



**MINUTES OF OPEN MEETING  
North Bay Police Service Board  
February 19, 2026**

**Present:**

**Board Members:** Rich Stivrins, Chair, Pat Cliche, Bill Hagborg, Maggie Horsfield  
**Police Service:** Chief Daryl Longworth, A/Deputy Chief Jeff Warner, Vince Corrente (A/Inspector), Jennifer Cross, Corporate Communications Coordinator  
**Guests** Tom Gervais, Police Services Advisor  
**Executive Asst:** Susan Foster-Fulton

**Call to Order**

The Chair, Rich Stivrins, called the meeting to order at 0800 hours.

**1. Approval of Agenda**

Resolution: #015-2026

Moved by: Bill Hagborg, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*"Accept the Agenda as presented for the Open Session Meeting held on February 19, 2026".*

Carried

**2. Adoption of Minutes**

Resolution: #016-2026

Moved by: Pat Cliche, Seconded by: Maggie Horsfield

The North Bay Police Service Board hereby resolves to:

*"Adopt the Minutes of the Open Session Meeting held on January 22, 2026".*

Carried

**3. Correspondence**

Resolution: #017-2026

Moved by: Maggie Horsfield, Seconded by: Patricia Cliche

The North Bay Police Service Board hereby resolves to:

*"Note and file correspondence received in the Open Session of the meeting held on February 19, 2026".*

Carried

**4. Contingency Requests (NIL)**

**5. Taxi Licence Applications (NIL)**

**6. New Hires ~ Auxiliary Members**

The Chief announced that five (5) individuals were identified as successful candidates for the North Bay Police Service (NBPS) Auxiliary Program effective February 10, 2026. He noted that during the NBPSB meeting in January, he referenced the number of members selected as eight (8) officers; however, verified today that confirmation letters have in fact been directed to five (5) successful candidates. A formal swearing in ceremony has been scheduled for later in March 2026.

Resolution: #018-2026

Moved by: Maggie Horsfield, Seconded by: Bill Hagborg

The North Bay Police Service Board hereby resolves to:

*"Confirm the Appointment of Benjamin Mason, Liam Brooks, Sebastien Lagace, Ignazio Faraci and Harshit Bansal to the position of Auxiliary Program Member, effective February 10, 2026.*

Carried

## **7. Chief's Verbal Report**

The Chief shared the following during his verbal report:

- The NBPS has received a Section 14 Agreement Template (CSPA), which is currently being finalized for North Bay Police Service Board (NBPSB) review at a future meeting.
- Our Beyond the Blue Family Chapter hosted a Fishing Derby on February 15, 2026, for NBPS members and their families. The weather was fantastic and approximately 50 people turned out to enjoy the event.
- The Polar Plunge is set to run on March 7, 2026, and we are approximately one quarter of the way towards our goal of \$50,000.00. Team Copsicles has raised \$2,450.00; Gateway to the Cold Crew is close behind with \$2,250.00 and the OPP have raised \$1,630.00 to date.
- The Special Olympic Snowshoe Provincial Qualifier will be held on February 21, 2026, at Nipissing University. A/Deputy Chief Warner will be attending to represent the NBPS.
- The Ontario Women in Law Enforcement will present an OWLE Northern Training Day. The session will be held on April 9, 2026 and the Chief is hoping to encourage participation in the training event.
- The Chief wanted to address the recent announcement related to review of Ontario Police Services being conducted by the Inspectorate of Policing (IoP).
  - He noted that, along with members of the North Bay Police Service, he shares the concerns of our community following the results of the Project South investigation by the Toronto Police Service, and acknowledged that the allegations are deeply troubling.
  - He recognized that when organized crime infiltrates policing, harm extends far beyond the individuals involved and public confidence and trust are threatened.
  - He indicated that he welcomes the IoP independent review of integrity and anti-corruption practices across the province, and completely supports any effort to address vulnerabilities that could undermine the public's confidence and trust in this police service and/or the policing profession at large.
  - He noted that independent oversight and accountability are essential to maintaining public trust and indicated that once completed, the IoP findings will provide valuable insights to support improvements in police governance and help ensure all police services meet the public's expectations for integrity, accountability, and effectiveness.
  - He wanted to be perfectly clear that corruption has no place in policing and that protecting public trust is non-negotiable.
  - He also shared his gratitude for the professionalism and dedication of NBPS members who serve this community with integrity each and every day.

## **8. Use of Force Report**

The A/Deputy Chief noted that the CSPA requires members of a police service to submit a Use of Force report related to specific situations and criteria occurrences. He noted that there was a total of 25 reports submitted during 2025, which reflects a slight decrease from the number of reports submitted in 2024. This number continues to be well within acceptable margins, particularly when considering that NBPS officers responded to nearly 34,000 calls for service and dealt with a wide variety of combative, violent, actively resistant and/or armed subjects over the year. It was also noted that the decrease could be attributed to enhanced use of force and de-escalation training.

Resolution: #019-2026

Moved by: Bill Hagborg, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:  
*"Receive the 2025 Annual Report on the Use of Force"*

Carried

### **9. Firearms Audit Report**

The CSPA requires that the number of firearms coming into the possession of the NBPS during 2025 be provided to the Minister no later than February 28. A summary of the Firearms Audit Report was provided and it was noted that 91 new firearms came into the possession of the NBPS during this timeframe. 85 non-agency firearms were disposed of and 127 firearms remain in the possession of the NBPS. The required statistics have been submitted to the Ministry.

Resolution: #020-2026

Moved by: Maggie Horsfield, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:  
*"Receive the report for the 2025/2026 Firearms Audit"*.

Carried

### **10. General Property Audit Report**

The purpose of the audit for general property is to provide an objective examination of items received by, and secured under the control of the NBPS. The Audit covered the time frame between June 18, 2025 and February 4, 2025. A summary was provided and it was noted that a reminder for the requirement to add a badge number to property tags (in addition to a signature) may be necessary to assist in the diligent return of property items to rightful owners and to avoid unnecessary retention of property.

Resolution: #021-2026

Moved by: Pat Cliche, Seconded by: Bill Hagborg

The North Bay Police Service Board hereby resolves to:  
*"Receive the report for the 2025/2026 Firearms Audit"*.

Carried

### **11. 2025 Sick Time Report**

The Chief noted that a review of sick time usage by NBPS members in 2025 (as compared to 2023 and 2024) has recently been completed. He indicated that the recorded average sick time usage for sworn members was 45.62 hours and 54.29 hours for civilians. For sworn members working a 12-hour shift, that equates to 3.8 shifts per year; for a civilian member working a 10-hour shift, that equates to 5.4 shifts per year. He also highlighted the fact that there were 22 members with zero sick time usage and 14 members who used two-days or less. The Chief shared that he is extremely proud of these numbers.

Resolution: #022-2026

Moved by: Maggie Horsfield, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:  
*"Receive the Sick Time Usage Report for 2023 to 2025"*.

Carried

### **12. Vested Sick Leave Report**

The Chief explained that members hired prior to 1997 are entitled to receive payment upon retirement for unexpended accumulated sick leave to a maximum of 180 days. Members with accumulated sick leave in excess of 180 days are entitled to two (2) weeks paid leave for each additional 100 days of unused sick leave credits upon retirement. In 2023, the Board approved a resolution to transfer a portion of the year-end surplus to fully fund the estimated Vested Sick Leave Reserve. This liability fluctuates annually and, based on current estimates, the Reserve is underfunded by \$24,088.00 The Chief noted that between April 1, 2025 and December 31, 2025, four (4) members retired and were entitled to vested sick leave payouts. Additionally,

retroactive vested sick leave adjustments were required for members who retired prior to the ratification of the new collective agreement; the total cost of these payments was \$356,104.00  
Resolution: #023-2026

Moved by: Pat Cliche, Seconded by: Maggie Horsfield

The North Bay Police Service Board hereby resolves to:

*“Approve the transfer of \$24,088 to the Vested Sick Leave Reserve(99511R) on December 31, 2025; and*

*Approve the transfer of \$356,104 from the Vested Sick Leave Reserve (99511R) to fund Vested Sick Leave payments made upon retirement to December 31, 2025.*

Carried

### **13. Section 19 Notifications to the Inspectorate of Policing**

The A/Deputy Chief noted that in accordance with Section 19 of the *CSPA*, the NBPS is required to notify the IoP and the NBPSB of any requests for assistance from another police service. The A/Deputy Chief identified that the NBPS made four requests for assistance to the Ontario Provincial Police (OPP) in February (up to and including February 12, 2026). Requests included assistance with an investigation into a conflict-of-interest occurrence; as well as requests for support from the OPP Technical Services Unit and the OPP Digital Forensics Unit on three additional investigations. Tom Gervais, Police Services Advisor, reminded attendees that the *CSPA* also requires the Board to make an assessment as to whether continuing to make a request for assistance is required in order to provide adequate and effective policing, and whether it is subject to a Section 14 Agreement. The Chief committed to structuring reports to ensure the provision of this guidance to the IoP moving forward.

Resolution: #024-2026

Moved by: Bill Hagborg, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*“Receive the report related to Temporary Requests for Assistance pursuant to Section 19 of the Community Safety and Policing Act”.*

Carried

### **14. Capital Purchase Pursuant to Board By-Law 4 – Financial Accountability**

The Chief explained that he was looking for approval to proceed with a single-source procurement of the Leica RTC360 3D scanner due to operational compatibility requirements, specialized forensic functionality, and environmental performance standards required for law enforcement operations. The Chief noted that this particular scanner is used by primary investigative and forensic service partners and that using an alternative system would create compatibility challenges.

Resolution: #025-2026

Moved by: Maggie Horsfield, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*“Approve the single-source procurement of a Leica RTC360 3D Laser Scanner for \$151,612.10+HST from Leica Geosystems Ltd”.*

Carried

### **15. Amendments to Board By-Law #20 – NBPS Internal Audits**

The Chair noted that Board By-Law #20 was being amended to update submission deadline dates for the Major Case Management Annual Report and the ViCLAS Annual Report from February to March at the request of the Chief of Police.

Resolution: #026-2026

Moved by: Bill Hagborg Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*“Amend Board By-Law #20 - NBPS Internal Audits to change submission dates for the Major Case Management Report and the ViCLAS Report from February to March”.*

## 16. Monthly Operations Reports

A/Deputy Chief Warner reviewed current versions of the following reports: Citizen Generated Calls for Service, Officer Generated Incidents and the Monthly Collision Report. He also noted that the NBPS has a new report called the Monthly Call for Service Summary which breaks out a number of "Top 10's" including Notable Calls for Service, Criminal Code Charges by Volume, and Calls for Service by Volume; the new report also provides a Total Calls for Service Summary. The Monthly Call for Service Summary Report is prepared in-house and allows the NBPS to pull their own statistics.

## 17. New Business (NIL)

## 18. Adjourn to Closed Session

Resolution: #027-2026

Moved by: Maggie Horsfield, Seconded by: Bill Hagborg

The North Bay Police Service Board hereby resolves to:

*"Adjourn to the Closed Session portion of the meeting held on February 19, 2026, at 0839 hours".*

*Carried*

## 19. Motions Arising from Closed Session

The Board resolved to adopt recommendations related to the following topics of discussion that occurred during the Closed Session:

- Noting and filing of correspondence including personal matters about an identifiable individual, including members of the police service or any other employees of the board;
- personal matters about an identifiable individual, including members of the police service or any other employees of the board regarding attendance; and
- personal matters about an identifiable individual, including members of the police service or any other employees of the board related to performance goals;

Resolution: #028-2026

Moved by: Bill Hagborg, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*"Adopt the recommendations contained in the reports of the Chief of Police arising from the Closed Session of the Meeting held February 19, 2026".*

## 20. Adjournment

Resolution: #029-2026

Moved by: Maggie Horsfield, Seconded by: Bill Hagborg

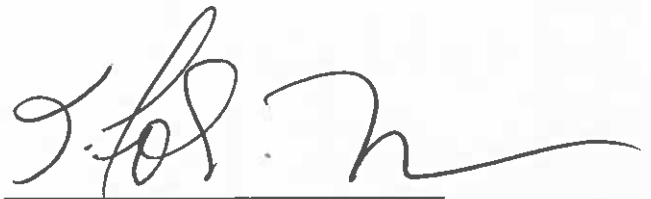
The North Bay Police Service Board hereby resolves to:

*"Adjourn the Open Session of the meeting held on February 19, 2026 at 1015 hours".*

*Carried*



Chair February 19, 2026



Executive Assistant