



The Corporation of the Town of LaSalle

Police Services Board Public Meeting

Agenda

Monday, December 16, 2024, 5:00 PM

Council Chambers, LaSalle Civic Centre, 5950 Malden Road

Secretary's Note: A live recording of the meeting can be viewed by watching the live stream at: www.youtube.com/@TownofLaSalleON. Accessible formats or communication supports are available upon request. Contact the Board Secretary, tmailloux@lasalle.ca, 519-969-7770 extension 1233.

	Pages
A. Opening Business	
1. Call to Order	
2. Land Acknowledgement Statement	
B. Adoption of Agenda	
Recommendation	
That the December 16, 2024 LaSalle Police Services Board Public Agenda be adopted as presented.	
C. Disclosures of Pecuniary Interest and the General Nature Thereof	
D. Adoption of Minutes	3
Recommendation	
That the minutes of the LaSalle Police Services Board committee and public meetings held November 18, 2024 be adopted as presented.	
E. Presentations/Delegations	
F. Reports/Correspondence for Action	
1. 2025 OAPSB Annual Membership Fees	7
Recommendation	
That the memorandum from the Board Secretary dated November 14, 2024 regarding the 2025 OAPSB Annual Membership Fees be received and that the 2025 OAPSB annual fees be approved for payment.	

2.	Honours and Awards Program	12
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Recommendation

That the memorandum from Chief Pearce dated November 10, 2024 and related attachment regarding the LaSalle Police Service Honours and Awards Program be approved.

G. Consent Agenda

Recommendation

That items G1 through G4 on the Consent Agenda for November 18, 2024 be received for information.

1.	Next Generation 911 Grant Funding	17
2.	OAPSB 2024 Labour Conference Report - M. Brause	45
3.	LaSalle Police Services Board 2024 Correspondence Summary Number 6	57
4.	Crime Stoppers Coordinator & Statistical Report (November 2024)	59

H. Questions/Statements by Board Members

I. Schedule of Upcoming Meetings/Events

- January 20, 2025 - LaSalle Police Services Board Committee and Public meetings:
 - 4:15 p.m. Committee, 5:00 p.m. Public

J. Adjournment



**The Corporation of the Town of LaSalle
Minutes of a Committee meeting of the Town of LaSalle Police Services Board**

November 18, 2024 at 4:15 p.m.
LaSalle Room, LaSalle Civic Centre, 5950 Malden Road

Board Members Present: Mayor Crystal Meloche, Councillor Anita Riccio-Spagnuolo, Daniel Allen, Morris Brause, Marie Campagna

Administration Present: Chief of Police Michael Pearce, Deputy Chief of Police Jason Woods, Tanya Mailloux, Board Secretary

Additional Present: Ron LeClair, Zone 6 Advisor

A. Call to order

Mayor Meloche presides as Chair and calls the meeting to order at 4:20 p.m.

B. Disclosure of pecuniary interest and the general nature thereof

There are no declarations of conflict of interest on the committee agenda.

C. Closed session

4798/24

Moved By: D. Allen

Seconded By: M. Brause

That the LaSalle Police Services Board move into closed session at 4:20 p.m. in accordance with Section 44(2) of the *Community Safety and Policing Act, 2019*, to consider the following:

1. Technical information supplied in confidence to the Board, being LaSalle Police Service Strategic Planning survey results, S.44(2)(h)
2. Financial information supplied in confidence to the Board, being a Police Services budget environmental scan, S.44(2)(h)
3. Technical and financial information supplied in confidence to the board, being correspondence from the Windsor Police Services Board, S.44(2)(h)

Carried.

D. Consideration of business items on the agenda

E. Motion to move into public session

4799/24

Moved By: M. Campagna

Seconded By: D. Allen

That the Board move into public session at 4:48 p.m.

Carried.

F. Motion on business items

4800/24

Moved By: D. Allen

Seconded By: M. Campagna

That the LaSalle Police Services Board receive items C1 and C2 on the November 18, 2024 committee agenda for information.

Carried.

3. Technical and financial information supplied in confidence to the board, being correspondence from the Windsor Police Services Board, S.44(2)(h)

4801/24

Moved By: D. Allen

Seconded By: M. Campagna

That the confidential memorandum from Chief Pearce dated November 6, 2024 regarding the correspondence received from the Windsor Police Services Board dated November 6, 2024 be received and that the recommendation within the report be approved.

Carried.

G. Next meeting

Monday, December 16, 2024 at 4:15 p.m. – LaSalle Police Services Board
Committee Meeting

H. Adjournment

There being no further business, the committee meeting is adjourned at the call of the Chair at 4:49 p.m.

Chair: Mayor Crystal Meloche

Recording Secretary: Tanya Mailloux



**The Corporation of the Town of LaSalle
Minutes of a Public Meeting of the Town of LaSalle Police Services Board**

November 18, 2024, 5:00 p.m.
Council Chambers, LaSalle Civic Centre, 5950 Malden Road

Board Members Present: Mayor Crystal Meloche, Councillor Anita Riccio-Spagnuolo, Daniel Allen, Morris Brause, Marie Campagna

Administration Present: Deputy Chief of Police Jason Woods, Tanya Mailloux, Board Secretary, Chief Michael Pearce

Additional Present: Ron LeClair, Zone 6 Advisor

Secretary's Note: A recording of the meeting can be viewed at the following link: www.youtube.com/@TownofLaSalleON

A. Opening Business

1. Call to Order

Mayor Meloche presides as Chair and calls the meeting to order at 5:03 p.m.

2. Land Acknowledgement Statement

Mayor Meloche reads the Land Acknowledgement Statement.

B. Adoption of Agenda

4802/24

Moved By: D. Allen

Seconded By: M. Campagna

That the November 18, 2024 LaSalle Police Services Board Public Agenda be adopted as presented.

Carried.

C. Disclosures of Pecuniary Interest and the General Nature Thereof

There are no declarations of conflict of interest on the public agenda.

D. Adoption of Minutes

4803/24

Moved By: Councillor Riccio-Spagnuolo

Seconded By: M. Brause

That the minutes of the LaSalle Police Services Board committee meeting held October 9, 2024 and committee and public meetings held October 21, 2024 be adopted as presented.

Carried.

E. Presentations/Delegations

1. Retirement - Senior Constable Harbinder Gill

Chief Pearce welcomes Sr. Cst. Harbinder Gill to the Board meeting. Deputy Chief Woods reads Sr. Cst. Gill's biography and the Chief and Deputy Chief thank Sr. Cst. Gill for his years of service to the LaSalle Police Service. Sr. Cst. Gill thanks the Chief, Deputy Chief, the Board and his family. Chief Pearce presents Sr. Cst. Gill with tokens of appreciation and his retirement badge.

The Board takes a short recess at 5:19 p.m. for pictures.

The Board resumes the public meeting at 5:27 p.m.

F. Reports/Correspondence for Action

1. 2025 LaSalle Police Services Board Proposed Meeting Dates

4804/24

Moved By: M. Brause

Seconded By: M. Campagna

That the memorandum from the Board Secretary dated November 6, 2024 regarding the LaSalle Police Services Board 2025 proposed meeting dates be received and that the proposed 2025 meeting schedule be approved with an update to cancel the May meeting and reschedule it for April 28, 2025.

Carried.

G. Consent Agenda

4805/24

Moved By: D. Allen

Seconded By: Councillor Riccio-Spagnuolo

That items 1 through 3 of the Consent agenda for November 18, 2024 be received for information.

Carried.

C1. Crime Stoppers Coordinator & Statistical Report (September & October 2024)

C2. LaSalle Police Service 3rd Quarter Financial Report 2024

C3. LaSalle Police Services Board Financial Statements (July through October 2024)

H. Questions/Statements by Board Members

Mayor Meloche advises that the Town is holding an open house on November 21, 2024 from 4 p.m. to 8 p.m. at the Vollmer Complex for budgets as well as Police will be in attendance if anyone wants to join. Mayor Meloche also thanks the students from St. Clair College for attending the Board meeting.

I. Schedule of Upcoming Meetings/Events

- November 26 - 27, 2024 - OAPSB Fall Conference, Toronto, ON
- December 16, 2024 - LaSalle Police Services Board Committee and Public meetings:
 - 4:15 p.m. Committee, 5:00 p.m. Public

J. Adjournment

The meeting is adjourned at the call of the Chair at 5:29 p.m.

Chair: Mayor Crystal Meloche

Recording Secretary: Tanya Mailloux



LaSalle Police Services Board Public Memorandum

To: LaSalle Police Services Board

From: T. Mailloux, Board Secretary

Date: November 14, 2024

Subject: 2025 OAPSB Annual Membership Fees

Recommendation:

That the memorandum from the Board Secretary dated November 14, 2024 regarding the 2025 OAPSB Annual Membership Fees be received and that the 2025 OAPSB annual fees be approved for payment.

Background:

Please find attached correspondence from the OAPSB dated October 22, 2024 regarding the 2025 Annual Membership Fees. The LaSalle Police Services Board fees for 2025 are \$5,085.00, including HST. Below are the rates for 2022 to 2025 for comparison:

Membership year	Membership Dues (Force Size 51-100)	HST	Total Annual Membership Fee	Increase over prior year
2022	\$3,050.96	\$396.63	\$3,447.59	\$0
2023	\$3,313.35	\$430.74	\$3,744.09	\$296.50
2024	\$3,396.18	\$441.50	\$3,837.68	\$93.59
2025	\$4,500.00	\$585.00	\$5,085.00	\$1,247.32

The amount exceeds the 2025 budget line item for memberships at this time, which is budgeted for \$3,650 (before tax). An increase to the budget for 2026 will need to account for the increase in membership fees.

The deadline to submit for membership renewal is January 31, 2025.

Respectfully submitted,

Tanya Mailloux, Secretary
LaSalle Police Services Board

Attachments

Tanya Mailloux

From: Meghan DaPonte <finance@oapsb.ca>
Sent: Tuesday, October 22, 2024 1:20 PM
To: Tanya Mailloux
Subject: OAPSB Membership Renewal Invoice
Attachments: Ontario Association of Police Services Boards Invoice #44.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Tanya,

As we approach the new year, we are pleased to inform you that your membership invoice for 2025 is enclosed with this letter.

This year has been one of significant change and growth, marked by the introduction of the Community Safety and Policing Act (CSPA). In response, the Ontario Association of Police Service Boards (OAPSB) has expanded its supports and training programs to ensure all our members are well-equipped to navigate these changes. Additionally, we have continued to expand our Strategic Actions in Advocacy, Education, and Expertise, including member services, providing you with more robust resources and tools to aid in your governance roles.

For some of you, the membership amount will look very different as it did in past years. As many of you know, the OAPSB of the past was not funded as a working organization. In 2022, the Board decided it was time to hire a full-time Executive Director and, with funding help from the Ministry of the Solicitor General, expand our services into supports and training for Boards, with the introduction and enforcement of the CSPA. Along with the transition to OPP Detachment Boards, the OAPSB needed to ensure our membership pricing was not only reflective of these changes but in a manner that was fair. As a result, the membership fees now reflect a price per property, much like the cost model for OPP services. The increase in fees is to help our organization remain committed to supporting your activities while providing expanded tools and training to meet your needs and the expectations of the CSPA; keep boards operating with best

practices in Police Governance.

The OAPSB remains committed to supporting police service boards, First Nation boards and OPP detachment boards across Ontario. Our mission is to provide ongoing tools and training, networking opportunities, and advocacy to help you fulfill your legislated responsibilities and enhance public safety in your communities.

Your continued membership is vital to our collective efforts in promoting effective police governance and fostering a safer Ontario. We appreciate your ongoing dedication and look forward to another year of collaboration and progress.

We recognize that for some of you, this new fee structure may look higher than your board was prepared for this coming year. Should you need to discuss your membership fees with us, I invite you to contact us at membership@oapsb.ca for a review and discussion.

Please find the enclosed invoice for your membership dues for 2025. Payment can be made via online payment or you can pay by mail by January 31, 2024. Should you have any questions or require further assistance, please do not hesitate to contact us.

We encourage you get the most from your membership by ensuring you are accessing the website and participating in events and discussion groups and utilizing the tools available to you. We also recommend to renew your membership promptly to ensure uninterrupted access to our expanded resources and support. Your timely renewal will enable us to continue providing the high-quality services and training you expect and deserve.

Thank you for your ongoing support and commitment to public safety.

Best Regards,

Lisa Darling, M.O.M.

Executive Director
Ontario Association of Police Service Boards
P.O. Box 43058
London RPO Highland ON N6J 0A7
lisadarling@oapsb.ca
705-238-9439

Ontario Association of Police Services Boards
 PO Box 43058
 London RPO Highland, ON N6J 0A7
Tel 1-800-831-7727
E-Mail oapsb@oapsb.ca



Ontario
 Association of
 Police Services
 Boards

INVOICE 44	PO NUMBER	2024-10-21
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BILL TO

MESSAGE

Town of LaSalle Police Service Board
 Tanya Mailloux
 5950 Malden Road
 LaSalle, ON N9H 1S4

QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
1	Force size 51-100 Annual	4,500.00	4,500.00

SUBTOTAL	4,500.00
SALES TAX	585.00
SHIPPING & HANDLING	0.00
TOTAL	5,085.00

PAYMENT/CREDIT/WRITE OFF/DISCOUNTS APPLIED	(0.00)
TOTAL DUE BY 2024-10-21	5,085.00

Thank you for your business!

CURRENT	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	TOTAL OPEN INVOICE
5,085.00	0.00	0.00	0.00	5,085.00

[Submit payment online here](#)



1880 Normandy Street, LaSalle, Ontario, N9H 1P8
Phone: 519-969-5210
Fax: 519-969-2662

LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: November 10, 2024

Subject: Honours and Awards Program

Background:

We would like to implement a formal recognition program consisting of an escalating three-tiered system.

Deputy Chief's Letter of Recognition

The least formal, a member may be recognized in a letter from the Deputy Chief for superior performance in the execution of duties including for investigative abilities; tenacity in investigations; compassion; and a suggestion that improves service delivery or economic efficiency.

Chief's Commendation

A member may be recognized by way of a commendation from the Chief. The commendation will recognize a member for such things as: an event, duty, investigation or initiative in which the member went above and beyond the call of duty and displayed superior skills in solving a crime; provided a leadership role in a community-based initiative; or developed/designed a new program. A commendation will be presented to members by the Chief at a regularly scheduled public Board meeting.

Police Board Citation

A member may be recognized by way of a Board citation. This recognition will be in the form of an engraved plaque with the seal of the Service and shall recognize outstanding police work, acts of bravery and lifesaving, a significant initiative or other outstanding service to the LaSalle Police Service and/or the community. Examples include: an officer entering a burning building to save a child; an investigative team solving a

murder case and successfully following it through to court; or a member making an outstanding contribution to a program for an extended period. This is the highest award, reserved for truly outstanding merit. The Chief will recommend the citation to the Board at a Committee meeting. Should the Board concur, the citation will be presented by the Board at a later regularly scheduled public Board meeting.

Recommendation:

The LaSalle Police Services Board approves the Honours and Awards program and attached procedure.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "M Pearce".

Michael Pearce
Chief of Police
LaSalle Police Service

Attachment: LPS Honours and Awards Procedure

LASALLE POLICE SERVICE



PROCEDURES

Section:	AI.02.006	Subject:	Honours and Awards
Effective Date:	December 17, 2024	Approval:	 Chief of Police
Review Responsibility:	Deputy Chief of Police		
Review Date:	Annually		

A SUBJECT

A1 The Chief and the Board have approved a three-tier system of recognition of its members who have performed admirably, "above and beyond the call", and in an exemplary and noteworthy fashion. The purpose of this procedure is to define the types of recognition and events for which recognition will be made. This procedure applies to all staff, sworn and civilian, with the criteria for recognition being generally the same for all.

B PROCEDURES

- B1 A Supervisor who is aware of a member's exemplary service should submit a memorandum to their superior outlining the actions/exploits of the member including any reports or other documentation that should be considered.
- B2 The superior will review the report and refer it to the Deputy Chief with his or her recommendation as to the type of recognition to be considered.
- B3 The Deputy Chief, Chief or Chair of the Board may approve the type of recognition to be given. Each case will be considered on its own merit, following the guidelines set out in Section C, and shall ensure the level of distinction and integrity of any such recognition is maintained in the process.

C TYPES OF RECOGNITION

C1 **Deputy Chief's Letter of Recognition**
A member may be recognized by way of a letter from the Deputy Chief. The letter will recognize a member's superior performance in the execution of their duties

including: for investigative abilities; tenacity in investigations; superior performance; compassion; and a suggestion that improves service delivery or economic efficiency. Examples: an investigation into a break-in which leads to several arrests, charges and/or the clearing of several/numerous cases; a compassionate undertaking or investigation in which the officer is recognized by a letter from a citizen or group; some aspect of community-based policing initiative or enforcement program in which the member participated; and an innovative idea to streamline workflow that increases efficiency and solves a problem.

C2 Chief's Commendation

A member may be recognized by way of a commendation from the Chief. The commendation will recognize a member for such things as: an event, duty, investigation or initiative in which the member went above and beyond the call of duty and displayed superior skills in solving a crime; provided a leadership role in a community-based initiative; or developed/designed a new program. Examples: an investigator pursuing a difficult armed robbery investigation leading to the arrest of the perpetrator; a patrol officer finding a break and enter in progress, wherein the offender is apprehended and interviews are conducted leading to other arrests/recovery of property and resolving of several other cases; or a communicator who stays on the line with a suicidal gunman and convinces him to surrender peacefully.

A commendation will be presented to members by the Chief at a regularly scheduled Board meeting.

C3 Board Citation

A member may be recognized by way of a Board citation. This recognition will be in the form of an engraved plaque with the seal of the Service and shall recognize outstanding police work, acts of bravery and lifesaving, a significant initiative or other outstanding service to the LaSalle Police Service and/or the community. Examples include: an officer entering a burning building to save a child; an investigative team solving a murder case and successfully following it to court; or a member making an outstanding contribution to a program for an extended period.

A citation will be presented by the Board at a regularly scheduled Board meeting.

C4 Other Awards:

Other community awards will be presented to members of the community for heroism and other assistance to the LaSalle Police Service at regularly scheduled Board meetings.

Applications for the Police Medal of Bravery or other medals of recognition presented by the Governor General of Canada will also be considered in those circumstances that meet the criteria specified by the Governor General. These

applications will be prepared by the Deputy Chief and forwarded onto the Governor General by the Chief following a report to the Board.

D REVIEW

D1 The Deputy Chief of Police shall be responsible for the annual review of this procedure on the anniversary of its effective date.



1880 Normandy Street, LaSalle, Ontario, N9H 1P8
Phone: 519-969-5210
Fax: 519-969-2662

LaSalle Police Service Public Memorandum

To: LaSalle Police Services Board

From: Michael Pearce, Chief of Police

Date: November 25, 2024

Subject: Next Generation 911 Grant Funding

Background:

Earlier this fall, we applied for a grant to assist with funding the implementation of Next Generation 911. I am pleased to report that we have been awarded the maximum amount of \$516,000. A detailed description explaining how the money will be used is provided in the attachment.

We would like to publicly thank the Ministry of the Solicitor General, Emergency Services Telecommunications Division, for this financial support.

Recommendation:

The LaSalle Police Services Board receives the Next Generation 911 Grant Funding Report for information.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'M Pearce'.

Michael Pearce
Chief of Police
LaSalle Police Service

Attachment – NG911 Grant Funding Result

ONTARIO TRANSFER PAYMENT AGREEMENT

THE AGREEMENT is effective as of the 1st day of April, 2024

B E T W E E N:

**His Majesty the King in right of Ontario
as represented by the Solicitor General**

(the “Province”)

- and -

Town of LaSalle (LaSalle Police Service)

(the “Recipient”)

BACKGROUND

The Province is providing Next Generation 9-1-1 (NG9-1-1) funding over three years to support Public Safety Answering Points (PSAPs) in Ontario with their transition to the new 9-1-1 emergency services communications system.

The existing 9-1-1 system has been in place for more than 30 years and has reached its end of life. The Canadian Radio-television and Telecommunications Commission (CRTC) mandated that emergency telecommunications networks must transition to a new digital 9-1-1 platform, referred to as NG9-1-1, by March 4, 2025.

The NG9-1-1 funding is intended to provide one-time support funding for PSAPs in acquiring critical NG9-1-1 technology and in addressing certain other NG9-1-1 local operational needs. The funding is intended to support PSAPs with initial technology and related infrastructure requirements, as well as project, change management, and training costs that may be incurred. The NG9-1-1 support funding is not intended to cover all NG9-1-1 related expenses.

This Transfer Payment Agreement is prepared under this program to support the Recipient’s PSAP in meeting the March 4, 2025, federally mandated deadline with eligible expenditures to implement technology and infrastructure upgrades to support the transition to NG9-1-1.

CONSIDERATION

In consideration of the mutual covenants and agreements contained in the Agreement and for other good and valuable consideration, the receipt and sufficiency of which are expressly acknowledged, the Province and the Recipient agree as follows:

1.0 ENTIRE AGREEMENT

1.1 **Schedules to the Agreement.** The following schedules form part of the Agreement:

- Schedule "A" - General Terms and Conditions
- Schedule "B" - Project Specific Information and Additional Provisions
- Schedule "C" - Project
- Schedule "D" - Budget
- Schedule "E" - Payment Plan
- Schedule "F" - Reports.

1.2 **Entire Agreement.** The Agreement constitutes the entire agreement between the Parties with respect to the subject matter contained in the Agreement and supersedes all prior oral or written representations and agreements.

2.0 CONFLICT OR INCONSISTENCY

2.1 **Conflict or Inconsistency.** In the event of a conflict or inconsistency between the Additional Provisions and the provisions in Schedule "A," the following rules will apply:

- (a) the Parties will interpret any Additional Provisions in so far as possible, in a way that preserves the intention of the Parties as expressed in Schedule "A," and
- (b) where it is not possible to interpret the Additional Provisions in a way that is consistent with the provisions in Schedule "A," the Additional Provisions will prevail over the provisions in Schedule "A" to the extent of the inconsistency.

3.0 COUNTERPARTS

3.1 **One and the Same Agreement.** The Agreement may be executed in any number of counterparts, each of which will be deemed an original, but all of which together will constitute one and the same instrument.

4.0 AMENDING THE AGREEMENT

4.1 **Amending the Agreement.** The Agreement may only be amended by a written agreement duly executed by the Parties.

5.0 **ACKNOWLEDGEMENT**

5.1 **Acknowledgement.** The Recipient acknowledges that:

- (a) by receiving Funds, it may become subject to legislation applicable to organizations that receive funding from the Government of Ontario, including the *Broader Public Sector Accountability Act, 2010* (Ontario), the *Public Sector Salary Disclosure Act, 1996* (Ontario), and the *Auditor General Act* (Ontario);
- (b) His Majesty the King in right of Ontario has issued expenses, perquisites, and procurement directives and guidelines pursuant to the *Broader Public Sector Accountability Act, 2010* (Ontario);
- (c) the Funds are:
 - (i) to assist the Recipient to carry out the Project and not to provide goods or services to the Province;
 - (ii) funding for the purposes of the *Public Sector Salary Disclosure Act, 1996* (Ontario);
- (d) the Province is not responsible for carrying out the Project;
- (e) the Province is bound by the *Freedom of Information and Protection of Privacy Act* (Ontario) and that any information provided to the Province in connection with the Project or otherwise in connection with the Agreement may be subject to disclosure in accordance with that Act; and
- (f) the Province is bound by the *Financial Administration Act* (Ontario) (“**FAA**”) and, pursuant to subsection 11.3(2) of the FAA, payment by the Province of Funds under the Agreement will be subject to,
 - (i) an appropriation, as that term is defined in subsection 1(1) of the FAA, to which that payment can be charged being available in the Funding Year in which the payment becomes due; or
 - (ii) the payment having been charged to an appropriation for a previous fiscal year.

- SIGNATURE PAGE FOLLOWS -

The Parties have executed the Agreement on the dates set out below.

**HIS MAJESTY THE KING IN RIGHT OF ONTARIO
as represented by the Solicitor General**

[Redacted]

Date

[Redacted]

Name: Joy Stevenson
Title: Assistant Deputy Minister, Emergency Services
Telecommunications Division
Ministry of the Solicitor General

Town of LaSalle (LaSalle Police Service)

[Redacted]

Date

[Redacted]

Name: MICHAEL Pearce
Title: Chief of Police

I have authority to bind the Recipient.

[Redacted]

Date

[Redacted]

Name:
Title:

I have authority to bind the Recipient.

SCHEDULE "A"
GENERAL TERMS AND CONDITIONS

A1.0 INTERPRETATION AND DEFINITIONS

A1.1 **Interpretation.** For the purposes of interpretation:

- (a) words in the singular include the plural and vice-versa;
- (b) words in one gender include all genders;
- (c) the headings do not form part of the Agreement; they are for reference only and will not affect the interpretation of the Agreement;
- (d) any reference to dollars or currency will be in Canadian dollars and currency; and
- (e) "Include," "includes" and "including" denote that the subsequent list is not exhaustive.

A1.2 **Definitions.** In the Agreement, the following terms will have the following meanings:

"Additional Provisions" means the terms and conditions set out in Schedule "B."

"Agreement" means this agreement entered into between the Province and the Recipient, all of the schedules listed in section 1.1, and any amending agreement entered into pursuant to section 4.1.

"Budget" means the budget attached to the Agreement as Schedule "D."

"Business Day" means any working day, Monday to Friday inclusive, excluding statutory and other holidays, namely: New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day; Canada Day; Civic Holiday; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; Boxing Day and any other day on which the Province has elected to be closed for business.

"Effective Date" means the date set out at the top of the Agreement.

"Event of Default" has the meaning ascribed to it in section A12.1.

"Expiry Date" means the expiry date set out in Schedule "B."

"Funding Year" means:

- (a) in the case of the first Funding Year, the period commencing on the

Effective Date and ending on the following March 31; and

- (b) in the case of Funding Years subsequent to the first Funding Year, the period commencing on April 1 following the end of the previous Funding Year and ending on the following March 31 or the Expiry Date, whichever is first.

“Funds” means the money the Province provides to the Recipient pursuant to the Agreement.

“Indemnified Parties” means His Majesty the King in right of Ontario, and includes His ministers, agents, appointees, and employees.

“Loss” means any cause of action, liability, loss, cost, damage, or expense (including legal, expert and consultant fees) that anyone incurs or sustains as a result of or in connection with the Project or any other part of the Agreement.

“Maximum Funds” means the maximum set out in Schedule “B.”

“Notice” means any communication given or required to be given pursuant to the Agreement.

“Notice Period” means the period of time within which the Recipient is required to remedy an Event of Default pursuant to section A12.3(b) and includes any such period or periods of time by which the Province extends that time pursuant to section A12.4.

“Parties” means the Province and the Recipient.

“Party” means either the Province or the Recipient.

“Proceeding” means any action, claim, demand, lawsuit, or other proceeding that anyone makes, brings, or prosecutes as a result of or in connection with the Project or with any other part of the Agreement.

“Project” means the undertaking described in Schedule “C.”

“Records Review” means any assessment the Province conducts pursuant to section A7.4.

“Reports” means the reports described in Schedule “F.”

A2.0 REPRESENTATIONS, WARRANTIES, AND COVENANTS

A2.1 General. The Recipient represents, warrants, and covenants that:

- (a) it is, and will continue to be, a validly existing legal entity with full power

to fulfill its obligations under the Agreement;

- (b) it has, and will continue to have, the experience and expertise necessary to carry out the Project;
- (c) it is in compliance with, and will continue to comply with, all federal and provincial laws and regulations, all municipal by-laws, and any other orders, rules, and by-laws related to any aspect of the Project, the Funds, or both; and
- (d) unless otherwise provided for in the Agreement, any information the Recipient provided to the Province in support of its request for funds (including information relating to any eligibility requirements) was true and complete at the time the Recipient provided it and will continue to be true and complete.

A2.2 Execution of Agreement. The Recipient represents and warrants that it has:

- (a) the full power and capacity to enter into the Agreement; and
- (b) taken all necessary actions to authorize the execution of the Agreement.

A2.3 Governance. The Recipient represents, warrants, and covenants that it has, will maintain in writing, and will follow:

- (a) a code of conduct and ethical responsibilities for all persons at all levels of the Recipient's organization;
- (b) procedures to enable the Recipient's ongoing effective functioning;
- (c) decision-making mechanisms for the Recipient;
- (d) procedures to enable the Recipient to manage Funds prudently and effectively;
- (e) procedures to enable the Recipient to complete the Project successfully;
- (f) procedures to enable the Recipient to identify risks to the completion of the Project and strategies to address the identified risks, all in a timely manner;
- (g) procedures to enable the preparation and submission of all Reports required pursuant to Article A7.0; and
- (h) procedures to enable the Recipient to address such other matters as the Recipient considers necessary to enable the Recipient to carry out its obligations under the Agreement.

A2.4 **Supporting Proof.** Upon the request of the Province, the Recipient will provide the Province with proof of the matters referred to in Article A2.0.

A3.0 TERM OF THE AGREEMENT

A3.1 **Term.** The term of the Agreement will commence on the Effective Date and will expire on the Expiry Date unless terminated earlier pursuant to Article A11.0 or Article A12.0.

A4.0 FUNDS AND CARRYING OUT THE PROJECT

A4.1 **Funds Provided.** The Province will:

- (a) provide the Recipient with Funds up to the Maximum Funds for the purpose of carrying out the Project;
- (b) provide the Funds to the Recipient in accordance with the payment plan attached to the Agreement as Schedule “E;” and
- (c) deposit the Funds into an account the Recipient designates provided that the account:
 - (i) resides at a Canadian financial institution; and
 - (ii) is in the name of the Recipient.

A4.2 **Limitation on Payment of Funds.** Despite section A4.1:

- (a) the Province is not obligated to provide any Funds to the Recipient until the Recipient provides the certificates of insurance or other proof required pursuant to section A10.2;
- (b) the Province is not obligated to provide instalments of Funds until it is satisfied with the progress of the Project; and
- (c) the Province may adjust the amount of Funds it provides to the Recipient for any Funding Year based upon the Province’s assessment of the information the Recipient provides to the Province pursuant to section A7.2.

A4.3 **Use of Funds and Carry Out the Project.** The Recipient will do all of the following:

- (a) carry out the Project in accordance with the Agreement;
- (b) use the Funds only for the purpose of carrying out the Project;
- (c) spend the Funds only in accordance with the Budget;

- (d) not use the Funds to cover any cost that has been or will be funded or reimbursed by one or more of any third party, ministry, agency, or organization of the Government of Ontario.

A4.4 **Interest-Bearing Account.** If the Province provides Funds before the Recipient's immediate need for the Funds, the Recipient will place the Funds in an interest-bearing account in the name of the Recipient at a Canadian financial institution.

A4.5 **Interest.** If the Recipient earns any interest on the Funds, the Province may do either or both of the following:

- (a) deduct an amount equal to the interest from any further instalments of Funds;
- (b) demand from the Recipient the payment of an amount equal to the interest.

A4.6 **Rebates, Credits, and Refunds.** The Province will calculate Funds based on the actual costs to the Recipient to carry out the Project, less any costs (including taxes) for which the Recipient has received, will receive, or is eligible to receive, a rebate, credit, or refund.

A5.0 RECIPIENT'S ACQUISITION OF GOODS OR SERVICES, AND DISPOSAL OF ASSETS

A5.1 **Acquisition.** If the Recipient acquires goods, services, or both with the Funds, it will do so through a process that promotes the best value for money.

A5.2 **Disposal.** The Recipient will not, without the Province's prior consent, sell, lease, or otherwise dispose of any asset purchased or created with the Funds or for which Funds were provided, the cost of which exceeded the amount as set out in Schedule "B" at the time of purchase.

A6.0 CONFLICT OF INTEREST

A6.1 **Conflict of Interest Includes.** For the purposes of Article A6.0, a conflict of interest includes any circumstances where:

- (a) the Recipient; or
- (b) any person who has the capacity to influence the Recipient's decisions,

has outside commitments, relationships, or financial interests that could, or could be seen by a reasonable person to, interfere with the Recipient's objective, unbiased, and impartial judgment relating to the Project, the use of

the Funds, or both.

A6.2 **No Conflict of Interest.** The Recipient will carry out the Project and use the Funds without an actual, potential, or perceived conflict of interest unless:

- (a) the Recipient:
 - (i) provides Notice to the Province disclosing the details of the actual, potential, or perceived conflict of interest; and
 - (ii) requests the consent of the Province to carry out the Project with an actual, potential, or perceived conflict of interest;
- (b) the Province provides its consent to the Recipient carrying out the Project with an actual, potential, or perceived conflict of interest; and
- (c) the Recipient complies with any terms and conditions the Province may prescribe in its consent.

A7.0 **REPORTS, ACCOUNTING, AND REVIEW**

A7.1 **Province Includes.** For the purposes of sections A7.4, A7.5 and A7.6, “Province” includes any auditor or representative the Province may identify.

A7.2 **Preparation and Submission.** The Recipient will:

- (a) submit to the Province at the address set out in Schedule “B” :
 - (i) all Reports in accordance with the timelines and content requirements set out in Schedule “F;”
 - (ii) any other reports in accordance with any timelines and content requirements the Province may specify from time to time;
- (b) ensure that all Reports and other reports are:
 - (i) completed to the satisfaction of the Province; and
 - (ii) signed by an authorized signing officer of the Recipient.

A7.3 **Record Maintenance.** The Recipient will keep and maintain for a period of seven years from their creation:

- (a) all financial records (including invoices and evidence of payment) relating to the Funds or otherwise to the Project in a manner consistent

with either international financial reporting standards or generally accepted accounting principles or any comparable accounting standards that apply to the Recipient; and

- (b) all non-financial records and documents relating to the Funds or otherwise to the Project.

A7.4 **Records Review.** The Province may, at its own expense, upon twenty-four hours' Notice to the Recipient and during normal business hours enter upon the Recipient's premises to conduct an audit or investigation of the Recipient regarding the Recipient's compliance with the Agreement, including assessing any of the following:

- (a) the truth of any of the Recipient's representations and warranties;
- (b) the progress of the Project;
- (c) the Recipient's allocation and expenditure of the Funds.

A7.5 **Inspection and Removal.** For the purposes of any Records Review, the Province may take one or both of the following actions:

- (a) inspect and copy any records and documents referred to in section A7.3;
- (b) remove any copies the Province makes pursuant to section A7.5(a).

A7.6 **Cooperation.** To assist the Province in respect of its rights provided for in section A7.5, the Recipient will cooperate with the Province by:

- (a) ensuring that the Province has access to the records and documents wherever they are located;
- (b) assisting the Province to copy records and documents;
- (c) providing to the Province, in the form the Province specifies, any information the Province identifies; and
- (d) carrying out any other activities the Province requests.

A7.7 **No Control of Records.** No provision of the Agreement will be construed to give the Province any control whatsoever over any of the Recipient's records.

A7.8 **Auditor General.** The Province's rights under Article A7.0 are in addition to any rights provided to the Auditor General pursuant to section 9.1 of the *Auditor General Act* (Ontario).

A8.0 COMMUNICATIONS REQUIREMENTS

A8.1 Notice of Transition. Unless the Province directs the Recipient to do otherwise, the Recipient will provide Notice to the Province a minimum of fourteen calendar days in advance of the Recipient transitioning to NG9-1-1.

A8.2 Acknowledge Support. Unless the Province directs the Recipient to do otherwise, the Recipient will in each of its Project-related publications, whether written, oral, or visual, including public announcements or communication:

- (a) acknowledge the support of the Province for the Project;
- (b) ensure that any acknowledgement is in a form and manner as the Province directs; and
- (c) indicate that the views expressed in the publication are the views of the Recipient and do not necessarily reflect those of the Province.
- (d) obtain prior written approval from the Province before using any Government of Ontario or ministry logo or symbol in any communications including press releases, published reports, radio and television programs and public or private meetings, or in any other type of promotional material, relating to the Recipient transitioning to NG9-1-1 or this Agreement.

A8.3 Notice of Communications. Unless the Province directs the Recipient to do otherwise, the Recipient will provide Notice to the Province a minimum of fourteen 1 calendar days in advance of its publications, whether written, oral, or visual, including public announcements or communications related to the Recipient transitioning to NG9-1-1.

A8.4 Applicability. For clarity, the obligations of the Recipient in A8.2 and A8.3 are not applicable to the Recipient's publication of public meeting materials or minutes referencing the Recipient transitioning to NG9-1-1.

A8.5 Notice for the purposes of Article 8. Notwithstanding A16.0, unless otherwise directed in writing, Notice for the purposes of Article 8 will be:

- (a) in writing;
- (b) delivered by email to: estd.ng9-1-1@ontario.ca;
- (c) Will be deemed to have been given on the date on which the Notice is delivered.

A9.0 INDEMNITY

A9.1 Indemnify. The Recipient will indemnify and hold harmless the Indemnified

Parties from and against any Loss and any Proceeding, unless solely caused by the gross negligence or wilful misconduct of the Indemnified Parties.

A10.0 INSURANCE

A10.1 **Insurance.** The Recipient represents, warrants, and covenants that it has, and will maintain, at its own cost and expense, with insurers having a secure A.M. Best rating of B+ or greater, or the equivalent, all the necessary and appropriate insurance that a prudent person carrying out a project similar to the Project would maintain, including commercial general liability insurance on an occurrence basis for third party bodily injury, personal injury, and property damage, to an inclusive limit of not less than the amount set out in Schedule “B” per occurrence, which commercial general liability insurance policy will include the following:

- (a) the Indemnified Parties as additional insureds with respect to liability arising in the course of performance of the Recipient’s obligations under, or otherwise in connection with, the Agreement;
- (b) a cross-liability clause;
- (c) contractual liability coverage; and
- (d) at least 30 days’ written notice of cancellation.

A10.2 **Proof of Insurance.** The Recipient will:

- (a) provide to the Province, either:
 - (i) certificates of insurance that confirm the insurance coverage required by section A10.1; or
 - (ii) other proof that confirms the insurance coverage required by section A10.1; and
- (b) in the event of a Proceeding, and upon the Province’s request, the Recipient will provide to the Province a copy of any of the Recipient’s insurance policies that relate to the Project or otherwise to the Agreement, or both.

A11.0 TERMINATION ON NOTICE

A11.1 **Termination on Notice.** The Province may terminate the Agreement at any time without liability, penalty, or costs upon giving 30 days’ Notice to the Recipient.

A11.2 **Consequences of Termination on Notice by the Province.** If the Province

terminates the Agreement pursuant to section A11.1, the Province may take one or more of the following actions:

- (a) cancel further instalments of Funds;
- (b) demand from the Recipient the payment of any Funds remaining in the possession or under the control of the Recipient; and
- (c) determine the reasonable costs for the Recipient to wind down the Project, and do either or both of the following:
 - (i) permit the Recipient to offset such costs against the amount the Recipient owes pursuant to section A11.2(b); and
 - (ii) subject to section A4.1(a), provide Funds to the Recipient to cover such costs.

A12.0 EVENT OF DEFAULT, CORRECTIVE ACTION, AND TERMINATION FOR DEFAULT

A12.1 Events of Default. Each of the following events will constitute an Event of Default:

- (a) in the opinion of the Province, the Recipient breaches any representation, warranty, covenant, or other term of the Agreement, including failing to do any of the following in accordance with the terms and conditions of the Agreement:
 - (i) carry out the Project;
 - (ii) use or spend Funds; or
 - (iii) provide, in accordance with section A7.2, Reports or such other reports as the Province may have requested pursuant to section A7.2(a)(ii);
- (b) the Recipient's operations, its financial condition, its organizational structure, or its control changes such that it no longer meets one or more of the eligibility requirements of the program under which the Province provides the Funds;
- (c) the Recipient makes an assignment, proposal, compromise, or arrangement for the benefit of creditors, or a creditor makes an application for an order adjudging the Recipient bankrupt, or applies for the appointment of a receiver;
- (d) the Recipient ceases to operate.

A12.2 **Consequences of Events of Default and Corrective Action.** If an Event of Default occurs, the Province may, at any time, take one or more of the following actions:

- (a) initiate any action the Province considers necessary in order to facilitate the successful continuation or completion of the Project;
- (b) provide the Recipient with an opportunity to remedy the Event of Default;
- (c) suspend the payment of Funds for such period as the Province determines appropriate;
- (d) reduce the amount of the Funds;
- (e) cancel further instalments of Funds;
- (f) demand from the Recipient the payment of any Funds remaining in the possession or under the control of the Recipient;
- (g) demand from the Recipient the payment of an amount equal to any Funds the Recipient used, but did not use in accordance with the Agreement;
- (h) demand from the Recipient the payment of an amount equal to any Funds the Province provided to the Recipient;
- (i) demand from the Recipient the payment of an amount equal to the costs the Province incurred or incurs to enforce its rights under the Agreement, including the costs of any Records Review and the costs it incurs to collect any amounts the Recipient owes to the Province; and
- (j) upon giving Notice to the Recipient, terminate the Agreement at any time, including immediately, without liability, penalty, or costs to the Province.

A12.3 **Opportunity to Remedy.** If, pursuant to section A12.2(b), the Province provides the Recipient with an opportunity to remedy the Event of Default, the Province will give Notice to the Recipient of:

- (a) the particulars of the Event of Default; and
- (b) the Notice Period.

A12.4 **Recipient not Remediating.** If the Province provides the Recipient with an opportunity to remedy the Event of Default pursuant to section A12.2(b), and:

- (a) the Recipient does not remedy the Event of Default within the Notice Period;
- (b) it becomes apparent to the Province that the Recipient cannot completely remedy the Event of Default within the Notice Period; or
- (c) the Recipient is not proceeding to remedy the Event of Default in a way that is satisfactory to the Province,

the Province may extend the Notice Period, or initiate any one or more of the actions provided for in sections A12.2(a), (c), (d), (e), (f), (g), (h), (i) and (j).

A12.5 When Termination Effective. Termination under Article A12.0 will take effect as provided for in the Notice.

A13.0 FUNDS AT THE END OF A FUNDING YEAR

A13.1 Funds at the End of a Funding Year. Without limiting any rights of the Province under Article A12.0, if, by the end of a Funding Year, the Recipient has not spent all of the Funds allocated for that Funding Year as provided for in the Budget, the Province may take one or both of the following actions:

- (a) demand from the Recipient payment of the unspent Funds;
- (b) adjust the amount of any further instalments of Funds accordingly.

A14.0 FUNDS UPON EXPIRY

A14.1 Funds Upon Expiry. Upon expiry of the Agreement, the Recipient will pay to the Province any Funds remaining in its possession, under its control, or both.

A15.0 DEBT DUE AND PAYMENT

A15.1 Payment of Overpayment. If at any time the Province provides Funds in excess of the amount to which the Recipient is entitled under the Agreement, the Province may:

- (a) deduct an amount equal to the excess Funds from any further instalments of Funds; or
- (b) demand that the Recipient pay to the Province an amount equal to the excess Funds.

A15.2 Debt Due. If, pursuant to the Agreement:

- (a) the Province demands from the Recipient the payment of any Funds, an

amount equal to any Funds or any other amounts owing under the Agreement; or

- (b) the Recipient owes to the Province any Funds, an amount equal to any Funds or any other amounts owing under the Agreement, whether or not the Province has demanded their payment,

such amounts will be deemed to be debts due and owing to the Province by the Recipient, and the Recipient will pay the amounts to the Province immediately, unless the Province directs otherwise.

A15.3 Interest Rate. The Province may charge the Recipient interest on any money owing to the Province by the Recipient under the Agreement at the then current interest rate charged by the Province of Ontario on accounts receivable.

A15.4 Payment of Money to Province. The Recipient will pay any money owing to the Province by cheque payable to the “Ontario Minister of Finance” and delivered to the Province at the address set out in Schedule “B”.

A15.5 Fails to Pay. Without limiting the application of section 43 of the *Financial Administration Act* (Ontario), if the Recipient fails to pay any amount owing under the Agreement, His Majesty the King in right of Ontario may deduct any unpaid amount from any money payable to the Recipient by His Majesty the King in right of Ontario.

A16.0 NOTICE

A16.1 Notice in Writing and Addressed. Notice will be:

- (a) in writing;
- (b) delivered by email, postage-prepaid mail, personal delivery, courier, or fax; and
- (c) addressed to the Province or the Recipient as set out in Schedule “B,” or as either Party later designates to the other by Notice.

A16.2 Notice Given. Notice will be deemed to have been given:

- (a) in the case of postage-prepaid mail, five Business Days after the Notice is mailed; or
- (b) in the case of fax, one Business Day after the Notice is delivered; and
- (c) in the case of email, personal delivery, or courier on the date on which the Notice is delivered.

A16.3 **Postal Disruption.** Despite section A16.2(a), in the event of a postal disruption:

- (a) Notice by postage-prepaid mail will not be deemed to be given; and
- (b) the Party giving Notice will give Notice by email, personal delivery, courier, or fax.

A17.0 **CONSENT BY PROVINCE AND COMPLIANCE BY RECIPIENT**

A17.1 **Consent.** When the Province provides its consent pursuant to the Agreement:

- (a) it will do so by Notice;
- (b) it may attach any terms and conditions to the consent; and
- (c) the Recipient may rely on the consent only if the Recipient complies with any terms and conditions the Province may have attached to the consent.

A18.0 **SEVERABILITY OF PROVISIONS**

A18.1 **Invalidity or Unenforceability of Any Provision.** The invalidity or unenforceability of any provision of the Agreement will not affect the validity or enforceability of any other provision of the Agreement.

A19.0 **WAIVER**

A19.1 **Condonation not a waiver.** Failure or delay by the either Party to exercise any of its rights, powers or remedies under the Agreement will not constitute a waiver of those rights, powers or remedies and the obligations of the Parties with respect to such rights, powers or remedies will continue in full force and effect.

A19.2 **Waiver.** Either Party may waive any of its rights, powers, or remedies under the Agreement by providing Notice to the other Party. A waiver will apply only to the specific rights, powers or remedies identified in the Notice and the Party providing the waiver may attach terms and conditions to the waiver.

A20.0 **INDEPENDENT PARTIES**

A20.1 **Parties Independent.** The Recipient is not an agent, joint venturer, partner, or employee of the Province, and the Recipient will not represent itself in any way that might be taken by a reasonable person to suggest that it is or take any

actions that could establish or imply such a relationship.

A21.0 ASSIGNMENT OF AGREEMENT OR FUNDS

A21.1 **No Assignment.** The Recipient will not, without the prior written consent of the Province, assign any of its rights or obligations under the Agreement.

A21.2 **Agreement Binding.** All rights and obligations contained in the Agreement will extend to and be binding on:

- (a) the Recipient's heirs, executors, administrators, successors, and permitted assigns; and
- (b) the successors to His Majesty the King in right of Ontario.

A22.0 GOVERNING LAW

A22.1 **Governing Law.** The Agreement and the rights, obligations, and relations of the Parties will be governed by and construed in accordance with the laws of the Province of Ontario and the applicable federal laws of Canada. Any actions or proceedings arising in connection with the Agreement will be conducted in the courts of Ontario, which will have exclusive jurisdiction over such proceedings.

A23.0 FURTHER ASSURANCES

A23.1 **Agreement into Effect.** The Recipient will:

- (a) provide such further assurances as the Province may request from time to time with respect to any matter to which the Agreement pertains; and
- (b) do or cause to be done all acts or things necessary to implement and carry into effect the terms and conditions of the Agreement to their full extent.

A24.0 JOINT AND SEVERAL LIABILITY

A24.1 **Joint and Several Liability.** Where the Recipient comprises more than one entity, each entity will be jointly and severally liable to the Province for the fulfillment of the obligations of the Recipient under the Agreement.

A25.0 RIGHTS AND REMEDIES CUMULATIVE

A25.1 **Rights and Remedies Cumulative.** The rights and remedies of the Province under the Agreement are cumulative and are in addition to, and not in substitution for, any of its rights and remedies provided by law or in equity.

A26.0 FAILURE TO COMPLY WITH OTHER AGREEMENTS

A26.1 Other Agreements. If the Recipient:

- (a) has failed to comply with any term, condition, or obligation under any other agreement with His Majesty the King in right of Ontario or one of Her agencies (a “**Failure**”);
- (b) has been provided with notice of such Failure in accordance with the requirements of such other agreement;
- (c) has, if applicable, failed to rectify such Failure in accordance with the requirements of such other agreement; and
- (d) such Failure is continuing,

the Province may suspend the payment of Funds for such period as the Province determines appropriate.

A27.0 SURVIVAL

A27.1 Survival. The following Articles and sections, and all applicable cross-referenced Articles, sections and schedules, will continue in full force and effect for a period of seven years from the date of expiry or termination of the Agreement: Article 1.0, Article 2.0, Article A1.0 and any other applicable definitions, section A2.1(a), sections A4.4, A4.5, A4.6, section A5.2, section A7.1, section A7.2 (to the extent that the Recipient has not provided the Reports or other reports as the Province may have requested and to the satisfaction of the Province), sections A7.3, A7.4, A7.5, A7.6, A7.7, A7.8, Article A8.0, Article A9.0, section A11.2, section A12.1, sections A12.2(d), (e), (f), (g), (h), (i) and (j), Article A13.0, Article A14.0, Article A15.0, Article A16.0, Article A18.0, section A21.2, Article A22.0, Article A24.0, Article A25.0 and Article A27.0.

- END OF GENERAL TERMS AND CONDITIONS -

**SCHEDULE “B”
PROJECT SPECIFIC INFORMATION AND ADDITIONAL PROVISIONS**

Maximum Funds	\$516,000
Expiry Date	June 30, 2025
Amount for the purposes of section A5.2 (Disposal) of Schedule “A”	\$516,000
Insurance	\$ 2,000,000
Contact information for the purposes of Notice to the Province	Position: Director Address: 21 College Street, Suite 301 Toronto, ON, M7A 0C1 Email: Phil.Thompson@ontario.ca
Contact information for the purposes of Notice to the Recipient	Position: Address: Email:
Contact information for the senior financial person in the Recipient organization (e.g., CFO, CAO) – to respond as required to requests from the Province related to the Agreement	Position: Chief of Police Address: 5950 Malden Road Lasalle, ON, N9H1S4 Email: mpearce@lasallepolice.ca

Additional Provisions:

None

**SCHEDULE "C"
PROJECT**

In order to ensure NG9-1-1 readiness, the Recipient will obtain:

1) The following NG9-1-1 technology upgrades:

Multi-media handling and integration including Real Time Text (RTT), console requirements, computer telephony	NICE call logger for geo-diverse and fully redundant backup PSAP
Cybersecurity (including assessments/testing and technical systems to protect the PSAP from a cyber incident)	External penetration test from third party. Software required for NG-911 system security and protection.
Others	Server upgrade to support end point protection (cybersecurity).

2) The following NG9-1-1 project supports:

Project management required to implement NG9-1-1	Project manager hired to oversee and manage this project through all stages. This included salary and benefits.
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3) The following to meet NG9-1-1 infrastructure requirements:

Physical site/facilities upgrades required to support NG9-1-1 technology such as heating, cooling, power, NG9-1-1 system	Split duct unit and dedicated electrical panel to handle increase power demand and heat. New UPS for back up power to prevent equipment fail.
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**SCHEDULE “D”
BUDGET**

The Recipient may spend the Funds on any of the items identified in the description of the Project in Schedule “C” up to, but not exceeding, the maximum amount specified for that item in the table below, unless the Province provides consent by Notice to exceed that amount. Note that the Maximum Funds set out in Schedule “B” (\$516,000) might not be equal to the total of the maximum amounts that may be spent on particular items of the Project. The Recipient must allocate the Funds to the various items in the Project, subject to the limits set out in the table below.

If the Recipient wishes to spend more on an item than the maximum amount specified for that item, the Recipient may, by Notice, request that the Province consent to the Recipient exceeding that amount.

Budget Item	Description	Maximum Amount
NG9-1-1 Technology Upgrades		
Multi-media handling and integration including Real Time Text (RTT), console requirements, computer telephony	NICE call logger for geo-diverse and fully redundant backup PSAP	\$126,000
Cybersecurity (including assessments/testing and technical systems to protect the PSAP from a cyber incident)	External penetration test from third party. Software required for NG-911 system security and protection.	\$75,000
Others	Server upgrade to support end point protection (cybersecurity).	\$125,000
NG9-1-1 Project Support		
Project management required to implement NG9-1-1	Project manager hired to oversee and manage this project through all stages. This included salary and benefits.	\$155,000
NG9-1-1 Infrastructure Requirements		
Physical site/facilities upgrades required to support NG9-1-1 technology such as heating, cooling, power, NG9-1-1 system	Split duct unit and dedicated electrical panel to handle increase power demand and heat. New UPS for back up power to prevent equipment fail.	\$35,000
TOTAL		\$516,000

**SCHEDULE “E”
PAYMENT PLAN**

The Province will provide the Recipient with the Maximum Amount set out in Schedule “B” upon (1) the execution of the Agreement and (2) the receipt of satisfactory proof of insurance in accordance with A.10.2 of the Agreement.

Payment will be made to the Recipient’s financial institution as provided in the Recipients Transfer Payment Ontario registration.

**SCHEDULE “F”
REPORTS**

The Recipient shall provide the Province with one Report accounting in detail, for use of all the Funds towards the Project in accordance with the Budget set out in Schedule “D”, and provide a status update on the Recipient’s project key milestones which was included as part of the Recipients application form. The Report has two sections that are required to be filled out:

Financial Report

The Recipient shall provide a detailed breakdown of expenditures including expected and actual expense amounts, invoices, and receipts for eligible costs that have incurred from the following reporting period:

Reporting period	Report due date
April 1, 2024 – March 31, 2025	June 30, 2025

Project Roadmap Status Report

The Recipient shall provide a status update on the key milestones which include:

- Vendor contract/agreement signed
- Project resources allocated
- Project plan developed
- NG9-1-1 solutions installed
- NG9-1-1 solutions successfully tested
- Onboarding process completed with Bell Canada
- Migrated to the NG9-1-1 network

The Recipient shall provide a status update on the key milestones for the following reporting period:

Reporting period	Report due date
April 1, 2024 – March 31, 2025	June 30, 2025

Report Submission

The Report (Financial Report and Project Roadmap Status Report) is to be submitted using the form that is located within the Transfer Payment Ontario (TPON) system by June 30, 2025. For instructions on how to submit a report in the TPON system, please refer to the TPON Reference Guide [tpon_submitting_a_report.pdf \(gov.on.ca\)](#).

December 01, 2024

Report from Morris Brause
Representing LaSalle Police Services
Board



General

1. I arrived at the Airport Hilton Hotel at 3:00 pm on November 25, 2024, and checked into my room just after 3:00 pm. I met with the President of the OAPSB to chat for a while and then went to dinner at the hotel. I had lunch on the way up from Windsor. I departed Windsor at 9:30 am. Registration and breakfast commenced at 7:00 am on Tuesday, November 26, 2024. The conference was finished, and I was able to depart at 1:30 pm on Wednesday, November 27, 2024, to start the trip back home. I got home around 5:30 pm that day.

Greetings by the Honourable Michael Kerzner, Solicitor General

2. The Solicitor General for Ontario greeted everyone with the theme of his presentation being: Inherit Right to Live Safely in Ontario and Love Your Community. He appreciated that the members of the OASPB have undergone some important leadership training to comply with the new CSPA. He noted that through consultation with our Boards and the Police Chiefs, he recognized that there was a requirement to seriously increase the training of new Police Officers in the province. Through the efforts, he has ensured that an increase of 300 positions over last year will be realized. He also recognized that small police forces need to be handled fairly in the distribution of vacancies on the courses. He took some questions and thanked everyone for their dedicated service to their communities.

OASPB Updates from the Executive Director – Lisa Darling

3. Lisa introduced her staff and mainly focused on the training that has occurred, and the need to prepare for the Rebranding of our organization, based on the CSPA, in the final year of our Strategic Plan that ends in 2025. The new plan will be reviewed in the Spring conference and will cover the plan for 2026-2028.

Growing the OAPSB – Director Lisa Darling

Lisa noted that these areas must be improved as our Associations and Police Services grow:

- a. Improved website technology that is more user friendly.
- b. There is still a need to increase some staffing – working with the government to find some funding along with Association dues.
- c. Continuing to work on partnerships.
- d. Creating a quarterly newsletter.
- e. Develop Zone Committees to review and standardize processes.



Lisa introduced Linda Darling, former Windsor Police Officer, who has been hired to plan and run OASPB leadership training for the Board members. Linda discussed the first three main courses that are being developed that will further develop Board members:

- a. ***Tutorial on effective speaking techniques.*** Most of this course has been developed, but she wanted some volunteers to step forward and review the course and provide some ideas for improvement. ***As I have been involved in public speaking and taught this throughout my career, I volunteered to be one of the members to help review this tutorial. I have also been the President of the Alberta Debate and Speech Association from 1998-2001 for over 100 schools in Alberta.***
- b. ***Understanding Police Culture.*** It is recognized that new members of Boards may have experience working on other Boards or bringing unique experiences from their professional lives. The Police Culture is unique, and this would be valuable for many.
- c. ***Police Governance Course.*** Of the three, this will be the biggest course and will take some time to develop.

Workforce Planning for your Board – Presented by York Regional Police Services Board

4. Their focus was on supporting the Board members with the duties of an inside office that supports the Board. They have a very large police services and currently funded with a full time staff of 4 supporting the Board and they hire 1 student each summer to assist with research and

handling administrative duties. By 2025 they will grow enough that they are going to have positions for 5.5 staff and an additional summer student. ***Our Board of course cannot afford such a large staff, and we do get assistance from our LaSalle town staff. However, some of their concerns are worth noting***



These are the seven major skill sets that they want to develop or improve upon with their Board members:

- a. Improve communication skills both internally, with the Police Services, and the community.
- b. Advocacy and stakeholder engagements.
- c. Research and policy formulation.
- d. Policy Management.
- e. Data Analytics.
- f. Board Training.
- g. Board Operational Support.

What I did not see here was partnerships. The next two pages are dedicated to:

- a. Operational Challenges and the need for workforce planning.
- b. Deloitte's recommendation – the firm they hired to review the concerns and provide some strategic analysis.

CONTEXT

Operational Challenges and the Need for Workforce Planning

Challenges

- Limited Engagement:** Minimal engagement with decision-based activities outside of the meeting process
- Over-reliance on External Support:** Relied on municipal staff, the Chief and the Police Service for information and task completion
- Insufficient Resources:** Lacked sufficient human and financial support to sustain Initiatives
- Inconsistent Practices:** Weak framework and inconsistent business practices, often deferring to municipal practices
- Long To-Do List:** Large volume of tasks without clear delegation or support

Board sought an effective plan to sustain its initiatives, and Deloitte's recommendations offered flexibility in shaping its support structure, while presenting opportunities to build a talent pipeline and enhance market support for Police Service Boards

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Deloitte's Recommendations

The seven skills were *logically clustered* and mapped back to existing and proposed new roles, desired timeframes to fill, and tagged to build, buy, and/or borrow strategies. *Excludes the Executive Director Role*

Timeline	Role	Skills Cluster	Action
Short-term	Board Operations Assistant	<ul style="list-style-type: none"> Facilitation – Onboarding & Training Board Operations Support 	<ul style="list-style-type: none"> Option 1: Build the existing Admin. Assistant's role Option 2: Buy resource from external market
	Policy Analyst	<ul style="list-style-type: none"> Research & Policy Formulation Policy Management Data Analytics 	<ul style="list-style-type: none"> Build capabilities in statistics and data synthesis through learning and development programs/ certifications
	Communications Specialist	<ul style="list-style-type: none"> Communications Advocacy and Stakeholder Engagement 	<ul style="list-style-type: none"> Option 1: Borrow talent from another team to support with communications, advocacy and stakeholder engagement Option 2: Buy a temporary resource from external market
Medium-term	Advisor, Stakeholder Relations	<ul style="list-style-type: none"> Advocacy and Stakeholder Engagement 	<ul style="list-style-type: none"> Buy talent from external market
	Data Analyst (Intern)	<ul style="list-style-type: none"> Data Analytics 	
Long-term	Data Analyst (Full-Time role)	<ul style="list-style-type: none"> Data Analytics 	<ul style="list-style-type: none"> Buy talent from external market <p><i>There is potential to hire the intern on a full-time basis, as they already have experience working for the organization</i></p>

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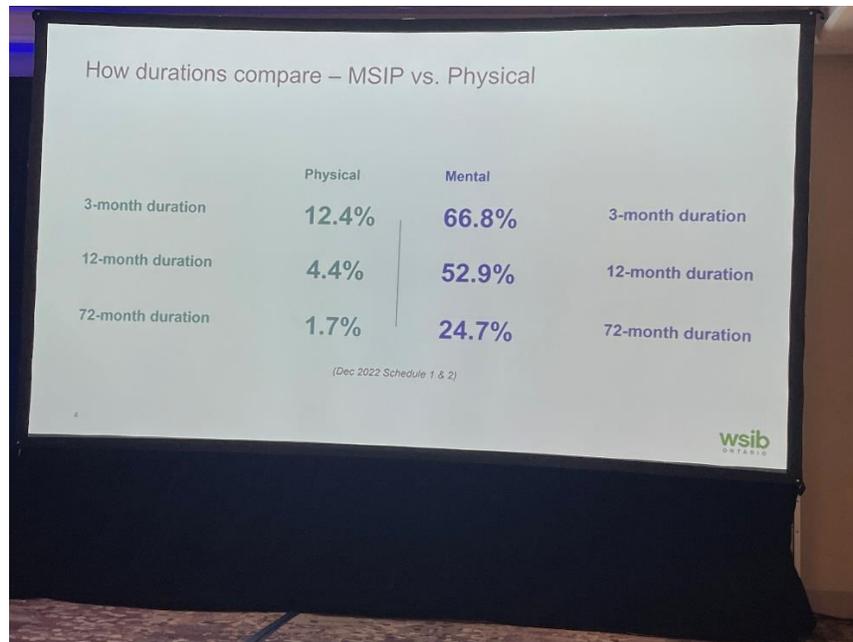
WSIB Panel with Updates on Concerns

5. This panel was moderated by our Director, Lisa Darling. She had two key panel members: Chief of Police for Coburg, Chief Paul VandeGraaf, and Julie Thurlow, Vice

President, Specialized claims and recovery services, from WSIB. There were also some key WSIB members in attendance.

Julie first spoke and noted that following:

- a. A major review has occurred over the last year and there is a need to improve how to manage mental health issues.
- b. Physical injury compared to mental health – PTSD/ depression- and the stats seen below on a slide.



- c. Phase in back to work – see slide above and the reality that it takes longer to reintegrate. ***I spoke to this from my experience with Respect Canada and OSSIS, and stated that is why good education, wellness programs, critical incident debriefs, and the buddy system really helps to get people back in the saddle faster.***
- d. WSIB did state that they need to improve case management and standardize the process throughout the province, including better training for case managers.

Chief Paul VandeGraaf stated the following:

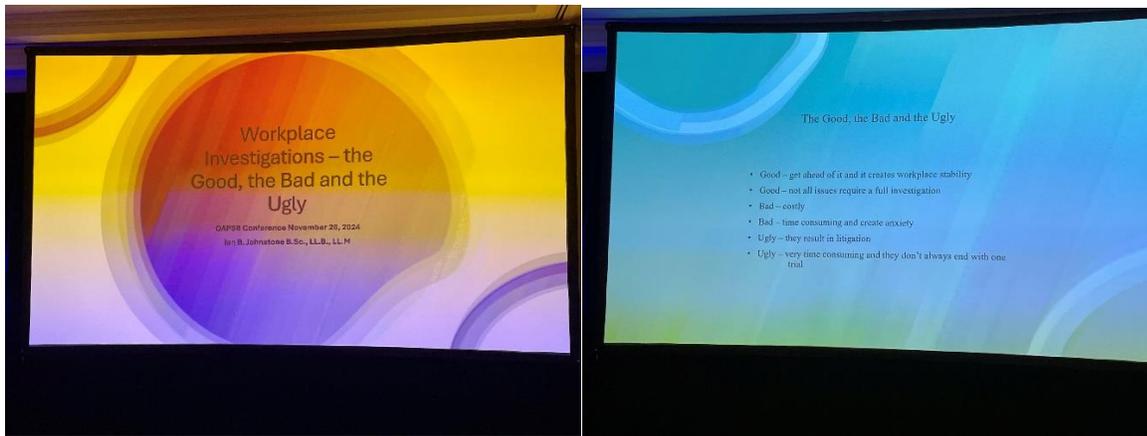
- a. Wellness is important – but so is robustness!
- b. Boards and Police Services need to understand and properly set up reintegration programs at the earliest possible time. Everyone is different, but the longer a person stays away, the less likely they will ever be able to reintegrate back to service.
- c. He acknowledged that WSIB is working on this issue and he has witnessed some great improvements in case management.
- d. Chiefs or their Wellness person/ team should consistently keep the Board updated on their personnel, trends, and how successful their approaches are in supporting our personnel.

- e. The board needs to also consider, at the bargaining table, what is required, how to approach funding and handling of cases, and work on assisting sooner than later; as the stats prove – early intervention and support means a faster return to work.

In 2025 a Working Group will be set up with WSIB to continue to monitor and improve case management not only for our personnel, but also for leadership (Chiefs/ Board).

I also spoke to everyone about the Respect Forum and the networking we do. I noted how far we have come with the London, Chatham-Kent, LaSalle, Windsor, and OPP Police services in SW Ontario. This was well received by Boards that are not connected yet and asked many questions during coffee breaks.

Workplace Investigations – the Good, Bad, and Ugly – sponsored by Johnston and Cowling, LLP



- 6. Some of the key points pointed out to the OASPB members that attended:
 - a. Police Boards are now mandated to monitor how their Police Chief handles discipline.
 - b. Harassment complaint – try to get an early resolution at the lowest possible level.
 - c. Victims do not complain due to many reasons: fear or reprisal, embarrassment, concern about confidentiality – just to name a few.
 - d. Workplace investigation should normally be completed within 90 days with the following recommendations:
 - (1) undertaken promptly
 - (2) be objective
 - (3) maintain confidentiality
 - (4) be thorough
 - e. Investigator cannot be a subordinate.
 - f. Lawyers cannot conduct the investigation – only there for support.
 - g. Unionized employees – check collective agreement for timelines – notify rep.
 - h. Support people can be a friend, relative, or co-worker.

Start an investigation – must finish and publish results- must communicate results!

Occupational Health and Safety Act

- Under section 32.0.7 of the *Occupational Health and Safety Act* (OHSA), an **employer** must ensure that **an investigation appropriate in the circumstances** is conducted into **incidents or complaints** of workplace harassment.

Impact Culture Has On Recruiting and Retention – “Happy People Work – Happy People Stay”

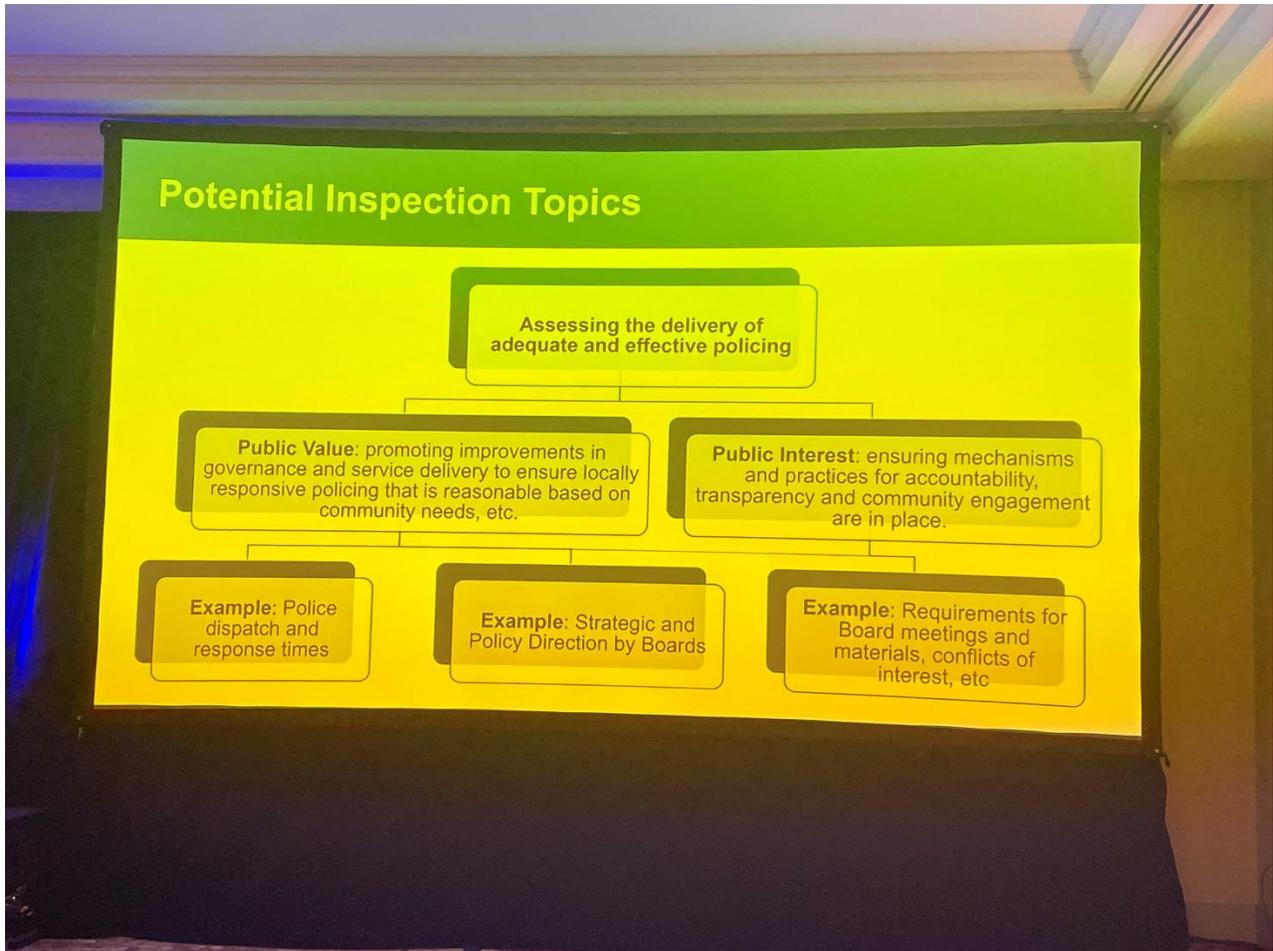
7. This session was moderated by Lisa Darling and Roger Wilkie, President, Ontario Association of Chiefs of Police (OACP). These were some of the key points discussed:
 - a. Culture: The Board needs to work with Association and Leadership and identify the great culture that our Police Services has; or improve the culture to ensure we have it rights for recruiting.
 - b. Effective leadership from the Board and Chief/ Senior Police Officers enhances morale, enhances attraction, enhances retention.
 - c. If the culture is right, the best recruiters are found within your Police Services.
 - d. IT IS A CAREEER – not a job – ONE TO BE PROUD OF!
 - e. Ensure that there are possibilities for promotion of lateral moves to maintain professional development.
 - f. Personal relationships with the Board and Police Services personnel: visit – ride-a-longs; and other initiatives that enhance pride and trust.
 - g. EDI – people centric!
 - h. Try to get Board members to take turns and attend graduation ceremonies!

Shaping Change – The First Six Months of the Inspectorate of Policing

8. Ryan Teschner, Inspector General of Policing, along with some of his colleagues provided an update on what they have been doing to date, and the visits that they are conducting with Police Service Boards.



- Arm's length from Ministry
- No change in their Terms of Reference from Spring Conf
- Noting the major concern in most areas is time to respond to calls
- Initial visits are to meet and discuss implementation of CSPA
- Build strong stakeholder relationships
- Do we have priorities for the future?



They covered the IG Memo and Advisory Bulletins that have been sent out and what is planned for 2025. See the chart below.

IG Memo and Advisory Bulletins

- On August 1, we released **the first IG Memo** and information regarding certain IG duties and authorities. The Memo included five Advisory Bulletins, which represent the **IG's advice pursuant to CSPA s. 102(4)** and offer the IG's general interpretation of various provisions of the CSPA. Topics covered include:
 - How Policing is Delivered (s. 14 and s. 19)
 - Right to Disclose Misconduct (s. 185)
 - Conflicts of Interest Regulation
 - Board Member Code of Conduct
 - Forwarding Complaints to IG (s. 108)
- Future topics for IG memos and Advisory Bulletins will continue to focus on ensuring compliance with the CSPA and Regulations by addressing requirements that are new or different and not currently well understood or applied, based on questions from the sector and/or IOP intelligence through monitoring and engagement at the local level. Potential topics include:
 - Appointments of Police Officers, Special Constables, etc.
 - Annual Board Performance Review of Chief
 - Termination or Attrition to Reduce Service Size
 - Secondary Activities
 - Open and Closed Board Meetings
 - Special Constables

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Day Two:

Get Ahead of Recruitment Marketing

9. Suzanne Christie, CEO, Responder Recruitment provided another presentation on the programs that her companies provide to assist Police Service Boards in marketing and recruiting applicants for the Police Services. Here were some of their key points:

- Make policing in your area a top career choice.
- Reputation is the most important thing when marketing.
- Look at the internal and external environment and market strengths.
- Proper branding and a good website are both critical.
- Show the great benefits and fee structure.
- Set up to attract targeted audiences.

OMERS Update

10. Danielle Harrison and Garry Cubitt are directors with OMERS and provided these key points on OMERS:

- a. Continues to have a very strong investment portfolio.
- b. Positively reacting to the markets.
- c. Averaging 7.7% annually.
- d. No need currently to change benefits.
- e. The government has not completed a review since 2012 – they are prepared to fully comply with a review.

National Study – Prevalence of Mental Health Disorder

11. Dr. Nick Carleton, Professor of Clinical Psychology, University of Regina, and Molly Acton, Research Analyst, Ontario Provincial Police, provided an informative presentation on this subject. Here were some of their observations and the task of a survey that they will be conducting in 2025:

- a. Individuals respond differently – but there is no study that provides a list of critical incidents and how to handle them – thus the need to conduct a survey and get support.
- b. Wellness programs that most Police Services are working on is a giant step in the right direction to helping our personnel.
- c. Need to encourage personnel to come forward, EARLY, with issues and find ways to assist and get them back into operation through an effective re-integration program.
- d. Part of the survey is focused on family support requirements.
- e. As culture changes, so does the response to helping our personnel.
- f. The survey is confidential.
- g. ***I am going to work with this team, when the survey is out, and encourage our personnel across the region of SW Ontario, via Respect Forum, to seriously encourage supporting this survey.***

Collective Bargaining – Labour Trends Around the Province

12. This session was led by King Yee, OAPSB Board Director and supported by Lisa Darling. They handed out a current list of Police Service Boards that were in negotiations to renew contracts in 2024 or commencing in 2025. They went around the room and asked Board representatives to discuss the process and what they were looking at for increases. Here were some of the major comments or ideas that were provided by members:

- a. There is a list of Boards coming due and what their current average salaries are – we have seen this list already provided by our Chief of Police.
- b. There were concerns about any increase in time/ amount for top ups when police service personnel are off on sick leave.
- c. Some are looking at OMERS contributions as part of their bargaining.
- d. Should vacation accrual be considered when on stress or medical leave?

- e. The cost of co-pays on some benefits may be part of the package. Dental was an example that was discussed.
- f. Salary increase – there has tended to be leapfrogging. In other words, one Police Service Board provides a certain percentage, and another one offers a higher percentage – thus creating pressure on the next round of negotiations to match or better the other team.
- g. Some boards admitted that they are giving fairly significant increases to try and catch up to the amount that other similar boards have given or are anticipating giving.
- h. Encouraged that the HR department provide advice.
- i. Comparisons are often made between Police, Fire and Rescue, EMS, etc.
- j. WSIB increases should be part of the package.
- k. Highly encouraged to discuss dollars, not percentages.
- l. I noted, when it came to us, that we are in the process of commencing discussions through our Chair.
- m. Sometimes in negotiations, other factors like training, developing a good culture, COAST, wellness organizations, can also be effective in the bargaining process.
- n. Inflation has affected everyone.

Achieving Better Bargaining Outcomes

13. This was our final presentation during this conference. We had several representatives from different Police Board Services, and the legal advisor Woody McKaig, Senior Partner, Sullivan Mahoney LLP. Here were some key ideas and advice provided by this group:

- a. Attempt to resolve without going to arbitration – arbitration costs more money and does not have a great percentage of wins. Settlements tend to have better outcomes.
- b. You should not focus on the use of pay as an incentive to recruitment and retention: Culture and Marketing are very important and was discussed in earlier sessions.
- c. It would be great to find a method of setting up a system where Police Services Boards could work on a collective approach that may achieve success, provide reasonable packages for our Police Services Personnel; and avoid the leapfrogging.
- d. With joint efforts and more meetings, we could attempt to reach the effectiveness of our Associations that are very well prepared and lobbying successfully at many levels.
- e. Getting data from other Boards is extremely important – yet difficult to get. How can we rectify this problem?
- f. Meet with your Association and discuss that things they are looking for in a new contract.
- g. As mentioned earlier in another presentation, how can HR help?

Summation

14. It was an honour to represent our Board at this Labour Conference. I found it very informative and enjoyed the quality of the speakers and the topics.

Respectfully submitted by: Morris W. Brause, Member of the LaSalle Service Police Board.



LaSalle Police Services Board Public Memorandum

To: LaSalle Police Services Board

From: T. Mailloux, Board Secretary

Date: December 4, 2024

Subject: LaSalle Police Services Board 2024 Correspondence Summary Number 6

Recommendation:

That the memorandum from the Board Secretary dated December 4, 2024 regarding the LaSalle Police Services Board 2024 Correspondence Summary Number 6 be received for information.

Background:

Attached is a summary of emails received from the Ministry of the Solicitor General (MSG) regarding the All Chiefs and Board Memos, email correspondence from the Ontario Association of Police Services Boards (OAPSB), and email correspondence from the Association of Municipalities of Ontario (AMO) for the period from October 9, 2024 through December 4, 2024.

The emails listed in the summary are forwarded to the Board members for their review as they are received by the Board Secretary.

Respectfully submitted,

Tanya Mailloux, Secretary
LaSalle Police Services Board

Attachment

LaSalle Police Services Board 2024 Correspondence Summary #6

All MSG, OAPSB, and AMO emails/correspondence that are emailed to the Board Secretary are forwarded to Board members when received. The memos are placed on the agenda upon a Board member's request.

Date	Reference Number	Subject
October 15, 2024	24-0062	In-Force of Amendments to O. Reg. 347/18 (Exemptions) under the <i>Police Record Checks Reform Act, 2015</i>
October 31, 2024	24-0063	Crime Prevention Week 2024 – Provincial Theme and Approach
November 6, 2024	24-0064	Provincial Pool of Multi-Jurisdictional Major Case Managers
November 7, 2024	24-0065	Ontario Anti-Hate Security and Prevention Grant (2024-25)
November 8, 2024	24-0066	Stolen Valour – <i>Unlawful Use of Military Uniforms or Certificates</i>
November 12, 2024	24-0067	Next Generation 9-1-1 (NG9-1-1) Notification of Transition
November 13, 2024	24-0068	Ontario Regulation 87/24 Amendments
November 14, 2024	24-0069	Auxiliary Program Survey
November 15, 2024	24-0070	Communications Requirements for Community Safety Grant Program Transfer Payment Recipients
November 21, 2024	24-0071	Ontario Closed Circuit Television Grant Program – Call for Applications for Fiscal Year 2024-2025
November 27, 2024	24-0072	Attorney General of Ontario Position on Third-Party Production Motions for Police Records
December 3, 2024	24-0073	Commissions under the Great Seal (King's Commissions) under the <i>Community Safety and Policing Act, 2019</i>



**Windsor & Essex County Crime
Stoppers**
Police Coordinator Report November 1st –
30th, 2024

Overview

Crime Stoppers exists to provide a means for the public to pass along anonymous information that assists in solving crimes, recovering stolen property, seizing illegal drugs, and locating those for whom there is an outstanding warrant of arrest. Locally, the program is operated jointly as Windsor-Essex County Crime Stoppers and has the responsibility to receive and disseminate information to all law enforcement agencies within Essex County.

Program Education and Community Events

- Crime Prevention Week, Devonshire Mall – November 4th
- Amherstburg Parade – November 23rd
- Tabacco and Vaping Enforcement Joint Group – November 27th
- Catholic Central Highschool Presentation– November 27th

AM800

“Crime of the Week” report with AM800 radio recorded every Monday which airs every Tuesday morning and afternoon.

- November 5th– Crime Stoppers Statistical Report
- November 11th– Break & Enter at various Bunk Houses - O.P.P.
- November 12th– Leamington Arson Investigation- O.P.P.
- November 19th– Theft in the 3100 Block of Howard - W.P.S.
- November 26th– Assault in the 700 Block of Crawford- W.P.S.

St. Clair College-Media Plex and Radio CJAM FM 99.1

- Recorded weekly – Crime of the Week to begin in November

CTV News

- Break & Enter at Interior Renovations – O.P.P. to be featured the second week of November

Social Media

- Daily/Weekly Facebook, Twitter and Instagram posts

Crime Stoppers Upcoming Calendar

- January 8th Wednesday Night Pasta Event at Caboto Club
- March 21st Wild Game Dinner at Colasanti's Tropical Garden

This statistical report is reflective of November 1st – 30th, 2024.

Crime Stoppers tip information was distributed to the following agencies during this period.

Windsor Police Service

WPS - Amherstburg Detachment

Ontario Provincial Police

LaSalle Police Service

Ministry of Revenue and Finance

Windsor & Essex County Health Unit- Tobacco Enforcement

CBSA

ROPE

Windsor Police Criminal Intelligence Unit – Cannabis Enforcement

Attached documents include:

Police Coordinators Report

Monthly Statistical Report

Tip Summary Report

This Report was Prepared By:

Constable Lauren Brisco – Windsor Police Service

TOTAL POPULATION REPRESENTED – 398,718 (2019 CENSUS)

POPULATION (CITY) – 217,188

POPULATION (COUNTY) – 126,314

POPULATION (LASALLE) – 33,180

POPULATION (AMHERSTBURG) – 22,036

***SI on Statistical Report is “Since Inception” – 1985*



Windsor - Essex County Crime Stoppers - Statistical Report

Filter Date: November 2024 Run Date: 2024/12/02

Statistic	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Tips Received	131	123	139	167	130	113	112	139	125	110	113	0
Tip Follow-ups	84	96	132	131	145	117	96	72	103	84	54	0
Arrests	11	2	1	14	6	0	21	0	5	7	0	0
Cases Cleared	11	8	1	7	5	0	0	0	6	6	0	0
Charges Laid	23	38	16	34	12	0	0	0	21	49	0	0
Fugitives	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Discipline	0	0	0	0	0	0	0	0	0	0	0	0
# of Rewards Approved	5	7	2	4	3	4	6	0	3	7	0	0
Rewards Approved	\$450	\$1,650	\$950	\$1,200	\$850	\$800	\$1,900	\$0	\$600	\$1,400	\$0	\$0
# of Rewards Paid	1	0	0	1	2	1	1	0	2	2	0	0
Rewards Paid	\$100	\$0	\$0	\$450	\$850	\$200	\$650	\$0	\$200	\$400	\$0	\$0
# of Weapons Recovered	0	1	3	0	0	0	0	0	0	2	0	0
# of Vehicles Recovered	0	3	0	1	0	0	0	0	0	0	0	0
Property Recovered	\$0	\$155,000	\$0	\$8,300	\$0	\$0	\$2,000	\$0	\$0	\$2	\$0	\$0
Cash Recovered	\$0	\$6	\$970	\$7,486	\$0	\$0	\$500	\$0	\$0	\$24,700	\$0	\$0
Drugs Seized	\$145,520	\$100	\$4,625	\$125,245	\$0	\$0	\$365,152	\$0	\$0	\$59,300	\$0	\$0
Total Recovered	\$145,520	\$155,106	\$5,595	\$141,031	\$0	\$0	\$367,652	\$0	\$0	\$84,002	\$0	\$0

Statistic	Q1	Q2	Q3	Q4	YTD	SI
Tips Received	393	410	376	223	1,402	63,109
Tip Follow-ups	312	393	271	138	1,114	22,531
Calls Received	0	0	0	0	0	3,138
Arrests	14	20	26	7	67	7,180
Cases Cleared	20	12	6	6	44	10,492
Charges Laid	77	46	21	49	193	10,590
Fugitives	0	0	0	0	0	625
Administrative Discipline	0	0	0	0	0	3
# of Rewards Approved	14	11	9	7	41	1,935
Rewards Approved	\$3,050	\$2,850	\$2,500	\$1,400	\$9,800	\$1,280,760
# of Rewards Paid	1	4	3	2	10	982
Rewards Paid	\$100	\$1,500	\$850	\$400	\$2,850	\$837,102
# of Weapons Recovered	4	0	0	2	6	560
# of Vehicles Recovered	3	1	0	0	4	38
Property Recovered	\$155,000	\$8,300	\$2,000	\$2	\$165,302	\$13,731,475
Cash Recovered	\$976	\$7,486	\$500	\$24,700	\$33,662	\$641,771
Drugs Seized	\$150,245	\$125,245	\$365,152	\$59,300	\$699,942	\$120,454,034
Total Recovered	\$306,221	\$141,031	\$367,652	\$84,002	\$898,906	\$134,827,280

Windsor - Essex County Crime Stoppers Tip Summary Report

Created Date: 2024/ 11/01 to 2024/ 11/30

Offense Type	Count
Animal Cruelty	3
Arson	0
Assault	2
Attempt Murder	2
Breach of Condition	2
Break and Enter	7
By Law	2
Child Abuse	1
COVID-19	0
Cybercrime	0
Disqualified Driving	1
Drugs	32
Elder Abuse	0
Fraud	6
Highway Traffic Act	5
Hit and Run / Fail to Remain	0
Homicide	3
Human Smuggling	0
Human Trafficking	1
Illegal Cigarettes	1

Immigration	0
Impaired Driver	0
Indecent Act	1
Liquor (sales to minors, sales without licence)	0
Mischief	1
Missing Person	1
Motor Vehicle Collision	0
Possession of Stolen Property	1
Prostitution/Morality	0
Repeat Impaired Driver	0
Robbery	2
Sexual Assault	3
Stolen Vehicle	3
Suspended Driver	0
Suspicious Activity	1
Terrorism	0
Test Tip	0
Theft	11
Threats	1
Warrant	6
Weapons	5
<i>Other</i>	9
<i>Unknown</i>	1
Total	114