




ANNUAL REPORT

Serve with Pride,
Protect with
Compassion



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The Thunder Bay Police Service headquarters is situated at 1200 Balmoral Street in the City of Thunder Bay.

We acknowledge that Thunder Bay is built on the traditional territory of the Anishinabek, which includes the Ojibwa of Fort William First Nation, signatory to the Robinson-Superior Treaty of 1850.

We also acknowledge the contributions of the Metis peoples.

2022 IN REVIEW

It would be impossible not to recognize that the word challenging would best describe 2022. As we moved forward into a post-pandemic period, the economic and social effects still had a major impact on our lives. At the same time, there was a clear recognition that the health and well-being of our community will always be linked to public safety. The Thunder Bay Police Service Annual Report offers a unique insight into how our members worked hard to deal with a challenging year.

The statistics presented in this report underscore the fact that more work needs to be done in the areas of mental health, addictions, poverty, and adequate funding for support programs which give people hope. What statistics don't always show is the human impact of crime. The members of the Thunder Bay Police Service recognize the importance of supporting the victims and families who are all too often impacted by crime. We not only serve the citizens of Thunder Bay and Oliver Paipoonge, we also serve the people who come to the community to work, play, visit, learn, and seek the many services offered.

It is important to note that the Thunder Bay Police Service (TBPS) continued to manage an unprecedented case load which included 15 homicides. The influx of organized crime groups from outside of our community continued to be fueled by a high demand for illicit drugs. The most vulnerable members of the community have been victimized and taken advantage of by these criminals who's only purpose is to profit from the suffering of others. The TBPS's high clearance rates speak to the effort to combat the ongoing threats to our community.

Our successes have come from the desire to cultivate and repair relationships with the many partner agencies, Indigenous governments, and community-based organizations in the city and the region. In 2022, a new journey began with the search for a new Chief of Police. The process was thorough and exhaustive. Ultimately, the Thunder Bay Police Services Board selected Darcy Fleury to lead the TBPS into a new era for 2023 and beyond.

Addressing the issues of systemic racism and the barriers associated with policing continue to be a priority for the TBPS. One of the most notable efforts is the cultural training program developed, and implemented by the Service's Community Inclusion Team. The Gawendum Gaakina Awaya Reconciliation Training is a 40-hour workshop that takes place over the course of four days. The training is conducted offsite, features a robust curriculum, and is supported by 17 community partners.

The program was developed at the end of 2021, and by the end of 2022 a total of 158 TBPS members had completed the training, with plans to continue into 2024.

Policing is truly a team effort. As we look ahead, we are committed to being a progressive police service that will address the needs and expectations of all people we serve.

BOARD CHAIR MESSAGE



KAREN MACHADO
Board Chair
Thunder Bay Police Services Board

I am pleased to share the 2022 Annual Report with the people of Thunder Bay, the Municipality of Oliver Paipoonge and First Nations, Métis and Inuit peoples across Northwestern Ontario and beyond who visit Thunder Bay.

As the foreword describes, 2022 was a challenging year for the Thunder Bay Police Service and the Thunder Bay Police Services Board.

Front line officers dealt with added caseloads due to increases in violent crime and ongoing delays as a result of Thunder Bay not having a centre for pathology. Despite those challenges, the Service’s clearance rate of cases continues to surpass the provincial and national averages. This speaks to investments in training, equipment and talent development which continue to this day.

Key actions in 2022 taken by both the Service and Board have put us on a path towards transformation, enhancing public safety and building trust with the communities we serve.

I’d like to thank Interim Chief Taddeo for his tenure throughout 2022 as a champion of public safety and for working with the Board and Administrator to expedite transformation efforts of the Thunder Bay Police Service and to build trust with First Nations leaders.

With the appointment of Chief Darcy Fleury in April of 2023, we will continue down this path. His progressive and inclusive style will serve our members and the community well in the coming years.

At the Board level, the appointment of an Independent Expert Panel furthered efforts to improve governance and set the Board on a path towards transformation. This was supported through the appointment of Administrator Malcolm Mercer.

I’d like to thank Mr. Mercer for his steady hand, guidance and support as Administrator as well as the work of the Expert Panel, which released its final report in April of 2023.

Since joining the Board in January 2023 and becoming its Chair in June, I have been laser focused on working with my colleagues to establish policies, providing the Service with the tools to enhance public safety, and building trust with leaders across the communities we serve.

We will continue to strengthen the Service and our Board as we evolve and grow to serve and protect in an equitable and compassionate way.

Public safety requires that we all work together to find sustainable solutions which will address addiction, poverty, and the need to support our most vulnerable members of society.

That work is underway and will continue in the years to come.

CHIEF OF POLICE MESSAGE



DARCY FLEURY
Chief of Police
Thunder Bay Police Service

Becoming the Chief of the TBPS has been an exciting opportunity for me. I quickly realized that this Service is full of dedicated, hardworking employees who want to do the best they can for all people we serve.

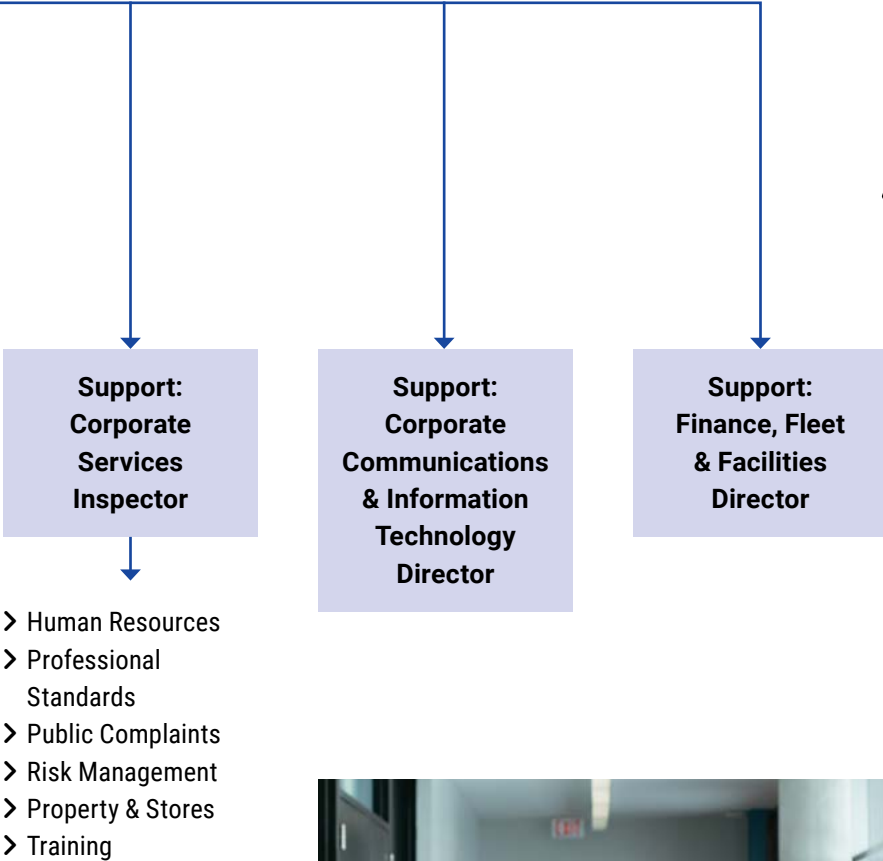
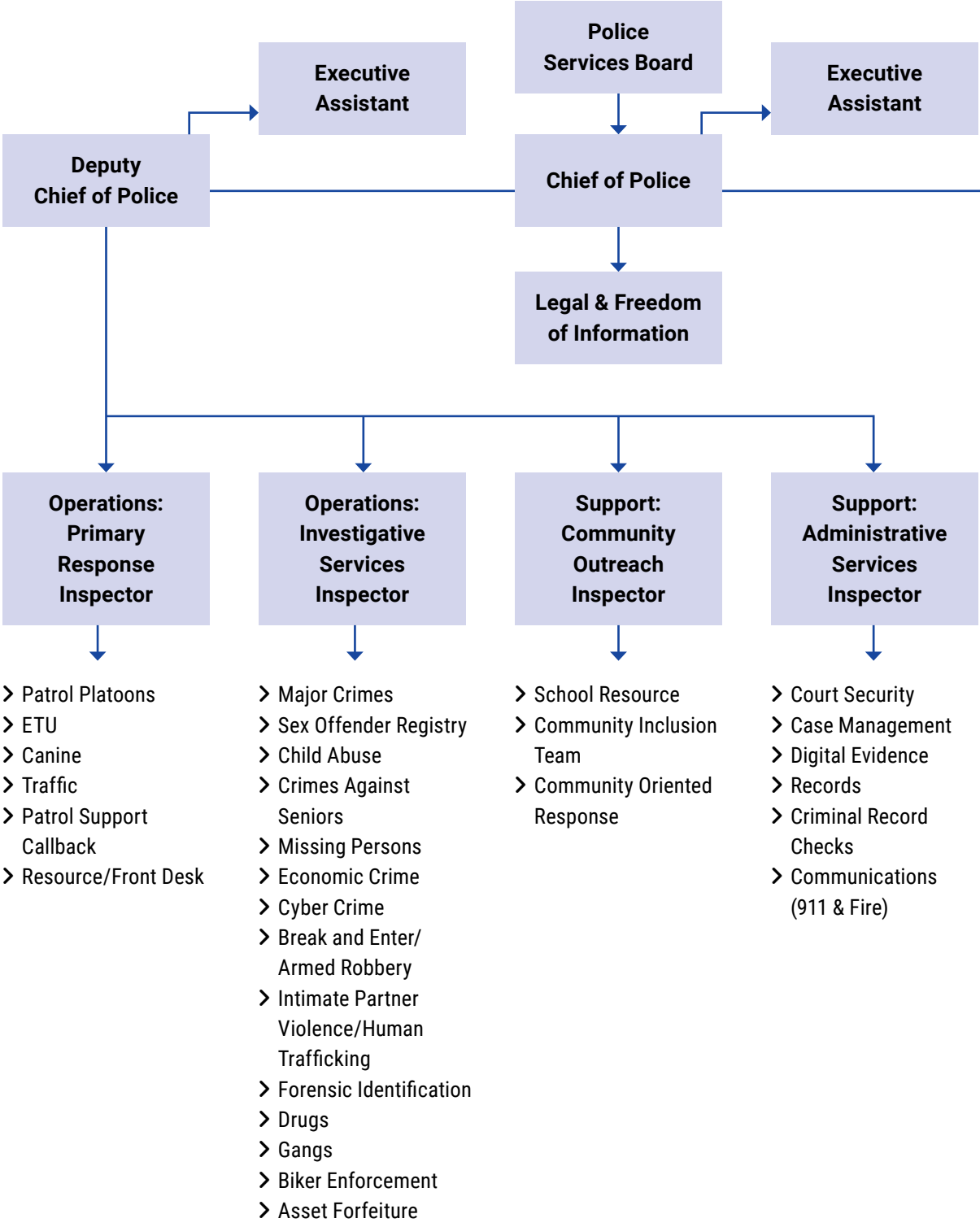
We are committed to creating an internal learning environment, ensuring employees are provided the best opportunities to grow and develop their skills and careers. Likewise, we are committed to doing our very best to rebuild healthy partnerships with local and indigenous governments and agencies. The goal is to provide superior police service to our citizens.

I am honoured to present our 2022 Annual Report. You will find that the sworn and civilian members of our police service have made great strides in serving and protecting our communities. Policing is a challenging profession which requires dedication and sacrifice. This annual report provides insight into our world.

I look forward to continuing this journey and for implementing change through working with the entire TBPS team to build a police service that is modern and progressive.



ORGANIZATIONAL CHART



OUR MISSION

We empower our workforce and collaborate with community partners to design and deliver innovative police services.



OUR VALUES



WE VALUE TRUST

We work hard every day to rebuild and maintain trust in every relationship.



WE VALUE INCLUSIVITY

We welcome the diversity of all individuals; treating them fairly and respectfully, and providing equal access to services, opportunities and resources.



WE VALUE INTEGRITY

We act with honesty and fairness at all times and at all levels.



WE VALUE COLLABORATION

We achieve improved outcomes, greater innovation, and flexibility in our response to change when we work with partners and diverse communities as a team.



WE VALUE LEADERSHIP

We lead with vision and courage to positively change outcomes.

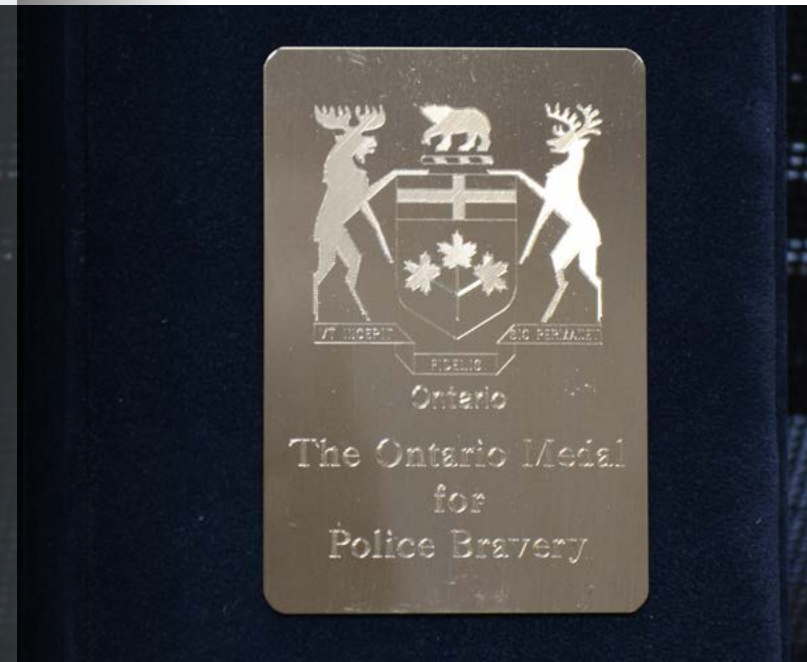


HEROES OF THE SERVICE

ONTARIO MEDAL FOR POLICE BRAVERY

On April 22, 2022, four Thunder Bay Police Service officers received the Ontario Medal for Police Bravery.

Cst. Brian Gilbert and Cst. Brooke Pilley were recognized for their heroic efforts during a water rescue incident on September 17, 2017. Cst. James Lorentz and Cst. Marshall Moore received honours for a separate water rescue that occurred on September 30, 2017. The Ontario Medal for Police Bravery was created in 1975 and is awarded annually to honour police officers who have gone above and beyond to protect and serve their community.



BACKGROUND (CST. MOORE & CST. LORENTZ)

In the afternoon hours of September 30, 2017, police were dispatched to reports of a body floating in the river behind the Thunder Centre on Fort William Road. When police arrived, Cst. Marshall Moore and Cst. James Lorentz observed a female about 25 feet from the shoreline. She appeared to be unresponsive. A second individual was spotted splashing in the water about 10 feet from the shore. When this male made it back to the shore, he informed officers of his attempt to assist the woman who was unresponsive.

Officers entered the waterway and swam toward the woman. During the rescue attempt, the woman regained consciousness and began to resist the officers' rescue efforts. Despite this, the officers were able to work together and bring her safely to shore. The woman was taken to the Thunder Bay Regional Health Sciences Centre for further treatment. Thanks to the officers' efforts the woman survived.



BACKGROUND (CST. PILLEY & CST. GILBERT)

In the evening hours of September 27, 2017, Thunder Bay Police Service officers were dispatched to the bridge on May and William Streets following reports of a male who had entered the water. When police arrived on scene they could not immediately see a person in the waterway, leading to fears that the individual may have went under. A short time later, a body was observed in the water. Police observed the body floating, motionless and facedown near the middle of the river. Cst. Brooke Pilley and Cst. Brian Gilbert both entered the water and swam toward the body of the male. The victim appeared to have no vital signs when officers reached him. A rope bag was thrown to the officers in the water by other emergency first responders at the scene. Fellow officers and firefighters then assisted in pulling the officers and victim toward the shore. The male was resuscitated and then transported to the Thunder Bay Regional Health Sciences Centre for further treatment. Thanks to the officers' efforts, the male survived.

POLICE ASSOCIATION OF ONTARIO'S ON-DUTY DIFFERENCE MAKER

In 2022, Megan Petzel, a Thunder Bay Police Service Communications Supervisor, received the Police Association of Ontario's On-Duty Difference Maker Award. She received this recognition for her efforts that led to the rescue of a teenage girl in medical distress.

The original call for service came from the teenaged girl who was a student and new to the area. Being unfamiliar with the city, and in the midst of an unknown medical situation, the girl struggled to articulate where she was or how long she had been there. The outside temperature at the time of the call was -20°C.

Megan remained on the phone with the girl, and along with support from her team, was able to determine the girl was at a park. Despite the girl's struggle to communicate, Petzel and her team managed to determine what park the girl was likely to be in. With support of Primary Response officers in the area and dispatchers at police headquarters, rescuers used their sirens and the girl's open phone line to pinpoint an exact location.

The victim was located. She was having a seizure and hypothermic when officers found her, but survived due to the timely medical intervention she received. If the 15-year-old girl was not found when she was, she likely would not have survived.

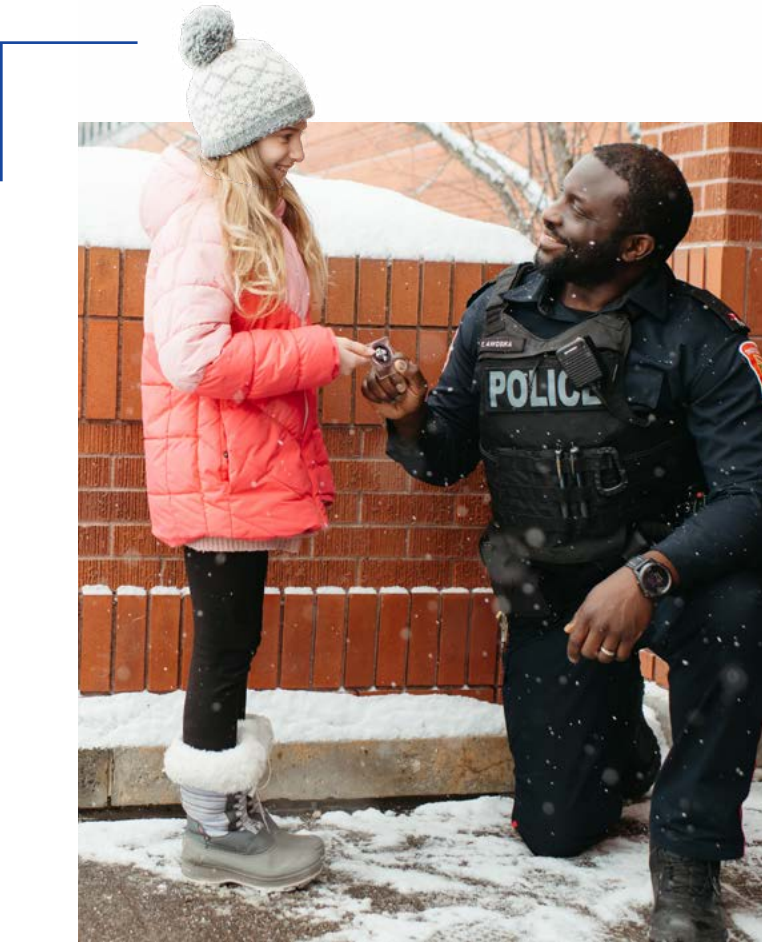


BRANCH HIGHLIGHTS

The Branches that make up the Thunder Bay Police Service were restructured in 2022.

The 2022 TBPS organizational chart (found on page 8 of this annual report) breaks down each of the operation and support branches and provides a list of units and services offered within each branch. This section of the 2022 Annual Report details some of the major projects and highlights of the branches: Primary Response, Investigative Services, Community Outreach, Administrative Services and Corporate Services.

Before the restructuring, the Primary Response Branch was known as the Uniform Patrol Branch, the Investigative Services Branch was known as the Criminal Investigations Branch, the Community Outreach Branch was known as the Community Services Branch, and the Administrative Services Branch was known as the Court and Records Section. Some specific unit highlights may not be found within this section because they are more appropriately represented in the statistical review section of this annual report (found on pages 30-37).



PRIMARY RESPONSE BRANCH OVERVIEW

Most people who require police services will interact with a member of the Primary Response Branch. In an emergency, a 911 call is likely to lead to the dispatch of uniformed members assigned to Patrol.

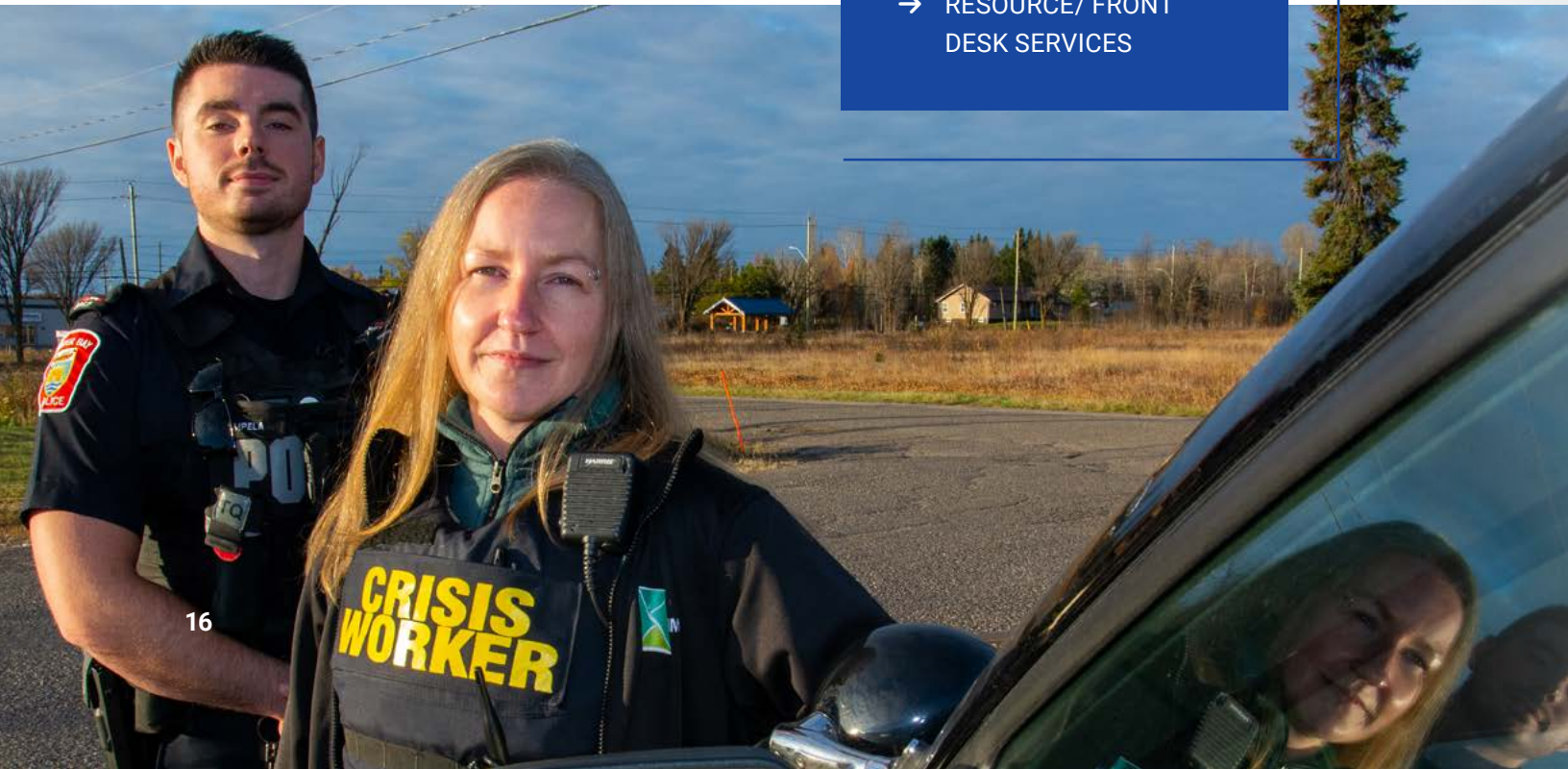
If that emergency is part of a mental health crisis, then members of the Impact Unit may also be dispatched to aid. The Impact Unit is a mobile crisis team made up of a specially trained crisis worker who is partnered with a TBPS patrol officer. These units provide much needed and often more appropriate responses to persons in crisis. IMPACT units attended a total of 1,330 calls for service in 2022, of which 64% were directly related to mental health calls for service.

Many of our calls for service are non-emergencies. When someone arrives at the front desk of the Thunder Bay Police Service headquarters or reaches out for assistance through the non-emergency line, they are likely to reach a member of Resource Services who may directly assist them or guide them to finding the appropriate resource they need.

Additional non-emergency support can be provided by members of the Patrol Support Callback Unit. These officers can provide practical support by connecting with citizens over the phone, usually the next day.

UNIT BREAKDOWN

- PATROL
- EMERGENCY TASK UNIT
- CANINE UNIT
- IMPACT UNIT
- TRAFFIC UNIT
- PATROL SUPPORT CALLBACK UNIT
- RESOURCE/ FRONT DESK SERVICES



EMERGENCY TASK UNIT

The Emergency Task Unit (ETU) is made up of specially trained officers who provide support to resolve high-risk calls. Their highly specialized skill set, along with access to unique equipment and training, gives members of this unit the ability to handle some of the most dangerous and volatile calls for service. They may be dispatched, for example, to assist in the execution of a warrant obtained by members of the Intelligence Unit in which there is believed to be a high probability of firearms being present. In addition, armed and barricaded individuals, weapons calls, and grid searches are also common calls for service that require the deployment of the ETU.

ETU members were required for 68 high risk calls for service in 2022, up significantly from the 43 reported in 2021. Of the 68 calls for service, 15 incidents involved weapons or were believed to have involved weapons, and another 15 were classified as high-risk arrests. Seven were linked to ongoing homicide investigations.

When not executing high risk calls for service, members of this unit are often assisting their colleagues in Patrol responding to routine calls for emergency service.

K-9 UNIT

The TBPS has had a historic line of police canine (K-9) handlers and dogs. Cst. Josh Berube and his canine partner Lucek are our present-day K-9 Unit and have worked together since 2018. Like members of the ETU, the K-9 Unit engages in a tremendous level of training to ensure their skills are sharp and consistent with the highly specialized services the unit is expected to provide. Lucek lives with Cst. Berube and is an asset to the TBPS.

The TBPS K-9 Unit is often connected to ETU calls for service. This team is often dispatched to help locate missing persons and assist in Controlled Drugs and Substance Act (CDSA) search warrants.



TRAFFIC UNIT

One of the most common areas of concern for the public is traffic safety. Our roadways are shared spaces for private, commercial, and public transit vehicles. They are also places where bicycles and pedestrians interact with traffic. The TBPS has a dedicated Traffic Unit which is tasked with focused enforcement, public outreach, collision investigations, and supporting other operations which require our advanced Remote Piloted Aircraft Systems or otherwise known as drones.

Enforcement, either by regular patrol or focused projects, is the act of observing motorists violating the Highway Traffic Act and applying the appropriate response (i.e. charges, fines, etc.). While education, often utilizing social media or mainstream news media, is the exercise of engaging the public to help them understand what is expected of them when using public roadways.

201

Impaired Driving Charges

70

MVCs involving Impaired Drivers

127

Impaired by Alcohol

58

MVCs involving Alcohol Impairment

74

Impaired by Drug

5

MVCs involving Drug Impairment

MOTOR VEHICLE COLLISIONS

A total of 3,054 motor vehicle collisions were reported in 2022, which represents a notable rise of 33.4 percent or 765 total incidents, compared to the 2,289 reported in 2021. Of those, 1,964 motor vehicle collisions were reported via self reporting to Accident Support Services, with officers responding on scene to 1,090 incidents. While the total number of collisions rose by more than 30 percent in 2022, the number of injuries reported as a result of a collision rose 7.4 percent, for a total of 432. There were 223 non-fatal injuries and four fatal injuries reported in 2022, compared to 219 non-fatal and five fatal in 2021. A total of 52 reported collisions involved pedestrians, with another 31 collisions involving cyclists.

The environment was known to have been a factor in 766 reported collisions. 2,439 collisions occurred with no known environmental factor. A breakdown of known environmental factors include:

- Snow: 531
- Rain: 119
- Drifting snow: 48
- Freezing rain: 38
- Strong winds: 19

1,692 motor vehicle collisions occurred when roads were dry and bare. Roadways described as wet, or partly covered in loose snow, packed snow, slush and ice were reported as factors in 1,687 collisions.

DAWSON ROAD DRONE PROJECT

Near the end of 2022, the Traffic Unit tested an enforcement project that utilized its Drone program. A stretch of Dawson Road, specifically between Hazlewood Drive and Hunter Lane, was the subject of a high volume of complaints. Most complaints were focused on motorists driving at high rates of speed, and commercial motor vehicles driving in a dangerous manner or following other vehicles too closely.

Traffic Unit officers utilized their drones to provide them with a bird’s eye view of the roadway. Using the drone and carefully placed markers, the officers could quickly spot commercial motor vehicles following too closely. Meanwhile, other officers were able to conduct speed enforcement using LIDAR. The first attempt of this project resulted in numerous speeding tickets, a stunt driving charge, 10 following too closely charges for commercial motor vehicle drivers, and other Highway Traffic Act violations. The reaction from the public was overwhelmingly positive when the project was announced via social media and local news reports.



IMPAIRED DRIVING

Impaired driving remains one of the most prevalent ongoing roadway safety concerns in the City of Thunder Bay. Whether by alcohol or drug, the rates of impaired driving incidents in this community far exceed the provincial and national averages.

Thunder Bay Police Service officers laid charges in 201 impaired driving incidents in 2022. That is down slightly from 2021, but remains consistent with the unfortunate trend of a high rate of impaired driving incidents since 2016. Prior to 2016, the number of impaired driving incidents was under 150 per year, but since then have been consistently near or above 200 incidents a year. Of the 201 reported incidents in 2022, a total of 127 involved motorists impaired by alcohol and 74 motorists impaired by drug. Eighteen motorists arrested for impaired driving were charged for refusing to comply with a breath demand. Meanwhile, 70 reported collisions in 2022 were confirmed to be the result of motorists being impaired by alcohol or drug.

Fifty-eight of these collisions were linked to drivers who were impaired by alcohol or had consumed alcohol, and five charges were related to motorists who were impaired by drug.

INVESTIGATIVE SERVICES BRANCH

The Investigative Services Branch, as the name implies, is home to the investigative units of the Thunder Bay Police Service. The units that make up this branch include the Intelligence Unit, General Investigations Unit, and Major Crime Unit. Within these units, are distinct investigative teams that specialize in specific investigations. The Intelligence Unit is home to: Drugs; Guns and Gangs; Asset Forfeiture; Biker Enforcement; and Human Trafficking (provincial). General Investigations include: Economic Crime; Missing Persons; Child Abuse; Sex Offender Registry; Crimes Against Seniors; Cyber Crime; Break and Enter and Armed Robbery (BEAR); Forensic Identification; and Intimate Partner Violence, which includes Human Trafficking (local). The Major Crimes Unit includes the Detectives and Detective Constables who focus on investigations classified as Major Cases.

The work done by members of investigative units are complex, and often involve partnerships and cooperation with members of other branches within the police service. For example, members of platoon patrols within the Primary Response Branch are often first at the scene of a major crime. The work they do as the first responding officers, and how they eventually hand off the investigation to members of the Major Crimes Unit, is vital in ensuring a cohesive and reliable investigation from start to finish. Their cooperative work isn't exclusive to other members within the Service. Members of these investigative units also work toward establishing reliable communication and an ongoing relationship with the victims of the serious crimes they investigate.



UNIT BREAKDOWN

INTELLIGENCE

- DRUGS, GUNS, AND GANGS
- ASSET FORFEITURE
- BIKER ENFORCEMENT
- HUMAN TRAFFICKING (PROVINCIAL)

GENERAL INVESTIGATIONS

- ECONOMIC CRIME
- BREAK AND ENTER AND ARMED ROBBERY (BEAR)
- FORENSIC IDENTIFICATION
- INTIMATE PARTNER VIOLENCE / HUMAN TRAFFICKING (LOCAL)
- MISSING PERSONS
- CHILD ABUSE
- SEX OFFENDER REGISTRY
- CRIMES AGAINST SENIORS
- CYBER CRIME

MAJOR CRIMES

DRUGS, GUNS, AND GANGS

The number of firearms being seized as a result of Intelligence Unit investigations continues to be an ongoing concern and growing threat to community safety. In 2021, a total of 22 firearms were seized during the execution of warrants for Intelligence Unit investigations. In 2022, that number grew to 25 firearms, which continues an ongoing trend of a steady escalation in firearm seizures.

Meanwhile, the volume of illicit narcotics being seized also continues to escalate. In approximate street value, Intelligence Unit investigations led to the seizure of \$7.54 million in illicit drugs in 2022, which is a near 99 percent increase to the value of drugs seized in 2021. Fewer suspects were arrested as a result of these investigations in 2022 compared to 2021, however, the percentage of people arrested who live outside of the District of Thunder Bay rose slightly. In 2021, a total of 333 suspects were arrested in connection with Intelligence Unit investigations. Of those, 60 percent of the suspects were found to be residents living outside of the district. In 2022, a total of 235 people were arrested, with 64 percent confirmed to live outside the district. Most suspects connected to drug trafficking investigations labelled as out-of-district, resided in the Greater Toronto Area.





The unfortunate reality is that Thunder Bay continues to be seen by out-of-district participants of the drug trade as a lucrative market due to its known rates of substance misuse and addiction. In addition to public safety issues, this reality is also leading to a negative impact on public health. Thunder Bay Police Service officers in 2022 responded to 210 suspected overdoses.

Of those, 75 were fatal. These statistics only include overdose Calls for Service responded to by the Thunder Bay Police Service and the data and overdoses reported or responded to by other agencies (health care services, harm reduction facilities, etc.) are not factored. In 2022 Naloxone was administered in 96, or 74 percent, of the 130 non-fatal incidents and in 47, or 49 percent, of those incidents, victims were administered multiple doses. This is indicative of the effectiveness of Naloxone and the potency of the narcotic being ingested. Fentanyl toxicity or Fentanyl mixed drug toxicity is most often identified as the cause in all overdoses.

MAJOR CRIMES UNIT

Members of the Major Crimes Unit faced unprecedented challenges in 2022. The year saw a record number of homicide investigations – 15. That number provided the city with a per capita rate of 12.05 homicides per 100,000 people and returned the infamous moniker of “murder capital of Canada” to the City of Thunder Bay.

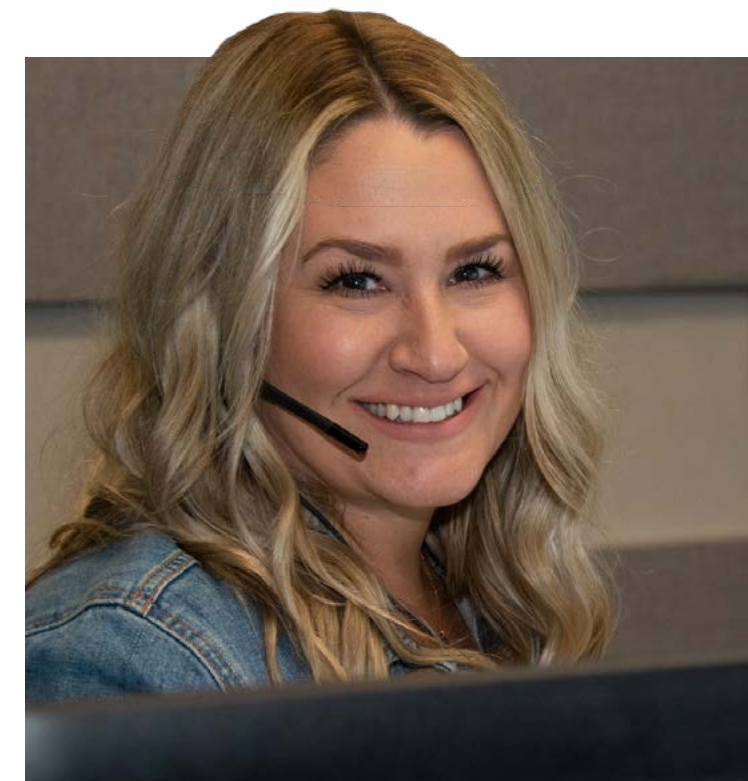
It is a rate that far exceeds that national average of 2.25 homicides per 100,000 people, and nearly doubles the rate of Winnipeg’s 6.1 per 100,000 people, which is the country’s second highest rate in 2022. Despite having to contend with 15 homicides, investigators with the Major Crimes Unit were able to lay charges in 13 of these investigations before the end of the year. As of the authoring of this report, 14 of these investigations have been cleared by charge.

The work of Detectives and Detective Constables within the Major Crimes Unit are not exclusive to homicide investigation. Despite the complexities and depth of homicide investigations, members of this unit are involved in all major cases. In 2022, the unit investigated a total of 35 Major Case Projects. Of these, 11 were attempted homicide investigations, which more than doubles the five reported in 2021.

ADMINISTRATIVE SERVICES BRANCH

The Administrative Services Branch is the support branch to the Primary Response, Criminal Investigations, and Community Outreach operational branches. It provides critical services that allow these operational branches to conduct its policing services.

One of the most notable changes following the branch restructures was the absorption of the Communications Unit (911 and Fire) from the then Uniform Patrol Branch. Other units that make up the Administrative Services Branch include Court Security, Case Management, Digital Evidence, Records, and Criminal Record Checks.



DIGITAL EVIDENCE

One of the more significant changes to policing within the Thunder Bay Police Service has been the adoption of modern Digital Evidence management, referred to as the Digital Evidence Management Systems (DEMS). The dedicated unit that handles this evidence is responsible for an incredible volume of data, much of which is linked to the body-worn and in-car camera programs.

In 2022, this unit handled a total of 161,392 exhibits, which represents about 93.1 terabytes of storage. To put this volume in perspective, a terabyte of data can store about 250 full-length feature films with a run time of two-hours, or about 17,000 hours of audio.

From this evidence, members of the Digital Evidence Unit created 2,990 cases in 2022. It is estimated that creating a case can take anywhere from five to 30 minutes. When a case is created, the accused names and charges are added to the summary details. Folders are created within the case to help organize the evidence. Evidence is added to the case, placed in the folders, and shared with the partner agency.



COMMUNITY OUTREACH BRANCH

The Community Outreach Branch, as the name suggests, is one of the TBPS cornerstones for building meaningful partnerships and engagement with the community. This branch is organized to provide the following services through special units and activities:

- School Resource (SR Officers)
- Community Inclusion Team (CIT)
- Community Oriented Response (COR)

The School Resource Office (SRO) is comprised of two members and has three primary responsibilities: investigating incidents at schools or directly related to schools, conducting lockdown drills at every school, and are responsible for conducting presentations related to bullying, online safety, social media, drugs / alcohol, human trafficking and suicide prevention.

In 2022 the Community Inclusion Team was made up of four members. They are responsible for building relationships with our community. This is accomplished through the organization of cultural events and ceremonies, including walks, sacred fires, and pow wows. They work closely with our outreach partners, liaising with the many diverse communities in the city, such as Indigenous organizations and the 2SLGBTIAQ+ community. They are responsible for the delivery of our internal Reconciliation Training (Gawendum Gaakina Awaya). Further, they review all reported Hate Crimes for classification purposes and are regularly called upon to act as liaisons between the Police and the victims of crime and their families.

In 2022 the Community Oriented Response Team was comprised of six officers. They have a large portfolio of responsibilities. They conduct directed patrols of high crime areas, often working on targeted projects. The team works closely with the Thunder Bay District Social Services Administration Board (TBDSSAB) conducting welfare checks on vulnerable persons who are suspected of having their homes taken over and used for illicit drug sales. COR Officers provide several ongoing outreach activities. They are also linked to the north and south Business Improvement Areas (BIA's), by conducting foot/bike patrols and delivering presentations to local business owners.



HIGHLIGHTED ACTIVITIES:

Project Prevent

The relationship between the Community Oriented Response Unit (COR) and TBDSSAB continues to be a very effective partnership to address the influx of gang members attempting to set up shop in the residences which house vulnerable members of our community. The increase in arrests and seizure of drugs, cash and firearms solidifies the need to keep a presence in these locations while supporting and strengthening the communities for the future.

Partnerships between the COR Unit and Social Navigators, as well as community outreach groups, have developed a great deal over the past two years. The understanding of each agency's scope of work, and the cooperation to work together with multiple organizations to support individuals, has allowed for a more comprehensive approach to effectively meet the needs of the community.

COR officers have provided 22 separate presentations to staff members from several community organizations concerned about their safety while entering certain locations known to have been impacted by gangs. These presentations allowed for a transparent understanding of the realities of what is going on in the community, as well as the signs to be aware of that may indicate the presence of gang activity and steps to take to stay safe. Presentations were also provided at a community level in high-risk residential community areas.

"The NorWest Community Health Centers Outreach Team works closely with the COR Unit of the Thunder Bay Police Service to support individuals who live in the city's most vulnerable neighbourhoods. The COR Team has been an essential partner in identifying and exiting victims of human trafficking, supporting tenants experiencing home take-overs and building links between individuals they interact with and our health care team, outreach staff, emergency housing and other services. We are fortunate to have this compassionate group of officers who are dedicated to seeing the best outcome for everyone they interact with."

Michelle Kolobutin
NorWest Community Health

\$318,700 in drugs seized	69 unwanted persons removed from the residences
\$611,813 cash seized	307 hours of dedicated patrol in apartment buildings
2 handguns	3,247 contacts during patrols
34 arrests	
183 charges	

Gang Recruitment Prevention

As part of the “Dear Self” Gang Recruitment Prevention video project, presentations were conducted in nine educational settings with students from grade 7 to 12 with a focus on impact of decisions for a good life. One impactful presentation was held at the correctional center for women that was very well received.

“One of the most common themes we hear in working with women who have been criminalized, is that of disconnect- disconnect from the community, disconnect from family and disconnect from themselves. Even though his workshop at the Thunder Bay Correctional Centre took place within the ‘confines’ of incarceration, Wali Shah was able to create a safe place for sharing and discussion. In just a little more than one hour, and through the use of words, Wali helped guide the participants to begin the process of re-connection. His use of words and video create that space to open discussion of the social risk factors for involvement in crime: family, education, economics, community/peers, and drugs. This is perhaps the greatest benefit of his presentation; creating space for participants to share their own stories and experiences. Ultimately, hearing and sharing our stories helps to rebuild those connections that we have lost”

Mary Kozorys
Program Coordinator
Elizabeth Fry Society of
Northwestern Ontario

Quick Connect

The TBPS has entered into a partnership with the Lutheran Community Care – Mobile Integrated Team to better connect individuals in need of support with the right people from the right services at the right time. It is anticipated that should services be successful, the community will become healthier and the demands on first responders will decrease. In 2022 there were 67 referrals. This program and partnership were well received and very valuable to the individuals served by the program.

Gawendum Gaakina Awaya
Reconciliation Training

The Thunder Bay Police Service conducted six sessions of mandated reconciliation training for all members of the TBPS. Guided by the Community Inclusion Team Coordinator and an Elder, this 4-day training program, delivered in a culturally based and experiential learning environment, has been very well received by participants. The inclusion of multiple community members with academic excellence, and others with life experience, helped to bring to life the realities of Canada’s history and exploring what reconciliation can look like. This included opportunities for self reflection and each individual member’s responsibility to move forward in a good way. The training will continue in 2023 and into 2024.

Reconciliation Training
Participants’ Comments

- “This was amazing. Michelle explained our history in an hour that was easy to follow and incredibly informative. I wish she talked longer. I would love to have her slide notes to retain the knowledge she provided us and to do future research after the training.”
- “Elder Aaron is a gift to this training. I’m always happy to see him in the room. His knowledge is priceless, and he goes above and beyond to make us laugh while teaching us.”
- “I think real life testimony is better than someone else reading off a script.”
- “Very real and vulnerable account of actual events making them real and heart wrenching.”
- “Very impactful.”



OTHER YOUTH ENGAGEMENTS

Boxing for Badges

The Boxing for Badges program occurred in September during a six week collaboration with the City of Thunder Bay’s Youth Inclusion Program. Another four week session was held on Fort William First Nation in November. Both programs were well received by the youth and staff at both locations. The connection between the officers and youth developed over the sessions. We plan to continue to explore opportunities to continue this program.

“Just wanted to touch base and letting you know that the youth who are attending the boxing program have been having a great time and gaining some confidence as well as learning the skills. There are two sessions left and we are planning to do a graduation celebration for youth. We would like to continue working with the Thunder Bay Police Services as we transition youth to other programs/ organizations.”

Moira Eichenberg
Program Supervisor

On Target Archery

All officers in the Community Services Branch are certified NASP archery instructors. In 2022 sessions were held at 10 different organizations for a total of 26 days of archery, equalling 353 hours of instruction to youth.

The largest commitment is to the Camp Loon collaboration with the Canadian Army and Canadian Rangers. This eight-day camp experience was a wonderful opportunity for officers to deliver the National Archery Schools Program (NASP) to Junior Rangers (Indigenous youth). The immersion into the camp environment allowed for relationships to be built.



CORPORATE SERVICES BRANCH

The Corporate Services Branch has a wide range of responsibilities which include:

- Human Resources
- Training
- Professional Standards
- Public Complaints
- Risk Management
- Property and Stores
- Information Technology (as of 2023)

The Thunder Bay Police Service operates in accordance with the Police Services Act of Ontario. Like all police services in Ontario, the TBPS must meet adequacy standards which require detailed policies and procedures for day-to-day operations. 2022 was a busy year which included the revision and updating of several policies to ensure that we are current with legislation and best practices.

Our Human Resources unit continued to actively recruit and hire new members. As with any organization, there are vacancies which need to be filled to maintain proper staffing levels. Policing is a rewarding career path, but also requires careful screening and hiring practices. The recruitment efforts by the TBPS have expanded and become creative in approach. This has included efforts to market the TBPS as an employer of choice for a diverse population inside and outside of our region.

The Corporate Services Branch worked closely with the Office of the Independent Police Review Director to ensure that complaints against police officers were thoroughly investigated. More information on the complaint process can be found on the Services page (Professional Standards) on the TBPS website.

The members of the TBPS maintain existing skills and learn new ones through the Training Unit. This unit continues to provide professional training through in-house and outside venues throughout the year.

TBPS ONLINE

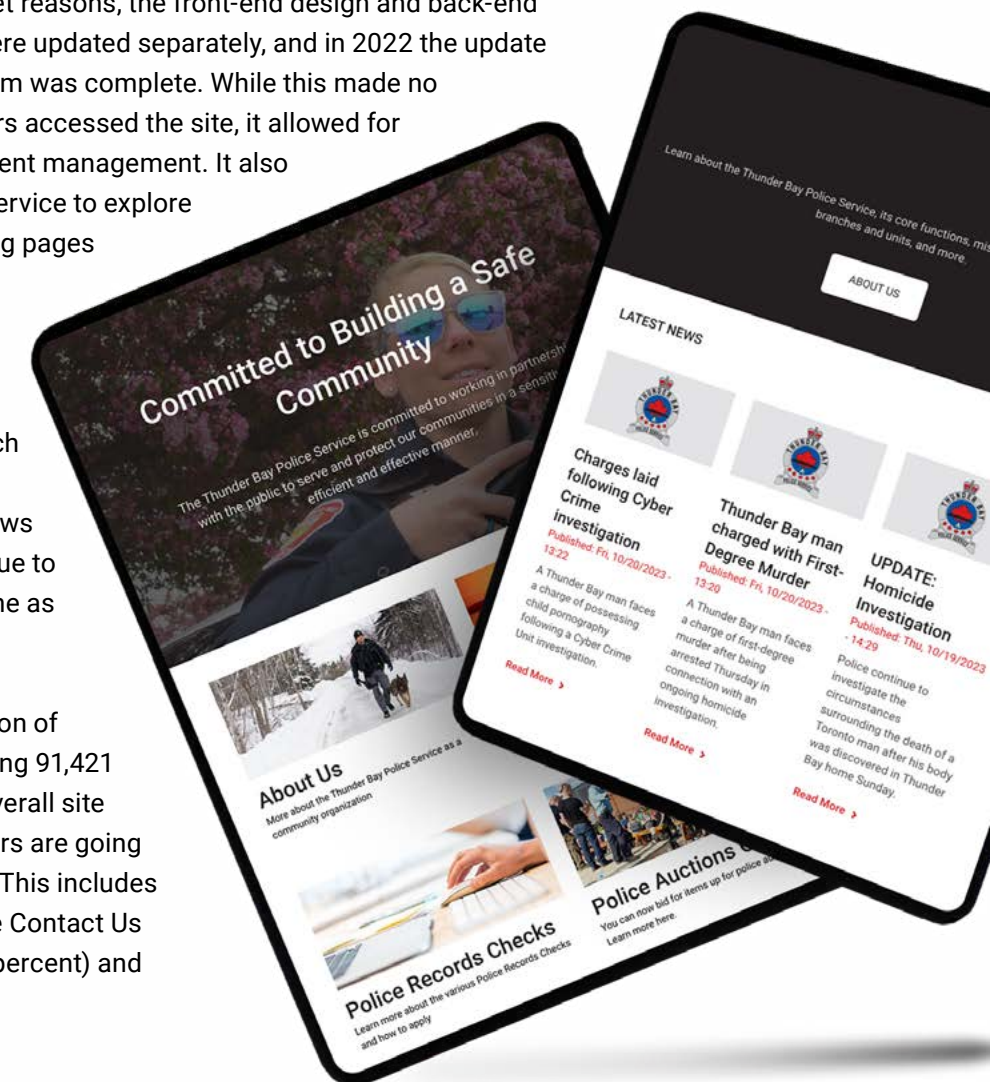
TBPS WEBSITE

The Thunder Bay Police Service's website completed its redesign in 2022, however, this was likely unnoticed by most users. That's because in 2021, the front-end design of the website was updated to provide users with a more simple-to-use and modern design. This part of the redesign project would have been noticed by any regular user.

Behind the scenes, the content management system that operates the website was left unchanged in 2021. For budget reasons, the front-end design and back-end content management systems were updated separately, and in 2022 the update to the content management system was complete. While this made no noticeable change to the way users accessed the site, it allowed for more seamless and efficient content management. It also allowed the Thunder Bay Police Service to explore more design options when building pages within the site.

In 2022, the Thunder Bay Police Service recorded 757,304 pageviews, nearly 651,000 of which were unique pageviews. This is down from the 1.2 million pageviews recorded in 2021, which is likely due to less people seeking services online as COVID restrictions loosened.

News remains the dominate section of the website users land on, recording 91,421 pageviews, or 12 percent of the overall site usage. Outside of news, most users are going to the TBPS website for services. This includes Criminal Record Searches and the Contact Us page, which featured 36,998 (4.9 percent) and 11,957 (1.6 percent) respectively.



TBPS STATISTICAL YEAR IN REVIEW

Each year Statistics Canada releases crime data for all police services across Canada. Crime statistics can be broken down to the specific number of incidents, rate per 100,000 population, by the Crime Severity Index (CSI) and Weighed Clearance Rates.

Statistics Canada describes the CSI and Weighted Clearance Rates as follows:

The Crime Severity Index tracks changes in the severity of police-reported crime by accounting for both the amount of crime reported by police in each jurisdiction and the relative seriousness of these crimes. It tells us not only how much crime is coming to the attention of police, but also about the seriousness of that crime. To do this, each type of offence is assigned a seriousness “weight.” The weights are derived from actual sentences handed down by courts in all provinces and territories. More serious crimes are assigned higher weights, less serious offences lower weights.

A weighted clearance rate was developed, similar to the methodology used in the Crime Severity Index. Crime statistics for all police services in Canada are available to the public through the Statistics Canada website.

STAFFING FOR THE THUNDER BAY POLICE SERVICE:

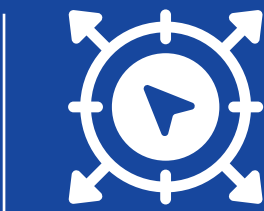
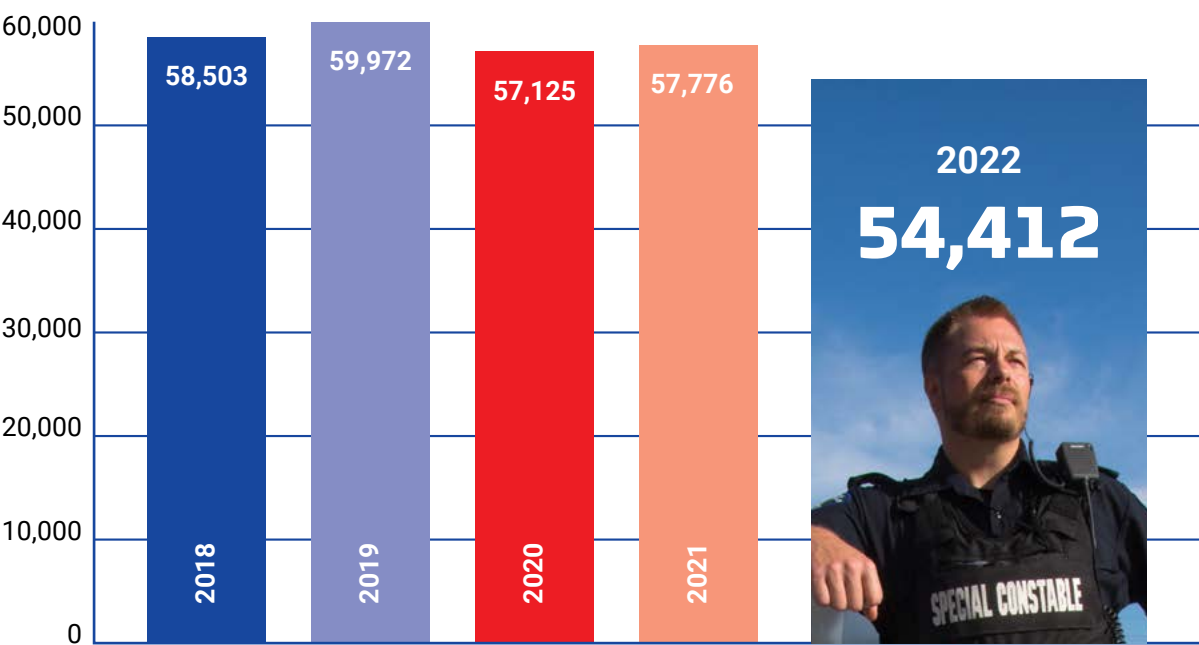
241 SWORN

118.7 CIVILIAN
(includes partial positions)

359.7 TOTAL MEMBERS



CALLS FOR SERVICE



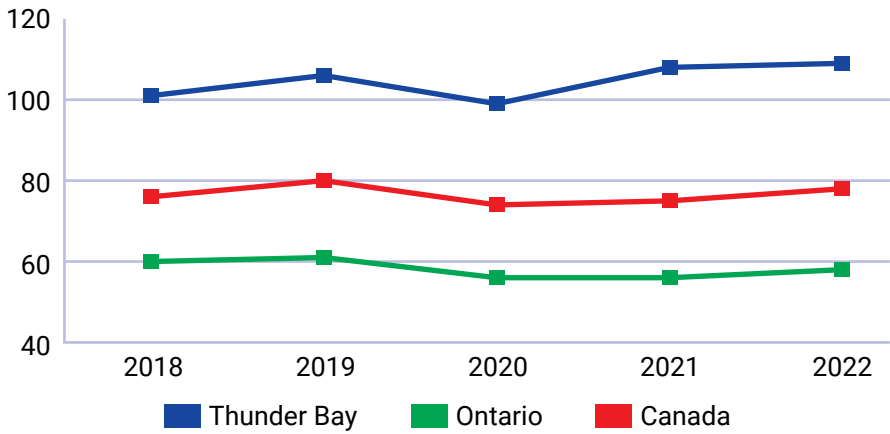
The Thunder Bay Police Service’s jurisdiction includes the
**CITY OF THUNDER BAY
AND THE MUNICIPALITY OF
OLIVER PAIPOONGE.**
This is an extensive area which includes 2 urban cores.



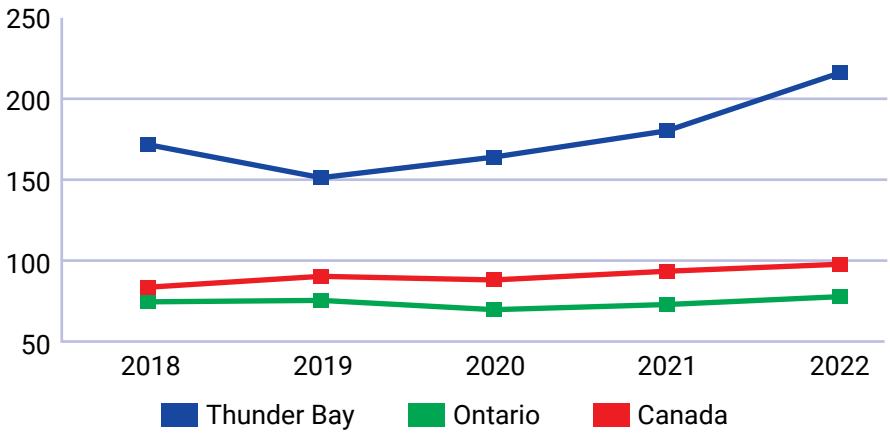
We maintain a fleet of
101 VEHICLES
which traveled
1,673,244 KMS
in 2022.

CSI & CLEARANCE RATES

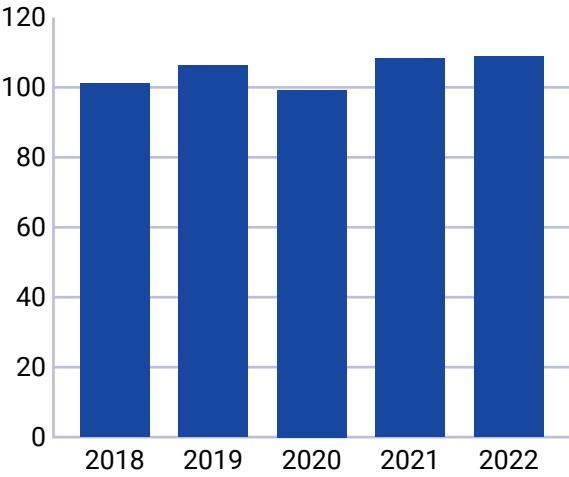
CRIME SEVERITY INDEX



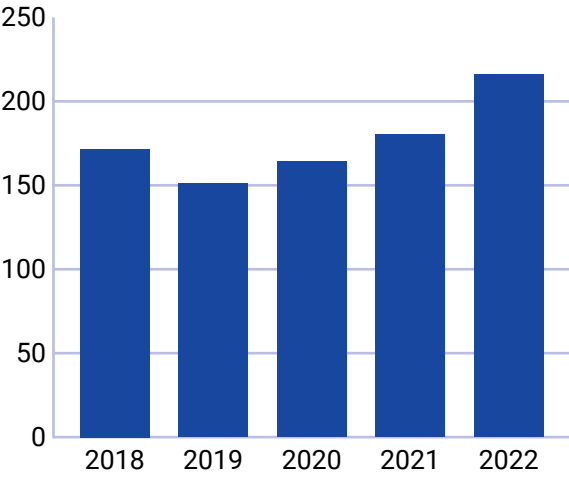
VIOLENT CRIME SEVERITY INDEX



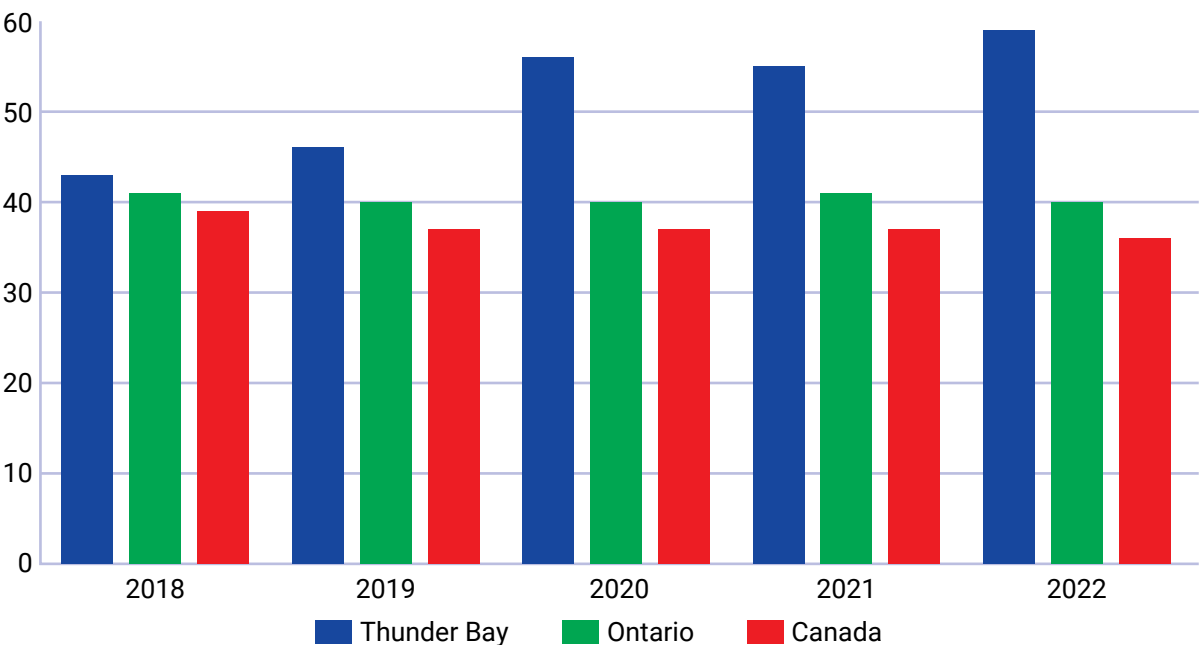
TOTAL CRIME SEVERITY INDEX: THUNDER BAY



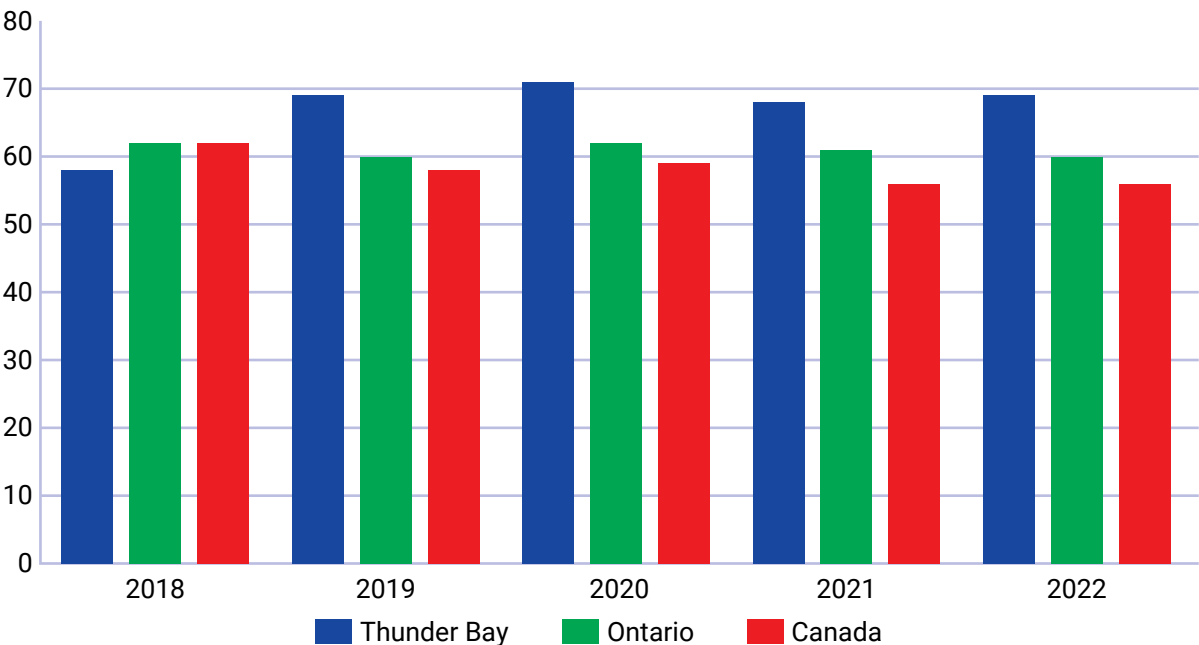
VIOLENT CRIME SEVERITY INDEX: THUNDER BAY



WEIGHTED CLEARANCE RATE

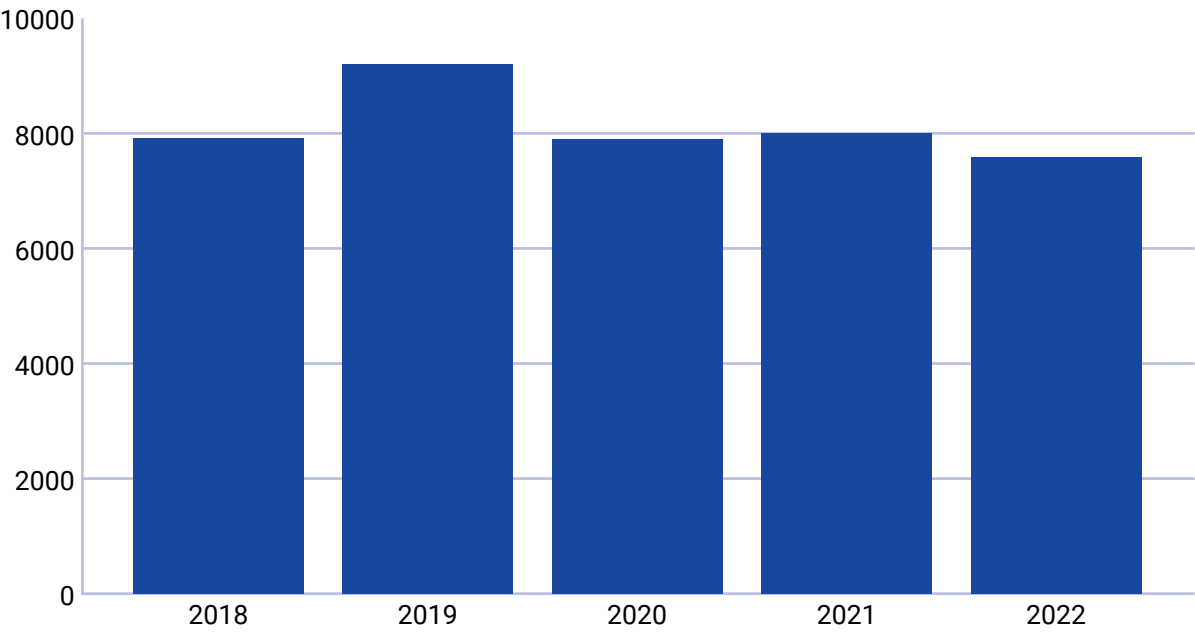


WEIGHTED CLEARANCE RATE (VIOLENT)

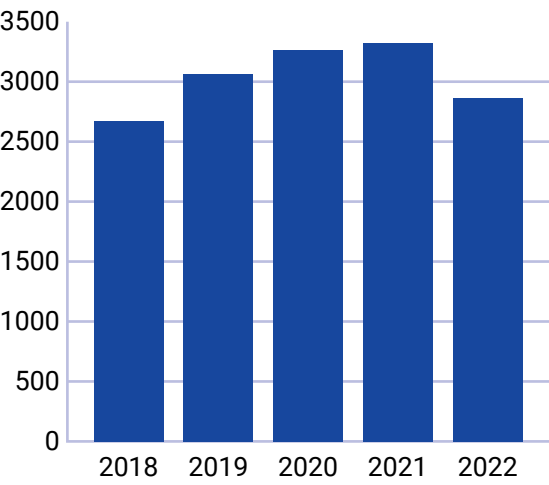


5 YEAR CRIMINAL CODE SUMMARY

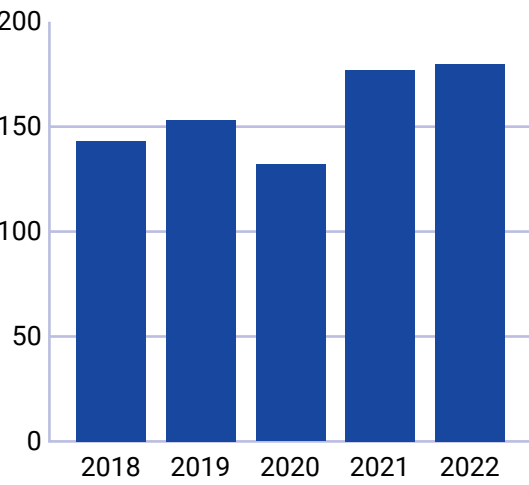
TOTAL CRIMINAL CODE INCIDENTS



TOTAL PERSONS CHARGED

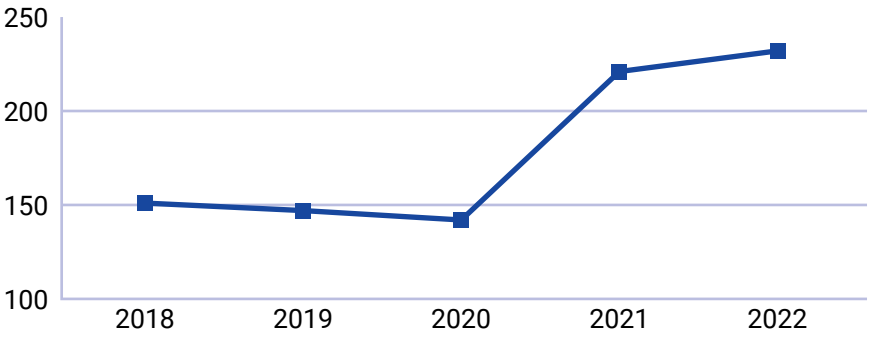


TOTAL YOUTHS CHARGED

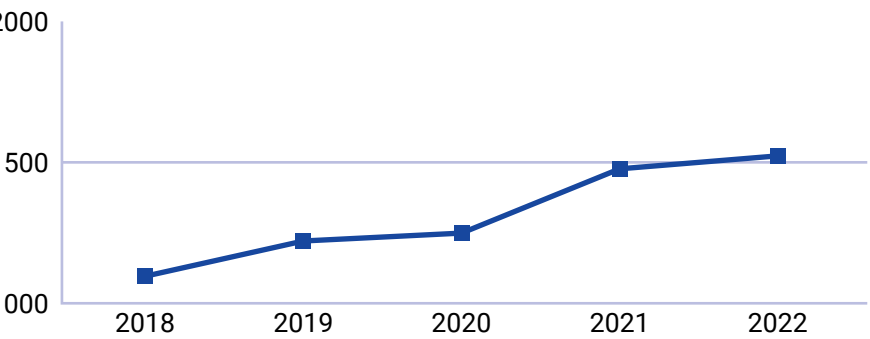


CRIMES OF VIOLENCE

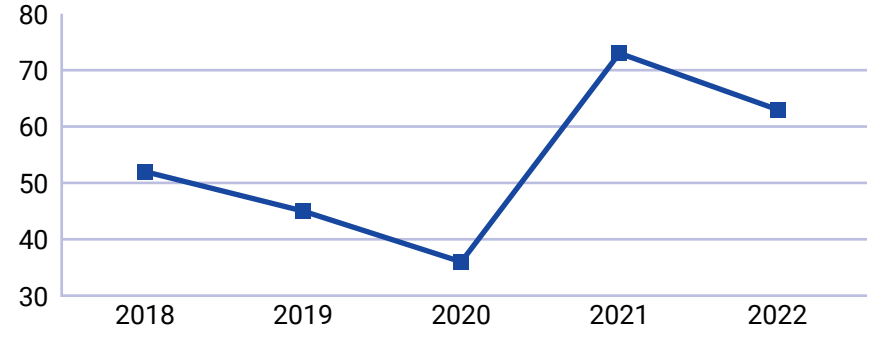
SEXUAL ASSAULT/SEXUAL OFFENCES



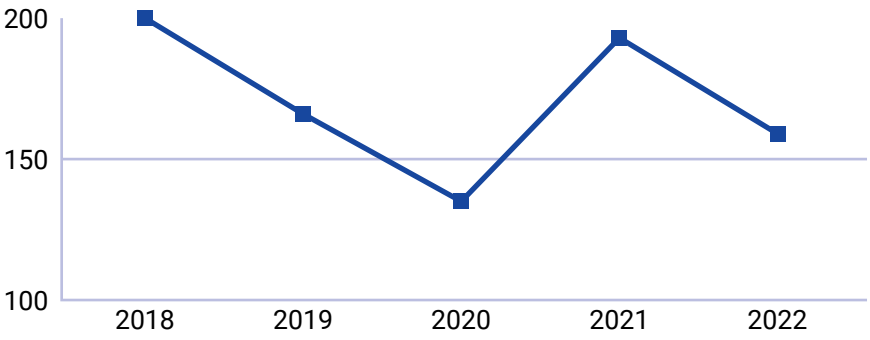
ASSAULT



ASSAULT AGAINST A PEACE OFFICER

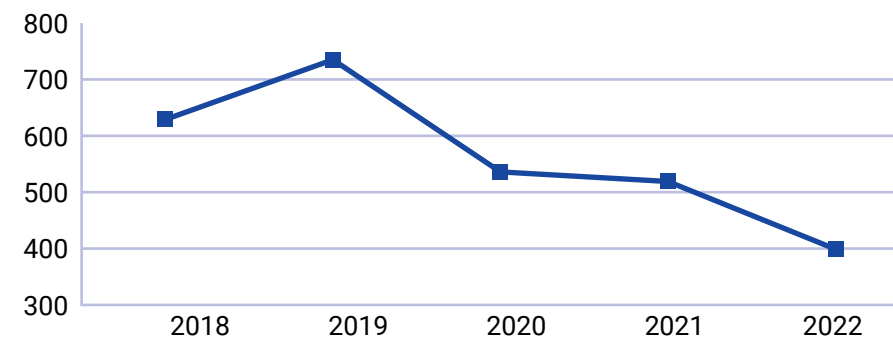


ROBBERY

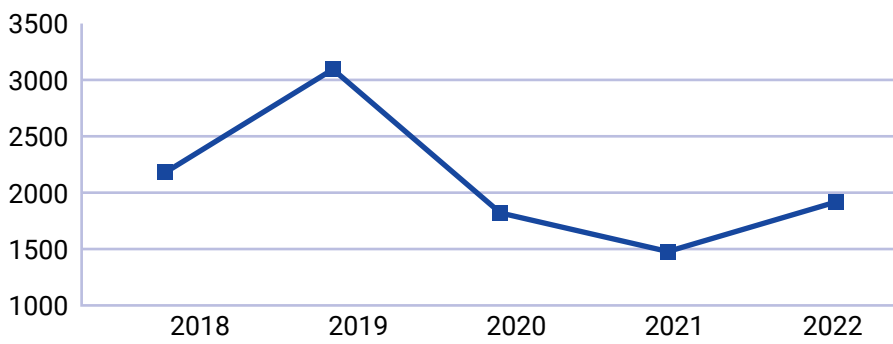


PROPERTY CRIMES

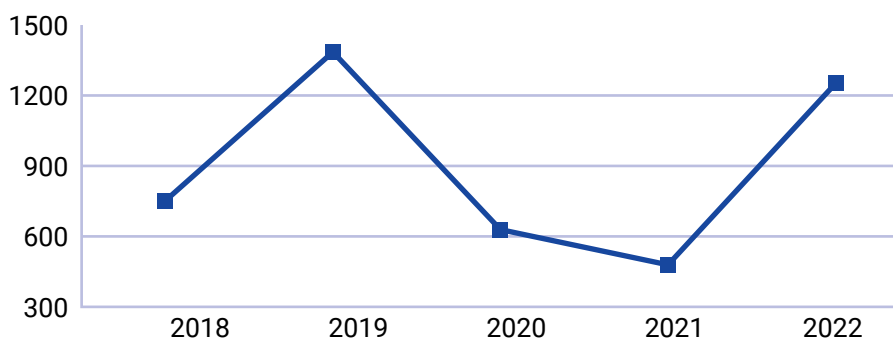
BREAK & ENTER



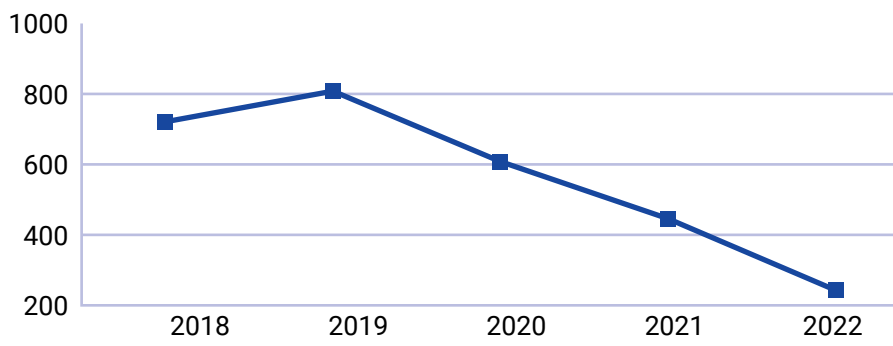
THEFT UNDER



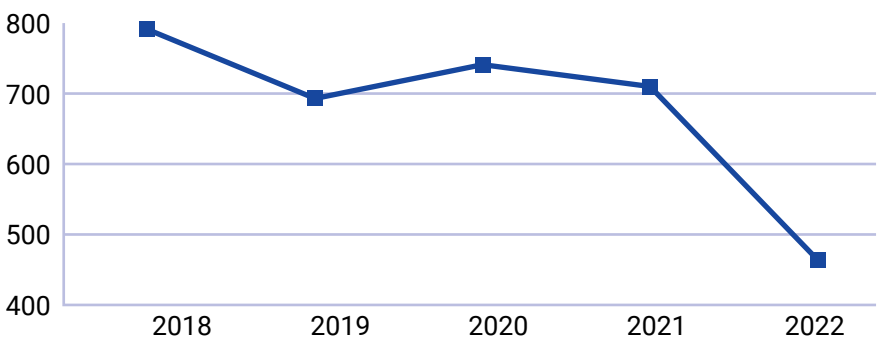
SHOPLIFTING



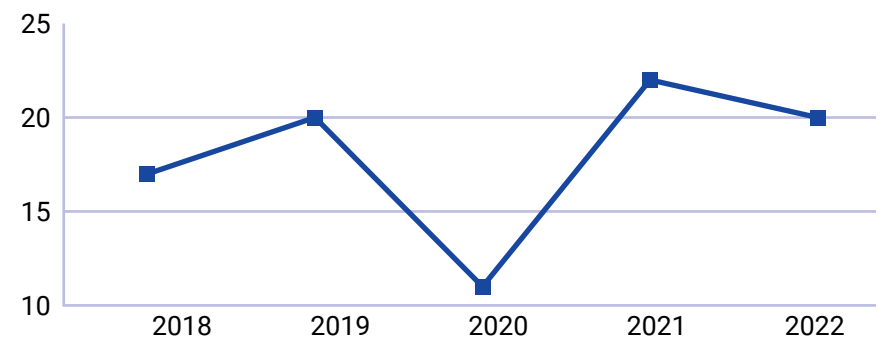
THEFT FROM MOTOR VEHICLES



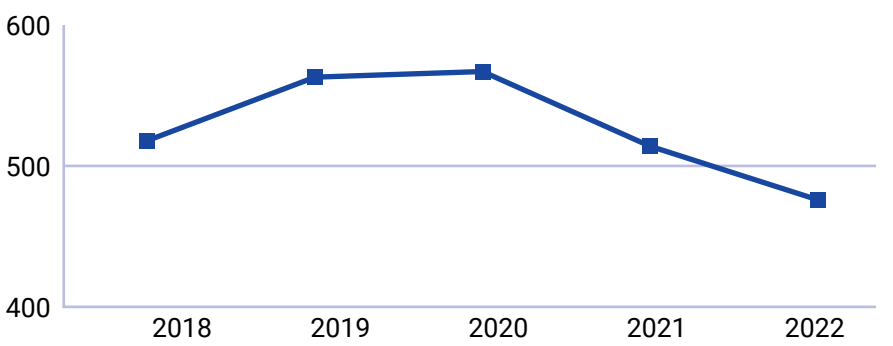
MISCHIEF



ARSON



FRAUD/ IDENTITY THEFT



PERSONNEL & BUDGET

2022 & 2021 Net Operating Budget

	2022 Budget	2022 Actual	2021 Budget	2021 Actual
Wages & Benefits	50,684,100	53,975,814	48,961,700	50,061,683
Training	546,400	503,525	401,100	221,071
Uniforms & Equipment	168,400	209,017	142,700	150,151
Vehicle Maintenance	660,000	1,090,358	660,000	919,570
Communications	355,000	356,158	371,600	300,910
Computer Services	1,078,100	1,202,669	1,025,900	916,870
Other	1,669,100	2,004,144	1,579,000	2,048,008
Thunder Bay Police Services Board	453,700	1,154,179	223,500	734,223
Total Gross Expenditures	55,614,800	60,495,864	53,365,500	55,352,487
Total Revenues	(5,662,100)	(6,459,648)	(5,194,100)	(5,976,011)
Total Net Expenditures	49,952,700	54,036,216	48,171,400	49,376,475

5 Year Net Operating & Capital Budget

	2022	2021	2020	2019	2018
Net Operating Budget	49,952,700	48,171,400	46,882,600	44,123,200	41,434,400
Net Capital Budget	1,864,400	1,567,300	1,373,400	1,901,300	907,200
Total Net Operating and Capital Budget	51,817,100	49,738,700	48,256,000	46,024,500	42,341,600

*Includes Police Services Board



thunderbaypolice.ca