



**MEETING NO. 29-2025 OF THE  
THUNDER BAY POLICE SERVICE BOARD**

**TUESDAY, NOVEMBER 18, 2025**

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

**10:30 A.M.**

**REGULAR BOARD MEETING**

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1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA AND CONSENT AGENDA (5 minutes)

RES 1

With respect to Meeting No. 29-2025 (Regular) of the Thunder Bay Police Service Board held on November 18<sup>th</sup>, 2025, we recommend that the agenda and the consent agenda, as printed, including any additional information and new business, be confirmed.

3. CONSENT AGENDA (5 minutes)

3.1 Minutes of Meeting No. 21-2025 (Regular) of the Thunder Bay Police Service Board held on October 21, 2025.....

3.2 Reports of Committees

- a) Governance Committee – Policy for Adoption
  - (i) Proposed Policy Amendments  
FIN-001– Thunder Bay Police Service Board – Special Account Funds

3.3 Meeting Evaluation Summary

Summary of evaluations for the October 21, 2025, meetings of the Board (Closed and Regular) for the Board’s information. ....

4. REPORTS OF THE THUNDER BAY POLICE SERVICE

- a) Disciplinary Measures (5 minutes)

**THUNDER BAY POLICE SERVICE BOARD (TBPSB)**  
**REGULAR MEETING**  
**\*Proposed Agenda\***  
**November 18, 2025**

Deputy Chief R. Hughes will provide updates to the above noted.....

- b) Secondary Activities Report (5 minutes)

Deputy Chief R. Hughes to speak to the above noted. No. 58/25 (Police) relative to the monthly secondary activities of members of the Thunder Bay Police Service.....

- c) Report on Indigenous Relationships (5 minutes)

Deputy Chief R. Hughes to speak to the above noted Report .....

- d) Q3 Variance Report (5 minutes)

Report No. 59/25 (Police) relative to the 2025 Operational Budget: Quarterly reporting.....

Financial Director T. Kane to provide an overview relative to the above noted.

- e) Gala Update

Deputy Chief J. Pearson will provide verbal updates to the above noted.

5. GENERAL MATTERS

- a) Budget of the Board – Update (5 minutes)

Chair K. Machado to provide an overview relative to the above noted.....

- b) Report on the Special Account Funds (5 minutes)

Chair K. Machado to provide an overview relative to the above noted.....

- c) Update on Recruitment of an Executive Director (2 minutes)

Chair K. Machado to provide an overview relative to the above noted.

6. NEW BUSINESS

7. CLOSED MEETING AGENDA ITEMS

**THUNDER BAY POLICE SERVICE BOARD (TBPSB)**

**REGULAR MEETING**

**\*Proposed Agenda\***

**November 18, 2025**

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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 November 18, 2025:

1. Personal Matters about and Identifiable Individual
2. The security of property of the Board
3. Update on Labour Relations
4. Advice that would be inadmissible in court
5. A position, plan, procedure, criteria or instruction applied to negotiations.

8. CONFIRMING BY-LAW (2 minutes)

THAT the following By-law be introduced, read, dealt with individually, Board, sealed and numbered:

RES 2

1. A By-law to confirm the proceedings of a Regular Meeting of The Thunder Bay Police Service Board, this 18<sup>th</sup> day of November 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: PC29-2025

9. ADJOURNMENT



# 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:** November 10, 2025  
**Date of Meeting:** November 18, 2025  
**Report No:** 58/25

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

### **SUBJECT**

Secondary Activities Report (including Paid Duty Assignments)

### **REPORT SUMMARY**

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

### **BACKGROUND**

**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

This report covers secondary employment for the month of October 2025 and paid duty assignments for the same month.

## Secondary Employment

| Position Requested   | Approved/Denied | Reason(s)  |
|--|-----------------|--|
| Administrative Assistant – Ministry of the Attorney General                          | Denied          | Does not comply with Section 89 sub(1) of the <i>CSPA</i> / contravenes TBPA policy – work in other government agency. |
| Part-time offsite sales representative for Dawson Trail Craft Brewery                | Approved        | Complies with Section 89 sub(1) of the <i>CSPA</i> .   |
| Registered real estate agent with the Ontario Real Estate Association, member of the | Approved        | Complies with Section 89 sub(1) of the <i>CPSA</i> .   |

|  |  |  |
|--|--|--|
| Thunder Bay Real Estate Board<br>and active agent with Signature<br>North Brokerage in Thunder Bay |  |  |
|--|--|--|

**Paid Duty**

Below are the paid duty requests approved, in compliance with the *CSPA*.

| CONTRACT             | Number of<br>Jobs (Officers) | Filled | Unfilled | Duties Requested     |
|----------------------|------------------------------|--------|----------|----------------------|
| TBRHSC*              | 62                           | 6      | 56       | Security             |
| Oversize load escort | 11                           | 11     | 0        | Oversize load escort |

\*TBRHSC- Thunder Bay Regional Health Sciences Centre

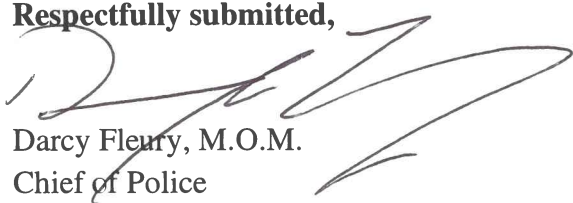
No request refused in September 2025.

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

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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:** November 9, 2025  
**Date of Meeting:** November 18, 2025  
**Report No:** 59/25

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

## SUBJECT

2025 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, 2025.

## 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, 2025). The forecast is compared to the 2025 approved operating budget and presented to the Thunder Bay Police Service Board.

The 2025 Net Operating Budget for the Thunder Bay Police Service was approved at \$59.4 million.

As of September 30, 2025, Administration is projecting an unfavourable variance of \$926,000. An overview of the key operating results are discussed below.

## COMMENTS

**Personnel Services** overall are estimated to be \$176,000 unfavourable resulting from unfavourable variances of \$1,000,000 in overtime costs and \$500,000 in WSIB expenditures relating to health care, physician and administration fees based on trends to date. \$100,000 of the unfavourable overtime costs variance is related to the ongoing landfill search. These unfavourable variances are offset by an estimated favourable variance in wages and benefits of \$1.2 million primarily resulting from vacancy savings and movement through the salary grids as well as paid duty wage savings of \$191,000 related to less paid duty services provided to Thunder Bay Regional Health Science Center than anticipated and the cancellation of Bayfest.

**Materials** are projected to be \$294,000 favourable primarily resulting from savings in fuel and vehicle maintenance expenses. The majority of these savings are a direct result of a change in operational processes where many repair services are being completed in house rather than outsourced. These activities include regular preventative inspections including oil changes, brakes, suspensions, minor body repairs/paint, and minor engine and drive train repairs.

**Purchased services** and professional fees are projected to be \$438,000 unfavourable as a result of a \$600,00 unfavourable variance related to truck and equipment rentals for the ongoing landfill search. Federal and Provincial funding assistance for the search has been requested, but has not been confirmed at this time. This unfavourable variance is offset by a \$162,000 favourable variance related to negotiated reduction to the Cobourg Police Service fee structure for providing the service of criminal records checks for our community.

**Interfunctional Transfers** are projected to be \$288,000 unfavourable primarily resulting from lower than expected internal admin recoveries related to an agreement with the City of Thunder Bay to have Special Constables provide court security at the provincial offences office.

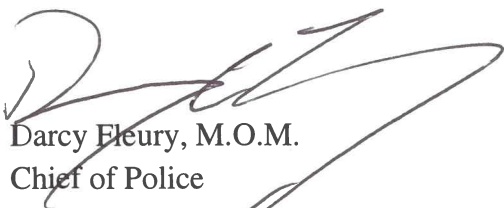
**Provincial Grant Revenues** are projected to be unfavourable by \$129,000 primarily resulting from a portion of the Community Safety and Policing (CSP) Grant for the Advanced Technology & Scene Efficiency Initiative, being classified as capital budget expense, rather than operating, leading to an unfavourable variance where it was budgeted.

**User Fee revenues** are projected to be \$189,000 unfavourable primarily resulting from less paid duty services provided to Thunder Bay Regional Health Science Center than anticipated and the cancellation of Bayfest.

## RECOMMENDATIONS

For information purposes.

Respectfully submitted,



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

Prepared by: Tom Kane, Director – Finance, Facilities & Fleet



# 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:** November 12, 2025

**Date of Meeting:** November 18, 2025

**Report No:** 60/25

## Chair and Members

### Thunder Bay Police Service Board

## SUBJECT

Indigenous Relationships Report

## REPORT SUMMARY

The Thunder Bay Police Service reports to the Board on meetings with Indigenous leaders, as per the Indigenous Relationship Policy, semiannually in the months of November and May. The Chief of Police will report to the Board in respect of their work as it relates to this policy (BPCR-002) and will report on concerns, issues, feedback received from the Indigenous partners as well as collaborative outcomes.

The Chief will request at least twice-yearly meetings with the Indigenous leaders designated by the First Nation, Metis, Inuit, and Urban Indigenous governance and agencies to share information about the work of the Service and to receive information and advice from the Indigenous partners.

## BACKGROUND

Since May 2024, Chief Fleury, Deputy Chief Hughes, Deputy Chief Pearson, and other members of the Thunder Bay Police Service participated in various event/meetings with Indigenous groups and leaders. The following are examples of those meetings. Chief also requested to meet individually with the Indigenous Leadership Collaborative.

- Meetings with Regional Chief Melvin Hardy – Anishinabek Nation
- Sweat/Feast – Lake Helen First Nation
- Gathering for retiring Matawa CEO
- Chief's of Police meeting in Kenora – including T3PS
- Meeting with incoming CEO – Matawa
- On the Wings of Justice (Feathers of Hope) – participating – other Indigenous Leaders and police service representatives – NAPS
- Matawa Graduation
- Indigenous Survivors Day
- Fort William First Nation – Flag Raising and liaising – at TBPS headquarters
- Meeting with Chief Michele Solomon – Fort William First Nation
- Meet and greet with Yolanda Wanakamik – Nokiiwin Tribal Council

- Meeting with representatives – Thunder Bay Indigenous Friendship Centre
- Aroland First Nation AGM
- Meeting with Cora McGuire-Cyrette – ONWA
- 20<sup>th</sup> Annual MMIWG Full Moon Memory Walk
- Ka-Na-Chi-Hih's Annual SAAFE Walk
- NAPS Honours and Awards Ceremony
- Moose Hide Campaign – part of film
- Survivor's Flag Raising
- Every Child Matters – Residential School Awareness
- Meeting – Access to Justice
- ONWA's 8<sup>th</sup> Annual MMIWG Pow Wow
- Indigenous Leadership collaborative meetings
- TBPS Traditional Feast and Cedar Ceremony
- Meeting with TBPS Elder's Council

## COMMENTS

The Thunder Bay Police Service is dedicated to the community and hearing concerns, issues, and feedback from the Indigenous partners as well as collaborative outcomes. During meetings and conversations, we have heard that the TBPS is progressing in building trust and strong relationships with Indigenous partners and organizations.

## RECOMMENDATIONS

For information purposes.

**Respectfully submitted,**



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

| Thunder Bay Police Board  |               |                          |                |                |
|---|---------------|--------------------------|----------------|----------------|
| Jan 1, 2025 to Dec 31, 2025                                       |               |                          |                |                |
| Year to Date (YTD) Comparison                                     |               |                          |                |                |
| INCOME  | 2025 BUDGET   | ACTUAL SINCE LAST REPORT | Jan-Dec ACTUAL | YTD Variation  |
| <b>Income</b>   |               |                          |                |                |
| Rent  | -2400         | 0                        | -2400          | -2400          |
| Income Total  | \$ (2,400.00) |                          | \$ (2,400.00)  | \$ (2,400.00)  |
| <b>EXPENSES</b>   |               |                          |                |                |
|   | 2025 BUDGET   |                          | Jan-Dec ACTUAL | YTD Variation  |
| <b>Salaries/Honorariums &amp; Travel/Expenses</b>                 |               |                          |                |                |
| Member Honourariums & Benefits                                    | \$ 31,000.00  | \$ 3,593.99              | \$ 23,567.02   | \$ 7,432.98    |
| Travel & Training   | \$ 10,000.00  | \$ 6,852.21              | \$ 6,852.21    | \$ 3,147.79    |
| Salaries/Honorariums & Travel Total                               | \$ 41,000.00  | \$ 10,446.20             | \$ 30,419.23   | \$ 10,580.77   |
| <b>General Administration</b>                                     |               |                          |                |                |
| Telecommunications *1   | \$ 2,000.00   | \$ 136.65                | \$ 1,229.85    | \$ 770.15      |
| Office Supplies and Stationary                                    | \$ 2,500.00   | \$ 336.20                | \$ 1,636.42    | \$ 863.58      |
| General Expense   | \$ 8,000.00   | \$ 2,839.54              | \$ 8,592.40    | -\$ 592.40     |
| Memberships and Subscriptions                                     | \$ 10,000.00  | \$ 125.00                | \$ 2,345.00    | \$ 7,655.00    |
| Rental Office Space   | \$ 42,000.00  | \$ 3,500.00              | \$ 31,500.00   | \$ 10,500.00   |
| Equip/Maint Software  | \$ 2,700.00   | \$ 1,210.54              | \$ 1,595.49    | \$ 1,104.51    |
| General Administration Total                                      | \$ 67,200.00  | \$ 8,147.93              | \$ 46,899.16   | \$ 20,300.84   |
| <b>Contracted Services</b>  |               |                          |                |                |
| Consultant Fees   | \$ 50,000.00  | \$ 8,993.04              | \$ 38,198.16   | \$ 11,801.84   |
| Professional Fees   | \$ 250,000.00 | \$ 12,198.20             | \$ 111,556.10  | \$ 138,443.90  |
| Legal Fees  | \$ 300,000.00 | \$ 18,417.29             | \$ 264,871.10  | \$ 35,128.90   |
| Legal Fees - Indemnified  | \$ 50,000.00  | \$ -                     | \$ 150,953.90  | -\$ 100,953.90 |
| Purchased Services  | \$ 180,000.00 | \$ 4,024.76              | \$ 82,918.42   | \$ 97,081.58   |
| Administration Subtotal   | \$ 830,000.00 | \$ 43,633.29             | \$ 648,497.68  | \$ 181,502.32  |
| <b>Total Operational Expenses</b>                                 |               |                          |                |                |
|   | \$ 935,800.00 | \$ 62,227.42             | \$ 723,416.07  | \$ 212,383.93  |
|   | 2025 BUDGET   | Aug to Sept              | Jan-Dec ACTUAL | YTD Variation  |
| *1 - moved 2K from General Expense line to Telecommunication line |               |                          |                |                |

Memorandum

TO: Thunder Bay Police Service Board  
FROM : Karen Machado, Chair  
DATE: November 10, 2025  
SUBJECT: **Special Account Summary**

Under the Board’s Special Account Policy, a summary report on the activities in the Account and decisions of the Finance Committee.

The balance on the account beginning November 1, 2024, was \$40,511.79. At the time of the report the balance on the account was \$29,427.94. There have been credits to the account of the last 12 months totalling \$8,974.67 from the Service. After the disbursements listed below and bank charges of \$58.52, the bank balance is \$29,427.94.

**Special Account Disbursements for November 2024 – October 31, 2025**

|      |            |             |   |
|------|------------|-------------|---|
| 2024 | 2024-11-05 | \$1000.00   | Parade of Lights  |
| 2024 | 2024-11-18 | \$10,000.00 | Evergreen – A United Neighbourhood                            |
| 2025 | 2025-01-10 | \$1500.00   | Coldest Night of the Year (Grace Place)                       |
| 2025 | 2025-02-26 | \$1500.00   | Indigenous Cultural Traditions 35 <sup>th</sup> Annual Powwow |
| 2025 | 2025-03-04 | \$2500.00   | TB District Crime Stoppers                                    |
| 2025 | 2025-04-25 | \$1000.00   | City of Thunder Bay- Internal Women’s Support Network         |
| 2025 | 2025-07-21 | \$3000.00   | WAB Youth Meal and Cultural Engagement Program                |

**2024-2025**  
**Total**  
**Disbursements \$20,500.00**

**Gov Deals- Cheques:  
Proceeds from Thunder Bay  
Police**

2024

|      |            |           |           |
|------|------------|-----------|-----------|
| 2025 | 2025-02-24 | \$3984.61 | Gov Deals |
| 2025 | 2025-03-31 | \$10.45   | Gov Deals |
| 2025 | 2025-06-10 | \$1786.35 | Gov Deals |
| 2025 | 2025-08-14 | \$1216.68 | Gov Deals |
| 2025 | 2025-09-30 | \$1911.78 | Gov Deals |

**Total Credits  
for Special  
Account      \$8,974.67**

**Special Account Balance at October 31, 2025,                      \$29,427.94**

**(Bank Fees \$58.52)**

