

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

Meeting Date: **NOVEMBER 17, 2020**

Location: **S.H. BLAKE MEMORIAL AUDITORIUM
3rd FLOOR, CITY HALL
500 DONALD ST. EAST, THUNDER BAY**

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



THE THUNDER BAY
POLICE SERVICES BOARD

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

TUESDAY, NOVEMBER 17, 2020

S.H. BLAKE MEMORIAL AUDITORIUM
3rd FLOOR, 500 DONALD ST. E., THUNDER BAY

9:00 A.M.

REGULAR SESSION

1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Twenty-Second Regular Session Meeting of the Fifty-First Thunder Bay Police Services Board held on November 17, 2020, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

The Minutes of the Twentieth Regular Session Meeting of the Fifty-First Thunder Bay Police Services Board held on October 20, 2020 to be confirmed. **(Pages 7 - 16)**

RES 2

THAT the Minutes of the Twentieth Regular Session Meeting of the Fifty-First Thunder Bay Police Services Board held on October 20, 2020 be confirmed.

4. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Reserve Fund Update

At the October 20, 2020 Board meeting, the 2021 Proposed Operating Budget was approved as presented. Discussion followed about reserve funds and if a year-end positive variance could be transferred into a reserve fund.

Memorandum from Chief S. Hauth to the Thunder Bay Police Services Board, dated November 9, 2020, relative to a Reserve Fund Update, for the Board's information. **(Page 17)**

Chief S. Hauth to present the above noted memorandum.

b) Summary of Provincial Grant Funding

At the October 20, 2020 Regular Session of the Board, Report No. 28/20 (Police) relative to updating the Thunder Bay Police Services Board on the composition of the 2021 Proposed Operating Budget, was presented.

Discussion was held relative to provincial grants in 2020 and anticipated grants in 2021. The Board requested a summary of grants received from the Province during the current term of the Board, including special projects and general financial support, as well as ongoing grant funding, be presented at the November 17, 2020 meeting.

Memorandum from Chief S. Hauth to Chair and Members - Thunder Bay Police Services Board, dated November 6, 2020, relative to the above noted, for the Board's information.
(Pages 18 - 19)

Chief S. Hauth to present the above noted memorandum.

5. LABOUR RELATIONS

a) Collective Agreements – Uniform and Civilian Contracts

Following the presentation of proposed changes to the Uniform and Civilian Collective Agreements with the Thunder Bay Police Association at the September 15th, 2020 meeting of the Thunder Bay Police Services Board, the Board approved changes for agreements for 2020-2023. At this time, the collective agreements are ready for signature.

RES 3

With respect to the Uniform and Civilian Collective Agreements with the Thunder Bay Police Service, we recommend that the Chair and Secretary be authorized to duly execute both agreements, as amended on October 9, 2020, on behalf of the Thunder Bay Police Services Board.

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

b) Collective Agreement – Senior Officers Association

The Collective Agreement between the Thunder Bay Police Senior Officers Association (TBPSOA) and the Thunder Bay Police Services Board will be presented to the TBPSOA members on November 16, 2020 for ratification. Pursuant to ratification, the collective

agreement will be ready for signature. **(Draft Agreement to be distributed separately to Board Members only.)**

Copies of proposed Letter of Understanding between the Thunder Bay Police Services Board and the Thunder Bay Police Senior Officers Association, relative to the above noted proposed collective agreement and relative to grandfathering rates of pay and benefits for certain positions, for the Board's information. **(Draft Letter of Understanding to be distributed separately to Board Members only.)**

TBPSB Bargaining Committee to provide update relative to the above noted.

Superintendent D. Taddeo, Thunder Bay Police Service, will be in attendance to respond to questions relative to the above noted.

RES 4

With respect to the Collective Agreement and Letter of Understanding between the Thunder Bay Police Senior Officers Association and the Thunder Bay Police Services Board, as presented at the November 17, 2020 meeting, we recommend that the Chair and Secretary be authorized to duly execute the subject agreement upon ratification, as well as the Letter of Understanding, on behalf of the Thunder Bay Police Services Board.

6. GENERAL

a) New Hires Update

At the October 20, 2020 Regular Session, By-Law Number PC19-2020 was enacted, whereby Ms. C. Reitberger and Councillor K. Oliver were delegated authority to appoint members and special constables to the Thunder Bay Police Service.

New Hires Subcommittee to present a summary of new hires appointed since the November 3, 2020 Closed Session, for the Board's information.

b) 2021 Work Plan

At the October 20, 2020 Regular Session of the Board, the Board directed the Governance Committee to work with the Secretary to the Board to incorporate the OCPC Report recommendations into a Work Plan and to present the Work Plan at the November 17, 2020 meeting.

Draft Work Plan, relative to the above noted, for the Board's information.
(Distributed Separately)

Mr. J. Hannam, Secretary to the Board, to present an overview of the Work Plan for 2021.

c) Procurement Policy

Draft Supply Management By-law to govern the way the Thunder Bay Police Service purchases supplies, services and equipment, for the Board's information. **(Distributed Separately)**

Superintendent D. Taddeo will be in attendance to respond to questions relative to the above noted.

d) Automated Speed Enforcement

Copies of correspondence received from Ms. A. Loder, Redflex Traffic Systems Canada Inc., to Mayor B. Mauro, dated November 4, 2020, relative to automated speed enforcement in Thunder Bay, for the Board's information. **(Page 20)**

Chief S. Hauth to provide verbal update relative to the above noted.

e) Project Sunder

Copies of Toronto Police Service News Release, dated October 29, 2020, titled "Project Sunder Dismantles Eglinton West Crips", relative to a province-wide gun, gang, drug and human trafficking investigation, for the Board's information. **(Pages 21 - 22)**

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

f) Use of COVID-19 Database

At the October 20, 2020 Board meeting, it was the consensus of the Board that Ms. Walbourne draft a follow-up letter to all parties concerned with clarification on the concerns outlined in Mr. Gervais' email.

Copies of concluding correspondence from Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, to the Black Legal Action Centre, Aboriginal Legal Services, Canadian Civil Liberties Association and HIV & AIDS Legal Clinic Ontario, dated October 21, 2020, for the Board's information. **(Pages 23 - 24)**

g) Neighbourhood Policing

At the October 20, 2020 Regular Session of the Board, a memorandum to Members of the Thunder Bay Police Services Board from Member B. Mauro, Mayor, dated October 13, 2020, relative to neighbourhood policing, was provided for the Board's information. The Chief of Police was asked to report on any possible modifications that could be made to the current Zone Policing model to allow for beat patrols in key areas of the City.

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Report No. 31/20 (Police) relative to allocation of Thunder Bay Police Service staff resources, for the Board's information. **(Pages 25 - 29)**

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

h) Donation of Non-Firearm Items to Thunder Bay Youth Corps

At the October 20, 2020 Regular Session of the Board, correspondence from Inspector Ryan Gibson, TB Police Service, to the Chair and Members of the Thunder Bay Police Services Board, dated October 15, 2020, requesting the donation of non-firearm rifles, handguns and attachments to the Thunder Bay Police Youth Corps, was received and distributed separately on desks to the Board Chair and the Secretary to the Board.

The Board referred the request to Administration for a response.

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

i) Accounts Update – Approval for Payment of Invoices

Invoice from Mr. J. Hannam, dated November 11, 2020, relative to professional services rendered, for the Board's information. **(Page 30)**

Invoice from Ms. L. Douglas, dated October 31, 2020, relative to professional services rendered, for the Board's information. **(Page 31)**

RES 5

With respect to the invoices presented at the November 17, 2020 Regular Session meeting of the Thunder Bay Police Services Board, we recommend proceeding with payment of the two (2) invoices;

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

7. NEW BUSINESS

8. CONFIRMING BY-LAW

RES 6

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 Meeting of The Thunder Bay Police Services Board, this 17th day of November, 2020.

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

BY-LAW NUMBER: PC22– 2020

9. ADJOURNMENT

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

DATE: OCTOBER 20, 2020

TIME: 9:04 A.M.

PLACE: COUNCIL CHAMBERS, 500 DONALD ST. E. 3RD FLOOR, CITY HALL

VICE CHAIR: DR. K. LANSDELL

PRESENT:

Mayor B. Mauro
Councillor K. Oliver
Ms. G. Morriseau
Dr. K. Lansdell
Ms. C. Reitberger

OFFICIALS:

Ms. S. Hauth, Chief of Police
Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service
Ms. D. Paris, Director – Financial Services, Thunder Bay Police Service
Mr. C. Adams, Director – Communications & Technology, Thunder Bay Police Service
Superintendent D. Taddeo, Thunder Bay Police Service
Staff Sergeant R. Gombola, Thunder Bay Police Service
Ms. K. Power, City Clerk – City of Thunder Bay
Mr. J. Hannam, Secretary – Thunder Bay Police Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder Bay Police Services Board

1. DISCLOSURES OF INTEREST

No disclosures of interest were declared at this time.

2. CONFIRMATION OF AGENDA

Request from Inspector Ryan Gibson, TB Police Service, to donate non-firearm rifles, handguns and attachments to TB Police Youth Corps, was added under New Business.

Ms. G. Morriseau requested that a discussion be added under Agenda Item 5. GENERAL f) Use of COVID-19 Database.

MOVED BY: Councillor K. Oliver

SECONDED BY: Ms. C. Reitberger

With respect to the Twentieth Regular Session Meeting of the Fifty-First Thunder Bay Police Services Board held on October 20, 2020, 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 Seventeenth Session Meeting of the Fifty-First Thunder Bay Police Services Board held on September 15, 2020 to be confirmed.

MOVED BY: Ms. G. Morriseau
SECONDED BY: Councillor K. Oliver

THAT the Minutes of the Seventeenth Regular Session Meeting of the Fifty-First Thunder Bay Police Services Board held on September 15, 2020 be confirmed.

CARRIED

4. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Quarterly Complaints Report

Report No. 25/20 (Police) – Quarterly Complaints Report (Q2), and Report No. 26/20 (Police) – Quarterly Complaints Report (Q3), were provided for the Board’s information.

Staff Sergeant R. Gombola provided an overview relative to the above noted and responded to questions.

b) Quarterly Variance Report

Report No. 27/20 (Police) – Quarterly Variance Report (Q3), was provided for the Board’s information.

Ms. D. Paris, Director of Finance, provided an overview relative to the above noted and responded to questions.

c) 2021 Proposed Operating Budget – Thunder Bay Police Service

Report No. 28/20 (Police) relative to updating the Thunder Bay Police Services Board on the composition of the 2021 Proposed Operating Budget.

A request to appear before the Board to make a deputation relative to the above noted was made by Mr. H. Wojak to the Secretary to the Board on October 14, 2020.

Mr. H. Wojak participated at the meeting via a teleconference call; he provided a deputation relative to the above noted and responded to questions.

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Ms. D. Paris, Director of Finance, provided an overview relative to the Police Service Budget, and responded to questions. Chief S. Hauth also responded to questions and noted that greater detail would be provided in Closed Session.

Discussion was held relative to provincial grants in 2020 and anticipated grants in 2021. Information on guns and gangs funding and staffing was provided by Chief Hauth.

It was noted that the Police Service does have a reserve fund for police equipment. The Secretary to the Board noted that the Police Services Board has no authority to establish reserve funds. Reserving funds are by the authority and at the discretion of City Council.

MOVED BY: Mayor B. Mauro
SECONDED BY: Councillor K. Oliver

With respect to Provincial funding of Police operations, we recommend a summary of grants received from the Province during the current term of the Board, including special projects and general financial support, as well as ongoing grant funding, be presented at the November 17, 2020 meeting.

CARRIED

MOVED BY: Ms. C. Reitberger
SECONDED BY: Councillor K. Oliver

With respect to Report No. 28/20 (Police) 2021 Proposed Operating Budget, we recommend that the Thunder Bay Police Services Board approve the 2021 Operating Budget, as presented.

CARRIED

5. GENERAL

a) Thunder Bay Police Services Board 2021 Budget

Copies of the 2021 Budget Recap and Account Summary, were provided for the Board's information.

Mr. J. Hannam, Secretary to the Board, provided an overview relative to the Police Services Board budget, and responded to questions.

MOVED BY: Councillor K. Oliver
SECONDED BY: Mayor B. Mauro

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With respect to the 2021 Thunder Bay Police Services Board Budget, we recommend that the Thunder Bay Police Services Board approve the 2021 Budget, as presented.

CARRIED

b) Remembrance Day 2020

Correspondence from Port Arthur Legion, Branch No. 5, dated October 10, 2020, relative to the annual poppy campaign and sale of wreaths for the local 2020 Remembrance Day ceremonies, was distributed separately on desks to the Board Chair and the Secretary to the Board.

Mr. J. Hannam, Secretary to the Board, read the subject correspondence to Board members and provided an update relative to this year's Remembrance Day's ceremonies in Thunder Bay.

Due to COVID-19, only Legion personnel will be placing wreaths on the Cenotaph on behalf of local organizations. The number of people attending this year's ceremony has been restricted as per government guidelines and members of the public will not be permitted.

If any further information is received in this regard, the Secretary to the Board will update Board members via email.

c) Inquest into the Deaths of Seven First Nation Youths

Memorandum from Chief S. Hauth to Mr. J. Hannam, Secretary – Thunder Bay Police Services Board, dated September 29, 2020, relative to the above noted and the Implementation Status Report of the Thunder Bay Police Service, was provided for the Board's information.

Copies of the Implementation Status Report of the Thunder Bay Police Service, dated July 1, 2020, were provided for the Board's information.

Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, provided a verbal overview and update relative to the six recommendations which involved the Police Service. Ms. Walbourne and Chief Hauth responded to questions.

Ms. Walbourne noted that the report captures information from June 2019 to June 2020. All families involved with the inquest, as well as the coroner, have been provided with copies of this report.

Discussion was held relative to Recommendation 91 – Working Group - xiii. Consultant. External consultant, Leisa Desmoulin, training and a timeline for the establishment of the training curriculum (taking into consideration the impact of COVID protocols) were discussed. Chief Hauth advised that she anticipates reporting back to the Board on the establishment of the curriculum at the December meeting.

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d) OCPC Report Recommendations – Update

Copies of the OCPC Report – PART V: Summary of Recommendations (updated chart as of October 15, 2019) were distributed separately on desks at the meeting.

Ms. G. Morriseau provided an update relative to the above noted. She suggested that the work required in the recommendations be delegated to the Governance Committee in order to determine what has been accomplished and what needs completion.

The Governance Committee will work with the Secretary to the Board to establish a work plan. Since the committee is currently comprised of one member, Ms. C. Reitberger, Ms. Morriseau volunteered to join Ms. Reitberger on the committee.

It was noted that the work plan will identify if outside expertise is required for some of the recommendations. Discussion followed about outreach to the Indigenous community.

MOVED BY: Ms. G. Morriseau
SECONDED BY: Ms. C. Reitberger

With respect to the OCPC Report and Summary of Recommendations, the Board directs the Governance Committee to work with the Secretary to the Board to incorporate the recommendations into a Work Plan and to present the Work Plan at the November 17, 2020 meeting.

CARRIED

e) New Hires Policy

At the September 15, 2020 Regular Session meeting of the Thunder Bay Police Services Board, a resolution was passed relative to the development of a by-law to delegate authority to appoint new hires.

Mr. J. Hannam, Secretary to the Board, provided an overview of the process going forward to appoint and approve new hires for the Thunder Bay Police Service.

MOVED BY: Mayor B. Mauro
SECONDED BY: Ms. G. Morriseau

Delegation of Authority By-Law

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:

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1. A By-law to delegate authority for the appointment of new hires for The Thunder Bay Police Service.

Explanation: The Board delegates its authority to appoint members and special constables for the Thunder Bay Police Service to Celina Reitberger and Kristen Oliver.

BY-LAW NUMBER: PC19 – 2020

CARRIED

f) Use of COVID-19 Database

At the September 15, 2020 Regular Session of the Thunder Bay Police Services Board, correspondence was received from the Black Legal Action Centre, Aboriginal Legal Services, Canadian Civil Liberties Association and HIV & AIDS Legal Clinic Ontario, dated August 17, 2020 relative to the above noted.

Copies of correspondence from Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, on behalf of the Chief of Police, dated September 24, 2020, in response to correspondence received from the Black Legal Action Centre, Aboriginal Legal Services, Canadian Civil Liberties Association and HIV & AIDS Legal Clinic Ontario, were provided for the Board's information.

Copies of an email from Mr. T. Gervais, Ministry of the Solicitor General, to Chair Georjann Morriveau, dated October 19, 2020, relative to the above noted correspondence from Ms. Walbourne, were distributed separately on desks at the meeting.

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

It was the consensus of the Board that Ms. Walbourne draft a follow-up letter to all parties concerned with clarification on the concerns outlined in Mr. Gervais' email. The Police Services Board Chair will review the follow-up letter prior to distribution.

g) Neighbourhood Policing

Memorandum to Members of the Thunder Bay Police Services Board from Member B. Mauro, Mayor, dated October 13, 2020, relative to neighbourhood policing, was provided for the Board's information.

Mayor B. Mauro provided an overview of the above noted memorandum.

Discussion was held relative to the best way to provide policing in the community. It was noted

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that many complaints are by-law related; there is a need for more by-law officers and a 24/7 by-law enforcement service.

It was suggested that the Board Chair make a deputation to City Council with regard to enhanced by-law and municipal enforcement. The Police Services Board will wait until City Council has received a report from Administration relative to enhanced by-law enforcement. Presentation of the report is anticipated prior to year-end.

MOVED BY: Mayor B. Mauro
SECONDED BY: Councillor K. Oliver

With respect to the allocation of staff resources for patrolling in key residential and commercial areas, the Thunder Bay Police Services Board asks the Chief of Police to report on whether or not, and if so to what degree, that modifications could be made to the current Zone Policing model to allow for beat patrols in key areas of the City.

CARRIED

h) All Chiefs of Police Memo

Copies of a memorandum to All Chiefs of Police from Richard Stubbings, Assistant Deputy Minister – Public Safety Division, relative to the appointment of an Inspector General of Policing, dated October 2, 2020, was provided for the Board’s Information.

Ms. J. Hannam noted that this memorandum indicates a significant change to the police oversight model in the province.

i) 2021 Meeting Dates

Copies of the 2021 calendar were provided for the Board’s information in order to determine their meeting dates in 2021.

The following meeting dates, on the 3rd Tuesday of each month, were proposed for 2021:

- January 19, 2021;
- February 16, 2021;
- March 16, 2021;
- April 20, 2021;
- May 18, 2021;
- June 15, 2021;
- July 20, 2021 (if required);
- August 17, 2021 (if required);
- September 21, 2021;

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- October 19, 2021;
- November 16, 2021; and
- December 21, 2021

MOVED BY: Mayor B. Mauro
SECONDED BY: Ms. G. Morriseau

With respect to the 2021 meeting dates presented at the October 20, 2020 meeting of the Thunder Bay Police Services Board, we recommend proceeding with the proposed dates.

CARRIED

Discussion was held relative to holding Board meetings in suitable alternate locations throughout the community.

MOVED BY: Ms. G. Morriseau
SECONDED BY: Ms. C. Reitberger

With respect to regularly scheduled meetings of the Board, the Secretary is directed to seek opportunities for other locations for meetings.

CARRIED

j) Archival Data and Retrieval of Records

Memorandum from Krista Power, City Clerk, to the Thunder Bay Police Services Board, dated October 8, 2020, relative to the approval for a Memorandum of Understanding – Archival Data, was provided for the Board’s information.

Ms. K. Power, City Clerk, provided an overview relative to the above noted memorandum.

MOVED BY: Ms. G. Morriseau
SECONDED BY: Councillor K. Oliver

With respect to the memorandum from Ms. K. Power, City Clerk, we recommend that the Chair of the Police Services Board be authorized to sign the Memorandum of Understanding with the City of Thunder Bay relative to the storage of records;

AND THAT appropriate billing be submitted to the Thunder Bay Police Services Board on a quarterly basis for these costs.

CARRIED

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k) Accounts Update – Approval for Payment of Invoices

Invoice from Pixels & Pencils Creative Direction Inc. dated September 28, 2020, relative to their annual retainer for website maintenance, was provided for the Board's information.

Invoice from Mr. J. Hannam, dated October 6, 2020, relative to professional services rendered, was provided for the Board's information.

Invoice from Ms. L. Douglas, dated September 30, 2020, relative to professional services rendered, was provided for the Board's information.

MOVED BY: Mayor B. Mauro
SECONDED BY: Councillor K. Oliver

With respect to the invoices presented at the October 20, 2020 Regular Session meeting of the Thunder Bay Police Services Board, we recommend proceeding with payment of the three (3) invoices;

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

CARRIED

6. NEW BUSINESS

a) Donation of Non-Firearm Items to Thunder Bay Youth Corps

Correspondence from Inspector Ryan Gibson, TB Police Service, to the Chair and Members of the Thunder Bay Police Services Board, dated October 15, 2020, requesting the donation of non-firearm rifles, handguns and attachments to the Thunder Bay Police Youth Corps, was distributed separately to the Board Chair and the Secretary to the Board.

Mr. Hannam read the above noted correspondence to the Board and provided an overview.

Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, will review the request and report back to the Board at their November meeting.

MOVED BY: Mayor B. Mauro
SECONDED BY: Ms. G. Morriveau

With respect to the request for donation of non-firearm items to the Thunder Bay Youth Corps, we recommend the Board refer the request to Administration for a response.

CARRIED

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7. CONFIRMING BY-LAW

MOVED BY: Mayor B. Mauro

SECONDED BY: Ms. C. Reitberger

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. By-law to confirm the proceedings of a Regular Session Meeting of The Thunder Bay Police Services Board, this 20th day of October, 2020.

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: PC20 – 2020

CARRIED

8. ADJOURNMENT

The meeting adjourned at 10:56 a.m.



MEMORANDUM

Office of the Chief of Police
Tel: (807) 684-1304
Fax: (807) 623-9242

DATE: November 9, 2020
TO: Thunder Bay Police Services Board
FROM: Chief S. Hauth
SUBJECT: Reserve Fund Update

At the October 20, 2020 Thunder Bay Police Services Board meeting discussion ensued as to whether a year end positive variance for the Thunder Bay Police Service could be transferred into a reserve fund for needs specific to the Service. Currently any negative or positive variance for the Thunder Bay Police Service is absorbed into the year end results of the City of Thunder Bay.

The City of Thunder Bay does hold a reserve fund for the Service titled Police Capital Projects Reserve Fund with a 2019 year-end balance of \$12,885. The recommended approach to increase this balance would be to include a transfer to the reserve fund in the annual operating budget. This would provide a source of financing for future capital needs.



MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

DATE: November 6, 2020
TO: Chair and Members - Thunder Bay Police Services Board
FROM: Chief S. Hauth
SUBJECT: Request for Grant Revenue Information

As requested at the October 20, 2020 Regular Session meeting of the Thunder Bay Police Services Board, attached is a summary of Provincial Funding received and confirmed during the current term of the Board.

Provincial Grant Revenue
2018 - 2020 Actual and 2021 to 2023 Confirmed

Grant Name	2018	2019	2020	2021	2022	2023	Total
	Actual	Actual	Actual	Confirmed	Confirmed	Confirmed	
Court Security & Prisoner Transportation	1,621,219	1,389,687	1,541,755	-	-	-	4,552,661
Child Victims - Eliminate Child Pornography	156,500	156,500	156,330	156,500	-	-	625,830
Bail Safety Program	87,457	87,457	87,457	-	-	-	262,371
RIDE Program	35,128	37,650	37,650	-	-	-	110,428
PAVIS (Provincial Anti- Violence Intervention Strategy)	161,033	40,258	-	-	-	-	201,291
Safer Communities - 1000 Officers Partnership Program	560,000	140,000	-	-	-	-	700,000
Community Policing Partnerships	150,000	37,500	-	-	-	-	187,500
Community Safety and Policing - Joint Mobile Crisis Response Project	-	244,978	326,637	326,637	81,659	-	979,911
Community Safety and Policing - Project Floodway	-	244,978	326,637	326,637	81,659	-	979,911
Community Safety and Policing - Human Trafficking	-	238,853	261,940	243,096	60,774	-	804,663
Proceeds of Crime - Guns and Gangs - Project Prevent	-	-	75,000	100,000	100,000	25,000	300,000
Proceeds of Crime - Trauma and Violence - Informed	-	-	88,448	106,425	96,481	23,611	314,964
Response to Human Trafficking & Sexual Violence	-	17,400	17,400	-	-	-	34,800
Ontario Provincial Police - Human Trafficking	-	-	-	-	-	-	-
Total	2,771,337	2,635,261	2,919,254	1,259,295	420,573	48,611	10,054,331

From: Agnes Loder <ALoder@redflex.com>
Sent: November 4, 2020 2:28 PM
To: Bill Mauro <Bill.Mauro@thunderbay.ca>
Subject: Automated Speed Enforcement in Thunder Bay

Dear Mayor Mauro

In many Ontario municipalities, the speed of vehicles in our communities is a prominent concern of residents. Oftentimes, elected officials get calls and e-mails from constituents concerned with either speeding vehicles, or even worse, near misses.

At the same time, the financial impacts of COVID-19 are causing pressures for police services and municipalities to seek efficiencies in service delivery.

In recognizing the road safety concerns of Ontarians, in December of 2019 the Ontario government put in place a series of Regulations to permit municipalities to operate Automated Speed Enforcement (ASE) systems to detect and find those aggressively speeding in our School and Community Safety Zones.

Following an open and detailed procurement process conducted by the City of Toronto in conjunction with several Ontario municipalities, Redflex Traffic Systems Canada Inc. was deemed to provide the best value.

Redflex installed the first 50 systems in Toronto at the end of 2019 with Ottawa, Durham, Brampton and York following closely behind. Some municipalities have seen an almost immediate reduction of 30% in speeds where cameras are deployed. Based on the initial success of their programs, Ottawa and Brampton are already committing to expanding their programs.

The municipalities that have launched their programs are finding ASE to be an effective and efficient tool to augment their Road Safety and Vision Zero Programs.

At Redflex, we have encountered a number of municipalities who have an interest in ASE in their communities, but are unclear about details such as, how much work is required, who does what and more importantly, how much it costs.

In light of this, I would like to request a brief meeting, virtual or in person, to fill in some of these details and answer any questions you might have. What does your availability look like this week or next? I will follow up with your office in a couple of days to set up this meeting if I haven't heard from you.

I appreciate your time and look forward to our conversation!
Agnes Loder

Agnes Loder | North America Business Development Executive | **Redflex Group**
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TORONTO POLICE SERVICE NEWS RELEASE

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Project Sunder Dismantles Eglinton West Crips 114 Arrests, 800 Criminal Charges, Photographs Released

Broadcast time: 13:05

Date: Thursday, October 29, 2020

Unit: Organized Crime Enforcement

Phone: 416-808-7100

The Toronto Police Service, with the cooperation of the Ontario Provincial Police, Waterloo, York, Peel, Durham Region Police Services and the Thunder Bay Police Service, has dismantled a violent street gang and laid hundreds of criminal charges in a province-wide gun, gang, drug and human trafficking investigation.

Known as Project Sunder, this year-long intelligence-led operation, targeted over 100 individuals alleged to be responsible for crimes such as murder, attempt murder, firearms offences, drug trafficking and human trafficking in areas from Toronto to Thunder Bay.

"What started as a local investigation into a dangerous street gang known as the Eglinton West Crips turned into a complex, multi-jurisdictional project involving arrests in 15 different cities," said Deputy Chief Myron Demkiw. "Thanks to the cooperation of these other police services, we have been successful in dismantling this criminal organization and taking guns and drugs off the streets of many communities."

Once the Project is complete, it is anticipated more than 114 people will face approximately 800 charges, including offences related to participating in a criminal organization, firearms offences including shootings, and drug trafficking and possession.

Over several months, 141 search warrants were executed and as a result the following seizures were made:

- 31 firearms, including four over-capacity magazines
- 7 kilograms of cocaine
- 2 kilograms of fentanyl
- 2 kilograms of crystal methamphetamine
- Other drugs including heroin, oxycodone, percocets, and MDMA
- Over \$300,000 in Canadian currency

Photographs of the seized firearms can be [found here](#).

For a statistical summary of Project Sunder results, please [click here](#).

The following jurisdictions played an active role in Project Sunder:

- Ontario Provincial Police (Orillia, Gravenhurst, North Bay, Napanee)
- York Region
- Peel Region
- Halton Region
- Durham Region
- Barrie

- Sudbury
- Sault Ste. Marie
- Kingston
- Ottawa
- Thunder Bay

Quotes from Participating Police Services

"The Durham Regional Police Service proudly stands with our GTA partner agencies in combatting the gang and gun violence occurring throughout our communities. These criminal organizations frequently conduct their operations over multi-jurisdictional boundaries. Successful operations like Project Sunder can only be achieved when we collaborate and combine our partner agency forces with one common goal - community safety," said Superintendent Cyril Gillis, Serious and Organized Crime, Durham Regional Police.

"Violent criminal activity knows no geographical boundaries," said Waterloo Regional Police Service Deputy Chief Shirley Hilton. "The number of weapons and drugs seized during this joint investigation should be concerning to all communities and demonstrates the commitment from Ontario police services to disrupt illegal trafficking, gun and gang violence in our province. We will continue to combat such violent crime and ensure individuals responsible are brought to justice."

"Urban-based organized crime groups are increasing in sophistication and have developed province-wide criminal networks from Ottawa to Thunder Bay and in most places in between. The success of this investigation is a testament to how effectively police work together. No community is immune – criminals do not respect jurisdictional boundaries, and as law enforcement we consistently adapt our investigative techniques to mitigate this," said OPP Chief Superintendent Paul Mackey, Bureau Commander, Organized Crime Enforcement Bureau.

"Project Sunder stopped this criminal group, which had tentacles across the province, from continuing their crimes which impact and threaten the health, well being and safety of citizens," said Brian Bigras, Deputy Chief of Investigations for York Regional Police Service. "This project sends a strong message to all criminal groups that York Regional Police and our law enforcement partners will take all necessary actions to ensure that they are held to criminal account."

"Project Sunder represents an important piece to an effective police strategy to reduce violence and injury in our communities. Gun, gang, and drug activities carry rippling consequences for our communities without consideration to jurisdictional boundaries. The violence it produces is becoming far too common. To effectively mitigate that risk it is important that our services work collaboratively with one another. The outcome of Project Sunder is a demonstration of the value of that collaboration," said Deputy Chief Nick Milinovich, Peel Regional Police.

For more information about Project Sunder, please contact Media Relations with the respective services listed above or Meaghan Gray, Toronto Police Service Corporate Communications, at 416-808-7095.

For more news, visit TPSnews.ca.

Meaghan Gray, Corporate Communications



Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

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

October 21, 2020

Ruth Goba
Executive Director
Black Legal Action Centre

Christa Big Canoe
Legal Advocacy Director
Aboriginal Legal Services

Abby Dushman
Director, Criminal Justice Program
Canadian Civil Liberties Association

Ryan Peck
Executive Director
HIV & AIDS Legal Clinic Ontario

Re: Covid Portal – Thunder Bay Police Service

Further to the verbal updated provided at the Thunder Bay Police Services Board meeting on September 15th, 2020, and further to the discussion that took place at the Thunder Bay Police Services Board meeting on October 20th, 2020, I write in an attempt to clarify outstanding issues.

First, my original letter and this subsequent correspondence come to you by direction and order from the Thunder Bay Police Services Board. On September 15th, 2020 the TBPSB passed a motion directing me to respond on their behalf in order to fulfill their oversight obligation and ensure that the parties received a fulsome response in a timely manner. The TBPSB did not abrogate their oversight responsibility when I issued the response. I apologize if adding the TBPSB as the primary recipient to the letter confused the intended purpose.

Second, in my original letter dated September 22nd, 2020, I stated “The Thunder Bay Police Service followed up on all audits and both the Ministry and the Service are satisfied that all searches of the COVID portal were both authorized and appropriate.” After discussions with Mr. Tom Gervais, advisor to the Board and employee of the Ministry, I wish to offer some clarification as it appears this sentence may be open to interpretation.

Mr. Gervais communicated to the Chief of Police, and subsequently with the members of the Board, that it reads as though the Ministry signed off on all Police Service use of the Covid Portal and further, that the Ministry endorsed all usage of the Portal as being authorized and appropriate. This is not the case. The intent of the comment was to portray that the Chief of Police investigated all audits of the Ministry, relayed those findings to the Ministry, and the Ministry found the explanations provided by the Service to be acceptable.

It was not the intention of the Service, or the Board, to speak on behalf of the Ministry nor should the sentence be interpreted in such a way. The sentence was aimed at the audits specifically, and it is understood that the Ministry did not audit every single access to the portal for the entirety of its usage.

Sincerely,

Holly Walbourne,
Legal Counsel



Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

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

Date of Report: November 9, 2020
Date of Meeting: November 17, 2020
Report No: 31/20

Chair and Members

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

SUBJECT

Allocation of TBPS Staff Resources

REPORT

This report will address the realities of the current workload of Uniform Patrol and the ability for proactive policing. It will also illustrate the measures the Service has taken to mitigate the pressures on frontline patrol staff and outline further measures that could result in proactive policing and, in turn, crime reduction.

Current work context

The daily workload of frontline Uniform Patrol staff for the Thunder Bay Police Service is substantial. In the first three quarters of 2020, the Thunder Bay Police Service responded to 42,830 incidents. This equates to more than 156 incidents per day on average. All of these incidents have had involvement from a staff member of the Thunder Bay Police Service and the vast majority of these incidents are in some fashion affected by the work of frontline Uniform Patrol officers.

The Thunder Bay Police Service responds to a high volume of mental health, addiction, domestic violence, by-law and other violent crime calls for service. All of these calls are time consuming and often involve several officers being occupied with a single call for several hours. This often leaves Uniform Patrol officers with such a high workload that lunch breaks are frequently missed and overtime is incurred. This regular excessive demand causes stress related and mental health related injuries to our officers, which in turn results in a higher workload for the remaining officers.

Preventative measures to reduce crime are clearly the best result in any policing context. If preventative measures are non-existent, crime will increase causing a police service to shift from preventative to reactive measures. The more a police service becomes reactive to crime, the more likelihood crime will increase, or at minimum not reduce. A serious issue results when policing becomes nearly entirely reactive with little time for preventative measures. The Thunder Bay Police Service is and has been at this point for some time and is working diligently to sway this reality.

Measures being taken

In the last few years, the Thunder Bay Police Service has implemented numerous measures to attempt to increase a greater focus on proactive policing. The purposes of these measures were specifically to alleviate the pressures faced by our frontline officers. These measures include the implementation of the following:

1. Domestic Violence Unit

This Unit has been instrumental in alleviating hours of investigative work from frontline officers by assigning it to specially trained officers that are able to address the highly emotional aspects of volatile domestic situations. Because the officers are dedicated to investigating domestic violence related offences, they have become highly proficient in these investigations. This effectiveness in conducting these complex investigations has resulted in further reducing the overall time commitment involved.

2. Patrol Support Callback Unit

This Unit was created in the spring of 2020 and has resulted in several hundred calls for service being rerouted from frontline Uniform Patrol officers to this unit. The officers in this unit call complainants back for a wide variety of offences and they gather information to complete their reports over the telephone. Scenes of crime officers are also deployed out of this unit and are used to gather evidence at minor offence scenes. The creation of this unit has resulted in hundreds of hours of time saved for frontline Uniform officers on a monthly basis.

3. Online reporting

Our online reporting officers have been in place for several years but have continually increased the volume of calls they are completing. Online reporting is primarily used by repeat complainants, such as commercial establishments. These officers also complete hundreds of calls for service on an annual basis, greatly alleviating the pressure on frontline Uniform Patrol officers.

4. Front desk Cadets

Our recruitment process now includes a Cadet program as the initial step towards becoming an officer. Cadets staff the front desk completing all minor non-emergency calls for service and processing all walk in complaints. The work of the front desk Cadets directly reduces the workload of frontline officers in Uniform Patrol.

5. Joint Mobile Crisis Response Team (JMCRT)

This program involves mental health professionals assisting with calls for service in relation to a mental health crisis. The mental health professionals often meet Uniform Patrol officers at mental health calls for service and commonly relieve police of the need for them to remain at these calls. Mental health professionals have also attended the Thunder Bay Regional Health Sciences Centre with officers where they have remained with the individual suffering the crisis, allowing officers to return to active duty. This program has resulted in the savings of hours of work for our frontline officers who are now redeployed into our community. There is ongoing work to expand this program in the future.

We have been working diligently as an organization to come up with new and creative ways to become more efficient and effective in the delivery of our Service. With these changes that have been implemented, it still remains difficult to keep up to the call volume with the resources we have due to the increase in mental health calls and violent crimes associated with drugs and gang activity.

Police service delivery

The reality of the delivery of our policing services today is that an officer in our City is frequently working a 12 hour shift without a break or time to have lunch. It is common for an officer to begin their shift and immediately be sent to high priority calls for service, with one occurring after the other, until inevitably the officer makes an arrest. For many offences, such as impaired driving, mental health apprehensions or domestic violence related calls for service, an officer can be addressing a single call for several hours. This is the reason why we have been proactively implementing time saving measures, noted above, for the most taxing calls for service that our officers experience. If a major incident occurs, several frontline officers are required to secure a crime scene for days on occasion. With all these demands put on our frontline police resources, little time is left for any proactive policing as there are simply no resources available.

Specialty units within our Service are doing excellent work in a variety of areas including school resource, community oriented response, traffic services and criminal investigations. Through the work of these specialized officers, many offences and questionable incidents are prevented on a daily basis. The officers in these units are also very busy with their day to day work. Removing an officer from these specialty units will create further problems within our community as there will be no one to do the often proactive police work they are engaged in. By reducing this proactive police work further crime will increase, causing the requirement for more reactive policing.

Opportunities for improvement

Ongoing initiatives to enhance proactive police work and to increase community safety are possible but can only be realized with cooperation from other City resources and the community. One example of proactive safety measures is the implementation of proactive by-law enforcement. By-law officers, dressed in proper uniform, can be used as a presence in high complaint areas involving by-law offences such as panhandling, loitering or the causing of minor disturbances. All of these calls for service are currently being dealt with by police or not being dealt with in a timely fashion due to other demands. When this occurs, these minor by-law incidents often escalate into more serious infractions, which didn't need to occur if prevention via by-law officers was in place. Having by-law officers conduct foot patrols in these high offence areas could dramatically reduce the issues being reported by the public and significantly reduce police calls for service, allowing police resources to be used for other priorities, including proactive policing.

Another common by-law offence that can be dealt with by by-law officers are noise complaints. Currently these complaints are dealt with through by-law by the complainant leaving a message when they are occurring, with no response. This causes frustration with the public and often results in an escalation to a more serious offence where police intervention is required.

Another proactive safety measure that is currently being explored by our Service is the Property Management Collaboration Project. This proactive policing project will be managed by our Community Oriented Response Unit and will involve several community members from various social services in the city including the John Howard Society, Our Kids Count, the Northwest Community Health Unit, the Indigenous Friendship Centre and the Crime Prevention Council. Our officers and the community partners noted above will work collaboratively to interact with vulnerable individuals to attempt to connect them to services that will assist them with decreasing high risk undesirable behaviors. Our officers will further interact with property managers, private security and employees at high risk establishments in key shopping locations, to educate them on safety factors concerning the vulnerable individuals that congregate in the area.

Although this project is managed by our Community Oriented Response Unit, it is not possible without the dedication and cooperation of the representatives from the various service groups in our community. Our Service will continue to work with these community organizations to best serve our vulnerable population in an effective and meaningful way while also reducing criminal activity and public complaints.

Conclusion

Our police service is comprised of dedicated staff that works diligently in the interest of our community safety every day. Our staffing is limited and we are continually working toward utilizing that staffing in the most effective and efficient way possible. There are numerous examples of this in the changes that have been made in the recent past and noted in this report. Pulling officers from specialty positions to supplement frontline response will only cause areas where excellent preventative work is occurring to deteriorate. This will result in increased crime, a reduction in safety and ultimately more reactive policing. Additional frontline officers can be effective, however not at the expense of reducing proactive police work in other areas.

In recent years we have seen a significant influx of drug and gang activity in our city. This has resulted in a significant increase in work for our officers. This is apparent in the numerous media releases that occur on a regular basis. Our resources are stretched thin in all areas of our Service. We cannot simply remove an officer from one area to supplement another without careful consideration as to the possibility of causing a significant impact in the future to another area of our service delivery.

We will continue to be creative and adaptive to the pressures we face on an ongoing basis. We are continually looking at measures to provide more effective and efficient policing to our citizens. Proactive policing is a cornerstone for all police agencies and remains a priority for our organization. We will continue to examine approaches to be efficient in our delivery of service that will also allow for additional proactive policing initiatives.

BACKGROUND

At the October 20th, 2020, regular session meeting of the Thunder Bay Police Services Board, Mayor B. Mauro requested information with respect to the allocation of staff resources for patrolling in key residential and commercial areas and whether or not, and if so to what degree, modifications could be made to the current staffing model to allow for beat patrols in key areas of the City.

RECOMMENDATIONS

There are no recommendations associated with this report.

Respectfully submitted,



S. Hauth
Chief of Police

Prepared by,

Staff Sergeant G. Snyder

Invoice # 3 Outline Agreement #4600010467

Vendor # 107402

November 11, 2020

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John S. Hannam

Secretary, Thunder Bay Police Services Board

Invoice for Services for the period October 7, 2020 through November 5, 2020

|                          |     |                   |
|--------------------------|-----|-------------------|
| 39.25 hours @ \$125/hour |     | \$4,906.25        |
| HST # 74226 4872         | 13% | \$637.81          |
| <b>Total</b>             |     | <b>\$5,544.06</b> |



**LINDA DOUGLAS**  
**Assistant to the Secretary**  
**Thunder Bay Police Services Board**

# INVOICE

DATE: October 31, 2020  
 INVOICE: #003  
 RE: *Services Rendered for Thunder Bay Police Services Board*

**OUTLINE AGREEMENT #4600010468 | CTB Vendor Number: 111690**

**Bill To:**

Finance Department - TB Police Service - **Attention: Kathy Learning**  
 1200 Balmoral Street  
 Thunder Bay, ON P7B 5Z5

| DATE                              | Billable Hours    | EXPLANATION                         |
|-----------------------------------|-------------------|-------------------------------------|
| October 31, 2020                  | 83.45             | Services Rendered for October, 2020 |
| Hourly Rate per Outline Agreement | \$90.00           |                                     |
|                                   | \$7,510.50        | Subtotal                            |
|                                   | 976.37            | <No. 74214 8887 RT0001> HST 13%     |
|                                   | <u>\$8,486.87</u> | <b>TOTAL PAYABLE</b>                |

Please make all cheques payable to **Linda Douglas**  
 Breakdown of hours with explanations available upon request.  
 If you have any questions regarding the foregoing, please contact Linda Douglas.

***THANK YOU!***