

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

Meeting Date: **September 21, 2021**

Location: **ELECTRONICALLY via MS TEAMS**

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



THE THUNDER BAY
POLICE SERVICES BOARD

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

TUESDAY, SEPTEMBER 21, 2021

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

REGULAR SESSION

1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Seventeenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on September 21, 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 Fourteenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on June 15, 2021 to be confirmed. **(Pages 9 - 16)**

RES 2

THAT the Minutes of the Fourteenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on June 15, 2021 be confirmed.

4. DEPUTATIONS

Presentation to Police Services Board by Mr. M. Tallari, relative to a Youth Positive Ticket Program, for the Board's information. **(Page 17)**

5. UNFINISHED BUSINESS

a) Options for Security – 1200 Balmoral Street

Memorandum from Chief S. Hauth to Members of the Thunder Bay Police Services Board, dated September 1, 2021, relative to the above noted, for the Board's information. **(Pages 18 - 23)**

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At the June 15, 2021 Regular Session, estimates for a fenced compound for the Balmoral Police Services Building were provided for the Board's information. The Board was not in support of the construction of new fencing; it was the consensus of the Board to put the estimated costs of new fencing (in excess of \$600,000) towards the construction of a new building.

Chief Hauth requested that the Board consider interim security measures for the parking lot, and would follow up with more information in this regard at a future board meeting.

Mr. C. Adams, Director – Communications & Technology, Thunder Bay Police Service, to provide an overview relative to the above noted.

b) Front Line Deployment

At the October 15, 2019 Regular Session of the Board, Mayor B. Mauro provided a verbal update with respect to requesting information from the Chief of Police relative to the above noted.

Chief S. Hauth and Deputy Chief R. Hughes responded to questions relative to the above noted with respect to officers currently off work, return to work protocols and new positions in Human Resources.

The following motion was passed:

With respect to front line deployment of the Thunder Bay Police Service, we recommend that the Chief of Police provide a report on the capacity to redeploy existing compliment of human resources to front line policing;

AND THAT this report be brought back to the January 2020 Regular Session meeting of the Board.

At the January 21, 2020 Regular Session, Chief S. Hauth advised that the above noted report would be presented in Closed Session due to the nature of the information being received.

Due to Covid-19 and cancellation of several board meetings, the matter was not presented again to the Board until the September 15, 2020 Closed Session. Deputy Chief R. Hughes provided an overview of the confidential document and responded to questions. Chief S. Hauth, Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, and Ms. K. Power, Secretary to the Board at that time, also responded to questions.

Confidential document entitled “Thunder Bay Police Service Deployment” was presented at the January 21, 2020 Closed Session, and distributed separately to Board Members only.

(Distributed Separately to Board Members Only)

Memorandum to Members of the Thunder Bay Police Services Board from Member B. Mauro,

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Mayor, dated September 8, 2021, relative to the Deployment of Front Line Officers, for the Board's information. **(Page 24)**

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

RES 3

With respect to the deployment of front line officers by the Thunder Bay Police Service, we recommend that the Thunder Bay Police Services Board directs the Chief of Police to prepare and present to the Board a report outlining options for increasing the number of officers deployed in front line, uniform patrol positions;

AND THAT such a report be presented no later than the Board's meeting on November 16, 2021.

Mayor B. Mauro to provide an overview relative to the above noted.

6. REPORTS OF COMMITTEES

a) Semi-Annual Joint Health & Safety Committee Report

Report No. 31/21 (Police) relative to the Semi-Annual Joint Health & Safety Committee Report, for the period January 2021 to June 2021, for the Board's information. **(Pages 25 - 26)**

Mr. C. Adams – Management Co-Chair, Thunder Bay Police Service Joint Health & Safety Committee, to provide an overview relative to the above noted.

b) Curriculum Working Group

Inspector D. West – Thunder Bay Police Service, to provide a training update relative to the above noted.

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Q2 Variance Report – Thunder Bay Police Service

Report No. 30/21 (Police) relative to an update on the 2021 Operational Budget for the Thunder Bay Police Service and the Variance Report as of June 30, 2021, for the Board's information. **(Pages 27 - 28)**

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

b) Q2 Variance Report – Police Services Board

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam,

Secretary, dated September 14, 2021, relative to the Second Quarter Variance Report, for the Board's information. **(Page 29)**

c) Recruitment Update

Report No. 32/21 (Police) relative to an update on the activities of the Thunder Bay Police Service – Human Resources' recruitment efforts, for the Board's information. **(Pages 30 - 31)**

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

d) DEMS Update

Report No. 33/21 (Police) relative to an update on the activities and timelines of the Digital Evidence Management System/ Body Worn Camera (DEMS/BWC) Project Team, for the Board's information. **(Pages 32 - 33)**

Staff Sgt. G. Snyder – Professional Standards, Thunder Bay Police Service, to provide an update relative to the above noted.

e) Quarterly Complaints

Report No. 34/21 (Police) relative to the summary of complaints for Q2 of 2021 (April, May, & June, 2021), for the Board's information. **(Pages 34 - 36)**

Staff Sergeant G. Snyder – Professional Standards, Thunder Bay Police Service, to provide an overview relative to the above noted.

f) Traffic Management Plan

Memorandum to the Thunder Bay Police Services Board from Chief S. Hauth, dated September 13, 2021, relative to the Traffic Management Plan – Impaired Driving and Collision Reduction Targets, for the Board's information. **(Pages 37 - 38)**

Inspector D. West – Community Services, Thunder Bay Police Service, to provide an update relative to the above noted.

g) Inquest into the Deaths of Seven First Nations Youths

On July 2, 2021, the Implementation Status Report of the Thunder Bay Police Service, dated June 25, 2021, relative to an update on the status of the recommendations directed towards the Thunder Bay Police Service in the verdict of the above noted inquest, was forwarded to the Thunder Bay Police Services Board, for their information. **(Pages 39 - 45)**

8. GENERAL MATTERS

a) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated September 14, 2021, relative to the Monthly Summary of Invoices processed for payment since the June 15, 2021 meeting of the Board, for the Board's information. **(Page 46)**

9. PETITIONS AND COMMUNICATIONS

a) Correspondence to Toronto Police Services Board

Correspondence to Mr. Jim Hart, Chair – Toronto Police Services Board, from Kristen Oliver, Chair - Thunder Bay Police Services Board, dated July 4, 2021, relative to extending condolences on the loss of Constable Jeffrey Northrup. **(Page 47)**

Thank you letter to Kristen Oliver, Chair - Thunder Bay Police Services Board, from Jim Hart – Chair, Toronto Police Services Board, dated July 5, 2021, relative to fallen officer Constable Jeffrey Northrup. **(Page 48)**

b) All Chiefs Memorandum

Memorandum to All Chiefs of Police from Richard Stubbings, Public Safety Division, dated July 26, 2021, relative to updates to the Police Services Advisor zone assignments, for the Board's information. **(Pages 49 - 53)**

c) CAPG – Request for Support

Correspondence from the Canadian Association of Police Governance (CAPG) to the Thunder Bay Police Services Board, dated August 9, 2021, relative to requesting support for the 32nd Annual Conference of the Canadian Association of Police Governance, for the Board's information. **(Page 54)**

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

The following motion will be presented to the Board for their consideration:

RES 4

With respect to the request for support for the 32nd Annual Conference of the Canadian Association of Police Governance being held virtually on September 28th to September 30th, 2021, we authorize sponsorship in the amount of \$500;

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

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Information, including the Agenda, relative to the above noted, was distributed to Board members on September 9, 2021. Discussion to be held if any members of the Board are interested in attending.

If members are interested in attending, the following motion will be presented to the Board for their consideration:

RES 5

With respect to the 32nd Annual Conference of the Canadian Association of Police Governance being held virtually on September 28th to September 30th, 2021, we authorized the following members of the Thunder Bay Police Services Board to attend:

1. _____
2. _____
3. _____

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

d) Tracking Board Reports

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

i. OCPC Chart – Summary of Recommendations

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

ii. OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations was presented for the Board's information on May 18, 2021.

10. NEW BUSINESS

11. 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 of The Thunder Bay Police Services Board, this 21st day of September, 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: PC14– 2021

12. ADJOURNMENT

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

DATE: JUNE 15, 2021

TIME: 9:05 A.M.

PLACE: ELECTRONIC MEETING VIA MS TEAMS

CHAIR: COUNCILLOR K. OLIVER

PRESENT:

Mayor B. Mauro
Ms. G. Morriveau
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
Inspector D. West – Thunder Bay Police Service
Mr. T. Gervais, Police Services Advisor - Ministry of
the Solicitor General
Mr. J. Hannam, Secretary – Thunder Bay Police
Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder
Bay Police Services Board

1. DISCLOSURES OF INTEREST

There were no disclosures of interest disclosed at this time.

2. CONFIRMATION OF AGENDA

Additional Information was distributed separately by email to Board Members only on June 14, 2021 with respect to the presentation by the Community Inclusion Team.

Two agenda items were added under New Business: Approval of an invoice from Caledonia Properties and correspondence from Tribunals Ontario – Ontario Civilian Police Commission (OCPC), relative to a request from the Thunder Bay Police Services Board with regard to a training program and Administrator’s Report.

The Order of Proceedings was amended to accommodate Chair Oliver’s schedule. The Notice of Motion to Amend - Building Project Update would follow Confirmation of Minutes.

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. M. Power

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With respect to the Fourteenth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on June 15, 2021, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

3. CONFIRMATION OF MINUTES

The Minutes of the Twelfth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on May 18, 2021 to be confirmed.

MOVED BY: Mr. M. Power

SECONDED BY: Mayor B. Mauro

THAT the Minutes of the Twelfth Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on May 18, 2021 be confirmed.

CARRIED

4. UNFINISHED BUSINESS

a) 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, was introduced at the May 18, 2021 Regular Session of the Thunder Bay Police Services Board, and was ready for debate at the June 15, 2021 Regular Session of the Thunder Bay Police Services Board.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, introduced the amendments to the original motion, which was presented at the May 18, 2021 Regular Session of the Board.

Mr. M. Power provided some context to the proposed amendments as well as some background information on the Building Project with respect to meetings and public consultation.

MOVED BY: Mr. M. Power

SECONDED BY: Mr. R. Pelletier

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

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\$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?.

CARRIED

Amended Motion – Building Project Update

MOVED BY: Mr. M. Power
SECONDED BY: Mr. R. Pelletier

With respect to the 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 \$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.

CARRIED

Mayor B. Mauro requested a recorded vote.

Name of Board Member	Voted in Favour of Motion	Voted Against Motion
Mayor B. Mauro		✓
Ms. G. Morriseau	✓	
Councillor K. Oliver	✓	
Mr. R. Pelletier	✓	
Mr. M. Power	✓	

5. PRESENTATION

Community Inclusion Team Strategic Plan

On June 14, 2021, the following files were distributed separately by email to Board Members Only:

- Community Inclusion Team Strategic Plan – Executive Summary;
- Community Inclusion Team Strategic Plan – PowerPoint presentation; and
- Community Inclusion Team Plan 2021.

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Inspector D. West and the Community Inclusion Team (CIT) were in attendance (virtually). Inspector West introduced the team members as follows:

Mr. Jan Ritchie (Community Inclusion Coordinator), Constable Niaomi Fillier (Indigenous Liaison Officer), Constable Bob Simon (Indigenous Liaison Officer), Constable Patrick Shoppoff (School Resource Officer) and Constable Tanka Awosika (School Resource Officer).

The Chair welcomed the Team members on behalf of the Board.

Inspector West provided an overview of a PowerPoint presentation entitled “Community Inclusion Team Strategic Plan” and responded to questions.

He noted that the CIT was part of an internal organizational change focused on building relationships with Indigenous people and organizations, while recognizing the need to be inclusive of everyone.

Through the change project, the CIT was gifted a new name, Gawendum Gaakina Awaya (Protect Everyone and Everything); the team will be guided by the Seven Grandfather Teachings.

An overview of pillars was provided: Engage – Support – Recruit – Communicate.

At 9:32 a.m., Mr. M. Power assumed the role of Chair; Councillor K. Oliver left the meeting.

Inspector West and Chief S. Hauth responded to questions.

The Strategic Plan will be posted to the Police Service and Police Services Board websites.

The CIT was commended on their outstanding work and presentation. It was noted by Member Power that the CIT should be involved with the Board’s Strategic Plan and the design of the new police facility.

At 9:38 a.m., Inspector D. West and the members of the Community Inclusion Team were thanked for their presentation. The CIT members left the meeting.

6. UNFINISHED BUSINESS, *continued*

b) Fencing of Balmoral Station Property

At the April 20, 2021 Regular Session, a Memorandum from B. Mauro, Mayor, to Members of the Thunder Bay Police Services Board, dated April 7, 2021, relative to the need for fencing and controlled entrances around Police Headquarters, was provided for the Board’s information.

The following motion was carried:

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.

Copies of a draft Site Plan Fencing Sketch, as well as estimates for the fenced compound for the Balmoral Police Services Building, were provided for the Board's information.

Chief S. Hauth provided an overview on the increase in price since the last presentation of this matter and responded to questions.

Due to the estimates presented at today's meeting, the Board was not in support of the construction of new fencing for the Balmoral Street Police Station and Headquarters. It was the consensus of the Police Services Board that the proposed cost of fencing, in excess of \$600,000, be put towards the construction of a new building.

Chief S. Hauth remains concerned about easy access through the parking lot. She requested that the Board consider interim security measures for the parking lot, and can get back to the Board in this regard.

7. REPORTS OF COMMITTEES

Governance Committee – Work Plan Update

Mr. J. Hannam reported that the Governance Committee has been communicating electronically but haven't met for a formal meeting. The Committee has been reviewing the five (5) priorities set out in the Work Plan last year.

Mr. Hannam has been reaching out to other provincial boards and services about their respective policies.

The Committee will be drafting an update in the coming weeks ahead.

8. GENERAL MATTERS

a) Strategic Plan

The Community Engagement Survey in support of the development of the Board's Strategic Plan was launched on the Board's website on May 27, 2021.

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Memorandum from John S. Hannam, Secretary, to Members of the Thunder Bay Police Services Board, dated June 8, 2021, relative to Strategic Planning: Community Engagement, was provided for the Board's information.

Mr. J. Hannam provided an update relative to the community engagement activities and focus groups that were launched in May 2021. He noted that a focus group meeting with the Mayor and Council of Oliver Paipoonge would be taking place later today.

Mr. Hannam assured the Board that an abundance of data is being gathered to assist in the development of the strategic plan. He noted that there are already common themes arising from the focus groups – one being the need for greater collaboration, and shared understanding of the challenges faced by the Police Service.

b) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated June 8, 2021, relative to the Monthly Summary of Invoices processed for payment since the May 18, 2021 meeting of the Board, was provided for the Board's information.

9. PETITIONS AND COMMUNICATIONS

a) Thunder Bay Police Youth Corps

Correspondence from the Thunder Bay Police Youth Corps to the Thunder Bay Police Services Board – Chair Kristen Oliver, dated May 7, 2021, relative to thanking the Board for their annual sponsorship, as well as the donation towards their fire arms safety program, was provided for the Board's information.

b) 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

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

iii. OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations was presented for the Board's information on May 18, 2021.

10. NEW BUSINESS

a) Annual Renewal of Lease of Office Space

An invoice from Caledonia Properties to the Thunder Bay Police Services Board, relative to the lease of office space for the Board, was distributed as Additional Information to Board Members only on June 14, 2021.

On September 26, 2019, a five (5) year lease between Rhea and Phil Crook, operating as Caledonia Properties, and the Thunder Bay Police Services Board, relative to office space for the Board, located at 317 E. Victoria Avenue – Units #8 and #10, Thunder Bay, Ontario, was accepted. On February 5, 2021, Unit #9 was added to the lease.

The Board is required to approve the annual lease payment. Mr. J. Hannam provided an overview relative to the above noted.

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. R. Pelletier

With regard to the lease of office space for the Thunder Bay Police Services Board, we recommend that the Thunder Bay Police Services Board approves Caledonia Properties Invoice #2021-001 in the amount of \$24,950.40, relative to the lease of office space for Units #8, #9, and #10, located at 317 E. Victoria Avenue, Thunder Bay, Ontario, for the period August 1, 2021 to July 31, 2022;

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

CARRIED

b) Update from the Ontario Civilian Police Commission

Correspondence from Tribunals Ontario – Ontario Civilian Police Commission (OCPC), to Mr. J. Hannam, Secretary – Thunder Bay Police Services Board, dated June 10, 2021, relative to a request from the Thunder Bay Police Services Board with regard to a training program and Administrator's Report, was emailed to Board Members only on June 14, 2021, for information purposes.

Mr. J. Hannam provided an overview of the letter, as well as background information from the Board's December 2020 meeting, and responded to questions.

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Mr. Hannam noted that the provision of a final report was included as part of the appointment of Mr. Thomas J. Lockwood, Q.C. when Mr. Lockwood was appointed as Administrator of the Thunder Bay Police Services Board by the Commission.

11. CONFIRMING BY-LAW

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. R. Pelletier

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 15th day of June, 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: PC11– 2021

CARRIED

12. ADJOURNMENT

The meeting adjourned at 10:00 a.m.

Thunder Bay Police Service

Youth Positive Ticket Program Proposal

A Program created in 2003 by a Superintendent of the RCMP was aimed at shifting the police mindset from reaction to crime, to prevention of crime. This desire for change led to the conceptualization and development of the Positive Ticket Program which aims to bring police officers into positive contact with youth by "catching kids doing things right..." Based on advanced leadership principles, the Positive Ticket Program is an initiative currently implemented by many Police Services in North America and creates community positivity in a new and innovative way. The premise of the project is simple: police officers are armed in full – with positive tickets. These tickets are printed with a positive message and are combined with vouchers for goods donated by and redeemable from local participating businesses. You will also find direct contact information for Social Service helplines on the back of the ticket.

Simple in concept yet abundant in positive results, officers simply give out the positive tickets to neighborhood youth displaying positive behavior. This positive behavior can be as simple as engaging in safe play or helping a community member, tickets can even be awarded to youths if an officer has heard about positive behavior having been displayed by an individual in schools, community centers or out in public. While on the surface the interaction may be about officers rewarding youths for positive behavior with fun activities or food coupons, the real value lies in the positive communication between the officer and the youth. The positive ticket is merely a foot in the door to an open, honest and positive conversation allowing the officer and the youth to make a constructive and lasting connection.

As reported in the 2018 OIPRD Report, it cannot be denied that there are challenges in our community in particular with certain demographics and geographic areas. In addition to the existing programs/initiatives that the Thunder Bay Police Service currently has running, there is an opportunity to launch this new and innovative Community Building Initiative "Youth Positive Ticket Program" to assist in achieving the Service's long-term goals.

In Summary;

What is required is more individual and collective awareness of the need for involvement of all agencies and social services in the community to do everything possible for the good of its youth." However, given the effect of police actions, attitudes and intentions as perceived by certain demographics and the resulting relationship that ensues, "...by default, it falls upon the Thunder Bay Police Service to initiate positive action and to develop programs that will involve elements of the community in the preventative aspects of Police work. In this way the community may find some solutions or improvements of its complex problems."

Mike Tallari
Community Ambassador
807.632.4896
miketallari@gmail.com



MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

DATE: September 1, 2021
TO: Members of the Thunder Bay Police Services Board
FROM: Chief S. Hauth
SUBJECT: Options for Security – 1200 Balmoral Street

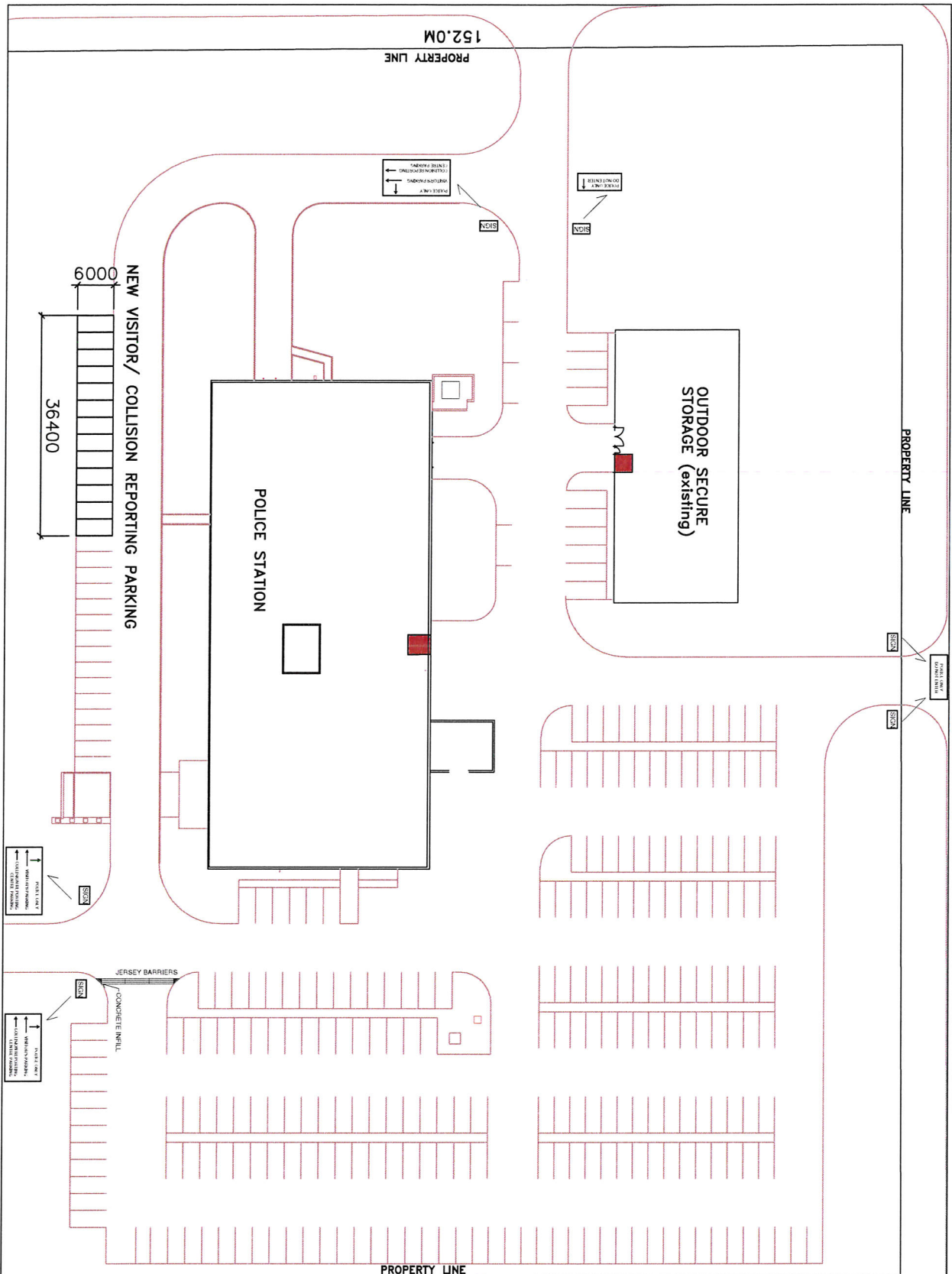
At the June 15, 2021 Regular Session meeting of the Thunder Bay Police Services Board, copies of a draft site plan including fencing sketch and estimates relative to the potential for a fenced compound for the Balmoral Police Services building was provided for the Board's information.

The costing presented was higher than was expected. It was the consensus of the Board that a report be provided relative to other potential solutions to help provide security to the current headquarters location.

Please find attached an estimate, sketch and photos relative to options for security, as requested by the Board.

Signage/Traffic Control & Parking Estimate- Balmoral Police Services Building	27-Aug-21
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DESCRIPTION	COST PER UNIT	SUB
Fencing & Signage		
x2 90x150cm sign white HIP background, blue vinyl lettering reading POLICE ONLY with straight arrow, VISITORS PARKING with left arrow, COLLISION REPORTING CENTRE PARKING with left arrow	\$800.00	\$1,600.00
X1 90x150cm sign white HIP background, blue vinyl lettering reading POLICE ONLY with straight arrow, VISITORS PARKING with right arrow, COLLISION REPORTING CENTRE PARKING with left arrow	\$800.00	\$800.00
X3 60x90cm sign white HIP background, blue vinyl lettering reading POLICE ONLY DO NOT ENTER	\$200.00	\$600.00
12- Metal Posts, material only	\$100.00	\$1,200.00
Install 9 metal posts, 6 w/ concrete base, sign assembly		\$3,000.00
		\$7,200.00
Site & Trenching Work		
Supply & Place- 3- 13 foot concrete barriers and concrete infill	\$8,000.00	
Tree Removals	\$4,500.00	
Other Organics removal	\$8,000.00	
Backfill & Compaction for parking area (650 sq.m.)- tapered	\$20,500.00	
Asphalt for Parking Area	\$8,500.00	
Curbing for Parking Area	\$7,750.00	
Line Paint (entire visitor area)	\$3,000.00	
Sod Repair, all areas	\$4,500.00	
		\$64,750.00
TOTAL Hard Costs:	\$71,950.00	
General Conditions (Insurance, Mobilization etc)	\$7,195.00	
Contingency @ 20%	\$15,829.00	
		\$94,974.00
TOTAL all costs (less GST):		\$94,974.00
TOTAL w/ GST:		\$107,320.62



CITY OF Thunder Bay
Superior by Nature

CONSTRUCTION SERVICES
 ASSET MANAGEMENT DIVISION
 COMMUNITY SERVICES DEPARTMENT

GENERAL NOTES

1. DO NOT SCALE DRAWINGS.
2. THESE DRAWINGS ARE TO BE USED FOR INFORMATION PURPOSES ONLY.
3. REPORT ANY DISCREPANCIES, ERRORS OR OMISSIONS TO THE CONSTRUCTION SERVICES DIVISION.

ISSUE/REVISION

NO.	REVISION DESCRIPTION	DATE (MM/DD/YY)
A	FOR BUDGET PHICING	08/27/21

PROJECT

FENCING PROJECT- CONCEPT

LOCATION

BALMORAL POLICE SERVICE
 1200 BALMORAL AVE.

TITLE

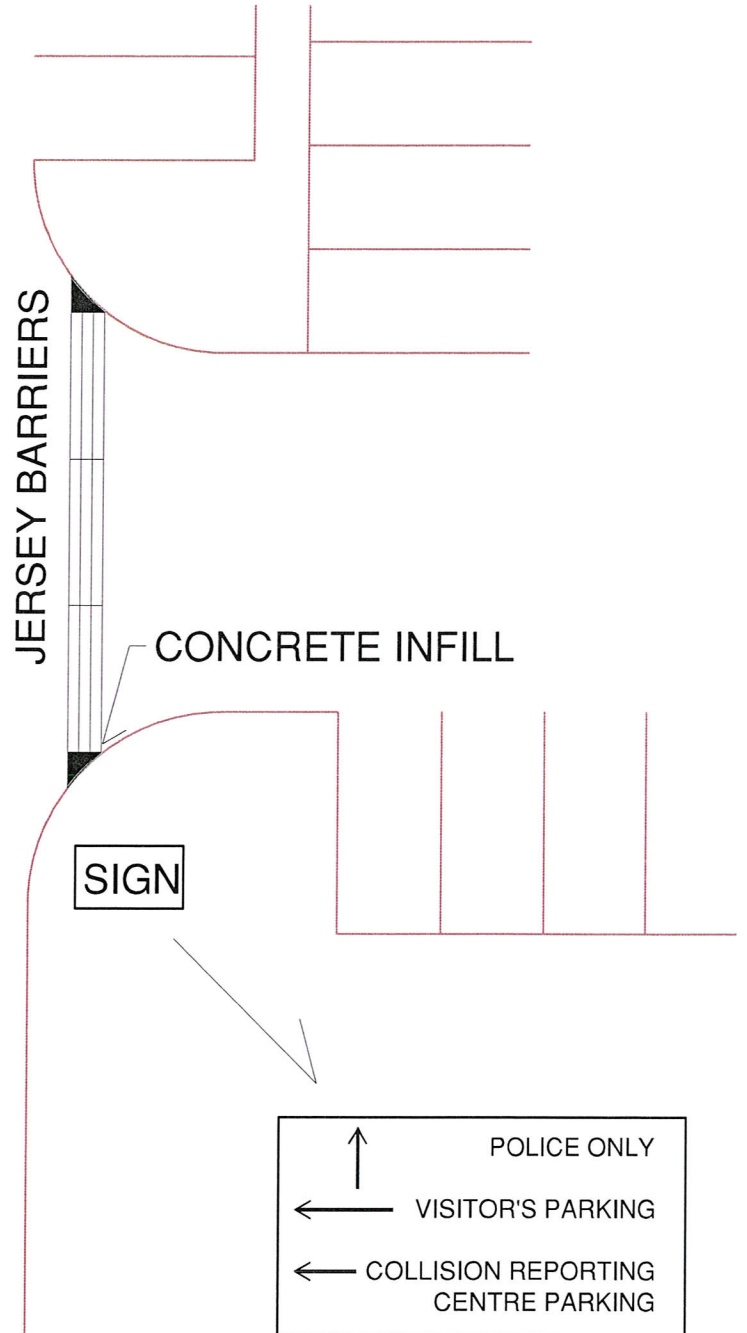
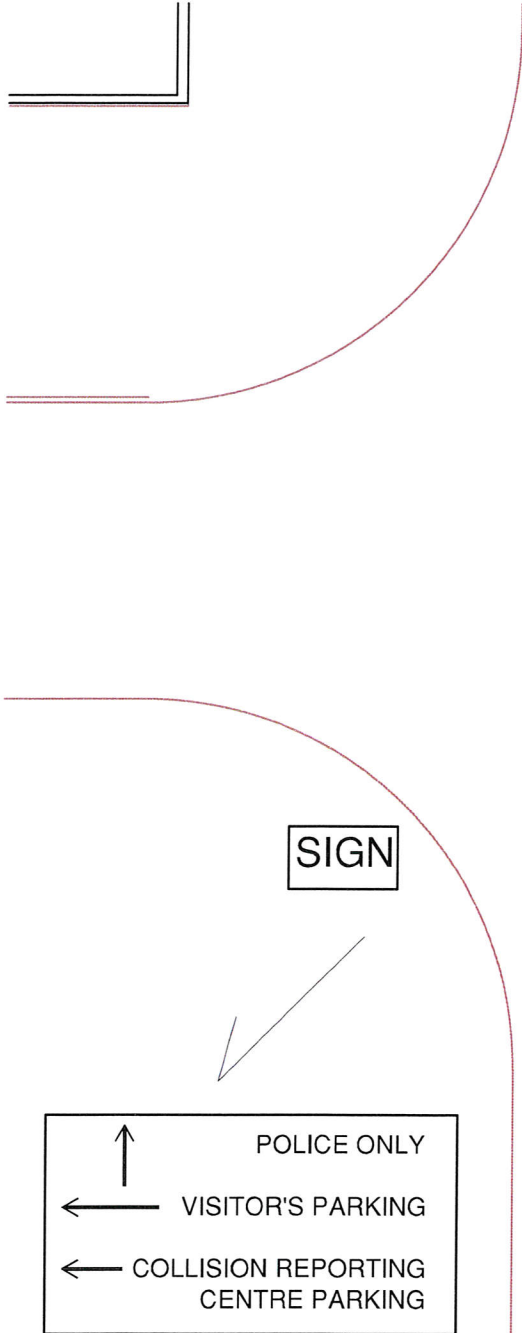
SITE PLAN- PROPOSED SIGNAGE & PARKING

FILE LOCATION

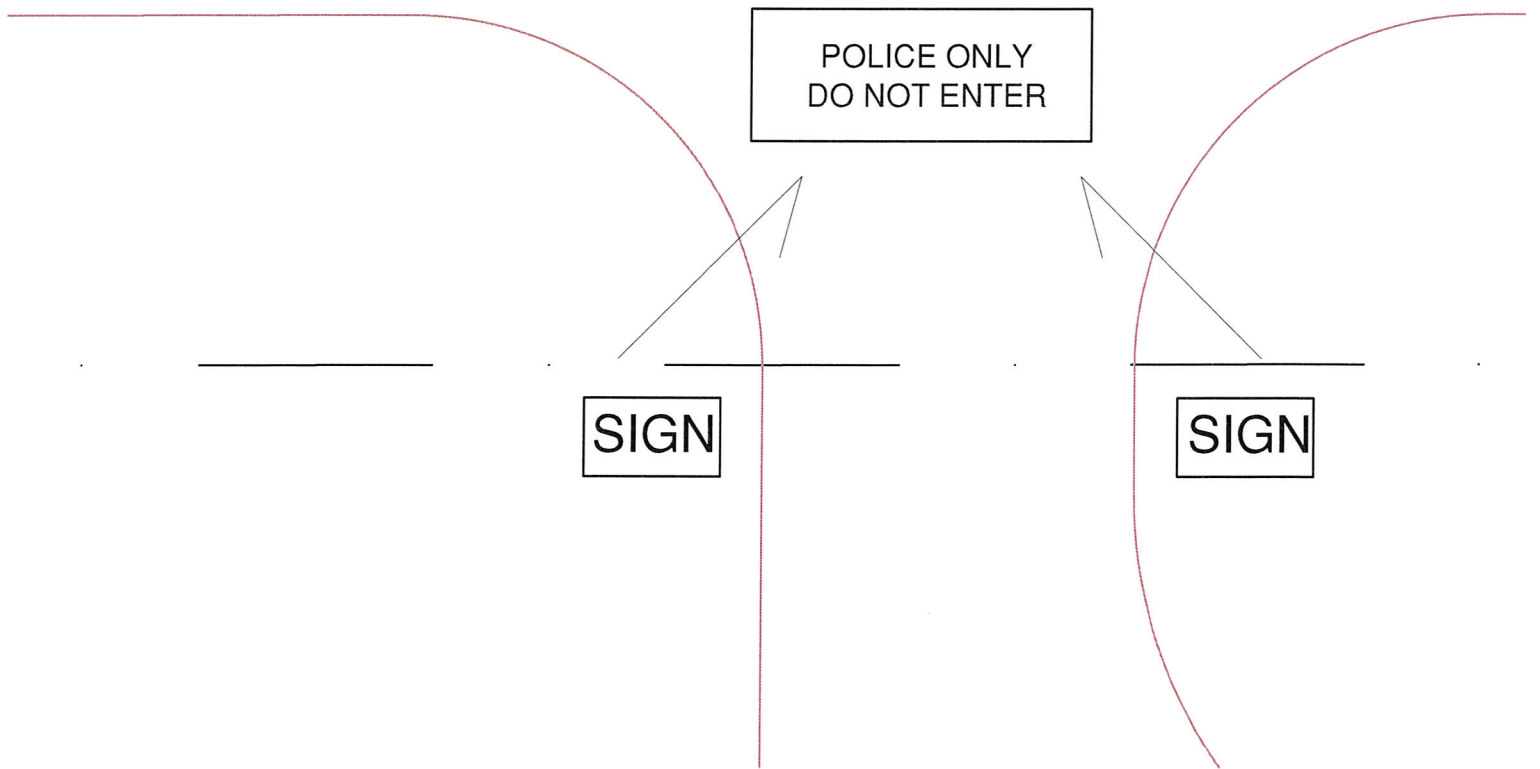
POLICE SERVICES

SCALE	REV. NO.	DRAWING NO.
N/S	A	SK2

DATE OF ISSUE/PRINT



REAUME STREET



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POLICE ONLY
DO NOT ENTER ↑

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POLICE ONLY ↑
VISITOR'S PARKING →
COLLISION REPORTING →
CENTRE PARKING →

PROPERTY LINE

152.0M

CENTRAL AVENUE

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: Member B. Mauro, Mayor

DATE: September 8, 2021

SUBJECT: Deployment of Front Line Officers

As I have raised previously concerns from the community, both from individual citizens as well as from the business community, about crime in the city have not abated. Indeed as our recent engagement in support of the developing Strategic Plan indicates it is top of mind for many.

I remain convinced that the Board and Service needs to find a means of addressing that crime, and the concerns it creates, through bolstering the deployment of front line officers. I appreciate the Board's review of this subject from different perspectives over the past couple of years, and the resulting reports that the Chief of Police and Deputy Chief of Police (the former being Report 31/20 presented to the Board on November 17, 2020, and the latter presented earlier in Closed Session on January 21, 2020), have presented to the Board for its consideration. But we have made no change to either Zone Policing or front line deployment in general. And so I would ask for the Board's support of a more direct approach to this issue in presenting the following motion for your consideration:

“With respect to the deployment of front line officers by the Thunder Bay Police Service, we recommend that the Thunder Bay Police Services Board directs the Chief of Police to prepare and present to the Board a report outlining options for increasing the number of officers deployed in front line, uniform patrol positions;

AND THAT such a report be presented no later than the Board's meeting on November 16, 2021.”

BM/jsh



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: August 3, 2021
Date of Meeting: September 21, 2021
Report No: 31/21

Chair and Members

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

SUBJECT

TBPS Joint Health & Safety Committee Semi-Annual Report

REPORT SUMMARY

This is a brief review of the activities of the TBPS Joint Health and Safety Committee from January 1, 2021 to June 30, 2021.

BACKGROUND

Committee Highlights:

- 79 Report of Injuries were submitted in this period. 39 of these incidents involved exposures to potentially COVID positive individuals and/or exposures to bodily fluids. 21 injuries resulted in lost time.
- 10 specific Operational Illness reports were submitted to the Ministry of Labour regarding members who were COVID positive, work-related exposures.
- The Joint Health & Safety Committee continued to be consulted on staff safety issues pertaining to the COVID-19 pandemic including the ongoing purchasing of personal protective equipment, utilization of facilities and other matters.
- The Committee, including the TBPS Risk Management officer, participated in regular conference calls with senior members of Superior North EMS and Thunder Bay Fire and Rescue regarding pandemic related issues. This forum continues to facilitate information sharing between first responders.

COMMENTS

For information of the Board.

The next Joint Health & Safety Committee report to the Board is expected in January 2022.

RECOMMENDATIONS

There are no recommendations associated with this report.

Respectfully submitted,



S. Hauth
Chief of Police

Prepared by: C. Adams, Management Co-Chair – TBPS Joint Health & Safety Committee



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: June 30, 2021
Date of Meeting: September 21, 2021
Report No: 30/21

Chair and Members

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

SUBJECT

2021 Operational Budget: Second Quarter Variance Report

REPORT SUMMARY

To update the Thunder Bay Police Services Board on the status of the Operational Budget of the Thunder Bay Police Service as of June 30, 2021.

BACKGROUND

On a quarterly basis, Administration reviews the year-to-date revenues and expenditures and completes a forecast of the Thunder Bay Police Service's operating financial position to year-end (December 31, 2021). The forecast is compared to the 2021 approved operating budget and presented to the Thunder Bay Police Services Board.

The 2021 Net Operating Budget for the Thunder Bay Police Service was approved at \$47.1 million.

As of June 30, 2021, Administration is projecting an overall favourable variance of \$190,000 before COVID impact and \$92,000 favourable net of COVID impact. The key components of the favourable variance are discussed below.

COMMENTS

At the end of the second quarter, Administration is projecting a \$61,000 overall favourable variance in wages, fringe benefits, overtime, WSIB and uniform costs. Estimated savings relating to staff on short and long term disability are projected to be offset by additional costs associated with the new collective agreement, such as parental leave and increased overtime primarily resulting from the requirement to pay out all time in lieu balances at year-end, and higher WSIB and uniform expenses than estimated.

Materials are estimated to be \$205,000 unfavourable primarily resulting from higher than expected vehicle maintenance costs (\$98,000), increased gasoline prices (\$50,000) and the unbudgeted purchase of Intelligence equipment funded by a Criminal Intelligence Service Ontario grant (\$55,000).

Purchased services and professional fees are estimated to be \$394,000 unfavourable primarily resulting from unbudgeted costs associated with the OIPRD reinvestigation initiative which was projected to be complete at the end of 2020 (now extended into 2021- \$234,000), higher than expected monthly fees associated with the new Microsoft Office 365 platform project roll out (\$40,000), a change in reporting

fees for criminal record searches which previously were netted against the revenue (\$54,000), and unbudgeted purchases in Community Services and Criminal Investigations primarily relating to gang prevention funded by the Project Prevent grant and website development and client advocate services funded by human trafficking grants (\$42,000).

Provincial Grant revenues are projected to be \$621,000 favourable. The main drivers of this variance relates to the increase in the Prisoner Transportation and Court Security grant (\$379,000) and the receipt of additional funding to Combat Child Sexual Exploitation Online (\$70,000). Additionally there is a change to the revenue recognition of the annual Cyber Crime grant to now record the revenue in the year stipulated in the terms of the agreement (\$117,000), and the Project Prevent grant revenue is higher than projected due to the timing of spend for this initiative (\$54,000).

Revenues from other Municipalities is \$57,000 favourable due to collective agreement contract increases for policing services for the Municipality of Oliver Paipoonge.

User Fees are \$47,000 favourable primarily due to collective agreement contract increases for the secondment of the officer teaching at the Ontario Police College and higher than expected criminal record search revenues.

Administration is projecting a \$98,000 unfavourable variance in the COVID19 related budget of \$170,000. At the end of second quarter, pandemic related impacts are comprised of:

- the purchase and installation of five (5) air purification units in the cell block area to increase the capture of air borne particles;
- the purchase of N95 mask fit testing equipment;
- additional cleaning and sanitation of vehicles;
- wages and overtime to cover staff that require self isolation;
- overtime required to deliver legislated training that was deferred from 2020;
- PPE and cleaning supplies;
- reduced revenue associated with Paid Duty as a result of the closure of the casino and cancellation of summer events;
- cost savings in the cancellation of travel and training.

RECOMMENDATIONS

For information of the Board.

Respectfully submitted,



S. Hauth
Chief of Police

Prepared by: Dawn Paris, Director - Finance & Facilities

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary

DATE: September 14, 2021

SUBJECT: Second Quarter Variance Report

As Board members will know a report is made each quarter on the status of our annual budget. The purpose of the report is threefold: to bring focus to the management of the budget, assist the City's Finance Department in its management of the overall municipal budget, and to assist in planning for the following year's budget.

The Board has had its own budget, distinct from the Police Service's, for 2 years - 2020 and 2021. In 2020 the Board ended the year with a surplus of \$37,000 on a budget of \$223,500; however, as has been previously noted, this was a year in which the full extent of the Board's operations were not fully realized and the surplus arises from a budget that was based on little to no prior experience. The same budget of \$223,500 was applied for 2021, although the expectation was that an unfavourable variance was likely to occur as the Board moved forward on key initiatives.

Those operations, and related activities, have been exercised this year and a resulting unfavourable budget variance of \$300,000 has been estimated to the end of 2021. Key factors in the variance are the strategic planning work (most notably the extensive community engagement), communications plan and its activities, higher than expected legal fees, and general administrative support costs. The strategic plan exercise is of course a cost that will be incurred only once in every 3 years, and legal costs are highly variable.

At the October meeting of the Board the 2021 Q3 variance will be reported on along with the presentation of the 2022 budget estimates for the Board.

/jsh



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: August 20, 2021

Date of Meeting: September 21, 2021

Report No: 32/21

Chair and Members

Thunder Bay Police Services Board

317 Victoria Avenue East, Suite 8

Thunder Bay, ON P7C 1A4

SUBJECT

To update the Thunder Bay Police Services Board on the activities of members of the Thunder Bay Police Service – Human Resources (TBPS-HR) regarding recruitment efforts.

REPORT SUMMARY

During the period of the COVID-19 pandemic, which is generally noted between March, 2020 to the present, the TBPS-HR has significantly reduced in-person recruitment efforts and replaced them by using various forms of technology. This includes social media platforms and videoconferencing. The TBPS-HR also works in close collaboration with the TBPS-Community Inclusion Team for outreach, specifically to Indigenous organizations and communities.

BACKGROUND

The Thunder Bay Police Services Board was previously presented with the short term, medium term and long term goals of the TBPS–HR as it relates to recruitment and the diversification of the Thunder Bay Police Service; both within the sworn and civilian employee complement.

Recommendation 41 in the OIPRD Report “*Broken Trust: Indigenous People and the Thunder Bay Police Service*” states that our police service should, on a priority basis, create and adopt a proactive strategy to increase diversity within the service with prominence given to Indigenous candidates. Recruitment efforts of the TBPS-HR are guided by this recommendation.

Unfortunately, the onset of the COVID-19 pandemic has stymied the in-person recruitment initiatives that were previously conducted by the recruitment team. With the restrictions on travel and in-person meetings, in-person recruitment outreach was placed on hold. Instead of hosting in-person career fairs, many institutions moved to virtual platforms.

The TBPS-HR has also amended the hiring process, similar to many other public and private organizations, by conducting most interviews via a video conferencing platform. While video conferencing lacks certain aspects of in-person interviews, there are certain advantages when interviewing prospective employees from afar. The TBPS-HR recognizes that the use of video conferencing removes systemic barriers related to the long distances and environmental factors that are encountered in this region. While it is normal to think of inclement weather such as snow preventing in-person interviews, it is also noted that such things as wildfires and evacuations are also included.

In 2021, the TBPS-HR participated in two virtual career fairs. The TBPS-HR had a virtual booth at the Lakehead University Career Fair on February 25, 2021, as well as the Blue Line Career Fair on March 4, 2021. The virtual booths allowed the unit to promote the police service and current employment opportunities. It also gave participants the opportunity to speak with members of the recruitment team regarding vacancies and the recruitment process. Lakehead University started their career fair with an open forum in which the TBPS-HR was asked to sit on the human resources panel. The moderator asked the panelists questions to facilitate an open dialogue about their organizations and recruitment initiatives. This also gave the TBPS-HR the opportunity to speak about vacancies and the application process as well.

The recruitment team was also invited to speak to the graduating students in the Law Enforcement Program at the University College of the North in The Pas, Manitoba as well as the Police Foundations students at the Confederation College of Applied Arts and Technology. Members of the recruitment team virtually met with both classes and presented on recruitment via Zoom®. The presentation spoke about the opportunities in the City of Thunder Bay and what the Thunder Bay Police Service has to offer. The recruitment process was discussed and specifically, how to apply to the TBPS and what the recruitment and selection process entails.

Finally, Pelican Falls First Nations High School invited organizations to participate in their career fair. The Pelican Falls First Nations High School goal was to provide their students with a platform to experience careers and opportunities that would help inspire their futures and fuel their ambitions to continue school. As students were remote learning from home, it was difficult for the high school to arrange a live online career fair due to the lack of internet and bandwidth. Instead, organizations were asked to submit Google slides that would explain the business, employment opportunities and any other information that they felt was important. The TBPS-HR prepared slides that outlined our mission statement, employment opportunities (both civilian and uniform), along with the process to apply. The students were able to review the slides on their own time.

The TBPS-HR looks forward to continuing with recruitment initiatives within the region and being able to go to communities to promote the Service. The TBPS-HR maintains active job listings for both sworn and civilian positions on all applicable social media and job specific websites.

COMMENTS

The TBPS-HR in collaboration with the TBPS-Community Inclusion Team will continue to engage in proactive recruitment process within the region and western provinces using both in-person and video conferencing where applicable.

RECOMMENDATIONS

For information of the Board.

Respectfully submitted,



S. Hauth

Chief of Police

Prepared by: Superintendent D. Taddeo



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: August 18, 2021
Date of Meeting: September 21, 2021
Report No: 33/21

Chair and Members

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

SUBJECT

To update the Thunder Bay Police Services Board on the activities and timelines of the Thunder Bay Police Service (TBPS) – Digital Management Evidence Project Team.

REPORT SUMMARY

The TBPS – Digital Evidence Management Project Team has successfully completed the purchase, training, and deployment of the majority of products purchased from Axon Public Safety Canada. This includes the implementation of the digitally encrypted cloud-based digital evidence management platform, in-car cameras, body worn cameras, and cameras in the existing interview rooms and intoxilyzer/drug recognition evaluation rooms at police headquarters.

BACKGROUND

The TBPS has created a multi-disciplinary project team to ensure the seamless planning and implementation of the TBPS – Digital Evidence Management System (DEMS).

Most aspects of the project related to the purchase, training, and deployment of the vendor products in the contract have been completed. This includes:

- 136 body worn cameras deployed to front-line police personnel including Uniform Patrol, Emergency Task Unit, K-9, Traffic Unit, and the Community Response Team
- 30 in-car cameras to front-line police vehicles that record a forward and rear compartment view
- 3 Interview Rooms converted which upload to the digitally-encrypted cloud
- 2 Intoxilyzer / Drug Recognition Evaluation Rooms converted
- 1 Mobile Interview Room Kit which uploads to the digitally-encrypted cloud
- Digitally-encrypted cloud-based platform installed to manage, process, and share all the above noted digital evidence with stakeholder groups such as prosecution agencies.
- 58 “Taser 7” next generation conduct energy weapons have been deployed

We are currently in the process of installing the Axon “Signal Sidearm” devices to our new holsters as we transition to them. This bluetooth® device automatically activates the body worn camera of the officer when their police pistol is unholstered.

External stakeholder groups such as the Ministry of the Attorney-General (Crown Attorney), Public Prosecution Service of Canada and Provincial Offences Prosecutors have all been engaged. We continue to work with them as digital evidence is becoming the norm with disclosure and court proceedings.

To date, over 50,000 recordings have been uploaded to the digitally-encrypted cloud.

Three aspects of the project remain to be implemented which we believe will become an important and informative part of our project going forward: They are:

1. Virtual Reality Training: This technology provides officers with an immersive empathy-based training experience where officers can put themselves in the shoes of both the officer responding to the scene of a person experiencing a mental health crisis as well as in the shoes of the person in crisis.
2. Outreach: As we exit the COVID-19 pandemic, the Project Team will be actively seeking out opportunities to speak to various stakeholder groups to answer questions and present our research on body worn cameras.
3. Engagement: The Project Team has been working with TBPS media members to develop videos utilizing body worn and in-car cameras. The videos will include calls for service to hi-lite to the community the different types of calls for service and community engagement that members of the TBPS routinely attend to. The videos will be made available on the various TBPS social media platforms.

COMMENTS

The project is currently on schedule.

RECOMMENDATIONS

For information of the Board.

Respectfully submitted,



S. Hauth
Chief of Police

Prepared by: Superintendent D. Taddeo



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: September 9, 2021

Date of Meeting: September 21, 2021

Report No: 34/21

Chair and Members

Thunder Bay Police Services Board

317 Victoria Avenue East, Suite 8

Thunder Bay, ON P7C 1A4

SUBJECT

The Independent Police Review Act, 2007, established the Office of the Independent Police Review Director (OIPRD) and delegates' responsibility for the oversight and governance of public complaints concerning Ontario's Police Services to the OIPRD.

The Police Services Act establishes a partnership between the Thunder Bay Police Service, the Police Services Board, members of the public, and the OIPRD to investigate and resolve public complaints.

The Professional Standards Branch of the Thunder Bay Police Service investigates public complaints assigned by the OIPRD, under Part V of the Police Services Act, with respect to:

- Officer conduct complaints
- Complaints about the service and policies of the Thunder Bay Police Service

At the conclusion of the investigation, the Office of the Chief of Police will adjudicate the complaint. A substantiated officer conduct complaint may be dealt with by informal resolution or a *Police Services Act* Hearing. A substantiated service or policy complaint requires the Chief of Police to report to the complainant, the Police Services Board and the OIPRD, on the resolution of the complaint. An unsubstantiated Officer conduct or policy/service complaint requires that no further action be commenced.

All steps in the public complaint process are subject to review by the OIPRD.

REPORT SUMMARY

Summary of Second Quarter Complaints 2021

Local Inquiries.....	0
Customer Service Resolution Requests Received.....	0
Not Accepted.....	4
Accepted—Transitioned from CSR/ER.....	0
Accepted—OIPRD investigate.....	0
Accepted—TBPS investigate.....	5
Accepted—OPP investigate.....	0
Total.....	9

Complaint Type

Service Complaints.....	0
Conduct Complaints.....	9

2016-2017 Complaints Disposed of in the Second Quarter 2021

Withdrawal.....	0
Unsubstantiated.....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
Total.....	0

Outstanding 2016-2017 Complaints..... 1
(OIPRD has the outstanding 2016-2017 complaints)

2021 Complaints Disposed of in the Second Quarter 2021

Withdrawal.....	3
Unsubstantiated.....	1
CSR.....	0
Informal Resolution.....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
Total.....	4

COMMENTS

N/A

RECOMMENDATIONS

For Information Only

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'S. Hauth', written in a cursive style.

S. Hauth
Chief of Police

Prepared by: Staff Sergeant Gordon Snyder – Professional Standards



MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

DATE: September 13, 2021
TO: Thunder Bay Police Services Board
FROM: Chief S. Hauth
SUBJECT: Traffic Management Plan – Impaired Driving and Collision Reduction Targets

At the May 18, 2021 Regular Session meeting of the Thunder Bay Police Services Board Vice Chair Power requested an update to be provided relative to measurable targets for the activities being contemplated in the 2021-2022 Traffic Management Plan.

Impaired Driving

Measured through a number of Criminal Code and Highway Traffic Act incidents recorded including Criminal Code charges.

Current statistics:

Comparison Impaired Driving rates of select Ontario Cities in 2020

City	Rate per 100,000 population
Thunder Bay	271
Barrie	252
London	122
Brantford	102
Guelph	100
Sault Ste Marie	97
Ottawa	63

Note - Ontario impaired rate is 104 incidents per 100,000 population



MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

Intelligence-led enforcement

Measured through number of projects implemented to address problem areas identified included enforcement statistics.

Enforcement of Aggressive and Distracted Driving

Measured through number of projects implemented, incidents and charges recorded.

Unlicensed Drivers and Uninsured vehicles

Measured through individuals identified and vehicles removed from the roadways. Frequent use of the ALPR system during traffic patrols.

Media and Social Media Engagement

Measured through number of Traffic media releases, interviews, and social media reaction to releases.

Overall effectiveness of the TBPS Traffic Management plan will include a reduction in serious injury collisions, impaired driving incidents and citizen satisfaction with response to community concerns by TBPS Traffic Services.

Prepared by: Inspector D. West – Community Services – Thunder Bay Police Service

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

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

June 25, 2021

A. Overview

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

B. Recommendations Directed to All Parties

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

Recommendation 7 – Guiding Principles - Complete

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

Recommendation 143 – Annual Report on Implementation Status – Complete

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

Update June 2020-2021:

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

Recommendation 144 – Process of Posting Annual Reports - Complete

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

Recommendation 145 – Revise Policies and Procedures – Complete

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

C. Recommendation involving Police and other Institutions

Recommendation 48 – Grade 8 Visit Program - Complete

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

First Nations Visits: June 2020 - 2021 - Ongoing

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

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

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

Update (on Student Lists): June 2020 – 2021 - Ongoing

The TBPS is still waiting on whether each individual education authority will provide student lists. This year none were received.

Update (on Ambassadors): June 2020 - 2021 - Ongoing

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

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

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

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

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

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

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

- **ii. & iv. Public Awareness/Social Media Search (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **iii. Information Sheets (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **v. Press Releases (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.

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

Update (Overall): June 2020 - 2021

The Service has completed training of all its members as prescribed. As with any organization we continue to hire new person(s) and as such will provide training when it is identified and offered. A new in-house Indigenous diversity training curriculum is in the process of being developed.

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

Update on Public Awareness/Social Media Campaign): Complete

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

Recommendation 94 – Multilingual Joint Search Protocol – Complete:

Update: June 2020 - 2021

The Joint Search Protocol has been finalized and is not in circulation.

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

Update: June 2020 – 2021:

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

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

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

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

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

Data Collection from Reporting Mechanism: The following information has been gleaned from the project from January 2020 – December 2020:

Average age	34.39
Median age	43.5
Oldest	74
Youngest	13
# of 22 year olds	12
# of 21 year olds	7
# of 20 year olds	1
# of 19 year olds	6

# of 18 year olds	1
# under 18 years old	6
Total persons	848
Total males	527
Total females	194
*No gender identified	127

Incidents 2019

January	41
February	35
March	17
April	28
May	29
June	37
July	65
August	78
September	93
October	68
November	35
December	33

Total Incidents **581** ***Compare to 2019 total of 1012**

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary to the Board

DATE: September 14, 2021

SUBJECT: Monthly Summary of Invoices

Since the June 15, 2021 Regular Session of the Board, the following invoices have been processed for payment:

- Invoice #1036 from bain smith business valuation + consulting inc., dated July 9, 2021 for \$44,693,76, relative to services rendered for the Community Engagement Framework, Business Planning Consultation, and the Business Plan;
- Invoice #1045 from bain smith business valuation + consulting inc., dated August 26, 2021 for \$6,780.00, relative to services rendered for the Business Plan;
- Invoice from iSiLIVE, dated June 15, 2021 for \$282.50, relative to services rendered for remote production and broadcasting of meeting.
- Invoice #11 from Mr. J. Hannam, dated July 6, 2021 for \$6,391.56, relative to professional services rendered.
- Invoice #12 from Mr. J. Hannam, dated August 9, 2021 for \$3,036.88, relative to professional services rendered.
- Invoice #011 from Ms. L. Douglas, dated June 30, 2021 for \$3,151.68, relative to professional services rendered.
- Invoice #012 from Ms. L. Douglas, dated July 31, 2021 for \$1,496.57, relative to professional services rendered.
- Invoice #013 from Ms. L. Douglas, dated August 31, 2021 for \$2,253.56, relative to professional services rendered.
- Invoice #2021-0041 from KPW Communications Incorporated, dated June 30, 2021 for \$3,955.00, relative to services rendered for communications and website maintenance;
- Invoice #2021-0050 from KPW Communications Incorporated, dated August 4, 2021 for \$3,277.00, relative to services rendered for communications and the Social Media Strategy;
- Invoice #2021-0057 from KPW Communications Incorporated, dated September 3, 2021, for \$5,904.25, relative to services rendered for communications and the rebranding project;
- Invoice from the Victoria Inn, dated September 1, 2021 for \$572.72, for room and refreshments expenses related to the August 31, 2021 Strategic Planning Session.

/jsh



The Thunder Bay Police Services Board

317 Victoria Avenue, East - Unit 10
Thunder Bay, ON P7C 1A4
Tel: (807) 622-9585

July 4, 2021

Mr. Jim Hart, Chair,
Toronto Police Services Board

Chief of Police James Ramer,
Toronto Police Service

Re: Fallen Officer

SENT VIA EMAIL

Dear Chair Hart and Chief Ramer,

Please accept my deepest and most sincere condolences for the loss of your officer, Constable Jeffrey Northrup.

My heart sank this morning upon hearing the news. It sank for Constable Northrup's wife, three children and mother; for his partner, platoon, and division; and for your entire Service.

Moments such as these remind us of the fragility of life and the sacrifices police officers make as they go to work each day to serve our communities.

Please do not hesitate to reach out should there be some way we can lighten your load through these dark days. Your Board and your Service will be in our thoughts in Thunder Bay today, tomorrow and each step forward.

Sincerely Yours

Kristen Oliver, Chair, Thunder Bay Police Services Board



Jim Hart
Chair

416.808.8080 | Jim.Hart@tpsb.ca

July 5, 2021

Kristen Oliver
Chair
Thunder Bay Police Services Board
10-317 Victoria Avenue East
Thunder Bay, ON P7C 1A4

Re: Constable Jeffrey Northrup

Dear Ms. Oliver:

Thank you for your letter of July 4, 2021, offering condolences on the tragic death of Constable Jeffrey Northrup.

As we all so keenly know, a police officer takes an oath to serve and protect the members of their community, diligently, with dedication, and despite the considerable risks inherent in a profession founded on ensuring the safety of the public. An officer who gives their life in the line of duty, protecting their community with incredible bravery and extraordinary commitment, as Constable Northrup has done, has, undoubtedly, made the ultimate sacrifice.

The law enforcement community throughout Canada, and indeed, the world, is a deeply and closely connected one. The loss to the Toronto Police Service powerfully reverberates across the country and the globe; among the policing family, the grief is very much a shared one.

Once again, we very much appreciate your thoughts and condolences, as we honour the incredible contribution and courage of Constable Northrup, and mourn this devastating and tragic loss collectively.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Hart".

Jim Hart
Chair

c. Chief James Ramer, Toronto Police Service

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

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

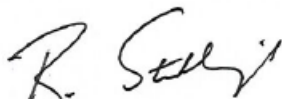
SUBJECT: Updated Police Services Advisor Zone Assignments

DATE OF ISSUE:	July 26, 2021
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	21-0081
PRIORITY:	Normal

At the request of the Inspectorate of Policing, I am sharing a communication regarding updates to Police Services Advisor zone assignments.

For further information, please review the attached memo from Inspector General of Policing, Devon Clunis. If you have any questions, please contact Graham Wight, A/Manager, Police Services Liaison Unit, Investigations, Inspections and Liaison Branch, Inspectorate of Policing at (416) 817-1347 or via e-mail at graham.wight@ontario.ca

Sincerely,



Richard Stubbings
Assistant Deputy Minister
Public Safety Division

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

Office of the Inspector General of
Policing

Bureau du Inspecteur général des services
policiers

25 Grosvenor St.
15th Floor
Toronto ON M7A 1Y6

25, rue Grosvenor
15^e étage
Toronto ON M7A 1Y6

July 14th, 2021

MEMORANDUM TO: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

FROM: Devon Clunis
Inspector General of Policing
Inspectorate of Policing

SUBJECT **Inspectorate of Policing (IOP) Police Services Advisor
Zone Assignments**

As you are aware, the Inspectorate of Policing has been actively recruiting personnel to support the establishment of the Inspectorate.

In February 2021, Police Services Advisors were realigned from Public Safety Division's Operations Unit to the Inspectorate of Policing's Police Services Liaison Unit under the Investigation, Inspection and Liaison Branch. Police Services Advisors continue to play an important role in providing support and advice to police service boards and others on the delivery of policing in Ontario.

The Inspectorate of Policing is pleased to welcome two new Police Services Advisors, Lindsey Gray and Ron LeClair. Effective August 1, 2021, the following changes will be made to zone assignments:

- Lindsey Gray will be assigned to zone 2
- Ron LeClair will be assigned to zone 4

Graham Wight, currently assigned to zone 2, will become the acting Manager of the unit until the end of 2021, while Morgan Terry is on maternity leave.

There will be no changes to the remaining zone assignments; Tom Gervais will remain in zone 1/1A, Jeeti Sahota in zone 3, Duane Sprague in zone 5, and Dave Tilley in zone 6.

Please refer to the attached chart for the revised assignments and contact information.

Should you have any questions, please contact Graham Wight, A/Manager, Police Services Liaison Unit, at (416) 817-1347 or via e-mail at graham.wight@ontario.ca.

Sincerely,

A handwritten signature in blue ink that reads "D. Clunis".

Devon Clunis
Inspector General of Policing
Inspectorate of Policing.

c: Ken Weatherill
Deputy Inspector General of Policing

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

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

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

ZONES 1/1A	ZONE 2	ZONE 3	ZONE 4	ZONE 5	ZONE 6
Tom Gervais (416) 432-5645 tom.gervais@ontario.ca B/U Lindsey Gray	Lindsey Gray (437) 488-3472 lindsey.gray@ontario.ca B/U Dave Tilley	Jeeti Sahota (416) 702-4404 jeeti.sahota@ontario.ca B/U Dave Tilley	Ron LeClair (226) 280-0166 ronald.leclair@ontario.ca B/U Duane Sprague	Duane Sprague (416) 573-8309 duane.sprague@ontario.ca B/U Jeeti Sahota	David Tilley (647) 224-9370 david.tilley@ontario.ca B/U Tom Gervais
Dryden	Belleville	Barrie	Brantford	Guelph	Aylmer
Greater Sudbury	Brockville	Bradford West Gwillimbury & Innisfil (joint) - South Simcoe	Halton Regional	Hanover	Chatham-Kent
North Bay	Cornwall Community	Cobourg	Hamilton	Owen Sound	LaSalle
Sault Ste. Marie	Deep River	Durham Regional	Niagara Regional	Saugeen Shores	London
Thunder Bay	Gananoque	Kawartha Lakes	Woodstock	Stratford	Sarnia
Timmins	Kingston	Peel Regional (hybrid)		Waterloo Regional	St. Thomas
	Ottawa	Peterborough		West Grey	Strathroy-Caradoc
	Smiths Falls	Port Hope (hybrid)			Windsor
		Toronto			
		York Regional			
6	8	10	5	7	8
					Total 44

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

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

Aug 9, 2021

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

Dear Cr. Oliver:

RE: Support for the 32nd Annual Conference of the Canadian Association of Police Governance

On behalf of the CAPG Board of Directors, I am writing to request your support for the 32nd Annual Conference of the Canadian Association of Police Governance (CAPG). The conference, hosted by the Ottawa Police Services Board (OPSB), will take place virtually, on September 28th-30th, 2021.

The theme for this year's conference is "**REIMAGINING COMMUNITY SAFETY: INSPIRING CHANGE**". Our theme deals with the responsibility of representation on our boards and commissions. Meaning, in our capacity as change-makers, how can we draw from the lessons learned by other communities to address the complex challenges we face? This year, it is our priority to identify ways to engage our members, familiar voices of experience, and new and emerging figures in the field of Policing and Police Governance and leverage their insight to inform our policies.

The planning committee is asking for your support to help us offset the cost of putting on this first-rate conference. Our members have shown a great deal of generosity and commitment throughout the years by contributing varying amounts of funds. There are a variety of exceptional sponsorship opportunities available that have been tailored to a virtual experience that provide a high level of recognition and visibility for your organization. You can review our 2021 Prospectus to find a package that fits your organization's budget and preferences.

We are sincerely grateful for any contributions you can make. We commit to making the conference experience unique and rewarding for everyone who attends.

On behalf of the CAPG planning committee, I look forward to your positive reply.

Sincerely,



Jennifer Malloy
CAPG Executive Director
78 George Street, Suite 204
Ottawa, ON K1N 5W1
Phone: 613-344-2384 | Fax: 613-344-2385

Att: [2021 Sponsorship Prospectus](#) | [2021 Sponsorship Application](#)