

**AGENDA MATERIAL  
FOR  
THE THUNDER BAY  
POLICE SERVICES BOARD  
REGULAR SESSION**

Meeting Date: **November 16, 2021**

Location: **ELECTRONICALLY via MS TEAMS**

Time: **9:00 a.m.**



THE THUNDER BAY  
POLICE SERVICES BOARD

THE TWENTY-FIRST MEETING OF THE  
FIFTY-SECOND THUNDER BAY POLICE SERVICES BOARD

TUESDAY, NOVEMBER 16, 2021

MEETING BEING HELD ELECTRONICALLY via MS TEAMS  
9:00 A.M.

REGULAR SESSION

---

1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Twenty-First Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on November 16, 2021, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

The Minutes of the Nineteenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on October 19, 2021 to be confirmed. **(Pages 6 - 14)**

RES 2

THAT the Minutes of the Nineteenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on October 19, 2021 be confirmed.

4. PRESENTATION

Our Call Video Series

Memorandum to Members of the Thunder Bay Police Services Board from Chief S. Hauth, dated November 5, 2021, relative to the “Our Call” video series, from the Digital Evidence Management System/Body Worn Camera (DEMS/BWC) Project, for the Board’s information. **(Page 15)**

Mr. C. Adams, Director – Communications & Technology, to present the premier episode of the Police Service’s “Our Call” video series.

5. UNFINISHED BUSINESS

a) Youth Positive Ticket Program

At the September 21, 2021 Regular Session of the Board, Mr. M. Tallari, Community Ambassador, provided a presentation relative to his Youth Positive Ticket Program Proposal. Mr. Tallari noted that there was no financial commitment by the Police Service, as the start-up & day to day costs will be covered 100% by donation and volunteerism.

The following resolution was carried:

With regard to the Youth Positive Ticket Program Proposal presented by Mr. M. Tallari at the September 21, 2021 Regular Session of the Board, we recommend that the Chief of Police review the proposal and report back to the Board on how such a program can be implemented.

Memorandum to Members of the Thunder Bay Police Services Board from Chief S. Hauth, dated November 9, 2021, relative to the Positive Ticket Program – Update, for the Board’s information. **(Page 16)**

Chief S. Hauth to provide overview relative to the above noted.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) 2022 Operational Budget – Thunder Bay Police Service

Report No. 40/21 (Police), relative to the 2022 Proposed Operating Budget, for the Board’s information. **(Pages 17 - 18)**

Chief S. Hauth to provide an overview relative to the above noted.

b) 2022 Operation Budget – Thunder Bay Police Services Board

Memorandum and attachment to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated November 9, 2021, relative to the Board’s proposed 2022 Operation Budget, for the Board’s information. **(Pages 19 - 20)**

Mr. J. Hannam will provide an overview relative to the above noted.

The following motion will be presented for the Board’s consideration:

RES 3

With respect to the draft 2022 Operating Budget for the Thunder Bay Police Services Board, as presented on November 16, 2021, we recommend that the budget be approved for submission to the City of Thunder Bay.

c) 2022 Capital Budget

Memorandum to Mr. J. Hannam, Secretary - Thunder Bay Police Services Board, from Chief S. Hauth, dated November 3, 2021, relative to the Thunder Bay Police Service's 2022 Capital Budget (Revised), for the Board's information. **(Pages 21 - 22)**

Chief S. Hauth to provide an overview relative to the above noted.

d) Unclaimed Funds

Report No. 41/21 (Police) relative to unclaimed funds in connection with numerous criminal investigations, for the Board's information. **(Pages 23 - 25)**

Chief S. Hauth to provide an overview relative to the above noted.

7. GENERAL MATTERS

a) OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since the last presentation on May 18, 2021, for the Board's information. **(Pages 26 - 37)**

Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, to provide an update relative to the above noted.

b) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated November 9, 2021, relative to the Monthly Summary of Invoices processed for payment since the October 19, 2021 meeting of the Board, for the Board's information. **(Page 38)**

8. PETITIONS AND COMMUNICATIONS

a) Sponsorship Request - 2021 Mayor's Community Safety Awards

Correspondence from Lee-Ann Chevrette, CSWB Specialist – Community Safety & Well-Being Thunder Bay, to Kristen Oliver - Thunder Bay Police Services Board, dated October 18, 2021, relative to a request for sponsorship of the 2021 Mayor's Community Safety Awards, for the Board's information. **(Page 39)**

Mr. J. Hannam, Secretary to the Board, will provide an overview relative to the above noted.

The following resolution will be presented for the Board's consideration:

**THUNDER BAY POLICE SERVICES BOARD (TBPSB)**

**REGULAR SESSION**

**November 16, 2021**

**Page 4 of 4**

RES 4

With respect to the 2021 Mayor's Community Safety Awards being held on December 6, 2021, we authorize sponsorship in the amount of \$1,000;

AND THAT the sponsorship be paid from the Board's Special Account.

b) Sponsorship Request – Thunder Bay Police Pipe Band

Correspondence from Lorne Clifford, Thunder Bay Police Pipe Band, to the Thunder Bay Police Services Board, dated November 4, 2021, relative to annual budgeted funding, for the Board's information. **(Page 40)**

Mr. J. Hannam, Secretary to the Board, will provide an overview relative to the above noted.

c) Tracking Board Reports

There are no updates for the following Board reports/standing agenda items.

i. OCPC Chart – Summary of Recommendations

Summary of status/progress of OCPC Recommendations was presented for the Board's information on March 16, 2021.

ii. Governance Committee Report

9. NEW BUSINESS

10. CONFIRMING BY-LAW

RES 5

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and Secretary to the Thunder Bay Police Services Board, sealed and numbered:

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 16<sup>th</sup> day of November, 2021.

Explanation: To confirm the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Services Board at this meeting is required, adopted, ratified and confirmed as if all such proceedings had been expressly embodied in this By-law.

BY-LAW NUMBER: PC18– 2021

11. ADJOURNMENT

**MEETING: THE NINETEENTH MEETING OF THE FIFTY-SECOND THUNDER BAY  
POLICE SERVICES BOARD**

---

**DATE:** OCTOBER 19, 2021

**TIME:** 9:04 A.M.

**PLACE:** ELECTRONIC MEETING VIA MS TEAMS

**CHAIR:** COUNCILLOR K. OLIVER

**PRESENT:**

Mayor B. Mauro  
Ms. G. Morriseau  
Councillor K. Oliver  
Mr. R. Pelletier

**REGRETS:**

Mr. M. Power

**GUESTS:**

Ms. D. Bain Smith, Bain Smith  
Business Valuation + Consulting Inc.  
Ms. S. Ash, Firedog Communications

**OFFICIALS:**

Ms. S. Hauth, Chief of Police  
Mr. R. Hughes, Deputy Police Chief  
Ms. H. Walbourne, Legal Counsel – Thunder Bay  
Police Service  
Ms. D. Paris, Director – Financial Services & Facilities,  
Thunder Bay Police Service  
Mr. C. Adams, Director – Communications &  
Technology  
Detective Inspector J. Fennell – Thunder Bay Police  
Service  
Staff Sgt. G. Snyder – Professional Standards, Thunder  
Bay Police Service  
Ms. S. Kaur, KPW Communications  
Mr. J. Hannam, Secretary – Thunder Bay Police  
Services Board  
Ms. L. Douglas, Assistant to the Secretary - Thunder  
Bay Police Services Board

---

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Correspondence from the Ontario Association of Police Service Boards (OAPSB) - Request for Support was added under New Business.

**MOVED BY:** Mr. R. Pelletier  
**SECONDED BY:** Mayor B. Mauro

With respect to the Nineteenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on October 19, 2021, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

**CARRIED**

3. CONFIRMATION OF MINUTES

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. R. Pelletier

The Minutes of the Seventeenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on September 21, 2021 to be confirmed.

THAT the Minutes of the Seventeenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on September 21, 2021 be confirmed.

CARRIED

4. PRESENTATION

Presentation of the Thunder Bay Police Services Board 2021 – 2023 Strategic Plan by Ms. D. Bain Smith, Bain Smith Business Valuation + Consulting Inc., and Ms. S. Ash, Firedog Communications.

The draft Thunder Bay Police Services Board - 2021 – 2023 Strategic Plan > Many Voices, One Vision 2030 was distributed separately to Board Members and Administration on October 15, 2021.

Ms. D. Bain Smith and Ms. S. Ash were welcomed to the meeting.

Ms. Ash proceeded to provide an overview of the draft Strategic Plan, page by page, and responded to questions.

It was noted that there was a comprehensive consultation process conducted in order to develop this plan. This document sets a path forward to develop a vision, as well as a more progressive and trusted police service, by 2030. The Plan prepares the police service for emerging trends that will impact policing in the long term.

Ms. Ash noted that Covid-19 prohibited the number of face-to-face meetings and consultations the facilitators would have liked to conduct for the development of this plan; however, they were pleased with the response during the engagement process.

An overview was provided on the following:

- The Planning Process;
- The Policing Environment;
- The Vision, Mission and Value;
- The Strategy 2021 – 2023;
- Strategic Objectives & Actions 2021 – 2023; and

- Next Steps.

Over 1,200 respondents completed the survey. In addition, 145 Police Service employees also responded to the survey.

The key topics that emerged from the stakeholders were:

- Public Relations;
- Relationship Building;
- Community Policing;
- Infrastructure and Capital; and
- Workforce Engagement and Development.

Ms. Ash noted that there is a need to identify the real service population in Thunder Bay. The actual indigenous population is estimated to be between 23, 000 – 42,600 (as opposed to the 9,800 indigenous peoples who completed the last census form from Statistics Canada).

Vision 2030: A progressive, trusted and ethical leader. Thunder Bay is among the safest and best protected cities in Canada.

Mission: We empower our workforce and collaborate with community partners to design and deliver innovative police services.

Thunder Bay Police Service Values: Trust, Integrity, Leadership, Inclusivity, and Collaborations.

Strategic Goals: A Healthy & Supported Workforce; Sustainable Community Policing; Restored Reputation & Relationships; and Build for Transformation.

The Chair, on behalf of the Board, thanked Ms. Ash and Ms. Bain Smith for the amount of work that went into this document in order to encompass all voices in this community. The Chair also acknowledged and appreciated the tremendous amount of input from the community during this challenging process.

MOVED BY: Mr. R. Pelletier  
SECONDED BY: Ms. G. Morriveau

With respect to the 2021-2023 Thunder Bay Police Service Strategic Plan “Many Voices, One Vision: 2030”, as presented at the October 19, 2021 Regular Session of the Thunder Bay Police Services Board, we recommend that the plan, as presented, be adopted.

**CARRIED**



Mr. J. Hannam, Secretary to the Board, noted that there is a meeting scheduled with the communications group to effectively promote this plan with the public in order to move it forward.

5. REPORTS OF COMMITTEES

Governance Committee

Mr. J. Hannam, Secretary to the Board, provided an update relative to the above noted. He noted that the Committee is reviewing a number of policies dealing with racism, also known as bias-free policing.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) 2020 Annual Report of the Thunder Bay Police Service

The Thunder Bay Police Service - 2020 Annual Report was distributed separately to Board Members Only on October 15, 2021.

Mr. C. Adams, Director – Communications & Technology, Thunder Bay Police Service, provided an overview of the 2020 Annual Report with a PowerPoint Presentation.

He noted that there was a significant reduction in calls for service, largely impacted by the pandemic, as many people were working from home, many businesses were closed, etc.

There was also a significant drop in property crimes and criminal code incidences due to the pandemic.

Weighted clearance rates for Thunder Bay are much higher than provincial and national statistics, and this speaks to the workload for our Police Service.

The report is now available for review by the public on the Police Service website.

The Chair thanked Mr. Adams for his presentation. Mr. Adams and Chief S. Hauth responded to questions on the impact of the legalization of marijuana, as well as questions on the number of assaults on officers and emerging trends in 2021 as businesses reopen.

b) Q3 Variance Report – Thunder Bay Police Service

Report No. 36/21 (Police) relative to the status of the 2021 Operational Budget for the Thunder Bay Police Service and the Variance Report as of September 30, 2021, was provided for the Board's information.

Ms. D. Paris, Director – Financial Services & Facilities, Thunder Bay Police Service, was present to respond to questions. The Board had no questions.

c) Q3 Variance Report – Police Services Board

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary, dated October 12, 2021, relative to the Third Quarter Variance Report, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Board, noted that the variance was the same as estimated at the end of the second quarter.

d) 2022 Capital Budget

Memorandum to Mr. J. Hannam – Secretary, Thunder Bay Police Services Board, from Chief S. Hauth, dated October 8, 2021, with attached Thunder Bay Police Service 2022 Capital Budget, was provided for the Board's information.

Chief S. Hauth provided an overview and responded to questions relative to the above noted. She noted that most items are cyclical in nature, over a 3-year period. The Next Generation 911 Upgrade is more than was estimated; the Police Service has been able to put some money aside for this upgrade. Mayor B. Mauro noted that the City's Intergovernmental Committee continues to lobby for more support for this upgrade, in order to recuperate some of the cost of this service.

As listed in the 2022 Capital Budget, the Police Service is asking for the new police facility, estimated at \$56 million.

Chief Hauth noted that the additional security for headquarters, discussed at the September 2021 Regular Session of the Board, has not been included in the capital budget due to the timing of the Capital Budget submission to the City (it was submitted in August, 2021).

Mr. J. Hannam suggested that the Chief send a memorandum to City Finance, requesting an addition to the Police Service's 2022 Capital Budget. Chief Hauth and Ms. Paris will collaborate on that memo. The Mayor suggested that the Chair send a supporting memorandum in this regard. Chair Oliver confirmed that she will prepare one.

e) Quarterly Complaints

Report No. 37/21 (Police) relative to the summary of complaints for Q3 of 2021 (July, August, and September, 2021), was provided for the Board's information.

Staff Sergeant G. Snyder – Professional Standards, Thunder Bay Police Service, provided an overview relative to the above noted. He noted that there was a significant increase over 2020 on the public complaints.

Upon completion of his report, Staff Sergeant Snyder left the meeting at 10:15 a.m.

7. GENERAL MATTERS

a) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated October 12, 2021, relative to the Monthly Summary of Invoices processed for payment since the September 21, 2021 meeting of the Board, was provided for the Board's information.

b) 2022 Meeting Dates

Copies of the 2022 calendar were provided for the Board's information in order to determine their meeting dates in 2022.

The following meeting dates, on the 3rd Tuesday of each month, were proposed for 2022:

- January 18, 2022;
- February 15, 2022;
- March 15, 2022;
- April 19, 2022;
- May 17, 2022;
- June 21, 2022;
- July 19, 2022 (if required);
- August 16, 2022 (if required);
- September 20, 2022;
- October 18, 2022;
- November 15, 2022; and
- December 20, 2022

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. R. Pelletier

With respect to the 2022 meeting dates presented at the October 19, 2021 Regular Session of the Thunder Bay Police Services Board, we recommend proceeding with the proposed dates.

CARRIED

8. PETITIONS AND COMMUNICATIONS

a) Epstein Report

Memorandum to Members of the Thunder Bay Police Services Board from Detective Inspector J. Fennell, dated October 7, 2021, relative to an update regarding the Epstein Missing and Missed Report, was provided for the Board's information.

Detective Inspector J. Fennell provided an overview relative to the above noted. The Police Service staff continue to review the subject report, as suggested by Justice Epstein.

477 missing persons have been investigated; all 6 of the outstanding cases of missing persons in the service area have been inputted into the national database.

b) Remembrance Day 2021

Mr. J. Hannam, Secretary to the Board, provided an overview relative to the above noted. Board representation at local ceremonies may be requested.

Similar to last year, ceremonies will have limited attendance by invitation only. Mr. Hannam will arrange to have wreaths laid on behalf of the Board. He will contact the Board if there is an opportunity for a Board representative to attend any of the ceremonies being planned.

Mayor Mauro advised that he has been contacted by the Legion. There will be a small celebration on the south side of town; they will be conducting services similar to last year.

Mr. Hannam will follow up with the Legion.

c) Tracking Board Reports

There are no updates for the following Board reports/standing agenda items.

i. OCPC Chart – Summary of Recommendations

Summary of status/progress of OCPC Recommendations was presented for the Board's information on March 16, 2022.

ii. OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations was presented for the Board's information on May 18, 2022.

iii. Digital Evidence Management System/ Body Worn Camera (DEMS/BWC) Project

Report No. 33/21 (Police) relative to an update on the activities and timelines of the Digital Evidence Management System/ Body Worn Camera (DEMS/BWC) Project Team, was provided for the Board's information on September 21, 2021.

9. NEW BUSINESS

OAPSB – Request for Support

Correspondence from the Ontario Association of Police Service Boards (OAPSB), relative to requesting support for the 2021 Labour Conference being held virtually on November 18, 2021, was distributed as Additional Information on October 15, 2021, for the Board's information.

Mr. J. Hannam, Secretary to the Board, provided a brief overview relative to the above noted.

MOVED BY: Mr. R. Pelletier  
SECONDED BY: Ms. G. Morriveau

With respect to the request for support for the 2021 Labour Conference of the Ontario Association of Police Service Boards (OAPSB) being held virtually on November 18, 2021, we authorize sponsorship in the amount of \$500;

AND THAT the sponsorship be paid from the Board's Special Account.

CARRIED

Mr. P. Pelletier advised that he is interested in attending.

MOVED BY: Ms. G. Morriveau  
SECONDED BY: Mayor B. Mauro

With respect to the 2021 Labour Conference of the Ontario Association of Police Service Boards being held virtually on November 18, 2021, we authorized the following members of the Thunder Bay Police Services Board to attend:

1. Mr. R. Pelletier

AND THAT all expenses incurred be paid from the Board's budget.

CARRIED

10. CONFIRMING BY-LAW

MOVED BY: Mr. R. Pelletier  
SECONDED BY: Mayor B. Mauro

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and Secretary to the Thunder Bay Police Services Board, sealed and numbered:

**THUNDER BAY POLICE SERVICES BOARD (TBPSB)**

**REGULAR SESSION**

**October 19, 2021**

**Page 9 of 9**

---

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 19<sup>th</sup> day of October, 2021.

Explanation: To confirm the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Services Board at this meeting is required, adopted, ratified and confirmed as if all such proceedings had been expressly embodied in this By-law.

BY-LAW NUMBER: PC16– 2021

CARRIED

11. ADJOURNMENT

The meeting adjourned at 10:24 a.m.



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

---

DATE: November 5, 2021  
TO: Members of the Thunder Bay Police Services Board  
FROM: Chief S. Hauth  
SUBJECT: “Our Call” Videos

---

The purpose of this memo is to share with the Board a new initiative that allows first-hand insight into the work of the Thunder Bay Police Service.

On November 12, 2021, we will be premiering a new video series produced by the Thunder Bay Police Service which showcases some of the challenging and unusual calls that our officers respond to. “Our Call” episodes are stories told by TBPS officers in their own words. Each episode combines video from police calls with interviews by the officers involved.

In addition to the tremendous evidentiary and operational value that body worn and in car video brings to the Thunder Bay Police Service, this technology has also created an opportunity to bring the public inside the world of policing.

“Our Call” is a team effort to showcase not only the types of calls which police respond to, but to also share these stories to provide the public with a better understanding of the people who serve and protect the community.

We look forward to releasing the premier video as well as additional episodes of “Our Call” in the months to come. Each episode will be available through the Thunder Bay Police Service’s Facebook and YouTube pages.

We respectfully ask that the premier video of “Our Call” be shared with the Board at their November 16, 2021 Regular Session meeting, for information.



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

---

DATE: November 9, 2021  
TO: Members of the Thunder Bay Police Services Board  
FROM: Chief S. Hauth  
SUBJECT: Positive Ticket Program – Update

---

This memo is an update regarding the Positive Ticket Program as presented to the Board by Mr. Mike Tallari during the September 24, 2021 Regular Session Board meeting. Inspector Derek West and Sergeant Julie Tilbury met with Mr. Tallari on October 14, 2021 to learn more about the project.

We appreciate Mr. Tallari's approach, being a member of the community who wants to support and provide tools for positive interactions between youth and members of the Service. The Thunder Bay Police Service has engaged youth over time in similar ways as proposed by Mr. Tallari. We have assessed the Service's current initiatives and partnerships to determine where the Positive Ticket Program could be utilized and where elements of the program could be adopted.

The Community Services Unit will implement a Youth Engagement Pilot Project in the spring as part of our safety planning while engaging youth in a positive way during the bicycle season. The pilot program will allow the Service to utilize ideas from Mr. Tallari's proposal and provide officers with positive tools to engage youth.

We have provided Mr. Tallari a response on our pilot project and will work with him to connect to the partnerships he has built to work into the project. Our goals will include engagement with youth, public recognition of these activities and reaction to our social media posts, including number of youth engaged.

Once this pilot project is underway, we will provide the Board with an update.





# Thunder Bay Police Service

---

**SYLVIE HAUTH, CHIEF OF POLICE**  
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5  
Tel: (807) 684-1304 • Fax: (807) 623-9242

**Date of Report:** November 3, 2021  
**Date of Meeting:** November 16, 2021  
**Report No:** 40/21

## Chair and Members

**Thunder Bay Police Services Board**  
317 Victoria Avenue East, Suite 8  
Thunder Bay, ON  
P7C 1A4

## SUBJECT

2022 Proposed Operating Budget

## REPORT SUMMARY

To update the Thunder Bay Police Services Board on the composition of the 2022 Proposed Operating Budget.

## BACKGROUND

The Thunder Bay Police Service is required to submit an annual Operating Budget in a fiscally responsible manner that shows the amounts required to provide adequate and effective policing in the municipality.

The 2022 Proposed Gross Operating Budget is \$55.4 million of which 91.4% represents wages and fringe benefits. The Proposed Net Operating Budget, after Grants, Revenues from Other Municipalities, User Fees, Miscellaneous Revenues and Interfunctional Transfers is \$48.8 million, an increase over 2021 of \$1.6 million or 3.4%.

## COMMENTS

The 2022 Proposed Operating Budget was developed based on the following methodology and key assumptions:

- No increase to the staffing complement,
- Total Personnel Services increase of \$1.9 million (3.8%) comprised of wage, benefit and overtime increases resulting from contract settlements for uniform, civilian and senior officer staff as well as benefit rate increases for CPP and short/long term disability (\$1.7 million); an increase in training and uniforms (\$0.2 million) resulting from inflationary increases as well as the removal of the estimated one-time COVID related savings budgeted in 2021,

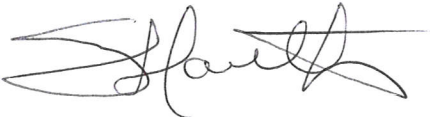
- Purchased Services increase of \$227,400 relating to partnerships established to deliver the mandate of Project Prevent and Trauma and Violence grants, the change in the reporting of costs associated with criminal record checks and increased costs associated with Microsoft email licenses,
- An increase in Rents & Financials of \$79,100 primarily relating to a change in location to meet the training needs of the Service,
- Materials increase of \$42,300 mainly relating to computer license agreements,
- A net increase in revenues of \$468,000 primarily relating to an estimated increase in the Prisoner Transportation and Court Security grant, an increase in revenue from the Oliver Paipoonge policing agreement, and an increase in criminal record check revenue to reflect the change in reporting of costs of providing the service. Included in this net increase is the assumption that the province will continue with an ongoing commitment in grant funding for Court Security and Prisoner Transportation, Community and Safety Policing both local and provincial streams and the Bail Safety and RIDE programs,
- An increase in interfunctional transfer recovery of \$151,100 primarily relating to the cost sharing of 911 services with the City and Fire.

Included in the increases above is an estimated COVID-19 impact of \$247,500 (2021 - \$228,800) budgeted as a one-time item, which includes costs associated with additional personal protective equipment, enhanced cleaning of the police headquarters and police vehicles, lost revenue from paid duty offset by savings related paid duty wages. Also included is an allocated expansion from the City for a share of the cost of a new employee for fleet training and incident investigation of \$500.

## RECOMMENDATIONS

It is recommended that the Thunder Bay Police Services Board approve the 2022 Operating Budget as presented.

**Respectfully submitted,**



S. Hauth  
Chief of Police

Prepared by: Ms. D. Paris, Director – Finance and Facilities

Thunder Bay Police Services Board

# **Memorandum**

---

**TO:** Members of Thunder Bay Police Services Board

**FROM:** John S. Hannam, Secretary to the Board

**DATE:** November 9, 2021

**SUBJECT:** Thunder Bay Police Services Board 2022 Operation Budget

---

Members of the Board: attached is an outline of the 2022 Operation Budget for your review and approval.

As Board members, you will recall from the progressive reports on the budget through 2021 significant unfavourable variances have been encountered as the Board has moved forward with its operations.

The 2022 Operation Budget better reflects the financial needs of those operations, and take into account as best as possible those costs that can vary based on emerging needs of the Board.

The draft budget has been reviewed with City of Thunder Bay Administration, and following Board approval will go forward to City Council for its review in due course.

The following motion is presented for the Board's consideration:

“With respect to the draft 2022 Operating Budget for the Thunder Bay Police Services Board, as presented on November 16, 2021, we recommend that the budget be approved for submission to the City of Thunder Bay.”

/jhs

THUNDER BAY POLICE SERVICES BOARD

Proposed 2022 Operating Budget

---

	<u>2021 Plan</u>	<u>2022 Proposed</u>
442403 Rental-Office Space	\$6,500.00	-\$15,000.00
514330 Honorariums	\$0.00	\$15,500.00
515110 Fringe Ben-Temp &Cas	\$0.00	\$0.00
517100 Uniforms & PPE		\$0.00
520700 TelecommunicationExp	\$0.00	\$600.00
521245 Equip Mtc Comp Sftwr	\$15,000.00	\$2,700.00
521528 Consultant Fees	\$15,000.00	\$37,500.00
521530 Professional Fees	\$65,000.00	\$105,000.00
521555 Legal Fees	\$75,000.00	\$150,000.00
521596 Purchased Services	\$0.00	\$100,000.00
521601 Rent Expense	\$20,000.00	\$25,500.00
521962 Business Travel	\$5,000.00	\$10,000.00
522305 Office Supp & Stnry	\$2,500.00	\$2,500.00
522705 General Expense	\$17,000.00	\$10,000.00
523076 Memberships/Subscriptions	\$2,500.00	\$10,000.00
<b>TOTAL:</b>	<u>\$223,500.00</u>	<u>\$454,300.00</u>



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

---

DATE: November 3, 2021  
TO: Mr. J. Hannam – Secretary – Thunder Bay Police Services Board  
FROM: Chief S. Hauth  
SUBJECT: Thunder Bay Police Service – 2022 Capital Budget - Revised

---

For the Board's information please find the attached document entitled "Thunder Bay Police Service – 2022 Capital Budget", which includes the following revisions:

- As per the October 19, 2021 Thunder Bay Police Services Board meeting the addition of the Enhanced Parking Lot Security project for a total of \$107,000. In consultation with the City Budget Office this project is funded from the City's General Capital Reserve Fund (\$16,500) and tax supported capital (\$90,500);
- At the direction of the City Budget Office a change to the funding source of the Next Generation 911 Upgrade from tax supported capital to the City's General Capital Reserve Fund (\$266,000).

**Thunder Bay Police Service  
2022 Capital Budget**

Project Number	Project Name	Gross Budget	User Fees	Reserve Fund	Debenture	Net Budget
		\$	\$		\$	\$
OSB-POL-0001-PS	Emergency Task Unit Equipment	195,600	-	-	-	195,600
OSB-POL-0018-PS	Next Generation 911 Upgrade	266,000	-	266,000	-	-
OSB-POL-0026-PS	Armoury	84,400	-	-	-	84,400
OSB-POL-0027-PS	Soft Body Armour	67,400	-	-	-	67,400
OSB-POL-0030-PS	Furniture Replacement	25,200	-	-	-	25,200
OSB-POL-0031-PS	Investigative Equipment	4,100	-	-	-	4,100
OSB-POL-0035-PS	Computer System Maintenance and Procurement	338,800	-	-	-	338,800
OSB-POL-0036-PS	Police Vehicle Replacement	610,300	47,100	-	-	563,200
OSB-POL-0038-PS	Cameras - In Car & Body Worn	120,000	-	-	-	120,000
OSB-POL-0045-PS	Training Equipment/Ammunition	228,000	-	-	-	228,000
OSB-POL-0047-PS	Forensics Equipment	13,400	-	-	-	13,400
OSB-POL-0048-PS	Cyber Crime Equipment	27,000	-	-	-	27,000
OSB-POL-0051-PS	Uniform Patrol Equipment	14,600	-	-	-	14,600
OSB-POL-0053-PS	Traffic Management Equipment	87,200	-	-	-	87,200
OSB-POL-0054-PS	New Police Facility	56,000,000	-	-	56,000,000	-
OSB-POL-0055-PS	Community Services Equipment	5,000	-	-	-	5,000
OSB-POL-0056-PS	Enhanced Parking Lot Security	107,000	-	16,500	-	90,500
<b>Total</b>		<b>58,194,000</b>	<b>47,100</b>	<b>282,500</b>	<b>56,000,000</b>	<b>1,864,400</b>



# Thunder Bay Police Service

**SYLVIE HAUTH, CHIEF OF POLICE**  
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5  
Tel: (807) 684-1304 • Fax: (807) 623-9242

**Date of Report:** November 3, 2021  
**Date of Meeting:** November 16, 2021  
**Report No:** 41/21

## Chair and Members

Thunder Bay Police Services Board  
317 Victoria Avenue East, Suite 8  
Thunder Bay, ON P7C 1A4

## SUBJECT

Unclaimed Funds

## REPORT SUMMARY

Over the years members of the Thunder Bay Police Service have seized currency in connection with numerous criminal investigations. There are no Orders for Disposition of Property relative to the Incidents listed in this report. The currency is also not the subject of any conviction and the owners have been deemed to have relinquished any interest in their funds. As a result, the currency will be disposed of pursuant to the *Police Services Act, R.S.O. 1990*.

## BACKGROUND

The following is a summary of the incidents, amounts and the authority to dispose.

### Canadian Currency

Incident #	Amount	Justification for Disposal
P10043308	\$20.00	Found money; No attempts to claim
P10071397	\$5.00	Message left; owner did not respond
P13069349	\$0.75	Deceased; NOK did not claim
P14047353	\$33.00	Found money; No attempts to claim
P14054401	\$15,980.00	Letter sent; no response
P17026084	\$610.00	Deceased; No NOK
P18028301	\$60.00	No attempts to claim
P18061992	\$40.00	Message left; owner did not respond
P19064977	\$23.17	Found money; No attempts to claim
P20040883	\$17.05	Found money; No attempts to claim
P20053953	\$195.00	Found money; No attempts to claim
P20063315	\$9.25	Found money; No attempts to claim

P20066484	\$4.30	Found money; No attempts to claim
P20070574	\$4,200.00	Found money; No attempts to claim
P20071894	\$1,885.00	Found money; No attempts to claim
P20072831	\$285.00	Found money; No attempts to claim
P21028378	\$100.00	Message left; Owner did not respond
P21026046	\$53.30	Found money; No attempts to claim
TOTAL:		
\$23,520.82		

US Currency

Incident #	Amount	Justification for Disposal
P19032205	\$1.00	Found money; No attempts to claim
TOTAL:		
\$1.00		

Foreign Currency

Incident #	Amount	Justification for Disposal
P19064977	Mongolian Tugrik 1x\$1000, 1x100, USSR 1x1 Rubles, 1x3 Rubles, 1x5 Rubles, 1x10 Rubles, 1x25 Rubles	Found money; No attempts to claim.

**COMMENTS**

The individuals from whom the currency was seized during the above noted criminal investigations have not approached the police service to have their money returned. They have failed to respond to phone calls and letters within a legislated time frame. As such, it is deemed that there is no rightful owner of the seized currency and it is considered "Abandoned".



## RECOMMENDATIONS

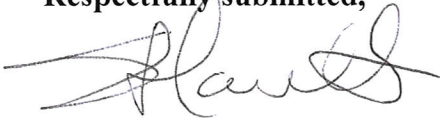
As the money was seized in accordance with Section 132(2) of the *Police Services Act*, Section 133(3) of the Act applies.

This section states:

“If three months have elapsed after the day the money came into the possession of the police force and the owner has not claimed it, the Board may use it for any purpose that it considers in the public interest.”

It is therefore recommended that the Thunder Bay Police Services Board use the above noted funds (\$23,520.82 Canadian, \$1.00 US and Foreign Currency) as they deem to be in the public interest.

**Respectfully submitted,**



S. Hauth  
Chief of Police

## Summary of OIPRD Recommendations

This section provides a summary of the recommendations proposed to address the needs and issues identified through the OIPRD report.

RECOMMENDATION #	TIME LINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS	
<b>RECOMMENDATIONS REGARDING TBPS SUDDEN DEATH AND OTHER INVESTIGATIONS</b>					
R.1.	<p>Nine of the TBPS sudden death investigations that the OIPRD reviewed are so problematic I recommend these cases be reinvestigated.</p>	<p>Ongoing</p> <p>Goal: March 2021</p> <p>Revised Goal: September 2021</p>	<p>Funding will be taken from the TBPS budget as needed. Will not become a permanent line item. Overall costs covered by other agencies. TBPS covering Chair of Executive Committee and Lead Investigator for re-investigation team</p> <p>2020 – 2021 – To be determined</p>	<p>Primary: TBPS and Coroner's Office</p>	<p>For Recommendations 1 to 5:</p> <p><i>There are nine cases that were identified by the OIPRD as being recommended for re-investigation. A re-investigative team was established consisting of three tiers: Executive Governance as oversight, Investigative Resource and Blended Investigative team made up of members of various police services.</i></p> <p><i>All cases listed above have been reinvestigated and the files are being completed for review of the Executive Governance committee. Additionally, the tenth case listed in the OIPRD report is now being reinvestigated. No members of the TBPS will participate in the reinvestigation.</i></p> <p><i>All cases should be completed by March 2021 with exception of tenth which is anticipated to take longer given the later start date.</i></p> <p><b>Update: The final report will be issued by end of 2021</b></p>

R.2.	A multi-discipline investigation team should be established to undertake, at a minimum, the reinvestigation of the deaths of the nine (9) Indigenous people identified.	See R.1	See R.1	See R.1	See R.1
R.3.	The multi-discipline investigation team should establish a protocol for determining whether other TBPS sudden death investigations should be reinvestigated.	See R.1	See R.1	See R.1	See R.1
R.4.	The multi-discipline investigation team should also assess whether the death of Stacy DeBungee should be re-investigated, based on our Investigative Report and the Ontario Provincial Police review of the TBPS investigation. The team should also assess when and how the investigation should take place, without prejudicing ongoing Police Services Act proceedings.	Ongoing Goal: January 2022	See R.1	See R.1	<i>This is the tenth case referenced above. The multi-discipline investigation team and various committees have determined that the sudden death of Stacy DeBungee will be re-investigated starting in January 2021. Discussions have occurred to determine how this is undertaken without prejudicing the ongoing Police Services Act proceedings.</i>  <i>Update: As per direction from the Ministry of Attorney General this has been given to the OPP team to be reinvestigated</i>
R.5.	TBPS should initiate an external peer-review process for at least three years following the release of this report.	Ongoing January 2022	To Be Determined	TBPS and various stakeholders	<i>Once the above referenced re-investigations are complete, the documents and practices established and identified from the multi-disciplinary team will be utilized on a go forward basis to determine a comprehensive and efficient peer-review process. It is yet to be determined who the external actors will be, if any.</i>

<p><b>RECOMMENDATIONS REGARDING TBPS INVESTIGATORS AND THE CRIMINAL INVESTIGATIONS BRANCH</b></p>					
<p>R.6. TBPS should immediately ensure sufficient staffing in its General Investigations Unit in the Criminal Investigations Branch. Adequate resources must be made available to enable this recommendation to be implemented on an urgent basis.</p>	<p>Immediate Goal: 2019 *However will be ongoing and reassessed based on needs as they evolve</p>	<p>Budget additions 2019 - \$350,000 2020 – above now permanent 2021 – Above now permanent</p>	<p>TBPS - CIB</p>	<p>An additional 5 officers were added to the Criminal Investigations Branch in 2019. Positions were filled in the 2019 and 2020 years.</p>	
<p>R.7. TBPS should establish a Major Crimes Unit – within the Criminal Investigations Branch – that complies with provincial standards and best practices in how it investigates serious cases, including homicides, sudden deaths and complex cases.</p>	<p>Complete</p>	<p>Budget additions 2019 - \$208,920 2020 – above now permanent 2021 – above now permanent</p>	<p>TBPS - CIB</p>	<p>There has been a creation of four Major Crime Units within the Criminal Investigations Branch. There are now twenty officers trained and dedicated to major crime investigations; there are four (4) detectives and sixteen (16) detective constables assigned to Major Case Management. These officers make up four units of 1 detective and 4 detective constables working a 12 hour shift schedule rotation ensuring maximum coverage.</p>	
<p>R.8. TBPS should provide officers, who have taken the appropriate training with opportunities to be assigned work with Criminal Investigations Branch and the Major Crimes Unit investigators to gain experience.</p>	<p>Complete</p>	<p>Budget additions 2019 - \$49,500 for training 2020 – above now permanent</p>	<p>TBPS – All Branch Commanders</p>	<p>The TBPS does have a secondment program to allow for officers in other branches to spend time in the Criminal Investigations Branch.  The TBPS now has two (2) mentoring positions dedicated to the Uniform Patrol Branch to spend a period of three (3) months in CIB. This will provide officers with the opportunity to learn the various roles performed in CIB and gain experience in criminal investigations. Such training will be tracked in a logbook and retained for career development and advancement purposes.</p>	

		2021 – above now permanent		All participants will also be offered the entry level “Criminal Investigation Techniques” course upon entering the mentorship program.  This program will see eight (8) officers a year cycle through.
R.9. TBPS should develop a formalized plan or protocol for training and mentoring officers assigned to Criminal Investigations Branch and the Major Crimes Unit.	Ongoing <b>Goal: March 2022</b>	N/A	TBPS – CIB & Quality Assurance Staff Sgt.	The Criminal Investigations Branch and the Major Crime Unit adhere to all provincially mandated policies and procedures on investigating criminal matters.  A training manual specific to Major Crimes will be completed shortly.
R.10. TBPS should develop a strategic human resources succession plan to ensure the General Investigations Unit, Criminal Investigations Branch, and the Major Crimes Unit is never without officers who are experienced in investigations.	Ongoing	Not yet known	TBPS – HR Manager & CIB	See above recommendations that assist in realizing the succession plan (specifically the mentorship program)
R.11. TBPS should establish procedures to ensure recurrent or supplementary reports relevant to an investigation are brought to the attention of the lead investigator or case manager. This must take place regardless of whether a case has been earmarked for Major Case Management.	Complete  Ongoing – to be formalized in policy and training manual	N/A	TBPS - CIB	This is being/has been addressed. Please also note that the Ministry of Community Safety and Correctional Services has just released their Major Case Management Inspection Report that deals directly with these matters. However, prior to the release of either Report, the Inspector of Criminal Investigations Branch implemented new procedures to ensure lead investigators and case managers were adequately apprised of their investigations.  Most recently, the CIB reporting structure has been streamlined within the Branch. CIB now has a dedicated transcriptionist who will complete the report for an officer to review and the Supervisor to approve.
R.12. TBPS should develop procedures to ensure forensic identification officers are provided with the information necessary to do their work effectively.	Ongoing  See R.11	See R.11	See R.11	
R.13. TBPS should immediately improve how it employs, structures, and integrates its investigation file management system, Major Case Management System, and its Niche database.	Ongoing	Budget Additions  2019 - \$200,000 (OPTIC)  2020 – N/A	TBPS – All Branches & IT	Please note that the Ministry of Community Safety and Correctional Services has just released their Major Case Management Inspection Report that deals directly with these matters.  TBPS Major Crime will be loading cases with the MCM framework using the Powercase application. This will meet the Provincial standard.  The move to OPTIC continues in 2021. The tentative date to be live within OPTIC is the end of March 2021.

		2021 – N/A			<b>Update: January 2022 to be operational.</b>
R.14.	TBPS should, on a priority basis, establish protocols with other police services in the region, including Nishnawbe-Aski Police Service and Anishinabek Police Service to enhance information-sharing.	N/A	Ongoing	TBPS – All Branches & IT External stakeholders	Such protocols, both formal and informal, already exist.  In addition, the move to OPTIC will allow enhanced information sharing between agencies.
<b>RECOMMENDATIONS REGARDING OTHER TBPS OPERATIONAL AREAS</b>					
R.15.	TBPS should fully integrate the Aboriginal Liaison Unit's role into additional areas of the Police Service. This would help to promote respectful relationships between TBPS and the Indigenous People it serves.	Budget Additions  Cost of Consultant	Ongoing	TBPS – Community Services Branch External Stakeholders engaged in Organizational Change Project	For more than a year, the Service has been undergoing an Organizational Change Project, in which a consultant was hired and a committee of internal and external members were tasked with diversifying the Service and making it more inclusive. Part of this project was to look at the role of the Aboriginal Liaison Unit, which is now called the Community Inclusion Team.  TBPS hired a civilian Community Inclusion Team (CIT) Coordinator to work with the Indigenous Liaison Officers. The CIT will develop engagement plans for the community and the Coordinator will participate on the TPBS Organizational Change Project going forward. Currently, the project is focusing on career long diversity training with a focus on Bias, Racism, Indigenous people and Culture.  The CIT Coordinator will be involved in all aspects of community engagement with the Indigenous Liaison Officers and internally on training and relationships with frontline sworn and civilian staff.
R.16.	TBPS should increase the number of officers in the Aboriginal Liaison Unit by at least three additional officers.	Budget Addition  2019 – \$95,000  2020 – Above increase permanent	Ongoing	See R.15	S R.15

		2021 – Above increase permanent			
R. 17. With Indigenous engagement and advice, TBPS should take measures to acknowledge Indigenous culture inside Headquarters or immediately outside it.	Ongoing	N/A			In the main second floor lobby, we currently have on display the Robinson Superior Treaty and a Roy Thomas piece entitled “Relatives”.  We will shortly be showcasing art received as a result of an art competition put on by the TBPS for Fort William First Nation artists called “a call for artists”.  The TBPS fully supports and assists in the Tree of Hope project initiated by one of its constables, Sharlene Bourdeau and in partnership with Ontario Native Women’s Association (ONWA).
R. 18. Thunder Bay Police Service should make wearing name tags on the front of their uniforms mandatory for all officers in the Service.	Complete	Budget Additions 2019 – \$2,000 2020 – \$20,000 2021 – N/A	TBPS – all levels		All name tags have been issued and are mandatory and considered a permanent part of an officer’s uniform.
R. 19. TBPS should implement the use of in-car cameras and body-worn cameras.	Complete	Additional funding added to 2019 capital budget for 5 year project  1 <sup>st</sup> year implementation \$361,900 with \$72,000 infrastructure costs	TBPS – all levels		TBPS will be announcing the roll out of in-car cameras and body-worn cameras by the end of the first quarter of 2021.  Update: All body worn cameras have been deployed and are utilized by all front line officers in Uniform Patrol and Traffic.  The Service has also launched a new video series called “Our Call” that showcases the calls for service our officers attend. This was spearheaded by Chris Adams and Scott Paradis.
R. 20. TBPS should, through policy, impose and reinforce a positive duty on all officers to disclose potential evidence of police misconduct.	Complete	N/A	TBPS		Such a duty already exists in legislation. However, our policy has been revised to include: “It is the duty of every member of the Thunder Bay Police Service to address behavior that could be deemed as misconduct when learned about or observed.”  Additionally, TBPS has introduced a new Code of Conduct addressing this recommendation directly.

<b>RECOMMENDATIONS REGARDING MISSING PERSONS CASES</b>							
R.21.	I urge the Ontario government to bring into force Schedule 7, the Missing Persons Act, 2018, as soon as possible.	Complete	N/A	Ontario Gov't	<p>The Missing Persons Act is now in force and the legislation is being utilized by members of the TBPS to assist them in missing persons cases.</p> <p>The TBPS has participated in the training from the Ontario Police College to ensure full knowledge and compliance with the Act. All TBPS policies have been amended accordingly.</p>		
R.22.	TBPS and the Thunder Bay Police Services Board should re-evaluate their missing persons policies, procedures, and practices upon review of the report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, due to be released on or before April 30, 2019.	Ongoing yearly	N/A	TBPS & TBPSB *Note: Input needed from TBPSB*	<p>The Missing Person Policy has also undergone another internal review in June of 2020 and changes have been made.</p> <p>The TBPSB is also in the process of a policy review and the TBPS will ensure the appropriate changes are made once the Board's review is complete.</p>	11	
R.23.	TBPS and the Thunder Bay Police Services Board should re-evaluate their missing persons policies, procedures and practices upon review of the Honourable Gloria Epstein's report on Toronto Police Service's missing persons investigations due to be released in April, 2020.	Ongoing Goal: June 2021 for initial report Long Term: Multi-year	Not yet known but could be significant	TBPS & TBPSB	<p>The Honourable Gloria Epstein's report was released on April 9, 2021. The TBPS is in the initial phases of reviewing the report. A longer presentation and implementation strategy will be presented to the Board in June 2021.</p> <p><b>Update: The Service provided update reports as to how it is implementing the recommendations as outlined in Epstein's report. Reports went to the board in September and October of 2021. The next report will come in the first half of 2022.</b></p>		
<b>RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND THE CORONER'S OFFICE</b>							
R.24.	The Office of the Chief Coroner, Ontario's Chief Forensic Pathologist, the Regional Coroner, and TBPS should implement the Thunder Bay Death Investigations Framework on a priority basis and should evaluate and modify it as required, with the input of the parties, annually.	Complete	N/A	TBPS & Coroner's Office	<p>The Service has concluded in-house training with all officers that addresses the investigative relationship between the Police and the Coroner. The Coroner's office is invited and does attend to assist in delivering this training. There is a working framework in place as outlined above that will be utilized on an ongoing basis.</p>		
R.25.	The Office of the Chief Coroner should ensure police officers and coroners are trained on the framework to promote its effective implementation.	See R.24	See R.24	See R.24			See R.24



R.26.	The Office of the Chief Coroner and TBPS should publicly report on the ongoing implementation of the framework in a way that does not prejudice ongoing investigations of prosecutions.	See R.24	See R.24	See R.24	See R.24	See R.24
<b>RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND PATHOLOGIST</b>						
R.27.	The Ontario Forensic Pathology Service should train all pathologists on the Intersection of Police and Coroners for Thunder Bay Death Investigations as set out in the framework.	N/A	N/A	N/A	Coroner's Officer	N/A
R.28.	TBPS should reflect, in its procedures and training, fundamental principles to define the relationship between investigators and pathologists.	Ongoing	N/A	N/A	TBPS	The Service's Sudden Death Policy has been fully reviewed and revised to incorporate the above. The policy will be continuously reviewed as required.
R.29.	The Ontario Forensic Pathology Service should establish a Forensic Pathology Unit in Thunder Bay, ideally housed alongside the Regional Coroner's Office.	N/A	N/A	N/A	TBPS & Coroner's Office & Key stakeholders	Chief Hauth sent a letter on October 22 <sup>nd</sup> , 2019 to the then CEO of the Thunder Bay Regional Health Sciences Centre, Mr. Jean Bartkowiak, and copy to the Chief Coroner. The letter was in regards to the pressing need to establish a Forensic Pathology Unit in Thunder Bay. Conversations with the Chief Coroner's office are ongoing in relation to this matter.  <b>Update: The Chief is in the process of authoring another letter advocating for additional resources. A copy will be shared with the Board prior to release.</b>
R.30.	If a Forensic Pathology Unit cannot be located in Thunder Bay, TBPS and the Ontario Forensic Pathology Service should establish, on a priority basis, procedures to ensure timely and accurate exchange of information on sudden death and homicide investigations and regular case-conferencing on such cases.	Ongoing	Budget Additions	2021 – To be determined (cost recovery model by Toronto Police Service)	TBPS & Coroner's Office	The TBPS has recently entered into a Memorandum of Understanding with the Toronto Police Service for their assistance when post mortems are scheduled to be conducted in Toronto. This allows for continuity and efficiencies while cutting down on costs of travel and delay.
R.31.	The Ontario Forensic Pathology Service should provide autopsy services compatible with cultural norms in Indigenous communities.	N/A	N/A	N/A	Coroner's Office	
<b>Recommendations Regarding Racism in TBPS Policing – General</b>						

<p>R.32. TBPS should focus proactively on actions to eliminate systemic racism, including removing systemic barriers and the root causes of racial inequities in the Service. TBPS should undertake a human rights reorganizational change strategy and action plan as recommended by the Ontario Human Rights Commission in October 2016.</p>	<p>Ongoing</p>	<p>Budget Additions</p>	<p>TBPS &amp; External Stakeholders</p>	<p>The Service is currently undergoing an Organizational Change project initiated by the Chief of Police. The details of the Organizational Change project can be found on the TBPS website.</p> <p>The first meeting was held in April 2018 and the first area of change was the Aboriginal Liaison Unit. The Service is currently working on its Training Curriculum for all members of the TBPS, both civilian and sworn.</p> <p>The CIT Coordinator will participate in many aspects of this recommendation through the Organizational Change Project – training, recruitment and communication internally and externally. Culturally significant training plans will be presented to the Chief for acceptance early in 2021.</p> <p><b>Update: Training will start based on the approved curriculum in December of 2021.</b></p>
<p>R.33. TBPS leadership should publicly and formally acknowledge that racism exists at all levels within the Police Service and it will not tolerate racist views or actions. TBPS leadership should engage with Indigenous communities on the forum for and content of these acknowledgements. This would be an important step in TBPS advancing reconciliation with Indigenous People.</p>	<p>Complete</p>	<p>N/A</p>	<p>TBPS – Chief of Police</p>	<p>On the day the Systemic Review Report was released, the existence of systemic racism was acknowledged. It was also reiterated by the TBPS leadership that racist views and actions are not, and will never be, tolerated by the Service. The Chief also acknowledged the existence of systemic racism within the Service and the Board during the Board's Acknowledgement and Reconciliation Circle on January 13, 2019.</p>
<p>R.34 The Thunder Bay Police Services Board should publicly and formally acknowledge racism exists within TBPS and take a leadership role in repairing the relationship between TBPS and Indigenous communities. This too, is an important step in TBPS advancing reconciliation with Indigenous People.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	
<p>R.35 TBPS leadership should create a permanent advisory group involving the police chief and Indigenous leadership with a defined mandate, regular meetings, and a mechanism for crisis-driven meetings to address racism within the TBPS and other issues.</p>	<p>Ongoing</p>	<p>Not yet known. Currently the group is made up of volunteers.</p>	<p>TBPS &amp; External Stakeholders</p>	<p>Currently, there is a group called the Executive Committee on Indigenous and Diversity Issues which meets quarterly. This Committee acts as an advisory group to the Chief of Police when major incidents occur that require community input. However, this Committee has been put on hold and is being re-defined to better meet the needs of the Community under the Organizational Change project.</p> <p>As part of the transition from the Aboriginal Liaison Unit to the Community Inclusion Team, the new Civilian Coordinator will be tasked with redefining the role of the Committee as well as reviewing the composition of the Committee. As an individual was just hired in this position, an update will follow.</p>

<p><b>RECOMMENDATIONS REGARDING RACISM IN TBPS POLICING – TRAINING</b></p>					
<p>R.36</p>	<p>Further, Dr. Leisa Desmoullins alongside the Curriculum Working Group are actively gathering information and testing various training programs to be implemented throughout the duration of a police officer's career. The development of this curriculum is ongoing. The framework will reflect a community-focused service delivery model that activates the principles from the Truth and Reconciliation Commission's Final Report and the training recommendations from the OIPRD's Broken Trust Report. The framework will be grounded in diversity, equity and inclusion</p> <p>In May 2020 Chief Hauth tasked the CWG members to develop a curriculum with four phases, grounded in recommendations from two previous reports. To date, the CWG has studied other curricula from the OPP and other local police services. Also, the group has consulted with trainers from the justice sector to find a trainer for the initial phase of the training. Currently they are customizing the training and selecting a trainer(s) with the capacity to train all members of TBPS. CWG members will present a report with recommendations for Phase I training to Chief Hauth by the end of the March 2021.</p> <p><b>Update: As per recommendation 32, the training will commence in December of 2021.</b></p>	<p>TBPS &amp; External Stakeholders</p>	<p>Budget Additions 2021 – \$55,000 (actual training cost)</p>	<p>Ongoing</p>	<p>Further, Dr. Leisa Desmoullins alongside the Curriculum Working Group are actively gathering information and testing various training programs to be implemented throughout the duration of a police officer's career. The development of this curriculum is ongoing. The framework will reflect a community-focused service delivery model that activates the principles from the Truth and Reconciliation Commission's Final Report and the training recommendations from the OIPRD's Broken Trust Report. The framework will be grounded in diversity, equity and inclusion</p> <p>In May 2020 Chief Hauth tasked the CWG members to develop a curriculum with four phases, grounded in recommendations from two previous reports. To date, the CWG has studied other curricula from the OPP and other local police services. Also, the group has consulted with trainers from the justice sector to find a trainer for the initial phase of the training. Currently they are customizing the training and selecting a trainer(s) with the capacity to train all members of TBPS. CWG members will present a report with recommendations for Phase I training to Chief Hauth by the end of the March 2021.</p> <p><b>Update: As per recommendation 32, the training will commence in December of 2021.</b></p>
<p>R.37</p>	<p>Further, Dr. Leisa Desmoullins alongside the Curriculum Working Group are actively gathering information and testing various training programs to be implemented throughout the duration of a police officer's career. The development of this curriculum is ongoing. The framework will reflect a community-focused service delivery model that activates the principles from the Truth and Reconciliation Commission's Final Report and the training recommendations from the OIPRD's Broken Trust Report. The framework will be grounded in diversity, equity and inclusion</p> <p>In May 2020 Chief Hauth tasked the CWG members to develop a curriculum with four phases, grounded in recommendations from two previous reports. To date, the CWG has studied other curricula from the OPP and other local police services. Also, the group has consulted with trainers from the justice sector to find a trainer for the initial phase of the training. Currently they are customizing the training and selecting a trainer(s) with the capacity to train all members of TBPS. CWG members will present a report with recommendations for Phase I training to Chief Hauth by the end of the March 2021.</p> <p><b>Update: As per recommendation 32, the training will commence in December of 2021.</b></p>	<p>TBPS &amp; External Stakeholders</p>	<p>Budget Additions 2021 – \$55,000 (actual training cost)</p>	<p>Ongoing</p>	<p>Further, Dr. Leisa Desmoullins alongside the Curriculum Working Group are actively gathering information and testing various training programs to be implemented throughout the duration of a police officer's career. The development of this curriculum is ongoing. The framework will reflect a community-focused service delivery model that activates the principles from the Truth and Reconciliation Commission's Final Report and the training recommendations from the OIPRD's Broken Trust Report. The framework will be grounded in diversity, equity and inclusion</p> <p>In May 2020 Chief Hauth tasked the CWG members to develop a curriculum with four phases, grounded in recommendations from two previous reports. To date, the CWG has studied other curricula from the OPP and other local police services. Also, the group has consulted with trainers from the justice sector to find a trainer for the initial phase of the training. Currently they are customizing the training and selecting a trainer(s) with the capacity to train all members of TBPS. CWG members will present a report with recommendations for Phase I training to Chief Hauth by the end of the March 2021.</p> <p><b>Update: As per recommendation 32, the training will commence in December of 2021.</b></p>

<p>initiatives in collaboration with First Nations police services that allow TBPS officers to train or work with First Nations police services and visit remote First Nations to provide outreach.</p>				
<p>R.38 TBPS leadership should provide greater support for voluntarism by attending relevant sporting or community events.</p>	Ongoing	N/A	TBPS	<p>Within the last year, the Chief of Police has added to the TBPS Board agenda a public acknowledgement of the TBPS members. When a member is identified as having demonstrated an outstanding commitment to volunteering their time within the community, they are publicly presented with a certificate of recognition.</p>
<p>R.39 TBPS should develop and enhance additional cultural awareness training programs relating to the diverse community it serves.</p>	Ongoing	Not yet known	TBPS	<p>See R.36</p>
<p><b>RECOMMENDATIONS ON RACISM IN TBPS POLICING – RECRUITMENT AND JOB PROMOTION</b></p>				
<p>R. 40 TBPS should implement psychological testing designed to eliminate applicants who have or express racist views and attitudes. In Ontario, such specific testing is not done. It can be tailored to the TBPS experience. This testing should be implemented in Thunder Bay on a priority basis.</p>	Complete	<p>Budget additions 2020 – 2021 -</p>		<p>The psychological testing TBPS now engages in is extensive and much more thorough than what has been completed in the past. We now have three separate psychological tests that are analyzed by a psychologist in order to inform a medical opinion on the candidate's suitability to be a police officer. One of these tests, the MPulse, specifically analyzes liability factors including racially offensive conduct, negativity and inappropriate attitudes. Candidates also receive face to face interviews with a psychologist should any portion of the testing be inconclusive or potentially concerning. Candidates with concerning test results are screened out of the process.</p>
<p>R. 41 TBPS should, on a priority basis, create and adopt a proactive strategy to increase diversity within the Service, with prominence given to Indigenous candidates.</p>	Ongoing	<p>Budget Additions 2020 – 2021 – (recruitment initiative costs)</p>	TBPS	<p>The entire recruitment process within the TBPS has been redeveloped with a focus on removing systemic barriers disproportionately encountered by Indigenous candidates. Everything from the initial testing to the background check has been modified or is completely new.</p> <p>A full report was provided to the TBPSB in January 2020</p> <p>Also, the Service is in the process of reviewing its HR department and looking at ways to expand.</p>
<p>R. 42 TBPS leadership should link job promotion to demonstrated Indigenous cultural competency.</p>	Complete	N/A	TBPS	<p>TBPS Promotional Policy newly implemented in 2020 Collective Agreement and internal procedures changed with emphasis placed on different criteria for promotions.</p>

<b>RECOMMENDATIONS FOR IMPLEMENTATION OF RECOMMENDATIONS</b>					
R.43	<p>TBPS should report to the OIPRD on the extent to which the recommendations in this report are implemented. This is imperative given the crisis in confidence described in this report. The OIPRD should, in turn, report publicly on TBPS's response and the extent to which the recommendations in this report are implemented.</p>	Ongoing	N/A	TBPS	<p>TBPS reports yearly to the OIPRD and more frequently to the TBPSB on recommendation progress.</p>
R.44	<p>On an annual basis, TBPS should provide the public with reports that provide data on sudden death investigated. These reports can provide data, in a disaggregated Indigenous and non-Indigenous manner, detailing the total number of sudden death investigations with breakdown of investigative outcomes, including homicide, accidental death, suicide, natural death and undetermined.</p>	Ongoing	N/A	TBPS	<p>While most of this information is available in the Service's annual report, the Service is currently looking into ways to deliver as much of the above information in the coming annual reports.</p>

Thunder Bay Police Services Board

# **Memorandum**

---

**TO:** Members of Thunder Bay Police Services Board

**FROM:** John S. Hannam, Secretary to the Board

**DATE:** November 9, 2021

**SUBJECT:** Monthly Summary of Invoices

---

Since the October 19, 2021 Regular Session of the Board, the following invoices have been processed for payment:

- Invoice #2021-0083 from KPW Communications Incorporated, dated November 3, 2021, for \$11,639.00, relative to services rendered for communications and social media management;
- Invoice #15 from Mr. J. Hannam, dated November 2, 2021 for \$5,967.81, relative to professional services rendered;
- Invoice #015 from Ms. L. Douglas, dated October 31, 2021 for \$5,068.39, relative to professional services rendered;
- Invoice #PP\_2163 from Pixels and Pencils Creative Direction Inc. for \$3,762.50, relative to website hosting and maintenance; and
- Invoice #1066 from Bain Smith Business Valuation + Consulting Inc. for \$38,926.24, relative to the completion of the Business Plan, Community Engagement, and Communications Proposal for the Police Services Board.

/jsh



October 18, 2021

Kristen Oliver  
Thunder Bay Police Services Board  
317 Victoria Avenue, East - Unit #10  
Thunder Bay, ON P7C 1A4

Dear Kristen:

On behalf of Community Safety & Well-Being Thunder Bay (previously the Crime Prevention Council), we would like to again thank the Thunder Bay Police Services Board for the generous sponsorship support provided for the *2020 Mayor's Community Safety Awards*.

As you know, the *Awards* recognize the community safety and crime prevention initiatives that are making a difference in Thunder Bay. With your support, we were able to recognize and celebrate the outstanding efforts of six individuals and groups who work to make Thunder Bay a safer place to live, work and play. These initiatives improve the quality of life for all residents of Thunder Bay.

We have begun to plan for the *2021 Mayor's Community Safety Awards*, which will take place on Monday December 6, 2021. This letter is an invitation to the Thunder Bay Police Services Board to sponsor an Outstanding Community Project Award again this year, at a level of \$1000. We look forward to your response.

Awareness opportunities regarding the Awards are year-round.

Thank you again for your support of Community Safety & Well-Being in making Thunder Bay a safer and more inclusive community.

Sincerely,

A handwritten signature in black ink, appearing to read "Lee-Ann Chevrette".

Lee-Ann Chevrette, CSWB Specialist  
Community Safety & Well-Being Thunder Bay  
City of Thunder Bay  
[lee-ann.chevrette@thunderbay.ca](mailto:lee-ann.chevrette@thunderbay.ca)  
(807) 625-2554

[thunderbay.ca/CSWB](http://thunderbay.ca/CSWB)

Thunder Bay Police Services Board  
Regular Session

Tuesday, November 16, 2021

2<sup>nd</sup> Floor, City Hall  
500 Donald Street East  
Thunder Bay, ON P7E 5V3  
PHONE: (807) 625-2554  
FAX: (807) 625-0181



## THUNDER BAY POLICE PIPE BAND

c/o Heather MacDonald-Craig  
278 Sequoia Drive  
Thunder Bay, ON P7B 5T5  
(807) 768-8232

4 November 2021

Thunder Bay Police Services Board  
500 Donald Street East, Box 800  
Thunder Bay ON P7C 5K4

Via email to Chief of Police S. Hauth - [sylvie.hauth@thunderbaypolice.ca](mailto:sylvie.hauth@thunderbaypolice.ca)

### **RE: ANNUAL BUDGETED FUNDING – THUNDER BAY POLICE PIPE BAND**

Dear Chair and members;

I am writing today seeking disbursement of the annual budgeted financial support for the Thunder Bay Police Pipe Band for 2021.

The board has graciously supported the band for the last 37 years. The band is grateful for a stable funding source ensuring the continued delivery of our mandate - enhancing police and community relations through use of citizen volunteers as ambassadors in performance of traditional highland music.

Should you have any questions pertaining to this request I am available to you at your convenience.

Thank you,

A handwritten signature in black ink, appearing to be 'L. Clifford'.

Lorne Clifford, Pipe Major  
(807) 629-2631