



LONDON POLICE SERVICE BOARD

OPEN MEETING AGENDA

Thursday, March 19, 2026, 8:15 am **and** 1:15 pm

Police HQ Executive Boardroom 601 Dundas Street

Link to Livestreams [8:15 AM](#) and [1:15 PM](#)

	ITEM	LEAD	DETAILS
OPEN MEETING PART One: 8:15 am			
1	Call Open Meeting to Order	Chair	
2	Motion to move to a Closed meeting pursuant to Section 44(1)(b) and 44(2) of the <i>Community Safety and Policing Act</i> to discuss confidential matters related to labour relations, Finance, and Legal.	Chair	Decision
CLOSED MEETING AND BREAK UNTIL 1:15 pm			
OPEN MEETING PART Two: 1:15 pm			
	Procedural Matters		
1	Opening Remarks Disclosures of Interest Introduction of New Business Approval of Minutes: February 19, 2026 , LPSB Open Meeting	Chair	Information Decision
2	London Police Service Board Governance 2.1 Board Advisory Committee Assignments Report #2603PB01 2.2 Proposal for London to Host 2027 CAPG* Conference Report #2603PB02 <i>*Canadian Association of Police Governance</i>	Chair	Decision
3	Financial Services Year-End Position and Reserve Fund Balance Report #2603FF01	CAO	Decision
4	Uniform Division 4.1 Hate and Bias Motivated Crime Report #2603UD01 <i>Presentation</i> 4.2 Missing Persons Annual Report #2603UD02 <i>Presentation</i>	DC Guilford	Information

Next Scheduled LPSB Open Meeting Date: April 16, 2026

5	Executive Administration: Professional Standards Branch 5.1 Sec 81 RE SIU Report #2603EA01 5.2 Sec 81 RE SIU Report #2603EA02	DC Bastien	Information
6	Verbal Updates <ul style="list-style-type: none"> • Chair Gauss • Chief Governance Officer Johanssen • Chief Truong 	Chair CGO Chief	Information
7	New Business	Chair	Information
8	ADJOURNMENT	Chair	



LONDON POLICE SERVICE BOARD

MINUTES FROM THE OPEN MEETING

Thursday, February 19, 2026

HYBRID: Police Headquarters-Executive Boardroom / Teams

ATTENDANCE	
LONDON POLICE SERVICE BOARD	LONDON POLICE SERVICE
Ryan Gauss, Chair	Chief Thai Truong
Nancy Branscombe, Vice Chair	Deputy Chief Paul Bastien
Jeffery Lang, Member (Regrets: Part 2)	Deputy Chief Scott Guilford
Steve Lehman, Member	Deputy Chief MacSween
Josh Morgan, Member (Virtual)	Roger Ramkissoon, Chief Administrative Officer
Susan Stevenson, Member	Ali Chahbar, General Counsel
Mike Wallace, Member	Sam Santos, Executive Assistant
Stephanie Johanssen, Chief Governance Officer	
Melanie Coleman, Executive Assistant	
GUESTS	
Ron LeClair, Police Service Advisor	

PART 1:

1. Procedural Matters

Meeting Called to Order: 9:20 AM

2. Move into Closed Session

Moved By: M. Wallace

Seconded By: J. Lang

“THAT The London Police Service Board moves from Open to Closed Session pursuant to Section 44(2) of the *Community Safety and Policing Act, 2019*.”

CARRIED

PART 2:

1. Procedural Matters

Return To Open Meeting: 1:14PM

Chair Gauss introduced and welcomed Mr. Roger Ramkissoon, the London Police Service’s first Chief Administrative Officer.

Disclosures of Interest: None

Introduction of New Business: None

Moved By: N. Branscombe

Seconded By: S. Lehman

“THAT The London Police Service Board accepts and approves the minutes of the January 15, 2026 Board Meeting as presented.”

CARRIED

2. London Police Service Board Governance

Inspector General Memo: Province-Wide Review of Police Integrity and Anti-Corruption Report #2602PB01

Moved By: N. Branscombe

Seconded By: S. Stevenson

“THAT The London Police Service Board:

1. Receive the Memorandum from the Inspector General of Policing respecting the Province-Wide Inspection on Police Integrity and Anti-Corruption practices; *AND, consistent with the Inspector General’s recommendation to evaluate policies, procedures and practices as they relate to the five areas, recognizing that the scope of this review may be redefined or expanded as additional guidance, inspection parameters, or directives are issued by the Inspector General:*
2. Direct that a proactive Board-level governance review be undertaken of relevant Board policies and reporting frameworks as they relate to the areas identified in the IG Memorandum;
3. Direct the Chief to undertake a proactive service-level review of relevant standard operating procedures, internal controls, supervision models, and reporting practices as they relate to the areas identified in the IG memorandum.
4. Further direct the Chief to report back to the Board at the May Board meeting with a proposed action plan outlining:
 - a) Methodology.
 - b) Proposed deliverables.
 - c) Any preliminary risks, gaps, or control weaknesses.
 - d) Approximate timeline and resources required to conduct this review
 - e) Preparedness for the province-wide inspection

CARRIED

3. Board Oversight: LPS Reports and Presentations

3.1 2025 Performance Metrics Summary Report #2602EA01

The Chief presented the 2025 Organizational Performance Metrics Report, outlining progress in year two of the Service’s four-year strategic and multi-year budget.

Moved By: M. Wallace

Seconded By: S. Stevenson

“THAT The London Police Service Board receive the 2025 Organization Performance Metrics Report #2602EA01 for information.”

CARRIED

3.2 LPS EDI Plan: Presentation and Report #2602EA02

The Board received a presentation on the London Police Service's Equity, Diversity and Inclusion (EDI) Action Plan, established in alignment with the expectations and directives outlined in the Board's governance-level Diversity Plan, which was developed pursuant to s. 37(1)(e) of the *Community Safety and Policing Act, 2019*.

Moved By: N. Branscombe

Seconded By: S. Lehman

"THAT The London Police Service Board receive the LPS EDI Plan Report #2602EA02 for information and post it on the Board's website under Accountability and Reporting."

CARRIED

3.3 Update on Open Air Substance Use Strategy Report #2602EA03

The Board received a presentation from the London Police Service regarding the Open Air Substance Use Strategy, launched in April 2025 and led by the Community Foot Patrol Section. Enforcement actions resulted in 75 criminal charges, while officers also seized significant quantities of drug paraphernalia and substances, with fentanyl identified in the majority of drug seizures. Survey feedback indicated increased community awareness of the strategy and modest improvements in perceptions of safety and satisfaction with police presence in downtown, Midtown, and Old East Village areas. Members discussed the number of individuals encountered, referral acceptance rates, seasonal impacts on data, and the importance of continued community engagement and communication with local businesses.

The Board expressed support for the initiative and requested future updates on the strategy's progress and timelines for continued reporting.

Report #2602EA03 was received for information. No motion required.

3.4 Nurse Police Response Team Report #2602EA04

The Board received a presentation regarding the Nurse Police Response Team (NPRT) initiative, including an example highlighting how collaboration between nurses, police, and community partners helped provide care to a vulnerable individual who was initially reluctant to seek medical treatment.

Members expressed appreciation for the program and noted the high rate of individuals accepting support through the initiative. The Board also acknowledged the value of partnership-based approaches, increased police visibility in the community, and positive public feedback on these collaborative initiatives.

Report #2602EA04 was received for information. No motion required.

4. Corporate Services

Collection of Identifying Information Report #2602CS01

Moved By: S. Lehman

Seconded By: S. Stevenson

“**THAT** The London Police Service Board receive the Collection of Identifying Information Report #2602CS01 for information and posts it on the Board’s website under Accountability and Reporting.”

CARRIED

5. Executive Administration: Professional Standards Branch

Sec 81 CSPA Update to Report 2601EA01RE SIU Report #2602EA05

Moved By: M. Wallace

Seconded By: S. Stevenson

“**THAT** The London Police Service Board receive Report 2602EA05 for information and acknowledges the updates provided.”

CARRIED

Vice Chair Branscombe Left The Meeting at 3:15pm

6. Verbal Updates

Chair Gauss and Chief Truong highlighted recent community events attended by members of the Service and the Board, including the Lewis Coray Awards and the Chief’s Gala, noting the strong involvement of community leaders, government officials, and members of the public. They emphasized the importance of these events in recognizing community leadership, celebrating the work of service members, strengthening relationships with the community, and supporting local charities.

The Chief acknowledged the efforts of the organizing committee and expressed appreciation to the Board for its ongoing support in promoting initiatives aimed at strengthening community trust and organizational transformation.

Chief Governance Officer Johanssen advised the Board that she will be attending the upcoming Police Association of Ontario conference, which will be held jointly for the first time with the Ontario Association of Police Service Boards and the Ontario Association of Chiefs of Police. The conference will focus on key issues shaping police workplaces and reflect a more collaborative approach among the organizations.

Verbal updates were received for information. No motions required.

7. New Business

No New Business.

8. Adjournment

Moved By: S. Lehman

Seconded By: S. Stevenson

“THAT The London Police Service Board Adjourn the Open Session of the February 19, 2026, meeting.

CARRIED

Adjournment 2:30 pm

Ryan Gauss, Chair
London Police Service Board

Date

DRAFT



LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: March 19, 2026

BOARD REPORT #: 2603PB01

MEETING: Open

TO: Chair and Members of the London Police Service Board

FROM: Chief Governance Officer - Stephanie Johanssen

SUBJECT: **LPSB Committee Assignments**

- Discussion
- Seeking Decision

RECOMMENDATION(S):

THAT the London Police Service Board confirm the standing committee assignments for the following advisory committees:

- Finance Advisory Committee
- Governance Advisory Committee
- Human Resources and Compensation Advisory Committee

PURPOSE:

This report provides an overview of current standing advisory committees within the Board and seeks the Board's confirmation of the standing advisory committee assignments, following two new appointments to the Board.

BACKGROUND:

The Board is enhancing its governance framework. Committees are critical to supporting the Board's functions by providing ongoing oversight of specific matters and making recommendations to the Board on key areas. With the recent appointments to the Board, the Board is now at its full complement and Committee Assignments should be reevaluated.

Currently, the Board has established the following standing advisory committees:

- **Human Resources & Compensation Advisory Committee:** This committee reviews processes related to executive compensation, performance evaluations, collective bargaining, and workforce planning.
Current composition: Chair Gauss, Vice-Chair Branscombe.
- **Finance Advisory Committee:** This committee reviews processes related to financial planning, budgeting, long-term financial sustainability, oversight of procurement and contract

management frameworks, and review of the operating and capital budgets prior to the Board's consideration.

Current composition: Member Stevenson, Vice-Chair Branscombe, Member Lehman.

- **Governance Advisory Committee:** This committee reviews processes related to the board's structures, policies, governance practices, risk oversight, and legislative compliance.

Current composition: Chair Gauss, Vice-Chair Branscombe.

These committees are not by-law committees established under s. 42(1) of the *Community Safety and Policing Act, 2019*.

S. 42(1) provides that a police service board may establish committees by by-law and may delegate certain powers and duties of the Board to those committees. The committees referenced in this report function as advisory committees of the Board and do not exercise delegated authority or formally advance the business of the Board. The purpose of these committees is to review matters within their mandates and provide recommendations to the Board.

CONCLUSION

As a matter of practice, the London Police Service Board's advisory committees generally consist of up to three members. The Board is asked to confirm the updated committee assignments for the three advisory committees outlined in this report.



LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: March 19, 2026

BOARD REPORT #: 2603PB02

MEETING: Open

TO: Chair and Members of the London Police Service Board
FROM: Chief Governance Officer - Stephanie Johanssen
SUBJECT: **Proposal Submission for London to Host the 2027 Canadian Association of Police Governance Conference**

Seeking Decision

RECOMMENDATION(S):

THAT the London Police Service Board (the “Board”) authorize its Chair and Chief Governance Office to submit a proposal on behalf of the Board in response to the Canadian Association of Police Governance (CAPG) Request for Proposals to host the 2027 CAPG Annual conference.

PURPOSE:

The purpose of this report is to seek the Board’s authorization to submit a proposal in response to the CAPG’s Request for Proposals to host the 2027 CAPG Annual Conference, should the Board wish to express interest in hosting the conference in London. Deadline for submission is April 1st 2026.

BACKGROUND:

The Canadian Association of Police Governance (CAPG) is the national association representing 80% of municipal police service oversight bodies throughout Canada, including London.

The CAPG put forward a request for proposal to host the 2027 CAPG Annual Conference (APPENDIX). Previous locations include cities across Canada from Victoria to Halifax. The last time the CAPG Conference was held in London was in 1991.

The attached proposal outlines the benefits of hosting, including an estimated \$200,000-\$300,000 benefit to the local economy, the use of local suppliers for gifts, delegate bags, and conference materials, and an opportunity to highlight existing or emerging police programs in the area.

DISCUSSION:

Board Office staff have communicated with Tourism London, who have agreed to compile the necessary information for a proposal. Tourism London has indicated that they can coordinate contacting the hotels and venues on behalf of the Board and provide details around London’s capacity to host.

This would be an excellent opportunity to showcase the Board’s work and the transformational change within the Service and its delivery of public safety, while supporting national police governance initiatives.



A national organization dedicated to excellence in Police Governance in Canada

REQUEST FOR PROPOSALS, 2027

37TH ANNUAL CONFERENCE





ABOUT OUR ANNUAL CONFERENCE

Since 1990, the Canadian Association of Police Governance (CAPG) has held an annual professional development conference in various locations across Canada. The Board of Directors of CAPG invites proposals for the four-day CAPG 37th Annual Conference to be held in August of 2027. The Conference has attracted up to 250 participants and has provided extensive workshops, training sessions, panel discussions and plenary presentations to further the professional development of those involved in civilian oversight and governance of municipal police. CAPG works to ensure that conferences are held in various regions of Canada in order to meet the needs of our geographically diverse membership and provide access to the opportunities afforded by the conference.

Some of the goals of CAPG in holding annual conferences are to provide:

- Specific, up to date, training workshops for civilian governors of policing, members of government entities that are concerned with and/or oversee policing policy, community members and members of police services.
- Opportunities to meet and interact with leaders in the civilian governance community regarding current topics in police oversight.
- Educational and organizational materials to bring back to your community.
- Information on what communities need to know to establish or refine their board/commission policies and procedures.
- Dialogue between members of police boards and commissions and leaders in policing.

BENEFITS OF HOSTING

- When police governors from across Canada gather in your city for the CAPG Annual conference, the benefit to your local economy is between \$200,000 and \$300,000.
- Conference events include: 400 plus hotel room nights; breakfasts, lunches, dinners; companion tours; entertainment and transportation. Additional economic benefits are gained when delegates shop, dine out and a large percentage of delegates add vacation time to their trip.
- Local suppliers supply gifts, delegate bags, printing, signage, and other conference related materials.
- In addition to the expected financial and business rewards that come with bringing any conference to a locale, the CAPG conference provides a unique opportunity to the host city to highlight existing or emerging policing programs in your area.

HOTEL REQUIREMENTS

COMPANION PROGRAM

- Select venue(s) or hire a tour company that offers tours that work with the conference schedule.
- Transportation between the venue(s) and the hotel.
- Manage all aspects of the companion's program to ensure it operates smoothly.

OFF SITE HOST EVENT/DINNER

Work with the CAPG Conference Committee to:

- Select venue
- Determine transportation between the venue and the hotel
- Plan catering and entertainment liaise with the venue staff

TOTAL ROOM BLOCK APPROX ROOM NIGHTS

- Night 1 - 50 rooms
- Night 2 - 125 rooms

MEETING SPACE

- Approx 100 people on Day 2
- Approx 200 people on Days 3 - 5
- Breakout Rooms TBD

ADDITIONAL SPACES

- Registration area, Days 1 - 4
- Display space for conference sponsors
- Space for networking activities
- Office / Storage close to registration area

- Night 3 - 125 rooms
- Night 4 - 100 rooms

DECISION PROCESS

The proposal will be evaluated on the following criteria:

Amenities, Attractions and Services

If your city or province is planning a special celebration in 2027 hosting the CAPG Conference might tie in as part of the overall festivities. Please take this opportunity to highlight what makes your city a great choice for the Conference.

Location

Ease of CAPG members to travel to the chosen site will be a determining factor if all remaining criteria are equal between bidders.

Responsiveness

Based on submitting proposals on time, openness to questions on aspects of the proposal and a demonstration by the host City, Police Board or Commission of willingness to engage in all aspects of the planning and development process.

Meeting and Function Spaces

Ability to meet all requirements including separate meal space from plenary room.

Room Rate

Competitive rates are encouraged.

Catering

Food costs are also a determining factor.

Incentives

Rebates for rooms, free parking, bonus room, and free meeting space are all factors that will determine the awarding of the contract.

SCHEDULE OF EVENTS

DAY 1, AUGUST 2027

Arrival/Prep Day

Conference team meets to put together delegate bags,
organize signage and tour facilities
Delegates begin to arrive
Registration for delegates at hotel



DAY 2, AUGUST 2027

CAPG Annual Conference 1st Day

Host Dinner (offsite). 6:00 – 9:30 pm

DAY 3, AUGUST 2027

CAPG Annual Conference 2nd day

Evening event (offsite). 6:00 – 9:00 pm



DAY 4, AUGUST 2027:

CAPG Annual Conference 3rd day

Evening event (offsite). 6:00 – 9:00 pm



TENDER PROCESS

- RFP to be sent by email to all CAPG Members by November 15, 2025.
- Proposals are due (electronic format) by April 1, 2026.
- CAPG Board will review proposals received at the May 2026 Board of Directors meeting.
- The Board/Commission chosen to host will be notified by May 31, 2026.

PREVIOUS AND FUTURE LOCATIONS

1990 - ST. JOHN'S, NFLD
1991 - LONDON, ON
1992 - VICTORIA, BC
1993 - HALIFAX, NS
1994 - MONTREAL, PQ
1995 - REGINA, SK
1996 - OTTAWA, ON
1997 - VICTORIA, BC
1998 - NIAGARA FALLS, ON
1999 - EDMONTON, AB
2000 - SAINT JOHN, NB

2001 - SASKATOON, SK
2002 - OTTAWA, ON
2003 - HALIFAX, NS
2004 - VANCOUVER, BC
2005 - OTTAWA, ON
2006 - EDMONTON, AB
2007 - CALGARY, AB
2008 - TORONTO, ON
2009 - SYDNEY, NS
2010 - SAINT JOHN, NB
2011 - REGINA, SK

2012 - VICTORIA, BC
2013 - SASKATOON, SK
2014 - HALIFAX, NS
2015 - YORK REGION, ON
2016 - OTTAWA, ON
2017 - MONTREAL, QUE
2018 - WINNIPEG, MB
2019 - CALGARY, AB
2020 - VICTORIA, BC (VIRTUAL)
2021- OTTAWA, ON (VIRTUAL)
2022 - SASKATOON, SK
2023 – ST. JOHN'S, NFLD
2024 – HALIFAX, NS
2025 - VICTORIA BC
2026 - EDMONTON, AB



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: March 19, 2026
BOARD REPORT #: 2603FF01
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the London Police Service Board
FROM: Roger Ramkissoon, Chief Administrative OfficerSelect
SUBJECT: 2025 Year-End Position and Reserve Fund Balances
PURPOSE: Seeking Decision

RECOMMENDATIONS:

1. That the London Police Service Board approve the contribution of \$5,679,384.29 to the Police Service Reserve Fund (RF10100).
2. That the London Police Service Board approve a one-time draw of \$463,155.59 from the Police Service Reserve Fund (RF10100) to cover unforeseen capital expenses under PP429125 (Police Equipment) and PP429525 (Police Technology Equipment), as approved under the Chief's delegated authority.
3. That the London Police Service Board approve restoring the Chief's contingency to \$500,000, recognizing that a purchase was made in 2025.

FINANCIAL IMPLICATIONS:

A surplus has been confirmed for 2025 and, subject to Board approval, will be allocated to the Police Service Reserve Fund (RF10100). Upon depositing this surplus, the Police Service Reserve Fund will have a balance of \$14,168,511 as of December 31, 2025. The target balance for the Police Service Reserve Fund is established between 4% and 6% of the London Police Service's net operating budget.

The Board was previously advised of two (2) capital items that required funding through a year-end drawdown under the Chief's delegated authority to address operational needs. The total expenditures for these projects, net of applicable tax rebates, amounted to \$134,243.92 under PP429125 (Police Equipment) and \$328,911.67 under PP429525 (Police Technology Equipment), respectively and relate to:

1. Leica RTC360 3D Scanner
2. Biometric Monitoring System / HQDU In-Cell Cameras

SUMMARY:

The 2025 year-end operating results reflect a favorable variance of \$5,679,384, representing approximately 3% of the net operating budget. It is recommended that this surplus be credited to the Police Service Reserve Fund (RF10100).

The Board approved the commitment of \$500,000 from the Police Service Reserve Fund (RF10100) to address unplanned and unforeseen capital or operating costs. This contingency funding is available to the Chief of Police, or their designate, to support operational requirements.

During 2025, two unbudgeted capital equipment purchases totaling \$463,156 were required to address operational needs and were approved under the Chief's delegated authority. The expenditures were incurred under PP429125 and PP429525. Accordingly, a one-time drawdown from the Police Service Reserve Fund is requested to offset these costs and restore the Chief's contingency balance.

This report summarizes the 2025 operating and capital budget variances, provides an overview of reserve fund balances, and confirms the recommended transfers to and from reserves for the fiscal year.

DISCUSSION:

Operating Budget

Each year, the London Police Service Board is provided with a summary of year-end operating results and reserve fund balances. Variances between actual and budgeted costs are common and are monitored throughout the year to ensure they are identified, understood, and managed appropriately. A summary of the significant operating budget variances as of December 31, 2025, are outlined below.

Personnel Costs

As previously noted in prior monitoring reports, savings in personnel costs are primarily attributed to delays in filling vacant positions, attrition, variations in leaves of absence, and Assessment Growth positions being budgeted at full cost but realized at lower actuals.

The personnel cost variances as of December 31, 2025, are summarized as follows:

Salary, Benefits, Pension	\$10,934,114
Paid Time*	(\$5,319,510)
WSIB Admin	(\$296,002)
Sub-Total	\$5,318,602

*Overtime, Statutory Holiday Overtime and Court Time

Key Points:

- The 2025 Multi-Year Budget (MYB) provided funding for 37 additional sworn officers and 21 civilian members, with 33 positions approved through Business Cases and 25 approved through Assessment Growth. Positions funded through Assessment Growth are budgeted at full position costs in accordance with City standards, totalling approximately \$4.7 million. Actual expenditures were lower than budgeted, resulting in a favourable variance.

- WSIB costs continue to increase, reflecting ongoing pressures associated with workplace injuries or illness and related administration.
- Paid time accounts, including overtime, court time, and statutory holiday overtime, exceeded budget by \$5,319,510, representing approximately 2.8% of the net operating budget. Overtime usage was primarily driven by the need to maintain minimum staffing levels in accordance with the police working agreement, to support essential operational and administrative functions, and to meet legislated and mandatory training requirements. These factors are critical to sustaining effective policing operations and ensuring community safety.

Line Items and Revenue

In addition to personnel costs, several other operating line items and revenue sources contributed to the overall financial performance of the London Police Service. These items were monitored throughout the year to identify emerging pressures or favourable variances and to ensure appropriate financial oversight.

The significant variances in operating line items and revenue as of December 31, 2025, are outlined below.

Line Items

Maintenance (Technology)	\$737,173
Insurance Premiums	\$335,458
Professional Fees	\$313,258
Self-Insurance Reserve	\$166,809
Utilities	\$162,304
Transfer Police Services	(\$5,679,384)
Transfer to Capital	(\$706,407)
Transfer to Reserve	(\$488,376)
Legal	(\$381,837)
Uniforms	(\$333,059)
MVA Repairs**	(\$320,851)
Operating Supplies	(\$315,525)
Other Police Equipment	(\$283,827)
Other Purchased Services	(\$235,431)
Other Administrative Expenses	(\$109,191)
Budget Variances (Net)	(\$100,619)
Sub-Total	(\$7,239,506)

Revenue

Province Grants	\$1,163,864
Other Contributions	\$913,821
Insurance Claim Revenue**	\$324,233
Secondments - Provincial	\$277,159
Sundry Revenue	\$180,187
Secondments - Other	\$171,265
Federal Grants	\$82,776
Budget Variances (Net)	\$57,600

Transfer from Police Service Reserve	(\$850,000)
Transfer from ASO Reserve	(\$400,000)
Sub-Total	\$1,920,904

**Expense offset by revenue

Key Points:

- **Insurance Premiums:** Stop-loss insurance continues to provide financial protection against high-cost health claims, with some claims exceeding the threshold each year. The transition to a higher stop-loss level resulted in cost savings, along with additional savings across other insurance programs, including automobile, property, liability, errors and omissions, umbrella, and drone coverage, when compared to actual expenditures.
- **Professional Fees:** Costs were lower primarily due to the ebb and flow of transfers and a reduced demand for high-risk psychological screening, leading and hearing testing.
- **Self-Insurance Reserve:** Amounts budgeted were provided by Risk Management, City of London. For 2025, City Administration approved a reduction in the total Self-Insurance Reserve Fund (SIRF) allocation for the group, resulting in a proportional decrease in the LPS contribution.
- **Transfer Police Services:** Subject to Board approval, a transfer of \$5,679,384 was included as part of the year-end operating surplus to the Police Service Reserve (RF10100).
- **Transfer to Capital:** A transfer of \$706,407 was made from Operating to Capital to support the Digital Evidence Management Project (DEAP), as approved through the Public Safety and Infrastructure Modernization Business Case. In accordance with City guidelines, transfers from operating to capital are permitted only where expenditures were initially budgeted as operating but are capital in nature, ensuring proper classification of costs. As a result, a positive variance was realized in the Maintenance (Technology) operating account, where the funds were originally budgeted but ultimately required for capital purposes.
- **Transfer to Reserve:** \$488,376 was allocated to the Benefits Reserve (RF098) for the Administrative Services Only (ASO) reconciliation.
- **Legal:** An increase in Inquests and evolving legislative requirements continued to create operational and financial pressures, requiring significant staff involvement and, in some cases, the use of external legal counsel. This category also reflects increased demand for procurement expertise, including support for sole and single-source exemption reviews, Procurement Policy updates, RFX template development, and procurement-related advisory support.
- **Uniforms:** Additional uniform purchases were required to meet evolving operational and ceremonial demands. This included fire-resistant uniforms to comply with new Community Safety and Policing Act (CSPA) standards and align with industry safety requirements. Increased member participation in memorials, community events, and formal functions also drove higher demand for Number 1 dress uniforms and ceremonial tunics.
- **Operating Supplies:** Additional ammunition purchases were required to support CSPA requirements related to active attacker response, including maintaining a sufficient number of semi-automatic rifles and training qualified officers. The overage was also attributable to costs associated with Service-related events (including the Gala, Golf Tournament, and Be Well Serve Well) and grant-funded purchases. These expenses were offset by corresponding revenues recorded in revenue accounts, resulting in a net-neutral impact on the overall operating budget.
- **Other Police Equipment:** Unanticipated purchases were required to outfit two service dogs due to turnover in the Canine Unit. Additional operational equipment needs emerged,

including cameras, tools and other items, which contributed to increased costs under this category.

- **Other Administrative Expenses & Purchased Services:** Expenditures in these categories were primarily related to the Police Gala and grant-funded purchases. These costs were fully offset by corresponding revenues recorded in revenue accounts, resulting in a net-neutral impact on the overall operating budget.
- **New Grants/Funding (Provincial and Federal Grants):** Grant funding was secured to support a range of initiatives, including the Youth in Policing Initiative, Bail Compliance and Warrant Apprehension, Proceeds of Crime, Frontline Policing, Cybercrime, Auto Theft Prevention, Guns and Gangs Violence Reduction Strategy, Ontario CCTV Grant Program, and Mobile Crisis Response Team Enhancement and Criminal Intelligence Service Ontario (CISO) projects. These funds primarily offset related expenditures incurred throughout the year, resulting in a net-neutral impact on the operating budget.
- **Other Contributions:** Funds were received to offset related expenditures, including contributions associated with the Police Golf Classic Tournament, Police Gala, and Be Well Serve Well Conference. In addition, Western University contributed financially toward homecoming-related costs.
- **Secondments (Provincial and Other):** New secondments were established with the Ontario Police College, London Police Association and the CISO, resulting in salary recoveries.
- **Sundry Revenue:** Revenue was primarily driven by income from Record and Background Screening services.
- **Transfers from Reserves:** Due to the year-end operating surplus, the budgeted drawdowns from both the Police Service Reserve (\$850,000) and the Benefits (ASO) Reserve (\$400,000) were not required.

Reserve Funds

The following outlines the 2025 activity and balances of the reserves as of December 31, 2025:

Reserve Fund	Dec. 31, 2024	Interest 2025	Activity 2025	Year-End Contribution	Dec. 31, 2025
Benefits Reserve (RF098)	\$4,268,714	\$212,827	\$488,376*	\$0	\$4,969,917
Police Service Reserve (RF10100)	\$9,680,031	\$440,959	(\$1,631,863)	\$5,679,384	\$14,168,511
Sick Leave Reserve (RF051)	\$46,919	\$2,301	\$0	\$0	\$49,220

* Each year, an Administrative Services Only (ASO) reconciliation is performed to assess variances between premiums paid and actual expenditures. For 2025, a surplus was generated due to expenses being lower than premiums set aside.

Police Service Reserve Fund (RF10100) Overview

The 2025 operating surplus of \$5,679,384 shall be deposited into the Police Service Reserve (RF10100), subject to confirmation from the LPSB. This deposit, along with the anticipated approval for a one-time draw of \$463,156 from RF10100 to support unforeseen 2025 capital expenditures, will yield the following projections for 2026:

Target Driver	Amount
Net Police Service Operating Budget (2026)*	\$197,276,415
Minimum Target (4%):	\$7,891,057

Maximum Target (6%):	\$11,836,585
Opening Balance, Jan 1, 2026	\$14,168,511
2025 Unforeseen Capital Expenditures	(\$463,156)
2026 Budgeted One-Time Draw	(\$700,000)
2026 Chief Contingency	(\$500,000)
Interest Income (Projected - 3.5%)	\$338,131
Committed Projects	(\$6,888,931)
Projected Uncommitted Balance as of Dec 31, 2026	\$5,954,555
Shortfall to minimum target	\$1,936,501
Shortfall to maximum target	\$5,882,030

**Amount is before 2026 Assessment Growth Funding (Business Case pending approval).*

Tentative Projects

As outlined in Board Report 2509FF02 and 2512FF02, the Board was advised of the operating and capital pressures impacting the Service as part of the 2026–2027 Multi-Year Budget (MYB) update. The MYB was developed using a zero-based budgeting approach to support transparency and fiscal discipline.

Priority items identified by Division Commanders are under review by the Executive Command Team within the broader prioritization and resource-allocation framework. Based on the projected uncommitted reserve balance as of December 31, 2026, there remain initiatives that may require reserve support including a previously identified HRIS Project.

Capital Budget

The London Police Service provides regular updates to the Executive Command Team on the status of capital expenditures relative to approved budget allocations. The Capital Projects Status Appendix includes detailed information for each capital project, outlining key milestones, progress to date, and estimated completion timelines.

As of December 31, 2025, there are no financial concerns to report. All capital projects are currently reflecting a positive variance, with sufficient funding available to support completion as planned. During 2025, ten (10) capital projects were successfully completed, and the approved funding for these projects has been fully utilized.

CONCLUSION:

In conclusion, this report reflects the London Police Service’s 2025 fiscal year performance, showing an operating surplus of \$5,679,384. The report outlines the need for a one-time draw of \$463,156 from the Police Service Reserve Fund to cover unforeseen capital expenditures approved by the Chief. It includes details on reserve fund activities and recommends transferring the year-end surplus to the Police Service Reserve to bolster its financial stability. Additionally, capital projects have been effectively managed, with no significant financial concerns raised.

PREPARED BY: Jody Graham, Director – Financial Services

REVIEWED BY: Blair Harvey, Superintendent – Corporate Services

Attachments: Month End Report December 31, 2025
Capital Projects Status December 31, 2025



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: March 19, 2026
BOARD REPORT #: 2603UD01
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the London Police Service Board
FROM: Scott Guilford, Deputy Chief
SUBJECT: **2025 Hate/Bias-Motivated Crime Report**
PURPOSE: Update / Information Purposes Only

RECOMMENDATION

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

SUMMARY

The London Police Services Board policy requires the Chief of Police to report on Hate/Bias-Motivated Crimes investigated by the London Police Service (LPS). This report is being submitted in compliance with that policy and the Provincial Adequacy Standards.

The London Police Service is in compliance with the London Police Services Board Policy 010 and the Provincial Adequacy Standards LE-007 in relation to Hate/Bias-motivated Crime Reports.

BACKGROUND

The London Police Service (LPS) utilizes a coordinated, service-wide approach in responding to hate and bias-motivated occurrences reported within the City of London. All such investigations are conducted in accordance with LPS policies and procedures, relevant legislation, and established provincial and federal hate crime policing standards. Operational and organizational resources, including the involvement of specialized units and community partners, are deployed as appropriate to ensure a thorough and victim-centered response.

The LPS is a standing member of the Hate Crime & Extremism Investigative Team (HCEIT). Established in 2004, HCEIT is comprised of more than 20 police services from across the province with the shared objective of enhancing coordinated responses to hate crime and extremism. Member agencies assign officers to HCEIT to receive specialized training focused on hate crime investigations and addressing hate and extremism-related activity from a policing perspective.

Hate and bias-motivated incidents result in significant emotional and psychological impacts on victims and affected communities. As a result, an emphasis is placed on proactive community engagement and outreach to maintain public trust in the LPS' response to these occurrences. The Hate Crime Officer offers support and guidance through a reassurance protocol after hate-bias incidents. The **Reassurance Protocol** uses a victim-centered approach to reduce fear and anxiety, encourage reporting, deter offenders, strengthen community-police relations, and help restore safety by addressing the wider impact of hate-motivated crimes and incidents.

Hate Crime Definitions - The following definitions are utilized by LPS during the assessment of reported hate and bias-motivated occurrences.

Hate Crime - A hate crime is any criminal offence committed against a person or property that is perceived to be, or is determined to be, motivated in whole or in part by the suspect's hate, bias, or prejudice toward an identifiable individual or group. These motivations may be based on real or perceived race, national or ethnic origin, language, colour, religion, sex, gender identity or expression, age, mental or physical disability, sexual orientation, or any other similar factor.

Hate Incident - A hate incident refers to actions or behaviours that are motivated by bias against an individual or group based on real or perceived race, national or ethnic origin, language, colour, religion, sex, gender identity or expression, age, mental or physical disability, or sexual orientation, but which do not meet the threshold of a criminal offence. Hate incidents may include hostile speech or other conduct that, while not criminal in nature, can have a significant negative impact on targeted individuals and communities.

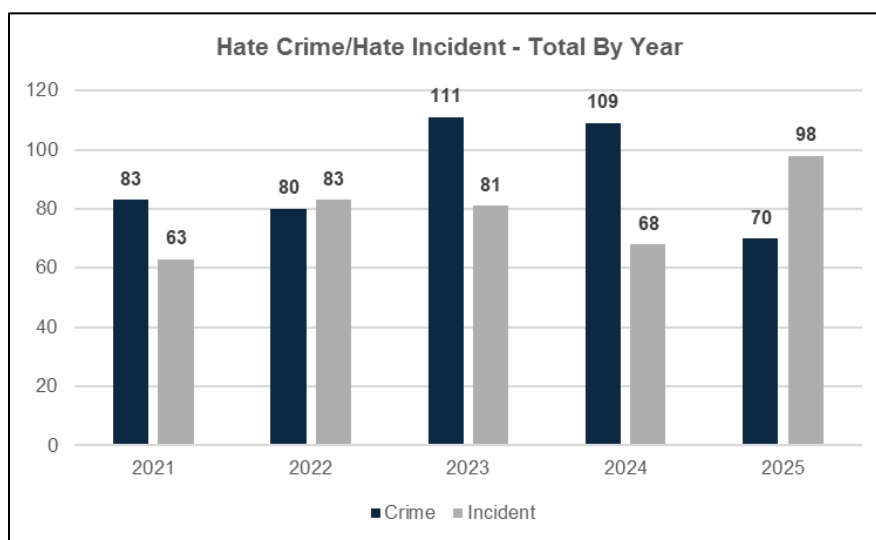
2025 HATE/BIAS-MOTIVATED OCCURRENCE REPORTING AND TRENDS

Total Hate Crime Occurrences

In 2025, 168 occurrences were determined to be either a hate/bias-motivated crime (70) or incident (98). 53 charges were laid in 24 of the 70 occurrences where sentencing provisions under section 718.2 of the *Criminal Code of Canada* applied. The remaining 46 cases in which no charges were filed are either closed pending new information coming forward or have concluded because the victim declined to proceed.

Offenders and Victims

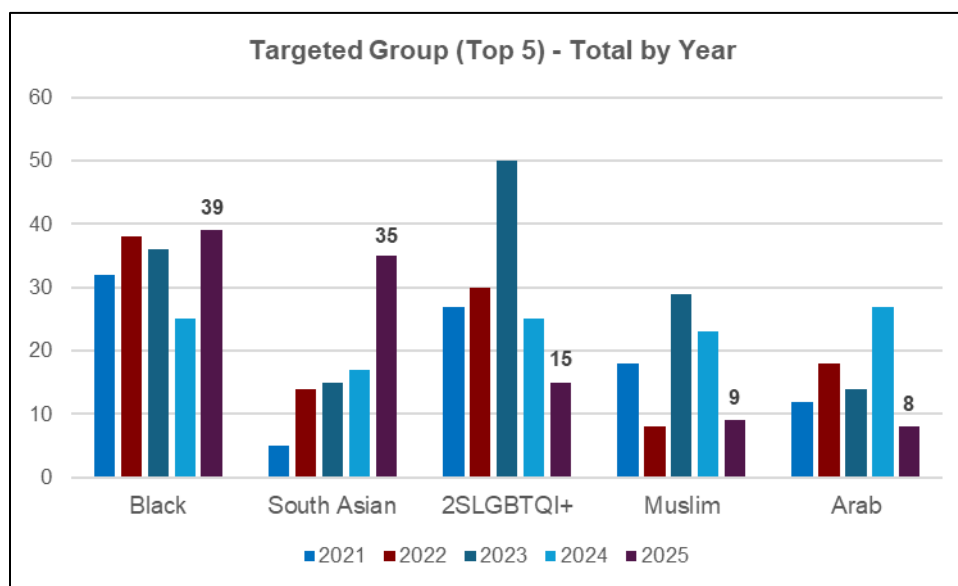
- 24 individual offenders (28 victims) were charged; 1 was a repeat offender
- Where charges were laid, most offenders (87.5%) and victims (85.7%) were male. The most frequent pairing was male victim with male offender (71.4%).
- Female victims with male offenders accounted for 9.5% (2), and male victims with female offenders accounted for 9.5% (2).



For hate/bias motivated crimes, the 2025 total (70) represents a 35.8% decrease in comparison to 2024 (109), and a 15.7% decrease in comparison to 2021 (83). For hate/bias motivated incidents, the 2025 total (98) represents a 44.1% increase over 2024 (68), and a 55.6% increase over 2021 (63).

**Comparable 2025 provincial and national data from Statistics Canada was not yet available to allow LPS to directly compare local hate and bias-motivated trends with other jurisdictions across Ontario and Canada.*

TARGETED COMMUNITIES (TOP 5) – SINGLE HATE/BIAS MOTIVATION



In 2025, the top five most frequently targeted victims were from the Black, South Asian, 2SLGBTQI+, Muslim, and Arab communities. At least one of these groups was targeted in 83.5% of all reported occurrences with single hate/bias motivation (127).

Members of the Black community were the most frequently targeted group, with 39 reported hate and bias-motivated occurrences. This represents a 56.0% increase compared to 2024 (25 occurrences) and accounts for 30.7% of all reported hate and bias-motivated occurrences in 2025.

The South Asian community experienced the second highest rate of victimization and saw the largest rise in reported incidents. There were 35 cases, marking a 105.9% increase from 2024 (which had 17) and accounting for 27.6% of all occurrences with a single hate or bias motivation. This is the first time this community has been among London’s top five most affected groups, echoing trends seen in other Ontario municipalities like Peel Region and Toronto. Notably, several cases investigated by LPS involved violent crimes targeting members of the South Asian community because of their visible minority status.

At both the national and provincial level, reports show that hate toward the South Asian community has been rising in recent years. Analysts often connect this trend to wider social and economic factors such as the growth in international student enrollment—especially from India—and public conversations about housing, jobs, and other economic concerns. Social media has further fueled these discussions, sometimes spreading misinformation, stereotypes, and exaggerated portrayals of cultural differences. In 2025, a total of 15 hate and bias-motivated occurrences targeting members of the 2SLGBTQI+ community were reported to LPS, representing a 40.0% decrease compared to 2024 (25).

occurrences). These incidents accounted for 11.8% of occurrences involving a single hate or bias-motivating factor.

While this decrease is an encouraging statistic, LPS recognizes that underreporting remains a concern within this community. In 2024 and 2025, efforts to support the 2SLGBTQI+ community included increased uniformed (and at times by request, non-uniformed) police presence—at 2SLGBTQI+ community events, as well as education, outreach, and engagement initiatives.

Muslim – 2025 total (9) is a 60.9% decrease in comparison to 2024 (23). This community was targeted in 7.1% of occurrences with single hate/bias motivation.

Arab – 2025 total (8) is a 70.4% decrease in comparison to 2024 (27). This community was targeted in 6.3% of occurrences with single hate/bias motivation.

To ensure consistency with Statistics Canada's broad reporting category of "Middle Eastern" and enhance clarity in identifying targeted groups, LPS now utilizes the term "Arab" when individuals from that community are recognized as victims of hate or bias-motivated incidents, provided this is supported by available evidence. Previously, officers selected either "Middle Eastern" or "Arab," which may have resulted in inconsistencies due to the inclusion of both Arab and non-Arab populations within the Middle East.

This local practice aligns with reports from national sources and advocacy organizations, which emphasize the need for greater attention to increasing hate targeting Arab and Muslim communities, as well as ongoing concerns about Islamophobia across Canada.

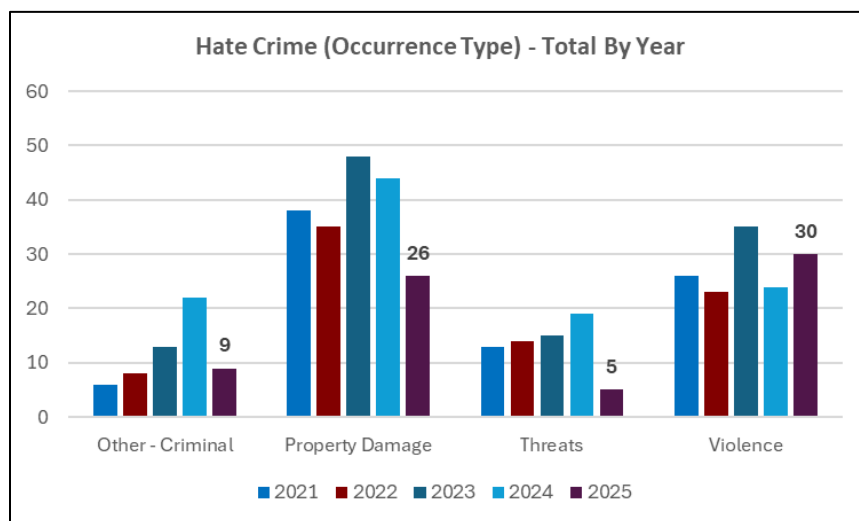
In 2025, there was a noted positive trend regarding a reduction in hate and bias-motivated incidents specifically targeting the Jewish community where only a single motivating factor was identified. The total number of such occurrences decreased slightly from 23 in 2024 to 20 in 2025. Of these, seven were determined to have the Jewish community as the exclusive target. The remaining incidents involved multiple confirmed or suspected targeted groups.

As part of updated protocols for investigating hate-bias motivated incidents, contextual analysis of Hakenkreuz (or "hooked cross") occurrences has been enhanced. Hate crime investigators now thoroughly assess all available evidence to accurately determine the intended targets of these messages. This approach recognizes that the Hakenkreuz has been appropriated by various white supremacist and extremist groups whose animosity may be directed at several identifiable communities, not only individuals of Jewish heritage. Investigators also account for possible confusion with the Hindu swastika, highlighting the critical need for careful, evidence-based classification.

When a specific targeted group cannot be conclusively identified, such occurrences are classified as "generalized hate" involving multiple potential groups. In these situations, the Jewish community remains included due to the historical association of the Hakenkreuz with antisemitism.

Hate Crime Occurrence Types

In 2025, violence against persons was the most frequently reported type of hate- or bias-motivated crime, accounting for 42.9% of the total 70 reported criminal occurrences. In most of these cases (approximately 90%), the primary offence was assault, including four incidents involving assault with a weapon.



Property-related offences were the second most common category, representing 37.1% of reported hate or bias-motivated crimes. The remaining occurrences included threats (five incidents) and other criminal offence types (nine incidents), such as theft, criminal harassment, and public incitement of hatred, which is a hate propaganda offence.

This shift is noteworthy, as the 2024 Annual Report identified property-related offences as the most frequent form of hate or bias-motivated crime. The increase in violent offences in 2025 reflects an escalation in offender behavior and is of particular concern when directed toward certain visibly identifiable communities. Notably, reported data indicates that members of visible minority groups, such as the South Asian community, were disproportionately impacted by violent hate or bias-motivated offences in 2025.

Diversity and Outreach Unit

The Diversity and Outreach Unit works to strengthen relationships between the London Police Service (LPS) and the city’s diverse communities. The unit engages in community outreach to build trust and foster engagement, supports recruitment, forms community partnerships, and addresses various internal and external needs. Members participate in committees, attend community events, and provide education and training to both LPS personnel and the public. Additionally, members of the unit are consistently attending training opportunities that widen their breadth of knowledge and experience.

CONCLUSION

The London Police Service (LPS) complies with all relevant policies and standards for reporting hate and bias-motivated incidents. LPS is committed to responding compassionately to victims, supporting affected communities through outreach, and continuously monitoring and addressing challenges impacting diverse groups. By strengthening its specialized units and fostering collaboration, LPS aims to improve both its response to incidents and engagement with the community, ensuring accountability for offenders and promoting a safe, inclusive environment for all.

PREPARED BY: Peter Testa, Inspector – Community Mobilization and Support Branch



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: March 19, 2026
BOARD REPORT #: 2603UD02
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the London Police Service Board
FROM: Scott Guilford, Deputy Chief
SUBJECT: **Missing Persons Annual Report**
PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

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

SUMMARY:

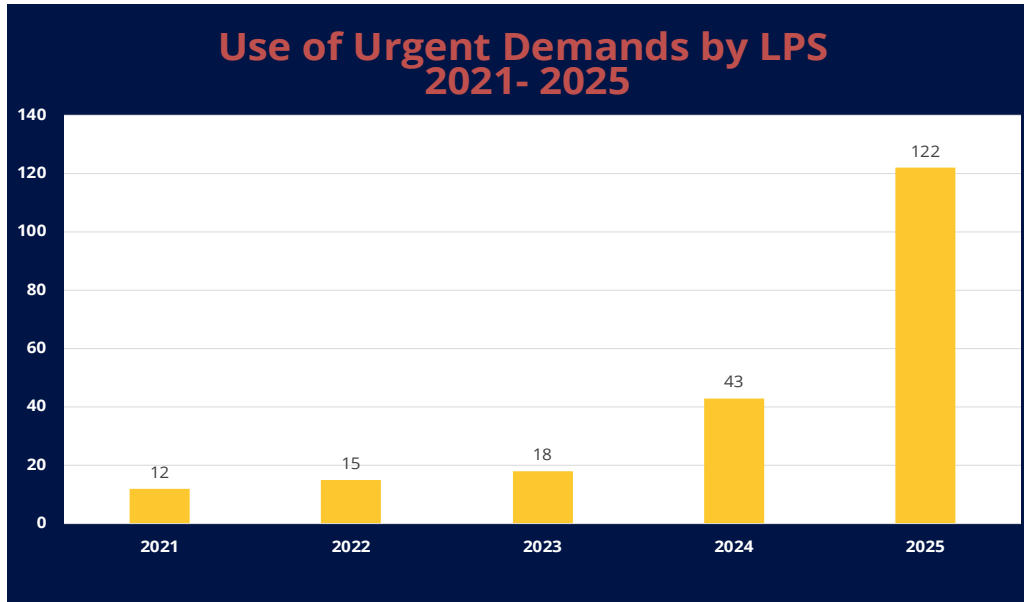
Section 8 of the *Missing Persons Act, 2018*, requires the Chief of Police to report the number of urgent demands made annually to their respective Police Service Board. While the report contains this mandated information, it also includes the annual number of missing person reports completed by the London Police Service (LPS) and further outlines the breakdown of how and why urgent demands have been made.

BACKGROUND:

This graph provides a five-year comparison of missing person reports within London from 2021-2025.



The following graph provides a five-year comparison of urgent demand requests made by the London Police Service from 2021-2025.

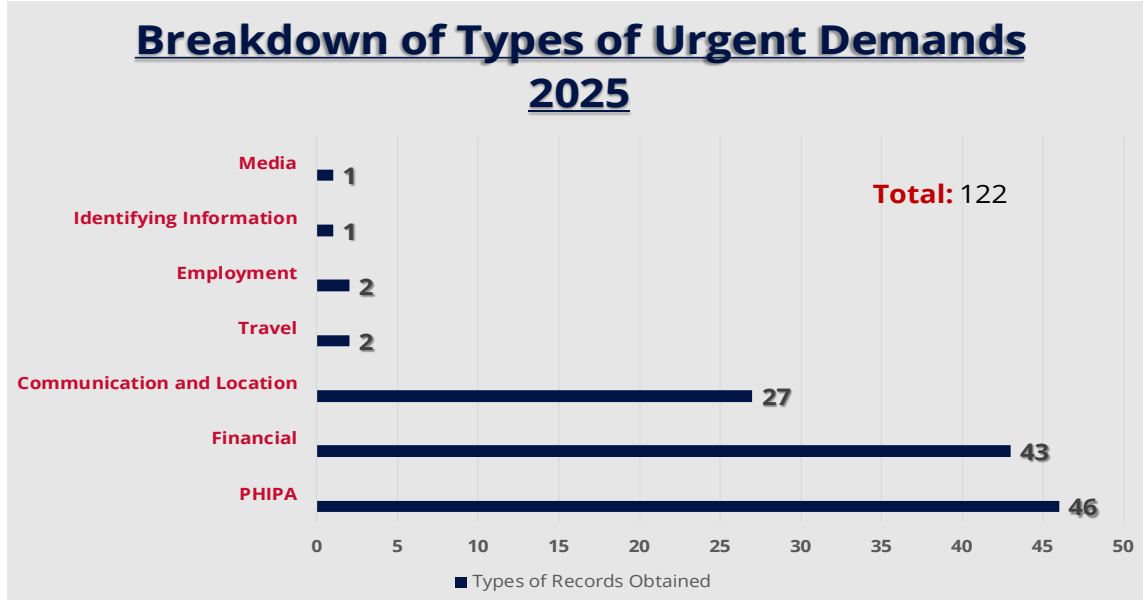


DISCUSSION:

Over the past five years, the London Police Service (LPS) has experienced a year-over-year rise in both the number of missing persons cases and the volume of urgent demand requests. This increase highlights not only the growing challenges faced by the LPS in responding to missing persons, but also the corresponding increase in proactive measures being taken to expedite investigations to ensure the safety of at-risk individuals within the community. This action helps to focus efforts across agencies and ensures that valuable time is not lost, ultimately improving outcomes in these sensitive situations.

The increased volume of urgent demands (from 43 in 2024 to 122 in 2025) reflects a deliberate, strategic shift towards utilizing this very important provision of the *Missing Persons Act, 2018*. This shift, in part, reflects the positive changes made by the LPS over the past year. Not only have we built support teams for frontline operations, such as the Patrol Operations Investigative Section, but we have provided our Missing Persons Coordinator with improved training and support through the Ontario Centre for Missing Persons and Unidentified Remains (ONCMPR) and the Provincial Missing Persons Investigators Working Group (PMPIWG). These changes have led to an increase in the number of urgent demands being made across these different teams who all have a critical role in missing persons investigations.

The following chart provides a breakdown of the types of urgent demand requests made by the LPS in 2025.



* No records sought in relation to CYFSA, Education, or "Other"

DEEDS NOT WORDS



In situations where a person's location is unknown AND there is a demonstrable concern for their safety, LPS may demand immediate access to medical, financial, or other private information. The *Missing Persons Act, 2018* provides a legal framework that allows police to demand this sensitive data swiftly, balancing the need to protect individual privacy with the necessity of preventing harm and/or saving lives. These urgent demands help the LPS act quickly and efficiently, increasing the chances of finding the missing person safe, unharmed and in as short a period as possible.

The most frequent demand made is for Personal Health Information (PHI) which is protected by the *Personal Health Information Protection Act (PHIPA)*. Police may make urgent demands for PHI when searching for missing persons, where appropriate, because timely access to PHI can be a critical tool for locating an individual and ensuring their safety.

In contrast, other industries, such as financial institutions or those handling location information, may implement different protocols. These sectors often follow humanitarian policies that balance urgency with the practical needs of their clients or users. This means that while urgent requests can still be made, they might not always require a demand as strictly defined as those for health records. In these cases, requests might be processed differently depending on the circumstances, and the policies, specific to each industry.

CONCLUSION:

The LPS's approach to managing missing persons cases in 2025 demonstrates an ongoing commitment to public safety, transparency, and effective investigative practices. The increase in urgent demand usage demonstrates the LPS's determination to respond more effectively to

higher risk missing persons investigations by obtaining critical information when time is of the essence. Furthermore, our strong emphasis on safeguarding privacy while leveraging tools such as urgent demands, reflects our balanced and responsible use of legislated authorities. As missing persons cases continue to rise due to complex social factors, the LPS remains committed to continuous improvement, ensuring that every opportunity is taken to protect vulnerable individuals.

Upon receipt of this report, it is to be posted on the LPSB website in a format left to the discretion of the LPSB. The attached Form 7 report must also be submitted to the Ministry of the Solicitor General. These 2 steps are to be completed by June 1, 2026.

PREPARED BY: Cassandra Lee, Constable – Missing Persons Coordinator
Community Mobilization and Support Branch

Attachment(s): Annual Report Template, Form 7 – *Missing Persons Act, 2018*

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

Data Collection
Period of data collection

 Start Date (yyyy/mm/dd)
 2025/01/01

 End Date (yyyy/mm/dd)
 2025/12/31

 Name of Police Force
 London Police Service

Detachment Location (if applicable)

Unit Number	Street Number 601	Street Name Dundas St.	PO Box
City/Town London	Province Ontario		Postal Code N6B 1X1
Total Number of Urgent Demands made 122	Number of Missing Persons Investigations in which a demand was made 62		

Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands

Records	Description	Total number of times demanded
Records containing contact information or other identifying information	Toronto South Detention Centre	1
Photos, videos, or other records containing visual representation	RCSS - video	1
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	Telcos, Meta, Snap, Google, Sirius	27
Records of employment information	Magna	2
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	Health card activity, Pharmacies	46
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		
Records that related to a student of an educational institution		
Records containing travel and accommodation information	Bus, Vehicle tracking	2

Records	Description	Total number of times demanded
Records of financial information	Banking, OPGT	43
Other records		



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: March 19, 2026
BOARD REPORT #: 2603EA01
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the London Police Service Board
FROM: Paul Bastien, Deputy Chief
SUBJECT: Report on Investigation Pursuant to s. 81(1) of the Community Safety and Policing Act – Motor Vehicle Collision SIU 24-OVI-315
PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

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

FINANCIAL IMPLICATIONS:

N/A

SUMMARY:

On November 15, 2024, the Special Investigations Unit (SIU) concluded an investigation into a motor vehicle collision involving vehicles driven by a London Police Service officer and a civilian, where the civilian subsequently sustained an injury meeting the statutory definition of a serious injury under the *Special Investigations Unit Act, 2019*.

The SIU Director determined there were no reasonable grounds to believe that the subject official committed a criminal offence. At the request of the SIU, the Law Enforcement Complaints Agency investigated whether LPS supervisors failed to comply with legislative requirements pertaining to the timely notification to the SIU of an incident meeting its mandate. The LECA investigation also found that the officer's actions were appropriate in the circumstances.

Finally, as required by section 81 of the *Community Safety and Policing Act*, the matter was reviewed by the London Police Service Professional Standards Branch to assess officer conduct and the adequacy of relevant policies and procedures.

The internal investigation found that the subject official¹ acted within legal authority and that London Police Service procedures were appropriate and adequate. No misconduct, policy breaches, or training deficiencies were identified.

¹ An involved officer may be a "Subject Official" (if their conduct appears, in the opinion of the SIU Director, to have been the cause of the incident under investigation) or a "Witness Official" (if, in the opinion of the Director, the officer was involved in the incident but is not a Subject Official).

DISCUSSION:

Background

The *Community Safety and Policing Act* requires the Chief of Police to investigate officer conduct and the adequacy of procedures and policing provided in relation to incidents investigated by the SIU under section 15 of the *Special Investigations Unit Act*.²

Pursuant to section 81(4) of the Act, this report is submitted to the Board in accordance with Ontario Regulation 90/24 and applicable Board policy respecting investigation standards and reporting.

Incident Summary

On June 15, 2024, the subject official was on duty and operating a marked London Police Service vehicle while responding to an emergency call for service. While proceeding through an intersection with emergency equipment activated, the police vehicle was involved in a collision with a civilian motor vehicle.

The subject official and the occupants of the civilian vehicle, including the complainant, were transported to hospital for medical assessment. At the time of the incident, information provided by medical staff indicated that the civilian's injuries were not serious.

On July 18, 2024, the complainant contacted the SIU directly and advised that a fractured sternum had been diagnosed following the collision. Upon confirmation of this injury, the SIU invoked its mandate and designated the officer driving the police car as the subject official.

Summary of Findings: Special Investigations Unit

The SIU investigation focused on whether the subject official committed a criminal offence in relation to the operation of the police vehicle.

The SIU Director concluded that the subject official was engaged in the lawful execution of duties and responding to an emergency call at the time of the collision. While the evidence indicated that the subject official did not come to a complete stop before entering the intersection, the Director found that the officer slowed significantly and proceeded in a cautious manner. The Director determined that the subject official's actions did not rise to the level of criminal negligence or careless disregard required to establish criminal liability. As a result, no charges were laid and the SIU file was closed on November 15, 2024.

The SIU Director referred the matter to the Law Enforcement Complaints Agency (LECA) to review the timeliness of SIU notification. The Complaints Director reported on the results of that investigation on July 15, 2025, having found that:

- the operation of the police vehicle did not amount to misconduct when assessed in the context of an emergency response and the totality of the circumstances, and
- supervisors acted reasonably based on the medical information available at the time and complied with London Police Service procedure governing SIU notifications. The

² SIU Director may cause an investigation to be conducted into any incident in which any of the following occurs, if the incident may have resulted from criminal conduct by an official: the death or serious injury of a person, the discharge of a firearm at a person, or the sexual assault of a person, as reported by the person.

Director provided non-disciplinary recommendations related to enhanced monitoring of civilian injuries following police interactions.

Summary of Findings: London Police Service Professional Standards Branch

The Professional Standards Branch conducted an administrative review pursuant to section 81 of the *Community Safety and Policing Act*, to assess:

- the conduct of the subject official in relation to applicable law and London Police Service procedures;
- supervisory decision-making following the collision; and
- compliance with SIU notification requirements.

Professional Standards Branch identified no breaches of law or policy, no training deficiencies, and no procedural inadequacies requiring corrective or disciplinary action.

Conclusion

The Professional Standards Branch investigation determined that the conduct of the subject official complied with applicable legislation and London Police Service procedures.

The investigation further determined that London Police Service policies relevant to emergency vehicle operation and SIU notification are adequate and consistent with legislative requirements. No misconduct was identified, and no corrective actions were required. Opportunities for procedural enhancement identified through the LECA review have been noted for further consideration.

PREPARED BY: Paul Bastien, Deputy Chief



LONDON POLICE SERVICE

REPORT TO THE LONDON POLICE SERVICE BOARD

BOARD MEETING DATE: March 19, 2026
BOARD REPORT #: 2603EA02
MEETING: Open
CSPA SECTION: N/A

TO: Chair and Members of the London Police Service Board
FROM: Paul Bastien, Deputy Chief
SUBJECT: Report on Investigation Pursuant to s. 81(1) of the Community Safety and Policing Act – In Custody Injury SIU 25-OCI-398
PURPOSE: Update / Information Purposes Only

RECOMMENDATION:

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

FINANCIAL IMPLICATIONS:

N/A

SUMMARY:

On October 2, 2025, the complainant sustained an injury presumed to be a “serious injury” as set out in the Special Investigations Unit Act, 2019, while in the custody of the London Police Service. The incident was reported to, and investigated by, the Special Investigations Unit (SIU) in accordance with legislative requirements.

On January 26, 2026, the Director concluded that there was no basis upon which to believe that the officer committed a criminal offence and the matter was then investigated by the LPS Professional Standards Branch as required by s. 81 of the Community Safety and Policing Act, 2023.

The PSB investigation found that the officer(s) involved¹ complied with standards of conduct and that relevant LPS procedures and policing provided by the LPS were adequate.

¹ An involved officer may be a “Subject Official” (if their conduct appears, in the opinion of the SIU Director, to have been the cause of the incident under investigation) or a “Witness Official” (if, in the opinion of the Director, the officer was involved in the incident but is not a Subject Official).

DISCUSSION:

Background

Section 81 of the *Community Safety and Policing Act* requires the Chief of Police to investigate officer conduct and the adequacy of relevant procedures and policing provided by the service following incidents investigated by the Special Investigations Unit.² Pursuant to this legislative requirement and applicable Board policy, this report is submitted to the London Police Service Board for its information.

Incident Summary

On October 2, 2025, the complainant was arrested in relation to an assault with a weapon earlier that day and lodged in the Headquarters Detention Unit at approximately 3:50 p.m.

While awaiting a phone call with counsel, the complainant's behaviour escalated and included him striking walls and a door with his fists and forehead. Concerned for his safety, officers intervened to prevent further self-harm and property damage, and the complainant became physically resistant and assaultive. During the ensuing struggle, the subject official delivered a single closed-hand strike to gain control. The complainant was subsequently handcuffed and secured.

Following the incident, the complainant exhibited signs of medical distress and was transported to hospital, where a facial fracture was diagnosed. The incident met the SIU mandate and was reported accordingly.

Summary of Findings: Special Investigations Unit

The SIU determined that the complainant was lawfully in police custody and that officer intervention was necessary to manage behaviour and prevent further harm. The SIU concluded that the force used during the incident, including the single closed hand strike delivered by the subject official, was reasonable and proportionate in the circumstances and was legally justified under section 25 of the Criminal Code.

Although the SIU found that the strike was the likely cause of the complainant's injuries, the Director determined that no criminal offence had been committed by the subject official. As a result, no charges were laid and the SIU investigation was closed.

Summary of Findings – London Police Service Internal Investigation

The Professional Standards Branch conducted an administrative review to assess officer conduct and compliance with applicable legislation, policies, and procedures, including those governing use of force, care and control of persons in custody, medical care, and SIU notifications.

The review found that the subject official and witness officials acted within the scope of their lawful authority and in accordance with London Police Service procedure and training. The use of force was assessed as necessary, proportionate, and reasonable given the complainant's

² SIU Director may cause an investigation to be conducted into any incident in which any of the following occurs, if the incident may have resulted from criminal conduct by an official: the death or serious injury of a person, the discharge of a firearm at a person, or the sexual assault of a person, as reported by the person.

continued resistance and assaultive behaviour. Medical attention was sought appropriately following the incident, and subsequent symptoms were addressed through timely hospital transport.

The internal investigation further determined that all notification, reporting, and cooperation requirements related to the SIU were met.

No training, procedural, or service delivery gaps were identified. Accordingly, no corrective actions were required or recommended.

Conclusion

The investigation conducted pursuant to section 81 of the *Community Safety and Policing Act* determined that the conduct of the subject official and witness officials complied with applicable law and London Police Service procedures, and that existing procedures provided adequate and appropriate guidance. The SIU investigation resulted in no criminal charges, and the internal administrative review identified no issues requiring corrective action.

PREPARED BY: Paul Bastien, Deputy Chief