



FOR IMMEDIATE RELEASE

Board Highlights for November 18, 2025

THUNDER BAY, ON, November 18, 2025 — The Thunder Bay Police Service Board (Board) convened on Tuesday November 18th. Following are notable items from the meeting:

Announcement of New, First-Ever Executive Director

The Board is pleased to announce Mark Figliomeni as the Board's inaugural, full-time, Executive Director, effective December 1st.

"We are delighted that Mark has joined our team," said Karen Machado, Board Chair. "His deep experience in government and administration, along with his strong ties to Thunder Bay, make him an outstanding fit to support the Board in fulfilling its mandate."

Figliomeni was interviewed by TBT News following Tuesday's Board meeting:

"I'm happy to be named to the role and again honoured and very much look forward to working with the Board, with the community, and the Service."

Figliomeni looks forward to engaging with the communities, and further strengthening relationships with Thunder Bay's diverse communities, the Service, and the Board:

"Fostering those relationships—I believe relationships are vital to any position particularly one at a senior leadership level. So again— meeting and assisting the Board and the Service with the transparency piece, with the governance and policy, and with the community stakeholder relationships that can be built with all stakeholders in the community."

Read the full announcement [here](#).

First Board Meeting for New Member

The Board is pleased to welcome Laird Van Damme to the Board for a two-year appointment, effective October 23rd.

Van Damme was appointed by the Province of Ontario.

Read the full announcement [here](#).

Thunder Bay Police Service Board: Budget Update

An update on the status of the Board's budget as of September 30th, 2025, was presented at Tuesday's meeting. The budget is currently on track with the notable exception of the '*Legal Fees-Indemnified*' account line.

The Board recognizes that its collective agreements require, in certain circumstances, that the Board indemnify the members of the Thunder Bay Police Service from legal costs.

Recent activity in this regard, outside of the historic norm, has given rise to a variance in this particular part of the budget.

At the moment, it is estimated that the account may realize an unfavourable variance at the year's end.

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
Income				
Rent	-2400	0	-2400	-2400
Income Total	\$ (2,400.00)		\$ (2,400.00)	\$ (2,400.00)
EXPENSES				
	2025 BUDGET		Jan-Dec ACTUAL	YTD Variation
Salaries/Honorariums & Travel/Expenses				
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
General Administration				
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	2839.54	\$ 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
Contracted Services				
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
Total Operational Expenses	\$ 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				

Thunder Bay Police Service 2025 Operational Budget: Third Quarter Variance Report

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

As of September 30th, 2025, Administration is projecting an unfavourable variance of \$926,000.

A portion of the unfavourable variance is related to the Service's ongoing [landfill search](#).

Deputy Chief Jeremy Pearson notes the Service intends to conclude the search within the week.

Indigenous Relationship Report

The Service reports to the Board on meetings with Indigenous leaders semiannually (November and May) under the Indigenous Relationship Policy.

The Chief of Police reports on policy-related work, concerns, issues, and feedback from Indigenous partners, including collaborative outcomes.

Since May 2024, senior leadership participated in various meetings/events with Indigenous groups, including:

- Meetings with Regional Chief Melvin Hardy – Anishinabek Nation
- Sweat/Feast–Lake Helen First Nation
- Gathering for retiring Matawa CEO
- Chiefs of Police meeting in Kenora—including T3PS
- Meeting with incoming CEO–Matawa
- On the Wings of Justice–Feathers of Hope
- 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 – Nookiwin Tribal Council
- Other meetings and ceremonial events listed in the report

The Board Chair notes that the Board has actively participated in several of these events. The Chair sits on the Indigenous Leadership Collaborative, in support of the Chief.

The Service is dedicated to the community and hearing concerns, issues, and feedback from Indigenous partners. During meetings and conversations, the Service has heard that there has been progress made in building trust and strong relationships with Indigenous partners and organizations.

Board Meetings

The next Board meeting is December 16th, 2025.