



REGIONAL MUNICIPALITY OF NIAGARA
POLICE SERVICE BOARD
PUBLIC MINUTES

Thursday, November 27, 2025
Niagara Regional Police Service - Headquarters
Community Room 1st Floor, 5700 Valley Way, Niagara Falls

1. CALL TO ORDER

The Meeting of the Niagara Police Service Board commenced at 9:30 am.

2. ROLL CALL

PSB MEMBERS:

P. Chiocchio, Chair
N. Kapisavanhu, Vice Chair
K. Gibson, Board Member
L. Ip, Board Member
T. McKendrick, Board Member

D. Reid, Executive Director

REGRETS:

B. Steele, Board Member

NRPS MEMBERS:

Chief B. Fordy
Deputy Chief L. Greco, Support Services
Deputy Chief M. Lagrotteria, Community Services
Deputy Chief T. Waselovich, Operational 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
A/Superintendent R. LaPlante, Community Services
A/Superintendent E. Ellwood, Operational Services
Inspector L. Hughes, Executive Officer to Chief of Police
Inspector M. Tripp, Major Crime, Investigative Services
Staff Sergeant D. Santo, Investigative Services
D/Sergeant N. Abbott, Executive Officer to D/C Operational Services
D/Sergeant R. Aceti, Executive Officer to D/C Support Services
H. Perez, Corporate Analyst
R. Audeh, Corporate Strategy and Innovation Manager
S. Sabourin, Corporate Communications Manager
M. Asher, Manager, Office of Chief of Police

OTHERS:

Chair Mike Kirkopoulos, Niagara Police Foundation Board of Directors
Vice Chair K. Simpson, Niagara Police Foundation Board of Directors

3. 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.

4. DECLARATIONS OF CONFLICT/PECUNIARY INTEREST BY MEMBERS

Member McKendrick declared a conflict of interest for Item 9.8 - Annual Report on Police Response to Persons in Crisis, Mental Illness and Neurodevelopmental Disability; as the Mobile Crisis Rapid Response Team (MCRRT) and Crisis Outreach and Support Team (COAST) programs are supported by her employer, CMHA Niagara.

5. ADOPTION OF MINUTES OF PREVIOUS MEETINGS

5.1 Minutes of the Public Board Meeting held Thursday, October 23, 2025

Moved by: K. Gibson
Seconded by: L. Ip

That the Minutes of the Public Board Meeting held Thursday, October 23, 2025 be adopted as circulated.

Carried

6. VERBAL REPORTS FROM BOARD CHAIR

NRPS Recruit Swearing In Ceremony - On October 30, the Board joined Chief Fordy and Service members at Police Headquarters for a Swearing-in Ceremony for 15 new recruit members of the Niagara Regional Police Service and 3 currently serving police officers. Chair Chiocchio, Vice Chair Kapisavanhu, Members Gibson and McKendrick and Director Reid were in attendance.

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. Webinars were held on October 31, November 6 and 10 for discussions on recruiting a Chief of Police, ways to improve the public's understanding of policing and police use and policies of facial recognition technology. Recorded copies of all webinars are sent to Board Members for their viewing.

Tree of Hope Lighting Ceremony - Missing and Murdered Indigenous Women, Girls, And Two-Spirit People - On November 16, the Service held its first "Tree of Hope" Lighting Ceremony at Police Headquarters. Service and community members gathered at this cultural ceremony to raise awareness for missing or murdered Indigenous persons and Two-Spirit (MMIWG2S) individuals. Chair Chiocchio and Member McKendrick attended the ceremony on behalf of the Board.

Presentation to Grimsby Council - On November 17, Chair Chiocchio joined Chief Fordy at Grimsby's Town Council meeting for a presentation about NRPS policing programs, calls for service, emerging issues, speed and traffic enforcement in Grimsby, and the Service's ongoing efforts in crime prevention and community engagement. Members of Grimsby Town Council had the opportunity to ask questions and address any community safety concerns.

OAPSB Zone 4 Meeting - On November 19, Chair Chiocchio and Director Reid attended the Ontario Association of Police Service Boards Zone 4 Meeting. Zone 4 is comprised of 14 Police Service Boards and meets quarterly to discuss matters related to police governance. At the meeting, there was a presentation about police use of Artificial Intelligence (AI) and the importance of Board governance and Service procedures to develop oversight functions for AI. As part of the NRPS Cyber Security Strategic Plan, the Board will be working with the Service to align future policies and procedures governing the use of AI technologies.

Human Trafficking Information Session - On November 25, the Service held a Human Trafficking Community Information Session at Police Headquarters. Members of the NRPS Human Traffic Unit hosted the session to provide the public with a better understanding on how to identify human trafficking red flags and warning signs, what steps to take when suspecting a victim or survivor of human trafficking and the options and supports available for human trafficking victims and survivors. Member McKendrick attended the session on behalf of the Board.

OAPSB Labour Conference - On November 25 and 26, the Ontario Association of Police Service Boards hosted their 2025 Annual Labour Conference at the Hilton Toronto Airport Hotel in Mississauga. The conference focused on policing, governance and innovation, featuring networking opportunities and expert-led sessions. Chair Chiocchio, Member Gibson, Director Reid and Board Solicitor McKaig attended the conference, joined by Deputy Chief Waselovich.

Upcoming Police Service Board Meetings - There are no Committee Meetings scheduled for December. The next regular monthly Board meeting is scheduled for Thursday, December 18, 2025 at 9:30 am in the Community Room at Police Headquarters.

7. **VERBAL REPORTS FROM THE CHIEF OF POLICE**

Community Safety:

NRPS CORE Unit officers continue to work diligently in the community and have continued their initiative known as 3P (Past Point of Purchase). This initiative is a collaborative approach with store loss prevention officers. In a recent one-month period this initiative resulted in 20 people being arrested and over \$2,700 worth of stolen merchandise being recovered.

October 29, 2025 – Police responded to a weapons call in Port Colborne. As evolving information was learned, the resources deployed included uniform officers, the Emergency Task Unit, K9 and Corporate Communications. A “hold and secure” communication was released. The incident lasted over eight hours. At the conclusion of the incident, a male was located and arrested for second degree murder. This incident exemplifies the work of officers on the frontline and support units, their partnerships and cohesiveness, and the Service’s ability to work together with the community who assisted in the safety as this event unfolded.

November 2 – 8, 2025 - Crime Prevention Week, with the important theme of “Working Together for Safer Communities.” Throughout the week the Service provided content on all its communication platforms on crime prevention, reducing victimization, and how residents can contribute to an overall safer community.

November 11 & 12, 2025 - The G7 Foreign Ministers Meeting was held in Niagara on the Lake and was well-organized from a safety perspective with the collaboration of local, provincial and national law enforcement.

Community Engagement:

Members have once again begun volunteering in the Out of the Cold program - a Knox Presbyterian Church program that distributes food to those in need. Every holiday season, members volunteer their time to this great community cause. Chief Fordy acknowledged Diana James, Sean Harder of Quartermasters and Sergeant Robin Bleich for arranging delivery of donated socks and neck warmers to the program and he expressed thanks to the Board for their continued support of the program through the Special Fund.

October 28, 2025 – Members attended Welland City Council for a presentation and dialogue. Deputy Chief Lagrotteria highlighted the Service’s efforts in addressing community safety and well-being.

October 30, 2025 – Members attended the Niagara Economic Summit joining the region’s business, government, and non-profit leaders in a forum to discuss and learn how Niagara can adapt and thrive in an era of global change.

October 30, 2025 – Deputy Chief Lagrotteria, Superintendent Parrent and Inspector LaPlante attended the NOTL Emergency Services Open House, along with Lord Mayor Zaleppa, Niagara EMS, Niagara-on-the-Lake Fire & Emergency Services, and the OPP to deliver a presentation

highlighting service priorities and current initiatives. Following the presentations, emergency participants took part in a Q&A panel to engage with the audience.

October 30, 2025 – The Service hosted a Recruit Graduation at Police Headquarters where police and Board members welcomed 15 new recruits and 3 currently serving police officers to the NRPS team.

November 1, 2025 - The Association of Black Law Enforcers (ABLE) Scholarship and Awards Gala was held in Toronto. Deputy Chiefs Greco and Lagrotteria attended with Service members as they helped celebrate and recognize achievements at the 33rd annual gala.

November 3, 2025 – Members received a presentation at the Chief of Police Inclusion Council meeting from Deanna Delia, Chief Operations Officer at the YMCA of Niagara to learn about the ongoing work being done to continue and strengthen this partnership and work together with members of the Council.

November 3, 2025 - Deputy Chief Lagrotteria attended and welcomed 100 attendees to the Sexual Assault Investigators Association of Ontario (SAIAO) Conference held in Niagara Falls.

November 5, 2025 – The Service hosted Take Your Kids To Work Day with 42 attendees for this incredible day. The day included a visit to the police cell block, tours by our Emergency Task Unit, Training Unit, Forensics and Communications and presentation by the NRPS CORE, ICE and Recruiting Units.

November 5, 2025 - Members of the EDI Unit attended the University of Niagara Falls to speak with international students about fraud, scams, and hate crimes and to answer questions.

November 7, 2025 – Members attended the Annual Penner Home Hardware “BraveHearts” Gala for the Kristen French Child Advocacy Centre. The event raises funds that supports child and youth victims of abuse. Appreciation was expressed to the Board for its support provided through the Special Fund.

November 11, 2025 – Members, including those from senior leadership, attended various locations in the Niagara Region, including the Legions to pay tribute and honour to those that made the ultimate sacrifice.

November 13, 2025 – Eight members attended the Ontario Women in Law Enforcement (OWLE) Fall Training Day. The theme was “Empowered Essence,” and focused on strengthening leadership, fostering professional growth, and celebrating the contributions of women in policing across Ontario.

November 13, 2025 – Members attended the Toronto Police Service Chief’s gala, supporting Chief Demkiw and his contributions and leadership to the community and victim’s services.

November 13, 2025 - Members of the EDI Unit were at the St. John Adult Learning Centre (Niagara Catholic District School Board) to present to three groups of ESL students about tenant’s rights, fraud & scams and hate crimes.

November 15, 2025 – NRPS pipe band, honour guard and members participated in the Niagara Falls Santa Clause parade.

November 15, 2025 – Members attended the Serving with Pride Gala in Cambridge.

November 16, 2025 – The Service held the Tree of Hope Ceremony at Police Headquarters. This recognition shines a light on the national crisis of missing and murdered Indigenous women, girls, two-spirit and gender-diverse people. Members of the Indigenous community led the event which was organized by NRPS Indigenous Liaison officer Mitch Dumont, supported by many including Staff Sergeant Jeff Bootsma and Deputy Chief Lagrotteria.

November 17, 2025 – The Service presented at Grimsby Council. Staff Sergeant Dylan Bourgeois provided information on the pressures and good work being done in 8 District Grimsby under his command.

November 17 – 23, 2025 – Members lent hands at the annual Tim Horton’s Holiday Smile Cookies campaign. This worthy cause supports local charities and community groups.

November 18, 2025 – Members attended the YMCA in Grimsby for their 2025 Stronger Together Community Impact Report and Awards Ceremony.

November 18, 2025 - Deputy Chief Waselovich attended the swearing in ceremony for Justice of the Peace Brian Andrew Cooper at the Welland Courthouse.

November 20, 2025 – Members attended Chief Bellaire’s Retirement Celebration in Windsor.

November 20, 2025 - EDI Unit members attended the Drag Race Viewing Party at the Niagara Falls Exchange, hosted by Pride Niagara.

November 22, 2025 – Members attended the Merry Chili Holiday Cook Off between the NRPS and Welland Fire at Welland City Hall. This event was held in conjunction with the City’s Santa Claus Parade and Tree Lighting Ceremony.

November 24, 2025 – Inspector Sarah Rose and members attended the Thorold Town and Gown Meeting.

November 24, 2025 – Members attended Niagara Region Headquarters for their Flag Raising and the beginning of 16 Days of Activism Against Gender Based Violence with many of their partners including Gillian's Place, the YMCA, Victim Services and members of Niagara’s Indigenous community.

November 25, 2025 – Members attended the Community Safety and Well Being meeting, joined by Board Member McKendrick. Discussions included the current status of the Community Safety and Well Being Plan.

November 25, 2025 – Members of the Human Trafficking Unit delivered a community presentation geared toward youth, parents, and community members who wanted to learn about Human Trafficking and the effects it has in the community; red flag signals and what to do to support survivors.

November 26, 2025 - Superintendent Jay Nesbit attended the OACP CEO Day.

Member Wellness:

November 28, 2025 - Soccer tournament at Players Paradise Sports Complex in Stoney Creek. This event is organized by the Service’s Benevolent Fund members and colleagues of the Hamilton Police Benevolent Fund. These compassionate and dedicated members raise funds to support members in difficult times by assisting with varying needs.

8. PRESENTATIONS AND/OR DEPUTATIONS

8.1 Niagara Regional Police Foundation

Presentation on the Niagara Regional Police Foundation's establishment, purpose, accomplishments and next step strategies along with an 18-Month Board Policy Work Plan. The Foundation's Board of Directors Chair Mike Kirkopoulos and Vice Chair Karen Simpson will be in attendance to present to the Board.

Moved by: N. Kapisavanhu

Seconded by: L. Ip

That the presentation be received.

Carried

8.2 Special Investigative Services

Presentation on the Special Investigative Services of the Niagara Regional Police specific to providing support, information and enforcement on organized criminal activity throughout Niagara Region.

Moved by: L. Ip
Seconded by: K. Gibson

That the presentation be received.

Carried

9. CONSENT AGENDA

9.1 RMON - Update on Tow Rotation List Responsibility

Correspondence dated November 5, 2025 from Ann-Marie Norio, Regional Clerk, RMON, providing an update on the matter regarding the police tow rotation list as considered by Regional Council at its meeting held on October 23, 2025, and including Regional reports CL-C 62-2025 - Update on Tow Rotation List Responsibility and CSC-C 20-2025 - Tow Rotation List Update.

9.2 Neighbourhood Watch in Niagara - Request to Reinvigorate Program

Service report dated November 6, 2025 providing a status update on a request made at the Board's June 26, 2025 public meeting regarding the establishment of a community/neighbourhood watch program in Niagara, which at the direction of the Board was referred to the Region and the Chief of Police for further consideration.

9.3 Quarterly Report - Public Pending Items - July 1 to October 31, 2025

Memo dated October 31, 2025 from Deb Reid, Executive Director, Niagara Police Service Board, providing a quarterly report on the outstanding Service matters that are pending the Board's consideration.

9.4 Quarterly Report - Administration of the Public Complaints System Regarding Conduct of Police Officers - July 1 to September 30, 2025

Service report dated October 29, 2025 submitted in accordance with the quarterly reporting requirements set out in Board By-law 434-2024.

9.5 Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service - July 1 - September 30, 2025

Service report dated November 3, 2025 providing the Board with a five-year uniform and civilian quarterly and year-to-date overtime trend analysis.

9.6 Quarterly Report - Special Fund Activity - July 1 to September 30, 2025

Service report dated October 31, 2025 submitted in accordance with the quarterly reporting requirements set out in Board By-law 403-2024.

9.7 Annual Report - Contractual Documents with Police Services and Other Organizations - January 1 to December 31, 2024

Service report dated November 17, 2025 submitted in accordance with the annual reporting requirements set out in Board By-law 421-2024.

9.8 Annual Report - Police Response to Persons in Crisis, Mental Illness and Neurodevelopmental Disability - January 1 to December 31, 2024

Service report dated November 12, 2025 submitted in accordance with the annual reporting requirements set out in Board By-law 456-2024.

Moved by: L. Ip
Seconded by: N. Kapisavanhu

That the information be received.

Carried

10. NEW BUSINESS

10.1 Microsoft Enterprise Agreement Renewal

Service report dated November 5, 2025 requesting the Board approve renewing the single source Microsoft Enterprise Agreement to maintain Microsoft products to the latest versions and ensure access to the most stable, supported, and secure versions of the software, including support and engineering services.

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

That the Board approve renewal of the 2026-2028 Microsoft Enterprise Agreement on a single-source basis to Microsoft, for a 3-year term at a total value of \$3,607,190.31, including HST, net of rebates.

Carried

10.2 Special Fund Requests - November 2025

Service report dated November 5, 2025 requesting the Board approve the following Special Fund requests:

1. Light the Way Gala - \$1,000; and
2. Shopping with Cops - \$4,000.

Moved by: K. Gibson
Seconded by: L. Ip

That the Board authorize the Special Fund donations as outlined in the report and approve payment in the requested amounts.

Carried

11. OTHER BUSINESS

There was no other business raised or discussed.

12. MOTION FOR CLOSED SESSION MEETING(S)

The Closed Session reports and recommendations are considered under the authority of the Community Safety and Policing Act (CSPA) and Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) in accordance with the following authorities:

CSPA, Section 44(2)(a);
CSPA, Section 44(2)(b);
CSPA, Section 44(2)(d);
CSPA, Section 44(2)(e);
CSPA, Section 44(2)(h);
CSPA, Section 44(2)(k) and MFIPPA, Section 8.

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

That the Board move into Closed Session for consideration of confidential matters pursuant to Section 44(2) of the Community Safety and Policing Act (CSPA), namely to consider reports and recommendations about the security of the property of the Board, personal matters about an identifiable individual, human resources and labour relations matters, subject-matter related to litigation or potential litigation, information supplied in confidence by the Ministry of the Solicitor General, as well as legal matters that are subject to solicitor-client privilege.

Carried

13. REPORTS FROM CLOSED SESSION

13.1 Cultural and Bias Awareness Training & Probationary Performance Evaluation

At its October 23, 2025 closed meeting, the Board discussed its commitment to diversity, equity and inclusion and requested further information to ensure that cultural and bias awareness are reflected in both member training and probationary constable performance evaluation framework. *(No background documentation is attached.)*

The following motion was passed:

"That the Board request that the Chief of Police provide a public report at the December 18 meeting, outlining the cultural and bias awareness training provided to Service Members, including the current demographics of the Service, both sworn and civilian;

And further, that the Chief of Police develop a standardized probationary performance evaluation framework incorporating measurable, bias-mitigated criteria. Carried."

Moved by: L. Ip

Seconded by: K. Gibson

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

Carried

14. ADJOURNMENT

The Board reconvened in public session at 11:09 am and the meeting adjourned at 11:13 am.

Moved by: L. Ip

Seconded by: N. Kapisavanhu

That the Niagara Police Service Board meeting be adjourned.

Carried

Pat Chiochio, Chair

Deb Reid, Executive Director