

**MEETING: THE FOURTH MEETING OF THE FIFTY-FOURTH THUNDER BAY
POLICE SERVICES BOARD (CLOSED SESSION)**

DATE: FEBRUARY 21, 2023

TIME: 11:45 A.M.

PLACE: VALHALLA HOTEL & CONFERENCE CENTRE
1 Valhalla Inn Road, Thunder Bay, ON

ADMINISTRATOR: MR. M. MERCER

PRESENT:

Ms. D. Baxter
Mayor K. Boshcoff
Ms. K. Machado
Mr. M. Mercer

ABSENT:

Councillor S. Ch'ng

OFFICIALS:

Mr. D. Taddeo, Acting Chief of Police
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

MOVED BY: Mr. M. Mercer

With respect to the Fourth Session (Closed) of the Fifty-Fourth Thunder Bay Police Services Board held on February 21, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

3. CONFIRMATION OF MINUTES

The Minutes of the Second Session (Closed) of the Fifty-Fourth Thunder Bay Police Services Board held on January 17, 2023, to be confirmed.

MOVED BY: Mr. M. Mercer

Minutes of the Second Session (Closed) of the Fifty-Fourth Thunder Bay Police Services

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Board, held on January 17, 2023 be confirmed.

CARRIED

4. DEPUTATION

Greenshield Benefit Grievance

Correspondence to Malcolm Mercer, Thunder Bay Police Services Board, from Allison Scott, Grievance Chair for the Thunder Bay Police Association, dated February 8, 2023, relative to a grievance on the Board's failure to provide extended health care benefits as required by the Uniform and Civilian Collective Agreements, was provided for the Board's information.

Special Constable Rich Luskleet, representative for the Thunder Bay Police Association, read aloud the pertinent articles in the Collective Agreement and provided an overview relative to two (2) grievances.

It was noted that one of the subject grievances had been forwarded to the Chief's office, but, as of this meeting, the Chief had not responded to the Association.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, noted that the Association's extended health care benefits are administered by Greenshield Insurance, as supported by the City of Thunder Bay. He also noted that the Board has had to occasionally step in to add certain drugs to the Association's plan.

Payment, or lack thereof, of mental health benefits was discussed.

At 12:04 p.m., Special Constable Luskleet left the meeting.

Acting Chief D. Taddeo responded to the grievances. He will follow up with the Police Service's Human Resources Division for their opinion on the grievances presented.

Mr. J. Hannam will contact the Police Association to request an extension on timelines to respond to the grievances presented at this meeting.

5. REPORTS OF COMMITTEES

Committee Appointments

Confidential memorandum to Members of the Thunder Bay Police Services Board from Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, dated February 13, 2023, relative to Committee Appointments, was provided for the Board's information.

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Mr. J. Hannam provided an overview relative to the above noted, and canvassed the Board members present for interest. Administrator Mercer asked to defer the motion being presented for consideration until Councillor S. Ch'ng was present.

Newly-appointed Member D. Baxter was asked to continue on the Governance Committee as a Board member.

With respect to the composition of the Governance and Labour Relations committees, we recommend that the Thunder Bay Police Services Board appoint:

- 1. _____
- 2. _____
- 3. _____

to the Governance Committee for the duration of the term of the Board;

AND THAT

- 1. _____
- 2. _____

be appointed to the Labour Relations Committee for the duration of the term of the Board.

DEFERRED

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

Firearm Data Submission Report

Confidential Report No. 12/23 (Police) relative to reporting a listing of firearms that came into the possession of the Thunder Bay Police Service in 2022 to the Ministry of the Solicitor General, was provided for the Board's information.

Acting Chief of Police D. Taddeo noted that this is one of the Service's Annual Reports (for the newly-appointed Board members) and provided a brief overview of the report.

7. ORGANIZATION AND PERSONNEL

a) Parental Leave Request

Correspondence to Acting Chief D. Taddeo from Constable Carson Bamford, dated January 19,

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2023, relative to a request for parental leave, as well as a response to Constable Bamford from Acting Chief of Police Daniel Taddeo, dated February 1, 2023, was provided for the Board's information.

8. UPDATES FROM LEGAL COUNSEL

There were no updates available at the time of this meeting.

9. GENERAL MATTERS

a) OAPSB – ZONE 1 – DIRECTORS FOR 2023 – 2024

Email from Debra Bruyere, Zone 1 Secretary – OAPSB, dated February 13, 2023, relative to nominations for two (2) Zone 1 Directors, was provided for the Board's information.

Mr. J. Hannam commented that this Board has not been engaged with Zone 1 meetings over the past couple of years, largely due to COVID. There is value in attending the Zone meetings; Board members were encouraged to participate in upcoming meetings.

b) Memorandum – Summary of Approvals by Administrator

Confidential Memorandum to Members of the Thunder Bay Police Services Board from Mr. J. Hannam, Secretary to the Board, dated February 13, 2023, relative to a summary of approvals made by Administrator Malcolm Mercer since the January 17, 2023 Closed Session, was provided for the Board's information.

A brief overview of approving New Hires was provided by Mr. Hannam for the newly-appointed Board members. Acting Chief Taddeo responded to questions relative to the hiring of temporary staff.

c) Accounts Update – Approval for Payment of Invoices

Confidential Memorandum from John S. Hannam, Secretary to the Board, to Members of the Thunder Bay Police Services Board, dated February 13, 2023, relative to the invoices processed for payment since the January 17, 2023 Closed Session, was provided for the Board's information.

10. NEW BUSINESS

Personnel Matter

Acting Chief D. Taddeo provided an overview of an incident involved with an Officer and an Indigenous male. During this meeting, he had been advised of the outcome: the subject officer

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has been demoted, will be required to provide a formal apology, and will be required to attend reconciliation training. He also noted that this matter will be kept permanently on the Officer's personnel file.

Acting Chief Taddeo will also contact Inspector G. Snyder about whether a revision to the annual report on Street Checks is required, as this matter may be considered a street check.

11. TRACKING OUTSTANDING MATTERS

- Draft policy responding to recommendations # 2 through 4 of the Epstein Report – Missing and Missed
- Request for Appointment of a Conciliation Officer - Firth
- Ogima Complaint
- Oruitemeka Inquest

12. 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 of the Thunder Bay Police Services Board, sealed and numbered:

1. A By-law to confirm the proceedings of a Closed Session of The Thunder Bay Police Services Board, this 21st day of February, 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: PC4 – 2023

CARRIED

13. ADJOURNMENT

The meeting adjourned at 12:45 p.m.