

# ANNUAL REPORT

Serve with Pride, Protect with Compassion



# CONTENTS

LAND ACKNOWLEDGEMENT & INTRODUCTION	4
MISSION & VALUES	5
MESSAGE FROM BOARD CHAIR	6
MESSAGE FROM THE CHIEF	7
AT A GLANCE	8
BRANCHES	9
ORGANIZATIONAL CHART	10
CHANGE OF COMMAND	11
YEAR IN REVIEW	12
2023 BY THE NUMBERS	14
FINANCIALS	18

# LAND ACKNOWLEDGEMENT

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. This land is an historic Métis settlement and also acknowledge the contributions of the Métis peoples.

The Thunder Bay Police Service is committed to advancing Truth and Reconciliation through continuous learning, reflecting on our past, and working in allyship with Indigenous communities.



## INTRODUCTION

The Thunder Bay Police Service (TBPS) is a single tier municipal Police Service that serves the City of Thunder Bay and the Municipality of Oliver Paipoonge, an area of 678 square kilometers. The recorded population is approximately 117,000. Thunder Bay has the highest municipal population in Northwestern Ontario, and the second highest in all of Northern Ontario (second to Greater Sudbury).





## MISSION

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

## VALUES

### WE VALUE TRUST

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

### WE VALUE INTEGRITY

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

### WE VALUE LEADERSHIP

We lead with vision and courage to positively change outcomes.

### 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 COLLABORATIONS

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



# MESSAGE FROM BOARD CHAIR



2023 was a transitional year for the Thunder Bay Police Service Board (Board). Since resuming local control in July 2023, the Board has been diligently working to implement oversight recommendations and build trust with Thunder Bay's diverse communities.

The Board continues to work collaboratively with Thunder Bay's Police Service (Service) to establish Nation to Nation relationships with First Nations Leaders. In 2023, the Service established working partnerships with Indigenous and other service providers in mental health, human trafficking, substance use, and the unhoused.

Since 2023, the Board has developed policies, procedures and organizational structures in the areas of Board Governance, Setting the Direction of the Police Service, and Community Engagement. In total, the Board has implemented 49 recommendations. The Board remains committed to ensuring that Thunder Bay has a strong police oversight system that is trusted by all the diverse communities we serve.

**Karen Machado**  
Board Chair, Thunder Bay Police Services Board

## 2023 Thunder Bay Police Service Board members:

Provincial Appointee Chair  
**Karen Machado**

Board Member  
**Denise Baxter**

Board Member  
**Mayor Ken Boshcoff**

Provincial Appointee  
**Wayne Bahlieda**

Municipal Appointee Councillor  
**Kasey Etreni**





# MESSAGE FROM THE CHIEF

**2023 was the year I joined this community to become Chief of Thunder Bay Police Service (TBPS). What stood out early on is the dedication of TBPS Members to keeping our community safe. Since the day I began this role, community leaders and members have made a point of connecting to share their support of and gratitude for our Service.**

A focus in 2023 was engaging the community. It was heartening to see many people of diverse backgrounds participate in various forums to share their perspectives, expertise and lived-experiences. Every conversation builds understanding, shapes our priorities, and strengthens trust.

Listening, combined with transparency and accountability, supports the important work of implementing recommendations from various reviews. Recognizing that change is necessary, much progress has been made to reassess and refine our strategies. Work is ongoing to improve and enhance the effectiveness of our operations and ensure the expectations of our community are met.

2023 was a year of both reflection and proactive change. I am proud of the TBPS team's resilience and extend my gratitude to them for their unwavering dedication and hard work in 2023. From addressing incidents of violence to tackling issues surrounding mental health and addiction, our Service has remained steadfast in its mission to serve and protect. TBPS continues to lead the nation in weighted clearance rate and weighted clearance rate (violent) - important metrics used to measure the effectiveness of solving crimes.

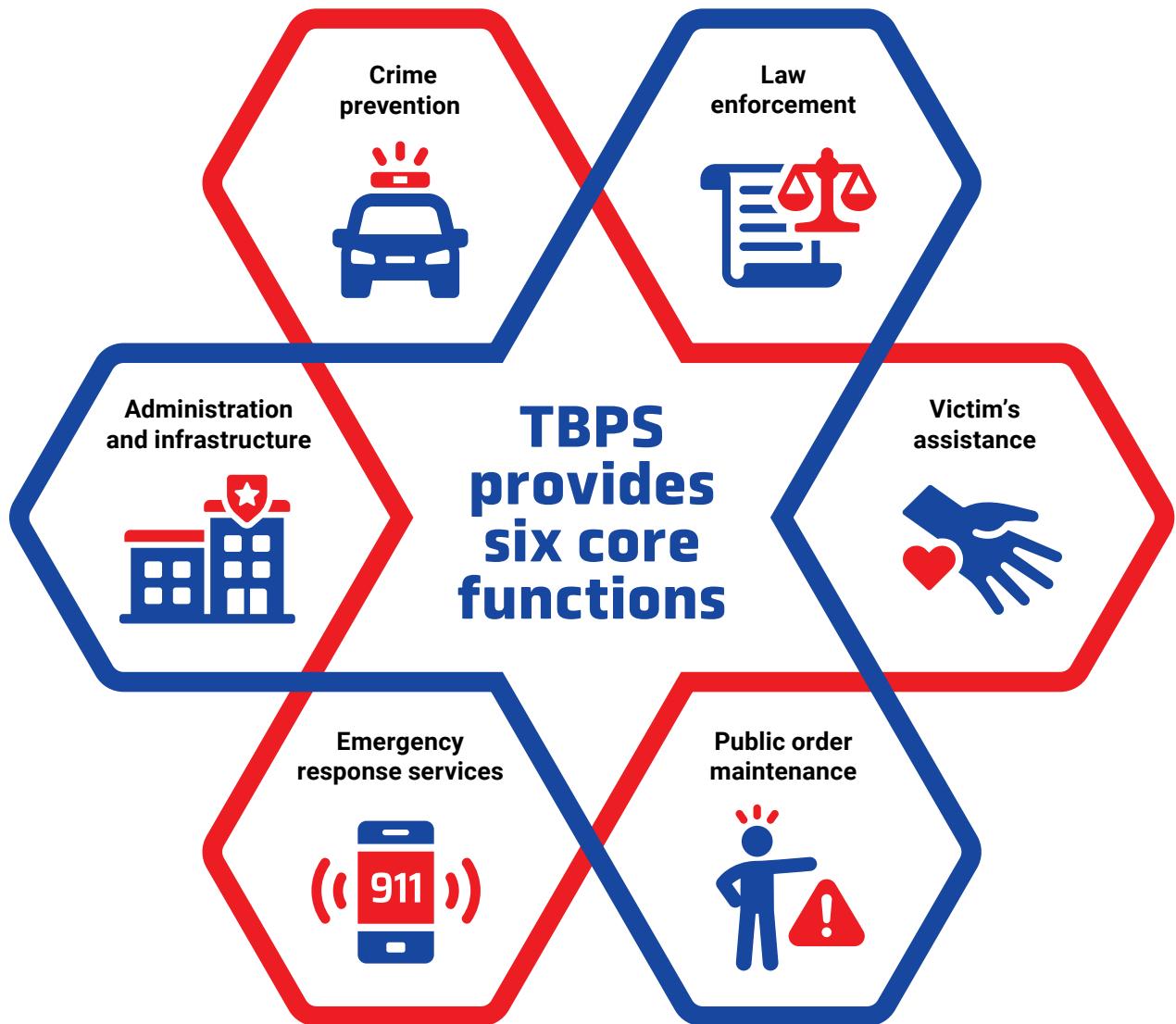
Collaboration was key to many successes, including the 2023 expansion of our partnership with CMHA Thunder Bay on the successful IMPACT program. Many of the calls police respond to are intertwined with mental health challenges. By working closely with mental health professionals, we have been able to provide better support to those in crisis and help to reduce the stigma associated with these issues.

I want to reaffirm our commitment to the safety and well-being of all residents of Thunder Bay and Oliver Paipoonge. There is more work to be done, and we are dedicated to continuing our efforts to improve community relations, enhance service delivery, and tackle the underlying issues contributing to crime.

Together with our partners and residents, TBPS will continue its commitment to serve and protect our communities in a compassionate, efficient and effective manner. Thank you for your trust and support as we navigate the challenges and opportunities that lie ahead.

**Darcy Fleury**  
Chief of Police  
Thunder Bay Police Service

# AT A GLANCE



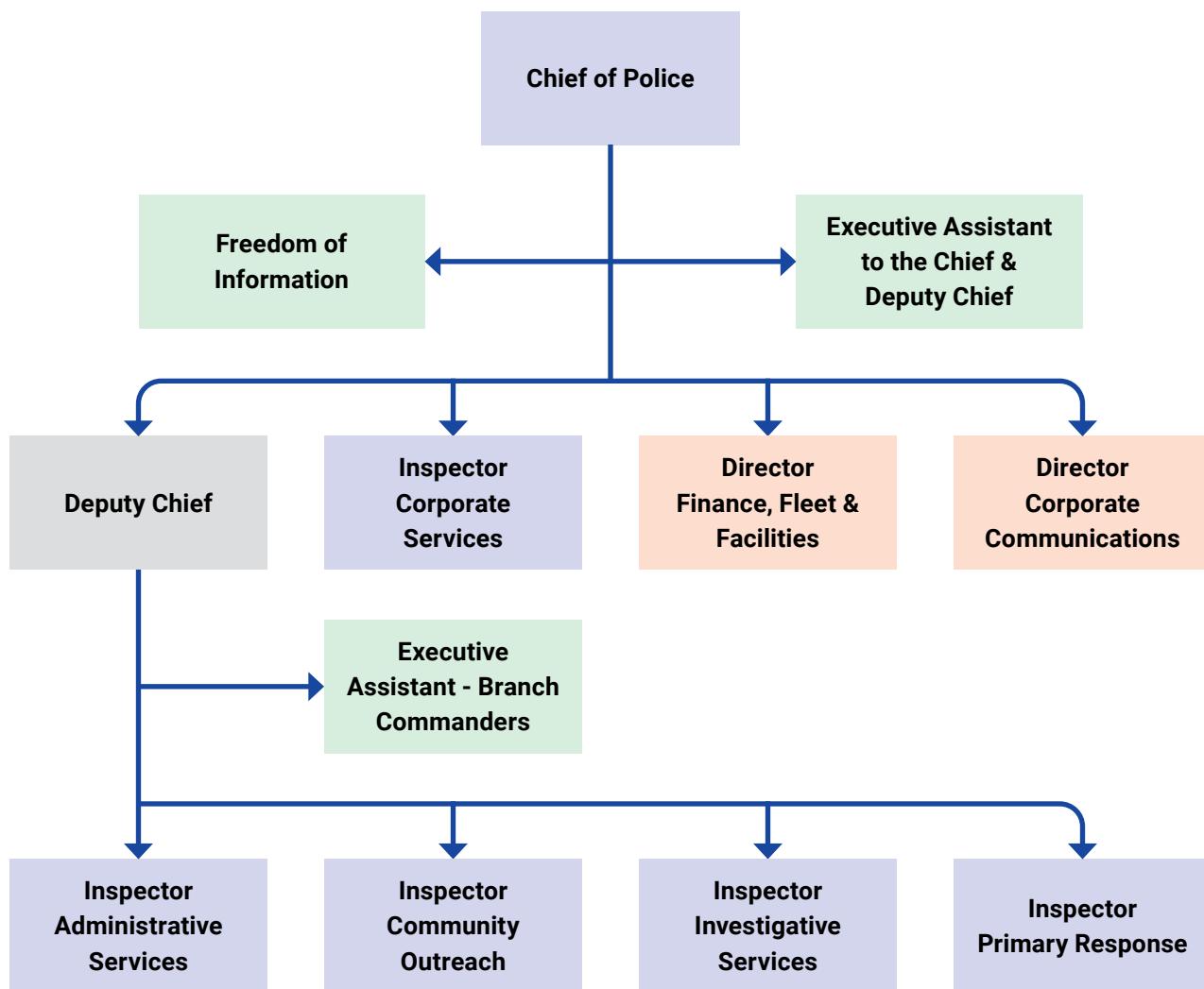
# BRANCHES

IN 2023, THE FOLLOWING BRANCHES MADE UP THE TBPS:

1. **The Office of the Chief, which includes the Deputy Chief; Finance, Facilities and Fleet; Corporate Communications.**
2. **Primary Response Branch, which includes:**
  - Patrol
  - Emergency Task Unit
  - Canine Unit
  - Impact Unit (a mobile team made up of a specially trained crisis worker partnered with a TBPS patrol officer)
  - Traffic Unit
  - Patrol Support Callback Unit
  - Resource/Front Desk Services
3. **Investigative Services Branch, which includes:**
  - 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 Crimes
  - Major Crimes
4. **Community Outreach Branch, which includes:**
  - School Resource
  - Community Inclusion Team
  - Community Oriented Response
5. **Administrative Services Branch, which includes:**
  - Communications Unit (911 for Police and Fire)
  - Court Security
  - Case Management
  - Digital Evidence
  - Central Records
  - Criminal Record Checks
6. **Corporate Services Branch, which includes:**
  - Human Resources
  - Training
  - Professional Standards
  - Public Complaints
  - Risk Management
  - Property and Stores
  - Information Technology



# ORGANIZATIONAL CHART



# CHANGE OF COMMAND

## Darcy Fleury Sworn in as Thunder Bay Police Service's Chief of Police

The Change of Command Ceremony concluded the formal transition from Retiring Chief Dan Taddeo to Chief Designate Darcy Fleury.

The formal ceremony took place on Monday, May 15, 2023.

Originally from Manitoba, Chief Fleury is a proud Member of Manitoba Metis Federation, where his father was a founding member. Fleury has 36-years of policing experience with the Royal Canadian Mounted Police (RCMP) and was most recently the RCMP District Commander – Chief Superintendent, Central Alberta District based in Edmonton. Fleury brings to the position an extensive experience in investigative, operational, and administrative policing, including leadership at senior and executive levels. His career spans postings in the Northwest Territories, Manitoba, and Alberta.

Shortly after joining the RCMP, Chief Fleury married Carolina and they have two adult daughters, Jessica, and Andrea, and are proud grandparents to Everett James and Scarlett Jane.

Fleury arrived in Thunder Bay on April 17, 2023, and assumed the role of TBPS Chief Designate.



# YEAR IN REVIEW

## 2023 Headlines Summary

**Police report progress in averting scams**

Thunder Bay police say they believe new education campaigns have helped reduce the effectiveness of scam campaigns that often target seniors.

Jan Kaufman  
Mar 12, 2023 9:00 AM

1 / 2 Det.-Const. Shawn Comeau and Det.-Const. David Boer of the Thunder Bay Police Service say an education campaign on scam attempts appears to be delivering results. (Jan Kaufman, TBnewswatch)

**Police seize \$660k in drugs plus loaded pistol**

Thunder Bay, ON, Canada / 99.9 THE BAY  
Adam Riley  
Sep 13, 2023 | 2:23 PM

All the items seized as part of a traffic stop on September 12/2023 (Adam Riley / Acadia Broadcasting)

Two Southern Ontario residents remain in custody following a traffic stop on Tuesday, where police seized an



**SCAM ALERT**

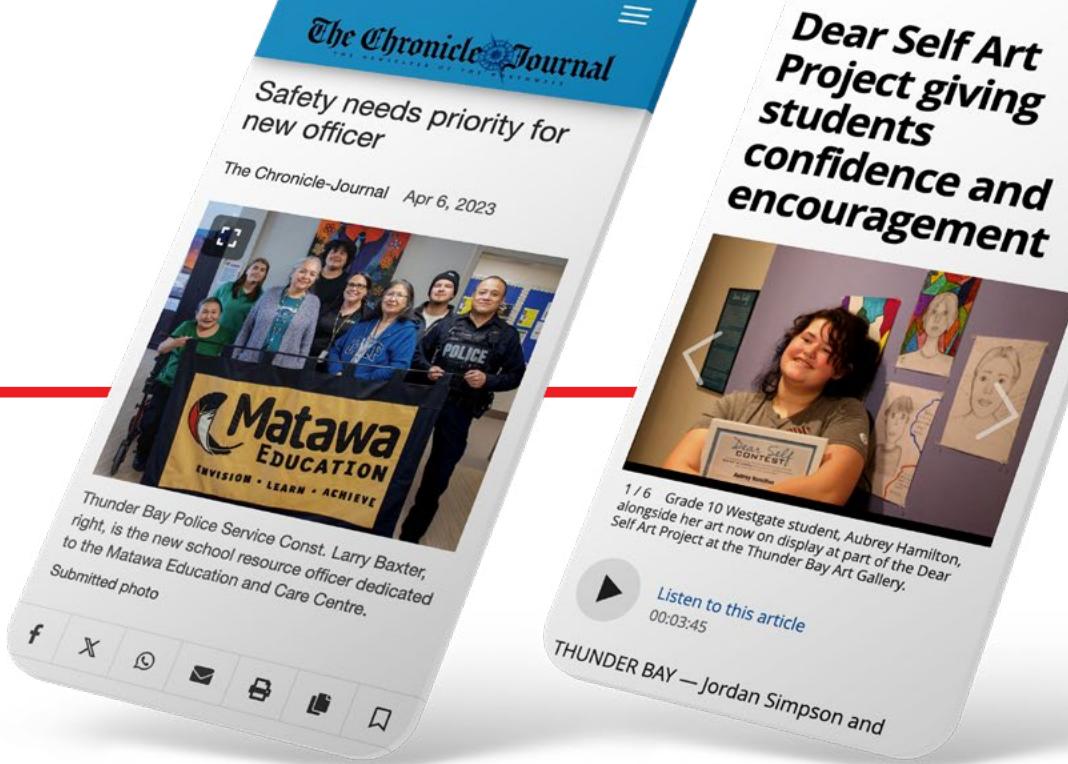
Aware, if someone contacts you for any of these reasons and asks you for money, it's a scam! A family member or friend tell you there is a drug dealer and you need to help them. They have your banking information and ask for your password. If any of the above occurs, immediately hang up the phone and contact Police or a family member. Please keep in mind that if anyone contacts you on the phone, email, text or social media or internet and ask for money, they are really trying to scam you. DO NOT send money, gift cards, provide any cash or giving information to anyone! If you give money to someone, the police will get it back! Please hang up the phone and communicate with this person and call the police or a family member for advice.



**Police launch citizen satisfaction survey**

Thunder Bay Police Service, alongside Lakehead University, is conducting a citizen satisfaction survey

Katie Nicholls  
Oct 4, 2023 11:00 AM



### Dear Self Art Project giving students confidence and encouragement

→ [www.tbnewswatch.com/local-news/dear-self-art-project-giving-students-confidence-and-encouragement-7575263](http://www.tbnewswatch.com/local-news/dear-self-art-project-giving-students-confidence-and-encouragement-7575263)

### Darcy Fleury sworn in as Thunder Bay police chief with promise to serve, 'help people feel safe'

→ [www.cbc.ca/news/canada/thunder-bay/thunder-bay-police-chief-1.6844225](http://www.cbc.ca/news/canada/thunder-bay/thunder-bay-police-chief-1.6844225)

### Police Launch Citizen Satisfaction Survey

→ [www.tbnewswatch.com/local-news/police-launch-citizen-satisfaction-survey-7627709](http://www.tbnewswatch.com/local-news/police-launch-citizen-satisfaction-survey-7627709)

### Thunder Bay's new police chief takes in community's questions and concerns at town halls

→ [www.cbc.ca/news/canada/thunder-bay/thunderbay-police-policechief-townhall-1.6855355](http://www.cbc.ca/news/canada/thunder-bay/thunderbay-police-policechief-townhall-1.6855355)

### Thunder Bay police chief meets with First Nations leaders in first leadership forum

→ [www.cbc.ca/news/canada/thunder-bay/thunder-bay-police-chief-leadership-forum-1.7057201](http://www.cbc.ca/news/canada/thunder-bay/thunder-bay-police-chief-leadership-forum-1.7057201)

### Police report progress in averting scams

→ [www.tbnewswatch.com/local-news/police-report-progress-in-averting-scams-6674408](http://www.tbnewswatch.com/local-news/police-report-progress-in-averting-scams-6674408)

### Police seize \$660k in drugs plus loaded pistol

→ [www.999thebay.ca/2023/09/13/police-seize-660k-in-drugs-plus-loaded-pistol/](http://www.999thebay.ca/2023/09/13/police-seize-660k-in-drugs-plus-loaded-pistol/)

### Safety needs priority for new officer

→ [www.chroniclejournal.com/news/local/safety-needs-priority-for-new-officer/article\\_22847600-d424-11ed-9210-f71f74f4e165.html](http://www.chroniclejournal.com/news/local/safety-needs-priority-for-new-officer/article_22847600-d424-11ed-9210-f71f74f4e165.html)

### Norval Morrisseau forgery scheme 'biggest art fraud in world history'

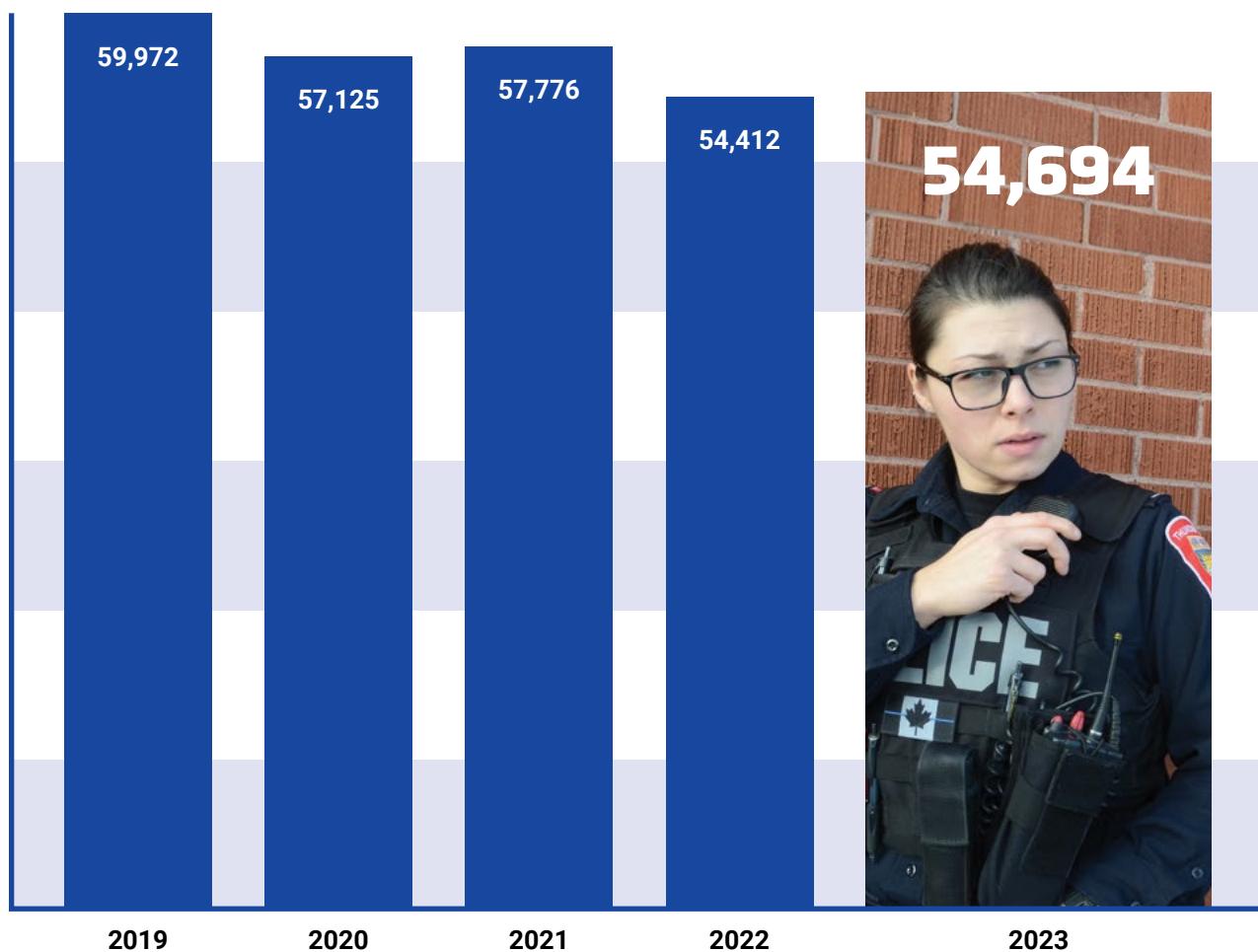
→ [www.tbnewswatch.com/local-news/norval-morrisseau-forgery-scheme-biggest-art-fraud-in-world-history-6646585](http://www.tbnewswatch.com/local-news/norval-morrisseau-forgery-scheme-biggest-art-fraud-in-world-history-6646585)

### Police officer, good Samaritans rescue woman on bridge

→ [www.thunderbaypolice.ca/news/police-officer-good-samaritans-rescue-woman-bridge](http://www.thunderbaypolice.ca/news/police-officer-good-samaritans-rescue-woman-bridge)

# 2023 BY THE NUMBERS

## Calls for Service



## Primary Response

ETU (Emergency Tactical Unit) – High risk/ETU calls for service	115
Total motor vehicle collisions	2,911
Impaired driving charges	201
MVCs involving impaired drivers	70
Impaired by alcohol	143
MVCs involving alcohol impairment	67
Impaired by drug	48
Impaired by drug and alcohol	2
Impaired unknown	8
MVCs involving drug impairment	3

## Investigative Services

Total firearms seized	9
Value of drugs seized	\$3,2600,000
Total suspects arrested in connection with Intelligence Unit	114
Of those, % found to be living outside of Thunder Bay district	70 = 61%
# homicide investigations	8
# charges laid re: the above	7
Total major case projects investigated	28



## Administrative Services

Total # of exhibits handled	4,734
Cases created by Digital Evidence Unit	3,179

## Community Outreach

Gawendum Gaakina Awaya Reconciliation training	9 x 40-hour sessions delivered reaching 180 Members
Lockdown Drills by School Resource Officers	Reaching 13,193 students
Student Presentations by School Resource Officers regarding Online Safety, Bullying, Gang Prevention and Student Safety	41 presentations reaching 2,687 students
# unwanted persons removed from residence	9
Hours of dedicated patrol in apartment buildings	195
# contacts during patrols	2,033
# of referrals through Quick Connect and U-reconnect	78
# sessions archery program	33

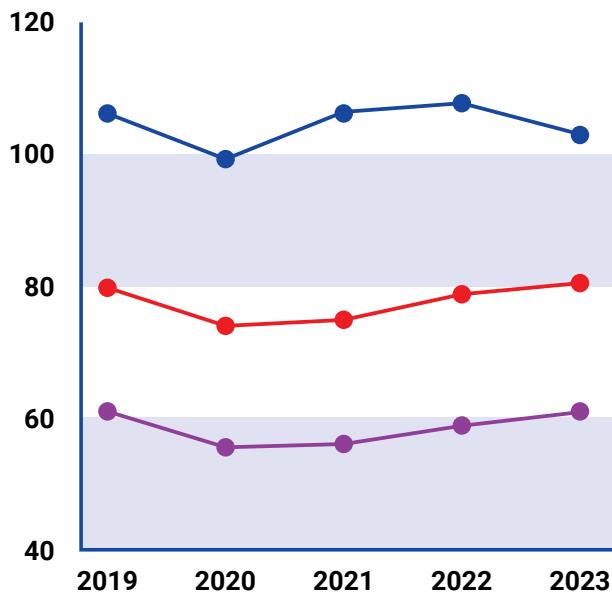
## Corporate Services

### Staffing Numbers – sworn and civilian

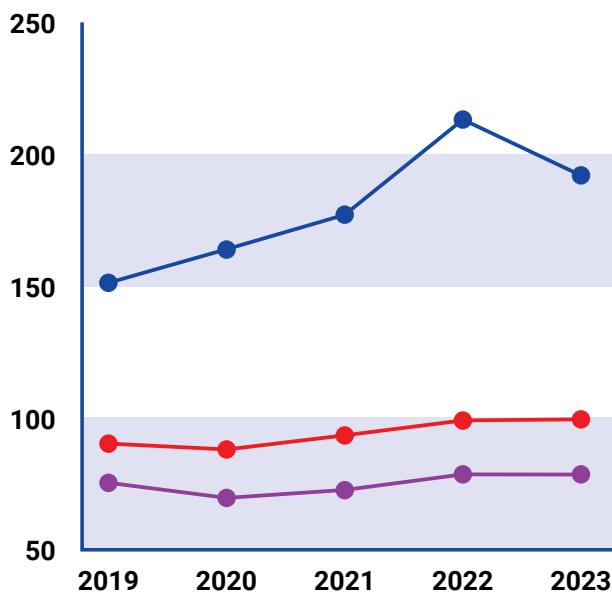
As of December 31, 2023, our actual staffing numbers are as follows:

Civilians (this includes all full-time, part-time and temporary members)	144.4
Sworn	259

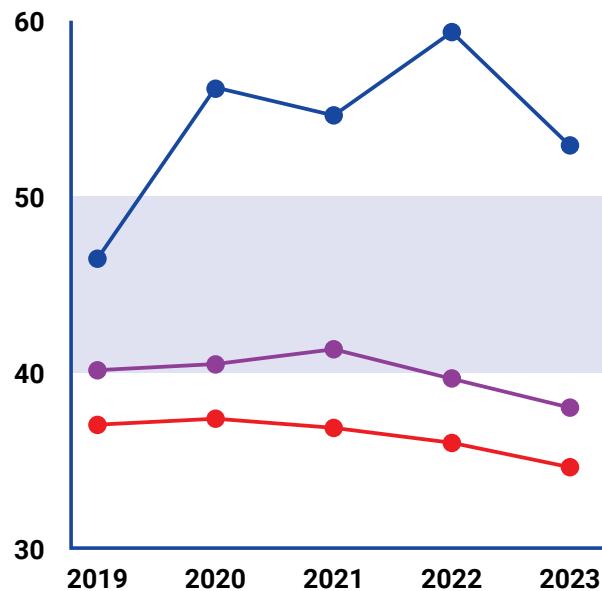
## Crime Severity Index



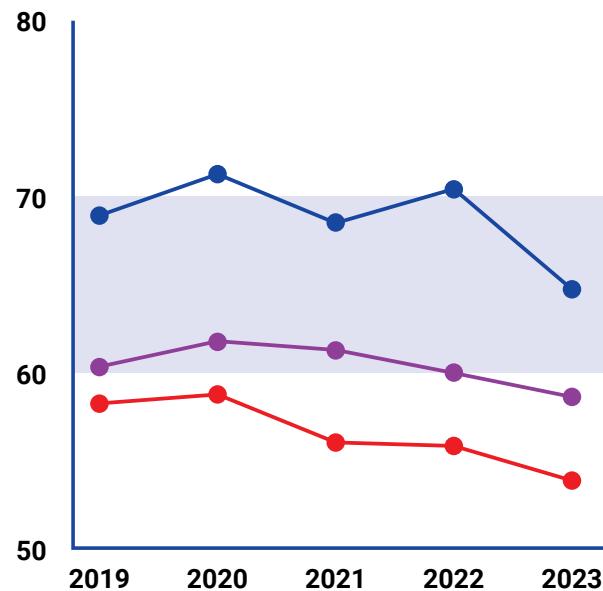
## Weighted Clearance Rate



## Violent Crime Severity Index



## Violent Weighted Clearance Rate



● Thunder Bay   ● Ontario   ● Canada

# Criminal Code Incidents

	2019	2020	2021	2022	2023
<b>Total Criminal Code Incidents</b>	9,142	7,790	7,919	7,537	<b>8,235</b>
<b>Total Persons Charged</b>	2,883	3,002	2,951	2,597	<b>2,639</b>
<b>Total Youths Charged</b>	137	117	152	153	<b>215</b>
<b>Sexual Assault/Sexual Offences</b>	144	138	212	231	<b>224</b>
<b>Assault</b>	1211	1238	1470	1516	<b>1504</b>
<b>Assaults against a peace officer</b>	45	36	72	63	<b>76</b>
<b>Robbery</b>	166	135	193	159	<b>210</b>
<b>Break and Enter</b>	735	536	519	400	<b>392</b>
<b>Theft Under</b>	3,094	1,820	1,478	1,918	<b>2,005</b>
<b>Shoplifting</b>	1,389	629	479	1,251	<b>1,176</b>
<b>Theft From MV (under)</b>	808	608	446	243	<b>283</b>
<b>Mischief</b>	693	741	710	466	<b>773</b>
<b>Arson</b>	20	11	22	20	<b>29</b>
<b>Fraud/identity theft</b>	563	567	514	480	<b>529</b>
<b>Property related crimes</b>	5,480	3,927	3,512	3,500	<b>3,993</b>



# FINANCIALS

## 2023 & 2022 Net Operating Budget

	2023 Budget	2023 Actual	2022 Budget	2022 Actual
<b>Wages &amp; Benefits</b>	53,849,300	57,784,548	50,684,100	53,975,814
<b>Training</b>	649,600	652,507	546,400	503,525
<b>Uniforms &amp; Equipment</b>	165,700	247,254	168,400	209,017
<b>Vehicle Maintenance</b>	887,300	931,301	660,000	1,090,358
<b>Communications</b>	326,000	374,424	355,000	356,158
<b>Computer Services</b>	1,234,400	1,177,234	1,078,100	1,202,669
<b>Other</b>	1,873,000	1,939,950	1,669,100	2,004,144
<b>Thunder Bay Police Service Board</b>	719,200	961,433	453,700	1,154,179
<b>Total Gross Expenditures</b>	59,704,500	64,068,650	55,614,800	60,495,864
<b>Total Revenues</b>	(5,916,800)	(7,188,108)	(5,662,100)	(6,459,648)
<b>Total Net Expenditures</b>	<b>53,787,700</b>	<b>56,880,542</b>	<b>49,952,700</b>	<b>54,036,216</b>

## 5 Year Net Operating & Capital Budget

	2023	2022	2021	2020	2019
<b>Net Operating Budget</b>	53,787,700	49,952,700	48,171,400	46,882,600	44,123,200
<b>Net Capital Budget</b>	2,188,700	1,864,400	1,567,300	1,373,400	1,901,300
<b>Total Net Operating and Capital Budget</b>	<b>55,976,400</b>	<b>51,817,100</b>	<b>49,738,700</b>	<b>48,256,000</b>	<b>46,024,500</b>

\*Includes Police Service Board





[thunderbaypolice.ca](http://thunderbaypolice.ca)