



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

**Date: THURSDAY, OCTOBER 24, 2024**

**Location: TBPSB BOARDROOM  
1111 VICTORIA AVENUE, EAST  
Thunder Bay, ON**

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



**THE TWENTY-THIRD SESSION OF THE  
FIFTY-FIFTH THUNDER BAY POLICE SERVICE BOARD**

**THURSDAY, OCTOBER 24, 2024**

**TBPSB BOARDROOM  
1111 Victoria Avenue, East, 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 Twenty-Third Session (Regular) of the Fifty-Fifth Thunder Bay Police Service Board held on October 24, 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 Twenty-First Session (Regular) of the Fifty-Fifth Thunder Bay Police Service Board held on September 17, 2024, to be confirmed. **(Pages 5 - 12)**

RES 2

THAT the Minutes of the Twenty-First Session (Regular) of the Fifty-Fifth Thunder Bay Police Service Board held on September 17, 2024, be confirmed.

4. REPORTS OF COMMITTEES

a) Governance Committee

(5 minutes)

Ms. K. Machado to provide an overview relative to the activities of the Governance Committee.

b) Labour Relations Committee

(5 minutes)

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

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

a) Summary of Complaints for Q3 2024

Report No. 24/24 (Police) relative to a summary of complaints for the third quarter of 2024, for the Board's information. **(Pages 13 - 15)**

Acting Staff Sergeant S. Beaulieu, Thunder Bay Police Service, to provide an overview relative to the above noted.

b) 2024 Operational Budget

Report No. 25/24 (Police) relative to the Q3 Variance Report for the Thunder Bay Police Service, for the Board's information. **(Pages 16 - 17)**

Ms. D. Paris, Director – Financial Services & Facilities, Thunder Bay Police Service, to provide overview relative to the above noted.

c) Secondary Activities Report

Memorandum to Chief of Police Darcy Fleury from Karen Machado – Chair, Thunder Bay Police Service Board, dated September 26, 2024, relative to the Secondary Activities Report, for the Board's information. **(Pages 18 - 19)**

Report No. 26/24 (Police) relative to a report on the secondary activities/employment of members of the Thunder Bay Police Service, for the Board's information. **(Pages 20 - 25)**

Deputy Chief of Police R. Hughes to provide an overview relative to the above noted.

d) Missing Persons Investigations Reporting

Report No. 27/24 (Police) relative to semi-annual reporting for Missing Persons Investigations, for the Board's information. **(Pages 26 - 27)**

Deputy Chief of Police R. Hughes to provide an overview relative to the above noted.

e) Annual Summary of Training Report

Report No. 28/24 (Police) relative to the annual summary of training for the Thunder Bay Police Service, for the Board's information. **(Pages 28 - 30)**

Acting Staff Sergeant S. Beaulieu to provide an overview relative to the above noted.

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6. GENERAL MATTERS

- a) Annual Inquest Report – Seven First Nations Youths (5 minutes)

Annual Inquest Report into the deaths of seven First Nations youth, for the Board's information.  
**(Pages 31 - 40)**

Mr. J. Hannam to provide an overview relative to the above noted.

- b) Third Quarter Variance Report – Thunder Bay Police Service Board (5 minutes)

Memorandum to the Thunder Bay Police Service Board from John S. Hannam, Secretary, relative to the Board's 2024 Operating Budget and the Q3 Variance Report and Summary, for the Board's information. **(Distributed Separately)**

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

- c) Delivery of Services in Oliver Paipooonge (5 minutes)

Deputy Chief of Police R. Hughes to provide a verbal update with respect to delivery of services in the Municipality of Oliver Paipooonge.

7. NEW BUSINESS

8. CONFIRMING BY-LAW

RES 3

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and Secretary to the Thunder Bay Police Service Board, sealed and numbered:

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Service Board, this 24<sup>th</sup> day of October, 2024.

Explanation: Confirmation of the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Service 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: PC22-2024

9. ADJOURNMENT

**MEETING: THE TWENTY-FIRST SESSION OF THE FIFTY-FIFTH THUNDER BAY  
POLICE SERVICE BOARD**

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**DATE:** SEPTEMBER 17, 2024

**TIME:** 10:40 A.M.

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

**CHAIR:** MS. K. MACHADO

**PRESENT:**

Mr. W. Bahlieda  
Councillor K. Etreni  
Ms. K. Machado

**PRESENT via ZOOM:**

Ms. D. Baxter

**REGRETS:**

Mayor K. Boshcoff

**OFFICIALS:**

Mr. D. Fleury, Chief of Police  
Mr. R. Hughes, Deputy Chief of Police  
Ms. T. Smith, Director – Corporate  
Communications, Thunder Bay Police  
Service  
Staff Sergeant J. Rybak, Thunder Bay Police  
Service  
Mr. J. Hannam, Secretary – Thunder Bay Police  
Service Board  
Ms. L. Douglas, Assistant to the Secretary -  
Thunder Bay Police Service Board

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1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Under New Business, the following items were added:

- Memorandum on Office Renovations – Additional Work;
- Funding Request – United Way Plane Pull; and
- A resolution to change the Board’s October meeting date.

**MOVED BY:** Councillor K. Etreni

**SECONDED BY:** Mr. W. Bahlieda

With respect to the Twenty-First Session (Regular) of the Fifty-Fifth Thunder Bay Police Service Board held on September 17, 2024, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

**CARRIED**

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3. CONFIRMATION OF MINUTES

The Minutes of the Nineteenth Session (Regular) of the Fifty-Fifth Thunder Bay Police Service Board held on August 13, 2024, to be confirmed.

MOVED BY: Councillor K. Etreni

SECONDED BY: Mr. W. Bahlheda

THAT the Minutes of the Nineteenth Session (Regular) of the Fifty-Fifth Thunder Bay Police Service Board held on August 13, 2024, be confirmed.

CARRIED

4. REAPPOINTMENT TO POLICE BOARD

Correspondence from the Executive Council of Ontario, dated August 29, 2024, relative to the Order in Council 1163/2024, reappointing Mr. Wayne Bahlheda as a member of the Thunder Bay Police Services Board for a one (1) year term, effective September 7, 2024, for the Board's information.

5. PRESENTATION

The Thunder Bay Police Service Citizens' Satisfaction and Trust Survey Results Final Report and PowerPoint presentation were sent to members of the Board via email on September 16, 2024 with the Additional Information package.

Ms. Tracie Smith, Director – Corporate Communications, Thunder Bay Police Service, presented the Thunder Bay Police Service Citizens' Satisfaction and Trust Survey Results and responded to questions.

- Participation was voluntary;
- There were 1,191 respondents;
- 73% of respondents did have some form of contact with the Police Service.

Overall, while there was a good level of satisfaction, areas for improvement were identified and will be reviewed for opportunities for positive change.

6. REPORTS OF COMMITTEES

a) Governance Committee

Memorandum to the Thunder Bay Police Service Board from Member Denise Baxter, Chair – Governance Committee, dated September 12, 2024, was distributed separately on September 16, 2024 with the Additional Information package, for the Board's information.

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Committee Chair, Ms. Denise Baxter, provided an overview of the activities of the Governance Committee since the last Board meeting as well as an overview of the Committee's meeting on September 4, 2024. It was noted that Committee member, Ms. Cora McGuire-Cyrette's term will expire next month; however, Ms. McGuire-Cyrette has agreed to sit on the Committee until Christmas. Accordingly, the Committee will begin a search for a community member to join the Governance Committee.

A job description for an additional staff member to support the Governance Committee will be ready for advertising shortly.

i. Approval of Policy – Policy Template and Numbering

Proposed policy template, as well as proposed Appendix A – format for categorizing and numbering policies for the Thunder Bay Police Service Board, were provided for the Board's information.

Ms. D. Baxter presented the above noted documents, and noted that the Governance Committee wants a standardized template for policies. All past approved policies will be reformatted on this template and will be posted on the Board's website for public viewing.

MOVED BY: Councillor K. Etreni

SECONDED BY: Mr. W. Bahlieda

With respect to the proposed Policy Template for the Board, as presented at the September 17, 2024 Regular Session of the Board, we recommend that the Thunder Bay Police Service Board approves the adoption of the Policy Template and categorizing/numbering system, as presented.

CARRIED

ii. Approval of Policy - Format for Policy/Procedure

Proposed Policy ADMIN-001 – Format for Policy/Procedure, was provided for the Board's information.

MOVED BY: Councillor K. Etreni

SECONDED BY: Mr. W. Bahlieda

With respect to the proposed Policy ADMIN-001 – Format for Policy/Procedure, as presented at the September 17, 2024 Regular Session of the Board, we recommend that the Thunder Bay Police Service Board approves the adoption of the Policy ADMIN-001.

CARRIED

b) Labour Relations Committee

Committee Chair, Mr. W. Bahlhieda, provided an update of the activities of the Labour Relations Committee.

The Committee will be dealing with updates to its Terms of Reference in order to comply with new legislation under the *Community Safety and Policing Act, 2019*.

A committee meeting will be scheduled for some time in October.

Further negotiations with the Police Association for collective bargaining is scheduled for October 22, 2024.

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Request to Claim Found Property

Provided for the Board's information:

- Correspondence from Mr. Marko Simic, dated July 4, 2024, relative to a claim for funds found and turned over to the Thunder Bay Police Service on June 22, 2024.
- Report No. 22/24 (Police) relative to a request to claim found property.

Chief of Police D. Fleury provided an overview and responded to questions on the process when found property is turned in to the Police Service.

The Board noted the honesty and integrity of Mr. Simic for turning in the found funds.

Discussion about process and recommendations for more internal training was held.

Deputy Chief of Police R. Hughes reported that the Police Service is doing a full and complete review of the Front Desk in order to improve services with the public.

MOVED BY: Councillor K. Etreni

SECONDED BY: Mr. W. Bahlhieda

THAT the Thunder Bay Police Service Board approves the request to release funds found by Mr. Marko Simic, as presented at the September 17, 2024 Regular Session of the Board, if the owner has not claimed the found property on or before September 20, 2024.

CARRIED

b) Summary of Complaints for Q2 2024

Report No. 21/24 (Police) relative to a summary of complaints for the second quarter of 2024, was provided for the Board's information.



Staff Sergeant J. Rybak, Thunder Bay Police Service, provided an overview relative to the above noted report. He clarified that the use of “termination” was associated with the termination of the investigation, not the employee, as per current legislation.

Staff Sgt. Rybak confirmed that there will be a summary of 2024 in Q1 of 2025.

8. GENERAL MATTERS

a) Ryan Inquest Recommendations

Memorandum to the Thunder Bay Police Service Board from Inspector Gordon Snyder, date September 5, 2024, relative to recommendations directed towards Police Services in the Province of Ontario, was provided for the Board’s information.

Staff Sergeant J. Rybak, Thunder Bay Police Service provided an overview of the memorandum and responded to questions.

b) Strategic Planning

Memorandum to the Thunder Bay Police Service Board from John S. Hannam, Secretary, dated September 10, 2024, relative to a Community Survey for Strategic Planning, was provided for the Board’s information.

Mr. J. Hannam, Secretary, provided an overview relative to the above noted, and responded to questions. He noted that there is no request for the participant/respondent to set up an account in order to complete the survey.

MOVED BY: Councillor K. Etreni

SECONDED BY: Ms. D. Baxter

With respect to conducting a community survey in support of Strategic Planning, we recommend that the Thunder Bay Police Service Board approve of the expenditure of \$10,000, in partnership with the Thunder Bay Police Service.

CARRIED

c) Evergreen a United Neighbourhood – Funding Request

Correspondence from Linda Bruins, Executive Director – Evergreen a United Neighbourhood, dated July 22, 2024, relative to a request for financial assistance, was provided for the Board’s information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview and responded to questions.

MOVED BY: Councillor K. Etreni

SECONDED BY: Mr. W. Bahlheda

With respect to the funding request from Evergreen a United Neighbourhood, we recommend that the Thunder Bay Police Service Board approves funding, in the amount of \$10,000.00;

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

CARRIED

d) Board Communications

Memorandum to the Thunder Bay Police Service Board from Councillor Kasey Etreni, dated August 26, 2024, relative to communication concerns and other related items, as well as a Memorandum to the Thunder Bay Police Service Board from John S. Hannam, Secretary, dated September 10, 2024, relative to a response to Councillor Etreni's memorandum, were provided for the Board's information.

Councillor K. Etreni provided an overview of her memorandum and noted that the Board has an opportunity to make some improvements with communications internally and with the public. It was also noted that some of the memo would be discussed in Closed Session.

Chair Machado requested that Working Group A of the Governance Committee make some recommendations on how to address the areas of concern raised by Councillor Etreni.

e) Monthly Budget Update

Memorandum to the Thunder Bay Police Service Board from John S. Hannam, Secretary, dated September 10, 2024, relative to an update on the 2024 Police Service Board Budget, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Board, provided an update and noted that one area of concern is the legal fees budget, as there is a lot of activity anticipated with upcoming events in Fall 2024.

9. NEW BUSINESS

a) Update – Office Renovations

Memorandum to the Thunder Bay Police Service Board from John S. Hannam, Secretary, dated September 13, 2024, relative to an update of office renovations, was provided for the Board's

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information with the Additional Information package distributed on September 16, 2024. The additional renovations are related to ensuring compliance with accessibility as per City of Thunder Bay requirements.

Mr. J. Hannam, Secretary, provided an update on the office renovations, and noted that renovations to the washroom will add about a week to the renovations timeline.

MOVED BY: Councillor K. Etreni

SECONDED BY: Ms. D. Baxter

With respect to ongoing renovations to its leased office space at 1111 Victoria Avenue, East, we recommend that the Thunder Bay Police Service Board authorize the expenditure of an additional \$5,700 as quoted to undertake renovations to improve accessibility of the washroom facilities.

CARRIED

b) Funding Request – United Way Plane Pull

Memorandum to the Thunder Bay Police Service Board from John S. Hannam, Secretary, dated September 13, 2024, relative to a funding request, was provided for the Board's information in the Additional Information package distributed September 16, 2024.

Mr. J. Hannam, Secretary, provided an overview relative to the above noted and responded to questions.

MOVED BY: Ms. D. Baxter

SECONDED BY: Mr. W. Bahlieda

With respect to the funding request for the United Way Plane Pull, we recommend that the Thunder Bay Police Service Board approve sponsorship in the amount of \$500.00.

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

WITHDRAWN

It was noted that there is a Special Account Committee, and that this request should be forwarded to that committee for consideration.

It was the consensus of the Board to withdraw the motion.

c) Change in Date for October Board Meeting

Due to scheduling conflicts, discussion was held on a new date for the October 2024 Board

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meeting.

MOVED BY: Councillor K. Etreni

SECONDED BY: Mr. W. Bahlieda

THAT the Board meeting date of Tuesday, October 15, 2024 be rescheduled to Thursday, October 24, 2024, with the location of the meeting to be determined.

CARRIED

There was no other New Business presented.

10. 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 to the Thunder Bay Police Service Board, sealed and numbered:

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Service Board, this 17<sup>th</sup> day of September, 2024.

Explanation: Confirmation of the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Service 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: PC20-2024

CARRIED

11. ADJOURNMENT

The meeting adjourned at 11:53 a.m.



# 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:** October 16, 2024

**Date of Meeting:** October 24, 2024

**Report No:** 24 /24

## Chair and Members

### Thunder Bay Police Services Board

## SUBJECT

The *Community Safety and Policing Act, 2019*, was proclaimed on April 1, 2024, and upon proclamation, the Office of the Independent Police Review Director (OIPRD) was renamed the Law Enforcement Complaints Agency (LECA). The LECA is operating with similar principles as the OIPRD did, continuing to receive, screen, and investigate public complaints concerning police officer conduct. LECA no longer has jurisdiction over policing policy and service. The Inspectorate of Policing will review matters involving the adequacy and effectiveness of police services.

The *Community Safety and Policing Act* establishes a partnership between the Thunder Bay Police Service, the Thunder Bay Police Services Board, the Inspectorate of Policing, and the Complaints Director to investigate and resolve public complaints.

Thunder Bay Police Service Professional Standards investigates public complaints assigned by LECA, under Part V of the *Community Safety and Policing Act*, with respect to police officer conduct. All steps in the public complaints process are subject to review by the LECA.

At the conclusion of a public complaint investigation regarding police officer conduct, the Chief of Police will adjudicate the complaint. A substantiated police officer conduct complaint may be dealt with by informal resolution or a *Community Safety and Policing Act* Hearing. An unsubstantiated police officer conduct complaint requires that no further action be commenced.

Complaints regarding service or police officer conduct that occurred before April 1, 2024, will follow the provisions of the previously enforced *Police Services Act* and its Regulations.

## REPORT SUMMARY

<b>Summary of Third Quarter Complaints 2024</b>	
Local Response	4
Early Resolution	2
Withdrawn by Complainant Prior to Screening by LECA	0
Not Accepted – LECA	7
Accepted – LECA investigate	0
Accepted – TBPS Investigate	4
Accepted – OPP Investigate	0
<b>Total Conduct Complaints</b>	<b>17</b>
<b>Total Service Complaints</b>	<b>0</b>
<b>Total Second Quarter Complaints</b>	<b>17</b>

<b>2024 Complaints Disposed of in the Third Quarter of 2024</b>	
Withdrawn	0
Unsubstantiated	0
CSR/ER	0
Section 72 (Terminated Investigations)	3
Substantiated	0
Informal Resolution	0
PSA Hearing	0
<b>Total</b>	<b>3</b>

<b>2023 Complaints Disposed of in the Third Quarter of 2024</b>	
Withdrawn	0
Unsubstantiated	1
CSR/ER	0
Section 72 (Terminated Investigations)	0
Substantiated	0
Informal Resolution	0
PSA Hearing	0
<b>Total</b>	<b>1</b>

<b>2024 Outstanding Complaints</b>	
Conduct Complaints	3
Service Complaints	0
Section 72 (Suspended Investigations)	0
<b>Total</b>	<b>3</b>

<b>2023 Outstanding Complaints</b>	
Section 72 (Suspended Investigations)	1
<b>Total</b>	<b>1</b>

<b>2022 Outstanding Complaints</b>	
Section 72 (Suspended Investigations)	1
<b>Total</b>	<b>1</b>

**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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**DARCY FLEURY, CHIEF OF POLICE**

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

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

**Date of Report:** October 10, 2024

**Date of Meeting:** October 24, 2024

**Report No:** 25/24

## Chair and Members

### Thunder Bay Police Service Board

## SUBJECT

2024 Operational Budget: Third Quarter Variance Report

## REPORT SUMMARY

To update the Thunder Bay Police Service Board on the status of the Operational Budget of the Thunder Bay Police Service as of September 30, 2024.

## BACKGROUND

On a quarterly basis, Administration reviews the year-to-date revenues and expenditures and completes a forecast of the Thunder Bay Police Service's operating financial position to year-end (December 31, 2024). The forecast is compared to the 2024 approved operating budget and presented to the Thunder Bay Police Service Board.

The 2024 Net Operating Budget for the Thunder Bay Police Service was approved at \$54.6 million.

As of September 30, 2024, Administration is projecting no significant variance. An overview of the key operating results are discussed below.

## COMMENTS

**Personnel Services** overall are estimated to be \$1.1 million unfavourable resulting from:

- Unfavourable variances of \$1.3 million in overtime costs and \$430,000 in WSIB expenditures relating to health care, physician and administration fees based on trends to date. Administration is also projecting a \$261,000 unfavorable variance in paid duty wages related to the continuation of paid duty services in the Emergency Department at the Thunder Bay Regional Health Sciences Centre to the end of this year. This variance however is recovered through User Fees which results in a net revenue to the Service. These unfavourable variances are offset by an estimated favourable variance in wages and benefits of \$908,000 primarily resulting from vacancy savings.



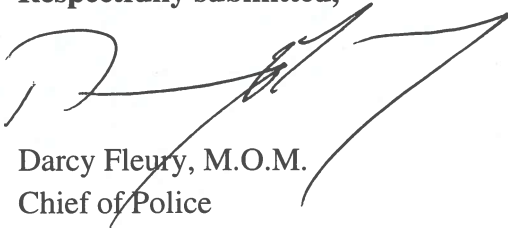
**Provincial Grant revenues** are projected to be \$500,000 favourable as a result of unbudgeted Proceeds of Crime Grants for Project Housecleaning, targeted at disrupting violence and drug activities in social housing complexes, and a Bail Compliance and Warrant Apprehension Grant which is intended to provide funding to police services to reduce the number of accused persons who are out on bail from committing further criminal acts. Both of these projects were application based and the Service received provincial approvals outside the budget cycle. Another contributing factor is the Court Security and Prisoner Transportation grant was approved at an amount higher than budgeted.

**User Fees** are estimated to be \$608,000 favourable primarily due to higher than anticipated paid duty revenues, the recovery of wages through the agreement entered into with Matawa First Nations and the Northern Nishnawbe Education Council. Also contributing to the favourable variance are unbudgeted secondment wage recoveries for two sworn members participating in the Provincial Repeat Offender Parole Enforcement Unit with the Ontario Provincial Police.

## RECOMMENDATIONS

For information purposes.

**Respectfully submitted,**



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

Prepared by: Dawn Paris, Director - Finance & Facilities

TO: Chief of Police Darcy Fleury

FROM: Karen Machado – Chair, Thunder Bay Police Service Board

DATE: September 26, 2024

SUBJECT: **Secondary Activities Report**

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Chief, as you are aware under the new Community Safety and Policing Act (CSPA) 2019 section 89, you are required to provide reports to the Thunder Bay Police Service Board (Board) on all decisions you make with respect to these requests with a reason for the decision. Further, as per the Board's Information Sharing Policy, we have provided direction on when those reports are to be submitted; however, after discussion at our July meeting with Inspector Gervais, there was discussion related to the frequency and the inclusion of Paid Duty Assignments now being incorporated.

Under section 38 1. d) of the CSPA, the Board is required to have a policy on Secondary Activities, disclosures of Secondary Activities under section 89 and decisions under that section; as such, in order to create the policy and ensure alignment or provide alternate direction to the Service, I am asking that you provide a written report to the Board for our October 24, 2024 meeting, which outlines the following components/processes that you use related to Secondary Activity requests.

The report is to include but is not limited to:

- what direction/instructions are provided to staff (uniform and civilian) regarding when and how to submit a request for review;
- who receives the submission and in what format;
- who reviews and makes a determination on the submission;
- how is the response communicated back to the applicant; and
- how are paid duty requests managed and approved.

Please add any other relevant components not mentioned above that you feel should be included.

The most recent Secondary Activity report to the Board on March 19, 2024 covered 2023. The report stated nine new requests for "secondary employment" were submitted and eight approved. In addition, 33 previous submissions remain as approved. The report does not assist the Board with the disclosures made by members and decisions made to permit secondary activities. Please provide:

- a description for each of the secondary activities that members disclosed and the decision to permit or deny made for each, including the 33 ongoing approved activities;
- a description of the police officer "paid duty" events approved.

From this information the Board can begin to create a policy on the frequency and content of section 89 reporting to meet the Board's duties under section 37(1)(h) and consider policy governing disclosures and decisions made under section 89.



# 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:** October 17, 2024  
**Date of Meeting:** October 24, 2024  
**Report No:** 26/24

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

## **SUBJECT**

Secondary Activities Report

## **REPORT SUMMARY**

To report to the Thunder Bay Police Services Board on the secondary activities/employment of members of the Thunder Bay Police Service, including Paid Duty Assignments.

## **BACKGROUND**

Under the *Community Safety and Policing Act (CSPA) 2019 section 89*, the Chief of Police is required to report to the Police Services Board on all decisions made with respect to secondary activity requests from members of the Thunder Bay Police Service, and as per the Board's Information Sharing Policy, Paid Duty Assignments are also to be incorporated into this reporting. This reporting will occur on a monthly basis.

The Secondary Employment and Activities policy of the Thunder Bay Police Service (TBPS) ensures that all members of the service who choose to participate in secondary activities, paid or unpaid, do so in accordance with the *Community Safety and Policing Act (CSPA)*. Compliance with the *CSPA* helps ensure that employment activities do not impact in any way the quality of policing services delivered by the Thunder Bay Police Service.

The *CSPA* requires members of the TBPS who may be considering and/or are engaged in secondary activities, to determine whether or not the activities being considered and/or engaged in, fall within the four conditions outlined in Section 89 of the *CSPA*, and therefore require pre-approval by the Chief of Police.

Section 89 (1) of the CSPA states that any member of a police service shall not engage in any activity that:

- a) interferes with or influences adversely the performance of his or her duties as a member of the police service, or is likely to do so;
- b) places them in a position of conflict of interest, or is likely to do so;
- c) would otherwise constitute full-time employment for another person. As per section 210(8) CSPA, this clause does not apply to a member during a period of suspension without pay;
- d) in which they have an advantage derived from employment as a member of the police service.

Secondary employment activities that may result in a contravention of section 89(1) of the CSPA include but are not limited to:

- a) bill collector or bailiff;
- b) security guard or other security work;
- c) work in an establishment where gambling is permitted;
- d) insurance adjuster or investigator;
- e) motor vehicle collision investigator or assessor;
- f) towing of vehicles;
- g) private investigator, including skip tracer;
- h) work in any jail, detention centre, secure facility, etc;
- i) escort or an employee of an escort agency or body rub parlour;
- j) providing sexual entertainment or services;
- k) selling of pornographic books or magazines, sexual devices, or videos;
- l) bodyguard, armoured car driver, or guard;
- m) process server;
- n) paralegal work;
- o) any activity that requires the member to be armed, except as a member of the Canadian Armed Forces;
- p) any activity that requires union membership;
- q) other government agencies, except the Canadian Armed Forces;
- r) work in an establishment where liquor is served;
- s) work in a liquor or beer store;
- t) activity in an organization or enterprise controlled by, serving, or patronized by known criminals;
- u) represents a supplier of goods or services to TBPS;
- v) any activity that may compromise police operations (overt or covert) of any police agency;
- w) any participation involving management, control, or influence over the operations of a business offering the services of any of the above;
- x) any other activity designated by the Chief.

The Thunder Bay Police Service *Part 2 Chapter 15a Secondary Employment and Activities* policy is available to members on our internal intranet for reference.

The following is an excerpt from the policy that provides information relative to paid duty and secondary employment requests, review and approval.

Exception – Paid Duty - TBPS members are permitted to work contracted paid duties provided that the paid duty is requested to, assessed by, and assigned by the TBPS. Paid duty procedures are found in *P6c151 Paid Duty*.

SECONDARY ACTIVITY REQUEST - A member who proposes to undertake a secondary activity that contravenes prohibitions listed in these procedures, or who becomes aware that an activity that they have undertaken, may do so, shall disclose the full particulars of the situation to the Chief of Police.

Before engaging in a secondary activity or immediately upon realizing their engagement in what would constitute a secondary activity,

Member shall:

- a) forward a signed written request to the Chief of Police through the Executive Assistant to the Chief of Police, including details of the secondary activity and an explanation of how it would not contravene prohibited activity;
- b) not engage in any secondary activity until approval has been granted by the Chief of Police;
- c) if approval is subject to any conditions or restrictions, ensure that such conditions or restrictions are strictly followed;
- d) forward any material change(s) to the original request within 60 days of the material change(s) to the Chief of Police through the Executive Assistant to the Chief of Police;
- e) unless there are material changes to the request, not be required to make more than one request for ongoing secondary activity;
- f) if discontinuing a previously approved secondary activity, provide written notice to the Executive Assistant to the Chief of Police.

#### Processing Requests

Upon receipt of a member's written request the Chief of Police shall review each request and provide a written response indicating that the request is either:

- a) approved without restrictions;
- b) approved with restrictions; or
- c) denied.

Should a request be approved with restrictions or denied, an explanation shall accompany the reason(s) for the decision.

Executive Assistant to the Chief of Police shall:

- a) maintain a current secondary activity database, noting any members who have requested secondary activity, and whether the request was approved or denied;
- b) forward the signed response approving or denying the request to the member and a copy to Human Resources;
- c) provide a monthly report on non-paid duty secondary activity requests to the Chief of Police for the purposes of reporting under P2c69 TBPS Administrative Reporting.

Human Resources shall:

- a) upon receiving approved or denied secondary activity requests, submit the letter to the employee's personnel file.

## COMMENTS

On March 19, 2024, Report No. 10/24 was provided to the Board for their information. The report noted that in 2023, nine (9) new requests were submitted to the Chief for approval. Eight (8) of these requests were approved and one (1) was denied as the position would require a union membership. In addition to those new requests, it was noted that there were thirty-three (33) submissions that remain as approved.

The difference in numbers from 33 to 30 below is a result of members no longer being with the service or no longer taking part in secondary employment.

This report covers secondary employment from January 2024 to the end of September 2024 including those requests that were approved/denied prior to 2024 and paid duty assignments for the month of September 2024. We are currently reviewing the following secondary activities to confirm members current status. We will provide an update to the Board prior to the October 24, 2024 Board meeting.

Approved/denied secondary activity prior to 2024:

1 Casual employee – Resource Centre .....	Approved
2 Part owner of a cleaning company .....	Approved
3 Owner of a sealing company .....	Approved
4 Part time substitute teacher .....	Approved
5 Casual employee - Resource Centre.....	Approved
6 Co-owner – Gym.....	Approved
7 Part time instructor – Motorcycle Safety Training .....	Approved
8 Musician .....	Approved



9 Part time – Tanning business employee .....	Approved
10 Co-owner – Fitness Centre .....	Approved
11 Occasional teacher.....	Approved
12 Teacher – Community Policing.....	Approved
13 Part time – Spa .....	Approved
14 Casual basis – Registered Respiratory Therapist .....	Approved
15 Casual basis – RPN .....	Approved
16 Baker’s assistant .....	Approved
17 Garden Centre .....	Approved
18 Developmental Service Worker .....	Approved
19 Education Council worker.....	Approved
20 Ambulance dispatch .....	Approved
21 Occasional supply teacher .....	Approved
22 Canadian Armed Forces .....	Approved
23 Financial advisor .....	Approved
24 Food deliver driver .....	Approved
25 Daycare – part time .....	Approved
26 IT services (2).....	Approved
27 Yoga Instructor.....	Approved
28 Reserve Infantry Officer.....	Approved
29 Hold Real Estate License .....	Approved
30 Medical Laboratory Technician .....	Denied

January 2024 – end of September 2024:

1 Executive Leadership Mentor .....	Approved
2 Video camera installer (2) .....	Denied
3 Licensed funeral director.....	Approved
4 Sheriff.....	Denied
5 Facilitator – trauma informed training (2).....	Approved

Paid Duty – month of September 2024

Below are the paid duty requests approved. There were no paid duty requests that were denied for this time period.



CONTRACT	Number of Jobs (Officers)	Filled	Unfilled	Duties Requested
TBRHSC	60	18	42	Security
Take it in Stride Run	2	2	0	Road Closure
Central Canada Expo	4	4	0	Road Closure
Wake the Giant Music Festival	6	6	0	Security
Smart Choice Movers	4	4	0	Oversized loads-escort
Honouring our Children Run	2	2	0	Road Closure

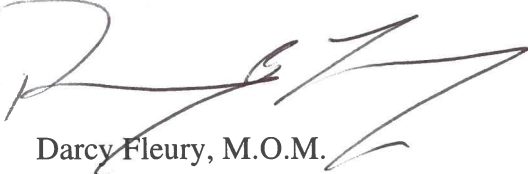
\*TBRHSC- Thunder Bay Regional Health Sciences Centre

This report satisfies the statutory requirements for disclosure of secondary activities to the Police Services Board.

## RECOMMENDATIONS

For information purposes.

Respectfully submitted,



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



# Thunder Bay Police Service

**DARCY FLEURY, CHIEF OF POLICE**

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

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

**Date of Report:** October 16, 2024

**Date of Meeting:** October 24, 2024

**Report No:** 27/24

## Chair and Members

### Thunder Bay Police Services Board

## SUBJECT

*Missing Persons Investigations Reporting*

## REPORT SUMMARY

The Thunder Bay Police Service Board has requested twice-yearly reporting on Missing Persons investigations outside of the reporting required of all police services by Section 8 of the *Missing Persons Act*. The October report spans the period of January-June and includes information on total investigations, gender identity of missing persons, age analysis, number of outstanding missing persons, investigations in which foul play was suspected, as well as the number of urgent demands made under the *Missing Persons Act*. The specific information for the Thunder Bay Police Service during this period is:

- a) data related to the gender identity manner;  
113 males, 145 females, 1 gender diverse  
Further analysis: Age mean – 29.01; median = 25.5 (range: min=7; max 91)
- b) the total number of missing person investigations conducted by the Thunder Bay Police Service;  
259 persons
- c) the number of missing persons who are not located;  
2 persons
- d) the number of missing persons investigations where foul play was suspected;  
Zero
- e) the total number of urgent demands for records;  
1 total demand

## BACKGROUND

Section 8 of the *Missing Persons Act* states that the chief of police shall prepare an annual report under this section and provide a copy of the report to the Board, and that the Board will provide a copy of the report to the Minister and make the report public. This annual report for a year is to contain the following:

- a) the total number of urgent demands made in that year and the number of missing persons investigations to which they related;

- b) a description of the types of records specified in the urgent demands made in that year; and
- c) any other prescribed information.

As noted at “Summary” above, this report, while containing information also documented in the MPA-mandated report, contains additional information, addresses a different time period and is made in accordance with Board Policy.

**COMMENTS**

This report satisfies the policy and procedure requirements of the Thunder Bay Police Service and the Thunder Bay Police Service Board.

**RECOMMENDATIONS**

There are no recommendations associated with this report.

**Respectfully submitted,**



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

Prepared by: Detective Inspector J. Pearson



# 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:** October 11, 2024

**Date of Meeting:** October 24, 2024

**Report No:** 28/24

## Chair and Members

### Thunder Bay Police Service Board

## SUBJECT

Summary of Training – September 2023-September 2024

### Rational:

The Thunder Bay Police Service (TBPS) shall provide a summary of all training conducted during the previous year. The report shall be limited to service-wide training and does not need to include training courses for individual members. Service-wide training may include but is not limited to Reconciliation training, First Aid, Resiliency/Wellness training, Supervisor training, Academic training, and Use of Force/Firearms training. The Thunder Bay Police Service Board (TBPSB) has requested that the TBPS report on a September-to-September cycle.

### Community Safety and Policing Act Update

With the implementation of the *Community Safety and Policing Act*, there have been many new training requirements identified for Police agencies in Ontario. The TBPS has begun analyzing the training requirements identified and will be implementing training under the new requirements in 2025.

With the new requirements and deadlines being implemented by the Ministry, meeting training requirements will be a challenge as there are tremendous logistical and operational demands that will be of concern. The Ministry has not released the regulations related to the mandatory training under the *Community Safety and Policing Act*.

Our service has been in contact with the Ontario Police College regarding guidance and advice on the delivery of training in compliance with the *Community Safety and Policing Act*.

### Training Summary September 2023 - September 2024

#### **FBINAA Comprehensive Officer Resiliency Training**

The goal the FBINAA resiliency training program is to promote an environment for well-being among first responders which ultimately affects officer performance, safety, and attitudes. This program helps officers deal with critical incidents and allows them to cope with unique mental stressors and challenges.

**Firearm**

Firearms training and qualification is completed yearly and is required under the *Community Safety and Policing Act*, for all sworn Police Officers who deploy use of force equipment and may be required to act under the priorities of life.

**Use of Force**

Use of Force training and qualification is completed yearly and is required under the *Community Safety and Policing Act*, for all members who may deploy and engage in use of force during the execution of their duties. These members may include sworn Police Officers and Special Constables.

**Rifle**

Rifle training and qualification is completed yearly and is required under the *Community Safety and Policing Act*, for all sworn Police Officers who deploy use of force equipment and may be required to act under the priorities of life.

**Immediate Action Rapid Deployment**

Immediate Action Rapid Deployment training and qualification is completed yearly and is required under the *Community Safety and Policing Act*. The training provides sworn Police Officers with guidance on dealing with acts of deadly aggression in relation to hostile events (active killing) during the execution of their duties.

**Conducted Energy Weapon (CEW)**

Conduct Energy Weapon training and qualification is completed yearly and is required under the *Community Safety and Policing Act*. The training provides guidance to sworn Police Officers in the use and deployment of the CEW less lethal weapon during the execution of their duties.

**First Aid**

First aid is the first and immediate assistance given to any person with either a minor or serious illness or injury, with care provided to preserve life, prevent the condition from worsening, or to promote recovery until medical services arrive. The training is provided to members upon recertification requirements.

**Academic Training**

Academic Training is scheduled yearly. Training is delivered by internal departments and community partners (mental health, diversity, health professionals, MAG, etc.). The training allows for members to ask questions regarding various topics and processes and provides updates on procedures and related criminal case law.

**Supervisor Training**

Supervisor training is scheduled yearly. The training is created to increase and develop leadership capabilities, update and review Supervisor expectations regarding their staff and performance management. Review and update on the organizations policy, procedures, and service initiatives that aim to uphold the values of the service.

## COMMENTS

The next training report will be provided to the Thunder Bay Police Service Board in September 2025 for the September 2024-September 2025 time period.

## RECOMMENDATIONS

For information purposes.

**Respectfully submitted,**



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

**INQUEST INTO THE DEATHS OF SEVEN FIRST NATIONS YOUTHS:  
Jethro Anderson, Reggie Bushie, Robyn Harper, Kyle Morriseau, Paul Panacheese,  
Curran Strang and Jordan Wabasse**

**IMPLEMENTATION STATUS REPORT OF  
THE THUNDER BAY POLICE SERVICE**

**September, 2024**

## **A. Overview**

On June 28, 2016, the verdict in the Joint Inquest into the Deaths of Seven First Nations Youths in the City of Thunder Bay (“Joint Inquest”) was released along with 145 recommendations directed to various institutional parties. Of the 145 recommendations, approximately six (6) relate to policing matters and were directed to, among other institutions, the Thunder Bay Police Service (the “Service”). All of the recommendations that refer to the Service have been accepted. This Report is prepared pursuant to Recommendation 144 to provide an update on implementation status.

## **B. Recommendations Directed to All Parties**

A number of recommendations arising out of the Joint Inquest are directed to all parties. The Service acknowledges and accepts these recommendations and reports as follows:

### **Recommendation 7 – Guiding Principles - Complete**

This recommendation is accepted by the Service. Implementation is being guided by the statements contained in this recommendation.

### **Recommendation 143 – Annual Report on Implementation Status – Complete**

This recommendation is accepted by the Service and this Report constitutes the Service’s Report thereunder.

#### **Update 2023-2024:**

The last report was submitted in September 2023, this submission constitutes the ongoing support of the annual reporting requirement.

### **Recommendation 144 – Process of Posting Annual Reports - Complete**

The Service submits its report to the Coroner and also provides NAN with its completed yearly updates for publication on NAN’s website. Further, the Service publishes its annual Inquest reports at [www.thunderbaypolice.ca/reports](http://www.thunderbaypolice.ca/reports)



**Recommendation 145 – Revise Policies and Procedures – Complete**

The Service has completed its changes to policies and procedures. Any further changes, when identified, will be made during normal operational reviews and implemented as appropriate.

**C. Recommendation involving Police and other Institutions**

**Recommendation 48 – Grade 8 Visit Program - Complete**

The Grade 8 Visit Program (“Visit Program”) was created and implemented proactively by the Service during the hearing phase of the Joint Inquest and prior to the release of the verdict and recommendations. While the recommendation obligation has been fulfilled the TBPS will continue the program indefinitely.

**First Nations Visits:**

**June 2020 - 2021 - Ongoing**

The in-person visits were postponed due to the COVID-19 Pandemic. The Community Inclusion Team used the time to develop interactive presentations for future visits and for online engagement. Community Services Officers engaged youth locally through the Archery Program when restrictions were not in place.

The Community Inclusion Team including the School Resource Officers continued presentations online to students within our jurisdictions.

The Community Inclusion Team is also partnering with a media relations company and a youth mentor to create new content and anti-gang presentations to be used during engagement activities when COVID restrictions allow. Online engagement will begin in the fall if in person presentations are still restricted.

**June 2021 – 2022 Update:**

In July 2022 Community Outreach officers collaborated with the Canadian Military at the Canadian Junior Rangers summer program, Camp Loon, to deliver the National Archery in the Schools Program (NASP). The camp was held at Springwater Lake, 50 kilometers north of Geraldton. Between July 16 to 22<sup>nd</sup> 6-9 officers taught basic archery principles to 59 Junior Rangers from 17 First Nations, as well as instructors comprised of 22 Canadian Rangers, who

are part-time reservists and 45 other military personnel.

**Update 2022-2023:**

In 2022, the Community Outreach officers and civilian staff collaborated with the Canadian Military at the Canadian Junior Rangers summer program, Camp Loon, to deliver the National Archery in the School Program (NASP). The camp was held at Springwater Lake, 50 kilometers north of Geraldton. In the summer months of 2022, officers taught basic archery principles to 59 Junior Rangers from 17 First Nations, as well as instructors comprised of 22 Canadian Rangers, who are part-time reservists and 45 other military personnel. In the evening, Officers ran a paintball range, which saw a large amount of participation.

In July of 2023, the Thunder Bay Police expanded its collaboration with the Canadian Ranger Group by participating in two separate activities. On this occasion Camp Loon was held in Nipissing, Ontario at the Spirit Point Wilderness Academy and Camp. Officers expanded their involvement with the 50 youth in attendance. In addition to instructing the NAPS archery program and running the paintball range, an Officer from the School Resource Office delivered presentations regarding bullying and online safety.

Also in July 2023, two Officers from the Community Outreach Office, in collaboration with the Canadian Rangers went on a 5 day canoe trip to Quetico Park. There were 16 youth from Northern communities that attended this trip. They were instructed in first aid, canoe tipping/recovery, Tarpology and fire making.

**Update 2023-2024:**

In December of 2023 TBPS was successful in its application for the Front-Line Policing Grant, which has a three-year term. Written into this grant was funding for a new anti-gang outreach presentation for youth. We are currently in the development stage and will be delivering the final product to the local Indigenous and non-Indigenous schools, as well as a visit to one northern community.

In July of 2024 TBPS will be continuing its collaboration with the Canadian Ranger Group by participating in Camp Loon, which is being held in Nipissing, Ontario at the Spirit Point Wilderness Academy and Camp. This program continues to grow. In addition to delivering the archery program and paintball, Officers will be conducting daily presentations in regard to internet safety, to all participants.

**Update (on Student Lists): June 2023 – 2024 - Ongoing**

The TBPS is still waiting on whether each individual education authority will provide student lists. This year none were received. This has been furthered delayed by the ongoing COVID-19 pandemic.

**Update (on Ambassadors): June 2021 - 2022 - Ongoing**

The COVID-19 Pandemic had a significant impact on travel. However, NAN developed a workshop on Community Visit Protocols and the members of the TBPS Community Inclusion Team participated in the online training.

**Update 2022-2023:**

As a result of the COVID-19 Pandemic, NAN developed a workshop of Community Visit Protocols and the members of the TBPS Community Inclusion team participated in the online training.

**Update 2023-2024: Complete**

**Update (on Service/NAPS joint presentation): June 2020 - 2021 - Complete**

As of October 2018, all NAPS officers have received the presentation from the Service's ALU officers, and our Safety Presentation video has now been sent to all NAPS detachments for them to use on a go forward basis within their respective communities.

**Update 2022-2023 – Complete**

As of October 2018, all NAPS officers have received the presentation from the Service's Aboriginal Liaison Unit (ALU) (now the Community Inclusion Team – CIT). Further, the TBPS Safety Presentation video has now been sent to all NAPS detachments for them to use on a go forward basis.

Within the coming year, work will be completed to determine if the video should be updated, and a new presentation provided. TBPS has created a series of videos in collaboration with Wali Shaw for our “Dear Self” project. They address issues of gang recruitment, drug use and human trafficking. These are to be provided to NAPS.

## **Recommendation 91 – Working Group – Substantially Complete but will be Ongoing**

This recommendation was proposed jointly by the Service and other parties. It has been accepted by the Service and implementation is ongoing.

- **i. The need to ensure timely reporting to police of all missing person matters that involve a Student (In Progress).**

The Service can confirm that it is working with Matawa Learning Centre (“Matawa”), Dennis Franklin Cromarty High School (“DFC”), Keewaytinook Okimakanak (“KO”) and the Northern Nishnawbe Education Council (“NNEC”) to prepare missing person protocols and contact information resources in an effort to synchronize policies and procedures among all on-call workers across different educational organizations.

- **ii. & iv. Public Awareness/Social Media Search (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **iii. Information Sheets (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **v. Press Releases (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **vi. Best Practices for Interviews (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **vii. & viii. Internal and Global Search Plans (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **ix. & x. Missing Person Risk Factors & Missing Person Questionnaire (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.

- **xi. Training (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **xii. Training Case Scenario (Complete).** No further update as recommendation was completed and reported on in previous yearly reports.
- **xiii. Consultant (Complete).** The Service has hired an external consultant (Leisa Desmoulin) regarding TBPS training modules and curriculum covering cultural issues relevant to the Indigenous community, as part of a larger organizational change project. Since the time of the hiring of the consultant, many reviews have been conducted as it relates to cultural issues and the police relationship with Indigenous people. As a result, TBPS will review those reports and implement the necessary recommendations and report the progress to the Thunder Bay Police Services Board as well as the applicable oversight bodies (ie. Office of the Independent Police Review Director – now called Law Enforcement Complaint Agency – LECA).

**June 2021 – 2022 Update:**

The work contemplated has been completed with the Service implementing Diversity Reconciliation Training to all members of the Service. Five – 40 hour sessions and 124 members of the Service have received the training so far. The training will continue until all members of the Service, both sworn and civilian, have received it.

**Update 2022-2023:**

The work contemplated has been completed within the Service implementing Diversity Reconciliation Training to all members of the Service. At this time, nearly all members of the Service have completed the prescribed training.

**Update 2023-2024:**

The majority of Service members have been trained and there is one session scheduled for the fall for those that remain and for new hires. The full training will continue as required for new staff. Additionally, a shortened version of the training is being developed which will be included as part

of the TBPS annual academic training days, beginning in the fall.

### **Update (Overall): June 2023-2024**

The Service continues to be in discussion with involved parties on an as needed basis to finalize outstanding items outlined in this recommendation or should any issues arise with the implementation of the recommendations.

Since June of 2023, the following has been accomplished by TBPS with respect to the missing persons procedure:

The procedure was extensively reworked which culminated in a January 24<sup>th</sup>, 2024 publication of a comprehensive update. Prior to publication, the procedure was reviewed in full by the OIPRD who shared very positive feedback. This resulted in the OIPRD declaring related outstanding Broken Trust recommendations to be satisfied. The procedure was lauded for specifically recognizing Indigenous youth new to Thunder Bay as being an ‘at risk’ portion of the community and for mandating immediate steps to address those risks. The procedure was also noted for specifically recognizing Indigenous Women and Girls as a vulnerable sector of the community as they relate to missing persons. This was the first of a number of planned ‘rolling updates’ as TBPS intends to continually assess and improve its missing persons procedures.

On February 06, 2024, a minor amendment was published to ensure TBPS member access to government forms related to Missing Persons. Community consultation also occurred with respect to the Missing Persons procedure. Understanding that responses may take time, the consults were requested following the January 24<sup>th</sup> publication so as not to further delay the first comprehensive update. TBPS shared the procedure with stakeholders of the Northern Nishnawbe Education Council and Matawa Education and Care Centre. Both of those agencies provided positive reviews of the procedure. Suggestions made to improve the procedure were both considered and incorporated into an updated version which was published on May 23, 2024.

Of note, training packages are prepared for all newly published procedures. The purpose of this training is to supplement members’ reading of the procedure with supervisor led training for a

more fulsome discussion and understanding of what has changed.

**Update on Public Awareness/Social Media Campaign): Complete**

No further update as recommendation was completed and reported on in previous yearly reports.

**Recommendation 94 – Multilingual Joint Search Protocol – Complete:**

**Update: June 2020 - 2021**

The Joint Search Protocol has been finalized and is now in circulation.

**Recommendation 96 – Joint Task Force with LCBO to Deter Underage Drinking (Complete).**

**Update: June 2020 – 2021:**

The “Runner Project Plan” at TBPS remains operational, when staffing complement permits.

**Recommendation 97 – Public Campaign to Deter Second Party Purchases of Alcohol (Complete).**

**Recommendation 115 – Safety Audit of River Areas (Complete).**

While the recommendation obligation has been satisfied the TBPS will continue to conduct safety audits of river areas on an ongoing permanent basis.

**Riverway/Floodway Monitoring Project:** The Service continues to monitor the identified high-risk areas, with daily foot patrols three times a day.

**Data Collection from Reporting Mechanism:** Patrols are still assigned to the Primary Response Branch officers to conduct twice a day in the high-risk areas. These patrols occur by officers either walking directly in the floodway area or driving their vehicles by on other occasions. The patrols allow officers to move individuals away from the water especially when alcohol is present to reduce the risk of harm.

Statistical data that has been captured indicates the following:

In 2022, there was a total of 513 incidents listed as floodway occurrences which involved approximately 881 persons.

In 2023, there was a total of 379 incidents listed as floodways occurrences which involved approximately 629 persons.