



REGIONAL MUNICIPALITY OF NIAGARA

POLICE SERVICE BOARD

PUBLIC MINUTES

Thursday, January 23, 2025

Niagara Regional Police Service - Headquarters
Community Room 1st Floor, 5700 Valley Way, Niagara Falls

PSB MEMBERS:

P. Chiocchio, Chair
N. Kapisavanhu, Vice Chair
K. Gibson, Board Member
J. Lawson, Board Member
T. McKendrick, Board Member
B. Steele, Board Member

W. McKaig, Board Solicitor
D. Reid, Executive Director
D. Cichocki, Executive Assistant

REGRETS:

L. Ip, Board Member

NRPS MEMBERS:

Chief B. Fordy
Deputy Chief L. Greco, Support Services
Deputy Chief T. Waselovich, Operational Services
A/Deputy Chief M. Lagrotteria, Community Services
C. Gauley, General Counsel
A. Askoul, Director of Information Technology
L. Blood, Director of Human Resources
L. Rullo, Director of Finance and Asset Management
Superintendent D. Forbes, Emergency Service
Superintendent P. Koscinski, Executive Services
Superintendent D. Masotti, Emergency Investigative Services
Superintendent S. Staniforth, Operational Support
Inspector N. Dave, Executive Officer to Chief of Police
Inspector R. LaPlante, 1 District
Inspector J. Nesbit, Duty Office
D/Sergeant N. Abbott, Executive Officer to D/C Operational Services
D/Sergeant R. Aceti, Executive Officer to D/C Support Services
Sergeant J. Bootsma, CORE Unit
Constable K. McLaren, CORE Unit
H. Perez, Corporate Analyst
R. Audeh, Corporate Strategy and Innovation Manager
S. Sabourin, Corporate Communications Manager
M. Asher, Executive Assistant to the Chief

1. CALL TO ORDER

The Public Meeting of the Niagara Police Service Board commenced at 9:35 am.

2. LAND ACKNOWLEDGEMENT STATEMENT

The Board began its meeting by acknowledging that the Niagara Region is situated on treaty land. This land is steeped in the rich history of the First Nations such as the Hatiwendaronk, the Haudenosaunee, and the Anishinaabe, including the Mississauga's of the Credit First Nation. There are many First Nations, Métis, and Inuit people from across Turtle Island that live and work in Niagara today. The Regional Municipality of Niagara Police Service Board stands with all Indigenous people, past and present, in promoting the wise stewardship of the lands on which we live.

3. DECLARATIONS OF CONFLICT/PECUNIARY INTEREST

There were no declarations of conflict or pecuniary interest.

4. ADOPTION OF MINUTES

4.1 Minutes of the Public Board Meeting held Thursday, December 19, 2024

Moved by: K. Gibson
Seconded by: J. Lawson

That the Minutes of the Public Board Meeting held Thursday, December 19, 2024 be adopted as circulated.

Carried

4.2 Minutes of the Special Public Board Meeting held Thursday, January 9, 2025

Moved by: N. Kapisavanhu
Seconded by: J. Lawson

That the Minutes of the Special Public Board Meeting held Thursday, January 9, 2025 be adopted as circulated.

Carried

5. REPORTS FROM BOARD CHAIR

CAPG Winter Governance Summit - The Canadian Association of Police Governance hosted a Police Governance Summit from January 6-7 in Ottawa. The theme of the summit was "Strategic Leadership: From Costing to Culture – Building Your Police Governance Knowledge in a Changing Society." The Summit featured several keynote speakers including the Inspector General of Policing, and subject matter experts from the Durham, Halton, and Ottawa Police Services as well as the UK Police Foundation. Sessions covered Strategic Planning for IT, Adequate and Effective Policing, C.O.R.E. (Community Outreach, Response and Engagement), Lessons Learned from Police Austerity Measures and Service Delivery in the UK. The Summit also included group workshops and networking opportunities. Chair Chiocchio, Vice Chair Kapisavanhu, Members Gibson and Lawson and Executive Director Reid attended the Summit.

CAPG Executive Director/Chair Quarterly Meeting - On January 14, the Canadian Association of Police Governance hosted its quarterly meeting for Police Service Board Executive Directors and Board Chairs. These quarterly meetings are designed to facilitate discussions about common issues related to police service boards, commissions, and advisory boards; and to provide a forum where participants can share ideas about best practice approaches. Chair Chiocchio and Executive Director Reid attended the event, which was held virtually.

CAPG Webinar Sessions - The Canadian Association of Police Governance hosts monthly webinars as part of their educational strategy to keep Police Boards and Police Executives across Canada apprised of issues currently affecting the policing community. A webinar titled "Case Control Study of Police Resignations in London, Ontario," was held on January 21. An upcoming

webinar is scheduled for January 29 at 1:00 pm titled “Staffing Levels and Response Times: Considering American-based Research when Canadian Police Service Boards are Assessing Police Service Budget Proposals and Strategic Planning”. Recorded copies of all webinars are sent to Board Members for their viewing.

Retirement Celebration - The Niagara Parks Police hosted a retirement celebration for Inspector Chris Gallagher on January 21 in Niagara Falls. Member Lawson attended the celebration on behalf of the Board.

NRPS Recruit Graduation Ceremony - The Service will be holding a Recruit Graduation ceremony on January 23, from 5 pm – 7 pm, in the Community Room at Police Headquarters. The ceremony will recognize four (4) new recruits and two (2) currently serving police officers who are joining the Niagara Regional Police Service, and one (1) Niagara Parks Police Special Constable. Chair Chiocchio, Vice Chair Kapisavanhu, Member Lawson and Executive Director Reid will be attending the ceremony.

NRPA Recognition Levee - President Pat McGilly - On January 24, the Niagara Region Police Association will be hosting a Recognition Levee at Ravine Vineyard in St. David’s from 5 pm – 9 pm. Chair Chiocchio, Members Lawson, Gibson, McKendrick, Steele and Board Solicitor McKaig will be attending the levee.

PAO Employment Conference - The Police Association of Ontario (PAO) is holding its annual Employment Conference on February 25-26 at the Toronto Airport Marriott Hotel. The conference is a premier event for representatives of police associations and employers to come together and tackle the most pressing issues currently impacting police workplaces. Discussions will focus on a variety of topics including, the Community Safety and Police Act; collective bargaining developments, best practices, and challenges; the implications of Ontario’s new statutory framework, and police disciplinary and human rights decisions. Chair Chiocchio, Vice Chair Kapisavanhu, Member Lawson, Executive Director Reid and Board Solicitor McKaig will be attending the conference.

Police Foundation – Program Launch - The Board and Service are proud to announce the establishment of the Niagara Regional Police Foundation. This is a new initiative designed to raise funds that will support crime prevention and community programs that enhance public safety and provide citizens, community organizations and corporations with the opportunity to contribute through donations or sponsorships to advance the Foundation’s mission and objectives. The Board has developed the selection process for the inaugural Board of Directors. A media release is being issued today with further details about the Foundation and the application process. Individuals interested in applying for a position on the inaugural Board are invited to apply through the Police Service website at www.niagarapolice.ca

6. REPORTS FROM THE CHIEF OF POLICE

Chief Fordy congratulated Pat Chiocchio on his new position as Board Chair and Nyarayi Kapisavanhu on her second term as Board Vice Chair. Also, on behalf of the Service, he extended thanks to Member Jen Lawson for her recent tenure as Board Chair.

Community Safety:

The year 2024 ended with a record high number of homicides in Niagara at 15.

As a result of the Service’s proactive staffing measures that were in place for New Years Eve, there were no incidents of concern for the crowds that gathered in Niagara Falls.

As a result of the Board and Region’s support during the 2025 budget process, leadership has been attending platoon and unit briefings to share information with members with respect to the Service’s organizational structure and to hear members’ thoughts on other ways the Service can improve.

Through the holiday season, the NRPS engaged in several RIDE programs led by the Traffic Enforcement Unit with a visible deterrence and proactive measures to keep Niagara’s roads safe.

In late December, the Service had a series of vandalism incidents in Niagara on the Lake involving damage to parked cars. Officers from 1 and 2 District were able to make an arrest as a result of excellent collaborative police work. Significant feedback was received from the community and Niagara on the Lake's Lord Mayor.

On October 28, the Service implemented new software for police records checks, which has resulted with a 51% decrease in the overall queue of applications waiting to be processed. The turnaround time has also decreased from 12 weeks to approximately seven (7) weeks. The Service anticipates continued improvement as it transitions from the old system to the new one by May 1, to which it is anticipated that beginning in early summer, with full implementation of the new system, the turnaround for the majority of applications will be less than two (2) weeks.

On January 28, members of the leadership team received a presentation on Authentic Leadership by Dr. Natalie Laidler Kylander of Harvard University. The information focused on how personality dimensions can help leverage strengths while developing Authentic Leadership. This was an opportunity to encourage continued learning, growth and improvement in all our roles of the police service.

Community Engagement:

January 1, 2025 - The Service attended a Lighting of the Menorah event at Chabad Niagara Synagogue in Niagara on the Lake to celebrate the holidays with the Jewish community.

January 5, 2025 - The Equity, Diversity and Inclusion (EDI) Unit attended Brock University for their New International Student Welcome Event; allowing students from other countries where policing has many different forms to witness the NRPS in a positive and helpful light.

January 8, 2025 - The recruit class who recently finished their time at Ontario Police College (OPC) went on a NRPS Diverse and Indigenous Communities Tour. While in St. Catharines, they visited the Salem Chapel, also known as the Harriet Tubman Church, the Congregation B'nai Israel Synagogue and YMCA Employment and Immigration Services. They also visited the Peace Mosque in Niagara Falls and the Fort Erie Native Friendship Centre. These tours are part of the Service's ongoing training of all new recruits in gaining an appreciation and understanding of the many faiths and cultures within Niagara.

January 9 & 10, 2025 - The Equity, Diversity and Inclusion (EDI) Unit attended Niagara College and Niagara University for their Student Services Fairs.

January 13, 2025 – The Service met with St Catharines Mayor Mat Siscoe to discuss properties of concern in the City.

January 15, 2025 – The Equity, Diversity and Inclusion (EDI) Unit attended Sacre-Coeur Elementary School in Welland and presented to Grade 7 and 8 students on racism, hate crimes, and policing in Niagara.

January 16, 2025 - The Equity, Diversity and Inclusion (EDI) Unit and NRPS Indigenous Liaison Officers met with the Region of Niagara EDI Unit and Indigenous Relations Team to discuss current training strategies and upcoming opportunities for collaboration and partnership.

January 18, 2025 - The Equity, Diversity and Inclusion (EDI) Unit attended the Fort Erie Multicultural Centre to speak with the Adult ESL students and staff about the work of the Unit, as well as recognizing and reporting hate crimes.

January 21, 2025 – The Service met with Betty Lou Souter of Community Care in support of this agency that continues to do great work in assisting those in need in the community with food, clothing and access to shelter services. While there, the Service presented a cheque for \$10,000 that was raised through the NRPS Holiday Hero Campaign which included a student colouring contest and the winning submissions being illustrated on the Service's holiday cards.

January 21, 2025 – The Service attended the Niagara Region as part of the Community Safety and Well Being Plan to discuss effective and compassionate best practices in dealing with this complex issue that affects so many individuals.

Member Wellness:

The Member Wellness Committee has offered members and their families the opportunity to participate in an 8-week challenge involving healthy eating guides, recipes and physical activity options aimed at improving member health and wellness, and that of their families.

Chief Fordy conveyed well wishes to an officer that was seriously injured on January 18 during a domestic disturbance incident. The response across the membership was incredible in regard to how officers responded to the scene and provided life saving measures to the injured officer, and to the ongoing support that continues to be shown to the officer and his family from both uniform and civilian members. Chief Fordy also commended officers on how they dealt with the accused and are now handling the investigation. He further acknowledged the Board and thanked them for the support shown to the affected officer and for their ongoing support to members Service wide on so many various occasions.

At the end of last year, on December 20, the Service hosted Solicitor General Michael Kerzner at the Rainbow Bridge and Peace Bridge to see first hand the operational processes that are implemented at those border crossings. This included secondary truck inspections (Peace Bridge), detection technology, viewing current equipment including drones and boats and meeting officers and staff responsible for these areas. Members of the NRPS, RCMP, OPP, CBSA and the NPP participated in a joint show of law enforcement efforts in border security and collaboration at the municipal, provincial and federal levels. This attendance by Solicitor General Kerzner was an opportunity to show the Service's level of commitment along the borders and their geographical position as a major law enforcement presence. It also presented an opportunity to discuss the prospect of the Service's eligibility to receive additional resources to enhance security along the border areas of Niagara Region.

The Service recently announced its Hybrid Work Program to all members. After an extensive process, key details of the program included positions identified as suitable for remote work; voluntary participation and a formal application required; details of how remote work takes place including equipment and appropriate work areas at home and supervisors' responsibility and oversight for those in the program. The hybrid work program aims to provide greater flexibility for eligible civilian employees by allowing remote work in positions where feasible and approved members can begin remote work starting February 1. In closing, Chief Fordy did stress that ensuring service delivery and community safety remains the top priority of the Niagara Regional Police Service.

Chair Response to Chief's Comments on NRPS Officer Seriously Injured

On behalf of the Board, Chair Chiochio expressed gratitude for the professionalism and compassion demonstrated by the Chief and Deputies, Senior Officers, and all Service Members - both uniformed and civilian, who have supported the officer during this difficult time. The Board's thoughts are with the officer, his family, and everyone in the Service affected by this serious incident. The Board offered its heartfelt prayers for healing and recovery, both physically and mentally, for everyone involved.

7. PRESENTATIONS

7.1 Use of Body Worn Cameras by Law Enforcement Agencies Update

Presentation and Service report dated January 13, 2025 providing the Board with a report for consideration of the implementation and deployment of Body Worn Cameras (BWC).

Moved by: T. McKendrick
Seconded by: B. Steele

That the Niagara Regional Police Service Board approve the recommendations as set out in the report for consideration of the implementation and deployment of Body-Worn Cameras (BWC) in 2026.

Carried

8. CONSENT AGENDA

8.1 Inspectorate of Policing - Inspector General Memorandum No. 2 - Changes to the CSPA, 2019 and Revised Advisory Bulletin 1.1

Inspector General of Policing Memorandum dated January 15, 2024 from Ryan Teschner, Inspector General of Policing of Ontario, providing Revised Advisory Bulletin 1.1: How Policing is Delivered in Ontario and Associated Compliance Requirements, to which amendments were made to section 19 of the Community Safety and Policing Act, 2019, upon Royal Assent of the Safer Streets, Stronger Communities Act, 2024 received December 4, 2024.

8.2 Quarterly Report - Brock University Campus Safety Services Special Constables - October 1 to December 31, 2024

Report dated January 7, 2025 from Scott Johnstone, Acting Vice President, Administration, Brock University, providing a quarterly report about complaints, use of force, discipline and arrests associated to officers designated as Special Constables and employed with Brock University Campus Safety Services.

8.3 Quarterly Report - Administration of the Public Complaints System - October 1 to December 31, 2024

Service report dated December 31, 2024 submitted in accordance with the quarterly reporting requirements set out in Board By-law 434-2024.

8.4 Quarterly Report - Authorized Strength as at January 2, 2025

Service report dated January 3, 2025 providing a summary of the actual versus the authorized strength by rank/salary band of the uniform and civilian complement of the Niagara Regional Police Service.

8.5 Quarterly Report - Overtime Activities Incurred by the NRPS - July 1 to September 30, 2024

Service report dated December 30, 2024 providing the Board with a five-year uniform and civilian quarterly and year-to-date overtime trend analysis.

8.6 Annual Report - Police Service Board Activities - January 1 to December 31, 2024

Report dated January 13, 2025 from Deb Reid, Executive Director, Niagara Police Service Board, providing the Board with an annual report on Board activities for the year 2024.

8.7 Annual Report - Disclosure of Secondary Employment - January 1 to December 31, 2024

Service report dated December 19, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 433-2024.

8.8 Annual Report - Promotion of Service Members - January 1 to December 31, 2024

Service report dated December 31, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 519-2024.

8.9 Indirect Allocation Budget - Regional Corporate Charges and Debt Costs

Service report dated December 24, 2024 providing details of the indirect allocation and debt costs allocated to the Service's 2025 budget in the total amount of \$18,267,382.00, representing a 9.0% decrease over the 2024 budget.

Moved by: T. McKendrick
Seconded by: N. Kapisavanhu

That the information be received.

Carried

9. NEW BUSINESS

9.1 Request to Prepare Service Level Agreements for PSB-RMON Shared Services

Service report dated December 12, 2024 requesting the Board direct the Chief to prepare Service Level Agreements (SLAs) between the Board and the Region for the shared services charged back to the NRPS and that these SLAs address any inherent risks associated with contracted shared services and establish the responsibilities and requirements of the Board and the Region; and consider other potential shared services where common needs are identified.

Moved by: J. Lawson
Seconded by: T. McKendrick

That the Niagara Police Service Board direct the Chief of Police to prepare Service Level Agreements (SLAs) with the Niagara Region for shared resources charged to the Board through indirect allocations;

And further, that all final agreements be submitted to the Board for approval.

Carried

9.2 Enterprise Storage Expansion - Technical Crimes

Service report dated January 13, 2025 requesting Board approval of the single source purchase of the storage expansion for the Technical Crimes Unit to Dell Technologies in the amount of \$189,818.02, net of HST rebates, with funding available in the 2024 Enterprise Storage capital budget.

Moved by: B. Steele
Seconded by: K. Gibson

That the Niagara Police Service Board approve the single source purchase of storage expansion equipment for the Technical Crimes Unit to Dell Technologies in the amount of \$189,818.02, net of HST rebates, with funding available in the 2024 Enterprise Storage capital budget.

Carried

9.3 Replacement of Patrol Vehicles - Grimsby Ford

Service report dated January 13, 2025 requesting Board approval of the purchase award for 15 replacement patrol vehicles to Grimsby Ford in the amount of \$836,365.00 including HST, under the Police Cooperative Purchasing Group (PCPG), with funding available in the 2025 Capital Budget Vehicle Replacement Project.

Moved by: N. Kapisavanhu
Seconded by: J. Lawson

That the Niagara Police Service Board award the purchase contract to Grimsby Ford, to purchase 15 replacement patrol vehicles for \$836,365.00 CAD, including HST, under the Police Cooperative Purchasing Group, with funding available in the 2025 Capital Budget Vehicle Replacement Project.

Carried

9.4 Approval for Public Donation - NRPS Canine Unit

Service report dated December 24, 2024 requesting the Board approve a donation from the estate of Irene May Gladwell to the NRPS Canine Unit. This will be the second donation from said estate in which the funds will be used to enhance the safety and security of Niagara citizens while in keeping with the approval criteria set out in Article 9 of Board By-Law 424-2024 Solicitation and Acceptance of Public Donations, Sponsorships or Private Sector Funding Arrangements.

Moved by: T. McKendrick
Seconded by: B. Steele

That the Niagara Police Service Board approve a public donation from the estate of Irene May Gladwell in the amount of \$142,500.00 to the Niagara Regional Police Service's Canine Unit.

Carried

9.5 Special Fund Request - Gillian's Place

Correspondence dated January 14, 2025 from Deb Reid, Executive Director, Niagara Police Service Board, providing a letter received from Graeme Dargavel, Director of Development & Communications, Gillian's Place, requesting the Board consider sponsorship of the Breakfast to End Gender-Based Violence event being held March 25, 2025 at Club Roma. (*Previous donations: 2015 - \$500; 2024 - \$2,000*)

Moved by: J. Lawson
Seconded by: T. McKendrick

That the Niagara Police Service Board approve a donation in the amount of \$1,000.00 from the Special Fund to Gillian's Place for their "Breakfast to End Gender-Based Violence" event.

Carried

9.6 Special Fund Request - International Hockey Tournament - NRPS Women's Team

Service report dated December 4, 2024 requesting the Board approve a donation to help offset expenses incurred by the NRPS Women's Hockey Team while participating in the 2025 International Police Hockey Tournament being held in Durham Region, Ontario, from February 27-28, 2025. (*Previous donations: 2006-2019 - \$500; 2020 - \$700; 2022 - \$500; 2023-2024 - \$1,500*)

Moved by: B. Steele
Seconded by: K. Gibson

That the Niagara Police Service Board approve a Special Fund donation in the amount of \$1,500.00 in support of the NRPS Women's Hockey Team at the 2025 International Police Hockey Tournament.

Carried

9.7 Special Fund Request - International Hockey Tournament - NRPS Men's Recreational 'D' Team

Service report dated December 5, 2024 requesting the Board approve a donation to help offset expenses incurred by the NRPS Men's Recreational 'D' Hockey Team while participating in the 2025 International Police Hockey Tournament being held in Durham Region, Ontario, from February 27-28, 2025. (*Previous donations: 2006-2019 - \$500; 2020 - \$700; 2022 - \$500; 2023-2024 - \$1,500*)

Moved by: J. Lawson
Seconded by: N. Kapisavanhu

That the Niagara Police Service Board approve a Special Fund donation in the amount of \$1,500.00 in support of the NRPS Men's Recreational 'D' Hockey Team at the 2025 International Police Hockey Tournament.

Carried

9.8 Special Fund Request - Coldest Night of the Year Fundraising Walk

Service report dated January 14, 2025 requesting the Board approve a donation for sponsorship of the NRPS team members participating in the Coldest Night of the Year Fundraising Walk being held February 22, 2025 to raise money for the Start Me UP Niagara and Project Share charitable organizations. (*This is a first-time donation request.*)

Moved by: J. Lawson
Seconded by: T. McKendrick

That the Niagara Police Service Board approve a Special Fund donation in the amount of \$2,000.00 as sponsorship for the NRPS members participating in the Coldest Night of the Year Fundraising Walk to raise funds for Start Me Up Niagara and Project Share.

Carried

9.9 Police Service Board - 2025 Committee Representation

Report dated January 15, 2025 from Deb Reid, Executive Director, Niagara Police Service Board, requesting the Board confirm the mandate and membership of Board Committees for 2025.

Moved by: K. Gibson
Seconded by: B. Steele

That the Board approve the Committee mandate as outlined in the report and confirm its Committee membership for 2025.

Carried

10. OTHER NEW BUSINESS

There was no other new business or items discussed.

11. IN CAMERA REPORTS

11.1 Special Investigations Unit – Case Number 23-OCD-166 – Incident of May 3, 2023

Service report dated November 20, 2024 advising that the SIU concluded their investigation in this matter and found no grounds for criminal charges against the subject officials, and also advising that in compliance with S.32 of Ontario Regulation 268/10 made under the Police Services Act, the Service completed its review and investigation into this matter and concluded that there are no identified policy/service/officer conduct issues.

11.2 Special Investigations Unit – Case Number 24-OCI-135 - Incident of August 6, 2023

Service report dated November 20, 2024 advising that the SIU concluded their investigation in this matter and found no grounds for criminal charges against the subject official, and also advising that in compliance with S.32 of Ontario Regulation 268/10 made under the Police Services Act, the Service completed its review and investigation into this matter and concluded that there are no identified policy/service/officer conduct issues.

11.3 Special Investigations Unit – Case Number 24-OCI-229 – Incident of May 31, 2024

Service report dated November 20, 2024 advising that the SIU concluded their investigation in this matter and found no grounds for criminal charges against the subject official, and also advising that in compliance with S.32 of Ontario Regulation 268/10 made under the Police Services Act, the Service completed its review and investigation into this matter and concluded that there are no identified policy/service/officer conduct issues.

Moved by: N. Kapisavanhu

Seconded by: B. Steele

That, in accordance with Board direction, the above noted in camera reports be made available to the public.

Carried

12. MOTION FOR CLOSED SESSION

Moved by: T. McKendrick

Seconded by: J. Lawson

That the Board move into Closed Session for consideration of confidential matters pursuant to Section 44 of the Community Safety and Policing Act, namely for subject-matter related to potential litigation, human resources matters, information supplied in confidence by the Ministry of the Solicitor General and from vendors for contract awards, as well as legal matters that are subject to solicitor-client privilege.

Carried

13. ADJOURNMENT

The Public Meeting adjourned at 10:54 am.

Pat Chiochio, Chair

Deb Reid, Executive Director