

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

Date: TUESDAY, NOVEMBER 15, 2022

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

Time: 9:00 A.M.



THE THUNDER BAY
POLICE SERVICES BOARD

THE THIRTY-FIRST MEETING OF THE
FIFTY-THIRD THUNDER BAY POLICE SERVICES BOARD

TUESDAY, NOVEMBER 15, 2022

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

9:00 A.M.

REGULAR SESSION

1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Thirty-First Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on November 15, 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 Twenty-Ninth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on October 11, 2022 to be confirmed. **(Pages 6 - 13)**

RES 2

THAT the Minutes of the Twenty-Ninth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on October 11, 2022, be confirmed.

4. REPORTS OF COMMITTEES

a) Thunder Bay Police Services Board - Governance Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, to provide an update on the status of the Board's Governance Committee.

5. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Thunder Bay Police Service – Third Quarter Variance Report

Report No. 34/22 (Police) relative to an update on the status of the Operational Budget of the Thunder Bay Police Service as of September 30, 2022, for the Board's information.

(Pages 14 - 15)

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

b) Thunder Bay Police Service – 2023 Proposed Budgets

Report No. 35/22 (Police) relative to the proposed 2023 Operating and Capital Budgets for the Thunder Bay Police Service, for the Board's information. **(Pages 16 - 23)**

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

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

RES 3

With respect to the proposed 2023 Operating and Capital Budgets of the Thunder Bay Police Service, we recommend that the Board approves the budgets as presented at the November 15, 2022 Regular Session of the Board.

c) Thunder Bay Police Services Board – 2023 Proposed Budget

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated November 7, 2022, relative to the Board's proposed budget for 2023, for the Board's information. **(Pages 24 - 25)**

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 4

With respect to the Proposed 2023 Operation Budget of the Thunder Bay Police Services Board, we recommend that the Board approve the budget as submitted on November 15, 2022.

d) OIPRD Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since last presented on October 11, 2022, for the Board's information. **(Pages 26 - 42)**

Acting Chief of Police D. Taddeo to provide a verbal update relative to the above noted.

6. GENERAL MATTERS

a) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated November 7, 2022, relative to the Monthly Summary of Invoices processed for payment since the October 11, 2022 Regular Session of the Board, for the Board’s information. **(Page 43)**

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

7. PETITIONS AND COMMUNICATIONS

a) Parade of Lights - Request for Donation

Correspondence received from Greg Stephenson, Chair – Parade of Lights, dated October 26, 2022, relative to a request for a donation towards the 2022 Parade of Lights, for the Board’s information. **(Page 44)**

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated November 7, 2022, relative to a Funding Request from the Parade of Lights, for the Board’s information. **(Page 45)**

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

With respect to the request for a donation from the Chair of the 2022 Parade of Lights presented at the November 15, 2022 Regular Session of the Thunder Bay Police Services Board, we recommend that a donation in the amount of \$1,000 be provided to the Parade of Lights Committee;

AND THAT funding be provided on an annual basis, provided sufficient funds are available;

AND THAT the funds be taken from the Board’s Special Account.”

b) Inquest into the Deaths of Seven First Nations Youths

Copies of the Implementation Status Report of the Thunder Bay Police Service, dated September 21, 2022, relative to the above noted Inquest into the Deaths of Seven First Nations Youth, for

information purposes only. (Pages 46 - 52)

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 June 28, 2022.

8. NEW BUSINESS

9. CONFIRMING BY-LAW

RES 6

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 15th day of November, 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: PC29– 2022

10. ADJOURNMENT

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

DATE: OCTOBER 11, 2022

TIME: 10:00 A.M.

PLACE: DELTA HOTEL BY MARRIOTT
2240 SLEEPING GIANT PARKWAY, THUNDER BAY, ON

ADMINISTRATOR: MR. M. MERCER

PRESENT:
Councillor S. Ch'ng
Mr. M. Mercer

ABSENT:
Ms. G. Morriseau

OFFICIALS:
Mr. D. Taddeo, Acting Chief of Police
Mr. C. Adams, Director – Communications &
Technology
Inspector G. Snyder, Thunder Bay Police Service
Staff Stg. J. Dampier, Thunder Bay Police Service
Mr. J. Hannam, Secretary – Thunder Bay Police
Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder
Bay Police Services Board

ATTENDING BY TELEPHONE:
Mr. T. Gervais, Police Services Advisor – Ministry
of the Solicitor General

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

MOVED BY: Administrator M. Mercer

With respect to the Twenty-Ninth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on October 11, 2022, 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 Twenty-Seventh Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on September 20, 2022 to be confirmed.

MOVED BY: Administrator M. Mercer

THAT the Minutes of the Twenty-Seventh Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on September 20, 2022, be confirmed.

CARRIED

4. PRESENTATION

Certificates of Recognition

Acting Chief of Police D. Taddeo provided an overview of the actions of the three officers being recognized today. On September 19, 2022, the Service received a stress call from the Court House. The three officers on-site began resuscitation and used a defibrillator on an individual in distress, and continued until paramedics were able to arrive on the scene. The individual was transported to the Regional Hospital, and continues to recover.

Certificates of Recognition were presented to Special Constable T. Krzystofczyk, Special Constable M. Barstead, and Special Constable J. Maijala for their outstanding performances and skill in the execution of their duties, resulting in the saving of a human life.

5. REPORTS OF COMMITTEES

a) Thunder Bay Police Services Board - Governance Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, reported that interviewing prospective candidates continues. The Administrator will be able to provide recommendations for new members of the Governance Committee to the Board in due course.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Thunder Bay Police Service – Annual Report

Mr. C. Adams, Director – Communications & Technology, Thunder Bay Police Service, provided an overview of the 2021 Annual Report for the Thunder Bay Police Service with a PowerPoint Presentation.

A review of many of the highlights as well as a statistical review of the year were presented.

The full Annual Report will be posted on the Police Service's website, as well as the Police Services Board's website after the meeting.

Mr. Adams responded to questions, particularly about the metrics used for this report.

Discussion was held relative to the cancellation of the SOS program (for Shelter House Thunder Bay). Councillor Ch'ng will follow up on funding for the SOS program with our local politicians. Acting Chief Taddeo indicated that the Police Service can also assist with pursuing funding and providing statistics to rationalize the continuation of this hugely successful program.

Mr. Adams thanked the team responsible for developing the Annual Report.

b) Harassment in the Workplace – A Shift in Culture

Memorandum to the Thunder Bay Police Services Board from Inspector Gordon Snyder, relative to a public update of the status/progress of the Action Plan - Harassment in the Workplace – A Shift in Culture, was provided for the Board's information.

Inspector G. Snyder, Thunder Bay Police Service, provided responses on the status of the final four action plan items from the initial action plan presented to the Board in February 2022.

c) Quarterly Complaints

Report No. 33/22 (Police) relative to the summary of complaints for Q3 of 2022 (July, August and September, 2022), was provided for the Board's information.

Staff Sergeant J. Dampier, Thunder Bay Police Service, provided an overview relative to the above noted and responded to questions.

d) Thunder Bay Police Services Board Budget – Third Quarter Variance Report

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated October 3, 2022, relative to the Board's Budget Variance for Q3 of 2022, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview relative to the above noted, and noted a correction. Since the report was written and submitted, and further to conversations with the City's Finance Department, the unfavourable variance needs to be increased to \$300,000 – largely due to higher than anticipated legal fees. A revised report has been submitted to City Finance.

e) OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since last presented on June 28, 2022, was provided for the Board's information.

Acting Chief of Police D. Taddeo provided an update relative to the above noted.

Discussion was held relative to the Police Service's improved practices in the area of Major Case

Management (MCM). A portion of correspondence from the Ministry of the Solicitor General was read by Acting Chief Taddeo, which indicated considerable progress in the adherence of standardized practices dealing with the MCM framework. Acting Chief Taddeo noted that he was proud of this report, and accordingly, shared it with the entire Police Service.

Councillor Ch'ng noted that this report should be made public.

The subject letter is appended to these minutes, and will be posted on the Police Service's website.

With regard to Recommendation #44, Acting Chief Taddeo noted that responsibility needs to be shared with the Coroner's Office for management and finalization of all deaths, particularly homicide investigations. Acting Chief Taddeo will be following up with the Regional Coroner to better address Recommendation #44, and accordingly, will update the OIPRD Recommendations to reflect this work.

7. **GENERAL MATTERS**

a) **Update on Building Project**

At the September 30, 2022 Closed Session of the Board, a Confidential Memorandum to the Thunder Bay Police Services Board from Acting Chief of Police Dan Taddeo, dated September 15, 2022, relative to the 2023 Capital Budget for the new Police Headquarters Building, was presented. A Notice of Motion relative to the above noted was introduced and is now ready for debate.

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

MOTION to RESCIND

MOVED BY: Administrator M. Mercer

With respect to the direction by the Thunder Bay Police Services Board to submit a capital budget estimate for the new Police Headquarters building project as part of the Services' 2023 capital budget, we recommend that that direction be Rescinded;

AND THAT the capital budget submission for the building project be brought forward for consideration upon the completion of Phase 1 – Design Development and Final Design Brief.

CARRIED

b) **Remembrance Day 2022**

THUNDER BAY POLICE SERVICES BOARD (TBPSB)

REGULAR SESSION

October 11, 2022

Page 5 of 6

Mr. J. Hannam, Secretary to the Board, provided an overview relative to the local ceremonies scheduled for November 11, 2022. Board representation has been requested for the ceremony at the Fort William Gardens. Councillor Ch'ng advised that she will attend at the Gardens to represent the Board.

Mr. Hannam will reach out to the Board for representation if other local services are confirmed.

c) 2023 Meeting Dates

Copies of the 2023 calendar were provided for the Board's information in order to determine their meeting dates in 2023.

The following meeting dates, on the 3rd Tuesday of each month, were proposed for 2023:

- January 17, 2023;
- February 21, 2023;
- March 21, 2023;
- April 18, 2023;
- May 16, 2023;
- June 20, 2023;
- July 18, 2023 (if required);
- August 15, 2023 (if required);
- September 19, 2023;
- October 17, 2023;
- November 21, 2023; and
- December 19, 2023

MOVED BY: Administrator M. Mercer

With respect to the 2023 meeting dates presented at the October 11, 2022 Regular Session of the Thunder Bay Police Services Board, we recommend proceeding with the proposed dates.

CARRIED

d) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated October 4, 2022, relative to the Monthly Summary of Invoices processed for payment since the September 20, 2022 Regular Session of the Board, was provided for the Board's information.

8. 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 June 28, 2022.

9. NEW BUSINESS

There was no New Business presented.

10. CONFIRMING BY-LAW

MOVED BY: Administrator M. Mercer

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 11th day of October, 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: PC27– 2022

CARRIED

11. ADJOURNMENT

The meeting was adjourned at 10:49 a.m.

15 September 2022

Acting Chief Dan Taddeo
Thunder Bay Police Service
1200 Balmoral Street
Thunder Bay, Ontario
P7B 5Z5

Dear Chief Taddeo,

Re: Ontario Major Case Management

I would like to extend appreciation to you and Inspector Pearson for taking time out of your busy schedules on August 18th to meet with S/Sgt. Yeoman and myself. We found the meeting extremely beneficial and have a much better understanding of the TBPS enhancements that have led to improved practices in the area of Major Case Management (MCM). It is clear that TBPS has made considerable progress in applying the MCM methodology and software to major case investigations.

Evolving crime trends have created a need for updated practices by all police services in the area of major case investigations. There is little doubt that investigations benefit from the standardized investigative methodology, information management software and network of collaboration that exists within MCM. Your service has had a number of successes in the realm of MCM in the past year. I am confident that those successes have somewhat influenced the shift in mindset and heightened awareness among investigators on the value of consistently managing investigations under the MCM framework.

It is my view that TBPS has achieved this success through the creation and adherence to standardized practices, enhanced MCM training, and increased resources added to your General Investigations and Major Crime portfolios. The newly created training manuals, oversight review and mentorship positions have also had a positive impact on major crime calls. All of these enhancements support better practices with MCM. Ongoing review of your policies and procedures would be beneficial to ensure they remain effective on a go forward basis.

I would encourage you to establish a consistent process to ensure that there is no oversight in notifications to the Serial Predator Crime Investigations Coordinator and that your members continue to collaborate with the MCM team as they have been. It appears that all areas identified in the 2018 MCM Inspection report have been addressed. Overall, your annual report submissions and major case entries indicate good compliance with PowerCase. There are no concerns with respect to the effective use of MCM in your major case investigations. Your service has implemented good practices to resolve the deficiencies and are progressing very well in respect to MCM.

We appreciate the positive relationships the MCM team has established with TBPS and invite any of your members to reach out if we can support in any way. Should you have any questions or comments, please do not hesitate to contact me.

Best regards,

A handwritten signature in black ink, appearing to read 'Shelley Tarnowski'. The signature is stylized with a large, sweeping 'S' and 'T'.

Shelley Tarnowski
Detective Inspector – Director,
Ontario Major Case Management



Thunder Bay Police Service

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

Date of Report: November 8, 2022
Date of Meeting: November 15, 2022
Report No: 34/22

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

SUBJECT

2022 Operational Budget: Third Quarter Variance Report

REPORT SUMMARY

To update the Thunder Bay Police Services Board on the status of the Operational Budget of the Thunder Bay Police Service as of September 30, 2022.

BACKGROUND

On a quarterly basis, Administration reviews the year-to-date revenues and expenditures and completes a forecast of the Thunder Bay Police Service's operating financial position to year-end (December 31, 2022). The forecast is compared to the 2022 approved operating budget and presented to the Thunder Bay Police Services Board.

The 2022 Net Operating Budget for the Thunder Bay Police Service was approved at \$48.7 million.

As of September 30, 2022, Administration is projecting an overall unfavourable variance of \$2.1 million. The key components of the unfavourable variance are discussed below.

COMMENTS

At the end of the third quarter, Administration is projecting a \$1.6 million unfavourable variance in overtime, a \$125,000 unfavourable variance in WSIB expenditures and an unfavourable variance of \$103,000 in paid duty wages as the community resumed to normal pre-covid activities sooner than expected. The overtime variance is primarily due to costs associated with the new collective agreement regarding increased minimum manpower levels in uniform patrol and costs associated with the requirement to pay out all time in lieu balances at year-end, as well as overtime relating to sudden death investigations and major crime including homicides.

Materials are estimated to be \$550,000 unfavourable primarily resulting from:

- Unbudgeted costs associated with providing network connectivity and building/network security at the new leased facility that has been secured to accommodate the operational and training requirements of the Service - \$161,000,
- Unfavourable variances in vehicle maintenance - \$150,000,
- Higher than expected fuel costs - \$147,000, and
- Several other accounts such as telecommunications, cyber crime software and the replacement of outdated automated external defibrillators - \$92,000.

Purchased services and professional fees are estimated to be \$424,000 unfavourable primarily resulting from unbudgeted costs associated with:

- *Police Services Act* hearing relating to the death investigation of S. DeBungee - \$210,000,
- Costs associated with the coroners inquest into the deaths of D. Mamakwa and R. McKay - \$100,000, and
- Expenses to deliver the unbudgeted Mobile Crisis Response Team Enhancement grant in partnership with the Canadian Mental Health Association - \$90,000.

Provincial Grant revenues are projected to be \$360,000 favourable primarily resulting from the following:

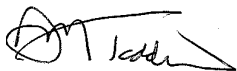
- Higher than budgeted Court Security and Prisoner Transportation grant - \$51,000,
- Receipt of additional funding to enhance the Mobile Crisis Response Team - \$90,000,
- Funding for Intelligence initiatives - \$83,000, and
- Increased funding from the Community Safety and Policing grants both Local and Provincial initiatives - \$118,000.

Administration is projecting a favourable variance in the COVID19 budget of \$154,000 primarily due to less health and safety related expenses.

RECOMMENDATIONS

For information purposes.

Respectfully submitted,



Daniel M. (Dan) Taddeo
A/Chief of Police

Prepared by: Dawn Paris, Director - Finance & Facilities



Thunder Bay Police Service

OFFICE OF THE CHIEF OF POLICE

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: November 7, 2022
Date of Meeting: November 15, 2022
Report No: 35/22

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

SUBJECT

2023 Proposed Operating and Capital Budget

REPORT SUMMARY

To propose the 2023 Operating and Capital Budgets of the Thunder Bay Police Service to the Thunder Bay Police Services Board.

BACKGROUND

The activities of the Thunder Bay Police Service (TBPS) are governed by the *Police Services Act*. Policing continues to be one of the most heavily regulated professions. The *Adequacy and Effectiveness of Police Services* regulation that was introduced in 1999 addresses six core functions of every police service in the province: crime prevention, law enforcement, victim's assistance, public order maintenance, emergency response services and administration and infrastructure.

The Thunder Bay Police Service is committed to working in partnership with the public to serve and protect our communities in a sensitive, efficient and effective manner.

The Thunder Bay Police Services Board Strategic Plan 2021-2023, "*Many Voices, One Vision: 2030*" provides direction to the Thunder Bay Police Service and sets the following strategic goals and objectives:

- a. A Healthy & Supported Workforce - providing a safe and positive work environment;
- b. Sustainable Community Policing – deliver proactive and responsive services to meet local needs;
- c. Restored Reputation & Relationships – earn the trust and confidence of the people, communities and partners that we protect and serve;
- d. Build for Transformation – acknowledge our current capacity and capabilities in the face of growing demands and implement new approaches to build improved police services for the future.

The 2023 Proposed Operating and Capital Budgets were developed with these strategic goals in mind.

COMMENTS

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

Budget Highlights

	Proposed 2023 (in \$000s)	2022 (in \$000s)	\$ Change (in \$000s)	% Change
Operating				
Gross	\$59,030.8	\$55,369.0	\$3,661.8	6.6%
Net	\$52,210.5	\$48,700.3	\$3,510.2	7.2%
Capital				
Gross	\$2,188.7	\$4,594.0	(\$2,405.3)	(52.4%)
Net	\$2,188.7	\$1,864.4	\$324.3	17.4%

Staffing Complement	Proposed 2023 FTE	2022 FTE	Change	% Change
Full Time Equivalents	380.3	358.3	22.0	6.1%
Part Time Equivalents	0.2	1.4	(1.2)	(85.7%)

Operating Budget Highlights

The 2023 Proposed Operating Budget was developed based on the following methodology and key assumptions:

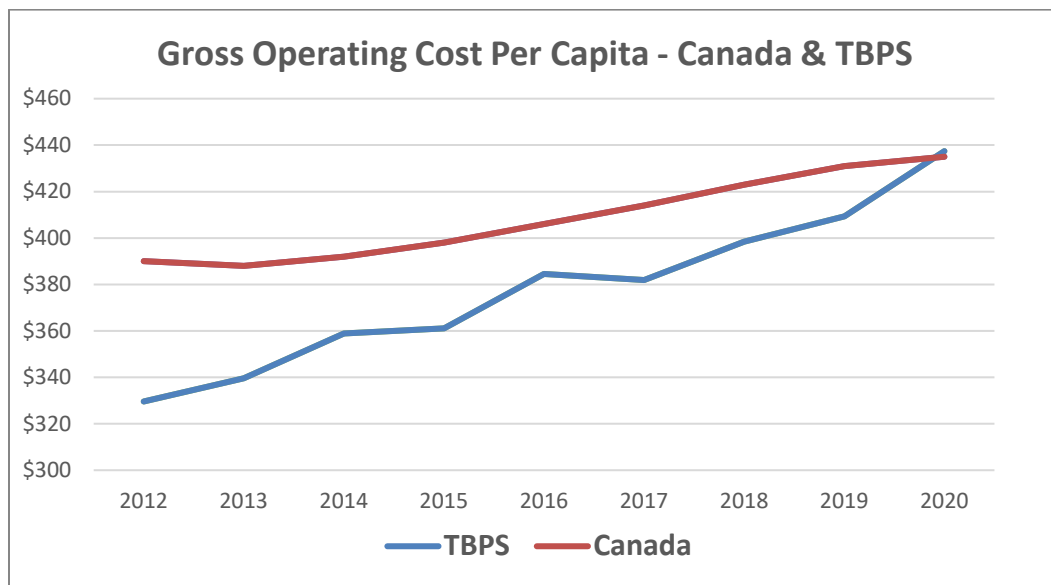
- A total Personnel Services increase of \$3.2 million (6.3%) comprised of wage and benefit increases resulting from contract settlements for sworn, civilian and senior officer staff; movement through pay grids and increases to benefit rates (\$2.0 million); as well as an overtime increase to more closely reflect the reality (\$0.3 million). Also included is a personnel expansion request to add 14 Sworn Officers and 6.8 Civilian members. These positions are projected to commence throughout Q2, Q3, Q4 and into 2024 and is directly linked to the success of the recruitment program. There will be a gross and net increase of \$1.0 million in 2023 and an additional increase of \$1.1 million in 2024.

The operational increase in staffing reflects a critical need to meet the growing demands placed upon the TBPS. Resources have not kept pace with realities and the needs of the community, primarily the continued threat to public safety and community wellbeing caused by the dramatic

increase in substance dependency and its social impact within the city and the region. The national crime statistics as reported by Statistics Canada (2021), based on the Thunder Bay Census Metropolitan Area, indicates that Thunder Bay is ranked 1st nationally as per the Violent Crime Severity Index, 13th nationally for the Non-Violent Crime Severity Index and 7th nationally for the overall Crime Severity Index. It is important to note, in terms of the weighted clearance rates, the Thunder Bay Police Service solves significantly more reported crimes than both the provincial and national averages.

Historically, previous TBPS administrations and Police Services Boards have taken a conservative approach to operational increases to fit within the City of Thunder Bay Budget Directions. This approach is no longer viable given the long term need to address a number of key realities including the high volume of crime, increased complexity of investigations, exponential growth of digital evidence with the Body Worn and In-Car Camera project, increased workload and the impact on TBPS members’ health, and the fact that the TBPS is servicing a much higher jurisdictional population than is reported by Statistics Canada. The latter point is based on a study completed by Anishnawbe Mushkiki titled “*Our Health Counts Thunder Bay (2020)*”.

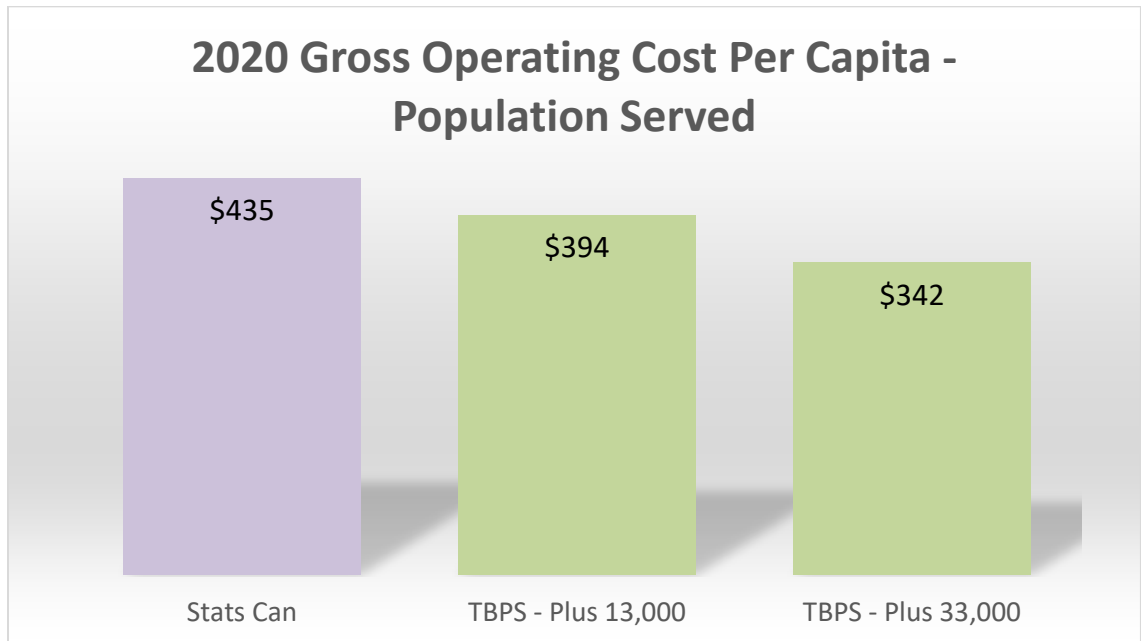
In addition to the population discrepancy between the actual and census population, for the years 2012 to 2019, the TBPS per capita cost is less than the Statistics Canada cost per capita for policing in Canada. Additionally as reported in the 2021-2023 Strategic Plan of the Thunder Bay Police Services Board, a comparison of Thunder Bay’s operating cost per capita shows it is 5% lower than the average of all Canada police services.



Note: 2019 Statistics Canada cost per capita not reported due to Covid19. An increase of 2% was used for illustrative purposes.

In 2020, the TBPS per capita cost is slightly higher than that for policing in Canada, however if the population were to be adjusted to reflect the jurisdictional population based on the “*Our Health Counts Thunder Bay (2020)*” report, the TBPS cost per capita would be significantly lower than

that for per capita policing costs in Canada, as depicted in the chart below. This level of funding does not reflect the resources needed given the Service’s ranking in the Violent Crime Severity index and overall high volume of crime. Violent crimes are extremely complex and labour intensive to investigate requiring a significant amount of staff and time.



These operational increases need to be realized so that we can provide adequate and effective policing to the community as a whole. This is in keeping with the Strategic Plan created by the Police Services Board, which was created to reflect the public’s expectations.

The sworn expansion cost is based on the assumption that the TBPS would be successful in recruiting 4 experienced officers with the remaining positions being filled by existing members. Those existing members would be backfilled with new recruits starting at the beginning of the pay band. The current sworn complement is 241 FTE. Once the recruitment process is completed the proposed sworn expansions of 14 FTE include the following positions: a Recruitment Officer, 2 Training Constables, a Major Crime Digital Evidence Detective Constable, a Forensics Detective Constable, an Intelligence Constable, 2 Major Crime Detective Constables, a Community Oriented Response Constable, a Community Inclusion Team Constable, 3 Primary Response Constables and a Community Oriented Response Sergeant.

In order to provide the required civilian support of the increased demands of calls for service, there is also a need to increase the existing civilian complement of 118.7 by 6.8 FTE. This includes 3 additional Central Records Clerks who are responsible for the accurate recording and transcription of police reports; 2 Digital Evidence Management Clerks to manage and disclose the digital evidence obtained from the 140 body worn and 30 in car cameras; a Training Administrative Assistant to support the Training Unit; and to increase a Property & Stores Clerk and an Intelligence Assistant from part time to full time 0.8 FTE.

The contraction of policing resources can only occur when the much-needed social services-based solutions have been properly funded and have been given time to have a quantifiable impact on the roots of crime and disorder. This will take several years to see that impact. For the foreseeable future, investments in policing need to continue.

Other factors affecting the 2023 Operating budget include:

- Materials increase of \$448,000 mainly relating to computer license agreements, an increase in vehicle maintenance based on a five-year average of spend, and an increase in the price of fuel.
- A net increase in revenues of \$255,000 primarily relating to an estimated increase in the Prisoner Transportation and Court Security grant, and an increase in criminal record check and paid duty revenue;
- A decrease in inter-functional transfer recovery of \$103,000 primarily relating to an increase in the City’s allocation of insurance costs.

2023 Net Budget Compared to 2022

Overall, the TBPS proposes a Net Budget increase of **\$3.5 million**, or **7.2%**, broken down as follows:

Category	Proposed 2023 Budget	2022 Budget	\$ Change (in \$000s)	% Increase (Decrease)
Gross Expenses	\$59,030.8	\$55,369.0	\$3,661.8	6.6%
Revenues	(\$5,916.8)	(\$5,662.1)	(\$254.7)	4.5%
Inter-functional Transfers and Transfers to Own	(\$903.5)	(\$1,006.6)	(103.1)	(10.2%)
Total Net Budget	\$52,210.5	\$48,700.3	\$3,510.2	7.2%

Proposed 2023 Capital Budget Highlights

The Thunder Bay Police Service proposes a **\$2.2 million gross** (2022 - \$4.6 million) capital budget. The 2022 capital budget included \$2.4 million to be used to fund preliminary work towards a proposed new Police Headquarters – Design Development and Final Design Brief, Phase 1. The completion of Phase 1 will inform the required capital budget for the new Police Headquarters. As a result, in October 2022 the Thunder Bay Police Services Board approved a resolution that the capital budget submission for the proposed new Police Headquarters be brought forward for consideration upon the completion of Phase 1 – Design Development and Final Design Brief. Phase 1 completion will most likely occur in 2023.

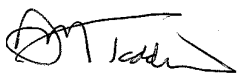
The 2023 proposed capital budget includes the following key projects:

- Cyclical Fleet replacement. Acquisition schedules are based on a long-term vehicle replacement program which makes the presumption that after 180,000 kilometers, the reliability of the vehicle is diminished. Older vehicles tend to be unreliable, prone to spontaneous failure and require additional repairs and maintenance given that they are driven 24/7, 365 days a year. The 2023 proposed fleet budget includes eight marked patrol vehicles and one for use in traffic enforcement;
- Emergency Task Unit (ETU) weaponry, tools and personal protective equipment. The ETU provides a provincially mandated service that requires specialized equipment to deal with life threatening situations. Much of the protective equipment is subject to cyclical replacement;
- Ongoing lifecycle maintenance of computer network and software infrastructure and technology and replacement of the end-of-life phone system and camera systems;
- Training equipment/ammunition that is needed to conduct mandatory yearly handgun qualification training and skill development as it relates to use of force and to maintain an adequate supply of ammunition;
- Cyclical replacement of handguns, rifles, shotguns and weapon system parts and accessories, and;
- In car and body worn cameras. This project was implemented in 2021 based on five annual payments and includes 59 taser units, 30 in car and 140 body worn cameras, warranties, charging docks and encrypted cloud-based storage.

RECOMMENDATIONS

It is recommended that the Thunder Bay Police Services Board approve the 2023 Operating and Capital Budget as presented.

Respectfully submitted,



Daniel M. (Dan) Taddeo
A/Chief of Police

Prepared by: Dawn Paris, Director – Finance & Facilities

Attachments: 1 - Thunder Bay Police Service – 2023 Proposed Capital Budget
 2 - City of Thunder Bay – Budget Recap

**Thunder Bay Police Service
2023 Proposed Capital Budget**

Project Number	Project Name	\$
OSB-POL-0001-PS	Emergency Task Unit Equipment	236,700
OSB-POL-0026-PS	Armoury	102,400
OSB-POL-0027-PS	Soft Body Armour	57,400
OSB-POL-0030-PS	Furniture Replacement	82,500
OSB-POL-0031-PS	Investigative Equipment	9,400
OSB-POL-0035-PS	Computer System Maintenance and Procurement	299,300
OSB-POL-0036-PS	Police Vehicle Replacement	620,300
OSB-POL-0038-PS	Cameras - In Car & Body Worn	451,500
OSB-POL-0045-PS	Training Equipment/Ammunition	214,600
OSB-POL-0047-PS	Forensics Equipment	15,100
OSB-POL-0048-PS	Cyber Crime Equipment	36,300
OSB-POL-0051-PS	Uniform Patrol Equipment	18,200
OSB-POL-0053-PS	Traffic Management Equipment	35,900
OSB-POL-0055-PS	Community Outreach Equipment	1,700
OSB-POL-0058-PS	Property & Stores Equipment	7,400
	Total	<u>2,188,700</u>

City of Thunder Bay
BUDGET RECAP (\$000'S)

2023 BUDGET																		
Police Operations	2022		2022		2023		2023		2023		2023		2023 vs 2022					
	FT	PT	FTE	FTE	FT	PT	FTE	FTE	Base	% Increase	One Time	User Fee Increase	Reduction	Expansion	Requested Budget	\$ Change	% Change	
FINANCIAL RESOURCES																		
Outside Boards																		
Personnel Services	358.3	1.4	380.3	0.2	51,348.3	53,210.0	53,603.0	4.4%				979.6	979.6	54,582.6	3,234.3	6.3%		
Purchased Services					766.5	1,089.0	803.7	4.9%						803.7	37.2	4.9%		
Rents & Financial Expense					410.8	358.0	353.3	(14.0%)						353.3	(57.5)	(14.0%)		
Materials					2,843.4	3,431.0	3,291.2	15.7%						3,291.2	447.8	15.7%		
Gross Expenditures	358.3	1.4	380.3	0.2	55,369.0	58,088.0	58,051.2	4.8%				979.6	979.6	59,030.8	3,661.8	6.6%		
Provincial Grants					(3,513.1)	(3,872.8)	(3,624.9)	3.2%						(3,624.9)	(111.8)	3.2%		
Federal Grants					(111.9)	(115.0)	(117.3)	4.8%						(117.3)	(5.4)	4.8%		
Other Municipalities					(1,225.5)	(1,228.8)	(1,251.5)	2.1%						(1,251.5)	(26.0)	2.1%		
User Fees & Service Charges					(804.2)	(1,017.9)	(915.7)	13.9%						(915.7)	(111.5)	13.9%		
Fines																		
Donations					(7.4)	(11.3)	(7.4)							(7.4)				
Other Revenues																		
Revenues					(5,662.1)	(6,245.8)	(5,916.8)	4.5%						(5,916.8)	(254.7)	4.5%		
Subtotal	358.3	1.4	380.3	0.2	49,706.9	51,842.2	52,134.4	4.9%				979.6	979.6	53,114.0	3,407.1	6.9%		
Interfunctional Transfers					(1,006.6)	(1,057.8)	(903.5)	(10.2%)						(903.5)	103.1	(10.2%)		
Net Cost (Income)	358.3	1.4	380.3	0.2	48,700.3	50,784.4	51,230.9	5.2%				979.6	979.6	52,210.5	3,510.2	7.2%		

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S Hannam, Secretary to the Board

DATE: November 7, 2022

SUBJECT: Proposed Board Budget - 2023

As outlined in the table below, a proposed budget for the operation of the Thunder Bay Police Services Board has been developed for the Board’s consideration.

There are significant increases recommended in some areas to meet actual expenses incurred in 2022; Board members will be aware that the 2022 budget has proven been inadequate particularly with respect to legal fees and costs for community engagement. Together with an anticipated activity in the coming year, and responding to some of the recommendations of the Expert Panel, leads to an overall increase in the budget of approximately \$310,000.

Key increases can be found in Legal Fees, Purchased Services (community engagement), and Board remuneration.

Account Description	2022 Budget	2023 Proposed Budget	Difference
Rental Office Space	-15,000	-15,000	/
Honorariums	15,500	75,000	59,500
Computer Software	2,700	2,700	/
Consultant Fees	37,500	37,500	/
Legal Fees	150,000	250,000	100,000
Legal Fees - Indemnity	0	50,000	50,000
Purchased Services	100,000	200,000	100,000
Rent Expense	25,500	25,500	/
Business Travel	10,000	10,000	/
Office Supplies	2,500	2,500	
Memberships	10,000	10,000	/
TOTAL	<u>338,700</u>	<u>648,200</u>	

The following motion is presented for the consideration of the Board:

“With respect to the Proposed 2023 Operation Budget of the Thunder Bay Police Services Board, we recommend that the Board approve the budget as submitted on November 15, 2022.”

Summary of OIPRD Recommendations

Updated Chart – November 15, 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 not 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
RECOMMENDATIONS REGARDING TBPS SUDDEN DEATH AND OTHER INVESTIGATIONS				
R.1. Nine of the TBPS sudden death investigations that the OIPRD reviewed are so problematic I recommend these cases be reinvestigated.	<p>ONGOING</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>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.</p> <p>The meetings with the families are nearing completion with the last of the family update meetings occurring May 9-11, 2022.</p> <p>The final report of the 9 re-investigations was released on March 3, 2022.</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.	ONGOING 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.	ONGOING 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>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.</p> <p>Discussions have occurred to determine how this is undertaken without prejudicing the ongoing Police Services Act proceedings.</p> <p>As per direction from the Ministry of Attorney General this has been given to the OPP team to be re-investigated</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>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.</p>
RECOMMENDATIONS REGARDING TBPS INVESTIGATORS AND THE CRIMINAL INVESTIGATIONS BRANCH				
R.6. TBPS should immediately ensure sufficient staffing in its General Investigations Unit in	COMPLETE	Budget additions	TBPS - CIB	An additional 5 officers were added to the Criminal Investigations Branch in 2019. Positions were filled in the 2019 and 2020 years.

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>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 2021 – 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. 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.</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>COMPLETE</p>	<p>N/A</p>	<p>TBPS – CIB & 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.</p> <p>Training manuals specific to Major Crimes have been created (Detective Constable manual and Detective manual)</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>ONGOING</p>	<p>Not yet known</p>	<p>TBPS – HR Manager & 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 occurrent 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>COMPLETE</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.</p> <p>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.</p> <p>As of May 2022, The Inspector of CIB and the Regional Coroner will speak weekly to ensure continuous communication.</p> <p>In a letter dated September 15, 2022 from Detective Inspector Shelley Tarnowski, Director of Ontario Major Case Management, it was stated that TBPS has recognized successes in part because of the creation and adherence to standardized practices, enhanced MCM training, and increased resources added to the General Investigations</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
				<p>and Major Crime portfolios. The newly created training manuals, oversight review and mentorship positions have also had a positive impact on major crime calls. All of these enhancements support better practices with MCM. It is also stated that “it appears all areas identified in the 2018 MCM Inspection report have been addressed. Overall, your annual report submissions and major case entries indicate good compliance with PowerCase. There are no concerns with respect to the effective use of MCM in your major case investigations. Your service has implemented good practices to resolve the deficiencies and are progressing very well in respect to MCM.”</p> <p>Suggestions on ongoing review of TBPS policies and procedures to ensure effectiveness on a go forward basis and establishing a consistent process to ensure there is no oversight in notifications to the Serial Predator Crime Investigations Coordinator were made. These suggestions will be taken seriously and implemented as required.</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>COMPLETE See R.11</p>	<p>See R.11</p>	<p>See R.11</p>	
<p>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.</p>	<p>ONGOING</p>	<p>Budget Additions 2019 - \$200,000 (OPTIC) 2020 – N/A 2021 – N/A</p>	<p>TBPS – All Branches & IT</p>	<p>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.</p> <p>TBPS Major Crime will be loading cases with the MCM framework using the Powercase application. This will meet the Provincial standard.</p> <p>The move to OPTIC continues in 2021. The tentative date to be live within OPTIC is the end of March 2021.</p> <p>January 2022 to be operational.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
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.	COMPLETE	N/A	TBPS – All Branches & IT External stakeholders	<p>May 2022 to be operational.</p> <p>Currently scheduled to be operational week of July 18, 2022.</p> <p>Such protocols, both formal and informal, already exist.</p> <p>In addition, the move to OPTIC will allow enhanced information sharing between agencies.</p>
RECOMMENDATIONS REGARDING OTHER TBPS OPERATIONAL AREAS				
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.	COMPLETE	Budget Additions Cost of Consultant	TBPS – Community Services Branch External Stakeholders engaged in Organizational Change Project	<p>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.</p> <p>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.</p> <p>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.</p>
R.16. TBPS should increase the number of officers in the Aboriginal Liaison Unit by at least three additional officers.	COMPLETE	Budget Addition	See R.15	S R.15

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
		2019 – \$95,000 2020 – Above increase permanent 2021 – Above increase permanent		
R.17. With Indigenous engagement and advice, TBPS should take measures to acknowledge Indigenous culture inside Headquarters or immediately outside it.	COMPLETE	N/A		<p><i>In the main second floor lobby, we currently have on display the Robinson Superior Treaty and a Roy Thomas piece entitled "Relatives".</i></p> <p><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></p> <p><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></p> <p><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></p> <p><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 been raised over all entrances to bring good energy to the work being done by staff.</i></p> <p><i>Cedar Trees were planted on the south side flower gardens.</i></p>
R.18. Thunder Bay Police Service should make wearing name tags on the front of their	COMPLETE	Budget Additions 2019 – \$2,000	TBPS – all levels	<p><i>All name tags have been issued and are mandatory and considered a permanent part of an officer's uniform.</i></p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
uniforms mandatory for all officers in the Service.		2020 – \$20,000		
R. 19. TBPS should implement the use of in-car cameras and body-worn cameras.	COMPLETE	2021 – N/A Additional funding added to 2019 capital budget for 5 year project 1 st 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>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> <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. A video is shared monthly with the Thunder Bay Police Services Board at their open session meetings.</p>
R. 20. TBPS should, through policy, impose and reinforce a positive duty on all officers to	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

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
disclose potential evidence of police misconduct.				<p>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>
RECOMMENDATIONS REGARDING MISSING PERSONS CASES				
R.21. I urge the Ontario government to bring into force Schedule 7, the Missing Persons Act, 2018, as soon as possible.	COMPLETE	N/A	Ontario Gov't	<p>The Missing Persons Act is now in force and the legislation is being utilized by members of the TBPS to assist them in missing persons cases.</p> <p>The TBPS has participated in the training from the Ontario Police College to ensure full knowledge and compliance with the Act. All TBPS policies have been amended accordingly.</p>
R.22. TBPS and the Thunder Bay Police Services Board should re-evaluate their missing persons policies, procedures, and practices upon review of the report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, due to be released on or before April 30, 2019.	ONGOING (Annual)	N/A	TBPS & TBPSB *Note: Input needed from TBPSB*	<p>The Missing Person Policy has also undergone another internal review in June of 2020 and changes have been made.</p> <p>The TBPSB is also in the process of a policy review and the TBPS will ensure the appropriate changes are made once the Board's review is complete.</p>
R.23. TBPS and the Thunder Bay Police Services Board should re-evaluate their missing persons policies, procedures and practices upon review of the Honourable Gloria Epstein's report on Toronto Police Service's missing persons investigations due to be released in April, 2020.	ONGOING Goal: June 2021 for initial report Long Term: Multi-year	Not yet known but could be significant	TBPS & TBPSB	<p>The Honourable Gloria Epstein's report was released on April 9, 2021. The TBPS is in the initial phases of reviewing the report. A longer presentation and implementation strategy will be presented to the Board in June 2021.</p> <p>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>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
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.	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
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
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	Coroner's Officer	N/A

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
R.28. TBPS should reflect, in its procedures and training, fundamental principles to define the relationship between investigators and pathologists.	COMPLETE	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	<p>Chief Hauth sent a letter on October 22nd, 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>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.</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 case-conferencing on such cases.	COMPLETE	Budget Additions 2021 – To be determined (cost recovery model by Toronto Police Service)	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>The MOU received final signature of March 2, 2021.</p>
R.31. The Ontario Forensic Pathology Service should provide autopsy services	N/A	N/A	Coroner's Office	

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
compatible with cultural norms in Indigenous communities.				
Recommendations Regarding Racism in TBPS Policing – General				
<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>	ONGOING	Budget Additions	TBPS & External Stakeholders	<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>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>Truth and Reconciliation Training (four days – ten hour sessions per day) is underway for all TBPS members.</p>
R.33. TBPS leadership should publicly and formally acknowledge that racism exists at all levels within the Police Service and it will not	COMPLETE	N/A	TBPS – Chief of Police	<p>On the day the Systemic Review Report was released, the existence of systemic racism was acknowledged. It was also reiterated by the TBPS leadership that racist views and actions are not, and will never be, tolerated by the Service. The Chief also acknowledged the existence</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>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>of systemic racism within the Service and the Board during the Board's Acknowledgement and Reconciliation Circle on January 13, 2019.</p>
<p>R.34 The Thunder Bay Police Services Board should publicly and formally acknowledge racism exists within TBPS and take a leadership role in repairing the relationship between TBPS and Indigenous communities. This too, is an important step in TBPS advancing reconciliation with Indigenous People.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	
<p>R.35 TBPS leadership should create a permanent advisory group involving the police chief and Indigenous leadership with a defined mandate, regular meetings, and a mechanism for crisis-driven meetings to address racism within the TBPS and other issues.</p>	<p>ONGOING</p>	<p>Not yet known. Currently the group is made up of volunteers.</p>	<p>TBPS & 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. 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,</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>RECOMMENDATIONS REGARDING RACISM IN TBPS POLICING – TRAINING</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"> a) Is ongoing throughout the career of a TBPS officer or employee; 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; c) Is informed by content determined at the local level, and informed by all best practices; 	<p>COMPLETE</p>	<p>Budget Additions 2021 – \$55,000 (actual training cost)</p>	<p>TBPS & 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 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>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<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>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</p>	<p>COMPLETE</p>	<p>See R.36</p>	<p>TBPS & External Stakeholders</p>	<p><i>In addition - currently have in place Grade 8 visit project in conjunction with NAPS where officers visit First Nations communities.</i></p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
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.	COMPLETE	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.	ONGOING	Not yet known	TBPS	See R.36 <i>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>
RECOMMENDATIONS ON RACISM IN TBPS POLICING – RECRUITMENT AND JOB PROMOTION				
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.	COMPLETE	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.	COMPLETE	Budget Additions 2020 – 2021 – (recruitment initiative costs)	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. A full report was provided to the TBPSB in January 2020</i>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
R. 42	COMPLETE	N/A	TBPS	<p>Also, the Service is in the process of reviewing its HR department and looking at ways to expand.</p> <p>TBPS Promotional Policy newly implemented in 2020 Collective Agreement and internal procedures changed with emphasis placed on different criteria for promotions.</p>
RECOMMENDATIONS FOR IMPLEMENTATION OF RECOMMENDATIONS				
R.43	COMPLETE	N/A	TBPS	<p>TBPS reports yearly to the OIPRD and more frequently to the TBPSB on recommendation progress.</p>
R.44	ONGOING	N/A	TBPS	<p>While most of this information is available in the Service's annual report, the Service is currently looking into ways to deliver as much of the above information in the coming annual reports.</p> <p>The TBPS 2021 Annual Report (page 23) includes a chart relative to Sudden Death. This chart will now be included in all TBPS Annual reports.</p>

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary to the Board

DATE: November 7, 2022

SUBJECT: Monthly Summary of Invoices

Since the October 11, 2022 Regular Session of the Board, the following invoices have been processed for payment:

- Delta Hotel – room and banquet charges, dated September 20, 2022, for \$415.03.
- Delta Hotel – room and banquet charges, dated October 11, 2022, for \$415.03.
- Invoice #2022-0140 from KPW Communications, dated September 2, 2022, for \$11,836.75, relative to Communication Services, Social Media & Website Management, and Expert Panel Support.
- Invoice #2022-0157 from KPW Communications, dated October 13, 2022, for \$7,090.75, relative to Communication Services, Social Media & Website Management, and Expert Panel Support.
- Invoice #2022-0158 from KPW Communications, dated October 17, 2022, for \$4,441.69, relative to Expert Panel Travel Costs and Regular Account Management.
- Invoice #2022-0168 from KPW Communications, dated November 2, 2022, for \$6,102.00, relative to Communication Services, Social Media & Website Management, and Expert Panel Support.
- Invoice #2022-0169 from KPW Communications, dated November 4, 2022, for \$13,051.50, relative to Expert Panel Support.
- Invoice #27 from Mr. J. Hannam, dated November 3, 2022, for \$9,605.00, relative to professional services rendered.
- Invoice #27 from Ms. L. Douglas, dated October 31, 2022, for \$3,005.53, relative to professional services rendered.

/jsh

October 26, 2022

TO THE MEMBERS OF THE THUNDER BAY POLICE SERVICES BOARD:

My name is Greg Stephenson and I am a retired Thunder Bay Police Officer. I have proudly been the Chair of the Thunder Bay Police Association Parade of Lights since 2003.

The Parade of Lights has become a family tradition enjoyed by spectators from Thunder Bay and the surrounding areas. The parade has two main goals.

First and foremost is to provide a fantastic visual experience for everyone and raise awareness for four local charities which are

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

The second purpose is to raise much needed financial support for these four worthy charities. This is achieved by collecting cash donations along the route as well as donations being accepted from participants and parade supporters and organizations such as yours.

Last year, a donation was generously received from your board for \$1,000.00. Our parade team is humbly requesting a similar amount be designated this year to help us reach our goal to help these charities operate throughout the coming year.

Sincerely,

Greg Stephenson, *Chair*
Parade of Lights

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S Hannam, Secretary to the Board

DATE: November 7, 2022

SUBJECT: Parade of Lights - Funding Request

As outlined in the correspondence from Greg Stephenson, Chair of the Parade of Lights, the Thunder Bay Police Services Board has been requested to consider funding this community event in the amount of \$1,000.

In keeping with the Board's funding policy, this request has been reviewed by the funding committee (comprised of the Chair, the Chief of Police and the Secretary). The Committee notes that the Board has sponsored the Parade of Lights in prior years, and the Board has sufficient funds in its Special Account to meet this request.

In reviewing the request of the Committee also considered offering annual funding for this event and recommends that step to the Board. Accordingly, the following motion is presented for the consideration of the Board:

“With respect to the request for a donation from the Chair of the 2022 Parade of Lights presented at the November 15, 2022 Regular Session of the Thunder Bay Police Services Board, we recommend that a donation in the amount of \$1,000 be provided to the Parade of Lights Committee;

AND THAT funding be provided on an annual basis, provided sufficient funds are available;

AND THAT the funds be taken from the Board's Special Account.”

**INQUEST INTO THE DEATHS OF SEVEN FIRST NATIONS YOUTHS:
Jethro Anderson, Reggie Bushie, Robyn Harper, Kyle Morriseau, Paul Panacheese,
Curran Strang and Jordan Wabasse**

**IMPLEMENTATION STATUS REPORT OF
THE THUNDER BAY POLICE SERVICE**

September 21, 2022

A. Overview

On June 28, 2016, the verdict in the Joint Inquest into the Deaths of Seven First Nations Youths in the City of Thunder Bay (“Joint Inquest”) was released along with 145 recommendations directed to various institutional parties. Of the 145 recommendations, approximately six (6) relate to policing matters and were directed to, among other institutions, the Thunder Bay Police Service (the “Service”). All of the recommendations that refer to the Service have been accepted. This Report is prepared pursuant to Recommendation 144 to provide an update on implementation status.

B. Recommendations Directed to All Parties

A number of recommendations arising out of the Joint Inquest are directed to all parties. The Service acknowledges and accepts these recommendations and reports as follows:

Recommendation 7 – Guiding Principles - Complete

This recommendation is accepted by the Service. Implementation is being guided by the statements contained in this recommendation.

Recommendation 143 – Annual Report on Implementation Status – Complete

This recommendation is accepted by the Service and this Report constitutes the Service’s Report thereunder.

Update June 2020-2021:

The last report was submitted in 2020, this submission constitutes the ongoing support of that annual report.

Recommendation 144 – Process of Posting Annual Reports - Complete

The Service submits its report to the Coroner and also provides NAN with its completed yearly updates for publication on NAN’s website. Further, the Service publishes its annual Inquest reports at www.thunderbaypolice.ca

Recommendation 145 – Revise Policies and Procedures – Complete

The Service has completed its changes to policies and procedures. Any further changes, when identified, will be made during normal operational reviews and implemented as appropriate.

C. Recommendation involving Police and other Institutions

Recommendation 48 – Grade 8 Visit Program - Complete

The Grade 8 Visit Program (“Visit Program”) was created and implemented proactively by the Service during the hearing phase of the Joint Inquest and prior to the release of the verdict and recommendations. While the recommendation obligation has been fulfilled the TBPS will continue the program indefinitely.

First Nations Visits: June 2020 - 2021 - Ongoing

The in person visits were postponed due to the COVID-19 Pandemic. The Community Inclusion Team used the time to develop interactive presentations for future visits and for online engagement. Community Services Officers engaged youth locally through the Archery Program when restrictions were not in place.

The Community Inclusion Team including the School Resource Officers continued presentations online to students within our jurisdictions.

The Community Inclusion Team is also partnering with a media relations company and a youth mentor to create new content and anti-gang presentations to be used during engagement activities when COVID restrictions allow. Online engagement will begin in the fall if in person presentations are still restricted.

June 2021 – 2022 Update:

In July 2022 Community Outreach officers collaborated with the Canadian Military at the Canadian Junior Rangers summer program, Camp Loon, to deliver the National Archery in the Schools Program (NASP). The camp was held at Springwater Lake, 50 kilometers north of Geraldton. Between July 16 to 22nd 6-9 officers taught basic archery principles to 59 Junior

Rangers from 17 First Nations, as well as instructors comprised of 22 Canadian Rangers, who are part-time reservists and 45 other military personnel.

Update (on Student Lists): June 2021 – 2022 - Ongoing

The TBPS is still waiting on whether each individual education authority will provide student lists. This year none were received. This has been furthered delayed by the ongoing COVID-19 pandemic.

Update (on Ambassadors): June 2021 - 2022 - Ongoing

The COVID-19 Pandemic had a significant impact on travel. However NAN developed a workshop on Community Visit Protocols and the members of the TBPS Community Inclusion Team participated in the online training.

Update (on Service/NAPS joint presentation): June 2020 - 2021 - Complete

As of October 2018, all NAPS officers have received the presentation from the Service's ALU officers, and our Safety Presentation video has now been sent to all NAPS detachments for them to use on a go forward basis without their respective communities.

Recommendation 91 – Working Group – Substantially Complete but will be Ongoing

This recommendation was proposed jointly by the Service and other parties. It has been accepted by the Service and implementation is ongoing.

- **i. The need to ensure timely reporting to police of all missing person matters that involve a Student (In Progress).**

The Service can confirm that it is working with Matawa Learning Centre ("Matawa"), Dennis Franklin Cromarty High School ("DFC"), Keewatinook Okimakanak ("KO") and the Northern Nishnawbe Education Council ("NNEC") to prepare missing person protocols and contact information resources in an effort to synchronize policies and procedures among all on-call workers across different educational organizations.

- **ii. & iv. Public Awareness/Social Media Search (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **iii. Information Sheets (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **v. Press Releases (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **vi. Best Practices for Interviews (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **vii. & viii. Internal and Global Search Plans (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **ix. & x. Missing Person Risk Factors & Missing Person Questionnaire (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **xi. Training (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **xii. Training Case Scenario (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **xiii. Consultant (Complete).** The Service has hired an external consultant (Leisa Desmoulin) regarding TBPS training modules and curriculum covering cultural issues relevant to the Indigenous community, as part of a larger organizational change project. The Committee's first meeting took place on May 27th, 2020 and the work is ongoing.

June 2021 – 2022 Update:

The work contemplated has been completed with the Service implementing Diversity Reconciliation Training to all members of the Service. Five – 40 hour sessions and 124 members of the Service have received the training so far. The training will continue until all members of the Service, both sworn and civilian, have received it.

Update (Overall): June 2021 - 2022

The Service continues to be in discussion with NAN to finalize the outstanding items outlined in this recommendation.

Update on Public Awareness/Social Media Campaign): Complete

No further update as recommendation was completed and reported on in previous yearly reports.

Recommendation 94 – Multilingual Joint Search Protocol – Complete:

Update: June 2020 - 2021

The Joint Search Protocol has been finalized and is now in circulation.

Recommendation 96 – Joint Task Force with LCBO to Deter Underage Drinking (Complete).

Update: June 2020 – 2021:

The “Runner Project Plan” at TBPS remains operational, when staffing complement permits.

Recommendation 97 – Public Campaign to Deter Second Party Purchases of Alcohol (Complete).

Recommendation 115 – Safety Audit of River Areas (Complete).

While the recommendation obligation has been satisfied the TBPS will continue to conduct safety audits of river areas on an ongoing permanent basis.

Riverway/Floodway Monitoring Project: The Service continues to monitor the identified high-risk areas, with daily foot patrols three times a day.

Data Collection from Reporting Mechanism: The project funding came to an end in mid-2021 and therefore the statistics, as found in last years report are not available. However, given the success of this project foot patrols will still continue to occur at the high-risk areas. In 2021 a thirty-two (32) percent reduction was noted in incidents at the waterways. Unfortunately the number of individuals on the waterways remains consistent but the incidents in which they are involved are lower. Please note that should funding be granted to continue the administrative task of tracking statistics, they will be reported on.