

**THUNDER BAY POLICE SERVICE BOARD
MEETING NO. 17-2025 (REGULAR)
TUESDAY, JUNE 17, 2025**

DATE: JUNE 17, 2025

TIME: 10:39 A.M.

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

CHAIR: MS. K. MACHADO

PRESENT:

Mr. W. Bahlleda
Ms. D. Baxter
Mayor K. Boshcoff
Councillor K. Etreni
Ms. K. Machado

OFFICIALS:

Mr. D. Fleury, Chief of Police
Mr. R. Hughes, Deputy Chief of Police
Mr. J. Pearson, Deputy Chief of Police
Ms. T. Smith, Director – Corporate
Communications, Thunder Bay Police Service
Mr. J. Hannam, Secretary to the Board
Ms. L. Douglas, Assistant to the Secretary -
Thunder Bay Police Service Board

GUESTS:

Inspector R. LeClair, Inspectorate of
Policing

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA AND CONSENT AGENDA

Memorandum on police and civilian staffing was added under New Business.

MOVED BY: Councillor K. Etreni

SECONDED BY: Mayor K. Boshcoff

With respect to Meeting No. 17-2025 (Regular) of the Thunder Bay Police Service Board held on June 17, 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:

3.1 Minutes of Meeting No. 13-2025 (Regular) of the Thunder Bay Police Service Board held on May 20, 2025.

THUNDER BAY POLICE SERVICE BOARD (TBPSB)

REGULAR MEETING

June 17, 2025

Page 2 of 6

3.2 Reports of Committees

Communications Committee

- a. Minutes of the Communications Committee Meeting held on April 8, 2025.
- b. Minutes of the Communications Committee Meeting held on June 10, 2025.

3.3 Meeting Evaluation Summary

Summary of evaluations for the May 20, 2025 meetings of the Board (Closed and Regular) for the Board's information.

Chair K. Machado recognized that June is Pride Month and Indigenous History Month.

As this would be the last meeting for Secretary John Hannam, Chair Machado took the opportunity to provide an overview of Secretary Hannam's career as a City Clerk and as Secretary of the Board after he retired from the City of Thunder Bay. She also provided comments from former Board Administrator Malcom Mercer about his time working with Secretary Hannam, as well as Mr. Mercer's thanks. On behalf of the Board and on a personal level, Chair Machado expressed her gratitude for Secretary Hannam's work with the Board, which was valued and appreciated. She noted that his work should be recognized and celebrated. Secretary Hannam had high standards for himself and for those he worked with. The Board wished him well on his second retirement.

4. PRESENTATION

Thunder Bay Police Service 2024 Annual Report

Ms. T. Smith, Director - Corporate Communications, Thunder Bay Police Service, provided a PowerPoint presentation on the Police Service's 2024 Annual Report. It was noted that the full report would be posted on the Police Service's website following the meeting.

She noted that the *Community Safety and Policing Act, 2019* requires an annual report by June of each year. Ms. Smith noted that the crime statistics would be published in July by Statistics Canada, and accordingly, were not available for this report.

5. PETITIONS AND COMMUNICATIONS

Inspector General's Report on Public Order Maintenance

Memorandum to All Chiefs of Police and the Commissioner Thomas Carrique, Chairs of the Police Service Boards from Ryan Teschner, Inspector General of Policing of Ontario, dated May 26, 2025, relative to the release of the Inspector General of Policing's first Spotlight Report, *Policing Protests and Major Events: Public Order Maintenance in Ontario*, as well as the Spotlight Report, were provided for the Board's information.

THUNDER BAY POLICE SERVICE BOARD (TBPSB)

REGULAR MEETING

June 17, 2025

Page 3 of 6

Mr. J. Hannam provided an overview of the report, and noted that the report makes a number of recommendations. It was noted that the Board needs to enter into a new agreement with the OPP. Chief of Police D. Fleury will look into this matter and, upon a review of the proposal, will make a recommendation to the Board, providing statistics and data. A response is anticipated at the September, 2025 Board meeting.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Secondary Activity Report 37/25

Report No. 37/25 (Police) relative to a Secondary Activities Report to the Thunder Bay Police Service Board from Chief D. Fleury was provided for the Board's information.

Chief of Police D. Fleury provided an overview relative to the above noted and responded to questions. He noted that the Police Service is considering expanding the use of special constables for special events and community events.

b) Annual Joint Health and Safety Committee Report

Report No. 38/25 (Police) relative to the TBPS Joint Health and Safety Committee Semi-Annual Report to the Thunder Bay Police Service Board from Chief D. Fleury was provided for the Board's information.

Deputy Chief of Police J. Pearson provided a brief overview relative to the above noted and responded to questions. Deputy Chief Pearson will raise the issue of areas of improvement with outreach to other health and safety committees in the community, particularly the hospital's committee, for best practices. Deputy Chief of Police R. Hughes noted that there are different styles of working between the Police Service and hospital staff. Councillor K. Etrene asked that they seek areas of improvement in the processes.

c) BriefCam Report on use of Artificial Intelligence

Report No. 39/25 (Police) relative to the semi-annual report on the use of AI and BriefCam to the Thunder Bay Police Service Board was provided for the Board's information.

Deputy Chief of Police J. Pearson provided an overview relative to the above noted and noted that the software hadn't been used since the last report to the Board.

d) Quarterly Complaints

Report No. 40/25 (Police) relative to Quarterly Complaints Report against the Police was provided for the Board's information.

Staff Sergeant S. Beaulieu provided an overview of the report, and noted that the statistics were

THUNDER BAY POLICE SERVICE BOARD (TBPSB)

REGULAR MEETING

June 17, 2025

Page 4 of 6

for the April and May 2025 complaints.

Member W. Bahlleda noted that there was a good news story reported on the local news about the conference held for women in policing. Staff Sgt. Beaulieu noted that they were proud to host the event, and it was very successful.

e) Pride Flag Raising

Memorandum to the Thunder Bay Police Service Board from Chief D. Fleury dated June 9, 2025, relative to Pride events.

Chief of Police D. Fleury provided an overview of the event. The Police Service continues their path to raise awareness of the people in the community and their relationship with the LGBTQ+ community.

Chair Machado noted that the Police Service is invited to the July 5th Pride event.

7. GENERAL MATTERS

a) Variance Report for Board Budget

Memorandum to the Thunder Bay Police Service Board from Mr. J. Hannam, Secretary, dated May 12, 2025, relative to the year-to-date budget summary for 2025, as well as the Board's budget for June, 2025, were distributed separately for the Board's information on June 15, 2025.

Secretary J. Hannam provided an overview, and noted that the Legal Fees Indemnity amounts, which have seen significant unanticipated costs, continue to impact the budget.

b) Annual Community Survey

Memorandum to the Thunder Bay Police Service Board from Mr. J. Hannam, Secretary, dated June 15, 2025, relative to a 3-year commitment for a community survey, as well as a Confidential Memorandum to the Thunder Bay Police Service Board from John S. Hannam, Secretary, dated June 15, 2025, relative to Zencity & Special Economic Measures, were distributed separately to Board Members only on June 15, 2025.

Secretary J. Hannam provide an overview and responded to questions; he noted that this survey has provided information for the upcoming strategic plan. He reported that the vendor has fixed the pricing for the next three (3) years, and recommended that the Board take advantage of the three (3) year commitment.

MOVED BY: Member D. Baxter
SECONDED BY: Councillor K. Etreni

THUNDER BAY POLICE SERVICE BOARD (TBPSB)

REGULAR MEETING

June 17, 2025

Page 5 of 6

With respect to the engagement of Zencity Technologies, by the Thunder Bay Police Service, to provide a community survey in 2025, 2026 and 2027, we recommend that the Thunder Bay Police Service Board partner with the Service in this with an annual commitment of \$10,000 from the Board's Operation Budget.

CARRIED

c) Annual Report to Community

Draft Annual Report to the Community 2025 was distributed via email by KAPOW Communications to Board members on June 16, 2025.

It was noted that the *Community Safety and Policing Act, 2019* requires Police Service Boards to produce their own individual report on an annual basis.

Councillor K. Etrene, Chair of the Communications Committee, requested that Board members provide their comments by the end of today (June 17, 2025). She noted that the Annual Report is intended to be a clear transparent summary of the Board's activities. It will be going to electronic print tomorrow, and will also be sent to the Ontario Inspectorate of Policing; hard copies will become available and the report will be posted on the Board's website. Hard copies will also be distributed to the Clerk's Office for distribution to members of City Council.

Chair K. Machado thanked the Communications Committee and KAPOW for the production of the report.

MOVED BY: Councillor K. Etrene

SECONDED BY: Member D. Baxter

With respect to the Thunder Bay Police Service Board Annual Report to the Community, we approve the Annual Report as presented at the June 17, 2025 Regular Meeting of the Board.

CARRIED

8. NEW BUSINESS

a) Board Meeting Schedule

Secretary J. Hannam reported that the next scheduled Board meeting is being held on September 16, 2025.

b) Civilian Staffing

Correspondence to Deputy Chief R. Hughes from the Ministry of the Solicitor General, dated

THUNDER BAY POLICE SERVICE BOARD (TBPSB)

REGULAR MEETING

June 17, 2025

Page 6 of 6

June 5, 2025, relative to uniform and civilian recruitment challenges, was distributed separately by email to Board members on June 16, 2025.

Deputy Chief of Police R. Hughes provided an overview of the subject correspondence and responded to questions.

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 June 17, 2025:

1. Update from Legal Counsel
2. Presentation
3. Update on Collective Agreement
4. Update from Labour Relations Committee
5. Update on Human Resources
6. General Matters

10. CONFIRMING BY-LAW

MOVED BY: Councillor K. Etreni

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 17th day of June, 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: PC17-2025

CARRIED

11. ADJOURNMENT

The meeting adjourned at 11:40 a.m.