



# ANNUAL REPORT 2024



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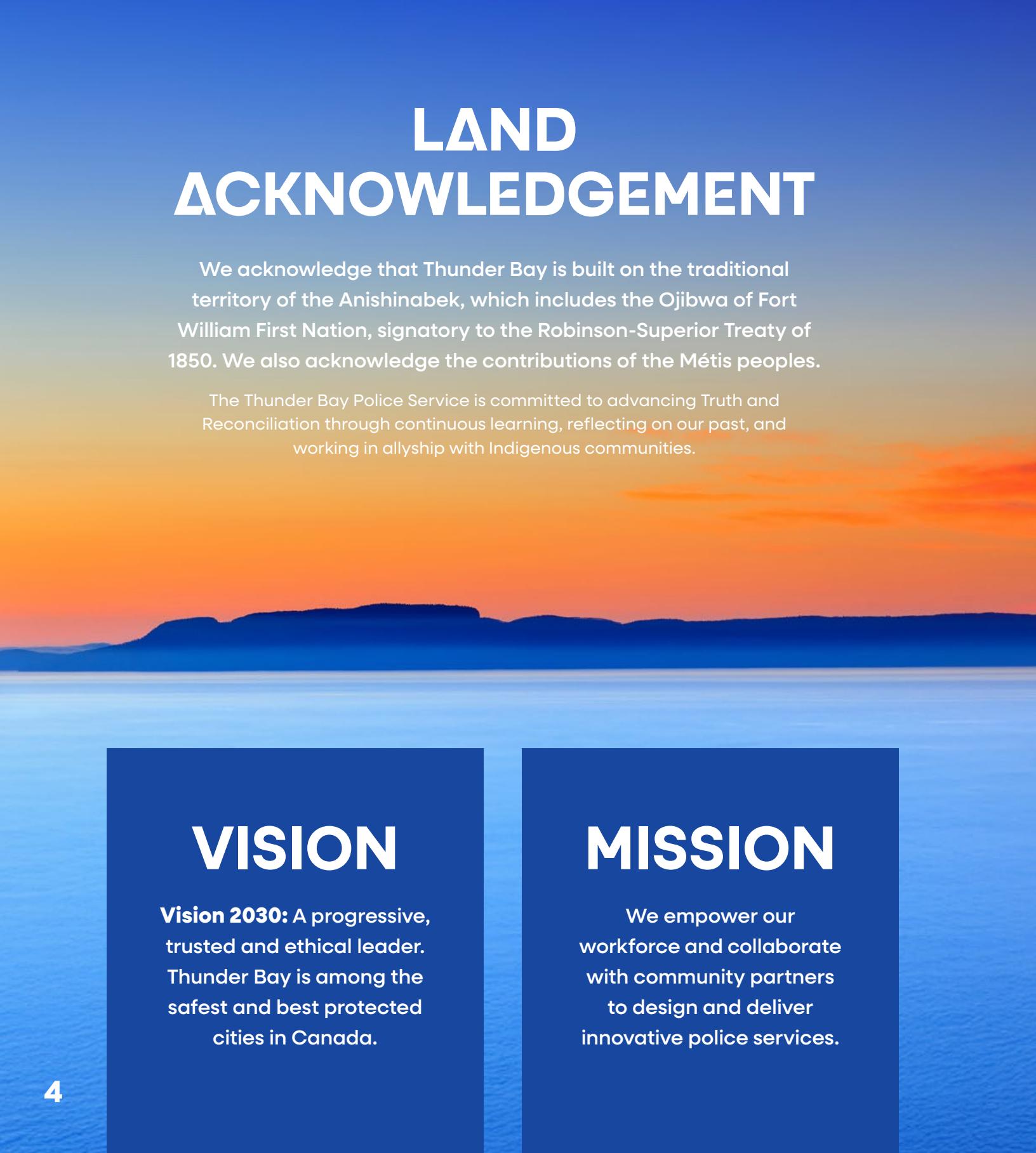
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# LAND ACKNOWLEDGEMENT

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. We 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.



## VISION

**Vision 2030:** A progressive, trusted and ethical leader. Thunder Bay is among the safest and best protected cities in Canada.

## 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 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 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.



## WE VALUE LEADERSHIP:

We lead with vision and courage to positively change outcomes.



## 2024 Thunder Bay Police Service Board members:

Provincial Appointee  
Karen Machado (Chair)

Board Member  
Denise Baxter (Vice Chair)

Board Member  
Mayor Ken Boshcoff

Provincial Appointee  
Wayne Bahlieda

Municipal Appointee  
Councillor Kasey Etreni

# MESSAGE FROM THE BOARD CHAIR

The Thunder Bay Police Service Board is proud of the accomplishments achieved throughout 2024 as we continue to advance our unwavering commitment to accountability, transparency, and community engagement. These core values remain central to our decision-making processes and ensure we act in the best interests of the communities we serve.

The Board remains focused on developing policies, procedures, and organizational structures to enhance the governance of the Thunder Bay Police Service. Here are some key updates from 2024.

## New Office Location

The Board has relocated to 1111 Victoria Avenue East, providing a more efficient workspace and yielding annual savings of approximately \$20,000, a fiscally responsible decision that supports our ongoing commitment to fiscal responsibility.



## Strengthening Relationships with Indigenous Communities

The Board is committed to building relationships, trust and fostering collaboration with Indigenous peoples. We are actively listening, learning, and implementing policies that support reconciliation and address historical challenges. The Expert Panel's report highlighted the importance of a significant Indigenous presence on the Board. Currently, two of the five members are Indigenous women, appointed by the province and the City of Thunder Bay.

## Progress on Recommendations and Community Safety and Policing Act (CSPA)

The Board is actively working to implement recommendations from the Sinclair Report, Independent Police Review Director, Expert Panel, and the new CSPA legislation. These sources provide guidance for the development and enhancement of frameworks and practices that promote community safety, uphold the highest standards of policing, and ensure transparency and accountability.

## Labour Relations Committee Update

Collective bargaining negotiations with the Police Association are ongoing, with productive discussions to ensure fair and sustainable agreements.

## New Communications Committee

To improve transparency, the Board established a Communications Committee. This committee is focused on enhancing communication tools, including the Board's website and reports, ensuring clear and accessible information for the public.

## Board's Staffing Model

The Board is transitioning to a full-time Executive Director position, with hiring planned for 2025, to support key recommendations, policy development, and enhance governance.

### **Karen Machado**

Board Chair  
Thunder Bay Police Service Board





# MESSAGE FROM THE CHIEF

2024 was a year of great challenge and significant progress for the Thunder Bay Police Service (TBPS). Under unprecedented pressure, our members demonstrated remarkable professionalism and resilience. Their dedication to serving and protecting our community continues to inspire me daily, and I extend my sincere gratitude to each of them.

I am equally grateful to the people of Thunder Bay. Your voices, shared through forums, events, and direct conversations, have guided our priorities and strengthened our commitment to transparency and collaboration.



## Together, we advanced several key priorities:

We prioritized a respectful workplace and officer well-being, acknowledging the increasing impact of post-traumatic stress. We introduced All-Member Town Halls and began hiring a Return to Work & Reintegration Specialist to support recovery of our members and readiness to return to work. Fostering a strong learning culture remains central to our work.

To ensure sustainable policing, we improved internal processes, bolstered our HR capacity, and welcomed Deputy Chief Jeremy Pearson. With Consilium Public Sector Services, we launched a comprehensive service delivery and staffing review to improve efficiency and reduce operational risks.

Community engagement grew through initiatives like Chat with the Chief, expanded Indigenous Leadership Collaborative efforts, and open dialogues with 2SLGBTQIA+ groups, BIAs, and Indigenous organizations. Our Community Safety and Satisfaction Survey provided valuable insights to guide our path forward.

We emphasized enforcement priorities through interagency collaboration and strategic funding to address crime and safety.

We remain deeply committed to reconciliation. Our Truth and Reconciliation efforts continue to evolve, including bringing the MMIWG2S Tree of Hope to Parliament Hill as a symbol of remembrance and awareness.

As we move into 2025, we look forward to the launch of our new Strategic Plan and applying insights from our staffing review. We will continue to focus on building trust, fostering connections, and delivering the high-quality policing our community deserves.

Thank you for your continued support.

**Darcy Fleury, M.O.M.**  
Chief of Police  
Thunder Bay Police Service



# ORGANIZATIONAL STRUCTURE

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).

The TBPS team includes 255 Sworn and 140 civilian (2025 budget) members who are dedicated to serving the community. TBPS operates 24/7 from its headquarters at 1200 Balmoral Street. Due to capacity issues and facility limitations, some members and units work from other sites.

**TBPS  
provides  
six core  
functions:**



Crime prevention



Law enforcement



Victim's assistance



Public order maintenance



Emergency response services



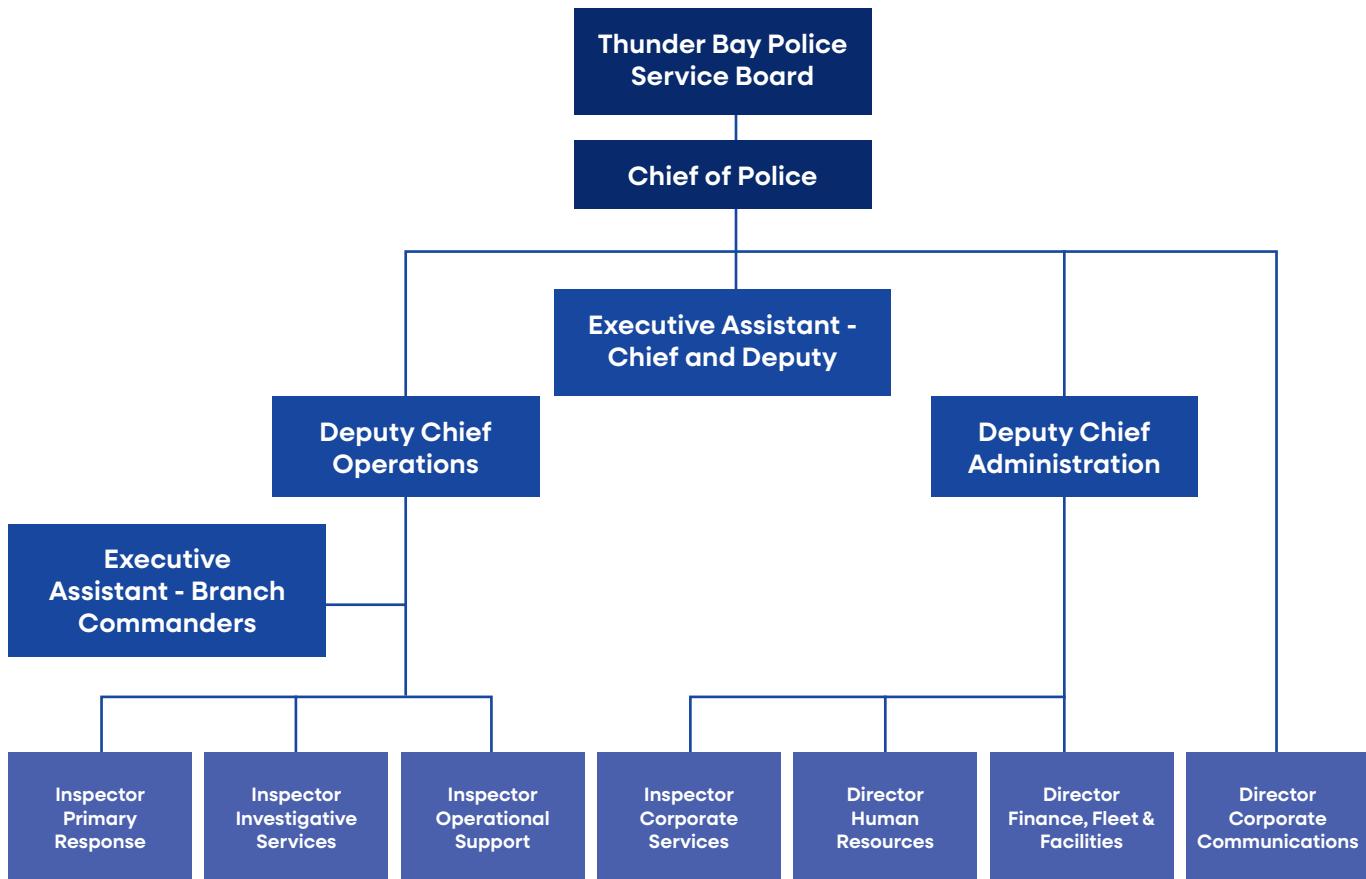
Administration and infrastructure



# ORGANIZATIONAL CHART

## The following Branches make up the TBPS:

- The Office of the Chief
- Primary Response
- Investigative Services
- Operational Support
- Corporate Communications
- Corporate Services
- Human Resources
- Finance, Fleet & Facilities



# BRANCHES

## The Office of the Chief

The Office of the Chief includes:

- ▶ Deputy Chief – Operations
- ▶ Deputy Chief – Administration
- ▶ Corporate Communications



## CONNECTING WITH COMMUNITY

Community engagement is a cornerstone of building trust between the Thunder Bay Police Service and the people it serves. It is a priority to which Chief Darcy Fleury is deeply committed. In 2024, he continued regular, meaningful engagement with community members and organizations to listen to concerns, answer questions, and collaborate on shared goals to enhance community safety.

These efforts include meetings with organizations such as the Thunder Bay Multicultural Association, Ontario Native Women's Association, and Business Improvement Associations, as well as public Town Halls. Interactions have been overwhelmingly positive, with residents and community groups expressing appreciation for the work being done and the professionalism of police members.

Additionally in 2024, the Chief and members of the Senior Command Team attended and participated in 56 community events, reinforcing their visible and active presence. Through these partnerships and events, the service continues to foster collaboration, trust, and a shared commitment to a safer, more connected community.



## TBPS BRINGS MMIWG2S TREE OF HOPE TO PARLIAMENT HILL

In December 2024, for the first time, a Tree of Hope was lit at Parliament Hill. TBPS introduced the Tree of Hope project there to build awareness of Missing and Murdered Indigenous Women, Girls and Two-Spirited people (MMIWG2S). Bringing the Tree of Hope to Parliament Hill amplified our pledge to hold each victim in our hearts as we continue to work in a good way to protect our community.

Chief Darcy Fleury was joined by Elders, Drummers, the project creator, and the Minister of Indigenous Services, the Honourable Patty Hajdu. The National Chief of the Assembly of First Nations, Cindy Woodhouse, also participated and recognized TBPS for “doing this hard work and heart work”.

Since the project was launched at TBPS in 2019, other police services throughout Ontario have adopted the MMIWG2S Tree of Hope.



## Primary Response Branch

The Primary Response Branch includes:

- ▶ Uniform 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

### Total Calls for Service



**55,772**

(includes online reports)

### Total motor vehicle collisions investigated



**2,893**

### Mental Health Act calls



**2,257**

## DATA:

ETU – High risk/ETU calls for service	<b>158</b>
Of the motor vehicle collisions:	<b>7 fatalities 239 non-fatal injuries</b>
Motor vehicle collisions involving impaired drivers	<b>80</b>
Of the 80 motor vehicle collisions involving alcohol or drugs:	<b>1 fatality 17 non-fatal injuries</b>
Total impaired driving charges	<b>191</b>
Of those, impaired by drug	<b>91</b>
Responses to suspected overdoses	<b>361</b>
Times Naloxone administered	<b>206 (57% of incidents)</b>
Domestic calls	<b>2,612</b>
Family Dispute calls	<b>979</b>
Missing Persons calls	<b>797</b>
Liquor Licence Act calls	<b>681</b>

## DRONE PROGRAM GROWS

TBPS uses state-of-the-art drones to assist with missing persons searches, and to enhance officer safety during suspect tracking and operations involving armed and barricaded subjects.

After many successes, the drone program was expanded. In June 2024, eight members of the Primary Response Branch went through four days of training, which included flight training, reviewing legal processes, and scenario-based exercises.

The drones are also able to effectively and efficiently capture photo and video evidence from crime and collision scenes.



## FROM CADET TO CONSTABLE

After completing training at the Ontario Police College (OPC), recruits are then sworn in as new constables in a courthouse ceremony. Each new constable reads and signs their oaths as police officers and are given their badges. It's an exciting moment for the new officers, their families, and TBPS.

Once sworn in, new constables are assigned to a coach officer for approximately three months before starting to patrol on their own.

People join the TBPS complement of sworn members from a wide variety of backgrounds. While some have experience in law enforcement, others come from the business sector, the education system, and other sectors. Some join TBPS immediately after graduating.

Caitlin Radcliff, who earned her badge in 2024, always wanted to serve the public. To anyone considering a career as a police officer, she advises, "when you are afraid to jump, that's when you should do it. There's never going to be a good time. If the thought is even in your mind, do it."



## EMERGENCY TACTICAL SKILLS TRAINING DELIVERED IN THUNDER BAY

Ongoing training equips Emergency Task Unit (ETU) members to respond effectively in high-pressure, unpredictable situations. This includes the ability to work at heights, including performing various tasks such as rappelling and rope rescues. In June 2024, members of the ETU participated in the first Basic Ontario Tactical Rope Access course hosted in Thunder Bay.

Previously, TBPS officers had been sent to Toronto to receive certification. Being able to host the training locally is more cost effective. The training was delivered with the assistance of the Toronto Police Service Emergency Task Force which coordinates the Ontario Tactical Rope Access program, and the venues that were used for training.



## Investigative Services Branch

The Investigative Services Branch 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

### DATA:

The data presented below results from all Intelligence-led investigations and drug investigations conducted by all other branches of TBPS that included non-district offenders



**217**

Persons arrested in connection with Intelligence Unit



**121 (56%)**

Number of those found to be living outside of the Thunder Bay district



**27**

Firearms seized



**\$7,329,405**

Estimated value of drugs seized



**8**

Homicide investigations



**8**

Homicide charges laid



**28**

Major case projects investigated



## PROJECT MARBLE RESULTS IN TBPS'S LARGEST SINGLE SEIZURE OF COCAINE

Over \$3 million in drugs, weapons, cash and other luxury items were seized through Project Marble, a major investigation led by the TBPS Intelligence Unit. After 13 months of investigating and gathering intel, several search warrants were executed in February 2024, resulting in the arrests of nine people and more than 50 charges.

Through funding provided by the Ontario Government, Criminal Intelligence Service Ontario supported the investigation. Multiple police agencies assisted in Project Marble, including the Ontario Provincial Police, Nishnawbe Aski Police Service, Toronto Police Service, Niagara Regional Police Service, Sault Ste. Marie Police Service and Calgary Police Service.

## NEW CANINE MEMBER TO SNIFF OUT ELECTRONIC DEVICES

In April 2024, TBPS announced its newest addition – Trace. Trace is an Electronic Storage Detection (ESD) canine and is a member of the Cyber Crime Unit, working alongside handler Det./Cst. Joel Manherz. He is trained to identify the scent of Triphenylphosphine oxide (TPPO), which is a chemical used in electronic storage devices and any device used to send or receive data.

Trace is able to detect devices such as cell phones, USBs, SIM cards, air tags, hard drives and hidden cameras, whether they are hidden under a rug, in a fridge, in a closet, or otherwise concealed. Trace has been involved in executing multiple search warrants, and has found electronic devices that had not been discovered during the initial searches.

The Thunder Bay Police Service is the third law enforcement agency in Canada to have an ESD canine.



## Operational Support Branch

The Operational Support Branch includes:

- ▶ Community Outreach
  - School Resource
  - Community Oriented Response and Engagement (CORE)
  - Community Inclusion Team (CIT)
- ▶ Court Security
- ▶ Records
  - Case Management
  - Digital Evidence
  - Records
  - Criminal Records Checks
  - Freedom of Information
- ▶ Communications Unit (911 for police and Thunder Bay Fire Rescue)



### DATA:



**125-150**

Average calls per day to Communications Centre (911)



**20,710**

Priority 1 calls to Communications Centre



**153,247**

Total # of exhibits handled



**2,904**

Evidence cases created

CIT Gawendum Gaakina Awaya Reconciliation 40-hour training program participants	<b>22 (425 to date)</b>
Lockdown Drills by School Resource Officers	<b>49</b>
Student Presentations by School Resource Officers regarding Online Safety, Bullying, Gang Prevention and Student Safety	<b>40</b>
Safety presentations by CORE to business community	<b>20</b>
Safety presentation by CORE to residents of TBDSSAB buildings	<b>6</b>
CORE Bike Patrols	<b>37</b>
CORE Foot Patrols in downtown business areas	<b>42</b>
CORE Encampment Patrols	<b>21</b>
CORE support to other units	<b>711.75 Hours</b>
Unwanted persons removed from residence by CORE	<b>51</b>
Evictions with CORE and Sheriff's Office	<b>98</b>
Hours of dedicated patrol in apartment buildings by CORE	<b>306.2</b>
Contacts during patrols in apartment buildings (does not include daily face-to-face interactions)	<b>3,641</b>
Referrals through Quick Connect	<b>175</b>
Referrals through U-reconnect	<b>70</b>
Archery program sessions for youth	<b>23</b>

## COMMUNICATIONS OPERATORS – SAVING LIVES ONE CALL AT A TIME

TBPS 911 Operators are the ‘eyes and ears’ of responders on the front line. They listen carefully to callers for clues to figure out what is happening and what help to send, prioritizing the most dire situations. They might give first-aid/CPR instructions, or other direction to keep people safe until help arrives. No matter how distressing the call, they stay calm and focused, juggling multiple calls at once, entering information into a system, dispatching police officers and fire fighters, and monitoring responses.

911 Operators are high achievers who focus on results, thrive in a fast-paced environment, can multi-task and make quick decisions. During Public Safety Telecommunicators Week in April 2024, TBPS set out to celebrate 911 Operators and their unique skills. This included an information booth at Goods & Co. where people could learn more about the role and what it takes to be part of the team. The initiative was success, resulting in interest and applications.

## HIP HOP ARTIST DELIVERS IMPACTFUL LESSONS IN GANG PREVENTION

The easiest way out of a gang is to never get in. That's why members of the TBPS Community Inclusion Team and School Resource Officers hosted a series of gang prevention workshops to students in grades 7 and 8. In September 2024, Voices of Resilience: Gang Prevention Through Experience —reached about 2,500 students at numerous local and regional schools.

Hip hop artist and actor Henry "MC RedCloud" Andrade and local community advocate Kyle Arnold shared their lived experiences and how they found themselves susceptible to gang culture and how they've ultimately moved beyond that lifestyle. Youth were urged to identify available supports and people they trust in their lives and use those supports when they need help.

This initiative was supported by funding from the Province of Ontario, through the Proceeds of Crime Frontline Policing Grant. The Thunder Bay Police Service is also a partner of the Youth and Family Support Program.



## COMMUNITY-BASED CRIME PREVENTION

Crime prevention activities help keep communities safe and reduce crime before it happens. TBPS provides community-based crime prevention in many ways, such as patrolling neighborhoods, educating kids about safety, and participating in events and activities where officers can build trust with community members. They also work closely with community groups and organizations to identify problem areas and find solutions.

The Community Oriented Response & Engagement, or CORE Unit, focuses on addressing root problems. CORE officers collaborate with community stakeholders on projects that tackle specific issues and problem areas. Examples range from providing to local business operators information sessions and resources to help them protect their staff, customers, and property, to engaging in numerous partnerships to identify and disrupt incidents of home takeovers across the city.



## Corporate Services Branch

The Corporate Services Branch includes:

- ▶ Professional Standards
  - Public Complaints
  - Training
- ▶ Risk Management
  - Property and Stores
- ▶ Information Technology



### 40-60 HRS OF MANDATORY TRAINING PER OFFICER IN 2024:

- ▶ Firearms = 20hrs
- ▶ Use of Force = 10hrs
- ▶ First Aid = 8-16hrs
- ▶ Immediate Action Rapid Deployment = 10hrs

### ADDITIONAL TRAINING:

- ▶ Taser Training for approximately 50 members = 8hrs
- ▶ Academic Training = 10hrs



## COMPREHENSIVE TRAINING FOR A SAFER COMMUNITY

Police officers undergo regular training to develop new skills and keep up-to-date with important knowledge. The TBPS Training Unit plays a pivotal role to ensure all training meets required standards and that every officer is prepared for their role.

In 2024, officers participated in key training areas such as firearms, use of force, and rifle qualifications, all required by law. They also took part in specialized programs like Immediate Action Rapid Deployment to prepare for emergency situations. Other important training, including First Aid and academic updates, keeps officers ready to handle various challenges.

Our commitment to building positive relationships with the community is reflected in training programs like Reconciliation Training, which promotes understanding between Indigenous peoples and the police. Officers also participated in diversity and cultural training, helping them serve the community with respect and fairness. These efforts ensure that the police are well-prepared to protect and serve the people of Thunder Bay.

## PUBLIC COMPLAINTS:

Concerns raised by community members are taken seriously and there is a fair and independent process for addressing them. Thunder Bay Police Service Professional Standards investigates public complaints assigned by the Law Enforcement Complaints Agency (LECA), under the Community Safety and Policing Act. The following is a summary of the handling of complaints related to TBPS policies, services and officer conduct.

COMPLAINT TYPE	2024	2023	2022
Conduct Complaints	<b>62</b>	<b>6</b>	<b>5</b>
Service (Procedure) Complaints	<b>2</b>	<b>47</b>	<b>46</b>
Total Public Complaints	<b>64</b>	<b>53</b>	<b>51</b>
Complaint Conclusions			
Screened Out - No investigation conducted as per the decision of LECA (e.g. Not in the Public Interest, Bad Faith, Frivolous/Vexatious, No Jurisdiction, Better Dealt with Under Another Act/Law, Over Six Months Old)	<b>31</b>	<b>30</b>	<b>37</b>
Withdrawn by Complainant Prior to LECA Screening	<b>0</b>	<b>2</b>	<b>0</b>
Local Response (a process to resolve complaints before they go formal. These complaints are received and dealt with directly at the police station)	<b>10</b>	<b>0</b>	<b>0</b>
Screened In by LECA for TBPS Investigation (complaints referred to the police service for investigation by Professional Standards)	<b>22</b>	<b>21</b>	<b>14</b>
Screened In by LECA for Other Agency Investigation	<b>1</b>	<b>0</b>	<b>0</b>
Early Resolution (a voluntary process that must have consent of all parties prior to LECA screening in a complaint)	<b>0</b>	<b>1</b>	<b>0</b>
Unsubstantiated (a decision following investigation)	<b>5</b>	<b>4</b>	<b>3</b>
Substantiated (a decision following investigation)	<b>0</b>	<b>1</b>	<b>0</b>
Withdrawn	<b>2</b>	<b>4</b>	<b>1</b>
Informal Resolution (can occur during investigation)	<b>1</b>	<b>0</b>	<b>0</b>
Terminated/Suspended Investigations - Section 72 (e.g. pending criminal charges that may interfere with a complaint investigation)	<b>6</b>	<b>2</b>	<b>0</b>
CSPA/PSA Hearing	<b>0</b>	<b>0</b>	<b>0</b>
Pending/Open Investigations moving into the following year	<b>9</b>	<b>9</b>	<b>10</b>

## Finance, Fleet & Facilities

### DATA:



#### Fleet vehicles

**113** (includes snowmobiles and trailers)



#### KMs traveled

**1,533,146**



#### Oil changes completed

**140**



#### Garage work orders completed

**450**



#### Tires replaced

**71**

In 2024, there was a shift to reduce outsourcing of fleet repair and maintenance services. Over \$200,000.00 was saved by completing regular preventative inspections and services in-house, such as oil changes, brakes, suspensions, minor body repairs and others.

## RESOURCE PLANNING

In the fall of 2024, TBPS launched a third-party assessment with the aim of modernizing and improving operations to meet the community's changing needs. Consultants with experience in high-level policing roles gathered input from both staff and community members through surveys, interviews, and focus groups. The fresh look at TBPS's service delivery and staffing levels informs future planning for long-term success.



## Human Resources

### DATA:



# 384.3

**2024 Budgeted and Approved Staffing**

(255 Sworn,  
129.3 Civilian)



# 3

**Experienced Officers Hired**



# 9

**Cadets Hired**

## EXPANDING HORIZONS: THUNDER BAY POLICE SERVICE'S 2024 RECRUITMENT DRIVE

In 2024, the Thunder Bay Police Service focused on improving its recruitment efforts. Addressing the challenge of attracting applicants is a struggle shared by many law enforcement agencies across Ontario and Canada. TBPS streamlined the recruitment process to prevent delays and keep candidates interested in joining our service.

The recruitment team attended career fairs in Thunder Bay and nearby areas, offering face-to-face interactions and information about the police service. They also held recruitment presentations at local schools, colleges, universities, and virtual sessions to reach a wider audience and showcase the benefits of joining the force.

A key initiative involved traveling to Manitoba and Northern Ontario to visit schools and colleges. The team visited locations like The Pas in Manitoba and various colleges in Northern Ontario, connecting with over 200 students interested in law enforcement careers and raising awareness about the opportunities with Thunder Bay Police Service.

In 2024, TBPS welcomed three experienced officers and nine cadets. Of those cadets, six successfully completed Ontario Police College (OPC) training and became sworn members, and the remaining three cadets continued training with TBPS while awaiting their turn at OPC.



## Corporate Communications

### DATA:



**6,000,000**

Facebook views



**945,704**

Facebook page visits



**3,834**

New follows on  
Facebook



**740,176**

Website visits



**337**

Media releases  
issued



# THE YEAR IN NUMBERS: 2024 CRIME DATA



**8,458**

Total Criminal Code  
Incidents (all violations)



**2,865**

Total Persons Charged



**244**

Total Youths Charged



**188**

Sexual Assault/Sexual  
Offenses



**1,450**

Assault



**80**

Assault against a peace  
officer

\*The 2024 data included in this annual report is subject to change per validation and processing by Statistics Canada.

**266****Robbery****398****Break & Enter****2,543****Theft Under \$5,000****1,623****Shoplifting****423****Theft from Motor Vehicles****646****Mischief****22****Arson****478****Fraud/Identity Theft****4,290****Property related crimes**

Crime Severity Index, Weighted Clearance Rate, Violent Crime Severity Index and Violent Weighted Clearance Rate data is calculated by Statistics Canada and will be published by them in July, 2025.



## Firearms

In 2024, a total of 267 authentic firearms were seized by TBPS, compared to 139 in 2023.

Examples of seized firearms – both authentic and imitation – highlight the dangers and risks that these items present.

Given the increasing prevalence of firearms and their involvement in the commission of violent crime over recent years, officers responding to situations where a potential firearm may be present must assume that the weapon is real until proven otherwise.

## Street Checks

TBPS and its members are in compliance with Ontario Regulation 58/16, under the Police Services Act entitled “Collection of Identifying Information in Certain Circumstances – Prohibitions and Duties”, known as the “Street Checks Regulation”. There were zero attempts by an officer to collect identifying information from individuals as per the Regulation, and therefore there are no patterns, assumptions, or conclusions to formulate.

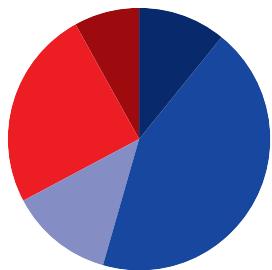
# COMMUNITY SATISFACTION WITH THE POLICING PROVIDED

## CITIZEN SATISFACTION AND TRUST SURVEY 2024

TBPS conducted a newly developed Citizen Satisfaction and Trust Survey from October 28 to December 18, 2024. 442 respondents were engaged in the random survey, and more than 900 participated in the self-selected survey.

The survey is one of several methods applied to collect and understand community perspectives and measure the impact of TBPS initiatives. Results help to inform ongoing operational planning.

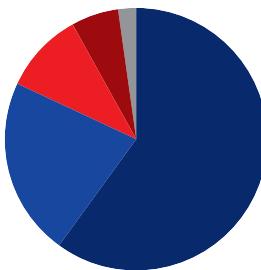
### KEY FINDINGS:



#### Overall, how safe do you feel in Thunder Bay?

- Very safe
- Somewhat safe
- Neither safe nor unsafe
- Somewhat unsafe
- Very unsafe

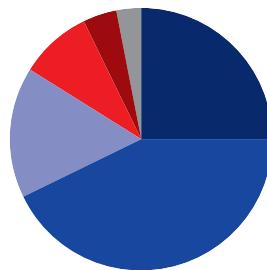
Perceptions of Safety: Half of respondents (54%) feel at least somewhat safe in Thunder Bay, though perceptions vary across demographics. Older respondents report the highest sense of safety, while younger individuals say they feel less safe.



#### How willing would you be to contact the Thunder Bay Police Service if you were a victim of crime or were worried about something?

- Very willing
- Fairly willing
- Not very willing
- Not willing at all
- Don't know

Willingness to contact police: A large majority (82%) of respondents would be willing to contact the police if they were a victim of a crime or were worried about something. Notably, respondents under the age of 35 are considerably less likely to say they would be "very willing" to contact the police (33% vs 60% citywide). 6% of respondents citywide said that they would not be willing at all to contact the police.



#### Thunder Bay police would treat you with respect if you had contact with them for any reason

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree
- Don't know

Respect: A large majority (68%) of respondents feel that the Thunder Bay police would treat them with respect if they had contact with them for any reason. Only 13% of respondents citywide disagreed with this statement, but those under the age of 35 were considerably more likely to disagree (26%).

# FINANCIALS

## 2024 and 2023 Net Operating Budget

	2024 BUDGET	2024 ACTUAL	2023 BUDGET	2023 ACTUAL
Wages & Benefits	58,312,000	60,076,249	53,849,300	57,784,548
Training	747,500	596,934	649,600	652,507
Uniforms & Equipment	207,400	239,474	165,700	247,254
Vehicle Maintenance	917,300	654,046	887,300	931,301
Communications	357,000	347,194	326,000	374,424
Computer Services	1,478,600	1,221,708	1,234,400	1,177,234
Other	2,217,700	2,130,919	1,873,000	1,939,950
Thunder Bay Police Service Board	964,900	975,025	719,200	961,433
<b>Total Gross Expenditures</b>	<b>65,202,400</b>	<b>66,241,549</b>	<b>59,704,500</b>	<b>64,068,650</b>
Revenues	(6,466,300)	(7,787,311)	(5,916,800)	(7,188,108)
Transfer from Reserve Funds	(570,000)	(535,803)		
<b>Total Net Expenditures</b>	<b>58,166,100</b>	<b>57,918,435</b>	<b>53,787,700</b>	<b>56,880,542</b>

## 5 year Net Operating and Capital Budget:

	2024	2023	2022	2021	2020
Net Operating Budget	58,166,100	53,787,700	49,952,700	48,171,400	46,882,600
Net Capital Budget	2,825,200	2,188,700	1,864,400	1,567,300	1,373,400
<b>Total Net Operating and Capital Budget</b>	<b>60,991,300</b>	<b>55,976,400</b>	<b>51,817,100</b>	<b>49,738,700</b>	<b>48,256,000</b>

INCLUDES POLICE SERVICE BOARD





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