



LaSalle Police Service



Dedicated To Serve

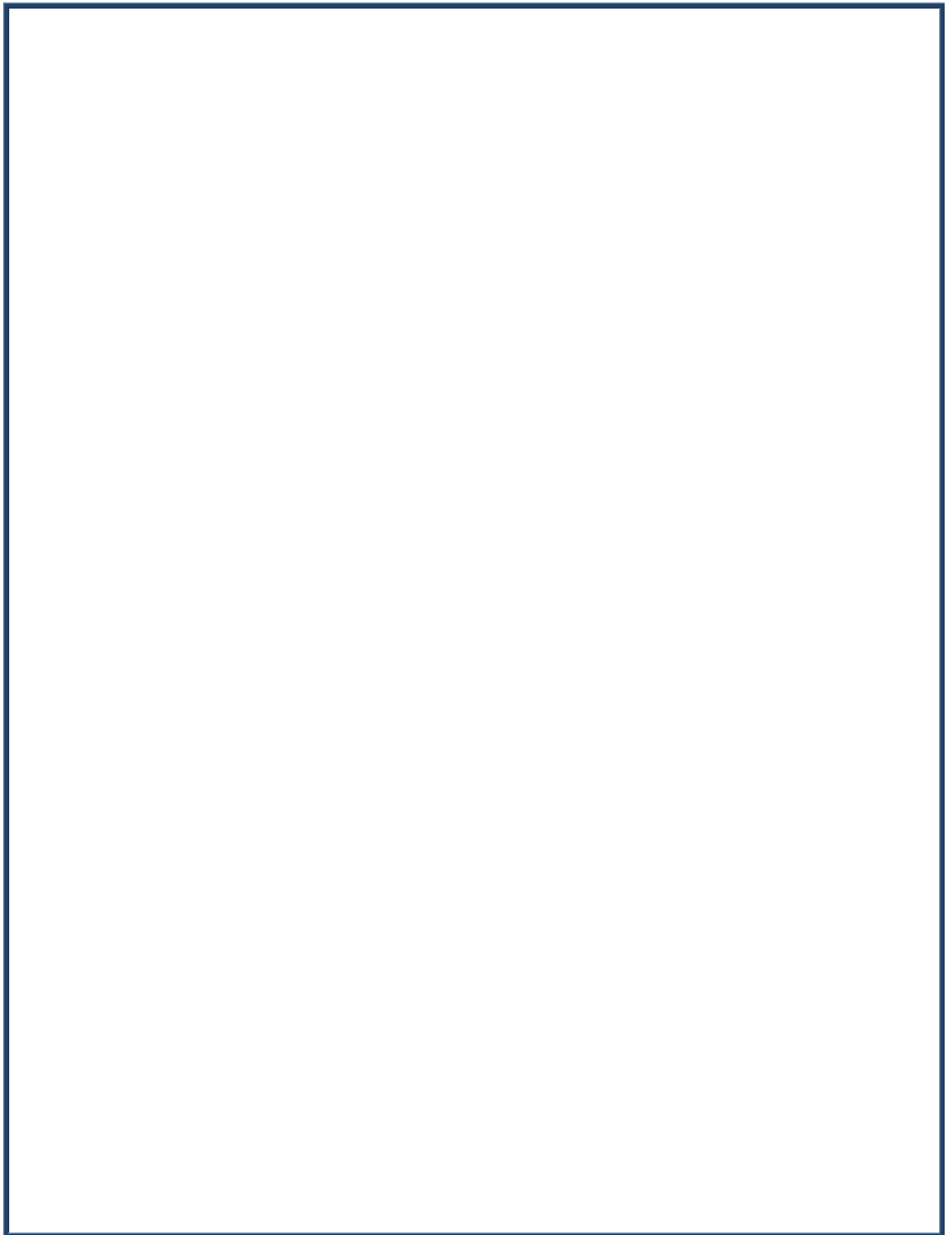




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Message from the Board Chair



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



Dear members of the LaSalle community,

On behalf of the LaSalle Police Services Board, it is my privilege to present the 2023 annual report of the LaSalle Police Service. As Chair of the Board, I am pleased to highlight the significant achievements and continued dedication of our police service in serving our community.

The past year has been marked by various challenges, yet our officers have remained steadfast in their commitment to ensuring the safety and well-being of all residents. The LaSalle Police Service has maintained its high standards of service and professionalism.

In 2023, our officers have placed a strong emphasis on enhancing traffic safety measures throughout LaSalle. Through strategic enforcement operations, educational initiatives, and collaborative efforts with local stakeholders, we have diligently worked to improve road safety and reduce incidents on our streets.

Community engagement remains a cornerstone of our policing philosophy, and throughout the year, our officers have actively participated in community events, school programs, and charitable activities. These interactions have strengthened trust and fostered positive relationships with residents across LaSalle.

I extend my heartfelt gratitude to our dedicated officers, support staff, and volunteers for their commitment and exceptional service. Their efforts have contributed immensely to the safety and security of our community. I also extend my thanks to the residents of LaSalle for their continued support and cooperation, which are instrumental in our collective efforts to maintain a safe environment.

As we look ahead, I am confident that with the ongoing dedication of our personnel and support of our community, the LaSalle Police Service will continue to uphold its reputation as a leader in policing excellence.

LaSalle Police Services Board Members



Michael AKPATA
Deputy Mayor & Vice Chair
Jan 2023 – November 2023



Daniel ALLEN
Member
Aug 2019 – Present



Morris BRAUSE
Member
Jan 2023 – Present



Marie CAMPAGNA
Member
Jan 2023 – Present



Message from the Chief

On behalf of all members of the LaSalle Police Service, it is my honour to share with you our 2023 Annual Report.

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

Our Service continues to closely monitor both our proactive activities and reactive calls for service to ensure we maintain the highest level of professional service to our community. Trends indicate an increase in the number of calls for service and point toward a return to post-pandemic levels. A return to face-to-face interaction combined with high population growth are, in part, contributing factors to this trend. Data driven analytics help identify areas of concern so that appropriate action plans can be developed, and the necessary resources deployed to address them.

I would like to acknowledge and thank members of the LaSalle Police Services Board for sharing our common vision and supporting proposals relating to efficient and effective human resources, equipment and service delivery strategies.

Every member of the LaSalle Police Service, including our Board, Senior Leadership Team, Community Patrol Officers, Detectives, Special Services Officers, Communicators and Administrative Support Staff, remain united in our collective mission to partner with our community with the ultimate goal of ensuring the safety and security of all.

I am proud to be counted in the ranks amongst such a talented group of dedicated team members committed to service above self because together everyone achieves more.

Duncan DAVIES
Chief of Police
January 2021 –
September 2024





Annual Reporting

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

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

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

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

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





Statement of Purpose & Direction

Our Mission

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



Our Goals & Objectives

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



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

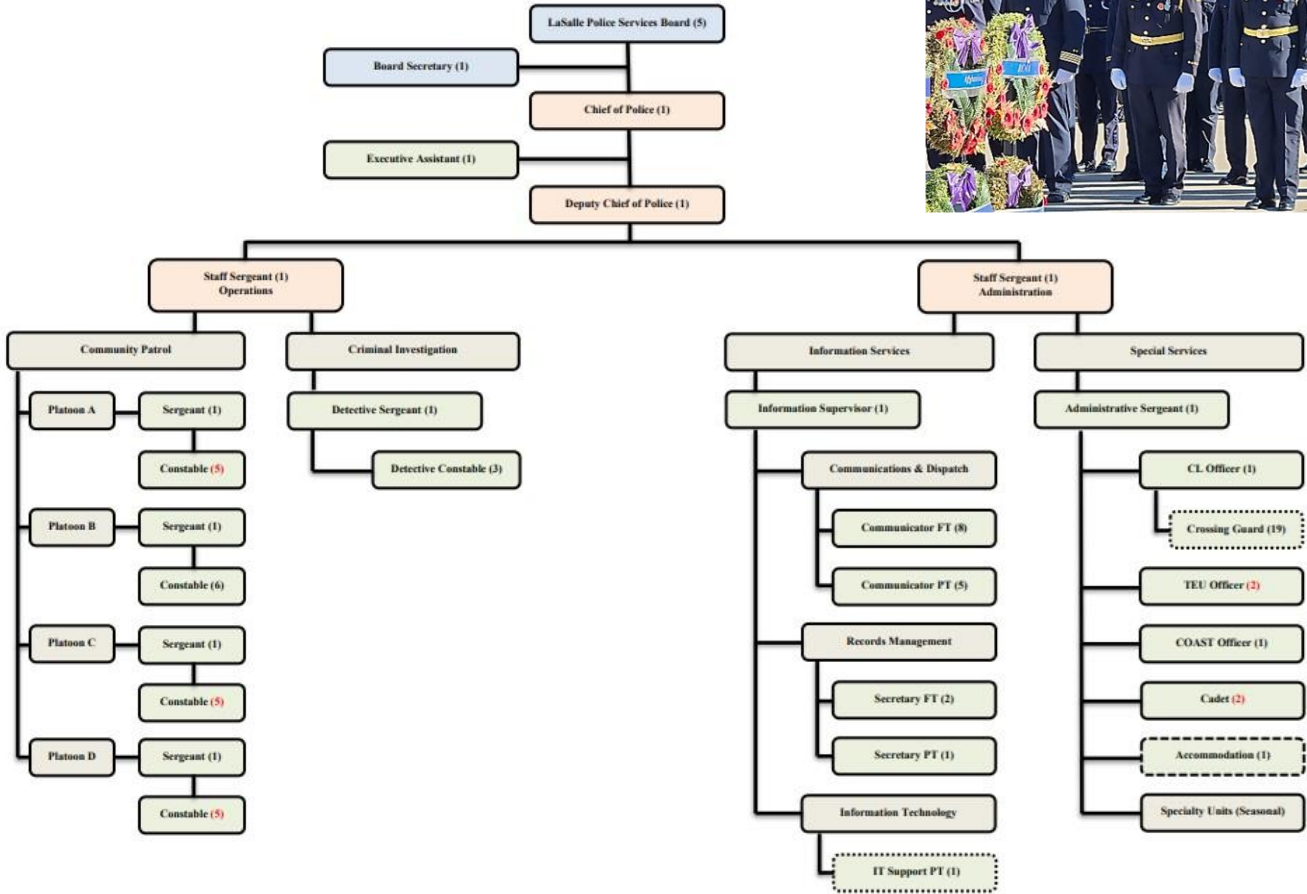


Dedicated To Serve



Organizational Structure

LaSalle Police Service
2023 Organizational Chart





Service Membership

Senior Leadership Members

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

Community Patrol Division

Sergeant Mauro TONIN
Sergeant Gerald BRUN
Sergeant James NESTOR
Sergeant Nicholas GOY
Senior Constable Brad THORNTON
Senior Constable Harbinder GILL
Senior Constable Erena PESIN
Senior Constable Kristen RUGGABER
Senior Constable Adam STIBBARD
Senior Constable James ROOS
Senior Constable Christopher WILLIAMS
Senior Constable Steve KIRINCIC
Constable Jimmi HANNA
Constable Alison HUNTER

Criminal Investigation Division

Detective Sergeant Al Gibson
Detective Constable Marc WILLIAMS
Detective Constable Corrine BRUN

Communications & Dispatch

Communications Supervisor David PETTYPIECE
Senior Communicator Patricia FREITAS
Senior Communicator Victoria ALFINI
Senior Communicator Natalie MALANDRUCCOLO
Senior Communicator Kathryn LANGLEY
Senior Communicator Teresa PARE
Communicator Jessica DAY
Communicator Lisa HOMENICK
Communicator Marjon SALONEN
Communicator Sarah CARR
Communicator Sarah SIMARD
Communicator Joselina STEWART
Communicator Samantha HOLLAND



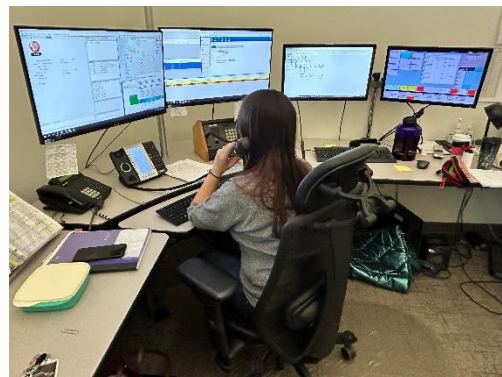
Senior Constable Kimberly RATHBONE
Constable Tyler PRATT
Constable Kamae CARTER
Constable Sean BEAR
Constable Kristy ASSEF
Constable Alaina ATKINS
Constable Olivia DUCHARME
Constable Jaideep RANDHAWA
Constable Oliver JIBRAIL
Constable Matthew KOSNIK
Constable Alex PAVIA
Constable Eamon GORMAN
Constable Jack BARTLETT
Constable Jamie ADJETEY-NELSON
Cadet Todd SMILEY

Special Services Division

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

Administrative Support Staff

Senior Secretary Marlene YEARLEY
Senior Secretary Rachele WENGRZYNSKI
Secretary Tammy FOWKES



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A warm welcome to the following new members who joined our Service in 2023: □□

- * Sarah SIMARD, PPT Dispatcher February 6th, 2023
- * Tammy FOWKES, PPT Secretary February 6th, 2023
- * Brady WHITE, Constable-In-Training August 28th, 2023
- * Joselina STEWART, PPT Dispatcher August 28th, 2023
- * Samantha HOLLAND, PPT Dispatcher August 28th, 2023
- * Jamie ADJETEY-NELSON, Constable October 2nd, 2023
- * Todd SMILEY, Constable-In Training December 5th, 2023



Best wishes to the following members who left our Service in 2023:

- * Matthew SWINDAIL, PPT Dispatcher May 2nd, 2023
- * Tara MANHERZ, Sr. Constable May 6th, 2023
- * Michelle DUPUIS, PPT Dispatcher August 1st, 2023



Member Designations

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

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



Some of the various positions, roles and tasks include:

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



Service Sections & Divisions

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

Senior Leadership

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

Operations

- * Community Patrol Division
- * Criminal Investigation Division

Administration

- * Information Services Division
- * Special Services Division

Senior Leadership

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

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



In 2023, our Senior Leadership Team continued to deliver highly effective and cost-efficient policing services to the Town of LaSalle.





Service Sections & Divisions

Operations

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

Community Patrol Division

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

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

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



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

In 2023, our Community Patrol Officers continued to fulfill the mission, goals and objectives of the Service in a professional, ethical and responsible manner.

Criminal Investigation Division

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

In 2023, CID consisted of one full-time Detective Sergeant and two full-time Detective Constables. All Officers assigned to CID have demonstrated the required knowledge, skills and abilities and received specialized training to fulfill the duties of the role.





Service Sections & Divisions

Administration

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

Information Services Division

The Information Services Division is comprised of:

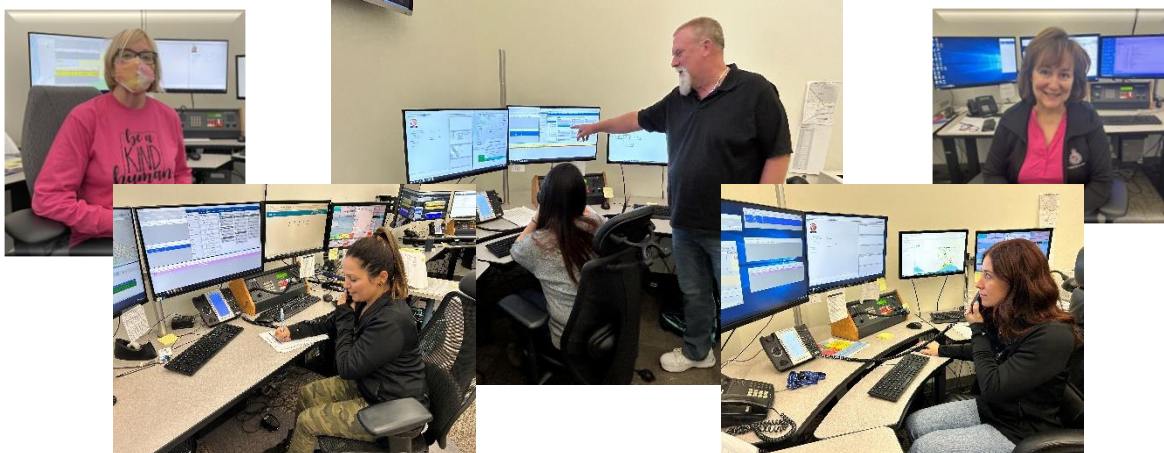
- Communications & Dispatch
- Records Management
- Administrative Support
- Information Technology

Communications & Dispatch

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

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

In 2023, the Centre logged 9,721 calls for service and police related activities for the LaSalle Police Service including a total of 4,353 emergency 911 calls.



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Service Sections & Divisions

Administration

Information Services Division - Continued

Records Management

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

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



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

Administrative Support

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

Information Technology

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

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

In 2023, IT support was provided to the Service by an outside contractor. The IT contractor provides regular status reports regarding ongoing IT projects and maintenance.



Service Sections & Divisions

Administration

Special Services Division

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

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

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



Community Liaison Officer (CLO)

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

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

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



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

In 2023, Senior Constable Terry Seguin continued to represent the Service in the full-time role of CLO.





Service Sections & Divisions

Administration

Special Services Division - Continued

Traffic Enforcement Unit (TEU)

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

In 2023, full time Traffic Enforcement Unit (TEU) Coordinator – Senior Constable Justin PARE managed all day-to-day activities relating to traffic management, enforcement and road safety. The TEU Coordinator continues to be active on local roadways enforcing traffic laws as well as organizing and implementing unique operational plans targeting specific and chronic traffic complaints and infractions.

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



Community Outreach & Support Team (COAST)

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

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



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





Service Sections & Divisions

Administration

Special Services Division - Continued

Specialty Units

All-Terrain Vehicle (ATV) Unit

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

In 2023, the ATV Unit consisted of 19 Officers responsible for conducting patrols of area parks and trails as well as engaging in problem oriented policing initiatives and local special events.



Bicycle Unit

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

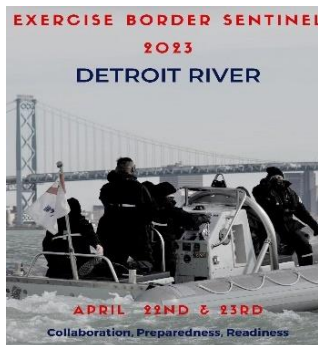
In 2023, the Bicycle Unit consisted of 19 Officers responsible for conducting community patrols of area neighbourhoods, business districts, parks and trails as well as engaging in problem oriented policing initiatives and local special events.



Marine Unit

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

In 2023, the Marine Unit consisted of 14 Officers responsible for marine patrol and enforcement on the Detroit River.





Quality Assurance

Community Satisfaction



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

In late 2023, the Service launched an independent online Community Satisfaction Survey to gather honest feedback from the public on the quality of services provided by our members.

The survey was conducted between November 2nd, 2023 and December 31st, 2023. During that time, 374 surveys were completed with feedback providing guidance in resource allocation. Most of the respondents indicated a favorable perception of our Service and with the safety and security of our community.

The following are just a few of the many comments expressed in the feedback regarding our members and their daily interaction with the community:

“Our officers do a wonderful job at keeping our town safe. They respond immediately to calls. They are genuinely kind and have the best interest of our community”

“Keep up the great work”

“I have nothing but praise for the men and women of the LaSalle Police Service”

“They were kind and compassionate”

“Our police service is amazing”

“The response time was super fast and the follow up was amazing”

“Keep up the great work you do...simply the best!!”

“Very calm and patient”

“Keep up the great job at protecting our wonderful and growing community”

“I think we have the best police force around”

“Great public service and representation”

“Awesome job”

“Thank you for everything you do”

“The officers are always there for your when you need them”

“The absolute best police service in Canada in my opinion”

“Excellent service”

“It is an absolute privilege to have such a professional and empathetic police organization protecting our community”

Public Complaints



In 2023, 43 Officers and 17 Civilian members of the LaSalle Police Service interacted with the public on 9,721 occasions responding to calls for service and initiating proactive police activities. As a result:

- ✓ No public complaints were received about the policies or services provided by the Service.
- ✓ Four public complaints were received about Officer conduct. All complaints were investigated with two concluded as unfounded and two resolved informally.



Crime Analysis & Statistics

Central Communications Centre

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



LPS Dispatch History 2020 – 2023 Complaint Types						
Item	2020	2021	2022	2023	# Chg	% Chg
All Complaint Types	19,776	11,025	8,996	9,721	+725	+8.06%
➤ Reactive Calls for Service Only	6,482	6,798	6,422	6,776	+354	+5.51%
➤ Alarms	258	260	323	334	+11	+3.41%
➤ Driving Complaints	509	512	470	444	-26	-5.53%
➤ 911 Calls	2,481	2,647	2,779	4,353	+1,574	+56.64%
➤ 911 Misdials	909	1,256	705	983	+278	+39.43%

Reportable Occurrences

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

LPS RMS 2020 – 2023 Reportable Occurrences						
Item	2020	2021	2022	2023	# Chg	% Chg
Total RMS Occurrence Reports	2,621	2,399	2,320	2,332	+12	+0.52%
CCJCSS Violent Occurrences	40	83	136	119	-17	-12.50%
CCJCSS Property Occurrences	404	443	445	532	+87	+19.55%
CCJCSS Other Occurrences	134	59	127	92	-31	-24.41%
CCJCSS Federal Statutes	6	14	0	1	+1	+100%
CCJCSS Traffic	21	23	31	26	-5	-16.13%
Total Young Persons in Crime	26	20	54	48	-6	-11%
➤ Total Youths Charged	1	3	8	10	2	25%
➤ Total Youths Cautioned	25	17	46	38	-8	-17.5%
➤ Violent Youths Charged	1	2	4	5	1	25%
➤ Violent Youths Cautioned	10	9	26	10	-16	-61.6%
Total CCJCSS Reportable Criminal Occurrences	605	622	739	770	+31	+4.19%
Total Criminal Charges Laid	268	290	335	350	+15	+4.48%
Crime Severity Index (CSI) Rating	19.15	20.70	30.20	25.5	-4.7	-15.56%
Crime Severity Index (CSI) Ranking	3/325	4/326	24/330	N/A	N/A	N/A
Weighted Clearance Rate	33.7%	41.2%	47.8%	28.3%	-	-19.5%
Victim Services Referrals	57	28	17	23	6	35.29



Crime Analysis & Statistics

Traffic Management & Road Safety

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



LPS RMS 2020 – 2023 Traffic Management & Road Safety						
Item	2020	2021	2022	2023	# Chg	% Chg
Total Motor Vehicle Accidents	287	242	336	358	+22	+6.55%
➤ Fatal	0	0	1	1	0	0%
➤ Injury	37	21	36	37	+1	+2.78%
➤ Property Damage > \$2,000	125	104	179	202	+23	+12.85%
➤ Non Reportable < \$2,000	82	68	80	78	-2	-2.50%
➤ Fail To Remain	43	49	40	40	0	0%
Impaired Occurrences	10	11	21	18	-3	-14.29%
ASD Roadside Suspensions	41	31	23	19	-4	-17.39%
Other Traffic Reports	267	163	152	167	+15	+9.87%
Total Traffic Related Reports	605	416	509	525	+16	+3.14%
Total Traffic Charges	1,509	612	1,214	1,209	-5	-0.41%
Total Traffic Warnings	2,625	970	1,735	1,640	-95	-5.48%

Annual Comparison

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

LPS RMS 2020 – 2023 Occurrence Report Annual Comparison						
Item	2020	2021	2022	2023	# Chg	% Chg
Violence	373	378	469	451	-18	-3.84%
Property	406	443	445	534	+89	+20.00%
Lawless Public Behaviour	457	449	390	333	-57	-14.62%
Traffic	431	439	509	525	+16	+3.14%
Other	954	566	359	311	-48	-13.37%

Overall Crime Trends – Six Year Average

Over the six-year period between 2018 and 2023, the following trends were averaged and compared:

LPS RMS Overall Crime Trends – Six Year Average				
Item	2023	Six Year Average	# Diff	% Diff
Violence	451	436.2	+14.8	+3.39%
Property	534	482.3	+51.7	+10.72%
Lawless Public Behaviour	333	406.8	-73.8	-18.14%
Traffic	525	494.2	+30.8	+6.23%



Strategic Business Plan

Through 2023, the Strategic Business Planning Committee continued their work on a new Strategic Business Plan for the Service. New performance objectives and indicators for thirteen core policing areas have been developed for the next three years to ensure the Service continues to meet the Town's policing needs and expectations.

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



2022 – 2024 Strategic Business Plan Objectives, Measurements & Results

1. Crime Prevention

Crime Prevention			
Item	Objective	Measurement	Result
1.1	Explore the use and implementation of the crime-mapping feature built into VERSA as a tool of public dissemination of information as necessary, depicting general crime locations within the Town.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate Record and measure the use and success of the use of this software by investigators Record and measure public participation by way of information obtained from citizens, regardless of its usefulness to investigations. Public awareness and engagement are key here. 	In Progress Our TEC provides a monthly report with a map generated in Versaterm showing the locations of every traffic stop in our Town for the month. This provides officers with a visual reference to where we are seeing increased road safety issues.
1.2	In conjunction with the Town of LaSalle's 2020-2050 Strategic Plan, explore community partnerships to assist in crime prevention initiatives within the town. IE: Engage the Town of LaSalle to install additional lighting along the trail system to deter criminal activity and loitering in those areas.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate Implementation 	In Progress Opened a Partnership with Windsor Essex Crime Stoppers, bringing their office into our building (2024)
1.3	Train more officers in CPTED – Crime Prevention Through Environmental Design and create public training or individualized advice to businesses or residents on how to apply CPTED principles to their residences or businesses	<ul style="list-style-type: none"> Number of officers trained and number of reports citing CPTED strategies provided 	Partially Achieved Three officers completed CPTED Training in November 2022.





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

2. Community Patrol

Community Patrol			
Item	Objective	Measurement	Result
2.1	Enhance Special Services to address needs in the Town by deploying them at targeted / optimal times to address community concerns.	<ul style="list-style-type: none"> • Feasibility Report & Cost Estimate • Track number of outings and community contacts 	<p>Achieved ✓</p> <p>In 2022, the Special Services Division was created to oversee:</p> <ul style="list-style-type: none"> • Community Liaison • COAST • Traffic Enforcement Unit (TEU) • Specialty Units (Marine, Bike UTV) <p>Our TEU participate in four {4} joint forces operations with community partners. They issued 1324 charges and 1624 cautions (up from 724 cautions and 1071 in 2021).</p> <p>Our Bike Unit was deployed for over 81 hours of patrols and community events (up almost 300% from 2021). The unit was deployed 28 times, had 131 contacts, and gave 16 cautions for offences.</p> <p>Our UTV was deployed for seven {7} patrols and community events totaling 28 hours. Two members were trained and added to the unit.</p> <p>Our vessel was repainted in 2022 and the Marine Unit completed 13 patrols and community events (up from 10 in 2022).</p>
2.2	Maintain current and enhance overall health of Community Patrol Officers and Communicators through Health and Wellness Programs and alternative work hour arrangements.	<ul style="list-style-type: none"> • Participation and use of programs 	<p>Achieved ✓</p> <p>Our Employee Health & Wellness Program encourages all employees to look after their physical and mental health. In addition to regular check-ups with a doctor and physical exercise, the program provides information on accessing the services of a dietician and/or nutritionist for guidance on healthy eating habits.</p> <p>Members participating in our Health & Wellness program are eligible for incentives including gift card draws and bonus hours of time off.</p> <p>LPS introduced OPC Pin testing in 2023 whereby all members can participate in the fitness testing and upon a passing mark receive the Ontario Police College Fitness Pin for that calendar year and receive 6 hours of time off in their time bank.</p>





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

3. Criminal Investigations

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

4. Community Satisfaction

Community Satisfaction			
Item	Objective	Measurement	Result
4.1	In conjunction with the Town of LaSalle's Strategic Business Plan 2020-2050 explore the development and use of available survey technology to solicit independent community feedback on police initiatives and investigations.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate 	<p>Achieved</p> <p>In 2023 an on-line survey was created for citizens to complete and provide feedback to the Service.</p>
4.2	Explore the installation of computers in the police facility lobby to enable online reporting and access to public police related documents and forms.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate 	<p>Achieved</p> <p>Elected not to install computers in lobby. Our preference is to provide to customer service by our staff.</p>
4.3	In conjunction with the goals and objectives set out in the Community Safety and Well Being Plan – explore and maintain ongoing partnerships with other police services and community agencies to integrate services, to improve efficiencies, cost savings and community benefit.	<ul style="list-style-type: none"> Acquisition 	<p>Achieved</p> <p>In 2023, members of the LaSalle Police Service took part in joint training initiatives with partnering police agencies.</p> <p>Deputy Chief Woods sits on the CSWB Regional Leadership Table.</p>



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

5. Emergency Response

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

6. Violent Crime

Violent Crime			
Item	Objective	Measurement	Result
6.1	Maintain a front loaded and effective response to solving crimes of violence.	<ul style="list-style-type: none"> Solved Rate 	In Progress
6.2	Increase the number of Intimate Partner Violence Investigators	<ul style="list-style-type: none"> Increased number of trained officers 	<p>In Progress</p> <p>Several Officers have been identified to attend Intimate Partner Violence (IPV) training in 2024 and subsequent years.</p>
6.3	Monitor offenders with an intelligence-led, proactive approach.	<ul style="list-style-type: none"> Number of arrests/charges 	<p>In Progress</p> <p>A joint bail grant between LaSalle and Windsor Police was successful for the creation of a Bail Compliance Unit. This will begin in 2024.</p>



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

7. Property Crime

Property Crime			
Item	Objective	Measurement	Result
7.1	Enhance public education through social media on crime prevention to assist in the reduction of incidents of property crime.	<ul style="list-style-type: none"> Number of public information messages 	<p>Achieved ✓</p> <p>Our Community Liaison Officer regularly posts information and crime prevention tips on our website, Facebook, Twitter, and Instagram. Topics include property crimes, thefts, trespassing, residential & commercial crime prevention, and robbery prevention.</p>
7.2	Research, develop, initiate, implement and participate in crime prevention programs similar to CPTED and POP	<ul style="list-style-type: none"> Number of crime prevention programs/initiatives created and utilized 	In Progress

8. Youth Crime

Youth Crime			
Item	Objective	Measurement	Result
8.1	Continue fostering positive relationships with local youth through programs such as B-RAD, VIP and LaSalle Hangout.	<ul style="list-style-type: none"> Number of community partnerships and programs 	<p>Achieved</p> <p>In 2022, our Officers participated in a basketball game with youths from the LaSalle Hangout.</p> <p>Several presentations were made at our local public and secondary schools on anti-racism and bullying.</p> <p>Several members participated in “Coffee with A Cop” at Starbucks.</p> <p>The B-RAD presentation was modernized with Officers across Essex County, spearheaded by our Service.</p> <p>Numerous attendances at youth center events such as Truck or Treat, First Day of School welcome, Montessori reading sessions, Trick or Treat at the Safety Village, and sporting venues.</p>
8.2	Train officers in VTRA – Violent Threat Risk Assessment to assist in risk assessment for schools.	<ul style="list-style-type: none"> Number of officers receiving accredited training 	In Progress



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

9. Victim Assistance

Victim Assistance			
Item	Objective	Measurement	Result
9.1	Ensure proper referrals are made to agencies that provide support services for victims.	<ul style="list-style-type: none"> Number of Victim Services and community services referrals 	<p>Achieved</p> <p>2023 Saw an increase of referrals to 23 from 17 in 2022.</p>

10. Road Safety

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



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

11. Information Technology

Information Technology			
Item	Objectives	Measurement	Result
11.1	Explore different options for our website design and hosting.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate 	In Progress
11.2	Research the cost and benefits of using e-ticketing technology.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate 	<p>Achieved</p> <p>In 2023, the TEU Coordinator acquired equipment that is capable of scanning a driver's license and printing the ticket within a minute. A process was also completed to electronically deliver the ticket to Court Services.</p>
11.3	Maintain a surveillance camera registry to assist in canvassing during investigations.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate 	In Progress

12. Police Facilities

Police Facilities			
Item	Objective	Measurement	Result
12.1	Explore the installation of enhanced security and privacy measures, including booking area partition, change room/washroom partition, and exterior bollards.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate 	In Progress
12.2	Enhance employee wellness through purchases of ergonomic equipment.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate 	<p>Achieved</p> <p>Ergonomic chairs have been purchased for our Communications staff. New chairs have also been tested by members of Special Services.</p> <p>A new and modern office and workspace was created for the Special Services Unit to enhance team work, productivity, and collaboration.</p>





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

13. Resource Planning

Resource Planning			
Item	Objective	Measurement	Result
13.1	Continue striking ad hoc Service Delivery Committees to assess and review all aspects of policing operations.	<ul style="list-style-type: none"> New committee 	<p>Achieved</p> <p>A uniform and equipment committee was created which reviews those items necessary from members to use to do their day to day jobs. A communications committee partnered with the Town. A Collective Agreement working group was created in 2022 to assist on the Collective Agreement and negotiations.</p>
13.2	Explore implementing auxiliary police and special constable positions.	<ul style="list-style-type: none"> Feasibility Report and/or implementation 	<p>In Progress</p>
13.3	Increase number of trained officers in the area of forensics and technology-based investigations.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate 	<p>Partially Achieved</p> <p>2 officers were identified and will be trained in 2024.</p>
13.4	Succession planning to replace required designations and develop future leaders.	<ul style="list-style-type: none"> Feasibility Report & Cost Estimate 	<p>Achieved ✓</p> <p>At the beginning of 2022, several Officers in supervisory roles received OPC accredited training on Leadership in Police Organizations.</p> <p>Providing regular and ongoing Acting Rank opportunities as needed throughout the year.</p>



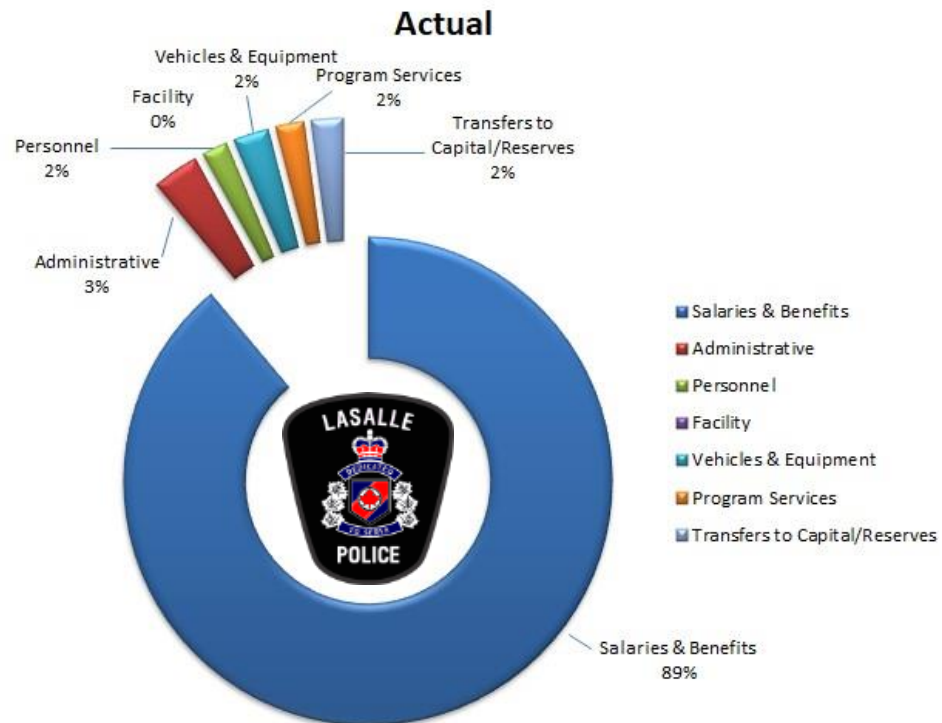


Financial Report - Business Operations

Cost of Policing

For the 2023 fiscal year, the Service's total estimated and actual operating expenses are broken down as follows:

Policing Expenses	Estimated	Actual	Difference
Salaries & Benefits	\$8,637,900.00	\$8,782,842.00	+\$144,942.00
Administrative	\$208,400.00	\$275,313.00	+\$66,913.00
Personnel	\$149,000.00	\$142,007.00	-\$6,993.00
Facility	\$2,000.00	\$950.00	-\$1,050.00
Vehicles & Equipment	\$181,400.00	\$189,572.00	+\$8,172.00
Programs	\$121,500.00	\$173,272.00	+\$51,772.00
Transfers To Capital/Reserves	\$200,400.00	\$200,400.00	\$0
Operating Expenses	\$9,500,600.00	\$9,764,356.00	+\$263,756.00
Less Revenue	-\$464,600.00	-\$478,786.00	+\$14,186.00
Total Cost	\$9,036,000.00	\$9,285,570.00	+\$249,570.00



Per Capita Costs

In 2023, the LaSalle Police Service operated at an estimated cost of \$271.12 per LaSalle resident. This amount indicates that the Town of LaSalle continues to provide policing services at one of the lowest per capita policing costs among Ontario municipalities.