June 30th, 2025.

Crime Stoppers tip information was distributed to the following agencies during this period:

- Windsor Police Service.
- Windsor Police Service Amherstburg Detachment.
- Ontario Provincial Police.
- LaSalle Police Service.
- Ministry of Revenue and Finance.
- Windsor & Essex County Health Unit- Tobacco Enforcement.
- Canada Border Services Agency.
- Repeat Offender Parole Enforcement.
- Windsor Police Criminal Intelligence Unit – Cannabis Enforcement.

Attached documents include:

Police Coordinators Report.

Monthly Statistical Report.

Tip Summary Report.

This Report was Prepared By:

Constable Lauren Brisco – Windsor Police Service.

Constable Rick Surette – Ontario Provincial Police.

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)

POPULATION (CITY) – 217,188

POPULATION (COUNTY) – 126,314

POPULATION (LASALLE) – 33,180

POPULATION (AMHERSTBURG) – 22,036

***SI on Statistical Report is “Since Inception” – 1985*



Windsor - Essex County Crime Stoppers - Statistical Report

Filter Date: July 2025 Run Date: 2025/07/02

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	166	153	144	156	119	144	2	0	0	0	0	0
Tip Follow-ups	117	89	125	248	93	66	3	0	0	0	0	0
Arrests	4	3	8	0	1	6	0	0	0	0	0	0
Cases Cleared	9	3	8	6	4	7	0	0	0	0	0	0
Charges Laid	18	13	32	17	5	13	0	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	5	4	6	4	3	6	0	0	0	0	0	0
Rewards Approved	\$1,750	\$1,000	\$2,950	\$800	\$900	\$1,200	\$0	\$0	\$0	\$0	\$0	\$0
# of Rewards Paid	2	0	2	3	0	2	0	0	0	0	0	0
Rewards Paid	\$600	\$0	\$650	\$1,700	\$0	\$400	\$0	\$0	\$0	\$0	\$0	\$0
# of Weapons Recovered	1	1	0	0	0	3	0	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0	0	0	0	0	0	0
Property Recovered	\$27,137	\$900	\$4,500	\$0	\$0	\$41,000	\$0	\$0	\$0	\$0	\$0	\$0
Cash Recovered	\$15,082	\$0	\$0	\$0	\$0	\$1,240	\$0	\$0	\$0	\$0	\$0	\$0
Drugs Seized	\$412,850	\$9,000	\$51,481	\$0	\$0	\$249,300	\$0	\$0	\$0	\$0	\$0	\$0
Total Recovered	\$455,069	\$9,900	\$55,981	\$0	\$0	\$291,540	\$0	\$0	\$0	\$0	\$0	\$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	463	419	2	0	884	64,115
Tip Follow-ups	331	407	3	0	741	23,360
Calls Received	0	0	0	0	0	3,138
Arrests	15	7	0	0	22	7,206
Cases Cleared	20	17	0	0	37	10,533
Charges Laid	63	35	0	0	98	10,715
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	15	13	0	0	28	1,964
Rewards Approved	\$5,700	\$2,900	\$0	\$0	\$8,600	\$1,289,410
# of Rewards Paid	4	5	0	0	9	992
Rewards Paid	\$1,250	\$2,100	\$0	\$0	\$3,350	\$840,552
# of Weapons Recovered	2	3	0	0	5	566
# of Vehicles Recovered	0	0	0	0	0	38
Property Recovered	\$32,537	\$41,000	\$0	\$0	\$73,537	\$13,810,012
Cash Recovered	\$15,082	\$1,240	\$0	\$0	\$16,322	\$658,093
Drugs Seized	\$473,331	\$249,300	\$0	\$0	\$722,631	\$121,184,665
Total Recovered	\$520,950	\$291,540	\$0	\$0	\$812,490	\$135,652,770

Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2025/06/01 to 2025/06/30

Offense Type	Count
Animal Cruelty	0
Arson	1
Assault	2
Attempt Murder	0
Breach of Condition	2
Break and Enter	1
By Law	1
Child Abuse	0
COVID-19	0
Cybercrime	1
Disqualified Driving	2
Drugs	40
Elder Abuse	0
Fraud	11
Highway Traffic Act	7
Hit and Run / Fail to Remain	1
Homicide	1
Human Smuggling	0
Human Trafficking	4
Illegal Cigarettes	1
Immigration	0

Impaired Driver	1
Indecent Act	0
Liquor (sales to minors, sales without licence)	0
Mischief	3
Missing Person	1
Motor Vehicle Collision	1
Possession of Stolen Property	2
Prostitution/Morality	1
Repeat Impaired Driver	1
Robbery	3
Sexual Assault	0
Stolen Vehicle	0
Suspended Driver	2
Suspicious Activity	10
Terrorism	0
Test Tip	0
Theft	19
Threats	3
Warrant	2
Weapons	6
<i>Other</i>	16
<i>Unknown</i>	2
Total	148



Windsor & Essex County
Crime Stoppers
Police Coordinator Report
July 1st – 31st, 2025

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

Program Education and Community Events

- July 1st Canada Day Parade
- July 2nd Community Support Presentation- Leamington
- July 8th Community Housing Event at Pyke Park
- July 16th, 23rd and 30th Vollmer Community Centre Information Booth
- July 22nd CBC Radio Interview on Senior Contractor and Online Scams
- July 22nd Community Housing Event at 2445 Rivard
- July 24th Community Housing Wellness Event at Glengarry
- July 29th Community Housing Event at 605 Mill Street

AM800

“Crime of the Week” report with AM800 radio recorded every Monday which airs every Tuesday morning and afternoon.

July 8th – Wanted Canada Wide Joshua Gray- R.O.P.E.

July 15th– Robbery with two suspects - O.P.P. Leamington

July 22nd – Police Investigate Contractor Scam Targeting Seniors- W.P.S.

July 29th– Gunfire 1300 Block of Riverside Drive East- W.P.S.

St. Clair College-Media Plex and Radio CJAM FM 99.1

Recorded weekly – Crime of the Week- To resume in September

CTV News

Online Marketplace Scams - Featured June 30th and July 5th

Social Media

- Daily/Weekly Facebook, Twitter and Instagram posts

Crime Stoppers Upcoming Calendar

- August 11th – Community Housing Event at Campbell Cottages
- August 28th – Crime Stoppers Golf Tournament at Kingsville Golf and Country Club
- Every Wednesday in August- Riverside Sportsmen Club Pasta Event

This statistical report is reflective of July 1st – 31st, 2025.

Crime Stoppers tip information was distributed to the following agencies during this period.

Windsor Police Service
WPS - Amherstburg Detachment
Ontario Provincial Police
LaSalle Police Service
Ministry of Revenue and Finance
Windsor & Essex County Health Unit- Tobacco Enforcement
CBSA
ROPE
Windsor Police Criminal Intelligence Unit – Cannabis Enforcement

Attached documents include:

Police Coordinators Report
Monthly Statistical Report
Tip Summary Report

This Report was Prepared By:

Constable Lauren Brisco – Windsor Police Service

TOTAL POPULATION REPRESENTED – 422,630 (2021 CENSUS)
POPULATION (CITY) – 288,363
POPULATION (COUNTY) – 134,497
POPULATION (LASALLE) – 32,721
POPULATION (AMHERSTBURG) – 24,877

***SI on Statistical Report is “Since Inception” – 1985*

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	166	153	144	156	119	145	145	0	0	0	0	0
Tip Follow-ups	117	89	125	248	93	66	96	0	0	0	0	0
Arrests	4	3	8	0	1	6	7	0	0	0	0	0
Cases Cleared	9	3	8	6	4	7	3	0	0	0	0	0
Charges Laid	18	13	32	17	5	13	15	0	0	0	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	5	4	6	4	3	6	3	0	0	0	0	0
Rewards Approved	\$1,750	\$1,000	\$2,950	\$800	\$900	\$1,200	\$1,500	\$0	\$0	\$0	\$0	\$0
# of Rewards Paid	2	0	2	3	0	3	0	0	0	0	0	0
Rewards Paid	\$600	\$0	\$650	\$1,700	\$0	\$500	\$0	\$0	\$0	\$0	\$0	\$0
# of Weapons Recovered	1	1	0	0	0	3	1	0	0	0	0	0
# of Vehicles Recovered	0	0	0	0	0	0	0	0	0	0	0	0
Property Recovered	\$27,137	\$900	\$4,500	\$0	\$0	\$41,000	\$2,541	\$0	\$0	\$0	\$0	\$0
Cash Recovered	\$15,082	\$0	\$0	\$0	\$0	\$1,240	\$2,540	\$0	\$0	\$0	\$0	\$0
Drugs Seized	\$412,850	\$9,000	\$51,481	\$0	\$0	\$249,300	\$12,820	\$0	\$0	\$0	\$0	\$0
Total Recovered	\$455,069	\$9,900	\$55,981	\$0	\$0	\$291,540	\$17,901	\$0	\$0	\$0	\$0	\$0

Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2025/07/01 to 2025/07/31

Offense Type	Count
Animal Cruelty	0
Arson	1
Assault	3
Attempt Murder	1
Breach of Condition	2
Break and Enter	3
By Law	2
Child Abuse	1
COVID-19	0
Cybercrime	1
Disqualified Driving	0
Drugs	40
Elder Abuse	0
Fraud	12
Highway Traffic Act	3
Hit and Run / Fail to Remain	1
Homicide	1
Human Smuggling	0
Human Trafficking	1
Illegal Cigarettes	2

Impaired Driver	1
Indecent Act	0
Liquor (sales to minors, sales without licence)	1
Mischief	1
Missing Person	1
Motor Vehicle Collision	0
Possession of Stolen Property	1
Prostitution/Morality	1
Repeat Impaired Driver	1
Robbery	4
Sexual Assault	0
Stolen Vehicle	1
Suspended Driver	0
Suspicious Activity	15
Terrorism	0
Test Tip	0
Theft	10
Threats	0
Warrant	11
Weapons	3
<i>Other</i>	20
<i>Unknown</i>	1
Total	146

Solicitor General

Office of the Solicitor General

25 Grosvenor Street, 18th Floor
Toronto ON M7A 1Y6
Tel: 416 326-5000
Toll Free: 1 866 517-0571
Minister.SOLGEN@ontario.ca

Solliciteur général

Bureau du solliciteur général

25, rue Grosvenor, 18^e étage
Toronto ON M7A 1Y6
Tél. : 416 326-5000
Sans frais : 1 866 517-0571
Minister.SOLGEN@ontario.ca



132-2025-2417

By email

July 21, 2025

Your Worship Crystal Meloche
Mayor
City of LaSalle
5950 Malden Road
LaSalle ON N9H 1S4
cmeloche@lasalle.ca

Dear Mayor Meloche:

I want to personally thank you for joining me on the recent tour of LaSalle Police Service Head Quarters and LaSalle Fire Service Station 2 on June 16, 2025. It was a pleasure to have you there and I appreciated the opportunity to learn about the community alongside you. Your passion and commitment to the growth and well-being of LaSalle were evident throughout our visit.

These visits are very important to me. In my role as Solicitor General of Ontario, I have been fortunate to travel throughout the province to meet with the brave men and women who protect Ontario and its communities.

Please extend my sincere appreciation to all the City of LaSalle members for their warm welcome and hospitality during my visit. I look forward to visiting again soon!

If you have any questions or wish to stay in touch, please contact Aaron Posner, Senior Manager of Stakeholder Relations, at Aaron.Posner@ontario.ca.

Thank you again for welcoming me and for your ongoing commitment to keeping your communities safe. I look forward to our continued partnership.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Michael S. Kerzner'.

The Honourable Michael S. Kerzner
Solicitor General



1880 Normandy Street, LaSalle, Ontario, N9H 1P8
Phone: 519-969-5210
Fax: 519-969-2662

LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: July 22, 2025

Subject: 2024 Crime Severity Index Data

Background:

On July 22, 2025, Statistics Canada released the 2024 Crime Severity Index data for 2024. I am pleased to share that LaSalle's crime severity has lower violent and non-violent offences from the previous year. This is the lowest CSI of all municipal police services in Ontario and also the lowest in Essex County.

	2024	2023	Change
Crime Severity Index	21.3	25.3	-15.8%
Crime Severity Index (Violent)	11.9	19.6	- 39.5%
Crime Severity Index (Non-Violent)	25.2	27.7	- 9.1%

Recommendation:

That the LaSalle Police Services Board receives the 2024 Crime Severity Index Data Report for information.

Respectfully submitted,

Michael Pearce
Chief of Police
LaSalle Police Service



1880 Normandy Street, LaSalle, Ontario, N9H 1P8
Phone: 519-969-5210
Fax: 519-969-2662

LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: August 5, 2025

Subject: Vehicle Pursuits

Background:

Pursuant to LPSB Policy LE-045LPSB – Vehicle Pursuits, the following information is provided to the Board:

- The LaSalle Police Service updated its vehicle pursuit policy on November 4, 2024, and the procedure is consistent with *Ontario Regulation 397/23 Vehicle Pursuits*.
- The LaSalle Police Service has complied with this procedure and *Ontario Regulation 397/23 Vehicle Pursuits*.
- The LaSalle Police Service did not initiate or participate in a vehicle pursuit in the 12 months ending on July 31, 2025.

Recommendation:

That the LaSalle Police Services Board receives this memorandum for information.

Respectfully submitted,

Michael Pearce
Chief of Police
LaSalle Police Service



1880 Normandy Street, LaSalle, Ontario, N9H 1P8
Phone: 519-969-5210
Fax: 519-969-2662

LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: August 15, 2025

Subject: Platoon Initiatives

Background:

In June, front-line platoon Sergeants were tasked with creating initiatives to address an issue of their choice. Each was asked to take ownership of their issue, develop a plan to address it, and measure the results. The purpose is two-fold:

- 1) Leadership development – New Sergeant's lead, manage, and monitor a small project
- 2) Proactive front-line police work

These initiatives will run from July to the end of December at which point the results will be shared. A brief description of each platoon's initiative is below. All provide value to LaSalle and LPS.

"A" Platoon

Lock It or Lose It

Officers will check vehicles parked on streets (not in driveways) to ensure they are locked. If found unlocked, they will lock and leave a brochure about the importance of locking their vehicles.

Measurables:

- # of vehicles checked
- # of vehicles found unlocked (and education shared).

“B” Platoon

Condos and CamSafe

Officers will contact property managers of condos to ensure LPS has current names and phone numbers of the property managers for each. Officers will also request access codes to assist with responding to emergency calls. Property managers will be encouraged to register surveillance cameras with CamSafe.

Measurables:

- # of condos canvassed
- # of property managers names/numbers gathered
- # of condos that provide access codes
- # of CamSafe registrations

“C” Platoon

Project Accountability

Officers will investigate/locate people wanted by the LaSalle Police Service who appear to be living in Windsor-Essex. Proactive investigative steps will be undertaken to locate and apprehend people who are evading arrest.

Measurables:

- # of investigations conducted
- # of warrants executed
- # of arrests made
- # investigations revealing accused lives outside Windsor-Essex (intelligence can be forwarded to the appropriate agency).

“D” Platoon

Retail Theft Deterrence

Officers will conduct foot patrols at/around commercial establishments (stores, plazas, and the outlet mall), to provide presence and theft deterrence. When staffing permits, they will conduct stings at locations with high levels of theft.

Measurables:

- # of foot patrol hours
- # of store walk-throughs
- # of stings
- # of arrests from stings

Recommendation:

That the LaSalle Police Services Board receives this report for information.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "M Pearce".

Michael Pearce
Chief of Police
LaSalle Police Service



1880 Normandy Street, LaSalle, Ontario, N9H 1P8
Phone: 519-969-5210
Fax: 519-969-2662

LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: September 1, 2025

Subject: Property Auction

Background:

In accordance with section 258 of the *Community Safety and Policing Act, 2019*, and with approval from the Board granted in the June 2025 LPSB meeting, the LaSalle Police Service has disposed of property in its possession via an online auction. The revenue generated amounts to \$5,140.63. It has been placed in reserves.

Recommendation:

That the LaSalle Police Services Board receives this memorandum for information.

Respectfully submitted,

Michael Pearce
Chief of Police
LaSalle Police Service



1880 Normandy Street, LaSalle, Ontario, N9H 1P8
Phone: 519-969-5210
Fax: 519-969-2662

LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: September 1, 2025

Subject: Chief for a Day Contest

Background:

During Police Week in May, the LaSalle Police Service held a contest for all grade 5-7 students in LaSalle to write a short essay to explain what they would do if they were the Chief of Police for a Day.

The winner was grade 6 student Luca Fregonese of Holy Cross Catholic Elementary School. Chief Fregonese joined Chief Pearce for a day that included:

- A swearing-in ceremony
- Meeting LPS members
- A tour of LPS headquarters
- A tour of the Civic Centre
- Meeting Mayor Meloche
- Participating in an interview with the LaSalle Post
- A ride along with Chief Pearce
- Activities at Fire Station #1 for Freezie with a Fire Fighter Day
- Rode in Car 48 in the Strawberry Festival Parade

The day was a success, and we will continue this program in 2026. The Fire Department has asked to join and we will coordinate together.

Chief for a Day Contest

- 2 -

Recommendation:

That the LaSalle Police Services Board receives this memorandum for information.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "M Pearce".

Michael Pearce
Chief of Police
LaSalle Police Service



Chief Of The Day!

If I were the Chief of Police for a day, I would do my best to make the community a safer and happier place. Being the Chief means being a leader who helps people, keeps the peace, and solves problems. Even in just one day, I believe I could make a difference.

First, I would make sure police officers are kind and friendly. I would ask them to smile, greet people, and talk with kids and families. When people see that police officers care, they feel safer and more comfortable.

Next, I would visit schools and talk to students. I would remind them to stay away from trouble, be kind to others, and always make good choices. I would also ask police officers to help with school programs like sports or reading time, so kids know that police are their friends.

Another thing I would do is help people who are in need. Some people in the community are homeless or struggling. I would work with groups that give food, clothes, and shelter. Instead of just punishing people, I would help them get better and live safe lives.

I would also clean up the streets by organizing a "Community Clean Day." Police officers and neighbors could work together to pick up trash, plant flowers, and make parks and sidewalks cleaner and nicer for everyone.

Finally, I would listen to what people have to say. I would hold a meeting where kids and adults can come and share their ideas to make the community better. Good leaders always listen and try to understand what others are feeling.

In conclusion, if I were the Chief of Police for a day, I would build trust, help people in need, and make sure everyone feels safe and respected. Even one day can make a big difference if we work together to make the world a better place. BY: Luca Fregonese! Gr. 6 Holy Cross

P.S My favourite movie is Die Hard!



1880 Normandy Street, LaSalle, Ontario, N9H 1P8
Phone: 519-969-5210
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LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: August 15, 2025

Subject: Border City Athletics Club Partnership

Background:

Border City Athletics Club is proposing a collaborative partnership with the LaSalle Police Service to create meaningful, recurring engagement opportunities between law enforcement and Black, Indigenous, and Persons of Colour (BIPOC) youth in the LaSalle community. This initiative will use sport as a powerful vehicle to foster trust, build relationships, and provide safe, inclusive spaces for connection and mentorship.

Drawing on the success of the Building Bridges Program from the Inclusion in Canadian Sports Network piloted in partnership with the Durham Regional Police Service, this proposal outlines a plan to host 2-4 event sessions per year featuring interactive athletic activities, leadership development, and open community dialogue.

The program will be funded through federal and provincial grants, with grant applications to be written and submitted by Border City Athletics Club in collaboration with the Inclusion in Canadian Sports Network.

Partnership Objectives

- Foster positive and sustained relationships between LaSalle Police officers and BIPOC youth.
- Provide accessible and engaging athletic opportunities for youth to connect with role models in a neutral, supportive environment.
- Promote inclusivity, community engagement, and trust-building through sport.
- Expand community-police partnerships in line with modern, equity-focused policing strategies.

We are waiting to find out if Border City Athletics Club will be successful with their funding application. More detailed information will be provided once this is known.

Recommendation:

That the LaSalle Police Services Board receives this memorandum for information.

Respectfully submitted,

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

Michael Pearce
Chief of Police
LaSalle Police Service



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LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: September 1, 2025

Subject: Community Focus 2025: January 1, 2025, to June 30, 2025

Background:

The following list represents community interaction and engagement by members of the Service for the identified period.

January:

- 15th – Polar Plunge Kickoff – St. Clair College – Chief Pearce, Deputy Chief Woods, CLO Seguin, Atkins
- 22nd – Bell Let's Talk Campaign – CLO Atkins
- 23rd – LaSalle Police Polar Plunge – Event Centre – Numerous Officers
- 26th – Guardian Games – PC Pesin
- 27th – St. Cecile Visit at HQ – Numerous officers
- 29th – First Responders Career Fair – St. Clair College – Sgt Tonin, PC Rumball
- 30th – Police liaison Catholic School Board Meeting – CLO Atkins

February:

- 3rd – Spelling Bee Judge – Sacred Heart – CLO Atkins
- 14th – Crime Prevention and CPTED Measures – Local Businesses – PCs McInnis, Hunter
- 18th – Coffee with the Chief – Season Retirement LaSalle – Chief Pearce, CLO Atkins
- 21st – Coffee with the Chief – Chartwell Retirement LaSalle – Chief Pearce, CLO Atkins

March:

- 1st – Musical Play – Villanova – CRO Atkins
- 4th – S.W.O.S.S.A Hockey – Vollmer – Chief Pearce
- 4th – Crosswalk Review – Holy Cross Elementary – CRO Atkins
- 5th – Driving behaviour Interview – Windsor Star – CRO Atkins
- 6th – “Rebounds for RMHC” Basketball game – Sandwich Secondary – numerous officers
- 6th – Speaking to youths - New Beginnings – PC Bedard

7th – Child Seat Inspection – HQ – PC Ruggaber
13TH – Child Seat Inspection(s) – HQ – A/Sgt Pare, PC Kosnik
25th – Hosted OACP Zone 6 meeting, Chief Pearce, Deputy Chief Woods, S/Sgt. Agostinis, A/S/Sgt. Goy
25th - Lock Down Drill – Villanova – CRO Atkins
26th – Fraud presentation – Season Retirement – CRO Atkins
27th – Fraud presentation – Vollmer – CRO Atkins

April:

2nd – Youth Symposium – CRO Atkins
2nd & 3rd – Small – Midsized P.S. Mtg – Kingston – Chief Pearce, Deputy Chief Woods
9th – Special Olympics Be a Fan Day – Numerous members
9th - CAA Bus Patroller Movie Day – CRO Atkins
9th – Youth Wellness Hub Tour – CRO Atkins
11th – Gr. 1 & 2 Holy Cross – Station Tour – CRO Atkins
17th – VIP – elementary school – CRO Atkins
19th – Egg Drop – Vollmer – numerous officers
22nd – Earth Day – Elementary Schools – CRO Atkins
25th – Big Brothers Big Sisters Bowl for Kids Sake– numerous members
26th – Turtle Club Parade – Numerous officers
26th – Border Sentinel Marine Training Partnership – Numerous officers
27th – YQG Togetherfest – CRO Atkins, PC Thornton
30th – Station Tour Sandwich Public School – HQ – CRO Atkins

May:

2nd – Safety Village Presentation JK/SK – LaSalle Public School – CRO Atkins
4th – Ontario Police Memorial – Toronto – Chief Pearce, S/Sgt Agostinis, Sgt Tonin, Tammy Schneider
4th – Steps4Life Walk – Malden Park – CRO Atkins
5th – Fraud Presentation – Chartwell Retirement Home – CRO Atkins
5th – Launch of Community Information Booth – Vollmer Complex – PC McInnis, CRO Atkins
May 7th – Fighting Island Tour – Chief Pearce
8th – McHappy Day – Ojibway – Chief Pearce, Sgt Tonin, CRO Atkins, Mike Cholubko
9th – Safety Village Presentation JK/SK – LaSalle Public School – CRO Atkins
12th – Police Week – Community Information Booth – Vollmer Complex – CRO Atkins
12th – Launch “Name our Lego Officer” and “Chief for the Day” Contests
12th – All Saints Memorial Mass – Chief Pearce, Deputy Chief Woods
13th – Fraud/Crime Prevention presentation – Riverdance – CRO Atkins
16th – Police Week Event – Freshco – Chief Pearce, Mike Cholubko, CRO Atkins, Sgt Tonin
17th – Police Week Event – Zehrs – CRO Atkins, Sgt Tonin
20th – Tour at New Beginnings – CRO Atkins
21st – Royal Canadian Legion Luncheon – Chief Pearce, Deputy Chief Woods
21st – Meeting with MPP Leardi – Chief Pearce, Board Chair Meloche
22nd – Special Olympics Torch Run – numerous personnel

23rd – Survivor Day Awards – Sgts Agostinis, Goy
24th – LaSalle Police Bike Rodeo – Event Centre – numerous officers
26th – Regional Accessibility Flag Raising – Numerous officers
27th – Legacy Oak Trail Public School Gr. 1 – Station Tour – CRO Atkins
28th – Windsor Sea Cadets Recruiting – DC Woods
29th – Assist Safety Village with Car Seat Clinic
30th – Sandwich Teen Action Group Basketball – HMCS Hunter – numerous officers
31st – Car Seat Inspection Clinic – CRO Atkins

June:

2nd - Progressive Pride flag raising ceremony – Town Civic Centre – Administration
2nd – Summer Safety Cycling Program Kickoff – Chief Pearce, Deputy Chief Woods, CRO Atkins
2nd – Crossing Guard appreciation – distributed thank you bags to C.G. – CRO Atkins
3rd – Community Information Booth – Vollmer – PC Fahsbender
4th – Youth Philanthropy Initiative – Villanova H.S. – Chief Pearce
5th – Station Tour – HQ – CRO Atkins
5th – 8th Strawberry Festival – Vollmer Complex – numerous officers
6th – Historical Vehicle – Toledo Police Historical Museum – Sgt Tonin
6th – Chief for the Day – HQ – CRO Atkins, Chief
6th – Table at Freezie with a Firefighter – CRO Atkins
6th - ICHA Fishing Derby appreciation dinner – CRO Atkins
7th – ICHA Fishing Derby on Riverside – CRO Atkins
8th – Mascot Dance off – Elmer the Safety Elephone – CRO Atkins
14th – WRH NICU Picnic at the Vollmer – CRO Atkins
14th – Olivia DiMaio Car Wash Fundraiser – CRO Atkins
16th – Solicitor General Visit – Numerous members
17th – Holy Cross Community Helper Day
18th – Town of LaSalle Senior Expo
23rd – OACP Annual General Meeting – Chief Pearce, Deputy Chief Woods
24th – Community Information Booth – Vollmer – CRO Atkins
25th – Bursary presentation – Villanova H.S. – CRO Atkins
26th – Safety Village Car Seat Clinic – CRO Atkins
30th – Historical Vehicle – Maidstone Car Show – Retired Officers

Recommendation:

That the LaSalle Police Services Board receive this memorandum for information.

Respectfully submitted,



- 4 -

Michael Pearce
Chief of Police
LaSalle Police Service

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Phone: 519-969-5210
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LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: August 15, 2025

Subject: Inspectorate of Policing Annual Report

Background:

In June, the Inspectorate of Policing (IoP) released their 2024 Annual Report. It provides excellent information that I encourage the Board and the public to read. Major topics include:

- The IoP's operations: Fact and Figures
- A snapshot of the IoP's work in 2024
- The state of policing in Ontario
- Looking ahead

It is attached for your review.

Page 45 highlights our involvement in joint bail compliance with a photo of Constable Tyler Pratt.

Recommendation:

That the LaSalle Police Services Board receives the Inspectorate of Policing Annual Report for information.

Respectfully submitted,

Michael Pearce
Chief of Police
LaSalle Police Service





**Inspectorate
of Policing**

**Service d'inspection
des services policiers**

Office of the Inspector
General of Policing

Bureau de l'inspecteur général
des services policiers

777 Bay St.
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June 27, 2025

The Honourable Michael Kerzner
Solicitor General of Ontario
Ministry of the Solicitor General

Dear Solicitor General Kerzner:

Section 103 (1) of the Community Safety and Policing Act mandates that the Inspector General of Policing (IG) deliver an annual report to the Minister, on or before June 30 of each year. I am pleased to present my Annual Report of the Inspector General of Policing that details the Inspectorate of Policing's (IoP) activities and progress for the period January 1 to December 31, 2024.

In accordance with section 103 (1), my Annual Report must include information about the following items:

1. The activities of the IG, including:
 - Inspections conducted;
 - Complaints dealt with under section 106 and 107;
 - Notifications sent to the Law Enforcement Complaints Agency (LECA) Director or the Special Investigations Unit (SIU) Director;
 - Directions issued under section 125; and
 - Measures imposed under section 126.
2. The compliance of the police service boards, Ontario Provincial Police (OPP) detachment boards, First Nation OPP boards, chiefs of police, special constable employers, police services, and prescribed policing providers with this Act and the regulations.
3. Any other prescribed matters.

In the pages that follow, you will see the information I am required to report, as well as the significant range of work being undertaken by the dedicated professionals at the IoP, who have brought my mandate to life. These public servants work each day to improve policing performance to make everyone in Ontario safer.

Pursuant to subsection 103(2) and the IoP's commitment to transparency and accountability, my Annual Report will also be published on the internet.

It is a real honour to serve as Ontario's Inspector General of Policing. I look forward to the work that lies ahead, and to contributing to public safety in Ontario.

Sincerely,

A handwritten signature in blue ink, appearing to read "R. Teschner", with a stylized flourish at the end.

Ryan Teschner

Inspector General of Policing of Ontario

Copy: Deputy Solicitor General Mario Di Tommaso, O.O.M.

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Land Acknowledgement

The Inspectorate of Policing (IoP) recognizes that its work, and the work of its community partners take place on traditional territory of Indigenous Nations in Ontario, including the Anishinaabe (comprising the Algonquin, Mississauga, Ojibwe, Anisinew (Oji-Cree), Odawa, and Pottawatomi peoples), the Omushkego (also known as Swampy Cree), the Lenape, and the Haudenosaunee (Mohawk, Onondaga, Oneida, Cayuga, Tuscarora, and Seneca), and the Métis peoples.

We acknowledge that there are 46 treaties and other agreements that cover the territory now known as Ontario. We acknowledge that we continue to live and work in these territories and are thankful to the First Nations and Métis peoples who have cared for these lands since time immemorial. Their enduring contributions continue to strengthen Ontario and enrich all communities. We also acknowledge the many other Indigenous peoples from Indigenous nations who call this place home.

The IoP is honoured to collaborate with First Nations, Inuit, and Métis leadership, partners, and communities across their territories. The IoP is committed to deepening its understanding of the rich history of this land while honoring the inherent and treaty rights of Indigenous peoples.

The IoP would also like to acknowledge that its office is located in Toronto and on the traditional territory of many First Nations including the Mississaugas, the Anishinabek Nation, the Chippewas, the Haudenosaunee Confederacy, and the Wendat peoples, and is now the home to many diverse First Nations, Inuit, and Métis persons. We also acknowledge that Toronto is covered by Treaty 13 signed by the Crown and the Mississaugas of the Credit First Nation, and the Williams Treaties signed with multiple Mississaugas and Chippewa nations.

Message from the Inspector General of Policing of Ontario

In a time when public trust in policing remains both essential and fragile, the role of independent oversight has never been more critical.



Across Ontario – and indeed around the world – policing is facing complex and evolving challenges. From rising concerns about public confidence and community safety to the need for modern police governance and accountability, we must meet this moment with vigilance, transparency and leadership.

My Annual Report highlights the vital and unique role of the Inspector General of Policing (IG) and the Inspectorate of Policing (IoP) in Ontario: mandated to deliver modern, evidence-based, and independent oversight that is focused on strengthening public trust through improved policing performance.

Since our inception, the IoP has remained steadfast in its mission to improve policing performance to make everyone in Ontario safer. Through our monitoring, inspection, investigation, and advisory work, we have already had success in raising the ‘performance bar,’ be it in the operational work of police services, or governance work of police service boards. I remain committed to independently examining the issues, following the information and evidence, and using the various tools in my oversight toolbox to enhance Ontario’s position as a global public safety leader. The team at the IoP works hard each day to breathe life into this commitment, and I feel fortunate to be working alongside professionals who deeply care about contributing to the public good.

As we carry out our work, it is increasingly evident that policing does not operate in isolation. Our work is informed not only by the unique context at play in different Ontario communities, but also by global developments, best practices, and lessons learned from oversight bodies in other jurisdictions. For example, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services in the United Kingdom has drawn attention to ongoing concerns about police legitimacy, ethical leadership, and the need for systemic reform. In Ireland, the Policing Authority has highlighted the essential role of governance, transparency, and meaningful engagement with communities. We have developed strong links with our national and international oversight partners and look forward to contributing to a mutual knowledge exchange that enhances the work we do in our respective spaces. Our membership in the Canadian Association for Civilian Oversight in Law Enforcement, where I serve as a member of the Board of Directors, is also a testament to the developing community of practice that is so important to ensuring that independent police oversight remains modern and responsive not just to current, but also to future needs and challenges.

These global perspectives also echo what we are seeing here at home in Ontario, where public expectations around police accountability and transparency have never been higher. Police services and boards are being asked to navigate complex social issues while confronting operational pressures, emerging public safety risks, and resource demands. At the same time, there is a clear opportunity to move beyond the models of yesterday and towards a modern policing approach grounded in human rights, equity, and public trust.

This year's Annual Report outlines how the IoP is already responding to these challenges and opportunities. It provides an overview of our current and anticipated inspections, investigations, and thematic reviews. It highlights common issues we are seeing across police services and boards – from governance gaps to operational challenges – and identifies where change is needed. It also profiles the valuable work being done by those across the policing sector who are committed to excellence, integrity, and continuous improvement in protecting over 16 million residents and tens of millions of other visitors across Ontario.

But beyond facts and figures, this Report is an invitation – to police leaders, board members, policymakers, and every Ontarian – to engage in a shared commitment to public safety, integrity, and accountability. That is the standard the people of Ontario deserve, and it is the standard we at the IoP will continue to advance, together.



Ryan Teschner

Inspector General of Policing of Ontario
June 2025



About Ontario's Inspector General and the IoP

The IG has a mandate to drive improved performance and accountability in policing and police governance by ensuring adequate and effective policing is delivered across Ontario in compliance with the province's policing legislation and standards.

The IG leads the IoP, an arm's-length division of the Ministry of the Solicitor General. The IoP provides operational support to inspect, investigate, monitor, and advise Ontario's police services and boards. By leveraging independent research and data intelligence, the IoP promotes leading practices and identifies areas for improvement, ensuring that high-quality policing and police governance are delivered to make everyone in Ontario safer.

Ryan Teschner is Ontario's first IG with duties and authorities under the Community Safety and Policing Act (CSPA).

The Mandate of the IG

The IG's duties, powers and responsibilities are described in Part VII of the CSPA.

The IG, supported by the IoP, serves the public interest by promoting improved performance and accountability in the policing sector, while ensuring compliance with the CSPA and its regulations.



Under Ontario's CSPA, the IG is empowered to:

- Independently assess and monitor legislated policing entities;
- Provide advice and support to legislated policing entities on governance and operational matters by sharing evidence-based research and data related to performance;
- Monitor and conduct inspections of legislated policing entities to ensure compliance with the CSPA and its regulations;
- Investigate complaints concerning the delivery of policing services and the conduct of police board members;
- Issue directions to ensure compliance with the CSPA and its regulations – and, if necessary – impose measures, if there is a failure to comply; and,
- Publicly report on the activities of the IG, including publishing inspection results and an annual report.

Who the IG Oversees

Under the CSPA, the IG oversees the following Ontario policing entities:

- Municipal police services and police service boards;
- Chiefs of police;
- The Ontario Provincial Police (OPP) and OPP detachment boards;
- First Nations OPP boards and First Nations police service boards that opt-in to the CSPA;
- Any entity providing policing by an agreement authorized by the CSPA;
- Any public sector body that may be prescribed to provide policing; and
- Organizations that employ special constables.

The IoP remains committed to engaging all these entities to consider the diverse needs of the public as we work to improve policing performance that makes everyone in Ontario safer.

Organizational Values

Driving improvements in policing performance begins with collectively operating under a set of values that shape the IoP's approach and culture.

At the IoP, we believe in:

Continuous Improvement: We will identify effective performance in the policing sector, and where improvements are needed. We will focus on addressing the areas that matter most to the public.

Risk-informed approaches: We will select the right tools for the right problems and consider the level of risk present when enforcing policing and police governance compliance.

Independence: We will operate at arm's-length from government or any other influence to ensure impartiality and confidentiality in our operations and decision-making.

Integrity: We will engage in activities in a way that inspires public confidence, and that preserves our objectivity, integrity, and impartiality.

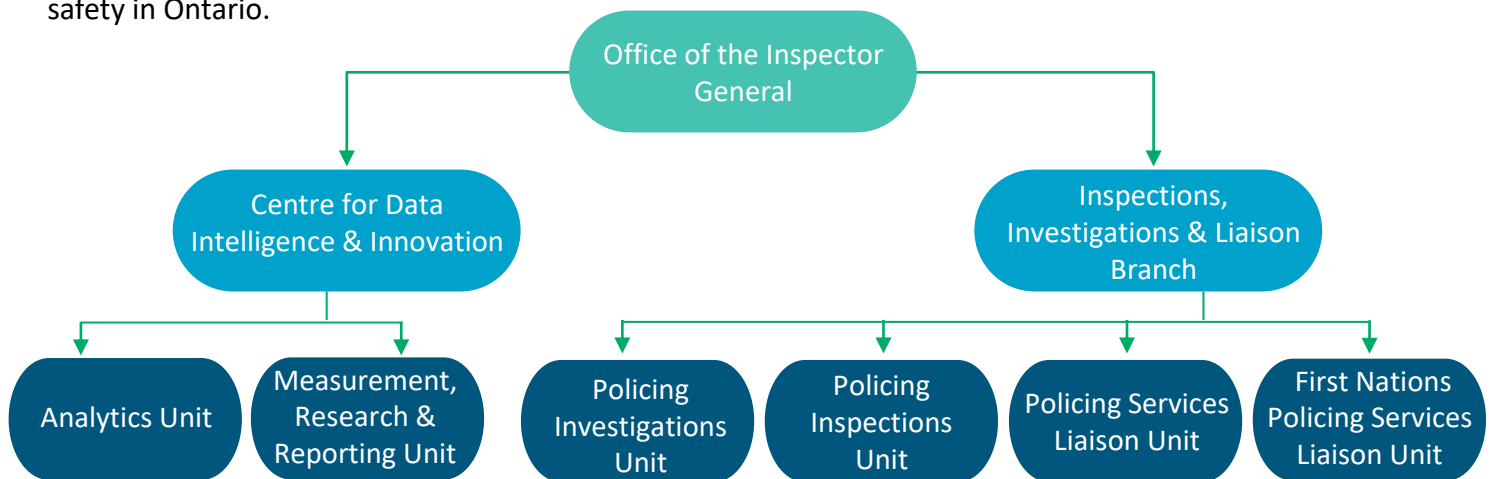
Fairness: We will address issues of non-compliance in an objective and timely manner that considers local context, with a focus on ensuring trust and confidence in the policing sector.

Transparency: We will be transparent in our decision-making and publicly report on our work and their results with the sector and the public.

Collaboration: We will work collaboratively with our partners and the regulated entities we oversee to support their success in our shared mission of making Ontario safer.

IoP Organizational Framework

The IoP's three branches effectively support the IG in enhancing policing performance and public safety in Ontario.



Office of the Inspector General

Supports the arm's-length decision making authority of the IG through independent legal counsel, police sector and stakeholder relations, and public communications.

Investigations, Inspections, and Liaison Branch

Responsible for the investigative, inspection, monitoring, advising, and liaison function of the Inspectorate as per the IG's authorities under Part VII of the CSPA. Comprised of:

Policing Investigations Unit: Investigates public complaints concerning delivery of policing services and conduct of police service board members.

Policing Inspections Unit: Monitors and conducts inspections of police services and boards to ensure compliance with the CSPA and its regulations.

Policing Services Liaison Unit: Provides monitoring, advisory, and liaison services to support police services and boards, OPP detachment boards, and special constable employers.

First Nations Policing Services Liaison Unit: Provides advice to First Nation police services, chiefs, and boards who opt-in to the CSPA, and facilitates cultural awareness training to the IoP.

Centre for Data Intelligence and Innovation

The IoP's data powerhouse that drives continuous improvement in Ontario's policing sector through data collection, analysis, research, and performance measurement. Comprised of:

Analytics Unit: Uses a wide range of technologies, including Artificial Intelligence, and other advanced analytical tools to transform raw data into actionable insights, informing decision-making processes across the IoP.

Measurement, Research & Reporting Unit: Conducts research on relevant issues faced by the sector and responsible for developing a performance measurement framework to support evidence-based decision-making and evaluation.

Complaints & Disclosures Within the IG's Jurisdiction

Under the CSPA, the IG accepts different types of public complaints or disclosures from members of a police service or special constable employer. Complaints are carefully reviewed to determine the appropriate course of action, which can include conducting an investigation or inspection, providing compliance advice and support, or forwarding it to the appropriate oversight agency, police service or police service board for resolution. Each complaint is individually assessed using the information provided by a complainant. The screening process includes consideration of the IG's mandate as well as the statutory requirements set out by the CSPA.

The IG may choose not to investigate a complaint based on a number of reasons, including a complaint being frivolous, vexatious, submitted in bad faith, or not in the public interest to investigate. Similarly, a complaint may be referred to another oversight agency.

Over the next few pages are several illustrations of the types of complaints within the IG's jurisdiction:

- Section 106 complaints
- Section 107 complaints
- Section 185 disclosures



Section 106 Complaints



Complaints about the conduct of an individual police service board member (section 106 complaints) are related to conduct that is believed to have violated the Code of Conduct for police service board members as codified in the relevant CSPA regulation.

Jasmine attended a meeting of her city's police service board as part of a community group seeking to raise concerns about their recent interactions with the police. When it was her turn to speak, Jasmine began presenting the group's perspective. However, she was repeatedly interrupted by a particular board member, who used profane language, referred to her in a derogatory manner, was dismissive, and ultimately cut her presentation short.

Feeling that her right to be heard was unfairly limited and that she was spoken to in an offensive way, Jasmine filed a complaint with the IoP. She believed the board member's conduct showed a lack of respect for public input and contributed to an unwelcoming, even hostile, environment for community participation. In her complaint, Jasmine argued that the board member failed to uphold the standards of professionalism and impartiality required under the Code of Conduct for board members.

Jasmine's complaint may prompt the IoP to assign an Inspector to investigate the conduct of the board member in question. This process could include interviews with Jasmine, relevant witnesses including the board member involved, and review of footage from the meeting. Following a thorough review and analysis of all available information, the Inspector would prepare a findings report and submit it to the IG. Based on the report, the IG would make the ultimate determination as to whether the board member committed misconduct under the Code of Conduct. If misconduct is identified, the IG will also determine whether any measures should be imposed to address the misconduct. Measures can include a reprimand, a suspension, or even the member's removal from the board.

Section 107 Complaints

Complaints about the delivery of policing (section 107 complaints) are related to:

- The adequacy and effectiveness of policing provided to an area,
- A failure to comply with the CSPA or its regulations, and
- The policies of a police service board, OPP Detachment Board, First Nation OPP Board or the Minister, and procedures established by a chief of police.



Sam filed a complaint with the IoP after calling 911 to report a domestic disturbance involving a neighbor who appeared to be in distress. He placed the call shortly after 9 p.m. and remained on the line for several minutes as dispatch attempted to assign the call to available officers. Despite emphasizing the urgency of the situation, police did not arrive on the scene until the next day.

Sam expressed deep frustration, noting that this was not an isolated incident. He recalled a previous situation where police response times were also unusually delayed. Concerned about these delays, Sam submitted a formal complaint to the IoP stating that he did not believe he was receiving adequate policing services.

Based on the details of the complaint, the IoP may decide to initiate an inspection. This could involve interviewing Sam to gather all relevant information

related to the specific facts and circumstances. The assigned Inspector may also collect and review policing data—such as Records Management System entries, Computer-Aided Dispatch logs, and other relevant police records—to compare the reported concerns with the documented actions of the police service, and to identify any facts that are relevant to assessing the compliance of the police service with applicable legal requirements and standards. Once the review is complete, the Inspector would prepare a findings report and submit it to the IG, who would then make a final determination about whether the police service complied with applicable legal requirements and standards. If the IG determines there has been non-compliance, the IG has the legal authority to issue directions to the police service and the chief of police to remedy the non-compliance.

Section 185 Disclosures



Disclosures to the Inspector General about internal misconduct matters (section 185 disclosures) can be submitted by members of a police service or special constables if they believe misconduct has occurred within their current or former organization.

Officer Rahim, a frontline officer with over ten years of experience, submitted a confidential disclosure to the IoP after he had been passed over for promotion multiple times, even as less experienced colleagues advanced. Officer Rahim, who identifies as a racialized person, began to suspect there was racism in the promotion process within his service.

When Officer Rahim raised his concerns internally, he received no response—and, soon after, experienced subtle forms of reprisal. He was excluded from high-profile assignments, removed from mentorship opportunities, and increasingly sidelined in decision-making spaces he had previously been a part of.

Based on the detail provided, if the disclosure is focused on alleged misconduct by an individual police officer, the IG may decide to refer the complaint to the Law Enforcement Complaints Agency (LECA) for investigation. However, if the disclosure contains information alleging a more systemic issue, the IG may elect to initiate a formal inspection of the police service. This could involve reviewing records, interviewing witnesses, and assessing whether the police service or board is meeting its legal obligations. Depending on the findings, the IG may issue directions to ensure compliance with the CSPA and regulations.

Complaints Process

Complaints are Received



The IoP accepts public complaints from a variety of sources, including its **website**, **e-mail** or **regular mail**. Anonymous complaints are not accepted.

Screened



Each complaint is **carefully reviewed** by the IoP. A decision is made whether the complaint **falls within the IG's jurisdiction** and qualifies for further consideration.

Screened Out

Complaints that are screened out can be:

- **out of jurisdiction** or scope of the IoP's mandate;
- **refused** for being frivolous, vexatious or made in bad faith, or deemed not in the public interest to inspect or investigate;
- **abandoned** by the complainant.

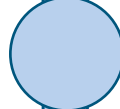


Referred

To ensure public complaints get to the right place, the IoP will **refer** complaints determined to be out of jurisdiction to the relevant oversight body:

- Law Enforcement Complaints Agency
- Special Investigations Unit
- Police chief or board to conduct their own inspection of the complaint

Assigned for Investigation or Inspection



All accepted complaints are **assigned to an inspector**, who reviews all information, creates an investigation plan and conducts their inspection or investigation.

Findings Report and IG Determination

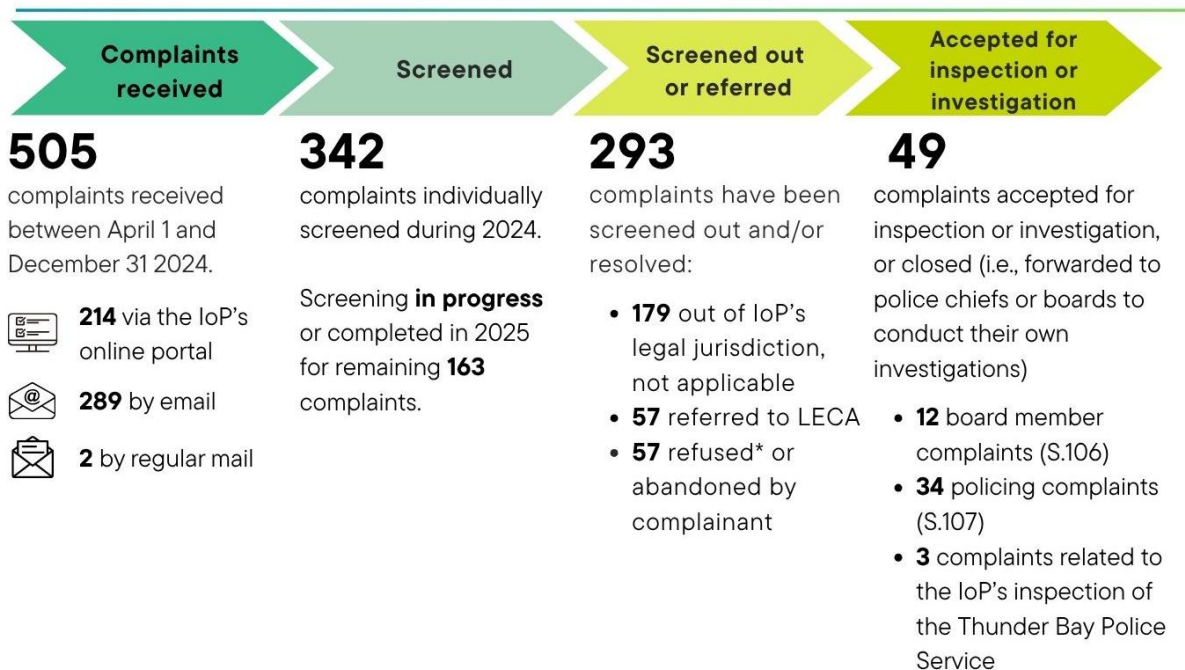


Inspectors prepare and submit a final findings report to the IG, who makes a **final determination** of whether misconduct or non-compliance has occurred. If so, the IG may impose **directions or measures** on the policing entity involved.



The IoP's Operations: 2024 Facts & Figures

My Annual Report details activities from January 1 to December 31 of each calendar year. As I officially began my mandate with the coming into force of the CSPA on April 1, 2024, the data provided in this section only covers the period from April 1 to December 31, 2024.



*Complaints can be refused for being frivolous, vexatious, made in bad faith, or deemed not in the public interest to inspect or investigate.

Note: Although not part of our mandatory reporting requirements, the IoP received **five** S.185 disclosures from police service or special constable employees in 2024, all of which were screened, referred to LECA and marked as closed.

Complaint-Based Inspection

In 2024, the IoP initiated **46** complaint-based inspections related to public complaints.¹ Emerging themes seen in the public complaints we have received to date relate to:

- Issues raised during protests, including lack or type of response from police;
- Issues surrounding police response and reporting relating to instances of intimate partner violence;
- Concerns about the quality of police investigations;
- Complaints regarding traffic violations and the effectiveness of police response;
- Delays in police response or lack of response to public concerns;
- Delays and lack of communication regarding requirements for records checks; and,
- Complaints regarding allegations of specific officer conduct which do not fall under the IG's legal jurisdiction but are referred to the appropriate agency.

Issue-Specific Inspection: Thunder Bay Police Service and Board

Issue-specific inspections of a police service or board can occur where repeated, system level issues have been identified through public complaints and/or the IoP's independent monitoring activities.

On October 10, 2024, the IG initiated the IoP's first **issue-specific inspection**, focusing on the Thunder Bay Police Service's handling of **death and missing persons investigations**, as well as the Thunder Bay Police Services Board's governance and oversight responsibilities. This inspection will evaluate compliance with the CSPA and alignment with leading investigative practices. It also examines how both the Police Service and the Board are addressing previous recommendations issued by other oversight bodies that have reviewed policing and governance in Thunder Bay. The inspection is expected to be completed in late 2025.

Directions Issued Under Section 125

Under section 125(1), if the IG is of the opinion that there is evidence of non-compliance with the CSPA or its regulations, the IG may issue Directions to prevent or remedy non-compliance. I did not issue any Directions under section 125 in 2024.

¹ The remaining 3 complaints received and accepted in 2024 were related to the IoP's broader issue-specific inspection of the Thunder Bay Police Service and Board.

Measures Imposed Under Section 126

If an entity fails to comply with a section 125(1) Direction, the IG is empowered to impose any of the following Measures pursuant to section 126(1) of the CSPA:

- Removing or suspending a chief of police, one or more members of a police services board, or the whole board;
- Appointing an administrator to a police service; or,
- Dissolving a police services board or disbanding a police service.

I did not impose any Measures under Section 126 in 2024.

Compliance with the CSPA

My statutory mandate requires a sector-wide and continuous assessment of compliance with the CSPA and its regulations. The IoP engages in various bodies of work to evaluate compliance and performance of police services, boards, and special constable employers, based on an assessment of risk:

- **Investigations of Public Complaints:** When serious concerns are raised—such as allegations that policing services were not adequately delivered, a board member engaged in misconduct, the suggestion of broader police governance failures, or systemic issues—an Inspector conducts a formal investigation. This process may include interviews, document reviews, an analysis of operational data, and other research to determine whether the entity is meeting its obligations under the CSPA. The Inspector then compiles and presents their Findings Report to the IG who determines whether misconduct or non-compliance has occurred.
- **Proactive Inspections:** The IoP also conducts planned inspections of police services, boards, and other policing entities to assess their compliance with CSPA standards for adequate and effective policing and police governance.
- **Monitoring, Advisory, and Liaison Services:** Through the work of the Policing Services Liaison Unit, we maintain ongoing engagement with Ontario's 43 municipal police services and boards, the OPP, 88 OPP detachment boards, 15 authorized special constable employers across the province, and the Nishnawbe Aski Police Service and Board who have opted-in to the CSPA. Advisors provide guidance on CSPA compliance, monitor developments across the sector, and serve as a vital link between the IoP and policing organizations—ensuring we remain responsive and informed about emerging issues, and provide guidance to address developing compliance issues, and advice on other opportunities for performance improvement.

Additional Prescribed Matters

I do not have any other prescribed matters to report on under this section.

A Snapshot of the IoP’s Work in 2024

Creating a Policing Data and Knowledge Hub to Drive Intelligence-Led Decision-Making

Bridging Cultures: The Inspectorate's Commitment to Indigenous Policing



Building Strong Connections with the Policing Community



Forging National and Global Partnerships

Establishing Public Trust Through Transparency





Creating a Policing Data and Knowledge Hub to Drive Intelligence-Led Decision-Making

In today's policing environment, where evidence-based approaches are essential, data serves as a critical asset that supports informed and effective decision-making.

High quality data and analysis are essential for understanding areas of public safety risk, the gaps that need to be addressed, and the best practices in police service delivery and governance that should be shared and embraced to improve performance across the Ontario policing sector. Accurate and timely data collection enables the IoP to identify emerging issues and trends,

measure policing performance and promote transparency through reporting and data sharing.

The IoP's data collection efforts and analysis are integral to supporting our modern oversight function, and to improving transparency that will enhance trust in our work. To lay the groundwork for collecting and leveraging data from all police services and police service boards in Ontario – something that has never been done at this scale before – the IoP is working on several simultaneous fronts. Over the next few pages are the IoP's significant efforts in this area.

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“I find meaning in analyzing data to fulfill the IoP's strategic objective of propelling greater insights and foresights to address risks. I enjoy developing products to help my colleagues make data-driven decisions for improving Ontario's policing performance and thereby serving the public interest.”

*-Bharat Sharman, Data Scientist
Centre for Data Intelligence and Innovation*

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Data Collection and Analytics Initiatives

This past year, the IoP set out to develop and test two data collection initiatives with Ontario's municipal police services and police service boards. The **Police Services Information Form (PSI)** and the **Police Service Boards Information Form (PSBI)** were designed both to test the IoP's collection processes and obtain data that will establish frameworks to support consistent information sharing and reporting from the entire policing sector. The data obtained through the PSIs and PSBIs provide **unprecedented access to a range of information** related to the size, composition, operations and resources available to police services and boards. Equipped with this knowledge, the IoP is better able to support the IG's legislated duties under the CSPA, including monitoring compliance by police services, boards and special constable employers. This data will also **establish a baseline from which the IoP can measure police performance and support continuous improvement** in the years to come. We also recognize that the policing sector has important work to do, so our approach to collecting data is one that minimizes operational and administrative burdens.

The IoP greatly appreciates the engagement and responses received from the initial nine municipal police services and seven police service boards that piloted this data collection initiative. Their feedback helped optimize and expand the administration of the PSI and PSBI to all municipal police services and boards in late 2024. The lessons learned from this pilot project will be applied to future data collection initiatives, all enabling the IoP to gather and analyze data in a high-quality, standardized, and replicable manner.

Through its advanced analytics capability – driven by a dedicated team of skilled data scientists and data specialists – the IoP is analyzing the data collected and has begun to share the preliminary insights with the pilot group of police services and police service boards through insightful interactive reports. Over time, we will share the insights with the entire sector, reflecting our commitment to

transparency and collaboration. This work marks a significant first step towards achieving our strategic objectives of propelling greater policing insights and foresights to address risks and improving policing performance in Ontario.

The **Policing Insight Statement** is a first-of-its-kind, IoP-administered survey that provides a voice for police services and boards to highlight **important initiatives, current internal and external challenges, and their impact** on policing service delivery and governance in Ontario communities.

The Policing Insight Statement provides an important opportunity for the IoP to hear directly from those doing the work of delivering and governing policing services in Ontario and **provides a clearer picture of the current state of policing across the province**. These insights also support the IoP's planning, prioritization, research, and investigation of key sector issues that enables the identification of leading practices to promote continuous improvement. Surveys were sent to all 43 municipal police services and police service boards in late 2024, providing each service and board with an opportunity to provide the IoP with their unique perspectives. Key findings from these surveys have been integrated into the State of Policing section of this Annual Report.

The IoP is currently working with the OPP, special constable employers, and First Nations police services that have opted-in to the CSPA on tailored data collection initiatives, including the Policing Insight Statement. These additional data collection initiatives will start rolling out in 2025. Naturally, establishing the IoP's data collection approaches will take time and will necessarily evolve with learnings. Our strategy is to build in increments, consistently evaluating our progress to ensure it meets our objectives, delivers analytical insights of value, and ultimately, supports the IoP's work to drive improvements in the Ontario policing sector.

Implementation of the IoP's Case Management System

The ability to access important and accurate information in a timely way is a key ingredient to the successful operations of an oversight body with regulatory functions. To carry out the IG's legislated mandate effectively and efficiently, and leverage the data that the IoP collects to drive our risk-based compliance activities, a comprehensive Case Management System was built and implemented as part of the IoP's operational infrastructure.

In 2024, the IoP officially started accepting public complaints through the IoP's website, using its Case Management System. This system is the 'spine' that supports our mandated oversight activities, including:

Complaints intake, screening assessment, and assignment to a member of the IoP's Investigations, Inspections and Police Service Liaison Unit for **investigation**, or, where the mandate of another policing oversight body is engaged by the complaint, the **referral** to either the Law Enforcement Complaints Agency (LECA) or the Special Investigations Unit (SIU).

Leveraging analytics to provide clear, understandable information related to the **number, type, status, and progress** of complaints, inspections, and investigations.

Identifying trends and risks to public safety and/or compliance with the CSPA that can inform the IG's monitoring and advisory functions, including whether a broader inspection or some other IoP intervention is warranted beyond the investigation of an individual public complaint. This includes the IG's ability to intervene in real-time to order another police service to deliver policing in an area when adequate and effective policing is not being provided, or when an emergency exists.

Bridging Cultures: The IoP's Commitment to Indigenous Policing

Under the CSPA and for the first time in Ontario's history, **First Nation Police Services Boards can choose to opt-in to the province's policing legislation** after engaging in a process with the Solicitor General. By opting to come under the umbrella of the CSPA, First Nations police services would receive access to the same level of support as municipal police services while adhering to the same provincial laws, standards and regulations, as well as the mandates of Ontario's policing oversight bodies, including the IG's.

I appreciate that to build strong working relationships with First Nations police services and

boards, **our team must build a deep and respect understanding of the communities they serve.** An important part of the province's commitment to Indigenous Reconciliation is to apply our work in a manner that acknowledges the generational harm of the past, while forging a more culturally aware future. To ensure that dedicated attention and expertise is part of how we deliver on this component of our work, the IoP's structural design includes a dedicated First Nations Policing Liaison Unit (FNPLU). The FNPLU's focus is to ensure the culturally responsive application of the IG's duties and authorities under the CSPA, specifically for those First Nations police services and boards that have opted-in to the legislation.

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“We work daily to understand the importance of history, culture, and tradition within First Nations communities – including how this history, culture, and tradition impact policing issues and the Inspector General’s compliance oversight mandate. Our dedicated First Nations Policing Liaison Unit is focused on applying our provincial oversight in a culturally respectful manner.”

-Ryan Teschner, Inspector General of Policing of Ontario

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The First Nations Policing Liaison Unit:

Provides support to constituted First Nation boards, police services and chiefs of police, and applies the IG's advisory and monitoring mandate in a culturally responsive manner;

Supports the application of the IG's inspection and investigation mandates in a culturally responsive manner that recognizes the unique First Nations context, thereby enhancing relationships and trust with First Nation communities as this work is carried out; and,

Facilitates the necessary training of the IoP team to ensure that they have a cultural understanding of the history, resilience, and diversity of First Nations, Inuit and Métis people as they discharge their duties.

Working Together with the Nishnawbe Aski Police Service and Board

In September 2024, my team and I had the pleasure of meeting with the Nishnawbe Aski Police Service (NAPS) Board and senior police leadership. During this meeting, we explained my mandate and the approach that the IoP would be taking in executing my duties and authorities under the CSPA. This session served as a valuable exchange of information, as the Board and Service leadership shared meaningful insights into their work and the principles guiding their efforts on behalf of the communities they serve. I appreciated the opportunity to listen, provide information and answer questions, and open a dialogue as we embark on this new chapter in Ontario policing.

In December 2024, the NAPS Board marked a historical milestone when it officially opted in and was constituted as a First Nation board under the CSPA. The FNPLU is working closely with the NAPS Board and with NAPS's executive policing team to deepen relationships and provide support regarding the understanding and interpretation of the CSPA and its regulations. By opting-in to the CSPA, NAPS gains access to a modern oversight system that is culturally informed—an important step in strengthening trust and legitimacy in policing within the communities that NAPS serves. With NAPS now part of Ontario's policing oversight framework, the IoP will be able to, over time, develop a more complete and accurate picture of policing across the province, supporting better analysis, trend identification, and system-wide improvements. Ultimately, this helps ensure that more people across Ontario benefit from efforts to modernize and enhance public safety.

A Focus on Culturally Responsive Training

FNPLU's work in 2024 was focused on equipping IoP staff with an understanding of Indigenous history and culture in Ontario, with a specific focus on how this history informs modern policing approaches and issues. Specifically, the IoP:

Partnered with Ontario's Ministry of the Attorney General Indigenous Justice Division to provide **Bimickaway training** to all IoP staff. Bimickaway focuses on justice sector employees within the Ontario Public Service **to provide an awareness and understanding about the history of assimilative government laws and policies targeting Indigenous Peoples**. This training challenges participants to consider and face their own perceptions about Indigenous Peoples and Canada's history. Bimickaway will better inform the work that the IoP will engage in with NAPS and any other First Nations Police Board that may become constituted under the CSPA's opt-in framework in the future.

Worked with the OPP's Indigenous Policing Bureau to participate in a three-day **Indigenous Awareness Training** course for IoP Inspectors, prior to initiating the issue-specific inspection of the Thunder Bay Police Service on the handling of death and missing persons investigations. **IoP Inspectors had the opportunity to learn about the history, beliefs, customs, and traditions of Indigenous Peoples**, as well as issues impacting Indigenous communities. Chief Michele Solomon of Fort William First Nation was a guest speaker, along with representatives from the Thunder Bay Indigenous Friendship Centre.

Worked closely with NAPS and its Board **to develop a Nishnawbe Aski Nation (NAN)-specific cultural orientation** for IoP members. Through this exchange, the IoP is working to ensure that our staff develop an understanding of NAN's individual communities as they engage in their oversight activities, including inspections, investigations, and monitoring for compliance.

I am committed to providing IoP members with the tools and resources they need to fulfill our mandate in a culturally appropriate way. I believe this will support respectful and effective oversight interactions with Indigenous police services, boards, and the Indigenous communities they serve.



Building Strong Connections with the Policing Community

The transition to the CSPA on April 1, 2024, marked an important modernization milestone for Ontario policing, police governance, and oversight. It was the first of literally a generation. When I assumed the role of IG, I committed to actively engage with the policing sector I oversee, to ensure they understood my mandate and how I intend to apply it, the role of the IoP, the new requirements under the CSPA, and to provide support in their transition to this new legislative framework.

In 2024, myself and members from across the IoP participated in various **local, provincial, and national meetings and conferences** where we provided information about my mandate, how the IoP approaches its work, our operations, and our priorities. These included conferences hosted by the Ontario Association of Chiefs of Police, the Ontario Association of Police Service Boards, the Police Association of Ontario, the Canadian Association of Police Governance, the Canadian Association for Civilian Oversight of Law Enforcement, and the Alberta Association of Chiefs of Police.

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Over the past year, working with Inspector General Teschner and the Inspectorate of Policing has been instrumental in advancing our shared goals of enhancing policing performance and public trust. The IoP's commitment to transparency, accountability, and collaboration has set a new standard for modern policing oversight and effective governance in Ontario. Together, we are making significant strides towards a safer and more trusted policing environment for all communities.”

*-Deputy Chief Roger Wilkie, 2024-2025 President
Ontario Association of Chiefs of Police*

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Inspector General Tours Across Ontario

In February 2024, I made a commitment to visit all 43 municipal police services and boards across the province, as well as the OPP. I believe it is **important for the IoP to meet one-on-one and in-person with both boards and senior policing command teams across the province** to introduce our team, share information about how we are approaching the delivery of my mandate, and hear about local challenges and opportunities directly from services and boards.

Through our “IG Tours,” my team and I had the privilege of **visiting 31 police services and boards across Ontario in 2024, with the remaining visits scheduled for 2025**. These tours proved invaluable, serving as a meaningful introduction to my role as IG, while also giving us direct insight into the realities of policing in different communities across the province. Many in the sector helped identify areas where further legislative change may be needed and offered thoughtful suggestions with respect to IoP priorities and operational approaches.

I was especially encouraged by how the Ontario policing sector welcomed us into their police headquarters and boardrooms. Meeting Ontario’s policing leaders in their own communities helps me and the IoP team better understand the unique challenges and opportunities they face.

Together, we engaged in **meaningful conversations about the future of policing and how we can collaborate to achieve our shared goal: making communities across Ontario safer**.



Supporting Change through Insights and Advice

To support the policing sector's transition to the new legislation, I issued my first Inspector General Memo in August 2024 along with five Advisory Bulletins. These Advisory Bulletins are what I use to communicate about the new aspects or requirements in the CSPA and its regulations, and provide my interpretation as the regulator to help guide the Ontario policing sector. These Advisory Bulletins are a resource for police chiefs, police services, police service boards and special constable employers as they navigate Ontario's new policing legislation. The first five Advisory Bulletins addressed the following topics:

- **Advisory Bulletin #1 – How Policing is Delivered:** advice on how to apply CSPA requirements to address local service delivery and assistance between police organizations, including what notifications should be submitted to the IG (CSPA, sections 14 and 19).
- **Advisory Bulletin #2 – Right to Disclose Misconduct:** information on the new ability for members of a police service or special constable employer to report misconduct relating to their own police service or employer, including procedural requirements and the role of the IG in relation to this subject (CSPA, section 185).
- **Advisory Bulletin #3 – Conflicts of Interest Regulation:** information and tools to support compliance with the requirements set out in the new Conflicts of Interest Regulation which addresses when a police service should not investigate one of their own members, outlining key decision points and notification requirements, as well as the corresponding Ministry of the Solicitor General-approved forms.
- **Advisory Bulletin #4 – Board Member Code of Conduct Regulation:** information on key requirements for board members with respect to handling potential misconduct and conflicts of interest, including when the IG must be notified.
- **Advisory Bulletin #5 – Forwarding Complaints to the IG:** outlines a process that can be used by chiefs of police, police service boards, and others to forward matters to the IG where a complaint falls within the IG's mandate, as required by the CSPA (CSPA, section 108).

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"The Inspectorate of Policing has emerged as a trusted and valued partner in supporting strong, transparent, and accountable police governance across Ontario. Their collaborative approach has helped police service boards navigate their evolving oversight responsibilities with greater clarity and confidence, reinforcing public trust in our institutions."

- Al Boughton, Chair Ontario Association of Police Service Boards

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I recognize that many of the requirements in the CSPA are new, and how they are interpreted and applied will impact the policing sector and the public. For this reason, I am committed to providing advice that will assist the sector in improving their compliance and overall performance.

As the IoP gains further operational experience and insights, and through ongoing engagement with Ontario's policing sector, I will continue to share information and advice through these IG Memos and Advisory Bulletins to support the sector in meeting requirements under the CSPA and its regulations. This is part of **my commitment to maintaining open and transparent communication**, emphasizing risk mitigation and performance improvement. The IoP will be dedicated to a **"no surprises" approach, ensuring our work is constructive and never a game of "gotcha."** IG Memos and Advisory Bulletins are available on the IoP's website as a resource for all to access.

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“The Inspectorate of Policing has already been instrumental in advancing modern and effective police governance in Ontario. Their dedication to transparency and accountability has significantly bolstered our efforts to ensure robust oversight and build public trust in our police services.”

- Lisa Darling, Executive Director, Ontario Association of Police Service Boards

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Forging National and Global Partnerships

In 2024, the IoP became the newest member of two important national police oversight organizations: **The Canadian Association for Civilian Oversight of Law Enforcement (CACOLE) and the Heads of Police Oversight Agencies**. I was also honoured to be elected to the CACOLE's Board of Directors during its 2024 Annual General Meeting.

Being a member of these organizations **enables us to forge strong connections with the full panoply of provincial and federal policing oversight agencies across Canada**. This creates a forum for the IoP to participate in an ongoing knowledge exchange, identify common challenges and solutions, and bring back ideas to our own work in Ontario.

In addition to this, my team has established strong connections with organizations around the world that are invested in improved policing performance through modern oversight. We are honoured to have forged strong working relationships with **Chicago's Office of the Inspector General, Police Scotland, Policing Authority Ireland and His Majesty's Inspectorate of Constabulary and Fire & Rescue Services**. We appreciate the ongoing willingness of these oversight organizations to share their perspectives. I am excited to continue our exchanges, learn from their insights, share our own experiences and ideas, and address common challenges together.

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“The best part of my job is getting to collaborate with leaders in policing and police governance to identify and address challenges and opportunities to improve policing across the province. Building trusting relationships allows me to identify potential issues and find solutions that benefit police services and the people of Ontario.

*-Morgan Terry, Senior Manager of Strategic Initiatives
Office of the Inspector General of Policing*

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Establishing Public Trust Through Transparency

Transparency and openness about my mandate and the work of the IoP is at the heart of how we do what we do. Effective communication ensures that Ontario's policing sector, the government and the public are informed about the IoP's activities and findings, as well as decisions I am empowered to make to ensure adequate and effective policing in Ontario. **This commitment to transparency and accountability helps to build public trust and confidence in the oversight system**, ultimately increasing trust in Ontario's policing system – a key ingredient for policing by consent that is at the core of modern, democratic community policing.

The IoP's Communications Team is responsible for giving voice to my mandate and providing updates to the public and policing sector about the IoP's work through our website and social media channels (X and LinkedIn), responding to media questions, developing and issuing news releases, as well as creating content for stakeholder meetings, and presentations to the policing sector and more broadly.

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“My work at the Inspectorate of Policing is driven by the goal of improving the safety of everyone in Ontario, which inspires me to continue serving the public. I’m reassured that Ontario is supported by a dedicated oversight body that is working closely with the policing sector to contribute to this vital mission.”

*-Kiera Gentles, Administrative Coordinator
Office of the Inspector General of Policing*

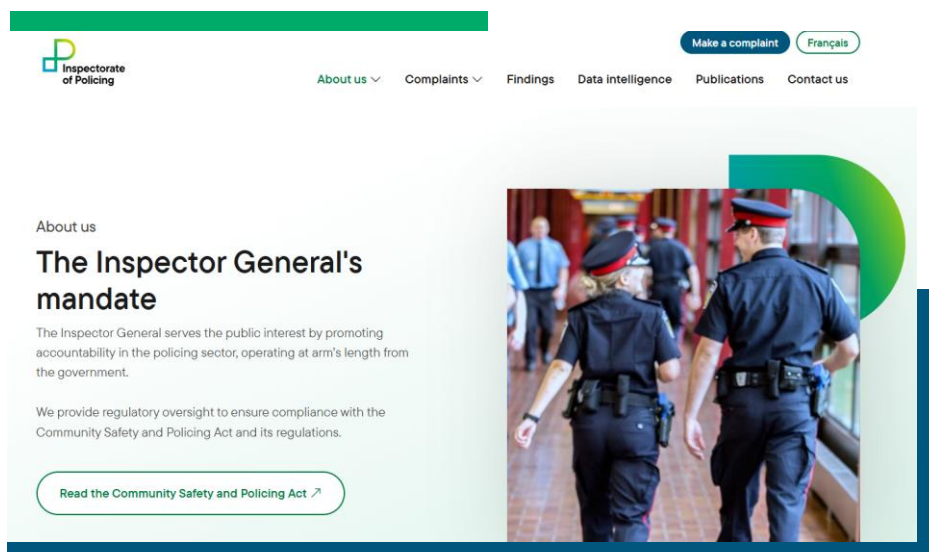
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Empowering Public Engagement through the IoP's Digital Presence

The IoP's website serves as a mechanism for the public and policing sector to learn about my mandate, the role and responsibilities of the IG and IoP, and other current information relevant to the oversight of policing in Ontario. It is also the primary vehicle for the public to file complaints with the IoP and then track the progress of their complaint through the IoP's Portal. Findings Reports that flow from any of the IoP's inspections or investigations, and IG Decisions about what Directions or Measures to impose to remedy non-compliance will also be posted on our website.

Copies of the communications and advice I issue to the policing sector through my IG Memos and Advisory Bulletins are also posted on our website.

The IoP also has a social media presence, providing updates on our work in both official languages through our X (formerly Twitter) and LinkedIn accounts, which launched on April 1, 2024, and has already developed a strong following.



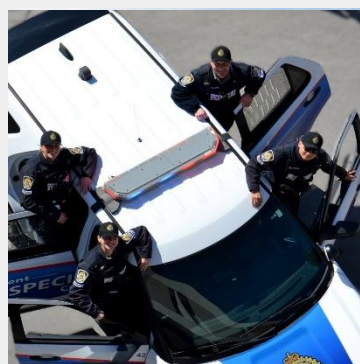
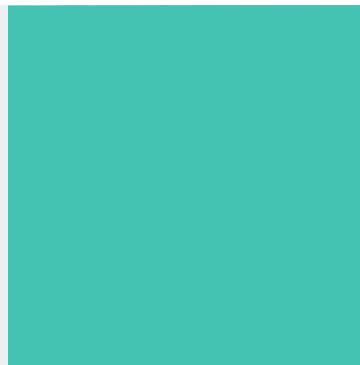
Keeping the Public Informed through the Media

In 2024, the IoP addressed **dozens of media inquiries**, covering topics from the IG's new mandate and role in Ontario's policing oversight system, to questions about potential or active inspections or compliance issues. This active engagement with the media underscores the IoP's commitment to transparency and public accountability, ensuring that we keep the public informed about key developments and activities. Members of the media can reach the IoP's

communications team through a dedicated email address and can join a mailing list by signing up through the media page on our website. This allows members of the media to be alerted whenever the IoP issues a news release or publishes a report.

The State of Policing in Ontario

The Inspector General of Policing's First Spotlight Report: Policing of Protests and Major Events



Pathways to Reconciliation : Indigenous-Focused Initiatives Across Ontario's Policing Sector

What We Heard from the Policing Sector



Successes, Opportunities and Challenges

Every year, as part of the IG's annual report, I will be sharing a comprehensive picture of policing in Ontario. Over time, this 'state of policing in Ontario' overview will be shaped by several sources, including trends in public complaints received by the IoP, analyses on the arrangements for the delivery of policing across the province, inspection results, and independent research conducted by our Centre for Data Intelligence and Innovation.

Sections 14 and 19 of the CSPA require police service boards to notify the IG whenever they enter into an agreement with another police service or the OPP to provide a specific policing function or temporary assistance. These notifications are essential for ensuring transparency, accountability, and enabling the IG to maintain oversight of adequate and effective policing across Ontario.

Together, these sources will help the IoP in painting a more accurate picture of how policing in Ontario is delivered, including potential challenges and risks that can inform future inspections and other IoP oversight interventions.

In this year's Annual Report, I am focusing on highlights from the IoP's first-ever Spotlight Report on Public Order Maintenance, which reviewed all municipal police services and the OPP. In late 2024, we also launched the IoP's Policing Insight Statement which was sent to Ontario's 43 municipal police services and boards. Their responses gave us valuable insight into the challenges they are facing and the steps they are taking to improve policing and better serve communities across Ontario. Common challenges and successes that they shared through their completed statements have also been highlighted in this section.



First Spotlight Report: Policing of Protests of Major Events

Often sparked by provincial, national, and global issues, Ontario has seen a rise in protests and demonstrations that require increasing police resources.

Between May 2023 and February 2024, the IoP conducted an inspection to ensure compliance with provincial Public Order Maintenance requirements, focusing specifically on public order unit (POU) standards by all municipal police services and the OPP. This inspection was conducted under the former *Police Services Act*, prior to the implementation of the CSPA and the

establishment of the IG's authority. It also served as a 'trial run' for the IoP's new inspection methodology before official inspections under the CSPA began. Given these circumstances and the continued relevance of the inspection's analysis to the policing sector and Ontario government, **the findings were published in a broader, Ontario-wide context, along with 12 recommendations directed to police services, boards, and the Ontario Ministry of the Solicitor General.**

The Findings and Recommendations

The IoP's first Spotlight Report includes my recommendations to ensure Ontario's policing sector can continue to meet the growing demand and complexity of public protests and demonstrations while delivering effective, community-focused policing.

Overall, I concluded that **the state of public order policing in Ontario is strong**. The legal and governance infrastructure that should surround POU and their operational work is generally in place in the form of police service board policy and governance, chief of police procedures and direction, and operational planning processes. Ontario POU have proven themselves to be generally responsive to emerging and evolving conditions, where they can deploy effectively in both planned and unplanned circumstances.

However, I note that **there are signs of strain within the system**, such as officer well-being and difficulty recruiting new members to join POU, the increased cost of policing, and some services not having a debrief as part of their post-event process.

In line with my commitment to transparency, and to enhance the public's understanding of key aspects of policing delivery, the Spotlight Report was publicly released and published on the IoP's website in May 2025.



Highlights of the Spotlight Report's findings include:

POU deployments in Ontario have **increased over 184 per cent** between 2018 and 2022.

Despite the increase in deployment trend, there were **no situations** where current POU resources – either from the 'home' police service or a cooperating police service – were unable to respond to an event within a reasonable amount of time.

At the time of inspection, public order maintenance was delivered **through 11 dedicated POUs**, which were provided across the province by **ten municipal services and the OPP**, leaving many services relying on another police service to deliver this core function through a cooperative agreement.

The inspection discovered **a few challenges**, including recruitment of new officers into POU units and the strain on existing officers given the increasing demand, minor inconsistencies between the Chief's procedure and the local board's policy, and a lack of a debriefing process after a public order event.

To further strengthen Ontario's leadership in public order policing and enhance overall performance, I issued a series of recommendations to the policing sector and government. These include:

- **Strengthening Ontario's Public Order Response by Formalizing the Ontario Public Order Hub:** The Hub – made up of the OPP and the 10 municipal police services with public order units – plays a vital role in coordinating police deployments for large or unexpected public events across the province. To build on its success and ensure long-term sustainability, I strongly recommend that the Ministry of the Solicitor General make the Hub a permanent fixture of Ontario's policing system which could occur through amendments under the CSPA.
- **Ensuring All Communities Have Access to Public Order Policing:** Municipal police boards who do not have their own POUs must ensure they have valid agreements in place to have another board or the OPP Commissioner provide POU services, in compliance with section 14 of the CSPA. Police services, governed by local police service boards, must maintain a constant state of readiness to ensure public safety is delivered, particularly when unpredictable mass gatherings occur in local communities.
- **Enhanced Training for Public Order Unit Officers:** Under the CSPA, all officers assigned to POUs must now complete mandatory training on safe crowd management and maintaining public order. I recommend police services go beyond this requirement by offering additional training tailored to the specific communities and contexts in which they operate. This could include culturally sensitive approaches that support better communication and more effective management of public events.
- **Further Integration of Partnerships into Public Order Responses:** POUs reported that working with external emergency partners such as fire services and medical professionals improved safety for both the public and police during large events. I recommend police services formalize these relationships through written agreements that clearly outline roles and expectations, and that the Ministry of the Solicitor General eventually make these agreements a requirement under Ontario's policing regulations.

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“The reality is that the scope and magnitude of public order events are taking on a new shape. This new shape makes it evident that public order policing is a whole-of-province priority and responsibility. With this responsibility, comes a need to open up important discussions on how to sustain the “some delivering for all” approach to public order policing in the long-term. To maintain the highest level of public order policing provincially amid rising demand and complexity, we need to invest in it appropriately to ensure it is not stretched too thin.”

- Inspector General of Policing's Spotlight Report: Policing of Protests and Major Events: Public Order Maintenance in Ontario (2023 -2024)

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Future Spotlight Reports

I commit to publishing future Spotlight Reports to further develop the overall provincial picture of policing and police governance on various topics of interest to the policing sector, the government, and the public. We will shine a constructive light on any compliance shortfalls we discover, identify how to improve compliance and performance overall, and promote leading and promising practices across jurisdictions so that Ontario can continue to distinguish itself as an international policing and police governance leader.



What We Heard from the Policing Sector

The IoP has created various channels to ensure we have our finger on the pulse of Ontario's policing sector and keep open lines of communication with police services, the boards that govern them and special constable employers. This allows us to quickly identify compliance issues early on and steer them in the right direction before they become problems that impact public safety.

In 2024, I visited 31 of Ontario's 43 municipal police services and boards in the local communities that they serve. During each one of these visits, I actively listened to police chiefs, deputy chiefs and senior policing leaders, board members, and other stakeholders who generously shared their perspectives, successes, and challenges in meeting demands and public expectations. What I heard was inspiring, informative, and helpful in directing my focus as IG towards the unique opportunities and challenges across the province.

Over the next few pages, I highlight some of the common challenges that services and communities of all sizes are facing across Ontario's diverse policing landscape. As a testament to the dedication and determination of the sector in addressing each of these challenges head on, I am also highlighting several impactful initiatives that are already making a real difference.

I would also like to acknowledge that this is not an exhaustive list, and some initiatives may be offered in similar variations by services that are not explicitly mentioned below. However, those captured here represent shining examples of innovation and commitment to providing adequate and effective policing service to all Ontarians, especially the most vulnerable in our communities. I will continue to use my Annual Report to profile more examples of how Ontario's police services and boards are delivering on their public safety mandate.

Officer Wellness and Resource Strain

Police services at both municipal and provincial levels are facing significant challenges related to officer wellness. Increased short and long-term absences due to stress and psychological injury are straining staffing and resources, contributing to employee burnout and lower morale. This issue is particularly acute for smaller services with fewer frontline staff, resulting in gaps in service delivery and further impacting the wellness of remaining members. Wellness-related staffing shortages sometimes require services to operate on a priority response basis, limiting their ability to be proactive and preventative in communities, offer specialized services for complex needs, and engage more deeply with the residents and organizations they serve.

Facing these realities, police services have implemented various strategies and approaches that promote health and wellness among their membership and effectively reintegrate officers into the workplace after short and long-term absences.

One of these approaches include **Barrie Police Service's** mental health incentive that encourages members to make use of their psychological benefits to earn eight hours of lieu time once benefits have been accessed.

The **Chatham-Kent Police Service** has already experienced the benefits of a dedicated Health and Wellness Coordinator that helps develop, implement, and evaluate a variety of wellness strategies, by seeing a reduction in sick days, improved performance, morale, and job satisfaction, risk reduction and cost savings. The focus on officer wellness has also created a more accepting and understanding organization surrounding the stigma of mental health.

Cornwall Police Service's Community Safety Officer positions are staffed by officers returning to the workplace following short- and long-term absences. This operational area provides two important benefits: providing meaningful work to officers reintegrating into the workplace, and diverting low priority calls for service away from the frontlines and alleviating the burden on the community patrol division.



Officer Wellness and Resource Strain

By prioritizing hiring of sworn and civilian members to meet growing operational demands, the **Ottawa Police Service's** staff stabilization strategy has led to improved morale and reduced workload for existing members. Launched in March 2024, Ottawa's expanded District Special Constable Program has taken on a range of duties – from helping with mental health hospital escorts to managing road closures and crime scene security – and responded to 940 calls for service in 10 months, saving more than 2,540 hours of frontline duty that can be reallocated elsewhere.

Experienced Ottawa Police Service officers also help instruct law enforcement personnel from across the province at the newly established Eastern Ontario Special Constable Training Centre (EOSCTC), a cutting-edge facility that provides comprehensive, practical training that is both provincially mandated (e.g., annual use of force certification) and specialized in a range of legal and tactical subjects (e.g., Scenes of Crime Officer course). By learning from those who have been in the field and understand the modern challenges that officers face, EOSCTC trainees are better equipped to meet demands through training that is current and effective.



EOSCTC
EASTERN ONTARIO
SPECIAL CONSTABLE
TRAINING CENTRE

The promising outcomes of these initiatives highlight the reciprocal connection between officer wellness and available resources to meet demands for service.

A Unified Crisis Response is Needed for Vulnerable Communities

A prominent theme identified by most services and boards involves police officers responding to individuals experiencing a constellation of often intersecting issues related to mental health crises, addictions, and homelessness. These complex cases require significant and increased support from other emergency, social and health-related services to alleviate the burden that is disproportionately placed on police to respond 24 hours a day, 7 days a week, 365 days a year. Police services and boards have also highlighted that in the absence of effective, long-term, and holistic solutions, law enforcement often becomes the default response – even when it may not be the most suitable one.

Responding to these human and complex matters places significant strain on police service members and stretches limited resources thin.

Many police services are addressing this challenge through various alternative response initiatives that deploy units comprised of police officers and qualified social and health service professionals to respond to calls involving individuals experiencing a mental health crisis.

However, many services have noted that a lack of consistent, long-term funding can jeopardize the sustainability of these programs.

St. Thomas Police Service's CRU-SADER Youth

Engagement Initiative focuses on the health and well-being of vulnerable youth, including children at risk of victimization or engaging in criminality, and establishes ongoing positive connections between police officers and young people in the community.

This strategy sees the St. Thomas Police Service and Canadian Mental Health Association (CMHA) Mobile Outreach Support Team work closely with social workers to engage vulnerable youth in non-traditional programming in environments outside of a school setting. By working together with parents, this initiative also addresses trending issues with community-based solutions to build positive relationships and prevent criminality among at-risk youth.



A Unified Crisis Response is Needed for Vulnerable Communities

The **Toronto Police Service** Mobile Crisis Intervention Team (MCIT) partners specially trained police officers with mental health nurses from six healthcare networks and hospitals across the city. The program consists of 25 police officers, and 35 full-time, part-time, and casual mental health nurses, and operates in 16 divisions across Toronto. When MCIT attends a call, they will make an immediate on-site clinical assessment of the person in crisis and arrange an appropriate follow-up service or referral. The MCIT's mandate is to enhance the quality of service delivered to persons experiencing a mental health crisis and remove these individuals from serious harm to themselves or others. Since 2021, the Toronto Police Service has responded to over 30,000 mental health-related calls a year. In 2024, MCIT responded to 6,323 events and diverted 4,128 interactions from involuntary hospital attendance.

The **Barrie Police Service** successfully piloted their CARE team (Community Alternative Response and Engagement), which dispatches paramedics and CMHA crisis workers to social disorder calls where weapons are not present. This is an evidence-based approach, modelled after measured and effective programs in the United States. These responses allow a more comprehensive and client-focused approach to complex critical cases and assist the most vulnerable members of our communities to make sure the right care is provided by the right service in a timely way. Data shows that CARE was able to dedicate nearly 1,000 frontline hours to individuals in crisis in the City of Barrie since October 2024. It has successfully diverted 230+ calls for service away from police and found that nearly 60% of clients served were not previously connected with mental health supports.

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“I believe that those who put a uniform on every day, who have to run towards danger so the rest of us can run away from it, are heroes, and that those that support the front-line also play an integral role in keeping us all safe.

I also believe that those who invest their time in bettering the police governance that communities rely on to ensure police services are delivered in a manner that aligns with community needs and priorities, are giving their time to a noble cause.”

- Ryan Teschner, Inspector General of Policing of Ontario at the Employment and CSPA Summit, February 2024

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Repeat Offenders and Judicial Processes

Court backlogs and the presence of repeat offenders in the legal system have been identified as significant challenges for Ontario's police services. A significant proportion of municipal police services identified some of the more specific concerns they are observing in the criminal justice system, including:

- The bail system that is seen to criminalize individuals with complex health and social issues, but ineffectively address criminality and recidivism, especially among perpetrators of intimate partner violence (IPV) and auto theft.
- Significant court backlogs and disclosure requirements that increase officer time spent in and preparing for court, reducing frontline capacity and increasing overtime costs. One police service also highlighted the negative impact on victims who must continually relive their experiences by preparing for and attending court proceedings that are often delayed.

Several Ontario police services have developed unique initiatives in an effort to address these issues, and some of the crime trends that underlie them, including:

Police services of all sizes such as **Owen Sound, LaSalle, Windsor, and York Regional Police Services** have created bail compliance and warrant apprehension (BCWA) units comprised of both sworn and civilian members to track repeat offenders and ensure bail conditions are being followed. Due to the proactive efforts of the Owen Sound Police Service BCWA, as one example, the number of individuals charged for reoffending while out on bail in 2024 (156) was almost double the number of apprehended reoffenders in 2023 (80).



Joint BCWA unit with Windsor and LaSalle Police Services.

The Ontario government launched its Provincial Bail Compliance Dashboard – a new tool designed to help police services monitor and manage high-risk offenders who are out on bail for firearms-related offences. The dashboard allows police to consolidate and share real-time information about individuals on bail, improving situational awareness and enforcement of bail conditions right across the province. It is currently being used by the **OPP, Toronto, Peel, York, and Guelph Police Services**, with availability extended to all municipal and First Nations police services in Ontario.

Repeat Offenders and Judicial Processes

The **OPP** has launched several units and projects dedicated to addressing various aspects of this multifaceted challenge. The Detachment Abuse Issues Investigator (DAII) program created 70 specially trained detective constable positions across the province. Their presence within OPP detachments is essential to ensuring members are equipped to recognize, respond to, and thoroughly investigate incidents of abuse, all while prioritizing the needs and safety of victims and survivors through trauma-informed and victim-centered lenses.

Part of their larger Bail Support Team, the OPP expanded the Repeat Offender Parole Enforcement (ROPE) Squad from 5 to 10 teams strategically deployed throughout the province to apprehend high-risk offenders who are unlawfully at large. This enhancement contributed to a record number of 1,583 arrests of high-risk offenders in 2024 – a 30 per cent increase over 2023.

Pooling resources with police services across the Greater Toronto Area and Criminal Intelligence Service Ontario, the OPP also established a Provincial Carjacking Joint Task Force (PCJTF) which was an interim initiative from December 2023 – March 2024 that led to significant arrests, charges, seizures and recovery of vehicles and firearms. Through inter-provincial and national collaboration, the OPP's Provincial Auto Theft and Towing (PATT) Team launched Project Vector, which disrupted the illegal exportation of stolen vehicles at the Port of Montreal. As of March 2025, Project Vector has recovered 1,591 vehicles stolen from both Ontario and Quebec that are connected to various types of crimes, including carjackings and home invasions, with a value of more than \$130.5 million.



Brantford Police Service established a civilian Crown Disclosure Team to streamline processes for all required disclosure documents, ensuring that the Crown's Office receives comprehensive and complete disclosure packages prior to court appearances, reducing subsequent requests and improving efficiency of criminal justice proceedings and outcomes.

Financial and Operational Challenges to Modernize Policing

As communities grow and policing needs become more complex, police services and boards continue to point to the rising costs of policing as a significant challenge. This is especially so for smaller police services that provide policing to neighbouring communities and struggle with sustainable funding sources.

In a range of policing operations, technology has proven to drive effectiveness and efficiency. Balancing fiscal responsibility and increasingly sophisticated operational demands also complicates efforts to modernize aging infrastructure and invest in much-needed technology, including mandatory upgrades to communications systems, the roll-out of body-worn cameras, the use of virtual reality training approaches and expanding data and analytical capacity.

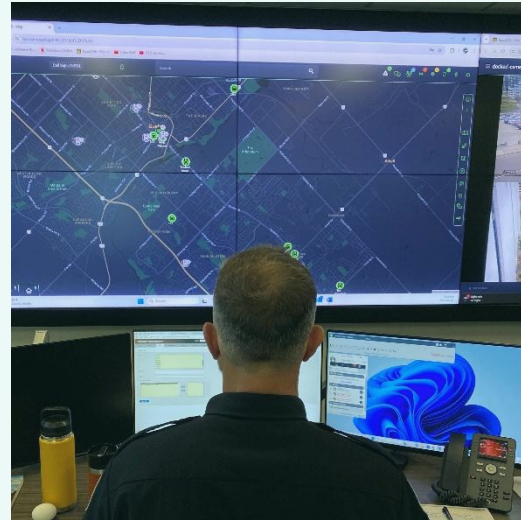
One innovative example of a police service tapping into emerging technology is a program founded by the **Belleville Police Service** called CAMSafe. More than one dozen municipal police services, including **Hanover, Ottawa** and **Waterloo**, have worked together with municipal and community partners to introduce this no-cost program where residents and business owners can register their personal security cameras and consent to provide police services with relevant footage that can assist with criminal investigations. The program has also been adopted province-wide by the **OPP** and has received endorsement by the **Ontario Association of Chiefs of Police (OACP)**.

Cornwall Police Service's Digital Evidence Management Unit was established to modernize administrative processes that support front-line officers in their efforts to keep the community safe. Comprised of three dedicated members, the Unit ensures the efficient operation and organization of a newly adopted digital evidence platform. By liaising with community stakeholders, leveraging modern technology, and continuously seeking innovative solutions, the Unit plays a key role in enhancing both the investigative process and court proceedings.



Financial and Operational Challenges to Modernize Policing

Leveraging integrated camera feeds from multiple sources, the **Guelph Police Service** has established a Community Safety Operations Centre (CSOC) to increase community safety in the downtown core. Using innovative software, the CSOC provides frontline officers with guidance on the appropriate response to calls generated within camera boundaries, including the dispatch of available units or diverting non-emergency calls for later follow up and investigation. Since its inception, the CSOC has significantly reduced citizen wait times and delays in suspect identification, reflecting efficient issue resolution and streamlined communication.



Staffing Strain and Need to Better Meet Growing Diversity in Communities

Police services and boards identified several common staffing challenges that are being experienced across Ontario, particularly in recruiting and retaining adequate personnel levels to meet both increasing and increasingly complex demands. Succession planning and leadership development are also significant issues, as a high number of new hires results in a younger, less experienced workforce, with fewer seasoned officers available to supervise, mentor, and train newcomers.

Police service boards, like the services themselves, face high rates of board member turnover. This turnover reduces the return on investment for the completion of the CSPA's new mandatory training requirements, and leaves critical gaps in skills, institutional knowledge, and momentum that impact the effectiveness and efficiency of a board's governance functions.

Additionally, both services and boards emphasize the importance of ensuring their members are representative of the diverse communities they serve. They recognize the need for inclusive policing approaches to better reflect and address the growing diversity within their communities. Taking action on this front, police services have developed creative approaches for increasing inclusive policing within their communities:



Peel Regional Police (PRP) has launched two unique recruitment strategies to address challenges related to staffing and diversity:

- **Experienced Officer (EO) Incentive Program:** Developed in collaboration with the PRP Police Service Board and the Peel Regional Police Association, this program offers a financial reward to members who refer experienced police officers that are successfully hired by PRP, which costs significantly less and saves approximately 37 weeks of training time compared to a new recruit. PRP has been successful in hiring 11 EOs over the past two recruit classes, resulting in immediate cost savings and improved efficiency of staffing.
- **30x30:** In October 2024, PRP was the first service in Ontario (and sixth in Canada) to take the 30x30 Initiative Pledge, which is part of an international movement to increase the representation of women in police recruitment classes to 30% by 2030, and to create a culture that intentionally supports the success of qualified women officers throughout their careers. Other outreach events like the FIT Bootcamp Mentorship Program for Women, Ladies' Night Information sessions, and the Women in Policing Symposium reflect PRP's commitment to ensuring visibility and support of female members.

Staffing Strain and Need to Better Meet Growing Diversity in Communities

The **Ottawa Police Service** Recruitment Strategy focuses on increasing diversity by actively engaging with underrepresented communities through targeted outreach and recruitment initiatives. It includes mentorship programs and support networks to assist candidates from diverse backgrounds throughout the application process, as well as application fee waivers and financial assistance for training and educational programs to ensure that qualified applicants are not deterred by economic constraints. By prioritizing equity, diversity, and inclusion, the strategy aims to build a police force that mirrors the multicultural makeup of Ottawa, thereby enhancing its ability to serve the community effectively.



Transitioning to the New Requirements of the Community Safety and Policing Act

Several police services and boards expressed difficulties related to allocating resources (i.e., personnel, time, and budget) to understanding, developing, implementing, and tracking changes to policies and procedures in accordance with new requirements under the CSPA. Many boards, particularly smaller ones with fewer resources, expressed a need for full-time administrative support and enhancing analytical capacity to assist with this transition. These more short-term, operational needs can impact boards' ability to set and monitor the achievement of long-term strategic goals.

Municipal police service boards also commonly cited a lack of understanding of their governance roles and responsibilities by members of the public, local municipal and regional councils, as well as the police service. To remedy this, several boards noted plans to increase public engagement, outreach, and education through their website, holding town halls and community events, and administering community surveys.

Some police services and boards are demonstrating leadership in the development of thoughtful policies and processes that address new CSPA requirements and add value to the board's governance function. For example, the **Halton Regional Police Service Board** became the first in the province to adopt a policy for the Provision of Adequate and Effective Policing under the CSPA. This new policy focuses on community safety through assessing, establishing, verifying, funding, and modifying the police service's capabilities and responsiveness as well as the strategic outcomes of policing functions. The Board's approach to ensuring the delivery of adequate and effective policing occurs through a lens that takes into consideration the unique circumstances of the local community, comparator communities, and best practices. The Policy will be regularly reviewed and updated, ensuring it remains relevant and achieves its governance aims.

The **Chatham-Kent Police Service** has undertaken a comprehensive and strategic transition to align with updated requirements of the CSPA, including updating policies and procedures, enhancing officer training to meet or exceed requirements, investing in new and enhanced safety equipment for responding officers, and increasing public education efforts to promote awareness and compliance. In addition, the Service has established key documents and processes that they have actively shared with the sector to facilitate their transition to the CSPA, including a Special Constable Request for Appointment form and a framework for performance evaluation of the Chief of Police by the police service board.

Through its Police Service Advisors, the IoP is working closely with boards to provide advice, understand new requirements under the CSPA, and support them through this transition.



Pathways to Reconciliation: Indigenous-Focused Initiatives Across Ontario's Policing Sector

Front-line policing to First Nations communities is provided through a variety of service delivery models, including direct policing by:

- A First Nation police service or municipal police service under the CSPA;
- The OPP;
- Options established through tripartite agreements under the federal First Nations and Inuit Policing Program.

The following initiatives reflect the policing sector's ongoing commitment to serving, engaging with, and learning from Indigenous communities, while also advancing meaningful pathways toward truth and reconciliation within Ontario's policing landscape.

The **Greater Sudbury Police Service** has expanded an Indigenous-focused initiative to support identified at-risk Indigenous youth. In collaboration with Sudbury Restorative Justice, these youth are referred to the two-week Mooz Akinonmaaget Maa Aki (Moose Hunt) program, which is facilitated by Elders, mentors, and the police service's members. By integrating Indigenous traditions and restorative justice practices, this program provides a supportive and culturally responsive environment for youth, reinforcing the police service's commitment to community-led programs and positive youth development.



The **Toronto Police Service Board** established an Indigenous Engagement Advisor position to develop, lead, and implement board engagement strategies with First Nations, Inuit, and Métis members of the diverse urban Indigenous community of Toronto, including youth, Elders, and Knowledge Carriers, and Treaty and Territorial Rightsholders. Since the implementation of this role, members of the Indigenous community have been actively involved in both the Board's policy development and the shaping of its strategic plan. This engagement has ensured that Indigenous voices, experiences, and priorities are not only heard, but meaningfully reflected on issues ranging from systemic racism to mental health, youth well-being, and accountability. The involvement of the Indigenous Engagement Advisor continues to guide the Board in building relationships rooted in respect, reciprocity, and a shared commitment to reconciliation.


Operation Northern Exposure 2024 was a 5-month outreach opportunity involving the **NAPS**, **the Halton Regional Police Service, Peel Regional Police and York Regional Police** and supported by the **Ontario Association of Chiefs of Police**. Officers from southern Ontario were deployed for two-week periods to join NAPS officers in the northern communities of Kashechewan, Fort Albany, and Attawapiskat and learn about Indigenous culture, strengthening police-Indigenous relationships, and supporting truth and reconciliation efforts. The exceptional partnership between police services allowed officers to build positive relationships with their NAPS counterparts as they created strong bonds with band leaders and residents and learned more about community policing in Indigenous communities. Listening to survivors, families, and elders taught officers how important it is to consider the history of each community when interacting with them.



Peel Regional Police officers delivering donated toys to northern communities as part of Operation Northern Exposure. Source: Ontario Association of Chiefs of Police

Looking Ahead

Establishing the IoP's 'Centre of Excellence'



Transforming Compliance: Releasing our Enhanced Monitoring Framework

Preparing for a Thematic Inspection: Police Response Times

Enhancing Border Safety: Monitoring Ontario Police Operations



The IoP's 2024-2027 Strategic Plan

In April 2025, coinciding with the first anniversary of our operations, the IoP released its inaugural Strategic Plan. This Plan serves as a roadmap, guiding the IoP in fulfilling its mandate and achieving its vision over the next three years. It outlines our strategies and the specific actions we will undertake to create a lasting, positive impact on Ontario's policing sector and the diverse communities we all serve. The Strategic Plan is available to the public on the IoP's website.

Over the next three years, the IoP will focus on three key objectives:

**We will improve Ontario's policing
performance and set a global
benchmark**

We will serve the public interest

**We will propel greater insights and
foresights to address risks**

The IoP is now establishing key performance indicators (KPIs) for each objective in our Strategic Plan. Once we establish our KPIs, we will detail them and our achievements in my future annual reports, tracking our progress.

Establishing the IoP's 'Centre of Excellence'

The IoP's vision is to **improve policing performance to make everyone in Ontario safer**. To achieve this, we must create the conditions for Ontario's policing sector to go beyond mere compliance and strive for excellence.

Establishing a **Centre of Excellence** within the IoP has been woven into our foundation since our inception and is a core deliverable in our Strategic Plan. Our goal is to significantly impact the policing and police governance landscape in Ontario by promoting best and leading practices while driving continuous improvement.

Two core principles are at the heart of what the IoP's Centre of Excellence will achieve:

- **We want to share what is already there** through identifying and promoting leading practices that already exist and have the potential to benefit all Ontario police services and boards; and,
- **We want to look around corners** by conducting research and engaging with police leaders to proactively tackle emerging issues and identify potential solutions.

The IoP team has begun work on the key pillars and functions of a Centre of Excellence. The first pillar will be to **identify and advise on leading practices, including resources and information related to police operations and its governance**. The IoP will share local knowledge and practice for wider provincial benefit and also provide the IoP's commentary and advice for improvement to raise the collective bar across the province.

Second, we are developing the concept for an **IoP Advisory Collaborative**, which would bring together **expertise and experience to support capacity building for police service boards and**

chiefs of police. This Advisory Collaborative would be a partnership between the IoP, the Ontario Association of Police Service Boards and the Ontario Association of Chiefs of Police that would work with the mandates and strengths of our respective organizations to provide holistic, responsive supports for boards and chiefs of police that leverage peer networks and resources as appropriate to address specific challenges and gaps. Here, the collective power of the IoP, as a provincial policing oversight body, and participating associations can be applied for local benefit.

Third, we will seek to tackle **significant and cross-sector issues and identify actions to improve performance by hosting Ontario's policing sector at an annual Inspector General of Policing Roundtable** that will be issue-specific and action-oriented. The Roundtable will create an important forum to share research, trends, experiences, and lessons learned to arrive at concrete next steps that will improve performance across Ontario's policing sector overall. Not only would the IoP actively ask if and how we can help drive or make improvements, but we would aim to bring together provincial and national knowledge and expertise for the benefit of all Ontario police services and boards, to address an identified topic.

Finally, we will create an **IoP Advisory Council — a channel for ongoing sector input, subject matter expertise, and advice on the IoP's work**. The Advisory Council will include cross-sector representation and will advise on the development and effective implementation of IoP initiatives, from research and data collection to inspections, ensuring our work adds the greatest value for the sector we oversee, and the public we serve.

Building a Policing Performance Measurement Framework

In April 2024, I committed to developing a Policing Performance Measurement Framework for Ontario. The Framework will increase the IoP's understanding of how well police services and boards are performing, how adequately and effectively policing services are being delivered locally or provincially and highlight areas of strength and potential intervention. **The Framework will also help strengthen public confidence and trust through transparent reporting on performance across the sector.**

The performance measurement experts at the IoP have made significant strides in creating an evidence base on which our Framework will be premised. This work has included:

- **Conducting a comprehensive environmental scan of national and international police performance measurement frameworks**, analyzing these frameworks to identify components of interest, and reviewing academic literature, reports from auditors general and Ontario's Office of the Chief Coroner, as well as reports of commissioned inquiries, to ensure that our work is informed by an understanding of relevant research and evidence.
- **Engaging with policing research experts from academia, and international organizations** involved in police performance measurement from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services and Police Scotland, to gain a broader perspective as well as understanding key lessons learned in undertaking the development and application of a performance measurement framework in the policing context.

The development of a Policing Performance Measurement Framework for Ontario policing is an entirely new and important body of work. The Framework will take time to build, and to get right. Therefore, **we will build our Framework incrementally, constantly testing what we have done to ensure it achieves our goals and provides value to the public and the Ontario policing sector.** The Framework is one important area that will bring to life the IoP's vision of data-informed decision-making that drives improved overall performance in Ontario policing. It will also serve as an important source of information to identify emerging risks in the sector so that we can apply the right tools in our oversight toolbox to effectively address them.

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“I am proud and excited to be part of a team that is committed to driving improvements in policing for everyone at the table – the public, police services, boards, and the dedicated officers who keep us safe. It is deeply fulfilling to apply my expertise as an applied police researcher to making a positive impact in my own community and across the province.”

*-Dr. Paula Di Nota, Senior Performance Measurement & Reporting Analyst
Centre for Data Intelligence and Innovation*

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Transforming Compliance: Releasing our Enhanced Monitoring Framework

An important and unique ingredient to the execution of the IG's mandate lies in the dedicated efforts of our Police Services Liaison Unit. This Unit provides **essential monitoring, advisory, and liaison services** to support all Ontario police services and boards, as well as special constable employers and prescribed policing providers. The members of the Unit are at the forefront of helping the sector adapt to the requirements of the CSPA and its regulations, providing advice to assist with ongoing compliance and performance improvement, and are the 'face' of the IoP's work as it unfolds in the communities where policing and its governance takes place.

Our Police Services Advisors work to ensure that:

- Emerging issues that could impact the delivery of adequate and effective policing in Ontario are quickly identified, and monitor to confirm that corrective action is being taken locally; and,
- If issues are substantial and resolution does not seem likely, these issues are escalated so that additional corrective action can be taken locally, or, if necessary, by the IG through the application of the authorities available under the CSPA.

To ensure a consistent approach to overseeing the entities under the IG's mandate, the IoP is developing an **Enhanced Monitoring Framework**. This Enhanced Monitoring Framework will detail actions the IoP will take when either identified compliance issues remain unresolved, there are indicators of board governance dysfunction, or systemic issues exist within a policing entity. Our Enhanced Monitoring Framework is being

designed to support compliance, with a **strong focus on identifying, assessing, and mitigating risks before they impact public safety**.

When an entity moves into "enhanced" monitoring, the IoP will provide additional supports to address the identified concerns, and will:

- **Notify the entity**, including reasons for enhanced monitoring and a specified review period;
- **Increase involvement** by the assigned Police Services Advisor and other members of the IoP, if applicable; and,
- **Create an action plan** between the entity and the assigned Police Services Advisor, including defined actions and timelines to remedy areas of concern and ensure compliance.

Our Enhanced Monitoring Framework will be founded on the key principles of independent oversight, transparency, and collaboration.



Preparing for a Thematic Inspection: Police Response Times

When the public calls on the police to protect them, every second counts. Response time – the time it takes for the police to respond to emergency and non-emergency calls – is an important indicator of police performance. It is also an indicator that can impact public confidence in local policing. In recent years, police services, police service boards, and communities across the province have identified response time as a critical issue. We have also observed this issue as a trend in complaints the IoP has received from the public about adequate and effective police service delivery, as well as in the responses of police chiefs and boards to our Policing Insight Statement survey. Clearly, there is wide interest in examining police response time more closely.

The IoP's work on police response time in Ontario **reflects our commitment to meeting the needs of the public and using our oversight mandate to address the most urgent challenges in Ontario policing.** We recognize that addressing such a large-scale issue takes time and will not be resolved by a one-size-fits-all solution, so we will engage in several activities to create a thoughtful and evidence-based approach to our work in this area.

We have already begun by conducting independent research on the topic of response times, including a literature review and jurisdictional scan to gather available information on response times from all 43 municipal police services in Ontario, the OPP, and police services outside Ontario, both nationally and internationally. **A total of 80 sources were analyzed.** Our research found:

- **Limited publicly available information on response time data in Ontario**, with more comprehensive reporting found in national and international jurisdictions;
- **Inconsistencies** in the definition and calculation methods for response times by police services, making it difficult to have an objective grasp on how police services are performing in this area;
- A **wide range** of calls for service priority levels exist across police services, varying from three to seven levels, and with varying definitions and terminology; and,
- **Use of inconsistent metrics** in reporting response time data (e.g., average, median, percentile).

In addition, the IoP asked police services and boards questions about response times through our Policing Insight Statement survey. **Our analysis of the submissions identified response times as a province-wide issue**, as many police services have experienced an increase in their own response times, irrespective of size or location of service. The submissions also noted several challenges with capturing and reporting response time data, with some services highlighting the potential benefit of standardization.

From a governance perspective, some police service boards told us that they use information received on response times from the police services they govern — including average response time, dispatch and travel times, and average call wait and duration times — to help inform the board’s decision-making around the police budget, strategic planning, as well as staffing and resource decisions.

The information and knowledge gleaned through our research will help inform the IoP’s future work on response times, including a thematic inspection on the topic – all with a view to improving Ontario police performance in this important area.

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"I find it deeply rewarding to collaborate with dedicated professionals committed to advancing policing standards across Ontario. I embrace the challenge of evaluating systems and practices to ensure they uphold the highest standards, knowing that our collective efforts foster meaningful change and help build safer, more secure communities."

*-Nahid Almashni, Inspector
Inspections, Investigations and Liaison Branch*

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Enhancing Border Safety: Monitoring Ontario Police Operations

To enhance international border security and combat cross-border criminal activity, the Ontario government launched **Operation Deterrence**. The OPP's role in this provincial initiative is to support and collaborate with partner agencies on deterring, detecting, and disrupting criminal activity with a shared goal of enhancing border security. As part of the provincial initiative, the OPP increased proactive patrols in the air, on land, and on waterways in an effort to further deter, detect, and disrupt illegal activity at Ontario's border with the US. It is important to note that this work is carried out in collaboration with the OPP's federal, municipal, and Indigenous partners.

Part of the statutory mandate of the IG is to ensure adequate and effective policing and police governance is provided to all Ontario communities at all times. I rely on several tools to assess adequate and effective policing, including the monitoring, advisory, and liaison support of our Police Services Liaison Unit, evaluating themes arising from the public complaints we receive, and the analysis that flows from inspections of police services and boards that the IoP conducts. Given the size and scope of Operation Deterrence, I will be monitoring the operation closely to ensure that the OPP is able to continue to provide adequate

and effective policing throughout the province. As part of my monitoring mandate and along with my executive team, I was briefed by the OPP Commissioner and other members of the Commissioner's team on the work of Operation Deterrence, and how this work has been integrated within broader OPP operations and with other police services. Based on my assessment to date, **I am satisfied that the OPP is able to deliver adequate and effective policing throughout the province, as it increases its focus on the Canadian border.**





Acknowledgements

I would like to thank all boards, chiefs of police, and the members of their police services in Ontario, including the OPP and the Commissioner, for their assistance and cooperation during the creation of my Annual Report.

I also would like to thank the Ontario Association of Chiefs of Police and the Ontario Association of Police Service Boards for their ongoing support of my and the IoP's work.

Lastly, I want to express my gratitude to the many individuals in the IoP who were involved in the creation of my Annual Report and brought their talent and creativity to this endeavour.

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Ce rapport est aussi disponible en français



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Phone: 519-969-5210
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LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: September 1, 2025

Subject: Lights! Camera! Action!

Background:

In August, the LaSalle Police Service was asked to participate in a short film being produced by Circle-Box Films. The short movie will be called, "Marta Vs. The Bugs". The filmmaker requested two police officers and a cruiser for one hour of filming. This was approved in consultation with the LPSB Chair, and filming occurred on August 24, 2025. Constables Matt Kosnik and James Legaspi participated.

Please note:

- The officers were off-duty and volunteered to participate.
- LPS provided a cruiser. The sequence was filmed in LaSalle and involved driving the cruiser to the location for a cost of about \$5 in fuel.
- The filmmaker confirmed LPS will be named in the credits.
- When the movie is released, I will provide the Board with a copy/link.

I would like to thank Ed Marocko from the Police Foundations program at St. Clair College for connecting the filmmaker with us.

Lights! Camera! Action!

- 2 -

Recommendation:

That the LaSalle Police Services Board receives this memorandum for information.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "M Pearce".

Michael Pearce
Chief of Police
LaSalle Police Service



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Phone: 519-969-5210
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LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: September 3, 2025

Subject: Kingsville Fire Dispatch Statistics – June, July, August 2024/2025

Background:

In accordance with Clause 3(a) of the dispatching agreement between the Corporation of the Town of LaSalle and the Corporation of the Town of Kingsville, please find Kingsville Fire Statistics for the month(s) of June, July, August which are also provided to Kingsville Fire Service.

Total calls for the month of June 2024: 35

Total calls for the month of June 2025: 25

Total calls for the month of July 2024: 33

Total calls for the month of July 2025: 30

Total calls for the month of August 2024: 37

Total calls for the month of August 2025: 29

Recommendation:

That the LaSalle Police Services Board receive this memorandum for information.

Respectfully submitted,

Michael Pearce
Chief of Police
LaSalle Police Service



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Phone: 519-969-5210
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LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: September 4, 2025

Subject: Monthly Statistics for Comparison – May, June, July 2024/2025

Background:

Please find attached a comparative summary of the monthly statistics for the month(s) of May, June, July 2024/2025.

Recommendation:

That the LaSalle Police Services Board receive this memorandum and attachments for information.

Respectfully submitted,

Micheal Pearce
Chief of Police
LaSalle Police Service

Attachments: LPS Monthly Statistics – May, June, July 2024/2025

LaSalle Police Service Monthly Statistics for Comparison



Monthly Statistics for Comparison

The following table compares the data from May 2024 to May 2025 for the following items:

- Police CAD Calls For Service – Includes all reactive calls for service and proactive police activities with selected complaint types.
- RMS Occurrence Reports – Includes all police reports for police investigations.
- Charges – Includes the number of counts against accused persons (criminal) and defendants (provincial or municipal).
- Traffic Warnings/Cautions – Includes the number of counts where traffic charges were considered but a warning/caution issued instead.
- Police Clearances – Includes the number of clearances processed in person or online.

Item	May 2024	May 2025	Number Change
Total Police CAD Calls For Service	934	1367	433
Number of 911 Misdials	72	84	12
Number of MVAs	45	31	-14
Total Number of RMS Occurrence Reports	218	227	9
Total Number of Charges Laid	113	246	133
Number of Criminal Charges	12	12	0
Number of Traffic Charges	101	234	133
Number of Traffic Warnings/Cautions	148	307	159
Total Number of Police Clearances Processed	158	157	-1

LaSalle Police Service Monthly Statistics for Comparison



Monthly Statistics for Comparison

The following table compares the data from June 2024 to June 2025 for the following items:

- Police CAD Calls For Service – Includes all reactive calls for service and proactive police activities with selected complaint types.
- RMS Occurrence Reports – Includes all police reports for police investigations.
- Charges – Includes the number of counts against accused persons (criminal) and defendants (provincial or municipal).
- Traffic Warnings/Cautions – Includes the number of counts where traffic charges were considered but a warning/caution issued instead.
- Police Clearances – Includes the number of clearances processed in person or online.

Item	June 2024	June 2025	Number Change
Total Police CAD Calls For Service	869	1386	517
Number of 911 Misdials	101	111	10
Number of MVAs	42	48	6
Total Number of RMS Occurrence Reports	201	226	25
Total Number of Charges Laid	95	182	87
Number of Criminal Charges	13	30	20
Number of Traffic Charges	82	152	70
Number of Traffic Warnings/Cautions	132	195	63
Total Number of Police Clearances Processed	166	219	63

LaSalle Police Service Monthly Statistics for Comparison



Monthly Statistics for Comparison

The following table compares the data from July 2024 to July 2025 for the following items:

- Police CAD Calls For Service – Includes all reactive calls for service and proactive police activities with selected complaint types.
- RMS Occurrence Reports – Includes all police reports for police investigations.
- Charges – Includes the number of counts against accused persons (criminal) and defendants (provincial or municipal).
- Traffic Warnings/Cautions – Includes the number of counts where traffic charges were considered but a warning/caution issued instead.
- Police Clearances – Includes the number of clearances processed in person or online.

Item	July 2024	July 2025	Number Change
Total Police CAD Calls For Service	953	1733	780
Number of 911 Misdials	99	96	-3
Number of MVAs	32	48	16
Total Number of RMS Occurrence Reports	210	227	17
Total Number of Charges Laid	134	208	74
Number of Criminal Charges	34	37	3
Number of Traffic Charges	100	171	71
Number of Traffic Warnings/Cautions	199	258	59
Total Number of Police Clearances Processed	258	231	-27



LASALLE POLICE SERVICES BOARD

Financial Statements

June 2025

Operating Variance Report

As of June 30, 2025



	2025 Budget	2025 YTD Actual	\$ Variance Surplus / (Deficit)	% Budget to Actual	2024 Budget	2024 YTD Actual	\$ Variance Surplus / (Deficit)	% Budget to Actual	2024 Year End Actual
Police Services Board									
Expenses									
Wages & Benefits									
10-5-336610-7000 REG PAY-FULL TIME-PSB	22,800	11,032	11,768	48.4%	21,900	10,903	10,997	49.8%	21,935
10-5-336610-7080 EI-PSB	300	212	88	70.7%	300	213	87	71.0%	309
10-5-336610-7082 CPP-PSB	1,100	637	463	57.9%	1,000	629	371	62.9%	1,014
10-5-336610-7084 OMERS-PSB	2,400	1,138	1,262	47.4%	2,300	1,129	1,171	49.1%	2,276
10-5-336610-7086 EHT-PSB	400	217	183	54.3%	400	215	185	53.8%	462
10-5-336610-7088 WSIB-PSB	700	295	405	42.1%	600	323	277	53.8%	694
10-5-336610-7090 GROUP INSURANCE-PSB	1,600	762	838	47.6%	1,600	772	828	48.3%	1,534
10-5-336610-7092 GREEN SHIELD-PSB	2,100	1,094	1,006	52.1%	1,800	991	809	55.1%	2,100
Total Wages & Benefits	31,400	15,387	16,013	49.0%	29,900	15,175	14,725	50.8%	30,324
Administrative Expenses									
10-5-336640-7100 OFFICE SUPPLIES-PSB	500	2	498	0.4%	500	60	440	12.0%	124
10-5-336640-7114 MEETINGS/SPEC EXP-PSB	1,500	1,500	0	100.0%	500	917	(417)	183.4%	46,656
10-5-336640-7116 REMUNERATION-PSB	18,800	4,600	14,200	24.5%	18,600	8,975	9,625	48.3%	13,713
10-5-336640-7150 TELEPHONE-PSB	500	0	500	0.0%	500	0	500	0.0%	0
Total Administrative Expenses	21,300	6,102	15,198	28.6%	20,100	9,952	10,148	49.5%	60,493
Personnel Expenses									
10-5-336650-7132 CONF/SEMINAR-PSB	8,600	2,011	6,589	23.4%	4,800	2,212	2,588	46.1%	3,867
10-5-336650-7134 MEMBERSHIP/SUBSCR-PSB	3,700	0	3,700	0.0%	3,200	3,511	(311)	109.7%	8,090
Total Personnel Expenses	12,300	2,011	10,289	16.3%	8,000	5,723	2,277	71.5%	11,957
Program Services									
10-5-336680-7200 LEGAL FEES-PSB	1,000	0	1,000	0.0%	1,000	5,192	(4,192)	519.2%	11,573
10-5-336680-8999 MISC EXPENSE-PSB	0	0	0	0.0%	0	0	0	0.0%	73
Total Program Services	1,000	0	1,000	0.0%	1,000	5,192	(4,192)	519.2%	11,646
Total Expenses	66,000	23,500	42,500	35.6%	59,000	36,042	22,958	61.1%	114,420
Total Police Services Board	66,000	23,500	42,500	35.6%	59,000	36,042	22,958	61.1%	114,420
Total Police Services Board	66,000	23,500	42,500	35.6%	59,000	36,042	22,958	61.1%	114,420