

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

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**DATE:** NOVEMBER 21, 2023

**TIME:** 9:01 A.M.

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

**ACTING CHAIR:** MS. D. BAXTER

**PRESENT:**

Mr. W. Bahlheda  
Mayor K. Boshcoff  
Councillor K. Etreni

**ATTENDING BY ZOOM:**

Ms. D. Baxter  
Mr. M. Mercer

**REGRETS:**

Ms. K. Machado

**OFFICIALS:**

Mr. R. Hughes, Deputy Chief of Police  
Ms. D. Paris, Director – Financial Services &  
Facilities, 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. D. Jarvis, Filion Wakely Thorup Angeletti LLP

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1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Mr. J. Hannam, Secretary, noted that the Performance Goals for Chief D. Fleury will be moved to the December 19, 2023 Closed Session.

MOVED BY: Councillor K. Etreni  
SECONDED BY: Mr. W. Bahlheda

With respect to the Twenty-Third Session (Closed) of the Fifty-Fourth Thunder Bay Police Services Board held on November 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 Twentieth Session (Closed) of the Fifty-Fourth Thunder Bay Police Services Board held on October 17, 2023, to be confirmed.

## THUNDER BAY POLICE SERVICES BOARD

CLOSED SESSION  
November 21, 2023

Page 2 of 7

---

MOVED BY: Councillor K. Etreni  
SECONDED BY: Mr. W. Bahlieda

Minutes of the Twentieth Session (Closed) of the Fifty-Fourth Thunder Bay Police Services Board held on October 17, 2023 be confirmed.

CARRIED

#### 4. UPDATES FROM LEGAL COUNSEL

Mr. D. Jarvis, Filion Wakely Thorup Angeletti LLP, provided an overview of the outstanding grievances.

The grievance filed by the Senior Officers Association, relative to Georjann Morriseau, has been referred to arbitration. No date or arbitrator has been selected at this time.

The Firth grievance is close to being finalized at an agreed settlement of \$50,000. Mr. Jarvis is waiting for execution and completion of documentation by Firth and the Police Association.

One conciliation matter regarding a grievance related to Mike Dimini is scheduled for conciliation on December 6, 2023.

All Human Rights Tribunal complaints remain outstanding, with two (2) new applications being received. A brief overview of the new HRTTO applications was provided.

In response to a question on costs involved with the multiple HRTTO complaints/applications, Mr. Jarvis noted that the Human Rights Tribunal does not award costs for respondents seeking compensation.

Mr. D. Jarvis left the meeting at 9:25 a.m.

#### 5. REPORTS OF COMMITTEES

##### Labour Relations Committee

The Minutes of the Board's Labour Relations Committee meeting, held on September 24, 2023, were provided for the Board's information.

##### Appointment to Bargaining Team

The Labour Relations Committee is required to strike a Bargaining Team for upcoming negotiation of the three (3) collective agreements (Uniform, Civilian and Senior Officers).

## THUNDER BAY POLICE SERVICES BOARD

CLOSED SESSION  
November 21, 2023

Page 3 of 7

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Copies of the Thunder Bay Police Services Board Bargaining Protocol, as approved by the Board on October 17, 2023, were provided for the Board's information.

At the commencement of each term of the Board, a skills inventory is to be conducted on each member of the Board to identify what experience and expertise that individual members have with collective bargaining. The outcome of this assessment is to be used to assist it with forming a bargaining committee to carry out bargaining during the term of office. This skills inventory has yet to be completed.

As soon as is practical in the term of office, a bargaining committee of the Board shall be struck. The composition of the committee shall include two (2) members of the Board.

At the October 24, 2023 meeting of the Labour Relations Committee, having regard for the known experience and expertise of Board members and the requirements of the *Police Services Act*, a recommendation was made for the Board to appoint the Chair of the Labour Relations Committee and the Chair of the Thunder Bay Police Services Board to the Bargaining Committee.

MOVED BY: Councillor K. Etreni  
SECONDED BY: Mr. W. Bahlieda

THAT the Chair of the Labour Relations Committee and the Chair of the Thunder Bay Police Services Board be appointed as representatives of the Board on the Bargaining Committee.

CARRIED

### 6. REPORTS OF THE THUNDER BAY POLICE SERVICE

Confidential Memorandum to Mr. J. Hannam, Secretary from Chief D. Fleury, dated November 10, 2023, relative to the 2024 Proposed Operating Budget (in detail) for the Thunder Bay Police Service, was provided for the Board's information.

Confidential Memorandum to Mr. J. Hannam, Secretary from Chief D. Fleury, dated November 10, 2023, relative to the 2024 Proposed Capital Budget (in detail) for the Thunder Bay Police Service, was also provided for the Board's information.

Ms. D. Paris, Director – Financial Services & Facilities, Thunder Bay Police Service, provided an overview of the detailed budgets and responded to questions.

Chief Fleury and Ms. Paris did meet with the City's senior executive team to discuss the Police Service's budget.

## THUNDER BAY POLICE SERVICES BOARD

CLOSED SESSION  
November 21, 2023

Page 4 of 7

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Ms. Paris noted that the Police Service does not have a reserve fund of its own, and that the Board should consider this when planning, particularly for a new facility.

Deputy Chief of Police R. Hughes also provided an overview, and noted that the Police Service will be partnering with the OPP for four (4) positions. Those four positions will be fully funded by the OPP. Execution of a MOU is anticipated for next week. In this regard, Ms. Paris advised that the budget will be amended accordingly; this will result in a reduction in the tax base.

Discussion was held relative to WSIB individuals and possible re-training for those individuals for other job vacancies.

Mr. J. Hannam noted that he and the Chair and KPW Communications are developing a communication strategy for the Police Service budget. This will involve the Chief and Board Chair participating in interviews, handling the release of the budget in a proactive way.

Ms. D. Paris left the meeting at 10:00 a.m.

### 7. ORGANIZATION AND PERSONNEL

#### a) Approval of New Hire

Report No. 35/23 (Police) from Chief of Police Darcy Fleury, relative to seeking approval for the hiring of one Media Relations Coordinator, was provided for the Board's information.

MOVED BY: Councillor K. Etreni  
SECONDED BY: Mr. W. Bahlleda

With respect to Report No. 35/23 (Police) from Chief of Police D. Fleury, we approve the hiring of Matthew Vis as the full-time permanent Media Relations Coordinator (from external), with a start date of December 4, 2023;

AND THAT the Chief of Police be authorized to execute the contract.

CARRIED

#### b) Performance Goals for Chief of Police D. Fleury

Due to Chief Fleury's absence, this matter was deferred to the December 19, 2023 Closed Session.

#### c) Update on the 2<sup>nd</sup> Deputy Chief of Police Position

Letter of Engagement to Mr. John Hannam from Tanya Todorovic, Partner - Odgers Berndtson, dated November 13, 2023, relative to the recruitment of a second Deputy Chief of Police, was

## THUNDER BAY POLICE SERVICES BOARD

CLOSED SESSION  
November 21, 2023

Page 5 of 7

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provided for the Board's information.

Mr. J. Hannam advised that the Governance Committee would be meeting with Odgers Berndtson next week in order to commence the recruitment process. Once the job description is finalized, it will be distributed to the Board for approval.

### 8. GENERAL MATTERS

#### a) Board Staffing Needs

Memorandum from John S. Hannam, Secretary, relative to additional resources for the Board, re-presented for the Board's information.

MOVED BY: Councillor K. Etreni  
SECONDED BY: Mr. W. Bahlieda

With respect to the staffing needs of the Thunder Bay Police Services Board, we recommend that the Board approve the staffing model, as re-presented at the November 21, 2023 meeting of the Board;

AND THAT the positions be filled through independent contracts, in form and content satisfactory to the Board's Legal Counsel;

AND THAT the Chair of the Board be authorized to execute any such contracts.

#### Motion to Defer

MOVED BY: Mr. W. Bahlieda  
SECONDED BY: Mayor K. Boshcoff

With respect to the staffing needs and staffing model of the Thunder Bay Police Services Board, as re-presented at the November 21, 2023 meeting of the Board;

THAT the matter be deferred.

CARRIED

Acting Chair D. Baxter noted that deferral of this matter will affect the proposed 2024 Budget.

Mr. W. Bahlieda commented that he feels the Board needs a permanent employee. He would like to further discuss the Board's vision on a going forward basis.

## THUNDER BAY POLICE SERVICES BOARD

**CLOSED SESSION**  
**November 21, 2023**

**Page 6 of 7**

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b) Legal Services – Contract Renewal

On August 14, 2019, the proposal from the firm Filion Wakely Thorup Angeletti LLP was accepted in strict accordance with the terms and conditions set out in RPF-55 Legal Services for the Thunder Bay Police Services Board. There are 4 one-year options to renew this contract. The current contract expires December 31, 2023.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview, responded to questions, and noted that this is the last year for the RFP for legal services. Early in 2024, the Board will need to determine how they want to retain legal counsel.

MOVED BY: Councillor K. Etreni  
SECONDED BY: Mr. W. Bahlieda

With regard to RPF-55 Legal Services for the Thunder Bay Police Services Board, we recommend that the Thunder Bay Police Services Board exercises its option to renew the firm of Filion Wakely Thorup Angeletti LLP for an additional year, expiring on December 31, 2024.

CARRIED

c) Contract with Oliver Paipoonge

Report No. 34/23 (Police) relative to entering into an agreement with the Municipality of Oliver Paipoonge to provide policing services, to be provided for the Board's information in Regular Session.

Agreement for Police Services between the Corporation of the Municipality of Oliver Paipoonge and the Corporation of the City of Thunder Bay, for a term of five (5) years, commencing January 1, 2024 to December 31, 2028, was distributed separately to Board Members only with the Closed Session Agenda.

Mr. J. Hannam and Deputy Chief of Police R. Hughes responded to questions about the contract. Mr. Hannam noted that the Board will be asked in Regular Session to recommend to the City of Thunder Bay to engage in a contract for policing services with Oliver Paipoonge.

9. NEW BUSINESS

There was no New Business presented.

10. TRACKING OUTSTANDING MATTERS - None

## THUNDER BAY POLICE SERVICES BOARD

CLOSED SESSION  
November 21, 2023

Page 7 of 7

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### 11. CONFIRMING BY-LAW

MOVED BY: Councillor K. Etreni  
SECONDED BY: Mr. W. Bahlieda

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair 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 21<sup>st</sup> day of November, 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: PC25 – 2023

CARRIED

### 12. ADJOURNMENT

The meeting adjourned at 10:12 a.m.