



FOR IMMEDIATE RELEASE

Board Highlights for April 15, 2025

THUNDER BAY, ON, April 15, 2025 — The Thunder Bay Police Service Board (TBPSB) convened on Tuesday April 15th. Following are notable items from the meeting:

Deputation on behalf of Circle K Stores

A deputation was made by the Loss Prevention and Security Co-ordinator of Circle K, Amandeep Puar.

Puar addressed the Board, seeking support from both the Board and Service regarding a recent pattern of crime, shoplifting, robberies, and assaults at various Circle K locations. Puar and his team addressed the Board with the goal of 'seeking solutions and increasing a collaborative effort amongst all parties.'

Puar noted that Circle K employees have addressed concerns regarding a "disconnect with Police," and are working to bridge any gaps.

A 'Business Impact Analysis' provided by Circle K notes a total of loss and damages from 2021 to 2025 at a cost of more than \$300,000 to local stores.

The Circle K store located at 1315 Arthur Street East, Thunder Bay, suffered a loss of more than \$80,000 alone from 2021-2015, as provided by the Circle K 'Business Impact Analysis.'

Puar appealed to the Board for their support and help moving forward to mitigate crime, and to support the safety and well-being of all Circle K employees.

The Board thanked Mr. Puar for his deputation, acknowledging the work already completed with the Service to identify possible strategies.

BUSINESS IMPACT ANALYSIS

Circle K Business Unit Analysis:

Total Loss and Damages 2021-2025

Store #	Sum of Total Loss & Damages
61	589.8
1268	1,778.57
63	\$2210.00
68	\$3,700.61
76	\$3,745.57
1270	\$3,861.71
1269	\$5,776.89
1436	\$8,496.60
1234	\$14,298.01
91	\$17,093.26
59	\$18,970.56
1437	\$21,092.44
69	\$30,939.7
94	\$38,431.67
1435	\$47,064.31
1721	\$82,119.78
Grand Total	\$300,169.48

Top 5 Shrinkage Stores

Reports of The Thunder Bay Police Service

Year-End Variance Report

The Thunder Bay Police Service is required to report to the Thunder Bay Police Service Board on the status of the Operational Budget for the Year End, ending December 31, 2024.

The Service advised that, at December 31, 2024, the actual Net Operating Expenses total \$56.9 million, compared to a Restated Net Operating Budget of \$57.2 million, **resulting in a favourable variance of \$300,000.**

The Board is pleased to receive this update from the Thunder Bay Police Service, which reflects the Service's efforts to implement effective and efficient changes to its operations, as challenged by the Board.

Story by TBTnewswatch.com:

<https://www.tbnewswatch.com/local-news/thunder-bay-police-come-in-under-budget-for-2024-10527756>

Quarterly Complaints Report

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.

The Community Safety and Policing Act establishes a partnership between the Thunder Bay Police Service, the Thunder Bay Police Service 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 X 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.

Attached is the complaints report for Q1 2025.

REPORT SUMMARY

Summary of First Quarter Complaints 2025	
Local Response	7
Withdrawn by Complainant Prior to Screening by LECA	0
Not Accepted – LECA	13
Accepted – LECA Investigate	0
Accepted – TBPS Investigate	3
Accepted – OPP Investigate	0
Total First Quarter Conduct Complaints	23

2025 Complaints Disposed of in the First Quarter of 2025	
Early Resolution	0
Withdrawn	0
Unsubstantiated	0
Section 72 (Terminated/Suspended Investigations)	0
Substantiated	0
Informal Resolution	0
PSA Hearing	0
Total	0

2025 Public Complaint Categories – First Quarter	
Not Accepted (Screened Out by LECA)	
Not in the Public Interest	6
Charges before the Courts	1
Frivolous/Vexatious	6
Over 6 months old	0
Accepted Complaints (Screened in by LECA)	
<i>*Of note, each individual Accepted complaint may have more than one (1) category*</i>	
Unlawful Arrest	0
Undermines Public Trust	3
Unnecessary Force	1
Insulting Language	0
Neglect of Duty	3

2024 Complaints Disposed of in the First Quarter of 2025	
Early Resolution	1
Withdrawn	1
Unsubstantiated	1
Section 72 (Terminated Investigations)	0
Substantiated	0
Informal Resolution	0
PSA Hearing	0
Total	3

2024 Outstanding Complaints	
Conduct Complaints	5
Total	5

2023 Outstanding Complaints	
Conduct Complaints	1
Total	1

2022 Outstanding Complaints	
Section 72 (Suspended Investigations)	1
Total	1

Discrimination Complaints Report

The Thunder Bay Police Service is required to report to the Board on public complaints made about the conduct of individual officers involving allegations of discrimination. The report shall be disaggregated by the nature of the alleged discrimination (prohibited grounds) and shall also include the outcome of the investigations.

Attached is the annual complaints review from January 2024 to December 2024.

Discrimination Complaints Annual Review **January – December 2024**

2024 Public Complaint Discrimination Categories	
Race	11
Sex/Gender	2
Disability	4
Total	17

****In 2024 there was a total of 64 Public Complaints****

Summary of Public Discrimination Complaints	
Local Response	2
Total Accepted (TBPS Investigate)	10
Total Not Accepted	5
Total	17

Disposition For **Accepted (10)** Complaints	
Ongoing into 2025	3
Total Substantiated	0
Total Unsubstantiated	3
Informal Resolution	1
Withdrawn	1
Section 72 (Terminated by LECA)	2
Total	10

Search for Board's New Executive Director

The Board formally approved the specifications for the new Executive Director role. A recruitment process is underway, with the Board engaging Phelps Canada to conduct a search of suitable executive and leadership candidates. A formal job posting will soon be publicly available.

The need for an Executive Director was first identified in the **2018 Sinclair Report** by the late Senator Murray Sinclair, who noted: "Given the extensive recommendations in the report, it's suggested this become a full-time position for several years."

Board Meetings

[The Board's next meeting is Tuesday May 20, 2025 at 10:30 AM.](#)