

From: Shekar Chandrashekar <shekarfamily@hotmail.com>
Sent: March-05-18 10:59 AM
To: Morin, Lois
Subject: Fw: submitted by a private Citizen
Attachments: 9 FEBRUARY 2018 Andrew Dreschel DIVERSITY IS COMING.doc; 2 FEBRUARY 2018 NIAGARA REGIONAL POLICE SERVICES.doc

Good Morning Ms.Morin

Please, put it on March 22,2018 Agenda.

Hamilton Police Chief needs more uniform officers and detectives now more than ever. Lock street is a clear example.

"My mission is people safety and security in increase crime"

Ms.Morin respectfully submitted by a concerned private citizen

shekar

From: Shekar Chandrashekar <shekarfamily@hotmail.com>
Sent: February 11, 2018 11:32 PM
To: lloyd; terry whitehead; 'juchniewicz@juch-tech.com'; don.macvicar@arcelormittal.com; drina.omazic@hamilton.ca
Cc: Eric J. Girt; dbarron@hamiltonpolice.on.ca; ctwolan@hpa.on.ca; OCPCRegistrar@ontario.ca; Matthew Green
Subject: submitted by a private Citizen

Members of Hamilton Police Services Board

This information is to be brought to the attention of your Board.

I appeal to members of the board to put it in the up-coming HPSB Agenda.

No other other police services have permitted a retiring officer to retain any computer or cell phone containing information from their force. The exception is the former Hamilton Police Chief who kept his computer and cell phone **without having deleted** all information contained therein.

Furthermore, there is a public statement saying that **all members of the HPSB approved this action**. I have confirmation from **one of the members that they were not at the meeting**. That member was absent for the entire month of January, 2016, and part of February.

This is public information and has been publicly disclosed yet when I requested information from HPSB to confirm it, my request was declined stating, "Personal and in camera".

If it was personal and in camera, why was it reported in the print and electronic media?

Please see the following response from Niagara Police Services regarding my enquiry to them:

Shekar,

This will confirm that the computer, cellphone and iPad issued to Retired Chief Jeff McGuire were cleaned of any Police Service and/or Board information, as stipulated in his Retirement Agreement.

Deborah Reid

Executive Director

Niagara Regional Police Services Board

5700 Valley Way, Niagara Falls, ON L2E 1X8

Office: 905-688-4111, Dial Option #4, Extension 5170

Toll Free: 1-888-668-3911

Cell: 905-329-7814

For the record:

I have no problem obtaining information from any other Police Services Boards.

HPSB, according to Police Act s 31, is to establish polices but no policies have been established thus far except for one or two minor ones.

My goal is to reduce the inflated Police Services 20 % share of the residential Levy. I have sent a copy to Hamilton Police Chief.

Hamilton needs more uniformed officers and detectives to fight the increase in crime.

For the record: General Manager of Finance and Corporate Services conceded that there would be no impact on the overall Levy regarding the chargeback and the General Manager of Finance and Corporate Services agreed with me. My sincere thanks to Councilor Whitehead for his leadership on these matters.

HPSB must consider following.They are:

- Eliminate duplicates between HPSB and City of Hamilton as has the City of Toronto and TPSB and Agencies. Savings are in the millions.
- Hamilton has a population of over 530,000 and Hamilton has well reputed Law Firms. Thus, eliminate hiring a lawyer from Ottawa, paying their flight cost and accommodations. These savings would help our Chief hire more uniformed officers and detectives to fight the increase in crime.
- I am obtaining an opinion from a well reputed law firm of Police Act s 39(4). **This will eliminate the inclusion of Capital financing in the HPS operational financing as has been the past practice.** That practice has continued. Savings would be significant and would reduce the HPS portion of the residential tax Levy.

I am also attaching an article by Andrew Dreschel dated February 9, 2018. This article addresses a significant topic.

Members of Hamilton Police Services Board, this is submitted by a concerned Private Citizen

From: Shekar Chandrashekar [mailto:shekarfamily@hotmail.com]
Sent: Friday, February 02, 2018 9:52 AM
To: Deb Reid
Subject: Please,see attached

Good morning Ms.Reid

McGuire was also given his police vehicle — a Buick Enclave — his service cellphone, iPad and computer plus benefits.

Ms.Reid is it possible to confirm that all information contained in **McGuire automile,Cell phone and Computer deleted before McGuire got it. I hope McGuire walked away with all information**

**Ms.Reid always thankful
shekar**

CONFIDENTIALITY NOTICE

This transmission contains confidential information belonging to the sender which is legally privileged. The information is intended only for the use of the individual or entity named above. If you are not the intended recipient, you are hereby notified that

any disclosure, copy, distribution, or the taking of any action in reliance on or regarding the contents of this e-mail information is strictly prohibited. If you have received this e-mail in error, please notify the sender immediately.

The opinions expressed in this message are those of the author and may not necessarily represent those of the Niagara Regional Police Service.

Niagara Regional Police Service
5700 Valley Way
Niagara Falls, Ontario, Canada L2E 1X8
Canada
Telephone (905) 688-4111
Web: <http://www.niagarapolice.ca>

Index

www.niagarapolice.ca

The Niagara Regional Police Service is comprised of dedicated and highly trained individuals who are committed to providing the residents and visitors of the Niagara Region the best police services available.

Andrew Dreschel February 2018

Diversity coming to Hamilton police board?

Stan Tick's replacement flagged to reflect the city's growing diversity, Andrew Dreschel writes

OPINION 12:00 AM by Andrew Dreschel Hamilton Spectator



Nearly one in five Hamiltonians now identify as visible minorities, but the police board, which has dealt with such hot-button issues as racial profiling and carding, remains entirely white. - Spectator file photo

Hamilton's all-white police services board may soon be getting a dose of diversity.

Board member Stan Tick, a provincial appointee, unexpectedly resigned in mid-January, creating a vacancy on the seven-member body which the province is moving to fill.

Liberal MPP Ted McMeekin, who has the unofficial sign-off authority for choosing Tick's replacement, is strongly hinting that person will reflect Hamilton's increasing diversity, a move community advocates have been urging for some time.

McMeekin says he "appreciates" the community's sentiments on diversity and has asked the Ministry of Community Safety and Correctional Services, the appointing body, to be "conscious of that dynamic."

"We'll see what happens; I'm optimistic."

According to McMeekin, Queen's Park has dipped into a large file of previous applicants and has already selected somebody who is now undergoing the standard security checks.

Police board chair Lloyd Ferguson, who is also city councillor for Ancaster, stresses that the decision is entirely in the hands of the province but acknowledges the board's makeup needs changing.

"We've got some work to do on diversity and gender," Ferguson said.

The board, which governs Hamilton's police service, is composed of three provincial appointees, the mayor, two council members, and a citizen appointed by the city.

Provincial appointee Madeleine Levy is currently the only woman, a big change from a few years ago when three women were on the board.

Matthew Green, the city's first black city councillor and an outspoken policing critic, has previously slammed the lack of board diversity as well as provincial "rubber-stamping" appointment and reappointment decisions.

Green is hoping this time the province finally picks someone who is a greater reflection of the entire city.

According to the Social Planning and Research Council, nearly one in five Hamiltonians now identify as visible minorities. But the police board, which has dealt with such hot-button issues as racial profiling and carding, remains entirely white.

Says Green, "Understanding now that there's an opportunity to address that, I think what diversity brings is not just diversity of racial, ethnic, sexual identity, but also of ideas, experiences and skill sets.

"I think we need people who have a contextual understanding of race and economic understanding in this city that provides, I think in a proper way, the type of challenging discourse that needs to happen around the modernization of police."

Businessman Javid Mirza and physician Raza Khan, who have both been spokespersons for the local Muslim community, have made similar compelling arguments, as have others.

Judging by McMeekin's comments, it sounds like the province is finally listening and ready to act.

That said, diversity doesn't necessarily mean appointing a person of colour. Diversity is a broad term that encompasses visible minorities and Indigenous people, ethnic origins, gender, sexual orientation, religion and even socioeconomics.

That's a big tent from which to select Tick's replacement. McMeekin hopes the person will be named soon. Meanwhile, Tick has agreed to stay on until the replacement is announced.

Why did Tick resign?

"I just figured it was time to move on,' he said in an interview.

Tick, a lawyer, past chair of St. Joseph's Hospital Foundation and a former vice president with the Canadian Jewish Congress, notes he's turning 80 years old this year. He gave up lawyering a couple of years ago. He feels the time is right to pack it in at the police board as well.

Tick was first appointed to the board for a two-year term in 2014 and then reappointed to another three-year term, which wasn't set to expire until January 2020.

Ferguson is "disappointed" Tick resigned, but is pleased the province seems to be quickly closing in on a replacement.

However diverse that person turns out to be, they'll be stepping onto a board that's gone through a fair bit of turmoil of late, including Ferguson's brief suspension for contravening the Ontario police board code of conduct and allegations of inappropriate comments against other board members. In that environment, a fresh perspective can hardly go amiss.

*Andrew Dreschel's commentary appears Monday, Wednesday and Friday.
adreschel@thespec.com @AndrewDreschel
905-526-3495*

NEWS Feb 01, 2018 by Grant LaFleche The St. Standard Hamilton Spectator

The \$870,000 offer he couldn't refuse: The behind the scenes story of the retirement of Niagara Police Chief Jeff McGuire

NEWS Feb 01, 2018 by Grant LaFleche The St. Standard Hamilton Spectator

Niagara Regional Police Services Chief Jeff McGuire in 2017 - Aaron Lynett, The Canadian Press

When Jeff McGuire retired as Niagara's top cop in June, the chair of the Niagara Regional Police services board lavished him with praise.

Bob Gale said McGuire was one of Canada's foremost police chiefs and an "experienced, dedicated and visionary leader."

Board member and Niagara Regional Chair Alan Caslin said McGuire had done "a lot of great things from a community perspective," and would be sadly missed.

Multiple sources familiar with the situation told The Standard that behind the scenes the relationship between the chief and the board was far less cordial. Conflict was common. Common ground was not. And while McGuire had no plans of retiring before his contract was up in 2020, the police board was willing to pay a king's ransom to be rid of him.

The price tag for McGuire's badge was \$870,000.

Sources, speaking on the condition of anonymity, told The Standard that some board members were frustrated that McGuire's contract extended beyond the next municipal election and therefore robbed them of a chance to hire a police chief.

Police brass found themselves equally frustrated by a board that, from their point of view, had little understanding of policing or the legislation that governs it.

Politics, not policing, was the order of the day, said former NRP deputy chief Joe Matthews.

"The current police services board politicized their role more than any other board I was exposed to in my almost 40 years of policing," said Matthews, who served at McGuire's side for five years and retired in January.

"As issue after issue arose it became clear to me that the majority on this board were quite willing to put political expediency ahead of civilian oversight."

The relationship appears to have hit a low point shortly after the board hired Bill Fordy of the RCMP to replace Matthews as deputy chief. The board, which has the authority to hire chiefs and deputies, kept McGuire largely outside the hiring the process.

Weeks later, McGuire was gone.

The acrimony between McGuire and the board was well known in police circles, but not common knowledge outside of the thin blue shell. Both sides tried to put on a happy face for the public, sources say.

This week, after the board released McGuire's retirement agreement online, cracks in that facade began to show.

On CKTB 610 AM radio this week Caslin said: "Jeff provided seven years of great service for Niagara, and it was sad to see him go, but he did want to retire so that is what he did."

Within hours, McGuire poured cold water on Caslin's comment in a statement to the radio station and The Standard saying, "I can assure you that I did not want or agree to retire until such time as the retirement agreement was finalized."

Caslin did not respond to an interview request from The Standard for this story.

McGuire said he had no retirement plans and was willing to serve as chief to the end of his contract. He even signed a clause in his 2014 contract extension promising that he would not seek the job of Toronto police chief which had become vacant.

That extension was negotiated in September 2014 with the previous incarnation of the police board. This version, formed after the October 2014 municipal elections, made early retirement very attractive.

"From a business point of view, personally, it was the kind of offer I couldn't refuse," McGuire said in an interview.

The documents released Monday show that in addition to his hefty payout, McGuire was also given his police vehicle — a Buick Enclave — his service cellphone, iPad and computer plus benefits.

"Look at the vehicle alone, that is a \$50,000 to \$60,000 vehicle," said Cliff Priest, president of Niagara Region Police Association, which represents the NRPs frontline

officers. "By the time you take everything in that package into account, you are looking at over \$900,000."

St. Catharines Mayor Walter Sendzik said the payout was an indication of "shocking mismanagement" on the part of the board.

"What it shows to me, as someone with some experience on the corporate side of things, is that the board was completely unable to manage their relationship with an employee."

Sendzik said there are better ways to deal with a relationship if a board has lost confidence in an employee. However, Sendzik also noted the board had not expressed any misgivings publicly about the job performance of McGuire, who appeared to be doing "an exemplary job."

Matthews said the payout goes beyond politics and management practices. It is a large enough sum of money to impact policing in Niagara.

"Their decision to spend the amount of money they did to encourage Chief McGuire to retire is but one example of misplaced priorities," Matthews said. "Whether people realize it or not, the money paid to Chief McGuire came directly from resources that would otherwise be available for real, operational initiatives that would enhance public safety."

Priest said the NRP is now in its third year of deficit budgeting by the board. In the past two years, the NRP's finances have dipped so far into the red that all non-essential spending has been frozen.

"At some point each year the call goes out. 'No more spending,'" Priest said. "So our members who need equipment are told, 'Sorry, you cannot get it. Put it aside and maybe you can get it next year.'"

Priest said the poor relationship between McGuire and the board was problematic from the start.

"It was obvious they didn't know what they were doing," he said. "They showed a lot of disrespect to Chief McGuire during board meetings. They just wanted him out. It was very obvious."

Priest said board members did not seem to understand the hard line drawn in the legislation between their civilian oversight responsibilities to deliver policing, primarily through the police budget, and operational decisions which are the purview of the chief of police alone.

"There was a homicide in which our members made an arrest and during that month's board meeting the chief made his comments that included a comment about the arrest, but they had not recovered a body yet," Priest said, referring to a 2014 killing in Niagara Falls. "Board members wanted to know why police were laying a homicide charge with no body. They didn't understand they cannot get involved in police investigations."

Gale made headlines in 2015 when provincially funded mental health workers were deployed with patrol officers in downtown St. Catharines.

Gale wanted to know why McGuire didn't inform him of the development before it happened.

"Those kinds of decisions are completely within the authority of the chief of police — not the board — and the chief doesn't need to consult the board on those decisions," Priest said.

The Standard requested an interview with police board chair Gale for this story. The regional councillor for Niagara Falls, who said last week the board would not comment on McGuire's retirement agreement, was not available for comment. A police board spokeswoman said the board would not comment further on the matter.

McGuire, a veteran of the Toronto police service, was hired in 2012 and given a five-year contract.

Although a less controversial choice for NRP chief than his immediate predecessor Wendy Southall, whose extensive executive experience overshadowed her brief career as an officer, McGuire wasn't universally loved by the officers who answered to him, according to Priest.

Priest said some officers loved him. Others were much more ambivalent. Morale has been a long-standing problem in the NRP, he said, and that didn't change under McGuire.

"Frankly, that also has a lot to do with changes at the provincial level to policing. So that is not all on McGuire's shoulders," he said. "Did I have issues with Chief McGuire. Of course, I did. And of course, that is also my job."

There is also usually a healthy degree of tension between the board and a chief. But Priest and Matthews said the relationship between the board and McGuire was far more hostile than the usual push and pull between police administrators and their civil overseers.

Priest, whose account corroborated what several sources told The Standard of the board's interactions with McGuire, said that some board members were annoyed by McGuire's contract extension.

"The contract extension was put in place by the previous board," Priest said. "The feeling by some current board members was this was done deliberately so they couldn't hire a chief."

Four of the seven members of the board are regional appointees, three of which are regional councillors. The extension was signed before the 2014 election and before anyone knew Gale, Caslin and Port Colborne Coun. David Barrick would be appointed to the new board.

The end came after the hiring of deputy Fordy, who was an assistant commissioner with the RCMP in British Columbia.

Sources said McGuire was not involved in the selection of his deputy until the final stage of the process, when the field of candidates was down from 20 people to just Fordy and NRP superintendent Brent Flynn, who has since been promoted to deputy chief as well.

The board informed McGuire they had chosen Fordy as Matthew's replacement on May 10.

On June 23, the chief announced he was retiring. On Sept. 28, 2017, the board hired Bryan MacCulloch, who served as a deputy under McGuire, as the ninth NRP chief.

The details of McGuire's retirement were kept confidential until Monday, when the board posted all of McGuire's contract details on its website.

The documents show McGuire was paid \$215,000 a year plus benefits and other perks as chief. Among other details, the retirement agreement contains a "non-disparagement clause" prohibiting McGuire and the board from saying anything negative about each other.

The Standard has inquired what MacCulloch's annual salary is. The board refused to release the figure and said the inquiry has to be made as an official freedom of information request.

Priest said that, so far, the relationship between the board and MacCulloch is noticeably better than McGuire's relationship with them.

"But you'd expect it would be good because they hired him," Priest said.

Both McGuire and Matthews said they had the highest regard for MacCulloch and believe he is eminently qualified for his role.

When reached by The Standard for this story, McGuire kept his comments about his retirement brief, noting only that he originally intended to stay until his contract expired and that the board's offer was one he could not turn down.

He also expressed confidence in his replacement and the NRP.

"I think Chief MacCulloch is going to be a great chief, and I want to say very clearly that I have full confidence in his ability to lead the service," he said. "I am very proud of the work that I did for the Niagara Regional Police Service, and in particular the men and women of the service, the officers and staff, who do great work every day for the citizens of Niagara."

St. Catharines Standard