

**MEETING: THE TWENTY-SEVENTH SESSION OF THE FIFTY-THIRD THUNDER
BAY POLICE SERVICES BOARD**

DATE: SEPTEMBER 20, 2022

TIME: 9:00 A.M.

PLACE: DELTA HOTEL BY MARRIOTT
2240 SLEEPING GIANT PARKWAY, THUNDER BAY, ON

ADMINISTRATOR: MR. M. MERCER

PRESENT:
Councillor S. Ch'ng
Mr. M. Mercer

REGRETS:
Ms. G. Morriseau
Mayor B. Mauro

GUEST:
Mr. A. Mukherjee

OFFICIALS:
Mr. D. Taddeo, Acting Chief of Police
Mr. C. Adams, Director – Communications &
Technology
Inspector G. Snyder, Thunder Bay Police Service
Staff Stg. J. Dampier, Thunder Bay Police Service
Mr. J. Hannam, Secretary – Thunder Bay Police
Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder
Bay Police Services Board

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Under Reports of the Thunder Bay Police Service, the Interim Report from the Independent Expert Panel was added.

MOVED BY: Administrator M. Mercer

With respect to the Twenty-Seventh Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on September 20, 2022, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED by the Administrator

3. CONFIRMATION OF MINUTES

The Minutes of the Twenty-Second Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on June 28, 2022 and the Minutes of the Twenty-Fifty Session (Special Regular) of the Fifty-Third Thunder Bay Police Services Board held on August 9, 2022 to be confirmed.

MOVED BY: Administrator M. Mercer

THAT the Minutes of the Twenty-Second Session (Regular) and the Minutes of the Twenty-Fifth Session (Special Regular) of the Fifty-Third Thunder Bay Police Services Board held on June 28, 2022 and August 9, 2022, respectively, be confirmed.

CARRIED by the Administrator

4. PRESENTATION

Our Call Video Series

Mr. C. Adams, Director – Communications & Technology, presented the 8th episode of the Police Service’s “Our Call” video series.

In “Sorting Chaos”, Constable Tim Smith illustrated that calls for service can unfold very rapidly, presenting a secondary incident that happened during a first call. The episode showed how both situations were handled concurrently.

5. UNFINISHED BUSINESS

a) OIPRD Recommendation #R29

At the May 24, 2022 Regular Session of the Board, Mayor Mauro asked the Chief to provide an overview of the major case investigations – particularly the cost, staffing and resources implications when pathology services are conducted in Toronto. A memorandum to the Thunder Bay Police Services Board from Chief S. Hauth, dated June 15, 2022, relative to a regional assessment of costs for major case investigations, was provided for the Board’s information.

Mayor B. Mauro led a discussion on the need for the City to formally advocate to the Province on this subject in order to support the Police Service and possibly expedite timelines.

Administrator M. Mercer reported on his conversation with the Chief Coroner, whose view is that there is a demand in Northwestern Ontario, beyond Thunder Bay, for a forensic pathology lab in the City. However, one of the current obstacles, besides the cost of a local lab, is obtaining a qualified pathologist and staff for Thunder Bay.

There will be more to report as future conversations with the Chief Coroner are scheduled.

b) Strategic Plan Update

At the June 28, 2022 Regular Session of the Board, Acting Deputy Chief Taddeo presented the Strategic Plan Operational Progress Report for the period January – June 2022 and responded to questions. He noted that it is clear that the Police Service supports a much larger population that

what is reported by Statistics Canada, With the high rates of homelessness and addiction, calls for service continue to increase annually year over year.

Discussion was held on the number of front line staff, and current staffing shortage issues.

Discussion was also held relative to metrics and measuring/assessing progress. Mr. J. Hannam committed to working with the Police Service to better account for progress on the next Operational Progress Report.

Memorandum to Members of the Thunder Bay Police Services Board from Councillor Shelby Ch'ng, dated September 12, 2022, relative to the Strategic Plan, was provided for the Board's information.

Councillor S. Ch'ng provided an overview of her memorandum, and noted that the information requested should be provided by the time the new Board is appointed, to assist in their decision-making.

Acting Chief D. Taddeo noted that some of the requested data is readily available; however, some data will require a lot of work and time to produce for the Board. All data requested is achievable. Acting Chief Taddeo will work with the Board Secretary and Councillor Ch'ng to determine what specific data is required. Secretary Hannam will also contact other boards in the province to gather information in this regard.

MOVED BY: Administrator M. Mercer

We recommend that Administration, through the Office of the Chief of Police, provide a report that includes the following information:

1. A breakdown of priority calls - percentage of what types of calls come in for police.
2. How many days average between when a position is posted to when the successful candidate starts.
3. What is the cost to new police candidates for their training? Cost either paid by them or by the operating budget.
4. The 'Quantitative and qualitative performance objectives', as found in the Community Safety and Policing Act 39. 3. i-x.:
 - i. the provision of community-based crime prevention initiatives, community patrol and criminal investigation services,
 - ii. community satisfaction with the policing provided,
 - iii. emergency calls for service,
 - iv. violent crime and clearance rates for violent crime,
 - v. property crime and clearance rates for property crime,
 - vi. youth crime and clearance rates for youth crime,

- vii. police assistance to victims of crime and re-victimization rates,
- viii. interactions with persons described in paragraphs 4 and 5 of this subsection,
- ix. road safety, and
- x. any other prescribed matters.

CARRIED by the Administrator

6. REPORTS OF COMMITTEES

a) Thunder Bay Police Service – Joint Health and Safety Committee

Report No. 29/22 (Police) relative to the semi-annual report from the Joint Health and Safety Committee (January – June, 2022), was provided for the Board's information.

Mr. C. Adams, Management Co-Chair – TBPS Joint Health and Safety Committee, provided an overview of the activities of the TBPS Joint Health and Safety Committee for the period January 1, 2022 to June 30, 2022, and responded to questions.

Acting Chief D. Taddeo noted with concern that assaults are up 100%.

b) Thunder Bay Police Services Board - Governance Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, reported that he and Administrator Mercer have been busy interviewing interested parties - 15 applicants to date.

They hope to have a recommendation of appointments for the Board in due course. The level of interest in the community was high and encouraging. All applicants are very interested in working with the Board.

Administrator Mercer will also be contacting Indigenous leaders for their feedback prior to selecting members of the Governance Committee.

c) Interim Report from the Independent Expert Panel

A PowerPoint slideshow, entitled "Turning the Page – An Urgent Memo to the Thunder Bay Police Services Board from the Independent Expert Panel", dated September 20, 2022 was distributed separately by email to Board Members on September 16, 2022, for their information prior to the meeting.

Mr. Alok Mukherjee, Chair of the Independent Expert Panel, presented the Interim Report. He thanked Administrator Mercer and Secretary Hannam for their ongoing support with assisting the Expert Panel in carrying out their duties.

Chair Mukherjee provided an overview and responded to questions relative to the three (3)

priorities that the Panel wished to address with the Board:

1. Chief Selection;
2. Board Appointments; and
3. Labour Relations.

The report includes approximately fifty (50) proposals/ calls-to-action for the Board and other responsible entities.

The presentation included an overview of the extensive number of documents provided by the Police Services Board and the Police Service, as well as an overview of the consultations held in the community, in meetings in Toronto, and with local organizations, Indigenous leaders, and individuals.

Underlying principles that need to be prioritized for service delivery and labour relations include: human rights, equity diversity and inclusion with an anti-racism lens, and the implementation of a trauma-informed labour relations approach for the assessment of the wellness of employees.

The report recommended the Board seek exemption from the OCPC and the Solicitor General of Ontario to expand to a 7-member Board. In the meantime, the report recommended that, in a 5-member Board, two are First Nation drawn from local and remote communities. In an expanded 7-member Board, Indigenous representation should increase to 3.

The Panel would like to see the establishment of a full-time Chair, paid commensurately to a City Councillor. They recommended that the Vice Chair be a member of City Council. The Chair and Vice Chair would remain in their positions for a period of 5 years. This would be necessary for continuity and implementation of changes.

A brief discussion was held relative to the desired competency of future Board members.

A Standing Update on the status of the recommendations in the Interim and Final Reports should be reported at every Board meeting.

A brief discussion was held relative to the recommended criteria for a new Chief of Police. It was noted that the consultants hired for the search have communicated with the Expert Panel and will integrate the recommendations in their reports into the selection criteria.

An overview of the Panel's work plan was provided, with the Final Report anticipated in early 2023.

Councillor Ch'ng led a discussion on the formation of an Elders Advisory Council, which would be compensated for their work. This could be formed regardless of the Board's diversity.

The discussion led to the need for a long overdue review of Board compensation.

Councillor Ch'ng requested that rationale be provided in each instance that a recommendation will be recognized for implementation and a rationale for any recommendations the Board decides that will not be implemented.

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Request to Claim Found Property

On May 5, 2022, the Police Services Board received correspondence from a resident, advising that they had found \$395 near 189 S. Algoma Street, Thunder Bay on April 27, 2022.

They were advised by the Police Service that, if the money was not claimed within the next 90 days, the found property would be returned to them.

Report No. 28/22 (Police) relative to a request to claim found property, was provided for the Board's information.

MOVED BY: Administrator M. Mercer

With respect to Report No. 28/22 (Police) presented at the September 20, 2022 Regular Session of the Police Services Board;

THAT the Thunder Bay Police Services Board approve the finder's request if the owner has not claimed the found property on or before July 27, 2022.

CARRIED by the Administrator

b) Quarterly Complaints

Report No. 30/22 (Police) relative to the summary of complaints for Q2 of 2022 (April, May and June, 2022), was provided for the Board's information.

Staff Sergeant Joe Dampier was introduced to the Board. He will be providing this report going forward.

Inspector G. Snyder and Staff Sergeant J. Dampier, Thunder Bay Police Service, provided an overview relative to the above noted.

c) Thunder Bay Police Service – Second Quarter Variance Report

Report No. 27/22 (Police) relative to an update on the status of the Operational Budget of the Thunder Bay Police Service as of June 30, 2022, was provided for the Board's information.

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The Chief provided an overview of the Variance Report and inflationary costs, and noted that some of the variances are beyond their control and budgeting (i.e. overtime related to sudden death and homicide investigations).

d) Thunder Bay Police Services Board Budget – Second Quarter Variance Report

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated September 18, 2022, relative to the Board's Budget Variance for Q2 of 2022, was distributed separately as Additional Information on September 19, 2022, for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, reported an unfavourable variance of approximately \$200,000 at end of Q2, largely due to higher than anticipated legal costs.

e) Unclaimed Funds

Report No. 31/21 (Police) relative to seized/unclaimed funds in connection with numerous criminal investigations, was provided for the Board's information.

Acting Chief of Police D. Taddeo provided an overview relative to the above noted.

8. GENERAL MATTERS

Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated September 13, 2022, relative to the Monthly Summary of Invoices processed for payment since the June 28, 2022 Regular Session of the Board, was provided for the Board's information.

9. PETITIONS AND COMMUNICATIONS

a) Thank You Note - Sponsorship Request

At the May 24, 2022 meeting of the Thunder Bay Police Services Board, a request from Detective Constable Shane Baker for sponsorship at the Can-Am Police and Fire Games was approved for \$200.

Correspondence from Shane Baker to Linda Douglas, dated August 3, 2022, relative to thanking the Board for their sponsorship, was provided for the Board's information.

Acting Chief Taddeo provided an overview of the achievements of several officers who participated in the Can-Am and World Police and Fire Games over the summer.

b) Tracking Board Reports

There are no updates for the following outstanding Board reports/standing agenda items.

i. OCPC Chart – Summary of Recommendations

Summary of status/progress of OCPC Recommendations was last presented for the Board's information on June 28, 2022.

ii. OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations was last presented for the Board's information on June 28, 2022.

10. NEW BUSINESS

There was no New Business presented.

11. CONFIRMING BY-LAW

MOVED BY: Administrator M. Mercer

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

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 20th day of September, 2022.

Explanation: Confirmation of the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Services 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: PC25– 2022

CARRIED by the Administrator

12. ADJOURNMENT

The meeting adjourned at 10:38 a.m.