

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

**Date: TUESDAY, FEBRUARY 20, 2024**

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

**Time: 10:30 A.M.**



**THE FIFTH SESSION OF THE  
FIFTY-FIFTH THUNDER BAY POLICE SERVICES BOARD**

**TUESDAY, FEBRUARY 20, 2024**

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

**10:30 A.M.**

**REGULAR SESSION**

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1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

(2 minutes)

RES 1

With respect to the Fifth Session (Regular) of the Fifty-Fifth Thunder Bay Police Services Board held on February 20, 2024, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

(2 minutes)

The Minutes of the Third Session (Regular) of the Fifty-Fifth Thunder Bay Police Services Board held on January 16, 2024, to be confirmed. **(Pages 7 - 15)**

RES 2

THAT the Minutes of the Third Session (Regular) of the Fifty-Fifth Thunder Bay Police Services Board held on January 16, 2024 be confirmed.

4. REPORTS OF COMMITTEES

a) Governance Committee

(2 minutes)

Committee Chair, Ms. Denise Baxter, to provide an overview relative to the activities of the Governance Committee.

b) Labour Relations Committee

(2 minutes)

Committee Chair, Mr. W. Bahlleda, to provide an overview relative to the activities of the Labour Relations Committee.

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5. DEPUTATION (10 minutes)

Correspondence from Bill Woods to John Hannam, Board Secretary, dated January 15, 2024, relative to a request to appear before the Thunder Bay Police Services Board, for the Board's information. **(Pages 16 - 17)**

6. REPORTS OF THE THUNDER BAY POLICE SERVICE (20 minutes)

a) Annual Review of Public Complaints

Report No. 05/24 (Police) relative to the 2023 Annual Review of Public Complaints, for the Board's information. **(Pages 18 - 21)**

Inspector J. Rybak, Thunder Bay Police Service, to provide an overview relative to the above noted.

b) OIPRD Systemic Review Recommendations - Update

Chief of Police D. Fleury to provide a verbal update relative to the above noted report.

c) Annual Use of Force Report

Report No. 06/24 (Police) relative to the 2023 Annual Use of Force Report, for the Board's information. **(Pages 22 - 26)**

Sergeant R. Belcamino, Instructor – Use of Force/Firearms/Officer Safety/Defensive Tactics for the Thunder Bay Police Service, to provide an overview relative to the above noted.

d) Annual Street Check Report

Report No. 07/24 (Police) relative to the Annual Report on the Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties – also known as “Street Check”, for the Board's information. **(Pages 27 - 31)**

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

7. GENERAL MATTERS

a) Big Trout Lake – Deployment Opportunity (5 minutes)

Chief D. Fleury to provide a verbal update with respect to a partnership developed that will allow TBPS officers to police alongside OPP in the community of Kitchenuhmaykoosib Inninuwug (KI or Big Trout Lake).

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- b) Website Update (5 minutes)

Mr. J. Hannam, Secretary, to provide an update relative to the internal dashboard for Board members.

- c) Budget Report (5 minutes)

Memorandum from Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, to provide a monthly status report on the Board's budget, as well as the final operational budget for 2023. **(Distributed Separately)**

- d) Board Member Orientation (10 minutes)

At the January 16, 2024 Regular Session of the Board, Councillor K. Etreani presented a draft Policy on Board and Committee – Orientation and Training. At the meeting, suggestions were made for further amendments to the policy, adoption of the policy was deferred, and the draft policy was referred back to Councillor K. Etreani for further revisions.

All Chiefs Memo Index 24-005, dated January 26, 2024, relative to New Mandatory Online Learning for the Public Safety Sector, for the Board's information. **(Pages 32 - 35)**

Draft Board and Committee Policy – Orientation and Training, as well as the proposed Confidentiality Statement, for the Board's information. **(Pages 36 - 38)**

Councillor K. Etreani 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 Policy on Board and Committee – Orientation and Training, as presented at the February 20, 2024 Regular Session of the Board;

THAT the Thunder Bay Police Services Board approves adoption of the subject policy, as presented.

- e) CSPA Transition (5 minutes)

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

- f) Strategic Planning Update (5 minutes)

Memorandum to the Thunder Bay Police Services Board from Denise Baxter, Board Vice Chair, dated February 12, 2024, relative to Strategic Planning: First Steps, for the Board's information. **(Page 39)**

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Ms. D. Baxter to provide an overview relative to the above noted. The following motion will be presented for the Board's consideration:

RES 4

With respect to developing a new strategic plan for the provisions of policing in the community, we recommend that the Thunder Bay Police Services Board approve a call for proposals for professional services in accordance with Article 4.06 of the Board's Supply Management By-law PC25-2020;

AND THAT member D. Baxter, with the support of the Board Secretary, proceed to develop and issue the call for proposals.

8. PETITIONS AND COMMUNICATIONS

a) Request to Reinstate Foot Patrols (10 minutes)

Email correspondence to Mayor Ken Boshcoff from Lori Paras, dated November 29, 2023, relative to a request to reinstate foot patrols in the north and south core business districts of Thunder Bay, for the Board's information. **(Pages 40 - 41)**

Mayor Ken Boshcoff to provide an overview relative to the above noted.

b) Safer and Vital Communities Grant – Call for Applications (2 minutes)

All Chiefs Memo from Ken Weatherill – Assistant Deputy Minister of the Public Safety Division of the Ministry of the Solicitor General, dated January 26, 2024, relative to a Call for Applications for the 2024-25 to 2025-26 Safer and Vital Communities Grant. This memorandum is for information purposes only. **(Pages 42 - 43)**

Police services are encouraged to distribute the application package to local community organizations.

The application package can be obtained by contacting Mr. John Hannam, Secretary to the Police Services Board. Deadline for submission is Monday, February 26, 2024.

c) Tracking Board Reports

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

i. 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.

ii. 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 5

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 20<sup>th</sup> day of February, 2024.

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: PC3-2024

11. ADJOURNMENT

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

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**DATE:** JANUARY 16, 2024

**TIME:** 10:30 A.M.

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

**CHAIR:** MS. K. MACHADO

**PRESENT:**

Mayor K. Boshcoff  
Councillor K. Etreni  
Ms. K. Machado

**ATTENDING BY ZOOM:**

Mr. W. Bahlhieda  
Ms. D. Baxter  
Mr. M. Mercer

**OFFICIALS:**

Mr. D. Fleury, Chief of Police  
Inspector G. Snyder, Thunder Bay Police Service  
Detective Inspector J. Rybak, 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  
Mr. R. Hughes, Deputy Chief of Police

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Prior to the meeting being called to order, Chair K. Machado, on behalf of the Thunder Bay Police Services Board, provided a statement in response to the recent deaths of Indigenous women and girls in the community. A moment of silence was held to honour the lives lost and to reflect on the work that the Board needs to do in order to keep the people of Thunder Bay safe.

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Under New Business, Mr. J. Hannam would like to provide an update on the Board's website. Member W. Bahlhieda also added a discussion on a possible name change for the Thunder Bay Police Service.

Under General Matters, the Police Service's response to the Emmanuel Oruitemeka Inquest has been deferred to February 20, 2024.

**MOVED BY:** Councillor K. Etreni

**SECONDED BY:** Mayor K. Boshcoff

With respect to the Third Session (Regular) of the Fifty-Fifth Thunder Bay Police Services Board held on January 16, 2024, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

3. APPOINTMENT OF CHAIR AND VICE-CHAIR

A call for the appointments of a Chair and Vice-Chair, effective January 16, 2024, for the remainder of 2024, or until a replacement has been appointed, was made.

MOVED BY: Councillor K. Etreni

SECONDED BY: Mayor K. Boshcoff

THAT Ms. Karen Machado be appointed Chair of the Thunder Bay Police Services Board, effective January 16, 2024, for the remainder of 2024, or until a replacement is appointed.

CARRIED

MOVED BY: Councillor K. Etreni

SECONDED BY: Mr. W. Bahlhieda

THAT Ms. Denise Baxter be appointed Vice-Chair of the Thunder Bay Police Services Board, effective January 16, 2024, for the remainder of 2024, or until a replacement is appointed.

CARRIED

4. CONFIRMATION OF MINUTES

The Minutes of the First Session (Regular) of the Fifty-Fifth Thunder Bay Police Services Board held on December 19, 2023, to be confirmed.

MOVED BY: Mayor K. Boshcoff

SECONDED BY: Councillor K. Etreni

THAT the Minutes of the First Session (Regular) of the Fifty-Fifth Thunder Bay Police Services Board held on December 19, 2023 be confirmed.

CARRIED

5. REPORTS OF COMMITTEES



a) Governance Committee

Committee Chair, Ms. Denise Baxter, provided an overview of the activities of the Committee. A meeting is scheduled for January 17, 2024. The Committee has been working on a process for community consultations around Indigenous-centered policy writing and the development of a DEI Framework to support that.

As well, policies are coming forward for approval at today's meeting.

i. Indigenous Relationship Policy

At the November 21, 2023 Regular Session of the Board, a proposed Indigenous Relationship Policy was presented for the Board's information. After the meeting, it was distributed to Chief Fleury's Indigenous Advisory Committee for comments and suggested edits.

The proposed Indigenous Relationship Policy was presented and summarized by Administrator M. Mercer. He recognized the important contributions of Ms. Cora McGuire-Cyrette towards the content of this policy. He noted that the Chair and the Chief of Police will report to the Board twice yearly on the work being accomplished.

Chair K. Machado also thanked Administrator Mercer for his work with supporting the Board on the policies that need to be developed.

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

With respect to the Indigenous Relationship Policy, as presented at the January 16, 2024 Regular Session of the Board, we recommend that the Thunder Bay Police Services Board approves adoption of the subject policy, as presented.

CARRIED

ii. Missing Person Procedure

Copies of the Thunder Bay Police Service Missing Person Procedure, Part 6 Chapter 37, were distributed separately with the Regular Session Agenda.

Mr. J. Hannam, Secretary, provided an overview relative to the above.

Inspector G. Snyder responded to questions, and noted that the Service is hoping to align this procedure with the Board's policy on Missing Persons. Chair Machado, Administrator Mercer and Councillor Etreni suggested several revisions to the procedure presented at today's meeting.

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MOVED BY: Councillor K. Etreni

SECONDED BY: Ms. D. Baxter

With respect to the Thunder Bay Police Service procedure for Missing Persons, the Thunder Bay Police Services Board supports the subject procedure, as presented at the January 16, 2024 Regular Session of the Board.

CARRIED

b) Labour Relations Committee

Mr. W. Bahlleda, Chair, provided an overview relative to the activities of the Labour Relations Committee. He noted that the Board has acknowledged to the Thunder Bay Police Association that they are in receipt of the Association's Notice to Bargain the Collective Agreements.

Correspondence will be sent to the Police Association suggesting meeting dates to start discussions.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Quarterly Complaints

Report No. 03/24 (Police) relative to the summary of complaints for Q4 of 2023 (October, November and December, 2023), was provided for the Board's information.

Detective Sergeant J. Rybak, Thunder Bay Police Service, provided an overview relative to the Report Summary provided in the agenda and responded to questions. He noted that this report primarily deals with conduct of members.

7. GENERAL MATTERS

a) Emmanuel Oruitemeka Inquest

Matter deferred to the February 20, 2024 Regular Session.

b) Provincial Guns and Gangs Unit

Chief of Police D. Fleury provided an update relative to the above noted. Work has begun this week. Two (2) officers have been assigned to this group, and Chief Fleury is hoping to approve an additional member to this group in due course. Mayor Boshcoff noted that City Council is also raising issues around Guns and Gangs, as this is a concern of City Council and the community.

c) Monthly Status Report

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Memorandum of Summary of 2023 – Monthly Report to the Thunder Bay Police Services Board from John S. Hannam, Secretary, dated January 11, 2024, relative to a monthly summary of the Board’s operational budget, was distributed separately as Additional Information for the Board on January 15, 2024.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided a monthly status report on the Board’s budget, and noted that, overall, the estimated year-end position remains unchanged. A final version of the Board’s operational budget for 2023 will be provided at the February meeting.

d) Board Member Orientation

At the December 19, 2023 Regular Session of the Board, Councillor K. Etrene provided an overview of proposed Board orientation for discussion purposes only.

Draft Policy on Board and Committee – Orientation and Training, was provided for the Board’s information in the Regular Session Agenda. An amended version of Policy on Board and Committee – Orientation and Training, was emailed to Board Members on January 13, 2024 and distributed with Additional Information on January 15, 2024. A subsequent version was distributed separately on desks at the meeting, after Councillor Etrene consulted with Mr. T. Gervais, Police Services Advisor – Ministry of the Solicitor General.

Councillor K. Etrene presented an overview of her draft policy. Discussion on an oath of confidentiality for members and administrative staff was held.

Suggestions were made for further amendments to the policy.

A discussion on minimum requirements for new board members (before they attend their first board meeting) was held. Chair Machado requested that adoption of this policy be deferred until the language can be tightened up and applicable legislation be reviewed.

MOVED BY: Councillor K. Etrene

SECONDED BY: Ms. D. Baxter

With respect to the Policy on Board and Committee – Orientation and Training, as presented at the January 16, 2024 Regular Session of the Board;

THAT the Thunder Bay Police Services Board approves adoption of the subject policy, as presented.

MOVED BY: Councillor K. Etrene

SECONDED BY: Mayor K. Boshcoff

With respect to the Policy on Board and Committee – Orientation and Training, as

presented at the January 16, 2024 Regular Session of the Board;

THAT the Thunder Bay Police Services Board refers to Councillor Etreni the draft policy for further revisions, to be re-presented at a later date.

CARRIED

e) Board Committees

At the December 19, 2023 Regular Session of the Board, Mr. T. Gervais, Police Services Advisor – Ministry of the Solicitor General, provided an overview of All Chiefs Memo Index No. 23-0085, the In-force date of the *Community Safety and Policing Act, 2019* (CSPA).

He noted that there are significant changes in the Act that will affect the Police Service and the Board and suggested a project management approach.

Discussion was held relative to the formation of a subcommittee of the Board to deal with the transition to the CSPA.

MOVED BY: Mayor K. Boshcoff

SECONDED BY: Ms. D. Baxter

With respect to the new Community Safety and Policing Act, 2019 (CSPA), and the formation of a subcommittee of the Board to deal with the transition to the new Act;

THAT Chair Karen Machado and Councillor Kasey Etreni be appointed as liaisons to the Ministry of the Solicitor General;

AND THAT the Secretary to the Board, John Hannam, support the subcommittee.

CARRIED

Mr. J. Hannam will notify Mr. T. Gervais, Police Services Advisor – Ministry of the Solicitor General about the above appointments.

f) Strategic Planning

Memorandum to the Thunder Bay Police Services Board from John S. Hannam, Secretary, dated January 9, 2024, relative to Strategic Planning, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview relative to the above noted and noted that a third party will be hired to develop a strategic plan and facilitate discussions.

Ms. D. Baxter noted that she has worked with external consultants on other strategic plans, and volunteered to take the lead and liaise with the Chair and Secretary on the work that needs to be accomplished on the Board's next strategic plan.

Board members were in consensus that Ms. Denise Baxter be appointed as lead liaison for Strategic Planning.

g) CSPA Summit

Memorandum to the Thunder Bay Police Services Board from John S. Hannam, Secretary, dated January 9, 2024, relative to Board attendance at an upcoming summit, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview of his memorandum and noted that seats were going quickly; therefore, two (2) seats have been purchased/held for board members to attend this Summit.

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

With respect to the Community Safety & Policing Act, 2019 (CSPA) Summit, hosted by the Ontario Association of Police Services Boards (OAPSB), and others, on February 27 - 28, 2024, we recommend that the Thunder Bay Police Services Board authorize the following individuals to attend and that their expenses be paid from the Board's operating budgets:

Ms. Karen Machado  
Ms. Denise Baxter

CARRIED

8. PETITIONS AND COMMUNICATIONS

a) Tracking Board Reports

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

i. 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.

ii. OIPRD Report Recommendations

Summary of status/progress of OIPRD Recommendations: a verbal update was presented to the Board on October 17, 2023.

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.

9. NEW BUSINESS

a) Proposed Name Change for the Thunder Bay Police Service

Mr. W. Bahlleda led a discussion on the possibility of a name change for the Thunder Bay Police Service. He proposed that their name be changed to Thunder Bay Regional Police Service.

Discussion followed on the acknowledged service population of Thunder Bay, which is thought to be around 150,000. Mayor Boshcoff noted that provincial representatives and local service agencies routinely use that number when funding is being applied for, and accordingly, supported Member Bahlleda’s proposal.

Discussion followed, including discussion on regional policing services outside of the City’s borders and the *Police Services Act*. Limitations in naming practice in the *Police Services Act* were noted.

b) Website Updates

Mr. J. Hannam, Secretary, provided an update on the website. The internal dashboard for Board members will be ready around January 25, 2024. Mr. Hannam will be reaching out to each member on how to navigate the dashboard. A full report will be provided at the February Regular Session.

10. CONFIRMING BY-LAW

MOVED BY: Councillor K. Etrene

SECONDED BY: Mayor K. Boshcoff

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:

**THUNDER BAY POLICE SERVICES BOARD (TBPSB)**

**REGULAR SESSION**

**January 16, 2024**

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1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 16<sup>th</sup> day of January, 2024.

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: PC2-2024

CARRIED

11. ADJOURNMENT

The meeting adjourned at 12:05 p.m.

**From:** [Bill Woods](#)

**Sent:** January 15, 2024 4:17 PM

**To:** [psbsecretary@hotmail.com](mailto:psbsecretary@hotmail.com)

**Subject:** Request for deputation in front of Police Services Board

Hello

The city clerks office gave me this email in regards to doing a deputation in front of the police services board.....this is a issue that I feel is a huge problem that needs immediate attention.

First let me introduce myself....my name is Bill Woods and I'm a lifetime resident of this beautiful city and proud to call Thunder Bay my home for the last 50 plus years....i am regular everyday citizen and just happen to be the administrator and moderator of Thunder Bays Open Discussion....Thunder bays now #1 news and opinions group on Facebook with thousands of active members and hundreds who participate daily

I have taken it upon myself to talk to you on behalf of myself and many others who share the same views as me as it pertains to the current state of policing and our 911 system as a whole and ask you what steps are you going to take [today](#) to fix this obviously broken system The current state of Thunder Bay's police service and emergency/911 services as a whole are broken and a total and unacceptable....as the citizens of Thunder Bay we deserve better and deserve to be able to call in a state of emergency and feel safe and confident that should they be in dire need that it will be followed up on in a timely manner which sadly is not the case in our city [today](#)

Now I am NOT putting the blame on our current street patrol officers (quite the opposite tbh).....the job these men and women do on a daily basis is a thankless job trying to keep the people of Thunder Bay safe....the issue is they are so understaffed that they couldn't possibly keep up....between service calls street patrol babysitting the criminal element at the regional along with everything else they do in a shift along with other specialty task forces like the cyber crimes and the multi force drug/gang units which unfortunately in [today's](#) society are desperately needed the current officers are stretched beyond the breaking point and couldn't possible be in 10 places at the same time

Drugs and gangs are at a all time high to the point we had a armed shoot out last summer.... violent crime including domestic violence seem to be on the rise.....homicides are on the rise to where we were leading in murders per capita and on many most dangerous places to live lists.....we have people in a emergency calling 911 and being told no officers available or taking HOURS for police to respond if your lucky if not the next day ..... people in mental health crisis or other non emergency situation and being told no officers available sorry .....now we even are losing our babies because there was no officers available to follow up on a unwanted persons call.....my thoughts are ALL 911 calls should be followed up in a timely manner no matter if the person called back to "cancel" the call or not ..... what if the person cancelled under duress or the threat returns like in recent story of Jenna .... the unwanted person returned (not that she



was a threat) but in obvious distress and a single unit talking to her could have meant life or death or made a difference in her life .....

I understand there will always be a need to prioritize calls but for people in need or in a actual emergency needing to wait hours if not days (sometimes NOT showing at all and looked at as frivolous ) is unacceptable in my eyes and many others I have talked to..... many simply don't feel safe at no fault of the current men and women currently on the street but simply because they are stretched beyond broken due to a broken system and is impossible to be in 10 places at the same time and eventually a emergency comes up and there are no officers available to respond in a timely matter....in some circumstances what's even the point if the threat or emergency is long over before the first unit can show up our force we do have recently made the headlines due to inappropriate actions of a handful of officers on more then one occasion along with systemic racism and racial tensions with in our force and city.....lots of times now our officers feel handcuffed themselves and feel they need to handle all arrests with kid gloves due to backlash over the smallest things..... many of the homicide investigation (including the deaths of the now famous 7 students who died while here for schooling and the Stacy Debungee case to name a couple) are looked at as a joke and resulted in "broken trust" Now my question to the police services board and Police Chief Fleury along with city council is this.....when will this be fixed and what are you willing to do to fix this grievous problem [today](#) before something else happens ???? I think everyone 's safety far trumps anything else.....in mine and many others eyes we don't feel safe or confident in or current system and that's far more important.....our police services has been sub par (at no fault to the hard working officers doing a thankless job) far too long and the people of Thunder Bay shouldn't be forced to accept this sub par service and not feeling safe and this is something that can't wait and needs to be fixed NOW not 5-10 years from now

I hope my message makes a difference and thank you for your time and patience

Bill Woods

Thank you for your patience and please consider my deputation

Bill



# Thunder Bay Police Service

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**DARCY FLEURY, CHIEF OF POLICE**

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

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

**Date of Report:** February 12, 2024

**Date of Meeting:** February 20, 2024

**Report No:** 05/24

## Chair and Members Thunder Bay Police Services Board

### SUBJECT

Public Complaints 2023 Annual Review

### BACKGROUND

The *Independent Police Review Act*, 2007, established the **Office of the Independent Police Review Director (OIPRD)** delegating 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 Office of the Independent Police Review Director (OIPRD) to investigate and resolve public complaints.

The Corporate Services 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, and
- Complaints about the service and/or 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 *Police Services Act* charge. A substantiated service or policy complaint requires that the Chief of Police to report to the complainant, Police Services Board, and 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 Office of the Independent Police Review Director.

**PUBLIC COMPLAINT REPORT SUMMARY – ANNUAL**

<b>Summary of 2023 Complaints</b>	
Local Resolution (LR)	0
Customer Service Resolution (CSR)	0
Withdrawn by Complainant Prior to Screening by OIPRD	2
Not Accepted	30
Accepted – Transitioned to CSR/ER	1
Accepted – OIPRD investigate	0
Accepted – TBPS Investigate	20
Accepted – OPP Investigate	0
<b>Total 2023 Service Complaints</b>	<b>6</b>
<b>Total 2023 Conduct Complaints</b>	<b>47</b>
<b>Total Fourth Quarter Complaints</b>	<b>53</b>

<b>2023 Complaints Disposed of in 2023</b>	
Withdrawn	4
Unsubstantiated	4
CSR/ER	1
Section 72 (Terminated Investigations)	2
Substantiated	1
Informal Resolution	0
PSA Hearing	0
<b>Total</b>	<b>12</b>

<b>Summary of 2023 Complaints Disposed of by Quarter in 2023</b>	
First Quarter	3
Second Quarter	1
Third Quarter	4
Fourth Quarter	4
<b>Total Disposed 2023 Complaints by Quarter</b>	<b>12</b>

<b>2023 Outstanding Complaints</b>	
Service Complaints	2
Conduct Complaints	6
Section 72 (Suspended Investigations)	1
<b>Total</b>	<b>9</b>

<b>2022 Complaints Disposed of in 2023</b>	
Withdrawn	2
Unsubstantiated	8
CSR/ER	0
Substantiated	0
Informal Resolution	0
PSA Hearing	0
<b>Total</b>	<b>10</b>

<b>Summary of 2022 Complaints Disposed of by Quarter in 2023</b>	
First Quarter	5
Second Quarter	5
Third Quarter	0
Fourth Quarter	0
<b>Total Disposed 2022 Complaints</b>	<b>10</b>

<b>2022 Outstanding Complaints</b>	
Service Complaints	0
Conduct Complaints	0
Section 72 (Suspended Investigation)	1
<b>Total</b>	<b>1</b>

<b>2016-2017 Complaints Disposed of in 2023</b>	
Withdrawn	0
Unsubstantiated	0
CSR/ER	0
Substantiated	0
Informal Resolution	0
PSA Hearing	0
<b>Total (OIPRD has the outstanding 2016-2017 complaint)</b>	<b>1</b>

<b>Remaining Outstanding Complaints</b>	
2016	1
2022	1
2023	9

**COMMENTS**

N/A

**RECOMMENDATIONS**

For Information Only

**Respectfully submitted,**



Darcy Fleury, M.O.M.  
Chief of Police

Prepared by: Inspector Gordon Snyder – Corporate Services



# Thunder Bay Police Service

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**Date of Report:** February 9, 2024  
**Date of Meeting:** February 20, 2024  
**Report No:** 06/24

**Chair and Members**  
**Thunder Bay Police Services Board**

**SUBJECT**

Thunder Bay Police Service Annual Use of Force Report 2023

**REPORT SUMMARY**

**USE OF FORCE**

Police officers may be required to use force to protect the public and themselves and, as such, are granted authority by the Criminal Code to use as much force as is necessary to carry out their duties. The Ministry of Community Safety and Correctional Services also issues regulations which specifically address the use of force in the performance of policing duties by ensuring a focus on sufficient and appropriate training for police officers. Reporting requirements are meant to identify and evaluate training requirements in a general sense or as they relate to a specific individual officer.

**BACKGROUND**

**ONTARIO PUBLIC-POLICE INTERACTIONS TRAINING AID (OPPITA)**

The OPPITA depicts the process by which an officer assesses, plans, and responds to situations that threaten officer and public safety. The training aid was developed to assist in the training of officers and acts as reference when making decisions about the use of force. It outlines the incident assessment process and notes the situation, subject behavior, strategic considerations, and officer's perception. It is these dynamic factors that may contribute to the determination to use force. It is this assessment process that explains why two officers may respond differently in similar situations.

**SITUATIONAL FACTORS**

Environment, number of subjects involved, perceived abilities of the subject, knowledge of the subject, time and distance, and potential attack signs.

**BEHAVIORAL FACTORS / SUBJECT CONSIDERATIONS**

Co-operative, passively resistant, actively resistant, assaultive, and/or displaying actions that may cause serious bodily harm or death.



## OFFICER / STRATEGIC CONSIDERATIONS

Availability of equipment, additional officers, cover, communications (verbal/nonverbal), specialty units, officer appearance, geographic considerations, containment, agency policies and guidelines.

The response to various situations are influenced by the previous factors as well as unique individual officer impact factors such as strength, personal experience, overall fitness, skill, fears, gender, fatigue, injuries, critical incident stress, sight and/or vision and training. There is a close relationship regarding an officers innate duty to safeguard the public as well as each individual officer`s ability to protect themselves as well as their fellow officers. It is a confluence of these ever changing dynamic factors that help shape an officer`s decision making process.

## COMMENTS

### TRAINING REQUIREMENTS

The *Community Safety and Policing Act* (Ontario Regulation 391/ 23) prohibits a member of a police service from using force on another person unless the member has successfully completed the prescribed training course on Use of Force. Use of Force re-qualification is mandatory for every member who uses, or may be required to use force or carries a weapon. Each member is required to pass a requalification course every 12 months.

FOR 2023:

\*Sworn Officers - 259

\*Special Constables - 16

\*Cadets - 8

\*Numbers reflected are based on training of Cadets, Special Constables, Sworn Officers. The numbers also include officers retired within the year, members on LTD/STD/WSIB. Special Constables and Cadets receive Use of Force Training but do not receive handgun training.

### USE OF FORCE REPORTING

Ontario Regulation 391/23 of the *Community Safety and Policing Act* and Thunder Bay Police Service Policy (Part 9 Chapter 3), compel members to submit a Use of Force Report whenever a member:

- Uses physical force on another person that results in injury that requires medical attention;
- Draws a handgun in the presence of a member of the public, excluding a member of the police force while on duty;
- Discharges a firearm;
- Points a firearm regardless if the firearm is a handgun or a long gun;
- Uses a weapon other than a firearm on another person;
- Conducted Energy Weapon (CEW) – as a demonstrated force presence, in drive stun mode or full deployment mode;
- Definition of a weapon (for reporting purposes) includes a police dog or police horse that comes into direct physical contact with a person;
- A Team Use of Force report was restricted to members of the Emergency Task Unit in 2023;
- The above requirements do not pertain to officers while involved in mandatory training.

## TYPE OF FORCE USED

Options included are: Firearm (discharged), firearm (pointed at person), handgun (drawn), physical control (escort technique, grounding, joint locks, pinning, pressure points, strikes), aerosol weapon, impact weapon (hard), impact weapon (soft), conducted energy weapon (CEW), communications, other (canine, weapon of opportunity).

## REASONS FOR USE

Effect arrest, prevent offence, prevent escape, protect self, protect other officer, protect subject, prevent escape, other (destroy a wounded or dangerous animal).

## TREND ANALYSIS

The use of force incidents detailed in this report pertain to Thunder Bay Police Service Members only, and include only those incidents that require the submission of a Use of Force Report. This group includes both officers and certain civilian members who have received use of force training.

## USE OF FORCE INCIDENTS AND REPORTS

All reporting and submission obligations regarding use of force reporting are met in accordance with and under the *Community Safety and Policing Act*, Ontario Regulation 391/23.

In 2023, 176 Use of Force Reports were submitted compared to 186 in 2022. The most frequent use of force option selected on the Use of Force Report in 2023 was the handgun drawn option. The second most selected options in 2023 were firearm pointed and rifle deployment.

It should be of note that force option effectiveness and subject compliance demonstrated was 83% and with a 17% non-compliance rate. Officers are not required to complete a Use of Force Report when physical control soft options (including handcuffing) are the only use of force option used and there are no injuries requiring medical attention (the injuries must be beyond trivial and of a more serious nature to warrant completion of a Form 1). Use of force options employed by officers in 2023 will be listed in subsequent figures within this report.

## FIREARM DISCHARGED

In 2023, officers discharged firearms 7 times in relation to 176 total use of force incidents; this is a decrease compared to 2022 (15x). These incidents involving a firearm discharge, were all in relation to the dispatch of a wounded animal or incidents involving aggressive animals endangering the public.

## CONDUCTED ENERGY WEAPONS

The Conducted Energy Weapon (CEW) deployment for the Thunder Bay Police Service incorporates frontline Primary Response Supervisors, Court Services members, members of the Emergency Task Unit, members of the Perimeter Control and Containment Team, Intelligence Unit, and assigned Oliver Paipoo response officers.



CEW training is delivered by a certified Master Instructor on a specific device which is approved by the Thunder Bay Police Service and the Ministry of Community Safety and Correctional Services. All training is conducted in accordance with the guidelines established by the Ministry of Community Safety and Correctional Services. Recertification training must take place once every 12 months. The CEW may be deployed in three ways: force presence, drive/push stun, or in probe deployment mode. CEW's were used in 18 use of force incidents in 2023. This is an increase compared to 2022 (16x). Note: CEW success occurred in only 83% of these associated 2023 incidents.

## REASON FORCE WAS USED

The Use of Force Report issued by the Ministry of Community Safety and Correctional Services, permits the selection of multiple reasons why an officer decided to employ force. The Ontario Police-Public Interaction Training Aid indicates that police officer safety is essential in ensuring public safety (police objective). The reasons that force may be selected are as follows: effect arrest, prevent an offence, prevent escape, protect other officers, protect public, protect self, protect subject, other. In many instances there may be multiple selected reasons for the same incident. These selections have the officer making an assessment based on their perceived threat of an individual and the relationship of the interpreted priorities of life or safety. The most selected options for 2023 were protect self, protect other officers, and protect the public.

## CATEGORY OF INCIDENTS IN REGARD TO USE OF FORCE REPORTING-ASSIGNMENT

Weapon related calls accounted for the largest portion of use of force incidents in 2023 with 80 (45% of total). Execution of warrants accounted for the second largest category at 19 (11% of total). The category of "other" would include pursuits, welfare checks, suicidal subjects, kidnappings, cell extractions, extra duty, wanted persons, police assistance, etc.

## DE-ESCALATION TECHNIQUES

Tactics deployed when de-escalation is feasible: Communication (verbal/physical), repositioning, containment, teamwork, cover, time, distance. Subject compliance in relation to de-escalation was only 79%.

## SUMMARY OF INJURIES

Officers are required to record any injuries sustained by a member of the public in a use of force incident and whether medical attention was required as a result. The record of injuries includes injuries that may be experienced by the officer submitting the report, another officer present, the individual who is the subject of the interaction, or other members of the public. Reports for 2023 indicate 5 subject injuries (3 admission to a medical facility, 2 did not require attention). One officer was injured (medical attention required).

## TYPE OF FORCE USED

Type of Force	Option Selection
Escort Technique	8
Grounding	14
Joint Locks	4
Pinning	11
Pressure Points	0
Strikes	10
Other	5
Impact Weapon - Soft	1
CEW	18
Aerosol Weapon	18
Handgun	182
Rifle	104
Shotgun	4

## RECOMMENDATIONS

There are no outstanding or unusual issues arising out of the 2023 Use of Force statistics. As an organization, it would be prudent to continue emphasizing de-escalation training for the benefit of the general public, the subject at the centre of the use of force interaction, as well as the police officer tasked with making expeditious decisions often under extremely formidable circumstances. Currently, this training concept is continually reinforced in all aspects of the Use of Force curriculum delivered to Thunder Bay Police Service members. The concepts are delivered by way of theory, practical training applications as well as through training scenarios during the various qualification evolutions. The training approach is based on an integrated response involving not only verbal skills, but also physical strategies and management of various impact factors. A main focus of this subject matter emphasises imminent threat management as it relates to the priorities of safety and de-escalation. The ultimate goal of the training application is to efficiently validate or improve the officer's automaticity capacity to assist in appropriate decision making in a critical incident. The desired outcome of any interaction is always a safe resolution to any use of force critical encounter involving the police and the public. Police officers are constantly attempting to abide by use of force guiding principles as they relate to conflict prevention and de-escalation. The other supporting principles are preservation and protection of life, public and officer safety, and the ongoing relational approach when in a critical encounter with a subject.

**Respectfully submitted,**



Darcy Fleury, M.O.M.  
Chief of Police

Prepared by: Sergeant R. Belcamino, Training Branch NCO, Instructor – Use of Force/Firearms/Officer Safety/Defensive Tactics, Operational Planning/Hostile Events



# Thunder Bay Police Service

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**DARCY FLEURY, CHIEF OF POLICE**

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

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

**Date of Report:** February 5, 2024  
**Date of Meeting:** February 20, 2024  
**Report No:** 07/24

## Chair and Members

### Thunder Bay Police Services Board

## SUBJECT

**Annual Report - Ontario Regulation 58/16 - Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties- also known as “Street Checks”**

## REPORT SUMMARY

An analysis of all the information reviewed to compile this report revealed Thunder Bay Police Service (TBPS) members did not document any Regulated Interactions. The Service is confident members have complied with the legislation as there were not any documented complaints or any requests under the Municipal Freedom of Information and Protection of Privacy resulting in any further inquiries to review current practices.

## BACKGROUND

In June of 2016, the Thunder Bay Police Services Board passed a Board policy directing the Chief of Police to establish policies, procedures and training as required under Ontario Regulation 58/16, under the *Police Services Act* entitled “Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties”, known as the “Street Checks Regulation”.

Ontario Regulation 58/16 provides for voluntary police-public interactions, which are designed to ensure that the regulated interactions are without bias or discrimination. It establishes rules for: data collection, retention, access, management, training, policy and procedures with audit and public reporting requirements.

The Regulation took effect in two phases – July 1, 2016 and January 1, 2017. The regulation applies when police are attempting to collect identifying information from an individual during ‘face-to-face’ encounters while:

- Investigating general criminal activity in a community;
- Inquiring into suspicious activities to detect offences;
- Gathering information for intelligence purposes.

The regulations do not apply when an officer is conducting an investigation into an offence that is reasonably suspected has been or will be committed, or in other circumstances that are specifically outlined in the regulation. For example, the Regulation does not apply if:

- The person is legally required to provide information, for example, during a traffic stop.
- The person is under arrest or being detained, or when the officer is executing a warrant.
- Complying with a specific aspect of the regulation would compromise an ongoing investigation or compromise safety.
- The officer has a reasonable suspicion that the interaction is necessary to their investigation of an offence that has been committed or that the officer reasonably suspects will be committed.

The Regulation prohibits attempts to collect identifying information about an individual from the individual in ‘face-to-face’ encounters which are arbitrary or where any part of the reason for the attempt is that the officer perceives the individual to be within a “particular racialized group” unless certain other and legitimate conditions exist.

### **Chief of Police Procedures**

The regulation required police services to develop procedures that are consistent with the requirements of the final regulations and the June 2016 TBPS Board’s approved policy. TBPS has created procedures which are consistent with other police services in Ontario. TBPS procedures ensure compliance with the regulation including: data collection, training, audit, access, and reporting.

### **Training**

The Service provided training to all sworn members as developed by the Ontario Police College and a roundtable of provincial subject matter experts. This training included a two-hour online module and a six hour in-class training session that focuses on the new regulation requirements as well as:

- The right of a person not to provide information to the police;
- The right of a person to discontinue an interaction with an officer;
- Bias awareness, discrimination, and racism and how to avoid them when providing police services;
- How a person may access information about themselves held by this service under the Municipal Freedom of Information and Protection of Privacy Act; and,
- The initiation of interactions with members of the public.

All training occurred during normal working hours lead by two members of the Service who were assigned for the training period.

In 2019 and 2022 additional online training sessions have been completed by members to comply with the three (3) year re-training requirement. The training is ongoing to ensure all members are in compliance with the Act. New members are trained when they attend the Basic Constable Training program at the Ontario Police College. The next cycle of training is being planned and will be implemented in 2025.

### **Annual Reporting Requirements**

As per TBPS policy, the annual report for Regulated Interactions shall be provided by the Chief of Police to the Board in the first quarter of the year - commencing in 2018 and annually thereafter.

This section of the report fulfills the annual reporting requirement as per the Board, TBPS policies and the provincial legislation. Annual Report for Regulated Interactions (January 1, 2023 to December 31, 2023):

The content of the annual report as it relates to Regulated Interactions includes the following:

- A. the number of attempted collections and the number of attempted collections in which identifying information was collected: **Zero**
- B. the number of individuals from whom identifying information was collected: **Zero**
- C. the number of times each of the following provisions were relied upon to not advise the individual of his/her right that he/she is “not required to provide identifying information to the officer” and/or the reason “why the police officer is attempting to collect identifying information about the individual” as otherwise required under Regulation:
  - i. might compromise the safety of an individual: **Zero**
  - ii. would likely compromise an ongoing police investigation: **Zero**
  - iii. might allow a confidential informant to be identified: **Zero** or
  - iv. might disclose the identity of a person contrary to law, including the Youth Criminal Justice Act (YCJA): **Zero**
- D. the number of times an individual was not given a receipt because the individual did not indicate that they wanted it: **Zero**
- E. the number of times each of the following clauses was relied upon to not offer or give a receipt:
  - i. might compromise the safety of an individual: **Zero** or
  - ii. might delay the officer from responding to another matter that should be responded to immediately: **Zero**
- F. the number of attempted collections from individuals who are perceived, by a police officer, to be within the following groups based on the sex of the individual:
  - male individuals: **Zero** or
  - female individuals: **Zero**
- G. for each age group established by the Chief of Police, the number of attempted collections from individuals who are perceived, by a police officer, to be within that age group;
  - 0 – 17
  - 18 – 29
  - 30 – 49
  - 50 and up – **Zero** for all

- H. for each racialized group established by the Chief of Police for the purpose of this paragraph, the number of attempted collections from individuals who are perceived, by a police officer, to be within that racialized group;
- Indigenous
  - Asian
  - Black
  - Middle Eastern
  - White/Caucasian: **Zero** for all.
- I. a statement, based on an analysis of the information, as to whether the collections were attempted disproportionately from individuals within a group based on:
- a. the sex of the individual;
  - b. a particular age;
  - c. a racialized group; or
  - d. a combination of groups and, if so, any additional information that the Chief of Police considers relevant to explain the disproportionate number of attempted collections.

Given that the number of attempts to collect identifying information was **Zero** individuals; there is not any information to formulate any real patterns, assumptions, or conclusions.

- J. the neighborhoods or areas where collections were attempted and the number of attempted collections in each neighborhood or area – **Zero**
- K. the number of determinations made by the Chief (or designate) as to whether the information entered into the database:
- complied with limitations on collection set out in; the Regulation, and
  - the results of the review(s), done at least once a year, of an appropriately sized random sample of entries of identifying information included in the database to estimate within a margin of error of plus or minus 5 percent, at a 95 percent confidence level, whether it appears that limitations on collection of information, duties to inform of rights and reasons before collecting, with exceptions or document for individual – document, with exceptions were not complied with.

Given that the number of attempts to collect identifying information was **Zero** individuals; there is not any information to formulate any determinations.

- L. the number of times, if any, employees of the police service were permitted to access identifying information to which access must be restricted by virtue of one or more of the following:
- i. for the purpose of an ongoing police investigation – **Zero**
  - ii. in connection with legal proceedings or anticipated legal proceedings – **Zero**



- iii. for the purpose of dealing with a complaint under Part V of the Act or for the purpose of an investigation or inquiry under the Act – **Zero**
- iv. in order to prepare the annual report or a report required due to disproportionate collection – **Zero**
- v. for the purpose of complying with a legal requirement – **Zero** or
- vi. for the purpose of evaluating a police officer's performance – **Zero**

M. the number of complaints (public and Chief's) resulting from or related to Regulated Interactions along with their status or outcome – **Zero**

N. the number of Municipal Freedom of Information and the Protection of Privacy requests relating to Regulated Interactions – **Zero**

### **DISPROPORTIONATE REPORT**

If a disproportionate collection is identified based on an analysis of the information, as to whether the collections were attempted disproportionately from individuals within a group based on (a) the sex of the individual, (b) a particular age, (c) a racialized group, or (d) a combination of groups, in addition to the statement required in the annual report, the Chief of Police shall:

- A. review the practices of the police service; and
- B. prepare a report to the Board setting out the results of the review and his or her proposals, if any, to address the disproportionate attempted collection of information.

As a result of there being **Zero** attempted Regulated Interactions; there is not any data to draw any conclusions, patterns, or behaviors. Therefore, a disproportionate report has not been prepared.

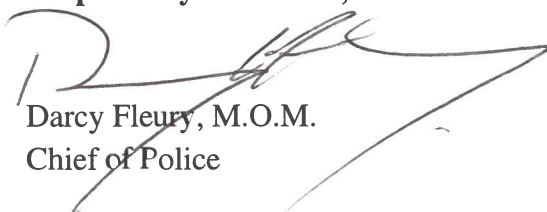
### **COMMENTS**

The Thunder Bay Police Service and its members are in compliance with the regulation.

### **RECOMMENDATIONS**

For information only.

**Respectfully submitted,**



Darcy Fleury, M.O.M.  
Chief of Police

Prepared by: Inspector Gordon Snyder – Corporate Services

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

**FROM:** Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** **New Mandatory Online Learning for the Public Safety Sector**

<b>DATE OF ISSUE:</b>	<b>January 26, 2024</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>Indefinite</b>
<b>INDEX NO.:</b>	<b>24-005</b>
<b>PRIORITY:</b>	<b>Normal</b>

In March 2019, the government passed the *Community Safety and Policing Act, 2019* (CSPA), as part of the *Comprehensive Ontario Police Services Act, 2019*. The CSPA comes into force on April 1, 2024. Once in force, the CSPA will replace the current *Police Services Act*. The CSPA is an opportunity to modernize policing and enhance community safety in Ontario. I would like to thank all policing partners for your support throughout the regulatory development process.

As part of the work to bring the Act into force, the Ministry of the Solicitor General has been developing the legislatively required training referred to in sections 35, 83, 92, 102, 111, 132 and 136 of the CSPA. The intent is to provide foundational knowledge and increase standardization of training across the public safety sector.

This memo provides an update on the status of the development of the online learning modules to assist your organization in preparing for your transition to the CSPA.

**Police Service Boards Roles and Responsibilities Training**

The CSPA mandates training approved by the Solicitor General for members of police service boards, including opted-in First Nation boards, OPP detachment boards, First Nation OPP boards, and members of board committees on their roles and responsibilities. Content will include information on legislative requirements.

This training has been developed in partnership with the Ontario Association of Police Services Boards and a community of practice represented by various police service boards.

.../2



The course will be an online, self-directed e-learning course delivered through a dedicated online portal managed by the ministry, where board and committee members will be able to access both this training and the thematic training noted below. It is anticipated that most learners will be able to complete the roles and responsibilities training in under three hours.

The ministry is targeting to launch the *Roles and Responsibilities* training by February 2024, to ensure that current board members can complete the training prior to the CSPA coming into force. There will be a continuous intake for the course as new board members are appointed.

### **Thematic Training E-learning Modules**

The CSPA also requires police officers, special constables, oversight bodies (i.e., Inspectorate of Policing and Law Enforcement Complaints Agency), members of police service boards, including opted-in First Nation boards, Ontario Provincial Police [OPP] detachment boards and First Nation OPP boards, and members of board committees to successfully complete minister-approved training (*Thematic Training*) on the following topics:

1. human rights;
2. systemic racism;
3. the diverse, multicultural, multiracial nature of Ontario society; and,
4. rights and cultures of First Nation, Métis, Inuit Peoples.

The four e-learning courses will be delivered online, self-directed (learn at your own pace), and available in English and French. It is anticipated that most learners will be able to complete the training in under eight hours.

This training was developed by an expert vendor in e-learning, that was selected by an evaluation panel comprised of members of municipal and First Nation boards, policing subject matter experts (SME), and partner ministries.

The ministry is targeting to launch the English version of the *Thematic Training* by March 2024. Different learning groups have different timeframes in which the thematic training courses need to be successfully completed. Please refer to **Appendix A** for the timeframes for each learning group.

### **Access to Training**

Police officers will automatically be enrolled in the *Thematic Training* online module when published. Other identified organizations, including police service boards, will be requested to submit bulk enrollments to gain access to *Thematic* and *Roles and Responsibilities* training, as applicable, prior to training going live. Requests for access to training can be directed to [opcpl@ontario.ca](mailto:opcpl@ontario.ca).

If you have any questions or require further information about enrolling or accessing online training, please contact [opcdl@ontario.ca](mailto:opcdl@ontario.ca).

Sincerely,

*K. Weatherill*

Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

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

Creed Atkinson  
Chief of Staff, Ministry of the Solicitor General

Ryan Teschner  
Inspector General of Policing

Lisa Darling  
Executive Director, Ontario Association of Police Services Boards

Stephen Leach  
Independent Police Review Director

**APPENDIX A**

CSPA-mandated Training Learner Groups

Learning Group / Training Type	Employment / Membership Status	Timeline
<b>Police Officers</b> <i>CSPA Thematic Training</i>	Recruit	Before appointment
	Active	By March 31, 2027
<b>Special Constables</b> <i>CSPA Thematic Training</i>	Recruit	Before appointment
	Active	Before re-appointment (depending on appointment, but no later than March 31, 2027)
<b>Board Members &amp; Committees</b> <i>CSPA Thematic Training</i>	Active	By September 30, 2024
	New	no later than 6 months after appointment
<b>Board Members &amp; Committees</b> <i>PSB Roles &amp; Responsibilities Training</i>	Active	Before April 1, 2024
	New	Prior to exercising powers or performing duties
<b>Oversight Bodies</b> <i>CSPA Thematic Training</i>	-	Before April 1, 2024

## Board and Committee - Orientation and Training

Policy No: TBPSB-GOV-01

Date Approved:

Next Review Date:

Dates Amended:

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### Policy Statement

1. The Thunder Bay Police Services Board (“the Board”) recognizes that the governance of a Police Service is a significant public responsibility, and the Board strives for excellence in police governance. The Board acknowledges that members bring a variety of competencies and skills to their position and that their contribution can be enhanced through ongoing professional development opportunities.
2. Therefore, it is the policy of the Board to provide a comprehensive orientation program to both newly appointed Board and Board committee members. Education format may be hybrid in nature using both formal and non-formal structures. The onus of providing education/training relies not only on those listed below but also, on the new member themselves.

### APPLICATION AND SCOPE

This policy applies to all members of the Board, and its committees.

### POLICY GUIDELINES

1. Each newly appointed member of the Board is required to complete:
  - a. orientation provided by the Board Secretary and the Thunder Bay Chief of Police (Chief of Police),
  - b. approved training provided by the Ontario Ministry of Community Safety and Correctional Services – Minister of Solicitor General (Minister).
2. A newly appointed Board member orientation should include education/training in:
  - a. Board organizational structure,
  - b. Board role, authorities, limitations,
  - c. expectations of a Board member,
  - d. Board duties and duties of the Chief of Police,
  - e. oath of office, conflict of interest, oath of confidentiality, code of conduct,
  - f. human rights, systemic racism,
  - g. recognition and respect for the diverse, multi-racial and multicultural character of Ontario society,
  - h. recognition and respect of rights and cultures of First Nation, Inuit and Metis Peoples,
  - i. overview of the strategic plan for the service,
  - j. overview of current budget and budgeting process,
  - k. communication protocols,
  - l. current and confidential issues,
  - m. Board meetings, schedule, minutes (past 6 months),
  - n. Board policies and procedures,
  - o. legislation – Community Safety and Policing Act (2019).
3. As per the Community Safety and Policing Act (2019), a Board member shall not exercise their powers/perform the duties of a board member until they have at minimum, successfully completed education and signed documents relative to section 2 - b, c, d, e of this policy. A Board member shall not continue to exercise the powers or perform the duties of their position after the period prescribed by the Minister (6 months) following their appointment.

until the member has successfully completed the training in section 2 - f, g, h of this policy. Policy guidelines 2 – a, i, j, k, l, m, n, o should be reviewed over the first 6 months of a Board member signing the oath of office however, some of these items may be required to fulfill duties sooner.

4. A newly appointed Board member orientation may include but not limited to:
  - a. an introduction to the Chief of Police,
  - b. an overview of the Thunder Bay Police Service,
  - c. a brief tour of the police facilities,
  - d. an informal meeting with the senior and front-line officers,
  - e. an informal meeting with the Board,
  - f. a briefing on current challenges and community developments,
  - g. a police car ride along,
  - h. a photo taken for the manufacture of an identification badge.
5. A newly appointed member of a committee of the Board orientation should include education/training in:
  - a. Committee role and member responsibilities,
  - b. conflict of interest, oath of confidentiality, code of conduct,
  - c. human rights, systemic racism,
  - d. recognition and respect for the diverse, multi-racial, and multicultural character of Ontario society
  - e. recognition and respect of rights and cultures of First Nation, Inuit, and Metis Peoples,
6. As per the Community Safety and Policing Act (2019), a committee member shall not exercise their powers/perform the duties of a committee member until they have at minimum, successfully completed education and signed documents relative to section 5 – a, b of this policy. A Committee member shall not continue to exercise the powers or perform the duties of their position after the period prescribed by the Minister (6 months) following their appointment until the member has successfully completed the training in section 5 – c, d, e of this policy.

#### **OTHER DEVELOPMENT OPPORTUNITIES**

Provided the requirements have been met in the above-noted sections, and if there are sufficient funds in the annual board budget, Board members are encouraged to attend other learning and networking sessions related to policing and/or governance offered by:

- Ontario Association of Police Services Boards
- Police Association of Ontario
- Canadian Association of Police Governance
- Canadian Police Association
- Canadian Association of Civilian Oversight and Law Enforcement
- Other related organizations.

#### **MENTORING OPPORTUNITIES**

Current Board Members who wish to serve as mentors to new Board members are to advise the Chair of the Board.

#### **Statutory Authority/References**

1. Legislative Authority: Section 35 (2) of the Community Safety and Policing Act, c. 1, Sched 1, s. 37 (2)
2. Senator Murray Sinclair report dated November 1, 2018



## Confidentiality Statement for Thunder Bay Police Service Board and Committee Members

It is the policy of Thunder Bay Police Service Board (TBPSB) that Board and Committee members of TBPSB will not disclose confidential information belonging to, or obtained through their affiliation with, Thunder Bay Police Service (TBPS) or TBPSB, to any person, including their relatives, friends, and business and professional associates, unless TBPSB has authorized disclosure. This is not intended to prevent disclosure where disclosure is required by law. Confidentiality is the preservation of privileged information. Board and Committee members are cautioned to demonstrate professionalism, good judgment, and care at all times in handling any information related to TBPS or TBPSB to avoid unauthorized or improper disclosures of confidential information.

While Board and Committee members are expected and encouraged to discuss the organization with one another and targeted publics, they shall not report opinions expressed in meetings, nor shall they report independently on committee action, or engage in any communication that has not been approved by the TBPSB Chair or that would not be supported by board policy, procedures, or decisions.

At the end of the Board or Committee member's term/upon retirement/upon resignation/upon removal from the Board or Committee, the member shall return, all documents, papers, and other materials, regardless of medium, which may contain or be derived from confidential information, in your possession to the TBPSB Chair. It is expected that Board and Committee members, will not use trade secrets, client lists, or other confidential information acquired by virtue of being on the Board or Committee, even after completing the member's term/retirement/resignation/removal.

I have read the Statement of Confidentiality presented above. I agree to abide by the requirements of this statement and to inform the Board Chair immediately if I believe any violation (unintentional or otherwise) has occurred.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Date (DD/MM/YY) \_\_\_\_\_

TO: Thunder Bay Police Services Board

FROM: Denise Baxter, Board Vice Chair

DATE: February 12, 2024

SUBJECT: **Strategic Planning: First Steps**

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As requested by the Board at its December meeting, I have reviewed the matter of getting prepared for the development of the Board's next Strategic Plan for the Thunder Bay Police Service.

Having regard for the soon to be effective *Community Safety and Policing Act, 2019* (the Act), I would highlight for the Board that development of a strategic plan will be a requirement on and responsibility of the Board. The Act sets out an expanded list of performance objectives that a plan must address, but more particularly new, specific, areas of interactions and groups to be consulted in developing the plan; taking us beyond what was undertaken in preparing the current strategic plan. In short, the development of a new strategic plan will require more deliberate community and agency consultations and have regard for key service areas.

To adequately respond to these requirements and lead us to a strategic plan that not only meets the legislative requirements on the Board but addressing the needs and concerns of the communities we serve requires expert support and advice. The Board's Supply Management (purchasing) By-law sets out options for the Board in engaging the professional services that will be required to undertake the development of a new strategic plan. Most particularly the By-law, in Article 4.06 – for purchases that range in value between \$5,000 - \$60,000 – requires that at least 3 written quotations be solicited for the work; and that the lowest acceptable quotation will be awarded the work. While the By-law does allow for the Board to make single source exceptions, I recommend that the Board direct proceeding as Article 4.06 outlines to ensure that competitive proposals are attracted.

With that direction in hand, the next step will be the drafting of a scope of work, having regard for the various requirements set out in the Act, for the proposal call so that responses can be evaluated for which best meets the needs of the Board.

I would ask the Board to consider the following motion:

“With respect to developing a new strategic plan for the provisions of policing in the community, we recommend that the Thunder Bay Police Services Board approve a call for proposals for professional services in accordance with Article 4.06 of the Board's Supply Management By-law PC25-2020;

AND THAT member D. Baxter, with the support of the Board Secretary, proceed to develop and issue the call for proposals.”

**From:** Lori Paras <[loriparas@gmail.com](mailto:loriparas@gmail.com)>  
**Sent:** [Wednesday, November 29, 2023 10:12 AM](#)  
**To:** Ken Boshcoff <[Ken.Boshcoff@thunderbay.ca](mailto:Ken.Boshcoff@thunderbay.ca)>  
**Cc:** Norm Gale <[Norm.Gale@thunderbay.ca](mailto:Norm.Gale@thunderbay.ca)>; [darcy.fleury@thunderbaypolice.ca](mailto:darcy.fleury@thunderbaypolice.ca)  
**Subject:** Courtesy Email: We need your help.

Good Morning,

I want to extend the courtesy of letting you know that I have sent the letter below to the Chronicle Journal this morning in an effort to help reinstate foot patrols in both the north and south core business districts of Thunder Bay.

It is my hope that these foot patrols can begin again by the Spring and that the city and police will work together to help make this a reality.

We are in crisis and desperately need your help. I am respectfully asking for that help on behalf of myself and fellow entrepreneurs who have reached out to me.

Sincerely,

Lori Paras

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Dear Editor,

I write to you [today](#) not as a mere observer but as a concerned resident of Thunder Bay, witness to the escalating crisis that has engulfed our streets. The situation has reached an untenable point, where the very fabric of our community is at risk. I do not bring forth these concerns lightly, but with the hope that shedding light on the gravity of the issues at hand will prompt decisive action.

Over the past year, the street I call home and work on has transformed into a battleground, with an estimated 150 calls for service on this street alone. The repercussions of addiction are glaringly evident, and the toll it has taken on both individuals and businesses is immeasurable. As we navigate the aftermath post-lockdown, the resilience of entrepreneurs has been tested, and sadly, for many, hope has given way to an overwhelming sense of despair.

The reopening of businesses has been accompanied by a disheartening soundtrack of emergency vehicles, screams of those battling mental health and addiction, and the all-too-frequent tragedies resulting from opioid overdoses. The mere presence of naloxone kits on boulevards, attached to metal barriers, speaks volumes about the urgency of the situation. Thunder Bay entrepreneurs have unintentionally become custodians of a grim record, detailing the struggles and suffering of the vulnerable.

These entrepreneurs, who once hoped for a post-lockdown recovery, now find themselves in the midst of a mental health crisis of their own. Depression, nervousness, loss of sleep, and deep anxiety have become their daily companions. The escalation from theft to physical assaults has created an environment where entrepreneurs fear for their safety, leading them to resort to locking their doors in an attempt to maintain a semblance of control.

While it is undeniably important to extend compassion, care, and respect to the vulnerable in our community, it is equally crucial to redefine and prioritize who falls into this category. Thunder Bay cannot afford to delay addressing this urgent matter. Entrepreneurs, often unfairly dismissed as privileged, find themselves in a perilous situation where they face physical harm and are denied the right to voice their concerns without facing public backlash.

It is imperative that our community comes together to reassess the allocation of resources, support systems, and policies to ensure the safety and well-being of all residents. The time for action is now, before the challenges we face spiral further out of control. Let us work together to rebuild the sense of security and community that has been eroded by these ongoing struggles.

Lori Paras



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

**FROM:** Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** 2024-25 to 2025-2026 Safer and Vital Communities Grant  
Call for Applications

<b>DATE OF ISSUE:</b>	<b>January 26, 2024</b>
<b>CLASSIFICATION:</b>	<b>For Action</b>
<b>RETENTION:</b>	<b>February 26, 2024</b>
<b>INDEX NO.:</b>	<b>24-006</b>
<b>PRIORITY:</b>	<b>Normal</b>

I am pleased to advise you that the Ministry of the Solicitor General will be launching a new grant cycle of the Safer and Vital Communities (SVC) Grant. Applications will soon be accepted from incorporated community-based, not-for-profit organizations as well as Indigenous community-based, not-for-profit organizations and First Nation Band Councils for the 2024-25 – 2025-26 cycle of the SVC Grant.

The theme for the 2024-2026 SVC Grant is “**Preventing Hate Motivated Crime through Community Collaboration**”. This theme supports an integrated community-based approach to addressing issues related to hate motivated crime. It also addresses the increase of police-reported hate crime in Ontario. The ministry is requesting proposals that focus on bringing together different sectors to combat hate motivated crimes in Ontario. Priority will be given to projects that focus on cultural, ethnic, or faith-based hate and communities that have experienced increased rates of cultural, ethnic and faith-based hate crimes or hate motivated incidents. Preference will be given to applicants from large urban areas with populations greater than 100,000.

Although police services are not eligible for this grant, your engagement is still integral, and applicants are required to provide a letter of support from their local police service as part of their application. The ministry encourages police services to distribute the application package to local community organizations. In addition to demonstrating police involvement in their projects, applicants are encouraged to partner with at least one other organization in a sector different from their own.

The ministry will be accepting applications under the SVC Grant through a competitive application process for the 2024-25 to 2025-26 grant cycle beginning today, **January 26, 2024** through Transfer Payment Ontario (TPON).

**Enclosed is an application package for the 2024-2026 SVC Grant.** All applications must be submitted through Transfer Payment Ontario (TPON). In addition, an electronic version of your completed application form and required documentation, including a signed copy of all documentation, must be submitted to the ministry in their original format (NOT a scanned version) by email. Please submit them to [Natalie.Brull@ontario.ca](mailto:Natalie.Brull@ontario.ca) and [Rosanna.Tamburro@ontario.ca](mailto:Rosanna.Tamburro@ontario.ca) **no later than 4:00pm EST on February 26, 2024.**

Submissions that are late, incomplete or not accompanied by the required documents requested by the ministry will not be considered for funding. No exceptions will be permitted.

Grant funding is subject to the ministry receiving the necessary appropriation from the Ontario Legislature.

Please direct any questions regarding the SVC Grant to Natalie Brull, Community Safety Analyst, Program Development Section, by email at [Natalie.Brull@ontario.ca](mailto:Natalie.Brull@ontario.ca) and Rosanna Tamburro, Community Safety Analyst, Program Development Section, by email at [Rosanna.Tamburro@ontario.ca](mailto:Rosanna.Tamburro@ontario.ca).

Sincerely,

*K. Weatherill*

Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

#### Attachments

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

Creed Atkinson  
Chief of Staff, Ministry of the Solicitor General