

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

Date: TUESDAY, OCTOBER 17, 2023

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

Time: 9:00 A.M.



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

TUESDAY, OCTOBER 17, 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. CONFIRMATION OF AGENDA

RES 1

With respect to the Nineteenth Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on October 17, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

The Minutes of the Seventeenth Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on September 19, 2023, to be confirmed. **(Pages 9 - 17)**

RES 2

THAT the Minutes of the Seventeenth (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on September 19, 2023 be confirmed.

4. DEPUTATION

Jason Veltri, President of the Rainbow Collective of Thunder Bay, and Scotia Kauppi, Chair of the Thunder Pride Association, to provide an update to the Thunder Bay Police Services Board on the safety and security concerns facing the Queer, Trans and Non-Binary communities in Thunder Bay, and to share the security concerns and threats faced by those communities during the 2023 Pride month.

5. REPORTS OF COMMITTEES

a) Thunder Bay Police Service – Joint Health & Safety Committee

Report No. 30/23 (Police) relative to the semi-annual report from the Joint Health and Safety

Committee (January – September, 2023), for the Board’s information. **(Pages 18 - 19)**

Inspector Derek West, Co-Chair of the TBPS Joint Health and Safety Committee, to provide an overview of the activities of the TBPS Joint Health and Safety Committee for the period January 1, 2023 to September 30, 2023.

b) Governance Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, to provide an update relative to the activities of the Governance Committee.

c) Labour Relations Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, to provide an update relative to the activities of the Labour Relations Committee.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Inquest – Seven First Nation Youths - Annual Report

Implementation Status Report of the Thunder Bay Police Service, relative to the Inquest into the Deaths of Seven First Nation Youths, for the Board’s information. **(Pages 20 - 27)**

Chief D. Fleury to provide an overview relative to the above noted.

b) Quarterly Complaints

Report No. 29/22 (Police) relative to the summary of complaints for Q3 of 2023 (July, August and September, 2023), for the Board’s information. **(Pages 28 - 30)**

Inspector G. Snyder, Thunder Bay Police Service, to provide an overview relative to the above noted.

c) Thunder Bay Police Service – Third Quarter Variance Report

Report No. 31/22 (Police) relative to an update on the status of the Operational Budget of the Thunder Bay Police Service as of September 30, 2023, for the Board’s information. **(Pages 31 - 32)**

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

d) BriefCam

Memorandum to the Thunder Bay Police Services Board from Detective Inspector J. Pearson, dated October 10, 2023, relative to a request to use BriefCam video analytics software, for the Board's information. **(Page 33)**

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

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

RES 3

With respect to the use of the BriefCam video analytics software, the Thunder Bay Police Board approves and directs the use of software by trained members of the Thunder Bay Police Service, for the purpose of assisting in the lawful execution of their duties.

7. GENERAL MATTERS

a) 2023 Board Budget Status Report

Memorandum to the Thunder Bay Police Services Board from John S. Hannam, Secretary, relative to the status of the 2023 Board Budget, re-presented for the Board's information. **(Pages 34 - 35)**

At the September 19, 2023 Regular Session of the Board, the above noted memorandum was presented. Newly-appointed Board Members Bahlieda and Councillor Etreni requested more background information on how Board expenses are communicated to Board members.

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

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

RES 4

With respect to the reporting of invoices paid and charged against the annual operating budget, we recommend that the Thunder Bay Police Services Board direct Administration to cease the practice, replacing it with a monthly budget summary.

b) Thunder Bay Police Services Board – Third Quarter Variance Report

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary, dated October 11, 2023, relative to an update on the status of the Operational Budget of the Thunder Bay Police Services Board as of September 30, 2023, for the Board's information. **(Page 36)**

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

c) Special Account Policy

Memorandum to the Board's Governance Committee from Malcolm Mercer, Administrator, dated August 25, 2023, relative to a proposed policy for the Board's Special Account, for the Board's information. **(Distributed Separately)**

At the September 15, 2023 meeting of the Governance Committee, the above-noted memorandum was presented and discussed at length. The Governance Committee is recommending adoption of the proposed policy being presented.

Appendix "A" of the above noted memorandum, proposed Special Account Policy, for the Board's information. **(Pages 37 - 38)**

Mr. M. Mercer 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 the Memorandum to the Board's Governance Committee from Malcolm Mercer, Administrator, dated August 25, 2023, relative to a proposed policy for the Board's Special Account, as presented at the October 17, 2023 Regular Session of the Board;

THAT the Thunder Bay Police Services Board approves the Special Account Policy.

d) OIPRD Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since last presented on May 23, 2023, for the Board's information.

Chief D. Fleury to provide an overview relative to the above noted.

e) Indigenous Grand Chief's Forum

Memorandum to the Thunder Bay Police Services Board from Chief D. Fleury, dated October 10, 2023, relative to the Indigenous Grand Chief's Forum, for the Board's information. **(Pages 39 - 40)**

Chief D. Fleury to provide an overview relative to the above noted.

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

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RES 6

With respect to the Indigenous Grand Chief's Forum being hosted by the Thunder Bay Police Service and the Anishinabek Nation, the Thunder Bay Police Services Board approves to support and assist the Thunder Bay Police Service with the costs of this forum.

f) Remembrance Day 2023

Mr. J. Hannam, Secretary to the Board, to provide an overview relative to the local ceremonies scheduled for Saturday, November 11, 2023. Board representation at local ceremonies will be requested.

g) 2024 Meeting Dates

Copies of the 2024 calendar are being provided for the Board's information in order to determine their meeting dates in 2024. **(Page 41)**

The following meeting dates, on the 3rd Tuesday of each month, are proposed for 2024:

- Tuesday, January 16, 2024;
- Tuesday, February 20, 2024;
- Tuesday, March 19, 2024;
- Tuesday, April 16, 2024;
- Tuesday, May 21, 2024;
- Tuesday, June 18, 2024;
- Tuesday, July 16, 2024 (tentative);
- Tuesday, August 20, 2024 (tentative);
- Tuesday, September 17, 2024;
- Tuesday, October 15, 2024;
- Tuesday, November 19, 2024; and
- Tuesday, December 17, 2024.

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

RES 7

With respect to the 2024 meeting dates presented at the October 17, 2023 Regular Session of the Thunder Bay Police Services Board, we recommend proceeding with the proposed dates.

h) Website Launch

At the May 23, 2023 Regular Session of the Board, Mr. J. Hannam, Secretary, provided an overview of proposed changes and updates to the Board's website. The Board approved the expenditure required to update the website, and it was noted that, once completed, a presentation would be made to the Board on the new features and design changes.

Mr. J. Hannam to provide an overview of the new features on the Board's website.

8. PETITIONS AND COMMUNICATIONS

a) Tracking Board Reports

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

i. Emmanuel Oruitemeka Inquest

Board Responses to Jury Recommendations for the Ministry of the Solicitor General, due January 19, 2024.

ii. Governance Committee – Policy Development

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

iii. 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.

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.

9. NEW BUSINESS

10. CONFIRMING BY-LAW

RES 8

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 17th day of October, 2023.

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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: PC21– 2023

11. ADJOURNMENT

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

DATE: SEPTEMBER 19, 2023

TIME: 9:02 A.M.

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

CHAIR: MS. K. MACHADO

PRESENT:

Mr. W. Bahlieda
Ms. D. Baxter
Mayor K. Boshcoff
Councillor K. Etrene
Ms. K. Machado
Mr. M. Mercer

OFFICIALS:

Mr. D. Fleury, Chief of Police
Mr. R. Hughes, Deputy Chief of Police
Ms. D. Paris, Director – Financial Services &
Facilities, Thunder Bay Police Service
Inspector G. Snyder, Thunder Bay Police Service
Mr. J. Hannam, Secretary – Thunder Bay Police
Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder
Bay Police Services Board

ATTENDING BY ZOOM:

Mr. T. Gervais, Ministry of the Solicitor General

The meeting was called to order at 9:02 a.m. Mr. W. Bahlieda and Councillor K. Etrene were welcomed as new members of the Thunder Bay Police Services Board.

Chair K. Machado congratulated Chief D. Fleury on receiving his Member of the Order of Merit of the Police Forces Award, which recognizes leadership and exceptional service or distinctive merit by the men and women of the Canadian Police Services.

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. AFFIRMATION OF OFFICE

Correspondence from the Ministry of the Solicitor General, dated September 8, 2023, relative to the Order in Council 1338/2023, appointing Mr. Wayne Bahlieda as a member of the Thunder Bay Police Services Board for a one (1) year term, effective September 7, 2023, was provided for the Board's information.

The Affirmation of Office to be read aloud by Mr. Bahlieda, signed and filed.

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Correspondence from the Office of the City Clerk, dated September 13, 2023, relative to a Municipal Appointment, appointing Councillor Kasey Etreni as a member of the Thunder Bay Police Services Board for the remainder of a four (4) year term, effective September 11, 2023, and expiring November 14, 2026, was provided for the Board's information.

The Affirmation of Office to be read aloud by Ms. Etreni, signed and filed.

3. CONFIRMATION OF AGENDA

Under New Business, Chief Fleury added attendance at the Manitoba Association of Chiefs of Police meeting.

MOVED BY: Councillor K. Etreni

SECONDED BY: Ms. D. Baxter

With respect to the Seventeenth Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on September 19, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

4. CONFIRMATION OF MINUTES

The Minutes of the Twelfth Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on June 20, 2023, as well as the Minutes of the Fifteenth Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on July 18, 2023, to be confirmed.
Any errors or omissions?

MOVED BY: Mr. W. Bahlieda

SECONDED BY: Ms. D. Baxter

THAT the Minutes of the Twelfth (Regular) and Fifteenth Sessions (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on June 20, 2023 and July 18, 2023, respectively, be confirmed.

CARRIED

5. REPORTS OF COMMITTEES

a) Governance Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, reported that the Governance Committee met last week, and reviewed its overall Work Plan. The Committee will

be moving forward with addressing all of the recommendations directed at the Police Services Board.

b) Labour Relations Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, reported that the Committee met on August 29, 2023 and are working on their mandate. They are currently focused on building a more positive relationship with the Thunder Bay Senior Officers' Associations and are starting work on preparing for upcoming contract negotiations.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Inquest – Seven First Nation Youths - Annual Report

Implementation Status Report of the Thunder Bay Police Service, relative to the Inquest into the Deaths of Seven First Nation Youths, was provided for the Board's information.

MOVED BY: Councillor K. Etreni
SECONDED BY: Ms. D. Baxter

With respect to the Implementation Status Report of the Thunder Bay Police Service, relative to the Inquest into the Deaths of Seven First Nation Youths, we move to defer presentation of the Report to the October 17, 2023 Regular Session of the Board.

CARRIED

b) Second Quarter Variance Report – Thunder Bay Police Service

Report No. 23/23 (Police) relative to an update on the status of the Operational Budget of the Thunder Bay Police Service for the period ending June 30, 2023, was provided for the Board's information.

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

c) Quarterly Complaints

Report No. 24/23 (Police) relative to the summary of complaints for Q2 of 2023 (April, May, and June, 2023), was provided for the Board's information.

Inspector G. Snyder, Thunder Bay Police Service, provided an overview relative to the above noted and responded to questions.

d) Electronic Storage Detection K9

Memorandum to the Thunder Bay Police Services Board from Chief D. Fleury, dated September 13, 2023, relative to Electronic Storage Detection K9, was provided for information purposes only. Inspector J. Pearson, Thunder Bay Police Service, provided an overview relative to the above noted and responded to questions. He noted that this is an extremely valuable program for the Police Service. Costs are estimated at approximately \$4,000 annually.

7. GENERAL MATTERS

a) 2023 Board Budget Status Report

Memorandum to the Thunder Bay Police Services Board from John S. Hannam, Secretary, relative to the status of the 2023 Board Budget, was distributed separately for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided a brief overview relative to the above noted and responded to questions about the estimated year-end variance. Administrator M. Mercer also responded to questions about the variance and provided clarification on some of the categories. He noted that Board Administration is looking at more efficient & effective ways to providing staffing support to the Board.

New Board members Bahlieda and Etreni requested more background information on how Board expenses are communicated to Board members. Ms. D. Baxter provided some context to the discussion.

Mr. Hannam committed to providing the new Board members with more information on the past practice following the meeting.

MOVED BY: Councillor K. Etreni

SECONDED BY: Ms. D. Baxter

With respect to the reporting of invoices paid, and charged against the annual operating budget, we recommend that the Thunder Bay Police Services Board direct Administration to cease the practice, replacing it with a monthly budget summary.

DEFERRED

b) Medicolegal Autopsies from the Thunder Bay Region

Correspondence to Malcolm Mercer, Administrator - Thunder Bay Police Services Board from the Ministry of the Solicitor General, dated August 21, 2023, relative to an update about the provision of medicolegal autopsies for the Thunder Bay Region, was provided for the Board's information.

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Mr. M. Mercer, Administrator for the Thunder Bay Police Services Board, provided an overview relative to the above noted.

Mr. Mercer noted that the Office of the Chief Coroner has confirmed that the problem of providing medicolegal autopsies in Thunder Bay is well understood by them. They have committed to providing a Mobile Team one week per month to perform non-complex autopsies in Thunder Bay.

Mr. Mercer responded to questions about why autopsies stopped in Thunder Bay.

Deputy Chief R. Hughes advised that the Police Service has spent over \$300,000 sending members of the Service to Toronto when cases are transferred to the Provincial Forensic Pathology Unit in Toronto. He noted that both he and Chief Fleury have met with the Thunder Bay Regional Health Sciences Centre to discuss this issue.

c) Community Safety & Well Being Committee

Memorandum to the Thunder Bay Police Services Board from John S. Hannam, Secretary, dated September 14, 2023, relative to the appointment of a Board representative on the City of Thunder Bay's Community Safety and Well Being Committee, was provided for the Board's information.

Mr. J. Hannam provided an overview relative to the above noted memorandum, and noted that a representative of the Board doesn't necessarily need to be a member of the Board; it can be a member of the community.

MOVED BY: Mayor K. Boshcoff
SECONDED BY: Councillor K. Etreni

With respect to the appointment of a Board representative on the City of Thunder Bay's Community Safety and Well Being Committee, we authorize the appointment of a community member to the Community Safety and Well Being Committee.

CARRIED

8. PETITIONS AND COMMUNICATIONS

a) Bail Compliance and Warrant Apprehension Grant

Memorandum to the Thunder Bay Police Services Board from Chief D. Fleury, dated September 12, 2023, relative to an application for a Bail Compliance and Warrant Apprehension grant to the Ministry of the Solicitor General, was provided for the Board's information.

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Staff Sergeant Jason Anderson, Community Outreach – Thunder Bay Police Service, provided an overview and responded to questions relative to the above noted memorandum. Chief Fleury also responded to questions.

MOVED BY: Councillor K. Etreni

SECONDED BY: Ms. D. Baxter

With respect to the Bail Compliance and Warrant Apprehension Grant as presented at the September 19, 2023 Regular Session of the Board, the Thunder Bay Police Services Board approves increasing the compliment at the Thunder Bay Police Service by two (2) civilian positions that would be grant funded positions.

AND THAT the Chair and Secretary of the Board be authorized to sign documentation in support of the above noted grant.

CARRIED

b) Request for Donation

Correspondence to the Thunder Bay Police Services Board from Colin Woods – President of the Thunder Bay Police Association, dated August 14, 2023, relative to a request for a donation towards the Association’s annual golf tournament, was provided for the Board’s information.

Mr. J. Hannam, Secretary, provided a brief overview of the request.

MOVED BY: Ms. D. Baxter

SECONDED BY: Councillor K. Etreni

With respect to the request for support for the Thunder Bay Police Association’s annual golf tournament, as presented at the September 19, 2023 Regular Session of the Thunder Bay Police Services Board, we authorize funding in the amount of \$1,000;

AND THAT the funding be paid from the Board’s Special Account.

CARRIED

c) All Chiefs Memos

Correspondence to All Chiefs of Police from the Ministry of the Solicitor General, was provided for information purposes only, as follows:

- Index No. 23-0056 – Proceeds of Crime Front-Line Policing/Grant Program – Call for Applications, dated July 24, 2023;

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- Index No. 23-0061 – Posting of Proposed Regulations under the *Community Safety and Policing Act, 2019*, dated August 4, 2023;
- Index No. 23-0062 – Next Generation 9-1-1 Transition Funding Support – Year Two Call for Applications;
- Index No. 23-0063 – Ontario’s Guns and Gangs Investigative Funds;
- Index No. 23-0064 – 2024 Basic Constable Training Program Dates, dated August 22, 2023.
- Index No. 23-0065 – Police Canine Units Survey
- Index No. 23-0066 – Intensive Serious Violent Crime Bail Teams (Due to size, attachment distributed separately with Agenda)

Mr. J. Hannam, Secretary to the Board, and Chief D. Fleury provided overviews relative to the above noted and responded to questions.

Staff Sergeant Jason Anderson, Community Outreach – Thunder Bay Police Service, also responded to questions and provided an overview of what grants the Police Service has applied for.

d) Update on the 2023 World Police Fire Games

Deputy Chief R. Hughes provided a summary of results and medals earned by the Police Service’s members who participated in the 2023 World Police Fire Games in Winnipeg, Manitoba in July, 2023.

He noted that results were sent out to the media, as well as internally to the Police Service. He thanked the Board for their financial support for Service members who participated in the Games. Chief Fleury also responded to questions and noted that these types of good news stories are used for recruiting purposes.

All officers who participated were congratulated by the Board.

e) Thank You Letter

Correspondence from the Thunder Bay Police Association’s Men’s Softball Team, dated August 5, 2023, relative to thanking the Thunder Bay Police Services Board for its support and financial contribution towards expenses incurred at the 2023 World Police Fire Games in Winnipeg, Manitoba, was provided for the Board’s information.

f) Tracking Board Reports

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

i. Emmanuel Oruitemeka Inquest

Board Responses to Jury Recommendations for the Ministry of the Solicitor General, due January 19, 2024.

ii. Governance Committee – Policy Development

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

iii. 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.

iv. OIPRD Report Recommendations

Summary of the status/progress of the OIPRD Recommendations was last presented for the Board's information on May 23, 2023.

v. OCPC Chart – Summary of Recommendations

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

9. NEW BUSINESS

Manitoba Association of Chiefs of Police Meeting

Chief Fleury provided an overview, proposing his and Deputy Chief Hughes' attendance at the upcoming meeting of the Manitoba Association of Chiefs of Police in Winnipeg, Manitoba on October 23, 2023.

The Board was in consensus that the Chief and Deputy Chief should attend.

10. CONFIRMING BY-LAW

MOVED BY: Mayor K. Boshcoff

SECONDED BY: Councillor K. Etreni

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 19th day of September, 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: PC19– 2023

CARRIED

11. ADJOURNMENT

The meeting adjourned at 10:10 a.m.



Thunder Bay Police Service

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

Date of Report: October 8, 2023
Date of Meeting: October 17, 2023
Report No: 30/23

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

SUBJECT

TBPS Joint Health and Safety Committee Semi-Annual Report

REPORT SUMMARY

A brief review of the activities of the TBPS Joint Health and Safety Committee from January 1st to September 30, 2023.

BACKGROUND

Committee Highlights:

- 76 reports of injuries were submitted year to date (compared to an average of 70 for the same period in 2022 which included COVID exposures).
- 19 resulted in lost time compared to an average of 20 for the same period in 2022.
- Continued concerns regarding the age and condition of 1200 Balmoral. The building is becoming difficult to maintain, which creates more safety issues.

COMMENTS

The next Joint Health and Safety Committee report to the Board is expected in January 2024.

RECOMMENDATIONS

For Information Only.

Respectfully submitted,

Darcy Fleury
Chief of Police

Prepared by: Inspector Derek West - Management Co-chair Joint Health & Safety Committee.

**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**

September 12, 2023

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 2022-2023:

The last report was submitted in September 2022, this submission constitutes the ongoing support of the annual reporting requirement.

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/reports

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.

2022 - 2023 Update:

In 2022, the Community Outreach officers and civilian staff collaborated with the Canadian Military at the Canadian Junior Rangers summer program, Camp Loon, to deliver the National Archery in the Schools Program (NASP). The camp was held at Springwater Lake, 50

kilometers north of Geraldton. In the summer months of 2022, officers taught basic archery principles to 59 Junior Rangers from 17 First Nations, as well as instructors comprised of 22 Canadian Rangers, who are part-time reservists and 45 other military personnel. In the evening, Officers ran a paintball range, which saw a large amount of participation.

In July of 2023 the Thunder Bay Police expanded its collaboration with the Canadian Ranger Group by participating in two separate activities. On this occasion Camp Loon was held in Nipissing, Ontario at the Spirit Point Wilderness Academy and Camp. Officers expanded their involvement with the 50 youth in attendance. In addition to instructing the NASP archery program and running the paintball range, an Officer from the School Resource Office delivered presentations regarding bullying and online safety.

Also in July of 2023, two Officers from the Community Outreach Office, in collaboration with the Canadian Rangers went on a 5 day canoe trip in Quetico Park. There were 16 youth from Northern communities that attended this trip. They were instructed in first aid, canoe tipping/recovery, Tarpology and fire making.

Update (on Student Lists): 2022-2023 - Ongoing

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

Update (on Ambassadors): 2022 - 2023 - Ongoing

As a result of the Covid-19 Pandemic, 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): 2022-2023 - Complete

As of October 2018, all NAPS officers have received the presentation from the Service's Aboriginal Liaison Unit (ALU) (now the Community Inclusion Team). Further, the TBPS Safety Presentation video has now been sent to all NAPS detachments for them to use on a go forward basis without their respective communities.

Within the coming year, work will be completed to determine if the video should be updated and a new presentation provided. TBPS has created a series of videos in collaboration with Wali Shaw for our “Dear Self” project. They address issues of gang recruitment, drug use and human trafficking. These are to be provided to NAPS.

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 continuing to work with Matawa Learning Centre (“Matawa”), Dennis Franklin Cromarty High School (“DFC”), Keewaytinook 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 (Complete).** 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. Since the time of the hiring of the consultant, many reviews have been conducted as it relates to cultural issues and the police relationship with Indigenous people. As a result, TBPS will review those reports and implement the necessary recommendations and report the progress to the Thunder Bay Police Services Board as well as the applicable oversight bodies (ie Office of the Independent Police Review Director).

2022 – 2023 Update:

The work contemplated has been completed with the Service implementing Diversity Reconciliation Training to all members of the Service. At this time, nearly all members have the Service have completed the prescribed training.

Update (Overall): 2022 - 2023

The Service continues to be in discussion with NAN and other parties on an as needed basis to finalize the outstanding items outlined in this recommendation or should any issues arise with the implementation of the recommendations.

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 now 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 project funding came to an end in mid-2021 and therefore the statistics as found in the 2021 report are no longer available. However, given the success of this project “floodway” patrols are still assigned to the Primary Response Branch officers to conduct twice a day in the high-risk areas. These patrols occur by officers either walking directly in the floodway area or driving their vehicles by on other occasions. The patrols allow officers to move individuals away from the water especially when alcohol is present to reduce the risk of harm.

Statistical data that has been captured indicates the following:

In 2022, there was a total of 513 incidents listed as floodway occurrences which involved approximately 881 persons. The number of involved persons is likely an underestimation as there are 24 noted occurrences in which a group of individuals was present. Up to May 6th, 2023, there has been a total of 121 occurrences listed as floodway occurrences which involved approximately 228 persons. Due to legal restraints and other considerations, names, ages, race are not always captured and therefore it is not possible to break down the statistics further.



Thunder Bay Police Service

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

Date of Report: October 10, 2023
Date of Meeting: October 17, 2023
Report No: 29/23

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 Third Quarter Complaints 2023

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	0
Accepted—OPP investigate	0
Total.....	4

Complaint Type

Service Complaints.....	0
Conduct Complaints.....	4

2016-2017 Complaints Disposed of in the Third 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 Third Quarter 2023

Withdrawal	0
Unsubstantiated	4
CSR/ER	0
Informal Resolution.....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
Total.....	4

2022 Complaints Disposed of in the Third Quarter 2023

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

COMMENTS

N/A

RECOMMENDATIONS

For Information Only

Respectfully submitted,

Darcy Fleury
Chief of Police

Prepared by: Inspector Gordon Snyder – Corporate Services



Thunder Bay Police Service

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

Date of Report: October 3, 2023
Date of Meeting: October 17, 2023
Report No: 31/23

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

SUBJECT

2023 Operational Budget: Third 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 September 30, 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 September 30, 2023, Administration is projecting an overall unfavourable variance of \$1.8 million. The key components of the unfavourable variance are discussed below.

COMMENTS

Personnel Services overall are estimated to be \$2.95 million unfavourable resulting from:

- A \$900,000 unfavourable variance in wages and benefits resulting from the retirement entitlements of several senior sworn members as well as other anticipated payouts of accumulated vacation entitlements.
- Administration is also projecting a \$1.0 million unfavourable variance in overtime and \$443,000 unfavourable variance in WSIB expenditures based on the trend to date, and,
- A \$615,000 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 which is continuing until March 31, 2024.

Materials are estimated to be \$83,000 unfavourable primarily resulting from equipment and project related expenses associated with additional funding received for Intelligence initiatives and higher than expected telecommunication expenses.

Contracted Services are estimated to be \$75,000 unfavourable primarily resulting from higher than expected legal fees offset by savings expecting in microsoft office licensing costs.

Interfunctional transfers are estimated to be \$117,000 favourable resulting from saving in insurance costs.

Provincial Grant revenues are projected to be \$365,000 favourable as a result the timing of grant recognition for several project related grants, higher than budgeted Court Security and Prisoner Transportation grant and additional funding for Intelligence led initiatives.

User Fees are estimated to be \$784,000 favourable primarily due to the higher than estimated paid duty revenues, criminal records check fees and secondment revenues.

RECOMMENDATIONS

For Information Only.

Respectfully submitted,

Darcy Fleury
Chief of Police

Prepared by: Director Dawn Paris - Finance & Facilities



MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

DATE: October 10, 2023
TO: Thunder Bay Police Services Board
FROM: Detective Inspector J. Pearson
SUBJECT: BriefCam

The purpose of this memorandum is to advise the Thunder Bay Police Services Board that in September of 2023, four (4) Thunder Bay Police Service members successfully completed the BriefCam training program, and to request that the Board provide a Directive to begin the use of this program.

The training completed by the 4 Thunder Bay Police Service members has included the company-provided training module, service-specific training and Freedom of Information and Privacy training.

As reported to the Board in February of 2023, the BriefCam program has undergone privacy assessment, internal field testing, public consultation and consultation with other police services. The BriefCam program has been found to be a valuable investigative aid in a video analytics capacity.

As review, testing and training have now been completed, it is the intention of the Thunder Bay Police Service to operationalize the software and therefore, a Board Directive is being requested.

In light of the completion of the training, I would ask that the Thunder Bay Police Services Board consider approving the following motion:

With respect to the use of the BriefCam video analytics software, the Thunder Bay Police Services Board approves and directs the use of the software by trained members of the Thunder Bay Police Service, for the purpose of assisting in the lawful execution of their duties.

TO: Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary

DATE: September 14, 2023

SUBJECT: **2023 Budget Status Update**

At the direction of the Board, Administration will report on the status of the Board's operating budget on a monthly basis. The attached table presents a summary of the Board's budget as of September 12, 2023.

Areas of concern are Professional Fees, Legal Fees and Legal Fees – Indemnity; Professional Fees with an estimated \$80,000 unfavourable variance to year end as a result of workload and activity levels much higher than anticipated, both legal fee accounts negatively impacted by the costs arising from the Oruitemeka Inquest with approximately \$90,000 not anticipated at the time the 2023 budget being set. The Inquest, while expected, had been previously been scheduled in 2020 and 2021 but was not confirmed for 2023 until February of this year.

As a result, with the added contribution of costs of the Expert Panel in 2023, a year end unfavourable variance of approximately \$220,000 is estimated.

Attachment A to this memo presents a summary of the budget, some smaller accounts have been merged to ease of review, in a format that Board members seem to find helpful earlier this summer. The intention is that this summary be presented monthly to the Board to allow for current, clear, information on the status of the budget as we move through the year. Feedback on the summary format will help refine it so that it best assists Board members.

With this reporting in place, Administration recommends ceasing the practice of listing invoices paid month to month, a practice that provides little contextual information on the budget and can cause some confusion in the turn of the calendar year. The following motion is presented for the Board's consideration:

“With respect to the reporting of invoices paid, and charged against the annual operating budget, we recommend that the Thunder Bay Police Services Board direct Administration to cease the practice, replacing it with a monthly budget summary.”

Attachment A – September 2023 Budget Summary

September - 2023 Budget Summary

Account Description	Actual + Committed	Budget	Available	Comments
Honorariums and Fringe Benefits	15,330.83	31,000.00	15669.17	
Equip Maintenance and Computer Software	0	2,700.00	2,700.00	
Business Travel	7,724.27	10,000.00	2,275.73	
Office Supp & Stn	975.51	2,500.00	1,925.97	
General Expense	13,689.96	10,000.00	-3,689.96	Awards dinner, Account assignments under review
Memberships/Subscriptions	4,307.70	10,000.00	5,692.30	
Consultant Fees	57,449.69	37,500.00	-19,949.69	Costs for Expert Panel higher than anticipated in 2023
Professional Fees	134,547.21	105,000.00	-29,547.21	Higher than anticipated work loads from Board committees and general activity
Legal Fees	219,012.58	250,000.00	30,987.42	Oruitememka Inquest costs
Legal Fees-Indemnity	82,829.16	50,000.00	32,829.16	Oruitememka Inquest costs
Purchased Service	141,263.84	200,000.00	58,736.16	
Rent Expense	38,670.36	25,500.00	-13,170.36	Balanced by rental revenues
Revenue Rental-Office Space	-11,661.60	-15,000.00	-3,338.40	
Totals	704,139.51	719,200	15,055.40	Estimate unfavourable ~ \$220,000

TO: Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary

DATE: October 11, 2023

SUBJECT: **3rd Quarter Budget Variance**

In keeping with the annual budget process a review of the operating budget for the Thunder Bay Police Services Board has been undertaken in an effort to determine the estimated year-end status of the budget, as of the end of the 3rd Quarter.

Administration has reported an estimated \$210,000 unfavourable variance to year end for the 2023 operating year. This represents an increase of \$30,000 over the reported 2nd Quarter variance. This unfavourable variance is primarily the result of unanticipated costs, of approximately \$120,000, for legal fees incurred during the Oruitemeka Inquest held in Thunder Bay in July, along with higher than anticipated costs for administration, and the final costs for the Expert Panel. It should be noted that the legal fees for the Oruitemeka Inquest include those of the Board's legal counsel, and two separate law firms representing respondent officers and civilians called as witnesses to the Inquest.

Appendix "A"

Special Account Policy

In this policy:

"Act" means whichever of the *Police Services Act* (the "PSA") or the *Community Safety and Policing Act* that is in force at the relevant time.

"Board" means the Thunder Bay Police Services Board.

"Chair" and "Vice-Chair" mean the Chair and the Vice-Chair of the Board respectively.

"Chief of Police" means the Chief of Police.

"Committee" is comprised of the Chair and the Vice-Chair, unless the Board chooses to appoint committee members in which case the Committee will be comprised of two Board members so appointed.

"Service" means the Thunder Bay Police Service.

"Special Account Funds" means money or the proceeds of sale of property that comes into possession of the Service under the circumstances described:

(a) described in section 132 of the PSA; or

(b) described in sections 258 and 259 of the CSPA

depending which statute is in force at the relevant time.

"Thunder Bay" means the City of Thunder Bay

It is the policy of the Thunder Bay Police Services Board with respect to Special Account Funds that:

- 1) Special Account Funds be accounted for according to the prescribed method under the Act.
- 2) Special Account Funds only be used for a purpose that the Board considers to be in the public interest.
- 3) The authority of the Board under the Act with respect to use of the Special Account Funds is delegated to the Committee with the assistance of the Chief of Police and Board Secretary as resources and advisors.
- 4) The Committee need not formally meet. In the event that both members of the Committee advise the Board Secretary that they approve a disbursement from the Special Account, the disbursement is authorized by the Committee.
- 5) Requests to the Committee for disbursement decisions:

- a) will be accompanied by a statement of the current balance of the Special Account, a listing of disbursements over the prior 12 months and a listing of anticipated disbursements over the next 12 months.
 - b) will be accompanied by a short statement addressing compliance with this policy and the basis for the submission that the disbursement is in the public interest.
 - c) will be copied to all members of the Board who may provide input to the Committee, as may be appropriate, including at a meeting of the Committee if requested.
- 6) Special Account Funds will be used to advance objectives and priorities established in the Board's current strategic plan;
- 7) The following priorities shall be considered by the Committee in their exercise of delegated authority under this policy:
- a) supporting organizations such as Crime Stoppers, the Police Youth Corps and Victim Services whose goals are closely aligned with the Service and the Board;
 - b) supporting members of the Service in athletic, musical and other such activities that support and enhance reputation of the Service and the well-being of its members;
 - c) supporting Indigenous initiatives to build better relationships and trust between the Service/ the Board and Indigenous peoples;
 - d) supporting the work of the Ontario Association of Police Service Boards and the Canadian Association for Police Governance which builds capacity and permits access to resources and expertise;
 - e) supporting work of the Board in addressing recommendations made in inquests, the 2018 OIPRD and OCPC reports and in the report of the Expert Panel; and
 - f) supporting special requests from the Service for unfunded special projects.
- 8) Special Account Funds will not be used:
- a) for activities that do not support a Board objective or priority.
 - b) to fund usual operating and capital expenses of the Board and of the Service.
 - c) for political or partisan events or activities.



MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

DATE: October 10, 2023
TO: Thunder Bay Police Services Board
FROM: Chief D. Fleury
SUBJECT: Indigenous Grand Chief's Forum

The purpose of this memorandum is to advise the Thunder Bay Police Services Board (TBPSB) that the Thunder Bay Police Service (TBPS) is working with Anishinabek Nation to host a one day, all day, Indigenous Grand Chief's Forum and to request support from the TBPSB. The tentative date is November 9th, 2023.

The purpose of the forum is to bring the Grand Chief's from Treaty 3, Nishnawbe-Aski Nation and Anishinabek Nation, their Deputies, Elders, and Indigenous agencies, to a meeting with the TBPS, TBPSB, Senior Officers and NCOs, to discuss the policing expectations of our Indigenous partners. It is also an opportunity to have open discussion on the expectations of the TBPS to our partners, and to discuss ways to ensure superior service is being provided to Indigenous people living in Thunder Bay.

The planning is being done through the Chief of Police's Office and the Office of Deputy Grand Chief Mel Hardy's Office. The planning discussions have included inviting senior officers from the other police agencies working in and around Thunder Bay, and the decision was to have the initial meeting focus on the policing needs of Thunder Bay and expectations of the Thunder Bay Police. Subsequent meetings will include other police agencies and the Ontario Metis Association.

When preparing the invitation list, we will ask that each of the Nations pay for attendee's travel and accommodation. The TBPS will provide the venue, coffee, snacks, and lunch.

As the TBPS, TBPSB and Indigenous community continue to work together, many of the recommendations from various reviews of TBPS will be answered.

As the planning of the Indigenous Grand Chief's Forum continues, I would ask that the Thunder Bay Police Services Board consider approving the following motion:

With respect to the Indigenous Grand Chief's Forum being hosted by the Thunder Bay Police Service and the Anishinabek Nation, the Thunder Bay Police Services Board approves to support and assist the Thunder Bay Police Service with the costs of this forum.

DF/af

Calendar for year 2024 (Canada)



January

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
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February

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July

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August

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September

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October

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November

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December

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- | | | |
|--|--|---|
| Jan 1 ● New Year's Day | Apr 9 ● Vimy Ridge Day | Oct 14 ● Thanksgiving Day (Nova Scotia) |
| Jan 6 ● Epiphany | May 12 ● Mothers' Day | Oct 14 ● Thanksgiving Day (Prince Edward Island) |
| Feb 2 ● Groundhog Day | May 20 ● Victoria Day (Many regions) | Oct 31 ● Halloween |
| Feb 14 ● Valentine's Day | Jun 16 ● Fathers' Day | Nov 11 ● Remembrance Day (Many regions) |
| Feb 19 ● Family Day (Many regions) | Jun 21 ● National Indigenous Peoples Day | Nov 11 ● Remembrance Day (Many regions) |
| Feb 19 ● Islander Day (Prince Edward Island) | Jul 1 ● Canada Day | Dec 11 ● Anniversary of the Statute of Westminster |
| Feb 19 ● Louis Riel Day (Manitoba) | Aug 5 ● Civic/Provincial Day (Northwest Territories, Nunavut) | Dec 24 ● Christmas Eve |
| Feb 19 ● Nova Scotia Heritage Day (Nova Scotia) | Aug 5 ● British Columbia Day (British Columbia) | Dec 25 ● Christmas Day |
| Feb 23 ● Yukon Heritage Day (Yukon) | Aug 5 ● Natal Day (Nova Scotia) | Dec 26 ● Boxing Day (Many regions) |
| Mar 11 ● Commonwealth Day | Aug 5 ● Saskatchewan Day (Saskatchewan) | Dec 26 ● Boxing Day (Nova Scotia) |
| Mar 17 ● St. Patrick's Day | Aug 5 ● New Brunswick Day (New Brunswick) | Dec 31 ● New Year's Eve |
| Mar 29 ● Good Friday | Sep 2 ● Labour Day | |
| Mar 31 ● Easter Sunday (Newfoundland and Labrador, Nova Scotia) | Sep 30 ● National Day for Truth and Reconciliation | |
| Mar 31 ● Easter Sunday | Oct 14 ● Thanksgiving Day (Many regions) | |
| Apr 1 ● Easter Monday (NT, NU, QC) | | |
| Apr 6 ● Tartan Day | | |