



**AGENDA MATERIAL  
FOR  
THE THUNDER BAY  
POLICE SERVICE BOARD  
REGULAR MEETING**

**Date: TUESDAY, MARCH 17, 2026**

**Location: TBPSB BOARDROOM  
1111 VICTORIA AVENUE, EAST  
Thunder Bay, ON**

**Time: 9:00 A.M.**



**MEETING NO. 06-2026 OF THE  
THUNDER BAY POLICE SERVICE BOARD**

**TUESDAY, MARCH 17, 2026**

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

**9:00 A.M.**

**REGULAR BOARD MEETING**

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1. DISCLOSURES OF INTEREST

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

RES 1
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 With respect to Meeting No. 06-2026 (Regular) of the Thunder Bay Police Service Board held on March 17<sup>th</sup>, 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. 04-2026 (Regular) of the Thunder Bay Police Service Board held on February 17<sup>th</sup>, 2026.....**Pages 4- 8**

3.2 Reports of Committees .....**Pages 9-19**

- a) Governance Committee – Policy for Adoption
  - (i) BPCR-001: Board and Chief Information Sharing
  - (ii) GOV: Roles and Responsibilities

3.3 Meeting Evaluation Summary  
Summary of evaluations for the February 17<sup>th</sup>, 2026, meetings of the Board (Closed and Regular) for the Board’s information.....**Pages 20-26**

4. REPORTS OF COMMITTEES

5. REPORTS OF THE THUNDER BAY POLICE SERVICE (20 minutes)

a) Update from the Thunder Bay Police Service Gala

b) Secondary Activities Report

Chief D. Fleury Report No. 14/26 (Police) relative to the secondary activities/employment of members of the Thunder Bay Police Service, including Paid Duty Assignments

..... **Pages 27-29**

b) Missing Person Report

Inspector B. Grieve Report No. 16/26 (Police) on the semi-annual Missing Person Report, for the Board's information..... **Pages 30-33**

c) Sudden Unexplained Death Report

Inspector B. Grieve Report No. 17/26 (Police) relative to the annual summary of Sudden Unexplained Death Report for the Board's Information..... **Pages 34-35**

d) Firearms Data Submission Report

Inspector B. Grieve Report No. 18/26 (Police) relative to the Firearms Data Submission Report of the Thunder Bay Police Service, for the Board's information..... **Pages 36-37**

6. GENERAL MATTERS

a) Thunder Bay Police Service Board – Operating Budget (2 minutes)

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

7. NEW BUSINESS

8. CLOSED MEETING AGENDA ITEMS (5 minutes)

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

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 March 17<sup>th</sup>, 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

RES 3

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:

A By-law to confirm the proceedings of a Regular Meeting of The Thunder Bay Police Service Board, this 17<sup>th</sup> day of March 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: PC06-2026

10. ADJOURNMENT

**THUNDER BAY POLICE SERVICE BOARD  
MEETING NO. 04 -2026 (REGULAR)  
TUESDAY, FEBRUARY 17, 2026**

**DATE:** FEBRUARY 17, 2026

**TIME:** 10:47 A.M.

**PLACE:** TBPSB BOARDROOM  
1111 VICTORIA AVENUE – UNIT #102, THUNDER BAY

**CHAIR:** MS. K. MACHADO

**PRESENT:**

Mr. M. Figliomeni  
Ms. K. Machado  
Mayor K. Boshcoff  
Mr. L. Van Damme

**OFFICIALS:**

Chief D. Fleury, Thunder Bay Police  
Deputy Chief J. Pearson  
Deputy Chief R. Hughes  
Inspector J. Dampier  
Inspector J. Rybak

**REGRETS:**

Councillor K. Etrene  
Ms. D. Baxter

**RECORDER:**

Ms. M. Romeo, Administrative Assistant  
Thunder Bay Police Service Board

**GUESTS ATTENDING BY ZOOM:**

Inspector T. Gervais, Inspectorate of Policing

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1. DISCLOSURES OF INTEREST

None.

2. CONFIRMATION OF AGENDA AND CONSENT AGENDA

**Moved by:** Mayor K. Boshcoff

**Seconded by:** Member L. Van Damme

RES 1

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

**Carried.**

3. CONSENT AGENDA

3.1 Minutes of Meeting No. 02-2026 (Regular) of the Thunder Bay Police Service Board held on January 20<sup>th</sup>, 2026.

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

Page 2 of 5

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- 3.2 Reports of Committees  
a) Governance Committee – Policy for Adoption  
(i) Finance: Special Account Funds

- 3.3 Meeting Evaluation Summary  
Summary of evaluations for the January 20<sup>th</sup>, 2026, meetings of the Board (Closed and Regular) for the Board’s information.

Chair Machado advised all that the Inspector of Policing has announced that they will be conducting reviews of Boards and Services across the province and the Board will cooperate fully.

Chair K. Machado announced that the Executive Director, Mr. M. Figliomeni, has provided his letter of resignation to the Board, and his last day with the board will be March 20, 2026.

4. REPORTS OF COMMITTEES

Chair Machado advised that these two committees need representatives since Member Bahleida left and asked for volunteers.

**Moved by:** Mayor K. Boshcoff  
**Seconded by:** Member L. VanDamme

Mayor K. Boshcoff volunteered for the Hiring committee and Member L. VanDamme volunteered for the Labour Relations Committee.

RES 2

THAT the board appoints Mayor K. Boshcoff to the Hiring Committee of the Thunder Bay Police Service Board; effective February 17<sup>th</sup>, 2026, for the remainder of 2026, or until a replacement is appointed.

AND that the board appoints Member L. Van Damme to the Labour Relations Committee of the Thunder Bay Police Service Board, effective February 17<sup>th</sup>, 2026, for the remainder of 2026, or until a replacement is appointed.

**Carried.**

5. REPORTS OF THE THUNDER BAY POLICE SERVICE

- a) Secondary Activities Report

Chief D. Fleury presented Report No. 04/26 (Police) relative to the Secondary Activities of the members of the Thunder Bay Police Service, including Paid Duty Assignments. The Board asked

for clarification on the requests for support from the TBRHSC, and the Chief noted that the Service met all requests for Secondary Activities for the period.

b) Use of Force

Inspector J. Rybak presented Report No. 07/26 (Police) on the annual Use of Force Report, for the Board's information. Inspector Rybak highlighted that there was a reduction in incidents of use of Force and 3 discharges of firearms which were related to dispatch of wildlife.

The Board extended their approval of the trends and commented on the great work of the Service and the Leadership. The Chair also extended her appreciation of the Service's efforts in de-escalation techniques.

c) Complaints Against Police

Inspector J. Dampier presented Report No. 03/26 (Police), the annual summary of Complaints Against Police for 2025. Inspector Dampier explained that the complaints are submitted to LECA who determines if the complaint moves forward and which party will investigate.

d) Street Check Report

Inspector J. Dampier Service presented Report No. 11/26 (Police) which was the annual Street Check Report for the Thunder Bay Police Service, for the Board's information. Chair Machado thanked him for the report and commented that legislation does allow for checks in certain circumstances and this report does not speak to those, Inspector Dampier confirmed that is correct.

e) Found Property

Service provided Report No. 06/26 outlining the details of the found property and requesting the Board's approval to release the property to the claimant.

**Moved by:** Mayor K. Boshcoff

**Seconded by:** Member L. VanDamme

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 procedure that stipulates the finder, after 90 days, can 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 after February 8, 2026.

**Carried.**

The Board inquired about recognition for good Samaritans who turn in found property, however it was noted that many people would like to remain anonymous in these instances.

6. GENERAL MATTERS

a) Thunder Bay Police Service Board – Operating Budget

Mr. M. Figliomeni, Executive Director, presented the Board's Operating Budget. He identified a surplus in the 2025 budget, which is a testament to the Boards commitment to fiscal responsibility. The Chair expressed her thanks to the Board for their diligence in fiscal responsibility.

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 17<sup>th</sup>, 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

**Moved by:** Mayor K. Boshcoff

**Seconded by:** Member L. VanDamme

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and the Executive Director of the Thunder Bay

RES 4

Police Service Board, sealed and numbered:

A By-law to confirm the proceedings of a Regular Meeting of The Thunder Bay Police Service Board, this 17<sup>th</sup> 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

**Carried.**

10. ADJOURNMENT

**The meeting was adjourned at 11:12 am.**

POLICY TITLE: <b>Governance: Roles and Responsibilities</b>	POLICY NUMBER: <b>GOV-001</b>
DATE APPROVED: <b>19/12/2023</b>	
DATE(s) REVIEWED: <b>2026</b>	DATE TO BE REVIEWED: <b>2028</b>
DATE(s) AMENDED: <b>XX/XX/2026</b>	
LEGISLATION: s. 10, 11, 37, 38, 79 <i>Community Safety and Policing Act (2019)</i>	
RELATED PROCEDURES/POLICY:	

## **POLICY STATEMENT**

The Thunder Bay Police Service Board (Board) and the Chief of the Thunder Bay Police Service (Chief) have distinct, but complementary roles that ensure effective governance, accountability, and operational excellence. This policy establishes the framework for those roles, clarifies responsibilities, and supports respectful collaboration to ensure adequate and effective policing for the City of Thunder Bay and any communities the Thunder Bay Police Service (Service) is responsible for policing.

## **PURPOSE**

This policy sets out the roles and responsibilities of the Board and the Chief to:

- Ensure effective governance and oversight of the Service.
- Maintain a clear separation between governance and operational authority in accordance with governing legislation.
- Promote transparent communication and mutual respect between the Board and the Chief.

## **SCOPE**

This policy applies to:

- All members of the Board.
- The Chief.
- Interactions and communications between the Board and the Chief relating to the governance and operations of the Service.

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## POLICY

### a) Roles and Responsibilities of the Board

As outlined under section 37(1) of the *Community Safety and Policing Act, 2019*, the Board will:

- Ensure that adequate and effective police services are provided in the area for which it serves.
- Employ members of the Service;
- Appoint members of the Service as police officers;
- Recruit and appoint the Chief and Deputy Chiefs of Police and determine their remuneration and working conditions;
- Prepare and adopt a diversity plan to ensure the Service reflects the diversity of the area it serves;
- Monitor the Chief's performance and conduct performance reviews, as required;
- Direct the Chief as permitted by governing legislation;
- Monitor the Chief's decisions regarding secondary activities;
- Monitor the handling of discipline within the Service by the Chief;
- Establish a strategic plan for the provision of police services in Thunder Bay, including objectives, priorities, and core functions of the Service;
- Ensure police facilities used by the Board comply with the prescribed standards; and
- Other such duties as assigned or required under legislation.

As outlined under section 38(1) of the *Community Safety and Policing Act, 2019*, the Board will establish policies for:

- The administration of the Service;
- The provision of adequate and effective policing in accordance with the needs of the communities it serves;
- The disclosure by the Chief of personal information;
- The disclosure of secondary activities;
- The handling of discipline within the Service;
- The indemnification of members of the Service for legal costs; and
- Any other prescribed matters.

In fulfilling its responsibilities, the Board will consult with the Chief to obtain their perspective and advice.

## **b) Roles and Responsibilities of the Chief**

The Chief will:

- Administer the Service and oversee its operations effectively and efficiently in accordance with the Board's objectives, priorities, policies, and strategic plan.
- Make operational decisions and manage the day-to-day operations of the Service, including investigations, conduct of operations, and discipline of police officers.
- Ensure the Service reflects the diversity of the communities it serves and that members of the Service carry out their duties in a manner that reflects the needs of the community.
- Provide the Board with information and advice as required to enable the Board to fulfil its responsibilities.
- Report to the Board semi-annually on the Service's achievement of the Board's objectives, priorities, compliance with policies, and implementation of the strategic plan.
- Brief the Board on serious incidents that can affect the community, either past or anticipated.
- Comply with lawful directions of the Board, given in writing and recorded in the Board's minutes.

## **c) Collaboration and Information Sharing**

The following principles will guide collaboration and information sharing between the Board and Chief:

- The Board is entitled to receive information from the Chief about operational decisions and day-to-day operations and to provide advice to the Chief.
- The Chief will consider such advice but is not required to accept it regarding specific operational matters.
- The Chair and the Chief will maintain a collaborative and respectful relationship, sharing information and advice between Board meetings as appropriate.
- The Chair will periodically report to the Board on such shared information and advice.
- The Chair may provide advice to the Chief, but does not have the authority to direct the Chief, as that authority rests solely with the Board.

POLICY TITLE: <b>Board, Police, and Community Relations: Board and Chief Information Sharing</b>	POLICY NUMBER: <b>BPCR-001</b>
DATE APPROVED: <b>19/12/2023</b>	
DATE(s) REVIEWED: <b>2026</b>	DATE TO BE REVIEWED: <b>2028</b>
DATE(s) AMENDED: <b>XX/XX/2026</b>	
LEGISLATION: s. 33, 34 <i>Special Investigations Unit Act</i> (2019)	
RELATED PROCEDURES/POLICY:	

## **POLICY STATEMENT**

The Thunder Bay Police Service Board (Board) and the Chief of Police of the Thunder Bay Police Service (Chief) will share information in a manner that is transparent, respectful, timely, and consistent with their respective roles and obligations under law, to ensure effective governance, oversight, and public trust.

## **PURPOSE**

To establish principles and expectations for the sharing of information between the Board and the Chief, ensuring both parties have the information needed to fulfill their responsibilities effectively while respecting confidentiality and legal requirements.

## **SCOPE**

This policy applies to all information exchanged between the Board and the Chief, including operational, strategic, financial, and governance-related information necessary for the Board to perform its statutory oversight, policy-making, and decision-making functions, or that may impact the reputation of the Board or Service.

## **POLICY**

### **a) Principles**

Information sharing between the Board and the Chief will be guided by the following principles:

- Transparency: Information will be provided clearly, accurately, and in a timely manner to enable informed decision-making.

- **Accountability:** Both parties will be accountable for the accuracy and integrity of the information they share and for the decisions made based on that information.
- **Collaboration:** Open and constructive dialogue will be maintained to promote shared understanding and effective problem-solving.
- **Respect:** Each party will acknowledge and respect the other's roles, responsibilities, and expertise.
- **Confidentiality:** Information shared in confidence will be protected in accordance with applicable legislation, regulations, and Board policies.

**b) Expectations for Information Sharing**

The Chief will have the right to:

- Collaborate with the Chair and the Executive Director in establishing agendas for Board meetings.
- Receive agendas and minutes for both open and closed Board meetings, excluding any and all documents marked as "Board-only".
- Receive all information provided to the Board for its meetings, excluding any and all documents marked as "Board-only".
- Participate in open and closed meetings of the Board and receive the corresponding minutes.

The Board may designate certain information or portions of meetings as "Board-only", where appropriate. Such designations will typically include matters related to the performance, remuneration, and working conditions of the Chief. The Chief will not attend portions of meetings or receive materials and minutes for any meetings designated as "Board-only".

**c) Identification of Matters Requiring Board Attention:**

Unless prohibited by law from doing so, the Chief will provide the Board with information on matters requiring Board attention on a timely basis including:

- Operations, events, and organizationally significant matters for which advance planning and approval by the Chief or Deputy Chief of the Service is required.
- Operations that may have a material impact on current or future relationships with, and/or the delivery of services to marginalized groups, including but not limited to Indigenous Peoples, racialized groups, 2SLGBTQI+ persons, unhoused persons or those experiencing inadequate housing, persons with substance use disorders, and persons experiencing or living with mental illness.
- Operations that may impact, in a material way, the Service's reputation or effectiveness.

- Operational matters, including individual cases, that raise questions of public policy.
- Operational decisions that require policy intervention, including decisions:
  - Involving legal or democratic principles or rights that must be vindicated or balanced with policing priorities and/or practices.
  - Involving significant interjurisdictional issues.
  - That must be made without existing guiding policies or protocols.

**d) Additional Information**

In addition to the matters noted above in section c), the Chief will provide the Board with additional information that the Chief considers appropriate or that the Board requests relating to the matters in section c) including:

- Operational plans supporting the approved Service annual budget.
- Internal reviews and systemic issues, including:
  - Internal audits and similar documents identifying systemic issues within the Service.
  - Complaints, grievances, and tribunal findings concerning discrimination by police officers or the Service that may raise systemic concerns.
- Investigations, including particulars, as available, about ongoing investigations by the Special Investigations Unit under the *Special Investigations Unit Act*, and related notices under sections 33 and 34 of the Act.
- Additional periodic reports, in a form and frequency that may be requested by the Board, covering:
  - Compliance with Board policies.
  - Emerging trends or incidents likely to affect policing plans or service delivery.
  - Implementation of operational and training plans.
  - Financial performance relative to the approved budget.
  - Investigations, including:
    - Sudden or unexplained death investigations.
    - Missing persons investigations.
    - Race and gender-based violence investigations.
    - Organized drug trafficking and gang activity investigations.
- Bias, Discrimination, and Harassment Reports, including:
  - Performance of the Service in delivering services free of bias, racism, discrimination, and harassment.

- State of the Service's relationship with the community, including engagement with:
  - Indigenous organizations and leaders.
  - Marginalized and minority communities.
  - Service providers working with these communities.
- Complaints and outcomes regarding police officer conduct involving discrimination, disaggregated by the nature of the alleged discrimination.
- Workforce Reports: Including the number of members on short- or long-term disability leave, including WSIB, disaggregated by type of disability, length of absence, nature of benefits, and return-to-work prospects.
- Media Coverage: Sufficient particulars of anticipated material media coverage of the Service and its operations to allow the Board to appreciate the substance of the coverage.
- Community Relations: Sufficient particulars of anticipated matters that may pose a reputational risk to the Service or that may have a significant impact on public perception or community relations.
- Board Requests: Any additional information the Board may request from time to time.
- Restricted Information: Particulars of any information the Chief does not provide due to legal prohibition.
- Chief's Discretion: Any other information the Chief considers appropriate for the Board to fulfill its responsibilities.

Appendices:

**Appendix A – Thunder Bay Police Service Reports Due to Board**

## Appendix A - Thunder Bay Police Service Reports Due to Board

This table includes Thunder Bay Police Service reports due to the Thunder Bay Police Service Board. The reports will be presented at the Board meeting occurring in the months indicated below.

Month	Report	Reporting Period
<b>January</b>	Complaints Against Police (Annual)	January - December (year prior)
	Disclosures of Personal Information (Annual)	January - December (year prior)
	Financial Variance (Quarterly)	October - December (year prior)
	Complaints Against Police (Quarterly)	October - December (year prior)
	Chief/Deputy Chief Illness & Vacation Usage (Quarterly)	October - December (year prior)
	Secondary Activities (Monthly)	December (year prior)
<b>February</b>	Use of Force (Annual)	January - December (year prior)
	Service Member Leave (Annual)	January - December (year prior)
	Victim Assistance Services (Annual)	January - December (year prior)
	Annual Training (Annual)	January - December (year prior)
	Conduct of Investigations (Annual)	January - December (year prior)
	Secondary Activities (Monthly)	January
<b>March</b>	Drug Trafficking and Gang Activity (Annual)	January - December (year prior)
	Community Relations (Annual)	January - December (year prior)
	Diversity, Equity, and Inclusion (Annual)	January - December (year prior)
	Missing Persons (Semi-annual)	January – December (year prior)
	Special Account Funds (Semi-annual)	October (year prior) - February
	Secondary Activities (Monthly)	February

<b>April</b>	Deputy Chief Performance Review Summary (Annual)	January - December (year prior)
	TBPS Annual Report (Annual)	January - December (year prior)
	Financial Variance (Annual)	January - December (year prior)
	Financial Variance (Quarterly)	January - March
	Complaints Against Police (Quarterly)	January - March
	Chief and Deputy Chief Illness and Vacation Usage (Quarterly)	January - March
	Secondary Activities (Monthly)	March
<b>May</b>	Sudden Unexplained Death (Semi-annual)	December (year prior) - April
	Strategic Plan Progress (Semi-annual)	January - April
	Aggregate Disciplinary Measures (Semi-annual)	November (year prior) - April
	Occupational Health and Safety (Semi-annual)	November (year prior) - April
	Indigenous Relationships – Board Chair and Chief (Semi-annual)	Previous meeting with Indigenous leaders
	Secondary Activities (Monthly)	April
<b>June</b>	Race-based and Gender-based Violence (Annual)	January - December (year prior)
	Use of Artificial Intelligence (Annual)	January - December (year prior)
	Body Worn Cameras (Annual)	January - December (year prior)
	Misconduct – Service (Semi-annual)	December (year prior) - May
	Compliance With Board Policies (Semi-annual)	December (year prior) - May
	Secondary Activities (Monthly)	May
<b>July</b>	<b><i>(No Board meetings: Defer reports to the next meeting)</i></b>	
<b>August</b>	<b><i>(No Board meetings: Defer reports to the next meeting)</i></b>	

<b>September</b>	Street Checks (Annual)	January - December (year prior)
	Missing Persons (Semi-annual)	January - August
	Complaints Against Police (Quarterly)	April - June
	Financial Variance (Quarterly)	April - June
	Chief/Deputy Chief Illness & Vacation Usage (Quarterly)	April - June
	Secondary Activities (Monthly)	June, July, August
<b>October</b>	Special Account Funds (Semi-annual)	March - September
	Financial Variance (Quarterly)	July - September
	Complaints Against Police (Quarterly)	July - September
	Chief and Deputy Chief Illness and Vacation Usage (Quarterly)	July - September
	Secondary Activities (Monthly)	September
<b>November</b>	Discrimination Complaints (Annual)	January - December (year prior)
	Indigenous Relationships – Board Chair and Chief (Semi-annual)	Previous meeting with Indigenous leaders
	Aggregate Disciplinary Measures (Semi-annual)	May - October
	Occupational Health and Safety (Semi-annual)	May - October
	Strategic Plan Progress (Semi-annual)	May - October
	Secondary Activities (Monthly)	October
<b>December</b>	Chief and Deputy Vacation Planning and Carry Over Requests (Annual)	Due November 15 to be reviewed at the December Board meeting
	Sudden and Unexplained Deaths (Semi-annual)	May - November
	Compliance With Board Policies (Semi-annual)	June - November
	Misconduct – Service (Semi-annual)	June - November
	Secondary Activities (Monthly)	November

## Additional Reports

<b>Report</b>	<b>Report Due</b>
Significant Matter Report(s)	Board meeting following occurrence of significant matter requiring Board attention
Inquest Recommendation Report	As received and presented to the board at the board's next scheduled meeting
SIU Administrative Report	Within 90 days of SIU Director's report or final disposition of charges, if applicable
Mandatory Audits and Internal Discretionary Audits	Meeting following conclusion of audit
Artificial Intelligence Risk Analysis	Prior to seeking approval for the procurement and deployment of new artificial intelligence technology
Discharge of Firearm	Upon conclusion of investigation

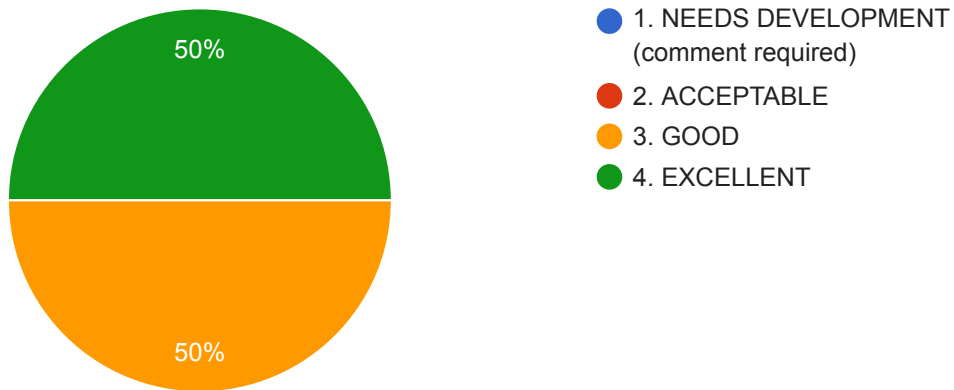
# Thunder Bay Police Service Board Meeting Evaluation Form

2 responses

## Preparation and Materials

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

2 responses



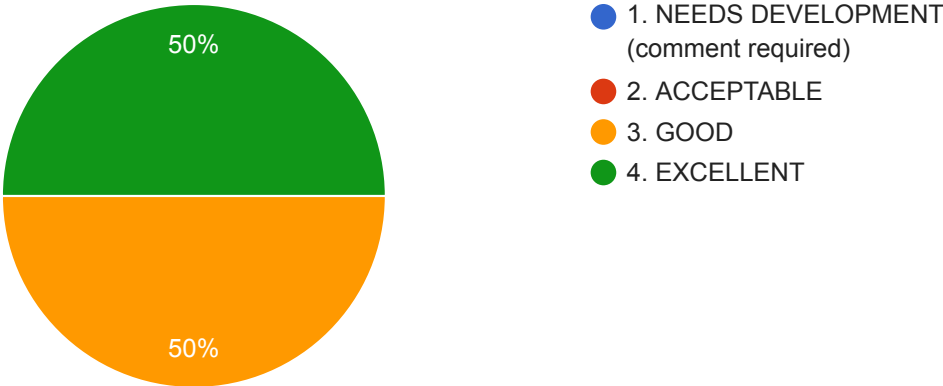
### Comments:

0 responses

No responses yet for this question.

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

2 responses



**Comments:**

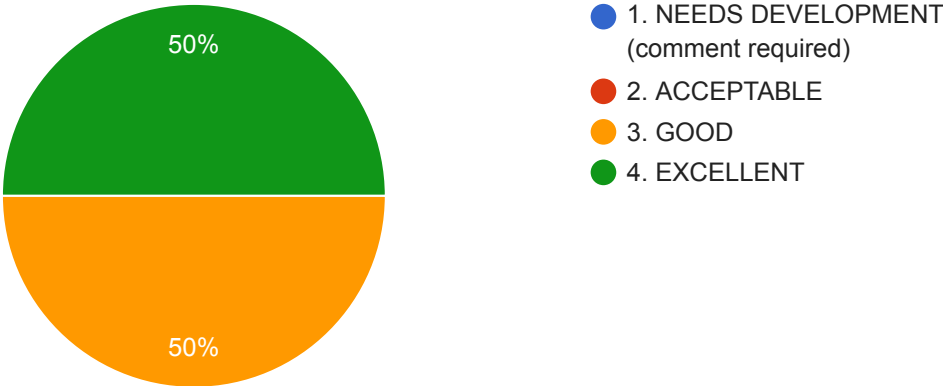
0 responses

No responses yet for this question.

**Agenda and Structure**

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

2 responses



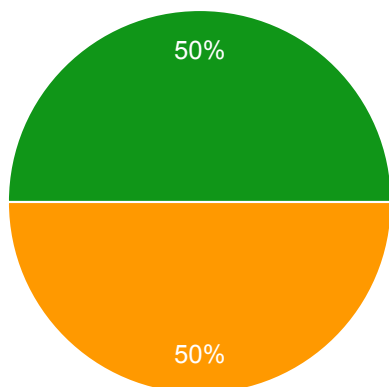
**Comments:**

0 responses

No responses yet for this question.

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

2 responses



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

**Comments:**

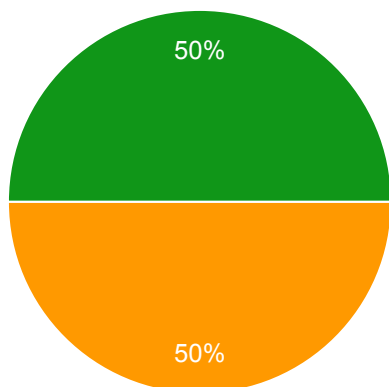
0 responses

No responses yet for this question.

**Discussion and Participation**

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

2 responses



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

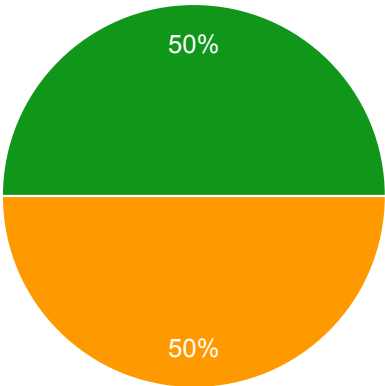
**Comments:**

0 responses

No responses yet for this question.

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

2 responses



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

**Comments:**

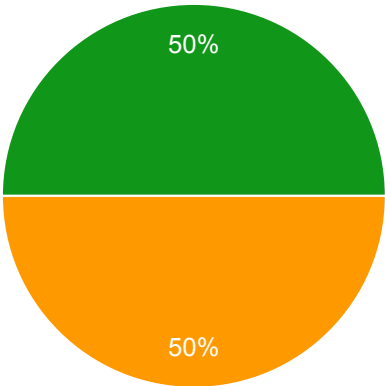
0 responses

No responses yet for this question.

**Strategic and Generative Conversations**

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

2 responses



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

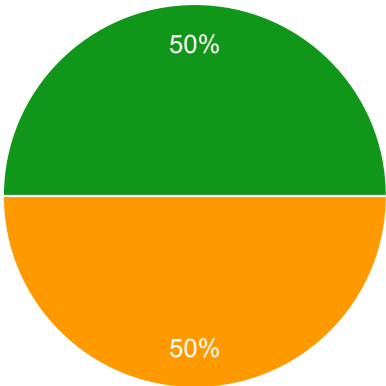
**Comments:**

0 responses

No responses yet for this question.

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

2 responses



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

**Comments:**

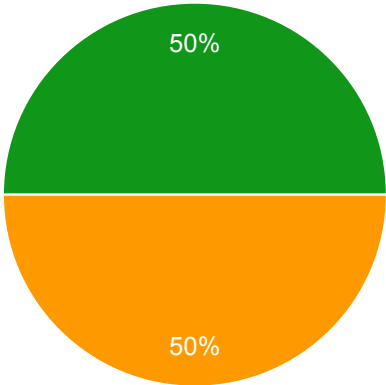
0 responses

No responses yet for this question.

**Meeting Efficiency and Focus**

9. The meeting time was used efficiently.

2 responses



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

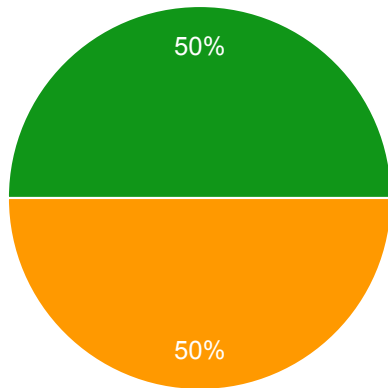
**Comments:**

0 responses

No responses yet for this question.

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

2 responses



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

**Comments:**

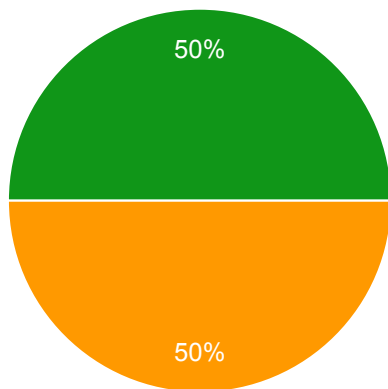
0 responses

No responses yet for this question.

**Respect and Collaboration**

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

2 responses



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

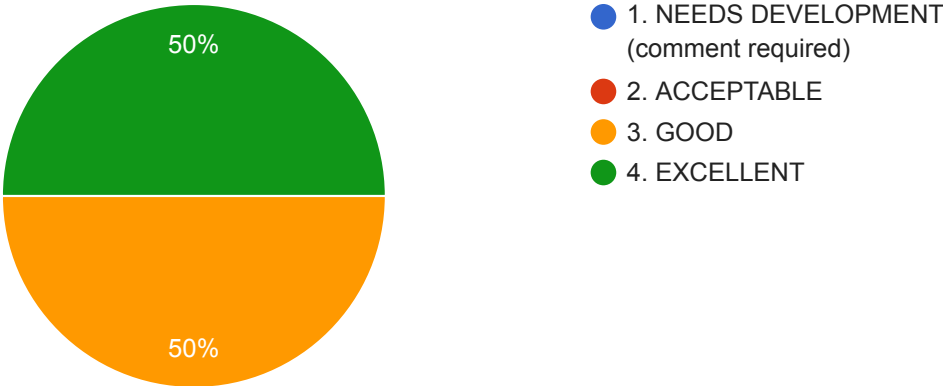
**Comments:**

0 responses

No responses yet for this question.

12. Collaboration among members was respected to achieve consensus.

2 responses



**Comments:**

0 responses

No responses yet for this question.



# 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:** March 4, 2026  
**Date of Meeting:** March 17, 2026  
**Report No:** 14/26

## 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 February 2026 and paid duty assignments for the same month.

Secondary Employment – There were no new requests for the month of February 2026.

### Paid Duty

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

CONTRACT	Number of Jobs (Officers)	Filled	Unfilled	Duties Requested
TBRHSC*	56	52	4	Security

\*TBRHSC- Thunder Bay Regional Health Sciences Centre

Extra duty requests refused by Inspector:

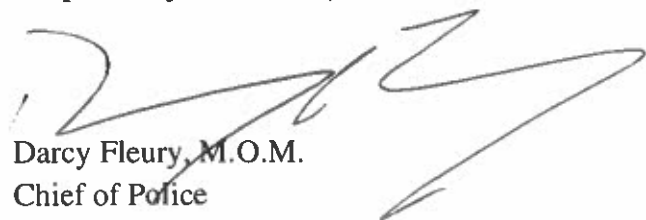
None

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:** March 9, 2026  
**Date of Meeting:** March 17, 2026  
**Report No:** 16/25

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

## SUBJECT

*Missing Persons Act – 2025 Annual Report and Training Supports*

## REPORT SUMMARY

Under Section 8 (4)(a) of the *Missing Persons Act*, police services are required to report annually on their use of urgent demands under the Act, and police services boards are required to make this report available to the public. The 2025 annual report must include urgent demands made during January 1, 2025, to December 31, 2025. The Thunder Bay Police Service is reporting the total number of urgent demands made during this time period to be Twenty-Nine (29). Of this total the number of missing person investigations in which an urgent demand was made is reported as twenty-one (21).

Under Section 8 (4)(b) the described types of records specified in the urgent demands were reported as Thirteen (13) pertaining to financial institutions for video requests, a total of Fourteen (14) requests for records pertaining to electronic communications – IP Log information, cellular tower information, International Mobile Equipment Identify (IMEI), One (1) request pertaining to health card query and One (1) relative to requesting records with contact information.

The completed annual report template (Form 7) is attached.

Under Section 8 (4)(c) the Thunder Bay Police Service is reporting that during the time period from January 1, 2025, to December 31, 2025, the Thunder Bay Police Service received a total of 810 reports of missing persons.

The gender identity of the total number of missing persons is broken down as follows:

Females – 499

Males – 309

Gender X – 2

The number of missing person investigations where foul play was suspected is reported to be Zero.

## BACKGROUND

Under Section 8 of the *Missing Persons Act*, police services are required to report annually, and which shall contain;

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- (a) the total number of urgent demands made in that year and the number of missing persons investigations to which they related;
- (b) a description of the types of records specified in the urgent demands made in that year; and
- (c) any other prescribed information. 2018, c. 3, Sched. 7, s. 8 (4)

The annual report must be completed using *Form 7: Annual Report Template*. The general regulation under the Act (O.Reg. 182/19) sets out the specific timelines for meeting this requirement. Municipal and First Nations Chiefs of Police are required to provide an annual report to their police service boards by April 1, 2026. Police services must make the annual report public on a website by June 1, 2026, and must provide a copy to the Solicitor General.

Further, under Section 8 (4)(c) of the *Missing Person Act* the Thunder Bay Police Service have been requested to report annually on missing person investigations referencing the following:

- a) Data related to the gender identity;
- b) The total number of missing person investigations conducted by the Thunder Bay Police Service;
- c) The number of missing persons who are not located;
- d) The number of missing person investigations where foul play was suspected.

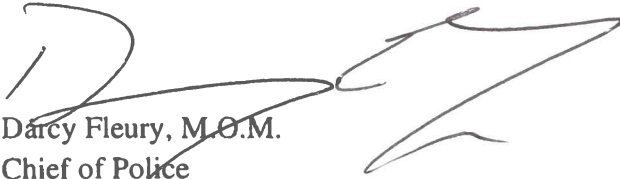
## COMMENTS

This report satisfies the statutory requirements for disclosure of use of urgent demands under the Act, to the Police Service Board.

## RECOMMENDATIONS

There are no recommendations associated with this report.

Respectfully submitted,

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

Prepared by: Inspector B. Grieve

Attachment: Completed Annual Report Template – Form 7 – *Missing Persons Act, 2018*

In accordance with O.Reg.182/19 under the *Missing Persons Act, 2018* the contents included in this report must be prepared by April 1 of each year, and made publicly available by June 1 of each year.

**Data Collection**

**Period of data collection**

Start Date (yyyy/mm/dd) 2025/01/01	End Date (yyyy/mm/dd) 2025/12/31
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Name of Police Force  
**Thunder Bay Police Service**

**Detachment Location (if applicable)**

Unit Number	Street Number 1200	Street Name Balmoral Street	PO Box
City/Town Thunder Bay	Province ON		Postal Code P7B 5Z5
Total Number of Urgent Demands made 29		Number of Missing Persons Investigations in which a demand was made 21	

**Types of records specified in the urgent demands and total number of times that each type of record was included in the urgent demands**

Records	Description	Total number of times demanded
Records containing contact information or other identifying information	Listed addresses.	1
Photos, videos, or other records containing visual representation		
Records of telecommunications or records that contain other electronic communications information, including information about signals related to a person's location	IP Addresses, cell tower triangulation, record of calls made or received, ISP info.	14
Records of employment information		
Records of personal health information within the meaning of the <i>Personal Health Information Protection Act, 2004</i>	Health card query.	1
Records related to services received from a service provider as defined in subsection 2(1) of the <i>Child, Youth and Family Services Act, 2017</i>		
Records that related to a student of an educational institution		
Records containing travel and accommodation information		

Records	Description	Total number of times demanded
Records of financial information	Transaction records.	13
Other records		



# 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:** March 9, 2026  
**Date of Meeting:** March 17, 2026  
**Report No:** 17/26

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

## SUBJECT

*Sudden Death Investigations – 2025 Annual Report*

## REPORT SUMMARY

The following Sudden Death Report summary is comprised of data collected for the period of January 1, 2025, to December 31, 2025. The Thunder Bay Police Service is reporting the total number of Sudden Death Investigations to have been Three Hundred Twenty-Seven (327). Of this total, Seven (7) were determined to be Homicides, Five (5) deemed accidental, Eighteen (18) suicidal deaths, One Hundred Ninety-Four (194) natural deaths and the total number of undetermined deaths as Eight (8). The remaining number of reported deaths would include those that remain in the *open* classification status, fatal motor vehicle collisions, overdose/apparent overdose.

## BACKGROUND

The Thunder Bay Police Service Board requested that the Thunder Bay Police Service report annually on sudden death investigations occurring in the previous year. The report shall provide:

- a) The total number of sudden death investigations conducted by the Thunder Bay Police Service.
- b) A breakdown of investigative outcomes including homicide, accidental death, suicide, natural death and undetermined

## COMMENTS

The Thunder Bay Police Service will report annually to the Board at the March Regular Session meeting.

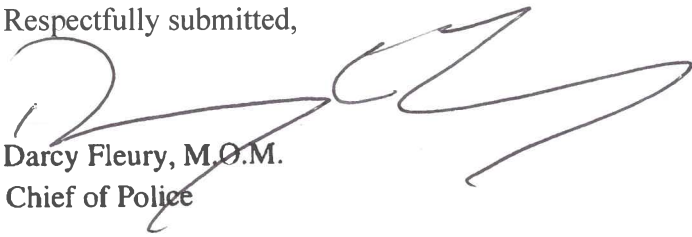
## RECOMMENDATIONS

There are no recommendations associated with this report.

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Respectfully submitted,



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

Prepared by: Inspector B. Grieve



# 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:** March 9, 2026  
**Date of Meeting:** March 17, 2026  
**Report No:** 18/26

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

## **SUBJECT**

Section 260(8)(9), *Community Safety and Policing Act, 2019*, Firearm Data Submission

## **REPORT SUMMARY**

To report to the Ministry of the Solicitor General a listing of firearms that came into the possession of the Thunder Bay Police Service during the 2025 calendar year.

## **BACKGROUND**

Under Section 260 (8) of the *Community Safety and Policing Act, 2019*, the Chief of Police shall ensure that the police force keeps a register of firearms and that the following rules are followed:

1. *Every firearm's description and location shall be recorded.*
2. *When a firearm ceases to be in the possession of the police service board or of a member of the police service, full particulars shall be recorded, including the name of the person who disposed of it and the date and method of disposal.*
3. *If the firearm is returned to its owner, his or her name, address and telephone number shall also be recorded.*

Under Section 260 (9) of the *Community Safety and Policing Act, 2019*, the Chief of Police shall, in accordance with the regulations made by the Minister, provide the following information to the Minister:

1. *A list of the firearms that have come into the possession of the police service during the preceding calendar year.*
2. *A list of which firearms are still being retained and which have been disposed of, along with the particulars of that disposal.*
3. *Any other information prescribed by the Minister.*

For the interest of the Board the following charts contain information summarized from the submission to the Ministry, noting that what is provided to the Ministry is specific to the information required to be submitted as per the *Community Safety and Policing Act*.

There were a total number of 190 firearms seized in the 2025 calendar year.

<b>2025 Firearms Statistics</b>			
<b>Type of Firearm</b>		<b>Classification of firearms</b>	
Rifle	95	Non-restricted	150
Shotgun	55	Restricted	40
Handgun	40	Prohibited	33
<b>Total</b>	<b>190</b>		
<b>Firearms - property status</b>			
<b>Disposed</b>		<b>Returned</b>	
Rifle	61	Rifle	34
Shotgun	33	Shotgun	22
Handgun	36	Handgun	4
Prohibited	33		
<b>Total</b>	<b>163</b>		

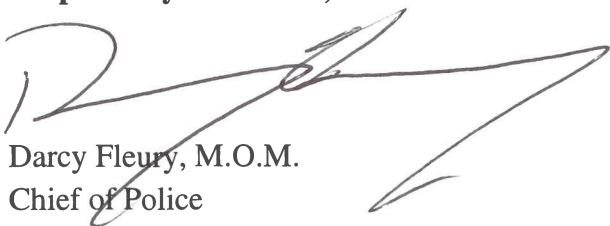
**COMMENTS**

This report satisfies the requirements of providing the listing of firearms to the Ministry of the Solicitor General for the 2025 calendar year.

**RECOMMENDATIONS**

For information purposes.

Respectfully submitted,



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