



**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

1. DISCLOSURES OF INTEREST

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

RES 1

With respect to Meeting No. 06-2026 (Regular) of the Thunder Bay Police Service Board held on March 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. 04-2026 (Regular) of the Thunder Bay Police Service Board held on February 17th, 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 17th, 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 annual

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 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

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 17th 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

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:

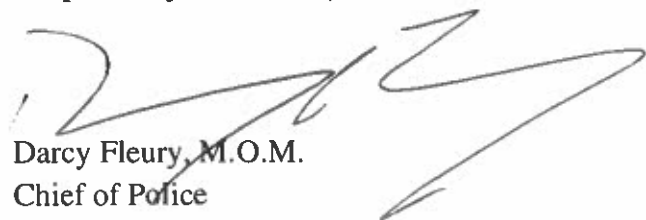
None

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

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;

- (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.

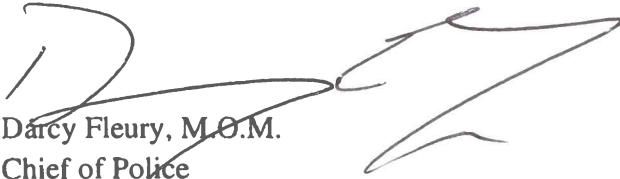
COMMENTS

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

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

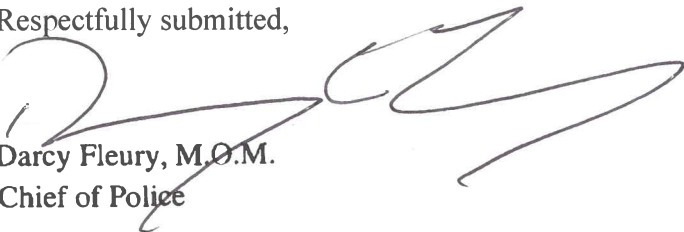
COMMENTS

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.

Respectfully submitted,



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

Prepared by: Inspector B. Grieve



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: 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.

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

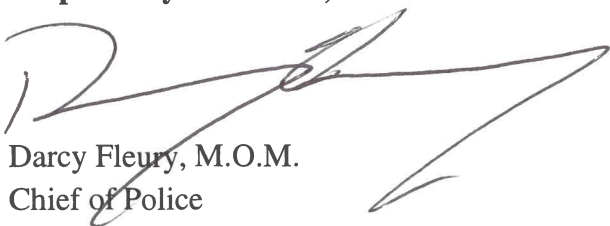
COMMENTS

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