



Cape Breton Regional Municipality

Board of Police Commissioners Agenda

Wednesday, January 28, 2026

10:00 a.m.

Council Chambers
Second Floor, City Hall
320 Esplanade, Sydney, Nova Scotia

Board of Police Commissioners:

Deputy Mayor Glenn Paruch, Chair

Councillor Kim Sheppard-Campbell, Vice-Chair

Councillor Steven MacNeil

Tom Vickers, Citizen Appointee

Ken Tracey, Citizen Appointee

Matthew Conner, Citizen Appointee

Noelle Gouthro, Provincial Appointee

Call to Order

Land Acknowledgment

Roll Call

1. **Approval of Agenda:** (Motion required)

2. **Approval of Minutes:** (Previously circulated)
➤ **November 17, 2025**

3. **Senior Safety Navigator:** Barry Gordon, CBRPS Sergeant Retired
(See page 3)

4. **Strategic Plan 2022 – 2025 Report on Success:** Desiree Magnus,
Communications / Public Relations Advisor (See page 16)

5. **CBRPS Policing Report:** Inspector Jodie Wilson and Staff Sergeant
AJ MacIsaac (See page 28)

6. **Commissioner Agenda Requests:**
 - 6.1 **Graffiti:** Councillor Kim-Sheppard Campbell (See page 35)
 - 6.2 **Community Beat Patrol:** Councillor Steven MacNeil
(See page 40)

Adjournment

Senior Safety Navigator

Barry G Gordon M.B



CAPE BRETON
REGIONAL
MUNICIPALITY

CAPE BRETON REGIONAL
POLICE

“SERVING WITH YOU - FOR YOU”



What We Accomplished in 2025



Venues Visited

- Harbourview Hospital Day Program
- Every Women Centre
- Glace Bay Town House
- Reserve Mines Seniors & Pensioners Club
- New Waterford Seniors Club
- Sydney Mines Seniors Complex
- Beacon St Seniors Complex
- Glace Bay Hospital Day Program
- Glace Bay Firehall
- Glace Bay Miners Forum
- Mahon St Seniors Complex
- Parkland
- Louisbourg Legion
- YMCA
- New Waterford Library
- Menelik Hall
- South Bar Fire Hall
- Mayflower Mall

- Wallace Bernard Memorial Centre
- Glace Bay United Church
- Glace Bay Legion
- Emera Center
- St Theresa CWL



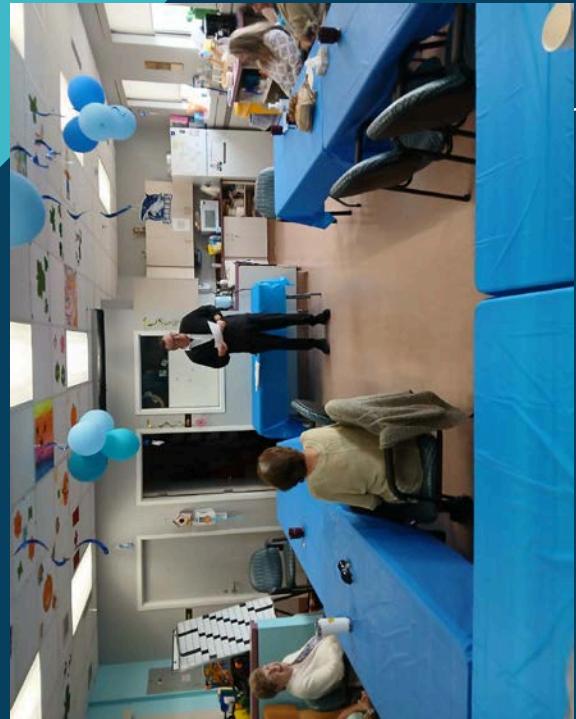
Community Partnerships

- Town House Glace Bay
- Victoria Order of Nurses
- Cape Breton Regional Library
- Alzheimer's Society
- CBRPS Domestic Violence Unit
- Provincial Housing Authority
- Cape Breton University
- Every Womans Center
- St. Therese Catholic Women's League
- Glace Bay Pharmasave
- Old Sydney Society
- Cape Breton Credit Union
- Stephenson Law
- Nova Scotia Provincial Navigators
- Membertou Inter-Agency
- Nova Scotia Health Authority
- Scotia Security Shredding
- Lawtons
- Sobeys



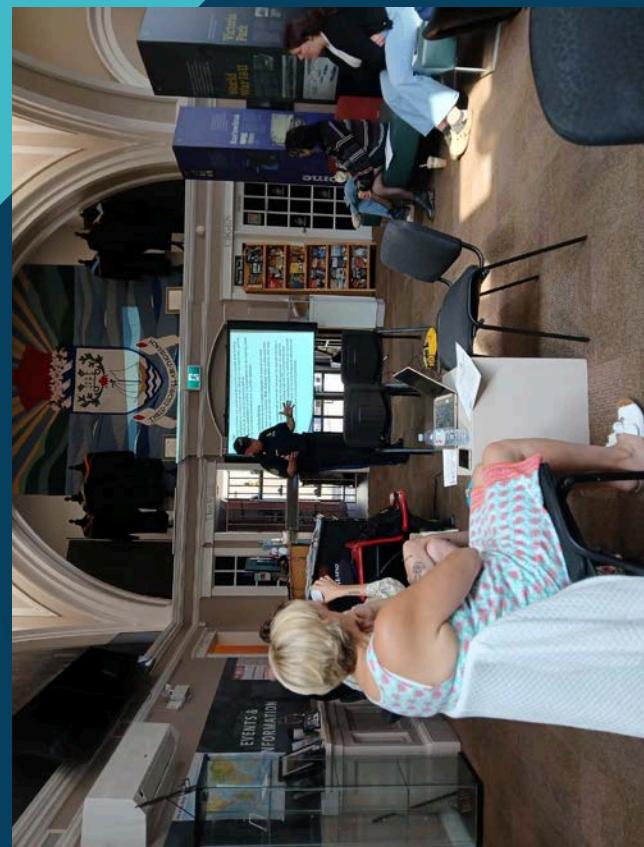
Presentation Topics

- Elder Abuse
- Frauds and Scams
- Brain Health
- Health, Wellness & Medication
- Pharmaceutical Awareness
- Falls
- Safe Recreation
- Domestic Violence Awareness and Prevention
- Waste Reduction (Solid Waste Presentation)
- Power of Attorney and Wills
- Signs and Symptoms of Osteoarthritis
- Alzheimer Disease
- How to Improve your Memory
- Occupational Health and Safety
- Cyber Safety
- Vials of Life (Presentation & Distribution)



Courses Taken/Conferences Attended

- "It's Not Right"-Senior Abuse Awareness Training
- Senior Wellness Expo-YMCA
- Social Prescribing Round Table-Care Givers Nova Scotia
- Dementia Live-A Transformative Simulation Journey



Programs We've Rolled Out

Vials of Life: 1800 Distributed



Community Shred It Day



Senior Safety Seasonal Sessions Karaoke

To Begin March 17 2026



Senior Safety Food Drive In Partnership with Sobeys

FOOD DRIVE

Organized by the CBRM Senior Safety Program

January 29 | 9am-4pm

New Waterford & Glace Bay Sobeys

January 30 | 9am-4pm

Sydney & North Sydney Sobeys

Donations support:

- New Waterford Food Bank
- Glace Bay Food Bank & Town House
- North Sydney Food Bank
- Loaves & Fishes & Louisbourg Seniors Branch #62



How Many Seniors Did We Reach in 2025?

- Through Presentations, Phone Calls, and Referrals: 5800



Goals for 2026

- Outreach to Rural Communities
- Starting a Neighborhood Watch in Christmas Island along with Crime Prevention Presentations
- Karaoke Program Coordinated with Presentations by Shaelyn Barette from the Alzheimer's Society on Music and Memory.



Thank You

Strategic Plan 2022-2025

Report on Success



“SERVING WITH YOU - FOR YOU”

Guiding Principles

Mission

We serve and protect our community.

Vision

Safe and healthy communities through leadership, partnerships and engagement.

Values

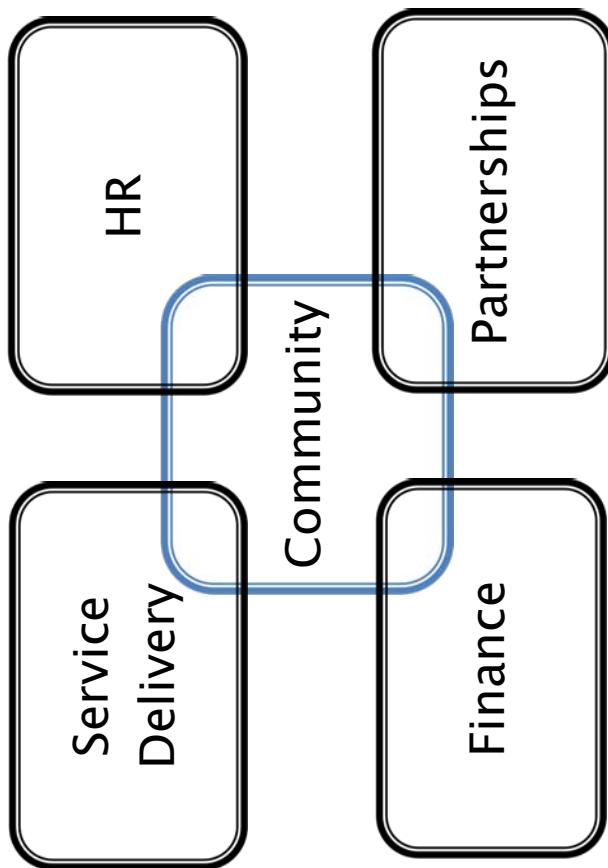
We believe in maintaining law and order through:

- ▶ ethics and professionalism;
- ▶ accountability and transparency;
- ▶ inclusion and diversity;
- ▶ collaboration and community spirit.

Motto “Serving With You – For You”



Strategic Planning



Valued Human Resources

Our members are our most valuable asset in serving our community and must be supported professionally and personally.

GOALS

- ▶ Psychological Wellness Survey recommendations for well & healthy employees
- ▶ Support for professional development / succession planning
- ▶ Positive, cohesive & supportive work environment

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SUCCESS

- ▶ Wellness Survey Initiatives: gym, quite rooms, peer support training, Critical Incident debriefs, PSPNet, psychological assessments.



Valued Human Resources

- ▶ Training: 750+ officers in 85+ specialized courses, in addition to annual mandator re-certifications; equitable course selection; more online learning opportunities and inter-agency collaborations.
- ▶ Personal assessments for career—pathing.
- ▶ MOU for prior learning and experience credits (APA, CBU)
- ▶ Employee Recognition: years of service, specialized work, Commendation Policy.
- ▶ Administrative (Non-Operational) Duties for subject officers and a restorative approach to discipline.
- ▶ Policy Review: workplace and service delivery
- ▶ Contracts for all employees in 2 unions: salary increases, Earned Days Off, Family Emergency Days, incentives for specialized sections and an MOU to support diversity.



Delivering Services to the Community

We exist to serve our community and ensure public safety.

GOALS

- Operational Review recommendations
- Maximize technology for efficiency and effectiveness
- Intelligent-led policing

SUCCESS

- Recruitment & Staffing: incentives, process, designated enrollment; 32 hires (8 female, 7 of diversity, first(s) of Indian descent); 12 promotions (1st Indigenous Sergeant); reduced vacancies.
- Civilianization for efficiency: Business Manager, Exhibit Custodian, Tech Support, Wellness Coordinator.
- 9-1-1 Communications Dispatch Centre: on-site Manager, back-up, triage & call prioritization for resource allocation.



Delivering Services to the Community

- ▶ Online Reporting and Alternate Response
- ▶ Service-delivery zones & call prioritization (location, priority & safety)
- ▶ Technology upgrades: Aries 360 Collision Reconstruction & Analysis For the Record cameras and software; LiveScan; Drone; speed monitoring; Milo simulation range; Office 365 and Niche UA; GPS, modems and MDTs; ATTACK; TMR2 Radios; server redundancy; NG 9-1-1 equipment.
- ▶ Equipment integration: infrared Drone lighting, night vision, ERT body armour; new tasers, rifles and pistols, sights & lights.
- ▶ Cloud-based E-Disclosure with PPS
- ▶ Contracted a Digital Evidence Management System (Body-Worn and In-Car Cameras, Stationary Surveillance Camera system)
- ▶ Directed patrols and enforcement: traffic, vandalism and mischief.
- ▶ Community Policing presence including offices in Sydney & Dominion
- ▶ Dedicated downtown Sydney presence, foot patrols in downtown cores
- ▶ Provincial Traffic Plan for critical incident response.



Ensuring Effective Partnerships

We are guided by our motto of “Serving With You - For You”, engaging our public in partnerships for public safety

GOALS

- ▶ Work with partners to address increasing mental health crisis
- ▶ Leverage partnerships to meet safety needs
- ▶ Foster public trust, confidence & support

SUCCESS

- ▶ Crisis Intervention Train the Trainer
- ▶ NS Health consultation on *IPTA*
- ▶ Planning & policy on developments at Ally Centre, Pine Tree Village & Eleanor’s Place



Ensuring Effective Partnerships

- ▶ Service-delivery improvements with partners: NSLC, EHS, Cape Breton Regional Hospital, Fire Services, Public Prosecution Services and Corrections Services.
- ▶ Cape Breton Local Immigration Partnership Committee, Glace Bay Unity Coalition, Diversity Committee, community cultural celebrations & events.
- ▶ 24/7 access to Interpreter Services
- ▶ Community stakeholder meetings to collaborate on public safety
- ▶ Senior Safety Navigator for crime prevention education & programming
- ▶ Redeveloped website, increased awareness on service
- ▶ Policing archive the CBU Beaton Institute
- ▶ Contributions to the Mass Casualty Commission and Wortley Report Recommendation Committee.



Pursuing Financial Stability

Ongoing fiscal pressures mean we must be strong financial stewards.

GOALS

- ▶ Value for money
- ▶ Address staffing & resources
- ▶ Practices for effective, efficient operations

SUCCESS

- ▶ Renovations, relocations, replacements for health & safety, workflow, storage and capacity.
- ▶ Cyclical purchasing for equipment & technology.



Pursuing Financial Stability

- ▶ Cost recovery funding: AOP, Domestic Violence, Integrated Traffic, School Resource Officers, Membertou.
- ▶ Business Manager, FOIPOP Coordinator, cross-trained civilianization.
- ▶ Alternate Response Unit to facilitate call prioritization & online reporting.
- ▶ Call-type adjustments to accurately reflect allocated time.
- ▶ Restructured fees to cost-recover time & resources for records services
- ▶ Opened a Collision Reporting Centre for 3rd-party service to minor collisions.
- ▶ Outsourced needle collection as a non-police duty.
- ▶ Collaborated with CBRM departments to assign project managers.
- ▶ Fleet adaptations for safety & standardizing; introduced first Hybrid vehicle.



Strategic Plan 2026-2029

- ▶ Preparation (December – March)
 - Review, Reassess, Research
 - Environmental Scan, Strategic Considerations
 - Internal & External Surveys
- ▶ Stakeholder Consultation Roundtables (April–May)
 - Governance, Management & Staff, Community Partners
 - Where we are, Where we're going, How we get there
- ▶ Strategic Planning (May)
- ▶ Final Direction (June PC Meeting)





CBRPS Policing Report September 1, 2025 – December 31, 2025

Calls for Service

Sept. 1, 2024 – Dec. 31, 2024

Area	Calls for Service
North	3914
Central	10,315
East	6326
Other	7084
Online Reporting	142
Total	27,781

Sept. 1, 2025 – Dec. 31, 2025

Area	Calls for Service
North	3688
Central	11,370
East	5371
Other	1950
Online Reporting	89
Total	22,468

Collision Reporting Center

Sept. 1, 2025 – Dec. 31, 2025

Month	Number of Customers
September	141
October	117
November	152
December	114
Total	524

***Other** category contains calls with no specific address unable to be categorized to a division, abandoned 9-1-1 calls, license plate checks, information requests, etc.*

HIGHLIGHTS AND INITIATIVES

- Arrested and charged 2 people with multiple offences related to Human Trafficking following a lengthy investigation.
- Participated in the 14th Annual Truck Convoy for Special Olympics in Halifax. Over 200 trucks took part in the event raising \$184,662 in support of Special Olympics Nova Scotia.
- Through checkpoints and targeted traffic enforcement during the months of November and December, Cape Breton Regional Police issued 309 charges for speeding plus issued 320 Summary Offence Tickets for a variety of other driving infractions including Failing to Stop, Failing to Yield to a Pedestrian in a Crosswalk, Operating a Handheld Communication Device, Operating vehicles with improper equipment, driving without a valid license, insurance, registration or inspection.
- We were honoured to participate in the annual Nova Scotia Fallen Peace Officers' Memorial where we joined colleagues and family members to pay tribute and respect for the dedication of officers who lost their lives in the line of duty.
- Held the 17th annual "Shop of the Class" event in conjunction with the Mayflower Mall and Cape Breton Regional Center for Education, helping to fulfill wish lists for 43 deserving students with Mayflower Mall gift certificates and additional shopping money donated by local businesses. With support from additional community partners, the students were also gifted an extra bag of holiday goodies as well as winter jackets from Sport Check.

- Conducted a Shoplifting Blitz during the December 2025 holiday shopping season resulting in 8 charges and the recovery of \$2,000.00 in stolen merchandise. In addition, officers issued Protection of Property Act notices to 2 individuals to prevent them from returning to stores where they were caught.

Training:

- Annual Block Training, Sydney (all members)
- Ontario Police ICE Strategy Training, Ontario (2)
- Major Case Management Team Lead, Ottawa (1)
- Major Case Management, Amherst (2)
- Forensic Ident Course, Ottawa (1)
- Major Case Management Team Lead, Amherst (3)
- CPTED Training, New Brunswick (2)
- ACE Training, Sydney (3)
- Human Trafficking 101, Newfoundland (2)
- Hazmat Training, Sydney (4)
- Pistol Mounted Optics Course, East Division (13)
- Niche Training, Toronto (2)
- KIRAT Training-ICE, virtual (2)
- Collision Reconstruction Level 4 Course, Ontario (1)
- Auto Theft Training Conference, Ontario (2)
- Reintegration Facilitators Course, Halifax (2)
- Annual Range Training, Sydney (all members)
- CACP National Missing Persons Training Symposium, Ontario (2)
- Online Extremism Training Workshop, Online (3)
- Use of Force, Training Workshop, Truro (1)
- Citizens on Patrol Training, Glace Bay (3)
- CPTED Training, Woodstock, NB (2)

Patrols:

- Attended calls relating to incidents of Assault, Assault with a Weapon, Suspicious Fires, Theft, Vandalism, Deceased Persons, Missing Persons, Attempted Suicide/Suicide, Break and Enter, Motor Vehicle Accidents, Domestic Violence, Mental Health assistance, and Impaired Driving.
- Carried out foot patrol in commercial districts to address concerns from business owners.
- Addressed citizen complaints regarding speeding, off road vehicles and loud mufflers.

- Conducted checks on a daily basis in relation to high-risk offenders on conditional sentence orders and release orders through the courts.
- Assisted investigative units with vehicle stops.
- Monitored and enforced compliance through patrol and property checks.

Prisoner Care Facility

September	October	November	December
153	142	76	104

Prisoner Care Facility Total: 475

Membertou:

- Responded to 613 calls for service, laid 33 charges and conducted 455 property checks.
- Attended various meetings with Chief & Council, Interagency, Membertou Schools, and various other meetings.
- Carried out foot patrols and property checks on local businesses.

K-9 Unit:

- Responded to 75 calls for K-9 service including, Alarms, Arrest Warrants, Assault with a Weapon, Break and Enter, IPTA, Domestic Assault/Threat, Missing Persons, Motor Vehicle Collisions, Public Relations, Robbery, Weapons complaints, assist patrol members, Street Crime Unit, Major Crime Unit and ERT.
 - Located / arrested 3 persons, located 20 articles
- Assisted patrols with 65 calls for service.

School Resource Officers:

- Worked closely with school administration to address potential issues and ensure school safety.
- Participated in training sessions on fire drills, lock downs and lock and secure procedures.
- Assist other units with files connected to students at schools.
- Dealt with incidents including bullying, assaults, and threats. Working with school administration and parents to address issues internally through suspensions and restitution or through further police investigation and the Court system where warranted.

- Attended various events such as the Sydney Academy Blue & White Hockey Tournament, the Glace Bay Panther Classic and assisted with Glace Bay High School Adopt-A-Family.

Community Officer:

- Attended CBRPS Community Offices in Marion Bridge, Charlotte Street and Dominion.
- Attended meetings with community groups including Townhouse, Sydney Downtown Business Association, Glace Bay, Catalone, National Little League Committee, and Edwardsville Community Groups.
- Carried out information sessions at Sydney Downtown Business Association and Island Community Justice Service covering topics such as Dealing with an Break & Enter, De-escalation/effective communication, and Theft prevention.
- Provided presentations to international students at CBU in regard to Scams & Frauds, and winter road safety.
- Attended numerous events throughout CBRM including the street festival in Port Morien, Townhouse Glace Bay “Walk Shop” event, Halloween Event on Charlotte Street, Open Hearth Park “Pumpkin Patch”, Townhouse Gala, Coffee with a Cop, Shop of the Class, C.O.P. session, Christmas light-up and nutcracker events on Charlotte Street and the Sydney Santa Claus Parade.
- Assisted with foot patrol in the downtown cores.
- Assisted the Senior Safety Navigator with various safety presentations for seniors throughout CBRM.

Senior Safety Navigator:

- Conducted presentations on Frauds & Scams, Falls and Senior Safety for groups at the Glace Bay United Church and CWL Group from St. Theresa’s Church.
- Attended a presentation at North Sydney Senior’s Complex with Alzheimer’s Society Regional Coordinator of Education.
- Attended a presentation on Dementia at the Big Pond Firehall.
- Attended several community events providing information on Senior Safety to community members.
- Distributed Vials for Life to Town House, Glace Bay United Church, Glace Bay Day Program, Membertou Elders, St. Theresa’s Church CWL Group, Melnick Hall, Northside Hospital, Care Givers Group at South Bar Fire Hall, all divisions of Police Services.
- Attended the Membertou Interagency Meeting and YMCA Seniors Expo.

OPERATIONAL SUPPORT

Traffic Safety Unit:

- Responded and/or assisted in over 213 occurrences
 - Enforced over 189 *Motor Vehicle Act* charges
- Addressed several complaints throughout CBRM regarding stop signs, parking, speeding, loud mufflers and other traffic related issues.
- Responded to and investigated 8 Motor Vehicle Collisions.
- Worked with Public Works, Dept. of Transportation, Cape Breton Regional Center for Education and Fire Services in regard to safety issues and updating signage.
- Provided traffic support for events throughout CBRM such as parades, Remembrance Day Events, and Road Relays.

Street Crime/Drug Unit:

- Executed 2 search warrants and seized over \$10,000 worth of illegal drugs and approximately \$11,000 in cash resulting in 16 charges.
- Managed an ongoing investigation into a large number of discovered stolen vehicles.
- Assisted other sections of CBRPS with executing search warrants, conducting surveillance and assisting Patrols.

Community Safety Enforcement Unit:

- Assigned 57 new files and laid 59 charges including, Theft, Motor Vehicle Act, Property Damage, Domestic Assault, and various breaches.
- Assisted patrols, Investigative sections, Safer Communities, and other outside agencies with ongoing investigations providing surveillance and information gathering in response to complaints of increased criminal activity.
- Assisted Street Crime Unit in the execution of warrants resulting in several charges.
- Engaged in initiatives to address concerns raised in downtown cores.

Major Crime/Domestic Violence Unit:

- Assigned 40 new investigations and laid over 45 criminal code charges, including, Homicide, Assault, Robbery, Uttering Threats, Break and Enters, Fraud, Weapon Violations, Breach Violations, and charges under the Youth Criminal Justice Act.
 - Currently managing 65 active investigations

- Executed search warrants and production orders along with sealing orders.
- Prepared Court documentation for upcoming trials.
- Reviewed 209 domestic-related files, resulting in 300 Criminal charges.

General Investigation Section/Arson Investigator

- Assigned 68 new files for investigation, including sexual offences, assaults, missing youth, forcible confinement, Property Damage, Arson and breaches of court orders. A total of 103 charges were laid.
- Prepared and executed judicial authorizations related to assigned investigations.
- Assisted other units with criminal investigations.

Internet Child Exploitation Unit (ICE) / Computer Forensic Unit:

- Worked on over 36 active investigations including child luring, child pornography, and sexual assault.
- Forensically analyzed 29 devices and completed 7 drone operations.
- Supported ongoing investigations into Homicides, Robberies, Drug related offences, Assaults, and Domestic Violence where cell phone warrants are executed by the unit.

Forensic Identification Unit:

- Responded to 82 calls for service including: Homicide, Arson, Sudden Death, Break & Enter, Home Invasion, Assault, Robbery, Weapons Complaint, Assist Other Agency requests, Motor Vehicle Collisions, Recovered Stolen Vehicle, DNA Orders, Fingerprint Identifications, and Search Warrants.
- Maintained exhibit control for all evidence seized by the police service, and managed all photographic evidence.
- Conducted lab work associated with file exhibits submitted by Major Crime, General Investigation Unit, Arson Investigation Unit and Patrols for processing.
- Liaised with outside agencies such as Deputy Fire Marshall's office, Sexual Assault Program, Sheriff and Correction Services, Nova Scotia Firearms Officer, RCMP Forensic Lab, and Alcohol & Gaming.
- Maintained SOCO (Scenes of Crime Officer) files.

Marine Unit:

- Assisted DNR with the search for a missing male in the Coxheath area.
- Acted as a safety boat escorting swimmers for the annual United Way fund raiser in Sydney Harbour.
- Patrols made in Sydney Harbour during Cruise Ship visits.

Solid Waste:

- Investigated over 70 complaints associated with illegal dumping, resulting in several charges pending and several warnings. Currently managing numerous active investigations.
- Assisted Patrols with calls for service.

Mental Health Liaison Officer:

- Acts as a liaison between the NSHA and the CBRPS to help address systemic issues and resolve particular situations involving individuals with mental health disorders.
- Assisted officers with cases involving emotionally disturbed persons and incidents involving patients within the Cape Breton Regional Hospital.

Polygraph

- Used Forensic Polygraph in 9 Criminal Investigations and conducted 7 Pre-Employment Polygraph Examinations.
- Assisted Major Crime Unit, General Investigative Section, Arson Investigator and Patrols with several investigations, conducting interviews, analysis of statements and advising on interview strategy and technique.
- Registered 43 individuals for the National Sex Offender Registry.



City Hall
320 Esplanade
Sydney, NS B1P 7B9

Commission Agenda Request Form

▪ Included on Agenda
(Submitted to Municipal
Clerk's Office by 4:30 pm
seven days before the
meeting)

Late Item
(Submitted to Municipal
Clerk's Office by Noon the day
before the meeting)

Discussion
 Motion/Action
 Announcement
 Other

Date of Meeting: Police Commission – January 28, 2026

Subject: Graffiti

Motion for Consideration: That the Chief of Police provide an update to Commission on the ongoing issue of graffiti within the CBRM, and that Commission recommend to Council that a workshop be conducted involving Commission, Council, CBRM Police Services, and Public Works to discuss strategies to address graffiti in the CBRM.

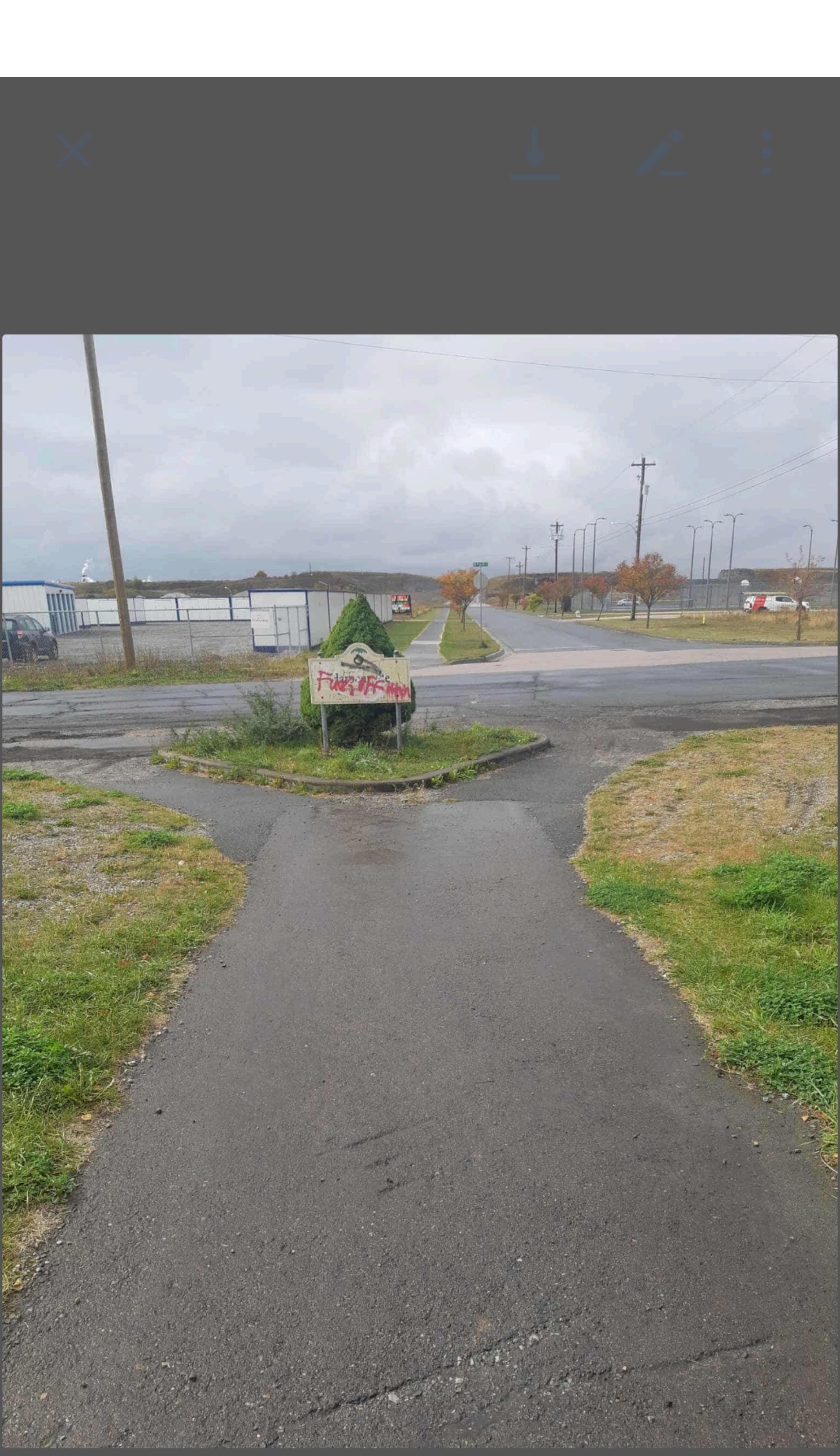
Rationale: While many local artists volunteer their time and talent to beautify our community, others are vandalizing these efforts by covering public art and property with graffiti. This damages our municipality's appearance and discourages community pride.

Outcome Sought: To hold a focused workshop with Council, Public Works, and CBRM Police to develop a clear plan to prevent graffiti and hold offenders accountable. The goal is to protect community art, maintain a clean environment, and support local beautification efforts.

Submitted by: Kim Sheppard-Campbell

Date Submitted: October 19, 2025

Received by Clerk's Department–October 19, 2025











City Hall
320 Esplanade
Sydney, NS B1P 7B9

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Date of Meeting: Police Commission – January 28, 2026

Subject: Community Beat Patrol

For Consideration: That Police Commission request a plan from the Chief Officer for rotating community beat patrols, whereby uniformed officers would conduct regular foot patrols throughout the various communities of the Cape Breton Regional Municipality.

Rationale: Community beat patrols may offer several community benefits. Increased visibility of police presence in neighbourhoods fosters a sense of safety and security among residents. Regular foot patrols allow officers to build meaningful relationships with community members, local businesses, and organizations. A rotating schedule ensures equitable and adequate coverage across all communities.

Outcome Sought: A stronger police/community relationship, enhanced public safety, and a more visible and approachable police presence that can address the unique needs of each community across the municipality by having personnel on the ground floor.

Submitted by: Steven MacNeil District 8

Date Submitted: January 22, 2026

Received by Clerk's Department (Jan 22/26)