



LONDON POLICE SERVICE BOARD

OPEN MEETING AGENDA

Thursday, May 15, 2025

9:00am **and** 1:00pm

Police HQ Executive Boardroom 601 Dundas Street

[Link to Livestream](#)

	ITEM	LEAD	DETAILS
OPEN MEETING PART One: 9:00am			
1	Call Open Meeting to Order	Chair	
2	Motion to move to Closed meeting pursuant to Section 44(1)(b) and 44(2) of the <i>Community Safety and Policing Act</i>	Chair	Decision
CLOSED MEETING UNTIL 1:00PM			
OPEN MEETING PART Two: 1:00pm			
1	Procedural Matters Opening Remarks Disclosures of Interest Introduction of New Business Approval of Minutes	Chair	Information
2	London Police Service Board Committees 2.1 Finance Committee Report #2505PB05 2.2 Human Resources and Compensation Committee Report #2505PB01	Finance Committee HR&C Committee	Decision
3	Financial Services Police Service Reserve Fund Report #2505FF01	Dep. Chief MacSween	Decision
4	Uniformed Division Vehicle Pursuits Q1 Report #2505UD01	Dep. Chief Guilford	Information
5	Criminal Investigation Division Crime Stoppers Q1 Report #2505CI01	Dep. Chief Bastien	Information

Next Scheduled LPSB Open Meeting Date: June 19, 2025

6	Executive Administration 6.1 Professional Standards Quarterly Complaints Report #2505EA03 6.2 LPS 2024 Performance Metrics Report #2505EA01	Dep. Chief Bastien Chief Truong	Information
7	Verbal Updates <ul style="list-style-type: none"> • Chair Gauss • ED Johanssen • Chief Truong 	Chair ED Chief	Information
8	London Police Service Board Office Board Continuity Report #2505PB02	ED and Chair	Decision
9	New Business	Chair	Information
10	ADJOURNMENT	Chair	



LONDON POLICE SERVICE BOARD

MINUTES OF THE OPEN MEETING

Thursday March 20, 2025

HYBRID: Police Headquarters-Executive Boardroom / Teams

ATTENDANCE	
London Police Service Board Members and Staff	London Police Department
Ali A. Chahbar, Chair	Chief Thai Truong
Ryan Gauss, Vice Chair	Deputy Chief Paul Bastien
Nancy Branscombe, Member (Virtual)	Deputy Chief Scott Guilford
Steve Lehman, Member	Deputy Chief Treena MacSween
Josh Morgan, Member (Virtual)	Madeline McKinnon, Director Legal Services
Susan Stevenson, Member	Sam Santos, Executive Assistant to The Chief
Megan Walker, Member	
Stephanie Johannsen, Executive Director	
Melanie Coleman, Administrative Assistant	
Guests	
Ron LeClair, Police Service Advisor	Amanda Shaw, Siskinds Law Firm
Inspector Peter Testa, LPS	Director Jody Graham, LPS

OPEN MEETING PART 1:

- MEETING CALLED TO ORDER: 9:10AM**
- MOVE INTO CLOSED SESSION: 9:13AM**

Moved By: M. Walker

Seconded By: S. Stevenson

“**THAT** the London Police Service Board moves from Open to Closed session pursuant to Section 44(2) of the Community Safety and Policing Act.”

CARRIED

Returned To Open Session, Part 2: 3:08PM

- Procedural Matters**
Opening Remarks
Disclosures of Interest: None
Introduction of New Business: None

Moved By: R. Gauss

Seconded By: M. Walker

“**THAT** the London Police Service Board approve the adapted February 20th Open Minutes.”

CARRIED

2. Delegation

The London Police Service Board welcomed Mr. Volodymyr Vorobets, President of the London Ukrainian Centre, and Scott McCallum of the Canadian Ukrainian Logistics Division (CULD). Together, they presented an award to Chief Troung for assistance in significantly strengthening the Ukraine's emergency response capabilities. The body armour donated by the LPS enhanced the safety and operational capacity of Ukrainian police, military forces and improved living conditions for displaced populations. Gratitude was expressed to everyone who has donated and supported the continued vital work.

3.1 Inquest Recommendations Update Report #2503PB01

The London Police Service Board reviewed recommendations stemming from the public inquest into the death of Samuel Maloney, which occurred in December 2016. These recommendations were directed to various organizations, including the London Police Service, the London Police Service Board, the Special Investigations Unit (SIU), the Office of the Chief Coroner, and the Children's Aid Society. The Board now has six months to review and act upon these recommendations.

The report outlining the jury's recommendations has been shared publicly. The Board will carefully consider the next steps in response to the recommendations over the coming months.

3.2 Committee Assignments Report #2503PB02

The Board discussed the committee assignments and agreed to re-establish both a Finance Committee and a Governance Committee. The Board agreed that there would be a reevaluation of Committee assignments at the January 2026 board meeting.

The committees will be comprised of the following:

London Police Service Board Finance Committee

Member Branscombe, Member Lehman and Member Stevenson

London Police Service Board Governance Committee

Vice Chair Gauss, Member Branscombe and Member Walker

Moved By: N. Branscombe

Seconded By: S. Stevenson

“THAT The London Police Service Board re-establish a Finance Committee comprised of 3 Board Members, including at least one member with financial expertise; and,
THAT The London Police Service Board re-establish a Governance Committee comprised of 3 Board Members, including at least one member with legal expertise.

CARRIED

3.3 Sponsorships: Conferences and Awards Report 2405PB03

Moved By: R. Gauss

Seconded By: S. Lehman

“**THAT** The London Police Service Board provides sponsorship of up to \$5,000.00 for the 2025 OAPSB Conference; and,

THAT The London Police Service Board review standing sponsorships at the January 2026 Meeting.”

CARRIED

3.4 Organizational Review

Moved By: R. Gauss

Seconded By: M. Walker

“**THAT** pursuant to LPSB Policy 103 (Procurement), that The London Police Service Board authorize the initiation of the procurement process for the selection of a recruitment firm to assist with the hiring of two positions; a Chief Administrative Officer and General Counsel.”

CARRIED

Moved By: S. Lehman

Seconded By: S. Stevenson

“**THAT** The Executive Director work with the Board to solicit a minimum number of three quotations for consideration, as outlined in LPSB Policy 103 and report back to the Board the results of the procurement process with recommended firm for approval”

CARRIED

4. Financial Services

Director Graham provided an overview of the London Police Service’s unaudited financial report for the year ending 2024, highlighting an operating surplus representing 4.4% of the net operating budget. This surplus was allocated to the Police Service Reserve Fund for long -term financial stability with a one-time draw of \$1.28 million used for capital expenditures, reducing the reserve balance to \$5.9 million. The report also noted that all capital projects were on track, except for the analytics project, which was covered by additional approved funding. Seven capital projects were successfully completed, and the balance of all police reserves as of December 31, 2024, were outlined in the report.

Moved By: R. Gauss

Seconded By: S. Lehman

“**THAT** The London Police Service Board receive the financial reports for informational purposes.”

CARRIED

5.1 **London Police Service Community Engagement Report 2503UD02**

Inspector Testa presented the 2025 Community engagement report providing an overview of the initiatives, activities and collaborations undertaken by the London Police Service over the past year. The report underscores the collective efforts to address community concerns, facilitate dialogue and establish inclusive spaces for participation.

Moved By: R. Gauss

Seconded By: M. Walker

“THAT The London Police Service Board receives the London Police Service Community Engagement Report #2503UD02 as presented.”

CARRIED

5.2 **2024 Mandatory Reporting – Missing Persons Report 2503UD01**

Moved By: R. Gauss

Seconded By: S. Stevenson

“THAT The London Police Service Board receives the Mandatory Reporting Missing Persons Report #2503UD01 for informational purposes.”

CARRIED

6. **Executive Administration: Special Investigations Unit Reports 2503EA03, 2503EA05 and 2503EA06**

Moved By: S. Stevenson

Seconded By: S. Lehman

“THAT The London Police Service Board receives the three Special Investigations Unit Reports 2503EA03, 2503EA05 and 2503EA06 for informational purposes.”

CARRIED

7. **2024 Sexual Assault Investigations Report 2503CI01**

There was discussion around the decrease in reported incidents. Ms. Walker emphasized the importance of clear and consistent terminology to foster a better understanding and support for those affected.

Moved By: R. Gauss

Seconded By: M. Walker

“THAT The London Police Service Board receives the 2024 Sexual Assault Investigation Report #2503CI01 for informational purposes.”

CARRIED

8. **2025 Chief's Gala Financials Report 2503EA04**

Chief Truong discussed the success of the recent gala, which raised just under \$240,000.00 for Youth Opportunities Unlimited and The Canadian Mental Health Association of Thames Valley. Chief Truong proposed continuing the gala as an annual event, emphasizing its positive impact in fostering community engagement and recognizing the hard-working officers.

Moved By: R. Gauss

Seconded By: N. Branscombe

“THAT The London Police Service Board:

1. Receive this report as a preliminary record of the inaugural Chief's Gala;
2. Approve the disbursement of net proceeds as follows:
 - a. Youth Opportunities Unlimited (YOU) – 50%
 - b. Canadian Mental Health Association Thames Valley – 50%
3. Support the continuation of the Chief's Gala as an annual event, subject to operational review.”

CARRIED

Moved By: R. Gauss

Seconded By: M. Walker

“THAT The London Police Service Board direct to the Finance Committee to consider the development a formal Donation and Sponsorship Board Policy or Foundation, ensuring proper governance, transparency, and ethical oversight of future fundraising activities.”

CARRIED

9. **Verbal Updates**

Chair Chahbar's Verbal Update:

Chair Chahbar provided an update on World Down Syndrome Day celebrations at the LPS, and expressed gratitude for the Police Service's engagement with the Muslim community during Ramadan, highlighting their participation in Iftar dinners and other community events.

Executive Director Update:

Executive Director Johanssen provided a brief verbal update.

Chief's Verbal Update:

Chief Truong provided an update on a March 18th incident where officers responded to a call from the suicide crisis line, which led to a coordinated effort involving multiple resources. He also highlighted the importance of community engagement, praising the team for their ongoing commitment to strengthening trust and modernizing the organization. He thanked the Board for their continued support and emphasized the collective efforts in improving the service and its relationship with the community.

10. **New Business:** None

11. **Adjournment:** 5:06PM

Moved By: R. Gauss

Seconded By: S. Stevenson

“THAT The London Police Service Board Adjourn the March 20th, 2025 Open Meeting.”

CARRIED

DRAFT



LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: May 15th, 2025

BOARD REPORT #: 2505PB05

MEETING: Open

TO: The London Police Service Board
FROM: LPSB Finance Committee
SUBJECT: Correspondence from London City Council

- Discussion
- Seeking Decision

RECOMMENDATION(S):

THAT the Board receives for information the correspondence from London City Council (Appendix 1), and formally responds prior to the June 11th City Council Budget meeting;

THAT the Board requests the London Police Service to provide a high-level summary of key areas where efficiencies have been achieved, along with any other potential considerations, to support this correspondence to City Council; and,

THAT the Board requests the London Police Service to include information on realized cost savings and potential future savings that would not impede service delivery in its 2026 and 2027 Budget Update report, which will be presented to the Board in September.

PURPOSE:

This report outlines the request for targeted budget information from the LPS to support its response to City Council, to promote transparent, evidence-based communication, and to inform ongoing financial oversight.

BACKGROUND:

The Board is committed to transparent and accountable oversight of the policing budget. The Board recently established a Finance Committee to provide enhanced and ongoing financial oversight and stewardship of the LPS in terms of budget planning and financial reporting and monitoring.

Budget Chair Peloza and Mayor Josh Morgan (in his capacity as Mayor) provided the Board with correspondence on behalf of City Council, welcoming conversation about determining financial

efficiencies and ideas for revenue generation and advocacy. The Finance Committee has met with Budget Chair Elizabeth Pelosa to discuss and consider the correspondence.

CONCLUSION:

The Board and City Council have a shared responsibility for public funds. Maintaining open communication with City Council is an important part of fostering transparency, trust, and alignment between the Board and the municipality.

The Finance Committee supports ongoing dialogue and attempts to find areas of cost savings that do not impede service delivery.



APPENDIX 1

300 Dufferin Avenue
London, Ontario N6B 1Z2
City of London

Dear Chair,

On behalf of London City Council, we want to sincerely thank you and your board for the opportunity to join your upcoming meeting. As we continue working through 2026 budget discussions, our goal is to collaborate in identifying opportunities that help maintain high-quality services while alleviating pressures on the tax base.

As part of our discussion, we hope to explore a number of potential considerations. We understand that your organization has received financial training from the City, and we would be interested in hearing how that has been applied and whether there are areas where additional support might be beneficial.

We would also like to discuss opportunities for provincial and federal advocacy—whether your organization is currently accessing available programs, and whether the City's Government Relations team can assist with letters of support or broader advocacy efforts.

Additionally, we would welcome a conversation about the potential benefits of group procurement and whether this might offer efficiencies.

Finally, we are interested in any ideas your board may have regarding revenue generation, as well as whether there are capital expenses that could be delayed or phased over a longer timeframe to help manage financial pressures.

These topics are intended to serve as a starting point for discussion, with any further consideration or decision-making to take place in future meetings.

We appreciate your time and insights, and we look forward to a productive conversation.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Morgan".

Josh Morgan
Mayor

A handwritten signature in blue ink, appearing to read "Elizabeth Pelozo".

Elizabeth Pelozo
Budget Chair, Ward 12 City Councillor



LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: May 15th, 2025

BOARD REPORT #: 2505PB01

MEETING: Open

TO: The London Police Service Board

SUBJECT: **Organizational Review: Hiring of Chief Administrative Officer and General Counsel**

- Discussion
- Seeking Decision

RECOMMENDATION(S):

THAT the Board's HR and Compensation Committee, in collaboration with Chief Truong, oversees the recruitment process for the Chief Administrative Officer and General Counsel Positions;

THAT the HR and Compensation Committee, in collaboration with Chief Truong, be delegated the authority to oversee and execute the initial phase of the recruitment process, including to a) select a recruitment agency from the proposals obtained pursuant to the Board's Procurement Policy, b) finalize the job postings c) determine the hiring process for each of the positions d) shortlist the candidates and d) coordinate with the Board for the interview and selection processes;

PURPOSE:

This report recommends that the HR and Compensation Committee, in collaboration with Chief Truong, oversee the initial phase of the recruitment process for the hiring of the Chief Administrative Officer and General Counsel Positions.

BACKGROUND:

In April 2024, the Board formally announced that it would be undertaking an Organizational Review following a restructuring of the Senior Leadership Team, particularly the HR, Finance, and Legal divisions. This review was undertaken as part of the Board's ongoing commitment to enhance service delivery, determine financial efficiencies, and align resources with core public safety priorities. These priorities include Chief Truong's organizational transformation to modernize the LPS, emphasizing Community Trust, Organizational Wellness, and Community Safety.

This review is underway, with a final report on governance-related recommendations expected to be delivered publicly in the coming months. Preliminary recommendations indicate that organizational and cost efficiencies can be achieved by merging the previous positions of Senior Director of HR and Senior Director of Finance (which remain vacant pending the results of this review) under the new role of Chief Administrative Officer. Preliminary recommendations also indicate that a General Counsel reporting

directly to the Chief and in lieu of a Senior Director of Legal Services would contribute to substantially reducing external legal fees. Both positions are necessary to spearhead the remainder of the recommendations and initiatives stemming from the review.

At its March 20th, 2025 meeting, the Board initiated the recruitment process by commencing with the procurement of a recruitment agency.

CONCLUSION:

This approach ensures that the recruitment process for the Chief Administrative Officer and General Counsel is conducted efficiently. By delegating specific authorities to the Committee, the Board maintains oversight while enabling the process to move forward in a timely manner. Final approval of the selected candidates will remain under the purview of the full Board, ensuring full accountability.



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: May 15, 2025

BOARD REPORT #: 2505FF01

MEETING: Open

TO: Chair and Members of the London Police Service Board

FROM: Treena MacSween, Deputy Chief

SUBJECT: **Police Service Reserve Fund: Approaches, Targets, and Operational Needs**

PURPOSE: Seeking Decision

RECOMMENDATIONS:

That the London Police Service Board:

1. Maintain the established target for the London Police Service Reserve Fund at 5-10% of the net London Police Service operating budget.
2. Approve a revision to the LPS Reserve Fund By-Law to increase the Police Chief or designate's authority to approve drawdowns from the Reserve Fund from \$100,000 to \$500,000, and direct staff to work with civic administration to bring forward the required by-law updates to City Council.

FINANCIAL IMPLICATIONS:

There are no direct financial implications on the operating budget at this time.

SUMMARY:

This report has been prepared to address discussions with the Board regarding the appropriate target level for the Police Service Reserve Fund moving forward. Additionally, it highlights the shift in approach regarding transfers from operating to capital and the associated implications on the Chief's ability to make necessary operational decisions throughout the year concerning the purchase of required capital items. For example, if an unbudgeted capital purchase exceeding \$100k is required to support an investigation or other operational need, the Chief is unable to approve the expenditure directly. Through discussions with the City, all non-budgeted capital purchases are recommended to be funded through a drawdown from the police reserve. However, the Chief's authority to approve spending from the reserve is limited to amounts under \$100k. To access more than \$100k from the reserve, approval from the Police Service Board is required, which complicates and delays the process of accessing these funds in a timely manner.

DISCUSSION:

Police Service Reserve Fund (RF10100) Overview

Purpose: The monies standing in the fund shall be used by the London Police Service Board (LPSB) to fund any initiatives that support the Police Service, including tax supported budget contingencies to mitigate unforeseen events or one-time unanticipated revenue losses and expenses resulting in budgetary deficits or fluctuations in the Police budget. This Fund may also be utilized for operating or capital expenditures related to:

- One-time initiatives/projects; or
- Initiatives/projects that require a temporary source of financing not to exceed four years. Should the London Police Service Board wish to deliver an initiative/project on a permanent basis, transition plans must identify permanent sources of financing to commence no later than the fifth year.

Revenues: Among the contributions to the reserve fund are approved annual LPS surplus contributions, if any. This reflects the long-standing practice for LPS to contribute year-end surplus to their reserve fund, while also funding any year-end deficits from their reserve fund. Active contributions may be made into the Reserve should the Reserve become depleted or low, which may result in a necessary increase in the Operating Budget. The maximum balance allowed in the fund is 10% of the net operating budget. When the maximum balance is reached, London Police Service (LPS) shall consult with the City on appropriate action. There is no explicit statutory framework provided for the disposition of a police service board's surplus. Any disputes regarding the police service board's budget would follow the statutory procedures outlined in subsections 50 (6) through 50 (13) of the CSPA which include conciliation and arbitration.

Expenditures: Before any monies are expended from the Reserve for the purposes outlined above, the approvals of the Police Chief or their designate shall be given for expenses less than \$100,000 and the approval of the London Police Service Board shall be given for expenses equal to or greater than \$100,000.

Reserve Fund Target Levels: Municipal Scan

The current established target for the Police Services Reserve Fund is set at 5-10% of the net operating budget for the Police Service. While a municipal scan conducted by the City of London (see attached City Report – Police Service Reserve Fund By-law Review) provides a comparative framework, policing operations and financial structures vary significantly across jurisdictions. Given this, the Service recommends maintaining the current target range while conducting further assessments of long-term capital risk. A formal review of the target levels should be conducted before the end of the multi-year budget cycle to ensure alignment with financial sustainability and operational needs.

Service	Contingency or Stabilization Reserve Target
Peel Regional Police Service	Minimum 5% to a maximum of 10% of their total (gross) tax supported programs budget.
Hamilton Police Service	Target balance of 5% of the previous year's net tax levy budget for the Police Service.
Waterloo Regional Police Service	Target balance of \$2 million.
Niagara Regional Police Service	Minimum 10% to a maximum of 15% of gross expenditures (excluding reserve and capital costs).
Guelph Police Service	Target balance of 5% of the Police Service net operating budget.

Reserve Fund Target Levels and Projected Activity for 2025

The chart below illustrates the minimum and maximum reserve fund levels under two target ranges: 5-10% and 3-6% (as requested of the Board) of the net police service operating budget, based on projected activity for 2025.

Target Driver	Amount
Net Police Service Operating Budget (2025)	\$ 186,701,258
Established Targets:	
Minimum Target (5%):	\$ 9,335,063
Maximum Target (10%):	\$ 18,670,126
Shortfall to minimum target	\$ 3,144,540
Shortfall to maximum target	\$ 12,479,603
Proposed Targets:	
Minimum Target (3%):	\$ 5,601,038
Maximum Target (6%):	\$ 11,202,075
Shortfall to minimum target	\$ (589,485)
Shortfall to maximum target	\$ 5,011,553
Reserve Activity:	
2024 Uncommitted Balance before Year-end Closing	\$ 838,818
2024 Year-End Net Reserve Impact*	\$ 5,951,948
Sub-Total Revised 2024 Uncommitted Balance	\$ 6,790,766
2025 Budgeted One-Time Draw	\$ (850,000)
2025 Projected Interest Income	\$ 249,756
Projected Uncommitted Balance as of Dec 31, 2025	\$ 6,190,522

*Year-End Operating Surplus of \$7,238,971, less the Board-approved one-time draw of \$1,287,023 to cover unforeseen capital expenditures in 2024.

Reserve Fund Financial History

A key aspect of the Police Services Reserve Fund is that any year-end surplus in the LPS budget is contributed to the reserve, while any year-end budget deficit is drawn from this reserve to balance the LPS budget. The reserve history, with financial information dating back to

2010, is attached for reference. It is important to note that this reserve fund has been used throughout the years to cover significant expenditures that would otherwise have been requested from the City, had the reserve not been in place to support operations. Recent examples include:

- In 2019, LPS transferred \$1.6 million to a Vehicle and Equipment Reserve Fund (VERF), which funds capital projects related to vehicle and equipment purchases at the City. This transfer was made to reduce the taxpayer burden associated with required capital replacements, and it was recommended that funds be transferred to this reserve to support capital projects during the 2021-2023 budget period.
- In 2022, LPS allocated \$2.8 million of reserves for the development of the Back-up Communication Centre.
- Also in 2022, a draw was initiated from the Reserve to cover costs associated to the pay equity review. The City supported London Police in funding this expenditure and as such the funds in this reserve were replenished.
- In 2023, \$3.5 million was allocated for the Westminster property purchase and initial renovation costs.
- Again in 2023, LPS drew \$3.8 million from this reserve fund to cover their operating budget deficit.

Due to the dynamic nature of policing and the potential for unforeseen and significant one-time projects or initiatives to emerge over the multi-year budget (MYB) period through 2027, the use of reserve funds will likely be necessary. Significant capital projects may result in funding requirements ranging from \$2 million to \$4 million. It is crucial to maintain an adequate Police Contingency Services Reserve Fund to mitigate any potential negative financial impacts on both the City and the LPS.

Unforeseen Capital Expenditures and Reserve Fund Management

Historically, when unforeseen or unplanned capital expenditures arose during the year, they were addressed through transfers from operating surplus funds to capital, as approved by the London Police Senior Executive Command. These transfers were then reflected in the net year-end operating surplus. However, following discussions with the City, it is now recommended that all operating surplus funds be deposited directly into the Police Service Reserve Fund. While this aligns with City financial policies, it represents a shift in how capital expenditures have historically been managed.

The summary of transfers from operating to capital since 2016 is outlined below, noting the change in 2024, when funds were drawn from the Reserve Fund instead.

Transfer from Operating to Capital Activity	
Fiscal Year	Amount (\$)
2016	\$1,258,103
2017	\$776,460
2018	\$1,028,418
2019	\$1,021,328
2020	\$530,544
2021	\$84,103
2022	\$123,951
2023*	\$0
2024**	\$1,287,023

**In 2023, the Service experienced a \$3.8 million operating deficit.*

***2024 marked the first year that funds were drawn from the reserve, rather than completing a transfer from operating to capital and taking funds directly from the operating account.*

Currently, to access funds from the Police Service Reserve Fund, approval from the Police Chief or their designate is required for expenses under \$100,000, while any expenses of \$100,000 or more necessitate approval from the London Police Service Board.

It is now recommended that the Board approve a revision to the LPS Reserve Fund By-Law to increase the Police Chief or designate's authority to approve drawdowns from the Reserve Fund from \$100,000 to \$500,000. This allocation ensures the Chief can swiftly respond to critical and time-sensitive expenditures without delays that could impact public safety or service delivery. The amount reflects a balance between operational flexibility and financial oversight, aligning with existing procurement policies while maintaining fiscal responsibility. This approach ensures the Police Service has the necessary resources to address unforeseen challenges and critical needs as they arise.

The recommended \$500,000 threshold aligns with the signing authority outlined in LPSB Policy 103: Procurement and Disposal of Surplus Property, where the Chief or their designate is authorized to approve the procurement of goods up to this limit without requiring a report to the Board. While the Chief can award contracts and purchases up to a total of \$2 million with a report back to the Board, no such report is required for amounts under \$500,000 per Section 22 of the procurement policy.

This threshold will be periodically reviewed, and if deemed necessary, a recommendation will be made to the Board to adjust the \$500,000 level based on the evolving needs and demands of the Police Service.

CONCLUSION:

In conclusion, it is essential to maintain an adequate Police Service Reserve Fund to manage unforeseen capital and operating expenditures that may arise throughout the year. The recommended change in approval authority to \$500,000 will ensure the Chief of Police has the necessary flexibility to respond to critical, unexpected needs while also ensuring that larger expenditures are subject to Board oversight. These recommendations, including the continuation of the 5-10% target for the Reserve Fund, provide financial stability while preserving the Service's ability to address unforeseen operational challenges. This ensures immediate access to funds for critical expenditures without unnecessary delays. Additionally, recognizing the City's request for a reassessment of reserve targets, the Service recommends a structured review before the end of the multi-year budget cycle to ensure any adjustments are based on a comprehensive evaluation of long-term capital risk and financial sustainability.

PREPARED BY: Director Jody Graham – Financial Services

Attachments: Police Unfunded Reserve Fund History 2010-2024
City Report – Police Service Reserve Fund By-law Review

Police Unfunded Reserve Fund History 2010-2024

Police Unfunded Liability RF (RF24)	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Opening Balance	\$ 1,808,221	\$ 1,998,808	\$ 2,580,415	\$ 2,955,306	\$ 2,742,921	\$ 2,548,303	\$ 2,872,959	\$ 2,979,088	\$ 4,497,706	\$ 9,277,304	\$ 8,436,920	\$ 10,191,909	\$ 10,401,042	\$ 10,268,085	\$ -
Revenue:															
Transfer from Operating (Surplus)	\$ 170,473	\$ 553,567	\$ 331,345	\$ -	\$ 135,381	\$ 279,723	\$ 53,553	\$ 177,231	\$ 1,668,586	\$ 528,518	\$ 1,558,563	\$ -	\$ 1,467,488	\$ -	
Transfer from Operating (MVA)								\$ 1,300,000	\$ 3,014,346						
Interest	\$ 20,114	\$ 28,040	\$ 43,546	\$ 56,410	\$ 50,201	\$ 44,934	\$ 52,575	\$ 41,387	\$ 96,666	\$ 231,098	\$ 196,426	\$ 209,133	\$ 181,983	\$ 35,187	
Expenses:															
Transfer to Capital													\$ (314,941)	\$ (678,813)	
Transfer to Police Sick Leave RF					\$ (380,200)										
Transfer to Police Vehicles RF									\$ (1,600,000)						
Transfer to Police Services RF (close of Police Unfunded Liability RF)														\$ (9,624,459)	
Transfer to Operating			\$ (268,795)										\$ (1,467,488)		
Ending Balance	\$ 1,998,808	\$ 2,580,415	\$ 2,955,306	\$ 2,742,921	\$ 2,548,303	\$ 2,872,959	\$ 2,979,088	\$ 4,497,706	\$ 9,277,304	\$ 8,436,920	\$ 10,191,909	\$ 10,401,042	\$ 10,268,085	\$ -	\$ -
Police Services RF (RF10100)															
Opening Balance														\$ 177,716	\$ 5,419,071
Revenue:															
Transfer from Police Unfunded RF (amalgamation of RFs)														\$ 9,624,459	\$ 7,238,971
Interest														\$ 203,144	\$ 68,074
Expenses:															
Transfer to Capital														\$ (727,920)	\$ (3,108,094)
Transfer to Operating														\$ (3,858,328)	
Ending Balance														\$ 5,419,071	\$ 9,618,021

Report to Strategic Opportunities Review Working Group

To: Chair and Members
Strategic Opportunities Review Working Group

From: Anna Lisa Barbon, CPA, CGA, Deputy City Manager, Finance Supports

Subject: London Police Service Reserve Fund By-law Review

Date: September 4, 2024

Recommendation

That, on the recommendation of the Deputy City Manager, Finance Supports, the London Police Service Reserve Fund By-law Review report **BE RECEIVED** for information.

Linkage to the Corporate Strategic Plan

Council's 2023 to 2027 Strategic Plan for the City of London identifies "Well-Run City" as one of eight strategic areas of focus. The London Police Service Reserve Fund By-law Review supports this strategic area of focus by contributing towards the following strategic outcome: "The City of London is trusted, open, and accountable in service of the community".

Analysis

1.0 Background Information

1.1 Previous Reports Related to this Matter

Corporate Services Committee, May 27, 2024, Agenda Item #2.5, 2024 Reserve and Reserve Fund Monitoring and Housekeeping Report <https://pub-london.escribemeetings.com/filestream.ashx?DocumentId=108598>

Strategic Priorities and Policy Committee, October 10, 2023, Agenda Item #2.1, City of London Strategic Financial Framework <https://pub-london.escribemeetings.com/filestream.ashx?DocumentId=103646>

Corporate Services Committee, September 11, 2023, Agenda Item #2.1, Contingencies/Stabilization and Risk Management Reserve Fund Rationalization Report <https://pub-london.escribemeetings.com/filestream.ashx?DocumentId=102348>

Corporate Services Committee, July 17, 2018, Agenda Item #2.4, Reserve and Reserve Fund Policy Report <https://pub-london.escribemeetings.com/filestream.ashx?DocumentId=47669>

1.2 Strategic Opportunities Review Working Group Direction

This report has been prepared to address the following July 23, 2024, Council resolution originating from the first meeting of the Strategic Opportunities Review Working Group (SORWG):

That the following actions be taken with respect to the 1st Report of the Strategic Opportunities Review Working from its meeting held on June 26, 2024:

c) the following actions be taken with respect to the Strategic Opportunities Review Working Group's Annual Work Plan, as amended:

i) the Civic Administration BE DIRECTED to report back to the September meeting of the Strategic Opportunities Review Working Group with respect to the London Police Services Reserve Fund on potential opportunities for the

consideration of this working group, including potential changes to the associated by-law, as required;

At the first meeting of the SORWG where this topic was introduced, discussion focused on a particular aspect of a municipality's relationship with its police services board - the municipality's ability to require its police services board to return all or a portion of any year-end operating surplus. With respect to the City of London, this question was discussed with the understanding that a Council approved by-law governing the City's London Police Service Reserve Fund was enacted in 2023, which specifically mentions the contribution of year-end LPS surplus to the reserve fund. The target balance of the London Police Service Reserve Fund was also a consideration of the SORWG.

1.3 Community Safety and Policing Act, 2019 - Section 50, Municipal Board Finances

On April 1, 2024, the Community Safety and Policing Act, 2019 (CSPA, <https://www.ontario.ca/laws/statute/19c01#BK64>) came into force and the Police Services Act (PSA) was repealed. Section 50 of the CSPA, Municipal Board Finances, outlines the municipal responsibilities for police service boards' budgets, in particular subsections 50 (4) and 50 (5) address elements pertinent to this review:

50 (1) A municipality that maintains a municipal board shall provide the board with sufficient funding to,

(a) comply with this Act and the regulations; and

(b) pay the expenses of the board's operation, other than the remuneration of board members. 2019, c. 1, Sched. 1, s. 50 (1); 2023, c. 12, Sched. 1, s. 19 (1).

Budget

(4) Upon reviewing the estimates, the municipality shall establish an overall budget for the municipal board for the purposes described in clauses (1) (a) and (b) and, in doing so, the municipality is not bound to adopt the estimates submitted by the municipal board. 2019, c. 1, Sched. 1, s. 50 (4).

Same

(5) In establishing an overall budget for the municipal board, the municipality does not have the authority to approve or disapprove specific items in the estimates. 2019, c. 1, Sched. 1, s. 50 (5).

The municipality's obligation to establish an overall budget for the police service board is generally the primary opportunity to address considerations about the police service board's budget and potential budgetary surpluses that may result from the approval of the police service board's budget.

The CSPA is silent as to what occurs when a police services board has a budget surplus. Therefore, there is no explicit statutory framework provided for the disposition of a police service board's surplus.

Any disputes regarding the police service board's budget would follow the statutory procedures outlined in subsections 50 (6) through 50 (13) of the CSPA which include conciliation and arbitration.

1.4 Reserve Fund By-law Overview

The London Police Service Reserve Fund was established in the Contingencies / Stabilization and Risk Management Reserve Fund (CSRM) Rationalization Report in September 2023 after a collaborative effort between Civic Administration and London Police Service. The approved reserve fund by-law (Appendix A) states that the fund is used by the LPS Board for any initiatives that support Police Services, including draws to mitigate unforeseen events and one-time unanticipated revenue losses that cause a budget deficit, as well as one-time or short-term (less than 4 years) operating or capital initiatives / projects.

Noteworthy elements of the reserve fund by-law include:

- Section 3 - Among the contributions to the reserve fund are approved annual surplus contributions, if any. This reflects the long-standing practice for LPS to contribute year-end surplus to their reserve fund, while also funding any year-end deficits from their reserve fund.
- Section 4 – Provides that the balance in the reserve fund shall not exceed the established target. This ensures that the fund does not grow unchecked through indefinite contributions. The target balance of this reserve fund is established by the City Treasurer (as per the authority in the Reserve and Reserve Fund Policy) in consultation with London Police Service and is updated periodically as the City updates its other reserve / reserve fund targets.
 - This section also includes a commitment on the part of LPS Administration to consult with the City on appropriate action should the balance exceed the established target.
- Section 5 - To drawdown from the reserve fund, approval of the Police Chief or their designate shall be given for expenses less than \$100,000 and approval of the London Police Services Board shall be given for expenses equal to or greater than \$100,000.

Civic administration maintains a collaborative working relationship with the LPS Administration and, by extension, the LPS Board. The by-law for the London Police Service Reserve Fund was developed in collaboration with the LPS Administration, including establishing the target balance and obtaining agreement to consult with the City if the balance in the fund exceeds its upper target. The reserve fund by-law was subsequently approved by both the LPS Board and Municipal Council.

1.5 Reserve Fund Balance and Target

The established target for the London Police Service Reserve Fund is 5-10% of the net London Police Service operating budget.

In Thousands (\$000's):

Minimum reserve fund target balance	\$8,276
Maximum reserve fund target balance	\$16,553
Projected 2024 uncommitted balance as of July 31, 2024	\$879
Shortfall to minimum target	\$7,397
Shortfall to maximum target	\$15,674

The projected 2024 uncommitted balance of \$879,000 in the reserve fund is considerably lower than the minimum target balance of \$8,276,000.

A key element of the London Police Service Reserve Fund is that any year-end LPS budget surplus is contributed to this reserve fund and any LPS year-end budget deficit is drawn from this reserve fund to balance the LPS budget. In 2023, LPS relied upon this fund to make a \$3.8 million draw to cover their operating budget deficit.

1.6 Municipal Scan – Other Municipal Approaches & Recent Examples

Based on Civic Administration's review, specifics related to the treatment of year-end surpluses/deficits and management of police reserves & reserve funds in other municipalities are not always readily available. However, information has been obtained from several municipalities as noted below. The various approaches at other municipalities have been ordered from most to least similar to London's approach.

Peel Regional Police – The Peel Regional Police (PRP) administer their reserves and reserve funds in accordance with PRP Board approved Budget and Financial Management policies (<https://www.peelpoliceboard.ca/en/who-we-are/policies.aspx>). The target balance of PRP's Stabilization Reserve is a minimum of 5% to a maximum of 10% of their total (gross) tax supported programs budget. Section 4(II)(b)(ii) of the PRP Budget Policy states that annual year-end surplus allocations are used to maintain the funding in the Stabilization and Capital reserves of the police service.

Peel's approach is consistent with the City of London where police surpluses are maintained in a fund for police. The target balance of PRP's Stabilization Reserve is also very similar to the London Police Service Reserve Fund. The approach differs slightly in that this is a police policy versus a municipal by-law.

Hamilton Police Service – in 2015, the Hamilton Police Service established their Operating Budget Surplus(Deficit) Retention Policy (<https://pub-hamilton.escrimemeetings.com/filestream.ashx?DocumentId=409480>). The policy states:

1. That any future surpluses arising from the Hamilton Police Service operating budget be initially transferred to the Hamilton Police Service Tax Stabilization reserve, held by the City of Hamilton.
2. That any future deficits from the Hamilton Police Service operating budget be funded firstly from the Hamilton Police Service Tax Stabilization reserve.
3. That the use or transfers of funds from the Police Tax Stabilization reserve be approved by the Hamilton Police Service Board.

The Hamilton Police Service Tax Stabilization reserve has a target balance of 5% of the previous year's net tax levy budget for the Police Service.

Hamilton's approach is consistent with the City of London where police surpluses are contributed to the police reserve fund, the reserve fund is used to cover operating deficits, and the police services board approves activity in the fund. This approach differs slightly in that this is a police policy versus a municipal by-law.

Waterloo Regional Police Service – The Waterloo Regional Police Service administer their reserve funds in accordance with Waterloo Regional Police Service Board Policy Number 100 (<https://calendar.wrps.on.ca/Board/Detail/2024-06-12-1030-Waterloo-Regional-Police-Service-Board-of-Director/1d8d2cfc-16fa-4730-8889-b188013f82c1> Agenda item #7.3). The policy states "An operating surplus realized from the operations on an annual basis excluding any surplus related to Voice Radio System and Police Regionalized Information Data Entry System (PRIDE) will be allocated to the General Reserve by the Board by way of resolution." The target balance of the WRPS General Stabilization Reserve is \$2 million.

Waterloo's approach is consistent with the City of London where police surpluses are maintained in a fund for police. The approach differs slightly in that this is a police policy versus a municipal by-law and their reserve fund target balance is a nominal dollar amount versus a percentage of the police budget.

Niagara Regional Police Service – Niagara Regional Police (NRP) Service holds contingency reserves with funding targets of a minimum of 10% to a maximum of 15% of gross expenditures (excluding reserve and capital costs). For the 2023 year-end, NRP's Board allocated \$1.9 million to their contingency reserve and chose to return \$1.7 million to Niagara Region to be allocated per the Region's Operating Surplus/Deficit Policy.

The approach to hold contingency reserves for the NRP Service, with similar targets, is consistent with the London Police Service Reserve Fund.

Sarnia Police Service – The City of Sarnia's Reserve and Reserve Fund Policy (<https://www.sarnia.ca/reserves-reserve-fund-policy/>) states that year-end operating surpluses realized by the police service are transferred to the Police Services Operating Contingency Reserve, unless extraordinary conditions exist or specified targets are exceeded.

This approach is consistent with the London Police Service Reserve Fund by-law in LPS will consult with the City on the allocation of their surplus if the reserve fund target is going to be exceeded.

Barrie Police Service – During 2024 budget development, the Barrie Police Service (BPS) uncovered a \$1.2 million surplus dating back several years. The BPS Board determined the funds were no longer needed and the surplus was returned to the City. The surplus allocation was recommended per Barrie’s financial policy framework regarding surpluses to be contributed to capital and tax rate stabilization reserves. It was the BPS Board’s decision to return the surplus.

This approach appears to be consistent with the City of London in that the BPS board was not required, but chose, to return the previous surplus, and the City of Barrie then applied it per their financial policies.

Guelph Police Service – The City of Guelph’s Year-End Operating Surplus Allocation Policy states that boards may request their year-end operating surplus be allocated to their operations, but that the request is evaluated against all competing priorities. Recent requests by the Guelph Police Service (GPS) to allocate surpluses to reserve funds have been approved. The GPS have an Operating Contingency reserve with a target balance of 5% of the Guelph Police Service net operating budget.

While the approach differs slightly, the established target is consistent with that of the London Police Service Reserve Fund.

York Regional Police Service - Year-end operating surpluses from York Regional Police are included in the overall Region of York surplus and distributed per the Region’s Reserve and Reserve Fund Policy. Currently, York Regional Police does not have a policy or by-law that directs their surplus funds into one of their own reserves. This represents a notably different approach than London’s.

1.7 Options

While there are different approaches to managing police finances in various municipalities as noted above, London’s general approach does align with several other Ontario municipalities. Civic Administration believes that the current London Police Reserve Fund by-law (formalized in 2023) and associated practices related to year-end budget surpluses/deficits represent a reasonable and balanced approach to managing budgetary fluctuations and unforeseen financial events impacting LPS.

As noted above, the London Police Service Reserve Fund currently carries a very modest balance well below its intended target. If LPS were to experience another operating budget deficit the current balance in this fund may not be adequate to cover it. If the future ability of LPS to contribute to this fund is hindered, responsibility would fall to the City to cover operating deficits and any other one-time needs that may arise, should sufficient funding not be available in the LPS Reserve Fund. Identification of alternative funding sources for any one-time needs, should they arise, could potentially impact the property tax levy.

While Civic Administration is not recommending any changes to the London Police Service Reserve Fund by-law, target balance and associated practices at this time, should Council wish to explore different options, the following should be considered.

Open Discussion with London Police Services Board

While there is no statutory requirement directing how a police services board’s budget surplus is to be addressed in the CSPA budgeting process, it is apparent, from both a review of the CSPA and the municipal scan that was completed, that a police services board may return all or a portion of any identified annual surplus and/or work with the municipality on the management of their surplus. This is perhaps the greatest opportunity that Municipal Council may wish to pursue through the appropriate channels.

London Police Service Reserve Fund By-law Revisions

Notwithstanding Civic Administration’s recommendation, Municipal Council may choose to revise the current by-law that governs the London Police Service Reserve Fund. This would likely focus on clause 3 (ii) for possible amendments with respect to the contribution of annual surplus to the London Police Services Reserve Fund, or clause 4

with respect to the target balance of the London Police Services Reserve Fund. It should be noted that unilaterally amending a by-law that was collaboratively developed and approved, risks compromising the relationship between the municipality and its municipal police services board. The general municipal rights and obligations with respect to police service budgets as outlined in the CSPA should also be kept in mind if contemplating any changes and Committee/Council may wish to obtain legal advice in this respect.

Civic Administration does not recommend this action and is confident that sections 3 and 4 of the current London Police Service Reserve Fund by-law aligns with the CSPA and provides adequate assurance regarding the future need and use of any identified LPS surplus.

Conclusion

This report outlines the specifics of the London Police Service Reserve Fund by-law in response to direction from Council via the Strategic Opportunities Review Working Group. Civic Administration recommends making no changes to the London Police Service Reserve Fund by-law at this time. The London Police Service Reserve Fund by-law was created collaboratively with the LPS and provides adequate controls for managing budgetary fluctuations and unforeseen financial circumstances affecting the LPS, while ensuring that the balance in the fund does not grow unchecked. However, should Council wish to consider changes, options are presented for consideration.

Prepared by: Lauren Pasma, Manager, Long Term Financing, Financial Planning and Policy

Reviewed by: Jason Davies, CPA, CMA, Manager III, Financial Planning and Policy

Submitted by: Kyle Murray, CPA, CA, Director, Financial Planning and Business Support

Recommended by: Anna Lisa Barbon, CPA, CGA, Deputy City Manager, Finance Supports

Cc: Jeff Millman – Financial Business Support, Finance Supports
John Millson – Financial Business Support, Finance Supports

APPENDIX A – LONDON POLICE SERVICE RESERVE FUND BY-LAW

Bill No. 336
2023

A by-law to establish the London Police Service Reserve Fund and to repeal By-Law No. A.-6390-236 being “A by-law to establish the London Police Service Recruitment Reserve Fund”.

WHEREAS subsection 5(3) of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides that a municipal power shall be exercised by by-law;

AND WHEREAS section 9 of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides a municipality with the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority;

AND WHEREAS subsection 10(1) of the *Municipal Act, 2001*, S.O. 2001 C.25, as amended, provides that a municipality may provide any service or thing that the municipality considers necessary or desirable for the public;

AND WHEREAS subsection 10(2) of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides that a municipality may pass by-laws respecting the financial management of the municipality (paragraph 3) and services or things that the municipality is authorized to provide under subsection 10(1) (paragraph 7);

AND WHEREAS it is desirable to establish reserve funds to provide for Contingencies/Stabilization & Risk Management of The Corporation of the City of London and its Agencies, Boards and Commissions, as required;

NOW THEREFORE the Municipal Council of The Corporation of the City of London, enacts the following:

1. A reserve fund is hereby established entitled the "London Police Service Reserve Fund" (hereinafter called the "Fund").
2. The monies standing in the Fund shall be used by the London Police Service Board to fund any initiatives that support Police Services, including tax supported budget contingencies to mitigate unforeseen events or one-time unanticipated revenue losses and expenses resulting in budgetary deficits or fluctuations in the Police budget. This Fund may also be utilized for operating or capital expenditures related to:
 - a. One-time initiatives/projects; or
 - b. Initiatives/projects that require a temporary source of financing not to exceed four years. Should the London Police Service Board wish to deliver an initiative/project on a permanent basis, transition plans must identify permanent sources of financing to commence no later than the fifth year.
3. Contributions to the Fund shall be deposited by the City Treasurer, Police Chief or designate and consist of:
 - i. Approved tax supported multi-year budget contributions;
 - ii. Approved annual surplus contributions, if any;
 - iii. Other non-tax supported contributions as approved by The London Police Service Board, or The City Treasurer, or Municipal Council.
4. The balance in the London Police Service Reserve Fund shall not exceed the established target. The target balance of this reserve fund, established by the City

Treasurer in consultation London Police Services, is updated periodically as the City updates its other reserve / reserve fund targets. London Police Services will consult with the City on appropriate action should the balance exceed the established target for this reserve fund.

5. Before any monies are expended from the Fund for the purposes outlined in section 2 of this by-law, the approvals of the Police Chief or their designate shall be given for expenses less than \$100,000 and, the approval of the London Police Service Board shall be given for expenses equal to or greater than \$100,000.

6. The City Treasurer or designate may deposit the monies standing in the Fund into a special bank account or into a consolidated bank account into which are deposited the monies raised for other funds, and the earnings derived from the monies so deposited shall accrue to and form part of the Fund.

7. The City Treasurer or designate, may invest the monies standing in the Fund in such securities as are permitted under subsection 418(1), of the *Municipal Act*, 2001, S.O. 2001, C.25, as amended, and in so doing, may consolidate the monies standing in the Fund with other funds that the City may hold from time to time provided that any earnings derived from the monies standing in the Fund shall be accrued to and form part of the Fund as permitted under sections 418(3) and 418(4) of the *Municipal Act*, 2001, S.O. 2001, C.25, as amended.

8. Notwithstanding that provision may not be made by the Municipal Council in the budget estimates of the current or any subsequent year for contributions or drawdowns to the Fund, it shall continue and be maintained, and the Municipal Council shall always be taken as considering the Fund as necessary so long as this by-law continues in force.

9. By-Law No. A.-6390-236 being "A by-law to establish the London Police Service Recruitment Reserve Fund", passed by Municipal Council on July 27, 2009, is hereby repealed.

10. This By-law shall come into force and effect on the date it is passed subject to the provisions of PART VI.1 of the *Municipal Act*, 2001.

PASSED in Open Council on September 26, 2023, subject to the provisions of PART VI.1 of the *Municipal Act*, 2001.

Josh Morgan
Mayor

Michael Schulthess
City Clerk

First Reading - September 26, 2023
Second Reading - September 26, 2023
Third Reading - September 26, 2023



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: May 15, 2025

BOARD REPORT #: 2505UD01

MEETING: Open

TO: Chair and Members of the London Police Service Board

FROM: Scott Guilford, Deputy Chief

SUBJECT: **Vehicle Pursuits – First Quarter Report (Q1), 2025**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION(S):

That the London Police Service Board receives this report for its information in compliance with Board policy.

FINANCIAL IMPLICATIONS:

None

SUMMARY:

This report is submitted for the Board's awareness and reference, pursuant to London Police Service Board Policy LPSB-060 Reports.

In the first quarter of 2025, LPS members were involved in 44 vehicle-related occurrences. One (1) led to the initiation of a vehicle pursuit, with the remaining dealt with through alternatives to a pursuit. In total, 110 criminal charges and 31 provincial offenses were laid against 37 individuals.

With respect to the lone-initiated pursuit, there were no injuries or damage. Members acted in good faith, satisfied the 3-Part test, and were in compliance with LPS procedure.

See Table 1 on page 3 for quarterly vehicle pursuit data.

DISCUSSION:

Background

Vehicle pursuits are governed by Ontario Regulation 397/23 made under the *Community Safety and Policing Act*, as well as Policing Standard LE-045: Suspect Apprehension Pursuits.

Vehicle pursuits are low-frequency dynamic events that expose our members, the public, and the organization to significant risk. A pursuit is initiated when a police officer in a motor vehicle pursues another motor vehicle that the officer attempted to stop but failed to stop and remain in place.

Before initiating a vehicle pursuit, an officer must assess the availability of alternatives to a pursuit and apply the following three-part test.

An officer may initiate a pursuit when:

1. A criminal offence has been committed or is about to be committed, and there are no alternatives set out in LPS vehicle pursuit procedures that can readily be implemented in the circumstances.
2. Stopping the motor vehicle is necessary to apprehend an individual in connection with the offence or to prevent the commission of the offence; or the purpose of the pursuit is to identify the motor vehicle or an individual inside the motor vehicle.
3. The risk to public safety that may result from the pursuit is outweighed by the risk to public safety that may result if, an individual in the fleeing motor vehicle is not immediately apprehended, or the fleeing motor vehicle or an individual in the fleeing motor vehicle is not identified.

This test must be performed before initiating a pursuit and then continuously throughout that pursuit. If at any point the risk to the public outweighs the need to apprehend an individual or identify the individual/vehicle, the pursuit **must** be terminated. This test helps ensure that a pursuit does not create a greater danger to the public than the circumstances giving rise to it.

Table 1

Pursuits	2020	2021	2022	2023	2024	2025 Q1
Vehicle Pursuits Initiated	10	7	6	5	1	1
Vehicle Pursuits Terminated	8	5	6	2	1	1
Criminal Offence	10	7	6	5	1	1
Provincial Offence	0	0	0	0	0	0
Injuries						
Civilian	0	1	0	5	0	0
Police	0	0	0	0	0	0
Civilian	\$15,000	\$4,500	\$500	\$20,000	0	0
Police	\$23,000	\$500	\$0	\$0	\$5500	0
Provincial Offence	1	1	0	0	1	1
Criminal Offences	42	18	0	34	3	5
Drug Offences	0	0	0	0	0	0
In Compliance	4	4	4	4	0	1
Not in Compliance	6	3	2	1	1	0
Officer Charged	0	0	0	0	0	0

CONCLUSION:

Vehicle pursuits are reviewed to ensure compliance with LPS procedure, identify trends, and training needs. The London Police Service continues to deliver practical training focusing on alternatives that must be considered prior to initiating a vehicle pursuit to all recruits upon their successful completion of Basic Constable Training at the Ontario Police College.

PREPARED BY:

Sergeant Rick Letourneau – Training & Professional Development Branch

REVIEWED BY:

Inspector David Ellyatt – Uniformed Division- Patrol Support Branch



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: May 15, 2025

BOARD REPORT #: 2505CI01

MEETING: Open

TO: Chair and Members of the London Police Service Board

FROM: Paul Bastien, Deputy Chief

SUBJECT: **Crime Stoppers Quarterly Report – Q1 of 2025**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION(S):

THAT the London Police Service Board receives the attached report for their information.

FINANCIAL IMPLICATIONS:

None

SUMMARY:

The number of tips received in Q1 2025 is identical to the number received in Q1 2024 (262). Despite this, there were decreases in all categories by comparison except weapons seized which remained at 0 for both quarters, and vehicles seized which has been newly introduced in 2025.

DISCUSSION:

Background

The London Police Service has a long history of partnership with the London Middlesex Crime Stoppers organization. The purpose of Crime Stoppers is to encourage the public to anonymously become involved in assisting law enforcement agencies in the apprehension and conviction of criminals without fear of reprisals. Tips can be submitted online or by phone. If the information leads to an arrest, the seizure of controlled substances or the recovery of stolen property, the tipster may be eligible for a cash reward of up to \$2,000.

The program has maintained its charitable status and actively participates in fundraising initiatives and speaking engagements yet still faces financial challenges. Despite these financial difficulties, the program continues to receive a steady number of tips, make payments to tipsters, and fulfill its mission effectively.

Cumulative data to the end of Q1 2025 is provided within the charts of Appendix A, with historical data included for comparison.

CONCLUSION:

Crime Stoppers tipsters share intelligence in relation to wanted individuals, drug traffickers, and property offenders. The London Police Service continues to rely on these tips and will continue to use them to solve crimes and build community trust.

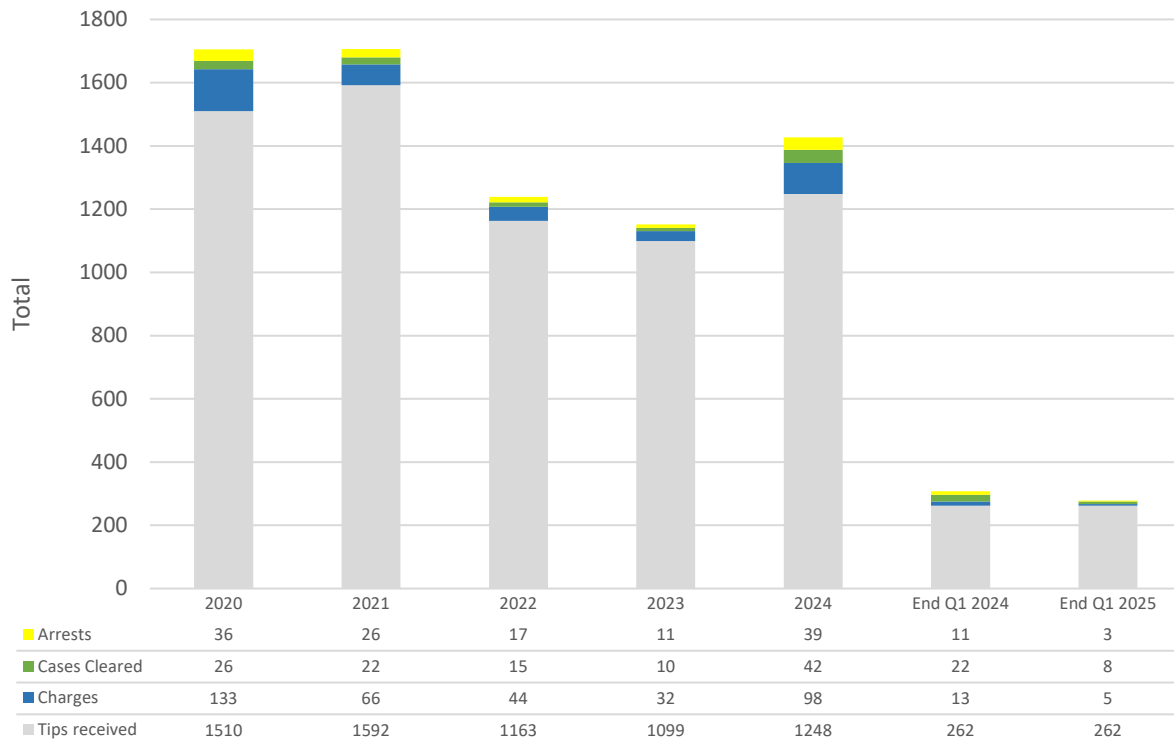
PREPARED BY: Barb Martin, Detective Sergeant – Investigative Support Section

Attachment(s): Appendix A

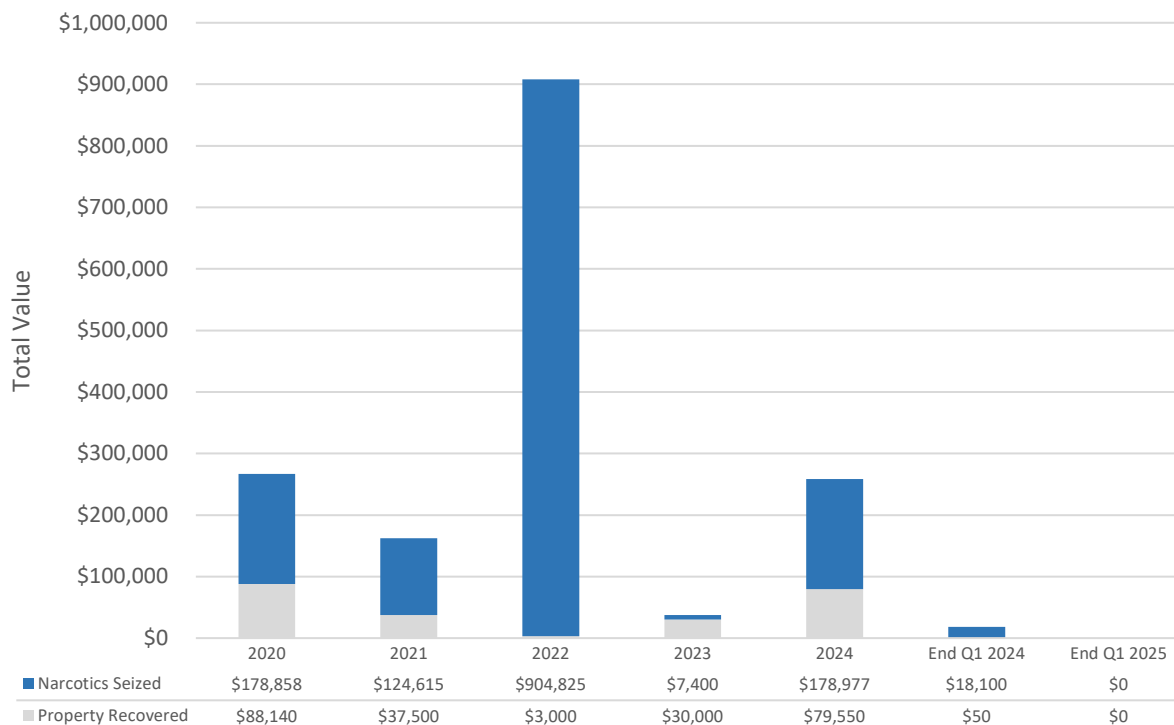
Appendix A

Crime Stoppers 2020 – End Q1 2025

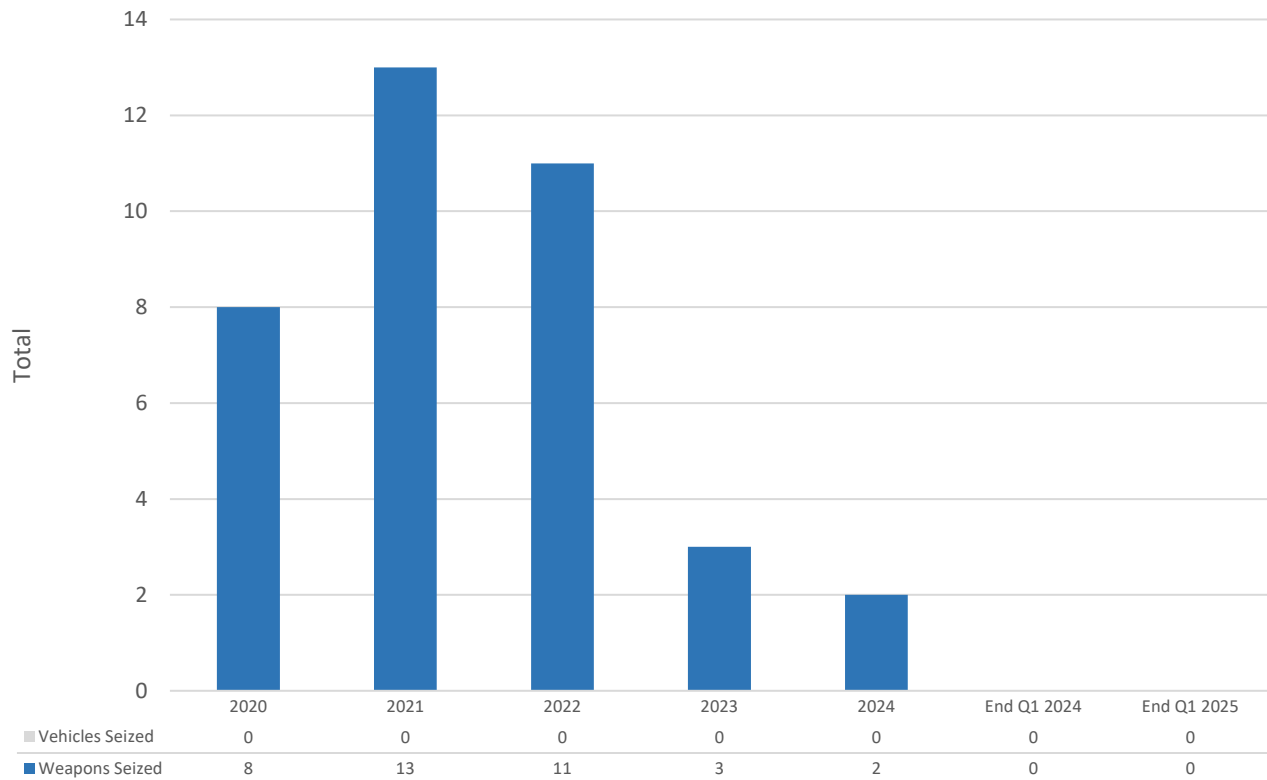
Tips Received to Arrest, Cases Cleared and Charges Laid



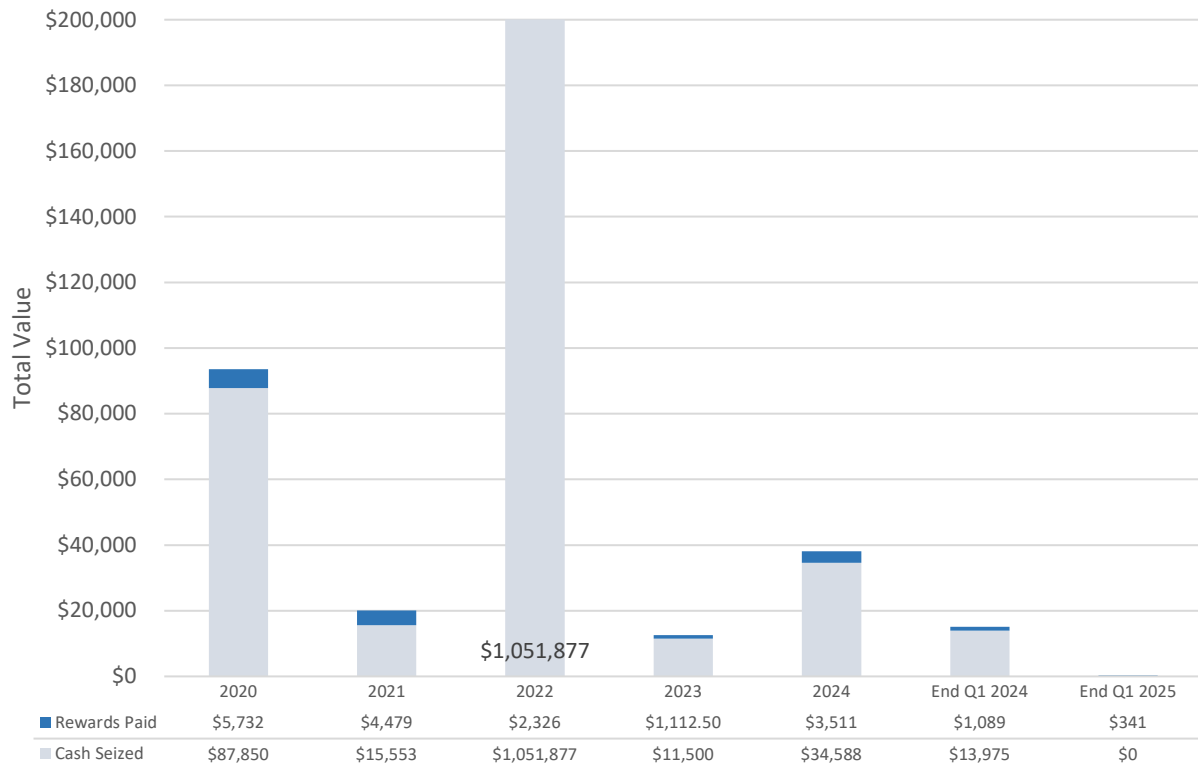
Property Recovered and Controlled Substances Seized



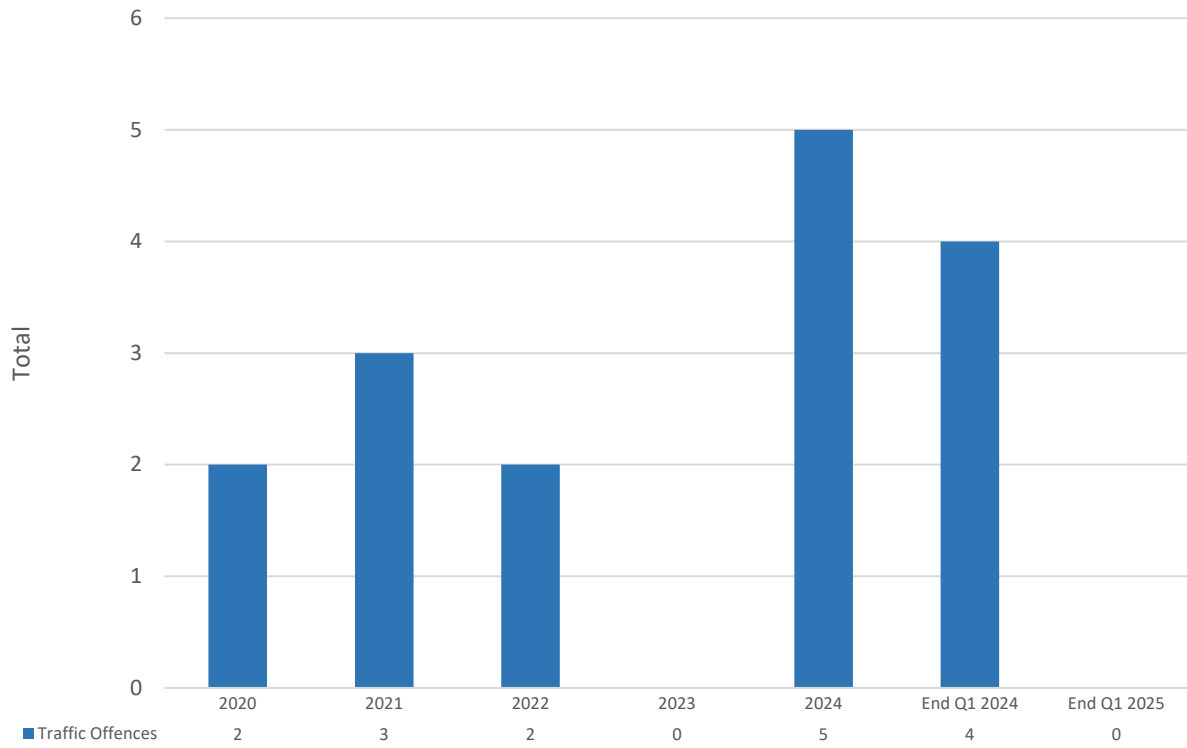
Vehicles and Weapons Seized



Rewards Paid vs. Cash Seized



Traffic Offences





LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: May 15, 2025
BOARD REPORT #: 2505EA03
MEETING: Open

TO: Chair and members of the London Police Service Board
FROM: Inspector Charlene Humble
SUBJECT: Q1 Report -Cumulative Data on Complaints from January 1st, 2025, to March 31st, 2025
PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the London Police Service Board receive this report for information purposes.

FINANCIAL IMPLICATIONS:

Not applicable

SUMMARY:

Analysis of the data contained in charts at Appendix A show the following:

- The number of complaints received during Q1 2025 increased compared to 2024.
- Complaints about the conduct of police officers is stable compared to 2024.
- Most complaints about the conduct of police officers pertain to the performance of duties and interaction with the public.
- Many public complaints are screened out by LECA for several reasons¹
- Misconduct is substantiated in only a very small number of the remaining complaints (screened in).

DISCUSSION:

Background

This report is submitted in accordance with London Police Service Board Policy LPSB-060 “Reports to the Board”, which requires that London Police Service provide the Board with a report on complaints on a quarterly basis, and LPSB-112 “Public Complaints”, which sets out the minimum reporting requirements. This report allows the Board to perform its statutory duty with respect to the monitoring of the Chief’s handling of discipline within the police service, in accordance with Sec.37(1)(i) of the Community Safety and Policing Act.

London Police Services Board Policy LPSB-112 requires that quarterly reports contain, at minimum, cumulative year-to-date information on:

- a. the number of complaints for current year
- b. the number of complaints for two prior years
- c. the type of complaints
- d. the nature of the allegations
- e. the resolution of the complaints
- f. the number of pending complaints
- g. the number of complaints referred to another agency, and
- h. the number of requests for review made to the Board

In addition to these minimum reporting requirements, this report includes four years of historical data, as well as information on the handling of matters through local response outside the complaints framework.

PREPARED BY: Inspector Charlene Humble, Professional Standards Branch

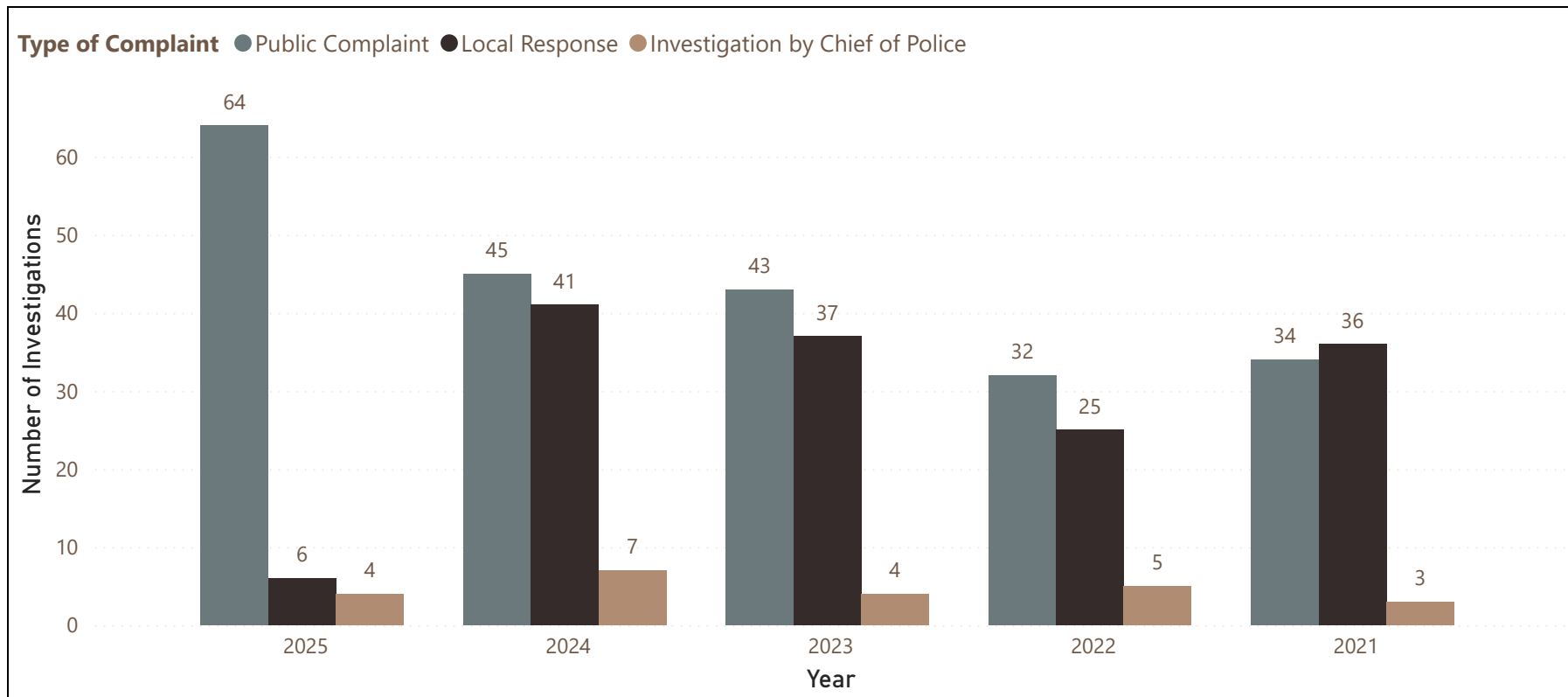
ATTACHMENTS: Appendix A

¹ The Law Enforcement Complaints Agency may screen out complaints for reasons including: complaints that are frivolous, vexatious, not in the public interest, or made in bad faith; complaints that lie outside the jurisdiction of LECA or the reporting timeframe (six months); and complaints in which the complainant is not affected by the conduct, or which are better handled under other acts/laws.

Number of Complaints in Q1 – Current Year and Four Prior Years:

From January 1, 2025 to March 31, 2025, the London Police Service has managed a total of 74 complaints of all types. This includes public complaints referred by the Law Enforcement Complaints Agency² for investigation, investigations by the Chief of Police initiated pursuant to Sec. 198(1) of the CSPA and complaints dealt with through Local Response.

Figure 1 - Complaints Received in Q1 by Year

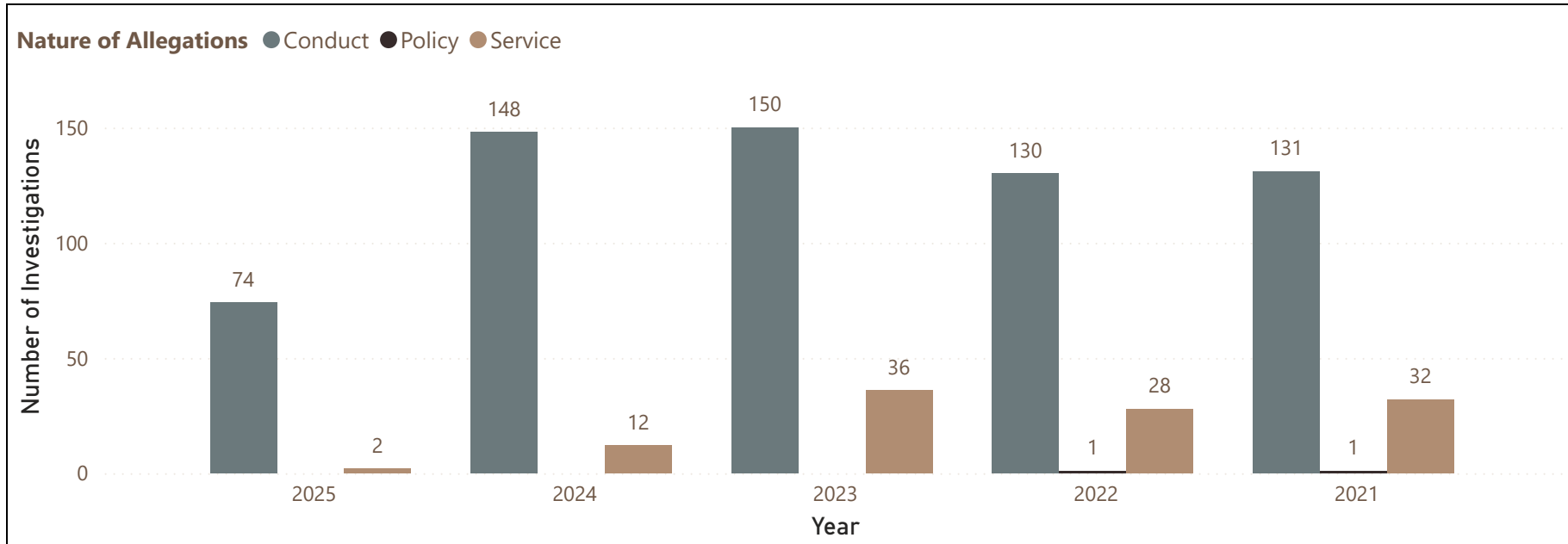


² On April 01, 2024, the Office of the Independent Police Review Director (OIPRD) became Law Enforcement Complaints Agency (LECA) under the Community Safety and Policing Act, 2019. LECA operates in much the same way that the OIPRD did, continuing to receive, screen, and investigate public complaints concerning police conduct. LECA is no longer responsible for complaints about policy and service, which is the responsibility of the Inspectorate of Policing (IOP).

Types of Complaints

As indicated in Figure 1, the number of Investigations by the Chief of Police as of the end of this Q1 are lower than previous years. Complaints regarding the conduct of an officer have increased compared to previous years, while complaints related to LPS service are now referred to the Inspectorate of Policing (IOP) since the implementation of the Community Safety and Police Act. The IOP has advised they will publish their annual report in 2025 which capture the number of service complaints reported that concern Police Services in Ontario.

Figure 2. Nature of Public Complaints Received or Initiated in Q1 by Year



Nature of Allegations

All allegations of misconduct which occurred prior to April 1, 2024, fall under the Police Services Act (PSA).

The majority of complaints about officer conduct pertain to behaviour that falls into two broad categories under the PSA: discreditable conduct and neglect of duty under the Police Services Act (PSA). While discreditable conduct and neglect of duty may involve instances of serious misconduct, they most frequently pertain to matters that are of a less serious nature (e.g. incivility, failing to promptly perform a duty).

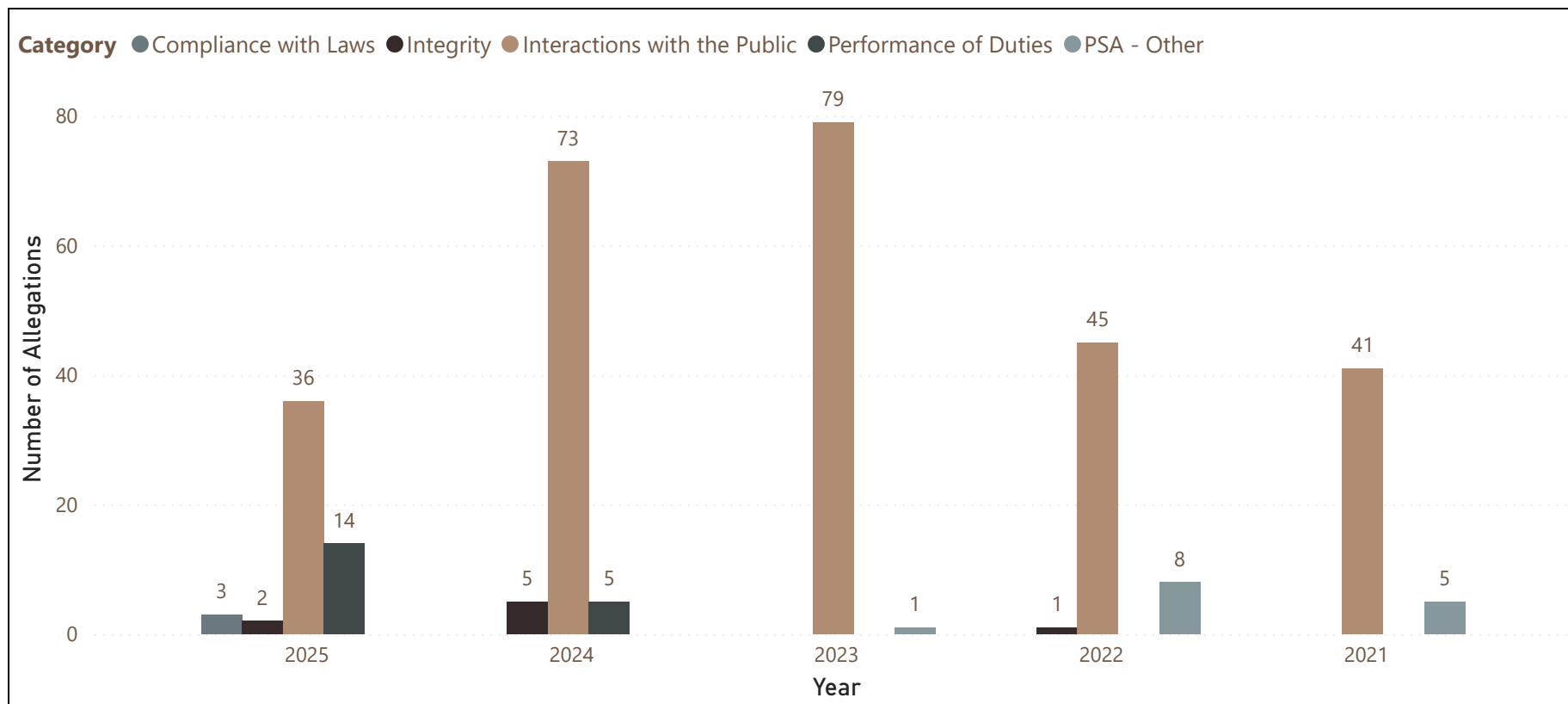
The Community Safety and Policing Act (CSPA) came into force on April 1, 2024. This brought changes to the Code of Conduct for Police Officers. Although behaviours that would constitute misconduct, (however defined) did not change, the new legislation changed the way those behaviours are classified. Regulation O. Reg. 407/23 CSPA is broken into the following five areas: Compliance with Laws, Human Rights and the Charter, Interactions with the Public, Integrity, and Performance of Duties. Appendix 'A' contains an overview of the new Code of Conduct.

Figure 3 illustrates the number and types of conduct allegations as outlined in the CSPA , This shows the majority of allegations are related to Interactions with the Police (which encompass Discreditable Conduct, PSA, prior to April 1st, 2024)

The PSA misconduct allegations have been combined and are categorized in the appropriate five areas set out in the CSPA O.Reg. 407/23: Compliance with Laws, Human Rights and the Charter, Interactions with the Public, Integrity, and Performance of Duties.

The allegation types are stable and are lower overall than at this time last year.

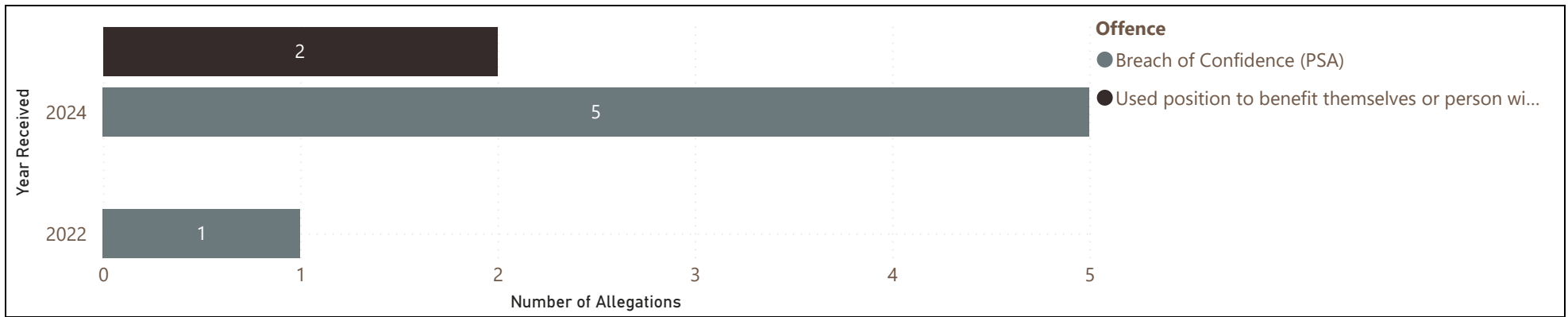
Figure 3 - Alleged Misconduct by Category in OIPRD, LECA and Investigations by the Chief by Year - All Conduct Complaints Received in Q1.



Although a complaint often consists of one allegation against one officer, a single complaint may result in multiple allegations if there is more than one officer involved or more than one incident of misconduct alleged. As a result, the number of allegations will not match the number of complaints. For example, a complaint about an incident in which three officers are alleged to have used excessive force would count as three allegations.

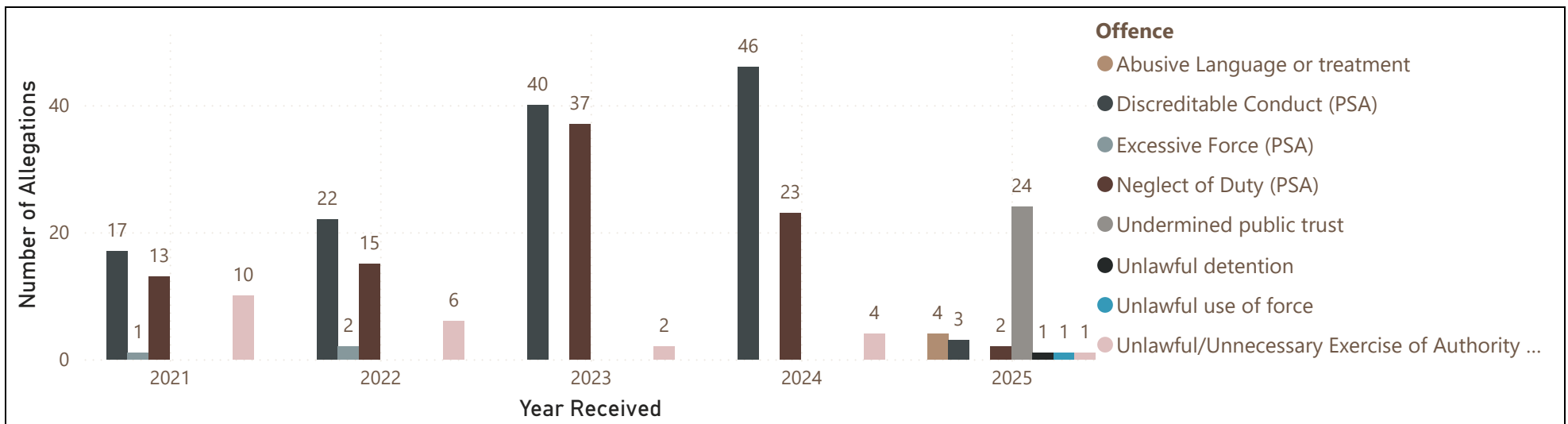
The figure below shows the specific misconduct allegations related to integrity under the CSPA. Two integrity related misconduct allegations were reported in Q1 of 2025.

Figure 4 - Specific Allegations Related to Integrity in OIPRD, LECA and Investigations by the Chief of Police Received in Q1.



The figure below captures both the PSA and CSPA misconduct allegations. This confirms the majority of allegations are related to Interactions with the Public and discreditable conduct (prior to April 1st, 2024). The number of allegations are lower compared to previous years in Q1. Of note, the discreditable conduct allegation in this quarter is related to a historical allegation.

Figure 5 - Specific Allegations Related to Interactions with the Public in OIPRD, LECA and Investigations by the Chief of Police Received in Q1.



There were 15 allegations related to Performance of Duties in Q1 of 2025. The offences encompass sections 19 to 31 of the CSPA, which are set out in Appendix B.

Resolution of Complaints

The figures below illustrate the outcome and manner of resolution of Public Complaints. The number of complaints screened out by LECA are included for context.

Figure 7 - Demonstrates the outcome of Public Complaints following investigation in Q1.

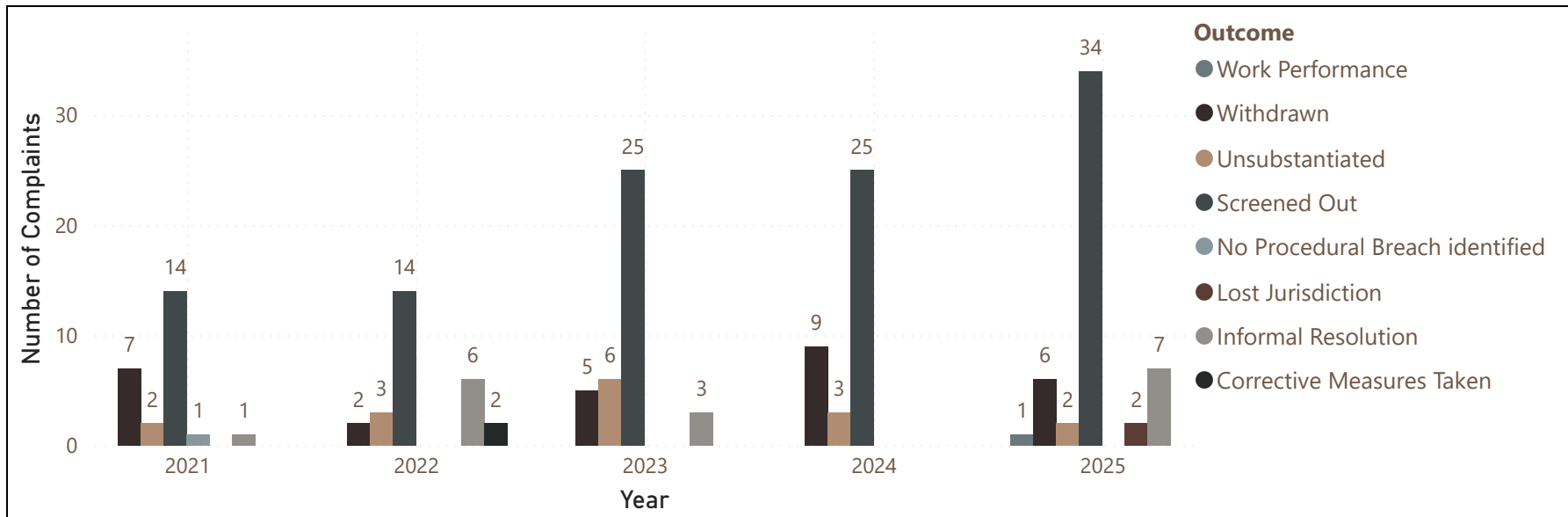
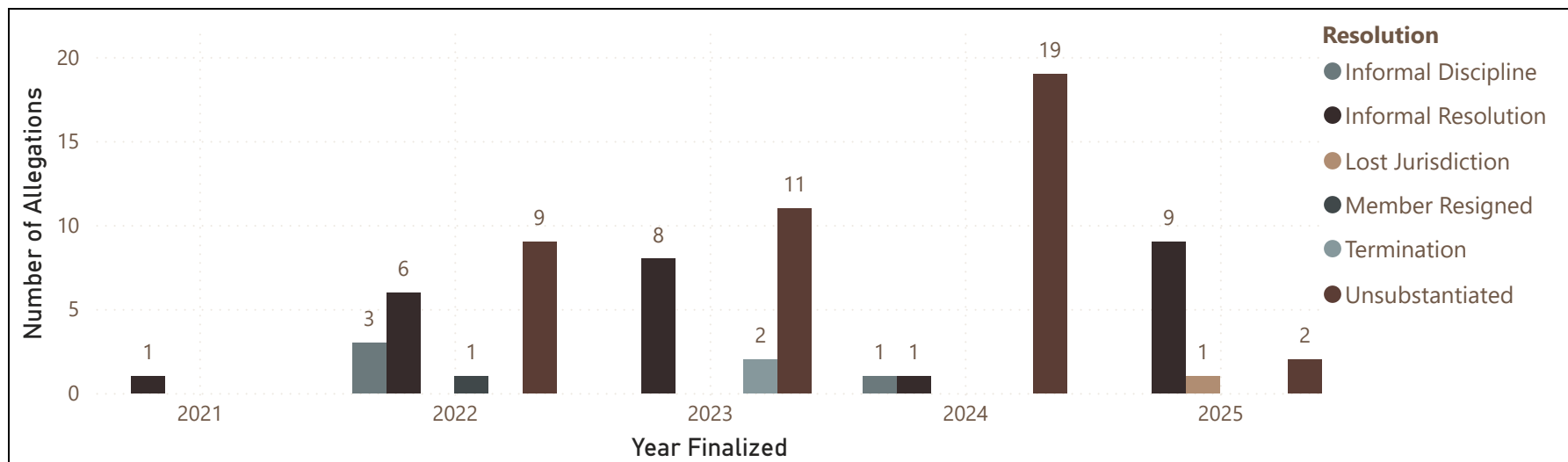


Figure 8 - Resolution of OIPRD, LECA and Investigations by the Chief Conduct - Allegations for Investigations Completed in Q1 by Year.

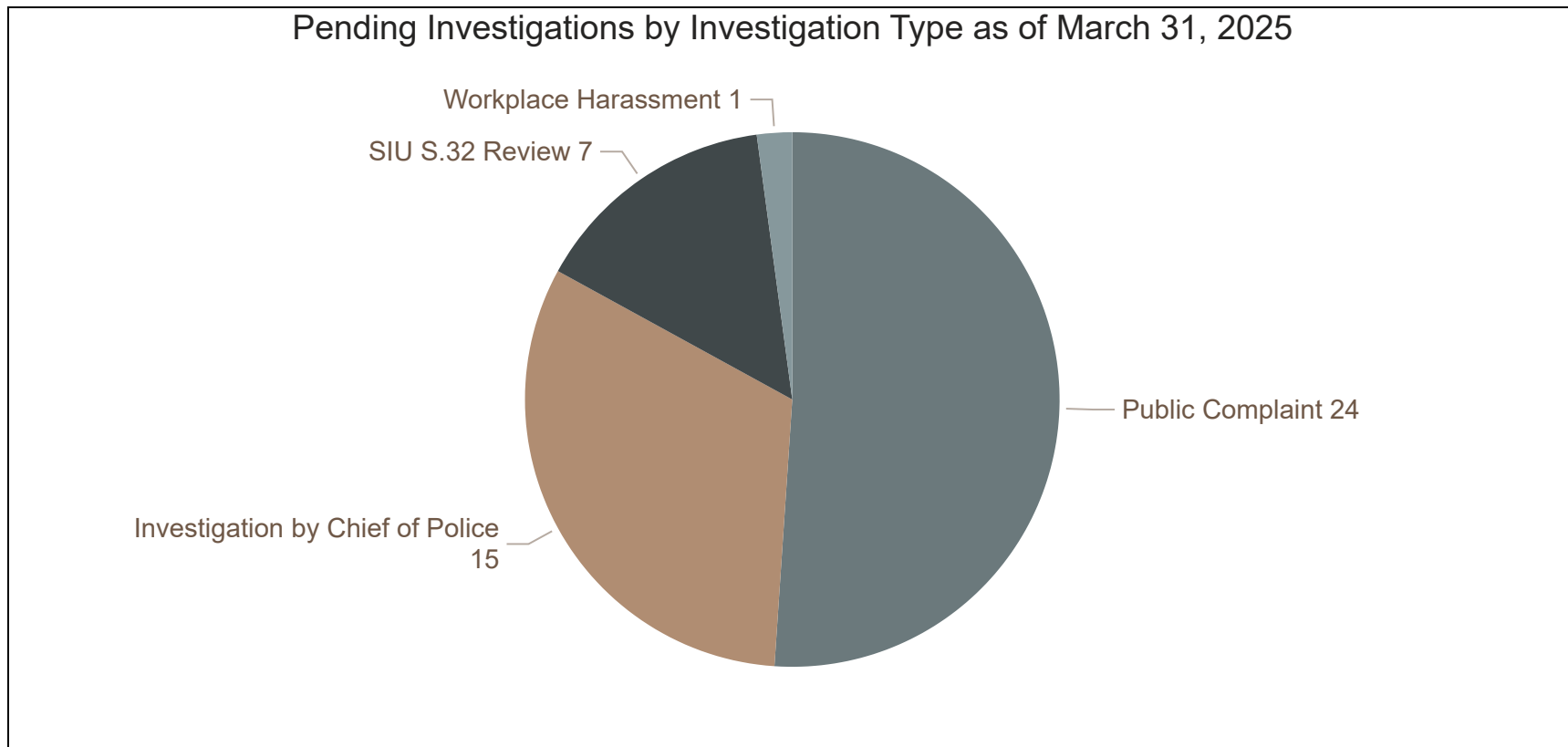


Pending Complaints

“Pending complaints” refers to the number of complaints under investigation by the Professional Standards Branch as of March 31, 2025. There were 47 complaints under active investigation at that time.

This is a measure of the on-going workload/capacity of the office. Please note, investigations will carry over and across the quarterly reports due to the 120 day completion deadlines.

Figure 9 – Pending Investigations - Q1 2025



Complaints Referred to Another Agency

As of March 31, 2025, three complaints have been referred to another police service for investigation.

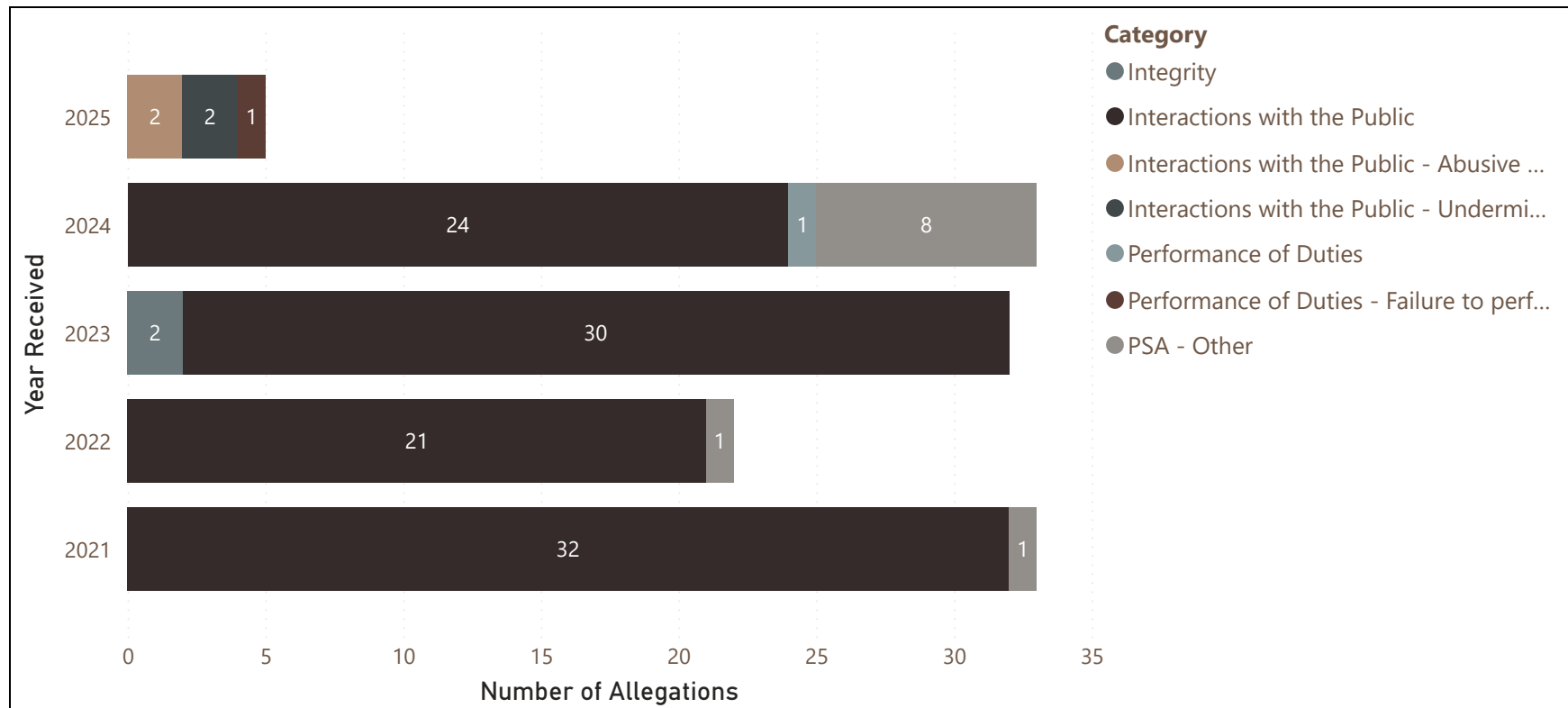
Local Response:

Anyone making a complaint to the Law Enforcement Complaints Agency may first raise their concerns regarding the conduct of a sworn member of the London Police Service directly to the LPS. The complaint is addressed through a *Local Response* (a process for dealing with concerns from members of the public informally). The process allows the LPS an opportunity to solve, explain, or otherwise settle a concern directly with a member of the public.

Where a matter has been resolved by local response it is not considered to be a complaint. However, police services are required to provide LECA with documentation pertaining to matters dealt with by local response. For this reason, statistics on local responses are included in this report.

Figure 10 shows that the majority of matters were related to Interactions with the Public. In the first quarter of 2025 the total number is 5. This figure captures the resolved allegations under Interactions with the Public, as well as Performance of Duties.

Figure 10 - Category of Resolved Allegations for Conduct Related Local Responses in Q1 by Year



APPENDIX B

Code of Conduct

O Reg 407/23 Community Safety and Policing Act 2019

The enactment of the CSPA resulted in changes to the code of conduct for police officers. Behaviours and activity that constituted misconduct under the Police Services Act also constitute misconduct in the new Act, however the code has been modernized and arranged under five broad headings: compliance with laws, human rights and the Charter, interactions with the public, integrity, and performance of duties. The following is an abridged version of the CSPA Code of Conduct.

Compliance with Laws

A police officer shall:

- comply with the Act and the regulations made under it
- comply with the Special Investigations Unit Act, 2019 and the regulations made under it

A police officer contravenes this code of conduct if they are found guilty of an offence under the Criminal Code, the Controlled Drugs and Substances Act, or the Cannabis Act.

Human Rights and the Charter

A police officer shall not, in the course of their duties, treat any person in a manner that the officer, at the time, knows or reasonably ought to know would contravene the Human Rights Code.

Interactions with the Public

Arrest, detention, custody, public trust, use of force, abusive language, identification

A police officer shall not:

- make an arrest if, at the time of the arrest, the officer knows or reasonably ought to know that the arrest is unlawful
- authorize or make a physical or psychological detention if, at the time of the detention, the officer knows or reasonably ought to know that the detention is unlawful
- neglect the health or safety of any individual who is in their custody as a result of the officer's duties
- conduct themselves in a manner that undermines, or is likely to undermine, public trust in policing

A police officer shall not use force unless:

- the force is used for the purpose of carrying out a duty
- the officer is entitled, by statute or common law, to use force for the purpose of carrying out that duty
- the officer is acting on reasonable grounds; and
- the force used is no more than is necessary given the circumstances.

A police officer shall not, in the course of their duties, use abusive language with any person or otherwise treat any person in a manner that is abusive.

A police officer shall not deliberately conceal any of the following information that is part of their uniform or is otherwise required to be displayed:

- the officer's name and badge number
- the name of the officer's police service

While acting in the course of their duties, a police officer shall, upon request, provide their name, badge number and the name of their police service to any member of the public in a manner reasonable in the circumstances that allows the member of the public to identify the officer, unless the officer has reason to believe that doing so would undermine the safety of an individual.

Integrity

Bribery, personal benefit, disclosure of information, access to information

A police officer shall not:

- solicit, offer or take a bribe
- accept a gratuity or present of more than nominal value from any person or entity if the gratuity or present could influence or could be perceived to influence the performance of the officer's duties.

A police officer shall not use their position as a police officer to:

- benefit themselves or one or more persons with whom they have a personal relationship
- interfere with the administration of justice.

A police officer shall not disclose to the public information obtained or made available in the course of their duties as a police officer except as authorized in accordance with the procedures established by their chief of police, as necessary for the performance of the officer's duties or as required by law.

A police officer shall not access, collect, use, disclose, alter, retain or destroy information obtained or made available in the course of their duties as a police officer if, at the time, they know or reasonably ought to know that doing so would be contrary to law.

Performance of Duties

Notetaking, fitness for duty, duty to report, insubordination, AWOL, equipment,

A police officer shall not, by act or omission, fail to perform their duties appropriately without lawful excuse if, at the time, they know or reasonably ought to know that their act or omission would amount to a failure to perform their duties appropriately.

A police officer shall take notes in accordance with the duties of a constable and the procedures established by their chief of police.

A police officer shall not perform or attempt to perform duties as a police officer while their ability to perform duties is impaired by alcohol or drugs.

A police officer shall report conduct of another member of the police service if the officer reasonably believes, or reasonably ought to believe, that the member's conduct constitutes misconduct.

A police officer shall not:

- leave an area, detachment, detail or other place of duty except as authorized in connection with performing duties as a police officer or as required by law
- purport to speak on behalf of their police service to the media about a matter connected with their police service, except as authorized by their chief of police
- be absent without authorization from or late for any duty without reasonable excuse

A police officer shall:

- comply with every lawful order from a superior and shall not otherwise be insubordinate toward a superior
- comply with the procedures established by their chief of police

A police officer shall not lose or cause damage to clothing, equipment or other property issued to them, or obtained or made available to them, in the course of their duties, except as may be necessary to perform their duties as a police officer.

A police officer shall report any loss or damage to clothing, equipment or other property described in section 28 to their supervisor as soon as practicable.

Harassment

A police officer shall not engage in workplace violence or workplace harassment, including workplace sexual harassment, as those terms are defined in the Occupational Health and Safety Act. *Deceit*

A police officer shall not deceive or mislead any person in relation to the officer's duties, the officer's employment or the administration of justice through any act or omission, except to the extent required or authorized for the purpose of carrying out the officer's duties.



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: May 15, 2025

BOARD REPORT #: 2505EA01

MEETING: Open

TO: Chair and Members of the London Police Service Board

FROM: Thai Truong, Chief of Police

SUBJECT: **2024 Organizational Performance Metrics (Year 1 of 4)**

PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

THAT the London Police Service Board receives this report for its information.

SUMMARY:

I am pleased to report on the significant and measurable progress of the London Police Service (LPS) in 2024. This report outlines key performance metrics and outcomes that reflect our commitment to community trust, organizational wellness and community safety, and the effective use of resources invested by the Police Service Board and City Council.

Since my appointment in June 2023 and after City Council approved the 2024-2027 multi-year police budget, only just one year ago, the LPS has been focused on delivering tangible results. What is outlined in this report is not just a strategy, but the path that every member of the London Police Service is walking. They are putting in the hard work and showing the dedication necessary to ensure that every area of our service progresses forward.

I am proud to share key highlights of advancement with metrics and trends that are moving in favour of community trust and safety.

- 14% reduction in Crime Severity Index (CSI), the largest reported decline in Canada.
- Improvements in all emergency and non-emergency police response times.
- 45% reduction in fatal motor vehicle collisions.
- 48% reduction in shootings (gun violence incidents).

PERFORMANCE METRICS:

COMMUNITY TRUST: Increased Police Visibility and Engagement

Goal: Strengthen trust through increased police visibility in high-harm areas and enhanced community engagement.

Police Visibility in High-Harm Areas

In 2024, the LPS focused significant resources on enhancing officer visibility in identified “hotspot” areas. These were categorized as:

- Community-Based: Identified through complaints or concerns from residents and stakeholders.
- High-Harm: Defined by frequency, severity, and patterns of violent crime.
- Property Crime: Defined by data on property-related offences.

Over the course of the year, officers spent a total of 13,401 hours in identified hotspot areas, across 18,377 visits of 12 minutes or more. This growing presence underscores our focus on visibility and responsiveness in areas experiencing higher levels of risk.

Resource Time (Hours)

Hotspot Category	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	2024
Community Based	0	0	34	288	264	369	312	430	394	424	2,515
High-Harm	14	40	31	205	531	653	820	885	1,072	1,159	5,410
Property Crime	336	390	475	325	488	611	748	828	629	646	5,476
Total	350	430	540	818	1,283	1,633	1,880	2,143	2,095	2,229	13,401

Visits

Hotspot Category	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	2024
Community Based	0	0	47	374	385	463	382	561	572	593	3,377
High-Harm	31	47	30	204	663	883	1,066	1,225	1,472	1,588	7,209
Property Crime	497	576	581	430	653	839	966	1,207	1,014	1,028	7,791
Total	528	623	658	1,008	1,701	2,185	2,414	2,993	3,058	3,209	18,377

Conclusion: The investment in hotspot policing is contributing to increased officer presence in high-priority areas, with data showing a consistent rise in time spent and visits to these locations. We will continue to refine our deployment strategies using a data-driven approach, ensuring that officer presence aligns with areas of greatest need and community concern.

Community Engagement Events

LPS has made significant strides in connecting with the community. In 2024, we participated in 217 community events, engaging with over 27,203 residents – a record level of community interaction. This data-driven approach to community interaction ensures that we are reaching a broad spectrum of London’s diverse population.

Conclusion: Community engagement is at the heart of our policing efforts, and the data shows that our efforts are building trust and ensuring that LPS remains accessible and responsive to the needs of all citizens.

ORGANIZATIONAL WELLNESS: Decrease in Service Complaints

Goal: Reduce service complaints to reflect improvements in service delivery and community satisfaction.

In 2024, service complaints decreased by 43%, falling from 65 in 2023 to 37.

Of these:

- 18 complaints were related to incidents occurring before April 1, 2024.
- 19 complaints were submitted to the new Inspectorate of Policing (IOP), established under the *Community Safety and Policing Act*.

	2021	2022	2023	2024
# of Service Complaints	53	44	65	37

Conclusion: This 43% reduction in service complaints from 2023 reflects our focus on improving response times, enhancing community trust, and maintaining high standards of professionalism.

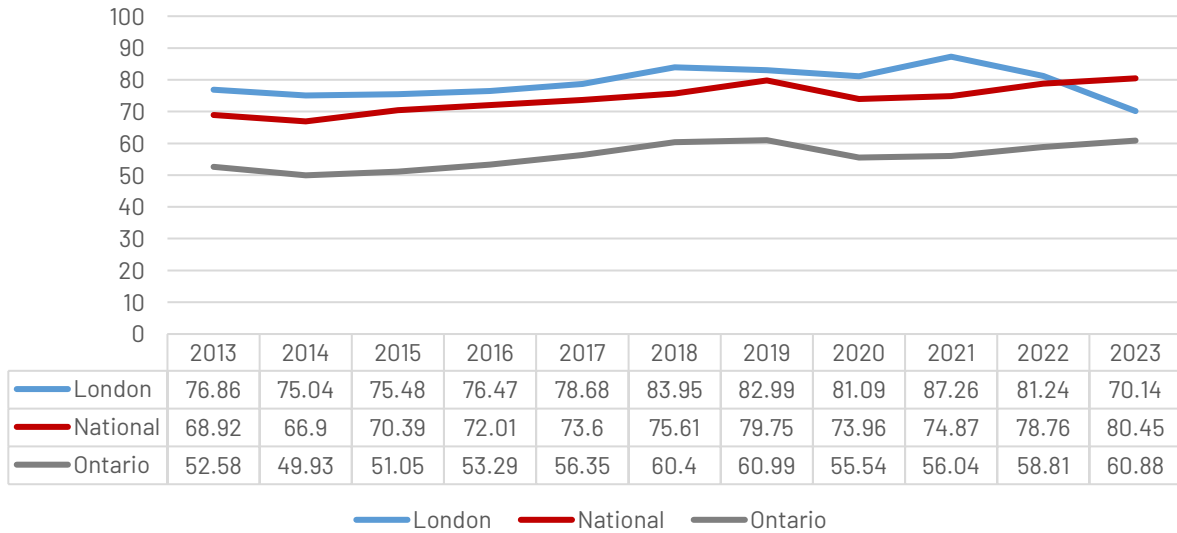
COMMUNITY SAFETY: Reduction in Crime Severity Index

Goal: Achieve a reduction in the Crime Severity Index (CSI).

The Crime Severity Index, which measures both the volume and severity of crime, provides a clear picture of crime trends in London and how they compare both provincially and nationally. In 2023, London saw a 14% reduction in its Crime Severity Index, bringing it to 70.14, compared to 81.24 in 2022. This marks the first time in over a decade that London's CSI has fallen below the national average.

London's 14% reduction in the Crime Severity Index stands out as a significant achievement, outperforming several major Ontario cities. While Toronto experienced an 11% increase, Hamilton saw a 5% rise, and both Ottawa and Windsor recorded a 4% increase in their CSI. Additionally, London outpaced regions such as York, which saw a 15% increase, and Peel with an 8% rise. Even Niagara, with a modest 2% decrease, did not match London's substantial progress. This demonstrates the effectiveness of our strategies of strengthening community trust and increasing community safety.

2013 to 2023 CSI Comparisons
London, Ontario, National
 Source: Statistics Canada Tables: 35-10-0188-01 and 35-10-0026-01



Conclusion: London’s 14% decrease in CSI stands in stark contrast to both provincial and national trends, which saw increases. This success can be attributed to our targeted crime prevention strategies and community policing initiatives, proving that the investment in our police service is making a tangible difference.

RESPONSE TIMES: Improving Efficiency

Goal: Reduce response times for urgent (Priority 1) and non-urgent (Priority 2 and 3) calls. We have made notable improvements in response times, especially for Priority 1 calls, which are the most urgent. Data for 2024 shows an improvement in Priority 1 response times, down to 9 minutes and 36 seconds from 10 minutes and 2 seconds in 2023.

Initial Dispatch Priority	2019	2020	2021	2022	2023	2024
1	0:09:14	0:09:02	0:09:12	0:09:30	0:10:02	0:09:36
2	1:57:35	2:36:23	4:32:10	6:48:13	9:45:56	9:12:15
3	9:53:16	12:52:18	16:53:49	107:54:34	132:28:47	81:47:45

Response Time (Received to First at Scene) – 90th Percentile (90% were less than) H:MM:SS

Conclusion: We are making significant strides in improving our response to critical incidents, particularly for the most urgent cases. To build on this progress, we have planned further enhancements to our long-standing service delivery model. These changes will ensure continued improvements in response times, especially for lower-priority calls, allowing us to deliver more efficient and effective services across all incident categories.

New and Continuing Initiatives

Goal: Increase the number of new initiatives that address violence against women and girls, combat hate crimes, and implement alternative police responses to mental health-related calls for service.

The LPS has long been committed to addressing these critical areas. While numerous initiatives have been in place for years, the following updates highlight new initiatives launched in 2023 and 2024:

- Violence Against Women and Girls:
 - Partnership with Atlohsa Family Healing Services (2023)
 - Rights and Responsibilities Awareness Initiative (2023)
 - LPS Intimate Partner Violence (IPV) and Femicide Strategy (2024)
 - Community Table for Prevention of Femicide (2024)
 - IPV Presentations – IPVU members present on domestic violence to hospital staff and community groups, including the Muslim Resource Centre (2024)
 - 24-hour investigative coverage for gender-based violence investigations (2024 partial rollout)

- Hate Crimes:
 - Wortley Pride Parade Committee (2023)
 - Prime Minister’s Special Envoy to Combat Islamophobia Committee (2023)
 - Mayoral Muslim Advisory Circle (2024)
 - LPS Multi-Faith Committee (2024)

- Alternative Responses to Mental Health Calls for Service:
 - Organization-wide completion of mandatory mental health and de-escalation training (2024)
 - Crisis Call Diversion – CMHA members embedded in LPS to handle mental health-related calls (2024)
 - COAST Youth Team – Collaborative mental health and addiction support team offering crisis prevention and intervention for youth (2024)

Conclusion: The LPS remains dedicated in its commitment to addressing violence against women and girls, hate crimes, and mental health-related incidents. We will continue to expand upon these new initiatives, ensuring that our efforts reflect the needs of our community. Ongoing training and the development of innovative approaches will further strengthen our responses in these areas, helping to build a safer and more inclusive community.

ROAD SAFETY: Traffic Enforcement and Reduction in Fatal Collisions

Goal: Increase traffic enforcement and reduce road-related incidents. In 2024, the LPS issued a total of 14,620 traffic tickets and warnings. This reflects our continued commitment to ensuring road safety and reducing dangerous driving behaviors.

Year	Warn/CNs	Tickets	Total
2019	11,210	10,212	21,422
2020	5,955	9,622	15,577
2021	3,417	6,887	10,304
2022	1,497	4,542	6,039
2023	2,800	6,746	9,546
2024	4,981	9,639	14,620

Conclusion: Our increased focus on traffic enforcement demonstrates our proactive approach to road safety. With more stops and warnings issued, we are committed to ensuring the safety of everyone on our roads.

Goal: Decrease motor vehicle fatalities.

The number of fatal motor vehicle fatalities in 2024 shows a decline from 2023, with 12 recorded by the end of the year. This reflects our focus on road safety campaigns and enforcement, though we acknowledge that each fatality is a tragic event that we are working diligently to prevent.

	2019	2020	2021	2022	2023	2024
# of Fatalities	8	12	20	11	22	12

Conclusion: While fatalities remain a concern, we have successfully reduced deaths on our roads by 45% compared to the year prior, signaling the effectiveness of our ongoing commitment to road safety.

DECREASING SHOOTINGS: Reducing Gun Violence

Goal: Achieve a reduction in shootings across the city.

Gun violence is a key concern for public safety. Between 2019 and 2023, shootings fluctuated, peaking at 28 incidents in 2021. However, in 2024, we have made significant progress, with only 14 reported shootings, a dramatic reduction compared to the previous year.

	2019	2020	2021	2022	2023	2024
# of Shootings	12	14	28	24	27	14

Conclusion: This 48% reduction in shootings in 2024 is a clear indicator of the success of our targeted strategies, including increased police visibility, community partnerships, and focused enforcement efforts.

CONCLUSION AND OUTLOOK:

The data and metrics presented in this report clearly demonstrate that the London Police Service is making substantial progress in enhancing public safety and community trust. The investment from city council into the police budget is yielding measurable, positive results, and our service is trending in the right direction across key performance areas.

As we continue to prioritize community engagement, proactive policing, strategic initiatives and partnerships, I am confident that we will build on these successes and ensure that London remains a safe and thriving community for all its residents.



LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: May 15th, 2025

BOARD REPORT #: 2505PB02

MEETING: Open

TO: The London Police Service Board
FROM: Stephanie Johanssen, Executive Director
SUBJECT: **Board Continuity**

- Discussion
 Seeking Decision

RECOMMENDATION(S):

THAT the Board reviews and considers the continuity measures outlined in this report in light of the former Chair's recent resignation.

PURPOSE:

This report outlines key decision points for the Board to consider to maintain governance continuity through the leadership transition following the recent resignation of the Chair. It identifies specific areas where decisions are required to ensure the uninterrupted execution of Board business.

BACKGROUND:

On May 2nd 2025, Mr. Ali A. Chahbar announced his resignation from the Board following three years of service with distinction. The media release is attached.

SUMMARY:

Police service boards are required to maintain consistent oversight, even during times of leadership transition.

To ensure continuity of Board operations, the following areas require attention:

1. Chair and Vice Chair Elections

Section 36(1) of the *Community Safety and Policing Act, 2019 (CSPA)* requires the Board to elect a Chair at its first meeting of the year. While the *CSPA* does not account for mid-year vacancies, the Board may wish to consider whether to elect a new Chair at this time or continue under interim arrangements. Per Section 36(2) the Vice Chair may act as Chair during any period in

which the position is vacant, with the same authorities as Chair. However, the formal election of a Chair would allow for the formal election of a Vice Chair, and considering the length of the remaining term, this would be beneficial.

2. Governance Committee Membership

The former Chair served on the Board's Governance Committee alongside Interim Chair Gauss and Member Walker. To maintain the Committee's effectiveness, the Board should determine whether to fill this vacancy immediately. The Governance Committee is a dedicated body that reviews governance matters such as policy review, CSPA compliance, and member onboarding and provides recommendations to the full Board.

All other Board business is resuming as usual, including the development of the mandated Board Diversity Plan, the governance and organizational policy review, the Strategic Plan and CSPA compliance review, the development of the LPSB website, the organizational review of the HR, Legal, and Finance divisions, and all other areas identified in the Board's 2025 Governance Roadmap.

CONCLUSION:

The Board shall consider the continuity measures outlined in this report, which include whether to hold elections for the Chair and Vice Chair positions, with terms ending at the time of the next elections at the first meeting of 2026.



LONDON POLICE SERVICE BOARD MEDIA RELEASE

For Immediate Release: May 2, 2025

The LPSB announces the resignation of Chair Ali A. Chahbar.

London, ON – London Police Service Board (LPSB) Chair Ali A. Chahbar has announced his resignation from the Board, effective immediately, due to personal health reasons.

This unexpected departure comes after tremendous organizational transformation under Mr. Chahbar's leadership. Mr. Chahbar has been a dedicated member of our Board since December 2021 and has served as Chair with distinction over the past two and a half years.

As a champion of public accountability and a leader of the highest integrity, Mr. Chahbar has been instrumental in driving the Board's vision of a safer city and a stronger, more responsive police service. Above all, Mr. Chahbar is a respected figure in the community who has always prioritized the best interests of London, the city where he was born and raised.

During Mr. Chahbar's tenure as Chair, the Board secured a historic budget increase, brought new progressive police leadership to the organization, ratified a collective agreement that safeguards the wellness of our members, and initiated a governance and modernization plan to improve how the Board fulfills its mandate to the community. His time with the Board is marked by a principled and thoughtful approach, progressive strategic vision, and a commitment to building trust with the membership and the community we serve.

In the interim, Vice-Chair Ryan Gauss will assume the duties of Acting Chair until the Board formally elects a new Chair at its next meeting on May 15, 2025.

Acting Chair Gauss expressed the Board's gratitude: *"Ali has led with clarity, compassion, and a remarkable dedication to community wellbeing. His thoughtful leadership will be greatly missed. While we are saddened to see him step down, we support his decision to prioritize his health and extend our best wishes to Ali and his family."*

The Province has been notified and will take steps to fill the vacancy.

While we will deeply miss Mr. Chahbar's stewardship, he has left a strong foundation that will continue to guide our work. The Board remains focused on a clear path forward and enhanced public safety through collaboration with the London Police Service and the community.

Any questions or comments should be directed to Acting Chair Ryan Gauss via email to: lpsb@lpsb.ca.

London Police Service Board:

Mr. Ryan Gauss, Acting Chair
Ms. Nancy Branscombe, Member
Mayor Josh Morgan, Member
Councillor Steve Lehman, Member
Councillor Susan Stevenson, Member
Ms. Megan Walker, Member

MESSAGE FROM THE CHAIR

Date: May 2, 2025

While it has been the honour of a lifetime to serve as the Chair of the London Police Service Board for the past three years, due to personal health reasons, I must regrettably step down from the Board at this time.

I consider myself fortunate beyond measure to have had the opportunity to serve my community in this capacity these past years. I am proud of the extensive work we have done to modernize the face of policing in our city.

While I lament that I must step away at this time, I firmly believe that serving on this Board is a privilege and that unless a member can commit themselves fully and faithfully to the role, they should step aside to make space for another deserving individual.

I know the important work of the Board will continue unabated, and I will dearly miss serving alongside such a dedicated and passionate board and service. The honourable officers and members of the London Police Service are truly our city's finest and represent the very best of who we are as a community. I will forever be grateful for the opportunity to serve the community I so dearly love in this unique manner.

It has been a privilege, the likes of which, I will cherish forever.

With utmost respect, humility, regard, and love, I thank you for your understanding and support.

Ali