



# **LONDON POLICE SERVICES BOARD**

## **Public Agenda**

**LPSB Public Agenda**  
**Thursday November 18, 2021**  
**Web-Ex Virtual Meeting – 2 p.m.**

- |   |                    |
|---|--------------------|
| <b>1. Call Meeting to Order</b>   | Chair              |
| <b>2. Disclosures of Interest</b>   | Chair              |
| <b>3. Introduction of New Business</b>  | Chair              |
| <b>4. Minutes of the October 21, 2021 Public LPSB meeting</b>                       | Chair              |
| <b>5. Proposed Changes to the Police Record Checks Reform Act and Municipal Act</b> | Deputy Chief Betts |
| <b>6. LPS Workload – Officer and Community Impact Update – Memo to Follow</b>       | Chief              |
| <b>7. Anti-Racism Advisory Panel Monthly Update (verbal)</b>                        | Vice Chair         |
| <b>8. Mental Health and Addictions Advisory Panel Monthly Update (verbal)</b>       | Chair              |
| <b>9. Public Correspondence</b>   | Chair              |
| <b>10. Towing Contract (verbal)</b>   | Deputy Chief Betts |
| <b>11. New Business</b>   | Chair              |



# **LONDON POLICE SERVICES BOARD**

## **Public Agenda**

**12. Next LPSB Public Meeting – Thursday December 16, 2021**

Chair

**13. Adjournment**

Chair



## **LONDON POLICE SERVICES BOARD**

### **MINUTES OF THE PUBLIC MEETING**

Thursday October 21, 2021

Commencing at 2:01 p.m.

Virtual Meeting, Webex

---

**PRESENT:** S. Toth, Chair; Board Members J. Sukhera, E. Holder, J. Lang, M. Cassidy and C. Wellenreiter; S. Williams, Chief of Police; T. McIntyre, Deputy Chief of Police, Operations; S. Betts, Deputy Chief of Police, Administration; R. Lovecky, Senior Director; L. Ferrier, Senior Director, Human Resources; J. Graham, Director of Financial Services; Detective Superintendent P. Waight; Superintendent B. Merrylees; Inspectors B. Berg, D. Pratt, P. Bastien, C. Churney, P. Reynolds, D. Price and R. Scrivens; M. Khan, Psychologist; J. Atchison, LPS Researcher/ Planner/ Analyst; G. Schmidt, Business Analyst; K. Leblanc, Corporate Communications Manager; S. Mandich, Media Relations Officer; R. Robson, LPA Executive Director; S. Santos, Executive Assistant; D. Tilley, Ministry of Community, Safety and Correctional Services Zone 6 Advisor; B. Shea, L. Logan and B. Chantler, Western University (2:01 – 2:29 pm); J. Foster, Board Administrator; and members of the media.

**REGRETS:** J. Helmer, Vice Chair; and E. Holder, Member.

---

#### **Chair Toth provided the following updates:**

- This meeting is expected to be posted to YouTube by tomorrow.
- Today is her first meeting as Chair.
- The Board continues to assess the COVID-19 situation and public health recommendations before returning to in-person meetings.
- She shared the Board's gratitude to emergency responders for their efforts at Western's Homecoming/Fake Homecoming September 25<sup>th</sup> and gave a special thank you to LPS Auxiliary members for their contributions to Project Learn and Homecoming/Fake Homecoming, which they do on an entirely volunteer basis.
- The Board met with the new Inspector General of Policing, Devon Clunis, this morning (past-Chief of the Winnipeg Police Service) along with members of his team. The Inspectorate is a critical piece of oversight for police services and boards with the impending Community Safety and Policing Act.

#### **1. Meeting called to order**

#### **2. Disclosures of Interest – None**

### 3. Introduction of New Business

**MOVED BY: C. Wellenreiter**

Seconded by: J. Sukhera

**“That the Board receives during agenda item #12, LPSB Policy #125 - Vaccination Disclosure and Safe Workplace Policy, approved during today’s In Camera meeting.”**

CARRIED

### 4. Presentation - Western Special Constables

Chief Williams said LPS has an excellent, longtime relationship with Western Police. They share a lot of joint training and enjoy a very productive relationship.

Chief Williams introduced Brent Shea, Director - Western Campus Community Police Service and Fire Safety / Emergency Management, and Lynn Logan, Vice-President - Operations & Finance, Western University. Former LPS Superintendent, Bill Chantler was also in attendance as he is moving into the Director position when Mr. Shea retires. They delivered a Powerpoint presentation related to Western Special Constables.

Ms. Logan said thank you on behalf of Western University and President Alan Shepherd, and they appreciate the strong, collaborative relationship. She offered special thanks in relation to LPS’s handling of the unsanctioned party near Western campus last month.

Mr. Shea said he cannot overstate value and strength of the relationship between Western and LPS.

Chair asked about training received by Western Special Constables. Mr. Shea said that the composition of Western’s Special Constables is 60% former LPS member, hence have much the same training as LPS officers. Those who are not former LPS officers are put through an OACP-endorsed program and all Special Constables benefit from coach officers. Special Constables participate in the same Equity, Diversity, Inclusion (EDI) training as LPS members do, as well as a variety of courses through the Canadian Police Knowledge Network and other in-house training at Western, through their legal and other departments.

Chair asked about the complaints process. Mr. Shea said that Western is fortunate to have only one or two complaints per year, which typically are misunderstandings or perception-related. Because Western Special Constables are not engaged in law enforcement activities the same as in public policing, and are not under the Special Investigations Unit (S.I.U.) mandate currently and the likelihood of excessive force complaints is low. Western has other options they use to manage interactions on

campus and any complaints related to excessive force would go to LPS. Under the anticipated Regulations of the new Community Safety and Policing Act (CSPA), the conduct expectations for Special Constables will closely mirror those for Police. Mr. Shea's post-secondary institution Directors group supports the draft CSPA Regulations and they feel their staff should act professionally just like the police.

#### **5. Minutes of the September 16, 2021 Public LPSB meeting**

**MOVED BY: J. Sukhera**

Seconded by: M. Cassidy

**“That the minutes of the September 16, 2021 Public LPSB meeting be adopted as presented.”**

CARRIED

#### **6. Investigation Conducted by the Special Investigations Unit**

Deputy Chief McIntyre reminded the Board that all S.I.U. matters are posted on the S.I.U. website. She said that incidences such as this one are becoming a common occurrence. A 911 call came in, a male was waving a knife. He was placed under arrest, asked to show his hands and refused. There was a risk to the officers and the public. A conductive energy weapon was used to complete a “leg sweep” so that the individual fell to the ground. He complained of a sore hip, which is defined by S.I.U. as a serious injury. No misconduct was found by S.I.U. LPS completed their parallel investigation which also found no misconduct occurred.

**MOVED BY: J. Lang**

Seconded by: J. Sukhera

**“That the Board receives the Special Investigations Unit report for informational purposes as required by the Police Services Act.”**

CARRIED

#### **7. Crime Stoppers and Pursuit Statistics - Third Quarter Statistics**

Various aspects of the statistics and the impact of COVID-19 were discussed. Deputy Chief McIntyre will dig deeper into the questions and respond at a later date.

**MOVED BY: M. Cassidy**

Seconded by: C. Wellenreiter

**“That the Board receives for informational purposes the Crime Stoppers and Pursuit Statistics Third Quarter Report.”**

CARRIED

## **8. Complaints Against Police - Third Quarter Statistics**

Deputy Chief McIntyre said the statistics in this report are fairly consistent. She shared some 5 year trends, including the large jump 2020 to 2021 in local discussions. She believes this increase is largely a COVID-19 impact, due to stress and frustration with the elevation of time for LPS to respond to a call for service. Officers frequently spend the first ten minutes of a call for service de-escalating the caller in relation to the prolonged response time. Deputy Chief McIntyre said there is value in the public calling, as these comments need to be heard. Chair said it is helpful when these reports are as detailed as this one.

**MOVED BY: M. Cassidy**

Seconded by: C. Wellenreiter

**“That the Board receives for informational purposes the Complaints Against Police Statistics Third Quarter Report.”**

CARRIED

## **9. Anti-Racism Advisory Panel Monthly Update**

Chair advised that there are no significant updates to report and the next scheduled meeting is Tuesday October 26<sup>th</sup>.

## **10. Mental Health and Addictions Advisory Panel Monthly Update**

Dr. Sukhera provided an update on the work of the Mental Health and Addictions Advisory Panel. The Panel is currently doing a deeper dive to decide the areas they want to work on. The Panel's next scheduled meeting is November 12<sup>th</sup>.

## **11. LPS Workload – Officer and Community Impact**

Chief Williams provided an update on front line workload, a pressing issue for LPS. The LPS Communications Centre receives more than 100,000 calls annually which staff do a very good job of triaging. Many calls are resolved or diverted by other means than dispatching an officer. LPS is always looking for ways to mitigate officer workload, however police officers have to attend certain calls and the public expects they do so. Just under 50,000 calls have been dispatched to October 1<sup>st</sup> this year, slightly less than the same period last year, however calls are growing significantly in complexity and time spent on resolution. The more time consuming calls involve missing persons, sexual assaults, weapons and other violent crimes. Compared to the same period in 2020, an additional 33,000 hours has been spent this year to complete those calls and investigations, which equates to approximately 16 patrol officers. This speaks to the complexity of calls that come with serving the community and managing the risk that comes with this.

LPS is doing much preventative work already. As one example, the intent of the Community Outreach and Support Team (COAST) is to prevent a number of mental health-related 911 calls from coming in.

There has been a 25% increase in response time to Code 3 calls (non-emergency with no immediate threat to life or personal safety). Response time for Code 3 calls is now measured in days, not hours. There has been a 96% increase in response time to Code 2 calls (not as urgent as code 1, not a crime in progress but something has happened that an officer needs to attend to as soon as possible). From September 2020 to September 2021, the amount of time to respond to a Code 2 call increased by 226%, days not hours. The volume of work is reaching a breaking point in the Chief's view. LPS's response to Code 1 calls, the most urgent, lights and sirens, when someone's life or safety is in jeopardy, a serious crime is in progress, weapons, is good and always has been. LPS responds within minutes however that is because officers drop what they're doing to attend to the emergency.

The phrase "can anyone clear for a Code 1?" from dispatch is well known by all front-line officers. Chief Williams said he was out on patrol last Friday night when this phrase was heard many times and every time, officers dropped what they were doing to respond. There has been a 27% increase in Code 1 calls from 2020 to 2021.

Examples of service delays the Chief shared included:

- Two weeks ago a citizen found a stolen high end bike online for sale. It took LPS seven days to respond.
- A not-in-progress sexual assault for which it takes the victim great courage to pick up the telephone to call police. LPS responded 4 days later. Chief Williams said this is not acceptable.
- Vehicle doing donuts in a residential court, the family confronted the driver. The driver and passenger threatened the family with weapons. Three hours later officers arrived.

In addition to the impact on the community, this level of workload places increased expectations on officers which brings negative impacts including burnout, occupational stress, low morale and sick time. He said these things are real and not just words to toss around.

LPS has spent more than \$400,000 on overtime to date in 2021. Between January and December, 2020, there were 60 occasions in which LPS didn't meet the minimum staffing requirements per the collective agreement. In these situations, LPS could not find officers to work. It is good money and officers are committed to their jobs, however they are tired. Administration wants them healthy and well rested. Chief Williams said we cannot keep asking officers to do more to fill these gaps.

Chief Williams highlighted a positive development amidst the increased workload and service delays – the Member Care and Organizational Wellness Branch. While it is



difficult to measure the success of the branch, the goal is to assist officers suffering from occupational stress, prevention, assist them in staying at work in productive roles. Programs include Peer Support and Reintegration. There are a number of wins being realized with this new Branch.

Through many conversations with members and the London Police Association, Chief Williams said the organization is at a crossroads. To meet these challenges, LPS is seeking additional funding through assessment growth. Administration has already redeployed School Resource Officers from the schools to Patrol and has moved members from other areas to Patrol, however these moves negatively impact other service areas and some of the proactive work the organization is doing to mitigate issues in the community. He said he continues to review the use of resources from other areas and if these trends continue, very difficult decisions will have to be made related to specialty units and projects, which all do very important work also. The capacity to continue these specialty units and projects while continuing to provide baseline service to the community is at risk. He is aware of budget constraints and continues to seek capacity within the current complement, however the community must temper their expectations relative to service levels, timing and the types of calls LPS attends. He said he will consult with the Board as appropriate throughout this process over the coming months.

Councillor Cassidy said LPS is doing a lot in looking for ways to be proactive and preventative, with a lens of data driven policing. She asked if Administration is looking at any creative innovative solutions or does the acute nature of the crisis now mean we cannot continue those innovative programs. Chief Williams responded that the various short-term projects LPS engages in are incredibly effective however they are not sustainable. For example, the recent gun initiative involved a trifecta of mental health, addiction and homelessness. He said such projects could be impacted which means LPS would lose important traction and momentum built through this and similar initiatives.

Councillor Cassidy asked if agencies could be doing some of this upstream work to take some workload away from officers. Chief Williams said that many organizations are doing a lot of things, some of which LPS partners with.

Chief Williams said policing this community is busier than he's ever known it to be. We talk about "lean lean lean", London having the lowest police to population ratio, however he feels this is not always something to brag about. The safety of the community and the wellness and morale of officers are in jeopardy and he suggested that the police to population ratio should be higher.

Mr. Lang said this is a topic we could talk about for hours and hours. We are applying historic methods to deal with issues we've never dealt with before, at least not to this extent. We have an obligation to manage the safety of our city and the health of our staff. He said he will work diligently with his colleagues, however this situation calls



for consideration of going beyond assessment growth dollars. He thanked the Chief for bringing his concerns forward.

Dr. Sukhera spoke about working during the last budget cycle with Administration who took their fiduciary duty very seriously. Administration looked for savings through collaborative work. What's happening in the streets of London is happening all over North America, people are not well and this creates many upstream costs for communities. He said we need additional support from the provincial government, substantive investment in our communities to keep communities safe and address the health and wellbeing of officers and community members. We need positions and people and we must advocate strongly to ensure this punitive effect of municipal downloading doesn't impact police budgeting. He encouraged the Service and Board to be proactive with the next budget funding formulas.

Chair advised that she did a ride along two weeks ago and on that evening the call list was monstrous and she witnessed the dedication of officers to respond to everyone. She said we underestimate the stress of watching the call for service list continually growing and called it a "worst nightmare to do list". These are all people waiting for help from the police which impacts the community and individual officers. The province needs to step up and the Big 12 police boards have together written a letter addressing the inadequacies of provincial funding.

Mr. Lang said he understands the dependency on the provincial government for funding, however we also have the ability to lobby our Municipal Councillors to ensure they are aware of the challenges our officers are facing on a daily basis. He said we have 3 members of Council on our Board and it is imperative they communicate this situation to their Council colleagues. He said the same people complaining about tax increases are complaining about poor response times from our police service. Although it's not a popular view and he is not a proponent of increasing taxes, he is a big proponent of a safe city and a police workforce that feels supported and appreciated. Mr. Lang said that advocating to the province is long run goal and advocating to the City, who also has the ability to allocate funding, is needed immediately. There is nothing more important than a safe community.

Chair asked Chief Williams to keep the Board updated and advise how the Board can support his efforts.

## **12. New Business**

- **Board Vaccination Policy**

The Board approved their COVID-19 Vaccination Disclosure and Safe Workplace Policy #125 at an earlier meeting today. It has been posted in LPSB Policies on the LPS website and on Twitter. Members have until November 4, 2021 to provide their proof of full vaccination to the Board.

13. **Next LPSB and Governance Committee Public Meetings** - Thursday November 18, 2021

14. **Adjournment**

**MOVED BY: C. Wellenreiter**

Seconded by: J. Lang

**“That the Board adjourn the Public meeting.”**

CARRIED

Time Noted: 3:16 pm

---

Susan Toth, Chair  
London Police Services Board  
Approved and signed November 18, 2021



# LONDON POLICE SERVICES BOARD

"Deeds Not Words"

Report #: 21-107

**To:** Chair and Members of the London Police Services Board

**Date:** November 18, 2021

**Subject:** Proposed Amendments to the Police Record Reform Act

## Board Action:

- ☐ Update / Information Purposes Only
- ☐ Seeking Input
- ☒ Seeking Decision
- ☐ Evaluation

## Synopsis:

On October 19, 2021, Correspondence was received indicating that the Minister of the Solicitor General was proposing an amendment to the *Police Record Checks Reform Act, 2015* (PRCRA), in the interest of reducing barriers for volunteers when obtaining certain types of police record checks.

Specifically, the proposed amendments would require police services to conduct and provide the results of Criminal Record Checks (CRCs) and Criminal Record and Judicial Matters Checks (CRJMCs) for volunteers at no charge and provide up to five free copies of the results (if requested at the time of the initial request).

To align with the proposed PRCRA change, amendments to the "Fees and Charges" regulations under the *Municipal Act, 2001* and *City of Toronto Act, 2006* are being proposed. The amendments to the regulations would remove municipal and local board powers to charge fees for the services that the proposed amendments to the PRCRA will make free of charge.

This Report is being submitted for the Board's awareness of the financial implications to the London Police Service, should such amendments come into force.

## Background:

The *Police Record Checks Reform Act, 2015*:

*"applies to persons who require a search to be conducted of the Canadian Police Information Centre databases or another police database maintained by a police service in Canada to determine whether the databases contain entries"*

Report # 21-107

Accessible formats or communication supports will be made available upon request to [lbsb@londonpolice.ca](mailto:lbsb@londonpolice.ca).

*relating to an individual in order to screen the individual, including without limitation,*

*(a) for the purposes of determining his or her suitability for employment, **volunteer work**, a licence, an office, membership in any body or to provide or receive goods or services; or*

*(b) for the purposes of assessing his or her application to an educational institution or program. 2015, c. 30, s. 2 (1).”*

Conducting Criminal Record Checks (CRCs) and Criminal Record and Judicial Matters Checks (CRJMCs) for volunteers is not a core function of policing, and has been undertaken on a cost-recovery basis.

The London Police Service has a fee schedule that sets the fee for police record checks for those seeking to engage in volunteer activities, at \$15. These checks (among others) are performed by Intake Processing Attendants, who, pre-covid, collectively performed 1,000 – 1,200 checks per year, generating between \$15,000 - \$18,000 in gross revenue annually. LPS contract a vendor to facilitate online submissions and returns of completed volunteer screening checks at a cost of approx. \$5,800 - \$9,100 per year.

The Ministry of the Solicitor General has identified that individuals may face financial and/or administrative barriers when required to obtain a police record check to apply for or maintain volunteer opportunities. To reduce barriers for volunteers when obtaining a police record check, the Ministry of the Solicitor General is proposing amendments to the *Police Record Checks Reform Act, 2015 (PRCRA)*. Through the proposed *PRCRA* amendments, police services will be required to conduct and provide the results of Criminal Record Checks (CRCs) and Criminal Record and Judicial Matters Checks (CRJMCs) for volunteers at no charge and provide up to five free copies of the results (if requested at the time of the initial request).

To ensure that municipalities and police boards do not continue to charge for police record checks, consequential amendments to O. Reg 584/06 under the *Municipal Act* and O. Reg 595/06 under the *City of Toronto Act* are proposed. These proposed amendments would remove municipal and local board powers to charge fees for the services that the proposed amendments to the *PRCRA* will make free of charge.

The Office of the Minister of the Solicitor General has indicated that it will receive comments about the proposed amendments until November 21, 2021.

### **Financial Implications**

If the proposed amendments come into force, it will result in loss of revenue in the amount of approx. \$9,000 per year. The implications being that while performing this work free of charge, they are not performing other tasks.

### **Recommendation:**

It is recommended that the Board consider making a submission to the Office of the Minister of the Solicitor General, indicating the impact this will have on the LPS Operating Budget.

SUBMITTED BY: Stuart Betts, Deputy Chief - Administration

Report # 21-107

Accessible formats or communication supports will be made available upon request to [lbsb@londonpolice.ca](mailto:lbsb@londonpolice.ca).



## **MEMORANDUM – 21-58**

**London Police Services Board**

**November, 2021 – Public Correspondence Items**

**TO:** Chair and Members, London Police Services Board

**FROM:** J. Foster, Administrator

**DATE ISSUED:** November 11, 2021

**DATE EFFECTIVE:** November 11, 2021

The following items of Public correspondence are provided for your information:

- Big 12 Boards Letter to OAPSB (Provincial Grant Funding, Community Safety and Policing Act and Mental Health Service Calls), October 19, 2021
- OAPSB Correspondence to Minister Tibollo (Mental Health Service Calls), October 21, 2021
- OAPSB Correspondence to Solicitor General Jones (Provincial Grant Funding and Community Safety and Policing Act), October 22, 2021
- LPSB Email to the Inspectorate of Policing, October 29, 2021



*The Regional Municipality of Peel*  
**POLICE SERVICES BOARD**  
10 PEEL CENTRE DR., BRAMPTON, ON L6T 4B9

TELEPHONE: 905-458-1340  
FACSIMILE: 905-458-7278  
[www.peelpoliceboard.ca](http://www.peelpoliceboard.ca)

October 19, 2021

Mr. Patrick Weaver, Chair  
Ontario Association of Police Services Boards  
180 Simcoe Street  
London, ON N6B 1H9

Dear Mr. Weaver,

I am writing on behalf of the Chairs of the Big 12 Police Service Boards, representing the 12 largest municipal police services in Ontario.

The Big 12 Chairs recently held a meeting on September 17, 2021 hosted by the Peel Police Services Board. To ensure the Ontario Association of Police Services Boards (OAPSB) is represented at these meetings, Bruce Chapman, A/Executive Director for the OAPSB was in attendance. As chair of the meeting, I have been asked to raise with the Ontario Association of Police Services Boards (OAPSB) the top three shared priorities of the Big 12 Boards.

As the primary voice for police governance in Ontario, we, as members of the OAPSB, request that the Association advocate on our behalf to the Government of Ontario on the action items outlined below.

1. *Provincial Grants*

As Boards, our primary role is to ensure the provision of adequate and effective policing within our respective municipalities. As you are aware, salaries and benefits account for about 95% of policing budgets, which presents a difficulty throughout the planning and budgeting processes to support the necessary programs and services. The grant funding provided by the Provincial government assists and alleviates some of the constraints placed on Board budgets.

Currently, there are two grants that are critical to supporting community safety and well-being and enhancing the ability of police services to serve communities effectively.

As you know, the Court Security & Prisoner Transportation Grant is ending in December 2021, and the Community Safety and Policing Grant is set to end in March 2022. The uncertainty of the continuous funding of these two grants poses significant risk for our ability to provide adequate policing should the grants not be renewed. It is crucial that Boards be provided a decision from the Province as to whether these grants will continue.



*The Regional Municipality of Peel*  
**POLICE SERVICES BOARD**  
10 PEEL CENTRE DR., BRAMPTON, ON L6T 4B9

TELEPHONE: 905-458-1340  
FACSIMILE: 905-458-7278  
[www.peelpoliceboard.ca](http://www.peelpoliceboard.ca)

The uncertainty of continuous grant funding will continue to pose challenges in the budgeting process. The Big 12 is proposing that the Province consider a multi-year funding model for all grants and is willing to work with the OAPSB and the Province in developing such a model.

## *2. Community Safety & Policing Act (CSPA)*

We are aware that the *Community Safety & Policing Act (CSPA)* will most likely come to force by Spring 2022. The Big 12 is requesting that the Ministry provide timelines of the Proclamation and enforced date of the *Act*.

There is no doubt that there will be financial impact to both Boards and Police Services to implement the myriad of changes envisioned in the new *Act*. As such, the Big 12 is requesting that the Ministry provide resources to support Boards to become compliant with the new *Act*. We recommend the Ministry work with the OAPSB to ensure such resources are made available to the Boards.

## *3. Mental Health Service Calls*

As Big 12 Chairs, we fully appreciate and understand the need for our police services to respond to community members experiencing mental health crises. The mental health related calls continue to escalate, and we appreciate the need to see change on how individuals in crisis can be best supported. This calls for the Province to develop a strategy that promotes a consistent integrated approach across Ontario which would support the best outcomes for all communities.

The Big 12 Chairs request that the Province consider establishing a working group to look at developing a province-wide person in crisis strategy (which would include mental health calls) to ensure consistency in how these service calls are handled, while allowing for local variation as appropriate. It has been suggested that this could include representation from police services and Boards, as well as partners in mental health and addiction sectors. Certainly, the Big 12 would support the OAPSB in welcoming this approach.





*The Regional Municipality of Peel*  
**POLICE SERVICES BOARD**  
10 PEEL CENTRE DR., BRAMPTON, ON L6T 4B9

TELEPHONE: 905-458-1340  
FACSIMILE: 905-458-7278  
[www.peelpoliceboard.ca](http://www.peelpoliceboard.ca)

On behalf of the Big 12 Chairs, we appreciate the support and action taken by the OAPSB on these important issues.

Sincerely,

Ahmad Attia, Chair  
Regional Municipality of Peel Police Services Board

Copy to:

Bobbie Drew, Chair, Durham Regional Police Services Board  
Jeff Knoll, Chair, Halton Regional Police Services Board  
Mayor Fred Eisenberger, Chair, Hamilton Police Services Board  
Susan Toth, Chair, London Police Services Board  
Bill Steele, Chair, Niagara Regional Police Services Board  
Diana Deans, Chair, Ottawa Police Services Board  
Lisa Poratto-Mason, Chair, Sudbury Police Services Board  
Jim Hart, Chair, Toronto Police Services Board  
Karen Redman, Chair, Waterloo Regional Police Services Board  
Mayor Drew Dilkens, Chair, Windsor Police Services Board  
Mayor Maurizio Bevilacqua, Chair, York Regional Police Services Board

B. Chapman, A/Executive Director, Ontario Association of Police Boards  
Bill Clancy, Executive Director, Durham Regional Police Services Board  
Fred Kaustinen, CGO, Halton Regional Police Services Board  
Kirsten Stevenson, Board Administrator, Hamilton Police Services Board  
Jennifer Foster, Board Administrator, London Police Services Board  
Deb Reid, Executive Director, Niagara Regional Police Services Board  
Krista Ferraro, Executive Director, Ottawa Police Services Board  
Robert Serpe, Executive Director, Regional Municipality of Peel Police Services Board  
Ryan Teschner, Executive Director, Toronto Police Services Board  
Jill Eggleton, Executive Assistant, Waterloo Regional Police Services Board  
Sarah Sabihuddin, Administrative Director, Windsor Police Services Board  
Mafalda Avellino, Executive Director, York Regional Police Services Board



180 Simcoe St, London, ON N6B 1H9

Tel. 1-800-831-7727

October 21, 2021

The Honourable Michael A. Tibollo  
Associate Minister of Mental Health and Addictions, Ontario  
5100 Rutherford Rd Unit 3, Woodbridge, ON L4H 2J2  
[Michael.Tibollo@ontario.ca](mailto:Michael.Tibollo@ontario.ca)

**Mental Health Service Calls**

Dear Honourable Minister Tibollo,

The physical, mental, and emotional health of police officers and their civilian team-mates is critical to a safe and healthy society. We applaud the Police Association of Ontario (PAO) and the Ontario Provincial Police Association (OPPA) emphasis on mental health among police employees, and access to mental health services.

We also applaud the Ontario Chiefs of Police (OACP) support on mental health among police employees and concerns that existing mental health services may not be as effective as they could/should be in facilitating employees' full recovery.

We implore all relevant police sector stakeholders to work together to improve the support systems and processes associated to mental health support for police officers and civilian support as suggested by the Ontario Association Chiefs of Police (OACP) And we look forward to being a partner in the process.

On another related matter, the mental health related calls received by police continue to escalate, and we appreciate the need to see change on how individuals in crisis can be best supported. This calls for the province to develop a strategy that promotes a consistent integrated approach across Ontario which would support the best outcomes, adequate resources and supports needed to be put in place to effect change in communities.

The OAPSB with support of the Big 12 Police Service Boards request that the Province consider establishing a working group to look at developing a province-wide persons in crisis strategy (which would include mental health crisis calls) to ensure consistency in how these service calls are handled, while allowing for local variation as appropriate.

As calls for service within the mental health framework continues to rise within our communities it is critical that the Province convene or establish a collaboration table of Police, and Health care professionals to provide viable solutions to ensuring safe communities and to ensure those who need help are supported at the earliest opportunity. This should cut down costs and police resources and provide help for our vulnerable communities. OAPSB would be pleased to participate to advance work in this area.

Your truly,

Patrick Weaver  
Chair

Bruce Chapman  
Interim Executive Director

cc. Board of Directors, OAPSB



The Honourable Sylvia Jones, Solicitor General  
George Drew Building  
18th Floor  
25 Grosvenor St.  
Toronto, ON M7A 1Y6

October 22, 2021

Dear Honourable Sylvia Jones,

As the primary voice for police governance and the employer of police service personnel throughout the province, we endorse the recent request of the Ontario Association of Chiefs of Police (OACP) to the Government of Ontario in relation to the provincial grants outlined below. We also wish to bring to your attention the request from our membership to provide resources to support police service boards throughout the province to become compliant with the new Act. This was a high priority of the Big 12 Police Service Boards identified during their recent meeting.

#### **Provincial Grant Funding**

The primary role of police service boards is to ensure the provision of adequate and effective policing within our respective municipalities. As you are aware, salaries and benefits account for over 90% of policing budgets, which has always proven difficult to manage throughout the planning and budgeting process. The grant funding provided by the provincial government assists and alleviates some of the constraints placed on board budgets.

Currently, there are two grants that are critical to supporting community safety and well-being and enhancing the ability of police services to serve communities effectively. These are the Community Safety and Policing Grant (CSPG) and the Court Security and Prisoner Transportation Program Grant (CSPTG), including both local and provincial streams of funding. As you know, the Court Security & Prisoner Transportation is to end in December 2021, and the Community Safety and Policing Grant is set to end in March 2022. This grant funding has become critical to community safety and ensuring our police budgets have been set and funding set aside to ensure safe communities and proper Policing within our communities and the OAPSB urges the government to ensure the funding continues past the dates indicated.

Over the past several months, many of our police services and police personnel whose responsibilities include working with these two programs have and continue to express concern regarding the short-term and long-term fiscal viability of the programs. We are looking for your government's commitment to maintaining and even enhancing these programs to support the dedicated work of our police personnel in their communities. OAPSB is committed to working with your ministry to ensure the province's grants programs continue to support our police personnel and our communities across Ontario.

#### ***Community Safety & Policing Act (CSPA)***

We are aware that the *Community Safety & Policing Act (CSPA)* will most likely come to force by Spring 2022. OAPSB members are requesting that the Ministry provide timelines of the proclamation and enforced date of the Act.

There is no doubt that there will be financial impact to both boards and police services to implement the myriad changes envisioned in the new Act. As such, The OAPSB as the provincial voice of all Police Service Boards throughout the province requests that the Ministry provide resources to support Boards to become compliant with the new Act. The Big 12 back the recommendation and request that the Ministry work with the OAPSB to ensure such resources are made available to the Boards.



**Ontario Association Police Services Boards:**

**MISSION:** To equip Police Service Boards to govern effectively by providing advocacy, expertise, and training.

**VISION:** That all police boards are fully trained and high performing in accordance with the legislation.

Your truly,

A handwritten signature in black ink, appearing to read 'P. Weaver'.

Patrick Weaver  
Chair

A handwritten signature in black ink, appearing to read 'B. Chapman'.

Bruce Chapman  
Interim Executive Director

cc: ADM Richard Stubbings , SOLGEN, ADM Debbie Conrad, SOLGEN, David Garland, SOLGEN, Mr. Mario Di Tommaso, Deputy Solicitor General, Community Safety, OAPSB Board of Directors, Gary Conn, OACP, Creed Atkinson, SOLGEN

**From:** [Jennifer Foster](#) on behalf of [London Police Services Board](#)  
**To:** ["Devon.clunis@ontario.ca"](#); [Weatherill, Kenneth \(SOLGEN\)](#); ["Michelle.Lloyd@ontario.ca"](#); [Lock, Jennifer \(SOLGEN\)](#); [Ricketts, Nadine \(SOLGEN\)](#); ["karina.pronska@ontario.ca"](#); ["Kourtalis, Lisa \(SOLGEN\)"](#)  
**Cc:** [Susan Toth](#); ["Jesse Helmer London Police Account"](#)  
**Subject:** Thank You  
**Date:** Friday, October 29, 2021 1:17:52 PM

---

Dear Inspector General Clunis and Team,

As I prepare the minutes of your virtual visit to London a week ago yesterday, I want to thank you on behalf of the Board for the wonderful dialogue and promise of enhanced collaboration, as we work with you, London Police Service, our community, and other police oversight organizations to advance the future of policing in London and throughout the province. These are challenging times in policing across our province and beyond, however we feel they are also very exciting and opportunity-filled times. It was terrific to meet and learn a bit about all of you and to see how aligned we are in our goals.

Thank you for meeting with us, and please reach out when we can assist with any of your initiatives. We look forward to the next occasion to meet, hopefully in person.  
Stay well!

*J*

Jennifer Foster | Administrator, London Police Services Board | 601 Dundas Street, P.O. Box #3415, London, On N6A 4K9 | [lbsb@londonpolice.ca](mailto:lbsb@londonpolice.ca) | (519) 661-5646 (office) (226) 448-1651 (mobile) | [@ldnpoliceboard](#)