

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

DATE: APRIL 18, 2023

TIME: 9:00 A.M.

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

ADMINISTRATOR: MR. M. MERCER

PRESENT:

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

REGRETS:

Ms. K. Machado

ATTENDING BY ZOOM:

Mr. T. Gervais, Ministry of the Solicitor
General

OFFICIALS:

Mr. D. Fleury, Chief Designate
Mr. D. Taddeo, Interim Chief of Police
Mr. R. Hughes, Deputy Chief of Police
Inspector G. Snyder, Thunder Bay Police Service
Ms. S. Vita - Human Resources Manager, 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

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. INTRODUCTION AND WELCOMING – NEW CHIEF OF POLICE

On behalf of the Board, Administrator Malcolm Mercer introduced and welcomed the new Chief Designate for the Thunder Bay Police Service, Mr. Darcy Fleury.

3. CONFIRMATION OF AGENDA

MOVED BY: Mr. M. Mercer

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

CARRIED by the Administrator

4. CONFIRMATION OF MINUTES

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

MOVED BY: Mr. M. Mercer

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

CARRIED by the Administrator

5. BY-LAW

Appointment of a New Chief of Police

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

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

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 AND THAT By-law PC47-2018 be repealed.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

BY-LAW NUMBER: PC9-2023

CARRIED by the Administrator

6. DEPUTATION

Financial Support Request – Thunder Bay Police Pipe Band

Correspondence from Dan Taddeo, Colonel-in-Chief - Thunder Bay Police Pipe Band, to John

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Hannam, dated April 5, 2023, relative to a Deputation Request, was provided for the Board's information.

An information package on the Thunder Bay Police Pipes and Drums was distributed separately on desks at the meeting.

Acting Drum Major Lorne Clifford provided some background information, as well as an overview of the Pipe Band's activities.

There are currently 20 members, and they are all volunteers. There is a need to replace some of the uniforms, and this is considered an extraordinary cost to their budget. The cost of outfitting a member ranges between \$1,500 and \$2,000. As well, some of the drums are 30+ years old and are beyond the ability to repair them.

It was noted that the Police Service provides \$2,000 annually for the Pipe Band.

Dan Taddeo, Colonel-in-Chief, noted that the Pipe Band is an integral part of the Police Service as far as community outreach goes. Members act as ambassadors of the Police Service and for the City of Thunder Bay at many events.

MOVED BY: Mr. M. Mercer

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

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

CARRIED by the Administrator

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Quarterly Complaints

Report No. 19/23 (Police) relative to the summary of complaints for Q1 of 2023 (January, February and March, 2023), was provided for the Board's information.

Staff Sergeant J. Dampier, Thunder Bay Police Service, provided an overview relative to the above noted.

b) Thunder Bay Police Service – First Quarter Variance Report

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

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

As of March 31, 2023, an overall unfavourable variance of \$800,000 is projected for 2023.

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

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

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview and noted that there is no significant variance estimated at this time.

8. ORGANIZATION AND PERSONNEL

Human Resources Recruitment Initiatives

Memorandum to the Thunder Bay Police Services Board from Sherry Vita, Human Resources Manager – Thunder Bay Police Service, dated April 11, 2023, relative to Recruitment Initiatives, was provided for the Board's information.

Ms. S. Vita, Human Resources Manager - Thunder Bay Police Service, with the use of a PowerPoint presentation, provide an overview of local and district recruitment initiatives, including an overview of travelling to Manitoba for recruitment purposes.

The Police Service is working with Firedog Communications to develop a marketing strategy to recruit new cadets and experienced officers. “Be a Force for Change” and “Answer the Call” are the slogans being promoted through social media, brochures, business cards, and posters.

A brief discussion was held relative to the current challenges in recruiting locally and nationally. Interim Chief of Police D. Taddeo provided an overview of barriers, including the high cost of tuition to the Ontario Police College, especially for those candidates from Northwestern Ontario.

Ms. Vida responded to questions about diversity in the applications being received, as well as reasons for the decline in applications for new recruits and experienced officers.

It was noted that, going forward, the Police Service will be targeting younger age groups, particularly those students graduating from college and university, through their various forms of social media.

9. GENERAL MATTERS

Accounts Update – Payment of Invoices

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

10. PETITIONS AND COMMUNICATIONS

a) Ekamba Inquest Recommendation

Memorandum to the Thunder Bay Police Services Board from Inspector G. Snyder, dated April 11, 2023 relative to a response by the Thunder Bay Police Service to recommendations resulting from the Ekamba Inquest, was provided for the Board's information.

Inspector G. Snyder, Thunder Bay Police Service, summarized the recommendations made at the Ekamba Inquest, with a focus on mental health. He noted that there is ongoing mental health training for officers, with a focus on de-escalation specific to mental health calls for service.

Overall, the Police Service is in compliance.

Interim Chief Taddeo noted that artificial intelligence is being developed for the use of body cameras when responding to calls in crisis.

b) Request for Sponsorship

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

MOVED BY: Mr. M. Mercer

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

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

CARRIED by the Administrator

c) Ministry Planned Inspections

Memorandum to the Ministry of the Solicitor General from Kenneth Weatherill, Acting Inspector – General of Policing, dated March 13, 2023, relative to Ministry Planned Inspections of Municipal Police Services and the Ontario Provincial Police, was provided for the Board's information.

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

A brief discussion was held about recognition of the Police Service’s success in the investigation of major cases.

d) Tracking Board Reports

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

i. Governance Committee – Policy Development

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

ii. Governance Committee – Policy Development

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

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

iii. OCPC Chart – Summary of Recommendations

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

iv. OIPRD Report Recommendations

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

11. UPCOMING MEETINGS

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

12. NEW BUSINESS

Retirement of Interim Chief D. Taddeo

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On behalf of the Police Services Board, Administrator Mercer took the opportunity to congratulate Interim Chief Taddeo for his years of service and on his pending retirement once the Change of Command takes place on May 15, 2023.

He noted that Interim Chief Taddeo was called upon as Acting Deputy Chief and then as Acting Chief at a time when he was looking forward to retirement. It was noted that Interim Chief Taddeo stayed on and assisted the Board during some difficult and challenging times.

13. 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 18th day of April, 2023.

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

BY-LAW NUMBER: PC10– 2023

CARRIED by the Administrator

14. ADJOURNMENT

The meeting adjourned at 10:05 a.m.