

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

Meeting Date: **DECEMBER 21, 2021**

Location: **ELECTRONICALLY via MS TEAMS**

Time: **9:00 A.M.**



THE THUNDER BAY  
POLICE SERVICES BOARD

THE SECOND MEETING OF THE  
FIFTY-THIRD THUNDER BAY POLICE SERVICES BOARD

TUESDAY, DECEMBER 21, 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 Second Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on December 21, 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 Twenty-First Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on November 16, 2021 to be confirmed. **(Pages 7 - 13)**

RES 2

THAT the Minutes of the Twenty-First Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on November 16, 2021 be confirmed.

4. PRESENTATIONS

a) Certificate of Appreciation

Certificate of Appreciation to be presented to PC Sharlene Bourdeau for her work with the Tree of Hope Project and her community volunteerism.

b) Our Call Video Series

Mr. C. Adams, Director – Communications & Technology, to present the 2<sup>nd</sup> episode of the Police Service's "Our Call" video series.

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

**REGULAR SESSION**

**December 21, 2021**

**Page 2 of 5**

c) 2021 Mayor's Community Safety Awards

On December 6, 2021, the 2021 Mayor's Community Safety Awards were presented virtually to two residents and four community projects.

The Thunder Bay Police Services Board sponsored an award to the Indigenous Food Circle.

Chair K. Oliver to provide an overview relative to the above noted.

5. ANNUAL APPOINTMENT OF CHAIR AND VICE CHAIR

The Secretary will call for nominations from the Members for the appointment of a Chair and Vice Chair for the remainder of 2021 and for 2022.

RES 3

THAT \_\_\_\_\_ be appointed Chair of the Thunder Bay Police Services Board until November 30, 2022, or until such time as a replacement has been appointed.

THAT \_\_\_\_\_ be appointed Vice Chair of the Thunder Bay Police Services Board until November 30, 2022, or until such time as a replacement has been appointed.

The newly appointed Chair will assume the role of Chair for the remainder of the meeting.

6. UNFINISHED BUSINESS

a) Front Line Deployment

At the September 21, 2021 Regular Session of the Board, a memorandum to Members of the Thunder Bay Police Services Board from Member B. Mauro, Mayor, dated September 8, 2021, relative to the Deployment of Front Line Officers, was provided for the Board's information.

Chief S. Hauth to provide a PowerPoint presentation in response to the above noted memorandum.

7. 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, was presented at the November 16, 2021 Regular Session of the Board.

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

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

**REGULAR SESSION**

**December 21, 2021**

**Page 3 of 5**

---

RES 4

With respect to the 2022 Proposed Operating Budget for the Thunder Bay Police Service, as presented at the November 16, 2021 Regular Session of the Board, we recommend that the budget be approved for submission to the City of Thunder Bay.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, to provide an overview relative to the above noted.

b) Thunder Bay Police Service Initiatives

Memorandum to the Members of the Thunder Bay Police Services Board from Deputy Chief R. Hughes, dated December 10, 2021, relative to the Thunder Bay Police Service's 2020 – 2021 completed operational initiatives, for the Board's information. **(Pages 14 - 19)**

Deputy Chief R. Hughes to provide an overview relative to the above noted.

8. GENERAL MATTERS

a) Appointment of an Integrity Commissioner

Administrative Report No. 01/21, relative to the Appointment of an Integrity Commissioner, for the Board's information. **(Pages 20 - 34)**

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, to provide an overview relative to the above noted.

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

RES 5

That with respect to the services of an Integrity Commissioner, as outlined in Administrative Report No. 01/21 from the Board Secretary, we recommend that the Thunder Bay Police Services Board appoint Principles *Integrity* to provide such services to the Board and its members as a single sourced provider;

AND THAT the Chair and Secretary be authorized to execute a letter of agreement to that effect;

AND THAT the Board Secretary develop and present to the Board such policies and by-laws that might be required to support the appointment of an Integrity Commissioner to the Board.

b) OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since the last presentation on

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

**REGULAR SESSION**

**December 21, 2021**

**Page 4 of 5**

November 16, 2021, for the Board's information. **(Pages 35 - 45)**

Chief S. Hauth to provide an update on the status of the recommendations and progress to date.

c) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated December 13, 2021, relative to the Monthly Summary of Invoices processed for payment since the November 16, 2021 Regular Session of the Board, for the Board's information. **(Page 47)**

9. PETITIONS AND COMMUNICATIONS

a) Grant Opportunities

Memorandum to the Thunder Bay Police Services Board from Chief S. Hauth, dated December 8, 2021, relative to Grant Opportunities and Guns and Gangs Strategy, for the Board's information. **(Pages 48 - 50)**

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

b) Case for a New Thunder Bay Police Campus

Memorandum to the Thunder Bay Police Services Board from Chief S. Hauth, dated December 8, 2021, relative to an update on the Campaign Launch for a new Thunder Bay Police Campus, for the Board's information. **(Page 51)**

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

c) Donation Request - 2021 Parade of Lights

Correspondence from Constable Greg Stephenson, Thunder Bay Police Association and Parade of Lights Committee Chair, to Chair Kristen Oliver, dated December 9, 2021, relative to a request for a donation towards the 2021 Parade of Lights. **(Page 52)**

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

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

RES 6

With respect to the 2021 Parade of Lights held on December 4, 2021, we authorize a donation in the amount of \$1,000;

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

d) Tracking Board Reports

There are no updates for the following outstanding 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. 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.

iii. Governance Committee Report

iv. Report on TBPSB Special Account

10. NEW BUSINESS

11. CONFIRMING BY-LAW

RES 7

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 21<sup>st</sup> day of December, 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: PC22– 2021

12. ADJOURNMENT

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

---

**DATE:** NOVEMBER 16, 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. M. Power

**REGRETS:**

Mr. R. Pelletier

**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  
Inspector D. West, Thunder Bay Police Service  
Ms. M. Zanette, KPW Communications  
Mr. T. Gervais, Ministry of the Solicitor General  
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

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. M. Power

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.

CARRIED

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.

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

**REGULAR SESSION**

**November 16, 2021**

**Page 2 of 7**

MOVED BY: Mr. M. Power  
SECONDED BY: Ms. G. Morriseau

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

CARRIED

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, was provided for the Board’s information.

Mr. C. Adams, Director – Communications & Technology, presented the premier episode of the Police Service’s “Our Call” video series. The episode featured Constable Amanda Zappetelli, and took a behind-the-scenes look at day-to-day policing in Thunder Bay. The series allows the officers to tell their story in their own words and shows the human side of policing.

Mr. Adams noted that the series could be shown at ward meetings and in schools, and could be used for recruiting purposes.

The Board expressed their appreciation for the work that has gone into this initiative, and would like presentation of this series to become a Regular Session standing agenda item going forward. Chief Hauth advised that the Police Service is planning to broadcast a new episode each month, and will try to coordinate the broadcasts with the Board’s meetings.

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, was provided for the Board’s information.

Inspector D. West responded to questions. The Board was pleased to see this initiative moving forward in spring 2022 in order to foster better relationships in the community.

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, was provided for the Board’s information.

Chief S. Hauth and Dawn provided an overview relative to the above noted.

Chief S. Hauth provided an overview of the budget; Chief Hauth and Ms. D. Paris, Director – Financial Services & Facilities, Thunder Bay Police Service, responded to questions.

- The budget does not indicate any increase in FTEs;
- 3.8% increase in contractual commitments in wages, benefits, overtime, etc
- Increase in budget to accommodate a new training centre, outside of police headquarters, for emergency task officers; there is not enough room at the station to ensure that the components for comprehensive training are adequately met.

Chief Hauth expressed her concerns about the amount budgeted for overtime.

Discussion was held relative to the impact of the current collective agreements, as well as the impact of grant revenue over the next three (3) years.

Board advocacy would be appreciated in order to secure funding for court security and prisoner transportation. Chair Oliver asked Mayor Mauro to refer this matter to the City’s Intergovernmental Affairs Committee for advocacy with the Province.

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, was provided for the Board’s information.

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

**REGULAR SESSION**

**November 16, 2021**

**Page 4 of 7**

---

Mr. J. Hannam provided an overview relative to the above noted. Members were asked to recall the budget variances presented in the previous two (2) meetings.

The 2022 budget presented properly addresses and reflects the Board's current operations. Mr. Hannam highlighted the areas where the budget has been increased, with some accounts being decreased.

The Chair noted that one of the recommendations from the OCPC Report was for the Board to separate from the City of Thunder Bay. This has resulted in some significant additional costs for the Board.

MOVED BY: Mr. M. Power  
SECONDED BY: Mayor B. Mauro

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.

CARRIED

Mr. Hannam noted that the budget has been submitted to the City of Thunder Bay for inclusion in its 2022 budget deliberations.

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), was provided for the Board's information.

Mr. J. Hannam noted that the revised Capital Budget now includes the cost for additional security at police headquarters, as well as a change in the funding source for the Next Generation 911 Upgrade.

d) Unclaimed Funds

Report No. 41/21 (Police) relative to unclaimed funds in connection with numerous criminal investigations, was provided for the Board's information.

These funds will be deposited into the Board's Special Account.

Mr. Hannam noted that he will be preparing a report on the Special Account for the Board's review at the January 2022 Regular Session.

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, was provided for the Board's information.

Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, provided an update on the status of the recommendations and progress to date.

Ms. Walbourne noted that Inspector D. West, Chief S. Hauth, and the Community Inclusion Team are working hard to get comprehensive culturally significant training, with a focus on indigenous training, rolled out to officers in December 2021.

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, was provided for the Board's information.

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, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Board, provided an overview relative to the above noted. The Board has sponsored this event since its inception.

MOVED BY: Mayor B. Mauro  
SECONDED BY: Mr. M. Power

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.

CARRIED

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, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Board, provided an overview. He noted that this item is budgeted in the Police Service's budget. The Board will revisit support for the Police Pipe Band in the January 2022 report on the Special Account; for 2021, the funding request has been satisfied through the Police Service's budget.

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

Board Engagement with the Thunder Bay Police Association

Discussion was held relative to the work being conducted by Chair Oliver with the Police Association as a result of the recent Police Association Op-Ed on the Police Service's leadership.

Discussion was held relative to previous Police Association participation at Board meetings.

It was noted that Chief Hauth has begun meeting regularly with the Association in order to improve relationships.

It was also noted that the Board Executive did meet with the Association in May 2021 to review the results of their employee survey (referenced in the Op-Ed). The President of the Police Association did participate in the Board's strategic planning session.

10. CONFIRMING BY-LAW

MOVED BY: Mayor B. Mauro  
SECONDED BY: Mr. M. Power

THAT the following By-law be introduced, read, dealt with individually, engrossed,

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

**REGULAR SESSION**

**November 16, 2021**

**Page 7 of 7**

---

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

CARRIED

11. ADJOURNMENT

The meeting adjourned at 10:01 a.m.



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

---

DATE: December 10, 2021  
TO: Thunder Bay Police Services Board Members  
FROM: Deputy Chief R. Hughes  
SUBJECT: Thunder Bay Police Service Operational Initiatives: 2020-2021

---

The purpose of this memo is to inform the Board of completed operational initiatives by the Thunder Bay Police Service during the 2020-2021 period.

The Thunder Bay Police Service endured hardships, as did many, during this period due to the COVID-19 pandemic, limited resources, and limited staffing. However, despite these challenges, there were various initiatives that the Service completed. Below is a summary of these initiatives by Unit for the Board's information.

## **Finance & Support Services**

- Implemented Quartermaster and Inventory Control software.
- Implemented online auction process for found property.
- COVID response to enhanced safety of staff - sourced and procured PPE, installed air purification equipment in cell block, procured fogging equipment and implemented daily fogging routine of headquarters, daily cleaning of vehicles.
- Outfitted new vehicles inhouse.
- Finance realignment initiatives.

## **Corporate Services**

- Axon body-worn and in-car cameras and conducted energy weapon deployment to frontline officers as well as DEMS approach to evidence management.



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

## Communications & Technology

- Increased data storage for building security cameras.
- Increased main data storage capacity to allow for a safer disaster recovery model.
- Launch of Microsoft 365 which replaced old Outlook exchange. Adds to productivity and security.
- Transitioning TBPS Records Management System to OPTIC (Ontario Police Technology & Information Cooperative). On-going.
- TBPS IT deployed PCs and peripherals to meet the high demand for work at home options given the pandemic.
- The TBPS became an active partner with the City of Thunder Bay's Eye on the Street program.

## Criminal Investigations Branch

### Manpower

- Increase in staffing - MCU and Intelligence as per budget and in line with OIPRD Recommendations.
- Created On-Call schedule.

### Mentoring

- Mentoring program in CIB and Intelligence to create informed opportunities for officers to gather insight into career opportunities.

### Training

- Compliant with Major Case Management. Administered training to ensure compliance.
- Shared training opportunities with Treaty Three Police, NAPS, APS and OPP.
- Sudden Death Investigators Course to enhance front line needs for direct supervisors. On-going.

### Investigative Opportunities

- Increase in Human Trafficking Investigators as per grant funding for positions with dual duties.
- Created Web pages and other social media to assist and identify Human Trafficking.
- Created two comfortable interview rooms to assist victims/families for a more welcoming and safer setting – obtained grant funding in collaboration with the Thunder Bay Sexual Abuse Centre.



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

## Sudden Death reviews

- Enhanced Sudden Death investigations review process.

## Major Crime Electronic Disclosure Files

- Electronic disclosure files to the Crown's office.

## CyberCrime

- Increased investigative knowledge and equipment.

## Performance

- Successful Drug Projects through various investigations and warrants.

## **Community Services Branch**

### Training

- New equipment for Use of Force, First Aid, IARD, and Firearms Safety training.
- Additional qualified and dedicated training Instructors.
- Scenario training improved and designed to simulate stress encountered in the patrol environment.
- Improvements to the range (relative to Health and Safety), in collaboration with NAPS.
- Rental of appropriate space for operational training.

### Traffic

- Training in specializations for Motor Vehicle Collision investigation and reconstruction.
- Responsibility and management for the Impaired Driving Enforcement program. This includes identification of candidates and training of officers as Breath Technicians, Drug Recognition Evaluators, Instructors for Intoxilyzer, SFST and DRE, and management of the RIDE program.
- Innovation and Technology - Black Cat Data recorder used to assess and plan speeding enforcement activities and respond to complaints.
- Newer vehicles provided from Uniform patrol for various initiatives such as plate reader car.





# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

## Community

- Computer and equipment upgrade.
- Additional desk units to accommodate space limitations. (more staff in smaller office space)
- Purchasing of professional and appropriate alternative clothing for attendance at meetings and events such as Archery and Northern engagement trips.

## Community Oriented Response Unit (COR)

- New unit assigned to be deliberate, visible, and focused on community issues.
- New equipment to assist officers.
- Continued relationship with Social Service providers to collaborate on various issues/initiatives and to help build capacity for service providers to conduct Street Outreach Services.
- Engaged in building dialogue with BIA's and community-based organizations.
- Officer involvement with the Thunder Bay Youth Corps.
- Officers trained to participate in Archery Program. Several sessions attended with the City's Youth Inclusion Program.

## Community Inclusion Team (CIT)

- Creation of a Strategic Plan with 4 Pillars - Engagement, Support, Recruit and Communicate. The plan aligns with recommendations from various reports and now the Board's Strategic Plan.
- Increase to the Unit with the Community Inclusion Team Coordinator as a Cultural resource and educator.
- Engagement sessions with Dennis Franklin Cromarty School, Hammarskjold High School and Matawa Learning Centre.
- Unit assisted with Orange Shirt Day and Every Child Matters.
- Support activities for youth and Indigenous Youth engagement. (ie. Generator consultant working to create a gang video with Wali Shah)



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

## Peer Support

- Support for members to navigate stressors of police work.
  - Peer support team.
  - Peer support team training.
  - Safeguard program/testing expansion.
  - Web based Application with Mental Health First Response through support from the Ministry of the Solicitor General.
  - Resiliency Training.
  - Unlimited fully funded counselling through benefits.

## Programs

- IMPACT – Units and Crisis Intervention Training – work allows for a better served community with appropriate interventions by trained staff. Many individuals diverted from the Emergency Room (ER) as a result.
- Social Navigator Pilot Project to link individuals to services such as the Thunder Bay Situation Table.
- Project Prevent Grant funding – Officers from COR and CIT have funds to implement plans for engagement in areas at risk for recruitment for gangs.
- New content and presentations within the School Resource Officer Program, designed by the school resources officers.

## Uniform Patrol

- New police vehicles with proper cyclical replacement plan.
- Patrol Support Callback Unit - Creation of the PSCU to take nonpriority calls.
- Basic Tactical Officer Course (BTOC) was restructured.
- Administering Floodway project and daily patrols.
- Virtual Career Fairs.
- Next Generation NG911 transition with equipment and training.
- New MDT system with Fire Services.



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

## Risk Management

- Performance Management System – New Performance Evaluations
- New Discipline Process
- New Promotional Policy
- New Attendance Management Program Policy

Thunder Bay Police Service COVID Response.

- Internal Operations Directive
- External Operations Directive
- Enforcement of Emergency Orders
- Vaccination Directive for members
- Three vaccination clinics held at TBPS for members.



# The Thunder Bay Police Services Board

## **Administrative Report No. 01/21**

### **RE: Appointment of an Integrity Commissioner**

---

#### **Background**

Integrity Commissioners, and the roles and authorities they hold today, have become a fixture in local government in Ontario involving all municipalities and most local boards in the province. They emerged in local government from the recommendations of the Bellamy Inquiry into the MFP computer leasing scandal of the early 2000s, which revealed ethical breaches and conflicts of interest that went unchecked in a number of municipalities but most particularly the City of Toronto.

Beginning in 2007 the Municipal Act provided for the appointment and authority of Integrity Commissioners, initially an option for local governments but by 2019 a requirement. As the role of Integrity Commissioners evolved so did the requirement for, and content of, Codes of Conduct so that today a robust structure exists to help ensure ethics, good governance and transparency are characteristics of local government.

Governments are not alone in this realm with a hallmark of high functioning boards and corporations in the private sector being having access to education, advice, and when needed, investigations by integrity commissioners.

In Ontario, Police Services Boards, along with boards of health and library boards, are specifically excluded from the requirement to appoint an Integrity Commissioner and adopt a Code of Conduct, as provided for in Section 223 of the Municipal Act. There is however nothing that prevents a Police Services Board from electing to do so. This Report will recommend that the Thunder Bay Police Services Board do just that, and outline the framework for implementing such a decision.

#### **Discussion**

The practice of local government in Ontario, indeed across Canada, has been growing in its complexities for many years. Ever changing legislative frameworks, evolving community standards, and changing and growing service demands combine to make the delivery and oversight of public services ever more challenging. Those complexities are reflected in the breadth of decisions placed before councils and boards and so too on the individual members of

them. Conflicts of interest as defined in the Municipal Conflict of Interest Act are also complex matters, needing expert advice to assist individual members in assessing whether or not they need to declare one. Interpreting and complying with a code of conduct can be equally challenging, particularly when the code of conduct wording itself, as in that found in the Police Services Act for Police Board members, is broad and dissembling.

In the past that expert advice could only be found through engaging legal counsel on an individual basis. Finding legal counsel that had specific expertise in the MCI Act, and where applicable the PSA Code of Conduct, could be challenging in many communities. And as the Bellamy Inquiry report so clearly points out not enough members sought such advice at all. And while having access to an Integrity Commissioner directly engaged by the Board will not obviate the need to, in some circumstances, seek legal counsel it does bring that expertise immediately to hand for members. That expertise would be focused on conflict of interest, codes of conduct and education, training, advice and investigation.

While Mr. Jarvis has not formally reviewed the legal issues that arise from this Administrative Report, given the PSA Code of Conduct for members of a police services board and the obligation to comply with applicable legislation (such as the Municipal Conflict of Interest Act), he acknowledges that the appointment of an Integrity Commissioner for the Thunder Bay Police Services Board appears to make eminent practical sense. He further notes that what will be of critical importance is that the appointment of an Integrity Commissioner respects all provisions of the PSA, its regulations, other applicable legislation, and any by-laws of this Board. Some further legal review may be required prior to the final implementation and appointment of an Integrity Commissioner.

With the exclusion of Police Services Boards from the requirements of the Municipal Act as regards to Integrity Commissioners it will be necessary for the Board to develop and adopt such policies and by-laws that would provide the framework that would otherwise exist. Such a framework is necessary to allow an Integrity Commissioner to serve the Board with the protection of privacy and independence that all would expect and rely upon. Your Administration, together with the Integrity Commissioner, and review by legal counsel, will prepare enabling policies and bylaws including augmenting the Code of Conduct found in the PSA for the approval of the Board. This is a critical task to ensure that having an Integrity Commissioner is something that the Board and its individual members can realize the full benefits of.

### **Single Source**

At present the City of Thunder Bay has engaged the services of Principles *Integrity* to provide it with the full services of an Integrity Commissioner, a firm which previously assisted the City in the development of its adopted Code of Conduct for members of Council. An outline of Principles *Integrity*, its experience, approach and expertise can be found in the attachment to this report. In short, Principles *Integrity* provides Integrity Commissioner services to a number of municipalities as well as local boards, including library boards, that are similarly excluded from the Municipal Act requirements as are Police Services Boards. Given the expertise offered, their

current engagement with the City of Thunder Bay and the modest cost of services Administration recommends utilizing the single source purchasing option available to the Board under its Supply Management By-law, No. 25-2020. There is adequate funding in the 2022 proposed operating budget to support this purchase of services.

**Recommendation**

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

“That with respect to the services of an Integrity Commissioner, as outlined in Administrative Report No. 01/21 from the Board Secretary, we recommend that the Thunder Bay Police Services Board appoint Principles *Integrity* to provide such services to the Board and its members as a single sourced provider;

AND THAT the Chair and Secretary be authorized to execute a letter of agreement to that effect;

AND THAT the Board Secretary develop and present to the Board such policies and by-laws that might be required to support the appointment of an Integrity Commissioner to the Board.”

**Attachment A:** Principles *Integrity* Submission

## Principles *Integrity*

John S. Hannam  
Secretary,  
Thunder Bay Police Services Board  
317 Victoria Avenue, East - Unit #10  
Thunder Bay, ON P7C 1A4

Submitted Electronically:  
psbsecretary@hotmail.com

Dear Mr. Hannam,

### Provision of Integrity Commissioner Services to the Thunder Bay Police Services Board

This is in response to your request that we provide background on our firm and the services we can provide, particularly in contemplation of an appointment by the Thunder Bay Police Services Board as its Integrity Commissioner.

*Who we are:*

Principles *Integrity* is a professional partnership established by its principals Jeffrey A. Abrams, B.A., LL.B and Janice Atwood-Petkovski, B.A., LL.B. Our administrative office is at 30 Haddon Street, Toronto ON, M5M 3M9, and we can be reached by email at [postoffice@principlesintegrity.org](mailto:postoffice@principlesintegrity.org) and by telephone at (647) 259-8697 (email contact is preferred).

First established to serve as the statutory Integrity Commissioner for Ontario Municipalities, the firm has branched out to other locally elected and appointed public bodies who, while not subject to the provisions set out in the *Municipal Act* which define the role and authority of municipal Integrity Commissioners, nevertheless recognize that their organizations would benefit from the support, education, advice and independent complaint administration that Integrity Commissioners can provide. We at times have also been appointed as Lobbyist Registrar, Closed Meeting Investigator, and Municipal Ombudsman, all roles recognized by the *Municipal Act*.

One feature all of our clients have in common is their responsibility to abide by the *Municipal Conflict of Interest Act*. We frequently provide advice on the avoidance of conflicts of interest, whether the interest arise by virtue of that statute, or otherwise. The advice is binding and confidential, and will serve to protect the recipient against any complaints that might be made in the same circumstances.

We have broad based experience in municipal law and governance. Both principals come to Principles *Integrity* after long careers working in municipal government, including with Police Services Boards, Police Chiefs, Senior Command, uniform, and civilian staff.

The emphasis of our firm is to help public bodies enhance their ethical foundations through the drafting/revising of effective codes of conduct and other policies governing ethical behaviour, through the provision of meaningful education related to such policies,

## Principles *Integrity*

providing pragmatic binding advice to elected officials seeking clarification on ethical issues, and by seeking to resolve matters when allegations of transgression are made. Where appropriate and necessary, formal investigations are conducted under the tenets of procedural fairness, with a keen focus on what best serves the public interest. Our investigation reports emphasize opportunities for course-correction, lessons-learned and reconciliation.

### Our Operating Philosophy

In conducting our work we understand that the primary objective is to support the public perception that the Board is carrying out its important public duties ethically. Ours is not a role where we seek out transgressions and raise a red flag when there is a toenail placed beyond the prescribed ethical standard. Rather, we carry ourselves more like a teacher or coach than an enforcement officer. Our primary goal is to support the Board's ability to carry out its core responsibilities with governance integrity.

For example our training includes the following slide:

The IC has a responsibility to serve the public interest; their role is not simply about the mechanical aspects of compliance with a code of conduct. Rather than the rote application of rules devoid of the context of fairness and equity, the IC will use the tenets of procedural fairness and natural justice to come to a just conclusion. Our findings are not measured against a standard of correctness, they are to be reasonable and garner public trust.

We place a primary focus on the development of policies and protocols which serve as foundational elements of the Board's ethical framework, and to provide training and education on the ethical framework so everyone is on the same page as to how to manage their affairs without attracting a complaint under the Code of Conduct.

Most importantly, we emphasize the provision of discrete, confidential Advice Memoranda to Board Members who seek our advice. The availability of someone who can provide helpful, timely and binding advice is perhaps the most valuable function of an Integrity Commissioner and we place a priority on responding to advice requests. Our typical response time is within three days of receiving the request, but we can and do respond in urgent circumstances, such as when a Board Member might discover a potential conflict of interest just prior to the commencement of a meeting.

Unfortunately, most people perceive the key function of an Integrity Commissioner to be the investigative role we play. It is an important role, and is one that must be carried out fairly and competently, but only when necessary.

While the *Police Services Act* is silent with respect to the role of Integrity Commissioners, there is ample authority for Police Services Boards to appoint persons to undertake



## Principles *Integrity*

prescribed duties. In the case of the Thunder Bay Police Services Board the prescribed duties would focus on the consulting, education, and advisory role, but of course by necessity will include a complaint administration role.

The role is to be contrasted with municipal Integrity Commissioners (an evolving profession in itself) in that while the *Municipal Act* sets out clear responsibilities, powers and duties for municipal Integrity Commissioners, the *Police Services Act* is silent in that regard.

Given that Board Members are subject to the *Municipal Conflict of Interest Act*, it is a reasonable interpretation, taking into account the intent and purpose of both the *Police Services Act* and the *Municipal Conflict of Interest Act*, to conclude that an Integrity Commissioner appointed by a police services board can conduct an investigation with respect to an allegation of breach of the *Municipal Conflict of Interest Act* and the conflict provisions of the Code of Conduct, thereby minimizing the necessity of a court application in order to pursue a remedy for conflict of interest matters.

Importantly it also means that Board Members who have access to an Integrity Commissioner can protect themselves from conflict of interest complaints so long as they seek and follow the Integrity Commissioner's advice.

It is similarly the case that Police Service Board Integrity Commissioners can investigate, and resolve, code of conduct complaints brought against Board Members.

There is no doubt that without access to the *Municipal Act* provisions regarding Integrity Commissioners, certain legislative gaps exist. Those gaps can be resolved, or at least minimized, by policy and contractual provisions. Most importantly, what we emphasize as the primary functions of an Integrity Commissioner (ethical policy development, confidential advice, and education and training) are fully available to Police Service Boards.

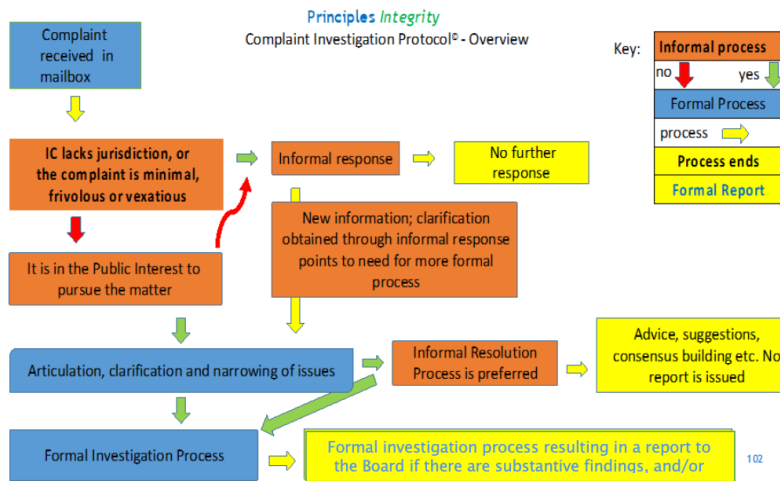
### *Rationalizing Complaint Administration with the Police Services Act:*

Regardless of whether a complaint is in respect of a breach of the code of conduct or a provision of the *Municipal Conflict of Interest Act*, the approach to resolving the complaint will follow similar steps.

Where informal resolution is unable to be achieved, and where it is in the public interest to do so, a formal review will be undertaken. The flowchart entitled 'Complaint Investigation Protocol' that follows sets out the steps Principles *Integrity* will follow.

# Principles *Integrity*

## Investigation Protocol



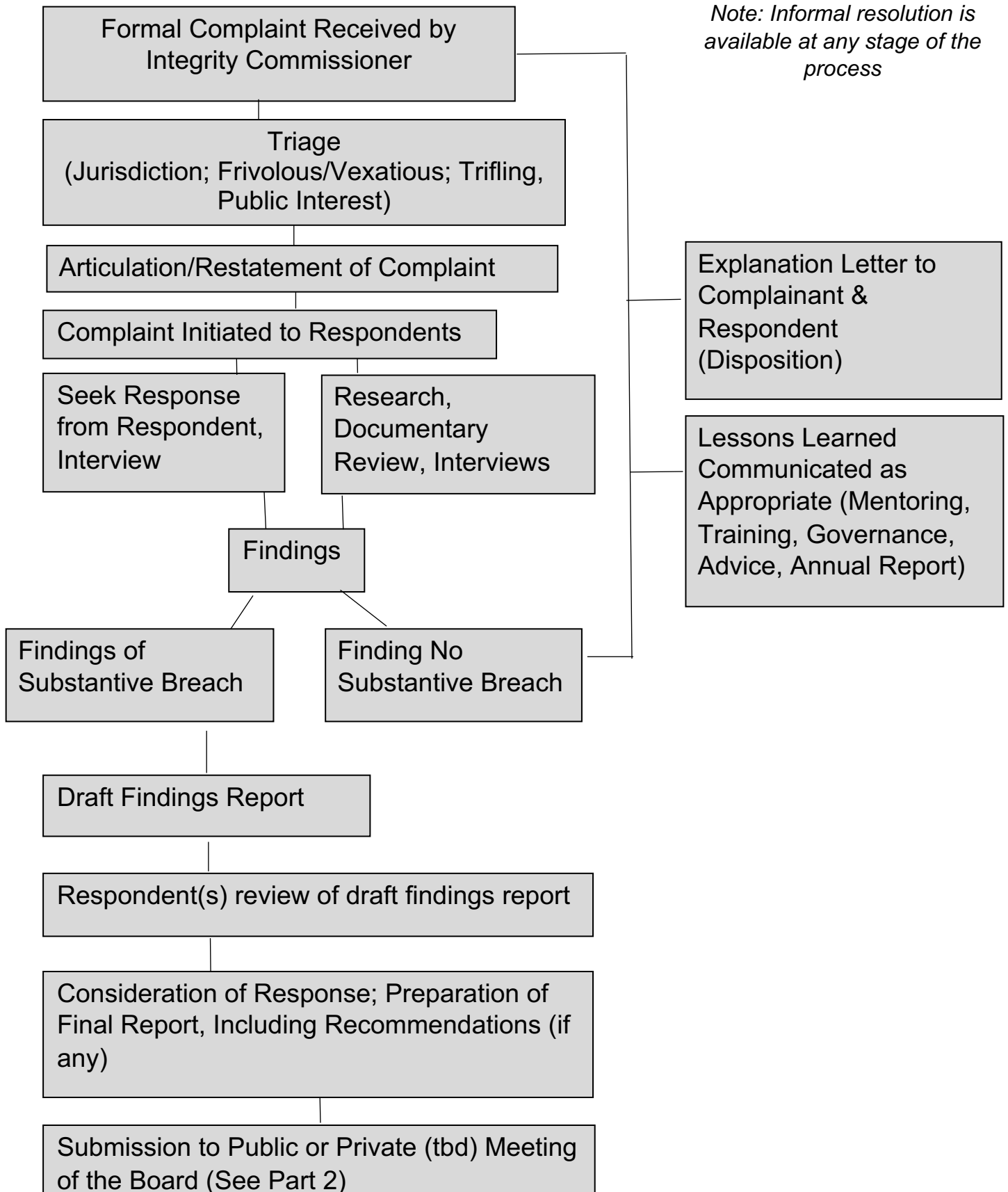
Principles *Integrity* provides procedural fairness to all participants in an investigation. We carry out that responsibility by:

- Acknowledging complaints in a reasonable time frame
- Advising Complainants when we determine that it is in the public interest that their complaints be narrowed or restated, after seeking their input
- Providing fulsome reasons when a complaint is disposed of without investigation
- Advising respondent that a complaint in which they have been named has been filed, and providing them with sufficient information, and a reasonable timetable, in which to respond
- Meeting with participants and witnesses to a complaint, as necessary
- Providing respondents with an opportunity to review and make comment on our findings, before they are made public
- Writing clear, well-reasoned reports written with a view to best advance the public interest.

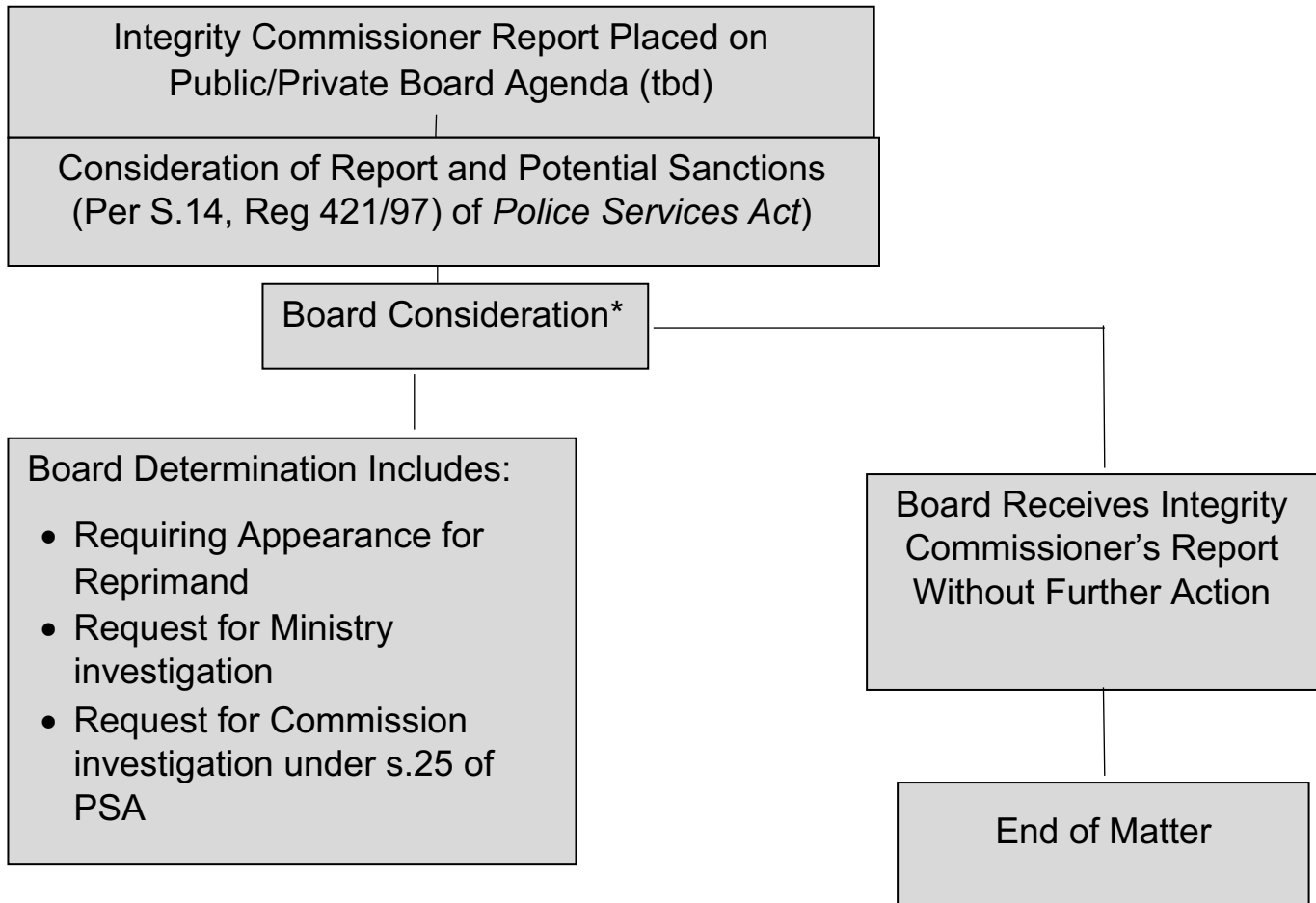
This continuum of functions – beginning with the consultative role in defining an ethical framework and ending with the publication of reports containing findings of transgressions – best serves the public interest. At the end of the day the goal is not simply to carry out the described functions; it is to increase public confidence in appointed Board Members.

The following flowchart sets out our complaint investigation and reporting process:

Part 1 – Integrity Commissioner Process



Part 2 – Board Review



**\*Note:** PSA s.37 A board shall establish its own rules and procedures in performing its duties under this Act and, except when conducting a hearing under subsection 65 (9), the *Statutory Powers Procedure Act* does not apply to a board.

## Principles *Integrity*

### Costing:

Principles *Integrity* will provide the services rates similar to those paid by the City of Thunder Bay:

Annual Retainer: \$1000.00

Hourly Rate: \$250.00

## Principles *Integrity*

### *Principal's Credentials and Resumes:*

Because the traditional resumé format does not readily speak to the applicability of employment experience and credentials to support the objectives of an appointment process, the following brief summary is provided to assist the Board in understanding how the principals' resumes on the following pages demonstrate their qualifications and experience to fulfill the role of the TBPSB's Integrity Commissioner.

### Experience:

Jeffrey Abrams and Janice Atwood-Petkovski, the principals of Principles Integrity have:

- each been serving local government in various capacities for over thirty-five years, have abundant experience in the application of administrative law, and good governance practices
- have for better than a decade worked in the Integrity Commissioner field – not only are they experienced integrity commissioners, but they have seen and experienced the impact of an integrity commissioner's work from the perspective of municipal staff and elected officials
- as prominent members of the profession, led the Municipal Integrity Commissioners of Ontario (MICO) project to develop a Statement of Principles to guide integrity commissioners in the practice of their profession, and in the preparation of MICO's submission to the provincial government on the role of integrity commissioners and codes of conduct for municipalities
- have developed innovative Code of Conduct provisions to help elected and appointed officials, including provisions endorsed in the recent report of the Collingwood Judicial Inquiry which reconcile an official's obligation to abide by not only the Municipal Conflict of Interest Act but the common law

# Principles *Integrity*

Jeffrey A. Abrams, B.A., LL.B.

## **CURRENT:**

### **Co-Principal of Principles *Integrity***

**2017 - Present**

Principles *Integrity* is a partnership dedicated exclusively to providing professional services as an Integrity Commissioner (including at times Lobbyist Registrar, Closed Meeting Investigator and Municipal Ombudsman services) to local governments and officials. Through the provision of trusted, reliable and timely advice, customized education and training, and fair and independent complaint investigations, Principles *Integrity* delivers a solutions-focused approach to supporting good governance and proper ethical behaviour. The firm serves as Integrity Commissioner to approximately 40 municipalities and other public bodies across Ontario.

## **GTA MUNICIPAL GOVERNMENT:**

**2004 - 2017**

### **CITY CLERK (2008 – 2017)**

#### **The Corporation of the City of Vaughan**

Directed the statutory and administrative functions of the City Clerk's Office. Advanced City's reputation for accountability and transparency, principally through the design and implementation of governance strategies. Responsible for the oversight of numerous diverse operations (e.g. Secretariat, Access & Privacy, Risk Management, Elections, Records Management, Development Services, Committee of Adjustment, High Speed Reproduction, Council/Corporate administration). Key influencer in development of City's first code of conduct (2008). Served as City's initial Lobbyist Registrar (2016).

### **DEPUTY REGIONAL CLERK (2005 - 2008)**

#### **The Regional Municipality of York**

Responsible for council and committee processes and for the corporate Access and Privacy program. Participated in a variety of corporate initiatives, and carried broad administrative and management responsibilities. Served as Senior Legal Counsel to the municipality and its Police Services Board on information technology matters.

### **PRINCIPAL (2004 – 2006)**

#### **Abrams Law & Strategy**

Principal of a legal services and strategic consulting practice providing services to government agencies and private enterprises, and specialized in governance and communication matters, risk management, procurement, legislative reform, business development, and other commercial and operational matters.

## **ONTARIO PUBLIC SERVICE:**

**2002 - 2004**

### **COUNSEL - SPECIAL PROJECTS (2004)**

#### **Chief Election Officer, Elections Ontario**

Reporting to the Chief Election Officer, responsible for providing strategic and legal advice to support Election Ontario's efforts in modernizing election policy and administration in Ontario.

### **EXECUTIVE LEAD - CONTRACT MANAGEMENT (2004)**

#### **Youth Justice Transition**

#### **Ministry of Children and Youth Services**

## Principles *Integrity*

Reporting to the ADM, and the Transition Project Director, responsible for leading the disentanglement of all transfer payment agency agreements shared between adult and youth correctional systems.

**PROJECT DIRECTOR - ALTERNATIVE SERVICE DELIVERY** (on secondment) (2002 - 2003)

**Ministry of Community Safety and Correctional Services**

Reporting to the Executive Lead (ADM), responsible for leading a project to create a unique provincial facility for the secure treatment of severely mentally ill sentenced adult offenders. (Acting Executive Lead, reporting to Deputy Minister, for six months)

**METROPOLITAN TORONTO / CITY OF TORONTO:**

**1986 - 2002**

**DIRECTOR - SECRETARIAT, PRINTING & DISTRIBUTION** (1998 - 2002)

**City Clerk's Division**

Directed two major portfolios, which when taken together represented the majority of the City Clerk's mandate. Responsible for the City's deliberative legislative bodies including City Council and for the City's offset printing, networked high-speed reproduction, mail and distribution systems.

**SENIOR SOLICITOR** (1986 - 1998)

**Legal Services Division**

Served as counsel to every major department and agency of the former Metropolitan government, as well as to their respective political oversight boards and committees, with an emphasis on governance, *Planning Act* matters, commercial transactions, high technology acquisitions, and procurement matters.

---

### EDUCATION AND PROFESSIONAL DEVELOPMENT

**OSGOODE/FORUM OF CANADIAN OMBUDSMAN (FCO) - ESSENTIALS FOR OMBUDS CERTIFICATE**

**SCHULICH MASTER'S CERTIFICATE IN MUNICIPAL MANAGEMENT, 2012**

**LAW SOCIETY OF UPPER CANADA (and other providers), Continuing Legal Education, (ongoing)**

**QUEEN'S UNIVERSITY, School of Business, Public Executive Program, 2002**

**UNIVERSITY OF WINDSOR, Faculty of Law (LL.B.) 1983; Admitted to THE ONTARIO BAR, 1985**

**UNIVERSITY OF TORONTO, B.A., Urban Studies, 1980**

---

### OTHER ACCOMPLISHMENTS AND MEMBERSHIPS

**MEMBER, MUNICIPAL INTEGRITY COMMISSIONERS OF ONTARIO (MICO)**

**AMCTO PRESTIGE AWARD, 2015**

**MEMBER, PAST VICE CHAIR, ONTARIO MUNICIPAL INSURANCE EXCHANGE (OMEX)**

**PAST CHAIR, MUNICIPAL EDUCATION RESEARCH FOUNDATION**

**MEMBER, ASSOCIATION OF MUNICIPAL MANAGERS, CLERKS AND TREASURERS OF ONTARIO (Past Vice Chair, Legislative Committee)**

**MEMBER, SENECA COLLEGE MUNICIPAL PROGRAM ADVISORY COMMITTEE**

**FORMER PART-TIME PROFESSOR**

**SCHOOL OF LEGAL AND PUBLIC ADMINISTRATION, SENECA COLLEGE**

**PAST MEMBER, ONTARIO PROFESSIONAL PLANNERS INSTITUTE (OPPI) DISCIPLINE COMMITTEE**



# Principles *Integrity*

JANICE ATWOOD-PETKOVSKI, Hon.B.A., LL.B.

## **Co-Principal of Principles *Integrity***

**2017- Present**

Principles *Integrity* is a partnership dedicated exclusively to providing professional services as an Integrity Commissioner (including at times Lobbyist Registrar, Closed Meeting Investigator and Municipal Ombudsman services) to local governments and officials. Through the provision of trusted, reliable and timely advice, customized education and training, and fair and independent complaint investigations, Principles *Integrity* delivers a solutions-focused approach to supporting good governance and proper ethical behaviour. The firm serves as Integrity Commissioner to approximately 40 municipalities and other public bodies across Ontario.

## **CITY OF HAMILTON**

**2013 – 2017**

### **City Solicitor**

Legal advisor to Council, committees, and Senior Management Team, on legal, governance and procedural issues.

Responsible for Legal Services and Prosecutions, leading a team of 55, managing a budget of \$3M, advising on diverse issues including corporate commercial, procurement, acquisition, real estate, construction law, planning & development, and litigation.

Responsible for Annual Budget, program review, performance measures, business planning.  
Implemented Lobbyist Registry.

## **CITY OF VAUGHAN**

**2006 – 2012**

### **Commissioner of Legal & Administrative Services & City Solicitor**

#### **(Responsible for Legal Services, Human Resources, City Clerk Dept, and Enforcement)**

Provided direct leadership to Legal Services, Real Estate, Office of the City Clerk including Risk & Insurance, Records Management and Access & Privacy, Licensing, Enforcement Services and Human Resources, with 110 full time staff and an operating budget of \$16M

Senior legal advisor to Council, providing strategic, legal and procedural advice to committees on municipal roles, responsibilities and governance matters. Leadership role for planning and implementing corporate and departmental initiatives, establishing goals and objectives including performance measures  
Active role in developing Strategic Plan, Annual Budgets, Program Review, Performance Measures, and other corporate initiatives

Directly led a team of in-house counsel, handling diverse issues including labour and employment, corporate commercial, procurement, acquisition, real estate, construction law, planning & development, and litigation. Directed and managed external legal counsel.

Effective in establishing priorities, developing work plans, delegating responsibilities, working closely and collaboratively with staff to produce effective solutions and measurable results

Provided strong and effective leadership, encouraging open communication, fostering cooperation, building consensus and demonstrating accountability. As an energetic and enthusiastic leader, motivated and inspired others to reach full potential

## **CITY OF MISSISSAUGA**

**2004 – 2005**

### **Legal Counsel**

Provided legal and strategic advice to Council, Committees and management.

Prepared reports, attending counsel to provide legal advice.

Provided legal advice relating to OMB/litigation & administrative law group & prosecutors.

## **CITY OF BRAMPTON**

**1989 – 2004**

### **Director of Enforcement and Administrative Law**

Provided legal and strategic advice to Council, Committees and management.

Prepared reports, budgets, developed business plans, appeared at Court and OMB.

Provided legal advice, direction and oversight to lawyers and staff within administrative law group, prosecutors and enforcement staff.

## **PEEL DISTRICT SCHOOL BOARD**

**1991 – 1994**

### **Trustee, Ward 9**

## Principles *Integrity*

### Memberships/ Participation

Municipal Integrity Commissioner Association of Ontario (MICO) 2017-present

Society of Ontario Adjudicators and Regulators (SOAR) 2017

Municipal Law Dept. Association of Ontario (Treasurer 2006 – 2008)

Co-Chair, Annual Municipal Enforcement Conference 2010 - 2012

School Board Trustee, Peel District School Board 1991 - 1994

Vice-President/President, Peel Music Festival 1999 - 2006

### Education

LL.B., Osgoode Law School, York University

Past Certified Specialist in Municipal Law

Masters Certificate Municipal Leadership,

Schulich Executive School of Business

Certified Municipal Manager III, OMMI

Hon.B.A, Queen's University

Institut de traducteurs et interpretes, Belgium

## 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>				
<p>R.1. 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><i>Update: The final report will be issued by end of 2021</i></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	<p><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></p> <p><i>Update: As per direction from the Ministry of Attorney General this has been given to the OPP team to be reinvestigated</i></p>
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	<p><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>

<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.	N/A	Ongoing Goal: March 2022	TBPS – CIB & Quality Assurance Staff Sgt.  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.	Not yet known	Ongoing	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.	N/A	Complete Ongoing – to be formalized in policy and training manual	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.	See R.11	Ongoing 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.	Budget Additions 2019 - \$200,000 (OPTIC) 2020 – N/A	Ongoing	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			Update: January 2022 to be operational.  Such protocols, both formal and informal, already exist.  In addition, the move to OPTIC will allow enhanced information sharing between agencies.
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.	Ongoing	N/A		TBPS – All Branches & IT External stakeholders	
<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.	Ongoing	Budget Additions  Cost of Consultant		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.	Ongoing	Budget Addition  2019 – \$95,000  2020 – Above increase permanent		See R.15	S R.15

	<p>R.17. With Indigenous engagement and advice, TBPS should take measures to acknowledge Indigenous culture inside Headquarters or immediately outside it.</p>	Ongoing	2021 – Above increase permanent N/A	<p>In the main second floor lobby, we currently have on display the Robinson Superior Treaty and a Roy Thomas piece entitled “Relatives”.</p> <p>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”.</p> <p>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).</p> <p><b>Update: The CIT Unit has updated the second floor display case acknowledging many different indigenous dates and themes. E.g. MMIWG, Every Child Matters, 2SLGBTQ, National Indigenous Day.</b></p> <p><b>The CIT Unit has worked with an Elders Advisory Committee to gather and be gifted with an Indigenous Bundle through ceremony E.g. Eagle Staff, Smudge kit with medicines, sweet grass, sage, cedar. Cedar has been raised over all entrances to bring good energy to the work being done by staff.</b></p> <p><b>Cedar Trees were planted on the south side flower gardens.</b></p>
	<p>R.18. Thunder Bay Police Service should make wearing name tags on the front of their uniforms mandatory for all officers in the Service.</p>	Complete	Budget Additions 2019 – \$2,000 2020 – \$20,000 2021 – N/A	<p>TBPS – all levels</p> <p>TBPS will be announcing the roll out of in-car cameras and body-worn cameras by the end of the first quarter of 2021.</p> <p><b>Update: All body worn cameras have been deployed and are utilized by all front line officers in Uniform Patrol and Traffic.</b></p>
	<p>R.19. TBPS should implement the use of in-car cameras and body-worn cameras.</p>	Complete	Additional funding added to 2019 capital budget for 5 year project	<p>TBPS – all levels</p>



						<p>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.</p>
						<p>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."</p> <p>Additionally, TBPS has introduced a new Code of Conduct addressing this recommendation directly.</p>
<b>RECOMMENDATIONS REGARDING MISSING PERSONS CASES</b>						
						<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>
						<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>
						<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>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.</p>

**RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND THE CORONER'S OFFICE**

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	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.
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

**RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND PATHOLOGIST**

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	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	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	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.  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.
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	Ongoing	Budget Additions 2021 – To be determined	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.

homicide investigations and regular case-conferencing on such cases.	(cost recovery model by Toronto Police Service)		N/A	The Ontario Forensic Pathology Service should provide autopsy services compatible with cultural norms in Indigenous communities.
R.31.	Coroner's Office	N/A	N/A	The Ontario Forensic Pathology Service should provide autopsy services compatible with cultural norms in Indigenous communities.
<b>Recommendations Regarding Racism in TBPS Policing – General</b>				
R.32.	TBPS & External Stakeholders	Budget Additions	Ongoing	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>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: The Chief authorized the establishment of an internal Equity, Diversity and Inclusion Committee. The Committee will discuss new initiatives such as the CIT Strategic Plan, various policy, recruitment initiatives and volunteer work. Recommendations from the work of the committee can be forwarded to the Chief to consider.</b></p> <p><b>Training will start based on the approved curriculum in December of 2021. First training session to be held December 13-16, 2021 with additional sessions scheduled for January 2022.</b></p>
R.33.	TBPS – Chief of Police	N/A	Complete	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>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>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>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><b>RECOMMENDATIONS REGARDING RACISM IN TBPS POLICING – TRAINING</b></p>				
<p>R.36 TBPS should work with training experts, Indigenous Leaders, Elders, and the Indigenous Justice Division of the Ministry of the Attorney General to design and implement mandatory Indigenous cultural competency and anti-racism training for all TBPS officers and employees, that:</p> <ul style="list-style-type: none"> <li>a) Is ongoing throughout the career of a TBPS officer or employee;</li> <li>b) Involves “experiential training” that includes Indigenous Elders and community members who can share their perspective and answer questions based on their own lived experiences;</li> <li>c) Is informed by content determined at the local level, and informed by all best practices;</li> </ul>	<p>Ongoing</p>	<p>Budget Additions 2021 – \$55,000 (actual training cost)</p>	<p>TBPS &amp; External Stakeholders</p>	<p>Further, Dr. Leisa Desmoulins 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>d) Is interactive and allows for respectful dialogue involving all participants;</p> <p>e) Reflects the diversity within Indigenous communities, rather than focusing on one culture to the exclusion of others;</p> <p>f) Explains how the diversity of Indigenous People are pre and post contact history is relevant to the ongoing work of TBPS officers and employees. For example, Indigenous culture and practices are highly relevant to how officers should serve Indigenous People, conduct missing persons investigations, build trust, accommodate practices associated with the deaths of loved ones, and avoid micro-aggressions. Micro-aggressions are daily verbal or non-verbal slights, snubs, or insults that communicate, often inadvertently, derogatory or negative messages to members of vulnerable or marginalized communities.</p>	Ongoing	See R.36	TBPS & External Stakeholders	<p><b>Update:</b> As per recommendation 32, the training will commence in December of 2021. The CWG provided parameters to be included in the Diversity Training. The CIT Coordinator is preparing the training which is scheduled to begin in December 2021. It includes consultation with Elders and outreach to include Community members to assist with delivery of the training. First training session to be held December 13-16, 2021.</p>
<p>R.37 TBPS should ensure the Indigenous cultural competency training recommended in this report is accompanied by 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>	Ongoing	N/A	TBPS	<p>In addition - currently have in place Grade 8 visit project in conjunction with NAPS where officers visit First Nations communities.</p>
<p>R.38 TBPS leadership should provide greater support for voluntarism by attending relevant sporting or community events.</p>	Ongoing	Not yet known	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>Update:</b> CIT established FACT Fridays communicating information on Culture, 2SLGBTQ and relevant topics to inform, allow for better understanding and dispelling common myths.</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</p>	Complete	Budget additions 2020 –		<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</p>

<p>tailored to the TBPS experience. This testing should be implemented in Thunder Bay on a priority basis.</p>		<p>2021 -</p>		<p>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>	<p>Ongoing</p>	<p>Budget Additions 2020 – 2021 – (recruitment initiative costs)</p>	<p>TBPS</p>	<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>	<p>Complete</p>	<p>N/A</p>	<p>TBPS</p>	<p>TBPS Promotional Policy newly implemented in 2020 Collective Agreement and internal procedures changed with emphasis placed on different criteria for promotions.</p>
<p><b>RECOMMENDATIONS FOR IMPLEMENTATION OF RECOMMENDATIONS</b></p>				
<p>R.43 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>	<p>Ongoing</p>	<p>N/A</p>	<p>TBPS</p>	<p>TBPS reports yearly to the OIPRD and more frequently to the TBPSB on recommendation progress.</p>
<p>R.44 On an annual basis, TBPS should provide the public with reports that provide data on sudden death investigations. 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>	<p>Ongoing</p>	<p>N/A</p>	<p>TBPS</p>	<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:** December 13, 2021

**SUBJECT:** Monthly Summary of Invoices

---

Since the November 16, 2021 Regular Session of the Board, the following invoices have been processed for payment:

- Invoice #2021-0097 from KPW Communications Incorporated, dated December 8, 2021, for \$8,079.50, relative to services rendered for communication services and social media management;
- Invoice #16 from Mr. J. Hannam, dated December 6, 2021 for \$7,239.06, relative to professional services rendered;
- Invoice #016 from Ms. L. Douglas, dated November 30, 2021 for \$5,892.50, relative to professional services rendered.

/jsh



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

---

DATE: December 8, 2021  
TO: Thunder Bay Police Services Board  
FROM: Chief S. Hauth  
SUBJECT: Grant opportunities and Guns and Gangs Strategy

---

Please find below information relative to current grant opportunities and the recent announcement on the Guns and Gangs Strategy, for the Board's information.

1. Community Safety and Policing Grants – local priorities funding stream

The Ministry of the Solicitor General has recently sent out a call for applications for the Community Safety and Policing (CSP) Grants for 2022-23 and 2024-25.

The funding streams for these grants are once again for local priorities and provincial priorities as outlined in the grant application guidelines.

These 2 grants replace the current Community Safety and Policing Grants which are coming to an end in March 2022. The 3-year grant cycle is to ensure greater sustainability and enable Services to effectively measure outcomes and demonstrate success of initiatives.

Last year's funding for the CSP grant – local priorities was a yearly allocation of **\$653,274.29** to the Thunder Bay Police Service.

For 2022, the Thunder Bay Police Service's allocation for the CSP grant Local Priorities is **\$815,997.21** (per fiscal year of the grant cycle). This represents an increase of \$162,722.92 from our previous allocation under the 2019-20 to 2021-22 CSP Grant cycle. We are currently writing our grant to meet the requirements of the application to receive the full grant allocation.





# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

## 2. Community Safety and Policing Grant – Provincial Priorities funding stream

In addition, eligible police services can submit a maximum of two applications for funding to support initiatives addressing provincial priorities. Projects under the CSP Grant Provincial Priorities Funding Stream must be focused on addressing one or more of the following priorities: gun and gang related violence, sexual violence and harassment, human trafficking, mental health and addictions and/or hate-motivated crime. There is \$14 million available annually under the Provincial Priorities Funding Stream. This is a competitive application process and applicants can apply for a maximum of \$500,000.00 per application per year.

Through our competitive application process in 2020 and 2021 for our guns and gangs grant application, we were successful in securing \$243,096.20 yearly for the TBPS of the total available funds. As this process is competitive in nature, the TBPS is not guaranteed the full amount available per application per year in this new round of grant applications.

## 3. Ontario's Guns, Gangs and Violence Reduction Strategy

The Ministry has also announced on November 16<sup>th</sup> that it is investing \$75.1 million to reinforce the fight against gun and gang violence in communities across the province.

The [Ontario's Guns, Gangs and Violence Reduction Strategy](#), is a three-year investment which will include:

- Establishing the **Office of Illicit Drug Intelligence** to disrupt the drug supply chain coming into Ontario and provide enhanced investigative support to identify and prevent cross-border drugs, guns, and human trafficking
- **Enhancing support for gun and gang specialized investigations** to assist with firearms analysis and tracing enforcement, allowing for the timely identification of gun traffickers, their networks, and their smuggling routes
- Creating a new **Gun and Gang Mobile Prosecution Unit** to prosecute major gun and gang cases from the moment charges are laid in priority regions across the province
- Creating a **provincewide joint analytics working group** to enhance the ability among police services to collect and share information on gun and gang activity and trends
- Increasing the presence of **Border Enforcement Security Teams** in Ontario to curtail the flow of illegal firearms entering the province



## MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

- Supporting provincial **Joint Forces Operations** to formalize collaboration among jurisdictions in response to information and intelligence
- Creating a **provincial database of gun and gang activity** to ensure consistency in the classification of relevant data and enhance information flow to combat gangs.

These initiatives will be coordinated through the Ontario Provincial Police who will work with local police services to formalize collaboration and share intelligence. The Thunder Bay Police Service will benefit from the Joint Forces Operations approach and may receive funding for specific projects that are shorter in duration. (ie. focused project for 3 months on a drug distribution network).

This strategy does not provide the TBPS with any direct or specific allocation of funds to combat our current drugs, guns and gangs issues in Thunder Bay.



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

---

DATE: December 8, 2021  
TO: Thunder Bay Police Services Board  
FROM: Chief S. Hauth  
SUBJECT: Campaign Launch – The Case for a New Thunder Bay Police Campus

---

On Monday, November 29, 2021, a public community engagement campaign for the New Thunder Bay Police Campus was launched, in support of the Board motion passed in June of 2021 recommending that a new centralized headquarters be constructed.

The focus of this campaign is on education and awareness relative to the need for a new police campus. The campaign focuses on four pillars: safety and wellness, policing vision 2030, collaborations and accountability. The campaign will run until January 26, 2022, at which time the Thunder Bay Police Service budget will be presented to City Council and includes the costing for the new police campus.

The campaign will utilize print media, radio, digital billboards and banner, and social media (Facebook and web presence), and public vision boards.

This memo is to inform the general public and stakeholders that the campaign for a new police campus is currently underway and additional information can be accessed by visiting <https://thunderbaypolice.ca/buildingtogether>.

**From:** Greg Stephenson  
**Date:** December 9, 2021 at 12:15:33 PM EST  
**To:** Kristen Oliver <[Kristen.Oliver@thunderbay.ca](mailto:Kristen.Oliver@thunderbay.ca)>  
**Subject:** **Donation**

---

Hi Kristen.

I wanted to follow up on our discussion on a donation from the Police Services Board to the Parade of Lights.

Can you please let me know if this is a possibility?

It would be very generous if the Board could contribute \$1000.00 to our charities.

The charities are:

- Thunder Bay Therapeutic Riding Association
- George Jeffrey Children's Centre
- Special Olympics Ontario-Thunder Bay
- Autism Ontario-Thunder Bay and District

I am available on your meeting date if there are any questions or information is needed.

Thank you so much,

**Greg Stephenson**