



**MEETING NO. 04-2026 OF THE
THUNDER BAY POLICE SERVICE BOARD**

TUESDAY, FEBRUARY 17, 2026

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

10:30 A.M.

REGULAR BOARD MEETING

1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA AND CONSENT AGENDA

RES 1

With respect to Meeting No. 03-2026 (Regular) of the Thunder Bay Police Service Board held on February 17th, 2026, we recommend that the agenda and the consent agenda, as printed, including any additional information and new business, be confirmed.

3. CONSENT AGENDA

- 3.1 Minutes of Meeting No. 02-2026 (Regular) of the Thunder Bay Police Service Board held on January 20th, 2026.....**Pages 4-7**
- 3.2 Reports of Committees**Pages 8-11**
 - a) Governance Committee – Policy for Adoption
 - (i) Finance: Special Account Funds
- 3.3 Meeting Evaluation Summary
Summary of evaluations for the January 20th, 2026, meetings of the Board (Closed and Regular) for the Board’s information.....**Pages 12-18**

THUNDER BAY POLICE SERVICE BOARD (TBPSB)
REGULAR MEETING
February 17, 2026

4. REPORTS OF COMMITTEES

Chair K. Machado to discuss the item of board subcommittees related to Hiring Committee and the Labour Relations Committee.

RES 2

THAT the board appoints Member _____ to the Hiring Committee of the Thunder Bay Police Service Board; effective February 17th, 2026, for the remainder of 2026, or until a replacement is appointed.

AND that the board appoints Member _____ to the Labour Relations Committee of the Thunder Bay Police Service Board, effective February 17th, 2026, for the remainder of 2026, or until a replacement is appointed.

5. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Secondary Activities Report

Report No. 04/26 (Police) relative to the secondary activities/employment of members of the Thunder Bay Police Service, including Paid Duty Assignments
..... **Pages 19-21**

b) Use of Force

Report No. 07/26 (Police) on the annual Use of Force Report, for the Board's information..... **Pages 22-27**

c) Complaints Against Police

Report No. 03/26 (Police) relative to the annual summary of complaints for 2025, for the Board's information..... **Pages 28-30**

d) Street Check Report

Report No. 11/26 (Police) relative to the annual Street Checks Report for the Thunder Bay Police Service, for the Board's information.

e) Found Property

Service provided Report No. 06/26 (Police) and will speak to the above noted..... **Page 31**

RES 3

With respect to the Request Claim Found Property, received November 10, 2025, by the Thunder Bay Police Service Board;

AND with respect to the request to return \$700 found at St. Andrew's Presbyterian Church and in accordance with the Thunder Bay Police Service policy that stipulates the finder, after 90 days, apply to the Police Service Board to have the money surrendered to the finder, after February 8, 2026.

THAT the Thunder Bay Police Service Board approves the finder's request and that the found property in the amount of \$700 be released to the finder.

6. GENERAL MATTERS

a) Thunder Bay Police Service Board – Operating Budget

Mr. M. Figliomeni, Executive Director, will present the above noted item.....**To be distributed separately.**

7. NEW BUSINESS

8. 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 February 17th, 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.

9. CONFIRMING BY-LAW

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:

RES 3

THUNDER BAY POLICE SERVICE BOARD (TBPSB)
REGULAR MEETING
February 17, 2026

Page 4 of 4

A By-law to confirm the proceedings of a Regular Meeting of The Thunder Bay Police Service Board, this 17th day of February 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: PC04-2026

10. ADJOURNMENT

POLICY TITLE: Finance: Special Account Funds	POLICY NUMBER: FIN-001
DATE APPROVED: 21/11/2023	
DATE(s) REVIEWED: 2025, 2026	DATE TO BE REVIEWED: 2028
DATE(s) AMENDED: 18/11/2025; XX/02/2026	
LEGISLATION: s. 258, 259 <i>Community Safety and Policing Act</i> (2019)	
RELATED PROCEDURES/POLICY:	

POLICY STATEMENT

The Thunder Bay Police Service Board (Board) will oversee the use of Special Account Funds in accordance with the requirements of the *Community Safety and Policing Act*, 2019 (CSPA) and this policy. Special Account Funds refer to money or proceeds from the sale of property that comes into the possession of the Thunder Bay Police Service (Service) under circumstances described in sections 258 and 259 of the CSPA.

Special Account Funds will be used in a manner that is transparent, accountable, and consistent with the public interest, Board priorities, and the provisions of the CSPA.

PURPOSE

This policy establishes the framework for:

- Accounting for Special Account Funds in accordance with the CSPA.
- Ensuring Special Account Funds are used only for purposes the Board considers to be in the public interest.
- Delegating authority for decisions regarding the use of Special Account Funds to the Finance Committee, supported by the Chief of Police of the Thunder Bay Police Service (Chief) and the Executive Director, while setting parameters for such authority for decisions.

SCOPE

This policy applies to:

- All Special Account Funds held by the Board.

- The Finance Committee and the Executive Director in their responsibilities for administration, review, and disbursement of such funds.
- Any requests for disbursement of Special Account Funds received for Finance Committee decision.

POLICY

a) Delegation of Authority

The authority of the Board regarding the use of Special Account Funds is delegated to the Finance Committee, supported by the Chief and the Executive Director as resources and advisors. The Finance Committee may deny or approve a request in whole or in part as they deem appropriate.

The Finance Committee may decide to not exercise its authority in respect of a particular funding request and may refer the request to the Board for decision.

b) Finance Committee Process

The Executive Director will receive requests for the disbursement of funds from the special account and submit requests to the Finance Committee. When submitting requests to the Finance Committee, the Executive Director will include:

- A statement of the current balance of the special account.
- A listing of disbursements over the prior 12 months.
- A listing of anticipated disbursements over the next 12 months.
- A copy of the original request.
- A written request describing the purpose of the disbursement and a statement from the Executive Director addressing compliance with this policy and why the disbursement is in the public interest.
- Any standard form or reporting requirements determined by Board administration.

The Finance Committee need not hold formal meetings to decide on the disbursement of funds from the special account for the purposes of charitable contributions received from an external organization. Such disbursements may be authorized if both members of the Finance Committee notify the Executive Director of their approval.

Decisions regarding the disbursement of funds from the special account received from the Chief or designate will be decided during a formal meeting of the Finance Committee.

c) Use of Funds

Special Account Funds will be used to advance objectives and priorities in the Board's current strategic plan and may include:

- Support for organizations such as Crime Stoppers, Police Youth Corps, and Victim Services, whose goals align with the Service and Board.
- Support for members of the Service in athletic, musical, or other activities that enhance the Service's reputation and member well-being.
- Support for Indigenous initiatives that build stronger relationships and trust between the Service, Board, and Indigenous communities.
- Support for the work of the Ontario Association of Police Service Boards and the Canadian Association for Police Governance, which builds capacity and permits access to resources and expertise.
- Support for addressing recommendations from inquest juries and official oversight reports, including but not limited to the:
 - 2018 Report of the Office of the Independent Police Review Director.
 - 2018 Report of the Ontario Civilian Police Commission.
 - 2021 Report of the Independent Civilian Review into Missing Person Investigations.
 - 2023 Report of the Independent Expert Panel.
- Support for special unfunded projects submitted by the Service.

d) Restrictions on Use of Funds

Special Account Funds will not be used for:

- Activities that do not support or advance Board objectives or priorities.
- Usual operating or capital expenses of the Board or Service.
- Political or partisan events or activities.

e) Reporting

The Executive Director will report to the Board twice annually regarding requests and disbursements related to Special Account Funds.

The Service will report to the Board (Appendix A) twice annually according to the schedule outlined in BPCR-001: Information Sharing – Board/Service, regarding money that comes into the possession of the Service under section 259 of the CSPA.

Appendices:

Appendix A - Thunder Bay Police Service Report to the Thunder Bay Police Service Board: Seized and Found Money - Disposal to Board - s. 259 CSPA

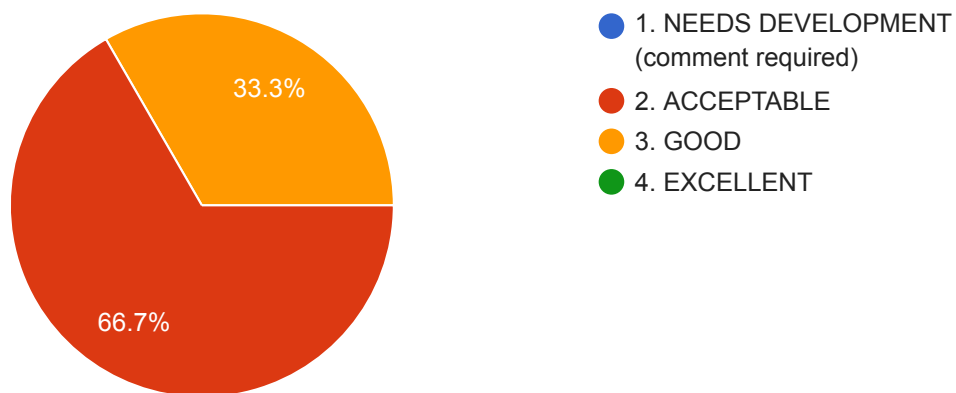
Thunder Bay Police Service Board Meeting Evaluation Form

3 responses

Preparation and Materials

1. Board meeting materials were circulated at least 7 days in advance, allowing for adequate preparation.

3 responses



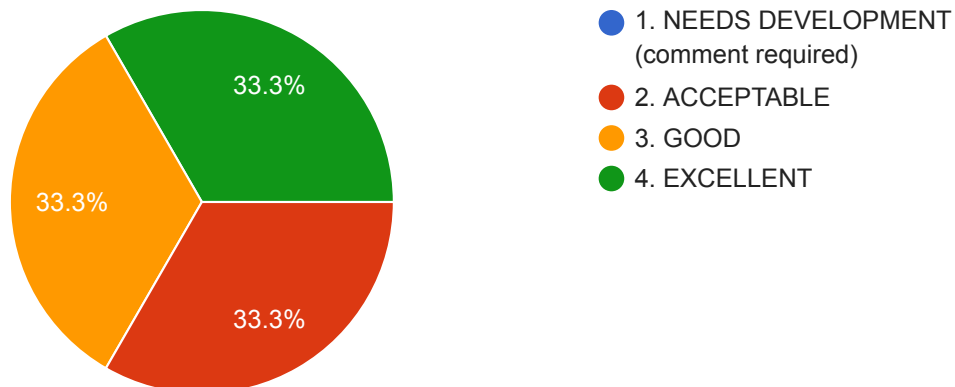
Comments:

0 responses

No responses yet for this question.

2. Board members were well-prepared for the meeting and participated actively in discussions.

3 responses



Comments:

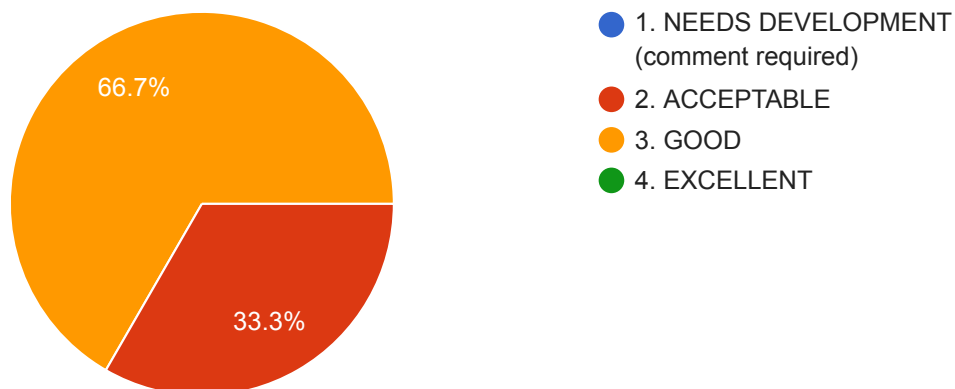
0 responses

No responses yet for this question.

Agenda and Structure

3. The meeting agenda was organized to allow sufficient time for discussion on governance issues.

3 responses



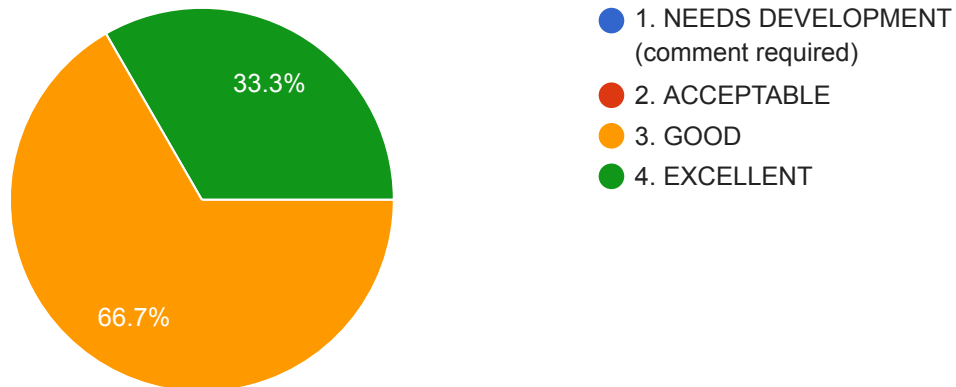
Comments:

1 response

Need to have a better reporting system for our lawyer.

4. The agenda items were relevant to the Board’s responsibilities under the Community Safety and Policing Act (2019).

3 responses



Comments:

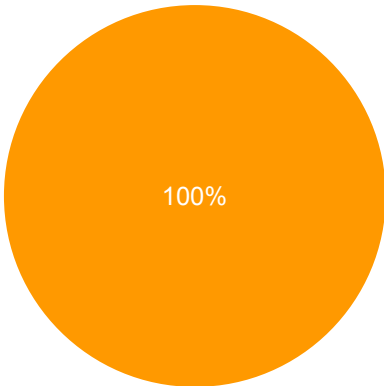
0 responses

No responses yet for this question.

Discussion and Participation

5. The meeting allowed for full discussion and the expression of different points of view.

3 responses



- 1. NEEDS DEVELOPMENT (comment required)
- 2. ACCEPTABLE
- 3. GOOD
- 4. EXCELLENT

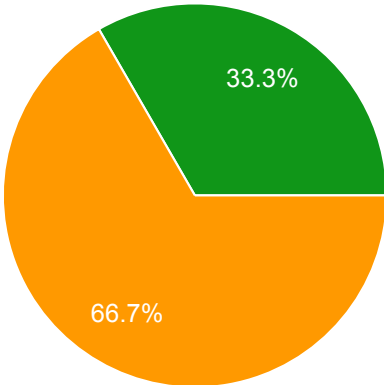
Comments:

0 responses

No responses yet for this question.

6. All Board members had adequate opportunities to contribute to deliberations.

3 responses



- 1. NEEDS DEVELOPMENT (comment required)
- 2. ACCEPTABLE
- 3. GOOD
- 4. EXCELLENT

Comments:

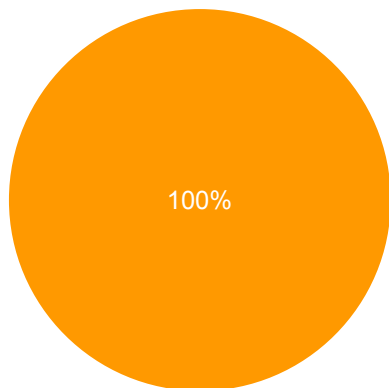
0 responses

No responses yet for this question.

Strategic and Generative Conversations

7. The Board engaged in strategic conversations regarding important issues and priorities.

3 responses



- 1. NEEDS DEVELOPMENT (comment required)
- 2. ACCEPTABLE
- 3. GOOD
- 4. EXCELLENT

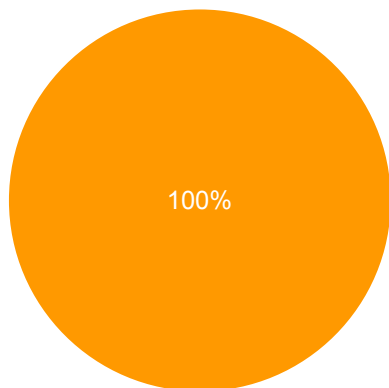
Comments:

0 responses

No responses yet for this question.

8. The Board engaged in generative conversations to critically examine and explore priority issues.

3 responses



- 1. NEEDS DEVELOPMENT (comment required)
- 2. ACCEPTABLE
- 3. GOOD
- 4. EXCELLENT

Comments:

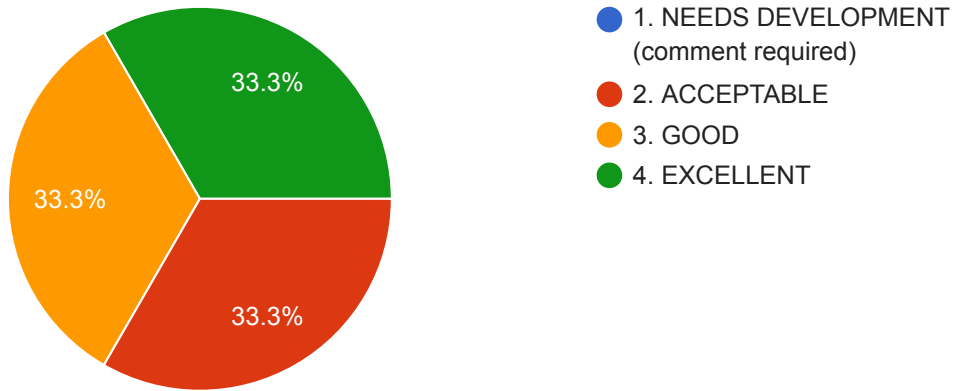
0 responses

No responses yet for this question.

Meeting Efficiency and Focus

9. The meeting time was used efficiently.

3 responses



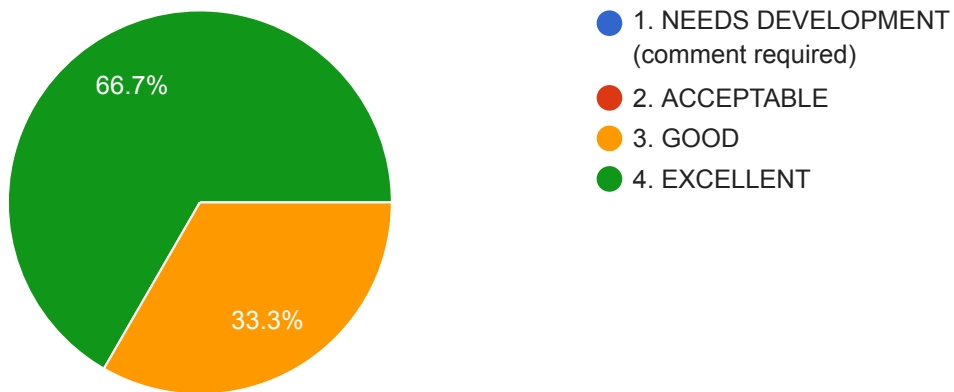
Comments:

1 response

Same comment about our lawyer reporting process above.

10. The Board deliberations remained focused on the matter under consideration.

3 responses



Comments:

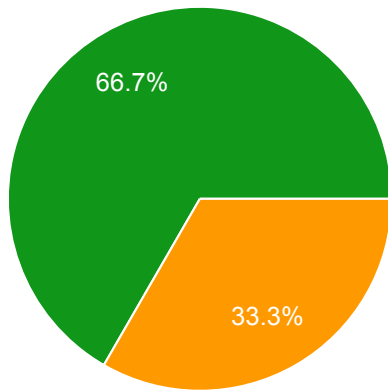
0 responses

No responses yet for this question.

Respect and Collaboration

11. The meeting was conducted in an atmosphere of mutual respect.

3 responses



- 1. NEEDS DEVELOPMENT (comment required)
- 2. ACCEPTABLE
- 3. GOOD
- 4. EXCELLENT

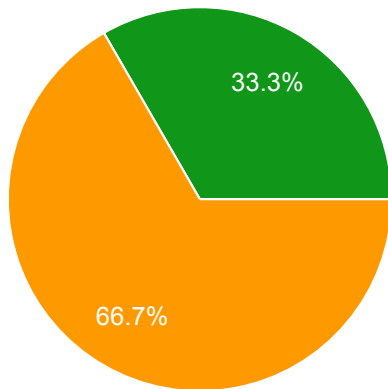
Comments:

0 responses

No responses yet for this question.

12. Collaboration among members was respected to achieve consensus.

3 responses



- 1. NEEDS DEVELOPMENT (comment required)
- 2. ACCEPTABLE
- 3. GOOD
- 4. EXCELLENT

Comments:

0 responses

No responses yet for this question.



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: February 9, 2026
Date of Meeting: February 17, 2026
Report No: 04/26

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.

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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)
Owner of Flexcrete Rubber Surfacing	Approved	Complies with Section 89 sub(1) of the <i>CSPA</i> .
Shovelling and snow plowing for community residents - some monetary / some volunteer	Approved	Complies with Section 89 sub(1) of the <i>CSPA</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	60	2	Security

*TBRHSC- Thunder Bay Regional Health Sciences Centre

Extra duty requests refused by Inspector:

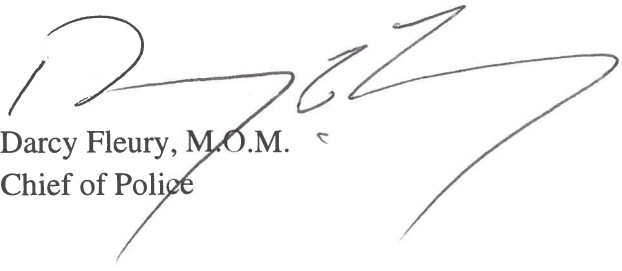
Borderline Security Services - Assist with movement of safety deposit boxes from bank in Marathon to Thunder Bay. Refusal based on jurisdiction and operational considerations.

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

Date of Report: February 9, 2026
Date of Meeting: February 17, 2026
Report No: 07/26

Chair and Members
Thunder Bay Police Service Board

SUBJECT

Thunder Bay Police Service Annual Use of Force Report 2025

REPORT SUMMARY

- In 2025, Thunder Bay Police Service members submitted 176 Use of Force Reports, down from 230 in 2024 (-54; -23.5%).
- The most frequently selected force option in 2025 was “handgun drawn or pointed” (160 selections), followed by “rifle pointed” (143 selections).
- Firearms were discharged three times in 2025, the same as 2024 (3). These officers discharged their firearms in the humane dispatch of injured animals.
- CEW’s were used in 17 incidents in 2025, compared to 18 in 2024.
- Weapon-related calls represented the largest portion of reported use of force incidents in 2025: 72 incidents (41% of total). Execution of warrants was second: 30 incidents (17% of total).
- Subject compliance in relation to de-escalation was 81% in 2025 (76% in 2024).
- Reports indicated 11 subject injuries in 2025 (7 received attention at a medical facility; 1 required admission). Two officers were injured in 2025 (no medical attention required).

BACKGROUND

The Ontario Police–Public Interaction Training Aid (OPPITA) depicts the process by which an officer assesses, plans, and responds to situations that threaten officer and public safety. The model considers situational factors, subject behaviour, and officer/strategic considerations, recognizing that dynamic factors may lead officers to respond differently in similar situations.

COMMENTS

TRAINING REQUIREMENTS

Ontario Regulation 391/23 under the Community Safety and Policing Act requires members who use, may be required to use force, or carry a weapon to successfully complete prescribed Use of Force training and re-qualify every 12 months.

- 2024 training population: 248 sworn officers, 15 special constables, 8 cadets.
- 2025 training population: 243 sworn officers, 23 special constables, 8 cadets.

USE OF FORCE REPORTING

Ontario Regulation 391/23 of the *Community Safety and Policing Act* and Thunder Bay Police Service Policy (Part 9 Chapter 3), compel members to submit a Use of Force Report whenever a member:

Physical force resulting in injury requiring medical attention;

- Handgun drawn in the presence of the public;
- Firearm discharged;
- Firearm pointed (handgun or long gun);
- Weapon other than a firearm used on a person;
- Conducted Energy Weapon (CEW) used (force presence, drive stun, or deployment);
- Police dog/horse comes into direct physical contact with a person (for reporting purposes).

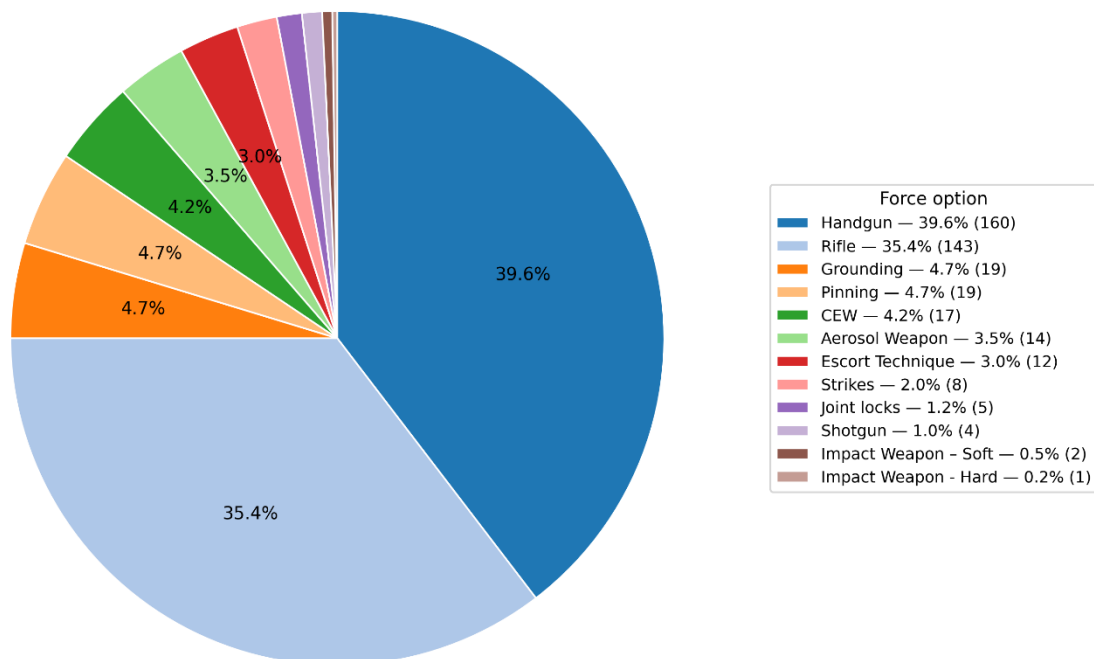
TREND ANALYSIS

Metric	2024	2025	Δ	%Δ
Use of Force Reports submitted	230	176	-54	-23.5%
Handgun drawn or pointed	226	160	-66	-29.2%
Rifle pointed in presence of public	192	143	-49	-25.5%
Firearm discharged	3	3	0	0.0%
CEW used	18	17	-1	-5.6%
Weapon-related calls (incidents; % of total)	114	72	-42	-36.8%
Execution of warrants (incidents; % of total)	34	30	-4	-11.8%
De-escalation subject compliance	76%	81%	5 pp	6.6%
Subject injuries (medical attention required)	13	11	-2	-15.4%
Officer injuries	2	2	0	0.0%

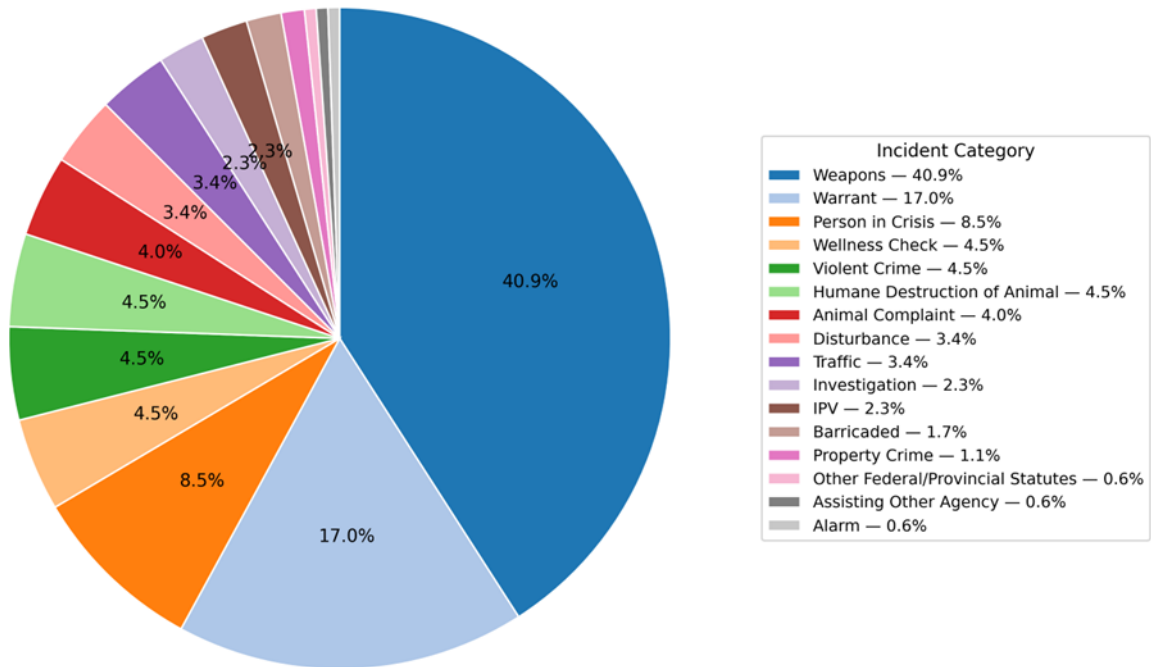
TYPE OF FORCE USED

Force option	2024	2025	Δ
Aerosol Weapon	4	14	10
CEW	18	17	-1
Escort Technique	3	12	9
Grounding	17	19	2
Handgun	226	160	-66
Impact Weapon - Hard	0	1	1
Impact Weapon – Soft	1	2	1
Joint locks	1	5	4
Other	5	0	-5
Pinning	9	19	10
Pressure Points	2	0	-2
Rifle	192	143	-49
Shotgun	2	4	2
Strikes	12	8	-4

2025 Type of Force Used (n=404)



2025 Use of Force by Category (n=176)



Type of Incident	2024	2025	Δ
Weapons	114	72	-42
Warrant	34	30	-4
Person in Crisis	21	15	-6
Humane Destruction of Animal	3	8	5
Violent Crime	10	8	-2
Wellness Check	4	8	4
Animal Complaint	5	7	2
Disturbance	7	6	-1
Traffic	2	6	4
IPV	3	4	1
Investigation	4	4	0
Barricaded	2	3	1
Property Crime	5	2	-3
Active Attacker	4	0	-4
Alarm	0	0	0
Assisting Other Agency	1	0	-1
Other Dispute	2	0	-2
Other Federal/Provincial Statutes	4	0	-4
Person Stop	3	0	-3
Police Custody-Related	0	0	0
Stolen Vehicle	2	0	-2

RACE AND IDENTITY BASED DATA

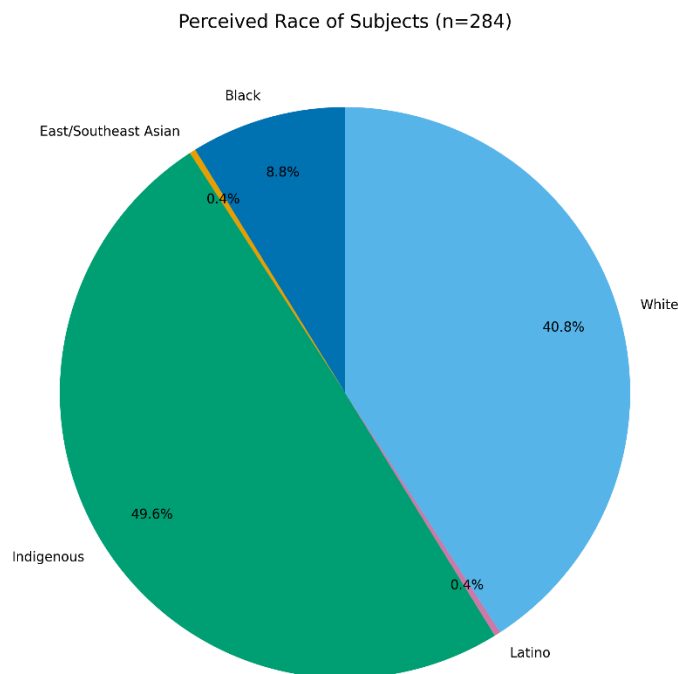
The Modernized Use of Force Report captures various situational factors which officers consider during use of force incidents, in addition to valuable data surrounding subject behaviour and perceived race. This data aligns with the Ontario Public-Police Interactions Training Aid. A key data set includes race-based data collection, which is mandated under the *Anti-Racism Act* (2017). The *Anti-Racism Act* aims to eliminate systemic racism, advance racial equity, and measure progress across Public Sector Organizations. A key component of this initiative is identifying racial disparities through standardized data collection.

Under Ontario Regulation 267/18, police services are required to collect and report de-identified data on a subject's perceived race in use of force incidents. The selection of a subject's race is based solely on the officer's perception at the time of the encounter. Officers do not ask individuals to self-identify their race, nor do they seek alternative methods to determine it. While officer perception introduces the potential for inaccuracies, this approach allows for the monitoring of racial disproportions and disparities in police interactions.

This requirement enhances accountability and transparency in the justice sector by helping to identify and address potential racial disparities in policing. To ensure consistency, all police services in Ontario must complete a standardized Ministry Use of Force Reporting Form, which captures data across seven race-based categories: Black, East/Southeast Asian, Indigenous, Latino, Middle Eastern, South Asian, and White.

Use of Force and Perceived Race and Identity Data

Within the Use of Force Report, officers are required to categorize the perceived race of subjects using the Ministry-defined seven racial categories. It is important to recognize that because this data is based on perception rather than self-identification, there is potential for both over and under-representation of certain racial groups.



DE-ESCALATION

- When feasible, members used de-escalation tactics including communication, repositioning, containment, teamwork, cover, time, and distance.
- Subject compliance in relation to de-escalation: 76% (2024) and 81% (2025).

INJURIES

- 2024: 13 subject injuries (11 received attention at a medical facility; 1 required admission; 1 did not require attention). Two officers injured (no medical attention).
- 2025: 11 subject injuries (7 received attention at a medical facility; 1 required admission). Two officers injured (no medical attention).

OBSERVATIONS & TRAINING IMPLICATIONS

- Overall reporting decreased in 2025 relative to 2024. High-frequency selections continue to relate to firearm presence (handgun drawn or pointed; rifle pointed), reflecting risk management during weapon-related calls and high-risk operations.
- De-escalation compliance improved in 2025; training will continue to emphasize communication skills and tactical principles (time, distance, cover, containment, teamwork).
- Training Unit will continue monitoring Use of Force reports for trends and patterns to inform scenario-based training and refresher priorities.

RECOMMENDATIONS/CONCLUSION

The annual review of Use of Force reporting supports accountability, identifies training needs, and reinforces a safe resolution approach grounded in de-escalation and proportional response. The Training Unit will continue to evaluate reporting trends and incorporate learnings into annual re-qualification and scenario-based instruction.

THAT the Thunder Bay Police Services Board receives the Thunder Bay Police Service Annual Use of Force Report for 2025 for information, including a comparison to 2024 reporting trends and training implications.

Respectfully submitted,



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

Prepared by: Sergeant C. Girvin #376 - Training Branch



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: February 4, 2026
Date of Meeting: February 17, 2026
Report No: 03/26

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

SUBJECT

Public Complaints 2025 Annual Report

BACKGROUND

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. LECA no longer has jurisdiction over policing policy and service. The Inspectorate of Policing will review matters involving the adequacy and effectiveness of police services.

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

At the conclusion of a public complaint investigation regarding police officer conduct, the Chief of Police will adjudicate the complaint. A substantiated police officer conduct complaint may be dealt with by informal resolution or a *Community Safety and Policing Act* Hearing. An unsubstantiated police officer conduct complaint requires that no further action be commenced.

Complaints regarding service or police officer conduct that occurred before April 1, 2024, will follow the provisions of the previously enforced *Police Services Act* and its Regulations.

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Annual Public Complaints Report Summary - 2025

Summary 2025 Public Complaints	
Local Response	19
Withdrawn by Complainant Prior to Screening by LECA	0
Not Accepted – LECA	45
Accepted – LECA investigate	0
Accepted – TBPS Investigate	20
Accepted – Other Police Service to Investigate	0
Total Public Complaints 2025	84

2025 Complaints Disposed of in 2025	
Withdrawn	2
Unsubstantiated	3
Early Resolution	1
Section 72 (Terminated Investigations)	0
Substantiated	0
Informal Resolution	0
PSA/CSPA Hearing	0
Total	6

Summary of 2025 Complaints Disposed of by Quarter in 2025	
First Quarter	0
Second Quarter	1
Third Quarter	3
Fourth Quarter	2
Total Disposed 2024 Complaints by Quarter	6

2025 Outstanding Complaints	
Conduct Complaints	14
Section 72 (Suspended Investigations)	0
Other Agency Investigate	0
Total	14

2024 Complaints Disposed of in 2025	
Withdrawn	2
Unsubstantiated	4
Early Resolution	1
Section 72 (Terminated Investigations)	0
Substantiated	0
Informal Resolution	0
PSA/CSPA Hearing	0
Total	7

Summary of 2024 Complaints Disposed of by Quarter in 2025	
First Quarter	3
Second Quarter	4
Third Quarter	0
Fourth Quarter	0
Total Disposed 2023 Complaints	7

2024 Outstanding Complaints	
Request for Review (Pending)	1
Total	1

2023 Outstanding Complaints	
Awaiting Officer's Response to Disposition	1
Total	1

Remaining Outstanding Complaints	
2023	1
2024	1
2025	14

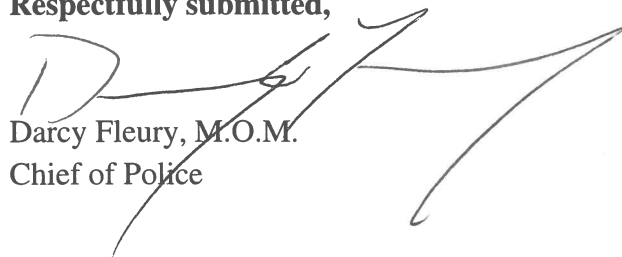
COMMENTS

N/A

RECOMMENDATIONS

For Information Only

Respectfully submitted,



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

Prepared by: Inspector J. Dampier – Corporate Services



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: February 9, 2026
Date of Meeting: February 17, 2026
Report No: 06/26

Chair and Members
Thunder Bay Police Service Board

SUBJECT

Request to Claim Found Property

REPORT SUMMARY

On November 4, 2025, a resident found \$700.00 in an envelope on the sidewalk in front of St. Andrew's Presbyterian Church. On November 10, 2025, the resident reported the situation to the Thunder Bay Police Service, turned in the money and was provided with an occurrence number.

BACKGROUND

The Thunder Bay Police Service policy regarding found money stipulates that the finder, may, after 90 days apply to the Police Service Board to have the money surrendered to the finder.

COMMENTS

The 90-day period has ended on February 8, 2026. As such, the finder is entitled to the money that was found and turned in to our Police Service after February 8, 2026.

RECOMMENDATIONS

That the Police Service Board approve the finder's request if the owner has not claimed the found property on or before February 8, 2026.

Respectfully submitted,

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



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: February 11, 2026

Date of Meeting: February 17, 2026

Report No: 11/26

Chair and Members

Thunder Bay Police Service Board

SUBJECT

Annual Report - Ontario Regulation 400/23 - *Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties* - also known as “Street Checks”

REPORT SUMMARY

An analysis of all the information reviewed to compile this report revealed Thunder Bay Police Service (TBPS) members did not document any Regulated Interactions. The Service is confident members have complied with the legislation as there were not any documented complaints or any requests under the Municipal Freedom of Information and Protection of Privacy resulting in any further inquiries to review current practices.

BACKGROUND

In June of 2016, the Thunder Bay Police Services Board passed a Board policy directing the Chief of Police to establish policies, procedures and training as required under Ontario Regulation 58/16, under the *Police Services Act* entitled “Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties”, known as the “Street Checks Regulation”. This Regulation provided for voluntary police-public interactions, which are designed to ensure that the regulated interactions are without bias or discrimination. It established rules for data collection, retention, access, management, training, policy and procedures with audit and public reporting requirements.

Ontario Regulation 58/16 made under the *Police Services Act* was replaced by Ontario Regulation 400/23 made under the *Community Safety and Policing Act, 2019* which replaced the *Police Services Act* on April 1, 2019. The updated regulation, bearing the same name, *Collection of Identifying Information in Certain Circumstances – Prohibition and Duties*, very closely resembles the former regulation and its requirements.

The regulation applies when police are attempting to collect identifying information from an individual during ‘face-to-face’ encounters while:

- Investigating general criminal activity in a community;
- Inquiring into suspicious activities to detect offences;
- Gathering information for intelligence purposes.

The regulation does not apply when an officer is conducting an investigation into an offence that is reasonably suspected to have been or will be committed, or in other circumstances that are specifically outlined in the Regulation. For example, the Regulation does not apply if:

- The person is legally required to provide information, for example, during a traffic stop.
- The person is under arrest or being detained, or when the officer is executing a warrant.
- Complying with a specific aspect of the regulation would compromise an ongoing investigation or compromise safety.
- The officer has a reasonable suspicion that the interaction is necessary to their investigation of an offence that has been committed or that the officer reasonably suspects will be committed.

The Regulation prohibits attempts to collect identifying information about an individual from the individual in ‘face-to-face’ encounters which are arbitrary or where any part of the reason for the attempt is that the officer perceives the individual to be within a “particular racialized group” unless certain other and legitimate conditions exist.

Chief of Police Procedures

As per section 14 of Ontario Regulation 400/23, every Chief of Police shall develop written procedures regarding matters outlined in the Regulation. TBPS has, since June of 2016, had procedures published satisfying this requirement. TBPS procedures contain guidance intended to help ensure regulatory compliance including data collection, training, audit, access, and reporting.

Training

The TBPS provided training to all sworn members as developed by the Ontario Police College and a roundtable of provincial subject matter experts. This training included a two-hour online module and a six hour in-class training session that focused on the new regulation requirements as well as:

- The right of a person not to provide information to the police;
- The right of a person to discontinue an interaction with an officer;
- Bias awareness, discrimination, and racism and how to avoid them when providing police services;
- How a person may access information about themselves held by this service under the Municipal Freedom of Information and Protection of Privacy Act; and,
- The initiation of interactions with members of the public.

All training occurred during normal working hours lead by two members of the Service who were assigned for the training period.

In 2019 and 2022 additional online training sessions have been completed by members to comply with the three (3) year re-training requirement as outlined in section 12 of Ontario Regulation 400/23. The training is ongoing to ensure all members are in compliance with the Act. New members are trained when they attend the Basic Constable Training program at the Ontario Police College. As of the date of this report, over 98% of members have undergone additional on-line training sessions to comply with the three (3) year re-training requirement.

Annual Reporting Requirements

As per TBPS procedure P6c81a *Street Checks*, the annual report for regulated interactions shall be provided by the Chief of Police to the Board in the first quarter of the year - commencing in 2018 and annually thereafter.

This section of the report fulfills the annual reporting requirement as per the Board, TBPS procedures and the Regulation.

Annual Report for Regulated Interactions (January 1, 2025 to December 31, 2025)

The content of the annual report as it relates to regulated interactions includes the following:

- A. the number of attempted collections and the number of attempted collections in which identifying information was collected: **Zero**
- B. the number of individuals from whom identifying information was collected: **Zero**
- C. the number of times each of the following provisions were relied upon to not advise the individual of his/her right that he/she is “not required to provide identifying information to the officer” and/or the reason “why the police officer is attempting to collect identifying information about the individual” as otherwise required under Regulation:
 - i. might compromise the safety of an individual: **Zero**
 - ii. would likely compromise an ongoing police investigation: **Zero**
 - iii. might allow a confidential informant to be identified: **Zero** or
 - iv. might disclose the identity of a person contrary to law, including disclose the identity of a young person contrary to the Youth Criminal Justice Act (YCJA): **Zero**
- D. the number of times an individual was not given a receipt because the individual did not indicate that they wanted it: **Zero**
- E. the number of times each of the following clauses was relied upon to not offer or give a receipt:
 - i. might compromise the safety of an individual: **Zero** or
 - ii. might delay the officer from responding to another matter that should be responded to immediately: **Zero**
- F. the number of attempted collections from individuals who are perceived, by a police officer, to be within the following groups based on the sex of the individual:
 - i. male individuals: **Zero** or
 - ii. female individuals: **Zero**
 - iii. transgender, non-binary or other gender identified individuals: **Zero**
- G. for each age group established by the Chief of Police for the purpose of this paragraph, the number of attempted collections from individuals who are perceived, by a police officer, to be within that age group;

- i. 0 – 17
- ii. 18 – 29
- iii. 30 – 49
- iv. 50 and up – **Zero** for all

- H. for each racialized group established by the Chief of Police for the purpose of this paragraph, the number of attempted collections from individuals who are perceived, by a police officer, to be within that racialized group;
- i. Indigenous
 - ii. Asian
 - iii. Black
 - iv. Middle Eastern
 - v. White/Caucasian: **Zero** for all.
- I. a statement, based on an analysis of the information, as to whether the collections were attempted disproportionately from individuals within a group based on:
- i. the gender identity of the individual;
 - ii. a particular age;
 - iii. a racialized group; or
 - iv. a combination of groups and, if so, any additional information that the Chief of Police considers relevant to explain the disproportionate number of attempted collections.

Given that the number of attempts to collect identifying information was **Zero** individuals; there is not any information to formulate any real patterns, assumptions, or conclusions.

- J. the neighborhoods or areas where collections were attempted and the number of attempted collections in each neighborhood or area – **Zero**
- K. the number of determinations made by the Chief (or designate) as to whether the information entered into the database:
- i. complied with limitations on collection set out in; the Regulation, and
 - ii. the results of the review(s), done at least once a year, of an appropriately sized random sample of entries of identifying information included in the database to estimate within a margin of error of plus or minus 5 percent, at a 95 percent confidence level, whether it appears that limitations on collection of information, duties to inform of rights and reasons before collecting, with exceptions or document for individual – document, with exceptions were not complied with.

Given that the number of attempts to collect identifying information was **Zero** individuals; there is not any information to formulate any determinations.

- L. the number of times, if any, employees of the police service were permitted to access identifying information to which access must be restricted by virtue of one or more of the following:
- i. for the purpose of an ongoing police investigation – **Zero**
 - ii. in connection with legal proceedings or anticipated legal proceedings – **Zero**
 - iii. for the purpose of dealing with a complaint under Part V of the Act or for the purpose of an investigation or inquiry under the Act – **Zero**
 - iv. in order to prepare the annual report or a report required due to disproportionate collection – **Zero**
 - v. for the purpose of complying with a legal requirement – **Zero** or
 - vi. for the purpose of evaluating a police officer's performance – **Zero**
- M. the number of complaints (Public and Chief's) resulting from or related to regulated interactions along with their status or outcome – **Zero**
- N. the number of Municipal Freedom of Information and the Protection of Privacy requests relating to Regulated Interactions – **Zero**

DISPROPORTIONATE REPORT

If a disproportionate collection is identified based on an analysis of the information, as to whether the collections were attempted disproportionately from individuals within a group based on (a) the sex of the individual, (b) a particular age, (c) a racialized group, or (d) a combination of groups, in addition to the statement required in the annual report, the Chief of Police shall:

- A. review the practices of the police service; and
- B. prepare a report to the Board setting out the results of the review and his or her proposals, if any, to address the disproportionate attempted collection of information.

As a result of there being **Zero** attempted regulated interactions; there is not any data to draw any conclusions, patterns, or behaviors. Therefore, a disproportionate report has not been prepared.

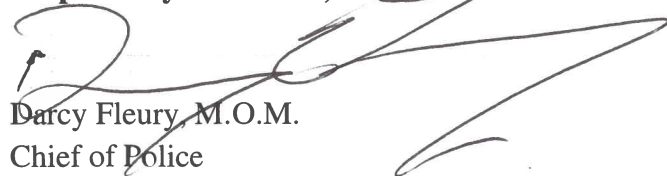
COMMENTS

The Thunder Bay Police Service and its members are in compliance with the Regulation.

RECOMMENDATIONS

For information only.

Respectfully submitted,



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

Prepared by: Inspector J. Dampier, Corporate Services

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		-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		\$ 31,000.00	
Travel & Training	\$ 10,000.00		\$ 6,334.75	\$ 3,665.25
Salaries/Honorariums & Travel Total	\$ 41,000.00	\$ -	\$ 37,334.75	\$ 3,665.25
General Administration				
Telecommunications *1	\$ 2,000.00		\$ 1,639.80	\$ 360.20
Office Supplies and Stationary	\$ 2,500.00	\$ 392.79	\$ 2,244.40	\$ 255.60
General Expense	\$ 8,000.00	1694.61	\$ 12,535.39	-\$ 4,535.39
Memberships and Subscriptions	\$ 10,000.00		\$ 2,345.00	\$ 7,655.00
Rental Office Space	\$ 42,000.00		\$ 42,000.00	
Equip/Maint Software	\$ 2,700.00			\$ 2,700.00
General Administration Total	\$ 67,200.00	\$ 2,087.40	\$ 60,764.59	\$ 6,435.41
Contracted Services				
Consultant Fees	\$ 50,000.00		\$ 52,062.96	-\$ 2,062.96
Professional Fees	\$ 250,000.00	\$ 5,320.00	\$ 154,341.97	\$ 95,658.03
Legal Fees	\$ 300,000.00		\$ 316,922.61	-\$ 16,922.61
Legal Fees - Indemnified	\$ 50,000.00		\$ 143,118.16	-\$ 93,118.16
Purchased Services	\$ 180,000.00	\$ 10,225.29	\$ 136,099.30	\$ 43,900.70
Administration Subtotal	\$ 830,000.00	\$ 15,545.29	\$ 802,545.00	\$ 27,455.00
Total Operational Expenses	\$ 935,800.00	\$ 17,632.69	\$ 898,244.34	\$ 37,555.66
	2025 BUDGET	December 2025 - Final	Jan-Dec ACTUAL	YTD Variation