

**REGIONAL MUNICIPALITY OF NIAGARA**  
**POLICE SERVICES BOARD**  
**PUBLIC MINUTES**



Thursday, March 28, 2024  
Niagara Regional Police Service - Headquarters  
Community Room 1st Floor, 5700 Valley Way, Niagara Falls

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**PSB MEMBERS:**

J. Lawson, Chair  
N. Kapisavanhu, Vice Chair  
P. Chiocchio, Board Member  
K. Gibson, Board Member  
L. Ip, Board Member  
T. McKendrick, Board Member  
  
W. McKaig, Board Solicitor  
D. Reid, Executive Director  
D. Cichocki, Executive Assistant

**NRPS MEMBERS:**

Chief B. Fordy  
Deputy Chief L. Greco, Support Services  
Deputy Chief T. Waselovich, Operational Services  
C. Gauley, General Counsel  
Superintendent D. Forbes, Operational Support  
Superintendent M. Lagrotteria, District Operations  
Superintendent D. Masotti, Emergency Investigative Services  
Superintendent S. Staniforth, Executive Services  
A. Askoul, Director of Information Technology  
Inspector N. Davè, Executive Officer to Chief of Police  
Inspector P. Kosciński, Professional Development  
Staff Sergeant K. McGregor, Career Development  
Staff Sergeant J. Miller, Special Victims Unit  
Detective Sergeant R. Aceti, Central Fraud Unit  
Detective Sergeant M. Ryan, Executive Officer to D/C Support Services  
Detective Sergeant T. Ryan, Human Trafficking Unit  
Sergeant H. Rangi, Equity Diversity, Inclusion (EDI) Unit  
Detective Constable D. Picken, Human Trafficking Unit  
Constable G. Mohammad, 8 District, Uniform Patrol, 8 District  
R. Audeh, Corporate Strategy and Innovation Manager  
T. Roome, Manager, Public Safety Radio System  
S. Sabourin, Corporate Communications Manager  
M. Asher, Executive Assistant to the Chief  
K. Paniagua, Equity, Diversity Specialist, Equity Diversity, Inclusion (EDI) Unit

**1. CALL TO ORDER**

The Public Meeting of the Niagara Police Services Board commenced at 9:30 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 Hattiwendaronk, 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 Services 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, February 22, 2024

Moved by: P. Chiocchio  
Seconded by: L. Ip

**That the Minutes of the Public Board Meeting held Thursday, February 22, 2024 be adopted as circulated.**

**Carried**

## 5. REPORTS FROM BOARD CHAIR

**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. Board members attended a webinar on March 1 entitled the "Role of Board and Policing Culture - The Disconnect Between the Police and the Public". A webinar entitled "Gaslighting in the Workplace: The Harmful Impact of Psychological Manipulation Confirmation" is scheduled for March 28th at 12:00 pm. Recorded copies of these webinars will be sent to the Board for their viewing.

**OAPSB Training Session** - On March 4, Chair Lawson attended a training session along with Members Gibson, McKendrick and Executive Director Reid. The session was entitled "Transitioning to the CSPA for Municipal Police Services Boards" and was offered through the Ontario Association of Police Services Boards as part of their ongoing learning and information sessions. Discussions focused on the new Community Safety and Policing Act which will come into force on April 1st.

In addition to this training session, the OAPSB is hosting "drop-in" sessions to further assist Police Boards through this transition phase. These "drop in" sessions will provide an overview of what Boards need to know regarding the legislative changes that will take effect under the new Act, as well as providing clarification on the Ministry's mandatory training details, and OAPSB training sessions and materials. The first session was held on March 21 and upcoming sessions are scheduled for March 28th, April 4, 11, 18, and 25. Board members were encouraged to participate in the remaining sessions by registering through the link that was provided in the email from Executive Director Reid.

**NRPS Lunch and Learn - Celebrating International Women's Day** - On March 6, the NRPS Women in Policing Internal Support Network (ISN) hosted a Lunch and Learn event at Police Headquarters. NRPS Detective Constable Zayna Rahwan from the Human Trafficking Unit was the guest speaker at the luncheon. She provided a glimpse into her journey to policing, rooted in resiliency while navigating military assignments and her family history. Chair Lawson attended this event along with Members Gibson, McKendrick and the Board's Executive Assistant.

**Auto Theft Summit 2024** - On March 20, Peel Regional Police hosted the 2nd Annual Auto Theft Summit in Mississauga. Chair Lawson attended the event with the Board's Executive Director and the Chief. This year's Summit hosted more than 150 stakeholders and provided a platform for law enforcement agencies, government officials, auto manufacturers, insurance industry and advocates to collectively tackle the issue and address vulnerabilities that are contributing to auto crimes. The Summit built on the progress made since the 2023 Auto Theft Summit with the objective to explore innovative solutions and expand on the measures to tackle organized auto theft. Organized auto theft is impacting Canadians across the country and compromising the sense of safety and security in our communities. What started as a regional problem among GTA communities in 2021-2022 has escalated into an epidemic. The Summit concluded with Police services calling for meaningful action from the Federal Government to recognize the problem of organized auto crimes as a national priority; strengthen enforcement and inspection capabilities of containers at identified ports and intermodal hubs where stolen vehicles are being shipped off; and recognize auto theft as organized crime through federal legislation with the adequate sanctions.

**Gillian's Place - Breakfast to End Gender Based Violence** - On March 26, Gillian's Place hosted a breakfast event aimed at ending gender based violence. This important event provided an inspiring morning filled with stories of life changing and lifesaving impact. Chair Lawson attended the breakfast along with Members Gibson, McKendrick, Executive Assistant Cichocki and Superintendents Lagrotteria, Masotti and Staniforth.

**State of the Region - Regional Chair Jim Bradley's Address** - On March 27, Regional Chair Jim Bradley delivered his State of the Region Address where he provided Niagara's local business leaders, community members and elected officials with a comprehensive overview of the current economic conditions, as well as key initiatives and projects that are underway to support growth and development within Niagara Region. Chair Lawson attended the event along with Vice Chair Kapisavanhu, Members Gibson, Ip, McKendrick, Steele and Superintendent Lagrotteria, Director Askoul and General Legal Counsel Gauley.

**NRPS Change of Command Ceremony - Swearing In of Chief Fordy, Introduction of Deputy Chiefs Greco and Waselovich** - On April 10, the Board and the Service will be attending the NRPS Change of Command Ceremony for the official swearing in of Bill Fordy as the 10th Chief of Police for the Niagara Regional Police Service. Chief Fordy will also be joined by the newly appointed Deputies, Luigi Greco and Todd Waselovich. This special ceremony is taking place at Ridley College Chapel in St. Catharines beginning at 3:00 pm. Formal invitations have been sent and all Board Members are encouraged to attend in support of the Niagara Regional Police Service's new Executive Command Team.

**NRPS Recruit Swearing In Ceremony** - On April 24, Board members will be joining Chief Fordy and members of the Senior Officers' Association at a Swearing-in Ceremony to welcome three currently serving police officers and 11 new recruit members to the Niagara Regional Police Service. The ceremony is being held at Police Headquarters in the Community Room from 7:00 pm to 9:00 pm. Members interested in attending the ceremony are asked to confirm with Board staff no later than April 4th.

## 6. REPORTS FROM THE CHIEF OF POLICE

**NRPS Executive Leadership Team** - Chief Fordy acknowledged the Service's new Executive Leadership Team to include the Deputies, Superintendents and Director of Information Services. He advised being both excited and grateful that after a number of recent promotions, the members of the Executive Team are now in place and are each actively engaged in getting to know their areas of responsibilities.

**Auto Theft** - Chief Fordy spoke further to Chair Lawson's comments on the Auto Theft Summit to advise of a relating incident that took place in St. Catharines and the quick action taken by NRPS investigators to bring the person responsible for a robbery and the theft of a vehicle into custody and to lay the appropriate charges. This is a show of really great work done by the Service's first responders.

**Community Engagement Initiatives** - Chief Fordy referenced the NRPS Women's Lunch and Learn and he extended thanks to Constable Rahwan for sharing her story and showcasing her resilience, strength and leadership with the entire Service. He also spoke to the Greater Niagara Chamber of Commerce Women's Day event held March 8th in which both men and women from the Service attended to honour and celebrate women across all sectors within the Niagara community.

## **7. PRESENTATIONS**

### **7.1 Too Critical to Fail Inc.**

Mario Vitti, Managing Partner of Too Critical to Fail Inc., will provide a presentation on the effectiveness and benefits of a proven holistic police culture, and the impact on sworn/civilian employees, leadership, organizational performance and mental health.

Mr. Vitto did not attend for the presentation, so the matter was not considered by the Board.

### **7.2 NRPS Human Trafficking Unit**

Detective Sergeant Tara Ryan provided a presentation on the NRPS Human Trafficking Unit which is dedicated to combatting Human Trafficking in Niagara and supporting its victims. The NRPS works cooperatively with law enforcement agencies and local community partners to address the pervasive threat to public safety posed by the incidence of human trafficking.

Moved by: N. Kapisavanhu

Seconded by: K. Gibson

**That the presentation be received.**

**Carried**

### **7.3 NRPS Central Fraud Unit**

Detective Sergeant Ray Aceti provided a presentation on the NRPS Central Fraud Unit, which was established to manage and investigate financial complaints throughout the Niagara Region. These include financial crimes that involve vulnerable victims, large sums of money, multi-agency frauds, serial fraud occurrences, and frauds involving complex circumstances including identity theft, power of attorney theft/fraud, payment card fraud, fraudulent cheques, counterfeit currency, employee fraud, investment fraud and internet fraud.

Moved by: P. Chiochio

Seconded by: K. Gibson

**That the presentation be received.**

**Carried**

### **7.4 NRPS Equity, Diversity and Inclusion Unit**

Inspector Paul Kosinski provided a presentation on the NRPS Equity, Diversity, and Inclusion (EDI) Unit, comprised of both sworn and civilian members who are committed to ensuring that the Niagara Regional Police Service is providing education on the importance of promoting inclusivity within the police service and throughout the Niagara Region, by offering internal educational opportunities for police members as well as outreach programs/events and crime prevention and community safety initiatives throughout the Niagara Region.

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

**That the presentation be received.**

**Carried**

## **8. CONSENT AGENDA**

### **8.1 Ministry of the Solicitor General - PSB Appointment Extension - T. McKendrick**

Correspondence dated March 8, 2024 from Jacob Estrela-Robalino, Appointments Officer, Ministry of the Solicitor General, advising that Tara McKendrick has been reappointed to the Niagara Police Services Board for a period of three years, effective April 1, 2024, and providing a copy of Order in Council No. 391/2024, officiating the reappointment.

### **8.2 Ministry of the Solicitor General - Changes to the Special Constable Appointments Process Under the Police Services Act**

Memorandum dated March 15, 2024 from Ken Weatherill, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General, to all Chiefs of Police and Board Chairs, advising of the changes to the Special Constable Appointments as a result of the transition from the Police Services Act (PSA) to the new legislative and regulatory framework under the Community Safety and Policing Act, 2019 (CSPA) coming into effect on April 1, 2024.

### **8.3 Ministry of the Solicitor General - Special Constable Employers under the Community Safety and Policing Act and O. Reg. 396/23**

Memorandum dated March 15, 2024 from Ken Weatherill, Assistant Deputy Minister, Public Safety Division, Ministry of the Solicitor General, to all Chiefs of Police and Board Chairs, providing important information about Special Constable Employers and the new application process through which an eligible entity may apply to be an authorized special constable employer under the Community Safety and Policing Act, 2019.

### **8.4 2022-2025 Strategic Plan Status Update**

Service report dated March 14, 2023 providing a status update on the Service's performance measures and targets identified in the 2022-2025 Strategic Plan, specifically a comprehensive and detailed overview on achieved compliance of the Service's goals, objectives, performance metrics, targets and outcomes for the year 2023 (Year 2).

### **8.5 Short Hills Provincial Park First Nations Deer Harvest - Associated Costs to the NRPS**

Service report dated February 15, 2024 advising the Board of the cost to the Service for police oversight at the First Nations Deer Harvest held at Short Hills Provincial Park in St. Catharines during 2023.

### **8.6 Quarterly Report - Special Fund Activity - October 1 to December 31, 2023**

Service report dated March 4, 2024 submitted in accordance with the quarterly reporting requirements set out in Board By-law 392-2021.

### **8.7 Quarterly Report - Overtime Activities Incurred by the NRPS - October 1 to December 31, 2023**

Service report dated March 4, 2024 providing the Board with a five-year uniform and civilian quarterly and year-to-date overtime trend analysis.

**8.8 Annual Report - Child Abuse and Neglect - January 1 to December 31, 2023**

Service report dated February 22, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 219-2000.

**8.9 Annual Report - Child Pornography (Internet Child Exploitation) Investigations - January 1 to December 31, 2023**

Service report dated February 23, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 333-2013.

**8.10 Annual Report - Illegal Gaming - January 1 to December 31, 2023**

Service report dated February 22, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 224-2000.

**8.11 Annual Report - Marine Unit - January 1 to December 31, 2023**

Service report dated February 29, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 227-2000.

**8.12 Annual Report - Municipal Freedom of Information and Protection of Privacy Act - January 1 to December 31, 2023**

Service report dated February 29, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 395-2022.

**8.13 Annual Report - Niagara Regional Police Service Tuck Shop - January 1 to December 31, 2023**

Service report dated February 22, 2024 advising the Board of the net proceeds from the sale of NRPS branded souvenirs and mementos sold through the Niagara Regional Police Service Tuck Shop during 2023.

**8.14 Annual Report - Parental/Non-Parental Abductions and Attempts - January 1 to December 31, 2023**

Service report dated February 28, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 295-2010.

**8.15 Annual Report - Police Action at Labour Disputes - January 1 to December 31, 2023**

Service report dated February 29, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 240-2000.

**8.16 Annual Report - Sudden Death and Found Human Remains - January 1 to December 31, 2023**

Service report dated February 27, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 229-2000.

**8.17 Annual Report - Underwater Search and Recovery Unit - January 1 to December 31, 2023**

Service report dated March 1, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 273-2005.

**8.18 Annual Report - Vehicle Theft - January 1 to December 31, 2023**

Service report dated February 26, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 235-2000.

**8.19 Annual Report - Witness Protection - January 1 to December 31, 2023**

Service report dated February 27, 2024 submitted in accordance with the annual reporting requirements set out in Board By-law 210-2000.

Moved by: T. McKendrick  
Seconded by: P. Chiocchio

**That the information be received.**

**Carried**

## **9. NEW BUSINESS**

Prior to the Board considering the Special Fund requests (Items 9.6 & 9.7), Chair Lawson highlighted that the “Special Fund” does not form part of the police operating budget and is separate from the Regional tax base. The “Special Fund” is a discretionary pool of funds, which is used for grants and donations. Disbursements from the fund are made in accordance with guidelines provided in the Police Services Act, and with Board By-Law 376-2018, Special Fund Administration, Limitations and Guidelines.

### **9.1 Inspectorate of Policing Centre of Data Intelligence and Innovation Branch - Data Collection Pilot Project**

Service report dated March 14, 2024 requesting the Board approve the Service's participation in a Data Collection Pilot Project developed by the Data Intelligence and Innovation (CDII) Branch of the Inspectorate of Policing (IOP). Involvement in this Pilot will allow the Service to assist the CDII and the IOP in the creation of a data collection method that could be implemented province wide.

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

**That the Board approve the Service's participation in the Data Collection Pilot Project being offered through the Centre for Data Intelligence and Innovation Branch of the Inspectorate of Policing Centre.**

**Carried**

### **9.2 Police Services Board By-laws - Community Safety and Policing Act, 2019**

Correspondence date March 22, 2024 from Deb Reid, Executive Director, Niagara Police Services Board, providing the Board with 34 draft by-laws as required for compliance with the Community Safety and Policing Act, 2019 (CSPA), its Regulations, and the Ministry of Solicitor General's Policing Standards Manual. The draft by-laws will come into effect upon implementation of the new CSPA on April 1, 2024.

The Board directed that the Executive Director ensure that gender identity/expression be added to all by-laws that cite the "Ontario Human Rights Code".

Moved by: N. Kapisavanhu  
Seconded by: P. Chiocchio

**That the Board adopt the draft By-laws, effective April 1, 2024, as appended to this report;**

**And further, that the Board Chair, Executive Director, and Board Solicitor be authorized to make any supplementary administrative amendments to Board By-laws, that may be required following any additional clarification of the CSPA and its Regulations that may be received by the Ministry of the Solicitor General.**

**Carried**

**9.3 2024-2025 Diversity Plan Report**

Service report dated March 15, 2024 requesting the Board adopt the 2024-2025 Diversity Plan, developed to coincide with the release of the new Community Safety and Policing Act (CSPA), that is coming into effect on April 1, 2024, in compliance with Section 37 (1) (e), requiring all police boards to prepare and adopt a diversity plan to ensure that the members of the police service reflect the diversity of the area for which the board has policing responsibility.

Moved by: L. Ip

Seconded by: T. McKendrick

**That the Board adopt the 2024-2025 Diversity Plan of the Niagara Regional Police Service in compliance with Section 37 (1) (e) of the Community Safety and Policing Act (CSPA), as appended to the report.**

**Carried**

**9.4 2024 Ontario Police Video Training Alliance (OPVTA) Business Plan**

Service report dated February 20, 2024 requesting the Board approve the 2024 OPVTA Business Plan, which reinforces both the NRPS and Board commitment to public safety and organizational excellence through the continuance of developing and distributing police learning materials to over 26,000 police officers representing 68 member agencies.

Moved by: K. Gibson

Seconded by: N. Kapisavanhu

**That the Board approve the 2024 Ontario Police Video Training Alliance (OPTVA) Business Plan as outlined in the report.**

**Carried**

**9.5 Versaterm Records Management System - Annual Maintenance and Support**

Service report dated March 6, 2024 requesting the Board approve costings for the continuation of annual maintenance and support for the Service's Versaterm Public Safety applications.

Moved by: P. Chiocchio

Seconded by: L. Ip

**That the Board approve payment of Budgetary Support Quote #00003865 in the amount of \$663,824.34, including HST, for the Service's Versaterm Public Safety annual maintenance and support.**

**Carried**

**9.6 Special Fund Request - Ontario Women in Law Enforcement - Awards Gala**

Service report dated March 5, 2024 requesting the Board approve a donation at the Silver Sponsorship level in support of the Ontario Women in Law Enforcement Awards Gala being held May 3, 2024, as well the purchase of a table of 10 for police representation at the event. (*Previous donations: 2019 - \$250; 2023 - \$500.*)

Moved by: L. Ip

Seconded by: K. Gibson

**That the Board approve a donation in the amount of \$2,280.00 from the Special Fund in support of the Ontario Women in Law Enforcement's Awards Gala.**

**Carried**



**9.7 Special Fund Request - NRPS Men and Women Tug of War Teams**

Service report dated March 8, 2024 requesting the Board approve a donation to help offset costs for the Service members participating in the Annual Cross Border Tug of War event being held on May 11, 2024 on the Rainbow Bridge in Niagara Falls.

Moved by: T. McKendrick  
Seconded by: P. Chiocchio

**That the Board approve a donation in the amount of \$1,400.00 from the Special Fund in support of the Niagara Regional Police Service members participating in the Annual Cross Border Tug of War event.**

**Carried**

**10. OTHER NEW BUSINESS**

There was no other new business raised or discussed.

**11. IN CAMERA REPORTS**

There were no in camera reports.

**12. ADJOURNMENT**

The Police Services Board adjourned the public portion of the meeting and reconvened in-camera for consideration of confidential matters pursuant to Section 35(4) of the Police Services Act.

The Public Meeting adjourned at 10:59 am.

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Jen Lawson, Chair

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Deb Reid, Executive Director