



**REGIONAL MUNICIPALITY OF NIAGARA
POLICE SERVICE BOARD
PUBLIC AGENDA**

**Thursday, January 23, 2025, 9:30 am
Niagara Regional Police Service - Headquarters
Community Room 1st Floor, 5700 Valley Way, Niagara Falls**

*To view the live-stream meeting proceedings, please visit
<https://calendar.niagarapolice.ca/meetings>*

Pages

1. CALL TO ORDER
2. LAND ACKNOWLEDGEMENT STATEMENT
3. DECLARATIONS OF CONFLICT/PECUNIARY INTEREST
4. ADOPTION OF MINUTES
 - 4.1 Minutes of the Public Board Meeting held Thursday, December 19, 2024 7

That the Minutes of the Public Board Meeting held Thursday, December 19, 2024 be adopted as circulated.
 - 4.2 Minutes of the Special Public Board Meeting held Thursday, January 9, 2025 15

That the Minutes of the Special Public Board Meeting held Thursday, January 9, 2025 be adopted as circulated.
5. REPORTS FROM BOARD CHAIR
6. REPORTS FROM THE CHIEF OF POLICE
7. PRESENTATIONS
 - 7.1 Use of Body Worn Cameras by Law Enforcement Agencies Update 18

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).

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.
8. CONSENT AGENDA

8.1	Inspectorate of Policing - Inspector General Memorandum No. 2 - Changes to the CSPA, 2019 and Revised Advisory Bulletin 1.1	61
	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	77
	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	81
	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	85
	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	88
	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	93
	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	96
	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	98
	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 102

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.

That the information be received.

9. NEW BUSINESS

9.1 Request to Prepare Service Level Agreements for PSB-RMON Shared Services 107

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 were common needs are identified.

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.

9.2 Enterprise Storage Expansion - Technical Crimes 110

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.

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.

9.3 Replacement of Patrol Vehicles - Grimsby Ford 117

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.

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.

9.4 Approval for Public Donation - NRPS Canine Unit 120

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.

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.

9.5 Special Fund Request - Gillian's Place 123

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)*

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.

9.6 Special Fund Request - International Hockey Tournament - NRPS Women's Team 126

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)*

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.

9.7 Special Fund Request - International Hockey Tournament - NRPS Men's Recreational 'D' Team 129

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)*

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.

9.8 Special Fund Request - Coldest Night of the Year Fundraising Walk 132

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.*)

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.

9.9 Police Service Board - 2025 Committee Representation 135

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.

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

10. OTHER NEW BUSINESS

11. IN CAMERA REPORTS

11.1 Special Investigations Unit – Case Number 23-OCD-166 – Incident of May 3, 2023 139

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 SIU Case 24-OCI-135 - Incident of August 6, 2023 143

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 147

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.

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

12. MOTION FOR CLOSED SESSION

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.

13. ADJOURNMENT



REGIONAL MUNICIPALITY OF NIAGARA
POLICE SERVICE BOARD
PUBLIC MINUTES

Thursday, December 19, 2024
Niagara Regional Police Service - Headquarters
Community Room 1st Floor, 5700 Valley Way, Niagara Falls

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
B. Steele, 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
A/Deputy Chief D. Masotti, Operational Services
C. Gauley, General Counsel
Dr. T. Hunt, Service Psychologist
A. Askoul, Director of Information Technology
L. Blood, Director of Human Resources
L. Rullo, Director of Finance and Asset Management
Superintendent D. Forbes, Operational Support
Superintendent M. Lagrotteria, District Operations
Superintendent S. Staniforth, Executive Services
A/Superintendent, S. Magistrale, Emergency Investigative Services
Inspector N. Dave, Executive Officer to Chief of Police
Staff Sergeant A. Knevel, Major Crime
D/Sergeant N. Abbott, Executive Officer to D/C Operational Services
D/Sergeant R. Aceti, Executive Officer to D/C Support Services
Sergeant M. Delano, Member Support Unit
B. Sand, Mental Health Clinician
M. Asher, Executive Assistant to the Chief

OTHERS:

D. Tilley, Policing Services Advisor, Inspectorate of Policing, Ministry of the Solicitor General

1. CALL TO ORDER

The Public Meeting of the Niagara Police Service Board commenced at 9:32 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, November 28, 2024

Moved by: P. Chiochio
Seconded by: K. Gibson

That the Minutes of the Public Board Meeting held Thursday, November 28, 2024 be adopted as circulated.

Carried

5. REPORTS FROM BOARD CHAIR

Welcome to the Ministry Policing Services Advisor - Chair Lawson welcomed Dave Tilley to the meeting. Dave is with the Inspectorate of Policing at the Ministry of the Solicitor General and he serves as a Policing Services Advisor to Zone 4 Police Boards in Ontario. He regularly attends meetings as part of the routine visits by Policing Services Advisors to Police Boards across the Province. The Board is pleased to see his continued attendance at our monthly meetings.

Ride Along - On December 6, Chair Lawson joined the Niagara Regional Police Service for a ride-along to observe their Festive RIDE Campaign in Port Colborne. This is an annual initiative to reduce impaired driving through education and enforcement. During the RIDE spot checks that were held throughout that night in Port Colborne and Welland, there were approximately 400 vehicles stopped. A total of four drivers had their license suspended and there were several Provincial Offence Notices issued to drivers for various traffic related offences. She thanked Inspector Chris Lemaich for facilitating the experience, and the NRPS Traffic Enforcement Unit for their dedication to road safety. She also offered special thanks to Constables Frank Chadwick and Brian James, and Sergeant Josh Klop for explaining the equipment and enforcement processes in the field. Chair Lawson encouraged all Board Members to participate in similar initiatives, like ride-alongs, to gain a better understand policing in our community.

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. Two webinars were held in December one featuring Dr. Stephen Reid who reflected on his first year as the Executive Director of the Canadian Association of Police Governance, and the other titled “The Importance of Emotional Intelligence in Police Personnel.” Recorded copies of all webinars are sent to Board Members for their viewing.

CAPG Winter Governance Summit - The Canadian Association of Police Governance is hosting a Police Governance Summit on January 6-7, 2025 at the Fairmont Chateau Laurier in Ottawa. The theme of the summit is “Strategic Leadership: From Costing to Culture – Building Your Police Governance Knowledge in a Changing Society.” The summit will feature guest speakers, including the Inspector General of Policing, Ryan Teschner, and discussions will provide a firm foundation on which boards and commissions can build an effective strategy for overseeing their police services. Chair Lawson, Vice Chair Kapisavanhu, Members Chiochio and Gibson, and Executive Director Reid will be attending the summit.

CAPG Executive Director/Chair Quarterly Meeting - On January 14, 2025, the Canadian Association of Police Governance is hosting 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 practices approaches. The meeting will be held virtually and Chair Lawson and Executive Director Reid will be in attendance.

Upcoming Police Service Board Meetings - The Board will be holding a Special Public Board Meeting on January 9, 2025 at 9:30 am to elect its Chair and Vice Chair for the 2025 term. This meeting will be held virtually by Zoom only. The Board's next scheduled regular monthly Board meeting is Thursday, January 23, 2025 at 9:30 am in the Community Room at Police Headquarters.

6. REPORTS FROM THE CHIEF OF POLICE

Community Safety:

With the holiday season upon us, the Service continues to increase their RIDE programs as part of the ongoing efforts to deter impaired driving and keep Niagara roadways safer for everyone.

In response to community concerns regarding the theft of significant monetary amounts, violence, and the presence of weapons in retail establishments, members of the #1 District Community Oriented Response & Engagement Unit (CORE) Unit have led the 3P (Past the Point of Purchase) Shoplifting Initiative and conducted nine focused initiatives to directly address retail theft. CORE members identified and arrested individuals with outstanding warrants, seized weapons and laid charges under the Controlled Drugs and Substance Act. Over 90 arrests were made with 71 criminal charges. This is an exemplary demonstration of the Service directly addressing community concerns with a strategic focus.

A recent investigation involving two bank robberies has reached a successful conclusion. The robberies occurred on November 21st and December 9th and in both incidents a male brandished a firearm. Officers from 1 and 8 District (Uniform and the Criminal Investigative Branch (CIB)), 1 District Street Crime, the Intelligence Unit, Emergency Task Unit (ETU) and the Hamilton Police Break and Enter, Auto Theft and Robbery (BEAR) Branch worked jointly to identify a suspect that was responsible for both robberies. On December 12th, the 29-year-old male was arrested for numerous robbery related offences as a result of the perseverance, investigative collaboration and professionalism between those involved.

Preparations for New Years Eve are underway to ensure the safety of everyone in the Region.

The International Association of Property and Evidence has given the Niagara Regional Police Service re-accreditation for another two years. This is a reflection of the outstanding work done by Sergeant Bruce Mair and his team. The Association was highly impressed by the professionalism and dedication of the team and how they exhibited their knowledge and commitment to best practices throughout the assessment.

December 12, 2024 - The Service hosted a "tabletop" exercise for public safety with colleagues from the United States and Canada. The exercise brought together Canadian transportation operators and security partners including the Transport Security Administration, AMTRAK and Via Rail. This exercise was a reflection of collaborative efforts and great partnerships.

Community Engagement:

December 4, 2024 - The Service participated in the Shopping with Cops event at the Pen Center. There were 88 civilian and sworn police members, including Auxiliary officers and Special Constables, along with members from Niagara OPP and the Niagara Parks Police. All were partnered with children, recommended by their school staff for a variety of reasons, to help them with their holiday shopping. The Service thanks the participating Service members, the Board for approving a Special Fund Request to purchase gift cards and Stephanie Beattie who is a driving force behind this initiative.

November 28, 2024 - The Service attended the Toronto Police Chief's Gala, which provided a great opportunity to network and share insights and information with one of Niagara's partnering police agencies.

November 29, 2024 - The Service attended the Niagara College Welland Campus to assist in judging 3rd year students in the Police Foundations program. Police assessed students on Community Policing presentations based on Crime Prevention Through Environmental Design (CPTED) and had an opportunity to speak with them about policing as a career.

December 2, 2024 - The Service hosted another Chief's Community Inclusion Council meeting and received a presentation from Council member and Niagara Region Accessibility Advisor Tammy Dumas on the Accessibility for Ontarians with Disabilities Act (AODA) and the meaningful understanding, responsibilities, and purpose of the Act.

December 6, 2024 - Members of the Equity, Diversity and Inclusion Unit attended an online panel discussion hosted by the Canadian Institute for Public Safety Research and Treatment. The conversation focused on navigating gender, sexuality, and ethnocultural identities in public safety occupations.

December 9, 2024 - Members of the Equity, Diversity and Inclusion (EDI) Unit visited the Fort Erie Multicultural Centre to provide an overview of the EDI Unit and how the Service can assist their organization in providing information on policing services to people who attend the Centre.

December 10, 2024 – Members of the Equity, Diversity and Inclusion Unit visited the Solidarity of Francophone Immigrant Women of Niagara (SOFIFRAN), an organization in the city of Welland whose mission is to support the social, economic, educational and cultural development of French-speaking immigrant women residing in Niagara.

December 11, 2024 - The Service delivered teddy bears from the Niagara Ice Dogs Teddy Bear Toss to children at the hospital in St. Catharines. Police personnel spent time with the young patients in an effort to help lift their spirits. Thanks are sent to Detective Sergeant Shawn Turcotte for his ongoing efforts with this event.

December 14, 2024 – The Service participated in the Niagara on the Lake Santa Clause parade with Lord Mayor Zalepa. The parade was a great success with attendance reaching over 15,000 people.

December 16, 2024 – As part of the Service's Holiday Hero campaign, students from junior kindergarten to Grade 3 were asked to submit artwork explaining "how you stay safe in your community?" The initiative has now concluded and the illustrations of three students appear on the Service's holiday cards. Chief Fordy, Sergeant Jesse Hicks, Constable Ryan Sexton and Chief of Police Executive Assistant Mandy Asher attended St. Annes School in St. Catharines to meet with two of the winners and their classmates. During the visit these Service members had a chance to chat with and read to the students. They will be meeting with the third winner and students and staff at Harriet Tubman School in the New Year.

December 16, 2024 - Staff Sergeant Jeff Bootsma and Constables Mike Malachowsky and Mitch Dumont attended the Tree of Hope ceremony in Ottawa, which was organized by Thunder Bay Police. The red lights on the Tree of Hope pay tribute to those lost and is a reminder that their families are not alone, and that their loved ones are remembered. The Tree of Hope was brought to Parliament Hill where members of the Service joined Elders, Drummers, the Minister of Indigenous Services and guests to heighten awareness of the rates of violence against Missing and Murdered Indigenous Women, Girls and Two-Spirited (MMIWG2S) people. The NRPS is currently making plans to have a Tree of Hope in Niagara and it is hoped that police services nationwide will have a Tree of Hope in their jurisdictions.

December 19, 2024 - Members of our Equity, Diversity and Inclusion Unit are attending the Welland Heritage and Multicultural Centre Open House event to show the Service's continued support of this partnership. Members are also volunteering at the Out of the Cold program in St. Catharines at Knox Presbyterian Church to help distribute food to those in need.

Member Wellness:

December 5, 2024 - The Service Women in Policing Internal Support Network held a holiday event with over 50 members in attendance.

December 10, 2024 - The Auxiliary Christmas party was held to recognize and thank the Service's auxiliary members. Auxiliary members assist with many events and functions held by the Niagara Regional Police Service and their efforts to serve our community are greatly appreciated.

7. PRESENTATIONS

7.1 NRPS Member Support Unit

The Service provided a presentation on the Member Support Unit, which offers a variety of support programs to all members of the Niagara Regional Police Service that are designed to assist police personnel in their overall wellness both personally and professionally.

Moved by: L. Ip

Seconded by: N. Kapisavanhu

That the presentation be received.

Carried

8. CONSENT AGENDA

8.1 OAPSB and OACP - Letter to Solicitor General - Funding Announcement for Municipalities Policed by OPP

Joint correspondence dated December 7, 2024 addressed to The Honourable Michael Kernzer, Solicitor General of Ontario, from President Roger Wilkie, Ontario Association of Chiefs of Police, and Chair Patrick Weaver, Ontario Association of Police Service Boards, addressing concerns relating to the Ontario Government's recent \$77 Million funding announcement for municipalities policed by the Ontario Provincial Police, and requesting that a governmental strategy be developed that will modernize the grant funding process, secure equitable funding for Community Safety and Policing Act (CSPA) implementation and develop sustainable funding solutions to support effective policing services under the Act by small and mid-sized Municipal Police Services.

8.2 Regional Council Approval of Budget Review Committee Recommendation - 2025 NRPS-PSB Proposed Operating Budget

Correspondence dated December 17, 2024 from Ann-Marie Norio, Regional Clerk, Niagara Region, advising of the Budget Review Committee of the Whole (BRCOTW) recommendation that was passed by Regional Council at their meeting held December 12, 2024 regarding the Niagara Regional Police Service and Police Service Board 2025 Proposed Operating Budget, and including a copy of the letter sent by Regional Chair Bradley to the Premier of Ontario and Solicitor General requesting provincial funding to offset increased policing costs as a result of the implementation of the Community Safety and Policing Act.

8.3 RMON - Motion and Recommendation - 2025 NRPS-PSB Proposed Operating Budget

Correspondence dated December 13, 2024 from Ann-Marie Norio, Regional Clerk, Niagara Region, advising of a motion passed by the Region's Budget Review Committee of the Whole (BRCOTW) at its meeting held December 12, 2024 regarding a reduction to the 2025 Proposed Operating Budget for the Niagara Regional Police Service and the Board; and further advising of the recommendation passed by Regional Council at its meeting held that same evening when considering the 2025 Consolidated General Levy Budget, specific to the Region's Agencies, Boards and Commissions.

Moved by: T. McKendrick

Seconded by: B. Steele

That the information be received.

Carried

8.4 Employee and Family Assistance Program - Optional Renewal

Service report dated December 3, 2024 advising that the Service has joined the Region in exercising its option to extend the contract with TELUS Health for the provision of an Employee and Family Assistance Program (EFAP) at a cost of \$30,858.72 for the period January 1 to December 31, 2025.

8.5 Special Funds Specified Auditing Procedures

Service report dated November 26, 2024 providing the Board with the audit results of two Special Fund Accounts, specifically the General Operating Account and the Special Operating Account, that were conducted by Grant Thornton LLP on August 16, 2024 in accordance with By-Law 403-2024 paragraph 11.2, and including a draft report detailing the specified auditing procedures for the year ending December 31, 2023.

Moved by: T. McKendrick

Seconded by: B. Steele

That Items 8.1, 8.2, 8.4 and 8.5 be received for information.

Carried

9. NEW BUSINESS

9.1 Police Service Board By-Law - Collision Reconstruction User Fees - Fee Update

Service report dated November 21, 2024 advising that in accordance with Section 391 of the Municipal Act and section 69 of the Planning Act, the Service underwent a review of NRPS service fees resulting with a request that the Board approve an increase to the current fee structure set out in Schedule “A” of the Board’s Collision Reconstruction User Fees By-law, and that each year these user fees be indexed to maintain alignment with inflationary labour/supply cost increases.

Moved by: K. Gibson

Seconded by: L. Ip

That the Niagara Police Service Board approve the draft by-law and amended fee schedule as appended to this report, effective January 1, 2025;

And further, that an inflationary index be applied to maintain alignment with the cost of labour and supplies.

Carried

9.2 Police Service Board By-Law - User Fee Charges for Police Service - Fee Update

Service report dated November 25, 2024 advising that in accordance with Section 391 of the Municipal Act and section 69 of the Planning Act, the Service underwent a review of NRPS service fees resulting with a request that the Board approve an increase to the current fee structure set out in Schedule “A” of the Board’s Imposition of Charges for Police Services By-law, and that each year these user fees be indexed to maintain alignment with inflationary labour/supply cost increases.

Moved by: N. Kapisavanhu

Seconded by: T. McKendrick

That the Niagara Police Service Board approve the draft by-law and amended fee schedule as appended to this report, effective January 1, 2025;

And further, that an inflationary index be applied to maintain alignment with the cost of labour and supplies.

Carried

9.3 Next Generation 911 - Vesta 911 Call Handling System Equipment Expansion and Capital Adjustment

Service report dated December 2, 2024 requesting the Board approve additional NG 911 expenditures and a gross capital budget adjustment for costs associated with the purchase of three (3) Vesta 911 Call Handling System (CHS) workstations for St. Catharines Fire Services, which is a committed partner with the Niagara Region on the NG 911 project.

Moved by: B. Steele
Seconded by: P. Chiocchio

That the Niagara Police Service Board approve:

- 1. The project change order from Motorola Solutions Canada Inc. for NG 911 related workstations for St. Catharines Fire Services in the amount of \$294,354.81 net of HST rebates; and**
- 2. Subject to approval of the Regional Treasurer, a gross capital budget adjustment totaling \$57,500.00 and net \$0.00 to the NG 911 Equipment Replacement project 20000999, fully funded through third-party cost sharing recoveries from St. Catharines Fire Services.**

Carried

9.4 Special Fund Policy Review

Service report dated November 25, 2024 requesting the Board approve the recommended set of guidelines specific to special fund donations that were developed to ensure transparency and accountability of all special fund requests made to the Niagara Regional Police Service and the Board. The recommendations are being brought forward at the direction of a Board motion passed at its May 9, 2024 Finance Committee meeting and the Board's consideration of By-law 403-2024 respecting the Administration, Limitations, and Guidelines of the Special Fund.

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

That the Niagara Police Service Board approve the recommendations outlined in the report.

Carried

9.5 Special Fund Request - Holiday Hero Campaign

Service report dated December 6, 2024 requesting the Board approve a donation in support of the Service's Holiday Hero Campaign for the purchasing of gift cards that will be distributed to families that are supported through Niagara's Community Care program.

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

That the Niagara Police Service Board approve a Special Fund donation in the amount of \$5,000.00 in support of the Service's Holiday Hero Campaign.

Carried

10. OTHER NEW BUSINESS

10.1 Domestic Violence Unit - 2025 NRPS-PSB Proposed Operating Budget

Member Ip addressed the rise in domestic violence and its profound impact within Niagara Region, highlighting that Regional Council declared intimate partner violence an epidemic in September 2023. She noted a steady increase in calls for service related to domestic violence and disturbances. In response, Member Ip proposed that funds from the 2025 Operating Budget be reallocated to expedite the hiring of a Staff Sergeant and Detective Sergeants for the Domestic Violence Unit, with appropriate budget adjustments made to accommodate this reallocation.

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

That funds in the 2025 Operating Budget be reallocated to move immediately on the hiring of the Staff Sergeant and Detective Sergeants for the Domestic Violence Unit and other adjustments be made to the budget to offset this move.

Carried

11. IN CAMERA REPORTS

11.1 Special Investigations Unit – Case Number 23-OCI-086 – Incident of February 25, 2024

Service report dated October 31, 2024 advising that the SIU concluded their investigation in this matter and found no grounds for criminal charges against any police officer, 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: P. Chiochio
Seconded by: B. Steele

That, in accordance with Board direction, the in camera report be made available to the public.

Carried

12. MOTION FOR CLOSED SESSION

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

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 10:53 am.

Jen Lawson, Chair

Deb Reid, Executive Director



REGIONAL MUNICIPALITY OF NIAGARA
POLICE SERVICE BOARD
SPECIAL PUBLIC MINUTES

Thursday, January 9, 2025
Meeting Held By Electronic Participation Only
ZOOM VIRTUAL MEETING

PSB MEMBERS:

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

- D. Reid, Executive Director
- D. Cichocki, Executive Assistant

1. CALL TO ORDER

The Special Public Meeting of the Niagara Police Service Board commenced at 9:32 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. ELECTION OF CHAIR AND VICE CHAIR

In accordance with Section 36 of the Community Safety and Policing Act, and Section 4 of the Board's Procedural By-law 404-2024, the members of the Board shall elect its Chair and Vice Chair at the first meeting in each year. The Executive Director assumed the Chair and proceeded with the election process.

4.1 Call for Nominations of Board Chair

Deb Reid, Executive Director, called for nominations for the position of Board Chair for a one year term (2025).

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

That Pat Chiocchio be nominated to the position of Chair of the Niagara Police Service Board for the 2025 term.

Member Chiocchio agreed to let his name stand.

Carried

Moved by: L. Ip
Seconded by: T. McKendrick

That Jen Lawson be nominated to the position of Chair of the Niagara Police Service Board for the 2025 term.

Member Lawson agreed to let her name stand.

Carried

4.2 Motion to Close Nominations for Board Chair

There being no further nominations, it was:

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

That nominations for the position of Chair of the Niagara Police Service Board for the 2025 term, be closed.

Carried

4.3 Voting for Position of Board Chair

There being more than one nomination, nominators and nominees were provided an opportunity to speak to their respective nomination, which at the conclusion a vote was taken resulting with Member Chiocchio receiving the majority of votes.

Moved by: B. Steele
Seconded by: J. Lawson

That Pat Chiocchio be elected Chair of the Niagara Police Service Board for the year 2025.

Carried

4.4 Call for Nominations of Board Vice Chair

Deb Reid, Executive Director, called for nominations for the position of Board Vice Chair for a one year term (2025).

Moved by: L. Ip
Seconded by: T. McKendrick

That Nyarayi Kapisavanhu be nominated to the position of Vice Chair of the Niagara Police Service Board for the 2025 term.

Member Kapisavanhu agreed to let her name stand.

Carried

4.5 Motion to Close Nominations for Board Vice Chair

There being no further nominations, it was:

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

That nominations for the position of Vice Chair of the Niagara Police Service Board for the 2025 term, be closed.

Carried

4.6 Voting for Position of Board Vice Chair

There being only one nomination, the Executive Director called for a motion to confirm the election of Board Vice Chair.

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

That Nyarayi Kapisavanhu be elected Vice Chair of the Niagara Police Services Board for the year 2025.

Carried

5. ADJOURNMENT

The Special Public Meeting adjourned at 9:48 am.

Pat Chiochio, Chair

Deb Reid, Executive Director

BODY WORN CAMERAS



Corporate Strategy and Innovation



CONTENT

1. Status

- i. BWC Journey at NRPS
- ii. Big 12, RCMP, OPP – Status
- iii. Technology Adoption Curve
- iv. Academic Research on BWC
- v. Community Sentiments
- vi. SWOT Analysis

2. Proposed path

- i. Major technology projects roadmap
- ii. BCW Roadmap (Proposal)
- iii. Consultation Process (Proposal)

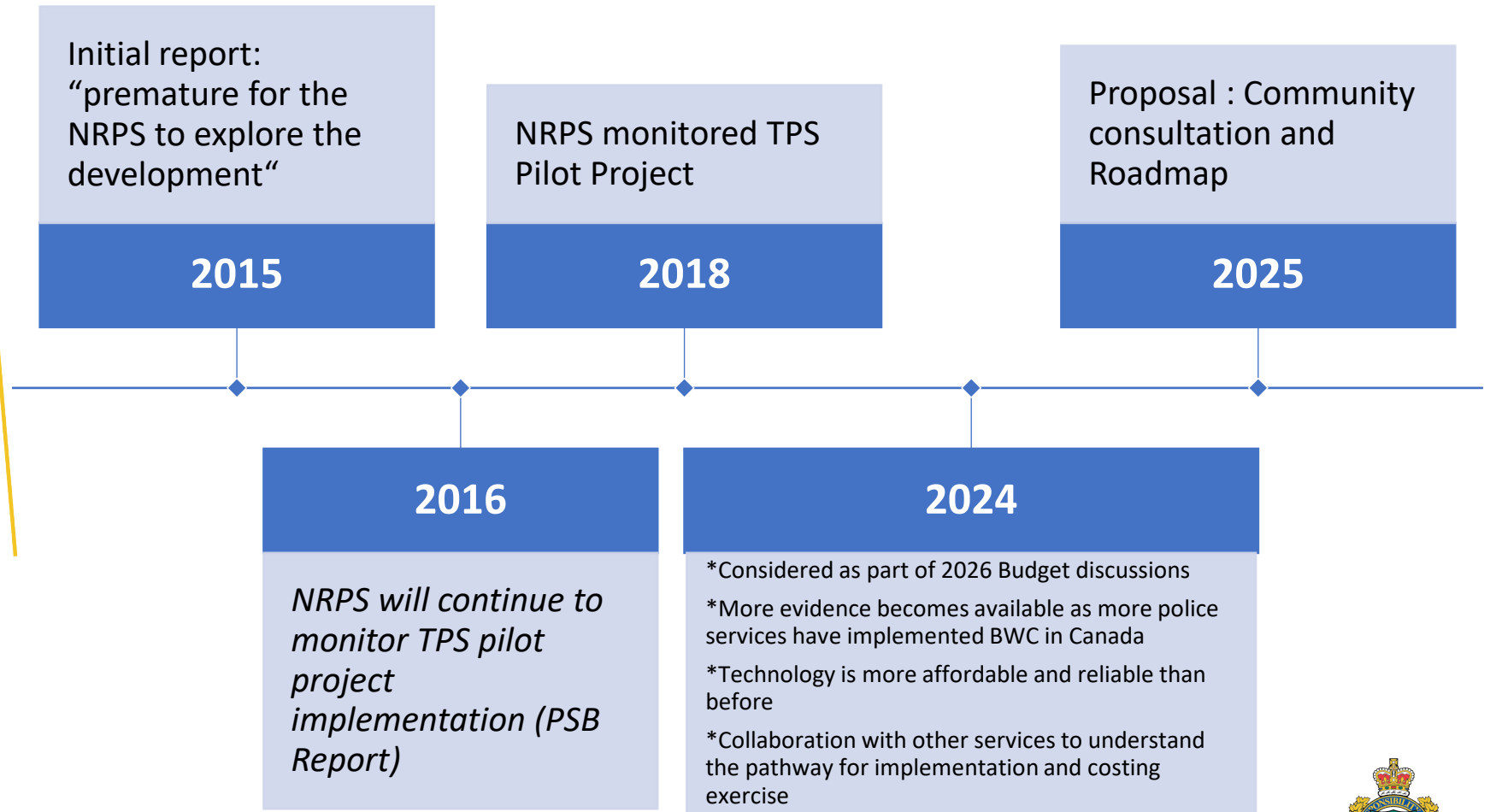
3. Strategic Considerations



STATUS - UPDATE



BWC JOURNEY AT NRPS

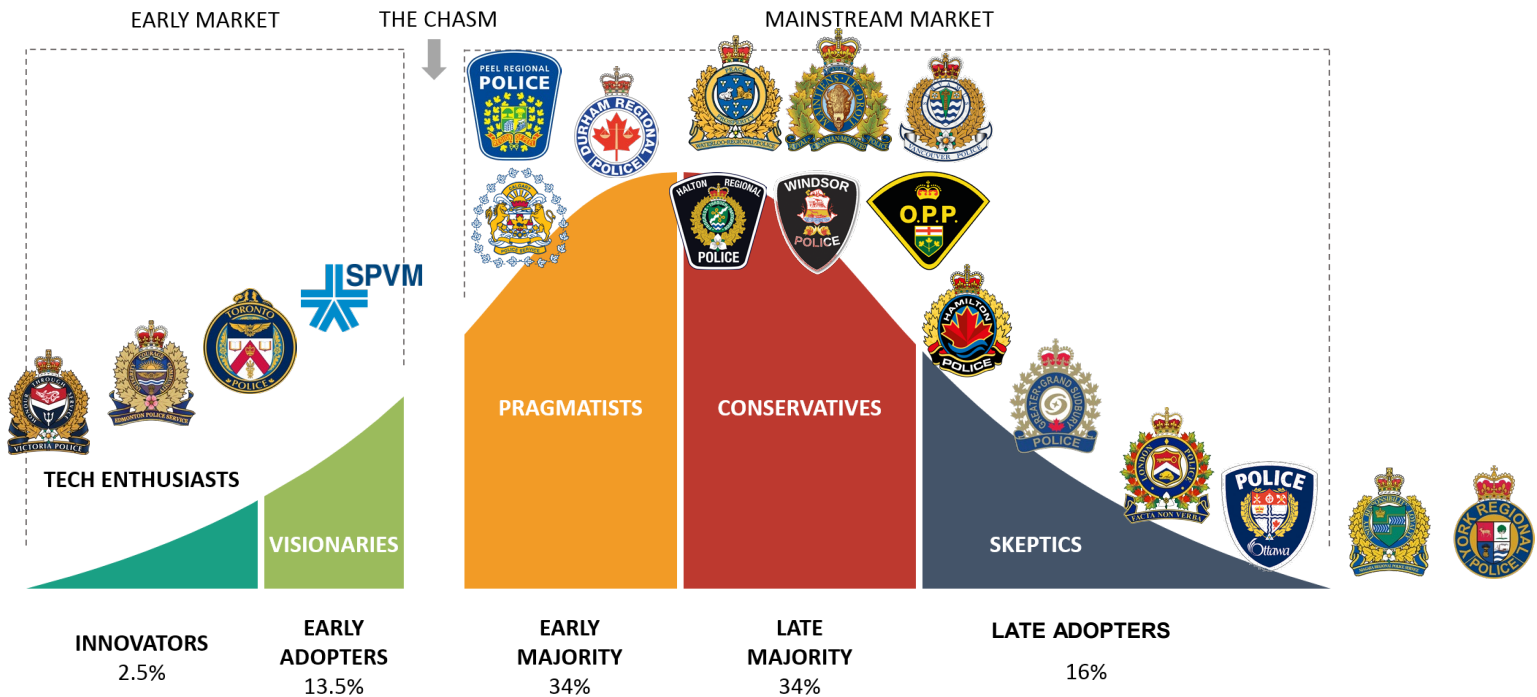


BIG 12, RCMP & OPP - STATUS

Police Service	Status of Body-Worn Cameras
Toronto Police Service	Implemented
Peel Regional Police	Implemented
Durham Regional Police	Implemented
Waterloo Regional Police	Implemented
Hamilton Police Service	Deployment in 2025
Windsor Police Service	Deployment in 2025
RCMP	Deployment in 2025
Greater Sudbury Police	Deployment in 2025
Halton Regional Police	Not fully implemented but ongoing pilot project including 24 BWC
Ontario Provincial Police	Conducted an evaluation study in 2021. Released Request for Bid in 2023 (12,448 BWC)
London Police Service	Not implemented but budget requested for 2025
Ottawa Police Service	Not implemented but pilot project scheduled in 2026
Niagara Regional Police	Not implemented
York Regional Police	Not implemented



TECHNOLOGY ADOPTION CURVE



*Analysis based on Moore, G. A. (2002). *Crossing the chasm : marketing and selling disruptive products to mainstream customers* (Rev. ed). Harper Business Essentials.



ACADEMIC RESEARCH



BENEFITS REPORTED IN ACADEMIC LITERATURE

- Enhanced Transparency and Accountability:
 - Improves police legitimacy by providing objective records of interactions (10-15% improvement in perceived legitimacy, National Policing Institute, 2017)
 - Deters officer misconduct and encourages professionalism (Reduction of 25% of misconduct among officers as reported by Michael, 2014)
- Reduction in Use of Force and Complaints:
 - Significant decreases in citizen complaints (88 to 93% drop in complaints made against police by the public, Ariel et al., 2015 and 2016) and use-of-force incidents (between 28 to 59% reduction in UoF incidents, as reported by Ariel et al., 2015 and Ferrazares, 2024)
 - Improves the quality of police-community interactions (Davies, 2023 and Lum et al., 2019)
- Improved Evidentiary Value:
 - Provides high-quality visual and audio evidence for court proceedings (Poirier, 2024)
 - Strengthens prosecution success rates, particularly in cases like domestic violence (useful to support prosecutor of cases involving domestic violence, crimes committed against police officers (6% increase in guilty pleas with BWC evidence (from 87% to 93%) as reported by Iliadis et al., 2024 and Huff et al., 2023)



BENEFITS REPORTED IN ACADEMIC LITERATURE (Continued)

- **Positive Officer and Community Perceptions:**
 - Officers report optimism about using BWCs in court (52.9% of BWC users, according to Poirier 2024)
 - Community members largely support BWCs, leading to increased trust in police (61% of community members believe BWCs will increase trust in police, and 91% think BWCs will improve transparency, as reported by Sousa et al., 2015)
- **Cost-Effectiveness:**
 - High benefit-cost ratio (e.g., 4.95 as reported by Williams et al., 2021)
 - Potential to reduce costs associated with litigation and complaints (BWCs are associated with a 40% reduction in police settlements and a 40% decrease in the median cost per settlement, according to Powell., 2023)
- **Training and Self-Assessment:**
 - Enables officers to review interactions for self-improvement (leading to a 20% improvement in self-reported professionalism and adherence to protocols, as reported by Koen 2019)
 - Provides real-world scenarios for police training (RCMP, Pilot Project Results)
- **Safety Enhancements:**
 - Serves as a deterrent for escalation during police-citizen encounters (Iliadis et al., 2023)
 - Encourages respectful and professional behavior from all parties involved (supported by 57% among officers with hands-on experience, according to Goetschel & Peha, 2017)



CHALLENGES REPORTED IN ACADEMIC LITERATURE

- **Privacy Concerns:**
 - Recording sensitive interactions may infringe on individual privacy
 - Victim-survivors of domestic and family violence report risks to their autonomy and safety
- **Officer Resistance and Perception:**
 - Some officers view BWCs as intrusive or a sign of mistrust
 - Concerns about reluctance to use necessary force due to fear of scrutiny
- **Operational and Technical Issues:**
 - Logistical challenges in managing and storing large amounts of video data
 - Inconsistent activation or technical malfunctions can undermine trust in the system
- **Policy and Implementation Challenges:**
 - Lack of standardized policies across jurisdictions
 - Resistance to adopting BWCs due to upfront costs and ongoing maintenance



CHALLENGES REPORTED IN ACADEMIC LITERATURE (Continued)

- **Overreliance on Technology:**
 - BWCs alone cannot rebuild trust or address systemic issues in policing
 - Risk of narrative manipulation or overdependence on video evidence, ignoring contextual nuances
- **Cost Concerns:**
 - Significant financial investments required for equipment, storage, and maintenance
 - Public support for BWCs decreases when associated with trade-offs, such as reduced funding for social programs
 - Additional cost of retention, storage, review, and redaction
- **Impact on Police Behavior:**
 - Potential for increased passivity among officers due to fear of being scrutinized
 - Reduced discretionary actions, impacting proactive policing efforts
- **Community Expectations:**
 - Unrealistic public expectations for BWCs to solve deep-rooted issues
 - Limited impact on rebuilding trust without addressing broader structural problems



COMMUNITY SENTIMENTS ON BWC

- **Widespread Support:** Community members generally support BWCs, seeing them as tools for enhancing transparency, accountability, and trust in police interactions
- **Privacy Concerns:** Privacy issues, particularly in sensitive situations or for vulnerable populations, remain a significant concern
- **Comfort Levels Vary:** Most people feel comfortable with officers wearing BWCs, especially in victim-related cases, but some discomfort arises during enforcement or investigative scenarios
- **Perceived Benefits:** BWCs are believed to promote professional behavior from officers, de-escalate conflicts, and provide unbiased evidence of police-public interactions
- **Recommendations:** Community feedback highlights the need for robust policies on privacy, transparent use of footage, and ongoing engagement to address concerns and improve public understanding



SWOT ANALYSIS



SWOT ANALYSIS (Continued)

Strengths

- Strong organizational support from the Police Services Board
- Well-established IT infrastructure to support BWC deployment
- High willingness among frontline officers to adopt new technologies
- Proven track record of successful technology implementations

Weaknesses

- Need for updated processes, policies, and organizational realignments
- Operational challenges in managing and securely storing large volumes of video footage
- Potential resistance from officers viewing BWCs as intrusive
- Significant financial costs for equipment, storage, and maintenance
- Potential lack of comprehensive, standardized policies for BWC activation and usage



SWOT ANALYSIS (Continued 2)

Opportunities

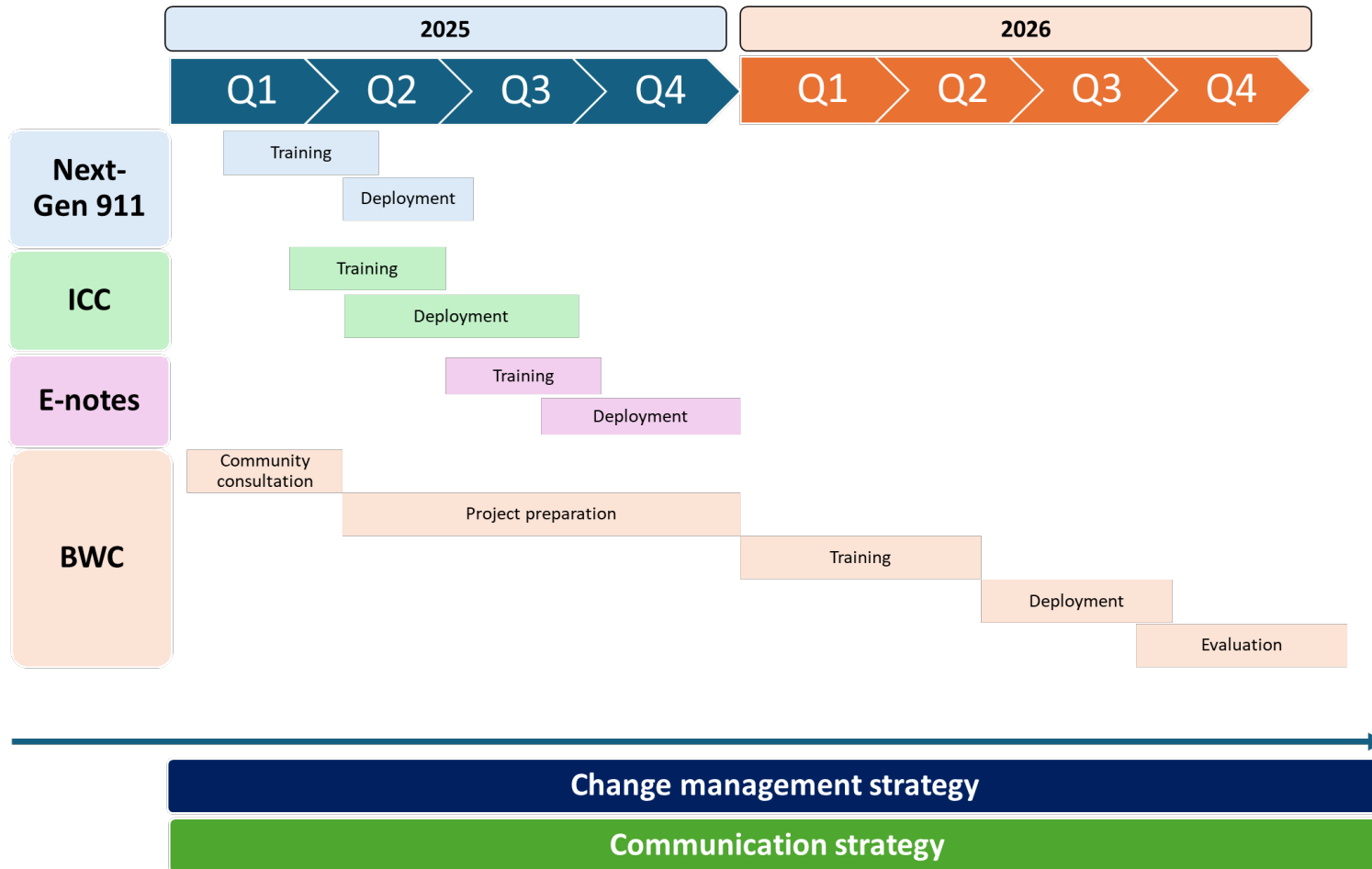
- Access to federal or provincial funding to offset financial constraints
- Strengthen trust and transparency with underrepresented or vulnerable groups
- Collaborate with other police services for standardization and knowledge sharing
- Leverage technological advancements to reduce costs and improve BWC functionality
- Utilize BWC data for evidence-based policy development and service improvement

Threats

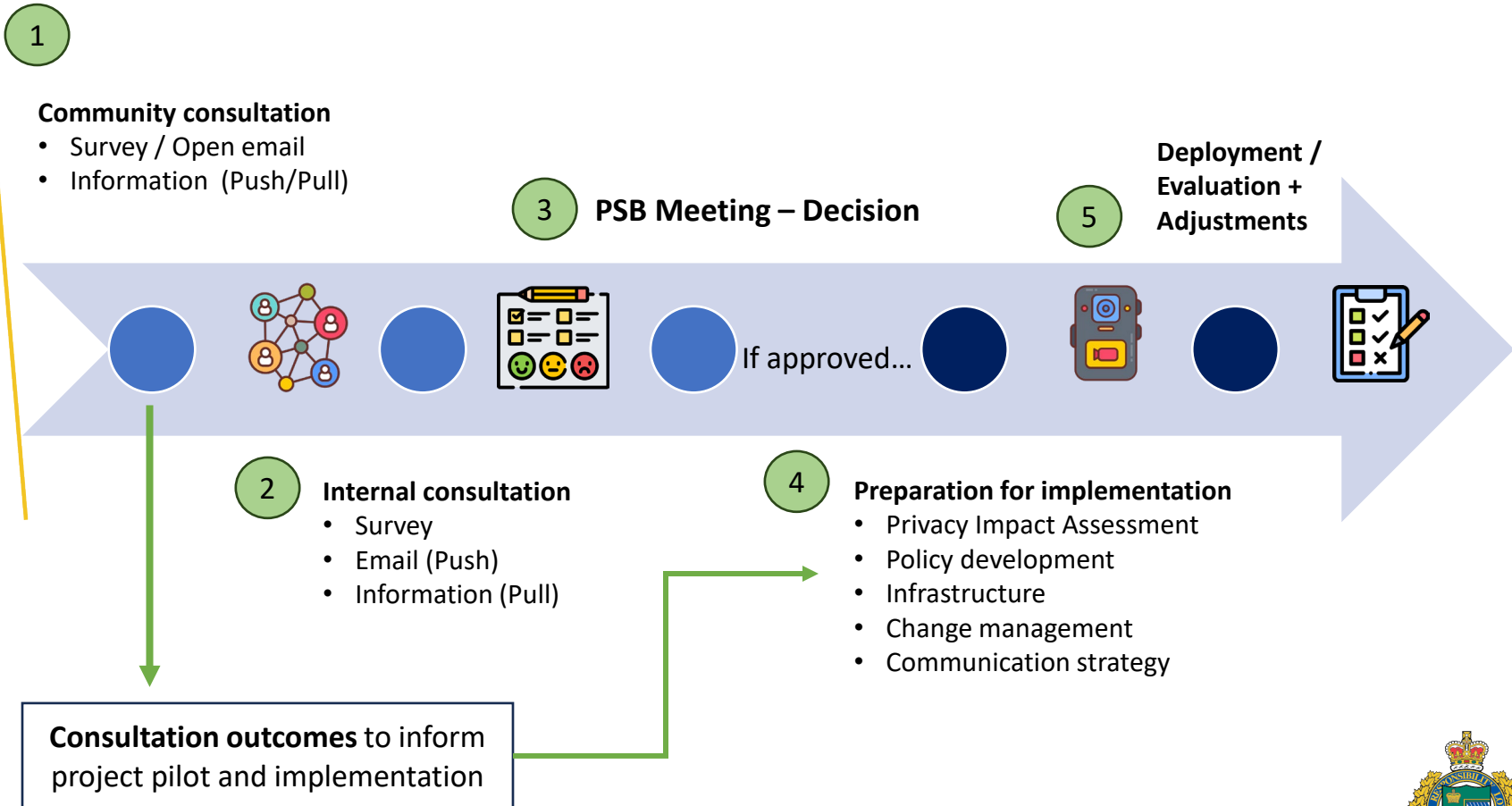
- Mismanagement of footage or non-compliance could damage public trust
- Risk of lawsuits due to misuse or breaches of privacy regulations
- Unrealistic community expectations for BWCs to address systemic issues
- Rapid technological changes requiring frequent upgrades and additional funding
- Data breaches or unauthorized access to sensitive footage



MAJOR TECHNOLOGY PROJECTS ROADMAP

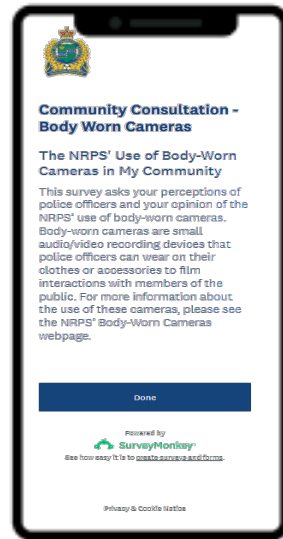
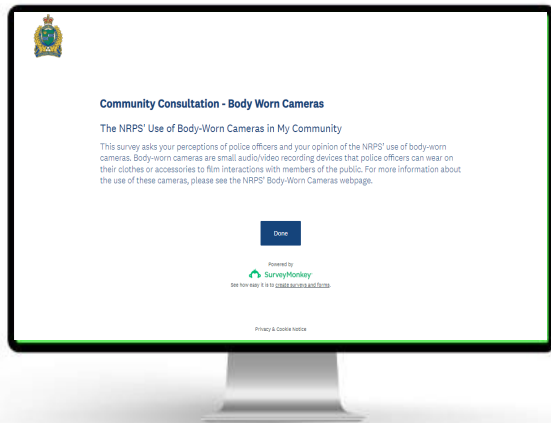


BWC ROADMAP (PROPOSAL)



COMMUNITY CONSULTATION PROCESS (PROPOSAL)

- 2-3 months of community consultation using an online survey and a dedicated email address
- Survey will include four sections:
 - Section 1 – Consent to participate
 - Section 2 – Perceptions of police
 - Section 3 – Perceptions of BWC
 - Section 4 – Statistical Information
- Data will be collected, classified and analyzed in categories
- A summary of findings will be presented during a PSB meeting and will inform the implementation



STRATEGIC CONSIDERATIONS



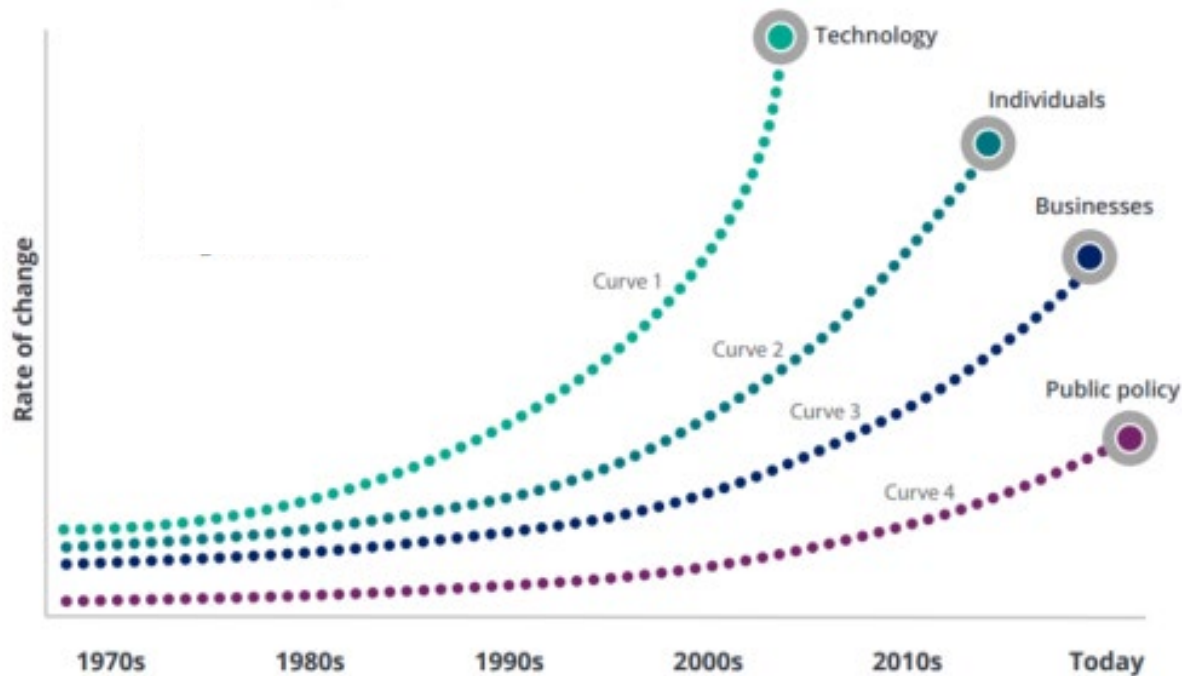
STRATEGIC CONSIDERATIONS

1. **Define** *expectations* for community consultation / identify *relevant* community partners
2. **Identify** organizational *champions* to lead the change management strategy
3. **Define** a clear *train the trainer* (TTT) approach to cascade training
4. **Unique** *point of contact* to Q/A + *troubleshoot* during pre-launch and initial launch
5. **Develop** an *evaluation mechanism* that allows NRPS to quickly incorporate changes and monitor implementation
6. **Realign** organizational structures to support effective implementation and realization of benefits



STRATEGIC CONSIDERATIONS (Continued)

Gap between Tech / People / Policy



Deloitte University Press | dupress.deloitte.com

Digital Disruption Is a People Problem. <https://sloanreview.mit.edu/article/digital-disruption-is-a-people-problem/>



STRATEGIC CONSIDERATIONS (Continued 2)

Financial considerations:

Description	Expense Type	Cost
Hardware - Upfront Capital	One-Time	\$ 950,015.66
Software, Licenses, Maintenance, etc¹	Annual – On-going	\$1,470,080.64
Salary Costs	Annual – On-going	814,106.19
Total – Annual Costs		\$2,284,186.83

Note:

1. A minimum 5-year commitment is required for software, licenses, maintenance, support, services and warranties
2. In summary, the budget impact of implementing BWC based on the proposed timeline includes one-time capital costs of \$950,015.66 to be included in the 2026 capital budget, as well as annual operating costs of \$2,284,186.83 to be partially included in the 2026 operating budget, with the full impact included annually starting in 2027



STRATEGIC CONSIDERATIONS (Continued 3)

1. Police services must **prioritize technological advancement** to stay relevant and effective in the rapidly evolving landscape of community and public safety
2. The adoption of new technologies can serve as a **powerful catalyst for staff to maintain a culture of continuous learning and innovation**. Tools like BWCs could encourage officers and staff to explore how technology can streamline operations, enhance tactics, and inform strategic decision-making
3. Deploying **BWCs will inevitably influence the workflows of justice system, including Crowns, prosecutors, and courts**. While technological adoption within police services may drive these partners to adapt and modernize their own processes, it is critical to engage them proactively. Early collaboration and consultation will ensure smoother integration and alignment with justice-related procedures



STRATEGIC CONSIDERATIONS (Continued 4)

4. Existing Case Law **that speaks about the availability of technology** and decision of police services to not use technologies (refer to: R. v. Moore-McFarlane)
5. The success of the BWC implementation hinges on the active support and advocacy of frontline officers. **Identifying and empowering these members as champion leaders** can help mitigate resistance and foster broader acceptance across the service
6. Resistance to change is a natural challenge in any large-scale initiative. **Transparent communication, comprehensive training, and a clear articulation of the benefits of BWCs—**for officers, the public, and the justice system—will help build trust and reduce apprehension



STRATEGIC CONSIDERATIONS (Continued 5)

7. The future will see unprecedented advancements in technology, particularly with the rise of generative AI and other transformative tools. **BWC represent a foundational step toward embedding technology into everyday operations and creating a framework for future advancements**
8. Beyond operational benefits, BWCs play a pivotal role in building public confidence and enhancing transparency. **Visibly demonstrating a commitment to accountability and fair practices**, the service can strengthen its relationship with the communities it serves
9. A robust **evaluation framework** should accompany the implementation of BWCs, that is measuring key performance indicators—such as changes in complaint rates, use-of-force incidents, and case processing times—**we can assess the effectiveness of the technology and make informed adjustments as needed**



SELECTED REFERENCES

- Ariel, B. (2016). Increasing Cooperation With the Police Using Body Worn Cameras. *Police Quarterly*, 19(3), 326–362. <https://doi.org/10.1177/1098611116653723>
- Ariel, B., Farrar, W. A., & Sutherland, A. (2014). The Effect of Police Body-Worn Cameras on Use of Force and Citizens' Complaints Against the Police: A Randomized Controlled Trial. *Journal of Quantitative Criminology*, 31(3), 509–535. <https://link.springer.com/article/10.1007/s10940-014-9236-3>
- Braga, A. (2017, September). Benefits of Body-Worn Cameras: New Findings from a Randomized Controlled Trial at the Las Vegas Metropolitan Police Department | Office of Justice Programs. *Www.ojp.gov*. <https://www.ojp.gov/ncjrs/virtual-library/abstracts/benefits-body-worn-cameras-new-findings-randomized-controlled-trial>
- Campeau, H., & Keesman, L. D. (2023). “Robocops” in the Making: Reframing Police–Citizen Interactions Through the Lens of Body-Worn Cameras. *The British Journal of Criminology*. <https://doi.org/10.1093/bjc/azad059>
- Ferrazares, T. (2023). Monitoring Police with Body-Worn Cameras: Evidence from Chicago. *Journal of Urban Economics*, 141, 103539. <https://doi.org/10.1016/j.jue.2023.103539>
- Goetschel, M., & Peha, J. M. (2017). Police Perceptions of Body-Worn Cameras. *SSRN Electronic Journal* . <https://doi.org/10.2139/ssrn.2944387>



QUESTIONS?





NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Use of Born Worn Cameras by Law Enforcement Agencies Update
Report To: Chair and Members, Niagara Police Service Board
Report Date: 2025-01-13

Recommendation(s)

That the Niagara Regional Police Service Board (Board) receive this report for consideration of the implementation and deployment of Body-Worn Cameras (BWC) in 2026 and that the Board approve the recommendations contained in the report.

Key Facts

- Over the last 10 years, the Board has received multiple updates regarding the implementation of Body-Worn Cameras (thereafter BWC) (see: Reports: 104-2015 (2015), 279-2016 (2016)).
- Most of the big 12 police services in Ontario have deployed BWC to support the operations and provide adequate and effective policing as mandated by the Community Safety and Policing Act.
- The body of knowledge and the academic and grey literature in this field is extensive and allows police services to access lessons learned to mitigate risk and challenges before, during, and after implementation. Some benefits of BWC include enhancements to transparency and accountability, reduction in use of force and complaints against police, and a strong evidentiary value. Some challenges are related to privacy concerns, officer and organizational resistance to change and operational and technical issues. Nonetheless, documented benefits outweigh the challenges.
- The Niagara Regional Police Service (NRPS) has extensive experience in successfully implementing technology and other modernization projects.

Financial Considerations

In August of 2024, the Service received a non-binding budgetary estimate from Axon Public Safety Canada Inc. to assess the cost of BWCs with an estimated implementation date of Q4 2026. This estimate included the upfront capital cost, hardware maintenance and refresh, software and licenses, services, and warranties. In addition, the Service expects additional staffing requirements as a result of the implementation of BWCs. Based on consultations with other police services it is expected that 5 DEMS Clerks, 1 Equipment Hardware Technician, and 1 Sergeant would be required on an on-going basis.

A breakdown of the costs by type is as follows:

Description	Expense Type	Cost
Hardware - Upfront Capital	One-Time	\$ 950,015.66
Software, Licenses, Maintenance, etc. ¹	Annual – On-going	\$1,470,080.64
Salary Costs	Annual – On-going	\$814,106.19
Total – Annual Costs		\$2,284,186.83

* A minimum 5-year commitment is required for software, licenses, maintenance, support, services, and warranties.

In summary, the budget impact of implementing body worn cameras based on the proposed timeline includes one-time capital costs of \$950,015.66 to be included in the 2026 capital budget, as well as annual operating costs of \$2,284,186.83 to be partially included in the 2026 operating budget, with the full impact included annually starting in 2027.

Analysis

Introduction

The NRPS has explored the adoption of BWCs to enhance transparency, accountability, and community trust in police operations. This initiative has been prioritized at the request of the Chief of Police, reflecting broader trends in policing and public expectations for increased accountability. The analysis provided herein examines the rationale, challenges, and strategic considerations for implementing BWC, along with a brief history of the matter's reviewed by the Board.

The adoption of BWC has been discussed at various levels within NRPS. Key milestones include:

- 2015 – PSB Report 104-2015: This report discussed benefits and concerns with current technology at the time, and it concluded that *“It is premature for the NRPS to explore the development of a BWC program.”*
- 2016 – PSB Report 279-2016: This report provided updates regarding the implementation of Body BWC and observed the challenges with technologies reported by Toronto Police Service (TPS) during their pilot project. It concluded that *“NRPS will continue to monitor TPS pilot project implementation”*.
- 2024 – NRPS engaged in communication with other police services across Canada to learn from their experiences and considered BWC as part of the 2026 budget discussions. Also, more evidence became available as more police services implemented BWC in Canada and the technology has become more

affordable and reliable than before, and evidence highlights the benefits that BWC have for important policing matters (e.g., improving courts procedures, reducing use of force incidents and complaints against the police, promoting accountability and transparency)

This report synthesizes findings from academic research, community sentiment analyses, and internal evaluations to determine NRPS's readiness for BWC implementation and recommends a path forward.

Background and Context

Benefits of BWC

Transparency and Accountability: BWC provide objective documentation of police-citizen interactions, improving public trust. Studies demonstrate an 88-93% reduction in citizen complaints, and a 28-59% reduction in use-of-force incidents (Ariel et al., 2015, 2016).

Enhanced Evidence Collection: BWC deliver high-quality visual and audio evidence that strengthens court proceedings, increasing prosecution success rates in cases like domestic violence. For instance, guilty pleas increased from 87% to 93% with BWC evidence (Iliadis et al., 2024).

Officer Training and Professionalism: BWC allow officers to review interactions, fostering self-improvement and adherence to protocols. Research indicates a 20% improvement in self-reported professionalism (Koen, 2019).

Challenges of BWC

Privacy Concerns: Sensitive interactions, particularly involving vulnerable populations, may raise privacy issues (Milidragović, D., & Milić, N., 2024). Robust privacy policies and clear communication with the public are essential to mitigate this.

Financial Implications: Initial and ongoing costs for equipment, storage, and maintenance are significant (Poirier et al., 2023). However, potential savings from reduced litigation and complaints offer long-term offsets (Powell., 2023).

Operational Resistance: Some officers perceive BWC as intrusive or mistrust-inducing (Koslicki et al., 2023). Change management strategies will be critical to address resistance and ensure adoption.

Community Sentiments

Community feedback indicates strong support for BWC, with 91% of respondents believing they enhance transparency (Sousa et al., 2015). However, concerns about privacy and the equitable use of recorded data remain. A proposed consultation process will gather insights and address these issues comprehensively.

A summary of some of the academic studies discussing benefits and challenges is presented in included in the Appendix 1 Literature Review.

Discussion

Organizational Readiness

NRPS's strong IT infrastructure and history of successful technology implementation positions it well for BWC adoption. The service's existing processes will need adjustments to accommodate BWC data management and privacy requirements. Identifying organizational champions to lead this change will be pivotal.

Strategic Considerations

- **Consultation Process:** A 2–3-month consultation phase will include online surveys and community outreach, ensuring broad community partners engagement.
- **Policy Development:** Clear guidelines on BWC activation, usage, and data retention will address privacy and operational concerns.
- **Training Programs:** Comprehensive training for officers, coupled with a “train-the-trainer” approach, will facilitate smooth implementation.

Recommendation

Based on the analysis, subject to the Board assessment and approval, NRPS could be positioned to proceed with implementing BWC. The following steps are recommended:

1. Conduct a comprehensive community consultation process, inclusive of internal members to refine implementation strategies and learn from community sentiments regarding BWC.
2. Report findings to the Board to discuss the next steps. If supported:
3. Develop robust policies addressing privacy, operational protocols, and data management.
4. Initiate a phased rollout, leveraging pilot program insights and aligning with available academic evidence and best practices from other jurisdictions.

Following these steps will align NRPS with public expectations and enhance its commitment to accountability, transparency, and community trust.

Alternatives Reviewed

In the context of this analysis, the only alternative identified is to not proceed with the implementation of BWC, thereby foregoing community consultation and maintaining the status quo. While this approach might avoid immediate challenges, it presents

significant long-term implications. Diverse studies highlight the growing gaps among technology, individuals, businesses, and public policy over time. When advancements like BWC are delayed, these gaps expand, making it increasingly difficult to align with evolving public expectations and operational standards.

Delaying implementation means falling behind as technology outpaces current practices, and police services lose opportunities to enhance transparency, efficiency, and accountability. Without BWC, the adaptation process for officers and the public is postponed, public trust in police services' commitment to modern practices is undermined, and valuable data-driven insights for improving community interactions are missed. Given that most large police services in Ontario have already adopted BWC, continuing with the status quo widens the technological and procedural divide, creating a gap that will be challenging to overcome. For these reasons, maintaining the status quo is not recommended.

Relationship to Police Service/Board Strategic Priorities

BWC could be a major component of service modernization as part of the 2022 – 2025 Strategic Plan, aligned with goals: 1. Public Safety, 2. Community Engagement and Collaboration, and 3. Continuous improvement and Organizational Continuity.

Relevant Policy Considerations

Internal:

- GO - 006 - MUNICIPAL FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT
- GO - 016 - CROWN BRIEF SUBMISSION
- GO - 035 - EVIDENCE AND PROPERTY MANAGEMENT

External:

- Model Governance Framework for Police Body-worn Camera Programs in Ontario, available: <https://www.ipc.on.ca/sites/default/files/legacy/2021/07/model-governance-framework-police-body-worn-camera-programs.pdf>

Other Pertinent Reports

- 2015 – PSB Report 104-2015
- 2016 – PSB Report 279-2016

References:

[2022-2025 Strategic Plan -Niagara Regional Police Service](#)

This report was prepared by Dr. Hector Perez, Corporate Analyst and reviewed by Rany Audeh, Manager Corporate Strategy and Innovation and Stephanie Sabourin, Manager Corporate Communications in consultation with Akram Askoul, Director Technology Services and Laura Rullo, Director Finance and Asset Management and Courtney Woods, Finance Manager.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

- Appendix 1 Literature review (Summary)
- Appendix 2 References
- Appendix 3 Status of BWC in Big 12 Police Services in Ontario, including OPP and RCMP

Study	Year	Study type	Outcomes	Benefits	Challenges	Notes	Theme
Couture-Carron, A., & Saulnier, A. (2025). "That Came Back to Haunt Me": Violence Against Women Survivors' Concerns About Police Use of Body-Worn Cameras. <i>Journal of Interpersonal Violence</i> . https://doi.org/10.1177/08862605241311610	2025	Qualitative study	The study on body-worn cameras (BWCs) identifies benefits such as increased police accountability, evidence generation, and convenience for survivors.		Challenges, including concerns about capturing trauma responses that could be used against survivors, reducing survivor comfort and willingness to report crimes, and contributing to revictimization and loss of control	Survivors express nuanced support for BWCs while emphasizing the need for careful consideration of their potential impacts on vulnerable populations	Increased Accountability and Transparency
Brigitte Poirier, Étienne Charbonneau, Rémi Boivin, Body-worn cameras and court proceedings: A qualitative study of police officers' expectations, <i>Policing: A Journal of Policy and Practice</i> , Volume 18, 2024, paae007, https://doi.org/10.1093/policing/paae007	2024	Qualitative exploratory study	Police officers' perceptions of body-worn camera usage in court.	Police officers are largely optimistic about the use of BWCs in court and expect their footage to serve as visual evidence, to replace portions of written reports, and corroborate their testimony	Officers worry that BWC footage could be used by defense lawyers to challenge report discrepancies, leading to substantial impacts on legal proceedings	Police officers are optimistic about using body-worn cameras in court, expecting footage to serve as visual evidence and corroborate their testimony, but worry about defense lawyers challenging report discrepancies.	Evidentiary Value in Legal Proceedings
Milidragović, D., & Milić, N. (2024). NBP. <i>Nauka, bezbednost, policija</i> , 29(2). https://doi.org/10.5937/nabepo29-48718	2024	Survey-based study	Mixed views on BWCs improving police actions, communication, and performance. Strong support (68.5%) for BWCs aiding in complaint resolution and fact-finding.	Potential for increased transparency and accountability; improved evidence collection.	Concerns about privacy, increased scrutiny, and the potential impact on officer discretion.	Polarized Views: Police officers are divided on whether BWCs will significantly improve their performance or communication with citizens. Importance of Training: Effective implementation of BWCs will require thorough training to address concerns and maximize benefits. Role in Accountability: BWCs can contribute to improving police accountability and transparency, especially in complaint resolution processes. Realistic Expectations: BWCs should be seen as a supplementary tool, not a standalone solution, to broader reforms in policing practices.	Increased Accountability and Transparency
Saulnier, A. (2024). <i>Applied Police Briefings</i> , 1. https://doi.org/10.22215/apb.v1i.4859	2024	Survey-based study	Survey of Canadian police services reveals varied BWC policies; recommendation for a standardized national policy to promote evidence-based practice and public confidence.	Increased public trust; reduced resource wastage; decreased liability through shared standards.	Achieving consensus across diverse police services; adapting standardized policies to local contexts.		Increased Accountability and Transparency
Hamm, J. A., et al. (2024). <i>Policing and Society</i> . https://doi.org/10.1080/15614263.2024.2328664	2024	Experimental study	Body-worn cameras (BWCs) capture a narrower field of view compared to human visual attention, potentially missing contextual cues during police-citizen interactions.	BWCs provide objective recordings of interactions, enhancing transparency and accountability.	Limitations in capturing the full scope of an encounter; potential misinterpretation of events due to restricted perspective.		Increased Accountability and Transparency
Freemon, K. (2024). <i>Policing: An International Journal</i> , 47(6), 1179-1204. https://doi.org/10.1108/PIJPSM-02-2024-0018	2024	Quantitative study	Body-worn cameras (BWCs) and early intervention systems (EIS) effectively reduce officer misconduct across gender and racial groups.	Enhanced accountability and reduction in misconduct uniformly across diverse officer demographics.	Implementation and maintenance of BWCs and EIS; ensuring consistent application across all officer groups.		Increased Accountability and Transparency
Demir, M., & Apel, R. (2024). Recorded Justice or Procedural Justice? A Randomized Controlled Experiment of the Influence of Body Worn Cameras and Officer Behavior on Citizen Attitudes. <i>Justice Quarterly</i> , 1-35. https://doi.org/10.1080/07418825.2024.2425676	2024	Experimental study with cluster randomization using hypothetical vignettes.	- Procedural justice significantly affects citizens' perceptions of officer behavior, encounter attitudes, and general views of police and law. - Procedurally unjust behavior leads to more negative judgments than procedurally just behavior generates positive ones. - BWCs did not significantly alter attitudes or perceptions.	No discernible direct benefit in altering attitudes or perceptions in the context of the vignette.	BWCs did not buffer the negative effects of procedurally unjust policing. BWCs did not enhance the positive effects of procedurally just policing	Officer behavior has a greater influence on citizens' perceptions and attitudes than the presence of BWCs.	Procedural justice
Ferrazares, T. (2024). Monitoring Police with Body-Worn Cameras: Evidence from Chicago. <i>Journal of Urban Economics</i> , 141, 103539-	2024	A two-way fixed effects design	BWCs are associated with a 29% reduction in use-of-force complaints, driven by white officer-black civilian complaints.	a 34% reduction in officers reporting striking civilians and a large though less significant reduction in officer firearm usage, potential mechanisms for the reduction in complaints. Importantly, I find no change in officer injury or force from civilians.			Reduction in Use of Force and Complaints
Campeau, H., & Keesman, L. D. (2024). "Robocops" in the making: Reframing police-citizen interactions through the lens of body-worn cameras. <i>British Journal of Criminology</i> , 64(3), 744-760. https://doi.org/10.1093/bjcr/azad059	2024	Qualitative study	Perceptions of Dehumanization: Officers feel that body-worn cameras (BWCs) hinder their ability to build rapport with citizens, leading to interactions perceived as more "robotic" and less personal. Mechanized Policing: Officers report the necessity to act more "mechanically" to adhere strictly to protocols for case-building and use-of-force, reducing flexibility in interactions. Support for BWCs: Despite these challenges, all participants support BWC use, recognizing their value for protection in an era of heightened visibility and accountability pressures.	Accountability and Protection: BWCs are perceived as tools that enhance transparency and provide officers with protection against false allegations. Improved Evidence Collection: Video recordings support better case-building and documentation of use-of-force incidents.		BWCs reshape the nature of police-citizen interactions, often at the cost of rapport-building and human connection. Officers adapt their behavior to align with the expectations and scrutiny brought by video documentation. While BWCs introduce operational challenges, their benefits in terms of accountability and officer protection ensure widespread officer support.	Increased Accountability and Transparency
L'Hoiry, X., Santorso, S., & Harrison, K. (2024). Body-worn cameras and unintended consequences: A case study of a British police force. <i>Police Journal (Chichester)</i> , 97(4), 658-675. https://doi.org/10.1177/0032258X231211177	2024	Mixed-methods case study	Use-of-force incidents, citizen complaints against police.	Benefits: Improved transparency, accountability, and evidentiary support in prosecutions.	Challenges: BWCs led to increased workloads, reliance on video evidence, and constrained officer discretion in public interactions.	While BWCs enhance trust and provide valuable evidence, they also introduce operational challenges, including workload burdens and delays in prosecutorial processes. Comprehensive training and infrastructure are essential to balance expectations with practical realities.	Reduction in Use of Force and Complaints

Petersen, K., Papy, D., Mouro, A., & Ariel, B. (2023). The usage and utility of body-worn camera footage in courts: A survey analysis of state prosecutors. <i>Journal of Empirical Legal Studies</i> , 20(3), 534–569. https://doi.org/10.1111/jels.12358	2024	Survey of 118 Miami-Dade prosecutors on body-worn camera (BWC) usage in court.	Utility: Limited usefulness in most cases, better for trials and motions to suppress than charging decisions. Usage: Footage introduced most often at trials and motions to suppress.	Supports evidence transparency and strengthens some cases (e.g., domestic violence, resisting arrest).	Challenges: Delayed access (>10 days for 79%), difficulty obtaining footage (62%), and poor quality	Streamlined access and better quality footage are needed to enhance BWC effectiveness in legal processes.	Procedural justice
Poirier, B., Charbonneau, É., & Boivin, R. (2023). The price tag of police body-worn cameras: officers' and citizens' perceptions about costs. <i>Police Practice and Research</i> , 25(2), 189–206. https://doi.org/10.1080/15614263.2023.2210726	2023	Mixed-Methods Study with an Exploratory-Explanatory Design			Police officers are skeptical about the cost-effectiveness of BWCs, emphasizing the need for careful evaluation of their financial sustainability and alignment with public priorities.	The study reveals that while public support for body-worn cameras (BWCs) is initially high, it declines when citizens are made aware of the financial trade-offs, such as potential cuts to social programs.	Officer Resistance and Perceptions
Iliadis, M., Harris, B., Vakhitova, Z., Flynn, A., & Tyson, D. (2023). Police Body-Worn Cameras as a Response to Domestic and Family Violence: Practitioner Insights Into the Consequences for Victim/Survivors.. <i>Violence against women</i> , 10778012231185541. https://doi.org/10.1177/10778012231185541 .	2023	Qualitative research study	Enhanced Evidence Collection: BWCs can provide real-time documentation of DFV incidents, potentially strengthening legal proceedings. Increased Surveillance: The presence of BWCs may lead to heightened surveillance of victim-survivors, raising concerns about their privacy and autonomy.	Improved Accountability: BWCs can promote police transparency and accountability during DFV interventions. Potential Deterrence: The knowledge that interactions are recorded may deter inappropriate behavior by both officers and perpetrators.	Privacy Concerns: Recording sensitive DFV situations can infringe on the privacy of victim-survivors, potentially causing additional trauma. Autonomy and Consent Issues: Victim-survivors may feel disempowered if recordings are made without their informed consent. Safety Risks: The existence of recordings could be exploited by perpetrators, posing further risks to victim-survivors.	While BWCs are intended to enhance police accountability and evidence collection in DFV cases, their use may inadvertently harm victim-survivors by compromising privacy, autonomy, and safety	Evidentiary Value in Legal Proceedings
Davies, A., & Krame, G. (2023). Policing: A Journal of Policy and Practice, 17, paad015. https://doi.org/10.1093/police/paad015	2023	Mixed-methods study	Reduction in number of complaints received; decrease in upheld citizen complaints.	Enhanced efficiency in triaging complaint submissions; reported increase in officer morale.	Under-explored aspects of BWC impact on complaint processes and officer well-being.		Reduction in Use of Force and Complaints
Kosliski, W. M., Willits, D., & Simckes, M. (2023). Policing and Society. https://doi.org/10.1080/10439463.2023.2213804	2023	Quantitative study	Policies requiring officers to inform the public of recording (civilizing effect) and mandating activation during specific events (deterrence spectrum) are associated with reductions in fatal police use of force.	Enhanced transparency and accountability; potential reduction in fatal encounters.	Implementation and compliance with activation policies; potential resistance from officers.		Increased Accountability and Transparency
Cubukcu, S., Sahin, N., Tekin, E., & Topalli, V. (2023). <i>Justice Quarterly</i> . https://doi.org/10.1080/07418825.2023.2222789	2023	Quantitative study	Significant decrease in "not sustained" complaint outcomes; significant increase in "sustained" outcomes; reduction in racial disparities in complaint adjudications.	Enhanced evidence quality leading to more conclusive investigations; improved accountability and trust in police oversight processes.	Implementation costs; ensuring consistent use and proper management of BWC footage.		Reduction in Use of Force and Complaints
McClure, D., LaFrance, C., & Williams, W. (2023). Policing: A Journal of Policy and Practice. https://doi.org/10.1093/police/paad024	2023	Qualitative study	Officers perceive BWCs as having a professionalizing effect; potential for increased passivity; concerns about being second-guessed.	Enhanced accountability; improved behavior during interactions.	Potential for decreased proactive policing; fear of external scrutiny.		Increased Accountability and Transparency
Adams, I., & Mastracci, S. (2023). <i>First Monday</i> . https://doi.org/10.5210/fm.v28i7.13243	2023	Qualitative study	Officers' decisions to review BWC footage before writing reports are influenced by ideological perspectives, technological limitations, and policy concerns; this practice affects how police-public interactions are documented.	Potential for more accurate and detailed incident reports; opportunity for self-assessment and training.	Risk of narrative manipulation; reliance on footage may overlook contextual nuances; policy ambiguities regarding report writing practices.		Increased Accountability and Transparency
Davies, A. (2023). Through an Australian Lens: Exploring the Impact of Body-Worn Cameras on Police–Community Relations. <i>Policing : A Journal of Policy and Practice</i> , 17. https://doi.org/10.1093/police/paac065	2023	Quantitative study	The findings indicate a high level of optimism and positive experience with the impact of the use of BWCs, specifically as it relates to change of behaviour and transparency and accountability of police and members of the public	High level of optimism and positive experience with the impact of the use of BWCs			Improved Police-Citizen Interactions
Williams, M., Weil, N., Rasich, E., Ludwig, J., Chang, H., & Egrari, S. (2021). Body-Worn Cameras in Policing: Benefits and Costs. <i>NBER Working Paper Series</i> . https://doi.org/10.3386/W28622 .	2021	Systematic Review	Impacts on policing outcomes, benefit-cost ratio of body-worn cameras.	The benefit-cost ratio of body-worn cameras is 4.95.	NA	Body-worn cameras can improve police use of force and have a 4.95 benefit-cost ratio, potentially even paying for themselves from a government budget perspective.	Increased Accountability and Transparency; Reduction in Use of Force and Complaints; Potential Cost Benefits
Gaub, J. (2021). Assessing the Utility of Body-Worn Cameras for Collegiate Police Agencies. <i>Police Quarterly</i> , 25, 118 - 148. https://doi.org/10.1177/10986111211037586 .	2021	Mixed-methods research design		BWCs enhance transparency, evidence collection, officer behavior, and community trust	BWCs pose privacy concerns, resource demands, technical issues, and policy complexities		Increased Accountability and Transparency; Reduction in Use of Force and Complaints; Evidentiary Value in Legal Proceedings
Wright, J. E., & Headley, A. M. (2021). Can Technology Work for Policing? Citizen Perceptions of Police-Body Worn Cameras. <i>The American Review of Public Administration</i> , 51(1), 17-27. https://doi.org/10.1177/0275074020945632	2021	Qualitative exploratory study	Positive Perceptions: Residents believe body-worn cameras (BWCs) should improve officer behavior and increase police legitimacy. Limitations: BWCs are not perceived as tools that will increase trust between police and the community; Structural and systemic issues underlying mistrust remain unaddressed by the technology.	Improved accountability and transparency in police interactions. Potential enhancement of police legitimacy in the eyes of the public.	Limited impact on rebuilding trust between police and communities. Potential overreliance on technology without addressing deeper social and institutional issues. Need for collaborative strategies and policies to maximize the effectiveness of BWCs.	The main takeaway is that while body-worn cameras (BWCs) are perceived as tools to improve police behavior and legitimacy, they alone are insufficient to rebuild trust between police and communities. Addressing systemic and structural issues requires collaborative strategies beyond technological adoption.	Increased Accountability and Transparency; Reduction in Use of Force and Complaints; Evidentiary Value in Legal Proceedings

Miranda, D. (2021). Body-worn cameras 'on the move': exploring the contextual, technical and ethical challenges in policing practice. <i>Policing and Society</i> , 32(1), 18–34. https://doi.org/10.1080/10439463.2021.1879074	2021	Systematic Review and Meta-analysis	Enhanced Evidence Collection: BWCs provide real-time documentation of incidents, potentially strengthening legal proceedings. Improved Accountability: The presence of BWCs may promote transparency and appropriate conduct during police interventions.	Corroborative Evidence: Footage from BWCs can serve as crucial evidence in court, supporting victim-survivor testimonies. Deterrence of Misconduct: Knowing that interactions are recorded may deter inappropriate behavior by both officers and perpetrators.	Privacy Concerns: Recording sensitive situations can infringe on the privacy of individuals, potentially causing additional trauma. Consent Issues: Individuals may feel disempowered if recordings are made without their informed consent. Safety Risks: The existence of recordings could be exploited by perpetrators, posing further risks to individuals.		Increased Accountability and Transparency; Reduction in Use of Force and Complaints; Evidentiary Value in Legal Proceedings
Hansen Löfstrand, C., & Backman, C. (2021). Control or protection? Work environment implications of police body-worn cameras. <i>New Technology, Work and Employment</i> , 36(3). https://doi.org/10.1111/ntwe.12201	2021	Review paper	Limited attention to work environment implications for police officers using BWCs.	Potential for improved officer safety and accountability.	Concerns about increased surveillance and impact on officer autonomy.		Improved officer safety and accountability.
Young, J., & Puckett, A. (2020). Body-Worn Cameras and Policing. <i>Criminology</i> . https://doi.org/10.1093/obo/9780195396607-0289 .	2020	Systematic Review	Police-citizen interactions, perceptions of BWCs, officer compliance, organizational effects, costs and benefits of BWCs.	Body-worn cameras in policing can increase legitimacy and accountability	Their costs and benefits must be considered in relation to the overall impact on citizens and officers.	Body-worn cameras (BWCs) are widely recognized for enhancing police accountability and transparency. They provide a visual and audio record of police interactions, which can be crucial in investigations and court proceedings. This transparency is believed to improve police legitimacy and reduce citizen complaints	Increased Accountability and Transparency
Koen, M., & Willis, J. (2020). Making sense of body-worn cameras in a police organization: a technological frames analysis. <i>Police Practice and Research</i> , 21, 351 - 367. https://doi.org/10.1080/15614263.2019.1582343 .	2020	Qualitative study	Diverse views on BWC purpose and use.	Increased accountability and Improved evidence collection.	Resistance to change */ Logistical and technical issues.		Increased Accountability and Transparency
Ariel, B., Sutherland, A., & Sherman, L. W. (2020). Australian & New Zealand Journal of Criminology, 53(1), 61–79. https://doi.org/10.1177/0004865820976190	2020	Quantitative study	Analysis of BWC activation metadata can identify patterns in officer behavior; potential to link activation patterns with complaint occurrences.	Improved monitoring of officer compliance; enhanced ability to address misconduct proactively.	Ensuring accurate and consistent metadata collection; addressing privacy concerns.		Increased Accountability and Transparency
Crow, M., Snyder, J., Crichlow, V., & Smykla, J. (2017). Community Perceptions of Police Body-Worn Cameras. <i>Criminal Justice and Behavior</i> , 44, 589 - 610. https://doi.org/10.1177/0093854816688037 .	2017	Survey and data analysis	Perceptions of body-worn cameras.	A majority supported body-worn cameras	Privacy concerns reduced perceived benefits	Most residents support the use of police body-worn cameras, with positive perceptions of performance and more police interaction leading to greater perceived benefits, while privacy concerns reduce perceived benefits.	Reduction in Use of Force and Complaints
Goetschel, M., & Peha, J. (2017). Police Perceptions of Body-Worn Cameras. <i>American Journal of Criminal Justice</i> , 42, 698-726. https://doi.org/10.2139/SSRN.2944387 .	2017	Survey and data analysis	Police perceptions of body-worn cameras.	NA	Support for BWCs increased from 31% to 57% among officers with hands-on experience.	Police officers with hands-on experience in body-worn camera technology have increased support for implementing them, but their support decreases among those without experience.	Officer Resistance and Perceptions
Braga, A. (2017, September). Benefits of Body-Worn Cameras: New Findings from a Randomized Controlled Trial at the Las Vegas Metropolitan Police Department Office of Justice Programs. www.ojp.gov . https://www.ojp.gov/ncjrs/virtual-library/abstracts/benefits-body-worn-cameras-new-findings-randomized-controlled-trial	2017	Randomized controlled trial	Impacts on policing outcomes, benefit-cost ratio of body-worn cameras.	1) Enhanced transparency and accountability in police operations; 2) reduction in the use of force by police officers and a decrease in citizen complaints, suggesting that BWCs can positively influence police-citizen interactions; 3) potential of BWCs to aid in the prosecution of cases by providing reliable evidence, thereby improving the efficiency of the criminal justice process			Increased Accountability and Transparency
Morrow, W., Katz, C., & Choate, D. (2016). Assessing the Impact of Police Body-Worn Cameras on Arresting, Prosecuting, and Convicting Suspects of Intimate Partner Violence. <i>Police Quarterly</i> , 19, 303 - 325. https://doi.org/10.1177/1098611116652850 .	2016	Controlled experimental study	Arrest, prosecution, and conviction rates in IPV cases.	BWCs increased arrests, charges, guilty pleas, and verdicts in IPV cases.	NA	Police body-worn cameras are more effective in arresting, prosecuting, and convicting intimate partner violence offenders compared to non-camera cases.	Increased Accountability and Transparency; Reduction in Use of Force and Complaints; Evidentiary Value in Legal Proceedings
Ariel, B. (2016). Increasing Cooperation With the Police Using Body Worn Cameras. <i>Police Quarterly</i> , 19, 326 - 362. https://doi.org/10.1177/1098611116653723 .	2016	Controlled experimental study	Willingness to report crimes.	BWCs increased crime reporting in low crime density residential areas.	NA	Body Worn Cameras increase the willingness to report crimes to the police in low crime density residential street segments, but have no discernible effect in hotspot areas.	Improved Police-Citizen Interactions
Boston Police Department. 2016. "Body-Worn Camera Pilot Program Policy." Boston, Massachusetts, July 12. https://www.bwcorescard.org/static/policies/2016-07-12%20Boston%20-%20BWC%20Policy.pdf	2016	Randomized controlled trial	This involves police officers wearing cameras on their uniforms to improve the civility of their interactions with citizens.			The findings reveal that BWCs significantly reduce both citizen complaints and police use of force, although they do not notably affect officer activity or discretion. Additionally, the study identifies significant spillover effects, with reductions in citizen complaints observed among control officers in districts where BWCs were deployed. This suggests that even partial implementation of BWCs can have a deterrent effect, as both officers and citizens may perceive a heightened risk of inappropriate behavior being recorded.	Reduction in Use of Force and Complaints

Smykla, J., Crow, M., Crichlow, V., & Snyder, J. (2015). Police Body-Worn Cameras: Perceptions of Law Enforcement Leadership. <i>American Journal of Criminal Justice</i> , 41, 424 - 443. https://doi.org/10.1007/s12103-015-9316-4 .	2015	Survey and data analysis	Law enforcement leadership attitudes toward body-worn cameras.	NA	Command staff believe BWCs will make police more reluctant to use necessary force.	Law enforcement command staff believe body-worn cameras will impact officers' decisions to use force and make them more reluctant to use force, with public support and media pressure driving their adoption.	Officer Resistance and Perceptions
Ariel, B., Farrar, W., & Sutherland, A. (2015). The Effect of Police Body-Worn Cameras on Use of Force and Citizens' Complaints Against the Police: A Randomized Controlled Trial. <i>Journal of Quantitative Criminology</i> , 31, 509-535. https://doi.org/10.1007/S10940-014-9236-3 .	2015	Randomized Controlled Trial	Use-of-force incidents, citizen complaints against police.	Body-worn cameras halved use-of-force incidents and reduced complaints from 0.7 to 0.07 per 1,000 contacts.	NA	Body-worn cameras significantly reduce the likelihood of use-of-force and citizens' complaints against the police in police-public encounters.	Reduction in Use of Force and Complaints
Coudert, F., Butin, D., & Métyayer, D. (2015). Body-worn cameras for police accountability: Opportunities and risks. <i>Comput. Law Secur. Rev.</i> , 31, 749-762. https://doi.org/10.1016/J.CLSR.2015.09.002 .	2015	Comparative policy analysis and literature review study	The study highlights the global expansion of body-worn cameras, their role in enhancing police accountability, and the associated privacy and adoption challenges across different countries.			Police body-worn cameras can improve accountability and reduce violence, but they also pose privacy threats and may lead to function creep.	Reduction in Use of Force and Complaints

Appendix 2 - References used to prepare report

Pilot Projects and Evaluations

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Appendix 3 Status of BWC in Big 12 Police Services in Ontario, including OPP and RCMP

Police Service	Status of Body-Worn Cameras
Toronto Police Service	Implemented. Conducted a pilot project in 2015-2016; service-wide implementation recommended. https://www.tps.ca/use-technology/body-worn-cameras/
Peel Regional Police	Implemented: Deployed BWCs to front-line officers. https://www.peelpolice.ca/en/in-the-community/body-worn-cameras-faqs.aspx
York Regional Police	Not implemented yet. YRP continues to monitor its deployment. https://yrp.ca/en/about/resources/2023-to-2025-York-Regional-Police-IT-Strategy.pdf
Ottawa Police Service	Continues to evaluate its deployment until at least 2026 citing budget constrains. https://www.ottawapolice.ca/en/who-we-are/resources/Documents/2025-Budget/Budget-Report-2025.pdf
Durham Regional Police	Fully deployed to frontline officers https://www.drps.ca/pages/body-worn-camera-project/
Halton Regional Police	Ongoing pilot project and deployment of 24 BWC Microsoft PowerPoint - HRPS Police Video Program Update - Feb 2024
Hamilton Police Service	Recently received PSB approval to deploy BWC service wide, starting with front line units and deployment will roll out 500 cameras, finishing in May 2025. https://www.hamiltonpsb.ca/media/xh4ntqkr/p-025-use-of-body-worn-cameras.pdf
Niagara Regional Police	Not implemented
Waterloo Regional Police	Implemented. Full deployment of BCW to frontline expected in 2025, after completing a 16-month pilot project in 2023. (Body-Worn and In-Car Camera Pilot Project - Waterloo Regional Police Service)
London Police Service	Not implemented yet. Request for funding included in 2025, 2026, 2027 budget. https://www.londonpolice.ca/en/services/resources/2021-

	Remediated-by-Esol/23-90-2024-2027-Operating--Capital-Budgets---FINAL.pdf
Windsor Police Service	Ongoing deployment. 26 BWC were deployed between June 3 and September 2, 2024. Expansion to front line patrol will continue in 2025- https://windsorpolice.ca/newsroom/news-update/2024-10-22-update-1
Greater Sudbury Police	Will begin with 30 officers in Emergency Response Unit and Traffic Management Unit in January 2025. https://www.gsps.ca/en/about-gsps/resources/GSPSB-Public-Agenda_Oct-16-2024.pdf
RCMP	National deployment of BWC started on November 18, 2024. 1,000 front lines, per month over eight months (i.e., 90 per cent of frontline members will be using body-worn cameras and full deployment will be complete in the next 12-18 months). Community survey released in May 2023. https://rcmp.ca/en/body-worn-cameras/survey-rcmps-use-body-worn-cameras-my-community https://rcmp.ca/en/news/2024/11/rcmp-begins-national-deployment-body-worn-cameras
OPP	Conducted an evaluation study in 2021. Released request for bid in 2023 to equip OPP with 12,448 BWC



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Inspector General of Policing Memorandum

TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Ryan Teschner, Inspector General of Policing of Ontario

DATE: **January 15, 2025**

SUBJECT: Inspector General Memo #2: Changes to the *Community Safety and Policing Act, 2019* and **Revised** Advisory Bulletin 1.1

On December 4, 2024, the *Safer Streets, Stronger Communities Act, 2024*, received Royal Assent and enacted amendments to the *Community Safety and Policing Act, 2019* (CSPA). The amendments include changes to section 19 of the CSPA, which specifies how police services can provide assistance to each other through temporary assistance requests. In addition, section 19 was amended to remove the provisions regarding emergency assistance requests altogether.

In the first IG Memo released on August 1, 2024, I provided advice on interpreting and applying the former section 19 provisions, including outlining the roles and responsibilities of the police service board, the chief of police or Commissioner, and the IG. In response to the changes in the CSPA that assign directly to the chief of police the ability to seek assistance from another chief of police when temporary assistance is required, regardless of whether there is an emergency, I have revised Advisory Bulletin 1.1: How Policing is Delivered. This revised version of the Bulletin now replaces the version issued on August 1, 2024.

I advise chiefs of police, including the Commissioner, and police service boards, to **review the attached Revised Advisory Bulletin and the changes to section 19, paying particular attention to their new respective authorities and duties, including the requirements to notify the IG.** Please note that the revisions to the Bulletin are limited to addressing section 19 temporary assistance, and only these sections of the Bulletin require your review.

More broadly, given the role of the IG in relation to section 19 temporary assistance requests and the IG's oversight authority under section 20 of the CSPA, the **Inspectorate of Policing is working to develop additional process and information for the policing sector on the IG's assessment of the delivery of adequate and**

effective policing. This will include ongoing assessment of the “status quo” of adequate and effective police service delivery and governance, as well as specific considerations and process for time-sensitive assessments made in the context of emerging public safety events. Our work in this area includes engagement with the Ontario Association of Chiefs of Police and the Ontario Association of Police Services Boards, and we appreciate their continued support and value their input, on behalf of their membership.

As the Inspectorate of Policing gains further operational experience and insights, and through continued engagement with Ontario’s policing sector, I will continue to share information and advice to assist you in meeting the requirements of the CSPA and its regulations.

I trust this information will be helpful to you. Should you have any questions about section 19 or the Revised Advisory Bulletin, please reach out to your Police Services Advisor.

IG Memos and Advisory Bulletins are also now posted on our website:
www.iopontario.ca.

Sincerely,



Ryan Teschner
Inspector General of Policing of Ontario

APPENDIX A – Police Services Advisor Board and Police Service Assignments

Zones are OAPSB and OACP consistent. Municipal board names are as recorded by the Public Appointments Secretariat, except for regional municipalities, which have been modified for consistency. Boards responsible for multiple municipalities (excluding upper-tier boards) are indicated as “joint”. Police service names significantly different from the board are listed with the board. There are currently **43** municipal boards in Ontario.

Municipal Boards & Police Services – CSPA Part IV

ZONES 1/1A	ZONE 2	ZONE 3	ZONE 4	ZONE 5	ZONE 6
Tom Gervais (416) 432-5645 tom.gervais@ontario.ca <i>B/U Ron LeClair</i>	Graham Wight (416) 817-1347 graham.wight@ontario.ca <i>B/U Jeeti Sahota</i>	Multiple Advisors: ¹ <i>Tom Gervais, Primary</i> ² <i>Hank Zehr, Primary</i> ³ <i>Graham Wight, Primary</i>	David Tilley (647) 224-9370 david.tilley@ontario.ca <i>B/U Hank Zehr</i>	Hank Zehr (437) 777-9605 Hank.zehr@ontario.ca <i>B/U David Tilley</i>	Ron LeClair (226) 280-0166 ronald.leclair@ontario.ca <i>B/U Tom Gervais</i>
Greater Sudbury	Belleville	Barrie ¹	Brantford	Guelph	Aylmer
North Bay	Brockville	Bradford West Gwillimbury & Innisfil (joint) - <i>South Simcoe</i> ²	Halton Regional	Hanover	Chatham-Kent
Sault Ste. Marie	Cornwall	Cobourg ³	Hamilton	Owen Sound	LaSalle
Thunder Bay	Deep River	Durham Regional ²	Niagara Regional	Saugeen Shores	London
Timmins	Gananoque	Kawartha Lakes ³	Woodstock	Stratford	Sarnia
	Kingston	Peel Regional ²		Waterloo Regional	St. Thomas
	Ottawa	Peterborough ²		West Grey	Strathroy-Caradoc
	Smiths Falls	Port Hope ³			Windsor ¹
		Toronto ¹			
		York Regional ³			
					¹ <i>David Tilley Primary</i>
5	8	10	5	7	8
					Total 43

OPP Detachment Boards - CSPA s.67

ZONES 1/1A	ZONE 2	ZONE 3	ZONE 4	ZONE 5	ZONE 6
Almaguin Highlands	Central Hastings	Bancroft ³	Brant County	Dufferin 1	Elgin
Dryden 1	Frontenac	Collingwood 1 ²	Haldimand	Dufferin 2	Essex County 1
Dryden 2	Grenville 1	Collingwood 2 ²	Norfolk	Dufferin 3	Essex County 2
Dryden 3	Grenville 2	Bracebridge ³	Oxford 1	Dufferin 4	Lambton 1
East Algoma 1	Hawkesbury	City of Kawartha Lakes ³	Oxford 2	Grey Bruce	Lambton 2
East Algoma 2	Killaloe	Haliburton County ³	Oxford 3	Huron	Middlesex
East Algoma 3	Lanark County	Huntsville ³		Huron West	
Greenstone	Leeds County	Northumberland ³		Perth County	
James Bay 1	Lennox & Addington 1	Nottawasaga ²		South Bruce	
James Bay 2	Lennox & Addington 2	Orillia ²		Wellington	
James Bay 3	Prince Edward County	Peterborough ³			
Kenora 1	Quinte West	South Georgian Bay ²			
Kenora 2	Renfrew				
Kirkland Lake	Russel County				
Manitoulin 1	Stormont, Dundas and Glengarry				
Manitoulin 2	Upper Ottawa Valley 1				
Marathon	Upper Ottawa Valley 2				
Nipigon 1	Upper Ottawa Valley 3				
Nipigon 2					
Nipissing West 1					
Nipissing West 2					
North Bay 1					
North Bay 2					
North Bay 3					
Rainy River 1					
Rainy River 2					
Red Lake					
Sault Ste. Marie					
Sioux Lookout					
South Porcupine					
Superior East					
Temiskaming 1					
Temiskaming 2					
Temiskaming 3					
Thunder Bay					
West Parry Sound					
36	18	12	6	10	6
					Total 88



Advisory Bulletin 1.1: How Policing is Delivered in Ontario and Associated Compliance Requirements

Date of issue: January 15, 2025 (Replaces version issued on August 1, 2024)

Background information about new CSPA requirements

The CSPA sets out the framework for how policing is to be delivered in Ontario, including specifying key responsibilities for ensuring adequate and effective policing in Ontario communities.

CSPA s. 10(1) requires that police service boards and the Commissioner of the Ontario Provincial Police (OPP) **ensure the provision of adequate and effective policing in the areas for which they are responsible**. In addition to making boards and the Commissioner responsible for ensuring the delivery of adequate and effective policing, the CSPA also sets out certain rules for *how* policing is delivered and increases the governance and oversight functions of the board in monitoring the service's capacity to provide policing functions in their jurisdiction.

Section 13 set out the rule that police service boards/the Commissioner **must use members of their own police service** to provide policing functions, **or persons assisting a member of that service while acting under their direction**. With respect to the "person" assisting a member, a police officer of one service can be a "person" who may assist a member of another service. However, for this exception to apply, *the assisting member must be acting under the direction of the assisted member*, as opposed to being under the direction of the assisted police service more generally. "Acting under the direction" would require that the assisted member be the operating mind and that the assisting member would have little or no involvement in decision-making about the policing being delivered in the circumstances.

For clarity, s. 13(3) does **not** create a separate, stand-alone mechanism for the delivering of policing functions in Ontario. Rather, s. 13(3) simply confirms that if responsibility to provide a policing function in relation to a specific investigation *etcetera* is referred to the Chief of another service or otherwise transferred to a member of a different police service (or board) as required by specific provisions of the CSPA or

regulations (e.g., s. 121 and 188 of the CSPA and s. 4, 6 and 7 of [O. Reg. 401/23](#) Conflicts of Interest), that other board/service to which the function is referred or otherwise transferred is bound by the s. 13 requirement to use its own members in engaging in that function.

Section 14, as well as temporary requests for assistance under section 19, provide *additional exceptions* to the requirement in s. 13 that policing functions be provided by members of the police service of jurisdiction. Section 13 exceptions (which would apply to one-off instances of member assisting member or when a specific function is referred by virtue of another legal requirement) can overlap with agreements under both sections 14 and 19 (if permitted by regulation).

Section 14 allows **a board or the Commissioner to enter into an agreement** with another board or the Commissioner to provide a policing function, or part of a policing function (including *ad hoc* or occasional assistance) in an area, in accordance with [Ontario Regulation 398/23: Alternative Provision of Policing Functions](#). The Regulation lists all policing functions which may be provided through s. 14 agreements (functions not listed in the Regulation **cannot** be the subject of a s. 14 agreement).

Subsection 5(1) of O. Reg. 398/23 also states that “[it] shall not be read as limiting the ability of a police service to assist another police service in the provision of policing functions as may be needed from time to time”, where that would otherwise be permitted under the CSPA.¹

Section 19 provides additional options to provide policing functions with members of a different police service. A chief of police, including the Commissioner, may request **temporary assistance** in providing adequate and effective policing from another chief or an entity that employs First Nation Officers on an *ad hoc* basis, in absence of such an arrangement already existing in a s. 14 agreement (s. 19(1)).

Under the CSPA, a police service board may seek cost recovery for policing provided through s. 14 agreements (per s. 14(6)) and temporary assistance requests (s. 19(8)). The CSPA provisions summarized above describe the new rules for how policing is to be delivered. To provide additional clarity on applying the new rules in an operational context, including interpretative guidance for how the exceptions may be applied, the IG’s advisory duty under s. 102(4)(b) of the CSPA allows for the provision of the following guidance to support compliance by police services and boards.

¹ Subsection 5(1) of O. Reg. 398/23 provides guidance on how the Regulation should be interpreted in relation to the broader scheme of the CSPA. O. Reg. 398/23 provides that some, but not all, police functions may be the subject of an agreement pursuant to s. 14. The purpose of s. 5(1) is to indicate that, although only some functions may be the subject of a s. 14 agreement, any functions may be provided to assist another police service as required from time-to-time where that would be otherwise authorized by the CSPA. Subsection 5(1) is intended to ensure that O. Reg. 398/23 is not given an excessively broad interpretation. It is not a provision with respect to the interpretation of s. 13 and, as a regulation, could not have the effect of changing the meaning of s. 13.

Policing Agreements under section 14

What you need to know

Policing agreements allow boards and the Commissioner to set out that certain functions may generally or occasionally be provided by another board/service. These agreements ensure that a board is properly positioned and informed to discharge its statutory mandate of ensuring adequate and effective policing while at the same time avoiding directing day-to-day operations of their respective police services. Agreements allow a board and chief to work together to proactively articulate what functions may be provided with the assistance of another board and service, and when, precisely to avoid any impacts on timely operational decision-making.

Subject to the requirements of [O. Reg. 398/23](#) (*Alternative Provision of Policing Functions*), s. 14 agreements should be flexible in their scope of coverage and the time period over which they apply. A s. 14 agreement may provide that a specified policing function:

- Is to be provided on a regular basis;
- Is to be provided as may be requested on an *ad hoc* basis;
- Will be provided because one police service does not have the capacity to provide that function for itself; or,
- Will be provided from time-to-time by members of another police service, but is a policing function that the police service of jurisdiction generally has the capacity to provide.

An agreement under s. 14 may include more than two parties and could provide for the regional delivery of a policing function (e.g., the services of a public order unit as required from time-to-time by one of the parties). In the case of municipal police services, a board's decision to enter into a s. 14 agreement should be made after thorough consultation between the board and the chief of police, with consideration for past/current practice and known or predictable capacity issues. For example, a board may seek from the chief of police and analyze data on how often ad hoc assistance is required by its police service or provided to another service, and consider whether a section 14 agreement is required, or whether to seek cost recovery. Section 14(6) allows a board to recover the costs associated with providing, or assisting, in the delivery of a policing function or part of a policing function.

The required contents of the agreement itself are set out in s. 14(6) of the CSPA and any agreement must adhere to these requirements. In addition, the required consultations and matters to confirm between parties to the agreement and chiefs of police prior to entering into s. 14 agreements are set out in s. 3 of Regulation 398/23 (*Alternative Provision of Policing Functions*).

Finally, subsection 14(12) confirms that where a board or the Commissioner enter into an agreement for the provision of policing in their jurisdiction, the board or Commissioner remain responsible for ensuring that the policing provided pursuant to the agreement meets the CSPA standards for adequate and effective policing.

What you need to do

As policing agreements are the **responsibility of the police service board** or Commissioner, when considering and developing these agreements boards should consider and consult with the chief of police on the following:

- The required contents of the agreement as outlined in s. 14(6), with specific consideration for the type, frequency and duration of the policing functions to be provided, and whether payment is required for any of those functions;
 - For example, what are the circumstances surrounding the need for the agreement, including:
 - The policing function(s) or assistance required;
 - The timeframe for the provision of the function/assistance;
 - The size and scope of assistance required (e.g., localized, widespread, multi-jurisdictional);
- The overall capacity of the service to deliver the functions required to ensure adequate and effective policing using both local resources and those of another board/service through an agreement;
- The specific consultation requirements and items to confirm as set out s. 3 of the Regulation; and,
- Information the board may wish to receive from the chief of police as part of regular or *ad hoc* reporting on actual delivery of functions or assistance provided through the agreement.

Section 14 agreements are new and will require thoughtful collaboration between a board/the Commissioner and the service, and between boards and services across jurisdictions. While we acknowledge that this may take some time, it is critical that these collaborations, and the resulting s. 14 agreements, are prioritized to ensure that adequate and effective policing can be delivered locally.

The police service board or Commissioner **that has the responsibility** for the provision of policing in the area is required to provide a copy of all agreements made under s. 14 to the IG.

To fulfil the above responsibility, the board or Commissioner that receives s. 14 support should **email all s. 14 policing agreements to IOPnotifications@Ontario.ca and copy your Police Services Advisor.**

What we will do

The IG will receive and review s. 14 agreements to monitor compliance with the CSPA and the delivery of adequate and effective policing. The IG may also request additional information on the delivery of policing functions through s. 14 agreements, from time to time, as authorized by the CSPA (s. 104(2)). Over time and with this and other information, the Inspectorate of Policing will be better positioned to assess the system of policing delivery in Ontario, including where the system is strong, or is being challenged. This information will also support the IG to make informed decisions about potential deployment of police services or the Ontario Provincial Police, should a concern about adequate and effective policing, or a policing emergency, arise.

While there is no obligation to notify the IG about instances when a member of one service provides assistance to a member of another service under the latter's direction under s.13, the IG may request information (per s. 104(2) of the CSPA) on instances of such assistance from time to time as part of the process of monitoring the delivery of adequate and effective policing.

Temporary Assistance under section 19 – IG Notifications and Authorities

Temporary Assistance Requests – Notification of IG

What you need to know

Temporary assistance can be requested by a chief of police or the Commissioner in order to receive assistance from another chief, the Commissioner or an entity that employs First Nation Officers in providing adequate and effective policing.

A temporary assistance request is not required where policing functions are provided by:

- Members of another police service pursuant to a section 14 agreement, even on an *ad hoc* basis; or,
- Persons assisting those members while acting under the specific member's direction as per the s. 13 exception.

In addition, there may be other operational circumstances that do **not** require a chief or the Commissioner to request another chief or the Commissioner to provide a policing function on their behalf, such as:

- *Active incidents and investigations that cross jurisdictional lines* – where officers in the original jurisdiction may cross into the adjoining jurisdiction as part of a pursuit or an active investigation, and where officers in the adjoining jurisdiction may engage a suspect or join an investigation; or,
- *Joint force operations* – where members of different police services work collaboratively on a single operation that jointly impacts their respective jurisdictions, as those members continue to police on behalf of their board and police service.

If a chief or the Commissioner makes a request for temporary assistance, s. 19(2) requires that the **requesting chief provide notice of the request as soon as possible to the IG** and the police service board, or, in the case of a request by the Commissioner, to the IG and the Minister. **This notice is required as soon as possible whenever a request is made, regardless of whether the request is accepted in whole or in part by a requested chief.** Further, subsection 19(3) lists the information that must be included in the notice, which is also found in **Appendix B** of this Bulletin. Although the CSPA does not define the term “as soon as possible”, **notice of a temporary assistance request should be submitted to the IG** and police service boards or the Minister by requesting chiefs **within 24 hours** of the request being made or a change in an existing request.

If there is a change in any of the mandatory information provided in the notice, after notice of the request has been submitted to the IG, the requesting chief or the Commissioner is required to notify the IG, the police service board and the Minister (in the case of a request by the Commissioner) as soon as possible of the change.

Upon receiving a notice from a chief under s. 19(2), **the police service board is required to determine whether the assistance requested is or may be required on a recurring basis** in order to deliver adequate and effective policing in the jurisdiction, and, therefore, more appropriately the subject of a policing agreement under section 14 (s. 19(5)). While the authority to make temporary assistance requests rests with the chief of police, to support the board’s overarching governance role, it is important that the board receive complete and timely information about requests to ensure awareness and fulfillment of board responsibilities.

The rules for providing assistance, including if and when the request can be declined, are set out in s. 19(6). **A chief or the Commissioner who provides temporary assistance** pursuant to a s.19 request is **required to notify the IG and their board, or in the case of the Commissioner providing assistance, the IG and the Minister, when the provided**

assistance has stopped. This notice must include the required information listed in s. 19(6.1), which is also found in **Appendix B**.

In the event that assistance was provided by an entity that employs First Nations Officers, there is an obligation on the chief who requested such assistance to notify the IG after the assistance has ended. That notification must include the required information listed in s. 19(6.2).

What you need to do

In summary, to fulfill the CSPA requirements:

- **Chiefs or the Commissioner requesting temporary assistance must notify their board and the IG** with the information specified in **Appendix B** and provide further notification of any changes to the original submission.
- **Chiefs receiving requests** for assistance must **determine whether to fulfill the request in whole or in part** (unless the receiving chief is the Commissioner, who shall provide assistance in accordance with s. 19(6)(1)), and must **notify the IG and their board** (or Minister, for the Commissioner) of the information in **Appendix B** after the assistance has **stopped**.
- **Boards receiving notice from their chief** that assistance has been requested from another chief must **consider** whether the assistance is or will be requested again and/or frequently and should be the subject of a s. 14 policing agreement.
- **Boards that provide assistance through their chief**, following a request by another chief, can **consider** whether they wish to seek **cost recovery** for the assistance provided, and the cost shall be paid by the board of the chief who requested the assistance.

What we will do

The IG will **receive notifications** and analyze the information as part of the IG's monitoring function, to ensure compliance with the CSPA and oversight of the delivery of adequate and effective policing. In this context, **CSPA s. 20(1) provides the IG with distinct authority to issue an order requiring another police service board or the Commissioner to provide policing in an area, if the IG finds that adequate and effective policing is not being provided in the area or that an emergency exists in the area.** The notifications and information accompanying them enables the IG's information-driven decision-making in determining whether the statutory authority in s. 20(1) needs to be invoked in the context of temporary assistance requests, and the specific application of this authority in the given circumstances.

Again, awareness of the various ways in which policing is being delivered regularly, or temporarily, provides a more fulsome understanding of the policing system in Ontario. Analysis of assistance requests, in combination with regular ongoing monitoring, data collection/analysis, and inspections, will help ensure the IG has a more complete understanding of the strengths and potential susceptibilities of Ontario policing, and to apply the IG's oversight mandate to enhance the integrity of the Ontario policing system.

Appendices:

- A. Overview of Agreements and Notification Requirements
- B. Temporary Assistance Request Notifications

Note: Advisory Bulletins are the IG's advice provided pursuant CSPA s. 102(4) and are intended as a resource for the sector by offering the IG's general interpretation of various provisions of the CPSA. Advisory Bulletins are not legally binding, and they do not purport to address all possible factual scenarios or circumstances. As such, you may wish to consult with legal counsel to determine how this general guidance should be applied in your own local context and to navigate specific situations.

APPENDIX A – Overview of Agreements and Notification Requirements

	Policing Agreements (s. 14)	Temporary Assistance Requests (s. 19(1))
Who is responsible	Police service board or the Commissioner	Chief of Police (both requesting and assisting)
What to include in the IG notification	A copy of the completed s. 14 agreement	<p>Notice of the request: requesting chief submits information in Appendix B to IG and own board or Minister</p> <p>Notice of change to assistance request: requesting chief submits information regarding changes to original notification to IG and own board or Minister</p> <p>Notice after assistance has stopped: assisting chief submits information in Appendix B to IG and own board or Minister</p>
Timeline for notification of IG	Once the agreement has been signed by all parties	<p>Requesting Chief: Within 24 hours of the request being made.</p> <p>Assisting Chief: Within seven (7) business days after the assistance stops.</p>

APPENDIX B – Temporary Assistance Request Notifications under section 19(1)

The following information shall be submitted, as applicable, in relation to temporary assistance requests made under s. 19 of the CSPA.

1. If a chief makes a request for temporary assistance, s. 19(2) requires that the requesting chief shall provide notice of the request as soon as possible to the IG and the police service board, or, in the case of a request by the Commissioner, to the IG and the Minister. This notice must include:

- a) a description of the circumstances surrounding the temporary assistance request;
- b) the policing functions that are requested;
- c) the timeframe for the provision of the assistance;
- d) the extent of the assistance required;
- e) whether the chief of police or entity that employs First Nation Officers that is receiving the request has agreed to provide the assistance, in whole or in part;
- f) the anticipated financial implications as a result of obtaining the assistance; and
- g) any other prescribed matters. (None are currently prescribed.)

2. A chief of police who provided temporary assistance shall, after the assistance has stopped, provide notice to the IG and the chief's police service board or, if the chief is the Commissioner, to the Minister, with the following information:

- a) The chief of police's decision to provide temporary assistance.
- b) Whether the request for temporary assistance was fulfilled in whole or in part.
- c) The financial implications of providing assistance.
- d) Any other prescribed matters. (None are currently prescribed.)

3. If the temporary assistance was provided by an entity that employs First Nation Officers, the chief of police who requested the assistance shall, after the assistance has stopped, provide notice to the Inspector General with the following information:

- a) Whether the request for temporary assistance was fulfilled in whole or in part by the entity.
- b) The financial implications of providing assistance for the entity, if known.
- c) Any other prescribed matters. (None are currently prescribed.)

When temporary assistance requests are made, please **submit the above information within 24 hours to IOPnotifications@Ontario.ca and copy your Police Services Advisor.**

When notification is provided after assistance has stopped, please **submit the above information within seven (7) business days to IOPnotifications@Ontario.ca and copy your Police Services Advisor.**



Campus Safety Services

Brock University
Niagara Region
1812 Sir Isaac Brock Way
St. Catharines, ON
L2S 3A1 Canada
T 905 688 5550 x 4300
F 905 688 6402
www.brocku.ca

REPORT OF BROCK UNIVERSITY CAMPUS SAFETY SERVICES

TO

THE REGIONAL MUNICIPALITY OF NIAGARA POLICE SERVICE BOARD

Date of Report: January 7th, 2025

Date of Board Meeting: January 23rd, 2025

**Chair Jen Lawson
and Members of the
Regional Municipality of Niagara Police Service Board**

Reference: Quarterly Report on Brock University Special
Constables

Recommendation: Receive for Information

Background:

Brock University, Campus Safety Services presently has a Memorandum of Understanding (M.O.U.), which describes the ongoing formal relationship between the Regional Municipality of Niagara Police Service Board and Brock University.

This memorandum of understanding requires Brock University to supply information to the Board, on a quarterly basis, pertaining to complaints, use of force, discipline and arrests associated with officers designated as Special Constables. At present, there are sixteen staff members who have Special Constable status at the University. In compliance with the current M.O.U, the following information is provided for the Board's consideration. This M.O.U was updated on July 25th, 2024 in order to align with the new Community Safety and Policing Act and Regulation 396/23 as it applies to Special Constables.

COMPLAINTS

During the 4th quarter of 2024, there were no public complaints that resulted in discipline in relation to any Special Constable of Campus Safety Services.

There was, however an internal investigation related to work performance and conduct of a Special Constable with a contract Security Guard assigned to CSS Main Campus. The matter is under investigation, jointly with Campus Safety Services and the Office of People and Culture (formerly Human Resources). The Board will be notified of the outcome of the investigation.

USE OF FORCE

During the 4th quarter of 2024, the Special Constables did not require the application of use of force options in the performance of their duties.

DISCIPLINE

During the 4th quarter of 2024, there were no occurrences that resulted in discipline or arrest in relation to any member of Campus Safety Services.

MONTHLY STATISTICS

Campus Safety Services produces a chart which captures calls for service and crime related statistics. The types of calls and their frequency tend to vary over the course of a calendar year, given the higher populations associated with the Fall and Winter Terms. Attached are statistics for the 4th quarter of 2024 (October, November and December), as well as data from the 4th quarter of 2023 for comparative purposes. Also included are the yearly statistics (January-December) for comparative purposes for the years 2023-2024.

Relevant Policy Considerations: Memorandum of Understanding between the Niagara Regional Police Service and Brock University

Cost of Recommendations: Nil

Alternative Options: Not Receive Report

Reasons for Recommendation: Compliance with quarterly reporting requirements of Board and University agreement.

Prepared and approved by:



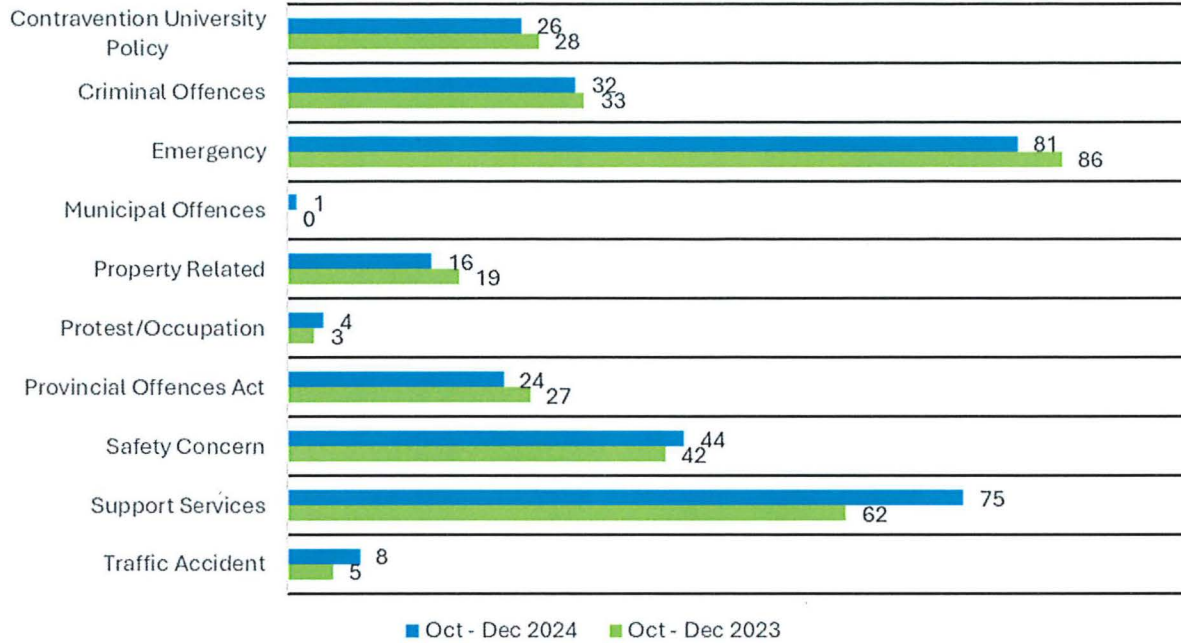
**Donna Moody, Director
Campus Safety Services
Brock University**

Respectfully submitted by:

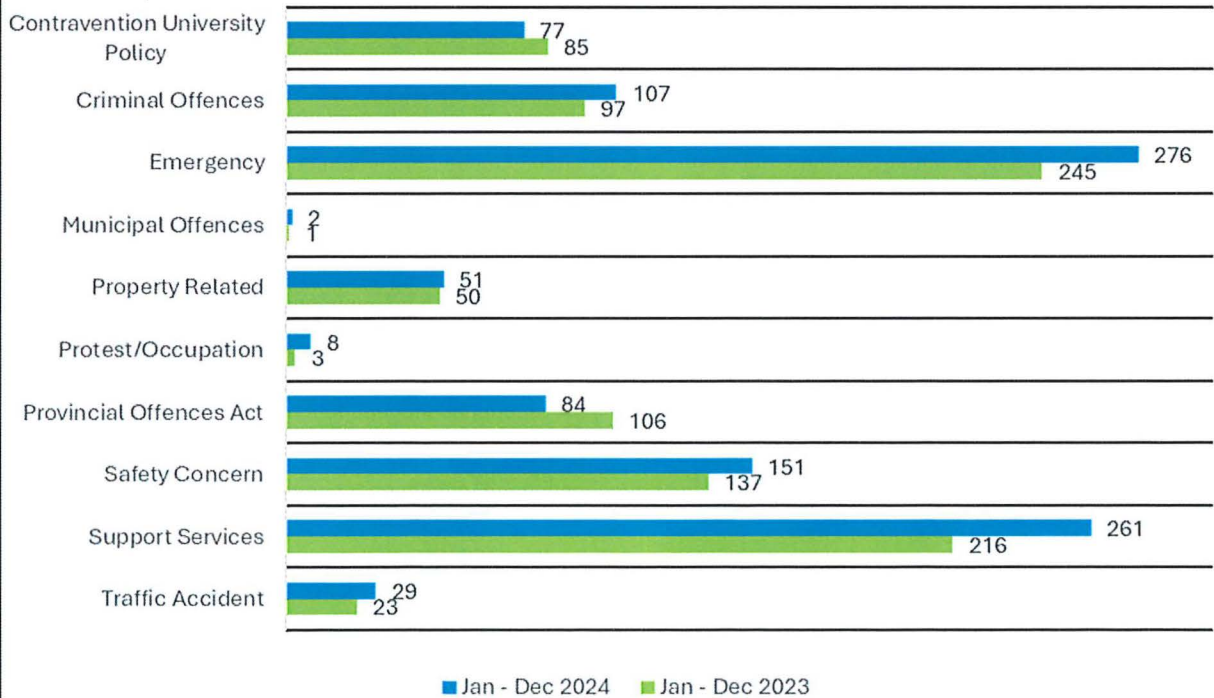


**Scott Johnstone
Acting Vice-President
Administration, Brock University**

Brock University Campus Safety Services
4th Quarter Report October - December 2023 vs 2024



Brock University Campus Safety Services
January - December 2023 vs 2024





NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Quarterly Report – Administration of the Public Complaints System Regarding Conduct of Police Officers - October 1, 2024 to December 31, 2024

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-12-31

Recommendation(s)

That the Niagara Police Service Board (Board) receives the report for information.

Key Facts

- The purpose of this report is to provide the Board with statistics that represent public complaints received for the periods of October 1, 2024 to December 31, 2024 (Q4), compared to Q4 of 2023 pursuant to By-Law 434-2024.
- The Community Safety and Policing Act, 2019 (CSPA), was implemented on April 1, 2024, which changed the process of public complaints, therefore comparatives may not be relatable.
- The public complaints process is administered by the Law Enforcement Complaints Agency (LECA) who review the complaints and determine whether it is screened in for investigation or screened out for a variety of reasons as determined by the LECA. Complaints can be retained for investigation by the LECA or referred to a Police Service for investigation.
- Public complaints that have been referred by the LECA to the Niagara Regional Police Service are investigated by the Professional Standards Unit.
- LECA no longer has jurisdiction over the policing policy and service. The Inspectorate of Policing reviews matters involving the adequacy and effectiveness of police services.

Financial Considerations

There are no financial implications relating to the recommendations contained in this report.

Analysis

Conduct Complaints – October 1 to December 31, 2024 - Q4

Total Number of Conduct Complaints Made:

In Q4, 2024, there was a total of 45 conduct complaints received, compared to 38 received in Q4, 2023.

Number of Referrals to the Complaint Director:

In Q4, there were 2 complaints referred to the Complaint Director. There is no comparative to previous years as this was a newly implemented process.

Number of Conduct Complaints Determined to be Unsubstantiated After Investigation, or Not Acted Upon Pursuant to Section 158 of the CSPA:

In Q4, 2024, 9 conduct complaint investigations were concluded as unsubstantiated compared to 10 in Q4, 2023. These numbers can include case closures carried over from the previous quarter/year.

In Q4, 2024, 1 conduct complaint was classified by the LECA as frivolous, vexatious, or made in bad faith and was screened out. This compares to 3 complaints screened out in this manner in Q4, 2023.

In Q4, 2024, 0 conduct complaints were classified as being more than 6 months old and screened out. This compares to 0 screened out in this manner in Q4, 2023.

In Q4, 2024, 36 conduct complaints were screened out by the LECA for a variety of other reasons, including no misconduct alleged in the complaint, referral to the applicable court to dispute a charge, or an investigation was deemed not to be in the public interest by the LECA. This compares to 15 complaints screened out in this manner during Q4, 2023.

Number of Hearings and Findings from the Hearings Held Pursuant to Sections 201 and 202 of the CSPA:

In Q4, 2024, there were 0 hearings conducted under the CSPA. For comparison, there were 0 disciplinary hearings conducted under the Police Services Act in Q4, 2023.

Number of Complaints Dealt with Informally Pursuant to Section 169 of the CSPA:

In Q4, 2024, there was 1 conduct complaint resulting in an informal resolution before the completion of an investigation, compared to 1 complaint in Q4, 2023.

Number of Complaints Resolved or Dealt with Pursuant to Section 215:

In Q4, 2024, there were 0 complaints dealt with pursuant to Section 215. There is no comparative to previous years as this was a newly implemented process.

Summary of Penalties Imposed Pursuant to Sections 200, 201, and 202 of the CSPA:

In Q4, 2024, there were 0 penalties imposed pursuant to these sections of the CSPA. There is no comparative to previous years as this was a newly implemented process.

Number of Outstanding Complaints at the End of Reporting Period:

There were 23 conduct complaint investigations opened at the conclusion of Q4, 2024, compared to 26 opened for investigation at the conclusion of Q4, 2023.

Time to Complete:

It took an average of 92 days to conclude a conduct complaint investigation in Q4, 2023, compared to 129 days in Q4, 2023.

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

Not applicable.

Relevant Policy Considerations

This report is submitted to provide the Board with the necessary and required information pursuant to By-Law 434-2024 - Administration of the Public Complaints System Regarding Conduct of Police Officers, and in compliance with Provincial Adequacy Standards Regulations.

Other Pertinent Reports

Not applicable.

This report was prepared by Lynda Hughes, Inspector, Professional Standards and reviewed by Sandy Staniforth, Superintendent, Executive Services. Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not applicable.



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Quarterly Report – Niagara Regional Police Service Authorized Strength as at January 2, 2025

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2025-01-03

Recommendation(s)

That the Niagara Police Service Board (Board) receives this report for information.

Key Facts

- The purpose of this report is to provide the Board with a summary of actual versus authorized strength by rank/salary band of the uniform and civilian complement on a quarterly basis.
- This report is for the quarterly period beginning January 2, 2025.
- The Service Executive Leadership Team is provided an authorized strength analysis on a monthly basis.

Financial Considerations

There are no financial implications relating to the recommendation contained in this report.

Analysis

In 2015, following a comprehensive staffing and workload review, the Board requested that the Chief of Police provide a quarterly report to the Board of actual versus authorized strength, by rank/salary grade for all uniform and civilian positions. In addition to the authorized strength, there are 13 uniform pre-hire positions included in the annual budget to mitigate the impact of retirements on front line operations.

The quarterly report for the period beginning January 2, 2025 as follows:

	Authorized	Actual
Chief of Police	1	1
Deputy Chiefs	3	2
Superintendents	6	5
Inspectors	16	14

	Authorized	Actual
Staff Sergeants	33	32
Sergeants	108	109
Constables	650	645
Prehires/Recruit Officers in Training	13	12
Uniform Total*	830	820
Civilian Non Union (Directors HR/Finance, General Counsel)	3	3
Civilian SOA Band 11	1	1
Civilian SOA Band 10	0	0
Civilian SOA Band 9	0	0
Civilian SOA Band 8	7	7
Civilian SOA Band 7	1	1
Civilian SOA Band 6	5	3
Civilian SOA Band 5	1	1
Civilian SOA Band 4	1	1
Civilian SOA Band 3	0	0
Civilian SOA Band 2	1	1
Civilian SOA Band 1	4	4
Civilian NRPA Band 11	22	22
Civilian NRPA Band 10	131	126
Civilian NRPA Band 9	19	19
Civilian NRPA Band 8	24	22
Civilian NRPA Band 7	36	29
Civilian NRPA Band 6	46	49
Civilian NRPA Band 5	33	33
Civilian NRPA Band 4	13	13
Civilian NRPA Band 3	1	1
Civilian NRPA Band 2	0	0
Civilian NRPA Band 1	0	0
Civilian Total	349	336
Service Total	1179	1156

*19 Secondments are included in the Uniform Authorized Strength and are subject to external funding.

Alternatives Reviewed

The only alternative is for the Board not to receive this report.

Relationship to Police Service/Board Strategic Priorities

This report is being provided for information purposes at the request of the Board.

Relevant Policy Considerations

Community Safety and Policing Act.

Other Pertinent Reports

8.1 - 2024.10.31 - Quarterly Report - NRPS Authorized Strength as at October 1, 2024

*This report was prepared by Sarah Whitehead, Total Rewards Coordinator, Human Resources in consultation with Linda Blood, Director, Human Resources.
Recommended by Luigi Greco, Deputy Chief, Support Services.*



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not applicable.



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service, July 1 to September 30, 2024

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-12-30

Recommendation(s)

That the Niagara Police Service Board (Board) receive this report for information.

Key Facts

- The purpose of this report is to provide a five-year uniform and civilian quarterly and year-to-date overtime trend analysis.
- Overtime activity reports, detailed in the tables below, provide a summary of the overtime hours by activity category. These categories were developed by the Executive Leadership Team with the hours being captured in the Niagara Regional Police Service (Service) time and attendance system.
- For uniform members, overtime continues to be predominantly driven by meeting minimum staffing requirements and major investigation events.
- For civilian members, overtime continues to be predominantly driven by the need to meet minimums resulting from occupational and non-occupational illness, injury, and workload.

Financial Considerations

There are no financial implications relating to the recommendations contained within this report.

Analysis

Uniform Overtime Analysis

As illustrated in Table 1, uniform members worked a total of 30,906 hours of overtime for the quarter ended September 30th, an increase of 2,416 hours or 8.5% from the same period in 2023.

Table 1 – Quarterly Uniform Overtime by Activity Hours

	2020 July – Sept.	2021 July – Sept.	2022 July – Sept.	2023 July – Sept.	2024 July – Sept.
Meeting Minimums	14,590	15,399	17,328	18,515	16,669
Major Investigation and Incident Follow-Up	7,382	7,718	8,801	7,382	9,853
Administrative Workload	483	1,054	1,521	1,228	1,371
Proactive & Community-driven Events	529	619	552	1,365	3,013
Sub-Total Before Unusual Activity	22,984	24,790	28,202	28,490	30,906
COVID-19	1,379	12	-	-	-
Total	24,363	24,802	28,202	28,490	30,906

Patrol Units continue to operate below authorized strength due to vacancies from occupational illness, non-occupational illness, members placed on modified duties, protected leaves, and vacancies due to retirement or promotion. These vacancies coupled with leave entitlements increase overtime requirements to meet minimum staffing in operationally essential positions.

Overtime related to Major Investigation and Incident Follow-Up contributed 31.9% toward total overtime hours and increased 33.5% over prior year. For the quarter ending September 30th, the Service experienced 2 homicides, 2 attempted homicides, 6 fatal motor vehicle collisions, and 1 life-threatening motor vehicle collision.

Administrative Workload increased by 143 hours, or 11.7%, over the third quarter of 2023. Overtime was incurred for Sherkston Shores patrols, weekend and statutory holiday (WASH) court security by sworn members, honour guard activities, and mandated training.

For the quarter, the Service experienced an increase of 1,648 hours, or 120.7%, in uniform overtime hours for proactive and community-driven events. Incurred overtime can be attributed to patrol and attendance provided for Canada Day festivities, land and marine RIDE initiatives, Mega Worlds Fan Festival / World Rowing Championships, the Born and Raised concert series in St. Catharines and Canal Days in Port Colborne. Overtime hours incurred by the Service's Public Order Unit (POU) are also reflected within this category. For the quarter, the POU attended local demonstrations and protests, the City of Port Colborne for Canal Days, and Hamilton, Ontario for McMaster University homecoming. Should the POU be requested to attend outside of the Niagara Region, the costs are reimbursed by the requesting partner service. A total of 820 overtime hours were invoiced to external organizations for the third quarter of 2024.

Table 2 illustrates the year-to-date results over the previous 5-year period, including current 2024 data. Uniform overtime hours have increased by 14,280 hours or 20.8% when compared with the prior year.

Table 2 – Year-to-Date Uniform Overtime by Activity Hours

	2020 Jan. – Sept.	2021 Jan. – Sept.	2022 Jan. – Sept.	2023 Jan. – Sept.	2024 Jan. – Sept.
Meeting Minimums	26,564	28,762	36,668	38,871	39,172
Major Investigation and Incident Follow-Up	24,033	27,380	22,965	23,219	31,582
Administrative Workload	2,738	2,850	3,832	4,165	6,660
Proactive & Community-driven Events	882	1,423	4,589	2,442	5,562
Sub-Total Before Unusual Activity	54,217	60,415	68,054	68,697	82,977
COVID-19	1,838	1,481	-	-	-
Total	56,055	61,896	68,054	68,697	82,977

Civilian Overtime Analysis

As detailed in Table 3, civilian members worked a total of 7,246 hours of overtime for the quarter ended September 30th, a decrease of 1,954 hours, or 21.2% from the same period in 2023.

Table 3 – Quarterly Civilian Overtime by Activity Hours

	2020 July – Sept.	2021 July – Sept.	2022 July – Sept.	2023 July – Sept.	2024 July – Sept.
Meeting Minimums	3,772	4,698	5,721	7,109	4,884
Major Investigation and Incident Follow-Up	155	112	123	126	162
Administrative Workload	657	943	2,224	1,942	2,028
Proactive & Community-driven Events	-	16	35	23	172
Sub-Total Before Unusual Activity	4,584	5,769	8,103	9,200	7,246
COVID-19	34	-	-	-	-
Total	4,618	5,769	8,103	9,200	7,246

Consistent with prior periods, the main driver of civilian overtime continues to be meeting minimum staffing levels in operationally essential units such as the Records and Information Management (RIM) Unit and the Communications Unit.

While the RIM Unit continued to encounter overtime in attempting to meet the demand for timely services, the unit realized a 657-hour reduction in total overtime compared to the third quarter of 2023. Requests for access to police information and police record checks continue to require overtime hours for timely completion. Other areas of the unit are currently meeting operational demands, allowing for the reduction in overtime hours compared to prior year.

Total overtime incurred by the Communications Unit declined 838 hours in comparison with 2023. A leading contributor in the reduction was a significant decrease in the

amount of time required to meet minimum staffing levels within the unit due to an increase in the availability of temporary communicators.

Civilian overtime incurred for administrative workload increased slightly by 86 hours or 4.0%. Prisoner transport accounted for most of the hours as courts continue to run late with longer wait times to enter correctional facilities.

For the quarter, the Service experienced 172 civilian overtime hours for Proactive and Community-driven Events. The majority of this time can be attributed to scribe duties for the Public Order Unit.

Table 4 illustrates the year-to-date results over the previous 5-year period, including current 2024 data. Civilian overtime hours have decreased by 3,206 hours or 14.3% when compared with the prior year.

Table 4 – Year-to-Date Civilian Overtime by Activity Hours

	2020 Jan. – Sept.	2021 Jan. – Sept.	2022 Jan. – Sept.	2023 Jan. – Sept.	2024 Jan. – Sept.
Meeting Minimums	9,698	9,824	13,112	15,598	11,779
Major Investigation and Incident Follow-Up	572	454	300	225	481
Administrative Workload	2,191	2,636	5,551	6,609	6,765
Proactive & Community-driven Events	45	41	431	32	233
Sub-Total Before Unusual Activity	12,506	12,955	19,394	22,464	19,258
COVID-19	669	114	22	-	-
Total	13,175	13,069	19,416	22,464	19,258

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

This report provides information required to monitor the Service's alignment with the 2022 - 2025 Strategic Plan goal to realize operational efficiencies and cost savings.

Relevant Policy Considerations

Community Safety and Policing Act
Collective Agreements
2022 - 2025 Strategic Plan

Other Pertinent Reports

8.3 – 2024.06.27 Quarterly Report – Overtime Activities Incurred by the Niagara Regional Police Service, January 1 to March 31, 2024

8.2 – 2024.10.31 Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service, April 1 to June 30, 2024

This report was prepared by Curtis Custers, Financial Analyst, Finance Unit, and reviewed by Courtney Woods, Acting Director, Finance and Asset Management. Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not applicable



INTERNAL CORRESPONDENCE

To: Chair and Members

From: Deb Reid

Dept: Niagara Police Service Board

Dept: Executive Director
Niagara Police Service Board

Date: January 13, 2025

Re: Police Service Board - 2024 Annual Report on Board Activities

Objective:

The purpose of this report is to provide the Board with an annual report on Board activities for the year 2024.

Background Information:

In 2001, the Ministry of the Solicitor General introduced legislation that set out the minimum mandatory standards for Boards and police services to meet. Included among these measures was a requirement for Boards to annually and publicly release details about their activities. In accordance with this requirement, Board staff collects comprehensive data about Board activities. This includes statistical information on activity levels at the Board office and recording of Board attendance at events and the time required by individual members to properly discharge the duties of the Board.

Activity Indicators – Board and Committee Meetings:

The statistical activity indicators include the number of items on Board and Committee Agendas with a further breakdown of reports generated by the Police Service, Board Staff/Solicitor, and outside organizations, including comparisons to the previous year-end totals for the past five years as referenced below:

Agenda Items/Reports	2020	2021	2022	2023	2024
Police Service	270	294	278	326	371
Board Staff/Solicitor	115	102	121	142	126
External Items	52	68	55	57	56
Total Agenda Items	437	464	454	525	553

With respect to Board agenda items, the number of public and confidential agenda items continue to vary slightly from prior years in all three areas. These variations can be contributed to fluctuations in workload from year-to-year based on the timing of various matters of Board business (i.e., contract negotiations, business/strategic planning, labour relations and legal matters, executive recruitment, legislative amendments under the Community Safety and Policing Act, etc.).

Activity Indicators – Email:

The Board operates with the use of electronic communication tools as its primary practice to facilitate the exchange of information within the Niagara Regional Police Service and with external agencies, municipal and provincial governments, and other organizations. In 2024, Board IT records indicate an approximate total of 39,274 emails that were either sent or received by Board staff.

Other Functions/Events:

The volume of work associated with Board and Committee meetings are demonstrated by the number of meetings and the hours spent at those meetings. This includes all Board meetings (public and in-camera); meetings of the Board’s Committees (Human Resources, Finance, Administration, General Business) and Sub-Committees (Bargaining, Grievance, Strategic Planning, Accommodation, Information Technology and Policy/Governance); as well as other Committees on which Board members serve (i.e., Joint Police/Regional Facilities Steering Committee and the Community Safety and Well-Being Planning Advisory Committee).

Members of the Police Service Board also attend a wide variety of business functions and ceremonial events outside of Board and Committee meetings each year. To name a few, in 2024 these events included meetings with the Ministry of the Solicitor General, Inspectorate of Policing, Canadian Association of Police Governance (CAPG), Ontario Association of Police Service Boards (OAPSB) Zone 4, 'Big 12' Ontario Police Boards, municipal/provincial officials, local councils and NRPS community partners. In addition, members attended a variety of events outside of a meeting setting for award ceremonies, recruit/auxiliary members swearing-in ceremonies, promotional ceremonies, retirement celebrations, police memorials and numerous police related community events.

In addition, each year Board members attend annual summits, seminars and conferences that run from one to five days in length and may require a time commitment of up to 12 hours each day. In 2024, members attended the Police Association of Ontario Employment Conference, Community Safety and Policing Act Summit, Auto Theft Summit, Ontario First Responders Mental Health Conference, Ontario Association of Police Service Boards Spring Conference and Annual General Meeting, Canadian Association of Police Governance Annual Conference, Safety of Our Cities Conference, International Association of Chiefs of Police Conference, Evidence Based Policing Conference and the Ontario Association of Police Service Board Labour Conference. Outlined below is the number of events and hours which individual Board members dedicated to Board business during 2024:

	OFFICIAL		UNOFFICIAL		CEREMONIAL		TOTAL	
	Events	Hours	Events	Hours	Events	Hours	Events	Hours
January	6	12.25	5	6.25	3	5	14	23.5
February	11	44.25	11	15.75	1	3	23	63
March	8	27	7	9.75	0	0	15	36.75
April	3	2	4	4.5	2	4	9	10.5
May	10	21.5	5	11	2	7.5	17	40
June	6	31.75	4	6	2	4.5	12	42.25
July	3	3.5	4	2	1	17	8	22.5
August	3	28	4	6	0	0	7	34
September	6	22.5	3	4.5	1	4	10	31
October	9	44.25	3	5	2	5	14	54.25
November	8	33.75	2	2	4	7.5	14	43.25
December	3	2.5	5	14.5	0	0	8	17
TOTAL	76	273.25	57	87.25	18	57.5	151	418

**Note - Official events refer to scheduled formal meetings that usually require agendas, minutes and when attendance by all Board members is anticipated. Unofficial events refer to scheduled meetings that do not necessarily require agendas and/or minutes and attendance by all members may or may not be anticipated. Ceremonial events refer to honorary/celebratory police and non-police events to which Board members voluntarily attend.*

Additional Workload for Board Chair:

Most meetings attended by the Board Chair are captured in the functions and events statistics listed within the report. The indicators tracked and reported on do not reflect the additional time the Chair of the Board spends dealing with emails, phone calls and meetings on matters related to the work of the Board outside of formal meetings. In 2024, it is estimated that the Board Chair spent 10 hours per month on emails, phone calls and media relations.

Recommendation:

That the information be received.



Deb Reid
Executive Director



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Annual Report – 2024 Disclosure of Secondary Employment
January 1 – December 31, 2024

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-12-19

Recommendation(s)

That the Niagara Police Service Board receive this report for information.

Key Facts

- Section 89 of the Community Safety and Policing Act (CSPA) places restrictions on secondary activities of members of Police Services.
- Regional Municipality of Niagara Police Service Board By-Law 433-2024 establishes guidelines for members of the Niagara Regional Police Service who participate in secondary activities unrelated to their employment with the Niagara Regional Police Service.
- Section 4.1 of the By-Law requires that the Chief of Police report to the Police Service Board annually on disclosures made in this regard and the decision made by the Chief.

Financial Considerations

There are no financial implications relating to the recommendations contained in this report.

Analysis

The following secondary employment disclosures and decisions were made in 2024.

Uniform

Total disclosures made to the Chief: 1

1. Food and Beverage Server

One application was approved by the Chief.

Civilian

Total Disclosures made to the Chief: 3

1. Produce Clerk
2. Volunteer with Niagara Victim Services
3. Yoga Instructor/Officiant

Three applications were approved by the Chief.

Alternatives Reviewed

There are no alternatives.

Relationship to Police Service/Board Strategic Priorities

Not applicable

Relevant Policy Considerations

CSPA Section 89

By-Law 433-2024 – Administration of Disclosure of Secondary Activities to the Chief of Police.

Other Pertinent Reports

Not applicable

This report was prepared by Tina Ramsay, Executive Assistant to Deputy Chief of Police in consultation with Inspector Nilan Davé, Executive Officer to Chief of Police.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not Applicable



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Annual Report – Promotion of Service Members – January 1 to December 31, 2024

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-12-31

Recommendation(s)

That the Niagara Police Service Board (Board) receive this report for information.

Key Facts

- The purpose of this report is to ensure continued compliance with Board By-Law No. 519-2024 to establish policy relating to Service members, hiring/appointments, probationary police officers, promotions, resignations, retirements, and termination.
- A summary of Service policies, which relate to the hiring and promotion of Service members is being provided for information.
- This report covers the period of January 1 to December 31, 2024.

Financial Considerations

There are no financial implications relating to the recommendations contained in this report.

Analysis

The Service continues to utilize valid and defensible hiring and promotion practices through the ongoing review of existing policies, the development of new policies and implementation of best industry practices, while also being cognizant of bargained Collective Agreement provisions.

During the 2024 calendar year, the Niagara Regional Police Service welcomed a total of 69 new hires to the Service. Of those, 40 were hired as recruit Constables, 16 were hired from other police services as currently serving Constables, and 13 were new civilian permanent hires.

In total, 49 promotions occurred during the 2024 calendar year. Those promotions break down as follows:

Constable to Sergeant	15
Sergeant to Staff Sergeant	10
Staff Sergeant to Inspector	4
Inspector to Superintendent	3
Superintendent to Deputy Chief	2
Deputy Chief to Chief	1
Civilian Promotions	14

The following is a listing of the relevant policies and a brief summary of the key purpose of each.

G.O. 002 – Constable Recruitment - This general order establishes a consistent, valid and defensible standard recruitment procedure by which the Service hires new Police Constables.

G.O. 004 – Rank Reclassification - Constable - This General Order establishes the rank reclassification procedure for uniform members as they progress to the rank of First-Class Constable consistent with the provision of the current Uniform Collective Agreement.

G.O. 011 – Tuition Assistance Program – This General Order encourages members, by offering financial assistance, to further their professional development through the achievement of a higher level of formal education that will in turn benefit the Service and enhance their ability to be promoted.

G.O. 083 – Equal Opportunity - This General Order establishes, that decisions about employment will be made based on the essential skills, capability, knowledge and experience required for the role. Decisions about advancement will be based on an employee's performance in their current position, as well as the essential skills, capability, knowledge, and experience required for the new role, having regard for both short and long-term interests of the Service.

G.O. 105 – Uniform Promotion System – This General Order describes the Service's promotional system, which is considered to be a fair and unbiased process to determine the best candidates for promotion based on several key factors including relevant experience, performance, reliability, education, and demonstrated ability to do the job.

G.O. 233 Uniform Senior Officer Selection Process – This General Order establishes the procedure for hiring or promoting uniform members in the role of Superintendent or Inspector position in the event that they become available for staffing within the Service.

G.O. 189 – Uniform Posting Guidelines – This General Order provides for a fair and equitable system for assigning members to specialty units within the Service, and to identify the best Service member for vacant positions based on knowledge, skills and ability. Pursuant to the Uniform Collective Agreement, this General Order is jointly written and administered in consultation with the Niagara Region Police Association (NRPA).

G.O. 200 – Civilian Posting Guidelines - This General Order provides a process and guiding principles for the internal recruitment of permanent civilian positions. It demonstrates the Service's commitment to ensuring fairness and equity in its staffing processes and ensures that permanent civilian members have the first opportunity to be selected to fill vacant or new positions while at the same time ensuring that the best candidate is selected for each position. The Joint Career Development Committee made up of Service and NRPA representatives meets to review the processes for civilian postings on an ongoing basis.

G.O. 243 – Retirement and Resignation - This General Order provides direction to members who are retiring or resigning including notice, return of Service property, benefit plan administration, final pay and guidance regarding the review and completion of open operational items.

Each of these policies have been researched, subjected to regular review and reflects any applicable adequacy standard(s), legislative requirement and relevant collective bargaining agreement.

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

This report is being provided for information purposes.

Relevant Policy Considerations

The General Orders, together with the relevant Collective Agreement(s), guide the staffing and promotion process for the Service.

Other Pertinent Reports

8.8 – 2024.01.25 – Annual Report – Promotion of Service Members – January 1 to December 31, 2023

8.2 – 2024.11.28 – Police Service Board By-Law Reporting Requirement - Hiring, Promotions and Other Employment Practices

This report was prepared by Linda Blood, Director Human Resources. Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not applicable.



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: 2025 Indirect Allocation Budget – Regional Corporate Charges and Debt Costs

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-12-24

Recommendation(s)

That the Niagara Police Service Board (Board) receive this report for information.

Key Facts

- The purpose of this report is to provide the Board with details of the indirect allocation and debt costs allocated to the Service's 2025 budget.
- The Board does not approve indirect allocation and debt costs as part of the Service's budget as they are allocated in accordance with Niagara Region (Region) Policy C-F-004 Cost Allocation.
- Indirect allocations are included in police costs in the Financial Information Return (FIR), which is used as the basis for comparison against other municipal police services and the calculation of the policing cost per capita.
- The report aims to provide the Board with an awareness of the Service's total budget, as well as to highlight the shared services with the Region, which provide economies of scale leading to efficiencies and cost savings for the overall levy budget.
- The 2025 indirect allocation and debt costs allocated to the Service total \$18,267,382.00 that represents a 9.0% decrease over the 2024 budget.

Financial Considerations

There are no financial implications relating to the recommendations contained within this report.

Analysis

As part of the budget approval process the Board is responsible for approval of the operating budget before indirect allocations. Indirect allocations are Region costs that are allocated to all departments including Agencies, Boards and Commissions (ABCs) in accordance with Policy C-F-004 Cost Allocation. The purpose of the policy is to clarify the various types of costs to which the policy relates; establish the fundamental principles of cost allocation; identify the various indirect costs; and establish the basis

(i.e., driver) on which the indirect costs will be allocated. The policy intends to allocate budget and actual costs to programs/services or cost centres in a representative, reasonable, and consistent manner. It does not attempt to determine the value obtained for the services provided.

The Region provides the province with the FIR at the end of each fiscal year. The FIR provides a standardized reporting of a municipality's financial activities in the previous fiscal year. The data included in the FIR report includes indirect allocations and as it is a standardized report is often used as the basis for comparison between municipalities including municipal police services. As the Board does not approve indirect allocations, staff are providing this report to provide an awareness of the total budget and cost of policing in the Region.

Additionally, this report highlights the many shared services with the Region. Shared services are used to create efficiencies and cost savings through economies of scale. In the 2025 budget, the Service is being allocated the following services:

Shared Services:

- Accounting services including accounts receivable, accounts payable, and financial reporting, as well as payroll processing, procurement, and asset management;
- Insurance and legal services;
- Information technology; and
- Building costs and property management.

Debt and Capital (Principal) Repayments:

Debt charges including interest and principal repayments on the Service's buildings and equipment, as well as capital funding for equipment provided through the Region's capital levy. As Board approvals of capital projects and facilities plans do impact the debt charges allocated to the Service, it is important that the Board is aware of the costs allocated because of these decisions.

The 2025 indirect allocation and debt costs allocated to the Service total \$18,267,382.00 that represents a 9.0% decrease over the 2024 budget. The costs are divided as follows:

- Shared Services - The budget allocated for shared services is \$8,109,315.00 that represents a 2.7% increase over prior year. The main drivers of this increase are building costs including maintenance, procurement services, offset partially by a decrease in self-insurance claims.
- The budget allocated for debt including issuance costs, principal and interest costs, and a placeholder for unissued debt, is \$8,799,119.00 that represents a 3.7% decrease over the prior year; and
- The budget allocated for capital funding is \$1,358,949 that includes funding for 2 2025 capital projects funded through the Region's capital levy, as well as funding for regional facilities capital projects, which directly benefit the Service.

A detailed listing of the indirect allocations is included in Appendix 1.

In summary, this report provides the Board with a detail of the costs associated with shared services, as well as debt and capital costs for the 2025 budget year. Although the Board does not have direct approval authority over this budget, nevertheless decisions made by the Board and Service have a direct impact on this cost allocation. Further, the Board should be aware of these indirect allocation costs that are included when police costs are publicly reported.

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

This recommendation furthers the Board's and Service's responsibilities for the efficient management of resources and the police budget.

Relevant Policy Considerations

By-Law 412-2024 – Financial Reporting, Control, and Procurement of Goods and Services in the Niagara Regional Police Service
C-F-004 – Niagara Region Cost Allocation

Other Pertinent Reports

8.2 - 2024.12.19 – Regional Council Approval of Budget Review Committee Recommendation – 2025 NRPS-PSB Proposed Operating Budget
8.3 - 2024.12.19 – RMON – Motion and Recommendation – 2025 NRPS-PSB Proposed Operating Budget

This report was prepared by Courtney Woods, Manager, Acting Director, Finance and Asset Management, and recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Appendix 1 2025 Indirect Allocations Budget and Cost Drivers

Appendix 1 – Niagara Regional Police Service 2025 Indirect Allocations Budget

Shared Service Costs:

Service Provider	Function	Cost Driver	2024 Budget	2025 Budget	Variance \$	Variance %
Finance	AP/AR Services	Number of AP/AR transactions	\$ 91,146	\$ 101,322	\$ 10,176	11.2%
Finance	Reporting and Administration	Operating and Capital expense budgets	112,458	132,655	20,197	18.0
Human Resources	Payroll Services including Payroll Systems	Number of pay cheques/pay deposits processed	499,132	565,000	65,867	13.2
Information Technology	Network Infrastructure Delivery and Support	Count of NRPS Staff with Region network accounts and hardware	32,133	41,972	9,839	30.6
Legal Services	Legal Services	Time spent by legal personnel	460,945	567,649	106,704	23.2
Legal Services	Insurance	Percentage of total insurance premiums	574,703	498,523	(76,180)	(13.3)
Legal Services	Self-Insurance	Twenty year average claims dollars	1,314,009	875,543	(438,466)	(33.4)
Properties Management	Building Costs including Maintenance	Direct building costs including utilities and on site staffing	3,868,756	4,107,508	238,752	6.2
Properties Management	Facilities Management	Square footage of all buildings managed by facilities	471,858	520,140	48,283	10.2
Properties Management	Energy Management	Energy costs incurred	399	11,395	10,996	2,752.8
Properties Management	Real Estate Services	Time spent by realty personnel	6,091	6,392	300	4.9
Properties Management	Administrative Services	Square footage of all buildings managed by facilities	265,557	276,085	10,528	4.0
Print Services	In House Printing Services	Printing impressions	825	157	(669)	(81.0)
Procurement	Purchasing Services	Number of procurement documents processed	145,819	337,353	191,534	131.4
Asset Management	Central Asset Management Unit	Accumulated depreciation	54,999	67,621	12,622	23.0
Subtotal Shared Services			\$ 7,898,830	\$ 8,109,315	\$ 210,485	2.7 %

Debt and Capital Costs:

Service Provider	Function	Cost Driver	2024 Budget	2025 Budget	Variance \$	Variance %
General Government	Debt Issuance Costs	Percentage of debt issuance costs	10,136	10,136	-	-
General Government	Principal and Interest Costs for Issued Debt	Based on actual issued debt	7,681,023	7,512,990	(168,033)	(2.2)
General Government	Portion of IT project Debt	Percentage of IT debt	145	177	32	21.7
General Government	Placeholder for Unissued Debt	Based on approved but unissued debt assumptions	1,449,587	1,275,816	(173,771)	(12.0)
Subtotal – Debt			\$ 9,140,891	\$ 8,799,119	\$ (341,772)	(3.7) %
General Government	Capital Funding for NRPS Projects	Percentage of Region reserve funded projects	1,931,849	1,197,618	(734,231)	(38.0)
General Government	Capital Funding for Support Function Projects	Percentage of Region support projects capital reserve funding	1,110,675	161,331	(949,344)	(85.5)
Subtotal – Capital			\$3,042,524	\$ 1,358,949	\$ 1,683,575	(55.3%)
Total Indirect Allocations			\$ 20,082,245	\$ 18,267,382	\$ (1,814,863)	(9.0%)



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Shared Services between the Niagara Police Service Board and Niagara Region – Service Level Agreements

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-12-12

Recommendation(s)

That the Niagara Police Service Board (Board):

1. 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.
2. Direct the Chief of Police to submit the SLAs for Board approval.

Key Facts

- The purpose of this report is to recommend that the Board and Regional Municipality of Niagara (Region) prepare SLAs for the shared services charged back to the Service and that these agreements address any inherent risks associated with contracting out services; and further to consider other potential shared services where common needs are identified.
- The Board has had a shared services relationship with the Region for most of its existence.
- No formal SLAs exist between the Board and the Region.
- The Board should consider balancing the benefits of economies of scale received from shared services to the risks inherent with a contracting out service model such as loss of control over service delivery, security, quality control and dependency on the capacity of the external partner to provide the service.

Financial Considerations

There are no financial considerations related to the recommendations contained in this report.

Analysis

The Board has had a shared services relationship with the Region for most of its existence. Although no formal agreement has ever been put in place, the determination to share certain services was based on the notion of the need for common services and economies of scale arguably resulting in a mutual economic benefit. Thereby the Board electing to purchase these services from the Region rather than managing these functions in-house. The Board needs to carefully consider the benefits and drawbacks of contracting out functions versus managing in-house. Consideration to balancing the benefits of economies of scale received from shared services to the risks inherent with a contracting out service model such as loss of control over service delivery, security, quality control and dependency on the capacity of the external partner to provide the service. Further, the Board has little to no oversight on the services provided and billed back yet are wholly responsible for those critical functions.

The purpose of this report is to recommend that the Service and Region prepare SLAs for the joint shared services noted below that would address any inherent risks associated with contracting out services as well as establish the responsibilities and requirements of both organizations; and further to consider other potential shared services where common need are identified.

As per the 2025 Operating budget, the Board currently purchases \$8,109,315.00 of Regional Services. The following services are purchased from the Region and billed back:

- Back Office services for Accounts Payable, Accounts Receivable, Payroll, Procurement, and Human Resources
- Use of Region Enterprise Resource Planning Systems and Supports specifically Peoplesoft Human Resources and Financial System
- Legal Services
- Information Technology Services
- Property Management including Facilities Maintenance
- Asset Management Corporate Office

These agreements will be mutually beneficial to both parties as it will clearly outline the service delivery expectations and quantify the formula for charge back. Further with an agreement in place, the Service can determine gaps in service delivery where investing in-house staff would result in better outcomes.

Upon approval of this recommendation, Service staff will commence discussions with Region staff to draft the SLAs and present each individual SLA to the Board for approval once complete.

Alternatives Reviewed

To not recommend the creation of Service Level Agreements with the Region regarding joint services.

Relationship to Police Service/Board Strategic Priorities

The Board has a fiduciary responsibility to ensure the Service adheres to all regulatory requirements and that sustainable management practices are in place to act in the best interests of the Service; including those services that are outsourced.

Relevant Policy Considerations

By-Law 412-2024 - Financial Reporting, Control and Procurement of Goods and Services

Other Pertinent Reports

Not applicable.

This report was prepared by Laura Rullo, Director, Finance and Asset Management, and recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not applicable.



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Enterprise Storage Expansion – Technical Crimes
Report To: Chair and Members, Niagara Police Service Board
Report Date: 2025-01-13

Recommendation

That the Niagara Police Service Board (Board) approve the attached quote #3000184240368.2 provided by Dell Technologies for \$189,818.02 net of HST rebates to meet the Technical Crimes Unit's escalating storage requirements.

Key Facts

- The Technical Crimes Unit has experienced a significant increase in data volume due to the growth of digital investigations, necessitating expanded storage capabilities.
- Dell Technologies is Niagara Regional Police Service (NRPS) record vendor for PowerScale storage servers, which is dedicated and optimized to handling unstructured data workloads, such as large files, images, videos, and data streams.
- Dell Technologies and NRPS directly negotiated aggressive pricing for this purchase. The associated costs include the physical hardware, software, installation services, 4 hours of on-site service and support for 5 years.
- The funding for the purchase is available in the 2024 Enterprise Storage Capital budget.

Financial Considerations

As per Board By-Law 412-2024, Financial Reporting, Control and Procurement of Goods and Services, contractual agreements awarded via a single source procurement process with a contract value greater than \$150,000.00 requires Board approval.

The financing for this purchase project in the total cost amount of \$189,818.02 net of HST rebates is available through the approved 2024 Technology Services Enterprise Storage capital budget.

Subject to Board approval, the Service will award the single source purchase of the Storage Expansion for Technical Crimes to Dell Technologies. A single source/direct negotiation is recommended due to the need for compatibility with existing equipment and support services in accordance with section 11.9.1 of By-Law 412-2024.

Analysis

The existing Dell Isilon enterprise storage infrastructure designated for the Technical Crimes Unit is approaching its capacity, potentially and impeding ongoing operations and investigations.

Dell Technologies PowerScale digital evidence storage continues to provide a robust, reliable, and scalable solution for the growing demands of digital investigations. The PowerScale infrastructure allows for incremental growth as storage needs expand, ensuring long-term viability. It is built to handle high-throughput and concurrent workloads, ideal for managing large video files, images, forensics data, and other digital evidence.

Dell Technologies has provided a quote (Appendix 1) for an expanded storage solution, including PowerScale A300 systems and supporting software, hardware, and professional services. This solution will offer 5 years of support and service to ensure operational efficiency. The quote includes ProSupport services, ensuring minimal downtime and access to advanced technical support. The approval of this quote will ensure that the Technical Crimes Unit can continue its critical work without interruption.

Alternatives Reviewed

The NRPS is expanding its PowerScale storage capacity, taking advantage of the existing solution that was implemented in 2016. The NRPS continues to pursue opportunities to reduce costs, risk and complexity through supporting technology currency (fewer technology brand models), where appropriate and to ensure superior and responsive vendor support is in place for ongoing technology hardware maintenance, particularly during incidents.

Relationship to Police Service/Board Strategic Priorities

The NRPS is dedicated to improving the emergency services provided to its public safety partners, community, and citizens. The Service looks for opportunities to enhance the offering and delivery of those services, while at the same time improving the effectiveness and efficiency of its workforce.

Relevant Policy Considerations

Board By-Law 412-2024, A By-Law to Regulate Financial Reporting, Control, and Procurement of Goods and Services in the Niagara Regional Police Service.

Other Pertinent Reports

Not applicable.

This report was prepared by Akram Askoul, Director, Technology Services in consultation with Courtney Woods, Financial Planning Coordinator. Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

Bill Fordy, O.O.M. #5835
Chief of Police

Appendices

Appendix 1 - Dell Quote - 3000184240368.2 - Final

APPENDIX 1

Akram Askoul

Subject: FW: Your Dell Quote 3000184240368.2



Your quote is ready for purchase.

Complete the purchase of your personalized quote through our secure online checkout before the quote expires on **Jan. 15, 2025**.

You can download a copy of this quote during checkout.

[Place your order](#)

Quote Name:	Digital Video Storage with Expansion PS 5yr	Sales Rep:	Mahmoud Awadallah
Quote Number:	3000184240368.2	Phone:	1(800) 456-3355, +14163508240
Total (CAD) :	\$210,784.56	Email:	Mahmoud_Awadallah@Dell.com
Company Name:	NIAGARA REGIONAL POLICE SERVIC		
Customer Number:	8261060		
Quoted On:	Dec. 16, 2024		
Expires By:	Jan. 15, 2025		
Solution ID:	19636447.20		

Message from your Sales Rep

Please use the Order button to securely place the order with your preferred payment method online. You may contact your Dell sales team if you have any questions. Thank you for shopping with Dell.

Regards,
Mahmoud Awadallah

Bill To:
PAYABLE ACCOUNTS
NIAGARA REGIONAL POLICE SERVIC
1815 SIR ISSAC BROCK WAY
PO BOX 1042
THOROLD ON L2V 4T7
CA
1 (905) 6884111

Product	Qty	Unit Price	Subtotal
PowerScale A300 - AMER VI	4	\$30,205.00	\$120,820.00
PowerScale Chassis - AMER VI	1	\$2,055.00	\$2,055.00
PowerScale Additional Software - AMER VI	4	\$4,880.00	\$19,520.00
PowerScale OE Software - AMER VI	4	\$10,955.00	\$43,820.00
PowerScale Accessories - AMER	1	\$320.00	\$320.00

Tax Summary

Tax Code	Tax Rate(%)	Tax Amount	Subtotal:	
GST/HST	13.00	24,249.56	Subtotal:	\$186,535.00
			Freight:	\$0.00
			EHF:	\$0.00
			GST/HST:	\$24,249.56
			GST/ HST Taxable Amount:	\$186,535.00
			GST/ HST Non-Taxable Amount:	\$0.00
			PST/QST Taxable Amount:	\$0.00
			PST/QST Non-Taxable Amount:	\$0.00

Total (CAD): \$210,784.56

In some provinces, Dell may be required by regulation to charge customers for an Environmental Handling Fee (EHF). Where applicable, these fees will be included in the final invoice per provincial requirements.

Description	SKU	Qty	Unit Price	Subtotal
PowerScale A300 - AMER VI Estimated delivery if purchased today: Jan. 08, 2025		4	\$30,205.00	\$120,820.00
Description	SKU			
A300 - L3 - SED FIPS 180TB (15x12TB)/800GB SSD	210-AZWJ	4		
2x25GbE (SFP28) Back-end W/O OPTICS	590-TFHE	4		
2x25GbE (SFP28) W/O OPTICS	590-TFBK	4		
Parts Only Warranty 36 Months	709-BDXL	4		
ProSupport with 4-Hour Onsite Service Extension, 24 Month(s)	199-BPZP	4		
ProSupport with 4-Hour Onsite Service Initial, 36 Month(s)	199-BPZQ	4		
Keep Your Hard Drive For Enterprise, 60 Month(s)	711-BBOF	4		
Infrastructure Deployment Selected	701-6538	4		
ProDeploy Plus PowerScale Expansion	683-BBNQ	4		
Transceivers/Optic/SFP+/SR/10GbE/2 GEN6	407-BCIU	4		
ProDeploy Plus Addon PowerScale Generation Update	519-BDCF	4		
		Qty	Unit Price	Subtotal
PowerScale Chassis - AMER VI Estimated delivery if purchased today: Jan. 08, 2025		1	\$2,055.00	\$2,055.00
Description	SKU			
Base Chassis - Normal A-Series	210-BBFS	1		

Parts Only Warranty 36 Months	709-BDXL	1		
ProSupport with 4-Hour Onsite Service Extension, 24 Month(s)	199-BPZP	1		
ProSupport with 4-Hour Onsite Service Initial, 36 Month(s)	199-BPZQ	1		
		Qty	Unit Price	Subtotal
PowerScale Additional Software - AMER VI Estimated delivery if purchased today: Jan. 02, 2025		4	\$4,880.00	\$19,520.00
Description	SKU			
PowerScale Hybrid ADDSW Virtual Base	210-BCEP	4		
Enterprise Bundle A3 Tier 3 L3 =ID	151-BBGR	4		
SnapShotIQ Base License Bundle A3 Tier 3 L3 =ID	151-BBHJ	4		
SmartConnect Base License Bundle A3 Tier 3 L3 =ID	151-BBJE	4		
SmartQuotas Base License Bundle A3 Tier 3 L3 =ID	151-BBJS	4		
SmartDedupe Base License A3 Tier 3 L3 =ID	151-BBJB	4		
ProSupport Additional Software Support-Maintenance, 60 Month(s)	487-BDZK	4		
HDFS for OneFS (\$0.00)	151-BBEH	4		
SnapShotIQ Capacity License Bundle A3 Tier 3 L3 =CB	151-BBIY	720		
Enterprise Bundle Capacity A3 Tier 3 L3 =CB	151-BBJK	720		
SmartQuotas Capacity License Bundle A3 Tier 3 L3 =CB	151-BBJM	720		
SmartConnect Capacity License Bundle A3 Tier 3 L3 =CB	151-BBJP	720		
SmartDedupe Capacity License A3 Tier 3 L3=CB	151-BBJF	720		
		Qty	Unit Price	Subtotal
PowerScale OE Software - AMER VI Estimated delivery if purchased today: Jan. 02, 2025		4	\$10,955.00	\$43,820.00
Description	SKU			
PowerScale Hybrid OESW Virtual Base	210-BBWD	4		
OneFS Base License A3 12-20TB Tier 3 L3=ID	149-BBGL	4		
OneFS Encryption Key A3 12TB+ Tier 3 L3=ID	149-BBGY	4		
ProSupport OneFS Hybrid Software Support-Maintenance, 60 Month(s)	487-BEBR	4		
OneFS Capacity A3 Tier 3 L3=CB	149-BBGI	720		
		Qty	Unit Price	Subtotal
PowerScale Accessories - AMER Estimated delivery if purchased today: Jan. 08, 2025		1	\$320.00	\$320.00
Description	SKU			
Accessories Virtual Base - VI	210-AYYS	1		
ISG Product (info)	379-BDPD	1		
PWCRD KIT for Normal Chassis	450-AJHP	2		
CABLE ETHERNET 10G PASS SFP+ 3M	470-AEGF	8		

Please do not reply to this email as it's auto-generated.

Dell Quote Terms

For Home and Home Office Purchasers: Unless otherwise stated in the quote, this quote is valid for 5 days, can be cancelled at any time by Dell and is subject, along with your purchase and use of Dell products, to the Consumer Terms of Sale, Limited Hardware Warranty and Return Policy located at dell.ca/terms.

For Commercial, Enterprise, Business, Channel and Public Sector Purchasers:

Validity, Prices, Errors: Unless otherwise stated in the quote, prices for most items in the quote are valid for 10 days (except for prices for third party products which are valid for 5 days). Dell may, at its sole discretion, extend the validity of pricing for up to 30 days in total. Products, availability, and pricing is subject to change (including as a result of fluctuating foreign exchange rates or changes in component costs). Dell may cancel this quote as a result of pricing or other errors and will not be responsible for any inaccuracies, errors or omissions. This quote may include estimated applicable sales taxes, shipping fees and environmental fees but final taxes and fees will be set out in the applicable invoice.

Agreement: The quote is considered an offer by Dell. If you issue a purchase order to and/or place an order with Dell Canada Inc. ("**Dell**") for the quoted items, you, the entity to whom this quote was issued ("**Customer**") are accepting Dell's offer, and the quote, including the terms and conditions below, constitute a contract between Dell and Customer.

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In case of Resale only: Should Customer procure any products or services for resale, whether on standalone basis or as part of a solution, Customer shall include the applicable software license terms, services terms, and/or offer-specific terms in a written agreement with the end-user and provide written evidence of doing so upon receipt of request from Dell.

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NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Title of Report: Purchase Award – Grimsby Ford for the Replacement of 15 Patrol Vehicles from the Fleet Pool

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2025-01-13

Recommendation(s)

That the Niagara Police Service Board (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 (PCPG) control code #24G0050.

Key Facts

- In accordance with Board By-Law 412-2024, Financial Reporting, Control and Procurement of Goods and Services, for contracts awarded with a value greater than \$250,000.00 through PCPG, Board approval is required.
- The Service is planning to purchase 15 replacement patrol vehicles from Grimsby Ford, an agent of Ford Canada, for the total value of \$836,365.00, which will be funded from the 2025 Capital Budget.
- These 15 patrol vehicles will replace vehicles currently in use. The vehicle replacement project takes into consideration the age of the vehicle, odometer readings, overall condition and reliability, and intended/projected applications of the asset to ensure overall safety and effective guardianship of the asset.
- PCPG has negotiated set prices with various vehicle manufacturers, including Ford Canada. The price quoted by Grimsby Ford is set by Ford Canada and PCPG. Grimsby Ford acts as a distribution agent for Ford Canada.

Financial Considerations

As per Board By-Law 412-2024, Financial Reporting, Control and Procurement of Goods and Services, any contractual agreements awarded through contracts with a cooperative purchasing group, with a contract value greater than \$250,000.00 requires Board approval.

Subject to Board approval, the Service will award the purchase of 15 patrol vehicles to Grimsby Ford for \$836,365.00 CAD, including HST, which will be charged against the 2025 Vehicle Replacement Capital Budget.

The Board approved \$1,413,000.00 Vehicle Replacement Capital Project during the 2025 Capital Budget.

Analysis

Included in the capital budget strategy is a vehicle replacement plan that ensures the Service maintains a serviceable fleet pool. The vehicle replacement project takes into consideration the age of the vehicle, odometer readings, overall condition and reliability, and intended/projected applications of the asset to ensure overall safety and effective guardianship of the asset. Appropriate and deliberate considerations provide a vehicle replacement succession, which allows for effective mechanical and operating conditions of the Service fleet pool, to minimize repair costs and the associated downtime, and maximize vehicle reliability.

The Service will purchase 15 patrol vehicles at a purchase price of \$55,757.00 per vehicle, not including administration fees relating to licencing and fuel. These assets will be used to replace vehicles within the existing pool that have reached their end of life. These decommissioned vehicles will be sold at auction in accordance with the vehicle replacement plan.

The Service is a member of the Ontario Association of Chiefs of Police PCPG. This group negotiates pricing for its members, who are mainly emergency services. PCPG has negotiated set prices with various vehicle manufacturers, including Ford Canada. The price quoted by Grimsby Ford is set by Ford Canada and PCPG, and Grimsby Ford acts as a distribution agent for Ford Canada.

Alternatives Reviewed

Not Applicable

Relationship to Police Service/Board Strategic Priorities

To comply with the provisions of the Police Service Board By-Laws and to maintain compliance with Adequacy and Effective Policing.

Relevant Policy Considerations

Board By-Law 412-2024 - Financial Reporting, Control and Procurement of Goods and Services in the Niagara Regional Police Service.

Other Pertinent Reports

9.3 – 2024.02.22 Purchase Award – Grimsby Ford – Replacement of Patrol Vehicles from Niagara Regional Police Service Fleet Pool

This report was prepared by Stephen Harman, Materials Manager, Fleet Services, reviewed by Laura Rullo, Director, Finance and Asset Management. Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not applicable.



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Approval for Public Donation – Canine Unit
Report To: Chair and Members, Niagara Police Service Board
Report Date: 2024-12-24

Recommendation(s)

1. That the Niagara Police Service Board (Board) find that the donation meets the approval criteria set out in Article 9 of By-Law No. 424-2024 - Solicitation and Acceptance of Public Donations, Sponsorships or Private Sector Funding Arrangements, and
2. That the Board approve a public donation to the Niagara Regional Police Service's (NRPS) Canine Unit, a value of \$142,500.00.

Key Facts

- The purpose of this report is to obtain approval for a donation from the estate of Irene May Gladwell to the Canine Unit.
- Irene May Gladwell has named the NRPS Canine Unit as a beneficiary of a portion of the residue of her estate.
- The first donation from the estate of Irene May Gladwell as approved by the Board on January 25, 2024 and received in the amount of \$142,500.00.
- The donation will be utilized for the purpose of enhancing the safety and security of Niagara citizens, and the receipt of the donation would not undermine the integrity, impartiality, and reputation of the Service.
- As per Public Sector Accounting standards (PSAS) funds received from an external donor with clearly stated stipulations on how the money will be spent must be recorded as unearned revenue until such time when the stipulated expenditures are incurred.

Financial Considerations

As per the terms of the beneficiary letter, the donation funds are to be spent specifically for expenditures incurred by the Canine Unit, therefore is considered an externally restricted inflow of funds. As per Public Sector Accounting standards (PSAS) funds received from an external donor with clearly stated stipulations on how the money will be spent must be recorded as unearned revenue until such time when the stipulated expenditures are incurred.

Should the Board approve of this donation, the funds will be deposited to the operating general revenue bank account and be recorded as unearned revenue liability on the Services Statement of Financial position (balance sheet).

In accordance with PSAS, close monitoring of the expenditures incurred from this donation fund will be required to ensure the donation revenue is recognized in the same period the expenditures are incurred. Both the expense and revenue will be reported on the Service's Operating Statement of Revenue's and Expenditures in future periods.

An in-year operating budget adjustment will be submitted to the Region to increase gross revenues by the amount spent within the year and an offsetting expense recorded within the Canine Unit, resulting in a net nil impact to the net levy expenditure budget. In accordance with the Region's Budget Control By-Law, this budget adjustment is within the Chief's approval authority if the annual amount remains below \$150,000.00.

Should the funds be used to purchase a capital asset item then an in-year capital budget project request will be submitted to the Board and Region for approval.

Analysis

On June 12, 2023, Mrs. Irene May Gladwell named the NRPS Canine Unit a beneficiary of her estate. There are no stipulations attached to the donation beyond the donation being specifically for the Canine Unit.

The donation of \$142,500.00 is a portion of Mrs. Irene May Gladwell's estate and is the second payment received based on the estate's distribution schedule. The first donation of \$142,500.00 was approved by the Board on January 25, 2024 and was received by the Service in March 2024. Funds are spent on specific equipment for the Canine Unit and is not used to offset regular operating budget pressures. No further donations are expected.

Mrs. Irene May Gladwell was a citizen in good standing and her estate donation meets the approval criteria set out in By-Law No. 424-2024.

The Canine Unit is a specialty unit that supports uniform patrol and investigative units within the Service. The Canine Unit has a 2025 budget of \$1,609,142.00.

The Canine Unit is a unit that would benefit from this donation, which it would use to enhance the safety and security of the citizens of Niagara.

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

As per By-Law No. 424-2024, it is the policy of the Board to provide citizens, community agencies, and corporations with the opportunity to support the Service by making public donations, sponsorships, or private sector funding arrangements that will support law enforcement services to all citizens equally within the Region of Niagara. The Board is committed to ensuring that such donations are used solely for the purpose of enhancing the safety and security of the citizens, and that the receipt of donations, sponsorships, or private sector funding arrangements does not undermine the integrity, impartiality, and reputation of the Service.

Relevant Policy Considerations

Board By-Law No. 424-2024 – Solicitation and Acceptance of Public Donations, Sponsorships or Private Sector Funding Arrangements.

Board By-Law No. 412-2024 - Financial Reporting, Control and Procurement of Goods and Services.

Other Pertinent Reports

9.3 – 2024.01.25 Approval for Public Donation – Canine Unit.

This report was prepared by Todd Waselovich, Deputy Chief, Emergency and Operational Services in consultation with Courtney Woods, Manager, Finance.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not Applicable.



INTERNAL CORRESPONDENCE

To: Chair and Members
From: Deb Reid
Dept: Niagara Police Service Board
Dept: Executive Director
Niagara Police Service Board

Date: January 14, 2025

Re: Donation from Special Fund – Gillian’s Place

Purpose:

To provide the Board with a copy of a letter received from Graeme Dargavel, Director of Development & Communications, Gillian’s Place, requesting sponsorship of their Breakfast to End Gender-Based Violence.

Background and Discussion:

On January 13, 2025, the Board received correspondence from Graeme Dargavel, Director of Development & Communications, Gillian’s Place, requesting the Board consider a financial contribution to the Breakfast to End Gender-Based Violence being held on March 25, 2025 from 8 am – 9 am at Club Roma. Sponsorship opportunities range from \$1,000 to \$5,000. They are requesting the Board renew its support as a Table Sponsor in the amount of \$1,000. A copy of their letter and sponsorship information is attached for your review.

The Board has a discretionary pool of funds, which it uses for grants and donations. Disbursements from the fund are in accordance with guidelines provided in the Community Safety and Policing Act, 2019 (CSPA), and with Board By-law 403-2024, Special Fund Administration, Limitations and Guidelines. Section 258 (2) of the CSPA establishes that the Board has the sole authority for spending the proceeds from the sale of property which lawfully comes into the possession of the police service. The Act stipulates that “the Chief of Police may cause the property to be sold, and the Board may use the proceeds for any purpose that it considers in the public interest, including charitable donations.” The funds do not form part of the police operating budget and are separate from the Regional tax base. This request meets the Board's Special Fund criteria, and the Board has previously supported Gillian’s Place Breakfast to End Gender-Based Violence in the amount of \$1,000 in 2024.

Recommendation:

That the 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 being held on March 25, 2025.

Deb Reid
Executive Director

Encl.



GILLIAN'S PLACE

HOPE
SUPPORT
CHOICES

Mailing Address:
P.O. Box 1387
St. Catharines, ON
L2R 7J8



Head Office:
905.684.4000

West Niagara:
905.563.5548

gilliansplace.com

**24/7 phone/text
support line:
905.684.8331**

Charitable Reg. No.
12971 8037 RR0001

January 2025

Niagara Regional Police Services Board
c/o Deb Reid
5700 Valley Way
Niagara Falls, ON L2E 1X8

Dear Deb,

On behalf of Gillian's Place, we are abundantly grateful for your support of our work and past sponsorship of our Breakfast to End Gender-based Violence last March. Today, I ask you to renew your support as a Table Sponsor (\$1,000) for the Breakfast to End Gender-based Violence on Tuesday, March 25th 2025.

The Breakfast to End Gender-based Violence in 2024 invited over 200 community members to learn more about Gillian's Place and engage in meaningful conversations about our impactful work and the vital role their continued support plays in helping survivors in Niagara.

Last year, 241 individuals and families accessed our emergency shelter, escaping violence and risk of lethality.

Last year, there were over 60 femicides in Ontario, with 4 occurring here in Niagara Region. Your support is needed to more than ever before to ensure our life-changing and often life saving programs and services are here for survivors when it is needed most.

Deb, we are honoured have you and Niagara Regional Police Services Board as an ally of our work. Your sponsorship will create a lasting impact at Gillian's Place. By partnering with us, you can help empower our community to take meaningful steps toward ending gender-based violence.

Thank you. Together, we are working to end gender-based violence in Niagara.

Gratefully,

Graeme Dargavel
Director of Development & Communications



GILLIAN'S PLACE

Breakfast to End Gender-based Violence

MARCH 2025

SPONSORSHIP OPPORTUNITIES

The Event

The Breakfast to End Gender-Based Violence is a complimentary breakfast that invites friends and supporters of Gillian's Place, as well as the greater community to learn more about gender-based violence. The morning is filled with stories about courage, stories about impact, and stories about the incredible survivors who have broken the cycle of violence and abuse with the help of Gillian's Place.

Presenting Sponsor - \$5,000

- Opportunity for a company representative to bring greetings at the start of the event.
- Opportunity for company to have representatives at the event promoting their organization.
- Opportunity for company to provide promotional items at the event.
- Company logo prominently displayed on event invitations.
- Company logo prominently displayed on all pre and post event materials and advertising.
- Company logo and hyperlink on event website.
- There may be other benefits in exchange for the presenting sponsorship. Gillian's Place is committed to recognizing the generosity of our supporters.

Breakfast Sponsor - \$2,500

- Your sponsorship enables Gillian's Place to provide complimentary breakfast to our guests, which in turn makes it more likely for them to make a charitable contribution to Gillian's Place.
- Recognition at event as official breakfast sponsor.
- Opportunity to provide promotional items at the event.
- Company logo on event invitation.
- Company logo prominently displayed on select event materials and advertising.
- Four social media posts on Facebook, Instagram, and LinkedIn.

Table Sponsor - \$1,000

- Formal recognition as a table sponsor at the event.
- Company logo on sign noting "this table was generously sponsored by".
- Company logo featured in video-reel thanking sponsors on social media.

Questions? Please contact:

Amanda Di Zio

Phone: 905.684.4000 ext. 255

Email: amandadz@gilliansplace.com



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Special Fund Request – NRPS Women’s Team - 2025 International Police Hockey Tournament

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-12-04

Recommendation(s)

That the Regional Municipality of Niagara Police Service Board (Board) authorizes a \$1,500.00 donation from the Special Fund to help support and offset expenses for the Niagara Regional Police Service (NRPS) Women’s Hockey Team attendance at the 2025 International Police Hockey Tournament in Durham, Ontario.

Key Facts

- The purpose of this report is to request funds in the amount of \$1,500.00 to assist with the cost of registration and travel expenses for the 2025 International Police Hockey Tournament being held in Durham Region, Ontario from February 27 - 28, 2025.
- Members of the NRPS will make up a team representing the Service.
- This event provides an opportunity for Service members to engage in a competitive team activity while proudly representing the NRPS, as well as offers a networking opportunity with other Emergency Service professionals.
- Proceeds from this tournament will benefit local charities including the Special Olympics and the Law Enforcement Torch Run.

Financial Considerations

The Board has a discretionary pool of funds, which it uses for grants and donations. Disbursements from the fund are in accordance with guidelines provided in the Community Safety and Policing Act, 2019 (CSPA), and with Board By-law 403-2024, Special Fund Administration, Limitations and Guidelines. Section 258 (2) of the CSPA establishes that the Board has the sole authority for spending the proceeds from the sale of property which lawfully comes into the possession of the police service. The Act stipulates that "the Chief of Police may cause the property to be sold, and the Board

may use the proceeds for any purpose that it considers in the public interest, including charitable donations." These funds do not form part of the police operating budget and are separate from the Regional tax base.

The request for \$1,500.00 will help to cover the registration fee and travel expenses for the team to participate in the tournament. If approved, the cheque can be made payable to the Niagara Regional Police Service.

Analysis

For the past 21 years, members of the NRPS have been represented at various hockey tournaments in North America. This year marks the 62 anniversary of this event. The 2025 Tournament is scheduled for February 27 and 28, 2025, in Durham Region, Ontario.

There is only one women's hockey team that consistently attends the International Police Hockey Tournament to represent the NRPS.

Since 2006, the Board has generously assisted with the funding of the registration for the NRPS to attend various hockey events. Members of the Service are requesting funding for this year's tournament.

The International Police Hockey Tournament was established in 1961 and between 2009 and 2024 the event has raised more than \$486,500.00 for many charities including the Law Enforcement Torch Run, Special Olympics, local hospitals, children's charities, and other local charitable agencies.

Information regarding the International Police Hockey Tournament can be accessed on the event's website: www.internationalpolicehockey.com.

Alternatives Reviewed

To not support this request or consider supporting it with an alternative donation amount.

Relationship to Police Service/Board Strategic Priorities

This event is reflective of several objectives and performance metrics outlined throughout Goal 2 of the Service's 2022-2025 Strategic Plan; namely, to strengthen relationships and continue to build trust with our community and enhance relationships with partner agencies.

Relevant Policy Considerations

Board By-Law 403-2024 - Special Fund Administration, Limitations and Guidelines.

Other Pertinent Reports

9.8 – 2022.10.15 – Special Fund Request – International Police Hockey Tournament – NRPS Women’s Team.

This report was prepared by Jerri Anne Eymann, Constable, 2 District Operations and reviewed by Richard Gauthier, Staff Sergeant, 2 District Detective Office, Dan Savoie, Acting Inspector, 2 District Commander, and Mario Lagrotteria, Superintendent, District Operations. Recommended by Todd Waselovich, Deputy Chief, Operational Services.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not Applicable.



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Special Fund Request - NRPS Men's Recreational 'D' Team – 2025 International Hockey Tournament

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-12-05

Recommendation(s)

That the Niagara Police Service Board (Board) authorizes a \$1,500.00 donation from the Special Fund to help support and offset expenses for the Niagara Regional Police Service (NRPS) Men's Recreational 'D' Hockey Team's attendance at the 2025 International Police Hockey Tournament in Durham, Ontario.

Key Facts

- The purpose of this report is to request funds in the amount of \$1,500.00 to assist with the cost of registration and travel expenses for the 2025 International Police Hockey Tournament being held in Durham Region, Ontario from February 27 - 28, 2025.
- Members of the NRPS will make up a team to represent the service.
- This event provides an opportunity for Service members to engage in a competitive team activity while proudly representing the NRPS, as well as offers a networking opportunity with other Emergency Service professionals.
- Proceeds from this tournament will benefit the local charities including the Special Olympics and the Law Enforcement Torch Run.

Financial Considerations

The Board has a discretionary pool of funds, which it uses for grants and donations. Disbursements from the fund are in accordance with guidelines provided in the Community Safety and Policing Act, 2019 (CSPA), and with Board By-law 403-2024, Special Fund Administration, Limitations and Guidelines. Section 258 (2) of the CSPA establishes that the Board has the sole authority for spending the proceeds from the sale of property which lawfully comes into the possession of the police service. The Act stipulates that "the Chief of Police may cause the property to be sold, and the Board

may use the proceeds for any purpose that it considers in the public interest, including charitable donations." These funds do not form part of the police operating budget and are separate from the Regional tax base.

The request for \$1,500.00 will help to cover the registration fee and travel expenses for the team to participate in the tournament. If approved, the cheque can be issued payable to the Niagara Regional Police Service.

Analysis

For the past 21 years, the NRPS has been represented at various hockey tournaments in North America. This year marks the 62 anniversary of this event. The 2025 tournament is scheduled for February 27 and 28, 2025, in Durham, Ontario.

There are 3 men's hockey teams and one women's hockey team that consistently attends the International Police Hockey Tournament to represent the NRPS.

Since 2006, the Board has generously assisted with the funding of the registration for the NRPS to attend various hockey events. Members of the NRPS are requesting funding for this year's tournament.

The International Police Hockey Tournament was established in 1961. Between the years of 2009 and 2024 the event has raised more than \$486,500.00 for various charities including the Law Enforcement Torch Run, Special Olympics, local hospitals, children's charities, and other local charitable agencies.

Information regarding the International Police Hockey Tournament can be accessed on the event's website: www.internationalpolicehockey.com.

Alternatives Reviewed

To not support this request or consider supporting it with an alternative donation amount.

Relationship to Police Service/Board Strategic Priorities

This event is reflective of several Objectives and Performance Metrics outlined throughout Goal 2 of the Service's 2022-2025 Strategic Plan; namely, to strengthen relationships and continue to build trust with our community and enhance relationships with partner agencies.

Relevant Policy Considerations

By-Law 403-2024 – Special Fund Administration, Limitations and Guidelines.

Other Pertinent Reports

9.6 - 2024.01.25 - Special Fund Request – Niagara Regional Police Service Men's Elite Team - International Hockey Tournament.

This report was prepared by Bruce Craine, Detective Constable, 1 District Street Crime Unit, reviewed by Staff Sergeant Brian Essery, 1 District Detective Office, Rob LaPlante, Inspector, 1 District Commander, and Mario Lagrotteria, Superintendent, District Operations.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not Applicable.



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Special Fund Request for Coldest Night of the Year Walk
Report To: Chair and Members, Niagara Police Service Board
Report Date: 2025-01-14

Recommendation(s)

That the Niagara Police Service Board (Board) approves a special fund request of \$2,000.00 for the sponsorship of one to two teams of Niagara Regional Police Service (NRPS) members to participate in the Coldest Night of the Year fundraising walk benefiting Project Share and Start Me Up Niagara.

Key Facts

- The purpose of this report is to seek the Board's approval for a \$2,000.00 Special Fund donation for one to two teams of NRPS members to participate in the Coldest Night of the Year fundraising walk.
- This walk is a fundraiser for agencies assisting those who are homeless or suffering from food insecurity. Walks are being held across the Region and our goal will be to have a team participate in both St Catharines and Niagara Falls.
- This event takes place on Saturday, February 22, 2025 starting at 4:00pm. The walk in St. Catharines will benefit Start Me Up Niagara and the walk in Niagara Falls will benefit Project Share with the \$2,000.00 donation being split evenly between them.

Financial Considerations

The Board has a discretionary pool of funds, which it uses for grants and donations. Disbursements from the fund are in accordance with guidelines provided in the Community Safety and Policing Act (CSPA), and with Board By-law 403-2024, Administration, Limitations and Guidelines of the Special Fund. Section 258 (2) of the CSPA establishes that the Niagara Police Service Board has the sole authority for spending the proceeds from the sale of property which lawfully comes into the possession of the police service. The Act stipulates that "the Chief of Police may cause the property to be sold, and the Board may use the proceeds for any purpose that it considers in the public interest, including charitable donations." These funds do not form part of the police operating budget and are separate from the Regional tax base.

If this request is approved by the Board, the cheque can be made payable to the Niagara Regional Police Service.

Analysis

The Coldest Night of the Year fundraising walk is a national fundraising opportunity in support of local charities serving people experiencing hurt, hunger, and homelessness. This event was first held in 2011 and since then has raised over \$75,000,000.00 from 190 communities across Canada; 100% of profits stay with local outreach agencies.

The walk takes place through the dark and cold in February each year to declare concern for people who have no home and take shelter outdoors, understanding that anyone can lose their footing and then lose everything else. The goal of the organization is to bring those affected closer to safety, health, and home.

Project Share is located in Niagara Falls and has been providing emergency support services to residents of Niagara Falls for over 30 years. Project Share mainly focuses on providing emergency food to those in need, helping an average of 120 families per day. The walk in Niagara Falls will support this vital agency.

Start Me Up Niagara is located in St. Catharines and works with individuals facing significant life challenges such as compromised mental health, addictions, poverty, homelessness and unemployment. Their goal is to be part of a society where all people are included, healthy and self-sufficient. The walk in St Catharines will support this outreach agency.

As the NRPS Community Oriented Response and Engagement (CORE) Unit works closely with both of these agencies and their clients on a daily basis, participating in this fundraising walk will show our continued support in achieving their goals. A Service wide notification will be sent out, inviting anyone from the Service to join and participate in this event which will serve to increase our internal awareness of these agencies.

Alternatives Reviewed

To not support this request or consider supporting it with an alternative donation amount.

Relationship to Police Service/Board Strategic Priorities

This is a community engagement event where members of the NRPS will interact with the community and provide support to local partner agencies.

This program also aligns with the 2022-2025 Strategic Plan, Goal 2: Community Engagement and Collaboration - Objective 1.0 To strengthen relationships and build trust with our community by giving members of the Niagara Regional Police Service the

opportunity to participate in events that enhance the image of the Service and its members in our community and with our partners.

Relevant Policy Considerations

Board By-Law 403-2024 – Special Fund Administration, Limitations and Guidelines.

Other Pertinent Reports

Not applicable.

This report was prepared by Jeff Bootsma, Staff Sergeant, Community Engagement, and reviewed by Murray Haday, A/Inspector, #2 District, and reviewed by A/Superintendent Rob LaPlante. Recommended by Mario Lagrotteria, Acting Deputy Chief, Community Services.



Submitted by:

Bill Fordy O.O.M. #9615
Chief of Police

Appendices

Not applicable.



INTERNAL CORRESPONDENCE

To: Chair and Members
From: Deb Reid
Dept: Niagara Police Service Board
Dept: Executive Director
Niagara Police Service Board

Date: January 15, 2025

Re: Police Service Board – 2025 Committee Representation

Objective:

The purpose of this report is to confirm the mandate and membership of Board Committees.

Background and Discussion:

The Board operates with a system of Standing Committees centered on four main aspects of the Board's area of interest - Human Resources, Finance, Administration and General Business. Operating within the four main Committees, there are seven (7) sub-committees. These sub-committees are issue oriented, and while some have operated over a number of years, or recur on a regular basis (i.e. Bargaining, Information Technology, Strategic/Business Plan, Accommodations/Facilities, etc.); others conclude their mandate when the issue is resolved or brought to an end (i.e. Grievance).

On an annual basis, the Board appoints the Committee Chairs and forms the Committees with a minimum of two members. The Board Chair, where not specifically named, is an ex-officio member for the remainder of the Committees. Since 2015, the Board has been operating on a Standing Committee-of-the-Whole structure where all Members of the Board are Committee Members. Meetings are set on regularly scheduled days, normally the second Thursday of the month or at the call of the Committee Chair. An agenda is prepared and circulated to the Committee members. Following each meeting, minutes are prepared containing the Committee recommendations and distributed to the full Board as an item on the Board agenda for consideration and adoption. Any issues requiring formal Board approval are placed on the next Board agenda with a notation that the item was recommended from the appropriate Committee.

With respect to the Committee structure, a breakdown of the individual Committees along with the mandate of each is outlined below.

1. Human Resources Committee

The Human Resources Committee shall have the authority to inquire into and make recommendations to the Board with respect to any matters affecting the human resources of the Niagara Regional Police Service or the Board that fall within the purview of the Board.

The Human Resources Committee consists of the following sub-committees:

- **Bargaining/Negotiations** - Shall have the authority delegated to bargain under the Community Safety and Policing Act (CSPA). The Chief or designate, the Board Solicitor or agent, or such other person as the Board deems necessary, may be invited to attend negotiation meetings in the capacity of advisors, pursuant to the provisions of the CSPA. The Committee will make recommendations to the Board.

- **Grievance** – Shall have the authority to decide on all grievances with respect to any differences arising between the Service and Association from the interpretation, application or administration of the collective agreements, in accordance with the grievance procedure outlined in the collective agreements. The Committee will notify the Board of its decision in these matters.

2. Finance Committee

The Finance Committee shall have the authority to inquire into and make recommendations to the Board with respect to any matters affecting the budget of the Niagara Regional Police Service or the Board. With the assistance from police financial staff, the Committee assists the Board in fulfilling its responsibilities in the areas of financial planning, budget, preparation and monitoring, auditing, quality assurance and risk management. There are two sub-committees as follows:

- **Strategic Planning Committee** – Responsible for preparing a strategy for the development of a the NRPS strategic plan, in conjunction with the Chief of Police, as required by the CSPA, including monitoring and compliance as well as reporting and making recommendations to the Board.
- **RMON Community Safety Well-Being (CSWB) Plan Advisory Committee** – The CSPA requires municipalities to develop and adopt community safety and well-being plans working in partnership with a multi-sectoral Advisory Committee. Within the legislation, municipalities are required to work under the guidance of an Advisory Committee comprised of representation from, at a minimum, the local police service board, police service, education sector, health sector, community services, and community and custodial services for children/youth services to develop and implement a local CSWB Plan. The Board appoints at least one Board Member to serve on the Advisory Committee to champion and direct Niagara's model for collaboration, planning and action to meet this legislative requirement. Niagara's CSWB Plan is available at the following link: [Niagara's Community Safety and Well-Being Plan, 2021-2025](#)

3. Administration Committee

The Administration Committee consists of the following individual sub-committees:

- **Accommodation Steering Committee (NRPS Facilities)** – Shall have the authority to inquire into and make recommendations to the Board in the preparation of a strategy for the development of a long-term facilities plan, in conjunction with the Chief of Police, considering all options and strategies for police service delivery that may affect future facility decisions. The Accommodation Steering Committee has authority for specific project oversight and approvals, including but not limited to the approval of final design/concept, pre-qualification selection of contractors and/or the selection of a general contractor as well as any special project related concerns that may adversely affect the timing and/or budget.
- **Information Technology Committee** – Shall have the authority to inquire and make recommendations to the Board in the preparation of a strategy for the development of an Information Technology Plan, in conjunction with the Chief of Police, that supports and aligns with the Strategic Plan of the Niagara Regional Police Service. The Information Technology Plan will be based on evaluation of the Service's information technology needs, including its capacity to electronically share information with other agencies, organizations and community groups; will require the periodic review of key business processes, practices and related technology to identify possible changes that may reduce the administrative workload of front-line officers; and will address information technology acquisition, updating, replacement and training.

- **Policy and Governance** – At the direction of the Board, the Committee shall review policy and governance matters to facilitate effective Board decision-making in these areas, conduct periodic reviews of Board policies as required, and provide input to enhance the quality of the Board's discussion on policy and governance matters, including the adequacy and effectiveness of key governing documents and framework policies and government relations.

4. General Business Committee

The General Business Committee is responsible for reporting and making recommendations to the Board on matters affecting the Board, namely:

- the authority to negotiate compensation and/or performance management of Executive Non-Association staff; and
- the authority to consider urgent matters that do not fall under the purview of any specific committees and authority for the Board Chair and Vice-Chair to determine whether or not the General Business Committee can make a decision, or whether the matter must be brought before the full Board.

Summary:

The Board has established Committees to assist it in fulfilling its responsibilities. Committee membership is reviewed annually and whenever there is significant turnover in Board members. This report has been prepared so the Board may confirm the mandate and membership in each of the Human Resources, Finance, Administration and General Business Committees for the year 2025. All Board members were recently canvassed regarding committee membership and their preferences have been taken into account in the attached list of proposed Committee representation.

Recommendation:

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



Deb Reid
Executive Director

Encl.



Regional Municipality of Niagara Police Service Board 2025 Committee Representation

- **HUMAN RESOURCES COMMITTEE**

Bill Steele, Committee Chair
Pat Chiochio, Board Chair
Nyarayi Kapisavanhu, Vice-Chair
Kevin Gibson, Member
Laura Ip, Member
Jen Lawson, Member
Tara McKendrick, Member

Sub Committees:

Bargaining
 Bill Steele, Committee Chair
 Pat Chiochio, Board Chair
 Nyarayi Kapisavanhu, Vice-Chair
Grievance

- **FINANCE COMMITTEE**

Laura Ip, Committee Chair
Pat Chiochio, Board Chair
Nyarayi Kapisavanhu, Vice-Chair
Kevin Gibson, Member
Jen Lawson, Member
Tara McKendrick, Member
Bill Steele, Member

Sub Committees:

NRPS Strategic Plan
 Kevin Gibson, Committee Co-Chair
 Nyarayi Kapisavanhu, Vice-Chair
 Laura Ip, Member
Community Safety Well-Being (CSWB)
Plan Advisory Committee
 Laura Ip, Member
 Tara McKendrick, Member

- **ADMINISTRATION COMMITTEE**

Pat Chiochio, Board/Committee Chair
Nyarayi Kapisavanhu, Vice-Chair
Kevin Gibson, Member
Laura Ip, Member
Jen Lawson, Member
Tara McKendrick, Member
Bill Steele, Member

Sub Committees:

Accommodations Steering Committee
Information Technology
Policy/Governance

- **GENERAL BUSINESS COMMITTEE**

Pat Chiochio, Board Chair
Nyarayi Kapisavanhu, Vice-Chair



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

CONFIDENTIAL AGENDA

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

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-11-20

Confidential Report

Confidential Report with respect to the legal matter of an identifiable individual – *Community Safety and Policing Act 2019, s. 44(2)(b)* “personal matters about an identifiable individual, including members of the police service or any other employees of the board” and *Community Safety and Policing Act 2019, s.44(2)(e)* “litigation or potential litigation affecting the Board, including matters before administrative tribunals.”

Recommendation(s)

That the Niagara Police Service Board (Board) receives this report for information and makes the report available to the public.

Key Facts

- The purpose of this report is to advise the Board of the findings and any action taken or recommended by the Chief of Police following a notification and investigation of an incident by the Special Investigations Unit (SIU). Ontario Regulation 268/10, Section 32 under the Police Services Act requires that the Chief of Police initiate an investigation following a notification to the SIU.
- The purpose of the Chief's investigation is to review the policies of, or services provided by the police force and the conduct of its police officers.
- On May 4, 2023, a notification was made to the SIU regarding a male who had suffered medical distress while uniform officers were present and ultimately passed away.
- On September 16, 2024, the SIU notified the Service that their investigation had concluded and advised that there were no grounds for criminal charges against the subject officials.
- The subsequent Section 32 investigation by the Professional Standards Unit (PSU) determined there were no issues with respect to officer conduct, policies or services provided by the Niagara Regional Police Service (NRPS).

Financial Considerations

There are no financial implications relating to the recommendations contained in this report.

Analysis

On Wednesday May 3, 2023, at 11:34 p.m., members of the NRPS were dispatched to attend an address in St. Catharines regarding an unwanted person who was reported to be high on drugs.

Two officers arrived on scene and had an interaction with a male in the residence. The male, who was acting irrationally, accompanied the officers outside at their request. Once outside, the male became increasingly disruptive and caused a disturbance. The officer's attempted to arrest the male and placed him in handcuffs. A few moments later the male was observed to be in medical distress. The handcuffs were removed, and an ambulance was requested. Narcan was administered at the scene. The male was transported to the hospital.

The SIU was contacted and invoked their mandate.

On May 7, 2023, the NRPS was advised by the coroner that the male had been pronounced deceased.

The SIU designated eight members of the Service as witness officials.

Two members were designated as subject officials.

On September 16, 2024, the SIU closed its investigation into this matter. In his decision letter, SIU Director, Mr. Joseph Martino wrote "The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject officials."

A copy of the SIU report was publicly posted on the SIU's website.

In accordance with Ontario Regulation 268/10, Section 32, the Service's PSU conducted an investigation and review of this incident which considered the following three areas:

1. The policies of the Police Service;
2. The services provided by the Police Service; and
3. The conduct of its police officers.

The Section 32 investigation encompassed a compliance review of applicable provincial legislation which governs members of the Service, as well as General Orders, policies and procedures, and the conduct of the involved officers.

Where available, investigations include a review of communications recordings, Service occurrence reports, forensic evidence and reports, officer interviews conducted by the SIU and all duty book notes, SIU documentation including the Director's conclusion letter and investigative report, statements of civilian witnesses gathered and released by the SIU at the conclusion of their investigation upon the consent of the civilian witnesses, and any other information and evidence available on a case by case basis.

1. The Policies of the NRPS

PSU investigators determined that the following General Orders had primary relevance in this matter, and they have been reviewed accordingly in the context of this incident.

- 1) General Order 079.10 – Special Investigations Unit
- 2) General Order 095.10 – Major Incidents and Routine Criminal Investigations
- 3) General Order 053.25 – Use of Force
- 4) General Order 100.10 – Powers of Arrest
- 5) General Order 168.06 – Officer Note Taking
- 6) General Order 034.11 – Report Submissions
- 7) General Order 274.04 – Naloxone

Upon review, it was determined that the direction and guidance provided by the relevant General Orders is sufficient in its governance for members of the Service and no issues were identified.

2. Services Provided by the NRPS

There were no issues identified relating to the services provided by NRPS during this incident.

3. Conduct of NRPS Officers

There were no officer conduct issues identified during the SIU investigation or the PSU investigation and review of this incident regarding compliance with General Orders or legislation. On behalf of the SIU, Mr. Martino thanked the members of the police service for their cooperation during the investigation.

The PSU investigation and review of this incident was undertaken in compliance with Section 32 of Ontario Regulation 268/10 made under the Police Services Act. The relevant policies of the Service, the services provided, and the conduct of the involved Service members was the focus of this review and investigation.

In conclusion, there were no issues identified as it pertains to services provided, the conduct of the involved Service members, or the existing General Orders governing these situations.

Alternatives Reviewed

- 1) To not receive the report.
- 2) To not make the report available to the public.

Subsection 34(1) of Ontario Regulation 268/10 made under the Police Services Act provides that, upon receiving this report, the Board may make it available to the public.

The Police Services Act provides that meetings of the Police Services Board shall be open to the public subject to exceptions that are set out in Subsection 35(4). The applicable exception to be considered in this case is whether or not “*the desirability of avoiding disclosure in the interest of any person affected or in the public interest outweighs the desirability of adhering to the principle that proceedings be open to the public.*”

In considering whether or not to make this report available to the public, it is respectfully submitted that the Board consider the following factors:

- 1) There are no public security matters revealed in this report.
- 2) This report does not reveal any intimate financial or personal matters.

Relationship to Police Service/Board Strategic Priorities

Not applicable.

Relevant Policy Considerations

Not applicable.

Other Pertinent Reports

C8.7 - 2024.11.28 – Request for Legal Indemnification – SIU Case Number 23-OCD-166 – May 3, 2023.

This report was prepared by Lynda Hughes, Inspector, Professional Standards Unit and reviewed by Sandy Staniforth, Superintendent, Executive Services. Recommended by Darrin Forbes, Acting Deputy Chief, Support Services.



Submitted by:

Luigi Greco, #9366
Acting Chief of Police

Appendices

Not applicable.



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

CONFIDENTIAL AGENDA

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

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-11-20

Confidential Report

Confidential Report with respect to the legal matter of an identifiable individual – *Community Safety and Policing Act 2019, s. 44(2)(b)* “personal matters about an identifiable individual, including members of the police service or any other employees of the board” and *Community Safety and Policing Act 2019, s.44(2)(e)* “litigation or potential litigation affecting the Board, including matters before administrative tribunals.”

Recommendation(s)

That the Niagara Police Service Board (Board) receives this report for information. That the Board makes the report available to the public.

Key Facts

- The purpose of this report is to advise the Board of the findings and any action taken or recommended by the Chief of Police following a notification and investigation of an incident by the Special Investigations Unit (SIU). Ontario Regulation 268/10, Section 32 under the Police Services Act requires that the Chief of Police initiate an investigation following a notification to the SIU.
- The purpose of the Chief's investigation is to review the policies of, or services provided by the police force and the conduct of its police officers.
- On March 25, 2024, a notification was made to the SIU a female who suffered a broken clavicle after an interaction with an officer on August 6, 2023. The injury was not known to the Niagara Regional Police Service (NRPS) until March 25, 2024.
- On July 22, 2024, the SIU notified the Service that their investigation had concluded and advised that there were no grounds for criminal charges against the subject official.
- The subsequent Section 32 investigation by the Professional Standards Unit determined there were no issues with respect to officer conduct, policies or services provided by the NRPS.

Financial Considerations

There are no financial implications relating to the recommendations contained in this report.

Analysis

On March 25, 2024, the Professional Standards Unit received a public complaint for investigation from the Office of the Independent Review Director (OIPRD). The female complainant alleged she had been assaulted by an NRPS officer during an incident on August 6, 2023, and had suffered an injury. The injury was confirmed through medical records.

The SIU was contacted and invoked their mandate.

The SIU designated one member of the Service as a Witness Official.

One member was designated as a Subject Official.

On June 24, 2024, the SIU closed its investigation into this matter. In his decision letter, SIU Director, Mr. Joseph Martino wrote "The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official." A copy of the SIU report was publicly posted on the SIU's website.

In accordance with Ontario Regulation 268/10, Section 32, the Service's Professional Standards Unit conducted an investigation and review of this incident which considered the following three areas:

1. The policies of the Police Service,
2. The services provided by the Police Service, and
3. The conduct of its police officers.

The Section 32 investigation encompassed a compliance review of applicable provincial legislation which governs members of the Service, as well as General Orders, policies and procedures, and the conduct of the involved officers.

Where available, investigations include a review of communications recordings, Service occurrence reports, forensic evidence and reports, officer interviews conducted by the SIU and all duty book notes, SIU documentation including the Director's conclusion letter and investigative report, statements of civilian witnesses gathered and released by the SIU at the conclusion of their investigation upon the consent of the civilian witnesses, and any other information and evidence available on a case by case basis.

1. The Policies of the NRPS

Professional Standards Unit investigators determined that the following General Orders had primary relevance in this matter, and they have been reviewed accordingly in the context of this incident.

- 1) General Order 079.10 – Special Investigations Unit
- 2) General Order 053.25 – Use of Force
- 3) General Order 100.10 – Powers of Arrest
- 4) General Order 168.06 – Officer Note Taking

Upon review, it was determined that the direction and guidance provided by the relevant General Orders is sufficient in its governance for members of the Service and no issues were identified.

2. Services Provided by the NRPS

There were no issues identified relating to the services provided by NRPS during this incident.

3. Conduct of NRPS Officers

There were no officer conduct issues identified during the SIU investigation or the Professional Standards Unit investigation and review of this incident regarding compliance with General Orders or legislation. On behalf of the SIU, Mr. Martino thanked the members of the police service for their cooperation during the investigation.

The Professional Standards Unit investigation and review of this incident was undertaken in compliance with Section 32 of Ontario Regulation 268/10 made under the Police Services Act. The relevant policies of the Service, the services provided, and the conduct of the involved Service members was the focus of this review and investigation.

In conclusion, there were no issues identified as it pertains to services provided, the conduct of the involved Service members, or the existing General Orders governing these situations.

Alternatives Reviewed

- 1) To not receive the report.
- 2) To not make the report available to the public.

Subsection 34(1) of Ontario Regulation 268/10 made under the Police Services Act provides that, upon receiving this report, the Board may make it available to the public.

The Police Services Act provides that meetings of the Board shall be open to the public subject to exceptions that are set out in Subsection 35(4). The applicable exception to be considered in this case is whether or not “*the desirability of avoiding disclosure in the interest of any person affected or in the public interest outweighs the desirability of adhering to the principle that proceedings be open to the public.*”

In considering whether or not to make this report available to the public, it is respectfully submitted that the Board consider the following factors:

- 1) There are no public security matters revealed in this report.
- 2) This report does not reveal any intimate financial or personal matters.

Relationship to Police Service Board Strategic Priorities

Not applicable.

Relevant Policy Considerations

Not applicable.

Other Pertinent Reports

C8.14-2024.09.26 – Request for Legal Indemnification – SIU Case 24-OCI-135 Incident of August 6, 2023.

This report was prepared by Lynda Hughes, Inspector, Professional Standards Unit and reviewed by Sandy Staniforth, Superintendent, Executive Services. Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

Bill Fordy, O.O.M. #9615
Chief of Police

Appendices

Not applicable.



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

CONFIDENTIAL AGENDA

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

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-11-20

Confidential Report

Confidential Report with respect to the legal matter of an identifiable individual – *Community Safety and Policing Act, s. 44(2)(b)* “personal matters about an identifiable individual, including members of the police service or any other employees of the board” and *Community Safety and Policing Act 2019, s.44(2)(e)* “litigation or potential litigation affecting the Board, including matters before administrative tribunals.”

Recommendation(s)

That the Niagara Police Service Board (Board) receives this report for information makes the report available to the public.

Key Facts

- The purpose of this report is to advise the Board of the findings and any action taken or recommended by the Chief of Police following a notification and investigation of an incident by the Special Investigations Unit (SIU). Section 81 of the Community Safety and Policing Act requires that the Chief of Police initiate an investigation following a notification to the SIU.
- The purpose of the Chief's investigation is to review the policies of, or services provided by the police force and the conduct of its police officers.
- On May 31, 2024, a notification was made to the SIU regarding a male who suffered a broken pinky finger after an interaction with officers, resulting in the incident meeting the investigative mandate of the SIU.
- On September 23, 2024, the SIU notified the Service that their investigation had concluded and advised that there were no grounds for criminal charges against the subject official.
- The subsequent Section 81 investigation by the Professional Standards Unit (PSU) determined there were no issues with respect to officer conduct, policies or services provided by the Niagara Regional Police Service (NRPS).

Financial Considerations

There are no financial implications relating to the recommendations contained in this report.

Analysis

On Thursday May 30, 2024, a male attended the front lobby of 1 District in the City of St. Catharines. Other members of the public were present at the same time. The male suddenly grabbed a satchel that a 79-year-old female had been holding and attempted to run from the lobby. The female held on to the satchel and was dragged through the lobby by the male. Officers within 1 District observed the encounter and ran to the lobby to assist the female. The male was tackled and arrested by an officer on the front steps. He was transported to Central Holding and charged with robbery. He was later taken to the hospital after complaining his hand was injured. It was determined he had suffered a fracture to his pinky finger.

The SIU was contacted and invoked their mandate.

The SIU designated three members of the Service as witness officials.

One member was designated as a subject official.

On September 23, 2024, the SIU closed its investigation into this matter. In his decision letter, SIU Director, Mr. Joseph Martino wrote "The file has been closed and no further action is contemplated. In my view, there were no reasonable grounds in the evidence to proceed with criminal charges against the subject official."

A copy of the SIU report was publicly posted on the SIU's website.

In accordance with Section 81, the Service's PSU conducted an investigation and review of this incident which considered the following three areas:

1. The member's conduct in relation to the incident;
2. the policing provided by the member in relation to the incident; and
3. the procedures established by the chief of police as they related to the incident.

The Section 81 investigation encompassed a compliance review of applicable provincial legislation, which governs members of the Service, as well as General Orders, policies and procedures, and the conduct of the involved officers.

Where available, investigations include a review of communications recordings, Service occurrence reports, forensic evidence and reports, officer interviews conducted by the SIU and all duty book notes, SIU documentation including the Director's conclusion

letter and investigative report, statements of civilian witnesses gathered and released by the SIU at the conclusion of their investigation upon the consent of the civilian witnesses, and any other information and evidence available on a case by case basis.

1. Conduct of NRPS Officers

There were no officer conduct issues identified during the SIU investigation or the PSU investigation and review of this incident regarding compliance with General Orders or legislation.

2. Services Provided by the NRPS

There were no issues identified relating to the services provided by NRPS during this incident.

3. The Policies of the NRPS

PSU investigators determined that the following General Orders had primary relevance in this matter, and they have been reviewed accordingly in the context of this incident.

- 1) General Order 079.10 – Special Investigations Unit
- 2) General Order 053.25 – Use of Force
- 3) General Order 100.10 – Powers of Arrest
- 4) General Order 168.06 – Officer Note Taking
- 5) General Order 034.11 – Report Submissions

Upon review, it was determined that the direction and guidance provided by the relevant General Orders is sufficient in its governance for members of the Service and no issues were identified.

The PSU investigation and review of this incident was undertaken in compliance with Section 81 of the Community Safety and Policing Act. The relevant policies of the Service, the services provided, and the conduct of the involved Service members was the focus of this review and investigation.

In conclusion, there were no issues identified as it pertains to services provided, the conduct of the involved Service members, or the existing General Orders governing these situations.

Alternatives Reviewed

- 1) To not receive the report.
- 2) To not make the report available to the public.

The Community Safety and Policing Act provides that meetings of the Board shall be open to the public subject to exceptions that are set out in Subsection 44. The applicable exception to be considered in this case is the subject matter being considered includes, “*personal matters about an identifiable individual, including members of the police service or any other employees of the board.*”

In considering whether or not to make this report available to the public, it is respectfully submitted that the Board consider the following factors:

- 1) There are no public security matters revealed in this report.
- 2) This report does not reveal any intimate financial or personal matters.

Relationship to Police Service/Board Strategic Priorities

Not applicable.

Relevant Policy Considerations

Not applicable.

Other Pertinent Reports

C8.8 - 2024.11.28 – Request for Legal Indemnification – SIU Case 24-OCI-229 Incident of May 30, 2024.

This report was prepared by Lynda Hughes, Inspector, Professional Standards Unit and reviewed by Sandy Staniforth, Superintendent, Executive Services. Recommended by Darrin Forbes, Acting Deputy Chief, Support Services.



Submitted by:
Luigi Greco, #9366
Acting Chief of Police

Appendices

Not applicable.