



**MINUTES OF OPEN MEETING  
North Bay Police Service Board  
December 16, 2025**

**Present:**

**Board Members:** Rich Stivrins, Chair, Pat Cliche, Bill Hagborg, Maggie Horsfield  
**Police Service:** Chief Daryl Longworth, A/Deputy Chief Jeff Warner, Jim Cook (A/Inspector), Patty Malone, NBPS Legal Counsel  
**Guests:** Tom Gervais, Police Services Advisor  
**Executive Asst.:** Susan Foster-Fulton

**Call to Order**

The Chair, Rich Stivrins, called the meeting to order at 0802 hours.

**1. Approval of Agenda**

Resolution: #103-2025

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 December 16, 2025".*

Carried

**2. Adoption of Minutes**

Resolution: #104-2025

Moved by: Maggie Horsfield, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*"Adopt the Minutes of the Open Session Meeting held on November 18, 2025".*

Carried

**3. Approval of NBPSB Meeting Dates for 2026**

Meeting dates for 2026 were reviewed and conflicts were noted. It was agreed to amend originally identified meeting dates (third Tuesday of each month) to Thursday, January 22, 2025 and Thursday, February 19, 2025. Dates were approved pending any additional conflicts.

Resolution: #105-2025

Moved by: Bill Hagborg, Seconded by: Maggie Horsfield

The North Bay Police Service Board hereby resolves to:

*"Schedule North Bay Police Service Board Meeting dates for 2026 as identified".*

Carried

**4. Correspondence (Nil)**

**5. Contingency Requests (Nil)**

**6. Taxi Licence Applications**

Resolution: #106-2025

Moved by: Pat Cliche, Seconded by: Maggie Horsfield

The North Bay Police Service Board hereby resolves to:

*"Approve one (1) taxi licence application for the month of November as recommended by the Chief of Police".*

Carried

## **7. Third Quarter Variance Report/Year End Projections**

The Chief identified that the NBPS is projecting a surplus of approximately \$1,700,000.00 between the approved net budget and projected year-end results. He noted that while the service has made great strides in filling vacancies, the surplus is largely the result of staff openings, recovery of wages through grant applications, and WSIB premium refunds. The Chair noted that these results highlight the power of working together to achieve such positive results. The Chief indicated that he will continue to look for grants; while he is hopeful that the service will obtain further grants, he cautioned that these funds cannot be counted on. The Chief recommended approving the transfer of \$1,250,000.00 of the anticipated surplus from the operating budget to the City of North Bay, and approving the transfer of the remaining anticipated surplus into the Police Purposes Reserve Account. The Chief will continue to work with the Chief Financial Officer (CFO) and Chief Administrative Officer (CAO), City of North Bay to determine next steps.

Resolution: #107-2025

Moved by: Pat Cliche, Seconded by: Bill Hagborg

The North Bay Police Service Board hereby resolves to:

*“Receive and file the North Bay Police Service’s Year-end Financial Projection for the period ending September 30, 2025, as set out in the Board Report dated November 18, 2025 from Monique Séguin-Russell, Finance Coordinator”.*

Carried

Resolution: #108-2025

Moved by: Bill Hagborg, Seconded by: Maggie Horsfield

The North Bay Police Service Board hereby resolves to:

*“Approve the transfer of \$1,250,000 from the anticipated surplus from the NBPSB 2025 Operating Budget (anticipated at approximately \$1.7 Million) into the City of North Bay Tax Rate Stabilization Reserve (99529R)”.*

Carried

Resolution: #109-2025

Moved by: Bill Hagborg, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*“Approve the transfer of any remaining anticipated surplus from the NBPSB 2025 Operating Budget (anticipated at approximately \$450,000) into the Police Purposes Reserve (99564R)”.*

Carried

## **8. Aggregate Disciplinary Measures Report**

The Chief noted that he is required to provide a report to the Board regarding Aggregate Disciplinary Measures in accordance with the *Community Safety and Policing Act (CSPA)*. The report identifies the status of all Law Enforcement Complaints Agency (LECA) and Chief generated complaints and will be posted to the NBPSB website as required. He noted that from the period of January 20, 2025, there had been no imposed discipline as defined in the related legislation. A summary of complaints will be posted to the NBPS as required.

Resolution: #110-2025

Moved by: Pat Cliche, Seconded by: Bill Hagborg

The North Bay Police Service Board hereby resolves to:

*“Accept the report on Aggregate Disciplinary Measures submitted Pursuant to S.215 of the Community Safety and Policing Act and in compliance with Ontario Regulation 90/24”.*

## **9. Chief of Police Expenses**

Resolution: #111-2025

Moved by: Maggie Horsfield, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*“Acknowledge receipt of Chief Longworth’s personal expenses, as they related to his position for May 1, 2025 to November 30, 2025.”*

## **10. Survey – Downtown Policing Office**

The Chief shared that the NBPS was ready to release the *Downtown North Bay Business Community Survey: Police Store Front Assessment – 2025 Survey Findings*, which assessed the NBPS store front and its impact on community safety. The survey included responses from 47 businesses, across different sectors, within the downtown core. While comments received were not included in the report to protect the privacy of respondents, the Chief noted they were largely positive and the initiative was overwhelmingly seen as a positive change. The Chief indicated that a media release would follow the Board meeting and the survey would be shared with the DIA. Board members felt the survey provided a useful snapshot of the initiative and the Chief drew attention to the fact that 44.7% of those surveyed indicated things had improved somewhat; 14.9% felt things had improved significantly; and 21.3% felt that things had remained the same. Everyone felt that the NBPS is on the right track with the initiative.

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

The Chief shared the following in his verbal report:

- The NBPS supported the Local Santa Fund by singing Christmas carols on Jet FM with Mike Monaghan.
- On December 16, 2025, the Dispatch Team planned to sing Christmas carols at local care homes, hospitals and around the community; thoughts were this could become an annual event.
- The Chief was proud to advise that Constable Daniel Weber was recognized for his efforts in a domestic violence investigation. Constable Weber was presented with the Violence Against Women Coordinating Committee (VAWCC) Dedication Award for his outstanding commitment to supporting victims of intimate partner violence. The Chief shared an excerpt from the Nomination Paper which highlighted that Cst. Weber went well above and beyond the call of duty, and that his compassion, commitment, and unwavering sense of service, made a life-changing difference.
- The Chief noted improvements have been made to the NBPS Facebook Page and over 1.4 million views on Facebook content alone were received over the previous four (4) weeks.
- Julie Lavictoire, Wellness Coordinator has been busy over the Christmas season and initiated a door decorating contest and “12-Days of Christmas” activity which were extremely well received.

## **12. 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 noted that statistics related to the downtown core reflect heightened hours of officer foot patrol duties. He highlighted a recent traffic initiative targeting speeding and aggressive driving along Lakeshore Drive related to an announced reduction in speed limit beginning on November 12, 2025. Two related targeted enforcement initiatives were conducted to improve road safety in our community; the initiative resulted in 22 speeding charges, 14 impaired driving screening tests, and one 3-day drivers licence suspension. The A/Deputy shared highlights from an investigation that resulted in the seizure of a loaded firearm and drugs targeted for the community on November 27, 2025. A high-risk traffic stop was conducted near Wallace Road with support from Uniform Patrol and ERT; three individuals were arrested without incident. The A/Deputy shared video clips of the incident to illustrate the coordinated effort of different NBPS Units that resulted in the successful execution of a high-risk vehicle stop. It demonstrated the key-role of drones for the service for officer safety. Lastly, the A/Deputy touched on a trend which seems to be on the rise related to the use of replica firearms. As any call for service involving firearms must be treated as real, this can lead to more higher risk investigations involving deployment of extensive resources and multiple police units while putting people at higher risk. The A/Deputy

highlighted these incidents as an example of the great work members are doing on an ongoing basis and to demonstrate that increased training and coordination between different units has heightened our effectiveness and improved officer safety.

### **13. Board Remuneration in Accordance with By-Law 15**

Resolution: #112-2025

Moved by: Maggie Horsfield, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*"Compensate Chair Rich Stivrins, and Board Members Pat Cliche and Bill Hagborg as provincial and municipal appointees, in the amount of \$1,950.00 for the period January 1, 2025 to December 31, 2025, to include remuneration for attendance at 2025 Collective Bargaining Agreement meetings.*

Carried

### **14. Motion to Ratify the SOA Collective Bargaining Agreement**

The Chair noted that negotiations were undertaken with a view to provide equity across the organization and that the SOA agreement aligns with that of the Junior Association.

Resolution: #113-2025

Moved by: Bill Hagborg, Seconded by: Maggie Horsfield

The North Bay Police Service Board hereby resolves to:

*"Ratify the Collective Bargaining Agreement with the North Bay Police Service Senior Officer Association, for the period January 1, 2025 to December 31, 2027, and allow the Chair to make and disclose immaterial changes to the Agreement as necessary".*

Carried

### **15. Amendment to By-Law #20 NBPS Internal Audits**

Resolution: #114-2025

Moved by: Bill Hagborg, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*"Update By-Law #20 – NBPS Internal Audits, to amend the requirement for reporting the Audit of Firearms held by NBPS to the Board, from December to February".*

Carried

### **16. Update from OAPSB Labour Conference**

Bill Hagborg attended the Ontario Association of Police Service Boards (OAPSB) Labour Conference on November 25 and 26, 2025. Bill shared that the following key topics of discussion were included on the Conference Agenda: How the Inspectorate of Policing Supports Police Boards as Employers; Police Board Governance and Building Trust Between the Police Chief and Board; Policing for the Future: Why Innovation Isn't Optional and Police Chief Performance Management to Drive Shared Commitments and Outcomes. The Conference also featured an 'Around the Province' session with all Municipal Boards represented sharing updates and best bets from their respective bargaining as completed or underway. There was general discussion about better bargaining outcomes and Central Bargaining, through working on consistent language/templates (i.e., the development of proposed standardized clauses and structures). The OAPSB Chair committed to initiating discussion about central bargaining with the Premier and Solicitor General.

### **17. Provincial Bail Notification Program**

Bill Hagborg shared that the Victim Crisis Assistance Ontario (VCAO) made a presentation at the joint Zone 1A meeting of OAPSB/OACP on November 20<sup>th</sup> outlining a proposed Bail Notification Program. The presentation identified that VCAO organizations are essential partners in community safety and well-being who provide immediate, trauma-informed support to individuals and families affected by crime and tragic circumstances. It was also noted that timely and reliable bail notification is a vital component of victim safety and the current system is

inconsistent across jurisdictions leaving survivors at risk when they are not informed of release conditions or bail decisions that may impact safety planning. The OAPSB and OACP agreed to lend their support of this program, with the Zone Boards, and now OAPSB, asking individual Boards to pass resolutions to send letters of Support to the Solicitor General, Associate Solicitor General for Auto Theft and Bail Reform and their local MPP.

Resolution: #115-2025

Moved by: Pat Cliche, Seconded by: Maggie Horsfield

The North Bay Police Service Board hereby resolves to:

*“Formally support the Provincial Bail Notification Program and authorize the Board Chair to send a Letter of Support to the Honourable Michael Kerzner, Solicitor General, the Honourable Zee Hamid, Associate Solicitor General for Auto Theft and Bail Reform and the Honourable Vic Fedeli, MPP, Nipissing.*

Carried

### **18. Prescription Diversion Project**

Bill Hagborg advised that Detective Brad Reaume, NBPS delivered a presentation at the Joint Zone 1A meeting of OAPSB/OACP on November 21<sup>st</sup>, describing the current issue of powerful prescription drugs being diverted after purchase across Ontario and beyond. While there are a number of reasons why clients divert their prescriptions (basic needs such as food and shelter), it appears that the primary motivation is strictly for profit. The OAPSB and OACP agreed to lend their support of this project, with Zone Boards, and now OAPSB, asking individual Boards to pass resolutions to send Letters of Support to the Associate Minister of Mental Health and Addictions and their local MPP.

Resolution: #116-2025

Moved by: Bill Hagborg, Seconded by: Maggie Horsfield

The North Bay Police Service Board hereby resolves to:

*“Formally support the Prescription Diversion Project: Partnership and Collaboration – the birth of change; and to authorize the Board Chair to send a Letter of Support to the Honourable Vijay Thanigasalam, Associate Minister of Mental Health and Addictions, and the Honourable Vic Fedeli, MPP, Nipissing”.*

Carried

### **19. New Business**

There was no New Business, however, Bill Hagborg provided an update with regard to opposition to plans to close the Cecil Facer Youth Centre, noting that copies of the letters from the Greater Sudbury Police Service Board and the NBPSB were shared with the Zone 1A OAPSB Boards at the November 21<sup>st</sup> breakout session. Subsequently, the Boards present, and now OAPSB, will be asking individual Boards to submit their own letters voicing opposition to the planned closure.

### **20. Adjourn to Closed Session**

Resolution: #117-2025

Moved by: Bill Hagborg, Seconded by: Pat Cliche

The North Bay Police Service Board hereby resolves to:

*“Adjourn to the Closed Session portion of the meeting held on December 16, 2025, at 0857 hours”.*

Carried

### **21. 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;
- Approval of a resolution pertaining to litigation or potential litigation affecting the Board;

- Approval of a resolution pertaining to litigation or potential litigation affecting the Board in relation to the indemnification of Sworn Officers;
- Approval of a resolution acknowledging the appointment of Civilian Members; and
- Acknowledgement of retirement of a NBPS Member.

Resolution: #118-2025

Moved by: Maggie Horsfield, 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 December 16, 2025”.*

**22. Adjournment**

Resolution: #119-2025

Moved by: Maggie Horsfield, Seconded by: Pat Cliche

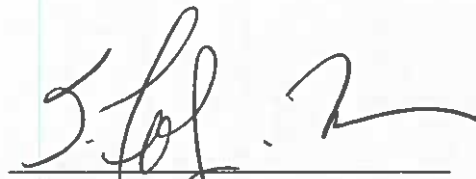
The North Bay Police Service Board hereby resolves to:

*“Adjourn the Open Session of the meeting held on December 16, 2025 at 1036 hours”.*

Carried



Chair                      December 16, 2025



Executive Assistant