



LONDON POLICE SERVICE BOARD

MINUTES THE OPEN MEETING

Thursday, May 14, 2025

HYBRID: Police Headquarters-Executive Boardroom / Teams

ATTENDANCE	
London Police Service Board	London Police Department
Ryan Gauss, Chair	Chief Thai Truong
Nancy Branscombe, Vice Chair (Virtual)	Acting Chief Paul Bastien
Steve Lehman, Member	Deputy Chief Scott Guilford
Josh Morgan, Member	Deputy Chief Treena MacSween
Susan Stevenson, Member	Sam Santos, Executive Assistant To The Chief of Police
Megan Walker, Member	
Stephanie Johannsen, Executive Director	
Melanie Coleman, Administrative Assistant	

1. **Meeting Called To Order:** 9:00am

2. **Meeting Moved Into Closed Session**

(Pursuant to Section 44(1)(b) and 44(2) of the Community Safety and Policing Act)

Return To Open Session: 1:04pm

1. **Procedural Matters**

Vice Chair Gauss is currently serving as Acting Chair as former Chair Ali Chahbar resigned due to health reasons.

He thanked all those in attendance for accommodating the time change and advised that moving forward, the open session of the Board meeting will commence at 1:00pm with some flexibility if circumstances require adjustments.

Disclosures of Interest: None

Moved By: S. Lehman

Seconded By: J. Morgan

“THAT The London Police Service Board approve the March 20, 2024 Open Minutes as presented.”

CARRIED

Moved By: S. Stevenson

Seconded By: M. Walker

“THAT The London Police Service Board move Agenda Item 9 *Board Continuity Report #2505PB02* to the top of the agenda and addressed as Agenda Item 2.”

CARRIED

2. **Board Continuity Report #2505PB02**

Moved By: N. Branscombe

Seconded By: M. Walker

“THAT The London Police Service Board proceed with an election to fill the positions of Chair and Vice Chair for the remainder of the current term and; **THAT** The London Police Service Board conduct an election to appoint a third member to the Governance Committee, to fill the existing vacancy and ensure full committee membership.”

CARRIED

Executive Director Johanssen assumed chairing responsibilities for the election portion of the meeting.

Moved By: N. Branscombe

Seconded By: S. Stevenson

“THAT The London Police Service Board elect Ryan Gauss as Chair for the term starting immediately and ending at the first meeting of 2026, as nominated by Member Branscombe and under the Board’s legislative requirement for annual re-election.”

CARRIED UNANIMOUSLY

Moved By: S. Lehman

Seconded By: S. Stevenson

“THAT The London Police Service Board elect Nancy Branscombe as Vice Chair for the term starting immediately and ending at the first meeting of 2026, as nominated by Member Lehman and under the Board’s legislative requirement for annual re-election.”

CARRIED UNANIMOUSLY

Moved By: S. Stevenson

Seconded By: S. Lehman

“THAT The London Police Service Board appoint Vice Chair Branscombe to the Governance Committee on a temporary basis until a new board member is appointed to the Committee.”

CARRIED

3.1 Finance Committee Report #2505PB05

Finance Chair Member Stevenson briefed the Board on the first Finance Committee meeting, emphasizing the importance of ongoing communication with City Council.

The Board considered the correspondence received by the City regarding open dialogue and determining efficiencies within the budget, both in terms of cost savings or revenue generation.

Member Lehman proposed a target of identifying potential one-time savings in the range of \$1 to \$1.5 million, underlining that any identified cost-saving measures shall not impact or compromise service delivery or public safety.

Moved By: S. Stevenson

Seconded By: N. Branscombe

“THAT The London Police Service Board receives for information the correspondence from London City Council (Appendix 1), and formally responds with a submission to the June 11th Budget Committee meeting, along with an interim update to Budget Chair Peloza prior to Tuesday, May 20th; and, **THAT** The London Police Service Board requests the London Police Service to provide a high-level summary of key areas where efficiencies have been achieved, along with any potential considerations, to support this correspondence to City Council.”

Moved By: S. Lehman

Seconded By: J. Morgan

“THAT The London Police Service Board requests the London Police Service to include information on realizing cost savings and potential future savings in the range of 1-1.5 million on a one-time basis, that would not impede service delivery, in its 2026-2027 Budget Update report, which will be presented to the Board in September.”

CARRIED

Member Morgan noted that this aligns with practices observed in other boards and does not compromise board operations.

3.2 Human Resources and Compensation Committee Report #2505PB01

Moved By: S. Lehman

Seconded By: J. Morgan

“THAT The London Police Service Board’s HR and Compensation Committee, in collaboration with Chief Truong, oversee the recruitment process for the Chief Administrative Officer and General Counsel Position; and,

THAT The HR and Compensation Committee, in collaboration with Chief Truong, be delegated to oversee and execute the initial phase of the recruitment process, including:

1. Select a recruitment agency from the proposals obtained pursuant to the Board's Procurement Policy;
2. Finalize the job postings;
3. Determine the hiring process for each of the positions; and,
4. Shortlist the candidates and Coordinate with the Board for the interview and selection processes."

CARRIED

4. **Police Service Reserve Fund Report #2505FF01**

Moved By: S. Stevenson

Seconded By: M. Walker

THAT The London Police Service Board:

1. Establish a target for The London Police Service Reserved Fund at 4-6% of the net London Police Service operating budget;
2. Respond in writing to Deputy Mayor Lewis and Budget Chair Pelosa on the action that was taken as a follow-up from the motion."

CARRIED

Moved By: N. Branscombe

Seconded By: M. Walker

THAT The London Police Service Board approve a revision to the London Police Service Reserved Fund By-Law to increase the Police Chief or designates 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."

CARRIED

Executive Director Johanssen noted that accountability measures are currently in place, which will be reported quarterly through financial updates, and the London Police Service will continue to adhere to these measures.

5. **Vehicle Pursuits Q1 Report #2505UD01**

Deputy Chief Guilford presented the Vehicle Pursuits Q1 Report #2505UD01. The report was received for information.

6. **Crime Stoppers Q1 Report #2505CI01**

Deputy Chief Bastien presented the Crime Stoppers Q1 Report #2505CI01.

A reminder was shared about Crime Stoppers, a valuable and anonymous tool for the public to report information related to criminal activity, drug-related concerns, road safety issues, or other public safety concerns. Crime Stoppers is a nonprofit organization run by volunteers that the London Police Service supports and collaborates with. Anyone can submit tips by phone or online, making it a valuable resource for those who do not wish to be directly involved in the investigative process.

The report was received for information. No motion was required.

7.1 **Professional Standards Quarterly Complaints Report #2505EA03**

The Vehicle Pursuits Professional Standards Quarterly Complaints Report #2505EA03 was presented by Deputy Chief Bastien. The report was received for information. No motion was required.

7.2 **London Police Service 2024 Performance Metrics Report #2505EA01**

Chief Truong presented the 2024 Performance Metrics report, highlighting reductions in service complaints, crime severity index, response times, fatal motor vehicle collisions, gun violence, and new initiatives and partnerships.

Complaints: A 43% reduction in service complaints from 2023 to 2024, indicating improved service quality and community trust.

Crime Severity Index: The Crime Severity Index for 2023 showed a 14% reduction, the largest decrease in Ontario and Canada, reflecting effective crime reduction strategies.

Response Times: Response times for priority calls improved significantly, with priority three response times reduced from 132 hours to 81 hours, indicating better resource allocation and efficiency.

Fatal Collisions: Fatal motor vehicle collisions decreased by 45% in 2024, demonstrating the effectiveness of traffic enforcement and safety initiatives.

Gun Violence: Gun violence incidents were reduced by 48% in 2024, highlighting successful enforcement efforts and community partnerships to address violent crime.

Member Morgan noted that this report is an essential part of the accountability process, emphasizing that budgets are investments and also recognizing that the results, trends, and direction of the LPS are very positive.

The report was received for information. No motion was required.

8. **Verbal Updates**

Chair Gauss expressed his gratitude to the Board for their trust in appointing him as Chair, stating it is an honour to take on this role. He highlighted the recruitment ceremony, noting that not only is this a celebration of the new officers, but it also acknowledges the importance of recognizing milestones and celebrating those who have dedicated years to policing. He congratulated the recruits and those who continue to perform exemplary work. He noted the significant turnout at the recent Police Memorial in Toronto and encouraged members to attend such ceremonies whenever possible.

Chair Gauss also spoke about the recent Chief of the Day initiative, during which he had the opportunity to swear in a youth as the honorary Chief for 24 hours. He commended Chief Tuong and his team for such community-engagement initiatives and noted the positive reception they have received from the community. Finally, he acknowledged the departure of former Chair Ali A. Chahbar from the London Police Service Board, following more than three and a half years of dedicated service. He described Mr. Chahbar as an incredibly hard-working individual who gave his full commitment to this role, championed the work of the Board, and led with his heart. He extended his heartfelt thanks and best wishes to Ali and his family.

Chief Truong recognized May as Mental Health Awareness Month, noting that senior officers are wearing green epaulets to show support for mental health awareness. He also highlighted National Police Week and the Chief for a Day event, stating that these events aim to strengthen community engagement and mental wellness in policing.

Executive Director Johanssen shared that the Board office will be relocating and plans to be in the new space by next week to enhance accessibility and visibility. A new, user-friendly, and comprehensive Board website will be launching soon to improve public access and communication. It was advised that, due to a scheduling conflict, the July and November board meeting dates will be rescheduled. The rescheduled dates will be announced soon.

9. **Adjournment**

Moved By: S. Lehman

Seconded By: S. Stevenson

“THAT The London Police Service Board adjourn the May 2025 Open Meeting.”

CARRIED

Meeting Adjourned at 2:34pm



June 26, 2025

Chair Ryan Gauss, London Police Service Board

Date