



2024 ANNUAL REPORT

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MESSAGE FROM THE BOARD CHAIR

Dear members of the LaSalle community:

On behalf of the LaSalle Police Services Board, I am honoured to present the 2024 Annual Report for the LaSalle Police Service. As Chair of the Board, I am proud to highlight the remarkable progress and commitment of our police service in its continued mission to safeguard and serve our community.



The past year has brought its share of challenges, but our officers have demonstrated resilience and dedication, working tirelessly to ensure the safety and well-being of all who call LaSalle home. Throughout 2024, the LaSalle Police Service has remained focused on upholding the high standards of professionalism and service that our residents expect and deserve.

A significant milestone in 2024 was the appointment of our new Chief of Police in July. Since his arrival, Chief Pearce has already demonstrated exceptional leadership, bringing fresh insights and a collaborative approach to enhancing our service delivery. His commitment to fostering a culture of transparency, accountability, and community centred policing has been evident in his early initiatives. We are confident that under his leadership, the LaSalle Police Service will continue to thrive and adapt to the evolving needs of our community.

Community engagement continues to be at the heart of our policing strategy. Our officers have been deeply involved in various community activities, including school outreach programs, public safety initiatives, and charitable events.

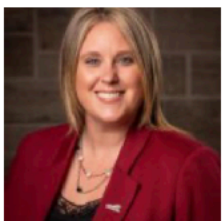
I would like to take this opportunity to express my sincere gratitude to our dedicated officers, support staff, and volunteers for their exceptional service and commitment. Their hard work and dedication are fundamental to the safety and well-being of our community. I also want to thank the residents of LaSalle for their ongoing support and collaboration, which play a crucial role in our shared efforts to maintain a safe and vibrant community.

Looking forward, I am confident that with the continued dedication of our personnel and the strong support of our community, the LaSalle Police Service will build on its proud legacy and continue to set the standard for policing excellence.

Sincerely,

Mayor Crystal Meloche

Chair, LaSalle Police Service Board



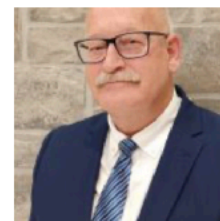
Crystal Meloche,
Chair



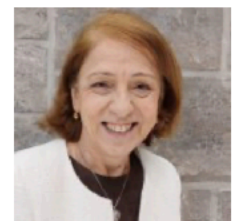
Anita Riccio-Spagnuolo,
Vice-Chair



Dan Allen,
Member



Morris Brause,
Member



Marie Campagna,
Member

MESSAGE FROM THE CHIEF

On behalf of the LaSalle Police Service, I am pleased to present our 2024 Annual Report. This report reflects the dedication, professionalism, and hard work of our members, as well as our shared commitment to community safety, service excellence, and continuous improvement.

Our members are the heart of the LaSalle Police Service. Their unwavering dedication to duty, integrity, and professionalism ensures that we provide the highest standard of policing to our community. Whether responding to emergencies, engaging in proactive crime prevention, or supporting citizens through various initiatives, their contributions are invaluable.

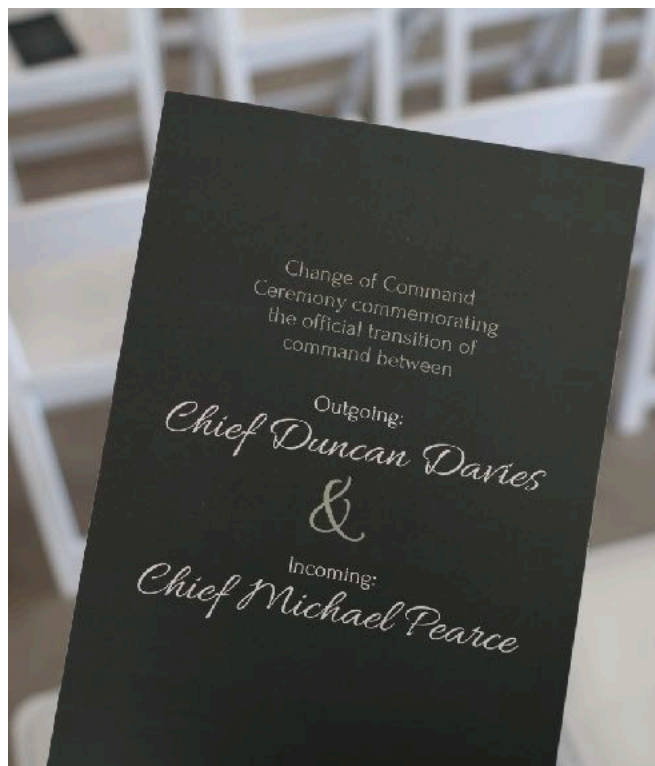
Community involvement remains a cornerstone of effective policing. We recognize that building strong relationships with the people we serve fosters trust, cooperation, and a shared responsibility for safety. Through partnerships with local organizations and active engagement with residents, we continue to work collaboratively to address concerns, enhance public safety, and create a stronger, more connected community.

As we navigate the modernization of the policing sector, we embrace change as an opportunity for growth. Innovation in policing, advancements in technology, and evolving community needs require us to remain adaptable and forward-thinking. By investing in training, modernizing our practices, and continuously evaluating our strategies, we ensure that we are equipped to meet present and future challenges effectively. Through our modernization efforts, we will seek to address organizational deficits to ensure a modern police service provides good value to taxpayers.

Transparency and accountability are fundamental to our operations. We recognize the importance of maintaining public trust and confidence in our service. By upholding the highest ethical standards, openly communicating with the public, and ensuring oversight in our actions, we reinforce our commitment to fairness, integrity, and justice.

As you review this annual report, I encourage you to reflect on the collective efforts that contribute to making LaSalle a safe and welcoming community. We remain steadfast in our mission to provide community leadership and service excellence, and we look forward to continuing our work in partnership with all those who call LaSalle home. Thank you for your ongoing support.

Michael Pearce, Chief of Police



A large, faint watermark of the Lasalle Police crest is centered in the background. The crest is shield-shaped with a crown at the top, a central star, and the words 'LASALLE' at the top and 'POLICE' at the bottom. The crest is surrounded by a wreath of leaves.

VISION

A safe and vibrant community

MISSION STATEMENT

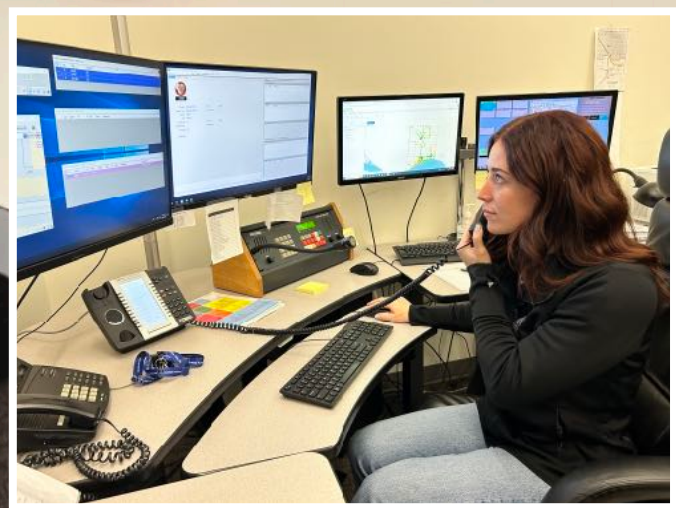
Provide community
leadership and service
excellence

VALUES

Trust
Integrity
Courage
Inclusivity
Professionalism

The organizational chart was amended in December 2024 to take effect January 2025.





CORPORATE SERVICES

EMERGENCY COMMUNICATIONS CENTRE

The Communications Centre is staffed with one supervisor, eight full-time and six part-time Emergency Communications Operators. They handle calls and dispatch for the LaSalle Police Service, LaSalle Fire Service, and the Kingsville Fire Service.



**In & Out
phone calls:**
30,049



**Total police and
fire calls for
service:**
11,327



**Reactive
policing calls:**
7,580
(+12%)



**Proactive
Policing calls:**
2,785
(-5%)



**LaSalle Fire
calls:**
589



**Kingsville Fire
calls:**
373

Priority 1
670

Priority 2
851

Priority 3
5,879

Priority 4
2,906

Priority 5
59

Emergency



POLICE

Non-Emergency

RECORDS MANAGEMENT

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

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



**Freedom of
information
requests:**
37
(-33%)



**Criminal checks
(Employment) :**
1,025
(+0.4%)



**Fingerprints
processed for
employment:**
123
(0%)



**Criminal checks
(Volunteer):**
584
(+1%)



**Number of pardon
requests:**
6
(+600%)



**Criminal checks
(Students) :**
332
(+4%)



COMMUNITY PATROL

ARRESTS AND CHARGES

Total Arrests

137

Total Charges

311

Forms of Release

Released
Unconditionally

19

Released
by Appearance
Notice

7

Released
by Undertaking

91

Held for bail

20



CRIME STATISTICS

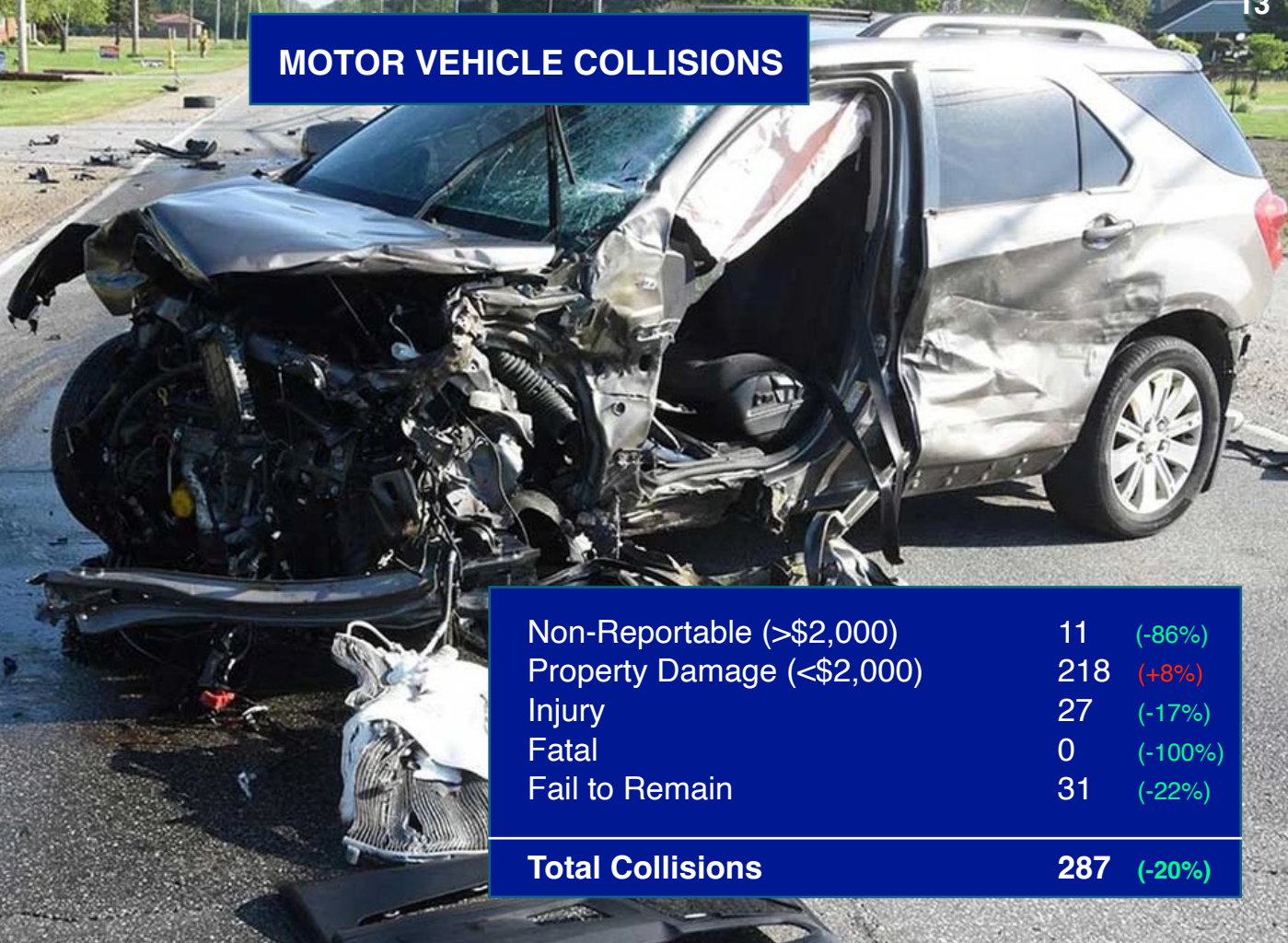
PERSON CRIMES	CALLS FOR SERVICE	CHARGES
Assault	40	19
Assault with a Weapon/Cause Bodily Harm	12	14
Aggravated Assault	0	0
Criminal Harassment	2	3
Cyberbullying/Sexting	12	0
Domestic Dispute/Violence	204	39
Extortion	8	9
Forcible Confinement	0	2
Obstruct or Resist Arrest	0	2
Sexual Assault	9	5
Threats	37	7

YOUTH CRIMES	CALLS FOR SERVICE	CHARGES
Youth Crime (Diversion/Departmental Discretion)	14	0
Youth Crime (Cleared by Charge)	6	11

PROPERTY CRIMES	CALLS FOR SERVICE	CHARGES
Break and Enter - Dwelling	14	6
Break and Enter - Business	12	0
Break and Enter - Other	9	2
Mischief	89	19
Possession of Stolen Property	0	14
Possession of Break In Tools	0	3
Theft Under \$5,000	88	7
Theft Over \$5,000	4	0
Theft - Shoplifting	88	7
Theft of Motor Vehicles	8	0
Theft - Recovered Motor Vehicles	11	0
Theft from Motor Vehicles	49	20
Theft of Licence Plates	11	0
Theft of Bicycles	12	1
Trafficking in Stolen Property	0	2
Trespassing by Night	1	1

OTHER CRIMES	CALLS FOR SERVICE	CHARGES
Bail Violations/Breaching	49	72
Dangerous Operation of a Motor Vehicle	0	3
Driving While Prohibited	0	5
Drugs (Possession for the Purpose/Trafficking)	0	11
Facilitating a Breach	0	4
Firearms Offences	6	5
Impaired Driving/80+	6	18

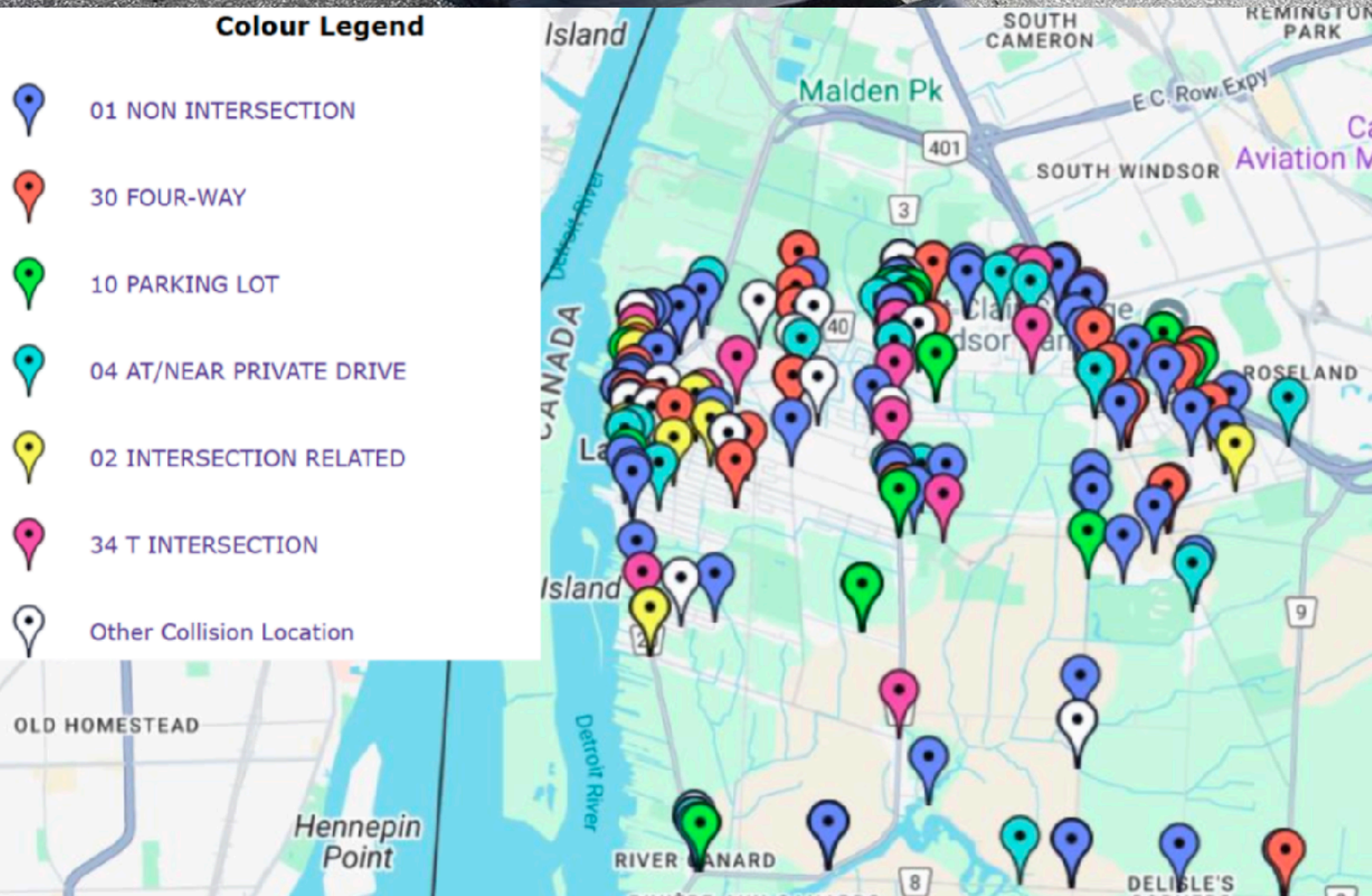
MOTOR VEHICLE COLLISIONS



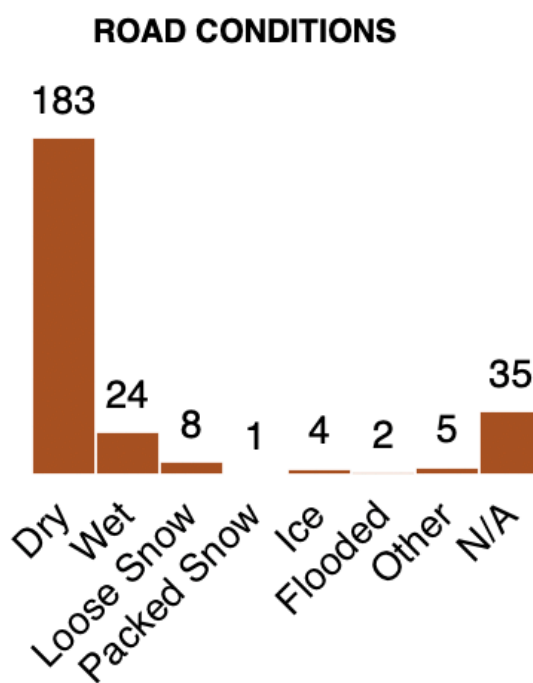
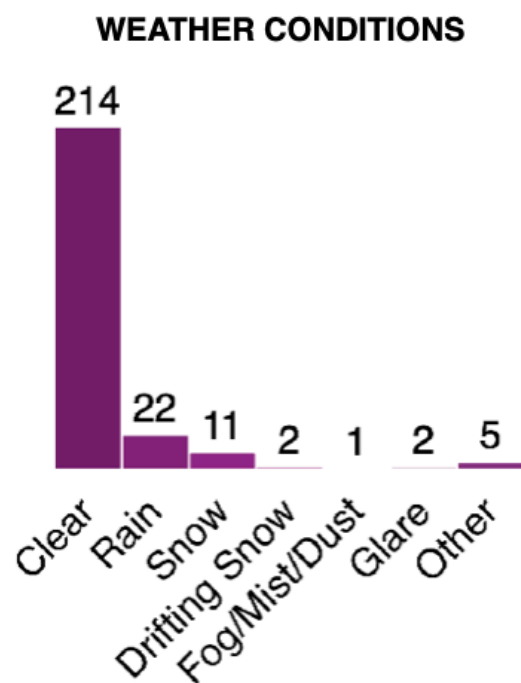
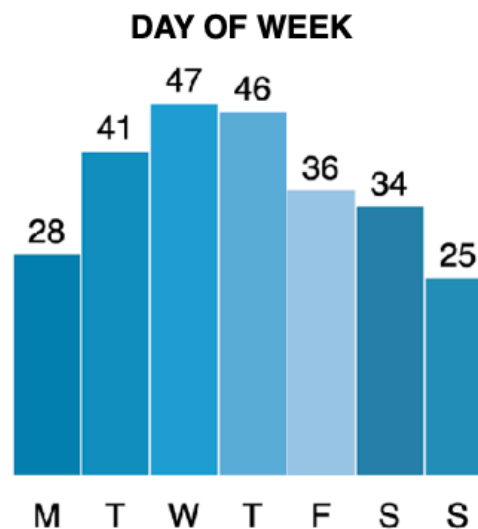
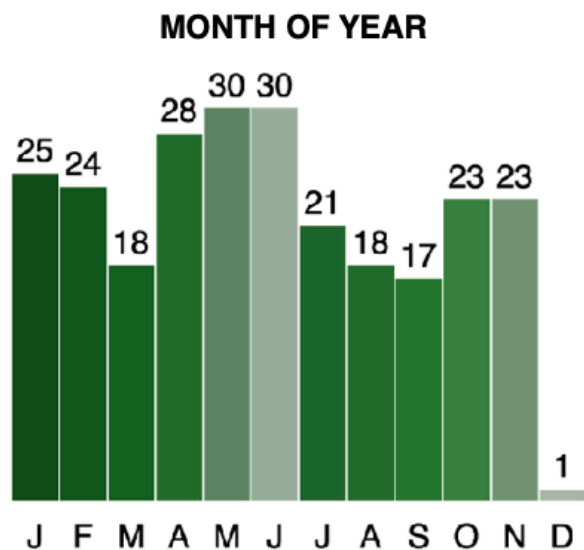
Non-Reportable (>\$2,000)	11	(-86%)
Property Damage (<\$2,000)	218	(+8%)
Injury	27	(-17%)
Fatal	0	(-100%)
Fail to Remain	31	(-22%)
Total Collisions	287	(-20%)

Colour Legend

-  01 NON INTERSECTION
-  30 FOUR-WAY
-  10 PARKING LOT
-  04 AT/NEAR PRIVATE DRIVE
-  02 INTERSECTION RELATED
-  34 T INTERSECTION
-  Other Collision Location



MOTOR VEHICLE COLLISIONS



TOP 5 COLLISION INTERSECTIONS

INTERSECTIONS	# COLLISIONS	# PEOPLE	# INJURIES
Front Road / Laurier Drive	5	11	3
Malden Road / Normandy Street	5	11	1
Highway 3 / Todd Lane	5	10	0
Laurier Drive / Malden Road	5	10	0
Bouffard Road / Malden Road	4	7	0

POLICE LINE DO NOT CROSS



OPERATIONAL SUPPORT

CRIMINAL INVESTIGATIONS DIVISION (CID)

The Criminal Investigations Division (CID) is comprised of one Detective Sergeant and two Detective Constables. A second Detective Sergeant was seconded in 2024 to assist with a complex suspicious death investigation. Throughout the year, three Constables were temporarily assigned to assist with a variety of investigations.

93

NUMBER OF
OCCURRENCES INVESTIGATED

6

NUMBER OF
ARRESTS

42

NUMBER OF
JUDICIAL AUTHORIZATIONS

159

NUMBER OF
REPORTS

7

NUMBER OF
CHARGES

23

NUMBER OF
SURVEILLANCE EVENTS

412

NUMBER OF
REPORTS FOR A SINGLE
MAJOR INVESTIGATION

5

NUMBER OF
SEXUAL ASSAULT
INVESTIGATIONS

16

NUMBER OF
MISSING PERSON
INVESTIGATIONS

FIREARM SEIZURES



NOTABLE INVESTIGATIONS

SUSPICIOUS DEATH

A suspicious death investigation began in December 2023 and continued through the entire year of 2024 involving multiple officers from the Criminal Investigations Division and Community Patrol.

MULTIJURISDICTIONAL GRANDPARENT SCAM

A LaSalle resident was defrauded of over \$500,000 USD and \$90,000 CAD by means of wire transfers and cash. A Community Patrol officer conducted the investigation and was temporarily seconded to the Criminal Investigations Division to dedicate time to the investigation and receive assistance from an experienced investigator. The investigation revealed additional occurrences and victims outside of LaSalle. These occurrences were linked to a multi-jurisdictional investigation involving police agencies in Ontario and Quebec. The investigation culminated with solving numerous “grandparents scams” in both provinces.

LADDER BREAK AND ENTER INVESTIGATION

CID linked two unsolved high-end break and enters occurring in February and June at different areas in LaSalle where the suspects used a ladder to gain access to second floor windows of two-story homes. A suspect was arrested at his residence in Windsor and charged with numerous break and enters across Essex County.

SHOPLIFTING/FIREARM/DRUG TRAFFICKING INVESTIGATION

CID assisted an investigation involving three people who were initially arrested for shoplifting. Searches incident to arrest yielded a backpack with a replica 9mm handgun and a large quantity of four different controlled substances.

POINTING A FIREARM INVESTIGATION

CID assisted Community Patrol with an investigation involving a local LaSalle resident pointing a firearm. CID assisted with obtaining a search warrant for a residence in LaSalle and completed an operational plan for the arrest and execution of the search warrant.

FIREARM MANUFACTURING

Canada Border Services Agency (CBSA) intercepted handgun 3D printer parts being delivered to a LaSalle address. Provincial Weapons Unit and Canada Border Services Agency executed a search warrant at a LaSalle residence. A 26-year-old man was charged with a variety of firearms offences, including manufacturing a firearm. CID assisted with the investigation.

DRIVE BY SHOOTING IN WINDSOR

Windsor Police Service investigated a drive by shooting. The investigation revealed the shooter was a 24-year-old LaSalle man. A search warrant was executed at a LaSalle residence and the male was charged with a variety of firearms offences and failing to comply with a release order.

LASALLE/WINDSOR JOINT BAIL COMPLIANCE UNIT



In 2024, LPS contributed one full-time and one part-time Detective Constable to a joint forces Bail Compliance Unit in partnership with the Windsor Police Service. Both police services share resources and is an opportunity for LPS officers to gain more experience with bail compliance at greater frequencies compared to conducting bail compliance in LaSalle alone.

255

BAIL COMPLIANCE CHECKS
(LASALLE AND WINDSOR)

55

ARRESTS
(LASALLE AND WINDSOR)

4,148

GPS CHECKS

20

BAIL COMPLIANCE CHECKS
(LASALLE)

3

ARRESTS
(LASALLE)

3

MONITORING OFFENDERS
DAILY
(LASALLE)



SEX OFFENDER REGISTRY

13

LPS MONITORED 13 SEX OFFENDERS (12 MEN, 1 WOMAN) IN 2024.

OFFENDERS ARE REQUIRED TO REPORT TO THE LASALLE POLICE SERVICE ON AN ANNUAL BASIS. DURING 2024, TWO OFFENDERS LEFT LASALLE AND ONE ENTERED.

FORENSIC IDENTIFICATION

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

FORENSIC IDENTIFICATION	2020	2021	2022	2023	2024	CHANGE
Number of Scenes Processed - Forensic Identification Officers	21	25	26	23	5	-22
Number of Scenes Processed - Scenes of Crime Officers	13	13	15	12	17	5
Number of Fingerprint Comparisons	0	0	0	0	0	0
Number of Centre of Forensic Science Submissions	6	2	9	3	4	1



PROPERTY

PROPERTY	2020	2021	2022	2023	2024	CHANGE
Number of Drug Seizures	N/A	51	47	35	32	-3
Number of Seized Property Items	462	240	606	444	440	-4
Number of Seized Items Disposed of	N/A	58	261	202	97	-105

TRAFFIC ENFORCEMENT

TRAFFIC OFFENCES	2020	2021	2022	2023	2024	CHANGE
Traffic Charges	1509	612	1214	1209	1098	-111
Traffic Cautions	2625	970	1735	1640	1900	260
TOTAL ENFORCEMENT ACTIONS	4134	1582	2949	2849	2998	149

COMMERCIAL VEHICLE JFO	2020	2021	2022	2023	2024	CHANGE
Number of Joint Forces Operation Events	/	/	/	2	4	2
Vehicles Taken Out of Service	/	/	/	0	31	31
Charges	/	/	/	38	128	90

IMPAIRED DRIVING	2020	2021	2022	2023	2024	CHANGE
Impaired Driving Occurrences	10	11	21	18	87	69
ASD Roadside Suspensions	41	31	23	19	18	-1
Impaired Related Arrests	8	8	5	4	21	17
RIDE Programs	6	5	3	5	5	0
RIDE - # Vehicles Stopped	2756	1507	1501	1756	725	-1031
RIDE - Roadside Tests	18	14	19	11	13	2
RIDE - Criminal Charges	0	1	2	2	1	-1
RIDE - HTA Offences	1	1	0	3	9	6
RIDE - HTA Cautions	122	50	71	90	25	-65

COMMUNITY OUTREACH AND SUPPORT TEAM (COAST)

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

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

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



The image shows two women standing in front of a large stone wall with a sign that reads 'Town of LaSalle Police Service' and '880 Normandy St'. The woman on the left is wearing a black shirt and blue jeans, and the woman on the right is wearing a green shirt and black pants. Both are smiling and wearing lanyards with ID badges.

COAST	2020	2021	2022	2023	2024	CHANGE
Interventions in Person	144	112	117	104	111	7
Interventions by Phone	/	39	19	18	12	-6
Phone Calls To/For Clients	105	288	236	186	259	73
Referrals to Community Programs	/	295	270	289	264	-25
Special Events	/	/	/	/	18	18

COMMUNITY RESOURCE OFFICER



Just some of the events the Community Resource Officer attended in 2024!

Polar Plunge Kick Off at St. Clair College	McHappy Day	Stuff a Cruiser - LaSalle Food Bank
Bell Let's Talk Campaign	Police Week	National Police Memorial
Windsor Express Appreciation Night	Khalsa Sikh New Year's Celebration	Windsor Spitfires First Responders Night
Polar Plunge for Special Olympics Ontario	Bike Rodeo	Salvation Army Food Drive at Zehrs
TogetherFest, Rotary Club	Bus Patrollers Safety Awards Banquet	Trick or Treat - Children's Safety Village
Ready for the Season Boat Campaign	Strawberry Festival	Truck or Treat - Vollmer Centre
Movie Day - Bus Patrollers Appreciation	LPA's Cops Fishing with Kids Derby	Trunk or Treat - Heritage Park Alliance Church
Border Sentinel Training Exercise	Fireworks Downtown Windsor	Crime Prevention Week
Ontario Police Memorial	Run with First Responders	Remembrance Day Ceremony
Sandwich Secondary Graduation	Villanova Graduation	LaSalle Safety and Crime Prevention Walk
LaSalle Police Youth Foundation Golf Tournament	Windsor PrideFest	Anti-Bullying Presentation, Villanova High School
LaSalle Annual Tree Lighting Ceremony	LaSalle Police Recruitment Event	St. Andrews Holiday Food Drive at Zehrs
Villanova High School Lock Down Drill	CPTED Presentation at St. Andrew's Food Bank	Children's Safety Village Annual General Meeting
Anti-bullying Presentations to Sacred Heart	Coffee with a Cop Events	Crime Prevention Presentations
Youth Road Safety Week at Villanova High School	Fraud Presentation at Sacred Heart Senior Group	Ontario Police Memorial



The LaSalle Police Service in conjunction with community partners has hosted the annual Children's Bike Rodeo for over 20 years. In 2024, there were 42 children that attended the Bike Rodeo.



The LaSalle Police Service designates certain days in a month where citizens can book an appointment to have their child seat inspected by a certified officer. In 2024, LPS designated 25 child seat inspections days (about 2 per month) and inspected 55 child seats.

VALUES, INFLUENCES, PEERS (VIP)

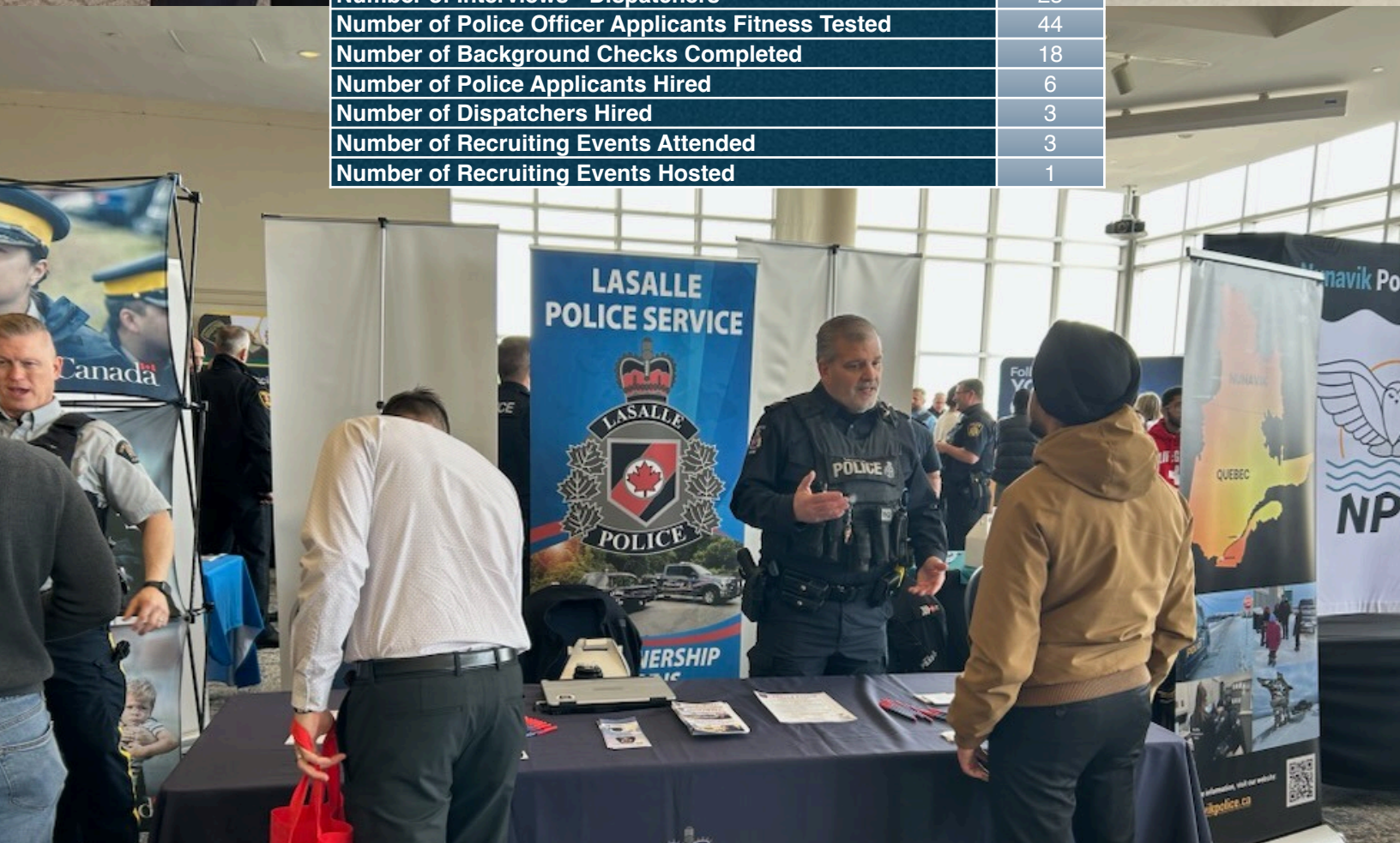
VIP programs is administered to grade 6 students at three Catholic elementary schools. Public schools elected not to participate in the program. VIP programs consist of 10 topics:

- Peer Pressure
- Internet Safety
- Bullying
- Healthy Friendships
- Youth and the Law
- Alcohol, Tobacco and Drugs
- Responsible Citizenship
- Values and Rules
- Decision Making
- Authority Figures

RECRUITING



RECRUITING STATISTICS		2024
Number of Applicants - Police Officers		90
Number of Applicants - Dispatchers		189
Number of Applicants - Director of Corporate Services		62
Number of Interviews - Police Officers		41
Number of Interviews - Dispatchers		23
Number of Police Officer Applicants Fitness Tested		44
Number of Background Checks Completed		18
Number of Police Applicants Hired		6
Number of Dispatchers Hired		3
Number of Recruiting Events Attended		3
Number of Recruiting Events Hosted		1



SEASONAL ACTIVITIES

In the warmer months, the LaSalle Police Service provides additional patrols by boat, bicycle, and UTV. These are part-time activities when staffing and time permits.

The Marine Unit conducted 83 hours of patrol on water. They also participated in four special events and joined the OPP and Windsor Police Service with joint patrols.

Special Events

- Border Sentinel
- Blessing of the Fleet
- Detroit River Fireworks in Windsor
- Canadian Border Services JFO Marine Patrol Project in St. Clair River



MARINE	2020	2021	2022	2023	2024	CHANGE
Number of Hours on Water	102	129	122	168	170	2
Number of Calls for Service	0	0	1	1	1	0
Number of Special Events Attended	8	3	7	5	6	1



BICYCLE PATROL	2020	2021	2022	2023	2024	CHANGE
Number of Hours on Patrol	223	28	85	78	13	-65
Special Events Attended	1	4	4	4	3	-1

UTV PATROL	2020	2021	2022	2023	2024	CHANGE
Number of Hours on Patrol	11	12	16	13	13	0
Special Events Attended	1	3	5	3	3	0

TRAINING

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

Our members participated in 657 training opportunities in 2024.

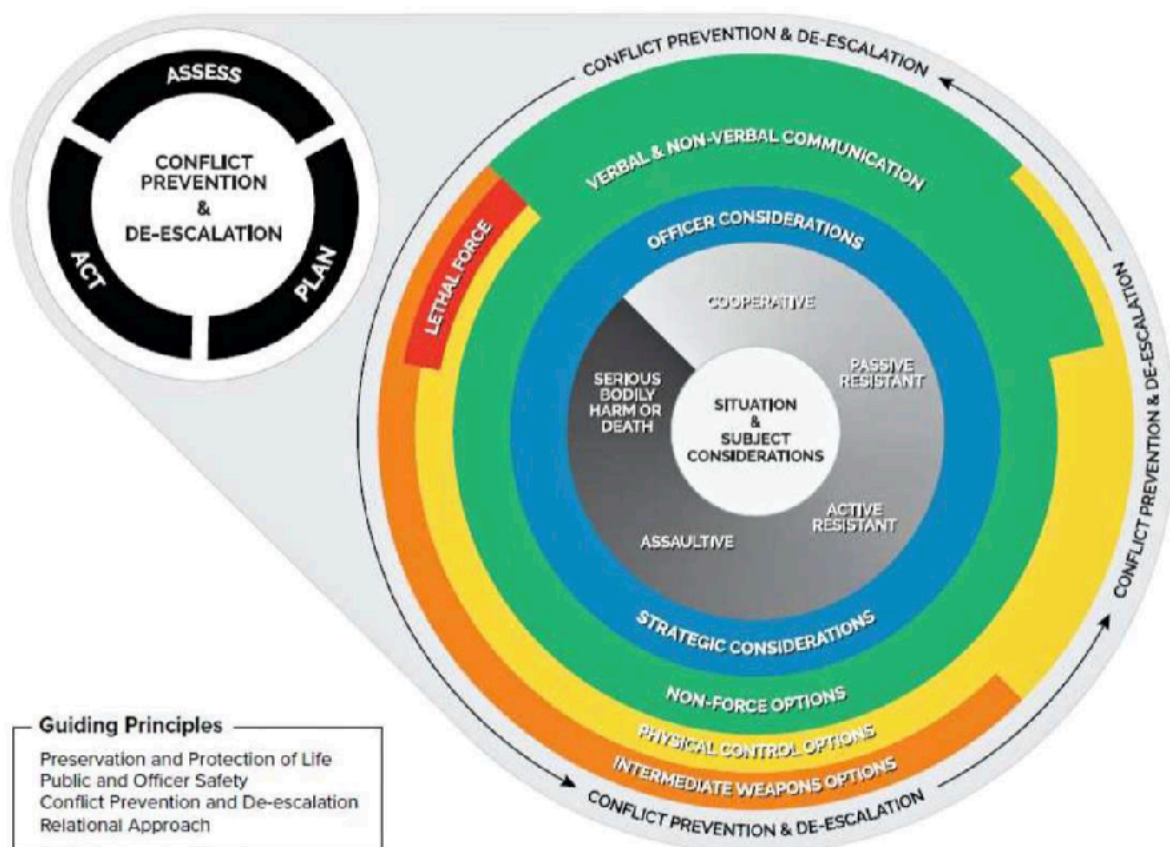
Advanced Pistol	Incident Management System 100
Automated Licence Plate Reader	Incident Management System 200
Auxiliary Coordinators Symposium	Incivility and Harassment Conference
Basic Constable Training	Intoxilyzer Field Coordinator's Course
Border Sentinel Exercise	Investigative Interviewing Techniques
Building a Case Against Hate	Joint Health and Safety
CISO Firearms Identification	Law Enforcement Complaints Agency
CISO Operational Body Conference	LEARN Training
Coaching Police Professionals	Lidar Training (In-Service)
Collision Investigations Conference	Live Scan
Communications Centre Supervisor	Marine Enforcement
Community Resource Officer Network	Media Relations
Conducted Energy Weapons	Mental Health First Aid
Constable Selection System	Military Veterans Wellness Program
Continuity and Risk Management	Missing Persons Act (OPCVA)
Courtroom Testimony Skills	Motorcycle Collision Reconstruction
CPIC Terminal Operator's Course	New Beginnings Youth Risk Intervention
CPR	OACP Shuttle Run Certification
Crisis Negotiator	Office 365
Community Safety and Policing Act Summit	Ontario's Diverse, Multiracial and Multicultural Society (OPCVA)
De-escalation Techniques	Ontario Major Case Management
Digital Evidence Management	Photography Refresher (In-Service)
Dispatch Fire Training	Powercase Command Triangle
DNA Collection for Court Orders	Public Order Initial Training
Drug Investigation	Public Order Re-qualification
Electronic Evidence and Big Data Analysis	Query (CPKN)
Emergency Management Ontario Note Taking	Resilient Minds
Equity, Diversity, Inclusion Conference	Rights and Cultures of First Nations, Inuit, and Metis People (OPCVA)
Equity, Diversity, Inclusion Symposium	Scenes of Crime Officer
Evidence Based Policing	Search Manager
Facilitating Police Adult Learning	Search Warrant
Firearms Identification for Public Agents	Sexual Assault Awareness Conference
Freedom of Information Conference	Sexual Assault Investigators Association of Ontario Conference
Frontline Supervisor	Systemic Racism (OPCVA)
Gang Investigations	Towing and Storage Safety Enforcement Act
Grievance Workshop	UKG
Homicide Investigators Conference	Vehicle Pursuits (CPKN)
Human Resources Management	Violence Threat Risk Assessment Level 1
Human Rights (OPCVA)	Warrant Execution
Human Trafficking	
Human Trafficking Seminar	
Incident Command 100	
Incident Command 200	

USE OF FORCE

USE OF FORCE	2020	2021	2022	2023	2024	CHANGE
Firearm Discharged	9	4	4	4	6	2
Draw/Point Firearm	2	4	2	2	1	-1
CEW Displayed/Used	4	6	6	6	2	-4
Empty Hand Techniques	1	0	0	1	0	-1
OC Spray	0	0	0	0	0	0
Baton	0	0	0	0	0	0
TOTAL	16	14	12	13	9	-4

In all six cases of a firearm discharged, officers euthanized injured animals following motor vehicle collisions. In the analysis of the 2024 reports, there are no instances that cause training concerns or require changes to existing policies.

ONTARIO PUBLIC-POLICE INTERACTIONS TRAINING AID



The officer continuously assesses the interactions and selects the most reasonable option(s) relative to the subject and circumstances given available resources and time.

COMPLAINTS

Law Enforcement
Complaints Agency



LAW ENFORCEMENT COMPLAINTS AGENCY (LECA)	2020	2021	2022	2023	2024	CHANGE
Screened out by LECA	0	0	0	1	3	2
Unfounded	0	0	0	0	1	1
Unsubstantiated	0	0	1	2	1	-1
Resolved by Mediation	0	0	0	1	1	0
Continuing	0	0	0	0	1	1
TOTAL	0	0	1	4	7	3

CHIEF'S COMPLAINTS	2020	2021	2022	2023	2024	CHANGE
Unsubstantiated	1	0	0	1	0	-1
Substantiated	0	0	1	1	1	0
Continuing	0	0	0	0	1	1
TOTAL	1	0	1	2	2	0



SIU SPECIAL
INVESTIGATIONS UNIT
UES UNITÉ DES
ENQUÊTES SPÉCIALES

SPECIAL INVESTIGATIONS UNIT	2020	2021	2022	2023	2024	CHANGE
SIU Investigations	0	0	0	0	0	0

PUBLIC ORDER UNIT



Ontario Regulation 392/23: Adequate and Effective Policing (General) requires a public order unit must be able to be deployed in a reasonable time, having regard to the policing needs of the community, the geographic and socio-demographic characteristics of the police service's area of policing responsibility, the total population and population density of the police service's area of policing responsibility, the presence of critical infrastructure in the location where the public order unit is to be deployed, information about public order incidents in the police service's area of policing responsibility within at least the previous three years, including information about the scope and severity of the incidents, and best practices in relation to response times for public order units.

In 2024, the LaSalle Police Service trained officers in public order for the first time.

MILESTONES

RETIREMENTS

Chief Duncan Davies

Senior Constable Harbinder Gill

Dispatch Supervisor Dave Pettypiece

PROMOTIONS

Michael Agostinis to Staff Sergeant

Corrine Brun to Sergeant

Natalie Malandrucolo to Dispatch Supervisor

HIRES

Part-Time Dispatcher Jenna-Rose Hocevar

Part-Time Dispatcher Kaylee Ingram

Constable Daniel Keys

Constable Josef Fahsbender

Chief Michael Pearce

Cadet Chris Bedard

Cadet Brayden Houle

Cadet Carter Ducharme

Cadet Dallas Akins

ELEVATIONS

Victoria Alfini to Senior Dispatcher 23+ Years

Sarah Carr to Full-Time Dispatcher

Jimmi Hanna to Senior Constable 10 Years

Alison Hunter to Senior Constable 10 Years

Jamie Adjetey-Nelson to Senior Constable 10 Years

Matt Kosnik to 2nd Class Constable

Alex Pavia to 2nd Class Constable

Jack Bartlett to 3rd Class Constable

Eamon Gorman to 3rd Class Constable

Brady White to 3rd Class Constable





STRATEGIC PLAN RESULTS



In accordance with section 41(1)(a) of the *Community Safety and Policing Act, 2019*, on or before June 30 in each year, the police service board shall file an annual report with its municipality regarding the implementation of the board's strategic plan and the achievement of the performance objectives identified in the strategic plan.

2024 was the final year of the current strategic plan. We attained most of our goals, and with the recent release of our 2025-2028 Strategic Plan, we will take bold steps to modernize the police service.

Below explains our plan three years ago, and how we did.

CRIME PREVENTION

ITEM	OBJECTIVE	MEASUREMENT	RESULT
1.1	Explore the use and implementation of the crime-mapping in Versa as a tool of public dissemination of information, depicting crime locations within LaSalle	<ul style="list-style-type: none"> * Feasibility report and cost estimate * Record and measure the use and success of this software by investigators * Record and measure public participation. 	<p>Not Completed.</p> <p>Officers have access to traffic stop locations each month.</p>
1.2	In conjunction with LaSalle's 2020-2050 Strategic Plan, explore community partnerships to assist in crime prevention initiatives.	<ul style="list-style-type: none"> * Feasibility report and cost estimate * Implementation 	<p>Achieved.</p> <p>LPS is engaged with multiple community partnerships and in 2024, provided the Windsor Essex Crime Stoppers office space in our Headquarters.</p>
1.3	Train more officers in Crime Prevention Through Environmental Design (CPTED) and create public training or advice to resident and businesses.	* Number of officers trained and number of reports using CPTED strategies	<p>Achieved.</p> <p>Three officers completed CPTED training and presentations given to multiple community groups and businesses.</p>

STRATEGIC PLANNING RESULTS

COMMUNITY PATROL

ITEM	OBJECTIVE	MEASUREMENT	RESULT
2.1	Enhance Special Services to address needs in LaSalle by deploying them at targeted/optimal times to address community concerns.	<ul style="list-style-type: none"> * Feasibility report and cost estimate * Track number of outing and community contacts 	<p>Achieved.</p> <p>In 2022, Special Services was created to oversee: Traffic Enforcement, COAST, Community Liaison, and Seasonal Units</p>
2.2	Maintain current and enhance overall health of officers and civilians 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 and wellness program encourages members to look after their physical and mental health. Incentives are provided to participate in the program.</p>

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>Encrypted mic phones purchased to communicate with officers from partner agencies.</p>
3.2	Enter into joint forced 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>Multiple JFO's completed, including investigations into sex crimes, counterfeit currency, car thefts, drug distribution, break and enters, and commercial motor vehicle inspections.</p>
3.3	Acquire equipment for surveillance and intelligence gathering.	<ul style="list-style-type: none"> * Acquisition 	<p>Achieved.</p> <p>A multipurpose camera was purchased through funding and surveillance vehicles were used.</p>

STRATEGIC PLANNING RESULTS

COMMUNITY SATISFACTION

ITEM	OBJECTIVE	MEASUREMENT	RESULT
4.1	In conjunction with LaSalle's 2020-2050 Strategic Plan, explore the development and use available survey technology to solicit independent community feedback on police initiatives and investigations.	* Feasibility report and cost estimate	Achieved. Online surveys completed by citizens to provide feedback about the police service.
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.	* Feasibility report and cost estimate	Achieved. Elected not to install computers in the lobby. Our preference is to provide customer service by our staff.
4.3	In conjunction with the goals and objectives of 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.	* Acquisition	Achieved. Members of LPS took part in joint training initiatives with partner police agencies, and a member sits on the Community Safety and Well-Being Leadership Table.

EMERGENCY RESPONSE

ITEM	OBJECTIVE	MEASUREMENT	RESULT
5.1	In conjunction with LaSalle's 2020-2050 Strategic Plan 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.	* Partner MOU's * Additional training dates	Achieved. Members participated in Border Sentinel training with other police services, Fire, Coast Guard, Navy, Port Authority, and EMS. Traffic joint forces operations with OPP, WPS, and MTO.
5.2	Train additional officers in emergency response (crisis negotiations, search master, and incident command).	* Increase number of trained officers.	Achieved. Numerous members have been trained in incident command, incident management systems, crisis negotiation, and search manager.

STRATEGIC PLANNING RESULTS

VIOLENT CRIME

ITEM	OBJECTIVE	MEASUREMENT	RESULT
6.1	Maintain a front loaded and effective response to solving crimes of violence.	* Solve rate.	Achieved.
6.2	Increase number of intimate partner violence investigators.	* Increased number of trained officers.	Achieved. Several officers trained in intimate partner violence.
6.3	Monitor offenders with intelligence led, proactive approach.	* Number of arrests/charges.	Achieved. LPS partnered with WPS to create a joint bail compliance team that has successfully monitored offenders and led to arrests and charges.

PROPERTY CRIME

ITEM	OBJECTIVE	MEASUREMENT	RESULT
7.1	Enhance public education through social media on crime prevention to assist in the reduction of property crime.	* Number of public information messages.	Achieved. Our Community Resource Officer regularly posts information and crime prevention tips on our social media platforms.
7.2	Research, develop, implement and participate in crime prevention programs.	* Number of crime prevention programs created and implemented.	Achieved.

YOUTH CRIME

ITEM	OBJECTIVE	MEASUREMENT	RESULT
8.1	Continue to foster positive relationships with local youth through programs such as B-RAD, VIP, and LaSalle Hangout.	* Number of community partnerships and programs.	Achieved. Our members have participated in: * a youth basketball game with LaSalle Hangout * presentations at local public and secondary schools on anti-racism and bullying * Coffee with a Cop * B-RAD presentations * Attendance at youth centre events
8.2	Train officers in Violent Threat Risk Assessment to assist risk assessment for schools.	* Number of officers receiving training.	Achieved. A number of members received VTRA training.

STRATEGIC PLANNING RESULTS

VICTIM ASSISTANCE

ITEM	OBJECTIVE	MEASUREMENT	RESULT
9.1	Ensure proper referrals are made to agencies that provide support services for victims.	* Number of Victim Services and community service referrals.	Achieved. Increases in referrals to both Victim Services and other community services.

ROAD SAFETY

ITEM	OBJECTIVE	MEASUREMENT	RESULT
10.1	Increase road safety awareness, issues and enforcement actions within our community through presentation, interactions, and social media.	* Number of presentations and number of social media posts related to road safety.	Achieved. Traffic enforcement officer provided presentations to schools and numerous social media posts related to road safety.
10.2	With the engagement of the new Traffic Enforcement Unit, gather and analyze statistics on road safety and traffic enforcement.	* Gather statistics to measure enforcement as well as motor vehicle collisions.	Achieved. Monthly report on traffic enforcement and speed sign downloads to provide data.

INFORMATION TECHNOLOGY

ITEM	OBJECTIVE	MEASUREMENT	RESULT
11.1	Explore options for our website design and hosting.	* Feasibility report and cost estimate	Not Completed.
11.2	Research the cost of benefits of using E-ticketing technology.	* Feasibility report and cost estimate	Achieved. The Traffic Enforcement Officer participated in E-ticketing pilot project.
11.3	Maintain a surveillance camera registry to assist in canvassing during investigations.	* Feasibility report and cost estimate	In Progress. Began implementation of CamSafe online camera registry.

STRATEGIC PLANNING RESULTS

POLICE FACILITIES

ITEM	OBJECTIVE	MEASUREMENT	RESULT
12.1	Explore the installation of enhancing security and privacy measures, including a booking area partition, change room/ washroom partition, and exterior bollards.	* Feasibility report and cost estimate	Not completed.
12.2	Enhance employee wellness through purchase of ergonomic equipment.	* Feasibility report and cost estimate	Achieved. Ergonomic chairs purchased for Emergency Communication Operators and a new modern workplace for Community Oriented Response and Enforcement members.

RESOURCE PLANNING

ITEM	OBJECTIVE	MEASUREMENT	RESULT
13.1	Continue striking ad hoc service delivery committees to assess and review all aspects of policing operations.	* New committees	Achieved. A uniform equipment committee was created to review equipment needs. A communications committee partnered with the Town. A collective agreement working group was created.
13.2	Explore implementing auxiliary police and special constable positions.	* Feasibility report and/or implementation.	Not completed.
13.3	Increase number of trained officers in forensics and technology-based investigations.	* Feasibility report and cost estimate.	Achieved. Two officers trained.
13.4	Succession planning to replace required designations and develop future leaders.	* Feasibility report and cost estimate.	Achieved. Several officers trained in Leadership in Police Organizations. Provided regular Acting Rank opportunities.

COST OF POLICING

POLICING EXPENSES	ESTIMATED	ACTUAL	DIFFERENCE
Salaries and Benefits	\$8,940,000	9,248,315	\$308,315
Administrative	\$217,500	\$297,786	\$80,286
Personnel	\$149,000	\$211,358	\$62,358
Facility	\$2,000	0	-\$2,000
Vehicles and Equipment	\$194,400	\$183,348	-\$11,052
Programs	\$121,500	\$164,220	\$42,720
Transfers to Capital/Reserves	\$204,000	\$204,000	\$0
Operating Expenses	\$9,828,800	\$10,343,460	\$514,660
Less Revenue	\$452,600	\$475,114	-\$22,514
Total Cost	\$9,376,200	\$9,834,313	\$458,113

Salaries and Benefits were over budget by \$308,315 for the following reasons: coverage for staffing shortages (three members on long-term disability, one member medically accommodated, three members on maternity leave, four members took parental leave, and a variety of injuries), the overlap of hiring five new members to replace five retiring members (Board approved), and overtime for a major complex death investigation.

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

Administrative was over budget by \$80,286 to address technology deficits.

Personnel costs were over budget by \$62,358 due to an increase in legislated training requirements and costs associated to uniforms and equipment (we hired six officers to replace six retiring officers, making it necessary to purchase uniforms and equipment). This level of staffing turnover is atypical and cyclical. We anticipate additional turnover in 2025 but this will lessen 2026.

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

Vehicles and Equipment costs were under budget by \$11,052.

Programs costs were over budget by \$42,720 primarily as a result of increased costs for court services, and increased recruiting efforts to address staff turnover.

Revenue was higher than anticipated by \$22,514.

The total cost of policing in 2024 was 4.9% higher than budgeted. An thorough analysis of expenditures uncovered underfunded budget lines that are contractually obligated through collective agreements. This will be addressed in future budgets.



LA SALLE

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POLICE