

**THUNDER BAY POLICE SERVICE BOARD  
MEETING 09-2025 (REGULAR)**

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**DATE:** MARCH 18, 2025

**TIME:** 10:32 A.M.

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

**CHAIR:** MS. K. MACHADO

**PRESENT:**

Mr. W. Bahlhieda  
Ms. D. Baxter  
Mayor K. Boshcoff  
Ms. K. Machado

**REGRETS:**

Councillor K. Etreni

**GUESTS:**

Guy Gilili & Noah Huber, Zencity  
Sarbjit Kaur, KAPOW Communications

**OFFICIALS:**

Mr. D. Fleury, Chief of Police  
Mr. J. Pearson, Deputy Chief of Police  
Ms. D. Paris, Director – Financial Services &  
Facilities, Thunder Bay Police Service  
Inspector G. Snyder, Thunder Bay Police  
Service  
Ms. L. Douglas, Assistant to the Secretary -  
Thunder Bay Police Service Board

**ATTENDING VIA ZOOM:**

Mr. J. Hannam, Secretary to the Board  
Inspector Ron LeClair, Inspectorate of Policing

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1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA AND CONSENT AGENDA

A memorandum, relative to an emergency purchase by the Thunder Bay Police Service, which was sent to Board members on March 17, 2025, was added under New Business.

**MOVED BY:** Member D. Baxter  
**SECONDED BY:** Mayor K. Boshcoff

With respect to Meeting No. 09-2025 (Regular) of the Thunder Bay Police Service Board held on March 18, 2025, we recommend that the agenda and the consent agenda, as printed, including any additional information and new business, be confirmed.

CARRIED

3. CONSENT AGENDA

The following items were received, confirmed and/or adopted as part of the consent agenda:

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3.1 Minutes of Meeting No. 06-2025 (Regular) of the Thunder Bay Police Service Board held on February 18, 2025 were provided for the Board's information.

3.2 Reports of Committees

a) Governance Committee

Memorandum to the Thunder Bay Police Service Board from Denise Baxter, Chair – Governance Committee, dated March 11, 2025, relative to an update on the activities of the Governance Committee, was provided for the Board's information.

Policies for Adoption

i. Proposed Policy GOV-007 – Roles, Authorities, Resources, and Constraints of the Board.

b) Labour Relations Committee – No updates

c) Communications Committee

Minutes from January 23, 2025 meeting.

3.3 Meeting Evaluation Summary

Summary of evaluations for the February 18, 2025 meetings of the Board (Closed and Regular) was provided for the Board's information.

4. PRESENTATIONS

a) 2024 Survey Results - Public Safety in Thunder Bay

The 2024 Survey Results for Public Safety in Thunder Bay were distributed separately to the Board for their information. Following the Regular Meeting, the report was posted to the Board's website at [www.thunderbaypolice.ca/Meetings/Agendas](http://www.thunderbaypolice.ca/Meetings/Agendas).

Guy Gilili and Noah Huber, Zencity representatives, presented an overview of the above noted report and responded to questions.

Mr. Huber noted that there was a substantial difference in responses from the younger and lower income respondents.

It was also noted that context for city scores were compared to American cities in Michigan, Illinois, and Washington.

Chief of Police D. Fleury noted that this survey was taken at a certain point in time. The survey results indicate that citizens want a greater police presence in the community. Similar comments and sentiments have been made at his town hall meetings. Chief Fleury advised that the survey results are being disseminated to staff through the Police Service's internal email or through one-on-one conversations. He noted that some of the crimes reported are committed by non-residents of the City.

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Discussion was held on the actual population of the service area, estimated to be between 140,000 and 150,000.

Secretary Hannam noted that the survey results will be shared with Firedog Communications, as the Board develops its new strategic plan.

Mr. Gilili and Mr. Huber were thanked for their presentation.

b) Strategic Communications Plan

The Thunder Bay Police Service Board Strategic Communications Plan was distributed separately with the Regular Meeting Agenda, for the Board's information.

Ms. Sarbjit Kaur, Principal - KAPOW Communications, presented the Strategic Communications Plan and responded to questions. She acknowledged the Board's Communications Committee, who assisted with the development of this plan.

An overview of the plan was provided with a PowerPoint presentation. It was noted that the Board is providing quarterly reports for the public. An annual report, a legislative requirement under the *Community Safety and Policing Act, 2019*, is due by June 30<sup>th</sup> of each year.

A year-end report will be presented to the Board by the Communications Committee in January, 2026.

Members of the Communications Committee and KAPOW Communications were thanked for their presentation.

MOVED BY: Member D. Baxter  
SECONDED BY: Mayor K. Boshcoff

With respect to the Annual Strategic Communications Plan (2025) for the Thunder Bay Police Service Board, as presented on March 18, 2025, we recommend that the Plan be approved;

AND THAT the Board's Communications Committee and Board Administration work with KAPOW Communications on its execution.

CARRIED

5. REPORTS OF COMMITTEES

Governance Committee

i. Policies for Adoption

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Proposed Policy LEG-005 - Body Worn Cameras, with highlighted areas specifically for the Board's review and discussion, as well as proposed Policy LEG-006 – Sudden & Unexplained Deaths, were provided for the Board's information.

Member Baxter provided an overview of Body Worn Camera policy. A brief discussion was held about updates to technology and if matters dealing with technology should be included in this policy. It was determined that technology updates would be provided through the Chief when dealing with Police Service operations.

An overview of the Sudden and Unexplained Deaths policy was also provided. Chief of Police D. Fleury noted that this policy is consistent with what the Service is doing. The Police Service has gone above and beyond what is being recommended to the Service. Member Baxter noted that this policy does align with the procedures recommended in legislation. Chief Fleury noted that the Service decides on what information can be shared and what remains confidential in order to protect the integrity of the investigation.

MOVED BY: Member W. Bahlieda

SECONDED BY: Mayor K. Boshcoff

With respect to proposed Policy LEG-005 – Body Worn Cameras, and proposed Policy LEG-006 – Sudden & Unexplained Deaths, as presented at the March 18, 2024 Regular Session of the Board, we recommend that the Thunder Bay Police Service Board approves adoption of the above noted policies.

CARRIED

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Secondary Activities Report

Report No. 18/25 (Police) relative to the secondary activities/employment of members of the Thunder Bay Police Service, including Paid Duty Assignments, was provided for the Board's information.

Chief of Police D. Fleury provided an overview relative to the above noted and responded to questions.

b) Firearm Data Submission

Report No. 19/25 (Police) relative to a listing of firearms that came into the possession of the Thunder Bay Police Service in 2024, was provided for the Board's information.

Acting Inspector R. Gombola – Investigative Services, provided an overview relative to the above noted and responded to questions about the disposition of firearms. Deputy Chief of Police J.

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Pearson responded to question about prohibited firearms.

c) Sudden Death Investigation Report

Report No. 20/25 (Police), relative the 2024 Annual Report on Sudden Death Investigations, was provided for the Board's information.

Acting Inspector Gombola and Deputy Chief of Police Pearson provided an overview relative to the above noted responded to questions.

Comparisons to statistics for Ontario and Canada were not available at this meeting.

Deputy Chief Pearson advised that open classifications will be better defined/ categorized in future reports. Statistics on overdoses become available from the Coroner's Office.

Member Baxter requested better breakdowns of reasons for death in future reports. Deputy Chief Pearson advised that the Service can revisit the breakdown of data, as the Board feels this is an important report with important markers that need to be measured year over year. Categorizing the manner of death versus cause of death will also have to be re-examined.

d) Missing Persons Investigation Report

Report No. 21/25 (Police), relative to the 2024 Annual Report and Training Supports under the *Missing Persons Act*, was provided for the Board's information.

Acting Inspector Gombola provided an overview relative to the above noted and responded to questions. He noted that many of these incidences/reports are on the same person going missing multiple times.

Mayor K. Boshcoff asked what the timelines are for being considered missing. Acting Inspector Gombola advised that there are no timelines; they are considered missing when they are reported to the Police Service.

e) SIU Administrative Reports

Memorandum to the Thunder Bay Police Service Board from Inspector G. Snyder, dated March 4, 2025, relative to SIU Administrative Report SIU Case #20-OCI-384/24-OCI-411, and memorandum to the Thunder Bay Police Service Board from Inspector G. Snyder, dated March 5, 2025, relative to SIU Administrative Report SIU Case #24-OCI-236, were provided for the Board's information.

Inspector G. Snyder, Thunder Bay Police Service, provided an overview relative to the above noted and responded to questions.

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Discussion was held around the number of officers required at any one time at the hospital. Inspector Snyder advised that it varies; however, it is not uncommon to have several officers at the hospital at any given time. It was noted that the Police Service is considering some options; if there is a change in practice/operations, it will be reported to the Board. There are a lot of variables and complexities which need to be considered when costing out this matter.

7. GENERAL MATTERS

a) Notice of Motion – Staffing Model

At the January 28, 2025 Regular Meeting of the Board, a memorandum to the Thunder Bay Police Service Board from Denise Baxter, Board Vice Chair, dated January 21, 2025, relative to a Notice of Motion on the staffing model adopted on April 23, 2024, was provided for the Board's information.

Secretary Hannam advised that this motion required a mover, but was not for debate at that meeting. The motion is now being presented for debate.

Secretary Hannam noted that a 2/3 majority (or 4 votes) is required.

MOVED BY: Mayor K. Boshcoff

SECONDED BY: Member D. Baxter

With respect to the staffing model adopted by the Thunder Bay Police Service Board at its meeting April 23, 2024, we recommend that the Board amend that decision by identifying the Board Administrator position as a full time position, to be entitled 'Executive Director to the Board';

AND THAT a position description for the position be developed for the approval of the Board;

AND THAT a recruitment be undertaken to fill the position.

CARRIED

Member W. Bahlieda provided an overview of the work he and Councillor K. Etreni are doing on developing a position description for the new Executive Director position.

Discussion followed relative to the London Police Service Board and their recent hiring of an Executive Director. Inspector R. LeClair noted that London has a population of approximately 300,000, which has a bigger tax base for resources. Inspector LeClair also noted that perception of the London board has greatly improved since the hiring of their new Executive Director, and that there has been a noticeable improvement in progress made.

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b) Year-End Variance for Board Budget

Memorandum to the Thunder Bay Police Service Board from Secretary Hannam, dated March 10, 2025, relative to a budget summary for 2024 and a year-to-date budget summary for 2025, was provided for the Board's information.

Secretary Hannam provided a brief overview and noted that expenses were on budget at year-end.

c) Waterways Policing and Search & Rescue – Risk Analysis

Report on Waterways Policing and Search & Rescue – Risk Analysis, dated March 7, 2025, was provided for the Board's information.

Chair K. Machado advised that the data in this report will assist in developing a board policy on policing the waterways. The Board will need to make a decision: the current policing can remain status quo or the Board can decide if we want the Thunder Bay Police Service to police the waterways, according to the Act.

Deputy Chief Pearson reported that the majority of responses to calls for service for individuals who are in danger near waterways (not in the water) are the responsibility of the City's Fire Rescue. He provided an overview of their capabilities and abilities. All equipment is provided by the TB Fire Rescue. They are the primary agency dispatched for waterway rescue calls.

If the Thunder Bay Police Service was charged with policing the waterways, they would have to start from ground zero for equipment and training.

Discussion followed about jurisdictions and boundaries, particularly the international border.

Inspector LeClair noted that the Act clear; the expectation is compliance; however, the OPP could be delegated to police the waterways.

Secretary Hannam noted that the Police Service may wish to contact the OPP on how to proceed with policing the waterways, to gain an understanding of the procedures and timing the OPP follows with its marine patrols.

An analysis of this service needs to be developed, with consideration of potential consequences arising from the change in legislation, and then recommendations can be presented to the Board.

It was noted that conservation officers, the coast guard and other potential partners be considered.

MOVED BY: Member W. Bahlieda

SECONDED BY: Member D. Baxter

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With respect to the policing of waterways, the Thunder Bay Police Service Board directs the Chief of Police to undertake further research into this matter, with the focus on effective and adequate policing of the waterways;

AND THAT a response be received by the Board no later than the June, 2025 Board meeting.

CARRIED

8. NEW BUSINESS

Emergency Purchase

Memorandum to the Thunder Bay Police Service Board from Chief D. Fleury, dated March 17, 2025, relative to an emergency purchase of NG911 advanced analytics and data management, distributed separately by email on March 17, 2025, was presented for information purposes only.

Ms. D. Paris, Director – Financial Services & Facilities, Thunder Bay Police Service, noted that this purchase is 100% funded through grants, and due to the amount of the purchase, needs to be reported to the Board as per their procurement by-law.

9. CLOSED MEETING AGENDA ITEMS

In accordance with and subject to Section 44 of the *Community Safety and Policing Act, 2019*, the following matters will be discussed in a closed meeting of the Board prior to the public meeting scheduled for March 18, 2025:

1. Update from Legal Counsel
2. Update on Labour Relations
3. Update on Human Resources for Thunder Bay Police Service
4. Recruitment of an Executive Director – RFQ Proposals

10. CONFIRMING BY-LAW

MOVED BY: Mayor K. Boshcoff

SECONDED BY: Member D. Baxter

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and Secretary to the Thunder Bay Police Service Board, sealed and numbered:

1. A By-law to confirm the proceedings of a Regular Meeting of The Thunder Bay Police Service Board, this 18<sup>th</sup> day of March, 2025.

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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: PC9-2025

CARRIED

11. ADJOURNMENT

The meeting adjourned at 1:35 p.m.