

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

Meeting Date: **May 18, 2021**

Location: **ELECTRONICALLY via MS TEAMS**

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



THE THUNDER BAY  
POLICE SERVICES BOARD

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

TUESDAY, MAY 18, 2021

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

REGULAR SESSION

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1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Twelfth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on May 18, 2021, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

The Minutes of the Tenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on April 20, 2021 to be confirmed. **(Pages 6 - 15)**

RES 2

THAT the Minutes of the Tenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on April 20, 2021 be confirmed.

4. PRESENTATION

Traffic Management Plan 2021 - 2022

Acting Sergeant S. Carchidi – Traffic Unit, Thunder Bay Police Service, to provide a presentation relative to the above noted.

5. UNFINISHED BUSINESS

6. GENERAL MATTERS

a) OIPRD Annual Report Recommendations

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Summary of the status/progress of the OIPRD Recommendations, for the Board's information.  
**(Pages 16 - 27)**

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

b) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to the Board, to Members of the Thunder Bay Police Services Board, dated May 10, 2021, relative to the Monthly Summary of Invoices processed for payment since the April 20, 2021 meeting of the Board, for the Board's information. **(Page 28)**

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

7. PETITIONS AND COMMUNICATIONS

a) OAPSB Zone 1 Meeting

On April 12, 2021, members of the Ontario Association of Police Services Boards – Zone 1 met virtually to discuss a variety of subjects of particular interest to Zone 1 members.

Memorandum from Mr. R. Pelletier to Members of the Thunder Bay Police Services Board, dated May 6, 2021, relative to OAPSB Zone 1 Meeting – Follow Up, for the Board's information. **(Pages 29 - 30)**

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

RES 3

With respect to the delays by the Province in making appointments to local Police Services Boards, we recommend that the Thunder Bay Police Services Board appeal to the Ministry of the Solicitor General and the Public Appointments Secretariat for action in ensuring that all provincial vacancies are filled in a timely manner;

AND THAT the Ministry of the Solicitor General be asked to take steps to put in place standardized training and development programs for Police Services Board members providing for both mandatory training and ongoing development of Board members with diverse backgrounds to support them in supporting policing in our communities;

AND THAT the Board urge the Solicitor General to reconsider the 'one board – one detachment' concept to allow for more effective local consolidation of boards tailored to local geography;

AND THAT these requests be shared with the board of the Ontario Association of Police Services Boards, and local and regional MPPs, urging their support in these matters.

b) All Chiefs Memo

Memorandum to All Chiefs of Police, Commissioner Thomas Carrique Chairs, and Police Services Boards from Richard Stubbings, Assistant Deputy Minister of Public Safety Division, Ministry of the Solicitor General, dated April 26, 2021, relative to public and stakeholder input on proposed legislation under the *Community Safety and Policing Act, 2019*, for the Board's information. **(Pages 31 - 32)**

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

c) TBPSB Communications & News Releases

Discussion to be held relative to confirming the process for issuing news releases on behalf of the Thunder Bay Police Services Board.

Mr. J. Hannam to provide a verbal overview relative to the above noted.

d) Governance Committee – Work Plan Update

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

e) OAPSB AGM Reminder

Four (4) members of the Board are registered to virtually attend the Annual General Meeting of the Ontario Association of Police Services Boards.

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

f) Tracking Board Reports

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

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

Report No. 22/21 (Police) relative to updating the Thunder Bay Police Services Board on the activities and timelines of the Digital Management Evidence Project Team, was provided for the Board's information on April 20, 2021.

ii. OCPC Chart – Summary of Recommendations

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

8. NEW BUSINESS

9. NOTICE OF MOTION TO AMEND - BUILDING PROJECT UPDATE

Memorandum from M. Power, Vice Chair, to Members of the Thunder Bay Police Services Board, dated May 10, 2021, requesting that a Notice of Motion to Amend, relative to the construction of a new centralized headquarters for the Thunder Bay Police Service, be introduced at the May 18, 2021 Regular Session of the Thunder Bay Police Services Board, for debate at the June 15, 2021 Regular Session of the Thunder Bay Police Services Board. **(Page 33)**

The following resolution will be introduced for the Board's consideration during the June 15, 2021 meeting:

With respect to budgeting for the construction of a new centralized headquarters for the Thunder Bay Police Service, we recommend that the motion carried on April 20, 2021 be amended by deleting the phrase 'AND THAT \$6.1M gross and \$5.6M net of HST rebate for land acquisition and the development of tender documents be included in the 2022 capital budget for consideration' and replacing it with 'AND THAT \$62.0M gross and \$56.0M net of HST rebate for the full cost of the building project, including land acquisition, project management and contingencies be included in the 2022 capital budget for consideration'.

10. CONFIRMING BY-LAW

RES 4

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

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 18<sup>th</sup> day of May, 2021.

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

BY-LAW NUMBER: PC9- 2021

11. ADJOURNMENT

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

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**DATE:** APRIL 20, 2021

**TIME:** 9:02 A.M.

**PLACE:** ELECTRONIC MEETING VIA MS TEAMS

**CHAIR:** COUNCILLOR K. OLIVER

**PRESENT:**

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

**OFFICIALS:**

Ms. S. Hauth, Chief of Police  
Mr. R. Hughes, Deputy Police Chief  
Ms. H. Walbourne, Legal Counsel – Thunder Bay  
Police Service  
Ms. D. Paris, Director – Financial Services & Facilities,  
Thunder Bay Police Service  
Staff Sergeant G. Snyder – Professional Standards,  
Thunder Bay Police Service  
Superintendent D. Taddeo, Thunder Bay Police Service  
Mr. T. Gervais, Police Services Advisor - Ministry of  
the Solicitor General  
Ms. T. Cherry, Senior Association - KPW  
Communications  
Mr. J. Hannam, Secretary – Thunder Bay Police  
Services Board  
Ms. L. Douglas, Assistant to the Secretary - Thunder  
Bay Police Services Board

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1. DISCLOSURES OF INTEREST

No disclosures of interest were disclosed at this time.

2. CONFIRMATION OF AGENDA

An Additional Information package was emailed to Board Members on April 17, 2021. A Review and Strategy Exercise from KPW Communications was added under New Business.

**MOVED BY:** Mayor B. Mauro

**SECONDED BY:** Mr. M. Power

With respect to the Tenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on April 20, 2021, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

**CARRIED**

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3. CONFIRMATION OF MINUTES

The Minutes of the Eighth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on March 16, 2021 to be confirmed.

MOVED BY: Mr. M. Power

SECONDED BY: Ms. G. Morriseau

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

CARRIED

4. UNFINISHED BUSINESS

a) Building Project Update

At the January 19, 2021 Regular Session of the Board, a memorandum from Chief S. Hauth to the Chair and Members of the Thunder Bay Police Services Board, dated December 8, 2020, relative to the Police Facility, was re-presented for the Board's information.

The following motion was presented to the Board at the December 15, 2020 Regular Session of the Board, and was re-presented at the January 19, 2021 Regular Session:

With respect to current building limitations at 1200 Balmoral Street for the Thunder Bay Police Service, we recommend that a new centralized headquarters be constructed, as per Option One recommendation from FORM Architecture Engineering;

AND THAT \$6.1M gross and \$5.6M net of HST rebate for land acquisition and the development of tender documents be included in the 2022 capital budget for consideration;

AND THAT the construction costs of \$55.9M gross and \$50.4M net of HST rebate be included in the 2024 capital budget for consideration.

The above noted motion was deferred by the following motion:

That with respect to the motion recommending a new police building and funding to begin its construction, we recommend that the motion be deferred until the April 20, 2021 meeting of the Board to allow for more communication of the proposal with City Council and the general public.

Mr. J. Stephenson, Partner – FORM Architecture Engineering, and Mr. J. Pepper, RPL Architects, joined the meeting.

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In collaboration with Chief S. Hauth and her office, Member M. Power provided an overview of their community engagement work relative to the construction of a new police headquarters. A PowerPoint slideshow, entitled “*The Future of Policing in Thunder Bay – A New Vision Forward*”, emailed to Board Members on April 19, 2021, was included in the presentation.

The approach to community engagement included the future of policing over the next 30 years, what policing should look like, and what is needed for an efficient and operational police service delivery model.

Key Themes from the Engagement Process included:

- Awareness of the shortfalls of the current police facility but not aware of the significant risk and liabilities associated with the current state of the building;
- Inventing the future of Policing in Thunder Bay;
- The need and support of partnerships in order to properly serve the public;
- An opportunity for the Thunder Bay Police Service to be the flagship and set the standard for Ontario;
- The importance of reconciliation with the Indigenous community; and
- Fiscal prudence.

An overview of a recent tour of the current Police Headquarters by Board members was presented. Several deficiencies, risks and liability concerns were outlined in the overview.

Police Facility Needs Assessment Cost Summaries were presented for **Option 1:** Addition & Renovation of the Current Building; and **Option 2:** Construction of New Building on a New Location.

Three (3) Optimal Project Development timelines were presented, including optimal construction start dates.

In closing, Member Power thanked the community for working with Chief Hauth and him over the past two months on this important initiative.

Chair Oliver thanked Member Power and Chief Hauth for all of their 75+ hours of work on this project. Member Power thanked Chief Hauth’s Executive Assistant, Ms. N. Korcheski, for her assistance with this presentation. Firedog Communications was also thanked.

Discussion was held relative to the presentation. Mr. J. Stephenson responded to questions about the budget and construction. It was noted that the source of funding would be up to City Council – not the Police Services Board. Discussion about process followed.

MOVED BY: Mr. M. Power

SECONDED BY: Mayor B. Mauro



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With respect to current building limitations at 1200 Balmoral Street for the Thunder Bay Police Service, we recommend that a new centralized headquarters be constructed, as per Option One recommendation from FORM Architecture Engineering;

AND THAT \$6.1M gross and \$5.6M net of HST rebate for land acquisition and the development of tender documents be included in the 2022 capital budget for consideration;

AND THAT the construction costs of \$55.9M gross and \$50.4M net of HST rebate be included in the 2024 capital budget for consideration.

Amending Motion – Building Project Update

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. M. Power

THAT Option One be changed to Option Two;

AND THAT the last paragraph of the original motion be removed.

CARRIED

Amended Motion – Building Project Update

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. M. Power

With respect to current building limitations at 1200 Balmoral Street for the Thunder Bay Police Service, we recommend that a new centralized headquarters be constructed, as per Option Two recommendation from FORM Architecture Engineering;

AND THAT \$6.1M gross and \$5.6M net of HST rebate for land acquisition and the development of tender documents be included in the 2022 capital budget for consideration.

CARRIED

b) Decommission of Youth Justice Residential Programs in Thunder Bay

At the March 16, 2021 Regular Session of the Board, a memorandum from the Ministry of Children, Community and Social Services (MCCSS) to Justices, Crown Attorneys, Court Service Managers, Chiefs of Police and MCCSS Youth Justice Transfer Payment Recipients, dated March 1, 2021, relative to the Decommission of Youth Residential Programs and Decreases in Operational Capacity within the Youth Justice System, was provided for the Board's

information. Copies of a response from Chief Sylvie Hauth to the Ministry of Children, Community and Social Services – North Region, dated March 3, 2021, were also provided for the Board’s information.

Copies of correspondence from Joanna Wenger, Regional Program Manager – Ministry of Children, Community and Social Services – North Region, to Sylvie Hauth, Chief of Police – Thunder Bay Police Service, dated April 12, 2021, relative to the Ministry’s response regarding Youth Justice Facility closures in the North, was provided for the Board’s information.

Chief S. Hauth provided a verbal update and noted that she and Superintendent D. Taddeo met with the Ministry to discuss the difficulties being imposed. On April 16, 2021, a request from Ombudsman Ontario to investigate this matter was received. Chief Hauth’s office and the Ombudsman’s office will be working together.

Discussion was held relative to the foregoing. It was the consensus of the Police Services Board to draft a letter of advocacy in this matter. The Chair and Secretary to the Board will collaborate on the drafting of the letter.

5. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Quarterly Complaints

Report No. 19/21 (Police) relative to the summary of complaints for Q1 of 2021, was provided for the Board’s information.

Staff Sergeant G. Snyder – Professional Standards, Thunder Bay Police Service, joined the meeting at 9:59 a.m. He presented an overview of his report and responded to questions. It was noted that there is a downward trend in the number of complaints since 2016.

Upon the conclusion of his report, Staff Sergeant Snyder left the meeting at 10:02 a.m.

b) First Quarter Variance Report

Report No. 20/21 (Police) relative to the 2021 Operational Budget for the Thunder Bay Police Service and the Variance Report for Q1 of 2021, was provided for the Board’s information.

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

It was noted that Administration is projected an overall favourable variance at March 31, 2021. Key components to the positive variance were presented.

Mr. J. Hannam, Secretary to the Board, noted, for the Board’s information, that there will be a variance to budget in legal costs for work performed in 2020 (and invoiced in 2021).

Mayor B. Mauro inquired if there will be a cost impact to closing the local juvenile facilities. Chief Hauth responded and advised that the impact will be reflected in overtime. It will depend on the number of youth who will need to be driven to Sault Ste. Marie and Kenora.

Upon the conclusion of her report, Ms. D. Paris left the meeting at 10:07 a.m.

c) Unclaimed Funds

Report No. 21/21 (Police) relative to Unclaimed Funds, was provided for the Board's information.

Chief S. Hauth provided an overview relative to the above noted. The unclaimed funds will be transferred to the Board's Special Account.

At 10:08 a.m., Councillor K. Oliver temporarily vacated the role of Chair. Mr. M. Power assumed the role of Chair.

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

Report No. 22/21 (Police) relative to updating the Thunder Bay Police Services Board on the activities and timelines of the Digital Management Evidence Project Team, was provided for the Board's information.

Superintendent D. Taddeo, Thunder Bay Police Service, provided an update relative to the above noted and responded to question.

Project management timelines are currently on schedule for most aspects, and ahead of schedule on body worn cameras. Feedback has been extremely positive. Stakeholders will be engaged at the earliest opportunity after COVID restrictions are lifted. There is provincial interest in consolidating information with participants, hopefully resulting in efficiencies.

6. GENERAL MATTERS

a) Fencing of Balmoral Station Property

Memorandum to Members of the Thunder Bay Police Services Board from B. Mauro, Mayor, dated April 7, 2021, relative to the need for fencing and controlled entrances around Police Headquarters, was provided for the Board's information.

Mayor B. Mauro provided an overview of his memo and responded to questions.

At 10:15 a.m., Councillor K. Oliver assumed the role of Chair.

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MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. R. Pelletier

With respect to the construction of the installation of fencing and controlled access of the Balmoral Street Police Station and Headquarters, we recommend that Administration be directed to work with the City of Thunder Bay's Facility, Fleet & Energy Management Division to complete a refined estimate of the costs for fencing the property, together with such controlled entrances and security as they might recommend;

AND THAT a report on such estimates, and potential sources of financing be presented to the Board no later than June, 2021.

CARRIED

b) Procedure for Payment of Invoices

At the December 17, 2019 meeting of the Board, it was the consensus of the Board that all matters pertaining to Board expenses, either through the Board's budget or the Board's special account, be brought to the Board for discussion and approval.

Memorandum from John S. Hannam, Secretary to the Board, to Members of the Thunder Bay Police Services Board, dated March 24, 2021, relative to review and approval of invoices, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Board, provided an overview relative to the above noted and responded to questions. He noted that the process aligns with the Board's Supply Management By-law.

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. M. Power

With respect to the approval of invoices directed to the Thunder Bay Police Services Board, we recommend that invoices for operational services and purchases, under agreements for services, retainers for service or other contractual mechanisms be processed for payment as received;

AND THAT any invoices for singular purchases or services provided for amounts greater than \$1,000 be presented to the Board Chair for review and approval, and those less than \$1,000 to be paid upon review and approval of the Board Secretary;

AND THAT a monthly summary of invoices paid be presented to the Board for its information.

CARRIED

c) Accounts Update – Approval for Payment of Invoices

The following invoices were presented for the Board’s information:

- Invoice from TBayTel, dated April 1, 2021, relative to TB Police Services Board’s office phone;
- Invoice from Maverick AV, dated April 12, 2021, relative to services rendered for technical support at meetings;
- Invoice #D455 from the Canadian Association of Police Governance, relative to the Membership Fees for 2021;
- Invoice from TrendLine Consulting Services, dated April 12, 2021, relative to professional services rendered on the performance evaluations for the Chief of Police and Deputy Chief of Police;
- Invoice from Mr. J. Hannam, dated April 9, 2021, relative to professional services rendered; and
- Invoice from Ms. L. Douglas, dated March 31, 2021, relative to professional services rendered.

MOVED BY: Mr. M. Power

SECONDED BY: Mr. R. Pelletier

With respect to the invoices presented at the April 20, 2021 Regular Session of the Thunder Bay Police Services Board, we recommend proceeding with payment of the six (6) invoices;

AND THAT the invoices be paid from the Board’s budget.

CARRIED

On the consensus of the Board, an invoice from ISI Live, dated March 16, 2021, and due on April 15, 2021 (prior to this meeting), relative to remote production and broadcasting services for regular sessions on our website, was approved for payment on March 18, 2021. It was provided for the Board’s information.

7. PETITIONS AND COMMUNICATIONS

a) Court Security and Prisoner Transportation (CSPT) Program

Correspondence from the Ministry of the Solicitor General to Ms. Linda Evans, General Manager of Corporate Services & City Treasurer, dated March 31, 2021, relative to funding approval for the Court Security and Prisoner Transportation Program for 2021, was provided for the Board’s information.

Chief S. Hauth provided a verbal update relative to the above noted and responded to questions.

b) Tracking Board Reports

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

i. OIPRD Annual Report Recommendations

- Summary of the status/progress of the OIPRD Recommendations (presented February, 2021)

ii. OCPC Chart – Summary of Recommendations

- Summary of status/progress of OCPC Recommendations as of March, 2021 (presented March, 2021)

8. NEW BUSINESS

Review and Strategy Exercise from KPW Communications

A Review and Strategy Exercise from KPW Communications was emailed to Board Members on April 17, 2021, for their information.

At 10:21 a.m., Ms. S. Kaur – Co-Founder, KPW Communications joined the meeting. Ms. T. Cherry, Senior Association – KPW Communications, was already in attendance.

Ms. Kaur and Ms. Cherry both provided background information on their relevant experience working with police services.

Ms. Kaur and Ms. Cherry collaborated on an overview of the Review and Strategy Exercise and responded to questions. Suggestions were made on how to improve the Police Services Board’s website and social media presence in the community.

Mr. J. Hannam will work closely with KPW on communicating and developing clear messaging on behalf of the Board. They will start today to craft a news release on the Police Headquarters building project.

Upon completion of their report, Ms. Kaur and Ms. Cherry left the meeting at 10:42 a.m.

9. CONFIRMING BY-LAW

MOVED BY: Mr. M. Power

SECONDED BY: Mayor B. Mauro

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

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numbered:

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 20<sup>th</sup> day of April, 2021.

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

BY-LAW NUMBER: PC7– 2021

CARRIED

10. ADJOURNMENT

The meeting adjourned at 10:42 a.m.

### Summary of OIPRD Recommendations

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

RECOMMENDATION #	TIME LINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<b>RECOMMENDATIONS REGARDING TBPS SUDDEN DEATH AND OTHER INVESTIGATIONS</b>				
<p>Tp1. Nine of the TBPS sudden death investigations that the OIPRD reviewed are so problematic I recommend these cases be reinvestigated.</p>	<p>Ongoing Goal: March 2021 Revised Goal: September 2021</p>	<p>Funding will be taken from the TBPS budget as needed. Will not become a permanent line item. Overall costs covered by other agencies. TBPS covering Chair of Executive Committee and Lead Investigator for re-investigation team 2020 – 2021 – To be determined</p>	<p>Primary: TBPS and Coroner's Office</p>	<p>For Recommendations 1 to 5:  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.  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.  All cases should be completed by March 2021 with exception of tenth which is anticipated to take longer given the later start date.  Update: The March goal was not met however the aim for the original nine (9) is now September 2021.</p>



2.

<p>R.2. A multi-discipline investigation team should be established to undertake, at a minimum, the reinvestigation of the deaths of the nine (9) Indigenous people identified.</p>	<p>See R.1</p>	<p>See R.1</p>	<p>See R.1</p>	<p>See R.1</p>	<p>See R.1</p>
<p>R.3. The multi-discipline investigation team should establish a protocol for determining whether other TBPS sudden death investigations should be reinvestigated.</p>	<p>See R.1</p>	<p>See R.1</p>	<p>See R.1</p>	<p>See R.1</p>	<p>See R.1</p>
<p>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.</p>	<p>Ongoing Goal: June 2021</p>	<p>See R.1</p>	<p>See R.1</p>	<p>See R.1</p>	<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. Discussions have occurred to determine how this is undertaken without prejudicing the ongoing Police Services Act proceedings.</p>
<p>R.5. TBPS should initiate an external peer-review process for at least three years following the release of this report.</p>	<p>Ongoing January 2022</p>	<p>To Be Determined</p>	<p>TBPS and various stakeholders</p>	<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>	<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>

3.

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

<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>Ongoing</p>	<p>2021 – above now permanent</p>	<p>TBPS – CIB &amp; Quality Assurance Staff Sgt.</p>	<p>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.  The Criminal Investigations Branch and the Major Crime Unit adhere to all provincially mandated policies and procedures on investigating criminal matters.  A training manual specific to Major Crimes will be completed shortly.</p>
<p>R.10. TBPS should develop a strategic human resources succession plan to ensure the General Investigations Unit, Criminal Investigations Branch, and the Major Crimes Unit is never without officers who are experienced in investigations.</p>	<p>Ongoing</p>	<p>Not yet known</p>	<p>TBPS – HR Manager &amp; CIB</p>	<p>See above recommendations that assist in realizing the succession plan (specifically the mentorship program)</p>
<p>R.11. TBPS should establish procedures to ensure recurrent or supplementary reports relevant to an investigation are brought to the attention of the lead investigator or case manager. This must take place regardless of whether a case has been earmarked for Major Case Management.</p>	<p>Complete Ongoing – to be formalized in policy and training manual</p>	<p>N/A</p>	<p>TBPS - CIB</p>	<p>This is being/has been addressed. Please also note that the Ministry of Community Safety and Correctional Services has just released their Major Case Management Inspection Report that deals directly with these matters. However, prior to the release of either Report, the Inspector of Criminal Investigations Branch implemented new procedures to ensure lead investigators and case managers were adequately apprised of their investigations.  Most recently, the CIB reporting structure has been streamlined within the Branch. CIB now has a dedicated transcriptionist who will complete the report for an officer to review and the Supervisor to approve.</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>Ongoing 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</p>	<p>TBPS – All Branches &amp; 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.  TBPS Major Crime will be loading cases with the MCM framework using the Powercase application. This will meet the Provincial standard.  The move to OPTIC continues in 2021. The tentative date to be live within OPTIC is the end of March 2021.</p>

5.

<p>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.</p>	<p>Ongoing</p>	<p>2021 – N/A N/A</p>	<p>TBPS – All Branches &amp; IT External stakeholders</p>	<p>Such protocols, both formal and informal, already exist. In addition, the move to OPTIC will allow enhanced information sharing between agencies.</p>
<p><b>RECOMMENDATIONS REGARDING OTHER TBPS OPERATIONAL AREAS</b></p>				
<p>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.</p>	<p>Ongoing</p>	<p>Budget Additions Cost of Consultant 2019 –</p>	<p>TBPS – Community Services Branch External Stakeholders engaged in Organizational Change Project</p>	<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.  TBPS hired a civilian Community Inclusion Team (CIT) Coordinator to work with the Indigenous Liaison Officers. The CIT will develop engagement plans for the community and the Coordinator will participate on the TPBS Organizational Change Project going forward. Currently, the project is focusing on career long diversity training with a focus on Bias, Racism, Indigenous people and Culture.  The CIT Coordinator will be involved in all aspects of community engagement with the Indigenous Liaison Officers and internally on training and relationships with frontline sworn and civilian staff.</p>
<p>R.16. TBPS should increase the number of officers in the Aboriginal Liaison Unit by at least three additional officers.</p>	<p>Ongoing</p>	<p>Budget Addition 2019 – \$95,000 2020 – Above increase permanent 2021 – Above increase permanent</p>	<p>See R.15</p>	<p>S R.15</p>

b.

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

<p>R.21. I urge the Ontario government to bring into force Schedule 7, the Missing Persons Act, 2018, as soon as possible.</p>	<p>Complete</p>	<p>N/A</p>	<p>Ontario Gov't</p>	<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.  The TBPS has participated in the training from the Ontario Police College to ensure full knowledge and compliance with the Act. All TBPS policies have been amended accordingly.</p>
<p>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.</p>	<p>Ongoing yearly</p>	<p>N/A</p>	<p>TBPS &amp; TBPSB  *Note: Input needed from TBPSB*</p>	<p>The Missing Person Policy has also undergone another internal review in June of 2020 and changes have been made.  The TBPSB is also in the process of a policy review and the TBPS will ensure the appropriate changes are made once the Board's review is complete.</p>
<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.</p>	<p>Ongoing  Goal: June 2021 for initial report  Long Term: Multi-year</p>	<p>Not yet known but could be significant</p>	<p>TBPS &amp; TBPSB</p>	<p>The Honourable Gloria Epstein's report was released on April 9, 2021. The TBPS is in the initial phases of reviewing the report. A longer presentation and implementation strategy will be presented to the Board in June 2021.</p>

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

<p>R.24. The Office of the Chief Coroner, Ontario's Chief Forensic Pathologist, the Regional Coroner, and TBPS should implement the Thunder Bay Death Investigations Framework on a priority basis and should evaluate and modify it as required, with the input of the parties, annually.</p>	<p>Complete</p>	<p>N/A</p>	<p>TBPS &amp; Coroner's Office</p>	<p>The Service has concluded in-house training with all officers that addresses the investigative relationship between the Police and the Coroner. The Coroner's office is invited and does attend to assist in delivering this training. There is a working framework in place as outlined above that will be utilized on an ongoing basis.</p>
<p>R.25. The Office of the Chief Coroner should ensure police officers and coroners are trained on the framework to promote its effective implementation.</p>	<p>See R.24</p>	<p>See R.24</p>	<p>See R.24</p>	<p>See R.24</p>
<p>R.26. The Office of the Chief Coroner and TBPS should publicly report on the ongoing implementation of the framework in a way that does not prejudice ongoing investigations of prosecutions.</p>	<p>See R.24</p>	<p>See R.24</p>	<p>See R.24</p>	<p>See R.24</p>

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

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

**Recommendations Regarding Racism in TBPS Policing – General**

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.	Ongoing	Budget Additions 2020 – 2021 – To be determined	TBPS & External Stakeholders	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.  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.  The CIT Coordinator will participate in many aspects of this recommendation through the Organizational Change Project – training.
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9.

<p>recruitment and communication internally and externally. Culturally significant training plans will be presented to the Chief for acceptance early in 2021.</p>					<p>recruitment and communication internally and externally. Culturally significant training plans will be presented to the Chief for acceptance early in 2021.</p>
<p>On the day the Systemic Review Report was released, the existence of systemic racism was acknowledged. It was also reiterated by the TBPS leadership that racist views and actions are not, and will never be, tolerated by the Service. The Chief also acknowledged the existence of systemic racism within the Service and the Board during the Board's Acknowledgement and Reconciliation Circle on January 13, 2019.</p>	<p>TBPS – Chief of Police</p>	<p>N/A</p>	<p>Complete</p>	<p>N/A</p>	<p>TBPS leadership should publicly and formally acknowledge that racism exists at all levels within the Police Service and it will not tolerate racist views or actions. TBPS leadership should engage with Indigenous communities on the forum for and content of these acknowledgements. This would be an important step in TBPS advancing reconciliation with Indigenous People.</p>
		<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>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>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>TBPS &amp; External Stakeholders</p>	<p>Not yet known. Currently the group is made up of volunteers.</p>	<p>Ongoing</p>		<p>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>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>Further, Dr. Leisa Desmoulins alongside the Curriculum Working Group are actively gathering information and testing various training programs to be implemented throughout the duration of a police officer's career. The development of this curriculum is ongoing. The framework will reflect a community-focused service delivery model that activates the principles from the Truth and Reconciliation Commission's Final Report and the</p>	<p>TBPS &amp; External Stakeholders</p>	<p>Budget Additions 2021 – \$55,000 (actual training cost)</p>	<p>Ongoing</p>		<p>Further, Dr. Leisa Desmoulins alongside the Curriculum Working Group are actively gathering information and testing various training programs to be implemented throughout the duration of a police officer's career. The development of this curriculum is ongoing. The framework will reflect a community-focused service delivery model that activates the principles from the Truth and Reconciliation Commission's Final Report and the</p>

**RECOMMENDATIONS REGARDING RACISM IN TBPS POLICING – TRAINING**

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>a) Is ongoing throughout the career of a TBPS officer or employee;</p> <p>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;</p> <p>c) Is informed by content determined at the local level, and informed by all best practices;</p> <p>d) Is interactive and allows for respectful dialogue involving all participants;</p> <p>e) Reflects the diversity within Indigenous communities, rather than focusing on one culture to the exclusion of others;</p> <p>f) Explains how the diversity of Indigenous People are pre and post contact history is relevant to the ongoing work of TBPS officers and employees. For example, Indigenous culture and practices are highly relevant to how officers should serve Indigenous People, conduct missing persons investigations, build trust, accommodate practices associated with the deaths of loved ones, and avoid micro-aggressions. Micro-aggressions are daily verbal or non-verbal slights, snubs, or insults that communicate, often inadvertently, derogatory or negative messages to members of vulnerable or marginalized communities.</p>				<p>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 1 training to Chief Hauth by the end of the March 2021.</p>
<p>R.37 TBPS should ensure the Indigenous cultural competency training recommended in this report is accompanied by initiatives in collaboration with First Nations police services that allow TBPS officers to train or work with First Nations police services and visit remote First Nations to provide outreach.</p>	<p>Ongoing</p>	<p>See R.36</p>	<p>TBPS &amp; External Stakeholders</p>	<p>In addition - currently have in place Grade 8 visit project in conjunction with NAPS where officers visit First Nations communities.</p>
<p>R.38 TBPS leadership should provide greater support for volunteerism by attending relevant sporting or community events.</p>	<p>Ongoing</p>	<p>N/A</p>	<p>TBPS</p>	<p>Within the last year, the Chief of Police has added to the TBPS Board agenda a public acknowledgement of the TBPS members. When a member is identified as having demonstrated an outstanding commitment to volunteering their time within the community, they are publicly presented with a certificate of recognition.</p>

R. 39	<p>TBPS should develop and enhance additional cultural awareness training programs relating to the diverse community it serves.</p>	Ongoing	Not yet known	TBPS	See R. 36
<p><b>RECOMMENDATIONS ON RACISM IN TBPS POLICING – RECRUITMENT AND JOB PROMOTION</b></p>					
R. 40	<p>TBPS should implement psychological testing designed to eliminate applicants who have or express racist views and attitudes. In Ontario, such specific testing is not done. It can be tailored to the TBPS experience. This testing should be implemented in Thunder Bay on a priority basis.</p>	Complete	Budget additions 2020 – 2021 -		<p>The psychological testing TBPS now engages in is extensive and much more thorough than what has been completed in the past. We now have three separate psychological tests that are analyzed by a psychologist in order to inform a medical opinion on the candidate's suitability to be a police officer. One of these tests, the MPulse, specifically analyzes liability factors including racially offensive conduct, negativity and inappropriate attitudes. Candidates also receive face to face interviews with a psychologist should any portion of the testing be inconclusive or potentially concerning. Candidates with concerning test results are screened out of the process.</p>
R. 41	<p>TBPS should, on a priority basis, create and adopt a proactive strategy to increase diversity within the Service, with prominence given to Indigenous candidates.</p>	Ongoing	Budget Additions 2020 – 2021 – (recruitment initiative costs)	TBPS	<p>The entire recruitment process within the TBPS has been redeveloped with a focus on removing systemic barriers disproportionately encountered by Indigenous candidates. Everything from the initial testing to the background check has been modified or is completely new.</p> <p>A full report was provided to the TBPSB in January 2020</p> <p>Also, the Service is in the process of reviewing its HR department and looking at ways to expand.</p>
R. 42	<p>TBPS leadership should link job promotion to demonstrated Indigenous cultural competency.</p>	Complete	N/A	TBPS	<p>TBPS Promotional Policy newly implemented in 2020 Collective Agreement and internal procedures changed with emphasis placed on different criteria for promotions.</p>
<p><b>RECOMMENDATIONS FOR IMPLEMENTATION OF RECOMMENDATIONS</b></p>					
R. 43	<p>TBPS should report to the OIPRD on the extent to which the recommendations in this report are implemented. This is imperative given the crisis in confidence described in this report. The OIPRD should, in turn, report publicly on TBPS's response and the extent to which the recommendations in this report are implemented.</p>	Ongoing	N/A	TBPS	<p>TBPS reports yearly to the OIPRD and more frequently to the TBPSB on recommendation progress.</p>

12.

<p>R.44 On an annual basis, TBPS should provide the public with reports that provide data on sudden death investigations. These reports can provide data, in a disaggregated Indigenous and non-Indigenous manner, detailing the total number of sudden death investigations with breakdown of investigative outcomes, including homicide, accidental death, suicide, natural death and undetermined.</p>	<p>Ongoing</p>	<p>N/A</p>	<p>TBPS</p>	<p>While most of this information is available in the Service's annual report, the Service is currently looking into ways to deliver as much of the above information in the coming annual reports.</p>
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Thunder Bay Police Services Board

**Memorandum**

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

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

**DATE:** May 10, 2021

**SUBJECT:** Monthly Summary of Invoices

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Since the April 20, 2021 meeting of the Board, the following invoices have been processed for payment:

- Invoice from Maverick AV, dated April 20, 2021, for \$728.85 relative to services rendered for technical support at meetings.
- Invoices from iSiLIVE, dated April 21, 2021 for \$282.50, and dated May 2, 2021 for \$113.00, relative to services rendered for remote production and broadcasting of meeting.
- Invoice from Mr. J. Hannam, dated May 7, 2021, for \$7,203.75, relative to professional services rendered.
- Invoice from Ms. L. Douglas, dated April 30, 2021, for \$4,937.54, relative to professional services rendered.
- Invoice for OAPSB 2021 Membership, dated May 7, 2021, for \$6,595.26.

/jsh

## Thunder Bay Police Services Board

# **Memorandum**

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

**FROM:** R. Pelletier

**DATE:** May 6, 2021

**SUBJECT:** **OAPSB Zone 1 Meeting Follow Up**

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On April 12<sup>th</sup> I had the opportunity to attend the spring meeting of members of Zone 1 of the Ontario Association of Police Services Boards, finding it both informative and as a new member to the Board a good opportunity to meet with our regional colleagues. The meeting covered a number of topics that the Boards in the Zone hold in common, and that I find there is an opportunity for this Board to add its voice to those of our regional partners in seeking some action on.

One area of concern is the length of time that vacancies on Boards go unfilled by the Province. Boards have gone many months, and sometimes years, with seats unfilled. This is a situation shared by Boards across the Province, and notwithstanding our recent experience to the contrary, one that our Board has experienced in the past.

Another common concern is the lack of an established orientation, training and ongoing program of development for board members that is standardized across the province, including mandatory elements. The Zone members were also clear in their concerns that this training be developed with the diversity of members in mind, it should be designed to support members that bring a range of experience and education with them. One of the recommendations arising from former Senator Sinclair's Investigation Report reflects just this – "It is recommended that the MCSCS create a New Board Member Orientation Standard that would require all new board members to undertake a specific training process before they can participate in board meetings as voting members." And while the orientation training available through our Ministry Advisor is both informative and helpful, it is only a start. The complexities of modern policing and the resulting demands on its governance by boards demands more.

And finally, many of our partner boards across the Zone are struggling with the move towards the 'one board – one detachment' concept of having their OPP detachment only responsive to one Board, rather than the current circumstance where multiple boards might be engaged with a single detachment. While this approach may have application in some circumstances, in Northwestern Ontario this will lead to one Board having to represent several small communities across a vast geographical area, making local representation and responsiveness of boards impractical at best.

I would ask that this Board lend its voice in these matters of both common concern and in partnership by considering the following motion:

“With respect to the delays by the Province in making appointments to local Police Services Boards, we recommend that the Thunder Bay Police Services Board appeal to the Ministry of

the Solicitor General and the Public Appointments Secretariat for action in ensuring that all provincial vacancies are filled in a timely manner;

AND THAT the Ministry of the Solicitor General be asked to take steps to put in place standardized training and development programs for Police Services Board members providing for both mandatory training and ongoing development of Board members with diverse backgrounds to support them in supporting policing in our communities;

AND THAT the Board urge the Solicitor General to reconsider the ‘one board – one detachment’ concept to allow for more effective local consolidation of boards tailored to local geography;

AND THAT these requests be shared with the board of the Ontario Association of Police Services Boards, and local and regional MPPs, urging their support in these matters.”

/jsh

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

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

**SUBJECT:** **Proposed Regulations under the *Community Safety and Policing Act, 2019***

<b>DATE OF ISSUE:</b>	<b>April 26, 2021</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>June 7, 2021</b>
<b>INDEX NO.:</b>	<b>21-0047</b>
<b>PRIORITY:</b>	<b>High</b>

As you know, to bring the *Community Safety and Policing Act, 2019* (CSPA) into force, the Ministry of the Solicitor General (ministry) has been working on developing regulations, and engaging with policing, community and Indigenous partners, on a number of matters under the CSPA.

At this time, the ministry is requesting public and stakeholder input on proposed regulations related to:

1. [Oaths and affirmations for police officers, First Nation Officers, special constables, auxiliaries and police service board members,](#)
2. [Composition of the Ontario Provincial Police \(OPP\) Governance Advisory,](#)
3. [A review and revision period for community safety and well-being \(CSWB\) plans,](#)
4. [Suspension without pay,](#) and
5. [Chief's referral to the Law Enforcement Complaints Agency.](#)

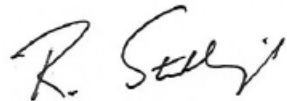
The ministry welcomes your comments and feedback, which can be provided by visiting Ontario's Regulatory Registry at the above hyperlinks. Comments can be submitted from April 23 to June 7, 2021. If it is preferred, the ministry is happy to meet with any member separately to discuss their feedback on the above.

Additional regulations will be posted in the future. As they become available for comment, we will continue to notify you.

We appreciate your continued support, advice and guidance to help us modernize policing in Ontario.

Thank you, as always, for your continued efforts to help keep our communities safe and healthy.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Stubbings". The signature is written in a cursive, slightly slanted style.

Richard Stubbings  
Assistant Deputy Minister  
Public Safety Division



## Thunder Bay Police Services Board

# **Memorandum**

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

**FROM:** M. Power, Vice Chair

**DATE:** May 10, 2021

**SUBJECT:** Notice of Motion to Amend

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Following the Board's decision on April 20, 2021 to recommend the construction of a new headquarters building for the Thunder Bay Police Service, with an initial budgeting of funds in the amount of \$6.1 million, I have been reflecting upon the project plan. A question was raised at the April meeting about the timeline for construction and the impact of delays in starting would have on the overall cost of the project. As indicated by FORM Architecture & Engineering inflationary costs will become a factor with each year, and with ongoing maintenance issues the potential of significant loss of sunk costs looms as time passes. In short the opportunity to best mitigate overall costs with the new build and maintain the existing building is met with moving forward as soon as may be possible.

The direction that the Board has provided with respect to budgeting in 2022 does not allow for moving forward while trying to mitigate the costs as noted above. And so I think it is to the benefit of the community and the Service that the Board amend its approach to seeking the capital funding this project requires. Amending the budget direction not only helps to ensure timely progress on the project but also meets the administrative timelines the Chief faces in submitting the capital budget for 2022 by July 27, 2021.

In accordance with Article 9 of the Board's procedural by-law, PC5-2020, I would then ask that Notice of Motion to Amend be given to the Board with the following amending motion being introduced on the agenda of the May 18, 2021 meeting of the Board, for its consideration during the June 15, 2021 meeting:

“With respect to budgeting for the construction of a new centralized headquarters for the Thunder Bay Police Service, we recommend that the motion carried on April 20, 2021 be amended by deleting the phrase ‘AND THAT \$6.1M gross and \$5.6M net of HST rebate for land acquisition and the development of tender documents be included in the 2022 capital budget for consideration’ and replacing it with ‘AND THAT \$62.0M gross and \$56.0M net of HST rebate for the full cost of the building project, including land acquisition, project management and contingencies be included in the 2022 capital budget for consideration’.”

/jsh