



# The Corporation of the Town of LaSalle

## Police Services Board Public Meeting

### Agenda

Monday, December 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](https://www.youtube.com/@TownofLaSalleON). Accessible formats or communication supports are available upon request. Contact the Board Secretary, [tmailloux@lasalle.ca](mailto:tmailloux@lasalle.ca), 519-969-7770 extension 1233.

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	Pages
<b>A. Opening Business</b>	
1. Call to Order	
2. Land Acknowledgement Statement	
<b>B. Adoption of Agenda</b>	
<b>Recommendation</b>	
That the December 15, 2025 LaSalle Police Services Board public agenda be adopted as presented.	
<b>C. Disclosures of Pecuniary Interest and the General Nature Thereof</b>	
<b>D. Adoption of Minutes</b>	5
<b>Recommendation</b>	
That the minutes of the LaSalle Police Services Board committee and public meetings held October 27, 2025 be adopted as presented.	
<b>E. Presentations/Delegations</b>	
1. Deputy Chief Letter of Recognition	10
<b>Recommendation</b>	
That the memorandum from Deputy Chief Woods dated December 1, 2025 regarding the Deputy Chief Letters of Recognition be received.	

2. Chief of Police Commendation 12

**Recommendation**

That the memorandum from Chief Pearce dated November 20, 2025 regarding the Chief of Police commendation be received.

3. LaSalle Police Service Retirements 14

**Recommendation**

That the memorandum from Chief Pearce dated December 1, 2025 regarding the LaSalle Police Service Retirements be received.

**F. Reports/Correspondence for Action**

1. LaSalle Police Service Appointment of Officer 16

**Recommendation**

That the memorandum from Chief Pearce dated December 1, 2025 regarding the Appointment of Officer be received; and

That the Board appoint Cadet Nathaniel Vaikla as a Police Officer effective Monday, December 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 (the "Act"); and

That the Board authorize the Chair of the Board to sign and issue a Certificate of Appointment to Cadet Nathaniel Vaikla on behalf of the Board, pursuant to s.83(4) of the Act, upon confirmation of their successful completion from the OPC.

2. LaSalle Police Services Board 2026 Proposed Meeting Dates 17

**Recommendation**

That the memorandum from the Board Secretary dated November 17, 2025 regarding the LaSalle Police Services Board 2026 proposed meeting dates be received; and

That the proposed 2026 meeting schedule be approved as presented.

3. 2026 Annual Membership Fees (OAPSB & OAPSB Zone 6) 19

**Recommendation**

That the memorandum from the Board Secretary dated November 18, 2025 regarding the 2026 Ontario Association of Police Services Boards (OAPSB) and OAPSB Zone 6 annual membership fees be received; and

That the 2026 OAPSB and OAPSB Zone 6 annual fees be approved for payment.

4.	LaSalle Police Services Board Policy - Collection of Identifying Information in Certain Circumstances	25
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**Recommendation**

That the memorandum and attachment from the Board Secretary dated December 1, 2025 regarding the LaSalle Police Services Board Policy – Collection of Identifying Information in Certain Circumstances be received; and

That the Board adopt the draft policy effective December 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.

**G. Consent Agenda**

**Recommendation**

That items G1 through G10 on the Consent Agenda for December 15, 2025 be received for information.

1.	LaSalle Police Services Board Provincial Appointment Update	34
2.	LaSalle Police Statistics Snapshot	35
3.	LaSalle Police Service Financial Report	37
4.	Neighbourhood Safety and Crime Prevention Walk	38
5.	2026-2029 Windsor Essex Community Safety & Well-Being Plan	41
6.	Crime Stoppers Coordinator & Statistical Report (October & November 2025)	74
7.	LaSalle Police Service Monthly Statistics (August, September, October 2024/2025)	86
8.	Kingsville Fire Dispatch Statistics (September, October & November 2024/2025)	90
9.	LaSalle Police Services Board Financial Statements (September & October 2025)	91
10.	All Chiefs Memo - Proposed Amendments to the Police Record Checks Reform Act, 2015 through the Keeping Criminals Behind Bars Act, 2015	95

**H. Questions/Statements by Board Members**

**I. By-laws****Recommendation**

That the following By-law be given a first, second, and third reading and finally passed:

- 2025-01, Being a By-law to impose fees and charges for services or activities provided by the Town of LaSalle Police Service

**II. Schedule of Upcoming Meetings/Events**

- **Tentative:** January 19, 2026 - LaSalle Police Services Board Committee and Public meetings:
  - 4:15 p.m. Committee, 5:00 p.m. Public

**III. Adjournment**



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

October 27, 2025, 5:00 p.m.  
Council Chambers, LaSalle Civic Centre, 5950 Malden Road

Board Members Present: Mayor Crystal Meloche, Councillor Anita Riccio-Spagnuolo, Marie Campagna

Board Members Regrets: Morris Brause

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

Additional Present: Ron LeClair, Zone 6 Advisor

**Secretary's Note:** A recording of the meeting can be viewed at the following link: [www.youtube.com/@TownofLaSalleON](https://www.youtube.com/@TownofLaSalleON)

**A. Opening Business**

1. Call to Order

Mayor Meloche presides as Chair and calls the meeting to order at 5:03 p.m.

2. Land Acknowledgement Statement

Mayor Meloche reads the Land Acknowledgement statement.

**B. Adoption of Agenda**

4899/25

Moved By: M. Campagna

Seconded By: Councillor Riccio-Spagnuolo

That the October 27, 2025 LaSalle Police Services Board public agenda be adopted as presented.

**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**

4900/25

Moved By: Councillor Riccio-Spagnuolo

Seconded By: M. Campagna

That the minutes of the LaSalle Police Services Board committee and public meetings held September 4 and 15, 2025 and the LaSalle Police Services Board Diversity Plan Committee meetings held April 14 and June 2, 2025 be adopted as presented.

**Carried.**

## **E. Presentations/Delegations**

### **1. New LaSalle Police Service Member**

Chief Pearce introduces new member of the LaSalle Police Service, Constable Geoffrey Bickerstaff. Deputy Chief Woods reads Constable Bickerstaff's biography. Constable Bickerstaff thanks the LaSalle Police Service, the Chief, Deputy Chief, the Board and his family.

4901/25

Moved By: Councillor Riccio-Spagnuolo

Seconded By: M. Campagna

That the memorandum from Chief Pearce dated October 3, 2025 regarding the LaSalle Police Service New Member Introduction be received; and

That the LaSalle Police Services Board recognize the newest member of the LaSalle Police Service, Constable Geoffrey Bickerstaff.

**Carried.**

## **F. Reports/Correspondence for Action**

### **1. Exempted (Broad) Record Checks**

4902/25

Moved By: M. Campagna

Seconded By: Councillor Riccio-Spagnuolo

That the memorandum from the Director of Corporate Services dated October 7, 2025 regarding the Exempted (Broad) Record Checks (BRC) be received; and

That the LaSalle Police Services Board approves the \$90 rate to perform BRC services.

**Carried.**

### **2. Request for Equitable Provincial Support for Municipally Policed Communities**

4903/25

Moved By: Councillor Riccio-Spagnuolo

Seconded By: M. Campagna

That the draft letter from Mayor Meloche regarding the Request for Equitable Provincial Support for Municipally Policed Communities be received and that the letter be sent to Town of LaSalle Council for Town Council's support to send the letter to the Solicitor General and that the letter be sent to all other municipally policed communities.

**Carried.**

## **G. Consent Agenda**

4904/25

Moved By: M. Campagna

Seconded By: Councillor Riccio-Spagnuolo

That items G1 through G3 on the Consent Agenda for October 27, 2025 be received for information.

**Carried.**

1. Canadian Police and Peace Officers Memorial
2. Crime Stoppers Coordinator & Statistical Report (August & September 2025)
3. LaSalle Police Services Board Financial Statements (August 2025)

**H. Questions/Statements by Board Members**

4905/25

Moved By: Councillor Riccio-Spagnuolo

Seconded By: M. Campagna

That the November 17, 2025 LaSalle Police Services Board meeting be cancelled due to the Town of LaSalle Budget open house on the same evening.

**Carried.**

**I. Schedule of Upcoming Meetings/Events**

- December 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 5:22 p.m.

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Chair: Mayor Crystal Meloche

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Recording Secretary: Tanya Mailloux



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

October 27, 2025 at 4:15 p.m.  
LaSalle Room, LaSalle Civic Centre, 5950 Malden Road

Board Members Present: Mayor Crystal Meloche, Councillor Anita Riccio-Spagnuolo, Marie Campagna

Board Member Regrets: Morris Brause

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

Additional Present: Ron LeClair, Zone 6 Advisor

**A. Call to order**

Mayor Meloche presides as Chair and calls the meeting to order at 4:23 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**

4894/25

Moved By: M. Campagna

Seconded By: A. Riccio-Spagnuolo

That the LaSalle Police Services Board move into closed session at 4:23 p.m. in accordance with Section 44(2) of the *Community Safety and Policing Act, 2019*, to consider the following:

1. Personal matters about identifiable individuals and labour relations matters, being a LaSalle Police Service Administrative Update, s.44(2)(b)(d);
2. Personal matters about identifiable individuals and labour relations matters, being a Human Resources Update, S.44(2)(b)(d); and
3. A position to be applied to any negotiations carried on or to be carried on by or on behalf of the Board 44.2(j).

**Carried.**

**D. Consideration of business items on the agenda**

**E. Motion to move into public session**

4895/25

Moved By: A. Riccio-Spagnuolo

Seconded By: M. Campagna

That the Board move into public session at 5:00 p.m.

**Carried.**



**F. Motion on business items**

1. Personal matters about identifiable individuals and labour relations matters, being a **LaSalle Police Service Administrative Update**, s.44(2)(b)(d)

4896/25

Moved By: M. Campagna

Seconded By: A. Riccio-Spagnuolo

That the confidential memorandum and attachments from Chief Pearce dated October 15, 2025 regarding the LaSalle Police Service Administrative Update be received for information.

**Carried.**

2. Personal matters about identifiable individuals and labour relations matters, being a **Human Resources Update**, S.44(2)(b)(d)

4897/25

Moved By: A. Riccio-Spagnuolo

Seconded By: M. Campagna

That the confidential memorandum and attachments from the Chief Pearce dated October 15, 2025 regarding a Human Resources Update be received for information.

**Carried.**

3. A position to be applied to any negotiations carried on or to be carried on by or on behalf of the Board 44.2(j).

4898/25

Moved By: M. Campagna

Seconded By: A. Riccio-Spagnuolo

That the confidential draft letter from Mayor Meloche regarding a position to be applied to any negotiations carried on or to be carried on by or on behalf of the Board be received and that the Board Secretary be authorized to proceed in accordance with the verbal instructions of the Board.

**Carried.**

**G. Next meeting**

Monday, December 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 5:00 p.m.

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Chair: Mayor Crystal Meloche

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Recording Secretary: Tanya Mailloux



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:** Jason Woods, Deputy Chief of Police

**Date:** December 1, 2025

**Subject:** Deputy Chief Letters of Recognition

### **Background:**

On Friday, November 21, 2025, at about 10:22 a.m., Constable Josef Fahsbender was stopped at the intersection of Malden Road and Normandy Street. At this time, he saw an elderly woman using a walker stumble and fall from the sidewalk onto Malden Road. Constable Fahsbender immediately activated his emergency lights and positioned his cruiser to prevent vehicles from striking her. Constable Fahsbender then checked her for injuries and called for EMS to attend.

Constable Adam Stibbard attended the scene, and the two officers were able to assist getting the woman to her feet. Paramedics assessed her, then the officers drove the woman to her residence and contacted her daughter. The officers remained at the residence and helped the woman put her groceries away. They waited until a family member attended.

Both officers displayed exceptional care and professionalism. Some might suggest this was a small act. While true, small acts can have big impacts, and this level of care exemplifies the LaSalle Police Service mission: to provide community leadership and service excellence.

On behalf of the LaSalle Police Service, I am proud to award Constable Josef Fahsbender and Constable Adam Stibbard a Deputy Chief's Letter of Recognition.

Recognition

- 2 -

**Recommendation:**

That the LaSalle Police Services Board received the Deputy Chief Letters of Recognition Report for information.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Jason Woods", with a stylized flourish at the end.

Jason Woods  
Deputy 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:** November 20, 2025

**Subject:** Chief of Police Commendation

### **Background:**

In August 2008, the LaSalle Police Service recovered the body of an unidentified male who was found in the water near Fighting Island. Investigative steps were taken by the initial officers in the Criminal Investigations Division at the time of the recovery; however, these were unsuccessful in identifying the male. This case was reviewed by other officers at different periods and further attempts to identify the male were met with the same results. The only investigative lead available was related to the male's DNA being uploaded to the National DNA Data Bank under the National Missing Persons DNA Program.

In early 2025, Constable Hunter attended a Forensic Investigative Genetic Genealogy Workshop in Toronto where she gained knowledge from experts in this field of work who have successfully identified previously unidentified human remains in both humanitarian and criminal cases. She was also able to network with contacts who could potentially assist the LaSalle Police Service.

In April 2025, Constable Hunter began a detailed overview of this 2008 case with the intention of getting approval from the Ontario Forensic Pathology Service to proceed with a Forensic Investigative Genetic Genealogy for this case. She was able to identify a series of investigative steps and confirm there was enough biological material available to proceed. She obtained approval from the Ontario Forensic Pathology Service to proceed.

Constable Hunter coordinated with other agencies who conducted searches on their respective databases for cases that were like the LaSalle case. This revealed five cases that required further investigative follow-up to assess if they could be related or potentially our unidentified male. This required extensive follow-up with police agencies in both Canada and the United States to compare the facts and circumstances of their cases. This identified other possible DNA comparisons that could be required.

In July 2025, Constable Hunter was able to obtain permission to compare the DNA sample on file with DNA databases in the United States. In August 2025, she was notified the DNA comparison with U.S. databanks was successful in identifying the male as a U.S. citizen who previously resided in Michigan.

In the weeks that followed, Constable Hunter liaised with the Michigan State Police Department, the Detroit Police Department, Michigan Department of Corrections, the Ontario Regional Coroner's Office, the U.S. Department of State, and the U.S. Consulate to locate and notify a next of kin.

The deceased's next of kin was notified on October 8, 2025, and they were provided with information on where their loved one was buried. The LaSalle Police Service issued a media release on October 31, 2025, outlining the fact that the cold case was solved, providing closure to the family by giving John Doe back his name.

Constable Hunter committed to this project with an investigative tenacity that was evidenced by 41 supplementary reports she authored and entered and numerous e-mail correspondence with various government agencies. She applied the knowledge she gained from attending the Forensic Investigative Genetic Genealogy Workshop, resulting in a successful conclusion.

On behalf of the LaSalle Police Service, I am proud to award Senior Constable Alison Hunter a Chief of Police Commendation for this outstanding investigative work.

**Recommendation:**

That the LaSalle Police Services Board receives the Chief of Police Commendation Report for information.

Respectfully submitted,

A handwritten signature in dark 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:** December 1, 2025

**Subject:** Retirements

### **Background:**

On September 26, 2025, Sergeant Michael Foreman, officially retired from the LaSalle Police Service.

On October 31, 2025, Marlene Yearley, Records Clerk, officially retired from the LaSalle Police Service.

On November 30, 2025, Patricia Freitas, Communicator, officially retired from the LaSalle Police Service.

On December 31, 2025, Sergeant Mauro Tonin, will officially retire from the LaSalle Police Service.

On behalf of the LaSalle Police Service, I would like to thank them for their contributions to LaSalle and the LaSalle Police Service and wish them a long and healthy retirement.

(Biographies read by Deputy Chief Woods, Chief's comments, Retiree comments)

**Recommendation:**

The LaSalle Police Services Board receives the Retirements Report for information.

Respectfully submitted,

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

Michael Pearce  
Chief of Police  
LaSalle Police Service

Attach.



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:** December 1, 2025

**Subject:** Appointment of Officer

### Background:

Nathaniel Vaikla started his career with LPS as a Cadet on September 2, 2025, and began Basic Constable Training at the Ontario Police College on October 7, 2025. He is scheduled to graduate this Friday, December 19, 2025. Upon graduation, he shall be promoted to Constable – 4<sup>th</sup> Class pending approval from the Board.

### Recommendation:

That the LaSalle Police Service Board receive the report and:

1. Appoint Cadet Nathaniel Vaikla as Police Officers effective Monday, December 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 Nathaniel Vaikla 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





## **LaSalle Police Services Board Public Memorandum**

**To:** LaSalle Police Services Board

**From:** T. Mailloux, Board Secretary

**Date:** November 17, 2025

**Subject:** LaSalle Police Services Board 2026 Proposed Meeting Dates

### **Recommendation:**

That the memorandum from the Board Secretary dated November 17, 2025 regarding the LaSalle Police Services Board 2026 proposed meeting dates be received and that the proposed 2026 meeting schedule be approved as presented.

### **Background:**

In accordance with section 6.1 of the LaSalle Police Services Board Governing Rules, the Board shall hold at least four meetings each year.

I have attached a proposed 2026 meeting schedule for the Boards review and consideration.

Respectfully submitted,

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

Tanya Mailloux, Secretary  
LaSalle Police Services Board

Attachment



## LaSalle Police Services Board Proposed 2026 Meeting Dates

Date	Committee	Public
January 19	4:15 PM	5:00 PM
February (Holiday – Family Day)	<i>At the call of the Chair</i>	<i>At the call of the Chair</i>
March 16	4:15 PM	5:00 PM
April 20	4:15 PM	5:00 PM
May (Holiday – Victoria Day)	<i>At the call of the Chair</i>	<i>At the call of the Chair</i>
June 15	4:15 PM	5:00 PM
July (no meeting)	<i>At the call of the Chair</i>	<i>At the call of the Chair</i>
August (no meeting)	<i>At the call of the Chair</i>	<i>At the call of the Chair</i>
September 21	4:15 PM	5:00 PM
October (Municipal Election Oct. 26)	<i>At the call of the Chair</i>	<i>At the call of the Chair</i>
November 16	4:15 PM	5:00 PM
December 21	4:15 PM	5:00 PM

Committee meetings are held in the LaSalle room and public meetings in Council Chambers at the LaSalle Civic Centre, 5950 Malden Road, LaSalle, ON.

If required, Board members will participate electronically and will be counted towards quorum. The minutes will reflect this accordingly.

Public meetings are live streamed on the Town of LaSalle's YouTube channel:  
[www.youtube.com/@TownofLaSalleON](https://www.youtube.com/@TownofLaSalleON)

**NOTE: Agenda binders will be ready for pickup on the THURSDAY (prior to the meeting) after 4:30 pm at the LaSalle Police Service.**



## LaSalle Police Services Board Public Memorandum

**To:** LaSalle Police Services Board

**From:** T. Mailloux, Board Secretary

**Date:** November 18, 2025

**Subject:** 2026 OAPSB & OAPSB Zone 6 Annual Membership Fees

### Recommendation:

That the memorandum from the Board Secretary dated November 18, 2025 regarding the 2026 Ontario Association of Police Services Boards (OAPSB) and OAPSB Zone 6 annual membership fees be received; and

That the 2026 OAPSB and OAPSB Zone 6 annual fees be approved for payment.

### Background:

Please find attached correspondence from the OAPSB dated October 31, 2025 regarding the 2026 Annual Membership Fees for the OAPSB and the OAPSB Zone 6.

### OAPSB Annual Membership Fees

The LaSalle Police Services Board's OAPSB annual membership fee for 2026 is \$5,186.70 (including HST). For reference, the membership fees for 2023 through 2026 are outlined below for comparison:

Membership year	Membership Dues (Force Size 51-100)	HST	Total Annual Membership Fee	Increase over prior year (excl. HST)
2023	\$3,313.35	\$430.74	\$3,744.09	
2024	\$3,396.18	\$441.50	\$3,837.68	\$82.83
2025	\$4,500.00	\$585.00	\$5,085.00	\$1,103.82
2026	\$4,590.00	\$596.70	\$5,186.70	\$90

### OAPSB Zone 6 Annual Membership Fees

Starting this year, the OAPSB will collect zone fees on behalf of all zones and redistribute them accordingly. Additionally, the annual fee for OAPSB Zone 6 has been increased from \$50 to \$150, as approved at the Zone 6 meeting held on March 25, 2025.

The 2027 budget will need to incorporate the revised fee structure. The deadline to submit for membership renewal is January 31, 2026.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "T Mailloux". The signature is fluid and cursive, with the first letter of the last name being a large, stylized capital 'M'.

Tanya Mailloux, Secretary  
LaSalle Police Services Board

Attachments

**Tanya Mailloux**

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**From:** [REDACTED]  
**Sent:** Friday, October 31, 2025 8:06 AM  
**To:** Tanya Mailloux  
**Subject:** OAPSB Membership Renewal Invoice  
**Attachments:** Ontario Association of Police Services Boards Invoices.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Dear ,

As we end 2025 and look forward to 2026, the Ontario Association of Police Service Boards is proud to continue standing beside you as a trusted partner in governance, leadership, and community safety. Your enclosed membership invoice represents more than renewal; it reflects your continued commitment to effective and informed police governance across Ontario.

The past year has been one of significant progress. As boards across the province adapt to the Community Safety and Policing Act, the OAPSB has focused on expanding the tools, training, and advocacy that help members meet these new expectations with confidence. We have introduced new online learning opportunities, updated governance templates, and enhanced support for all board types including municipal, First Nation, and OPP detachment boards.

**Your membership provides you with access to practical supports such as:**

- Exclusive governance training sessions and webinars that help members interpret legislation, improve board performance, and manage complex issues
- Customizable governance templates, evaluation tools, and sample policies to strengthen your board's structure and effectiveness
- The Medallion Group Insurance Program, offering members access to affordable and flexible coverage options
- The OPP Detachment Board Group Insurance Plan, providing consistent and fair access to insurance benefits for detachment boards across Ontario
- A growing online resource library filled with board handbooks, policy tools, and research materials
- Member-only discussion sessions, roundtables, and networking opportunities that connect boards and share best practices
- Regular advocacy updates and information briefs that ensure your board's voice is represented in provincial decision-making

Your membership also strengthens our collective influence. The OAPSB continues to represent members in discussions with government and policing partners, ensuring that civilian governance remains strong, informed, and respected. Each membership renewal helps build the tools, data, and resources that support boards across the province.

New this year we have also attached invoices for your zone fees that you can now start paying to OAPSB direct. This new process has been added for the convenience of all boards and all funding will be redistributed to the zone as received.

**Looking ahead to 2026**, and the rebranding of our organization to Police Governance Ontario, members can expect new and improved digital resources, additional governance thought leadership and insights, and continued access to training, advocacy, and events. We are also expanding opportunities for conferences and engagement for collaboration to make it easier to stay connected throughout the year.

We encourage you to renew promptly to maintain uninterrupted access to all benefits and resources. Please find your invoice

enclosed. Payment can be made via online payment or you can pay by mail by January 31, 2026. Should you have any questions or require further assistance, please do not hesitate to contact us.

Thank you for your ongoing commitment to effective police governance and safer communities. Together, we continue to strengthen the voice and impact of civilian oversight in Ontario.

Best Regards,

Lisa Darling, M.O.M.

Executive Director  
Ontario Association of Police Service Boards  
P.O. Box 43058  
London RPO Highland ON N6J 0A7

Ontario Association of Police Services Boards  
 PO Box 43058  
 London RPO Highland, ON N6J 0A7  
**Tel** 1-800-831-7727  
**E-Mail** oapsb@oapsb.ca



Ontario  
 Association of  
 Police Services  
 Boards

INVOICE 503	PO NUMBER	2025-10-30
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**BILL TO**

**MESSAGE**

Town of LaSalle Police Service Board  
 Tanya Mailloux  
 5950 Malden Road  
 LaSalle, ON N9H 1S4

QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
1	Zone 6 fees	150.00	150.00
	SUBTOTAL		150.00
	SALES TAX		0.00
	SHIPPING & HANDLING		0.00
	<b>TOTAL</b>		<b>150.00</b>
	PAYMENT/CREDIT/WRITE OFF/DISCOUNTS APPLIED		(0.00)
	<b>TOTAL DUE BY 2026-01-31</b>		<b>150.00</b>

Thank you for your business!

CURRENT	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	TOTAL OPEN INVOICE
5,336.70	0.00	0.00	0.00	5,336.70

[Submit payment online here](#)

Ontario Association of Police Services Boards  
 PO Box 43058  
 London RPO Highland, ON N6J 0A7  
**Tel** 1-800-831-7727  
**E-Mail** oapsb@oapsb.ca



Ontario  
 Association of  
 Police Services  
 Boards

INVOICE 629	PO NUMBER	2025-10-31
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**BILL TO**

**MESSAGE**

Town of LaSalle Police Service Board  
 Tanya Mailloux  
 5950 Malden Road  
 LaSalle, ON N9H 1S4

QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
1	Force Size 51-100 Annual	4,590.00	4,590.00

SUBTOTAL	4,590.00
SALES TAX	596.70
SHIPPING & HANDLING	0.00
<b>TOTAL</b>	<b>5,186.70</b>

PAYMENT/CREDIT/WRITE OFF/DISCOUNTS APPLIED	(0.00)
<b>TOTAL DUE BY 2026-01-31</b>	<b>5,186.70</b>

Thank you for your business!

CURRENT	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	TOTAL OPEN INVOICE
5,336.70	0.00	0.00	0.00	5,336.70

[Submit payment online here](#)





## **LaSalle Police Services Board Public Memorandum**

**To:** LaSalle Police Services Board

**From:** T. Mailloux, Board Secretary

**Date:** December 1, 2025

**Subject:** LaSalle Police Services Board Policy – Collection of Identifying Information in Certain Circumstances

### **Recommendation:**

That the memorandum and attachment from the Board Secretary dated December 1, 2025 regarding the LaSalle Police Services Board Policy – Collection of Identifying Information in Certain Circumstances be received; and

That the Board adopt the draft policy effective December 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 Collection of Identifying Information in Certain Circumstances policy (the Policy) is to comply with *Ontario Regulation* 400/23 (the "Regulation"), with the intent to eliminate a perceived bias in a particular police practice while maintaining the LaSalle Police Service's commitment to keeping the Town of LaSalle safe.

In addition, it will ensure the Town of LaSalle Police Service takes a proactive approach in which they interact with members of the public in order to promote public confidence and public trust in policing.

This policy replaces the previous 131 – Collection of Identifying Information in Certain Circumstances policy un the previous *Police Services Act* and has been reviewed by Chief Pearce and is now presented to the Board their review and approval.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read 'T Mailloux', written in a cursive style.

Tanya Mailloux, Secretary  
LaSalle Police Services Board

Attachments:

GP-022 – Collection of Identifying Information in Certain Circumstances



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

<b>POLICY NAME:</b> <b>GP-022LPSB</b> Collection of Identifying Information in Certain Circumstances – Prohibition and Duties	<b>DATE APPROVED:</b>
<b>REVISION DATES:</b>	<b>REVIEW DATE:</b>
<b>RESCINDS:</b> 131 – Collection of Identifying Information in Certain Circumstances	<b>EXPIRES:</b> Indefinite

**1. Preamble:**

- a) It is the policy of the LaSalle Police Services Board (the “Board”) to comply with the Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties - *Ontario Regulation 400/23* (the “Regulation”), with the intent to eliminate a perceived bias in a particular police practice while maintaining this Police Service’s commitment to keep the Town of LaSalle safe; and
- b) Further, it is the policy of the Board to ensure the Town of LaSalle Police Service (the “LPS”) takes a proactive approach in which they interact with members of the public in order to promote public confidence and public trust in policing. Interactions between members of the public and the LPS are undertaken to advance community safety and are intended to inspire confidence and build positive relationships. The practices and procedures of the LPS in respect of the collection of identifying information shall not be arbitrary or based upon any racial profiling, and shall reflect a commitment to professionalism, accountability and transparency.

**2. Definitions**

For the purposes of this Policy the following applies:

- a) **Predecessor Regulation** - means *Ontario Regulation 58/16 - Collection of Identifying Information in Certain Circumstances - Prohibition and Duties* made under the *Police Services Act*, as it read immediately before its revocation;
- b) **Annual Report** – means the Annual Report provided by the Chief of Police to the Board under Section 12 - *Ontario Regulation 399/23 – General Matters Under the Authority of the Lieutenant Governor in Council*;

- c) **Attempt to collect identifying information about an individual from the individual** - means attempt to collect identifying information by asking the individual, in a face-to-face encounter, to identify themselves or to provide information for the purpose of identifying the individual and includes such an attempt whether or not identifying information is collected;
- d) **Community Interactions** – means on-duty police contact with member(s) of our community meant to:
  - i. Foster positive relationships; and/or
  - ii. Assist members of the public (without gathering personal information for an investigative or intelligence purpose).
- e) **Database** – means the paper or electronic filing system under the control of the Chief of Police where identifying information about an individual collected by a Police Officer within a Regulated Interaction (but does not include a database where intelligence notes information is stored or other criminal/intelligence-based databases);
- f) **Legacy Data** – identifying information collected by the LaSalle Police Service and contained in a database prior to January 1, 2017, and will be subject to the access and disclosure restrictions laid out in this Police Service's Records Retention Schedule;
- g) **Identifying Information** - may include but is not limited to:
  - i. The appearance of the individual, including information about the individual's clothing, height, weight, eye colour, hair colour or hair style;
  - ii. The location where the individual might be found;
  - iii. The type of vehicle the individual might be found in;
  - iv. The associates the individual might be found with; or
  - v. The behavior of the individual.
- h) **Member** – All sworn and civilian LaSalle Police Service personnel;
- i) **Prohibited Grounds** – under the *Ontario Human Rights Code* include race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability;
- j) **Protected Grounds** – The *Ontario Human Rights Code* prohibits actions that discriminate against people based on protected grounds. Protected grounds are:
  - i. Age;
  - ii. Ancestry, colour, race;
  - iii. Citizenship;

- iv. Ethnic origin;
  - v. Place of origin;
  - vi. Creed;
  - vii. Disability;
  - viii. Family status;
  - ix. Marital status (including single status);
  - x. Gender identity, gender expression;
  - xi. Receipt of public assistance (in housing only);
  - xii. Record of offences (in employment only);
  - xiii. Sex (including pregnancy and breastfeeding); and
  - xiv. Sexual orientation.
- k) **Racialization** – the process through which groups come to be designated as different and, on that basis, subjected to unequal treatment. Racialization can extend to specific traits and attributes, which are connected to racialized people and deemed to be abnormal and of less worth. Besides physical characteristics of people, other characteristics that are commonly racialized are accent, speech, name, clothing, diet, intelligence, beliefs, practices, and habits;
- l) **Racialized Groups** - includes people who might experience differential treatment on the basis of race, ethnicity, language, religion, or culture. Racialized groups are treated outside the norm and receive unequal treatment based on their race;
- m) **Racial/biased profiling** – is defined by the Ontario Human Rights Commission as any action undertaken for reasons of safety, security, or public protection that relies on stereotypes about race, colour, ethnicity, ancestry, religion, or place of origin rather than on reasonable suspicion, to single out an individual for greater scrutiny or differential treatment; and
- n) **Collection of Identifying Information in Certain Circumstances (CIIC)** – means the interactions and documentation of such by a Member regarding an “attempt to collect identifying information about an individual from the individual”; that is, attempt to collect identifying information by asking the individual, in a face-to-face encounter, to identify themselves or to provide information for the purpose of identifying the individual and includes such an attempt whether or not identifying information is collected as governed by *Regulation*.

### 3. It is the Policy of this Board that:

- a) That a written procedure is maintained to ensure compliance with *Ontario Regulation 400/23 - Collection of Identifying Information in Certain Circumstances – Prohibition and Duties* (the “Regulation”) made under the *Community Safety and Policing Act, 2019* (CSPA);

- b) A document is offered to each individual from whom identifying information is attempted to be collected and given to each individual if they want it, unless the Officer believes that continuing to interact with the individual will compromise the safety of an individual or might delay the Officer from responding to another matter that should be responded to immediately;
- c) The document given to the individual includes:
  - i. The Officer's name, identification number, and the date, time and location of the attempted collection;
  - ii. Information about how to contact the Law Enforcement Complaints Agency (LECA) should the individual wish to inquire about making or make a public complaint;
  - iii. An explanation that an individual can request access to information about themselves that is in the custody or control of the LPS, under the *Municipal Freedom of Information and Protection of Privacy Act*; and
  - iv. Any amendments to the document will be shared with the Board for information and input.
- d) Identifying information collected before January 1, 2017, be retained, accessed and disclosed pursuant to LPS procedures in place at the time the information was collected. If the information was collected in violation of the law as it existed at the time of collection, its retention, access and disclosure shall be subject to the restrictions in the Regulation;
- e) Identifying information collected on or after January 1, 2017, be retained, accessed, and disclosed only in the following circumstances, where such reasons can be articulated:
  - i. Where the requirements of paragraph 10(4) of the *Regulation* are satisfied;
  - ii. For the purpose of an ongoing police investigation;
  - iii. In connection with legal proceedings, or anticipated legal proceedings;
  - iv. For the purpose of dealing with a complaint under Part X of the CSPA;
  - v. In order to prepare the Annual Report, or a report on disproportionate collection, as described in the Reporting section of this policy;
  - vi. For the purpose of complying with a legal requirement; and
  - vii. For the purpose of evaluating a Police Officer's performance.
- f) Identifying information collected contrary to the *Regulation* shall not be retained longer than is reasonably necessary to ensure the information is available in the following circumstances:
  - i. For the purpose of an ongoing police investigation;

- ii. In connection with legal proceedings or anticipated legal proceedings;
- iii. For the purpose of dealing with a complaint under Part X of the CSPA;
- iv. In order to prepare the Annual Report or a report required due to disproportionate collection under Section 16 of the *Regulation*;
- v. For the purpose of complying with a legal requirement; or
- vi. For the purpose of evaluating a Police Officer's performance.

#### 4. **Reporting:**

- a) An Annual Report, each calendar year, at a time determined by the Board, in consultation with the Chief of Police, be presented to the Board that includes all information to be reported as required by this policy and in Section 15 of the *Regulation*. The Annual Report on the collection of identifying information shall be included as part of the LPS Annual Report under Section 41(1) of the CSPA. The Annual Report on the collection of identifying information shall include:
  - i. An assessment of the utility of the information collected pursuant to the *Regulation* to achieving positive community safety outcomes;
  - ii. Approximate costs for adhering to the *Regulation*, including all training and administrative costs;
  - iii. The number of public complaints resulting from or relating to information collected pursuant to the *Regulation*, and the number of such complaints that were substantiated;
  - iv. The number of requests made to the LPS under the *Municipal Freedom of Information and Privacy Act* relating to information collected pursuant to the *Regulation*;
  - v. The number of attempted collections;
  - vi. The number of attempted collections in which identifying information was collected;
  - vii. The number of individuals from whom identifying information was collected;
  - viii. The number of times an Officer did not inform the individual under Section 7(2) of the *Regulation* because the Officer had reason to believe that informing the individual might compromise the safety of an individual;
  - ix. The number of times an Officer did not inform the individual under Section 7(3)(a) of the *Regulation* because informing the individual would likely compromise an ongoing police investigation;

- x. The number of times an Officer did not inform the individual under Section 7(3)(b) of the *Regulation* because informing the individual might allow a confidential informant to be identified;
- xi. The number of times an Officer did not inform the individual under Section 7(3)(c) of the *Regulation* because informing the individual might disclose the identity of a person contrary to the law, including a young person contrary to the Youth Criminal Justice Act;
- xii. The number of times an individual was not given a receipt document because the individual did not indicate that they wanted it;
- xiii. The number of times an Officer did not provide a receipt as the Officer believed that continuing to interact with the individual might compromise the safety of an individual;
- xiv. The number of times an Officer did not provide a receipt as the Officer believed that continuing to interact with the individual might delay the Officer from responding to another matter that should be responded to immediately;
- xv. The number of attempted collections from individuals who are perceived by the Officer to be:
  - Males;
  - Females;
  - Transgender, non-binary, or other gender identity;
  - Within the age groups as identified by the Chief of Police and in accordance with the *Regulation*; and
  - Within the racialized groups as identified by the Chief of Police and in accordance with the *Regulation*.
- xvi. An analysis of whether the collections were attempted disproportionately based on the gender identity, age, or membership in a racialized group, or a combination of these factors, and if so, any additional information that the Chief of Police considers relevant to explain the attempted collections;
- xvii. The neighbourhoods or areas where collections were attempted and the number of attempted collections in each neighbourhood or area;
- xviii. The number of determinations made by the Chief of Police as to whether the information entered into the database:
  - Did not comply with limitations on collection set out in Section 5 or clause 10(4)(a) of the *Regulation*; and



- Did not comply with Sections 6, 7 and 8 of the *Regulation* based on the results of the review(s), done at least once a year, of an appropriately sized random sample of entries of identifying information included in the database to estimate within a margin of error of plus or minus 5 percent, at a 95 percent confidence level.
- xix. The number of times, if any, Members of the Police Service were permitted to access identifying information to which access must be restricted by virtue of one or more of the following:
- For the purpose of an ongoing police investigation;
  - In connection with legal proceedings or anticipated legal proceedings;
  - For the purpose of dealing with a complaint under Part X of the CSPA;
  - In order to prepare the Annual Report or a report required due to disproportionate collection under Section 16 of the *Regulation*;
  - For the purpose of complying with a legal requirement; or
  - For the purpose of evaluating a Police Officer's performance.
- b) Following an analysis of the Annual Report, if a determination is made that identifying information was attempted to be collected disproportionately, a review of the practices of the LPS is conducted and a report is provided to the Board that includes:
- i. The results of the review; and
  - ii. Any proposals the Chief of Police determines to be appropriate to address the disproportionate attempted collection of information.
- c) Any such report prepared by the LPS under Section 4(b) of this Policy be presented to the Board within 60 days of the Annual Report to the Board. The Board shall publish any such report it receives under Section 4(b) of this Policy on the Internet and shall make it available to the public free of charge. The Board shall consider the report and its proposals and consider whether to give direction to the Chief of Police under Section 40(1) of the CSPA.

---

Chair

---

Date



## **LaSalle Police Services Board Public Memorandum**

**To:** LaSalle Police Services Board

**From:** T. Mailloux, Board Secretary

**Date:** November 10, 2025

**Subject:** LaSalle Police Services Board (LPSB) – M. Brause Provincial Appointment Update

### **Recommendation:**

That the memorandum from the Board Secretary dated November 10, 2025 regarding an update on Mr. Morris Brause's provincial appointment on the LaSalle Police Services Board be received.

### **Background:**

As the Board is aware, the term of office for Mr. Morris Brause as a Provincial Appointee with the LPSB expired on November 30, 2025. Pursuant to Section 31 of the *Community Safety and Policing Act*, 2019 the Lieutenant Governor in Council has reappointed Mr. Brause to the LPSB for a period of two (2) years, effective December 1, 2025.

Respectfully submitted,

A handwritten signature in black ink that reads "T 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:** December 1, 2025

**Subject:** Statistics Snapshot

### Background:

The table below is a sample of statistics comparing all of 2024 to 2025 (Jan-Nov inclusive). All but one category has significant increases still with one month remaining in 2025.

TYPE	2024 (full year)	2025 (Jan-Nov)	DIFFERENCE	% CHANGE
Calls for Service	10,365	15,302	4,937	48%
Proactive	2,785	6,147	3,362	121%
Reactive	7,580	9,155	1,575	21%
Reportable Calls	2,408	2,445	37	2%
Property Checks	191	2,496	2,305	1207%
Community Service Events	75	282	207	276%
Foot Patrol	5	171	166	3320%
Directed Patrol	37	306	269	727%
RIDE Programs	5	50	45	900%
Vehicle Stops	1,989	2,840	851	43%
Total Traffic Enforcement	3,087	4,413	1,326	43%
Tickets	1,187	1,735	548	46%
Cautions	1,900	2,678	778	41%

Note: in the 2024 LPS Annual Report, “tickets” included all provincial offences notices. The total number of tickets was 1,098. In the analysis above, “tickets” includes all provincial offence notices *plus* summons, hence an increase over the 1,098 reported in the 2024 Annual Report.

Administrative Update

- 2 -

**Recommendation:**

That the LaSalle Police Services Board receives the Statistics Snapshot 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:** December 3, 2025

**Subject:** Financial Report

### Background:

In the third week of November, I was granted access to the Town of LaSalle's budgeting software. I can now view the LaSalle Police Service budget in real time. As of December 3, 2025, the LaSalle Police Service has spent 91.9% of the 2025 budget. We are trending towards around a 1.5% surplus that will be placed in reserves and applied to retroactive pay once a new collective agreement is reached.

<b>2025 Budget</b>	<b>2025 Actuals</b>	<b>Variance</b>	<b>2025 Expended (%)</b>
\$10,423,900	\$9,576,504	\$847,396	91.9%

### Recommendation:

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

Respectfully submitted,

Micheal 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:** November 25, 2025

**Subject:** Neighbourhood Safety and Crime Prevention Walk

### **Background:**

On the evening of November 5, 2025, Constable Alaina Atkins facilitated the LaSalle Neighbourhood Safety and Crime Prevention Walk. Thirty-nine people learned personal safety tips and how to prevent opportunities for crime.

Participants were offered an opportunity to complete a survey. Ten of the 39 participants responded (25.6%). One hundred percent of the responses were positive, with 93% selecting "strongly agree" and 7% selected "agree." The attachment provides specific details.

This small event is an example of the everyday connections our members make with our citizens. I am pleased with the positive feedback and thanks Constable Atkins for her effort in facilitating the event.

### **Recommendation:**

That the LaSalle Police Services Board receives the Neighbourhood Safety and Crime Prevention Walk Report for information.

Respectfully submitted,

Michael Pearce  
Chief of Police  
LaSalle Police Service

# LaSalle Neighbourhood Safety & Crime Prevention Walk

November 5, 2025 – 6:00 pm – LaSalle, ON – Starting at Heritage Park



Facilitated by LaSalle Police Service (LPS) Officer Alaina Atkins, residents learned how to prevent opportunities for crime, changed the way they see and walk through their neighbourhoods, and learned personal safety tips.

## 39 attendees:

- 34 residents
- 1 Town of LaSalle
- 1 City of Windsor
- 3 LPS

## 10 surveys

## Survey Feedback

Survey respondents were asked to rate positive statements about the walks on a scale from 'Strongly Agree' to 'Strongly Disagree.' Responses were overwhelmingly positive, with 93% of responses being 'Strongly Agree.'

- 7% of responses were 'Agree.'
- No one selected 'Neutral,' 'Disagree,' or 'Strongly Disagree' to any of the statements.

The facilitators were engaging.				
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
90%	10%	0%	0%	0%
The content and activities of the event were relevant.				
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
100%	0%	0%	0%	0%
The content of the event was useful and educational.				
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
100%	0%	0%	0%	0%
I have a better understanding of what is being done to prevent crime in my community.				
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
90%	10%	0%	0%	0%
I feel like my safety concerns were heard and understood.				
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
90%	10%	0%	0%	0%

I have a better understanding of how I can help prevent crime in my community.				
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
90%	10%	0%	0%	0%

Survey respondents were asked to rate their satisfaction with aspects of the walks on a scale of 1 – 5, with one being a low rating and five being a high rating. Responses were overwhelmingly positive, with 90% of responses being a five.

- 10% of responses were four.
- No one selected three, two, or one.

Your satisfaction with quality of information provided				
1	2	3	4	5
0%	0%	0%	0%	100%
Your satisfaction with the timing of the event				
1	2	3	4	5
0%	0%	0%	30%	70%
Your overall experience in the event				
1	2	3	4	5
0%	0%	0%	0%	100%

Survey respondents were asked what the most valuable part of the walks were. Respondents appreciated learning how to modify their properties to deter criminal activity and brought up specific safety tips they learned, including lighting, house number visibility, parking, etc. Respondents liked that they could ask questions along the way. Respondents mentioned Alaina Atkins specifically and getting to know LPS. Respondents mentioned interacting with and meeting their neighbours.

Survey respondents were asked how the event could have been improved. Ideas for improvement include better lighting in the meet-up area, more officers to control the group, hosting the event earlier (so it wouldn't be so dark outside), and having these walks more than once a year.

Survey respondents were asked if they had additional comments. Feedback was very positive. Respondents were thankful for and enjoyed the event.



# WINDSOR ESSEX COMMUNITY SAFETY & WELL-BEING PLAN

2026 – 2029



Funding provided by



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WINDSOR ESSEX  
**COMMUNITY SAFETY  
& WELL-BEING PLAN**



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## MESSAGE FROM THE CO-CHAIRS

On behalf of the Windsor Essex Community Safety & Well-Being Plan Advisory Committee, we are pleased to present the second iteration of the Windsor Essex Community Safety & Well-Being Plan (2026–2029).

The first iteration (2022–2026) of the Plan was a collaborative, community-driven effort that leveraged local strengths, resources, and best practices to proactively address safety and well-being risks. It established a strong foundation for cross-sector collaboration and inspired initiatives that extended well beyond its original scope.

The process to update the Plan, referred to as the “Refresh”, has been guided by a shared commitment to reflection, learning, and growth. This refreshed version builds upon past successes, incorporates lessons learned, and adapts to the evolving needs of our community.

Recognizing that community safety and well-being is the shared responsibility of governments, organizations, and residents, the refreshed Plan

has been shaped by data and informed by a broad range of dedicated stakeholders across multiple sectors and lived experiences.

The refreshed Plan is designed to be a living document that is responsive, flexible, and forward-looking. It emphasizes both immediate and preventative actions, going beyond legislative requirements to establish an adaptive framework that identifies regional and local priority risks, while fostering inclusive collaboration and collective impact.

We extend our sincere thanks to all municipal and sector leaders, community organizations, and residents who contributed their time, insights, and expertise throughout this refresh planning process. Your ongoing engagement and partnership are vital as we continue working together toward our shared vision of a safe, healthy, and thriving Windsor Essex region.



**Dana Paladino**  
**Commissioner, Human & Health Services**

City of Windsor  
Co-Chair CSWB Plan Advisory Committee



**David Sundin**  
**Director, Legislative & Legal Services**

County of Essex  
Co-Chair CSWB Plan Advisory Committee



We would like to begin by acknowledging that the land on which the City of Windsor is located is the traditional territory of the Three Fires Confederacy of First Nations, which includes the Ojibwa, the Odawa, and the Potawatomie. The City of Windsor honours all First Nations, Inuit and Métis peoples and their valuable past and present contributions to this land.



We acknowledge the land on which the County of Essex is located is the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, Odawa and Potawatomie Peoples. We specifically recognize Caldwell First Nation and other First Nations which have provided significant historical and contemporary contributions to this region. We also value the contributions of all Original Peoples of Turtle Island, who have been living and working on this land from time immemorial.



## Our Vision

**“A community where everyone feels safe, has a sense of belonging, equitable access to services and opportunities, and can have their needs met across Windsor and Essex County.”**

This document presents the second iteration of the Windsor Essex Community Safety & Well-Being Plan. The regional Plan has been developed in accordance with provincial legislation and with guidance from area municipalities and community stakeholders to re-imagine how to address local crime and complex social issues through preventative and collective action. To achieve this goal, the Plan brings together municipal governments, sector leaders, local service providers, and local community groups and individuals to identify, contextualize and prioritize local and regional risks.



Building on a foundation of regional collaboration and recognizing that safety and well-being are shared responsibilities of all members of a community, the municipal leadership in the City of Windsor and County of Essex have come together to create a regionally focused plan that respects the unique identities and contextual needs of each area municipality. The City of Windsor and County of Essex will ensure the success of this multi-sectoral, community-based project. As champions of the Plan, area municipalities will assist in resourcing elements of its implementation, develop partnerships to leverage community-funding opportunities, and advocate to senior levels of government, when required.

Community members identified three key Community Safety and Well-Being (CSWB) priorities during consultations: Engaged Communities, Safer

Public Spaces, and Coordinated Systems.

Building upon the first iteration of the Plan as a collaborative, community-driven effort that leveraged existing strengths, resources and best practices to proactively address community risks, and laying the groundwork for strong cross-sector collaboration that supported initiatives extending beyond the original goals, the second iteration of the Plan will continue to build on strengths and partnerships, applying lessons learned and adapting to our community's evolving needs.

Ultimately, the Plan acknowledges that an ongoing process of issue identification and contextualization is necessary. The Plan is intended to act as a living document informed by continued collaboration and engagement with municipal, sector and community stakeholders as we work towards our vision of a safe and healthy region.

We are pleased to present the second iteration (2026–2029) “refresh” of the Windsor Essex Community Safety & Well-Being Plan (the “Plan”). This Plan builds on the successes and lessons learned from the implementation of the previous (2022–2026) Plan, and presents a refreshed approach that:

- **Is grounded in local data and community voice;**
- **Offers impactful and measurable directions;**
- **Is aligned with, supportive of, and complementary to other regional plans and initiatives, without duplicating efforts; and**
- **Extends available resources for maximal impact while remaining scaled to capacity**

## 2022–2026 Plan Review

The first Plan was approved by City and County Council in October and November 2021<sup>1</sup>, respectively, and was submitted to the Ministry of the Solicitor General for approval in December 2021. The Plan’s four regional priorities were Good Governance and Data, Engaged and Safe Communities, Mental Health and Substance Use Supports, and Financial Security and Economic Equity. The Plan’s original timeline was five years ending in December 2026; however, following its approval and submission, the province revised its legislation requiring municipalities to update their plans every four years.

Much has changed since the development of the initial Plan in 2021. The COVID-19 pandemic had profound social and economic impacts, inflationary increases in the costs of goods and services have increased financial strains, and significant housing shortages and rising housing costs have exacerbated vulnerability for many, all of which are correlated with increased use of substances and increased risks of adverse mental health. Despite these challenges, much was achieved in the initial Plan, as the highlights in Table 1 illustrate:

*Table 1: Past Plan Highlights*

### Priority 1: Good Governance and Data

- Instituted a cross-sectoral CSWB Advisory Committee (Regional Systems Leadership Table) to inform implementation and provide guidance on emerging safety and well-being issues.
- Championed diverse governance by including government representatives, partners from health and mental health, education, community and social services, community and custodial services for youth, municipalities, police and public safety, and business, and voices of underrepresented communities drawn from the Enhanced Sector Network.
- Connected to and leveraged existing strategies (e.g., Windsor-Essex Community Opioid and Substance Strategy) and established Action Tables (e.g., Regional Crime Prevention Council) as needed to inform key goals and initiatives.

<sup>1</sup> City of Windsor. (2021). CR522/2021 in *City Council Meeting Minutes, November 15, 2021*. Windsor, ON: City of Windsor.; County of Essex. (2021). 229–2021 in *Essex County Council Meeting Minutes, November 17, 2021*. Essex, ON: County of Essex.

## Priority 2: Engaged and Safe Communities

- Supported community initiatives and facilitated trainings, workshops, symposiums and community engagement events in collaboration with community leaders.
- Conducted a gap analysis and developed and distributed resource materials for individuals experiencing homelessness in with the County of Essex / Essex County Homelessness Hub and the City of Windsor's Housing Services / Housing Help Hub.
- Facilitated Neighbourhood Safety and Crime Prevention Walks in Windsor and all seven municipalities in the County of Essex with Police Service partners.
- Created a toolkit with St. Clair College, WE Spark and Police Service partners enabling local practitioners or residents to host Neighbourhood Safety and Crime Prevention Walks.
- Launched new and expanded initiatives with a three-year, \$2.9 million grant from Public Safety Canada, including an expansion of life skills programming to a youth supportive housing complex through a partnership with local, provincial and federal funding initiatives.
- Increased access to safe community spaces by identifying communities with limited or no access along with identifying cost investments for each space.

## Priority 3: Mental Health and Substance Use Supports

- Worked closely with Windsor Police Service, the Windsor Essex County Health Unit and the City of Windsor to identify shared objectives and expand the existing work of the Windsor-Essex Community Opioid & Substance Strategy (WECOSS).
- Assisted in securing a \$1.4 million Community Safety and Policing grant to create Substance Supports in Neighbourhoods Accessed through Police Partnerships (SSNAPP) which was responsible for creating and disseminating "neighbourhood safety plans" for four high-priority areas reaching over 1300 individuals, educational campaigns promoting existing mental health and substance use services, Windsor Police services, the *Good Samaritan Drug Overdose Act*, and destigmatization of substance use.
- Over 820 representatives from police services and local service providers across the region benefitted from relevant education and training opportunities about trauma-informed care, Crime Prevention Through Environmental Design (CPTED), de-escalation, addiction support and more.
- Helped continue and reprioritize safe and effective emergency mental health crisis response through Community Safety & Policing grants using policed teamed with mental health professionals.
- Supported collaborative local outreach events in partnership with Windsor Police Services, LaSalle Police Services and Ontario Provincial Police that led to improving visibility and community trust in emergency services with at-risk youth and residents.



## Priority 4: Financial Security and Economic Equity

- Conducted a social policy review of support services and identified the need to increase awareness, understanding and implementation of trauma informed principles in services and supports for those facing income insecurity and poverty.
- Consulted with the Windsor Regional Employment Network (WREN), as the Service System Manager for Employment Ontario's Integrated Employment Service System to effectively and efficiently use resources. The WREN and its 19 service providers operating out of approximately 30 locations across Windsor Essex are working directly with clients to find the most appropriate employment, training and apprenticeship opportunities. Other related successes include:
  - Support of the Better Jobs Ontario Program, which provides eligible unemployed individuals with up to \$35,000 in financial support for short-term training—2 years or less—in in-demand fields, helping them re-enter the workforce quickly.
  - Development and publication of a quarterly Labour Market Insights Report, which helps to understand the demographic shifts, labour market trends, and workforce development strategies within our region. Development of several publications including the Apprenticeship Guide, Better Jobs Ontario guide and Literacy and Basic Skills (LBS) guide.
  - Development and launch of a comprehensive training program for Employment Ontario staff including access to training for Cultural Awareness, Motivational Interviewing, Job Development for people with disabilities and Diversity, Equity and Inclusion.

## Refresh Rationale

The development of the first iteration of the Plan was a large, resource-intensive and highly detailed undertaking with extensive engagement and comprehensive data collection throughout the region. In alignment with legislation, and in order to maximize existing resources, conducting a refresh was a fiscally responsible and efficient solution, by using the initial Plan's comprehensive engagement and data collection as a strong foundation for the refreshed Plan.





In the early 2000s, calls for new approaches to understanding and addressing safety and well-being were heard across the province. Through consultations and data analysis completed by the Ministry of the Solicitor General and the Ontario Association of Chiefs of Police, it became clear that crime and social disorder trends were changing as first responder calls for service were increasingly related to non-criminal activity.<sup>23</sup> Recognizing that no single sector or skillset can address the complex and interconnected social challenges faced by Ontario communities (e.g., poverty, low educational attainment, access to affordable housing, substance use, etc.), the province developed the CSWB model.

The CSWB model rethinks traditional crime-centric safety interventions by moving towards collaborative multi-disciplinary approaches emphasizing prevention and social development.

In 2018, the provincial government made amendments to the *Police Services Act*. These amendments mandated that every municipality in Ontario prepare and adopt a Community Safety and Well-Being Plan to comply with the *Police Services Act, 1990*; the *Safer Ontario Act, 2018*; and

the *Community Safety and Policing Act (CSPA), 2019*. Under the legislation, municipalities and First Nations exercised their discretion and flexibility to develop individual or joint plans with neighbouring municipalities.

In partnership with agencies and organizations from many sectors, the City of Windsor and the municipalities of the County of Essex chose to come together to create a regionally focused plan that leverages existing strengths, resources and best practices to establish proactive approaches to counter identified local risks.

The team developed the first iteration of the CSWB Plan in accordance with provincial requirements, using the CSWB Planning Framework created by the Ministry of the Solicitor General.

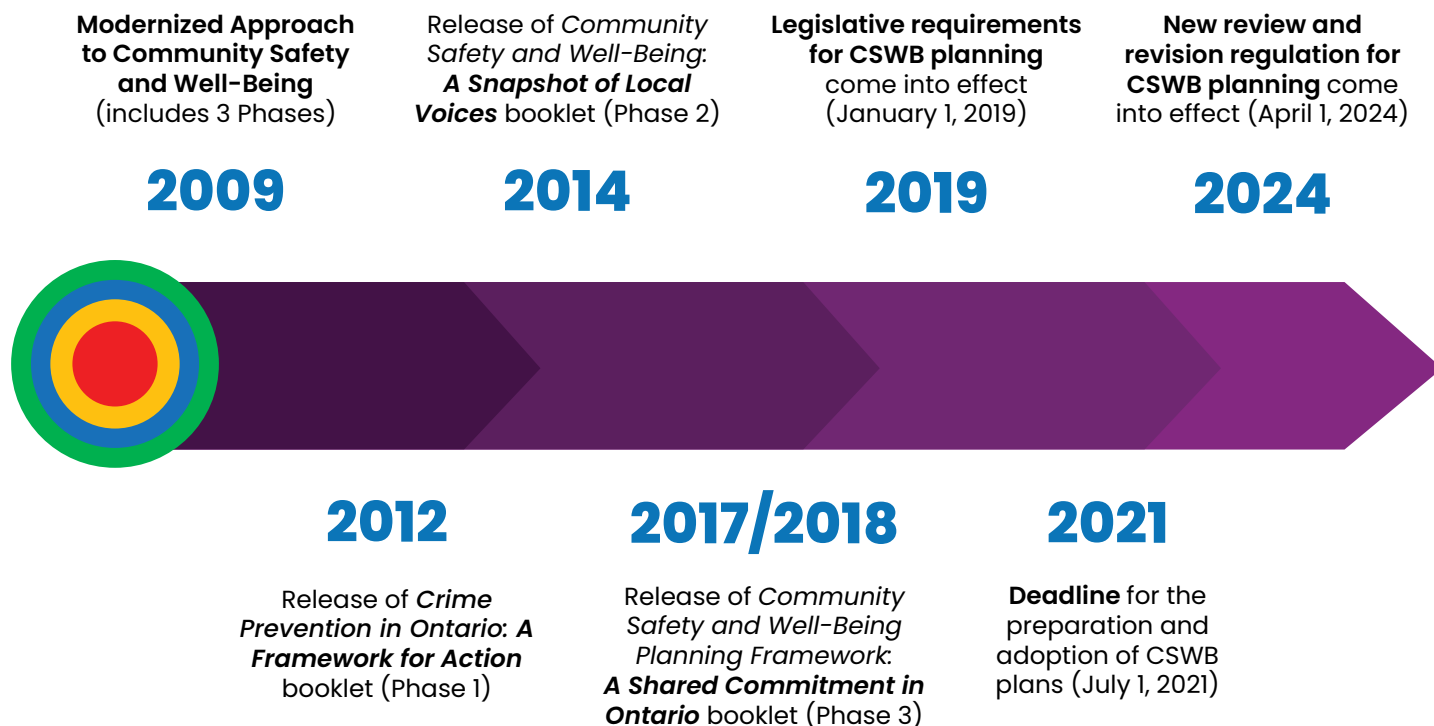
In April 2024, the province updated the legislative framework governing CSWB plans in Ontario. The updated legislation requires municipalities to revise their plans within four years of adoption, and every four years thereafter.



<sup>2</sup> Russell, H.C & Taylor, N.E. (2014). New directions in community safety: Consolidating lessons learned about risk and collaboration. Ontario Association of Chiefs of Police, Ontario Working Group on Collaborative, Risk Driven Community Safety. Ottawa, Ontario: Canadian Electronic Library, 2016.

<sup>3</sup> Ministry of the Solicitor General. (2016). Community safety and well-being planning framework: A shared commitment in Ontario. [online] Retrieved from: <https://www.mcscs.jus.gov.on.ca/english/Publications/MCSCSSOPanningFramework.html>

# Evolution of CSWB Planning in Ontario



Ontario 

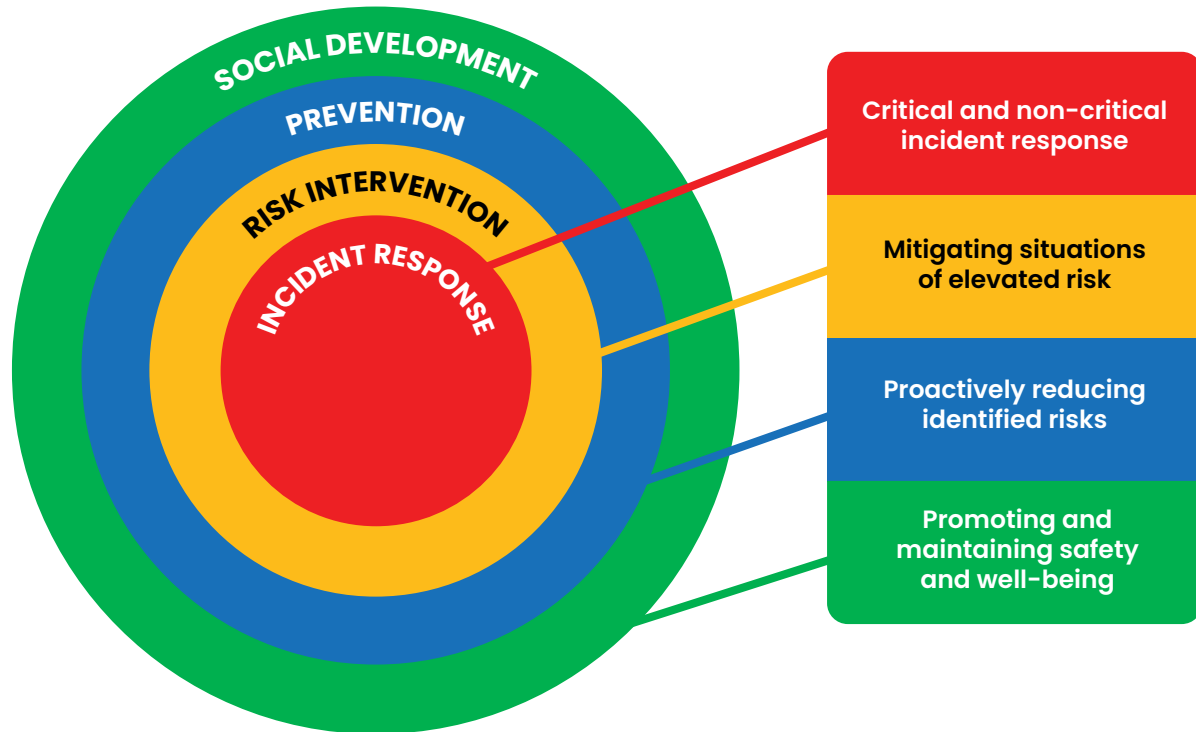
## CSWB Legislation

The CSPA legislates that municipalities consult their advisory committee, members of the public, and community organizations to create and renew CSWB plans. In addition, the CSPA instructs municipalities to use data related to crime, victimization, addiction, drug overdose, suicide, and other risk factors to identify needs and prioritize solutions. Risk factors may include systemic discrimination and other social factors. Municipalities then set local priorities related to risk factors, identify strategies, and measure progress toward outcomes.



## CSWB Planning Framework

The CSWB Planning Framework<sup>4</sup>, which forms the foundation of the previous and current Plan, promotes an integrated approach to service delivery through cross-sectoral collaboration to identify local risks to safety and well-being. Rather than focussing on incident response, the CSWB Planning Framework is proactive and preventative in nature, with an emphasis on social development, prevention and risk intervention.



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

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

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

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

<sup>4</sup> Ministry of the Solicitor General. (2024). Community safety and well-being planning framework: A shared commitment in Ontario. [online] Retrieved from: <https://www.ontario.ca/document/community-safety-and-well-being-planning-framework-booklet-3-shared-commitment-ontario/section-2-community-safety-and-well-being-planning>



## Impacts and CSWB Planning Benefits

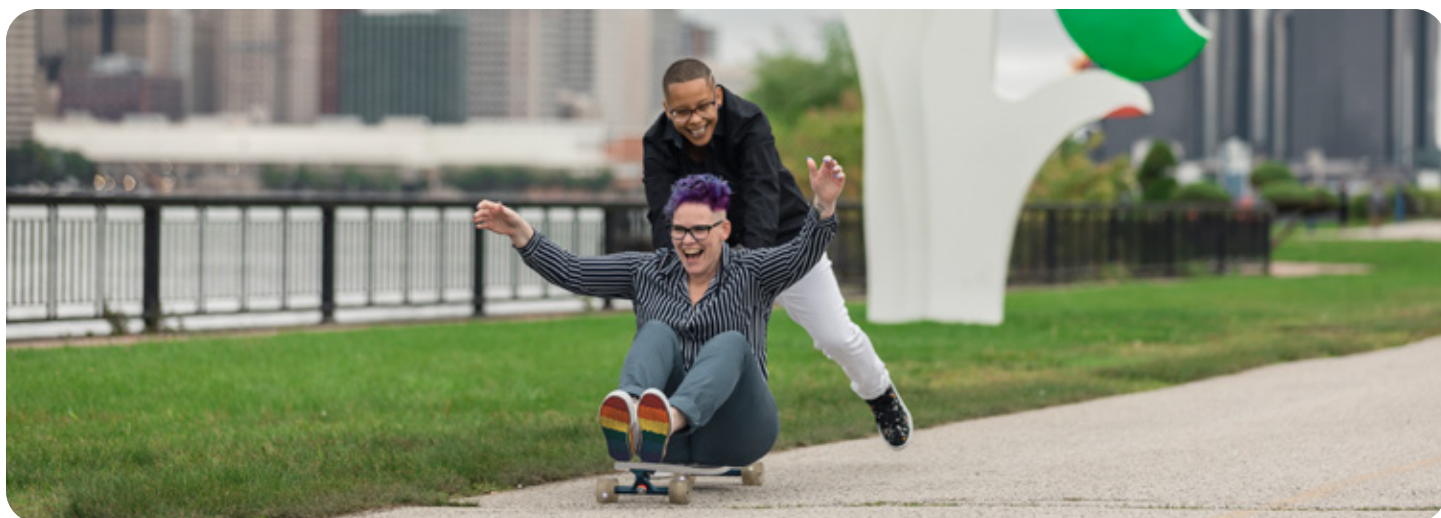
The Plan is designed to work across sectors to learn about and respond to local risks before they escalate into crime. The Ministry of the Solicitor General has identified several key benefits related to CSWB planning efforts, including:

- **Enhanced communication and collaboration among sectors;**
- **Increased understanding of and focus on priority risks, populations and/or neighbourhoods;**
- **Increased awareness and access to services; and**
- **New opportunities to share multi-sectoral data and evidence to identify community trends, gaps, priorities and successes.**

In addition to improving collaboration, research has shown that allocating resources to implementing strategies and programs that are proactive and focused on community-based prevention initiatives targeted at the root-causes of crime, not only reduces the financial burden of crime on society, but is also cost-effective and results in significant return on investments.<sup>5,6</sup>

Through an upstream approach, the collaboratively agreed-upon purpose of this Plan is to reduce the number of incidents that require enforcement by shifting to more proactive, preventative efforts that focus on social development, prevention, and risk intervention. Developing strategies that are preventative as opposed to reactive will ensure efficiency, effectiveness and sustainability of safety and well-being service delivery across Windsor Essex.

The Ministry of the Solicitor General is currently developing a CSWB Performance Measurement Framework (PMF) which will help to inform future planning, support evaluation of local CSWB plans, and provide an overview of planning at a provincial level. The PMF will focus on outcomes in the immediate term, intermediate term, and longer term. The PMF is targeted for completion in early 2026 and will support action planning at the local level.



<sup>5</sup> Public Safety Canada (2016). Tyler's Troubled Life: The story of one young man's path towards a life of crime. [Ottawa: ON]

<sup>6</sup> Russell, H.C & Taylor, N.E. (2014). New directions in community safety: Consolidating lessons learned about risk and collaboration. Ontario Association of Chiefs of Police, Ontario Working Group on Collaborative, Risk Driven Community Safety. Ottawa, Ontario: Canadian Electronic Library, 2016.

The process of refreshing the first iteration of the Plan was scoped to available resourcing but remained thorough. A comprehensive needs assessment and the facilitation of a community engagement strategy formed the foundation for the refresh process. The results of this process were detailed in an environmental scan report and supported the development of the refreshed Plan.

### Data

Data used to inform the first iteration of the Plan were updated where available as context for the current Plan refresh. Figure 1 offers broad regional highlights on changes since the last Plan.

Figure 1: Highlights from Data Review



#### Demographics

Essex County is growing in population as well as changing in composition, with more seniors, newcomers, visibly diverse and Indigenous residents.



#### Education

Education achievements have remained consistent in general. However, more 25–64-year-olds have secondary school diplomas and more students in grade 6 and 9 at or above EQAO provincial standards.



#### Housing

More people are living in unsuitable housing, and rates of homelessness and chronically homeless continue to rise. More people are spending 30% or more of their income on housing.



#### Mental Health and Substance Use

Demand for mental health supports remains high. There are more deaths from self-harm reported and Emergency Department (ED) visits for self-harm and opioid poisonings have increased. Opioid-related hospitalizations have also risen.



#### Crime and Victimization

While overall there has been a reduction in crime severity and a reduction in drug, property and traffic crimes, rates of assaults, sexual assaults and violent crime have risen.



#### Financial Security

More people are struggling to meet basic needs and levels of unemployment are high. Rates of low-income post COVID have risen. As the population ages, more residents will be leaving the labour market.



#### Environment

With changes to climate, Windsor-Essex is seeing more air quality, cold and heat-related Emergency Department visits and more smog advisories.



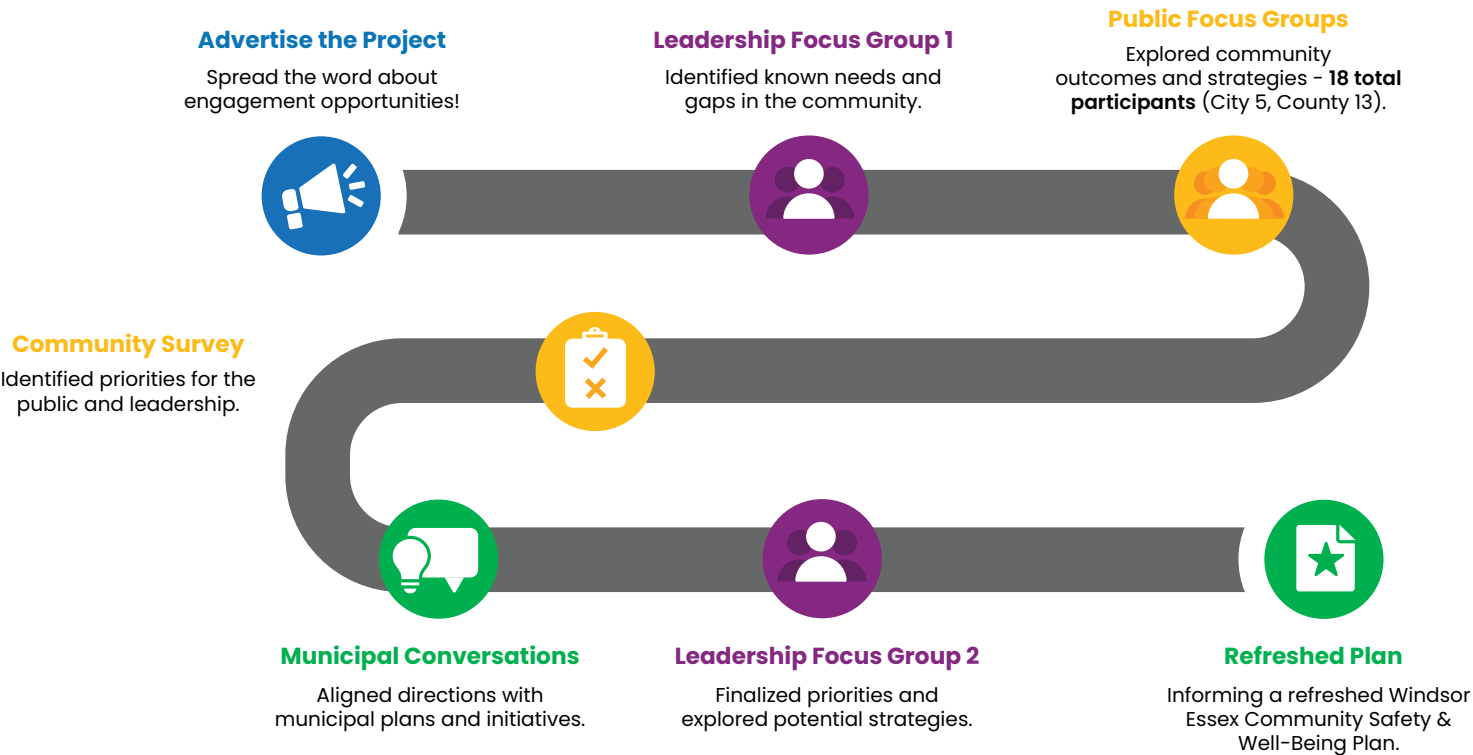
#### Physical Health

More residents report being overweight or obese, not consuming enough fruits and vegetables, and not engaging in enough regular physical activity. Fewer households are food secure, and the cost of nutritious food has gone up.

Engagement

Figure 2 illustrates the six-month refresh engagement strategy. This process included public consultation activities (focus groups and survey) that engaged 746 individuals across the city and county, as well as meetings with CSWB leadership members inclusive of community partners, members of the Regional Crime Prevention Council, and municipal representatives to help identify needs, priorities, and strategies, and to align with existing regional plans and initiatives. Engagements also captured voices of priority groups including youth, First Nations, Métis, and Inuit and racialized community members, and community organizations, including those representing mental health or addictions services.

Figure 2: Engagement Supporting Plan Refresh



Throughout the engagement with community members five broad goals emerged as most important to stakeholders.



**1**

### THE GOAL:

**Create safer public spaces and improve responses to community concerns**

*What this means to people:*

**Timely responses to safety concerns (e.g., Sandpoint Beach)**

**Addressing homelessness, drug use and crime**

**Making specific locations safer (downtown Windsor, county, etc.)**

**Opportunities for residents to share concerns and result in actions**

*"What role can the strategy play in identifying how our community feels about itself? How does the CSWB plan foster local pride? How do we talk about our challenges (i.e. high rates of child poverty, in a strategic way."*

*"Address mental health, substance use and create affordable housing. Please speak to the front line staff that work with these populations to get ideas on how to help."*

*"Improve public safety. Listen to the community and what is being asked for. Prioritize spending on programs/solutions that enhance public safety."*

*"We want to hear kids laughing and playing outside again."*



**2**

### THE GOAL:

**Make it easier for people to know about services and get the help they need when and where they need it**

*What this means to people:*

**Raising awareness of services**

**Improving service navigation**

**Ensuring equitable access to services**

**Recognizing the consequences of lack of services**

**Encouraging formal and informal resource sharing**

**Leadership taking action**

*"Even though we have community resources... those needing them find it difficult to navigate the system."*

*"People... fall through the cracks and end up in precarious housing, health or economic circumstances."*

*"It is important that the region works together to meet these goals. Without complete cooperation, these goals will not be achieved."*

*"Service delivery is one of the jobs of the municipality... if we are not aware of the services... the job is being done improperly."*



**3**

**THE GOAL:**

**Encourage families, neighbours, and local groups to help build community safety**

*What this means to people:*

**Residents are part of the solution but need education**

**Authorities alone are not enough**

**Helps build belonging as well as addressing crime concerns**

**Safety as foundational to community building**

*"We need a police presence and also strong community groups that advocate for our safety needs."*

*"Neighbours need to help each other feel safe in their communities, including emergency management."*

*"Many people in our community don't know enough about safety; it is important to encourage them to."*

*"Building safe and strong communities must come from the people who live in the community."*



**4**

**THE GOAL:**

**Promote opportunities for positive youth development**

*What this means to people:*

**Youth are the future and can contribute positively so need prevention and holistic supports**

**Youth need safe, accessible, inclusive community spaces**

**Some youth face greater challenges than others**

**Family supports can benefit communities**

*"If youth are central to our planning, many future problems will be reduced."*

*"Kids don't have anywhere to go or things to do, no 'third spaces' for them to hang out."*

*"A broad range of activities and services are needed to address this issue.... from youth clubs to a complete overhaul of mental health services."*

*"We need more opportunities for youth to engage in positive experiences and opportunities. There is not enough low barrier activities in our community for children and youth to engage in."*





## 5

### THE GOAL:

**Support neighbourhood events and programs that bring people together**

*What this means to people:*

**Builds social connection, belonging, community pride, and enhances neighbourhood safety, livability and vibrancy**

**Opportunities for accessible, inclusive fun, achieved through grassroots collaboration**

**Creating hyper-local opportunities that don't require travel**

*"Supporting neighborhood events... fosters community connections, boosts local businesses, and enhances a sense of belonging and civic pride."*

*"Neighbours would watch out for each other more if they knew each other." "I think bringing people together creates a sense of community and belonging."*

*"Grassroots neighbourhood change is a dramatically impactful change."*

*"The more community events that are accessible to everyone the more the community comes together and creates a safe environment for all."*

These broad goals, combined with feedback provided, were weighed with a number of other considerations to inform the creation of the refreshed Plan's pillars and activities.

## Considerations

### Lessons Learned

In revisiting the implementation of the initial Plan and strategizing for the refreshed Plan, consideration was given to building on successful strategies. Key takeaways in terms of optimizing what worked well and what was limiting included:

Successful Strategies	Things to Avoid
<ol style="list-style-type: none"><li>1. Building on trust-based partnerships and relationships.</li><li>2. Leveraging existing strengths and commitments to drive inclusive planning.</li><li>3. Aligning with broader community goals and plans.</li><li>4. Empowering community engagement and visibility.</li><li>5. Strengthening front-line collaboration to improve communications and build public trust.</li><li>6. Investing in specialized expertise.</li></ol>	<ol style="list-style-type: none"><li>1. Underestimating time and capacity demands. Overestimating available resources.</li><li>2. Having unclear authority and overlapping mandates.</li><li>3. Overly broad or complex goals.</li><li>4. Misalignment with prevention scope of the plan.</li><li>5. Ongoing engagement that cannot be sustained.</li></ol>

## Legislative Changes

In addition to being guided by lessons learned, the refreshed Plan has also been informed by ongoing changes at the provincial level.

## Governance Structure

The advisory committee for the initial Plan, formerly known as the Regional Systems Leadership Table (RSLT) was comprised of local leaders from multiple sectors who were responsible for guiding the Plan's implementation. The City of Windsor's Commissioner of Human and Health Services, and the Director of Legislative and Legal Services from the County of Essex have acted and will continue to act as the Plan's Co-Chairs.

## Capacity

Capacity was another consideration in creating the refreshed Plan. The province has not provided direct funding to municipalities to implement

Community Safety & Well-Being Plans. At present, City and County Council equally contribute towards the Plan's implementation. In turn, this shared funding approach has provided the foundation for the millions of dollars of additional funding secured to support activities and required to maintain momentum and sustainability.

Administration successfully partnered with organizations and secured funding for our region in multiple CSWB priority areas. Since 2022, a total of \$4.4 million has been directly tied to primary activities for the Plan, including the City of Windsor receiving \$2.9 million over three years for the Building Safer Communities Fund, ending in 2026.

However, grants are not assured and can only support so many needed initiatives. As a result, the initial Plan was also actioned with the intention to expand reach and impact on existing budget through alignment with other plans and leveraging, repurposing and reimagining existing resources.





### Our Vision

**“A community where everyone feels safe, has a sense of belonging, equitable access to services and opportunities, and can have their needs met across Windsor and Essex County.”**

The Plan (2026–2029) is built on the following three key pillars.

Engaged **COMMUNITIES**

Safer public **SPACES**

Coordinated **SYSTEMS**

Table 2 provides a one-page summary of the pillars, goals, and activities in the 2026–2029 Plan, as they align with the Provincial CSWB Planning Framework.

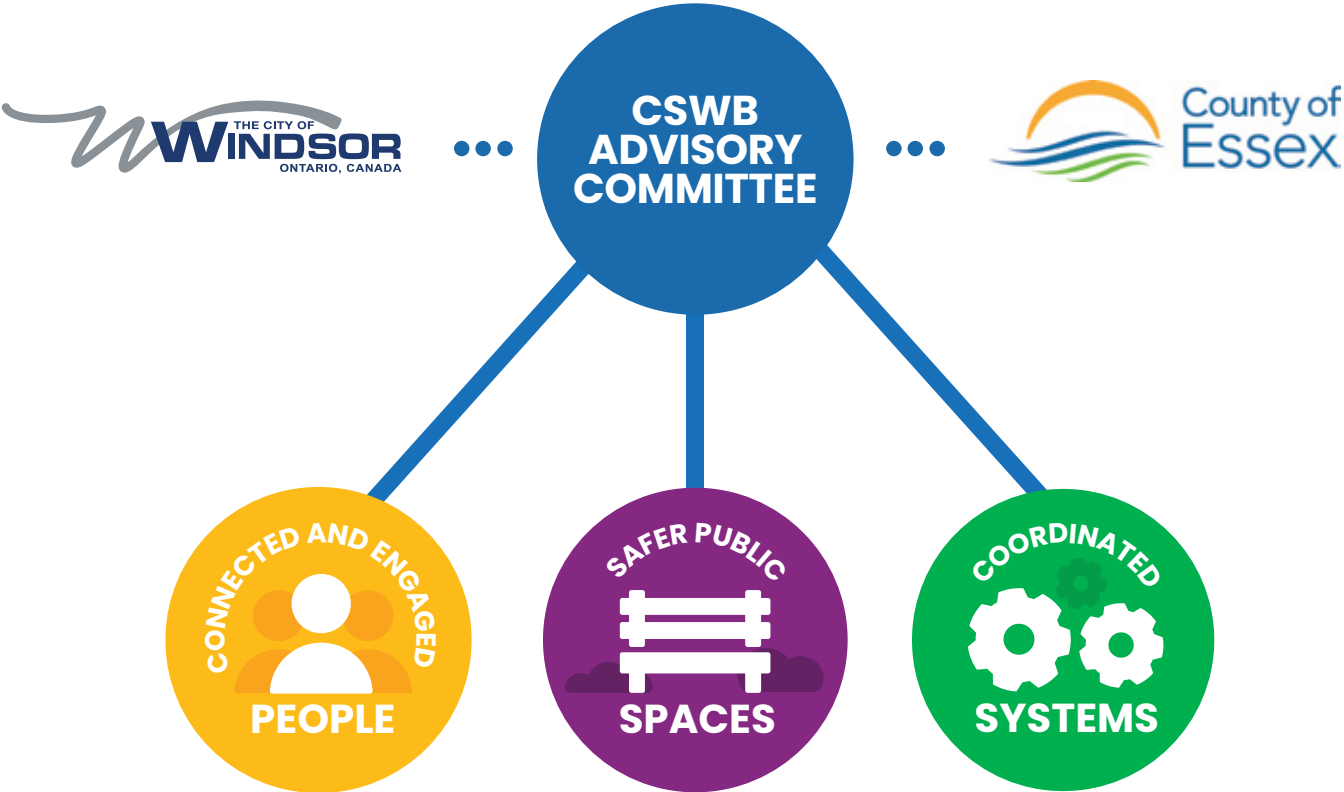


Table 2: Plan Summary in Alignment with the CSWB Planning Framework

Engaged Communities	
<b>GOAL: Empower residents of all ages and backgrounds to build meaningful connections, foster shared responsibility, and encourage community safety and well-being.</b>	
CSWB Framework Alignment	
Develop Framework for Good Neighbour Program	Social Development
Lead a Youth-Crime Prevention Working Group and Advisory Committee	Prevention
Create a Community Safety Small Events Fund	Social Development
Create, Support and Advertise a Community Safety Resource Hub	Social Development
Safer Public Spaces	
<b>GOAL: Enhance the safety, accessibility, and inclusivity of public spaces by identifying local risks, implementing practical safety solutions, and fostering shared responsibility.</b>	
Support Expansion of Neighbourhood Watch Programming	Social Development
Pilot Regional Community Safety Audits	Prevention
Support Safe Needle Disposal and Wellness-Related Initiatives	Prevention
Support Community Safety Considerations in Planning	Prevention
Support Early Interventions to Reduce Overall Service Need and Crisis Intervention	Risk Intervention
Support Safe and Effective Emergency Response to Those in Crisis	Incident Response
Coordinated Systems	
<b>GOAL: Strengthen community safety and well-being through coordinated, system-wide approaches that embed equity and collaborative planning into municipal services, community engagement, and frontline response.</b>	
Expand Regional Crime Prevention Council	Social Development
Increase Awareness, Training and Capacity Building Related to Gender Based Violence (GBV) and Intimate Partner Violence (IPV)	Prevention
Leverage and Expand Utilization of Trauma-Informed Training	Prevention
Support Continued Development of the Situation Table	Risk Intervention

Governance

This Plan will include an advisory committee, formerly known as the Regional Systems Leadership Table, as described in the legislation, and will continue to adapt to updates set forth by the Ministry of the Solicitor General. The advisory committee will oversee the Plan’s implementation and, upon recommendation, develop action tables to further define and implement specific activities as defined in the Plan. It is important to note that the advisory committee is not a Committee of Council.



**ACTION TABLES:** The CSWB Advisory Committee will identify and connect with existing tables/committees to lead implementation where appropriate. The CSWB Advisory Committee will be responsible for creating Action Tables on an as needed basis to fill any gaps. Action Tables will have representation from municipalities and sector experts.



## Alignment with Partners and Plans

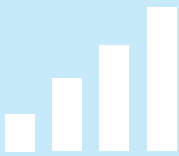
A wide range of regional and local plans and strategies were consulted to guide this work. At the regional level, this included but was not limited to *Home, Together: Windsor Essex Housing and Homelessness Master Plan*, *WECOSS: An Action Plan for Our Community*, *Provincial Policy Statement: Municipal Planning Standards, 2020*, and *Pathway to Potential: Windsor-Essex County Poverty Reduction Strategy 2024–2028*. Locally, reviews included police service strategic plans, the *Strengthen the Core – Downtown Windsor Revitalization Plan*, and municipal strategic plans from across the region. We also engaged with municipal departments and community partners, including but not limited to Planning, Housing, By-Law/Licensing, Parks, the Violence Against Women Coordinating Committee, the Windsor-Essex County Health Unit, and the Safety Village.

The following section provides additional plan details, including high level indicators.

## ENGAGED COMMUNITIES

**GOAL: Empower residents of all ages and backgrounds to build meaningful connections, foster shared responsibility, and encourage community safety and well-being.**

## POTENTIAL INDICATORS



**Change in sense of belonging**

**Number of people involved in plan activities**

### Support Development of Framework for Good Neighbour Program

Initiative Purpose and Description	Connection to Goal
Good Neighbour initiatives aim to promote respectful, safe, and cooperative communities by encouraging responsible behaviour and awareness of local by-laws, promotion of solution-focussed discussion, concurrence on reasonable expectations, and a standardized complaint process. They can take many forms, and can also be used as a vehicle to correct misperceptions about the scope and role of existing services (e.g., harm reduction, homeless serving roles).	Easily understood policy expectations alleviate conflict through shared understanding and expectation  By-law enforcement can be facilitated to promote community safety

### Lead a Youth-Crime Prevention Working Group and Advisory Committee

Initiative Purpose and Description	Connection to Goal
This initiative is designed to ensure youth crime prevention is a core component of the Plan. A Youth-Crime Prevention Working Group will be supported by a Youth Advisory Committee comprised of youth. The focus of the Youth Advisory and the Working Group will be to identify and action opportunities to enhance community safety through positive youth development initiatives.	Lack of positive opportunities for youth engagement can lead to youth-related crime  Encouraging and supporting youth to “have a voice” in the Plan aligns with legislation and empowers youth to be a part of the solution



## Create a Community Safety Small Events Fund

Initiative Purpose and Description	Connection to Goal
This initiative is designed to support grassroots, resident-led events that foster community connection, inclusion, and safety. By offering small grants to individuals, community groups, or neighbourhood associations to organize events that bring people together in public or shared spaces, the fund seeks to build linkages between community members with shared safety concerns and promote community safety resources.	<p>Provides regional access to resources responding to hyper-local needs</p> <p>Encourages residents to address, create and implement responses to local safety challenges</p>

## Create, Support and Advertise a Community Safety Resource Hub

Initiative Purpose and Description	Connection to Goal
The purpose of this initiative is to support residents in building stronger, more connected communities by providing them with resources to learn about safety, build connection, understand their rights and responsibilities, and organize activities and events.	<p>Sharing of resources makes it easier for community members to become engaged in the community safety and well-being</p> <p>An interactive, one-stop source is scalable and can grow as resources are created</p>





## SAFER PUBLIC SPACES

**GOAL: Enhance the safety, accessibility, and inclusivity of public spaces by identifying local risks, implementing practical safety solutions, and fostering shared responsibility.**

### POTENTIAL INDICATORS



Change in perceived safety

Number of programs/events created

Reductions of incidents requiring police response and intervention

### Support Expansion of Neighbourhood Watch Programming

Initiative Purpose and Description	Connection to Goal
Neighbourhood Watch Windsor is a community-driven crime prevention initiative where neighbours work together to improve local safety by keeping an eye out for one another and reporting any suspicious behaviour. Its goal is to lower crime rates by nurturing a sense of security and discouraging criminal activity. Although the program serves Windsor and Essex County, regional programs could benefit from additional support.	<p>Leverages existing resources to create safer places</p> <p>Engages more neighbourhoods across the region in crime prevention and the promotion of local safety</p>

### Pilot Regional Community Safety Audits

Initiative Purpose and Description	Connection to Goal
The purpose of the Community Safety Audits is to connect residents, municipal administration, and appropriate service providers to identify, prioritize and explore perceived “unsafe” public spaces and adjacent private spaces, to generate recommendations for improvements. The location of Community Safety Audits will be recommended by residents and stakeholders and supported by data. The Safety Audits will utilize Crime Prevention Through Environmental Design Principles.	<p>Increases community knowledge of safety and crime prevention and fosters shared responsibility</p> <p>Identifies safety improvements throughout the region</p>

## Support Safe Needle Disposal and Wellness-Related Initiatives

Initiative Purpose and Description	Connection to Goal
Sharps bins in high-risk areas are designed to prevent accidental punctures, cuts, and the spread of bloodborne pathogens by providing a designated, puncture-resistant container. Ongoing collaboration and data review with partners will optimize current and future sharps bin locations. This initiative will foster community partnerships and support harm reductive wellness-related activities and/or trainings to protect the community at large and vulnerable populations.	Creates safer public spaces by empowering residents with knowledge and decreasing the likelihood of encountering physical harm

## Support Community Safety Considerations in Planning

Initiative Purpose and Description	Connection to Goal
Supporting community safety concerns in municipal urban planning involves integrating design, policy, and community engagement strategies to create environments that are safe, inclusive, and resilient. Crime Prevention Through Environmental Design (CPTED) is one strategy, when applied to planning, that helps build community safety at a foundational level. This policy-rooted initiative aims to support a proactive approach to safety in development by providing a framework and/or training to municipal staff and other local providers about CPTED and related frameworks, and how to assess a new development through a CPTED lens. This initiative will explore the feasibility of embedding the highest standard safety considerations in municipal planning practices.	<p>Creates safer public spaces through CPTED principles</p> <p>Moves communities in the direction of consistent high safety standards</p>



## Support Early Interventions to Reduce Overall Service Need and Crisis Intervention

Initiative Purpose and Description	Connection to Goal
Promote de-stigmatization of mental health and addiction issues and raise awareness of existing supports to promote early intervention and overall well-being through the development of Community Safety Plans.	Creates safer public spaces through promotion of existing supports and tailored safety plans

## Support Safe and Effective Emergency Response to Those in Crisis

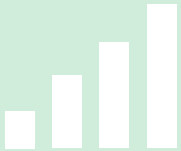
Initiative Purpose and Description	Connection to Goal
Expand and strengthen programs that leverage crisis response teams that include both police and mental health workers (e.g., Youth Crisis Response Team, Mobile Crisis Rapid Response Team, etc.).	Increases community safety through immediate crisis response



## COORDINATED SYSTEMS

**GOAL: Strengthen community safety and well-being through coordinated, system-wide approaches that embed equity and collaborative planning into municipal services, community engagement, and frontline response.**

### POTENTIAL INDICATORS



**Number of coordination activities in progress/completed**

**Number of services (municipal and community) with access to coordination activities**

#### Expand Regional Crime Prevention Council

Initiative Purpose and Description	Connection to Goal
The purpose of the Council is to act as a resource by providing data, expert guidance and recommendations to proactively address current and emerging broad-based community safety concerns. Regional members may include but are not limited to: police, municipal administration (Housing, Public Works, By-Law, Licencing, Parks, WECHU/WECOSS) and service providers.	<p>Creates opportunities for expert advice on community safety and wellbeing issues</p> <p>Establishes pathways for current issues to be shared throughout Plan implementation</p>

#### Leverage and Expand Utilization of Trauma-Informed Training

Initiative Purpose and Description	Connection to Goal
Trauma-informed training enhances both community safety and the delivery of inclusive, equitable services and care by equipping individuals and organizations to recognize and respond to the effects of trauma with empathy, respect, and cultural awareness. This approach reduces the risk of re-traumatization, de-escalates potentially volatile situations, and fosters trust between service providers and community members—especially those from marginalized or historically underserved groups. Efforts will continue to build on the foundation of providing trauma-informed training to municipal administration and community services providers.	<p>Addresses identified need for universally accessible and responsive services</p> <p>Offers a foundation for delivering services that are optimized for future community needs, with a focus on preventing crime and victimization</p>



## Increase Awareness, Training and Capacity Building Related to GBV/IPV

Initiative Purpose and Description	Connection to Goal
<p>With gender-based violence (GBV) and intimate partner violence (IPV) declared an epidemic across Windsor Essex County and an identified priority, municipal and community service providers require the skills and knowledge to respond effectively and inclusively. Expanding partnerships with local initiatives such as the Violence Against Women Coordinating Committee Windsor Essex (VAWCCWE) will strengthen awareness and community capacity. Training and educational opportunities will be available for regional municipal and community providers, building their ability to identify, respond to, and make appropriate referrals for clients experiencing GBV/IPV. Capacity building will continue through the identification and sharing of additional educational opportunities, including those targeted at responding to the unique needs of diverse communities experiencing GBV/IPV, and by increasing awareness of GBV/IPV services across the region.</p>	<p>Aligns with declaration of IPV epidemic, creating opportunities for action</p> <p>Ensures system leaders have the knowledge, skills, and ability to deliver policies and services that are responsive to GBV and IPV</p>

## Support Continued Development of the Situation Table

Initiative Purpose and Description	Connection to Goal
<p>The Windsor &amp; Essex County Situation Table's focus aligns with the broader notion of enhancing community safety and well-being. The Situation Table was established in response to a recognized need to coordinate resources and services to better serve community members with more complex needs. The purpose of the Situation Table is to bring together diverse front-line service providers across Windsor and Essex County, to collaboratively mobilize appropriate short-term community services. Support will be provided to encourage collaboration, strengthen inter-agency and community relationships, and build trust and respect between community service providers.</p>	<p>Responds to situations of acutely elevated risk before a crisis occurs</p> <p>Develops collaborative, multi-disciplinary interventions</p> <p>Promotes opportunities to enhance community planning (i.e. opportunities, barriers, recommendations, post-intervention satisfaction)</p>

The Plan represents the second iteration of a process toward community safety and well-being that must involve residents, municipal and sector leaders, and collaborators from various backgrounds and levels of experience. In keeping with the living document approach, the CSWB Advisory Committee will reflect upon, incorporate and utilize lessons learned during the implementation process.

Community members, local leaders, and subject matter experts consistently emphasized that the approaches used to understand regional priorities and guide decisions were just as important as the actions themselves. This feedback informed the development of the following implementation principles in the Plan's first iteration that will continue to guide our understanding of identified priorities, and our work towards change within each area of focus.

**Representation and Inclusion:** Due to intersectionality, the complex social challenges faced by the region impact historically underrepresented communities more deeply than others. The path forward must include and support representative voices and those with diverse lived experiences at both the decision-making and partnership levels.

**Collective Action:** Committees, agencies and groups across multiple sectors are already working tirelessly to address the complex social challenges facing our region. Working in partnership with existing organizations to leverage, support or build upon the strengths and assets of our communities is a fundamental key to success.

**Community Engagement:** Everyone has a role to play in the safety and well-being of our communities. Actions to mitigate the physical, financial and linguistic barriers to participation that some community members may experience are vital to support meaningful participation. These actions include utilizing engagement approaches that help reduce barriers to participation, provide community members with opportunities to provide meaningful input, and track progress.

**Data & Evaluation:** Data and evidence-based strategies are critical for effective collective action, advocacy and resource allocation. Partners collaborate to share and analyze cross-sector data, recognize the need to address data gaps, and evaluate progress on identified initiatives and activities, making their involvement vital to the process. While writing this Plan, the province actively worked on creating a performance measurement

framework (PMF) for community safety and well-being planning. The purpose of the PMF is to provide a method for municipalities and partners to evaluate the success of local plans while offering a window into planning at the provincial level. The Plan's initiatives were intentionally aligned with the projected PMF outcomes, despite the province not having formally launched the PMF. The anticipated completion date of the PMF is early 2026. Plan activities will be accompanied by logic models detailing outcomes, outputs, inputs, and indicators related to each activity, which are in line with best practices identified by the Ministry.

**Sustainable Funding:** Establishing sustainable funding for the CSWB goals and initiatives will be a key principle of implementation. Building on the success of securing funding during the first cycle of the plan, identifying and pursuing additional funding opportunities will be essential to sustaining its ongoing impact. All funding and financing sources will need to be explored as part of every initiative, as there may be options for federal, provincial or community partner funding beyond investment by Windsor and the Essex County municipalities.



**Community Safety and Well-Being:** the ideal state of a sustainable community where everyone feels safe, has a sense of belonging, opportunities to participate, and where individuals and families are able to meet their needs for education, health care, food, housing, income, and social and cultural expression.

**Social Determinants of Health:** the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life. These are protective factors of health and well-being, including access to income, education, employment and job security, safe and healthy working conditions, early childhood development, food security, quality housing, social inclusion, cohesive social safety network, health services, and equal access to all of the qualities, conditions and benefits of life without regard to any socio-demographic differences. The social determinants of health are the same factors which affect individual, family and community safety and well-being.

**Risk Factors:** characteristics, conditions or influences present in the lives of individuals, families, communities or society that may increase social disorder, crime and fear of crime, or the likelihood of victimization.

**Protective Factors:** positive characteristics or conditions that can moderate the negative effects of risk factors and foster healthier individuals, families and communities, thereby increasing personal and/or community safety and well-being.

**Priority Populations:** in alignment with feedback from community members and subject matter experts, the term priority population is being used to describe communities and groups who due to social, systemic, structural or historical factors have increased susceptibility to adverse risk factors. In the context of this project, identified priority populations include but are not limited to Indigenous communities, racialized communities, 2SLGBTQ+ folk, accessibility communities, youth, newcomers, seniors, persons with lived or living experience of homelessness, and persons with lived or living experience of substance use.

**Crime Prevention:** the anticipation, recognition and appraisal of a crime risk and the actions taken – including the integrated community leadership required – to remove or reduce it.

**Acutely Elevated Risk:** a situation negatively affecting the health or safety of an individual, family, or specific group of people where there is a high probability of imminent and significant harm to self or others (e.g., offending or being victimized, lapsing on a treatment plan, overt mental health crisis situation, etc.). In these situations, agencies and organizations may be permitted in legislation to share personal information in order to prevent imminent harm. This often involves circumstances that indicate an extremely high probability of the occurrence of victimization from crime or social disorder, where left unattended, such situations will require targeted enforcement or other emergency, incident response.



# ACKNOWLEDGEMENTS

The development of the Windsor Essex Community Safety & Well-Being Plan was a collaborative effort led by Creative Momentum Consulting in collaboration with the Project Team from the City of Windsor and the County of Essex.

## Project Team Members

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**Dana Paladino**

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**David Sundin**

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**Stephen Lynn**

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**Michelle Oake**

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**Amanda Alchin**

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## Creative Momentum Consulting Team Members

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**Julie Fraser, Creative Momentum Consulting**

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**Allison Prieur, Dare Impact Consulting**

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We would like to offer our sincere thanks to the over 746 stakeholders and Windsor Essex residents for their time and valuable input into the Plan through virtual engagements, small group discussions, and surveys. We greatly appreciate your trust, guidance and support.

Importantly, we would like to thank all of the members of the Community Safety and Well-Being Plan Advisory Committee, especially those with lived experience for their direction and insights throughout the planning process.

Our thanks also extends to Tourism Windsor Essex Pelee Island for providing the photographs used throughout this document.





WINDSOR ESSEX  
**COMMUNITY SAFETY  
& WELL-BEING PLAN**

FUNDING PROVIDED BY





## **Windsor & Essex County Crime Stoppers**

Police Coordinator Report

October 1<sup>st</sup> – October 31<sup>st</sup>, 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 which airs every Tuesday morning and afternoon and the feature is also incorporated into to our Catchcrooks website.

October 7 - Tecumseh Distraction Jewelry Theft (OPP).

October 14 - Forest Glade Grandparent Scam (WPS).

October 21 - Windsor East End Commercial Building Arson (WPS).

October 28 - Westcott Road Stolen Vehicle and Recovery in Lakeshore (WPS & OPP).

### **Social Media**

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

**This statistical report is reflective of October 1<sup>st</sup> to October 31st, 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 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*



Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	166	153	144	156	119	145	145	143	158	251	0	0
Tip Follow-ups	117	89	125	248	93	66	96	173	115	98	0	0
Arrests	4	3	8	0	1	6	8	0	12	10	0	0
Cases Cleared	9	3	8	6	4	7	6	0	41	21	0	0
Charges Laid	18	13	32	17	5	13	16	0	11	4	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	8	0	11	0	0	0
Rewards Approved	\$1,750	\$1,000	\$2,950	\$800	\$900	\$1,200	\$2,000	\$0	\$1,600	\$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	\$3,000	\$0	\$0
Drugs Seized	\$412,850	\$9,000	\$51,481	\$0	\$0	\$249,300	\$12,820	\$0	\$0	\$15,000	\$0	\$0
Total Recovered	\$455,069	\$9,900	\$55,981	\$0	\$0	\$291,540	\$17,901	\$0	\$0	\$18,000	\$0	\$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	463	420	446	251	1,580	64,811
Tip Follow-ups	331	407	384	98	1,220	23,839
Calls Received	0	0	0	0	0	3,138
Arrests	15	7	20	10	52	7,236
Cases Cleared	20	17	47	21	105	10,601
Charges Laid	63	35	27	4	129	10,746
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	15	13	19	0	47	1,983
Rewards Approved	\$5,700	\$2,900	\$3,600	\$0	\$12,200	\$1,293,010
# of Rewards Paid	4	6	0	0	10	993
Rewards Paid	\$1,250	\$2,200	\$0	\$0	\$3,450	\$840,652
# of Weapons Recovered	2	3	1	0	6	567
# of Vehicles Recovered	0	0	0	0	0	38
Property Recovered	\$32,537	\$41,000	\$2,541	\$0	\$76,078	\$13,812,553
Cash Recovered	\$15,082	\$1,240	\$2,540	\$3,000	\$21,862	\$663,633
Drugs Seized	\$473,331	\$249,300	\$12,820	\$15,000	\$750,451	\$121,212,485
Total Recovered	\$520,950	\$291,540	\$17,901	\$18,000	\$848,391	\$135,688,671

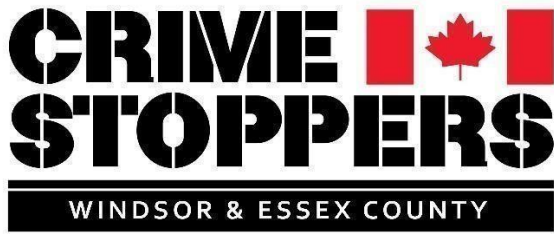
# Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2025/10/01 to 2025/10/31

Offense Type	Count
Animal Cruelty	1
Arson	3
Assault	3
Attempt Murder	1
Breach of Condition	4
Break and Enter	3
By Law	3
Child Abuse	1
COVID-19	0
Cybercrime	2
Disqualified Driving	0
Drugs	47
Elder Abuse	2
Fraud	4
Highway Traffic Act	11
Hit and Run / Fail to Remain	1
Homicide	24
Human Smuggling	0
Human Trafficking	3
Illegal Cigarettes	1

Immigration	0
Impaired Driver	5
Indecent Act	0
Liquor (sales to minors, sales without licence)	0
Mischief	6
Missing Person	8
Motor Vehicle Collision	1
Possession of Stolen Property	1
Prostitution/Morality	0
Repeat Impaired Driver	1
Robbery	25
Sexual Assault	0
Stolen Vehicle	6
Suspended Driver	2
Suspicious Activity	5
Terrorism	0
Test Tip	0
Theft	46
Threats	3
Warrant	12
Weapons	6
<i>Other</i>	14
Total	255





## **Windsor & Essex County Crime Stoppers** Police Coordinator Report November 1<sup>st</sup> – November 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 which airs every Tuesday morning and afternoon and the feature is also incorporated into to our Catchcrooks website.

November 3 - Crime Prevention Week (LPS, WPS and OPP).

November 10 – Surge in Grandparent scams (WPS and

OPP). November 17 – Walker Road Break and Enter (WPS).

November 24 – Shots Fired Bruce Avenue (WPS).

### **CTV Windsor**

Monthly Segment with CTV News Windsor aired on November 12<sup>th</sup> featuring preventative information and plea for tips pertaining to the surge of Grandparent scams in Windsor and Essex County. (WPS and OPP Investigations).

### **Social Media**

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

**This statistical report is reflective of November 1<sup>st</sup> to November 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 Rick Surette – Ontario Provincial Police.

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*POPULATION (COUNTY) – 126,314*

*POPULATION (LASALLE) – 33,180*

*POPULATION (AMHERSTBURG) – 22,036*

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	166	153	144	156	119	145	145	143	158	251	124	0
Tip Follow-ups	117	89	125	248	93	66	96	173	115	98	158	0
Arrests	4	3	8	0	1	6	8	0	12	10	5	0
Cases Cleared	9	3	8	6	4	7	6	0	41	21	12	0
Charges Laid	18	13	32	17	5	13	16	0	11	4	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	8	0	11	7	2	0
Rewards Approved	\$1,750	\$1,000	\$2,950	\$800	\$900	\$1,200	\$2,000	\$0	\$1,600	\$350	\$225	\$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	\$3,000	\$0
Drugs Seized	\$412,850	\$9,000	\$51,481	\$0	\$0	\$249,300	\$12,820	\$0	\$0	\$0	\$15,000	\$0
Total Recovered	\$455,069	\$9,900	\$55,981	\$0	\$0	\$291,540	\$17,901	\$0	\$0	\$0	\$18,000	\$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	463	420	446	375	1,704	64,935
Tip Follow-ups	331	407	384	256	1,378	23,997
Calls Received	0	0	0	0	0	3,138
Arrests	15	7	20	15	57	7,241
Cases Cleared	20	17	47	33	117	10,613
Charges Laid	63	35	27	4	129	10,746
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	15	13	19	9	56	1,992
Rewards Approved	\$5,700	\$2,900	\$3,600	\$575	\$12,775	\$1,293,585
# of Rewards Paid	4	6	0	0	10	993
Rewards Paid	\$1,250	\$2,200	\$0	\$0	\$3,450	\$840,652
# of Weapons Recovered	2	3	1	0	6	567
# of Vehicles Recovered	0	0	0	0	0	38
Property Recovered	\$32,537	\$41,000	\$2,541	\$0	\$76,078	\$13,812,553
Cash Recovered	\$15,082	\$1,240	\$2,540	\$3,000	\$21,862	\$663,633
Drugs Seized	\$473,331	\$249,300	\$12,820	\$15,000	\$750,451	\$121,212,485
Total Recovered	\$520,950	\$291,540	\$17,901	\$18,000	\$848,391	\$135,688,671

# Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2025/11/01 to 2025/12/01

Offense Type	Count
Animal Cruelty	0
Arson	2
Assault	3
Attempt Murder	0
Breach of Condition	2
Break and Enter	2
By Law	1
Child Abuse	2
COVID-19	0
Cybercrime	3
Disqualified Driving	1
Drugs	23
Elder Abuse	1
Fraud	12
Highway Traffic Act	3
Hit and Run / Fail to Remain	1
Homicide	2
Human Smuggling	2
Human Trafficking	1
Illegal Cigarettes	0
Immigration	0

Impaired Driver	2
Indecent Act	1
Liquor (sales to minors, sales without licence)	0
Mischief	0
Missing Person	3
Motor Vehicle Collision	1
Possession of Stolen Property	1
Prostitution/Morality	1
Repeat Impaired Driver	0
Robbery	2
Sexual Assault	2
Stolen Vehicle	2
Suspended Driver	2
Suspicious Activity	9
Terrorism	0
Test Tip	0
Theft	12
Threats	5
Warrant	3
Weapons	4
<i>Other</i>	19
<i>Unknown</i>	2
<b>Total</b>	<b>132</b>



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:** December 2, 2025

**Subject:** Monthly Statistics for Comparison – August, September, October 2024/2025

### **Background:**

Please find attached a comparative summary of the monthly statistics for the month(s) of August, September, October 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 – August, September, October 2024/2025



# LaSalle Police Service Monthly Statistics for Comparison



## Monthly Statistics for Comparison

The following table compares the data from August 2024 to August 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	August 2024	August 2025	Number Change
Total Police CAD Calls For Service	914	1623	709
Number of 911 Misdials	93	95	2
Number of MVAs	27	45	18
Total Number of RMS Occurrence Reports	207	236	29
Total Number of Charges Laid	125	185	60
Number of Criminal Charges	25	27	2
Number of Traffic Charges	100	158	58
Number of Traffic Warnings/Cautions	149	257	108
Total Number of Police Clearances Processed	229	182	-47

# LaSalle Police Service Monthly Statistics for Comparison



## Monthly Statistics for Comparison

The following table compares the data from September 2024 to September 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	September 2024	September 2025	Number Change
Total Police CAD Calls For Service	1014	1786	772
Number of 911 Misdials	55	68	13
Number of MVAs	56	41	-15
Total Number of RMS Occurrence Reports	226	283	57
Total Number of Charges Laid	148	234	86
Number of Criminal Charges	37	39	2
Number of Traffic Charges	111	195	84
Number of Traffic Warnings/Cautions	204	242	38
Total Number of Police Clearances Processed	123	202	79

# LaSalle Police Service Monthly Statistics for Comparison



## Monthly Statistics for Comparison

The following table compares the data from October 2024 to October 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	October 2024	October 2025	Number Change
Total Police CAD Calls For Service	796	1588	792
Number of 911 Misdials	53	83	30
Number of MVAs	40	40	0
Total Number of RMS Occurrence Reports	213	229	16
Total Number of Charges Laid	105	191	187
Number of Criminal Charges	46	22	-24
Number of Traffic Charges	59	169	110
Number of Traffic Warnings/Cautions	90	249	159
Total Number of Police Clearances Processed	165	206	41



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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:** December 3, 2025

**Subject:** Kingsville Fire Dispatch Statistics – September, October, November 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 September, October, November which are also provided to Kingsville Fire Service.

Total calls for the month of September 2024: 33

Total calls for the month of September 2025: 32

Total calls for the month of October 2024: 35

Total calls for the month of October 2025: 54

Total calls for the month of November 2024: 32

Total calls for the month of November 2025: 37

### Recommendation:

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

Respectfully submitted,

Michael Pearce  
Chief of Police  
LaSalle Police Service



# LASALLE POLICE SERVICES BOARD

## **Financial Statements** **September 2025**

# Operating Variance Report\*

As of September 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	17,706	5,094	77.7%	21,900	16,419	5,481	75.0%	21,935
10-5-336610-7080 EI-PSB	300	316	(16)	105.3%	300	309	(9)	103.0%	309
10-5-336610-7082 CPP-PSB	1,100	1,010	90	91.8%	1,000	947	53	94.7%	1,014
10-5-336610-7084 OMERS-PSB	2,400	1,875	525	78.1%	2,300	1,702	598	74.0%	2,276
10-5-336610-7086 EHT-PSB	400	348	52	87.0%	400	323	77	80.8%	462
10-5-336610-7088 WSIB-PSB	700	473	227	67.6%	600	486	114	81.0%	694
10-5-336610-7090 GROUP INSURANCE-PSB	1,600	1,143	457	71.4%	1,600	1,150	450	71.9%	1,534
10-5-336610-7092 GREEN SHIELD-PSB	2,100	1,640	460	78.1%	1,800	1,486	314	82.6%	2,100
<b>Total Wages &amp; Benefits</b>	<b>31,400</b>	<b>24,511</b>	<b>6,889</b>	<b>78.1%</b>	<b>29,900</b>	<b>22,822</b>	<b>7,078</b>	<b>76.3%</b>	<b>30,324</b>
Administrative Expenses									
10-5-336640-7100 OFFICE SUPPLIES-PSB	500	3	497	0.6%	500	61	439	12.2%	124
10-5-336640-7114 MEETINGS/SPEC EXP-PSB	1,500	1,420	80	94.7%	500	30,877	(30,377)	6,175.4%	46,656
10-5-336640-7116 REMUNERATION-PSB	18,800	8,929	9,871	47.5%	18,600	9,363	9,237	50.3%	13,713
10-5-336640-7150 TELEPHONE-PSB	500	0	500	0.0%	500	0	500	0.0%	0
<b>Total Administrative Expenses</b>	<b>21,300</b>	<b>10,352</b>	<b>10,948</b>	<b>48.6%</b>	<b>20,100</b>	<b>40,301</b>	<b>(20,201)</b>	<b>200.5%</b>	<b>60,493</b>
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
<b>Total Personnel Expenses</b>	<b>12,300</b>	<b>2,011</b>	<b>10,289</b>	<b>16.3%</b>	<b>8,000</b>	<b>5,723</b>	<b>2,277</b>	<b>71.5%</b>	<b>11,957</b>
Program Services									
10-5-336680-7200 LEGAL FEES-PSB	1,000	0	1,000	0.0%	1,000	10,268	(9,268)	1,026.8%	11,573
10-5-336680-8999 MISC EXPENSE-PSB	0	0	0	0.0%	0	0	0	0.0%	73
<b>Total Program Services</b>	<b>1,000</b>	<b>0</b>	<b>1,000</b>	<b>0.0%</b>	<b>1,000</b>	<b>10,268</b>	<b>(9,268)</b>	<b>1,026.8%</b>	<b>11,646</b>
<b>Total Expenses</b>	<b>66,000</b>	<b>36,874</b>	<b>29,126</b>	<b>55.9%</b>	<b>59,000</b>	<b>79,114</b>	<b>(20,114)</b>	<b>134.1%</b>	<b>114,420</b>
<b>Total Police Services Board</b>	<b>66,000</b>	<b>36,874</b>	<b>29,126</b>	<b>55.9%</b>	<b>59,000</b>	<b>79,114</b>	<b>(20,114)</b>	<b>134.1%</b>	<b>114,420</b>
<b>Total Police Services Board</b>	<b>66,000</b>	<b>36,874</b>	<b>29,126</b>	<b>55.9%</b>	<b>59,000</b>	<b>79,114</b>	<b>(20,114)</b>	<b>134.1%</b>	<b>114,420</b>



# LASALLE POLICE SERVICES BOARD

## **Financial Statements** **October 2025**



# Operating Variance Report\*

As of October 31, 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	19,977	2,823	87.6%	21,900	18,540	3,360	84.7%	21,935
10-5-336610-7080 EI-PSB	300	316	(16)	105.3%	300	309	(9)	103.0%	309
10-5-336610-7082 CPP-PSB	1,100	1,101	(1)	100.1%	1,000	1,014	(14)	101.4%	1,014
10-5-336610-7084 OMERS-PSB	2,400	2,115	285	88.1%	2,300	1,923	377	83.6%	2,276
10-5-336610-7086 EHT-PSB	400	393	7	98.3%	400	365	35	91.3%	462
10-5-336610-7088 WSIB-PSB	700	534	166	76.3%	600	548	52	91.3%	694
10-5-336610-7090 GROUP INSURANCE-PSB	1,600	1,340	260	83.8%	1,600	1,280	320	80.0%	1,534
10-5-336610-7092 GREEN SHIELD-PSB	2,100	1,822	278	86.8%	1,800	1,651	149	91.7%	2,100
<b>Total Wages &amp; Benefits</b>	<b>31,400</b>	<b>27,598</b>	<b>3,802</b>	<b>87.9%</b>	<b>29,900</b>	<b>25,630</b>	<b>4,270</b>	<b>85.7%</b>	<b>30,324</b>
Administrative Expenses									
10-5-336640-7100 OFFICE SUPPLIES-PSB	500	3	497	0.6%	500	61	439	12.2%	124
10-5-336640-7114 MEETINGS/SPEC EXP-PSB	1,500	1,420	80	94.7%	500	44,586	(44,086)	8,917.2%	46,656
10-5-336640-7116 REMUNERATION-PSB	18,800	8,929	9,871	47.5%	18,600	9,588	9,012	51.5%	13,713
10-5-336640-7150 TELEPHONE-PSB	500	0	500	0.0%	500	0	500	0.0%	0
<b>Total Administrative Expenses</b>	<b>21,300</b>	<b>10,352</b>	<b>10,948</b>	<b>48.6%</b>	<b>20,100</b>	<b>54,235</b>	<b>(34,135)</b>	<b>269.8%</b>	<b>60,493</b>
Personnel Expenses									
10-5-336650-7132 CONF/SEMINAR-PSB	8,600	2,011	6,589	23.4%	4,800	2,923	1,877	60.9%	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
<b>Total Personnel Expenses</b>	<b>12,300</b>	<b>2,011</b>	<b>10,289</b>	<b>16.3%</b>	<b>8,000</b>	<b>6,434</b>	<b>1,566</b>	<b>80.4%</b>	<b>11,957</b>
Program Services									
10-5-336680-7200 LEGAL FEES-PSB	1,000	0	1,000	0.0%	1,000	11,573	(10,573)	1,157.3%	11,573
10-5-336680-8999 MISC EXPENSE-PSB	0	0	0	0.0%	0	73	(73)	0.0%	73
<b>Total Program Services</b>	<b>1,000</b>	<b>0</b>	<b>1,000</b>	<b>0.0%</b>	<b>1,000</b>	<b>11,646</b>	<b>(10,646)</b>	<b>1,164.6%</b>	<b>11,646</b>
<b>Total Expenses</b>	<b>66,000</b>	<b>39,961</b>	<b>26,039</b>	<b>60.5%</b>	<b>59,000</b>	<b>97,945</b>	<b>(38,945)</b>	<b>166.0%</b>	<b>114,420</b>
<b>Total Police Services Board</b>	<b>66,000</b>	<b>39,961</b>	<b>26,039</b>	<b>60.5%</b>	<b>59,000</b>	<b>97,945</b>	<b>(38,945)</b>	<b>166.0%</b>	<b>114,420</b>
<b>Total Police Services Board</b>	<b>66,000</b>	<b>39,961</b>	<b>26,039</b>	<b>60.5%</b>	<b>59,000</b>	<b>97,945</b>	<b>(38,945)</b>	<b>166.0%</b>	<b>114,420</b>

**MEMORANDUM TO:** All Chiefs of Police and  
Commissioner Thomas Carrique

**FROM:** Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** **Proposed Amendments to the *Police Record Checks Reform Act, 2015* through the *Keeping Criminals Behind Bars Act, 2025***

<b>DATE OF ISSUE:</b>	<b>December 4, 2025</b>
<b>CLASSIFICATION:</b>	<b>For Action</b>
<b>RETENTION:</b>	<b>December 29, 2025</b>
<b>INDEX NO.:</b>	<b>25-0073</b>
<b>PRIORITY:</b>	<b>Normal</b>

At the request of the Ministry of the Solicitor General's (SOLGEN) Strategic Policy Division (SPD), I am sharing the attached communication regarding proposed amendments to the *Police Record Checks Reform Act, 2015* (PRCRA) as part of [Bill 75: Keeping Criminals Behind Bars Act, 2025](#).

The proposed changes to the PRCRA have been posted on the Ontario Regulatory Registry and can be accessed at: [Keeping Criminals Behind Bars Act, 2025 - Proposed Legislative Amendments to the Police Record Checks Reform Act, 2015 \(PRCRA\) | regulatoryregistry.gov.on.ca](#). Police services and police boards may provide feedback directly through the posting, which will remain open until December 29, 2025.

For further information on the proposed amendments, please review the attached memo from Melissa Kittmer, Assistant Deputy Minister, SPD, SOLGEN. If you have any questions or would like to discuss the proposed changes, please contact Molly McCarron, Director, Community Safety and Animal Welfare Policy Branch, SPD, SOLGEN at [molly.mccarron@ontario.ca](mailto:molly.mccarron@ontario.ca).

This memorandum is intended to be shared with Chiefs of Police, the OPP Commissioner, and police service boards. Please ensure that this memorandum and its attachment are shared with your respective police service board.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken Weatherill', written in a cursive style.

Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety

**MEMORANDUM TO:** Kenneth Weatherill  
Assistant Deputy Minister  
Public Safety Division

**FROM:** Melissa Kittmer  
Assistant Deputy Minister  
Strategic Policy Division

**SUBJECT:** **Proposed Amendments to the *Police Record Checks Reform Act, 2015* (PRCRA) through the *Keeping Criminals Behind Bars Act, 2025***

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The Ministry of the Solicitor General is proposing amendments to the *Police Record Checks Reform Act, 2015* (PRCRA) as part of [Bill 75: Keeping Criminals Behind Bars Act, 2025](#).

If approved, the proposed amendments would:

- Add a new regulation-making authority to allow the Solicitor General to set service standards, through regulation, to improve the predictability of police record checks.
- Update the Authorized Disclosure Schedule in the PRCRA to clarify that the five-year disclosure period applies exclusively to convictions of an offence that may only be prosecuted by way of summary conviction proceedings (i.e., does not apply to hybrid offences that have been prosecuted summarily).
- Repeal paragraph 8 of subsection 2 (2) of the PRCRA, which is duplicative of a provision added under Ontario Regulation 347/18: Exemptions that came into force on January 1, 2025.

I am requesting your assistance to notify the policing community that the proposed changes to the PRCRA have been posted on the Ontario Regulatory Registry website.

Further details on the proposed amendments can be accessed at:  
<https://www.regulatoryregistry.gov.on.ca/proposal/52613>.

Police services and police service boards may provide feedback directly via the posting. The comment due date is December 29, 2025.

If you have any questions or would like to discuss the proposed changes, please contact:

Molly McCarron, Director  
Community Safety and Animal Welfare Policy Branch  
Strategic Policy Division  
Ministry of the Solicitor General  
[molly.mccarron@ontario.ca](mailto:molly.mccarron@ontario.ca)

Thank you for your attention to this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Melissa Kittmer', with a long horizontal line extending to the right.

Melissa Kittmer  
Assistant Deputy Minister  
Strategic Policy Division

## LaSalle Police Services Board

### By-law Number 2025-01

A By-law to impose fees and charges for services or activities provided by the Town of LaSalle Police Service, on behalf of the Town of LaSalle Police Services Board.

**Whereas** Section 391(1.1) of the *Municipal Act*, 2001, S.O. 2001, c. 25, as amended, authorizes a local board to impose fees or charges on persons for services or activities provided or done by or on behalf of it; for costs payable by it for services or activities provided or done by or on behalf of any municipality or other local board; and, for the use of its property including property under its control.

**And whereas** the Town of LaSalle Police Service receives requests for the preparation and sale of various reports, or parts thereof, relating to the criminal and accident investigations conducted by the police service;

**And whereas** the Town of LaSalle Police Service receives requests for the services of police personnel and equipment to private functions and events;

**And whereas** the Town of LaSalle Police Services Board deems it expedient to establish and maintain a list of services, activities and the use of property subject to fees or charges and the amount of each fee or charge;

**Now therefore the Town of LaSalle Police Services Board hereby enacts as follows:**

**1. In this By-law:**

**“Administrative Fee”** – the daily flat rate cost for arranging and approving the requisite manpower and equipment for the event.

**“Officer Rate”** — The hourly wage payable directly to the Officers assigned to the event as arranged through the LaSalle Police Association.

**“Vehicle/ Equipment Use”** —The hourly rate for use of each vehicle and/ or piece of equipment necessary for the event.

**“Collision Reconstruction Report”** means the documentation completed by a collision reconstructionist, including the Officer(s) time spent on the investigation, preparation of the report and any related recordings.

**“Digital - Audio, Photographs or Video”** means the electronic recordings related to investigations.

**“File Destruction”** means the destruction of a file in accordance with relevant legislation and/or an order of the court.

**“Freedom of Information”** or **“FOI”** means all requests and/or applications made under the *Municipal Freedom of Information and Protection of Privacy Act*, R.S.O. 1990, c.M.56 (MFIPPA). All applicable fees associated with FOI requests and/or applications that are provided in the legislation.

**“LaSalle Police Service”** or **“Service”** means the municipal police service for the Corporation of the Town of LaSalle.

**“Motor Vehicle Collision Report”** means the official Ministry of Transportation report required for all reportable collisions. This report is completed electronically and may be printed or downloaded.



**“Occurrence Report”** means a general occurrence report including any supplementary reports directly related to the initial substantive investigation. All reports are subject to review and vetting to remove any third party or other personal information in accordance with the provisions of MFIPPA.

**“Police Clearance”** means the Service issued document that indicates whether or not a person has a criminal record, outstanding criminal charges and/or other police contact that may be disclosed in accordance with the provisions of the *Police Records Check Reform Act, 2015*, S.O. 2015, c. 30 (PRCRA Ontario). The document is normally requested by a potential employer, school or volunteer agency to assist with assessing a person's suitability.

**“Employment”** —The document is necessary for employment purposes.

**“Student”** —The document is necessary for school purposes.

**“Volunteer”** —The document is necessary for volunteer purposes.

**“Vulnerable Sector Check”** or **“VSC”**— A more in-depth check required for employment, school or volunteer purposes. When a vulnerable sector check is required, the application should be accompanied by a letter from the potential employer, school or volunteer agency.

**“Exempted (Broad) Record Check”** or **“BRC”** – a more extensive background assessment for those working closely with children/youth. A BRC is in addition to a VSC or a Criminal Record and Judicial Matters Check (CRJMC).

**“Expedited”** — An additional fee associated with processing the police clearance within two business days.

**“Fingerprints”** — An additional fee charged for applications that require the taking and processing of fingerprints for a vulnerable sector and/or adoption process.

**“Additional Copy”** —The cost of having an additional copy printed and supplied.

**“Record Suspension (Pardon)”** means the time and effort necessary to assist with the completion of the record suspension form (formerly pardon application).

**“Special Events/Pay Duty”** means the additional fees associated contracting members of the Service outside of their regular duties and responsibilities. Examples include providing traffic control for the movement of large objects or highway projects and/or providing private security for special events. Details of the event must be provided in advance for review and approval.

**“Statistical Research”** — Subject to MFIPPA provisions, the hourly rate to review data and/or prepare documentation.

**“Witness Statement”** refers of the written, typed or otherwise recorded statement of a civilian and/or police witness including Officers notes.

2. **That** the administrative fees and charges as outlined in Schedule A attached hereto and forming part of By-law 2025-01 shall be adopted and prescribed as the LaSalle Police Service fees and charges.

3. **That** the LaSalle Police Service fees and charges shall be made payable to the LaSalle Police Service in Canadian currency and will be subject to applicable taxes, including but not limited to, Harmonized Sales Tax (HST).
4. **That** the fees and charges are due and payable prior to the preparation and sale of any report or any part thereof.
5. **That** the fees and charges shall be collected in cash, debit transaction, certified cheque, or by money order, at the discretion of the LaSalle Police Service. Online Police Clearances will require payment by Interact Online, Visa, Mastercard, Amex or Discover card.
6. **That** this By-law shall come into full force and effect on the final passing thereof.

**Read** a first, second and third time, and finally passed this 15<sup>th</sup> day of December 2025.

1st Reading – December 15, 2025

2nd Reading – December 15, 2025

3rd Reading – December 15, 2025

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Board Chair

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Board Secretary

**Schedule A**

## LaSalle Police Service

## Fees and Charges

Fee Description	2025 Fee	2026 Fee	Change	Unit of Measurement
Police Clearance – Employment	\$55	\$55	-	Includes online fee & HST
Police Clearance – Volunteer	\$25	\$25	-	Includes online fee & HST
Police Clearance – Student	\$25	\$25	-	Includes online fee & HST
Police Clearance – Exempted (Broad)	-	\$90	\$90	Includes online fee & HST
Police Clearance – Expedited	\$55	\$55	-	In addition to police clearance fee
Police Clearance – Fingerprints	\$50	\$50	-	In addition to police clearance fee
Police Clearance – Additional Copy	\$10	\$10	-	Per copy
Digital Audio Recording	\$10	\$10	-	Per CD plus \$5.00 per audio recording
Digital Photographs	\$10	\$10	-	Per CD plus \$5.00 per digital photograph
Digital Video Recording	\$110	\$110	-	Per DVD
Electronic Motor Vehicle Collision Report	\$50	\$50	-	CD, printed or emailed
Collision Reconstruction Report	\$50	\$50	-	Per hour plus costs
Occurrence Report	\$50	\$50	-	CD, printed or emailed

**Schedule A**LaSalle Police Service  
Fees and Charges

Fee Description	2025 Fee	2026 Fee	Change	Unit of Measurement
Witness Statement	\$50	\$50	-	CD, printed or emailed
File Destruction – Fingerprints	\$0	\$0	-	
File Destruction – Photographs	\$0	\$0	-	
File Destruction – File	\$50	\$50	-	
Record Suspension (Pardon)	\$55	\$55	-	
Special Events/Pay Duty – Administrative Fee	\$100	\$100	-	Daily rate
Special Events/Pay Duty – Vehicle Use	\$50	\$50	-	Per vehicle per hour
Special Events/Pay Duty – Officer Rate	\$	\$	-	LaSalle Police Association hourly rate
Statistical Research – Hourly Rate	\$50	\$50	-	Per hour plus costs
Statistical Research – Documentation	\$50	\$50	-	Per report – CD, printed or emailed
Freedom of Information Requests	\$	\$	-	See FOI legislation fee schedule