

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

**Date: TUESDAY, MARCH 21, 2023**

**Location: VALHALLA HOTEL – The Viking Room  
1 Valhalla Inn Road, Thunder Bay, ON**

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



THE THUNDER BAY  
POLICE SERVICES BOARD

THE FIFTH MEETING OF THE  
FIFTY-FOURTH THUNDER BAY POLICE SERVICES BOARD

TUESDAY, MARCH 21, 2023

VALHALLA HOTEL & CONFERENCE CENTRE – VIKING ROOM  
1 Valhalla Inn Road, Thunder Bay, ON

9:00 A.M.

REGULAR SESSION

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1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Fifth Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on March 21, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

The Minutes of the Third Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on February 21, 2023, to be confirmed. **(Pages 8 - 15)**

RES 2

THAT the Minutes of the Third Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on February 21, 2023, be confirmed.

4. PRESENTATION

Our Call Video Series

Mr. C. Adams, Director – Communications & Technology, and Mr. S. Paradis, Media Relations Coordinator, to present the 10<sup>th</sup> episode of the Police Service's "Our Call" video series.

5. REPORTS OF COMMITTEES

a) Thunder Bay Police Services Board - Governance Committee

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

Further to a request to have a standing agenda item on governance at each meeting, Mr. Hannam will provide an overview of the Board's Procedural By-law.

The following link will provide access to the Board's Procedural By-law Number PC5-2020, a by-law providing rules governing the proceedings of the Thunder Bay Police Services Board and its Committees:

<https://thunderbaypsb.ca/resource/>

6. UNFINISHED BUSINESS

Request for Change of Fee Schedule

At the February 21, 2023 Regular Session of the Board, Report No. 11/23 (Police) relative to a request for a change in the fee schedule with respect to By-Law #PC9-2005, was presented for the Board's information and approved.

Mr. J. Hannam, Secretary to the Board, to provide an update relative to the above noted. Thunder Bay Police Services Board By-law Number PC5-2023, a by-law to adopt an updated Fee Schedule, will be presented for consideration. **(Pages 16 - 19)**

BY-LAW

RES 3

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Administrator and Secretary, sealed and numbered:

1. A by-law to adopt a Fee Schedule for reports, services, permits, licenses, and other services provided by the Thunder Bay Police Service to members of the public; and that By-law PC9-2005 and its amendments be repealed and replaced with the Fee Schedule, as presented at the March 21, 2023 Regular Session of the Thunder Bay Police Services Board.

BY-LAW NUMBER: PC5-2023

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Annual Report – Missing Persons Act

Report No. 16/23 (Police) relative to the Police Service's requirement to report annually on their use of urgent demands under the *Missing Persons Act*, for the Board's information. **(Pages 20 - 23)**

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Detective Inspector J. Pearson to provide an overview relative to the above noted.

b) Year-End Financial Results – Police Service

Report No. 15/23 (Police) relative to an update on the status of the Operational Budget of the Thunder Bay Police Service for the Year Ended December 31, 2022, for the Board's information. **(Pages 24 - 25)**

Acting Chief of Police D. Taddeo to provide an overview relative to the above noted.

c) Year-End Financial Results – Police Services Board

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated March 8, 2023, relative to the 2022 Budget Year End Variance, for the Board's information. **(Page 26)**

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

d) Norval Morriveau Art Fraud Investigation

Detective Sergeant J. Rybak to provide a verbal overview relative to the above noted.

e) Thunder Bay Police Service – BriefCam Project Report - Update

At the February 21, 2023 Regular Session of the Board, a presentation on the BriefCam Project was provided for the Board.

Detective Inspector J. Pearson and Mr. C. Adams, Director – Communications & Technology, to provide a verbal update relative to the above noted.

8. GENERAL MATTERS

Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated March 13, 2023, relative to the Monthly Summary of Invoices processed for payment since the February 21, 2023 Regular Session of the Board, for the Board's information. **(Page 27)**

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

9. PETITIONS AND COMMUNICATIONS

a) Annual Lakehead University LUNSA Powwow

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The Thunder Bay Police Services Board provided sponsorship to the 33<sup>rd</sup> Annual Lakehead University Native Student Association (LUNSA) Powwow, held from March 10 – March 12, 2023 at the Lakehead University Field House.

Acting Chief of Police D. Taddeo to provide an overview of the Police Service’s participation at the above noted event.

b) Extension of the Order Appointing an Administrator

Correspondence from the Ontario Civilian Police Commission to John Hannam, Secretary to the Thunder Bay Police Services Board, dated March 9, 2023, relative to an Order to extend the appointment of Mr. Malcolm Mercer as Administrator of the Thunder Bay Police Services Board, for the Board’s information. **(Pages 28 – 39)**

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

c) Recommendations from the Mamakwa/McKay Inquest

Correspondence from the Ministry of the Solicitor General/Office of the Chief Coroner, to Mr. John Hannam, Secretary to the Board, dated January 9, 2023, relative to the implementation of recommendations relating to the Donald Mamakwa/Marlon Roland McKay Inquest, for the Board’s information. **(Pages 40 - 51)**

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

d) Request for Financial Support

Email correspondence from Detective Constable Shane Baker to Mr. J. Hannam, Secretary of the Board, dated February 28, 2023, relative to a request for financial support to attend the World Police and Fire Games, for the Board’s information. **(Page 52)**

Mr. J. Hannam, Secretary to the 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 a request for financial support from Detective Constable Shane Baker, relative to attending the World Police and Fire Games in Winnipeg, Manitoba, we authorize sponsorship in the amount of \$700;
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AND THAT the sponsorship be paid from the Board’s Special Account.

e) Notice of 2023 OAPSB Spring Conference & Annual General Meeting

Correspondence from the Ontario Association of Police Services Boards (OAPSB), relative to

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their 2023 Spring Conference and AGM, was provided for the Board's information at the February 21, 2023 Regular Session of the Board. Mayor K. Boshcoff, Ms. K. Machado, and Ms. D. Baxter expressed interest in attending.

Mr. J. Hannam to canvass Councillor S. Ch'ng for interest in attending the above noted Conference/AGM.

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

RES 5

We authorize the following members of the Thunder Bay Police Services Board to attend:

1. \_\_\_\_\_

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

f) Tracking Board Reports

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

i. Governance Committee – Policy Development

Policy responding to recommendations # 2 through 4 of the Epstein Report – Missing and Missed.

ii. Governance Committee – Policy Development

At the May 24, 2022 Regular Session of the Board, the use of Artificial Intelligence by the Thunder Bay Police Service was presented to the Board. At the February 21, 2023 Regular Session of the Board, the BriefCam Project Report was presented.

The Police Services Board was asked to develop a policy to ensure proper oversight regarding artificial intelligence and the use of video analytics.

iii. OCPC Chart – Summary of Recommendations

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

iv. OIPRD Report Recommendations

Summary of the status/progress of the OIPRD Recommendations, since last presented for the Board's information on January 17, 2023.

10. NEW BUSINESS

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11. 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 21<sup>st</sup> day of March, 2023.

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: PC6– 2023

12. ADJOURNMENT

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

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**DATE:** FEBRUARY 21, 2023

**TIME:** 10:01 A.M.

**PLACE:** VALHALLA HOTEL & CONFERENCE CENTRE  
1 VALHALLA INN ROAD, THUNDER BAY

**ADMINISTRATOR:** MR. M. MERCER

**PRESENT:**

Ms. D. Baxter  
Mayor K. Boshcoff  
Ms. K. Machado  
Mr. M. Mercer

**ABSENT:**

Councillor S. Ch'ng

**OFFICIALS:**

Mr. D. Taddeo, Acting Chief of Police  
Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service  
Mr. C. Adams, Director – Communications & Technology, Thunder Bay Police Service  
Inspector G. Snyder, Thunder Bay Police Service  
Detective Inspector J. Pearson, Thunder Bay Police Service  
Staff Sergeant J. Dampier, Thunder Bay Police Service  
Sergeant R. Belcamino, Thunder Bay Police Service  
Constable B. Joynson, 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 ZOOM:**

Mr. T. Gervais, Police Services Advisor – Ministry of the Solicitor General

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1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

MOVED BY: Mr. M. Mercer

With respect to the Third Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on February 21, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.



CARRIED by the Administrator

3. AFFIRMATION OF OFFICE

Correspondence from the Ministry of the Solicitor General, dated January 20, 2023, relative to the Order in Council 29/2023, appointing Ms. Karen Machado as a member of the Thunder Bay Police Services Board for a three (3) year term, effective January 19, 2023, was provided for the Board's information.

The Affirmation of Office was read aloud by Ms. Machado, signed and filed.

Correspondence from the Office of the City Clerk, dated February 14, 2023, relative to the appointment of Ms. Denise Baxter to the Thunder Bay Police Services Board for a 4-year term, effective February 6, 2023 and expiring on November 14, 2026 (or as soon as a replacement has been appointed), was provided for the Board's information.

The Affirmation of Office was read aloud by Ms. Baxter, signed and filed.

On behalf of the Board, Mr. Mercer welcomed the new members.

4. CONFIRMATION OF MINUTES

The Minutes of the First Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on January 17, 2023, to be confirmed.

MOVED BY: Mr. M. Mercer

THAT the Minutes of the First Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on January 17, 2023, be confirmed.

CARRIED by the Administrator

5. PRESENTATION

Thunder Bay Police Service – BriefCam Project Report

Report No. 08/23 (Police) relative to the use of artificial intelligence based on video analytics by the Thunder Bay Police Service, was provided for the Board's information.

Mr. C. Adams, Director – Communications & Technology, together with Constable B. Joynson, presented a PowerPoint slideshow relative to the above noted report and responded to questions.

A brief history on the BriefCam Project was provided, as well as an overview of how BriefCam technology works, its search features, and the efficiency of the video synopsis function.

Mr. Adams and Constable Joynson provided the project recommendations for the Board's information. It was noted that the facial recognition feature should not be used, as this feature is still controversial and needs further study; however, a 14-day retention of each video was recommended. The Police Service is also recommending two (2) semi-annual reports to the Board, from the Investigative Services branch of the Service.

It was noted that proper controls for the use of this technology is needed, and the Police Services Board was asked to develop a policy to ensure proper oversight regarding artificial intelligence and the use of video analytics.

It was noted that the Thunder Bay Police Service has scheduled meetings with other services in the province to consult on the use of BriefCam.

6. REPORTS OF COMMITTEES

a) Thunder Bay Police Services Board - Governance Committee

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

The Committee is working towards scheduling regular meetings to do the work needed on policy development, etc.

Mr. Hannam noted that he is also following up on recruiting members from the public for the Labour Relations Committee.

b) Board Training Overview

Memorandum to the Thunder Bay Police Services Board from Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, dated February 10, 2023, relative to a Board Training Overview, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided overview relative to the above noted. Training is anticipated to start in early March, and will continue to be ongoing throughout the term of the Board.

Mr. Hannam noted that the Ministry of the Solicitor General will be providing training for newly-appointed members, Ms. Machado and Ms. Baxter.

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Annual Use of Force Report

Report No. 05/23 (Police), relative to the 2022 Annual Use of Force Report, was provided for the Board's information.

Sergeant R. Belcamino, Chief Instructor – Use of Force/Firearms/Officer Safety/Defensive Tactics for the Thunder Bay Police Service, provided an overview and responded to questions relative to the above noted report. He noted that all discharges of firearms were related to dangerous animals/public safety.

Discussion followed on how this information could be used statistically.

b) Annual Secondary Activities Report

Report No. 06/23 (Police), relative to a report on the secondary activities/employment of members of the Thunder Bay Police Service, was provided for the Board's information.

Acting Chief of Police D. Taddeo provided an overview of the report and noted that it complies with the *Police Services Act*.

c) Unclaimed Funds Report

Report No. 07/23 (Police), relative to abandoned funds seized in connection with a criminal investigation, was provided for the Board's information.

Mr. J. Hannam provided an overview relative to the report and the request for funding for the Investigative Services Branch of the Police Service.

MOVED BY: Mr. M. Mercer

With respect to Report No. 07/23 from the Thunder Bay Police Service, as presented at the February 21, 2023 Regular Session of the Thunder Bay Police Services Board, we approve the funding proposal submitted in the report, in the amount of \$15,000;

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

CARRIED by the Administrator

d) Annual Review of Public Complaints

Report No. 09/23 (Police), relative to the Annual Review of the Public Complaints in 2022, was provided for the Board's information.

Staff Sergeant J. Dampier, Thunder Bay Police Service, provided some background information for the new board members.

Administrator Mercer noted that the subject complaints were lodged from citizens outside of the Service. He also noted that the number of complaints represent a small percentage when compared to the 50,000+ calls made to the Service in 2022.

e) Annual Street Check Report

Report No. 10/23 (Police), relative to the Annual Report on the Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties – also known as “Street Check”, was provided for the Board’s information.

Inspector G. Snyder – Corporate Services, Thunder Bay Police Service, provided an overview relative to the above noted report.

f) Request for Change of Fee Schedule

Report No. 11/23 (Police), relative to a request for a change in the fee schedule with respect to By-Law #PC9-2005, was provided for the Board’s information.

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

MOVED BY: Mr. M. Mercer

With respect to Report No. 11/23 (Police), as presented at the February 21, 2023 Regular Session of the Board;

AND a request to amend By-Law #PC9-2005 to allow changes to the current fee schedule;

THAT we approve the following changes to By-law #PC9-2005:

1. Change “video of collision scene” fee from \$150.00 plus HST to \$250.00 plus HST.
2. Add “All other digital multimedia” as a separate fee at \$250.00 plus HST.
3. Add “redaction of all digital multimedia” as a separate fee at \$60.00/hour plus HST.

CARRIED by the Administrator

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, noted that an amendment to By-Law #PC9-2005 will be presented at the March 2023 meeting. Administration needs time to review past amendments.

8. GENERAL MATTERS

a) Bail Reform

In May, 2022, the Toronto Police Services Board sent correspondence to the Minister of Justice and Attorney General of Canada regarding a number of bail reform proposals in order to enhance community safety. The following month, the Ontario Association of Police Services Boards (OAPSB) presented the federal Ministers of Justice and Public Safety with a formal endorsement of the legislative proposals for bail reform advanced by the Toronto Police Services Board. On January 13, 2023, the 13 Provincial and Territory Premiers sent a letter to Prime Minister Justin Trudeau, requesting federal bail reform.

On January 21, 2023, members of the OAPSB were asked to complete a survey, requesting their comments on the issue of bail reform. The survey remains open for comments until February 23, 2023.

Board members were asked to provide their comments to Secretary Hannam, who will consolidate a response from the Board for the survey.

b) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated February 13, 2023, relative to the Monthly Summary of Invoices processed for payment since the January 17, 2023 Regular Session of the Board, was provided for the Board's information.

9. PETITIONS AND COMMUNICATIONS

a) All Chiefs Memorandum 23-008

Memorandum to All Chiefs of Police, Commissioner Thomas Carrique, and Chairs – Police Services Board, from Richard Stubbings – Assistant Deputy Minister, Public Safety Division of the Ministry of the Solicitor General, dated February 7, 2023, relative to the appointment of Ryan Teschner as Ontario's Inspector General of Policing, was provided for the Board's information.

b) Notice of 2023 OAPSB Spring Conference & Annual General Meeting

Correspondence and a request for sponsorship from the Ontario Association of Police Services Boards (OAPSB), relative to their 2023 Spring Conference and AGM, were provided for the Board's information.

Mr. J. Hannam provided an overview relative to the above noted. Board members were canvassed for interest in attending the Conference/AGM.

MOVED BY: Mr. M. Mercer

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With respect to the Ontario Association of Police Services Boards' Notice of their 2023 Spring Conference & Annual General Meeting being held in-person May 30<sup>th</sup> to June 1<sup>st</sup>, 2023, and their request for sponsorship, we authorize sponsorship in the amount of \$500;

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

AND THAT we authorize the following members of the Thunder Bay Police Services Board to attend:

1. Mayor K. Boshcoff
2. Ms. K. Machado
3. Ms. D. Baxter

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

CARRIED

Councillor S. Ch'ng will be canvassed at the next meeting.

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.

ii. OIPRD Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since last presented on January 17, 2023, for the Board's information.

10. NEW BUSINESS

There was no new business presented.

11. CONFIRMING BY-LAW

MOVED BY: Mr. 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 21<sup>st</sup> day of February, 2023.

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: PC3– 2023

CARRIED

12. ADJOURNMENT

The meeting adjourned at 11:41 a.m.



## THE THUNDER BAY POLICE SERVICES BOARD

### BY-LAW NUMBER PC5 - 2023

A By-law pursuant to adopting a Fee Schedule for the Thunder Bay Police Services Board.

#### Recitals:

1. Section 37 of the *Police Services Act* (R.S.O. 1990, as amended) requires the Thunder Bay Police Services Board to establish its own rules and procedures in performing its duties under this Act.
2. Section 391(1.1) of the *Municipal Act, 2001*, as amended, authorizes a municipality to enact by-laws to impose fees and/or charges for services or activities provided or carried out by or on behalf of any other municipality or local board.
3. The Board considers it necessary and expedient to adopt By-law PC5-2023, a By-law setting fees for reports, services, permits, licenses, and other services provided by the Thunder Bay Police Service to members of the public.

#### **Accordingly, the Thunder Bay Police Services Board enacts this By-law PC5-2023:**

1. **General Fees:** Schedule “A” to this By-law forms the Schedule of Service Fees for all general services provided by the Thunder Bay Police Service.
2. **Business Licensing Fees:** Schedule “B” to this By-law forms the Schedule of Fees for the licensing and regulation of certain business, including:
  - (a) Adult Entertainment Establishments (Owners, Operators and Attendants, under PC7-2005); and
  - (b) Second Hand Goods Dealers (involving various classes, including Pawnbrokers, regulated under By-law PC8-2005).
3. **Technical Collision Reports:** Schedule “C” to this By-law forms the Fee Schedule for Technical Collision Reports, Interviews, Advanced Collision Analysis, and Mechanical Inspections utilizing Reconstructionists.
4. **Repeal of Prior By-law:** By-law PC9-2005, as amended, is repealed.
5. **References to Predecessor By-laws:** References in other By-laws of the Board, or in any policies or procedures of the Police Service, to By-law PC2-2004, PC5-2005, PC6-2005, PC7-2005, PC8-2005, PC4-2006, PC6-2006 and By-law PC9-2005 and amendments, as well as City of Thunder Bay Corporate By-law Number BL17/2018 and amendments (to regulate Vehicle for Hire and Designated Driver Services), are deemed to be references to this By-law PC5-2023.
6. **Effective Date:** This By-law shall come into force and take effect on March 21, 2023.

Enacted and passed this 21<sup>st</sup> day of March, 2023, as witnessed by the Seal of the Board and the hands of its proper Officers.

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**Administrator**

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**Secretary**



## BY-LAW PC5-2023 – SCHEDULE “A”

**SERVICE FEE SCHEDULE**

<b>CATEGORY</b>	<b>EXPLANATION</b>	<b>FEE</b>
<b>Criminal Records Searches</b>	All purposes – except volunteers (unless exempted by legislation)	\$60 + HST
	All Volunteers (unless exempted by legislation)	\$25 + HST
<b>Electronic Fingerprint Submissions</b>	VS Employment (\$25 RCMP fee included, unless exempt by legislation or policy)	\$55 + HST
	VS Volunteer (for VS hits or any confirmation of identity checks)	\$30 + HST
<b>Reports</b>	Police Incidents Summaries (non-accidents)	\$42.45 + HST
	Motor Vehicle Accidents	\$42.45 + HST
	Motor Vehicle Accidents Package (for insurance companies, adjusters, lawyers, involved parties, as per policy)	\$70.75 + HST
<b>Parade &amp; Traffic Escorts</b>	Parades: Police determine equipment and manpower required	\$35/hour + HST for each vehicle + officer costs
	Escorts: Police determine equipment and manpower required	\$35/hour + HST for each vehicle + officer costs
	Constable	\$72/hour + HST (minimum of 4 hours/officer)
	Sergeant	\$80/hour + HST (minimum of 4 hours/officer)
	Staff Sergeant	\$85/hour + HST (minimum of 4 hours/officer)
	Civilians	\$67/hour + HST (minimum of 4 hours)
<b>Destruction/Return of Fingerprints and Photographs</b>	Destruction/Return applications	\$9.43 + HST
<b>Colour Photographs</b>	4” x 6”	\$6 + HST
	5” x 7”	\$8 + HST
	8” x 10”	\$15 + HST
	Contact Sheet	\$20 + HST
	Duplicate Sets	Half Cost of Original + HST, if ordered at same time
	Photocopying	\$.50/page

## BY-LAW PC5-2023 – SCHEDULE “B”

## FEE SCHEDULE

## LICENSING &amp; REGULATION OF CERTAIN BUSINESSES

CATEGORY	EXPLANATION	FEE
<b>PART ONE: Fees Related to Adult Entertainment Establishment Licensing &amp; Regulation (By-law PC7-2005)</b>		
<b>Item or Service</b>	Owner’s License	\$3,076.34
	Operator’s License	\$55.34
	Attendant’s License	\$66.92
	Fee for issuance of a Duplicate License (lost or damaged original)	\$10
	Fee for issuance of a Replacement License (changed information)	\$10
	Fee to re-attend (2 <sup>nd</sup> and/or subsequent times) for inspection	\$50
<b>PART TWO: Fees Related to Second Hand Goods Dealer Licensing &amp; Regulation (By-law PC8-2005)</b>		
<b>Item or Service</b>	Second Hand Goods Dealer License	\$105.33
	Pawnbroker License	\$500
	Auction Dealer License	\$105.33
	Salvage Dealer License	\$105.33
	Consignment Dealer License	\$105.33
	Fee for issuance of a Duplicate License (lost or damaged original)	\$10
	Fee to re-attend (2 <sup>nd</sup> and/or all subsequent times) for inspection	\$50
<b>PART THREE: General Applicability to all Fees Related to Business Licensing &amp; Regulation (By-laws PC5-2005, PC6-2005, PC7-2005 and PC8-2005)</b>		
<b>Item or Service</b>	License fee for any License that runs for a calendar year period, or a set period of twelve (12) months, expiring on a certain date, where the application for the license is made at a time when there will be only six (6) months or fewer to run on a license when it will expire by operation of the By-law	One-half of the otherwise applicable fee
	Surcharge on other applicable fees where any License is allowed to lapse prior to an application for renewal	\$50 (Applies in addition to all other applicable fees)

## BY-LAW PC5-2023 – SCHEDULE “C”

**FEE SCHEDULE****TECHNICAL COLLISION REPORTS, INTERVIEWS, ADVANCED COLLISION ANALYSIS, AND MECHANICAL INSPECTIONS UTILIZING RECONSTRUCTIONISTS**

<b>EXPLANATION</b>	<b>FEE</b>
Technical Collision Report – Complete Package Include: curriculum vitae; field notes and field note forms; surveyor forms; Rodman notes; diagrams; photos of scene (may be on CD); lamp examination; tire examination; co-efficient of friction test; vehicle examination reports; event data recorder and video (if applicable)	\$2,000 + HST
Technical Collision Investigation Field Notes	\$150 + HST
Technical Report with Reconstruction and Field Notes	\$1,500 + HST
Surveyor Scale Diagram – scale diagram(s) on total station	\$800 + HST
Field Sketch – hand drawn rough sketch of scene of accident	\$50 + HST
Large Collision Diagram – hand drawn diagram and measurements (may or may not be to scale)	\$500 + HST
Scene Measurement/Surveyor Notes/Rodman Notes - scene measurements taken at scene in accordance with technical collision investigation	\$150 + HST
Video of Collision Scene	\$250 + HST
All other digital multimedia	\$250 + HST
Redaction of all digital multimedia	\$60/hour + HST
Event Data Recorder Information (per vehicle) – information downloaded from vehicles equipped with event data recorders	\$150 + HST
CD Photos – photographs taken concerning motor vehicle collision	\$250 + HST
Request to Conduct Advanced Collision Analysis or Perform Reconstruction (not included in Complete Package) – requests can be made for reconstruction of accident when no record of same exists	\$1,000 + HST + Callout Rate
Interview Reconstruction (not included in Complete Package) – lawyers, insurance agents/adjusters can request interview with investigating officer concerning the motor vehicle accident. Subject to review by Superintendent and/or legal counsel.	\$500 + HST + Callout Rate
<b>Mechanical Inspections</b>	
Mechanical Inspections: Vehicles involved in collisions are subject to inspections	Graduated Scale + Callout Rate
Passenger Vehicle	\$250 + HST + Callout Rate
Commercial (Class D)	\$500 + HST + Callout Rate
Tractor Alone (Class A)	\$500 + HST + Callout Rate
Tractor and Trailer	\$1,000 + HST + Callout Rate



# Thunder Bay Police Service

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**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:** March 8, 2023  
**Date of Meeting:** March 21, 2023  
**Report No:** 16/23

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

## SUBJECT

*Missing Persons Act – 2022 Annual Report and Training Supports*

## REPORT SUMMARY

Under Section 8 of the *Missing Persons Act*, police services are required to report annually on their use of urgent demands under the Act, and police services boards are required to make this report available to the public. The 2022 annual report must include urgent demands made during January 1, 2022 to December 31, 2022. The Thunder Bay Police Service is reporting the total number of urgent demands made to be two (2) for this time period and the number of missing persons investigations in which a demand was made is reported as one (1) for this time period. The completed annual report template is attached.

## BACKGROUND

Under Section 8 of the *Missing Persons Act*, police services are required to report annually on their use of urgent demands under the Act, and police services boards are required to make this report available to the public.

The annual report must be completed using *Form 7: Annual Report Template*. The general regulation under the Act (O.Reg. 182/19) sets out the specific timelines for meeting this requirement. Municipal and First Nations Chiefs of Police are required to provide an annual report to their police service boards by April 1, 2023. Police services must make the annual report public on a website by June 1, 2023 and must provide a copy to the Solicitor General.

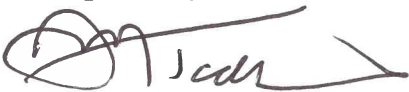
## COMMENTS

This report satisfies the statutory requirements for disclosure of use of urgent demands under the Act, to the Police Services Board.

## RECOMMENDATIONS

There are no recommendations associated with this report.

**Respectfully submitted,**



Daniel M. (Dan) Taddeo  
Chief of Police

Prepared by: Detective Inspector J. Pearson

Attachment: Completed Annual Report Template – Form 7 – *Missing Persons Act, 2018*

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

**Data Collection**

**Period of data collection**

Start Date (yyyy/mm/dd)  
2022/01/01

End Date (yyyy/mm/dd)  
2022/12/31

Name of Police Force  
Thunder Bay Police Service

**Detachment Location (if applicable)**

Unit Number	Street Number 1200	Street Name Balmoral Street	PO Box
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City/Town Thunder Bay	Province Ontario	Postal Code P7B 5Z5
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Total Number of Urgent Demands made 2	Number of Missing Persons Investigations in which a demand was made 1
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**Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands**

Records	Description	Total number of times demanded
Records containing contact information or other identifying information		
Photos, videos, or other records containing visual representation		
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	-Facebook and Google, M/P user account IP address activity	2
Records of employment information		
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>		
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		
Records that related to a student of an educational institution		
Records containing travel and accommodation information		

<b>Records</b>	<b>Description</b>	<b>Total number of times demanded</b>
Records of financial information		
Other records		



# Thunder Bay Police Service

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**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:** March 10, 2023  
**Date of Meeting:** March 21, 2023  
**Report No:** 15/23

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

## SUBJECT

2022 Operational Budget: Year End Financial Results as of December 31, 2022

## REPORT SUMMARY

To update the Thunder Bay Police Services Board on the status of the Operational Budget of the Thunder Bay Police Service for the Year Ended December 31, 2022.

## BACKGROUND

The Thunder Bay Police Service is required to report to the Thunder Bay Police Services Board on the status of the Operational Budget for the Year Ended December 31, 2022.

As of December 31, 2022 the actual Net Operating Expenses total \$53.0 million compared to a Revised Net Operating Budget of \$49.5 million resulting in an unfavourable variance of \$3.4 million.

The key components of the year end variance are discussed below.

## COMMENTS

**Personnel Services** overall are \$3.3 million unfavourable resulting from:

- A \$1.8 million unfavourable variance in overtime 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,
- There is also an unfavourable variance of \$119,000 in fringe benefits and \$890,000 in wages and salaries due to the necessary realignment of staffing resources within senior administration and the need for temporary resources to assist with the backlog of recording and transcription of police reports,
- A \$216,000 unfavourable variance in WSIB expenditures, and
- A \$293,000 unfavourable variance in paid duty wages, however this variance is recovered through User Fees which also includes an administration fee. Paid Duty activity was much greater than estimated as the Thunder Bay Regional Health Science Centre has requested paid duty services in the Emergency Department to improve safety since July 2022.



**Materials** are \$598,000 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 – \$149,000,
- Unfavourable variances in vehicle maintenance – \$192,000, as well as repairs resulting from motor vehicle collisions and damages \$49,000,
- Higher than expected fuel costs – \$189,000,
- Additional software licencing costs mainly resulting from the migration to the Ontario Police Technology Information Co-operative which has been completed in 2022 – \$72,000,
- Purchase of additional Intelligence Equipment funded with a grant from Criminal Intelligence Service Ontario – \$45,000,
- These unfavourable variances were partially offset by savings on COVID related health & safety supplies - \$89,000.

**Purchased services** and professional fees are \$316,000 unfavourable primarily resulting from unbudgeted costs associated with the *Police Services Act* hearing relating to the death of S. DeBungee - \$285,000.

**City allocated costs** are \$35,000 unfavourable primarily consisting of higher than expected snow removal costs.

**Rents and Financial Expenses** are \$53,000 favourable resulting from savings in leased vehicle expenses and the utility costs at the new leased facility.

**Provincial Grant revenues** are \$340,000 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 - \$84,000, and
- Increased funding from the Community Safety and Policing grants both Local and Provincial initiatives - \$189,000.

**User Fees** are \$458,000 favourable primarily due to higher than expected criminal record search fees and paid duty revenues.

## RECOMMENDATIONS

For information purposes.

**Respectfully submitted,**



Daniel M. (Dan) Taddeo  
Chief of Police

Prepared by: Ms. D. Paris, Director - Finance & Facilities

## 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:** March 8, 2023

**SUBJECT:** 2022 Budget Year End Variance

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During each budget (calendar) year we report quarterly on the overall status of our budget, highlighting whether or not we are tracking to have expenses and revenues as budgeted for by the year's end or whether there is an anticipated variance; which could be favourable or unfavourable.

Through 2022 subsequent quarterly reports identified an anticipated unfavourable variance in the Board's budget, estimated at the end of the 3<sup>rd</sup> quarter to be \$300,000 as a result of higher than anticipated legal cost along with higher costs realized by the work of the Board's Expert Panel.

Legal costs through 2022 were inflated well beyond the planned budget largely due to costs incurred in responding to various HRTO complaints early in the year, but then in the last quarter the legal costs arising from the Mamakwa-Mckay Inquest along with some added work on HRTO files added further to our overall costs. Legal costs included not only representation for the Board itself but also indemnification of various members of the Service arising from a variety of actions that were ongoing throughout the year, at unprecedented levels.

As a result our final year end variance was an unfavourable \$702,000, as reported to City of Thunder Bay Finance on March 3<sup>rd</sup>.

Your Administration continues to monitor spending taking such steps as are available to bring the 2023 budget in as planned.

## 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:** March 13, 2023

**SUBJECT:** Monthly Summary of Invoices

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Since the February 21, 2023 Regular Session of the Board, the following invoices have been processed for payment:

- Invoice #2023-0030 from KPW Communications, dated March 6, 2023, for \$16,879.38, relative to Communication Services, Social Media & Website Management, and Expert Panel Support.
- Invoice from Valhalla Inn, dated January 17, 2023, for \$742.34, relative to meeting room expenses for January 17, 2023;
- Invoice from Valhalla Inn, dated January 20, 2023, for \$1,332.66, relative to Chief of Police Recruitment Expenses;
- Invoice from Valhalla Inn, dated January 20, 2023, for \$701.10, relative to Chief of Police Recruitment Expenses;
- Invoice from Valhalla Inn, dated February 4, 2023, for \$888.44, relative to Chief of Police Recruitment Expenses;
- Invoice from Valhalla Inn, dated February 5, 2023, for \$675.76, relative to Chief of Police Recruitment Expenses;
- Invoice from Valhalla Inn, dated February 21, 2023, for \$6,293.43, relative to the Board's portion of banquet expenses for the Police Service's Exemplary Service Awards banquet;
- Invoice from Valhalla Inn, dated February 22, 2023, for \$742.34, relative to meeting room expenses for February 21, 2023;
- Invoice #31 from Mr. J. Hannam, dated March 1, 2023, for \$10,523.13, relative to professional services rendered.
- Invoice #31 from Ms. L. Douglas, dated February 28, 2023, for \$3,538.02, relative to professional services rendered.

/jsh



**Tribunals Ontario**  
Ontario Civilian Police Commission

15 Grosvenor Street, Ground Floor  
Toronto, ON M7A 2G6  
Email: [OCPCRegistrar@ontario.ca](mailto:OCPCRegistrar@ontario.ca)

**Tribunaux décisionnels Ontario**  
La Commission civile de l'Ontario sur la police

15, rue Grosvenor, rez-de-chaussée  
Toronto (Ontario) M7A 2G6  
Email: [OCPCRegistrar@ontario.ca](mailto:OCPCRegistrar@ontario.ca)

March 9, 2023

Ken Boshcoff  
Member, Thunder Bay Police Services Board  
310 Victoria Avenue East—Unit 10  
Thunder Bay, Ontario P7C 1A4

John Hannam  
Secretary to the Thunder Bay Police Services Board, Thunder Bay Police Services Board  
310 Victoria Avenue East—Unit 10  
Thunder Bay, Ontario P7C 1A4

Delivered via Email: [ken.boshcoff@thunderbay.ca](mailto:ken.boshcoff@thunderbay.ca); [psbsecretary@hotmail.com](mailto:psbsecretary@hotmail.com)

Dear Mayor Boshcoff and Mr. Hannam:

**Reference: Extension of the Order Appointing an Administrator of the Thunder Bay Police Services Board**

This letter serves to notify you that the Ontario Civilian Police Commission has issued an Order to extend the appointment of Mr. Malcolm Mercer as Administrator of the Thunder Bay Police Services Board (TBPSB) until March 31, 2024 in order to continue to provide oversight of the Thunder Bay Police Service (TBPS) and the delivery of police services to the community.

Mr. Mercer will remain in his position as Administrator to oversee the orderly transition to new leadership on the TBPSB and TBPS and to ensure governance at both the TBPSB and TBPS level. Mr. Mercer should soon be in a position to transition to an observer role to ensure progress is being made on implementing the recommendations that were made as a result of the investigation into the TBPSB led by Senator Murray Sinclair. Mr. Mercer will then be able to relinquish his position as Administrator once the new TBPSB and TBPS leadership are operating effectively and making progress on these important matters.

The new Order is attached to this letter.

Yours truly,



Sean Weir  
Chair,  
Ontario Civilian Police Commission  
Executive Chair,  
Tribunals Ontario

Encl:           Order to Extend the Appointment of the Administrator of the Thunder Bay  
                  Police Services Board

**In the Matter of Thunder Bay Police Service and the  
Thunder Bay Police Services Board under sections  
23(1) & 24(1) of the Police Services Act, R.S.O. 1990, c.  
P.15, as amended**

**Extension of March 30, 2022 Appointment**

**ORDER**

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**Order Made by:** Sean Weir, Executive Chair, Tribunals Ontario, Chair, Ontario Civilian Police Commission

**Date of Order:** March 9, 2023

**File:** 22-FIL-001

**Case Name:** Thunder Bay Police Services Board (2022) (Re)

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**A. Overview**

1. On April 19, 2022, the Ontario Civilian Police Commission (“Commission”) issued an order (“Original Order”) appointing an Administrator pursuant to its authority under ss. 23(1) and 24(1) of the *Police Services Act (PSA)*, the parameters of which were set out in the Terms of Reference of the same date. On April 26, 2022, the Commission issued a subsequent Order (“Amended Order”) to clarify the powers of the Administrator. The Administrator was to restore proper governance, to ensure that the Thunder Bay Police Services Board (“Board”) is providing sufficient oversight of police services in Thunder Bay, and to re-establish public confidence in the Board and Thunder Bay Police Services’ (“Service”) ability to deliver adequate and effective policing services in the community.
2. The Original Order to appoint Mr. Malcolm Mercer as Administrator of the Board may be found at Order to appoint Mr. Malcolm Mercer as Administrator.

3. The Original Order to appoint the Administrator was amended on April 26, 2022. The Amended Order may be found at [Order - Administrator to the Thunder Bay Police Services Board](#).
4. By the Original Order, as amended, the Commission appointed Mr. Malcolm Mercer, as its Administrator to perform the functions set out in paragraph 4 of the Amended Order.
5. On October 14, 2022, the Commission extended the Original Order as amended pursuant to its authority under ss. 23(1) and 24(1) of the *PSA*. The October 14, 2022 Order (“October 14, 2022 Order”) may be found at [Order to Extend Appointment of Administrator of TBPSB \(tribunalsontario.ca\)](#).
6. Pursuant to the Original Order, as amended, the Administrator’s appointment is currently in effect until March 30, 2023.
7. Based upon a review of the Original Order, the October 14, 2022 Order, the report of Mr. Mercer dated August 18, 2022, and the interim report of the independent expert panel (“Expert Panel”) appointed by the Board dated September 20, 2022 ([Interim-Report\\_TBPSB\\_Final-V3.pdf \(thunderbaypsb.ca\)](#)), I am of the opinion that that an emergency continues to exist in the Board’s oversight of the Service.
8. I am of the opinion that the extension of the appointment of an Administrator, pursuant to ss. 23(1) and 24 (1) of the *PSA* is necessary.
9. Accordingly, Mr. Malcolm Mercer’s appointment as Administrator is being extended by this Order to March 31, 2024. Mr. Mercer’s roles and responsibilities will largely remain the same until June 30, 2023 and his responsibilities will be reduced from July 1, 2023 until March 31, 2024 as set out below.

## **B. Statutory Framework**

10. Ontario municipalities, are required to provide adequate and effective police services in accordance with their needs<sup>1</sup>.
11. Under ss. 24(1), the Commission may make certain interim orders under ss. 23(1) without notice and without holding a hearing if it is of the opinion that an emergency exists, and such an order is necessary in the public interest. Pursuant to this authority, the Commission made the Original Order and appointed an Administrator to perform certain tasks set out therein.

## C. Findings

12. I have reviewed the following material:
- a. report by Administrator Mr. Mercer dated August 18, 2022.
  - b. the factual findings in the Original Order dated April 19, 2022
  - c. the factual findings in the Order dated October 14, 2022.
  - d. findings in the interim report authored by the Expert Panel.
  - e. the memorandum to the Board by the Administrator regarding the interim report of the Expert Panel ([2022-11-25-Memorandum-to-the-Board-re-Expert-Panel.pdf](#) ([thunderbaypsb.ca](#))).
  - f. Order in Council 29/2023 appointing Karen Monica Machado as a member of the Board ([Decree 29/2023 | ontario.ca](#)).
  - g. advice from the City of Thunder Bay that Mayor Ken Boshcoff, Councillor Shelby Ch'ng, and Denise Baxter have been appointed as members of the Board.
  - h. minutes of meetings of the Board regarding its governance committee (Minutes regarding the formation of the Governance Committee: [Police Services Cover Sheet \(Regular\)](#) ([thunderbaypsb.ca](#)) – particularly the approved minutes which are an attachment at paragraph 4 and [November-15-Meeting-Highlights-FINAL.pdf](#) ([thunderbaypsb.ca](#))).
  - i. minutes of meetings regarding its labour relations committee (Minutes regarding formation of the Labour Relations Committee: [Police Services Cover Sheet \(Regular\)](#) ([thunderbaypsb.ca](#)) – particularly the approved minutes at paragraph 6(c), and [Microsoft Word - January 17 Board Highlights .docx](#) ([thunderbaypsb.ca](#))).
  - j. minutes of meetings of the Board regarding the recruitment of a new chief of police (“Police Chief”) (Minutes regarding the recruitment of a new Chief of Police: [Police Services Cover Sheet \(Regular\)](#)



(thunderbaypsb.ca) at paragraph 6(b), November-15-Meeting-Highlights-FINAL.pdf

(thunderbaypsb.ca), and Microsoft Word - February 21 Meeting Highlights.docx (thunderbaypsb.ca)).

13. After a review of that material, I conclude there is evidence upon which I can find that the Original Order to appoint Mr. Malcolm Mercer ought to be extended until March 31, 2024.
14. Specifically, that evidence is:
  1. There are now four new Board members and one provincial vacancy remains.
  2. Orientation and training will be required for new Board members, and it will take time for the Board to become informed and proficient.
  3. Board training is expected to take place by Spring 2023.
  4. The Board is assisted by a governance committee which will assist on policy related matters. The governance committee has focused to date on recruitment of the new Police Chief. The Board will then shift its focus to policy driven initiatives.
  5. A labour relations committee is being established to add expertise in the areas of labour relations, collective bargaining, disability management and return to work, and workplace mental health, and well-being expertise which will help with Board responsibilities in these areas.
  6. The recruitment of the new Police Chief is underway. It is likely that a new Police Chief will soon be in place at which time there will be a new Board in place with four of the five required members.
  7. The Expert Panel which was appointed by the Board is planning to release its report in March 2023, and it will hopefully provide useful strategic guidance for the new Board.
  8. It will then be necessary for the Board to turn to the critical work of implementing the recommendations that were made as a result of the investigation into the Board led by Senator Murray Sinclair (Commission's 2018 Report) as well as the recommendations made following the Office of the Independent Police Review Director's ("OIPRD") investigation into the Service. (OIPRD's report: Broken Trust Indigenous People and the Thunder Bay Police Service).

9. The Commission's 2018 Report found among other things, that the Board did not demonstrate meaningful engagement in the development of governance and oversight policies and that the Board has not shown leadership in proactive, committed outreach to key Indigenous community organizations or Indigenous policing agencies active in Northern Ontario. As a result of his findings, Senator Sinclair made 45 recommendations the majority of which proposed significant actions to be undertaken by the Board.
10. The OIPRD's report made recommendations regarding operational areas and for the need to establish certain policies.
11. In his interim report to the Commission, Mr. Mercer, as Administrator, found that there have been failures of governance as well as unacceptable delay in advancing the Commission's recommendations and insufficient attention to policy implications of the OIPRD recommendations some three and one-half years later.
12. In his interim report, Mr. Mercer reiterated that the Board had an important role in monitoring the performance of the Police Chief to ensure the effective implementation of the OIPRD recommendations, and it also had an integral role in determining the policy implications to be addressed by the Board.
13. Although the governance committee will help to facilitate this work, Commission oversight is necessary to ensure that the work is completed.
14. It is reasonable to conclude that since many of the recommendations made by Senator Sinclair remain unfulfilled, the trust of the Indigenous communities in the Board to properly oversee the Service and the Service's ability to protect them has not been established to the extent that it should have been. The emergency declared by the Commission in 2018 regarding the Board's failures to effectively address the concerns of the Indigenous community has not yet come to an end.
15. A new Police Chief will only just have begun his or her position and will need time to transition.
16. The current acting Police Chief and other senior members of the Service will be retiring in the near future. On February 27, 2023, the Deputy Chief returned from a year of suspension with his term

ending in late 2024. These personnel changes will present both a challenge and an opportunity for the new Police Chief.

17. It will be important that the perspective and historic information that Mr. Mercer gathered in his role as Administrator remain available as both the new Board and Police Chief develop insight and experience.
18. The newly constituted Board will benefit from the guidance that Mr. Mercer would provide regarding the recommendations emanating from the Expert Panel's final report.
19. The new Board will benefit from the guidance of Mr. Mercer while he continues his role as Administrator during the transitional period to full Board governance.

## **D. Analysis**

### **Emergency**

15. I am of the opinion that there is evidence to support a conclusion that a state of emergency continues to exist in the Board. There will be ongoing uncertainty until such time when a new fully constituted Board is in place and appropriately trained and until the new Police Chief has had a transitional period as well as time to address the personnel changes mentioned above. The Board will require additional time to build the community's trust in its ability to provide proper oversight of the Service.
16. The length of time the Administrator's appointment will be extended reflects the need for the Administrator to oversee the transition to the new leadership on the Board and the Service, and to ensure governance at both the Board and Service level.

### **Public Interest**

17. There is evidence to support a conclusion that a state of emergency continues to exist in the Board that requires immediate action.
18. Based on the above, I am of the opinion that there is evidence to support a conclusion that a state of emergency continues to exist in the Board, and the extension of the Administrator's appointment to perform specified functions with respect to police matters, pursuant to ss. 23(1) and 24(1) of the *PSA* continues to be necessary in the public interest.

## **E. Conclusion**

### **Appointment of Administrator**

19. Pursuant to ss. 23(1) and 24(1) of the *PSA*, the Commission is extending the appointment of the Administrator until March 31, 2024. The Commission also reserves to itself the power to extend or cancel the term of appointment, if necessary.

## **F. Order**

20. Further to the above and pursuant to ss. 23(1) and 24(1) of the *PSA*, I order that the Administrator is authorized to carry out the terms of this Order.

### **Administrator**

21. I hereby extend the appointment of Mr. Malcolm Mercer, as the Administrator until March 31, 2024. Since his appointment, he has proven himself to exceed the minimum attributes required for an Administrator.
22. From March 31, 2023 until June 30, 2023, Mr. Malcolm Mercer will have all the powers and responsibilities listed in paragraph 22. Mr. Malcolm Mercer's role will reduce from July 1, 2023 until March 31, 2024 with his powers and responsibilities being limited to those set out in paragraph 23.

### **Powers and Responsibilities**

23. Pursuant to s. 23(5) of the *PSA* and to permit the Administrator to oversee the transition to the new leadership on the Board and the Service, the Administrator will have the following powers and/or responsibilities from March 31, 2023 until June 30, 2023:
  1. The Administrator shall preside over all regularly scheduled and special meetings of the Board, including the in-camera portions. The Administrator shall also attend and preside over all sub-committee meetings. The Administrator shall have the sole vote.

2. The Administrator has all the powers necessary to make binding decisions on behalf of the Board at all regularly scheduled and special meetings of the Board, including all in-camera portions, and at all sub-committee meetings regardless of whether or not a quorum exists.
3. The Administrator has all the powers necessary to make binding decisions on behalf of the Board by way of resolution in the time period between Board meetings.
4. The Administrator shall have unrestricted access to any and all of the Board's past and current records as the Administrator may specify for the purposes of this Order on request, without delay.
5. The Administrator will have the power and responsibility, upon the direction of the Commission, to secure any documents that are summonsed by the Commission. The Administrator will have the power to request documents from any member of the Service or Board in order to secure them.
6. On his own initiative or upon request from any member of the Board, the Administrator shall provide advice to the Board and/or individual members, where appropriate, about inter alia: Board processes including, but not limited to issues such as the recording of votes, taking of minutes, scheduling agenda items, delegation of authority and composition of subcommittees.
7. The Administrator will have full power and authority to make any changes to the Board processes which he, in his discretion, deems necessary or advisable to enhance governance of the Service.
8. The Administrator may make recommendations to the Executive Chair of the Commission on the Board's composition, including the power to suspend any or all of its members.
9. The Administrator will advise the Executive Chair about the need to vary or cancel any Order made in response to changing circumstances and in consultation with the Board.

10. The Administrator will report at such times as the Executive Chair directs, and not less than monthly to the Executive Chair, and will advise the Executive Chair about the need to vary or cancel his powers as necessary.
24. Pursuant to s. 23(5) of the *PSA* and to ensure the policy work of the Board is effectively advanced, including implementation of the recommendations made Senator Sinclair, the Administrator will have the following powers and/or responsibilities from July 1, 2023 until March 31, 2024:
1. The Administrator may at the Administrator's sole discretion continue to attend, either in person or by conference call or video conference, and fully participate at all regularly scheduled and special meetings of the Board, including all in-camera portions. The Administrator may, in the same manner, attend all sub-committee meetings. The Administrator shall have one vote at such meetings so long as there are less than five members of the Board, in which event the Administrator will not have a vote.
  2. On his own initiative or upon request from any member of the Board or the Police Chief, consult with and provide advice to the Board, its members and the Police Chief regarding matters within the responsibility and authority of the Board under the *PSA*.
  3. The Administrator may make recommendations to the Executive Chair of the Commission on the Board's composition, including the power to suspend any or all of its members.
  4. The Administrator will advise the Executive Chair about the need to vary or cancel any Order made in response to changing circumstances and in consultation with the Board.
  5. The Administrator will report at such times as the Executive Chair directs, and not less than monthly to the Executive Chair, and will advise the Executive Chair about the need to vary or cancel his powers as necessary.

**DATED** at Toronto, this 9<sup>th</sup> day of March, 2023.

A handwritten signature in black ink, appearing to read "Sean Weir". The signature is written in a cursive, flowing style.

Sean Weir  
Chair, Ontario Civilian Police Commission  
Executive Chair, Tribunals Ontario

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<sup>1</sup> *PSA* ss. 4(1).

Ministry of the Solicitor General

Ministère du Solliciteur général

Office of the Chief Coroner  
Ontario Forensic Pathology Service

Bureau du coroner en chef  
Service de médecine légale de l'Ontario



Forensic Services and  
Coroners' Complex  
25 Morton Shulman Avenue  
Toronto ON M3M 0B1

Complexe des sciences judiciaires  
et du coroner  
25, Avenue Morton Shulman  
Toronto ON M3M 0B1

Telephone: (416) 314-4000  
Facsimile: (416) 314-4030

Téléphone: (416) 314-4040  
Télécopieur: (416) 314-4060

January 9, 2023

Via email: [psbsecretary@hotmail.com](mailto:psbsecretary@hotmail.com)

John Hannam  
Secretary to the Board  
Thunder Bay Police Service Board  
317 Victoria Avenue East, Unit #10  
Thunder Bay, ON P7C 1A4

Dear Mr. Hannam:

**Re: Inquest into the deaths of: Donald MAMAKWA (died on August 3, 2014)  
Marlon Roland MCKAY (died on July 20, 2017)**  
**OCC Inquest File No.: Q2022-23**  
**Date Inquest Jury Verdict &  
Recommendations Received: November 4, 2022**

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The jury in the inquest into the deaths of Donald Mamakwa and Roland McKay made some recommendations which your organization may be in a position to implement. Please report back regarding your consideration to implement the recommendations relating to your organization by completing the attached chart, *Responses to Jury Recommendations*. Your response is requested by **July 9, 2023**.

A list of organizations requested to report back is provided.

We are pleased to provide you with a copy of the inquest jury verdict and recommendations. The presiding officer's verdict explanation will follow when it becomes available.

I would like to explain the significance of inquests and consequent recommendations under the *Coroners Act*. An inquest is a public hearing conducted by a presiding officer before a jury of five community members. Inquests are held for the purpose of informing the public about the circumstances of a death. An inquest does not find fault, blame or legal wrongdoing but rather examines the circumstances of one or more deaths and looks for lessons that can be learned from the death(s) that may contribute to a safer future for the living. Juries often make recommendations based on these learned lessons and, while they are not binding, it is hoped that implemented recommendations will prevent future deaths in similar circumstances.



Responses to inquest recommendations will be made public. Therefore, your response should not contain personal identifiers with the exception of identifying the decedent.

Please provide us with the name and contact information of the individual leading your organization's response by March 9, 2023. As well, if you feel any of the recommendations should be directed elsewhere, complete the attached *Contact Information and Recommendation Referrals* form and forward to [OCC.inquests@ontario.ca](mailto:OCC.inquests@ontario.ca).

As noted above, inquest jury recommendations are not legally binding; however, we trust they will be given careful consideration for implementation and, if not implemented, that your organization provides an explanation.

Thank you for participating in this important process. Please contact me if you have any questions.

Sincerely,



David A. Cameron, MD, LLB, CCFP  
Regional Supervising Coroner – Inquests

/msp

Attachments:

Responses to Jury Recommendations

List of Organizations Requested to Respond to Jury Recommendations

Contact Information and Recommendation Referrals



## **List of Organizations Requested to Respond to Jury Recommendations**

MAMAKWA\_MCKAY Inquest Q2022-23

Thunder Bay Regional Health Sciences Centre

Ministry of Children, Community and Social Services

Ministry of Health

Thunder Bay Police Service

Superior North Emergency Medical Service

Thunder Bay Police Service Board

Ministry of Colleges and Universities

Ministry of the Solicitor General

**Contact Information and Recommendation Referrals**  
 Responses to Jury Recommendations  
 MAMAKWA\_MCKAY Inquest Q2022-23

**THUNDER BAY POLICE SERVICE BOARD**

**Part I: Contact Information**

Name	Position Title
Email address	Telephone number

**Part II: Referral**

We believe the following recommendations may be best addressed by these organizations:

Recommendation Number	Organization Name & Address	Contact Name & Title

**Forward to [occ.inquests@ontario.ca](mailto:occ.inquests@ontario.ca)**



Office of the  
Chief Coroner  
Bureau du  
coroner en chef

**Verdict of Inquest Jury**  
**Verdict de l'enquête**

The Coroners Act – Province of Ontario  
Loi sur les coroners – Province de l'Ontario

We the undersigned / Nous soussignés,

\_\_\_\_\_ of / de \_\_\_\_\_  
 \_\_\_\_\_ of / de \_\_\_\_\_  
 \_\_\_\_\_ of / de \_\_\_\_\_  
 \_\_\_\_\_ of / de \_\_\_\_\_  
 \_\_\_\_\_ of / de \_\_\_\_\_

the jury serving on the inquest into the death(s) of / membres dûment assermentés du jury à l'enquête sur le décès de:

Surname / Nom de famille Mamakwa	Given Names / Prénoms Donald
-------------------------------------	---------------------------------

aged 44 held at Thunder Bay, Ontario  
à l'âge de tenue à

from the October 11 to the November 4 20 22  
du au

By Dr. / D<sup>r</sup> David Cameron Presiding Officer for Ontario  
Par président pour l'Ontario

having been duly sworn/affirmed, have inquired into and determined the following:  
avons fait enquête dans l'affaire et avons conclu ce qui suit :

Name of Deceased / Nom du défunt  
Donald Mamakwa

Date and Time of Death / Date et heure du décès  
August 3, 2014 12:03 a.m

Place of Death / Lieu du décès  
Thunder Bay Police Service

Cause of Death / Cause du décès  
Ketoacidosis, Complicating Diabetes Mellitus, Chronic Alcoholism, and Septicemia

By what means / Circonstances du décès  
Undetermined

Original confirmed by: Foreperson / Original confirmé par: Président du jury

\_\_\_\_\_  
 \_\_\_\_\_

Original confirmed by jurors / Original confirmé par les jurés

The verdict was received on the 4 day of November 20 22  
Ce verdict a été reçu le (Day / Jour) (Month / Mois)

Presiding Officer's Name (Please print) / Nom du président (en lettres moulées) David Cameron	Date Signed (yyyy/mm/dd) / Date de la signature (aaaa/mm/dd) 2022/11/04
--	--

Presiding Officer's Signature / Signature du président

We, the jury, wish to make the following recommendations: (see page 2)  
Nous, membres du jury, formulons les recommandations suivantes : (voir page 2)



Office of the  
Chief Coroner  
Bureau du  
coroner en chef

## Verdict of Inquest Jury Verdict de l'enquête

The Coroners Act – Province of Ontario  
Loi sur les coroners – Province de l'Ontario

We the undersigned / Nous soussignés,

\_\_\_\_\_ of / de \_\_\_\_\_  
 \_\_\_\_\_ of / de \_\_\_\_\_  
 \_\_\_\_\_ of / de \_\_\_\_\_  
 \_\_\_\_\_ of / de \_\_\_\_\_  
 \_\_\_\_\_ of / de \_\_\_\_\_

the jury serving on the inquest into the death(s) of / membres dûment assermentés du jury à l'enquête sur le décès de:

Surname / Nom de famille McKay	Given Names / Prénoms Marlon Roland
-----------------------------------	--

aged 50 held at Thunder Bay, Ontario  
à l'âge de \_\_\_\_\_ tenue à \_\_\_\_\_

from the October 11 to the November 4 20 22  
du \_\_\_\_\_ au \_\_\_\_\_

By Dr. / D<sup>r</sup> David Cameron Presiding Officer for Ontario  
Par \_\_\_\_\_ président pour l'Ontario

having been duly sworn/affirmed, have inquired into and determined the following:  
avons fait enquête dans l'affaire et avons conclu ce qui suit :

Name of Deceased / Nom du défunt  
Marlon Roland McKay

Date and Time of Death / Date et heure du décès  
July 20, 2017 at 1:34 a.m

Place of Death / Lieu du décès  
Thunder Bay Regional Health Sciences Centre

Cause of Death / Cause du décès  
Hypertensive Heart Disease

By what means / Circonstances du décès  
Natural

Original confirmed by: Foreperson / Original confirmé par: Président du jury  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Original confirmed by jurors / Original confirmé par les jurés

The verdict was received on the 4 day of November 20 22  
Ce verdict a été reçu le \_\_\_\_\_ (Day / Jour) \_\_\_\_\_ (Month / Mois)

Presiding Officer's Name (Please print) / Nom du président (en lettres moulées) David Cameron	Date Signed (yyyy/mm/dd) / Date de la signature (aaaa/mm/dd) 2022/11/04
--	--

Presiding Officer's Signature / Signature du président

We, the jury, wish to make the following recommendations: (see page 2)  
Nous, membres du jury, formulons les recommandations suivantes : (voir page 2)



Office of the  
Chief Coroner  
Bureau du  
coroner en chef

## Verdict of Inquest Jury Verdict de l'enquête

The Coroners Act – Province of Ontario  
Loi sur les coroners – Province de l'Ontario

Inquest into the death of:  
L'enquête sur le décès de:

**Donald Mamakwa and Roland McKay**

### JURY RECOMMENDATIONS RECOMMANDATIONS DU JURY

#### Statement of Principle

The following recommendations are made in recognition and acknowledgement of the following principles:

- 1) It is essential that services provided by all institutions listed below be reflective of Indigenous cultural needs. Inclusion of and consultation with Indigenous communities/agencies is essential. This will require consultation with and inclusion of a diverse group of Indigenous communities/agencies, in recognition of the fact that Indigenous cultures/traditions/ways of being are not monolithic and that Thunder Bay is home to Indigenous peoples from across the North who possess a spectrum of cultural values/languages/ways of being.
- 2) That care and services must be provided using a trauma informed approach to ensure that individuals who have suffered complex traumas are not excluded from the services that may assist them. This should incorporate recognition of the historical and ongoing traumas faced by Indigenous communities and adequate cultural competency to provide care/services in a manner that recognizes these traumas.

#### Recommendations

##### To the Thunder Bay Regional Health Sciences Centre, Ministry of Children, Community and Social Services, and the Ministry of Health of Ontario:

1. That a Task Force be developed with a mandate to establish a sobering centre in Thunder Bay. The task force would involve representatives from, and meaningful input from:
  - a. Members of the Thunder Bay community including individuals with lived/living experience;
  - b. St Joseph's Care Group;
  - c. Dilico Anishinabek Family Care;
  - d. Anishnawbe Mushkiki
  - e. Members of the Thunder Bay District Mental Health & Addictions Network;
  - f. Members of the Thunder Bay Drug Strategy;
  - g. Thunder Bay Police Service;
  - h. City of Thunder Bay;
  - i. Superior North Emergency Medical Services;
  - j. Shelter House and Grace Place;
  - k. Fort William First Nation;
  - l. Nishnawbe Aski Nation and Anishinabek Nation;
  - m. Other Indigenous and community partners who wish to participate;
  - n. Urban Abbey; and
  - o. Salvation Army.
2. That an accessible sobering centre with a locally developed model of care appropriate to meet the needs of Thunder Bay and surrounding communities be established.
3. That the sobering center meet the criteria for the designation of an alternate level of care by the Ministry of Health to permit paramedics to transport patients to the sobering center rather than an emergency room.
4. In recognition of the shortage of beds in detox/treatment (rehabilitation) facilities in the City of Thunder Bay, the number of beds in such programs should be increased to adequately meet

the needs of the community. This increase shall:

- a. Not come as an alternative to the creation of a sobering centre, in recognition of the fact that these institutions would provide different services.
  - b. Follow a study to determine the scale and volume of increase that is necessary to address the shortage of beds in Thunder Bay for all communities that access Thunder Bay for services.
  - c. Include the development of strategic partnerships between the sobering centre, managed alcohol programming, medical providers, all subsidized housing providers and community care teams to provide and facilitate appropriate discharge planning for individuals who are to be released from the centre.
5. In recognition of the fact that law enforcement agencies in the City of Thunder Bay lack the appropriate training, cultural competency, and resources to provide appropriate services to individuals suffering from Alcohol/Substance Use Disorder and/or chronic housing insecurity, work to ensure that community-based programs which provide outreach and services to such individuals are maintained and continued, including and not limited to:
- a. The Street Outreach Service (“SOS”) program operated by Shelter House;
  - b. The Care Bus, operated by NorWest Community Health Centre; and
  - c. The WiiChiiHehWayWin street outreach initiative, operated by Matawa First Nations Management.
6. In recognition of the seriousness of Alcohol/Substance Use Disorder as a medical condition which may mask the appearance of other serious medical conditions, a program should be established in the City of Thunder Bay to provide medical alert bracelets to individuals at high risk for adverse medical outcomes. Such a program should:
- a. Operate only upon the consent of each individual participant;
  - b. Be managed in partnership between a sobering centre, managed alcohol facility and community care teams; and
  - c. Include a system by which first responders can contact case managers/care team members to: inform them that an individual in their care has been in contact with first responders (EMS, Police, Fire); inform them if an individual has been taken into custody/to hospital/to detox/to a sobering centre; and inquire about any medical concerns that such institutions shall be aware of.
7. In recognition of the seriousness of Alcohol/Substance Use Disorder (“A/SUD”) as a medical condition which puts individuals at a high risk for other precarious positions including chronic housing insecurity and poor medical care, the availability and scope of managed alcohol programming (“MAP”) in the City of Thunder Bay should be increased. Aspects of this increase shall include but not be limited to:
- a. The provision of medical care including the appropriate dispensing of medications to participants in the program, in recognition that participants may face barriers in accessing medical care and carrying out treatment plans independently;
  - b. The provision of therapeutic care. This shall include adequate training and resources for all care providers and all staff within MAPs so that individuals with a likelihood of violent behaviour as a result of trauma are still able to receive care and services from the MAP; and
  - c. The provision of MAP that is available to individuals who are released from correctional facilities/hospitals or other residential institutions, in recognition of the increased risk of death following such release.



## **To the Thunder Bay Police Service and Superior North Emergency Medical Services:**

8. That joint training be scheduled on an on-going basis, allowing first responders to learn more about the roles and responsibilities of other agencies.
9. That the services collaborate to discuss the practice of “wave offs,” and develop policies and training for first responders, on how a “wave off” should not occur. Communication between first responders at the scene must be documented.
10. That all police officers be trained that paramedics cannot ‘medically clear’ any person, and that an assessment by a paramedic does not mean that a patient does not require medical treatment.
11. That mandatory training for all first responders and all staff of both services be provided on an ongoing basis that addresses issues around impacts of systemic and structural racism. The foundation of training should include, but not be limited to, the history of colonization and the impact on Indigenous peoples; residential schools; trauma informed approaches; anti-Indigenous racism; unconscious bias; and Indigenous cultural safety training. The training should address:
  - a. managing implicit bias;
  - b. understanding how emotional prejudice impacts decision making; and
  - c. tactics/solutions for mitigating the harmful impact of stereotyping on health and criminal justice outcomes.
12. That both services consult with Indigenous Nations, Provincial Territorial Organizations (PTOs) and community agencies to create a process to audit the effectiveness of the training listed above.

## **To the Thunder Bay Police Service**

13. Conduct a review and consider the role of jailers, the level of supervision given to individuals in custody, and training given to staff in that role, and in particular:
  - a. Review the level of staffing, and consider a policy that links the number of staff to the number of prisoners, similar to the Ontario Provincial Police’s standard of using one ‘guard’ for seven individuals in custody;
  - b. Review whether the policy for the care and handling of individuals in custody needs to be clarified, particularly in relation to which individuals in custody should be considered “high risk”;
  - c. Review whether one on one supervision needs to be provided to individuals in custody who pose particularly high risk, such as individuals who expressed suicidal ideation; and
  - d. Report to the Thunder Bay Police Services Board on the above.
14. That the Thunder Bay Police Service (TBPS) provide access to counsel as required by s. 10(b) of the *Canadian Charter of Rights and Freedoms* to all individuals, including those charged with minor or public intoxication offences.
15. The arresting officers and jailers must clearly indicate/communicate verbally and with diverse signage the procedures and rights of people in custody. Visual signage should be placed in the booking area and cell blocks.
16. That where an individual dies in cells, all officers involved in the arrest or monitoring of the deceased be provided information about the cause of death, and training on symptoms that may be related to this cause of death, as soon as reasonably possible following the death.
17. Institute a policy to mandate regular debriefs with officers involved with incidents that engage the Special Investigations Unit to ensure that supports are in place and the incident to be used as a learning tool so that future incidents can be prevented.
18. That bystander training be provided to police officers so that officers feel more comfortable addressing inappropriate behavior by colleagues.

19. That the use of 'medically fragile' flags be considered for the TBPS records management system.
20. That the use of paper "green sheets" be discontinued, that the booking process and prisoner management systems be digitized, and that documentation used for charges in court be separated from the documentation used to manage and care for individuals in custody.
21. That officers and jailers continue to be trained on an ongoing basis to seek out and record answers from the arrested person about their medical condition.
22. That the Community Inclusion Coordinator be part of the process for reviewing relevant TBPS policies, to review these policies with a cultural lens to ensure they are culturally appropriate and reflective of Indigenous cultural needs. The police service will ensure that the Community Inclusion Coordinator is provided with the capacity and support needed to complete such a review.
23. That the Thunder Bay Police Service review its Jailer academic programming and, if not already included, incorporate an educational component on the Human Rights Code and training on cultural sensitivity.
24. That the Thunder Bay Police Service ensure that the Reconciliation training currently being undertaken by the service is not a one-time training course, but rather provided as continuous training over the course of an officer's career and that the police service consult with Indigenous Nations, PTOs and community agencies to create a process for the community to audit the effectiveness of the police services Reconciliation training.

#### **To the Thunder Bay Police Services Board**

25. That the Thunder Bay Police Service Board consider creating a position of Deputy Chief, Indigenous Relations.
26. That the Thunder Bay Police Service Board retain an expert consultant for the purposes of providing an independent assessment of the level of staffing required of the Thunder Bay Police Service.
27. That the Board create a process for regular review of board policy to determine which policies need to be updated or created.
28. The Board will consider yearly public reports setting out the initiatives taken by the Board, the progress of those initiatives and an expected timeline for completion of the initiatives.
29. In compliance with its by-laws, the Board will create terms of reference for its governance committee and make the terms of reference public.
30. The Board's Governance Committee will consider creating an implementation plan that includes but is not limited to: a timeline for implementation of all recommendations received through various reports, inquests and inquiries; a plan for how the recommendation will be implemented; and how consultation and follow-up with Indigenous community will take place. The implementation plan should be made public in order to ensure accountability.

#### **To the Ministry of Health**

31. That the Ministry of Health immediately address patient flow at the Thunder Bay Regional Health Sciences Center emergency department to address police and ambulance off-load delays and code black events.
32. The funding formula should reflect the population of Thunder Bay and surrounding areas that uses Thunder Bay as a "Hub" for medical services.

### **To the Ministry of Health and Superior North Emergency Medical Services (EMS)**

33. That access to electronic health records be provided to all paramedics in Ontario, and if such access is available, that Superior North EMS consider the introduction of the necessary technology to access this system and provide access to paramedics.

### **To the Ministry of Colleges and Universities**

34. To the extent that this training is not already provided, that educational institutions such as colleges and universities provide training for first responders on the history of colonization; residential schools; trauma informed approaches; anti-Indigenous racism; cultural safety, and unconscious bias.

### **To the Solicitor General and Thunder Bay Police Service:**

35. That training be delivered to police officers and jailers relating to medical issues that may mimic intoxication, or that may be concurrent with intoxication, and that this be provided both at the Ontario Police College and to serving officers.

Personal information contained on this form is collected under the authority of the *Coroners Act*, R.S.O. 1990, C. C.37, as amended. Questions about this collection should be directed to the Chief Coroner, 25 Morton Shulman Avenue, Toronto ON M3M 0B1, Tel.: 416 314-4000 or Toll Free: 1 877 991-9959.

Les renseignements personnels contenus dans cette formule sont recueillis en vertu de la *Loi sur les coroners*, L.R.O. 1990, chap. C.37, telle que modifiée. Si vous avez des questions sur la collecte de ces renseignements, veuillez les adresser au coroner en chef, 25, avenue Morton Shulman, Toronto ON M3M 0B1, tél. : 416 314-4000 ou, sans frais : 1 877 991-9959.

**From:** Shane Baker  
**Sent:** February 28, 2023  
**To:** [psbsecretary@hotmail.com](mailto:psbsecretary@hotmail.com)  
**Subject:** **Request for financial support to attend the World Police and Fire Games in Winnipeg MB**

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Good afternoon, John.

I am requesting financial sponsorship from the Thunder Bay Police Services Board in the amount of \$700. I am attending the World Police and Fire Games in Winnipeg Manitoba July 28 to August 6, 2023.

I have registered in 3 archery events currently and may enter one or two track and field events provided there is no conflicts in scheduling.

I have competed in the last three Can-Am Police Fire Games in archery and have been successful in obtaining gold medals in my division. Most recently in 2022 in Windsor Ontario.

I have been looking forward to the World Police and Fire Games return to Canada as it is a goal of mine to compete against some of the world's best archers.

I have represented the Thunder Bay Police Service and City of Thunder Bay with pride in every competition I have attended both in Canada and the United States and would continue to do so at this world class event.

If you have any questions or require clarification, please contact me at the numbers below.

Respectfully submitted.

**Detective Constable Shane Baker**  
Sex Offender Registry Coordinator – Thunder Bay Police Service