LONDON POLICE SERVICE BOARD

Regular Meeting of the Board

OPEN SESSION AGENDA

Date	October 15th, 2026
Time	9:30 am for Motion to Move to Closed / **1:00 pm for Open Session**
Location	601 Dundas Street, Executive Boardroom | Livestream Link: 9:
Chair	Ryan Gauss

PART 1. OPENING *9:30 am for Motion to Move to Closed Session*

PART 1 LIVESTREAM LINK		
Call to Order	Chair	
Motion to Move into Closed Session	Chair	
THAT the Board move to a Closed meeting pursuant to Section 44(1)(b) and 44(2) of the Community Safety and Policing Act to discuss confidential labour relations, finance, and legal matters.		Motion

PART 2. OPEN SESSION *Reconvened at 1:00 pm*

Part 2 LIVESTREAM LINK

#	Report No.	Item	Presenter	Action
PROCEDURAL MATTERS				
1	**Reconvene in Open Session and Report from Closed**		Chair	
2	**Disclosures of Interest**		Chair	
3	**Approval of Minutes of September 17, 2026**		Chair	Motion
4	**Consent Agenda**		Chair	Motion
	2610PB01	*Governance Updates*	*CGO*	
	2610EA01	*Investigation Pursuant to S. 32 of the PSA*	*DC Bastien*	
	2610EA02/03	*Investigation Pursuant to S. 81 of the CSPA*	*DC Bastien*	

Part 2 LIVESTREAM LINK				
#	**Report No.**	**Item**	**Presenter**	**Action**
STRATEGIC OVERSIGHT				
5	2610PB02 *Presentation*	Approval of the 2027-2030 Strategic Plan *Developing the Strategic Plan*	Chair	Decision
GOVERNANCE AND OVERSIGHT				
6	2610PB03	Collective Bargaining *Establishing a s. 42 Ad Hoc Bargaining Committee*	Chair	Decision
SUPPORT SERVICES				
7	2610SS01	Collection, Preservation and Control of Property and Evidence	CAO	Information
LEGAL SERVICES				
8	*Presentation*	*Professional Standards Branch Overview* Ali Chahbar, General Counsel	GC	Information
VERBAL UPDATES				
9	› Chair Gauss › Chief	Verbal Updates		
NEW BUSINESS				
MOTION TO ADJOURN				

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LONDON POLICE SERVICE BOARD OPEN REPORT

GOVERNANCE UPDATES

Report Number	#2610PB01
Board Meeting Date	October 15, 2026

SUBMITTED BY

Stephanie Johanssen, LPSB Chief Governance Officer

REASON FOR REPORT

☐ Seeking Decision

☑ **Receive for Information/Update**

RECOMMENDATION(S)

This report is for information purposes only.

SUMMARY

This report summarizes recent changes and guidance affecting police governance, including updates from Police Governance Ontario (PGO), the Inspectorate of Policing, the Canadian Association of Police Governance (CAPG), and the Information and Privacy Commissioner of Ontario (IPC).

FINANCIAL IMPLICATIONS

There are no direct financial implications.

BACKGROUND

Police governance continues to change through new legislation, Inspector General decisions and sector guidance. This report highlights recent developments relevant to the Board's oversight, readiness and continuity.

DISCUSSION

1. LEGISLATIVE AND REGULATORY UPDATES

MFIPPA Changes and Board Readiness

PGO recently highlighted new privacy requirements under the *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA) that take effect January 1, 2027. Police service boards/services will need to complete privacy impact assessments, assess serious privacy breaches, meet notification and reporting requirements, keep required records, and respond to expanded IPC oversight. Other changes already in effect include a general 45-business-day response period for freedom-of-information requests, revised extension rules, staged access plans and updated fee-estimate requirements. The IPC has published implementation guidance.

2. INSPECTORATE OF POLICING: DECISIONS AND GUIDANCE

i. Province-Wide Inspection on Police Integrity and Anti-Corruption Practices

The Inspector General's province-wide inspection has moved into its evidence-gathering phase. On June 29, 2026, the Inspector General issued formal notices to police services and boards outlining document requests and timelines. The London Police Service Board and London Police Service have submitted the documents requested and are awaiting further direction. The Chief will provide the Board with a Service-level update at its next meeting.

ii. **Recent Inspector General Decisions**

The Inspectorate of Policing continues to publish findings and decisions under the *Community Safety and Policing Act*, 2019. The Inspector General found no misconduct in the following recent decisions regarding other Ontario Police Service Boards:

- A former Chief who resigned to run in the federal election later reapplied for the role. He alleged that a Board member had prejudged his candidacy by publicly raising concerns about the Service's deficit and influenced the decision not to interview him. The Inspector General found no misconduct or unfairness in that decision.
- A Chair endorsed a federal election candidate through a personal social-media account without referring to their Board role. The Inspector General found no conflict of interest or harm to public trust.
- A Board member personally supported a proposed municipal "bubble bylaw" as a delegate before a municipal committee, while clarifying that they did not represent the Board or comment on police enforcement.
- Board members were investigated for their roles as councillors in a City Council decision to remove another Board member. The Deputy Inspector General found no misconduct but emphasized the duty to act independently and impartially.

The decisions underscore the importance of distinguishing Board and personal roles, acting impartially, speaking with proper authority and maintaining public confidence.

iii. 2026 Police Service Boards Information Collection

The Inspectorate has launched its annual information collection for police service boards, with submissions due December 14, 2026. The streamlined request collects key information on Board governance, operations, policies, planning and compliance. The results support province-wide analysis and the Inspectorate's secure Intelligence Hub, where boards can review sector data and compare governance information to support oversight and planning.

3. POLICE GOVERNANCE ONTARIO UPDATES

Election-Year Transition and Board Continuity

PGO's Fall 2026 transition resources stress that governance continues through a municipal election. Planning should begin before Election Day and address appointments, quorum, leadership, outstanding business, records, orientation, mandatory training and coordination with municipal appointing authorities. **PGO's transition planner identifies the following milestones and considerations:**

- **Before the election:** confirm appointment terms, expected turnover, leadership impacts, municipal timelines, outstanding decisions and records to carry forward.
- **October 26, 2026:** municipal councils are elected, but police service board appointments do not all end automatically the next day. The Board's municipal appointments remain until November 14, 2026.
- **November 15, 2026:** the new municipal term begins.
- **Before the new Board meets:** confirm appointments, eligibility, oaths, mandatory training, quorum, leadership, access to materials and orientation.
- **First 90 days:** focus on legal readiness, orientation, current priorities, leadership, committees and effective governance.

London Police Service Board Transition Work Underway

The Board Office is organizing governance records and onboarding materials, confirming appointment and training requirements, and preparing information for new members.

CONCLUSION

The Board Office will continue to monitor developments and bring forward matters requiring Board direction or policy changes

***Alternative formats, translation, and communication supports for this report are available on request.**

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LONDON POLICE SERVICE

OPEN REPORT TO THE LONDON POLICE SERVICE BOARD

Report Number	2610EA01
Board Meeting Date	October 15, 2026

Investigation Pursuant to section 32. of the Police Services Act, SIU 26. OSA 037

Paul Bastien, Deputy Chief

REASON FOR REPORT

☐ Seeking Decision

☑ Receive for Information/Update

RECOMMENDATION(S)

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

SUMMARY

On January 6, 2026, the Special Investigations Unit invoked its mandate to investigate a July 16, 2019, incident that resulted in an allegation of sexual assault against a sworn member of the London Police Service by a member of the public. The SIU cleared the officer of criminal wrongdoing and the internal investigation which followed determined the involved officers to have performed their duties in compliance with relevant LPS procedures and identified no deficiencies in the procedures themselves.

FINANCIAL IMPLICATIONS

There are no direct financial implications associated with the recommendation in this report.

BACKGROUND

Because the event which gave rise to the investigations which followed occurred prior to the enactment of the Community Safety and Policing Act, the transitional provisions under that Act apply. As such, this report is submitted pursuant to s. 32 of Ontario Regulation 268/10 of the

Police Services Act.

DISCUSSION

Incident summary

On July 16th, 2019, an adult male arrested by a London Police Service officer and charged with two counts of assault, assault with a weapon, and forcible confinement and placed in a secure room with a telephone to facilitate access to legal counsel in private. Sometime later, the individual became agitated and officers transferred him to a holding cell to prevent him from damaging equipment in the room. He was eventually released from custody.

On May 14, 2022, the individual filed a public complaint which was referred to the London Police Service by the Office of the Independent Police Review Director. When the LPS investigator determined that the complaint pertained to the allegation of sexual assault against a sworn member of the LPS, notification to the SIU was made however the matter was not retained by that agency for investigation.

On January 6, 2026, the individual made a standalone complaint to the SIU alleging that he had been sexually assaulted by an LPS police officer while in custody in July 2019.

Findings of SIU Investigation

On May 8, 2026, the SIU Director reported that the criminal investigation into the matter had been completed having found no basis upon which to substantiate the allegation.

CONCLUSION

Findings of LPS investigation

The sec. 32 Police Services Act investigation undertaken by the Professional Standards Branch concluded that the involved officer acted lawfully and in accordance with applicable legislation and London Police Service procedures. It further determined that the designated Subject Official fulfilled all obligations related to the SIU investigation and that all involved members cooperated as required. No deficiencies were identified in the actions of the officers or in the procedures governing the incident.

APPROVED FOR SUBMISSION BY CHIEF THAI TRUONG

X T. Truong

Thai Truong, Chief of Police

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LONDON POLICE SERVICE

OPEN REPORT TO THE LONDON POLICE SERVICE BOARD

Report Number	2610EA02
Board Meeting Date	October 15, 2026

Investigation Pursuant to section 81 of the Community Safety and Policing Act, SIU 26-OCI-050

Paul Bastien, Deputy Chief

REASON FOR REPORT

☐ Seeking Decision

☑ Receive for Information/Update

RECOMMENDATION(S)

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

SUMMARY

On January 30, 2026, London Police Service officers responded to a 911 call from an individual in crisis who reported an intention to jump from a railway bridge. Despite officers arriving on scene and attempting to intervene, the individual jumped before police were able to establish meaningful communication, sustaining serious injuries including fractures to both ankles. The subsequent Special Investigations Unit investigation concluded that no criminal offence had been committed by any officer, and the ensuing London Police Service administrative review determined that the actions of the involved officers were appropriate, consistent with applicable legislation and Service procedures, and revealed no deficiencies requiring further action.

FINANCIAL IMPLICATIONS

There are no direct financial implications associated with the recommendation in this report.

BACKGROUND

This report is submitted pursuant to s. 81 of the Community Safety and Policing Act.

DISCUSSION

Incident summary

On January 30, 2026, London Police Service officers responded to a 911 call from an individual experiencing a mental health crisis who reported an intention to jump from a railway bridge in the area of Oxford Street and Gunn Street. The caller remained on the line with the communications centre, advised that police had arrived, and indicated that they were unable to hear officers attempting to communicate with them due to wearing headphones. Within minutes of officers arriving on scene, the individual jumped from an elevated portion of the bridge, landing on snow-covered ground and rocks below.

The first responding officer observed the individual on the bridge and attempted to initiate communication while approaching the location. Before meaningful engagement could occur, the individual jumped from the structure. Officers immediately rendered assistance, requested emergency medical services, and remained with the individual until paramedics arrived. The individual was transported to hospital where serious injuries, including fractures to both ankles, were confirmed.

As a result of the serious injuries sustained, the incident was reported to the Special Investigations Unit (SIU), which invoked its mandate and commenced an independent investigation.

Findings of SIU Investigation

The SIU examined the circumstances surrounding the police response, including officer actions, witness evidence, and other available investigative materials, to determine whether any criminal offence had been committed by police in connection with the injuries sustained. On May 27, 2026, the SIU concluded its investigation and determined there were no reasonable grounds to believe that any officer had committed a criminal offence. No charges were laid and the SIU file was closed.

CONCLUSION

Findings of LPS investigation

Following the conclusion of the SIU investigation, the Professional Standards Branch conducted an administrative review pursuant to section 81 of the Community Safety and Policing Act. The review included an examination of the SIU Director's Report, police reports, officer statements, body-worn camera recordings, communications recordings, and applicable London Police Service policies and procedures relating to SIU incidents and response to persons experiencing a mental health crisis. The review determined that the involved officers responded appropriately to the circumstances, complied with applicable legislative and procedural requirements, fulfilled

all obligations associated with the SIU investigation, and acted in accordance with Service procedures. No conduct concerns, policy deficiencies, or procedural issues requiring corrective action were identified.

APPROVED FOR SUBMISSION BY CHIEF THAI TRUONG

X T. Truong

Thai Truong, Chief of Police

***Alternative formats, translation, and communication supports are available on request**

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LONDON POLICE SERVICE

OPEN REPORT TO THE LONDON POLICE SERVICE BOARD

Report Number	2610EA03
Board Meeting Date	October 15, 2026

Investigation Pursuant to section 81 of the Community Safety and Policing Act, SIU 26-OCI-086

Paul Bastien, Deputy Chief

REASON FOR REPORT

☐ Seeking Decision

☑ Receive for Information/Update

RECOMMENDATION(S)

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

SUMMARY

On February 21, 2026, London Police Service officers pursued a suspect who fled on foot following a collision involving a stolen vehicle. The suspect resisted arrest, and officers used force resulting in an injury to the suspect. The Special Investigations Unit investigated and on June 22, 2026, reported that there was no basis to believe any officer engaged in unlawful conduct and determined that no criminal charges were warranted. A subsequent investigation under section 81(1) of the Community Safety and Policing Act found that the officers' actions were lawful, consistent with Service procedures, and did not constitute misconduct.

FINANCIAL IMPLICATIONS

There are no direct financial implications associated with the recommendation in this report.

BACKGROUND

This report is submitted pursuant to s. 81 of the Community Safety and Policing Act.

DISCUSSION

Incident summary

On February 21, 2026, London Police Service officers responded to a motor vehicle collision involving a stolen vehicle after witnesses reported that the driver had fled the scene on foot. Information provided by witnesses, combined with a police canine track, led officers to a nearby residential property where the individual was located hiding within a shed.

Officers identified themselves and issued repeated commands for the individual to exit the shed; however, the individual refused to comply and repeatedly concealed their hands from view. Given the confined environment, limited visibility, and the possibility that the individual may have been armed, officers utilized a Conducted Energy Weapon (CEW) and physical force in an effort to gain control and effect a lawful arrest.

After being removed from the shed, the individual continued to actively resist arrest by concealing their hands beneath their body, requiring additional force before officers were able to safely secure the individual in handcuffs.

Emergency Medical Services were requested immediately following the arrest and the individual was transported to hospital, where fractures to the nose and ribs were diagnosed. As a result of those injuries, the Special Investigations Unit (SIU) invoked its mandate and commenced an independent investigation into the circumstances surrounding the arrest and use of force.

Findings of SIU Investigation

On June 22, 2026, the SIU concluded its investigation and determined there were no reasonable grounds to believe that any officer had committed a criminal offence. The SIU found that the officers were lawfully attempting to arrest an individual whom they reasonably believed had committed criminal offences and that the force used was justified and reasonable in the circumstances. No criminal charges were laid.

CONCLUSION

Findings of LPS investigation

Following completion of the SIU investigation, the London Police Service conducted a review pursuant to section 81(1) of the *Community Safety and Policing Act*. The administrative investigation included a comprehensive review of witness statements, police reports, duty notes, body-worn camera footage, communications recordings, applicable legislation, and Service procedures. The review concluded that the officers acted lawfully, that the use of force was reasonable, necessary, and responsive to the individual's behaviour, that appropriate medical care was provided following the arrest, and that all relevant Service procedures were complied with. No misconduct was identified.

APPROVED FOR SUBMISSION BY CHIEF THAI TRUONG

X T. Truong

Thai Truong, Chief of Police

***Alternative formats, translation, and communication supports are available on request**

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LONDON POLICE SERVICE BOARD OPEN REPORT

APPROVAL OF 2027-2030 STRATEGIC PLAN

Report Number	2610PB02
Board Meeting Date	October 15, 2026

SUBMITTED BY

Stephanie Johanssen, LPSB Chief Governance Officer

REASON FOR REPORT

☑ Seeking Decision

RECOMMENDATION(S)

THAT the London Police Service Board:

1. Approve the 2027–2030 Strategic Plan for Policing in London, substantially in the form attached to this report, to take effect January 1, 2027, at which time it will replace the 2024–2027 Strategic Plan, which will remain in effect until December 31, 2026.
2. Direct the Chief of Police to report to the Board in the first quarter of 2027 with an Implementation Plan that translates the Strategic Plan into specific measures, actions, responsibilities and timelines, and identifies the resources required, including any future budget needs.
3. Direct that the Implementation Plan include a Performance Measurement Framework with qualitative and quantitative measures, baselines, data sources, reporting schedules and, where appropriate, targets.
4. Direct that the Implementation Plan and Performance Measurement Framework address all performance objectives and indicators required by s. 39 of the *Community Safety and Policing Act, 2019* (CSPA) and O. Reg. 399/23 *General Matters Under the Authority of the Lieutenant Governor in Council*, including requirements not presented as stand-alone measures in the Strategic Plan, to support legislative compliance, Board oversight and public reporting.

SUMMARY

This report recommends approval of the Board's 2027-2030 Strategic Plan for Policing in London.

Guided by the overarching purpose of "**A Safer London Now, and in the Future**," the Plan establishes three interconnected policing priorities in response to London's public safety needs:

1. Safe Streets and Neighbourhoods
2. Shared Solutions
3. Future-Ready Policing.

It also identifies the Board's governance priorities and explains how implementation, measurement and public reporting will support accountability and transparency.

The recommended motion directs the Chief to bring forward an Implementation Plan and Performance Measurement Framework as an extension of the Strategic Plan. This will translate the Plan's strategic direction into measurable action and address all quantitative and qualitative performance requirements under the CSPA, including detailed measures for requirements not presented separately in the public-facing Plan.

FINANCIAL IMPLICATIONS

The Chief's Implementation Plan will identify resource requirements and connections to existing Service-level plans and strategies.

Implementing and monitoring the Plan before the next multi-year budget submission will provide reliable information to guide future operating and capital requirements.

BACKGROUND

Why a new Strategic Plan

In July 2025, the Board approved the early redevelopment of the 2024-2027 Strategic Plan after a preliminary gap analysis identified the need for stronger alignment with the *Community Safety and Policing Act, 2019* (CSPA). The current Plan was developed before the CSPA took effect on April 1st 2024.

The CSPA requires the Board to prepare and adopt a strategic plan for policing that addresses a range of specified areas. These include adequate and effective policing; the Service's objectives and priorities; quantitative and qualitative performance objectives and indicators; interactions with identified communities and populations; information technology; resource planning; and

police facilities. The Plan must also summarize the consultations undertaken, explain how it addresses identified needs and concerns, consider London's Community Safety and Well-Being Plan, and be reviewed at least once every four years. The preliminary gap analysis found that the current 2024-2027 Strategic Plan does not fully address some of these requirements.

The Board directed that the new Plan be developed through a comprehensive, legislatively aligned community consultation process, supported by independent research and consultation with the Chief of Police. The new Plan is intended to take effect on January 1, 2027.

The 2024–2027 Strategic Plan will remain in effect until December 31, 2026, and will be replaced by the new Plan on January 1, 2027. Introducing the new Plan before the next multi-year budget submission will allow time to implement its direction, establish baseline information, and monitor early results.

This will help the Board and Service better understand the resources required to advance the Plan and support a more evidence-informed budget request.

Community consultation and engagement

The Board engaged Advanis, an independent Canadian research firm, to lead a broad consultation process to identify community needs, values, expectations and concerns about policing. The consultation used several complementary methods so that the Board could consider both community-wide findings and the experiences of people and groups with distinct safety concerns or relationships with policing. Advanis also engaged with the Service's senior leadership and the London Police Association to gather organizational perspectives.

- 1,102 London residents aged 16 and older completed a randomly recruited, statistically valid community survey between April 9 and May 4, 2026. Results were weighted to align with age and gender population counts from the 2021 Census.
- An open public survey link was promoted through the Board's website, social channels, public facilities and community distribution lists, generating a further 37 submissions.
- Ten independently facilitated focus groups were held with 68 participants representing the general public, seniors, youth, women, multi-faith leaders, business owners, community leaders, newcomers, Indigenous leaders and members of 2SLGBTQIA+ communities.
- Two facilitated public input sessions were held on April 14 and April 16, 2026. These were broadly advertised on social media and radio.

Board and Service representatives did not attend the targeted focus groups to support open, candid discussion. Advanis provided the Board with aggregated results, not attributed to any individuals.

The Board also sought input through direct correspondence with City Council, local First Nations Band Councils, school boards and other community organizations and leaders.

The Board kept the public informed throughout the process through public Board reports and updates shared through its online communication channels.

The findings pointed to shared priorities: safer neighbourhoods and public spaces; timely, effective police response; crime prevention and enforcement; coordinated responses to complex social challenges; fair and respectful policing; community trust; responsible use of resources; and clear public accountability. These findings directly shaped the Plan's three policing priorities and its implementation and reporting approach.

Working with the London Police Service, the Board developed strategic outcomes for each objective. A Service working group contributed operational, planning, data and subject-matter expertise to assess whether the proposed outcomes and indicators were relevant, achievable and reasonable.

DISCUSSION

A clear direction for policing in London

The Plan is organized around the overarching purpose, "A Safer London Now, and in the Future." Its three interconnected priorities link what Londoners said they need now with the people, partnerships and resources required to meet the needs of a growing, diverse and changing city.

Priority	Purpose	Objectives
Safe Streets & Neighbourhoods	Responsive policing, appropriate police presence and effective enforcement.	1. Prioritize Community Safety and Confidence 2. Address Risks to Road Safety
Shared Solutions	Partnerships to address complex safety challenges, prevent escalation and strengthen alternative responses.	3. Enhance Coordinated Responses to Complex Social Challenges 4. Support Collaborative Prevention, Diversion and Alternative Response
Future-Ready Policing	A skilled, supported and prepared workforce, with responsible planning for people, technology and resources.	5. Strengthen Organizational Health, Readiness and Adaptability 6. Advance Accountable Resourcing and Service Modernization

How the Plan responds to what was heard

Safe Streets and Neighbourhoods responds to concerns about safety, crime, police presence, response and follow-up.

Shared Solutions recognizes that visible safety challenges may also involve mental health, substance use, housing, vulnerability and other factors that policing cannot resolve alone.

Future-Ready Policing focuses on the workforce, capacity, facilities, technology and resources needed to provide effective service now and adapt over time.

These priorities connect immediate safety needs with prevention, partnership and long-term readiness. They also clarify where police are responsible and where governments, health and social services, justice partners, and community organizations need to coordinate.

The Plan also recognizes that experiences of safety and policing differ across London. Community input showed different views on visibility, trust, fairness and safety. In response, the Plan emphasizes fair, community-informed policing, accessible support, meaningful engagement and transparent reporting.

Our people

The people of the London Police Service are central to effective and sustainable policing. Their knowledge, well-being and workplace experience shape the service Londoners receive.

In a Board-led internal survey, five overarching needs were identified:

- A supportive workplace
- Sustainable staffing
- Fair and transparent opportunities
- Clear direction and communication
- Readiness for change

These needs are reflected mainly in Future-Ready Policing through outcomes related to member support and engagement, professional development, fair advancement, representation, organizational capacity, cultural understanding and timely wellness supports.

The Board will monitor organizational health, capacity and readiness. The Chief and leadership team will determine and carry out the operational response.

Planning for service and resource needs

The Plan connects its strategic outcomes to long-term planning for staffing, facilities, fleet, information technology and other major resources. Budget and capital requests will explain how proposed investments advance the Plan and how the Plan will assess their results and

public value. The Plan also makes responsible technology and data use, including privacy, cybersecurity, accessibility, human rights, data governance and human oversight, part of modern policing and public accountability.

Implementation and performance measurement

The Strategic Plan sets the Board's direction and intended outcomes.

The Chief's Implementation Plan will provide the operational roadmap by identifying measures, actions, responsibilities, timelines and resource requirements and showing how Service-level plans and strategies contribute to the intended outcomes.

The Performance Measurement Framework will set out the qualitative and quantitative measures, baselines, data sources, reporting schedules and, where appropriate, targets used to assess progress.

Section 39 of the CSPA requires performance objectives and indicators across specified areas, including crime prevention, patrol, investigations, community satisfaction, emergency calls, violent, property, youth and drug crime, victim assistance and repeat victimization, interactions with specified communities and populations, and road safety. Any required measure not presented separately in the Strategic Plan must be included in the Chief's Implementation Plan and Performance Measurement Framework.

Oversight and public reporting

The Board will receive Mid-Year and Year-End Strategic Plan Performance Reports. Mid-year reporting will support oversight and in-year adjustments. Year-end reporting will assess full-year results, inform future implementation and resource decisions, and contribute to the Board's Annual Report.

Public reporting will explain what has been achieved, where attention is needed and how implementation or resources should adapt.

Clear, accessible and ongoing communication will help the public understand the Board's decisions, the Service's progress and the challenges that remain, supporting transparency and building trust over the life of the Plan.

Board governance priorities

While the Service implements the direction, the Board has an independent role in ensuring responsible oversight and performance monitoring. The Plan identifies governance priorities for 2027-2030 that complement the policing priorities and define the Board's own responsibilities. Successful implementation requires both effective Service delivery and active, adaptable Board oversight.

CONCLUSION

The 2027-2030 Strategic Plan provides clear, community-informed direction for policing in London and a stronger foundation for Board oversight, resource decisions and public accountability.

ATTACHMENTS

1. 2027-2030 Strategic Plan for Policing in London

***Alternative formats, translation, and communication supports for this report are available on request.**

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LONDON POLICE SERVICE BOARD OPEN REPORT

COLLECTIVE BARGAINING

Establishing a CSPA s. 42 Ad Hoc Committee and Next Steps

Report Number	2610PB04
Board Meeting Date	October 15, 2026

SUBMITTED BY

Human Resources and Compensation Advisory Committee
Stephanie Johanssen, London Police Service Board Chief Governance Officer

REASON FOR REPORT

☒ **Seeking Decision**

RECOMMENDATION(S)

THAT the London Police Service Board:

1. Receive the Intent to Bargain from the London Police Association.
2. Establish an Ad Hoc Collective Bargaining Committee under section 42 of the *Community Safety and Policing Act, 2019*.
3. Enact By-law LPSB-BL-004, being a by-law to establish the Ad Hoc Collective Bargaining Committee.
4. Appoint Chair Ryan Gauss and Vice-Chair Nancy Branscombe as members of the Ad Hoc Collective Bargaining Committee for the applicable bargaining cycle and related proceedings.

SUMMARY

Following receipt of the London Police Association's October 2, 2026 notice to bargain for a 2027 civilian collective agreement (APPENDIX A), this report recommends establishing an Ad Hoc Collective Bargaining Committee under section 42 of the *Community Safety and Policing Act, 2019*, enacting its public by-law and appointing its members.

FINANCIAL IMPLICATIONS

Establishing the Committee has no immediate material financial implication. Costs will arise as the bargaining process proceeds, including legal counsel, negotiating support and any required professional or subject-matter expertise.

BACKGROUND

On October 2, 2026, the London Police Association provided notice requesting that the Board bargain in good faith with the Association's Bargaining Committee for a written 2027 agreement addressing remuneration, pension, benefits and working conditions for civilian members of the London Police Service (the "Service").

Under Part XIII of the *Community Safety and Policing Act, 2019*, the Board is responsible for collective bargaining. Section 42 permits the Board, by by-law, to establish a committee of one or more members and delegate specified powers to it.

Proposed By-law LPSB-BL-004 establishes the Ad Hoc Collective Bargaining Committee and defines its delegated authority, while reserving key decisions for the full Board, including approval or material amendment of the Bargaining Mandate, matters outside that mandate, unapproved material financial authority, and approval or ratification of a tentative collective agreement.

Because the Committee Mandate contains confidential direction relating to collective bargaining, it is being considered separately in closed session under sections 44(2)(d) and, where applicable, 44(2)(f) of the *Community Safety and Policing Act, 2019*.

DISCUSSION

Committee By-law and Committee Mandate

By-law-004 establishes the Committee and defines the scope of authority the Board delegates. The Committee Mandate supplements the by-law with more detailed direction for the bargaining process, including responsibilities, establishment and oversight of the Bargaining Team, reporting, confidentiality and completion requirements.

Committee and Bargaining Team

The Ad Hoc Collective Bargaining Committee is a formal committee of the Board established by by-law under s. 42 of the CSPA. Its Board members exercise only the authority delegated through the by-law, Committee Mandate, Board-approved Bargaining Mandate and further Board direction.

The Committee-established Bargaining Team comprises staff and external expertise and conducts and supports negotiations using legal, financial, human-resources, labour-relations,

operational, and other expertise.

The Bargaining Team is not a Board committee and has no independent Board authority. The Committee may adjust its composition based on the expertise and participation it determines are necessary for the bargaining process.

Committee Composition

Chair Ryan Gauss and Vice-Chair Nancy Branscombe are recommended because their service on the Human Resources and Compensation Advisory Committee and experience from the previous bargaining round provide continuity and informed oversight. Their current Board appointments continue after the municipal election, subject to any subsequent changes in Board membership.

CONCLUSION

Enacting the By-laws and appointing the Committee members will allow bargaining preparations to proceed within a clearly defined accountability structure.

ATTACHMENTS

1. London Police Association Notice to Bargain -dated October 2, 2026
2. Proposed By-law LPSB-BL-004 - By-law to Establish an Ad Hoc Collective Bargaining Committee

Alternative formats, translation, and communication supports for this report are available on request.

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LPA
London Police Association

Chair and Members
London Police Services Board

Notice To Bargain

The London Police Association hereby requests the Board to bargain in good faith with the Bargaining Committee of the Association for the purpose of creating an agreement in writing for the year 2027 defining, determining and providing for remuneration, pension, benefits, and working conditions of the Police Personnel and Cadets of the London Police Service.

Dated at London, in the Province of Ontario, the 2nd day of October, 2026.

Bargaining Committee

Paulo Domingues, Chair
Gareth Harris, President
Ozzie Nethersole, Vice President
Justin Bruni, Uniform Director
Mike Hay, Supervisory Director
Kyle Tedball, Civilian Director

Paulo Domingues
Executive Director

Gareth Harris
President

Cc Bargaining Committee

Back to Age

LPA
London Police Association

Chair and Members
London Police Services Board

Notice To Bargain

The London Police Association hereby requests the Board to bargain in good faith with the Bargaining Committee of the Association for the purpose of creating an agreement in writing for the year 2027 defining, determining and providing for remuneration, pension, benefits, and working conditions of the Civilian Members of the London Police Service.

Dated at London, in the Province of Ontario, the 2nd day of October, 2026.

Bargaining Committee

Paulo Domingues, Chair
Gareth Harris, President
Ozzie Nethersole, Vice President
Justin Bruni, Uniform Director
Mike Hay, Supervisory Director
Kyle Tedball, Civilian Director

Paulo Domingues
Executive Director

Gareth Harris
President

Cc Bargaining Committee

LPSB-BL-004

By-Law to Establish an Ad Hoc Collective Bargaining Committee

By Law	LPSB-BL-004
Effective Date	Upon Approval
Date Approved	TBD
Approved By	London Police Service Board
Legislation	*Community Safety and Policing Act, 2019*

1. Purpose: By-law

The purpose of this By-law is to establish an Ad Hoc Collective Bargaining Committee for the London Police Service Board's (the "Board") collective bargaining responsibilities under Part XIII of the *Community Safety and Policing Act, 2019*, including:

The Committee supports the Board in carrying out its responsibilities under Part XIII of the Act and exercising the bargaining authority specifically delegated to it by this By-law.

2. Legislative Authority

WHEREAS the London Police Service Board is responsible for collective bargaining under Part XIII of the Community Safety and Policing Act, 2019;

AND WHEREAS section 42 of the Community Safety and Policing Act, 2019 authorizes a police service board, by by-law, to establish a committee and delegate powers of the Board under the Act to the committee;

AND WHEREAS the Board considers it appropriate to establish an Ad Hoc Collective Bargaining Committee to exercise specified bargaining authority on behalf of the Board;

NOW THEREFORE the London Police Service Board enacts as follows:

3. Definitions

"Act" means the Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, as amended.

"Board" means the London Police Service Board.

"Committee" means the Ad Hoc Collective Bargaining Committee established under this By-law.

"Committee Mandate" means the Ad Hoc Collective Bargaining Committee Mandate as approved by the Board.

"Bargaining Mandate" means the confidential negotiating objectives, parameters and authorities approved by the Board for a collective bargaining cycle.

"Bargaining Team" means the professional, technical and advisory resources authorized to support and conduct collective bargaining on behalf of the Board within approved authority.

"Service" means the London Police Service.

4. By-law Directives

4.1 Establishment

1. The Board hereby establishes an Ad Hoc Collective Bargaining Committee under section 42 of the *Community Safety and Policing Act,* 2019.

4.2 Delegation of Authority

1. The Board delegates to the Committee its authority to prepare for and conduct collective bargaining under Part XIII of the Act, subject to:
   a) the Act and applicable law;
   b) this By-law;
   c) the Committee Mandate;
   d) the Bargaining Mandate approved by the Board; and
   e) any further direction or limitation established by the Board.

4.3 Authority Reserved to the Board

1. Notwithstanding the above, the Board retains authority to:
   a) approve and materially amend the Bargaining Mandate;
   b) alter or revoke the authority delegated to the Committee;
   c) approve any matter that falls outside the approved Bargaining Mandate;
   d) approve any matter specifically reserved to the Board in the Bargaining Mandate;
   e) approve or ratify any tentative collective agreement;

f) approve material financial authority that has not otherwise been approved by the Board; and

g) exercise any authority that is required by law to remain with the Board.

4.4 Composition

1. The Committee shall consist of up to two members of the Board appointed by Board resolution.

4.5 Bargaining Team and Advisors

1. The Committee may establish a Bargaining Team in accordance with the Committee Mandate.
2. Membership or participation in the Bargaining Team does not make a person a member of the Committee and does not confer delegated Board authority.
3. The Bargaining Team shall operate within the authority established by the Board and the Committee and within the approved Bargaining Mandate.

4.6 Quorum and Decision Making

1. Where the Committee consists of two members, both members constitute a quorum.

4.7 Committee Mandate

1. The Committee shall operate in accordance with the Ad Hoc Collective Bargaining Committee Mandate.

4.8 Duration

1. The Committee is established for the applicable collective bargaining cycle and related proceedings and shall continue until its mandate is completed or the Board otherwise determines.
2. The Board may amend or repeal this By-law at any time in accordance with applicable law.

5. Approval Authority

PASSED and ENACTED this [Day] day of [Month], 20[XX].

_____ _____

Chair Witness

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LONDON POLICE SERVICE

OPEN REPORT TO THE LONDON POLICE SERVICE BOARD

Report Number	2610SS01
Board Meeting Date	October 15, 2026

Collection, Preservation and Control of Property and Evidence

Roger Ramkissoon, Chief Administrative Officer

REASON FOR REPORT

☐ Seeking Decision

☑ Receive for Information/Update

RECOMMENDATION(S)

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

SUMMARY

This report provides a synopsis of the personal property, money, and firearms that have come into possession of the London Police Service between July 1, 2025, and June 30, 2026, including the disposition of these items, in accordance with sections 258, 259 and 260 of the Community Safety and Policing Act.

FINANCIAL IMPLICATIONS

The Board has received **$81,322.73** CDN and **$224.00** USD during the reporting period. These funds are deposited into the Board's sundry revenue account.

BACKGROUND

The Community Safety and Policing Act and London Police Service Board Policy (LPSB Policy #23-2000 - Collection, Preservation, and Control of Evidence and Property) requires the Chief of Police to report to the Board annually with respect to property and evidence control and the collection, preservation, documentation and analysis of physical evidence.

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DISCUSSION

Section 258 Community Safety and Policing Act: Reporting Requirements - Property in Possession of Police Service

During the reporting period of July 1, 2025, and June 30, 2026, the Firearms, Property, and Evidence Control Unit housed **31,943** items including personal articles (clothing, tools, electronics, etc.), securities (including identification and currency), firearms, jewelry, bicycles, drugs, and liquor – a decrease of **1,299** items over last year.

In total, **12,015** items were taken into the Firearms, Property and Evidence Control Unit, and **13,164** items were disposed of (see attached report).

Section 259 Community Safety and Policing Act: Reporting Requirements - Money

During the reporting period, unclaimed money in the amount of **$64,796.35** CDN and **$224.00** USD was submitted to the Board.

$16,302.14 CDN was submitted to the Board from the two online property auctions.

$224.24 CDN was submitted to the Board derived from scrap metal returns and liquor bottle returns.

Section 260 Community Safety and Policing Act: Reporting Requirements - Firearms

During the reporting period, **769** firearms were seized and/or found by London Police Officers, and **111** firearms were returned to their lawful owner. Remaining firearms, if not lawfully returned to owner, will be held for court proceedings and then be scheduled to be destroyed under close police supervision.

CONCLUSION

It is recommended that the Board receive this report for its information.

APPROVED FOR SUBMISSION BY CHIEF THAI TRUONG

X T. Truong

Thai Truong, Chief of Police

ATTACHMENT

1. Collection, Preservation and Control of Property and Evidence Report - prepared by Sergeant Sean Harding

***Alternative formats, translation, and communication supports are available on request**

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Collection, Preservation and Control of Property and Evidence

Adequacy Standards Reference: LE-020

Submitted by: **Superintendent Alex Krygsman**

Prepared by: **Sergeant Sean Harding #109292**
Supervisor - Firearms, Property and Evidence Control Unit

Date of report: September 10, 2026

Reporting period: July 1, 2025, to June 30, 2026

All property coming into the Firearms, Property and Evidence Control Unit (FPECU) is accurately tracked and monitored. Every item of property is monitored until its final disposition, which may include; returned to owner, sold at auction or destroyed.

Current London Police Service procedure deals with property coming into the possession of the service and conforms to Part XVII of the Community Safety and Policing Act. A spot audit of the FPECU took place in the fall of 2025.

Proceeds to the London Police Service Board

AUCTION

Unclaimed property of value is disposed of by way of auction. Proceeds from auction services are submitted to the London Police Service Board. Prior to an auction being held, the public is notified of the date, time and location at least 10 days in advance. Notifications for an auction are primarily advertised through McKenzie's Auctioneers and by way of the London Police Service website and social media.

Auctions on October 27, 2025, and April 27, 2026, were online. The following is the amount received from each auction:

Date	Location	Proceeds to the LPSB
Oct 27, 2025	1881 Scanlan Street	$9,512.77
Apr 27, 2026	1881 Scanlan Street	$6,789.37
Total:		**$16,302.14**

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MONEY

Money coming into the possession of the London Police Service is accounted for as prescribed in Part XVII section 259 of the Community Safety and Policing Act.

The following depicts the forfeited money submitted to the London Police Service Board in the identified reporting period:

Date	**Proceeds to the LPSB – Unclaimed Money**
Jul 23, 2025	$16,608.65 CAD
Sep 16, 2025	$12,154.10 CAD + $10 U.S. Currency
Nov 03, 2025	$12,244.00 CAD + $62. Currency
Jan 21, 2026	$13,562.53 CAD
Feb 25, 2026	$1,195.21 CAD
Apr 09, 2026	$3,291.86 CAD + $152 U.S. Currency
May 28, 2026	$5,740.00 CAD
Total:	**$64,796.35 CAD + $224.00 U.S. Currency**

OTHER

In addition, beer and liquor bottles/kegs and scrap metals are recycled. The proceeds received are remitted to the London Police Service Board. The following transactions represent these amounts:

Date	**Proceeds to the LPSB - Other**	
Sep 09, 2025	$17.70	(Bottle Return)
Jan 20, 2026	$206.54	(Scrap metal)
Total:	**$224.24**	

TOTAL PROCEEDS TO LPSB **$81,322.73 CAD + $224.00 U.S. (Currency)**
(July 1, 2025, to June 30, 2026)

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FIREARMS

Firearms that are found, turned in, or seized by the London Police Service are securely stored within the Firearms, Property and Evidence Control Unit. A register documenting the final disposition of each firearm is kept for all firearms coming into possession of the London Police Service. Dispositions include; returned to owner, destroyed, transferred to the Director of the Centre of Forensic Sciences, or transferred to the London Police Service.

Firearms seized during reported period: 719
Firearms found during reporting period: 50
Firearms returned to owner during reporting period: 111
Firearms transferred to LPS inventory during reporting period: 0

In accordance with Part XVII, Section 260 of the Community Safety and Policing Act, the London Police Service sends, on or before the 31st day of January each year, a report to the Solicitor General which lists each firearm that has come into the possession of the Service in the previous year. The report includes the disposition of each firearm received.

374 firearms were destroyed during this reporting period.

EXHIBITS

The following includes all found and seized exhibits during this reporting period. Exhibits are classified by type as follows: articles, securities, firearms, jewelry, bicycles, drugs and liquor.

Current Inventory of Exhibits as of July 1, 2026:

Articles:	22,695
Securities:	1,130
Firearms:	1,377
Jewelry:	46
Bicycles:	56
Drugs:	6,590
Liquor:	49
Total Exhibits	31,943

These **31,943** exhibits are currently stored by the Firearms, Property and Evidence Control Unit, London Police Service at 601 Dundas Street except for bicycles that are stored at the LPS Westminster Facility.

Overall, there was a ***decrease of 1299*** bagged items in total inventory during the reporting period compared to the previous reporting period.

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Acquired and disposed exhibits during the reporting period and comparative numbers for the same reporting period from previous years:

July 1, 2025, to June 30, 2026:	Acquired	12,015
	Disposed	13,164
July 1, 2024, to June 30, 2025:	Acquired	13,664
	Disposed	12,561
July 1, 2023, to June 30, 2024:	Acquired	12,261
	Disposed	14,007
July 1, 2022, to June 30, 2023:	Acquired	12,712
	Disposed	11,977
July 1, 2021, to June 30, 2022:	Acquired	13,075
	Disposed	12,087
July 1, 2020, to June 30, 2021:	Acquired	14,754
	Disposed	14,975
July 1, 2019, to June 30, 2020:	Acquired	16,165
	Disposed	13,442

Respectfully submitted,

Sergeant Sean Harding
#109292
Supervisor
Firearms, Property and Evidence Control Unit



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LPS LEGAL SERVICES

Professional Standards Branch

DEEDS NOT WORDS

POLICE
LONDON

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Overview

- Professional Standards Branch (PSB) - Mandate and Responsibilities
- How misconduct investigations are initiated:
  - SIU review
  - LECA
  - Chief's Complaint
- Complaint Investigation - Process
- Questions

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Professional Standards Branch

Mandate:

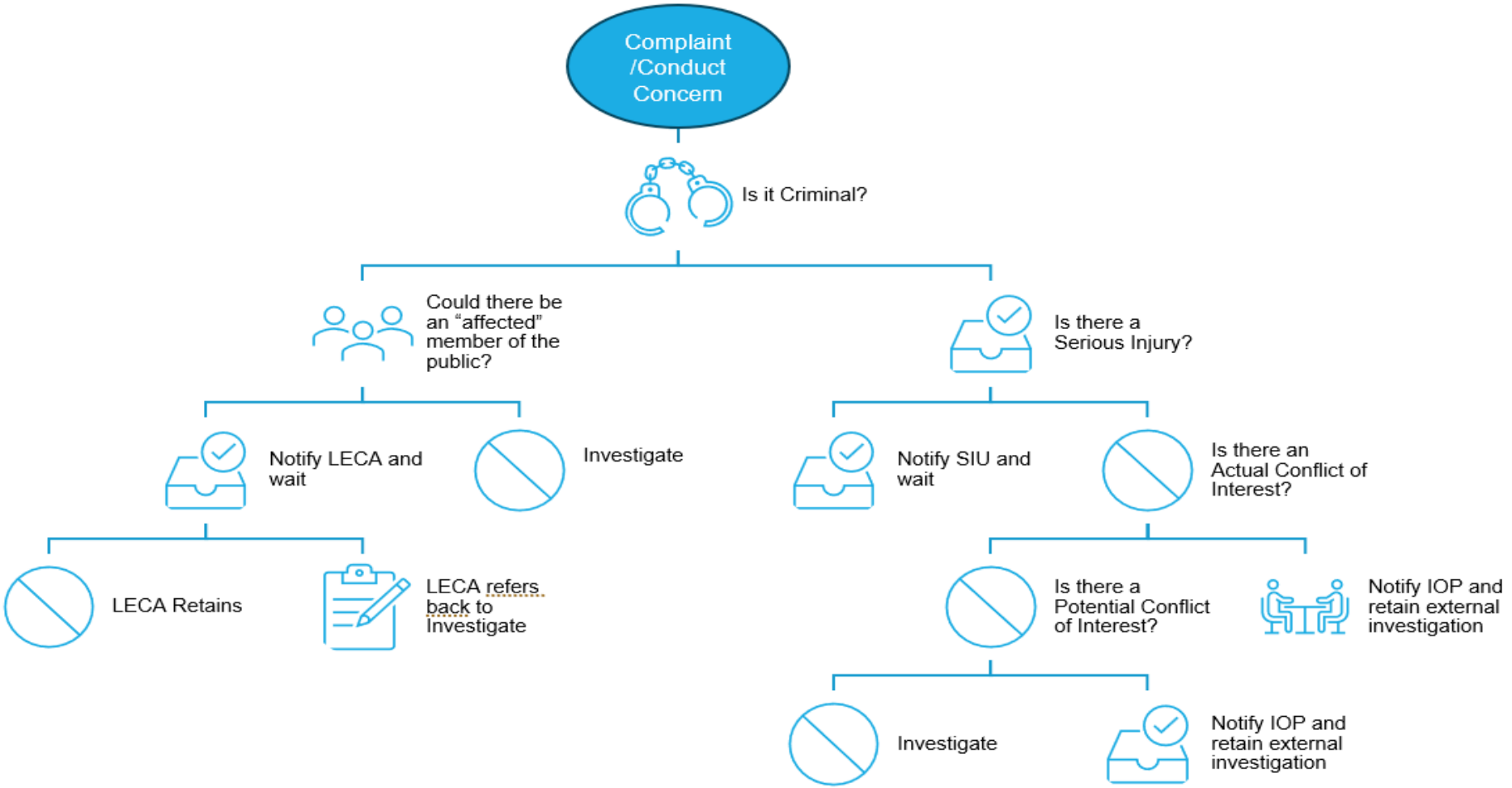
To conduct fair, comprehensive, and consistent investigations, in a timely fashion.

Responsibilities:

PSB is responsible for investigating misconduct complaints made about employees of the London Police Service and the maintenance/lawful disclosure of discipline records.

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Overview of Officer Conduct



Source: 2026 OACP Professional Standards Oversight Committee

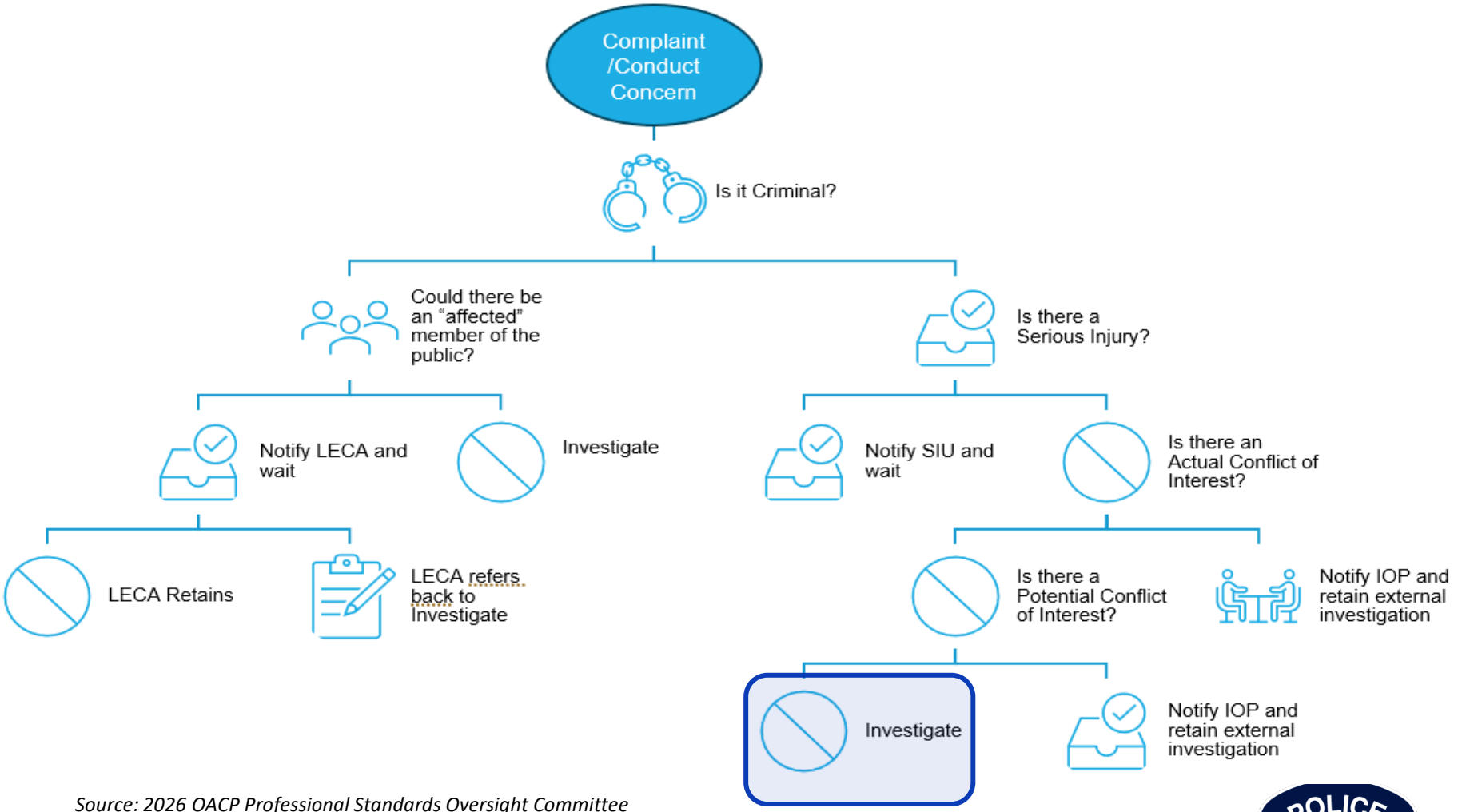
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Initiation of Misconduct Investigations

- 1. Upon review of a completed Special Investigations Unit (SIU) investigation
  - s.81 *CSPA*
- 2. Upon direction from the Law Enforcement Complaints Agency (LECA)
  - s.159 *CSPA*
- 3. Upon direction by the Chief of Police
  - s.198 *CSPA*

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Overview of Officer Conduct - SIU



Source: 2026 OACP Professional Standards Oversight Committee

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SIU

s.81 *CSPA* – Incident Review

- Chief shall review and if necessary, investigate:
  a) Individual Member conduct.
  b) Policing provided in relation to the incident.
  c) LPS procedures related to the incident.

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SIU

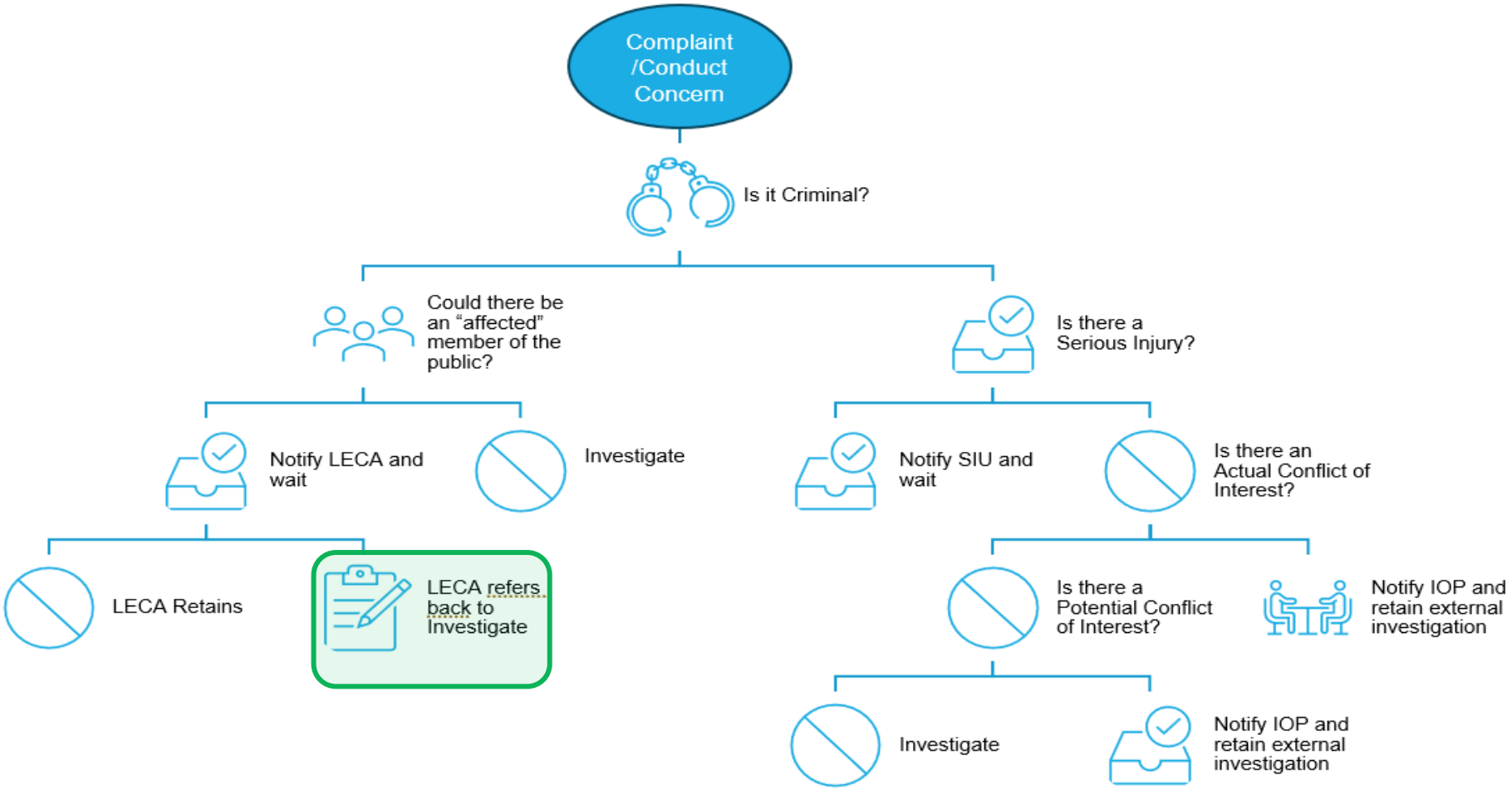
s.81 *CSPA* – Incident Review

- Chief shall review and if necessary, investigate:
  a) Individual Member conduct.
  b) Policing provided in relation to the incident.
  c) LPS procedures related to the incident.
- Results of the investigation are reported to the LPSB



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Overview of Officer Conduct - LECA



Source: 2026 OACP Professional Standards Oversight Committee

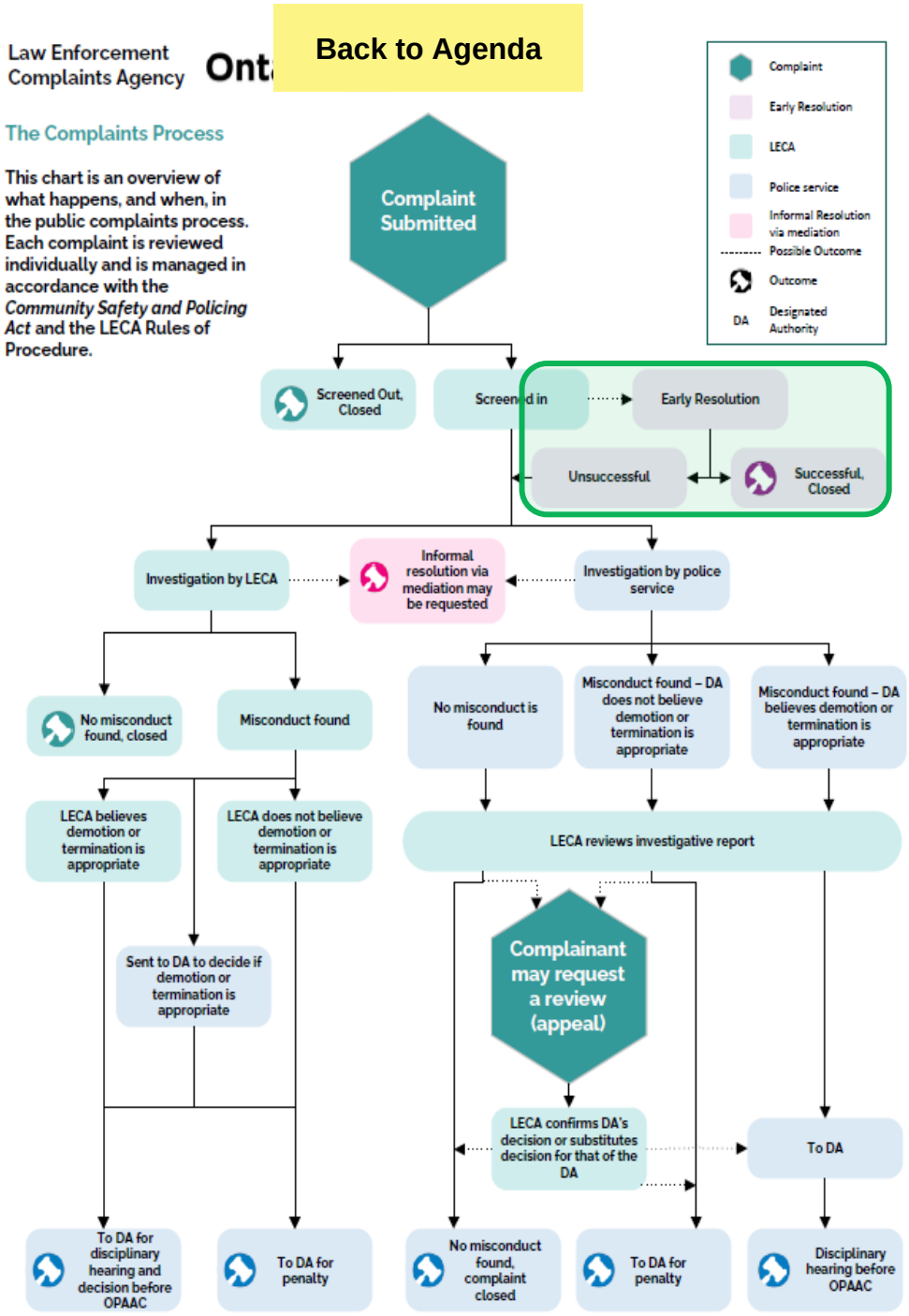
LECA Complaints

LECA can direct police to engage in:

1. Early Resolution (ER)

Outcomes:

1. Successful ER



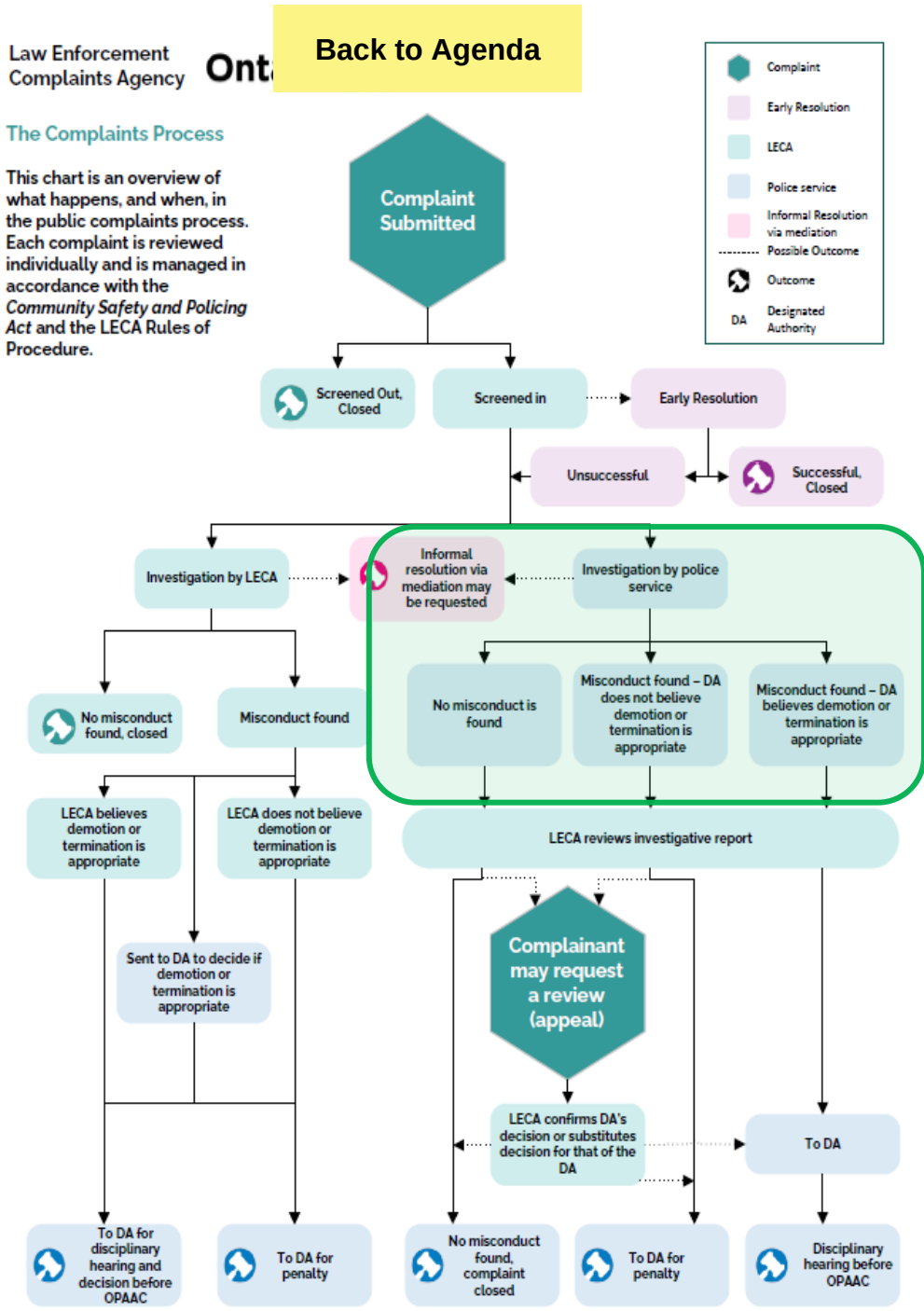
LECA Complaints

LECA can direct police to engage in:

1. Early Resolution (ER)
2. Investigation

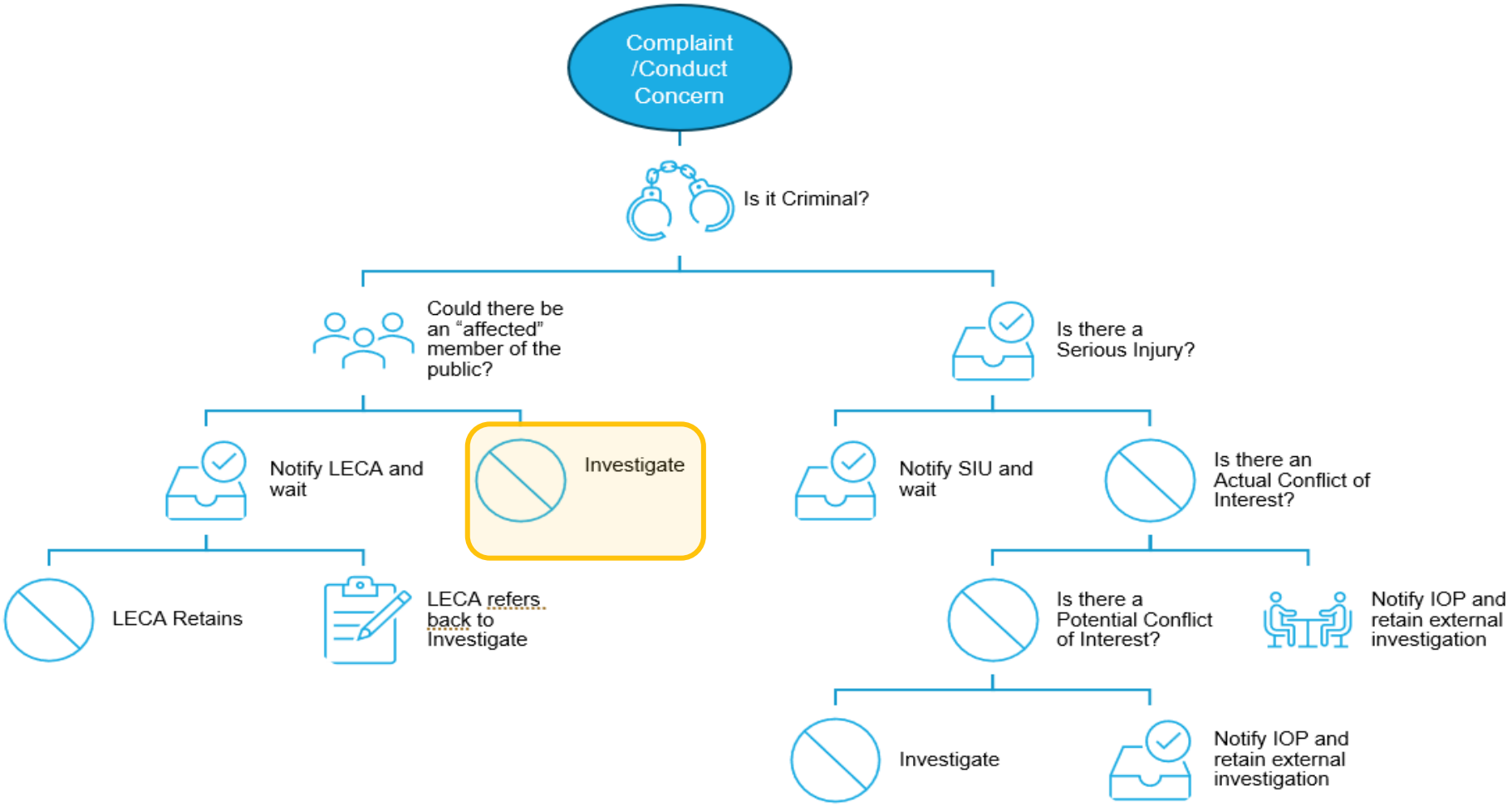
Outcomes:

1. Successful ER
2. Informal Resolution
3. No misconduct found
4. Misconduct found



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Overview of Officer Conduct – Chief's



Source: 2026 OACP Professional Standards Oversight Committee

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Misconduct Complaints

- Expectations for LPS employee conduct are set out in several areas, including:
  - *CSPA* Codes of Conduct (Sworn police officers and Special Constables)
  - London Police Procedures
  - LPS Declaration of Concern and Intent
  - *Canadian Charter of Rights and Freedoms*
  - *Ontario Human Rights Code*
  - *Occupational Health and Safety Act*

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Misconduct Complaints - Process

- Notice of Investigation
  - Prompt notice of the reason for investigation:
    - Advising them of the complaint.
    - Directing them to attend for interview.
    - Allowing for a reasonable opportunity to respond.
  - Duty of Fairness

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Misconduct Complaints - Process

- Notice of Investigation
- Investigation

Standards of Proof:

- Sworn police officers – Evidence to establish *reasonable grounds to believe* misconduct was committed
- Civilian police professionals – Evidence to establish that misconduct was committed on *a balance of probabilities*.

- Compelled interviews

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Misconduct Complaints - Process

- Notice of Investigation
- Investigation
- Findings
  - Unsubstantiated Misconduct

Finding: Unsubstantiated

- No grounds to believe any misconduct occurred.
- The investigation may reveal deficiencies identified that result in work performance review (non-disciplinary).

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Misconduct Complaints - Process

- Notice of Investigation
- Investigation
- Findings
  - Unsubstantiated Misconduct
  - Substantiated Misconduct

Finding: Substantiated

- Evidentiary threshold is met to believe that misconduct has occurred.
- Discipline Review Committee
  - ECT
  - PSB
  - Legal
  - Divisional Commander
  - HR
- Discussion:
  - Summary of the Incident
  - Discipline/Employment History
  - Aggravating/Mitigating Factors
  - Penalty Range

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Misconduct Complaints - Process

- Notice of Investigation
- Investigation
- Findings
  - Unsubstantiated Misconduct
  - Substantiated Misconduct
    - Chief's Discipline

Chief's Discipline s.200 *CSPA*

1. Suspend the police officer without pay for a period not exceeding 30 days or 240 hours, as the case may be.
2. Direct that the police officer forfeit not more than three days or 24 hours pay, as the case may be.
3. Direct that the police officer forfeit not more than 20 days or 160 hours off, as the case may be.
4. Reprimand the police officer.
5. Direct that the police officer undergo specified counselling, treatment or training.
6. Direct that the police officer participate in a specified program or activity.

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Misconduct Complaints - Process

- Notice of Investigation
- Investigation
- Findings
  - Unsubstantiated Misconduct
  - Substantiated Misconduct
    - Chief's Discipline
    - OPAAC

Ontario Police Adjudication and Arbitration Commission

- A police officer who is subject to disciplinary measures may apply to OPAAC and request an adjudicator hold a hearing regarding the proposed discipline s.201(6) *CSPA*
- If the chief of police believes the appropriate disciplinary measure is demotion or termination, they may apply to the Commission Chair to appoint an adjudicator to hold a hearing s.202(1) *CSPA*

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Questions

