



**MEETING NO. 02-2025 OF THE  
THUNDER BAY POLICE SERVICE BOARD**

**TUESDAY, JANUARY 28, 2025**

**TBPSB BOARDROOM  
1111 Victoria Avenue, East, Thunder Bay, ON**

**10:30 A.M.**

**REGULAR MEETING**

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1. DISCLOSURES OF INTEREST

2. APPOINTMENT OF CHAIR AND VICE-CHAIR (5 minutes)

The following call for the appointments of a Chair and Vice-Chair, effective January 28, 2025, for the remainder of 2025, or until a replacement has been appointed, will be presented for the Board's consideration:

RES 1

THAT \_\_\_\_\_ be appointed Chair of the Thunder Bay Police Service Board, and that \_\_\_\_\_ be appointed Vice-Chair of the Thunder Bay Police Service Board, effective January 28, 2025, for the remainder of 2025, or until a replacement is appointed;

3. CONFIRMATION OF AGENDA (2 minutes)

RES 2

With respect to Meeting No. 02-2025 (Regular) of the Thunder Bay Police Service Board held on January 28, 2025, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

4. CONFIRMATION OF MINUTES (2 minutes)

The Minutes of the Twenty-Eighth Session (Regular) of the Fifty-Fifth Thunder Bay Police Service Board held on December 17, 2024, to be confirmed.

RES 3

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

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5. PRESENTATION

Thunder Bay Police Service – Annual Report (15 minutes)

Ms. Tracie Smith, Director – Corporate Communications, Thunder Bay Police Service, to present the Annual Report for the Thunder Bay Police Service.

6. REPORTS OF COMMITTEES

a) Governance Committee (5 minutes)

Memorandum to the Thunder Bay Police Service Board from Denise Baxter, Chair – Governance Committee, relative to an update on the activities of the Governance Committee, for the Board’s information.

Committee Chair. D. Baxter to provide an overview relative to the above noted, and will present the following four (4) policies for the Board’s consideration:

i. Policy for Adoption (5 minutes)

Proposed Policy ADMIN-002 - Thunder Bay Police Service Board Meeting Evaluation, for the Board’s information.

The following motion will be presented for the Board’s consideration:

RES 4
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 With respect to the proposed Policy ADMIN-002 - Thunder Bay Police Service Board Meeting Evaluation, as presented at the January 28, 2025 Regular Meeting of the Board, we recommend that the Thunder Bay Police Service Board approves adoption of Policy ADMIN-002.

ii. Policy for Adoption (5 minutes)

Proposed Policy GOV-005 – Committees – Terms of Reference, for the Board’s information.

The following motion will be presented for the Board’s consideration:

RES 5
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 With respect to the proposed Policy GOV-005 – Committees – Terms of Reference, as presented at the January 28, 2025 Regular Meeting of the Board, we recommend that the Thunder Bay Police Service Board approves adoption of Policy GOV-005.

iii. Policy for Adoption (5 minutes)

Proposed Policy HR-001 – Recruitment for Chief and Deputy Chiefs, for the Board’s

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information.

The following motion will be presented for the Board's consideration:

RES 6

With respect to the proposed Policy HR-001 – Recruitment for Chief and Deputy Chiefs, as presented at the January 28, 2025 Regular Meeting of the Board, we recommend that the Thunder Bay Police Service Board approves adoption of Policy HR-001.

iv. Policy for Adoption (5 minutes)

Proposed Policy HR-002 – Annual Monitoring of the Chief of Police's Performance, for the Board's information. **(44 Pages – Distributed Separately to Board Members)**

The following motion will be presented for the Board's consideration:

RES 7

With respect to the proposed Policy HR-002 - Annual Monitoring of the Chief of Police's Performance, as presented at the January 28, 2025 Regular Meeting of the Board, we recommend that the Thunder Bay Police Service Board approves adoption of Policy HR-002.

b) Labour Relations Committee (5 minutes)

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

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Thunder Bay Police Service – Joint Health & Safety Committee (5 minutes)

Report No. 02/25 (Police) relative to the semi-annual report from the Joint Health and Safety Committee (July – December, 2024), for the Board's information.

Deputy Chief of Police J. Pearson to provide an overview of the activities of the TBPS Joint Health and Safety Committee for the period July 1, 2024 to December 31, 2024.

b) Quarterly Complaints (5 minutes)

Report No. 04/25 (Police) relative to the summary of complaints for Q4 of 2024 (October, November and December, 2024), for the Board's information.

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

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- c) Secondary Activities Report (5 minutes)

Report No. 05/25 (Police) relative to the secondary activities/employment of members of the Thunder Bay Police Service, including Paid Duty Assignments, for the Board's information.

Deputy Chief of Police J. Pearson to provide an overview relative to the above noted.

- d) Annual Training Report (5 minutes)

Report No. 06/25 (Police) relative to a summary of training for the Thunder Bay Police Service, for the period January 2024 to December 2024, for the Board's information.

Deputy Chief of Police J. Pearson to provide an overview relative to the above noted.

- e) Yatim Inquest Recommendations (5 minutes)

Memorandum relative to recommendations to Ontario Police Services made from the Yatim Inquest, for the Board's information.

Deputy Chief of Police J. Pearson to provide an overview relative to the above noted.

8. GENERAL MATTERS

- a) 2025 OAPSB Membership Fees (5 minutes)

Invoice No. 75, dated October 21, 2024, relative to the Police Service Board's membership fee for the Ontario Association of Police Services Boards (OAPSB), for the Board's information, consideration, and authorization to pay.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, to provide an overview relative to the above noted.

The following motion will be presented for the Board's consideration:

RES 8

With respect to Invoice No. 75 from the Ontario Association of Police Services Boards, dated October 21, 2024, in the amount of \$11,865.00 for the 2025 Membership Fees, we authorize payment.

- b) Monthly Budget Update (5 minutes)

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

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

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9. NEW BUSINESS

10. CLOSED MEETING AGENDA ITEMS

In accordance with and subject to Section 44 of the *Community Safety and Policing Act, 2019*, the following matters will be discussed in a closed meeting of the Board prior to the public meeting scheduled for January 28, 2025:

1. Update from Legal Counsel
2. Update on Labour Relations
3. Provision of Legal Services
4. Digital Evidence Management Unit
5. Policing Services for the Municipality of Neebing
6. Investigative Report on Complaint from the Inspectorate of Policing

11. CONFIRMING BY-LAW

(2 minutes)

RES 9

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 meeting of The Thunder Bay Police Service Board, this 28<sup>th</sup> day of January, 2025.

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: PC2-2025

12. ADJOURNMENT