



FOR IMMEDIATE RELEASE

Board Highlights for Dec. 17, 2024

THUNDER BAY, ON, Dec. 18, 2024 — The Thunder Bay Police Service Board (TBPSB) convened yesterday. Following are notable items from yesterday's meeting:

Governance Committee Updates

The committee's agenda for the November 6th meeting included the election of a Chair and Vice Chair for the coming year. Member Denise Baxter and Member Kasey Etreni were acclaimed in these roles, respectively.

Other items reviewed and discussed by the Committee included:

- Ongoing review of the Board's procedural by-law, in part to reflect changes under the CSPA;
- General policy on Board governance, which includes the roles and responsibilities of the Board;
- Community Safety Indexes;
- Policy on the recruitment of the Chief and Deputy Chiefs of Police;
- Board training under the CSPA; and
- Adoption of a Statement of Board Competencies and Attributes, to be recommended to the Board.

The committee also discussed the status of hiring additional staff resources to support the committee. Specifically, hiring is completed with the Board having approved the new hire.

The proposed Policy on Competencies and Attributes recommended for members of the Thunder Bay Police Service Board was approved. This policy aligns with recommendations from the **Sinclair Report** and **OIPRD Report**.

Labour Relations Updates

Collective bargaining is progressing smoothly. The next meeting is scheduled for January 15, 2025.

Communications Committee Updates

The Communications Committee has been meeting to establish terms of reference. The Terms of Reference were presented to the Board for review and approval. The Board voted to approve the Communications Committee's Terms of Reference.

CSPA Transition Subcommittee

Ensuring the Board's processes and procedures align with the **CSPA** will improve the Board's operations and functioning.

The next meeting for the subcommittee is scheduled for December 30. The subcommittee aims to present its findings in January.

Finance Committee Updates

The Board's Finance Committee is up and running.

The Terms of Reference were presented to the Board for review and approval. The Board voted to approve the Finance Committee's Terms of Reference.

The Board entrusted the Finance Committee with finalizing the budget template's format, with the understanding that it could be revised as necessary to enhance clarity.

REPORTS OF THE THUNDER BAY POLICE SERVICE

Report on Meetings with Indigenous Leaders

Board Chair Karen Machado emphasized the importance of attending these meetings and explained that all Board members take turns attending to cultivate and strengthen relations with the community.

Secondary Activities Report

A discussion was held about the need to ensure that secondary activities do not impact police service staffing levels. The Service was in full agreement.

Board Chair Machado pointed out that, although it is stated that secondary activities do not impact operations, officers who take overtime shifts for activities like the hospital watch are unavailable for regular patrols, which could potentially leave shifts understaffed. Deputy Inspector Pearson acknowledged that this is a possibility.

Use of Artificial Intelligence Report

The audit of BriefCam found no policy violations. A total of 49 "cases" were created, all of which were subsequently deleted in accordance with policy. The audit found no breaches of policy or concerning activity within the program.

Board Chair Machado pointed out that the Board's AI policy does not permit facial recognition, and that the BriefCam system is not configured for it.

2025 Proposed Operating Budget – Thunder Bay Police Service

The Proposed Operating Budget was approved with a net increase of \$2.9 million (5.1%) over 2024.

The primary reason for the budget increase is a \$4.1 million (6.9%) increase in Personnel Services, which includes:

- Estimated collective bargaining increases (\$2.2 million);
 - Overtime (\$0.7 million);
 - Paid duty wages (\$0.4 million), assuming the contract with the Thunder Bay; Regional Health Sciences Centre (TBRHSC) will be extended to December 31, 2025; and
 - An increase related to the phase-in of the 2024 **FTE** expansions (\$0.2 million).
-

SIU Administrative Reports

Three new **SIU** reports were posted to the [Board's website](#) for public information.

Monthly Board Budget Update

The overall budget position continues to trend toward a favorable year-end variance, with the notable exception of Legal Fees. The costs associated with office renovations and furnishings have contributed to a small unfavorable variance in the Purchased Services account; however, this is mitigated by savings in other areas.

Reviewing the remainder of the budget (aside from Legal Fees), the estimated \$100,000 year-end favorable variance reported at the end of the 3rd quarter still holds.

Media Contact:

Secretary John Hannam,
(807) 622-9585,
psbsecretary@hotmail.com