

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

DATE: JANUARY 17, 2023

TIME: 9:01 A.M.

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

ADMINISTRATOR: MR. M. MERCER

PRESENT:

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

ABSENT:

Ms. G. Morriseau

OFFICIALS:

Mr. D. Taddeo, Acting Chief of Police
Ms. H. Walbourne, Legal Counsel – Thunder Bay
Police Service

Mr. C. Adams, Director – Communications &
Technology, Thunder Bay Police Service

Inspector G. Snyder, Thunder Bay Police Service
Staff Sergeant J. Dampier, 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, Police Services Advisor – Ministry
of the Solicitor General

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Under New Business, a Memorandum to the Board was added by Administrator Mercer, relative to his response to the Expert Panel's Interim Report.

MOVED BY: Mr. M. Mercer

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

CARRIED by the Administrator

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3. CONFIRMATION OF MINUTES

The Minutes of the Thirty-First Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on November 15, 2022 to be confirmed.

MOVED BY: Mr. M. Mercer

THAT the Minutes of the Thirty-First Session (Regular)) of the Fifty-Third Thunder Bay Police Services Board held on November 15, 2022, be confirmed.

CARRIED by the Administrator

4. PRESENTATION

Our Call Video Series

Mr. C. Adams, Director – Communications & Technology, presented the 9th episode of the Police Service’s “Our Call” video series.

This episode featured Constable Jeff Carlson and how the Service deals with serious collisions. It showed how he dealt with the scene of the accident, the people involved in the accident, drone evidence, and the data collected at the scene. Constable Carlson also spoke about how the Service deals with family members of accident victims, particularly when there’s a negative outcome.

Mr. Adams responded to questions and confirmed that these episodes are shared on the Service’s social media, as well as the City’s social media.

5. UNFINISHED BUSINESS

Strategic Plan Update

At the June 28, 2022 Regular Session of the Board, Acting Deputy Chief Taddeo presented the Strategic Plan Operational Progress Report for the period January – June 2022 and responded to questions.

Discussion was held relative to metrics and measuring/assessing progress. Mr. J. Hannam committed to working with the Police Service to better account for progress on the next Operational Progress Report.

At the September 20, 2022, a Memorandum to Members of the Thunder Bay Police Services Board from Councillor Shelby Ch’ng, dated September 12, 2022, relative to the Strategic Plan, was provided for the Board’s information. Councillor S. Ch’ng provided an overview of her

memorandum, and noted that the information requested should be provided by the time the new Board is appointed, to assist in their decision-making.

Acting Chief D. Taddeo noted that some of the requested data is readily available; however, some data will require a lot of work and time to produce for the Board. All data requested is achievable. Acting Chief Taddeo will work with the Board Secretary and Councillor Ch'ng to determine what specific data is required. Secretary Hannam will also contact other boards in the province to gather information in this regard.

The following motion was carried by Administrator Mercer:

We recommend that Administration, through the Office of the Chief of Police, provide a report that includes the following information:

1. A breakdown of priority calls - percentage of what types of calls come in for police.
2. How many days average between when a position is posted to when the successful candidate starts.
3. What is the cost to new police candidates for their training? Cost either paid by them or by the operating budget.
4. The 'Quantitative and qualitative performance objectives', as found in the *Community Safety and Policing Act 39. 3. i-x.*:
 - i. the provision of community-based crime prevention initiatives, community patrol and criminal investigation services,
 - ii. community satisfaction with the policing provided,
 - iii. emergency calls for service,
 - iv. violent crime and clearance rates for violent crime,
 - v. property crime and clearance rates for property crime,
 - vi. youth crime and clearance rates for youth crime,
 - vii. police assistance to victims of crime and re-victimization rates,
 - viii. interactions with persons described in paragraphs 4 and 5 of this subsection,
 - ix. road safety, and
 - x. any other prescribed matters.

Report No. 04/23 (Police), relative to a response to discussions and a motion carried at the above noted September 20, 2022 Regular Session of the Board, was provided for the Board's information.

Acting Chief of Police D. Taddeo provided an overview Report No. 04/23 and responded to questions.

A response to Question #2 was dealt with later in Closed Session, as it relates to the Collective Agreement.

Discussion was held as to what information/data should be included in the Service's Annual Report. Discussion also followed on how the new *Community Safety and Policing Act* will affect the Board when it is proclaimed.

Discussion was held relative to the quantitative and qualitative performance objectives and indicators that should be included in the Strategic Plan in light of s. 30(2)(b) of *O Reg 3/99* and whether the current Strategic Plan should be amended. Administrator Mercer asked Mr. J. Hannam to bring this matter to the Governance Committee so that they can begin work on policy and amendments to the Strategic Plan.

6. REPORTS OF COMMITTEES

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

Report No. 01/23 (Police), relative to the semi-annual report from the Joint Health and Safety Committee (July – December, 2022), was provided for the Board's information.

Mr. C. Adams, Management Co-Chair – TBPS Joint Health and Safety Committee, provided an overview of the activities of the TBPS Joint Health and Safety Committee for the period July 1, 2022 to December 31, 2022, and responded to questions.

b) Thunder Bay Police Services Board - Governance Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, reported that the Governance Committee remains focused on the recruitment of a new Chief of Police.

They are in the process of setting regular monthly meetings to deal with the work that needs to be addressed.

c) Establishment of a Labour Relations Committee

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated January 9, 2023, relative to the establishment of a Labour Relations Board, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided some background information on how the previous Board dealt with collective agreements. He noted that this Board would like to broaden this mandate – particularly to include the health and well-being of Service members. The bargaining mandate will still be included, but, under this proposal, the mandate will be broadened.

Administrator Mercer also provided an overview of the proposal. It's important that this Board bring expertise where and when it is needed. It's important that someone on the Board

understands collective bargaining and issues relating to disability; adding community involvement would complement this expertise.

Councillor Ch'ng noted that the OCPC recommended the Winnipeg model. Discussion followed on how the subject proposal would complement the Winnipeg model.

Mayor Boshcoff would like to see governance matters included as standing items of the Regular Session agenda going forward.

MOVED BY: Mr. M. Mercer

With respect to the governance of labour relations, including collective bargaining, consideration of grievances and Service members' health and well-being, we recommend that the Thunder Bay Police Services Board establish a Labour Relations Committee, in accordance with its procedural rules;

AND THAT the committee's composition include:

- 2 members of the Board
- 2 community members appointed by the Board
- The Chief of Police, or designate, as a non-voting member.

AND THAT the committee be supported by the Board's Administration, along with advice of legal counsel and Human Resources specialists as might be required.

CARRIED by the Administrator

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Quarterly Complaints

Report No. 02/23 (Police), relative to the summary of complaints for Q4 of 2022 (October, November and December, 2022), was provided for the Board's information.

Staff Sergeant J. Dampier, Thunder Bay Police Service, provided a preamble and an overview of the subject report.

- b) OIPRD Systemic Review Recommendations - Annual Update
c) OIPRD Report Recommendations

Report No. 03/23 (Police), relative to the 4th Annual Update on the status/progress of the OIPRD Systemic Review Recommendations, as well as a chart of the current status/progress of the OIPRD Recommendations since last presented on November 15, 2022, were provided for the Board's information.

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Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, provided some background information on the OIPRD Report and then a comprehensive overview of the Annual Report. She noted that the Annual Report will continue beyond the four-year reporting mandate.

Acting Chief of Police Taddeo responded to questions. Discussion was held relative to the costs of in-car and body worn cameras. It was noted that the Service is seeing constant improvements in this technology every few months.

Ms. Walbourne noted that the Board needs to provide guidance on the Service’s Missing Persons policy, citing the Epstein Report on missing persons and the recommendations that resulted from that report. Administrator Mercer confirmed that the Board is aware of this and will be addressing it.

A brief discussion was held relative to the unlikely establishment of a forensic pathology unit in Thunder Bay as per Recommendation #29 and the impact on the Police Service.

Acting Chief Taddeo added that, regarding autopsies outside of Thunder Bay, the Service does have an agreement with the Toronto Police Service where they will assist, when they are able to, on sudden death investigations by having one of their members attend (when the Thunder Bay Police Service is unable to attend). He noted that it is based on cost recovery – there is a cost back to the Thunder Bay taxpayers – which is unique to our situation as opposed to other police services in Ontario.

Administrator Mercer thanked the Police Service for this report, given the importance of accountability and transparency. A brief discussion followed on other ways to report the status of the OIPRD Report recommendations (4 years later) to the community at large, particularly the Indigenous communities.

Acting Chief Taddeo commented that he would like to see a report from the OIPRD on how they assess the progress on the recommendations – as the OIPRD is provided with annual updates on the status/progress of the recommendations. Since the February 2020 release of “ONE YEAR AFTER BROKEN TRUST Report on Implementation”, the Police Service has not received any responses or feedback on the work that has been complied with and/or is in the process of being complied with. He would like to see the entity that created the report come back to Thunder Bay to provide feedback on the Service’s progress. He noted that it may be the responsibility of the Board to invite the Director of the OIPRD to Thunder Bay in order to provide their evaluation of the progress to date.

A brief discussion was held relative to funding the implementation of the subject recommendations, as well as the urgency for a collaborative effort to establish relationships with Indigenous leadership.

8. GENERAL MATTERS

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a) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated January 9, 2023, relative to the Monthly Summary of Invoices processed for payment since the November 15, 2022 Regular Session of the Board, was provided for the Board's information.

9. PETITIONS AND COMMUNICATIONS

a) Request for Support

Funding initiative proposal from Thunder Bay and Area Victim Services to the Thunder Bay Police Services Board, dated January 5, 2023, relative to a funding request of \$10,000, 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 responded to questions.

MOVED BY: Mr. M. Mercer

With respect to the Thunder Bay Police Services Board's Special Account, we recommend that the Board approve the funding initiative proposal submitted by the Thunder Bay and Area Victim Services dated January 5, 2023, in the amount of \$10,000;

AND THAT the funds be taken from the Board's Special Account.

CARRIED by the Administrator

b) Tracking Board Reports

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

i. OCPC Chart – Summary of Recommendations

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

10. NEW BUSINESS

Response to Expert Panel's Interim Report

Memorandum from Administrator Malcolm Mercer, relative to his response to the Expert Panel's Interim Report, was distributed separately to Members of the Thunder Bay Police

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Services Board and Members of the Board's Governance Committee via email on January 15, 2023.

Administrator Mercer provided an overview of his memorandum, which was prepared in October/November 2022. He noted that he is very supportive of the Interim Report; however, a number of the recommendations will be difficult to accomplish. The Final Report is anticipated in March, 2023.

Administrator Mercer confirmed that the costs involved with the Expert Panel have been borne by the Police Services Board.

11. CONFIRMING BY-LAW

MOVED BY: Mr. M. Mercer

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Administrator and Secretary 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 January, 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: PC1- 2023

CARRIED by the Administrator

12. ADJOURNMENT

The meeting adjourned at 10:33 a.m.