2025-2028

3-YEAR Strategic Plan



Thunder Bay Police Service Board

THUNDER BAY POLICE SERVICE

Thunder Bay Police Service Board | Thunder Bay Police Service

STRATEGIC PRIORITIES

- Crime Prevention and Reduction
- Public Trust and Confidence
- Healthy and Supported Workforce
- Accountable Leadership



PRIORITY 3:

A Healthy & Supported Workforce

Support the development and well-being of a skilled, inclusive, and sustainable workforce through proactive wellness initiatives, equitable opportunities, and a strong organizational culture.



PRIORITY 4:

Accountable Leadership

Strengthen ethical leadership, internal accountability, and community oversight to improve trust, transparency, and effective governance.



PRIORITY 3: A Healthy & Supported Workforce

Listening to Our Employees

The Pulse

Monthly surveys with a different theme
5 – 7 rated questions and one open-ended question

September
Employee Engagement

October
Employee Wellness

26%

of members participated in September's survey

Exit Interviews

An additional source of employee feedback

Objective 5: Internal communication and engagement
KPI: Participation in organizational feedback opportunities

PRIORITY 3: A Healthy & Supported Workforce

Learning Shaped by Employee Feedback

Workplace Harassment
Suggested through an internal women's meeting
2 sessions

Interview Best Practices
Informed by feedback on internal competitions
2 sessions

Accommodations and Return to Work
Requested by a supervisor for delivery to support supervisor learning
1 session

3
learning topics

5
sessions delivered

Employee input helps shape learning opportunities

Objectives 3 and 5: Professional development and employee engagement
KPI: Training sessions delivered annually

PRIORITY 4: Accountable Leadership

Facilities Improvement Plan

New boilers

Multiple failures winter 2025/26
Preventing future HVAC issues

HVAC system

Addressing glycol leak





Objective 5: Align organizational structure and infrastructure planning with evolving service demands and strategic priorities.
KPI: Implementation of infrastructure planning, upgrades, or capital improvements, including plans for a new police facility.

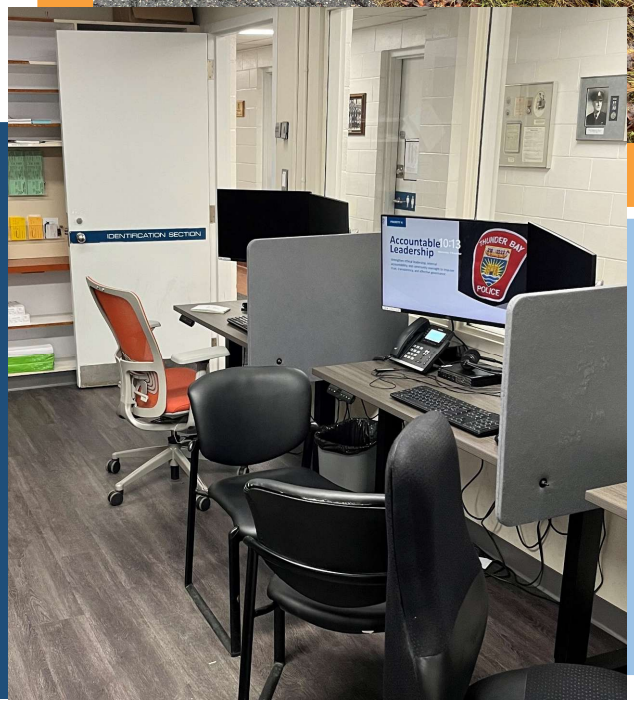
PRIORITY 4: Accountable Leadership

Facilities Improvement Plan



Parking lot upgrades

Enhanced lighting
Increased safety
Addressed ditching and flooding issues



Report Writing Room

Renovations
Improved functionality
Enhanced morale

Update
November 2026



Healthy and Supported Workforce



Accountable Leadership

Action Plans		
Employee Satisfaction Survey	3.1, 3.3, 3.4, 3.5, 3.6, 3.8	4.1, 4.6
Facilities Improvement Plan		4.6