



**MEETING NO. 02-2026 OF THE
THUNDER BAY POLICE SERVICE BOARD**

TUESDAY, JANUARY 20, 2026

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

10:30 A.M.

REGULAR BOARD MEETING

1. DISCLOSURES OF INTEREST

2. GENERAL MATTERS

a. Elections of the Thunder Bay Police Service Board

Executive Director to lead the elections of Chair and Vice Chair for the Board.

3. CONFIRMATION OF AGENDA AND CONSENT AGENDA

RES 1

With respect to Meeting No. 02-2026 (Regular) of the Thunder Bay Police Service Board held on January 20th, 2026, we recommend that the agenda and the consent agenda, as printed, including any additional information and new business, be confirmed.

4. CONSENT AGENDA

4.1 Minutes of Meeting No. 33-2025 (Regular) of the Thunder Bay Police Service Board held on December 16th, 2025.....

4.2 Minutes of Meeting No. 35-2025 (Special Open) of the Thunder Bay Police Service Board held on December 18th, 2025.....

4.3 Meeting Evaluation Summary

Summary of evaluations for the December 16th, 2025, meetings of the Board (Closed and Regular) for the Board's information.....

THUNDER BAY POLICE SERVICE BOARD (TBPSB)
REGULAR MEETING
January 20, 2026

5. PRESENTATIONS

a) Governance Committee – 2025 Report

Member Baxter to provide an update from the Governance committee
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6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Secondary Activities Report

Deputy Chief J. Pearson to Report No. 01/26 relative to the monthly secondary activities of members of the Thunder Bay Police Service.....

c) Gala Update

Ms. T. Smith, Director of Corporate Communications, Thunder Bay Police Service will provide verbal updates to the above noted.

7. GENERAL MATTERS

a) Thunder Bay Police Service Board – Operating Budget

Mr. M. Figliomeni, Executive Director, will present the above noted item.....

8. NEW BUSINESS

9. 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 20th, 2026:

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.

10. CONFIRMING BY-LAW

RES 2

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and the Executive Director of 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 20th day of January 2026.

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: PC02-2026

11. ADJOURNMENT

GOVERNANCE COMMITTEE:

2025 YEAR IN REVIEW RESULTS

⇒ **20 New Policies Developed and Approved by the Board**

Policy #	Policy Name	Date Approved
ADMIN-002	TBPSB Meeting Evaluation	28 January 2025
GOV-005	Committees – Terms of Reference	28 January 2025
GOV-006	Policy/Procedure Development, Implementation & Review Process	18 February 2025
GOV-007	Roles, Authorities, Resources, and Constrains of the Board	18 March 2025
GOV-008	Governmental Advocacy	20 May 2025
GOV-009	Board/Committee - Confidentiality	20 May 2025
GOV-010	Board/Committee – Conflict of Interest	20 May 2025
HR-001	Recruitment for Chief and Deputy Chiefs	28 January 2025
HR-002	Annual Monitoring of the Chief of Police’s Performance	28 January 2025
HR-003	Occupational Health and Safety	18 February 2025
HR-004	Annual Monitoring of Performance of the Deputy Chiefs of the Thunder Bay Police Service	18 February 2025
HR-005	Chief of Police Absence Management	20 May 2025
HR-006	Police Cadets	16 September 2025
LEG-004	Assistance to Victims of Crime	18 February 2025
LEG-005	Body Worn Cameras	18 March 2025
LEG-006	Sudden & Unexplained Deaths	18 March 2025
LEG-007	Diversity, Equity, and Inclusion	16 September 2025
LEG-008	Chief’s Decisions on Secondary Activities	16 September 2025
LEG-009	Disclosure of Personal Information	16 September 2025
LEG-010	Conduct of Investigations	21 October 2025

⇒ **1 Policy Amendment Developed and Approved by the Board**

Policy #	Policy Name	Date Approved
FIN-001	Special Account Funds	18 November 2025



Thunder Bay Police Service Board

⇒ **1 By-Law Amendment Developed and Approved by the Board**

By-Law #	By-Law Name	Date Amended
PC25-2025	Supply Management By-Law	21 October 2025

⇒ **Key Deliverables / Initiatives**

Deliverable / Initiative	Date Implemented
Terms of Reference Updated	February 2025
Governance Committee Workplan	June 2025 (ongoing)
Google Drive	September 2025

⇒ **12 Meetings Held**

⇒ **1 New Member Welcomed**



Thunder Bay Police Service

DARCY FLEURY, CHIEF OF POLICE
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5
Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: January 8, 2026
Date of Meeting: January 20, 2026
Report No: 01/26

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 December 2025 and paid duty assignments for the same month.

Secondary Employment

Position Requested	Approved/Denied	Reason(s)
Funeral Director – Sargent and Son Funeral Home	Approved	Complies with Section 89 sub(1) of the <i>CSPA</i> .
Contract Lecturer – Lakehead University – Photoshop/graphic design	Approved	Complies with Section 89 sub(1) of the <i>CSPA</i> .
Registered Massage Therapist	Approved	Complies with Section 89 sub(1) of the <i>CPSA</i> .

Paid Duty

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

CONTRACT	Number of Jobs (Officers)	Filled	Unfilled	Duties Requested
TBRHSC*	62	56	6	Security
Smart Modular	10	9	1	Oversize load escort
Metis Council	2	2	0	Security

*TBRHSC- Thunder Bay Regional Health Sciences Centre

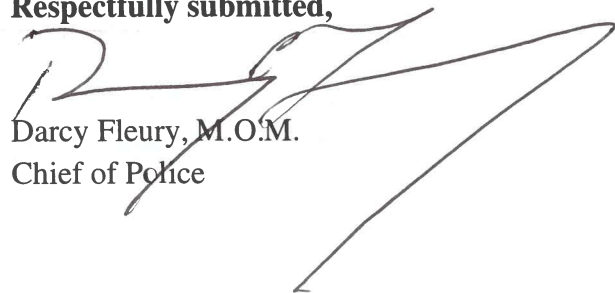
No requests refused in December 2025.

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 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	-200	-2400	
Income Total	\$ (2,400.00)		\$ (2,400.00)	
EXPENSES				
	2025 BUDGET		Jan-Dec ACTUAL	YTD Variation
Salaries/Honorariums & Travel/Expenses				
Member Honourariums & Benefits	\$ 31,000.00	\$ 3,823.67	\$ 31,000.00	
Travel & Training	\$ 10,000.00		\$ 6,334.75	\$ 3,665.25
Salaries/Honorariums & Travel Total	\$ 41,000.00	\$ 3,823.67	\$ 37,334.75	\$ 3,665.25
General Administration				
Telecommunications *1	\$ 2,000.00	\$ 136.65	\$ 1,639.80	\$ 360.20
Office Supplies and Stationary	\$ 2,500.00		\$ 1,851.61	\$ 648.39
General Expense	\$ 8,000.00		\$ 10,840.78	-\$ 2,840.78
Memberships and Subscriptions	\$ 10,000.00		\$ 2,345.00	\$ 7,655.00
Rental Office Space	\$ 42,000.00	\$ 3,500.00	\$ 42,000.00	
Equip/Maint Software	\$ 2,700.00			\$ 2,700.00
General Administration Total	\$ 67,200.00	\$ 3,636.65	\$ 58,677.19	\$ 8,522.81
Contracted Services				
Consultant Fees	\$ 50,000.00		\$ 52,062.96	-\$ 2,062.96
Professional Fees	\$ 250,000.00	\$ 19,915.61	\$ 149,021.97	\$ 100,978.03
Legal Fees	\$ 300,000.00	\$ 30,726.43	\$ 316,922.61	-\$ 16,922.61
Legal Fees - Indemnified	\$ 50,000.00		\$ 143,118.16	-\$ 93,118.16
Purchased Services	\$ 180,000.00	\$ 32,389.85	\$ 125,874.01	\$ 54,125.99
Administration Subtotal	\$ 830,000.00	\$ 83,031.89	\$ 786,999.71	\$ 43,000.29
Total Operational Expenses	\$ 935,800.00	\$ 90,492.21	\$ 880,611.65	\$ 55,188.35
	2025 BUDGET	December 2025	Jan-Dec ACTUAL	YTD Variation