

**THUNDER BAY POLICE SERVICE BOARD  
MEETING 13-2025 (REGULAR)**

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**DATE:** MAY 20, 2025

**TIME:** 10:31 A.M.

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

**ACTING CHAIR:** MS. D. BAXTER

**PRESENT:**

Mr. W. Bahlleda  
Ms. D. Baxter  
Councillor K. Etrene

**REGRETS:**

Mayor K. Boshcoff

**ATTENDING BY ZOOM;**

Ms. K. Machado  
Mr. T. Gervais, Inspectorate of Policing

**GUESTS:**

Constable P. Kainulainen, Thunder Bay  
Police Service  
Mr. L. Clifford, Retired TBPS member and  
Board of Directors Member – St. John's  
Ambulance

**OFFICIALS:**

Mr. D. Fleury, Chief of Police  
Mr. J. Pearson, Deputy Chief of Police  
Ms. S. Beaulieu, Staff Sergeant  
Mr. J. Hannam, Secretary to the Board  
Ms. A. Sutherland, Administrative Assistant –  
Thunder Bay Police Service Board  
Mr. D. Jarvis, Filion Wakely Thorup Angeletti  
LLP

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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

MOVED BY: Councillor K. Etrene

SECONDED BY: Mr. W. Bahlleda

RES 1

With respect to Meeting No. 13-2025 (Regular) of the Thunder Bay Police Service Board held on May 20, 2025, we recommend that the agenda and the consent agenda, as printed, including any additional information and new business, be confirmed.

CARRIED

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3. CONSENT AGENDA

3.1 Minutes of Meeting No. 11-2025 (Regular) of the Thunder Bay Police Service Board held on April 15, 2025.

3.2 Reports of Committees

a) Governance Committee

Memorandum to the Thunder Bay Police Service Board from Denise Baxter, Chair – Governance Committee, dated May 20, 2025, relative to an update on the activities of the Governance Committee.

Policies for Adoption

- i) Proposed Policy HR-005 Chief of Police Absence Management
- ii) Proposed Policy GOV-008 Governmental Advocacy
- iii) Proposed Policy GOV-009 Board/Committee Confidentiality
- iv) Proposed Policy GOV-010 Board/Committee Conflict of Interest

3.3 Meeting Evaluation Summary

Summary of evaluations for the April 15, 2025 meetings of the Board (Closed and Regular) for the Board's information.

4. PRESENTATION

St. John's Ambulance – Life-Saving Award

Vice-Chair D. Baxter, Chief D. Fleury, and Mr. L. Clifford (Retired TBPS member and Board of Directors Member – St. John's Ambulance) presented Constable P. Kainulainen with the St. John's Ambulance Life-Saving Award.

5. REPORTS OF COMMITTEES

a) Labour Relations Committee

i. Updates to Terms of Reference

Memorandum to Police services board from Mr. W. Bahlieda, Chair – Labour Relations Committee dated May 12, 2025 with the revised Terms of Reference on Membership was provided for the Board's information.

Document with proposed Terms of Reference.

Mr. W. Bahlieda, Chair – Labour Relations Committee provided an overview relative to the above noted. No questions were asked from the board.

MOVED BY: Councillor K. Etreni  
SECONDED BY: Mr. W. Bahlieda

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“With respect to the Terms of Reference of the Labour Relations Committee we recommend that the Thunder Bay Police Service Board approve of the Membership section being amended to provide for the inclusion of non-voting resource members;

AND THAT such resource members be engaged as the Committee best sees fit – as outlined in the attached revised Terms of Reference.”

CARRIED

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) First Quarter Budget Variance Report

Quarterly Report #30/25 Operational Budget: First Quarter Variance was provided for the Board’s information.

Chief of Police D. Fleury provided an overview relative to the above noted. He reported that cost of record checks were negotiated down.

b) Disciplinary Measures Report

Bi-Annual Report #31/25 Disciplinary Measures was provided for the Board’s information.

Chief of Police D. Fleury provided an overview relative to the above noted. Staff Sergeant S. Beaulieu reported that additional training on body cameras has been imposed for service members.

c) Secondary Activity Report

Monthly Report #32/25 on Secondary Activities was provided for the Board’s information.

Chief of Police D. Fleury provided an overview relative to the above noted. Updates confirm that they were able to fill 48 of the 60 positions available.

d) Race-Based and Gender-Based Violence Report

Annual Report #33/25 Race-Based and Gender-Based Violence was provided for the Board’s information.

Chief of Police D. Fleury provided an overview relative to the above noted, that there were 23 cases in the past year which is relative to other years and reviewed data with the board. The Thunder Bay Police Service has led community research and consultations for prevention.

e) Workplace Violence & Harassment Policy Report

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Annual Review of Report #34/25 Workplace Violence & Harassment Policy Report was provided for the Board's information.

Chief of Police D. Fleury provided an overview relative to the above noted. Several policies have been implemented, and the broadcast has been fully deployed.

f) Community Relations Report

Review Report #35/25 Community Relations Report was provided for the Board's information.

Chief of Police D. Fleury provided an overview relative to the above noted. The Thunder Bay Police Service is continuing to build trust with communities by attending community events and working with agencies at different levels.

g) SIU Administrative Reports

Memorandum to the Thunder Bay Police Service Board from Inspector G. Snyder dated May 13, 2025, relative to the SIU Administrative Report SIU Case #24-OSA-399, and memorandum to the Thunder Bay Police Service Board from Inspector G. Snyder, dated May 13, 2025, relative to SIU Administrative Report SIU Case #24-OCI-424 was provided for the Board's information.

Staff Sergeant S Beaulieu reviewed two reports from SIU or reviewed the above reports. The first involved a 911 call related to a stabbing. The individual later filed a report alleging sexual assault by police; the claim was investigated, found to be unfounded, and the file was closed on January 17th. Following this, officers received additional body camera training. In this incident, the officer turned off the body camera in hospital, in line with protocol.

The second report concerned a call for a disturbance. The individual involved was not handcuffed, became fatigued, and fell from a bench, resulting in a broken clavicle. He was advised in court to seek medical documentation. This was ruled by SIU to be an unfortunate circumstance.

7. GENERAL MATTERS

a) Indigenous Relations Report

Chair K. Machado and Chief of Police D. Fleury provided verbal update relative to the noted above. The Thunder Bay Police Service has attended several community events this year including an ONWA session, a moose hide campaign and the Tree of Hope event in Ottawa to build trust at different community levels. The board is fully engaged with the Chief's Indigenous Leadership Collaborative as well the Chief and Chair are attempting to meet with Deputy Grand Chief Hardy of AN.

b) Variance Report for Board Budget

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Memorandum to the Thunder Bay Police Service Board from John S. Hannam, Secretary, dated May 12, 2025, relative to the year-to-date budget summary for 2025, was provided for the Board's information.

Board Budget Status Report for May 2025 was provided for the Board's information.

Mr. J. Hannam, Secretary, provided an overview relative to the above noted. The board budget is on track for this year, with the exception of the indemnification budget that received an invoice for approximately \$80,000. The board discussed indemnification costs, it was noted that fees are not paid until cases are finalized and the Board's responsibility under the Collective Agreement is clear. Chair Machado pointed out and reminded others that the exception will result in a negative variance overall, not just in that area, that will need to be offset in another area and reminded all to be diligent with spending.

c) Update on Recruitment of an Executive Director

Mr. J. Hannam, Secretary, provided an overview relative to the above noted as the recruitment process is ongoing and anticipate it to be concluded in June.

d) Intergovernmental Affairs Committee

Discussion on issues that the Intergovernmental Affairs Committee will advocate on behalf of the board. Chief Fleury will be drafting a letter to the Intergovernmental Affairs (IGA) team addressed to Chair: Kristen Oliver, with additional context and detail regarding the below points. As per our Thunder Bay Police Services Board (TBPSB) meeting today, the Board and Service have identified the following topics as priorities for discussion with the Ministry:

- **TBPS Marine Unit (New Legislation):** The cost of operating our own marine unit is significant. If we are unable to establish our own, we may need to renegotiate with the OPP, which could also prove cost-prohibitive.
- **Capital Support for New Police Headquarters:** The current facility poses serious safety concerns for both officers and the public (e.g., drug testing areas, jail cells). Financial assistance for a new building is essential.
- **Resourcing and Recruitment Challenges:** Thunder Bay is facing difficulty competing with other services (e.g., NAPS) in attracting and retaining officers.
- **Inaccurate Funding Model:** Current funding formulas are based on population figures that do not reflect the reality on the ground. Lakehead University's recent research paper provides updated estimates that may inform a revised funding approach.
- **Northwestern Forensic Pathology Unit:** There is a strong need for a local forensic pathology unit in Northwestern Ontario. A follow-up is required on covering wages and travel expenses for current operations. Letters of support from neighboring municipalities may be a piece that IGA wants to retrieve for support.
- **BEAR Unit**

8. NEW BUSINESS

9. CLOSED MEETING AGENDA ITEMS

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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 May 20, 2025:

1. Update from Legal Counsel
2. Update on Organization and Personnel
3. Update from Labour Relations Committee
4. Update on Human Resources for Thunder Bay Police Service

10. CONFIRMING BY-LAW

MOVED BY: Councillor K. Etrene

SECONDED BY: Mr. W. Bahlieda

RES 2

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 20<sup>th</sup> day of May, 2025.

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: PC13-2025

CARRIED

11. ADJOURNMENT

Meeting adjourned at 11:11 a.m.