



The Thunder Bay Police Services Board

FOR IMMEDIATE RELEASE

BOARD MEETING HIGHLIGHTS FOR OCTOBER 11, 2022

THUNDER BAY, ON, October 11, 2022 — The Thunder Bay Police Services Board (TBPSB) convened this morning. Following are notable items from today's meeting:

Certificates of Recognition

Special Constable T. Krzystofczyk, Special Constable M. Barstead, and Special Constable J. Majjala received Certificates of Recognition for their outstanding performances and skill in the execution of their duties, resulting in the saving of a human life. Acting Chief of Police D. Taddeo provided an overview of the event and presented the Special Constables with their certificates at the Board Meeting.

Governance Committee Update

Board Secretary John Hannam provided a verbal update to the Board regarding the Governance Committee. The Board hopes to move forward with the Committee by the end of this week (October 11-14, 2022).

Service Annual Report

Mr. Chris Adams, Director – Communications & Technology provided an overview of the 2021 Annual Report to the Board. The Annual Report will be available on the Service's [website](#) for the public to review.

Human Resources Update

At the February 15, 2022 Regular Session meeting of the Board, the Service released an action plan to address issues of civility and respect in the workplace. Prior to this update, the Service had addressed six of the ten items. All points mentioned in the action plan have now been implemented or explored.

The remaining action plan items have been addressed since the Service's last report. The Service has/will:

- Retained an external consultant as a Conflict Resolution Specialist to address interpersonal conflicts that arise in the workplace.

- Explored bystander training through the Federal Bureau of Investigation National Academy Associates. The Service is currently a member of this association and conducts resiliency training. The training for instructors to implement this program is still ongoing and in development. The Service will continue to explore the potential to have one of their officers trained as an instructor to implement this program service-wide in the future.
- Begun implementing the National Standard of Psychological Health and Safety in the Workplace. Upon review, the Service is largely in compliance, however policies are continually being reviewed for new areas to address.
- Implemented Project Safeguard, a program that identifies certain types of investigations and positions that may be exposed to a greater degree of traumatic events than others and requires increased monitoring of member wellness. This project ensures this increased psychological monitoring for those members.
- Provided Mental Health First Aid training to 16 peer support team members.
- Gained membership in a multi-jurisdictional group for addressing civility and respect in the workplace, now endorsed and supported by the Ontario Association of Chiefs of Police.
- Continue explore engagement with the Canadian Centre for Diversity and Reconciliation training is ongoing, to be complete in the Spring of 2023.
- Continue to engage in the recruitment of underrepresented groups, and has a diversity plan in place which includes engagement with the 2SLGBTQ+ community and the implementation of an Indigenous Elders Advisory Committee.

A recent initiative, Police Innovation and Information Exchange was also discussed. This initiative is designed to effect change from within the Service, by the Service, inviting members to share ideas of how TBPS can improve efficiency, support and public perception.

Quarterly Complaints

Staff Sergeant J. Dampier presented the Board with a routine update and summary of complaints for the third quarter of 2022 (July, August and September, 2022).

Thunder Bay Police Services Board Budget – Third Quarter Variance Report

A memo was provided to the Board by Secretary John Hannam relative to the Board's Budget Variance for Q3 of 2022, for the Board's information. An unfavourable variance of \$300,000 was noted, largely as a result of higher than anticipated legal fees.

OIPRD Annual Report Recommendations

An update on the OIPRD Recommendations was provided since last presented on June 28, 2022, for the Board's information in relation to recommendation 11 regarding Major Case Management (MCM).

In a letter dated September 15, 2022 from Detective inspector Shelley Tarnowski, Director of Ontario Major Case Management, it was stated that TBPS has recognized successes in part because of the creation and adherence to standardized practices, enhanced MCM training, and increased resources added to the General Investigations and Major Crimes portfolios. As well, newly created training manuals, oversight review and mentorship positions have had a positive impact on major crime calls. It was noted in the letter that all areas in the 2018 MCM Inspection

report have been addressed and there were no concerns. Some suggestions were made and will be implemented as required.

Board Administrator Malcolm Mercer requested that the progress on recommendation 44 be revised to reflect the current status. Acting Chief Taddeo also mentioned that as the Coroner for the province of Ontario is responsible for management and finalization of homicide investigations, he will be following up with the Regional Coroner to better address recommendation 44 and will also be updating the report to reflect this work.

Update on Building Project

The Board approved the following motion relative to the 2023 Capital Budget for the new Police Headquarters building.

Motion to Rescind:

With respect to the direction by the Thunder Bay Police Services Board to submit a capital budget estimate for the new Police Headquarters building project as part of the Services' 2023 capital budget, we recommend that that direction be Rescinded; AND THAT the capital budget submission for the building project be brought forward for consideration upon the completion of Phase 1 – Design Development and Final Design Brief.

Other Matters

- An update was provided to the Board relative to local ceremonies scheduled for Remembrance Day.
- New meeting dates for 2023 were proposed to the Board and approved. The meeting dates for 2023 can be found in the agenda below.

The full agenda can be accessed [here](#).

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