

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

**Date: May 24, 2022**

**Location: Delta Hotel – The Falls Meeting Room  
2240 Sleeping Giant Parkway  
Thunder Bay, ON**

**Time: 10:00 A.M. (new start time)**



THE THUNDER BAY  
POLICE SERVICES BOARD

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

TUESDAY, MAY 24, 2022

DELTA HOTEL by MARRIOTT – THE FALLS MEETING ROOM  
2240 Sleeping Giant Parkway, Thunder Bay, ON

10:00 A.M.

REGULAR SESSION

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1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Twentieth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on May 24, 2022, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

The Minutes of the Nineteenth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on April 19, 2022 to be confirmed. **(Pages 5 - 9)**

RES 2

THAT the Minutes of the Nineteenth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on April 19, 2022 be confirmed.

4. PRESENTATION

Our Call Video Series

Mr. C. Adams, Director – Communications & Technology, to present the 6<sup>th</sup> episode of the Police Service’s “Our Call” video series.

5. ORGANIZATION AND PERSONNEL

a) Harassment in the Workplace – Update

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Memorandum to the Thunder Bay Police Services Board from Inspector G. Snyder, dated May 13, 2022, relative to a public update of the status/progress of the Action Plan - Harassment in the Workplace – A Shift in Culture, for the Board’s information. **(Page 10 - 11)**

Inspector G. Snyder to provide an overview relative to the above noted.

b) Harassment Policy

Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, to provide a verbal presentation of revisions relative to the Service’s Harassment Policy.

6. GENERAL MATTERS

a) Artificial Intelligence Policy

The Police Services Board will be asked to develop a policy on Artificial Intelligence (AI), including oversight and guidelines to monitor the use of AI in Police Service investigations.

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

b) OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since last presented on January 18, 2022, for the Board’s information. **(Pages 12 - 27)**

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

c) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated May 16, 2022, relative to the Monthly Summary of Invoices processed for payment since the April 19, 2022 Regular Session of the Board, for the Board’s information. **(Page 28)**

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

7. PETITIONS AND COMMUNICATIONS

a) All Chiefs Memorandum

Memorandum to All Chiefs of Police, Commissioner Thomas Carrique, and Chairs – Police Services Board from Richard Stubbings – Public Safety Division, dated April 25, 2022, relative to Police Services Board Members and Elections, for the Board’s information. **(Pages 29 - 32)**

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

b) Thank You Letter

Correspondence to the Thunder Bay Police Services Board from the Thunder Bay Police Youth Corps Board of Directors, dated April 27, 2022, relative to thanking the Board for their annual sponsorship, for the Board's information. **(Page 33)**

c) 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 last presented for the Board's information on March 16, 2021.

ii. Governance Committee Report

8. NEW BUSINESS

9. CONFIRMING BY-LAW

RES 3

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Administrator 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 24<sup>th</sup> day of May, 2022.

Explanation: Confirmation of 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– 2022

10. ADJOURNMENT

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

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**DATE:** APRIL 19, 2022

**TIME:** 9:06 A.M.

**PLACE:** DELTA HOTEL BY MARRIOTT  
2240 SLEEPING GIANT PARKWAY, THUNDER BAY, ON  
& VIRTUAL MEETING VIA ZOOM

**CHAIR:** COUNCILLOR K. OLIVER

**PRESENT IN PERSON:**

Mayor B. Mauro  
Councillor K. Oliver

**PRESENT VIA ZOOM:**

Mr. R. Pelletier

**REGRETS:**

Mr. M. Power

**LEAVE OF ABSENCE:**

Ms. G. Morriveau

**OFFICIALS:**

Ms. S. Hauth, Chief of Police  
Mr. D. Taddeo, Acting Deputy Chief of Police  
Mr. C. Adams, Director – Communications &  
Technology  
Ms. D. Paris, Director – Financial Services &  
Facilities, Thunder Bay Police Service  
Inspector G. Snyder, Thunder Bay Police Service  
Inspector D. West, Thunder Bay Police Service  
Constable S. Shorrock, Thunder Bay Police Service  
Mr. T. Gervais, Police Services Advisor – 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

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1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Chief S. Hauth added the announcement of provincial grants under New Business.

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. R. Pelletier

With respect to the Nineteenth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on April 19, 2022, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

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3. CONFIRMATION OF MINUTES

The Minutes of the Thirteenth Session (Special Regular) of the Fifty-Third Thunder Bay Police Services Board held on March 9, 2022 and the Minutes of the Sixteenth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on March 22, 2022 to be confirmed.

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. R. Pelletier

THAT the Minutes of the Thirteenth Session (Special Regular) of the Fifty-Third Thunder Bay Police Services Board held on March 9, 2022 and the Minutes of the Sixteenth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on March 22, 2022 be confirmed.

CARRIED

4. PRESENTATIONS

Dear Self: Gang Prevention Initiative - Video Launch

Inspector D. West was pleased to introduce the video launch of the Police Service's Gang Prevention Initiative "Project Prevent". The "Dear Self" video, as well as "The Making of Dear Self", were presented.

Inspector West provided an overview of the videos, responded to questions, and noted that this project was an unique way to present gang prevention initiatives, particularly during COVID. The videos are through a lens of lived experience. He thanked several parties for access to the individuals depicted in the videos. It was also noted that there are two (2) additional videos that can be viewed on the Service's website and social media.

5. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Eye on the Street Report

Mr. C. Adams, Director – Communications & Technology, provided the Eye on the Street PowerPoint presentation for the Board's information and responded to questions.

Mr. Adams provided a brief overview of the history of the project. Due to loss of quality of images as time went on, the Police Service was unable to use some of the images captured – particularly those taken during the night.

In 2020, the Police Service applied to the Province for more funding, with the City matching the funds. As well, TBayTel was able to contribute \$50,000 of in kind goods and services.

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20 locations are included in Phase 1, with improved images and increased coverage of key intersections in the City. The program operates 7 days a week.

Mr. Adams noted that an additional 20 locations have been determined and cameras in those locations will be very effective when funding becomes available.

b) Quarterly Complaints

Report No. 20/22 (Police) relative to the summary of complaints for Q1 of 2022 (January, February, and March, 2022), was provided for the Board's information by Inspector G. Snyder – Corporate Services, Thunder Bay Police Service.

c) Thunder Bay Police Service – First Quarter Variance Report

Report No. 21/22 (Police), relative to an update on the status of the Operational Budget of the Thunder Bay Police Service for Q1 of 2022, was provided for the Board's information.

Ms. D. Paris, Director – Financial Services & Facilities, Thunder Bay Police Service, provided an overview relative to the above noted and responded to questions.

It was noted that there was unfavourable overall variance of \$385,000 as of March 31, 2022. Two new grants, which will be presented under New Business, will reduce this variance.

d) Intelligence Unit Report

Report No. 22/22 (Police) relative to the Annual Intelligence Unit Report – Public Information, was provided for the Board's information and will be posted on the Board's website.

e) Thunder Bay Police Services Board Budget – First Quarter Variance Report

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated April 11, 2022, relative to the Board's Budget Variance for Q1 of 2022, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, reported that the Board's budget has resulted in an unfavourable variance of \$200,000 at the end of Q1, largely due to much higher than anticipated legal fees.

6. GENERAL MATTERS

a) 2022 OAPSB Annual General Meeting

At the March 22, 2022 Regular Session of the Board, correspondence and a request for sponsorship from the Ontario Association of Police Services Boards (OAPSB), relative to their

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2022 Spring Conference and AGM, was provided for the Board's information.

At the above noted meeting, the Board authorized Councillor K. Oliver to attend. Mr. J. Hannam canvassed the remainder of the Board for interest in attending the above noted event. No other members expressed interest in attending.

b) Thunder Bay Police Youth Corps

At the January 18, 2022 Regular Session of the Board, the Board approved an increase from \$2,500 to \$3,500 of annual funding for the Thunder Bay Police Youth Corps on the condition that an expenditure report be provided annually on the disbursement of funds.

Correspondence to Linda Douglas from Constable Sean Shorrock, dated March 25, 2022, relative to an expense report for the Police Youth Corps, was provided for the Board's information.

Constable Shorrock, liaison to the Police Youth Corps, was in attendance and responded to questions. He provided an overview of the program, as well as anticipated expenditures over coming year. Constable Shorrock thanked the Board for their ongoing support. The Police Youth Corps currently has 16 members. Membership has been as high as 40 in past years. Recruitment is being scheduled.

A cheque, in the amount of \$3,500, from the Board's Special Account, will be issued to the Youth Corps following the meeting.

c) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated April 11, 2022, relative to the Monthly Summary of Invoices processed for payment since the March 22, 2022 Regular Session of the Board, was for the Board's information.

7. PETITIONS AND COMMUNICATIONS

a) 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 last presented for the Board's information on March 16, 2021.

ii. OIPRD Annual Report Recommendations



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

iii. Governance Committee Report

8. NEW BUSINESS

Provincial Grant Revenue

Chief S. Hauth provided an overview of a grant announcement, whereby successful applications to the Province have resulted in two grants totalling \$251,800. Both are over 3-year terms, and will have a favourable impact on the budget.

9. CONFIRMING BY-LAW

MOVED BY: Mr. R. Pelletier

SECONDED BY: Mayor B. Mauro

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

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 19<sup>th</sup> day of April, 2022.

Explanation: Confirmation of 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: PC17- 2022

CARRIED

10. ADJOURNMENT

The meeting adjourned at 9:58 a.m.



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

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DATE: May 13, 2022  
TO: Thunder Bay Police Services Board  
FROM: Inspector G. Snyder  
SUBJECT: Harassment in the Workplace: A Shift in Culture

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During the open session meeting in February 2022, we released an action plan to address issues of civility and respect in the workplace.

In response to point #1 in which the Service has begun utilizing external investigators to address issues of harassment:

- The Service has hired external investigators to conduct harassment investigations. Under the *Occupational Health and Safety Act*, employers have an obligation to provide a workplace free of harassment and conduct investigations appropriate in the circumstances when allegations of harassment are made.

In response to point #2 in which the Service will re-train internal investigators in conducting harassment complaint investigations.

- The TBPS Human Resources Manager conducts a majority of the internal harassment investigations within our Service. In March 2022, Workplace Investigation Training was completed by TBPS HR Manager, which focussed on harassment investigation fundamentals including collecting and assessing evidence, witness interviews, effective investigation processes and ensuring the investigation will hold up to scrutiny.
- The second part of this training will be taken by the TBPS HR Manager at the next opportunity that it is offered.

In response to point #3 in which the Service will have its harassment policy reviewed externally:

- The Policy has been reviewed by an external HR consultant. She has produced her recommendations for change and they are currently being implemented into the TBPS policy.



## MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

In response to point #4 in which the Service will implement harassment training for all supervisors:

- The Service has engaged an external consultant retained to perform the training. The training will occur in the Fall of 2022. The training agenda has been tailored for the policing environment specific to the Thunder Bay Police Service.

In response to point #7 in which the Service will continue to implement the Road to Mental Readiness program:

- The Service has transitioned from the Road to Mental Readiness program provided to Military Members to the Federal Bureau of Investigation National Academy Associates Resiliency training program. This training program is designed for first responders to give them strategies to withstand, recover and grow in the face of stressors they have on the job. One of the aims of this program is to change the culture within an organization surrounding behavioural health issues.
- The Service began this resiliency training just prior to the COVID-19 pandemic and is resuming the training by the fall of 2022.

In response to point #9, Service members now sit on a multi-jurisdictional group for addressing civility and respect in the workplace:

- Terms of Reference are being developed and will be circulated to the Board once available.
- At this time, the group meets monthly and is in the process of implementing best practices and standards for police services across the province.

The points contained within the Action Plan which have not been noted in this update are still being explored at this time.

An open session update regarding this Action Plan will be provided three times a year with the next update occurring in October 2022.

### Summary of OIPRD Recommendations

Updated Chart – May 24, 2022 TBPSB Regular Session Meeting

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

**Note: A recommendation marked as complete is not intended to mean that the Service will take no further action. It is intended to mean that the recommendation has been fully implemented and will be reviewed and changed as required. The TBPS is committed to the recommendation.**

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<b>RECOMMENDATIONS REGARDING TBPS SUDDEN DEATH AND OTHER INVESTIGATIONS</b>				
R.1.	<p>Nine of the TBPS sudden death investigations that the OIPRD reviewed are so problematic I recommend these cases be reinvestigated.</p> <p><b>ONGOING</b></p> <p>Goal: March 2021</p> <p>Revised Goal: September 2021</p> <p>Spring 2022</p>	<p>Funding will be taken from the TBPS budget as needed.</p> <p>Will not become a permanent line item. Overall costs covered by other agencies.</p> <p>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>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.</p> <p>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.</p> <p>All cases should be completed by March 2021 with exception of tenth which is anticipated to take longer given the later start date.</p> <p>The final report will be issued by end of 2021</p> <p><b>Update: While the expectation was to have the report completed by the end of 2021 it now appears that the aim is for the Spring of 2022.</b></p> <p><b>The meetings with the families are nearing completion with the last of the family update meetings occurring May 9-11, 2022.</b></p> <p><b>The final report of the 9 re-investigations was released on March 3, 2022.</b></p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
R.2. A multi-discipline investigation team should be established to undertake, at a minimum, the re-investigation of the deaths of the nine (9) Indigenous people identified.	<b>ONGOING</b> 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 re-investigated.	<b>ONGOING</b> 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.	<b>ONGOING</b> 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.</i></p> <p><i>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 re-investigated</i></p>
R.5. TBPS should initiate an external peer-review process for at least three years following the release of this report.	<b>ONGOING</b> 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>
<b>RECOMMENDATIONS REGARDING TBPS INVESTIGATORS AND THE CRIMINAL INVESTIGATIONS BRANCH</b>				
R.6. TBPS should immediately ensure sufficient staffing in its General Investigations Unit in	<b>COMPLETE</b>	Budget additions	TBPS - CIB	<p><i>An additional 5 officers were added to the Criminal Investigations Branch in 2019. Positions were filled in the 2019 and 2020 years.</i></p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>the Criminal Investigations Branch. Adequate resources must be made available to enable this recommendation to be implemented on an urgent basis.</p>	<p>*However will be ongoing and reassessed based on needs as they evolve</p>	<p>2019 - \$350,000 2020 – above now permanent 2021 – Above now permanent</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><b>COMPLETE</b></p>	<p>Budget additions 2019 - \$208,920 2020 – above now permanent 2021 – above now permanent</p>	<p>TBPS - CIB</p>	<p><i>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.</i></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><b>COMPLETE</b></p>	<p>Budget additions 2019 - \$49,500 for training 2020 – above now permanent 2021 – above now permanent</p>	<p>TBPS – All Branch Commanders</p>	<p><i>The TBPS does have a secondment program to allow for officers in other branches to spend time in the Criminal Investigations Branch.</i>  <i>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. All participants will also be offered the entry level “Criminal Investigation Techniques” course upon entering the mentorship program.</i>  <i>This program will see eight (8) officers a year cycle through.</i></p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>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.</p>	<p><b>ONGOING</b> Goal: March 2022</p>	<p>N/A</p>	<p>TBPS – CIB &amp; Quality Assurance Staff Sgt.</p>	<p>The Criminal Investigations Branch and the Major Crime Unit adhere to all provincially mandated policies and procedures on investigating criminal matters.  A training manual specific to Major Crimes will be completed shortly.</p>
<p>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.</p>	<p><b>ONGOING</b></p>	<p>Not yet known</p>	<p>TBPS – HR Manager &amp; CIB</p>	<p>See above recommendations that assist in realizing the succession plan (specifically the mentorship program)</p>
<p>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.</p>	<p><b>COMPLETE</b></p>	<p>N/A</p>	<p>TBPS - CIB</p>	<p>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.  <b>Update: As of May 2022, The Inspector of CIB and the Regional Coroner will speak weekly to ensure continuous communication.</b></p>
<p>R.12. TBPS should develop procedures to ensure forensic identification officers are provided with the information necessary to do their work effectively.</p>	<p><b>COMPLETE</b> See R.11</p>	<p>See R.11</p>	<p>See R.11</p>	

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
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.	<b>ONGOING</b>	Budget Additions  2019 - \$200,000 (OPTIC)  2020 – N/A  2021 – N/A	TBPS – All Branches & IT	Please note that the Ministry of Community Safety and Correctional Services has just released their Major Case Management Inspection Report that deals directly with these matters.  TBPS Major Crime will be loading cases with the MCM framework using the Powercase application. This will meet the Provincial standard.  The move to OPTIC continues in 2021. The tentative date to be live within OPTIC is the end of March 2021.  January 2022 to be operational.  <b>Update: May 2022 to be operational.</b>
R.14. TBPS should, on a priority basis, establish protocols with other police services in the region, including Nishnawbe-Aski Police Service and Anishnabek Police Service to enhance information-sharing.	<b>COMPLETE</b>	N/A	TBPS – All Branches & IT  External stakeholders	Such protocols, both formal and informal, already exist.  In addition, the move to OPTIC will allow enhanced information sharing between agencies.
<b>RECOMMENDATIONS REGARDING OTHER TBPS OPERATIONAL AREAS</b>				
R.15. TBPS should fully integrate the Aboriginal Liaison Unit's role into additional areas of the Police Service. This would help to promote respectful relationships between TBPS and the Indigenous People it serves.	<b>COMPLETE</b>	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.



RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
R.16. TBPS should increase the number of officers in the Aboriginal Liaison Unit by at least three additional officers.	<b>COMPLETE</b>	Budget Addition 2019 – \$95,000 2020 – Above increase permanent 2021 – Above increase permanent	See R.15	<i>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.</i>  S R.15
R.17. With Indigenous engagement and advice, TBPS should take measures to acknowledge Indigenous culture inside Headquarters or immediately outside it.	<b>COMPLETE</b>	N/A		<i>In the main second floor lobby, we currently have on display the Robinson Superior Treaty and a Roy Thomas piece entitled "Relatives".</i>  <i>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".</i>  <i>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).</i>  <i>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.</i>  <i>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</i>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
R.18. Thunder Bay Police Service should make wearing name tags on the front of their uniforms mandatory for all officers in the Service.	<b>COMPLETE</b>	Budget Additions 2019 – \$2,000 2020 – \$20,000 2021 – N/A	TBPS – all levels	<p>been raised over all entrances to bring good energy to the work being done by staff.</p> <p>Cedar Trees were planted on the south side flower gardens.</p> <p>All name tags have been issued and are mandatory and considered a permanent part of an officer's uniform.</p>
R.19. TBPS should implement the use of in-car cameras and body-worn cameras.	<b>COMPLETE</b>	Additional funding added to 2019 capital budget for 5 year project 1 <sup>st</sup> year implementation \$361,900 with \$72,000 infrastructure costs	TBPS – all levels	<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>Update: All body worn cameras have been deployed and are utilized by all front line officers in Uniform Patrol and Traffic.</p> <p>The in-car cameras installed in Primary Response front-line vehicles all became operational on July 5th, 2021. The camera system consists of a forward facing in-car camera and a rear prisoner compartment camera. There is also full audio recording within the police vehicle. We also have automatic triggers which start the in-car camera recordings when certain parameters are met. One of these parameters is the activation of the emergency lights. Another parameter is the opening of the rear prisoner compartment doors when the police vehicle is running. Once the cameras are activated, 30 seconds of pre-activation video is captured and the audio is captured beginning at the time of the activation. All these recordings are secured and automatically uploaded to a digital evidence management system. The video cannot be deleted or altered once it has been made. We currently have 30 in-car cameras installed.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
				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. A video is shared monthly with the Thunder Bay Police Services Board at their open session meetings.
R. 20.	COMPLETE	N/A	TBPS	Such a duty already exists in legislation. However, our policy has been revised to include: "It is the duty of every member of the Thunder Bay Police Service to address behavior that could be deemed as misconduct when learned about or observed."  Additionally, TBPS has introduced a new Code of Conduct addressing this recommendation directly.
<b>RECOMMENDATIONS REGARDING MISSING PERSONS CASES</b>				
R.21.	COMPLETE	N/A	Ontario Gov't	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.  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.
R.22.	ONGOING (Annual)	N/A	TBPS & TBPSB  *Note: Input needed from TBPSB*	The Missing Person Policy has also undergone another internal review in June of 2020 and changes have been made.  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.  "
R.23.	ONGOING	Not yet known but could be significant	TBPS & TBPSB	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

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>and practices upon review of the Honourable Gloria Epstein's report on Toronto Police Service's missing persons investigations due to be released in April, 2020.</p>	<p>Goal: June 2021 for initial report Long Term: Multi-year</p>			<p>implementation strategy will be presented to the Board in June 2021.  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>
<p><b>RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND THE CORONER'S OFFICE</b></p>				
<p>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.</p>	<p><b>COMPLETE</b></p>	<p>N/A</p>	<p>TBPS &amp; Coroner's Office</p>	<p>The Service has concluded in-house training with all officers that addresses the investigative relationship between the Police and the Coroner. The Coroner's office is invited and does attend to assist in delivering this training. There is a working framework in place as outlined above that will be utilized on an ongoing basis.</p>
<p>R.25. The Office of the Chief Coroner should ensure police officers and coroners are trained on the framework to promote its effective implementation.</p>	<p><b>COMPLETE</b></p>	<p>See R.24</p>	<p>See R.24</p>	<p>See R.24</p>
<p>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.</p>	<p><b>COMPLETE</b></p>	<p>See R.24</p>	<p>See R.24</p>	<p>See R.24</p>
<p><b>RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND PATHOLOGIST</b></p>				
<p>R.27. The Ontario Forensic Pathology Service should train</p>	<p><b>N/A</b></p>	<p>N/A</p>	<p>Coroner's Officer</p>	<p>N/A</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>all pathologists on the Intersection of Police and Coroners for Thunder Bay Death Investigations as set out in the framework.</p>				
<p>R.28. TBPS should reflect, in its procedures and training, fundamental principles to define the relationship between investigators and pathologists.</p>	<b>COMPLETE</b>	N/A	TBPS	<p>The Service's Sudden Death Policy has been fully reviewed and revised to incorporate the above. The policy will be continuously reviewed as required.</p>
<p>R.29. The Ontario Forensic Pathology Service should establish a Forensic Pathology Unit in Thunder Bay, ideally housed alongside the Regional Coroner's Office.</p>	N/A	N/A	TBPS & Coroner's Office & Key stakeholders	<p>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.</p> <p>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.</p> <p><b>Update: Chief Hauth sent a letter on November 24, 2021 to the Office of the Chief Coroner and copying the Thunder Bay Police Services Board. Within that correspondence Chief Hauth notes that alongside the Regional Coroner's Office, the establishment of a forensic pathology unit forms part of the OIPRD recommendations under Recommendation 29.</b></p>
<p>R.30. If a Forensic Pathology Unit cannot be located in Thunder Bay, TBPS and the Ontario Forensic Pathology Service should establish, on a priority basis, procedures to ensure timely and accurate exchange of information on sudden death and homicide investigations and regular</p>	<b>COMPLETE</b>	<p>Budget Additions</p> <p>2021 – To be determined (cost recovery model by Toronto Police Service)</p>	TBPS & Coroner's Office	<p>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.</p> <p><b>The MOU received final signature of March 2, 2021.</b></p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>case-conferencing on such cases.</p>				
<p>R.31. The Ontario Forensic Pathology Service should provide autopsy services compatible with cultural norms in Indigenous communities.</p>	<p>N/A</p>	<p>N/A</p>	<p>Coroner's Office</p>	
<p><b>Recommendations Regarding Racism in TBPS Policing – General</b></p>				
<p>R.32. TBPS should focus proactively on actions to eliminate systemic racism, including removing systemic barriers and the root causes of racial inequities in the Service. TBPS should undertake a human rights reorganizational change strategy and action plan as recommended by the Ontario Human Rights Commission in October 2016.</p>	<p><b>ONGOING</b></p>	<p>Budget Additions</p>	<p>TBPS &amp; External Stakeholders</p>	<p>The Service is currently undergoing an Organizational Change project initiated by the Chief of Police. The details of the Organizational Change project can be found on the TBPS website.</p> <p>The first meeting was held in April 2018 and the first area of change was the Aboriginal Liaison Unit. The Service is currently working on its Training Curriculum for all members of the TBPS, both civilian and sworn.</p> <p>The CIT Coordinator will participate in many aspects of this recommendation through the Organizational Change Project – training, recruitment and communication internally and externally. Culturally significant training plans will be presented to the Chief for acceptance early in 2021.</p> <p>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.</p> <p>Training will start based on the approved curriculum in December of 2021.</p> <p>First training session to be held December 13-16, 2021 with additional sessions scheduled for January 2022.</p>
<p>R.33. TBPS leadership should publicly and formally</p>	<p><b>COMPLETE</b></p>	<p>N/A</p>	<p>TBPS – Chief of Police</p>	<p>On the day the Systemic Review Report was released, the existence of systemic racism was acknowledged. It</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>acknowledge that racism exists at all levels within the Police Service and it will not tolerate racist views or actions. TBPS leadership should engage with Indigenous communities on the forum for and content of these acknowledgements. This would be an important step in TBPS advancing reconciliation with Indigenous People.</p>				<p>was also reiterated by the TBPS leadership that racist views and actions are not, and will never be, tolerated by the Service. The Chief also acknowledged the existence of systemic racism within the Service and the Board during the Board's Acknowledgement and Reconciliation Circle on January 13, 2019.</p>
<p>R.34 The Thunder Bay Police Services Board should publicly and formally acknowledge racism exists within TBPS and take a leadership role in repairing the relationship between TBPS and Indigenous communities. This too, is an important step in TBPS advancing reconciliation with Indigenous People.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	
<p>R.35 TBPS leadership should create a permanent advisory group involving the police chief and Indigenous leadership with a defined mandate, regular meetings, and a mechanism for crisis-driven meetings to address racism within the TBPS and other issues.</p>	<p><b>ONGOING</b></p>	<p>Not yet known. Currently the group is made up of volunteers.</p>	<p>TBPS &amp; External Stakeholders</p>	<p>Currently, there is a group called the Executive Committee on Indigenous and Diversity Issues which meets quarterly. This Committee acts as an advisory group to the Chief of Police when major incidents occur that require community input. However, this Committee has been put on hold and is being re-defined to better meet the needs of the Community under the Organizational Change project.</p> <p>As part of the transition from the Aboriginal Liaison Unit to the Community Inclusion Team, the new Civilian Coordinator will be tasked with redefining the role of the Committee as well as reviewing the composition of the Committee. As an individual was just hired in this position, an update will follow.</p> <p>The development of the Equity, Diversity and Inclusion (EDI) Committee. An internal committee of the TBPS.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
				<p>First meeting held September of 2021. The EDI Committee's general purpose is to consider, discuss, research and propose new innovations on who we are, what we represent internally and externally as a Service to ensure the best service to our community. This will include community engagement to hear about what our community would like to see from us. The EDI Committee connects to the Community Inclusion Team (CIT) Strategic Plan, as well as, our response to the various reports and recommendations that impact our service delivery model.</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</li> </ul>	<p><b>COMPLETE</b></p>	<p>Budget Additions 2021 – \$55,000 (actual training cost)</p>	<p>TBPS &amp; External Stakeholders</p>	<p>Further, Dr. Leisa Desmoulin 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>As per recommendation 32, the training commenced in December of 2021. The CWG provided parameters to be included in the Diversity Training. The CIT Coordinator is prepared the training which included consultation with</p>



RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>level, and informed by all best practices;</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>				<p>Elders and outreach to include Community members to assist with delivery of the training. The first training session was 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</p>	<p><b>COMPLETE</b></p>	<p>See R.36</p>	<p>TBPS &amp; External Stakeholders</p>	<p>In addition - currently have in place Grade 8 visit project in conjunction with NAPS where officers visit First Nations communities.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
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.				
R.38 TBPS leadership should provide greater support for volunteerism by attending relevant sporting or community events.	<b>COMPLETE</b>	N/A	TBPS	<i>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.</i>
R.39 TBPS should develop and enhance additional cultural awareness training programs relating to the diverse community it serves.	<b>ONGOING</b>	Not yet known	TBPS	See R.36  <i>Update: CIT established FACT Fridays communicating information to all members of the TBPS on Culture, 2SLGBTQ and relevant topics to inform, allow for better understanding and dispelling common myths.</i>
<b>RECOMMENDATIONS ON RACISM IN TBPS POLICING – RECRUITMENT AND JOB PROMOTION</b>				
R. 40 TBPS should implement psychological testing designed to eliminate applicants who have or express racist views and attitudes. In Ontario, such specific testing is not done. It can be tailored to the TBPS experience. This testing should be implemented in Thunder Bay on a priority basis.	<b>COMPLETE</b>	Budget additions 2020 – 2021 -		<i>The psychological testing TBPS now engages in is extensive and much more thorough than what has been completed in the past. We now have three separate psychological tests that are analyzed by a psychologist in order to inform a medical opinion on the candidate's suitability to be a police officer. One of these tests, the MPulse, specifically analyzes liability factors including racially offensive conduct, negativity and inappropriate attitudes. Candidates also receive face to face interviews with a psychologist should any portion of the testing be inconclusive or potentially concerning. Candidates with concerning test results are screened out of the process.</i>
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.	<b>COMPLETE</b>	Budget Additions 2020 – 2021 –	TBPS	<i>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.</i>

RECOMMENDATION #	TIMELINE	FUNDING (recruitment initiative costs)	RESPONSIBILITY	PROGRESS & COMMENTS
R. 42	<b>COMPLETE</b>	N/A	TBPS	<p>TBPS Promotional Policy newly implemented in 2020 Collective Agreement and internal procedures changed with emphasis placed on different criteria for promotions.</p> <p>Also, the Service is in the process of reviewing its HR department and looking at ways to expand.</p> <p>A full report was provided to the TBPSB in January 2020</p>
<b>RECOMMENDATIONS FOR IMPLEMENTATION OF RECOMMENDATIONS</b>				
R.43	<b>COMPLETE</b>	N/A	TBPS	<p>TBPS should report to the OIPRD on the extent to which the recommendations in this report are implemented. This is imperative given the crisis in confidence described in this report. The OIPRD should, in turn, report publicly on TBPS's response and the extent to which the recommendations in this report are implemented.</p> <p>TBPS reports yearly to the OIPRD and more frequently to the TBPSB on recommendation progress.</p>
R.44	<b>ONGOING</b>	N/A	TBPS	<p>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>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**

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

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

**DATE:** May 16, 2022

**SUBJECT:** Monthly Summary of Invoices

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Since the April 19, 2022 Regular Session of the Board, the following invoices have been processed for payment:

- Invoice #2022-0068 from KPW Communications Incorporated, dated May 6, 2022, for \$7,684.00, relative to services rendered for expert panel support, communication services and social media management in April, 2022;
- Invoice from Delta Hotels, dated April 19, 2022, for \$390.98 for meeting room and coffee service;
- Invoice #21 from Mr. J. Hannam, dated May 3, 2022 for \$6,356.25, relative to professional services rendered;
- Invoice #21 from Ms. L. Douglas, dated April 30, 2022, for \$3,950.03, relative to professional services rendered.

/jsh

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

**FROM:** Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** Police Services Board Members and Elections

<b>DATE OF ISSUE:</b>	<b>April 25, 2022</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>Indefinite</b>
<b>INDEX NO.:</b>	<b>22-0044</b>
<b>PRIORITY:</b>	<b>Normal</b>

The Ministry of the Solicitor General (the ministry) has received several queries regarding the responsibilities of police services board members running in the upcoming provincial or municipal elections in 2022.

All members of a police services board should review Ontario Regulation 421/97 *Members of Police Services Boards – Code of Conduct*.

The ministry advises that a board member should disclose to the police services board their decision to be a candidate in the provincial or municipal elections as soon as possible. Board members appointed by Lieutenant Governor in Council (LGIC), are advised to also inform their respective ministry Police Services Advisor as soon as possible.

Board members who are candidates in the June 2022 provincial election may wish to consider taking a leave of absence during the writ period if they feel that, at any point they would be, or had the potential to be, in a real or perceived conflict of interest.

A police services board may have its own rules and procedures related to the political activity of its board members that should be reviewed, including those developed in accordance with s.37 of the *Police Services Act*. All board members appointed by LGIC intending to engage in political activity should also consider contacting their respective Ethics Executive/Integrity Commissioner as may be applicable.

Should a board member appointed by LGIC be elected, the board member should consider notifying the ministry and the police services board immediately, to determine next steps.

For any questions, please contact your respective Police Services Advisor (see attached Zone Assignments).

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings". The signature is fluid and cursive, with the first name "R." and the last name "Stubbings" clearly distinguishable.

Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division

Attachment

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety

**POLICE SERVICES ADVISORS – BOARD & POLICE SERVICE ASSIGNMENTS  
POLICE SERVICES LIAISON UNIT, INSPECTORATE OF POLICING**

Zones are OAPSB and OACP consistent. Police services board names are as recorded by the Public Appointments Secretariat, except for regional municipalities, which have been modified for consistency. Boards responsible for multiple municipalities (excluding upper-tier boards) are indicated as “joint”. Boards with both municipal police service and OPP agreement responsibilities are “hybrid” and are listed in each table. Police services with names significantly different from the governing board are listed with the board. There are currently **158** boards in Ontario.

**Police Services Boards – Municipal Police Services – PSA s.31**

ZONES 1/1A	ZONE 2	ZONE 3	ZONE 4	ZONE 5	ZONE 6
<b>Tom Gervais</b> (416) 432-5645 tom.gervais@ontario.ca <i>B/U Ron LeClair</i>	<b>Graham Wight</b> (416) 817-1347 graham.wight@ontario.ca <i>B/U Dave Tilley</i>	<b>Jeeti Sahota</b> (416) 702-4404 jeeti.sahota@ontario.ca <i>B/U Graham Wight</i>	<b>Ron LeClair</b> (226) 280-0166 ronald.leclair@ontario.ca <i>B/U Duane Sprague</i>	<b>Duane Sprague</b> (416) 573-8309 duane.sprague@ontario.ca <i>B/U Jeeti Sahota</i>	<b>David Tilley</b> (647) 224-9370 david.tilley@ontario.ca <i>B/U Tom Gervais</i>
Dryden	Belleville	Barrie	Brantford	Guelph	Aylmer
Greater Sudbury	Brockville	Bradford West Gwillimbury & Innisfil (joint) - South Simcoe	Halton Regional	Hanover	Chatham-Kent
North Bay	Cornwall	Cobourg	Hamilton	Owen Sound	LaSalle
Sault Ste. Marie	Deep River	Durham Regional	Niagara Regional	Saugeen Shores	London
Thunder Bay	Gananoque	Kawartha Lakes	Woodstock	Stratford	Sarnia
Timmins	Kingston	Peel Regional (hybrid)		Waterloo Regional	St. Thomas
	Ottawa	Peterborough		West Grey	Strathroy-Caradoc
	Smiths Falls	Port Hope (hybrid)			Windsor
		Toronto			
		York Regional			
<b>6</b>	<b>8</b>	<b>10</b>	<b>5</b>	<b>7</b>	<b>8</b>
					<b>Total 44</b>

**Police Services Boards - OPP Service Agreements – PSA s.10**

<b>ZONES 1/1A</b>	<b>ZONE 2</b>	<b>ZONE 3</b>	<b>ZONE 4</b>	<b>ZONE 5</b>	<b>ZONE 6</b>
Atikokan	Admaston/Bromley	Alnwick/Haldimand	Blandford-Blenheim	Amaranth	Elgin Group (joint)
Blind River	Augusta	Asphodel-Norwood	County of Brant	Brockton	Essex
Bonfield	Beckwith	Brighton	East Zorra-Tavistock	Central Huron	Kingsville
Cochrane	Bonnechere Valley	Collingwood	Haldimand County	Chatsworth	Lakeshore
East Ferris	Carleton Place	Cramahe	Ingersoll	Georgian Bluffs	Lambton Group (joint)
Elliot Lake	Greater Napanee	Hamilton Township	Norfolk County	Goderich	Point Edward
Espanola	Hawkesbury	Havelock-Belmont-Methuen	Norwich	Grand Valley	Tecumseh
Fort Frances	Lanark Highlands	Midland	Tillsonburg	Grey Highlands	Thames Centre
Hearst	Merrickville-Wolford	North Kawartha		Huron-Kinloss	
Ignace	Montague	Nottawasaga (joint)		Kincardine	
Johnson	North Grenville	Orillia		Melancthon	
Kapuskasing	Pembroke	Otonabee-South Monaghan		Mono	
Kenora	Perth	Peel Regional (hybrid)		Mulmur	
Kirkland Lake	Petawawa	Penetanguishene		North Huron	
Laird	Prescott	Port Hope (hybrid)		North Perth	
Lakehead (joint)	Prince Edward	Smith-Ennismore		Orangeville	
MacDonald, Meredith & Aberdeen Additional	Quinte West	Township of Tiny		Sheburne	
Machin	Renfrew	Trent Lakes		South Bruce Peninsula	
Marathon	South Frontenac	Trent Hills		South Huron	
Mattawa & Area (joint)	Stirling-Rawdon			Southgate	
Pickle Lake	Stormont, Dundas & Glengarry			The Blue Mountains	
Powassan	Tay Valley			Wellington County	
Red Lake	The Nation Municipality			West Perth	
Shuniah					
Sioux Lookout					
Sioux Narrows – Nestor Falls					
Smooth Rock Falls					
Spanish					
Temagami					
Temiskaming Shores					
Terrace Bay					
The North Shore					
Thessalon					
Wawa					
West Nipissing					
<b>35</b>	<b>23</b>	<b>19</b>	<b>8</b>	<b>23</b>	<b>8</b>
					<b>Total 116</b>





# Thunder Bay Police Youth Corps

434 Fort William Road, Thunder Bay, ON P7B 2Z6

Tel: (807) 344-3969

Thunder Bay Police Services Board  
317 E. Victoria Avenue - Unit #10  
Thunder Bay, Ontario  
P7C 1A4

April 27, 2022

To the Members of the Thunder Bay Police Services Board;

The Board of Directors of the Thunder Bay Police Youth Corps wish to express their most sincere appreciation for your annual funding sponsorship of \$3,500.00.

For any Board members interested we do have a Facebook page as well as web site [www.tbpoliceyouthcorps.com](http://www.tbpoliceyouthcorps.com) . Sponsorship such as yours is truly valued, benefiting a group of young people who are becoming role models in our community thank you.

Sincerely,

On behalf of the Board of Directors,

A handwritten signature in cursive script that reads "Margaret Rusnak".

Margaret Rusnak  
Board Secretary/Treasurer  
rusnakdm@tbaytel.net