

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

Date: TUESDAY, April 18, 2023

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

Time: 9:00 A.M.



**THE EIGHTH MEETING OF THE
FIFTY-FOURTH THUNDER BAY POLICE SERVICES BOARD**

TUESDAY, APRIL 18, 2023

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

9:00 A.M.

REGULAR SESSION

1. DISCLOSURES OF INTEREST

2. INTRODUCTION AND WELCOMING – NEW CHIEF OF POLICE

Administrator Malcolm Mercer to introduce and welcome the new Chief of Police for the Thunder Bay Police Service, Mr. Darcy Fleury.

3. CONFIRMATION OF AGENDA

RES 1

With respect to the Eighth Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on April 18, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

4. CONFIRMATION OF MINUTES

The Minutes of the Fifth Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on March 21, 2023, to be confirmed. **(Pages 7 - 16)**

RES 2

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

5. BY-LAW

Appointment of a New Chief of Police

RES 3

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

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1. A by-law to appoint Darcy Fleury as Chief of Police of the Thunder Bay Police Service.
2. The Administrator and Secretary be and are hereby empowered and authorized to execute, on behalf of the Thunder Bay Police Services Board, affix the Seal of the Board to this By-law, and deliver the attached Employment Agreement (forming part of this By-law) to Darcy Fleury, in accordance with the terms and conditions therein more specifically set forth in the Employment Agreement.

Authorization: Thunder Bay Police Services Board (Closed Session) held on March 21, 2023.

3. AND THAT By-law PC47-2018 be repealed.
4. AND THAT this By-law take effect on the 15th day of May, 2023.

BY-LAW NUMBER: PC9-2023

6. DEPUTATION

Financial Support Request – Thunder Bay Police Pipe Band

Correspondence from the Dan Taddeo, Colonel-in-Chief - Thunder Bay Police Pipe Band to John Hannam, dated April 5, 2023, relative to a Deputation Request, for the Board's information. **(Page 17)**

Colonel-in-Chief Dan Taddeo and Acting Drum Major Lorne Clifford – Thunder Bay Police Pipe Band to provide an overview relative to a request for financial support.

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

RES 4

With respect to a request for financial support from the Thunder Bay Police Pipe Band, we authorize sponsorship in the amount of \$5,000.00;

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

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Quarterly Complaints

Report No. 19/23 (Police) relative to the summary of complaints for Q1 of 2023 (January, February and March, 2023), for the Board's information. **(Pages 18 - 20)**

Staff Sergeant J. Dampier, Thunder Bay Police Service, to provide an overview relative to the

above noted.

b) Thunder Bay Police Service – First Quarter Variance Report

Report No. 18/23 (Police) relative to an update on the status of the Operational Budget of the Thunder Bay Police Service as of March 31, 2023, for the Board's information. **(Pages 21 - 22)**

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

c) Thunder Bay Police Services Board – First Quarter Variance Report

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated April 8, 2023, relative to an update on the status of the Operational Budget of the Thunder Bay Police Services Board as of March 31, 2023, for the Board's information. **(Pages 23)**

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

8. ORGANIZATION AND PERSONNEL

Human Resources Recruitment Initiatives

Memorandum to the Thunder Bay Police Services Board from Sherry Vita, Human Resources Manager – Thunder Bay Police Service, dated April 11, 2023, relative to Recruitment Initiatives, for the Board's information. **(Pages 24 - 26)**

Inspector G. Snyder and Ms. S. Vita, Human Resources Manager - Thunder Bay Police Service, to provide a presentation on the Service's recruitment initiatives, for the Board's information.

9. GENERAL MATTERS

Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated April 10, 2023, relative to the Monthly Summary of Invoices processed for payment since the March 21, 2023 Regular Session of the Board, for the Board's information. **(Page 27)**

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

10. PETITIONS AND COMMUNICATIONS

a) Ekamba Inquest Recommendation

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Memorandum to the Thunder Bay Police Services Board from Inspector G. Snyder, dated April 11, 2023 relative to a response by the Thunder Bay Police Service to recommendations resulting from the Ekamba Inquest, for the Board's information. **(Pages 28 - 36)**

Inspector G. Snyder, Thunder Bay Police Service, to provide an overview relative to recommendations made at the Ekamba Inquest.

b) Request for Sponsorship

Email correspondence to John Hannam and Linda Douglas from Detective Constable Ryan Doucette, dated April 3, 2023, relative to a request for sponsorship, for the Board's information. **(Page 37)**

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

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

RES 5

With respect to a request for sponsorship from Detective Constable Ryan Doucette, relative to attending the World Police and Fire Games in Winnipeg, Manitoba, we authorize sponsorship in the amount of \$700;

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

c) Ministry Planned Inspections

Memorandum to the Ministry of the Solicitor General from Kenneth Weatherill, Acting Inspector – General of Policing, dated March 13, 2023, relative to Ministry Planned Inspections of Municipal Police Services and the Ontario Provincial Police, for the Board's information. **(Pages 38 - 39)**

All Chiefs Memorandum No. 23-0017 to All Chiefs of Police from Richard Stubbings, Assistant Deputy Minister – Public Safety Division, relative to Ministry Planned Inspections of Municipal Police Services and the Ontario Provincial Police, dated March 14, 2023, for the Board's information. **(Page 40)**

d) Tracking Board Reports

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

i. Governance Committee – Policy Development

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

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ii. Governance Committee – Policy Development

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

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

iii. OCPC Chart – Summary of Recommendations

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

iv. OIPRD Report Recommendations

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

11. UPCOMING MEETINGS

A meeting of the Governance Committee is scheduled for Tuesday, April 25, 2023.

12. NEW BUSINESS

13. CONFIRMING BY-LAW

RES 6

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

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 18th day of April, 2023.

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

BY-LAW NUMBER: PC10– 2023

14. ADJOURNMENT

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

DATE: MARCH 21, 2023

TIME: 9:00 A.M.

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

ADMINISTRATOR: MR. M. MERCER

PRESENT:

Mayor K. Boshcoff
Councillor S. Ch'ng
Ms. K. Machado
Mr. M. Mercer

REGRETS:

Ms. D. Baxter

OFFICIALS:

Mr. D. Taddeo, Interim Chief of Police
Mr. R. Hughes, Deputy Chief of Police
Mr. C. Adams, Director – Communications & Technology, Thunder Bay Police Service
Mr. S. Paradis, Media Relations Coordinator
Ms. D. Paris, Director – Financial Services & Facilities, Thunder Bay Police Service
Detective Sergeant J. Rybak, Major Crime Unit – Thunder Bay Police Service
Inspector J. Pearson, Thunder Bay Police Service
Mr. J. Hannam, Secretary – Thunder Bay Police Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder Bay Police Services Board

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. ACKNOWLEDGEMENT OF DEATHS

On behalf of the Board, Administrator M. Mercer began the meeting with an acknowledgement of the tragic loss of two Edmonton Police Service officers, Constable Travis Jordan and Constable Brett Ryan, killed in the line of duty while responding to a domestic violence call.

3. CONFIRMATION OF AGENDA

A thank you from LUNSA was added to agenda item 11. a) Annual Lakehead University LUNSA Powwow.

MOVED BY: Mr. M. Mercer

With respect to the Fifth Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on March 21, 2023, we recommend that the agenda as printed,

including any additional information and new business, be confirmed.

CARRIED by the Administrator

4. CONFIRMATION OF MINUTES

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

MOVED BY: Mr. M. Mercer

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

CARRIED by the Administrator

5. ANNOUNCEMENT OF NEW CHIEF OF POLICE

Administrator M. Mercer was pleased to announce the selection of Darcy Fleury as the new Chief of Police for the Thunder Bay Police Service.

Administrator Mercer noted that members of the Board's Governance Committee participated with the Board in the selection process. It was his pleasure working with this group, and he thanked the Governance Committee and the Board for their collaborative efforts.

Mr. Fleury is expected to start work with the Service on April 17th, with a Change of Command ceremony being planned for May 15th.

6. PRESENTATION

Our Call Video Series

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

The episode featured the CORE Unit. Officers learned of an unconscious male in a stairway; it was determined that the male was unconscious due to a drug overdose. The officers administered several doses of naloxone and, ultimately, the male did gain consciousness and was delivered to the Regional Hospital.

The Service was glad to help this individual and give him a second chance.

7. REPORTS OF COMMITTEES

a) Thunder Bay Police Services Board - Governance Committee

Further to a request to have a standing agenda item on governance at each meeting, Mr. Hannam provided an overview of Article 5.00 of the Board's Procedural By-law. Copies of Procedural By-Law/Article 5.00 – Rules for Agenda Items, were distributed separately on desks at the meeting.

Access to the Board's Procedural By-law Number PC5-2020, a by-law providing rules governing the proceedings of the Thunder Bay Police Services Board and its Committees, can be found at:

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

8. UNFINISHED BUSINESS

Request for Change of Fee Schedule

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

Mr. J. Hannam, Secretary to the Board, provide an update relative to the above noted. Thunder Bay Police Services Board By-law Number PC5-2023, a by-law to adopt an updated Fee Schedule, consolidating all previous amendments, was presented for the Board's consideration. It was noted that all legislation around taxi and limousines was removed about five (5) years ago.

BY-LAW

MOVED BY: Mr. M. Mercer

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

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

BY-LAW NUMBER: PC5-2023

CARRIED by the Administrator

9. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Annual Report – Missing Persons Act

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

Detective Inspector J. Pearson provided an overview relative to the above report. He noted that authority for urgent demands under the *Missing Persons Act* was made two (2) times in 2022; demand for missing persons investigations was made once. The report will be posted on the Board's website for public viewing.

b) Year-End Financial Results – Police Service

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

Interim Chief of Police D. Taddeo and Ms. D. Paris, Director – Financial Services & Facilities, provided an overview relative to the above noted, and provided explanations for the more significant variances.

The overall net unfavourable variance at year-end was \$3.4 million.

c) Year-End Financial Results – Police Services Board

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

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview and responded to questions relative to the above noted report. The net unfavourable variance at year-end was over \$700,000, largely due to much higher legal costs than budgeted for in September of 2021, as well as extraordinary expenses associated with the Mamakwa/McKay Inquest.

Administrator Mercer also responded to questions about fees associated with his position. OCPC is responsible for these fees, which are not included in the Board's costs. Mr. Hannam responded to questions about the 2023 budgeting process. He noted that the budget for legal fees in 2023 was increased, in an attempt to get the budget to a level that is representative of the Board's activities.

d) Norval Morrisseau Art Fraud Investigation

Detective Sergeant J. Rybak, Major Crime Unit, with the use of a PowerPoint slideshow, provided a verbal overview relative to the above noted investigation.

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Background information on the art of Norval Morrisseau, considered the Picasso of the North, was provided. Detective Sergeant Rybak provided an overview of the partnerships formed for the investigative team. The investigation was international in nature.

The PowerPoint presentation included examples of original paintings versus fake paintings (using a black dry brush painting method), as well as fake Certificates of Authenticity and Appraisal.

It was noted that this investigation is ongoing.

The estate of Norval Morrisseau thanked the Thunder Bay Police Service for their work on this investigation. It is hoped that the Morrisseau legacy is never associated with this crime.

On behalf of the Board, Administrator Mercer thanked Detective Sergeant Rybak and the Thunder Bay Police Service for their good work on this investigation.

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

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

Detective Inspector J. Pearson and Mr. C. Adams, Director – Communications & Technology, provided a verbal update on Next Steps taken since the last meeting. They are working on a draft policy and an operational plan.

Detective Inspector Pearson provided an overview of discussions with the Crown Attorney's Office relative to the use of the BriefCam software. There are no concerns with the legality of using the software. The Crown Attorney's Office did request a test case, which the Service has provided. An overview of in-house training was also provided.

It was noted that there has been an exponential growth of video evidence; thousands of hours of time could be spent on reviewing videos. BriefCam will be of tremendous assistance in cutting down the review time and the huge volumes of evidence.

Detective Inspector Pearson and Mr. Adams responded to questions about use of facial recognition and provided reasons why they will not be using the facial recognition feature at this point. Given the public concern about accuracy, the best option is to take it off the table at this time.

Mr. J. Hannam noted that the Board's Governance Committee will develop a policy for the use of Artificial Intelligence.

10. GENERAL MATTERS

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Accounts Update – Payment of Invoices

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

11. PETITIONS AND COMMUNICATIONS

a) Annual Lakehead University LUNSA Powwow

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

Interim Chief of Police D. Taddeo provided an overview of the Police Service's participation at the above noted event. The Service's Outreach Inclusion Team participated in various events, including the drumming.

Mr. Hannam presented a short video from LUNSA, thanking the sponsors.

b) Extension of the Order Appointing an Administrator

Correspondence from the Ontario Civilian Police Commission to John Hannam, Secretary to the Thunder Bay Police Services Board, dated March 9, 2023, relative to an Order to extend the appointment of Mr. Malcolm Mercer as Administrator of the Thunder Bay Police Services Board, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Board, provided an overview relative to the above noted. All board members will participate as voting members starting July 1, 2023. Once a 5th member is appointed, Mr. Mercer will cease to have the sole vote, and will continue in a more limited role.

Administrator Mercer responded to questions about the state of emergency found by OCPC and referenced on Page 35 of the Board agenda. He explained that failure to fully implement the recommendations in the Sinclair Report led OCPC to conclude that an emergency continues and that this conclusion was necessary for continued appointment of an administrator. Our goal is to make effective progress on the implementation of the Sinclair Report's recommendations.

Mr. Hannam noted that there will be an opportunity for the Board to advocate for some middle ground, short of appointment of an administrator, for boards to be supported by OCPC.

c) Recommendations from the Mamakwa/McKay Inquest

Correspondence from the Ministry of the Solicitor General/Office of the Chief Coroner, to Mr.

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John Hannam, Secretary to the Board, dated January 9, 2023, relative to the implementation of recommendations relating to the Donald Mamakwa/Marlon Roland McKay Inquest, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Board, reported that these recommendations have been relayed to the Board through our legal counsel. This a formal notification; the directions to the Board will form some of the workload for the Governance Committee.

Administrator Mercer spoke on Recommendation #30, which calls upon the Governance Committee to form a plan for implementation of the Inquest Jury's recommendations. Interim Chief of Police Taddeo advised that the Police Service has also developed a committee to address the subject recommendations. He encouraged the Board to meet with this committee, as there will probably be a lot of alignment and good information between the two groups.

d) Request for Financial Support

Email correspondence from Detective Constable Shane Baker to Mr. J. Hannam, Secretary of the Board, dated February 28, 2023, relative to a request for financial support to attend the World Police and Fire Games, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Board, provided an overview relative to the above noted. A brief discussion was held relative to the number of organizations that support these types of sponsorship requests.

MOVED BY: Mr. M. Mercer

With respect to a request for financial support from Detective Constable Shane Baker, relative to attending the World Police and Fire Games in Winnipeg, Manitoba, we authorize sponsorship in the amount of \$700;

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

CARRIED by the Administrator

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

Correspondence from the Ontario Association of Police Services Boards (OAPSB), relative to their 2023 Spring Conference and AGM, was provided for the Board's information at the February 21, 2023 Regular Session of the Board. Mayor K. Boshcoff, Ms. K. Machado, and Ms. D. Baxter expressed interest in attending.

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

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MOVED BY: Mr. M. Mercer

With respect to the Ontario Association of Police Services Boards' Notice of their 2023 Spring Conference & Annual General Meeting being held in-person May 30th to June 1st, 2023,

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

1. Shelby Ch'ng

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

CARRIED by the Administrator

- f) Tracking Board Reports

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

- i. Governance Committee – Policy Development

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

- ii. Governance Committee – Policy Development

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

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

- iii. Mamakwa/McKay Inquest

A response to Jury Recommendations to the Ministry of the Solicitor General is required by July 9, 2023.

- iv. OCPC Chart – Summary of Recommendations

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

v. OIPRD Report Recommendations

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

12. NEW BUSINESS

a) Request for Financial Support

Correspondence to the Thunder Bay Police Services Board from the Organizing Committee of the First Responder Hockey Tournament, received March 14, 2023, relative to a request for financial support for a charity hockey tournament being held from April 27 – 29, 2023 was distributed on desks at the meeting. All money raised is being donated to the Thunder Bay Boys and Girls Club.

Mr. J. Hannam provided an overview relative to the above noted.

MOVED BY: Mr. M. Mercer

With respect to a request for financial support from the Organizing Committee of the First Responder Hockey Tournament, we authorize sponsorship in the amount of \$1,000;

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

CARRIED by the Administrator

b) Retirement Announcement

Interim Chief of Police D. Taddeo announced that Mr. Chris Adams was retiring. This is his last Board meeting. On behalf of the Police Service, Acting Chief Taddeo thanked Mr. Adams for his many years of good work at the Senior Command Table.

Mr. Scott Paradis will be taking over the communications part of Mr. Adams' job.

On behalf of the Police Services Board, Administrator Malcolm offered his gratitude for Mr. Adams' contributions to the Service.

Mr. Adams thanked everyone for their kind words, and noted that it has been a great privilege to serve with this Board.

13. CONFIRMING BY-LAW

MOVED BY: Mr. M. Mercer

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

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 21st day of March, 2023.

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

BY-LAW NUMBER: PC6– 2023

CARRIED by the Administrator

14. ADJOURNMENT

The meeting adjourned at 10:26 a.m.

From: Dan Taddeo
Sent: Wednesday, April 5, 2023
To: John Hannam
Cc: Lorne Clifford
Subject: Deputation Request

Mr. John Hannam
Secretary
Thunder Bay Police Services Board

Dear Sir,

On behalf of the Thunder Bay Police Pipe Band (“the Band”), I am requesting time for a deputation to the Thunder Bay Police Services Board (“the Board”) at the next scheduled meeting on April 18, 2023. Accompanying me will be Acting Drum Major Lorne Clifford.

The purpose of the presentation will be to inform the Board on the activities of the Band which promotes and fosters goodwill in the City of Thunder Bay and is an excellent brand ambassador of the Thunder Bay Police Service.

The Band is a volunteer organization with most of the required assets being provided by the Band members themselves. Having said that, the Band is at a point of needing to make certain purchases including replacement uniforms and this will be elaborated on. A request will be made to the Board in the amount of \$5,000.00 to offset these extraordinary expenses. I believe this request fits the requirements of the use of money in keeping with the “public interest” as contemplated in S. 133(3) of the *Police Services Act*.

Thank you for your consideration.

Dan Taddeo, #515
Colonel-in-Chief
Thunder Bay Police Pipe Band



Thunder Bay Police Service

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

Date of Report: April 11, 2023
Date of Meeting: April 18, 2023
Report No: 19/23

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 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 First Quarter Complaints 2023

Local Inquiries.....	0
Customer Service Resolution Requests Received.....	0
Not Accepted	9
Accepted—Transitioned from CSR/ER	1
Accepted—OIPRD investigate	0
Accepted—TBPS investigate	7
Accepted—OPP investigate	0
Total.....	0

Complaint Type

Service Complaints	3
Conduct Complaints	14

2016-2017 Complaints Disposed of in the First Quarter 2023

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)

2023 Complaints Disposed of in the First Quarter 2023

Withdrawal	2
Unsubstantiated	0
CSR/ER	1
Informal Resolution.....	0
Substantiated	
Informal Discipline	0
PSA Hearing.....	0
Total.....	3

2022 Complaints Disposed of in the First Quarter 2023

Withdrawal	1
Unsubstantiated	4
CSR	0
Informal Resolution.....	0
Substantiated	
Informal Discipline	0
PSA Hearing.....	0
Total.....	5

COMMENTS

N/A

RECOMMENDATIONS

For Information Only

Respectfully submitted,



Daniel M. (Dan) Taddeo
Chief of Police

Prepared by: Inspector Gordon Snyder – Corporate Services



Thunder Bay Police Service

OFFICE OF THE CHIEF OF POLICE

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

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

Date of Report: April 6, 2023
Date of Meeting: April 18, 2023
Report No: 18/23

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

SUBJECT

2023 Operational Budget: First 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 March 31, 2023.

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, 2023). The forecast is compared to the 2023 approved operating budget and presented to the Thunder Bay Police Services Board.

The 2023 Net Operating Budget for the Thunder Bay Police Service was approved at \$52.2 million.

As of March 31, 2023, Administration is projecting an overall unfavourable variance of \$800,000. The key components of the unfavourable variance are discussed below.

COMMENTS

Personnel Services overall are estimated to be \$1.2 million unfavourable resulting from:

- A \$800,000 unfavourable variance in wages and benefits resulting from the retirement entitlements of several senior sworn members as well as other payouts of accumulated vacation entitlements anticipated this year.
- At the end of the first quarter Administration is also projecting a \$190,000 unfavourable variance in WSIB expenditures based on the trend to date, and,
- A \$178,000 unfavourable variance in paid duty wages. This variance however is recovered through User Fees which results in a net revenue to the Service. The estimated increase in Paid Duty activity is related to the continuation of paid duty services in the Emergency Department at the Thunder Bay Regional Health Science Centre to the end of April this year.

Provincial Grant revenues are projected to be \$137,000 favourable as a result of higher than budgeted Court Security and Prisoner Transportation grant.

User Fees are estimated to be \$261,000 favourable primarily due to the higher than estimated paid duty revenues and the recovery of wages through the agreement entered into with Matawa First Nations Management.

RECOMMENDATIONS

For information purposes.

Respectfully submitted,



Daniel M. (Dan) Taddeo
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 to the Board

DATE: April 8, 2023

SUBJECT: 2023 Budget: 1st Quarter Variance

In accordance with the management of the Board's annual budget, quarterly reviews of the budget are undertaken and reported on, identifying any estimated variances by year end.

Upon review of the budget activity for the 1st quarter of 2023, no significant variance is reported, either negative or positive.

Administration continues to monitor and plan for expenses in an effort to hold spending within the amounts budgeted, both for individual areas of activity and overall. While at the same time working to ensure our financial resources are applied for the greatest benefit of the Board.



MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

DATE: April 11, 2023
TO: Thunder Bay Police Services Board
FROM: Sherry Vita, Human Resources Manager
SUBJECT: Recruitment Initiatives

The Human Resources department has been working on several different projects and initiatives, such as updating job descriptions, creating, developing, and/or revising human resources policies and procedures. Currently one of our main focuses is improving our recruitment outreach strategy to attract and retain the right people for the Service.

Like many services in Ontario, we have identified a shortage of police constable applications for the Thunder Bay Police Service. To address this issue, we planned and participated in an outreach trip throughout Manitoba, as well as attended local career fairs and student engagement activities within Thunder Bay. We have also been working with Firedog Communications to develop a recruitment and outreach strategy.

During the week of November 14, 2022, members of the Human Resources team participated in an outreach trip throughout Manitoba. We travelled to three post-secondary institutions in Manitoba to speak to students attending law enforcement programs. We met with students from Ontario, Manitoba and Saskatchewan who enrolled in law enforcement programs at Northwest Law Enforcement in Winnipeg, University College of the North in The Pas, and Assiniboine Community College in Brandon. Numerous students attended our presentations throughout the week and relationships were built with the faculty members at the various institutions.

The approach we used in our presentation was geared towards post-secondary students who are soon to be candidates for policing. We introduced Thunder Bay and what it has to offer. We focused on the benefits of a mid-sized municipal service and the opportunities we as a Service have to offer. We were able to engage the students during our presentations at each location and build relationships with the faculty.

During this outreach trip, we were able to present to 90 students who have a vested interest in policing and are prospective candidates. Recently, we have received three applications from this recruitment initiative and anticipate interest and applications from other future graduates.



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Annual recruitment visits like this will assist us in maintaining partnerships with educational institutions and recruiting candidates for our vacancies.

Upon returning to Thunder Bay, we partnered with YES Employment Services and held an open house to speak to members of the community who were interested in a rewarding career providing our community with exceptional service. During our presentation we spoke about both the civilian and sworn opportunities the Service has to offer. We have also had discussions with YES Employment Services about joining them in Nipigon, Ontario. We would be able to offer an open house to the Greenstone region, speaking to community members about our opportunities. This will be a future outreach opportunity.

With graduation for most post-secondary programs fast approaching, our recruitment team was able to participate in career fairs at Confederation College and Lakehead University. We were able to connect with future candidates about our careers in policing. We also had the opportunity to present to the Police Foundations classes at Confederation College and Oshki-Wenjack, building connections with students and answering questions they had about policing and the Service.

Dennis Franklin Cromarty High School invited us to participate in their career fair, which provided students with many options for their future careers. This career fair was designed to promote career awareness and the employment opportunities available in various fields.

At the end of April, we are invited to the Fort William First Nation Career Fair. This will be the second time we have participated in this event and are looking forward to sharing our employment opportunities with attendees.

The Thunder Bay Police Services Board sponsored the LUNSA Pow Wow and as a result we were able to set up a recruitment booth at this event. During this three-day event, several members of the community stopped by our booth to inquire about our employment opportunities and how to apply. We were able to provide them with recruitment information about both our civilian and sworn positions.

In March, Confederation College hosted Coffee with the Cops. In this informal setting, students had a chance to talk to officers about anything and everything police related. Although recruitment was not the main focus of this event, we used this opportunity to promote the Service and the career opportunities we have. We set up a recruitment booth, with recruitment brochures, vacancy information and promotional materials and received great feedback about our professionalism. Students were most interested in our vacancies and how to apply. Our officers



MEMORANDUM

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were able to engage with the students about our employment opportunities, along with having their inquiries answered about safety within the community.

Over the last few months, we have been working with Firedog Communications on a marketing strategy to attract and retain individuals for our constable positions. The marketing strategy is designed to generate an increased awareness, interest, and applications to the Thunder Bay Police Service with a priority on attracting new cadets and seasoned, experienced police officers.

Firedog Communications has created new recruitment business cards, brochures, posters, and materials focused on promoting our constable vacancies using our new slogans *Answer the Call* and *Be a Force for Change*. A few officers from diverse backgrounds volunteered to be the face of the Service and speak about their experiences. They also participated in a photo shoot with various members of the community. These photos will be used in our recruitment materials, such as advertisements, posters, brochures, and recruitment business cards.

As part of this campaign, we will be promoting constable vacancies in various locations in Ontario, Manitoba and Saskatchewan using various print and digital media. Firedog Communications has also posted targeted advertisements on social media such as Facebook and LinkedIn.

As we continue to recruit new candidates to the Service, it will be important to continue with our outreach initiatives and marketing strategy so that we can attract and retain the right people for the Service.

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary to the Board

DATE: April 10, 2023

SUBJECT: Monthly Summary of Invoices

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

- Invoice #2023-0045 from KPW Communications, dated April 3, 2023, for \$15,396.25, relative to Communication Services, Social Media & Website Management, and Expert Panel Support.
- Invoice #2023-0046 from KPW Communications, dated April 3, 2023, for \$2,414.37, relative to Expert Panel Travel Costs.
- Invoice from Delta Hotels, dated November 15, 2022, for \$453.03, relative to meeting room expenses for November 15, 2022.
- Invoice from the Canadian Association of Police Governance, dated March 31, 2023, for \$2,080.80, relative to CAPG Membership fees for 2023/2024.
- Invoice from the Ontario Association of Police Service Board, dated March 30, 2023, for \$3,159.48, relative to registration fees for 4 Board members for the 2023 OAPSB Spring Conference and AGM.
- Invoice #32 from Mr. J. Hannam, dated April 3, 2023, for \$8,757.50, relative to professional services rendered.
- Invoice #32 from Ms. L. Douglas, dated March 31, 2023, for \$6,422.69, relative to professional services rendered.

/jsh



MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

DATE: April 11, 2023
TO: Thunder Bay Police Services Board
FROM: Inspector G. Snyder
SUBJECT: Ekamba Inquest Recommendation for Ontario Police Services – Information Report

In August 2022, the Thunder Bay Police Service received correspondence from the Ministry of the Solicitor General regarding recommendations resulting from an inquest into the death of Marc Diza Ekamba, which occurred in 2014 in the Region of Peel.

There were eighteen recommendations that were specific to Police Services in the Province of Ontario being:

1. Improve knowledge and awareness for police communicators, call takers, and dispatchers of the signs of mental health crisis, and ensure that communicators are trained to ask questions directed at determining whether a call involves a mental health crisis.
2. Ensure that police officers responding to a mental health crisis are aware that police have responded previously to incidents involving the same parties and facilitate access for responding officers to significant information regarding previous calls.
3. Ensure that all police officers who interact directly with the public are provided with the four-day mental health training currently provided to incoming police officers in their first year of service. Regular refresher training on mental health issues should be provided to all police officers who interact with the public.
4. Ensure that police officers can accurately identify their own Mental Health Act options and explain options available to complainants when a mental health issue is the basis for criminal conduct.
5. Continue implementation of the pilot enhanced de-escalation training developed by the Ontario Police College, and engage with OPC on its experience with the training and its potential implementation.



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6. Ensure that persons with lived experience from peer-run organizations are directly involved in the development and delivery of both mental health crisis and de-escalation training.
7. Mandate that all Police Service officers receive annual implicit bias and cultural competency training to address stereotyping of Black people, and the existing research on anti-Black racism in policing.
8. Develop methods to evaluate the effectiveness of mental health, de-escalation and anti-racism training. The evaluation of the effectiveness of such training should include the participation of affected communities, including persons with lived experience from peer-run organizations.
9. Develop and implement a pilot project to explore the feasibility of dispatching crisis support workers to mental health service calls that do not require police involvement, similar to Peel Regional Police Mental Health Strategies.
10. Create emotionally supportive debrief sessions for police officers at the division or platoon level for those involved in critical incidents resulting in serious bodily harm or death, with regard for the Special Investigations Unit investigative process.
11. Ensure that witnesses or persons injured during an event that leads to a police-involved death are directed to trauma-informed supports.
12. Police Services and Police Services Boards shall establish standing or advisory committees on race and impartial policing and on mental health in order to meet with representatives of peer-run organizations and members of affected communities on an ongoing basis to discuss concerns and facilitate solutions.
13. Consult with the Ontario Anti-Racism Directorate to analyze race-based data collected by Police Services to measure and evaluate police service performance on use of force, take corrective action to address systemic discrimination and provide clear and transparent information to the public on bias and discriminatory use of force.
14. Police Services and Police Services Boards shall establish permanent data collection and retention systems to record race, mental health issues, and other relevant factors on use of force incidents. The data should be standardized, disaggregated, tabulated and publicly



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reported. The data should include age, gender, perceived race, and officer perception of whether the individual has any mental health issues;

15. The results of the data collected on use of force incidents must be taught to all frontline Police officers.
16. Police Services and Police Services Boards shall consult with third-parties, including individuals from the Black community, Black advocacy community organizations, persons with lived experiences from peer-run organizations, and appropriate content experts, and:
 - a. Develop an objective methodology to measure and evaluate police service performance on use of force;
 - b. Take corrective action to address systemic discrimination; and
 - c. Provide clear and transparent information to the public on biased and discriminatory use of force
17. Training for new officers should be amended so that the question of the suspect's mental health be as prominent in their considerations as the criminal activity they have committed.
18. Training should be given to establish who should lead the call when dealing with a potentially violent incident or crisis.

A response to the Ministry of the Solicitor General regarding these recommendations was requested by February 15th, 2023.

The Thunder Bay Police Service responded to the Ministry of the Solicitor General, in compliance with the above recommendations, as follows:

1. The Thunder Bay Police Service (TBPS) has a specific checklist of questions for communicators/call takers that is utilized for all MHA calls.

TBPS has also embedded specific procedures in policies to provide direction and instruction in this area.

Current communications staff have received updated awareness training in response to this recommendation. Moreover, the training package that was updated has also been



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added to the onboarding training package for new communications staff to ensure they also receive the updated training when hired.

2. This recommendation has been previously integrated into the procedures found in TBPS policy P6c36 *Police Response to Persons Suffering from a Mental Illness*.

Updates to additional policy to support this concept are currently in draft and will be included on the updated publication.

3. TBPS does not currently have a 4 day mental health awareness training program as provided to Peel Regional Police officer trainees. However, MHA awareness training is integrated into other TBPS training including:

- TBPS annual use of force training - MHA awareness is included in the de-escalation portion of the training.
- A Mental Health Act and De-escalation segment in the 2023 mandatory academic day training includes components on MHA awareness, authorities under the MHA, de-escalation strategies, and managing imminence.
- MHA awareness training is provided by TBPS Legal Counsel to both Pre and Post OPC training classes.
- TBPS IMPACT trained officers receive 4 days of MHA training prior to becoming operational in the IMPACT program where they are deployed with a CMHA worker.
- The TBPS has and continues to utilize its Daily Training Bulletin program to integrate de-escalation training into the suite of training provided in this area.
- The TBPS encourages the Ministry of the Solicitor General to develop a standardized training program that can be shared with all Ontario Police Services (initial and ongoing training standards). This would help ensure a consistent approach for all police services as recommended by the jury.

4. TBPS Legal Counsel provides training to all officers to address these options as part of a mandatory post OPC training which occurs prior to deployment.

Additionally, TBPS has included a one-hour segment entitled *Mental Health Act – Roles, authorities and de-escalation* as part of 2023 Academic Day training which is also mandatory for all sworn officers.



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The TBPS Daily Training Bulletin program has and continues to be utilized to provide ongoing training on these and other aspects of the Mental Health Act.

5. TBPS corresponded with OPC on its pilot enhanced de-escalation training program and its potential implementation. TBPS was advised that planning for implementation is ongoing. TBPS will continue to mirror its instruction in this area based on principles supported and/or provided by the OPC. Training content developed and approved by OPC continues to be integrated into TBPS training.
6. IMPACT is a joint program between the Canadian Mental Health Association and the TBPS. The program pairs officers with CMHA staff to respond to Mental Health Act related occurrences. TBPS training provided to IMPACT trained officers is developed and delivered by the CMHA. IMPACT units have become integrated into the TBPS operational structure in that they are scheduled for 24/7 coverage.

The program appears to be leading to positive outcomes including less apprehensions, and persons suffering from a mental illness spending less time with police when brought to the emergency department.

Previous Mental Health Act training, occurring during mandatory academic training, has and will continue to involve input, if not be delivered by, persons with lived experience from peer run organizations.

7. Reconciliation training has been made mandatory for all TBPS staff and has been specifically tailored to best reflect the community served in Thunder Bay. With that said, the knowledge gleaned from this training is applicable cross culturally.

With respect to ongoing training, TBPS has planned an assessment of the current training once completed with the purpose of informing the type and frequency of ongoing training in this area.

8. Given the anticipated involvement of Police Services Boards in assessing community satisfaction as per the pending implementation of new governance legislation, TBPS will continue to work with its local board to determine the most effective means of capturing and analyzing this data.

Additionally, TBPS will continue to explore other Ontario agency models to refine and improve its own processes wherever possible.



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Steps have begun to collect data in anticipation of guidance from the TBPSB pertaining to data analysis and subsequent training.

9. TBPS is currently engaged with local CMHA representatives in ongoing development of procedures for police to transfer such calls, including those received through 911, from police directly to CMHA crisis support workers where appropriate and safe to do so. The end process is intended to identify under which circumstances (criteria, liabilities, etc.) police could transfer a call without initial police response and when and how those circumstances would affect the process. Further, this process will also need to integrate with the already operational TBPS IMPACT program.

The response to this recommendation remains in the planning stage and is thus ongoing.

10. Requirements for these debrief sessions are currently outlined in TBPS procedures including P2c13 *Special Investigations Unit* and P1c3 *Critical Incident Response and Aftercare*.
11. Language to fulfill this recommendation has been added to the draft of TBPS policy P6c93 *Victim Assistance* and will be published and trained on pending the next policy update.
12. The TBPS had a Chief's Advisory Committee until 2019 when it was paused as the Chief established the Breaking Barriers Organizational Change Project. This project allowed for collaboration between the TBPS and community members to provide recommendations on four pillars: Communication, Recruitment, Diversity Training and Re-imaging of the Indigenous Liaison Unit. All pillars have been worked on in collaboration with community members to inform what the community believes is important for the TBPS to embrace and change.

Communication is ongoing and can be seen on the TBPS website, social media pages and through various committees and collaborations.

Diversity Training is ongoing with strategic development of career long training beginning with our Gawendum Gaakina Awaya Reconciliation Training. This program was developed with input from community members.

In 2021 the TBPS established an Equity, Diversity, and Inclusion Committee. The committee met several times in 2021 – 2022 where discussions on policy, equity and the



MEMORANDUM

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Community Inclusion Team Strategic Plan occurred. The committee meets quarterly and continues to develop its terms of reference to guide its work.

Further, the Community Outreach Branch continuously engages with the broader community, community partners, agencies, organizations, and grassroots groups. This continually occurs with the intent to build relationships, consult to learn about their needs and to serve them in the best manner possible.

Lastly, in 2023 a new TBPS Chief has been appointed. This may lead to more formal advisory committee being established with the public.

13. This recommendation may be better deferred to the Ministry of the Solicitor General who has access to all Ontario agency use of force race-based data as submitted on electronic Use of Force Reports.

The Ministry may also be best situated to aggregate this data and utilize consistent tracking parameters and interpretations, as well as meaningful analysis within the context of all Ontario Police agencies. The Solicitor General may consider reporting to each agency with context on their use of force relative to other Ontario agencies and in consultation with the Ontario Anti-Racism Directorate.

A mechanism to take any required corrective actions and publicly report these outcomes could then be established by each agency.

14. TBPS would encourage a standardized reporting mechanism be developed by the Ministry of the Solicitor General for all police services in Ontario to help ensure that parameters are interpreted, analyzed and reported consistently across the province.

With guidance from the Ministry and Thunder Bay Police Services Board, the TBPS will work to track, collate and analyze this data from 2023 Use of Force Reports.

The anticipated implementation of this process, including data analysis and public reporting of the data, is intended to start in 2024 once a sufficient enough data set has been collected.

15. In anticipation of the above guidance being received, training on the results of this data is scheduled to begin in the 2024 training season. This will allow the TBPS to provide



MEMORANDUM

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more meaningful analysis and context when considering the resulting training requirements.

16. a) As per recommendations 14 and 15, the TBPS is planning to update its 2024 training programs to include an evaluation of TBPS Use of Force based on analysis of aggregated data and input from any other partners including but not limited to the third parties in the community, Ontario Police College and/or the Canadian Mental Health Association.

b) The TBPS has publicly posted its continuing response(s) to recommendations found in the OIPRD's 2018 systemic report entitled "Broken Trust".

c) Given the anticipated changes resulting from new governance legislation, TBPS will consult with the Thunder Bay Police Services Board in providing clear and transparent information to the public on biased and discriminatory use of force.

17. The 2023 mandatory Academic Day training at TBPS provides a training block entitled *Mental Health Act – Roles, Authorities and De-escalation* which addresses this training recommendation.

Further, TBPS policy P6c36 *Police Response to Persons Suffering From a Mental Illness* provides guidance on criminal charges where mental illness is a perceived factor. This guidance is intended to ensure a balance between the rights of victims of crime and the person suffering from a mental illness.

TBPS training bulletins speaking to this recommendation have, and continue to be, delivered via the TBPS Daily Training Bulletin program.

Lastly, new officers receive training pursuant to this recommendation from TBPS Legal Counsel during their mandatory post-OPC training block which occurs prior to field deployment.

18. This recommendation was addressed during the update to TBPS policy P6c36 *Police Response to Persons Suffering from a Mental Illness*. Policy training on these changes followed via the TBPS Daily Training Bulletin and/or direct supervisor training where applicable.

This recommendation was also trained on during the 2023 mandatory Academic training session entitled *Mental Health Act – Roles, Authorities and De-escalation*.



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TBPS does not always have the option to have a supervisor present due to consistently large call volumes. If a supervisor is not available to respond, responsibilities default to the responding officer(s) and or any CMHA member(s) present as addressed in published procedures.

Subject: **World Police Fire Games Support Request**
Date: Mon, 3 Apr 2023
From: Ryan Doucette
To: JOHN HANNAM, LINDA DOUGLAS

Good Afternoon,

I will be competing in the World Police Fire games this coming summer which is being held in Winnipeg. I will be representing the Thunder Bay Police Service in several events and would kindly like to request a sponsorship; any support would be greatly appreciated.

Any questions, please contact me at this email or at 807- xxx-xxxx.

Thank you for any consideration.

Kind Regards,

Ryan Doucette #768

Detective Constable – Forensic Identification Unit

Thunder Bay Police Service

W: www.thunderbaypolice.ca

MEMORANDUM TO: Richard Stubbings
Assistant Deputy Minister
Public Safety Division
Ministry of the Solicitor General

FROM: Kenneth Weatherill
Acting Inspector General of Policing
Inspectorate of Policing
Ministry of the Solicitor General

DATE: March 13, 2023

SUBJECT: **Ministry Planned Inspections of Municipal Police Services and the Ontario Provincial Police (OPP): 2023-24**

I am writing to share information on the Ministry's planned inspections of all municipal police services and the OPP for the remainder of 2023 and into 2024.

Starting in late March 2023, pilot inspections will be conducted at selected police services followed by inspections of all the remaining police services in Ontario and the OPP.

The commencement of the inspections will be conducted prior to the in-force date of the Community Safety and Policing Act (CSPA) and therefore the inspections will be conducted pursuant to subsection 3(2) of the Police Services Act (PSA).

As you know, subsection 3(2) of the PSA states the duties and the powers of the Solicitor General are to conduct a system of inspection and review of police services across Ontario.

The intended topics of inspection for 2023 and into 2024 are as follows:

- Public Order Units
- Chief of Police Annual Report to the Police Services Board (O. Reg 3/99 section 31)
- General Regulation Part VIII Investigation of Certain incidents by Chief of Police (O. Reg 268/10 Section 34)
- Follow up to the Major Case Management Inspection

The inspections will start with the Public Order Units followed by the Chief's Annual Reporting, then the requirement to report SIU findings, and concluding with a follow up to the previous inspection on Major Case Management. In order to meet the projected timelines, the inspections will potentially overlap.

Further communication regarding the initiation of the inspection program will be forthcoming to each individual police service.

In addition to the inspection program, the ministry will be requesting a copy of all current municipal/OPP agreements for sharing police services. In anticipation of the CSPA, section 7 of the PSA will evolve into section 14 of the CSPA. Collection of this information will be included in a detailed follow up communique.

Any questions should be forwarded to the Manager of the Policing Inspections Unit, Lynne Haves at Lynne.Haves@ontario.ca.

Sincerely,

Original signed by

K. Weatherill

Kenneth Weatherill
Acting Inspector General of Policing
Ontario Ministry of the Solicitor General

Public Safety Division

Division de la sécurité publique

25 Grosvenor Street, 12th Floor
Toronto ON M7A 1Y6
Tel:

25, rue Grosvenor, 12^e étage
Toronto ON M7A 1Y6
Tél. :

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

FROM: Richard Stubbings
Assistant Deputy Minister
Public Safety Division

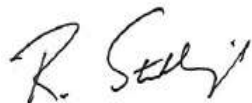
SUBJECT: **Ministry Planned Inspections of Municipal Police
Services and the Ontario Provincial Police (OPP): 2023-
24**

DATE OF ISSUE:	March 14, 2023
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	23-0017
PRIORITY:	Normal

At the request of the Inspector General, I am sharing information about planned upcoming inspections of municipal police services and the OPP.

For further information, please review the attached memo from Acting Inspector General Kenneth Weatherill. If you have any questions, please contact the Manager of the Policing Inspections Unit, Lynne Haves at Lynne.Haves@ontario.ca.

Sincerely,



Richard Stubbings
Assistant Deputy Minister
Public Safety Division

Attachment

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

Kenneth Weatherill
Acting Inspector General of Policing