



Board of Police Commissioners

Agenda

Monday, November 8th, 2021

10:00 a.m.

2nd Floor Council Chambers

**City Hall
320 Esplanade
Sydney, NS**

Commission Members:

Commissioner Eldon MacDonald, Chair

Commissioner Steve Gillespie

Commissioner James Edwards

Citizen Appointee - Commissioner Lloyd Bailey

Citizen Appointee – Commissioner Dale Deering-Bert, Vice-Chair

Citizen Appointee - Commissioner Helen Luedee

Cape Breton Regional Municipality

Board of Police Commissioners

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10:00 a.m.

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Roll Call

1. **Approval of Minutes:** (previously distributed)
➤ **June 22, 2021**
2. **Approval of Agenda** (motion required)
3. **Safer Communities and Neighbourhoods:** Allison Dolhanty, Department of Justice
(See page 4)
4. **Strategic Plan:** Desiree Magnus, Communications/PR Advisor (See page 10)
 - Report to the Community on 2018-2021 Accomplishments
 - Strategic Plan 2021-2024
5. **Member Recognition – Mi'kmaq History Month:** Police Chief Robert Walsh (See page 15)
6. **CBRPS Flag:** Deputy Chief Stephen MacKinnon (See page 16)
7. **Divisional Reports:** Staff Sergeant Ken Routledge and Staff Sergeant Gil Boone
- to be circulated prior to the meeting

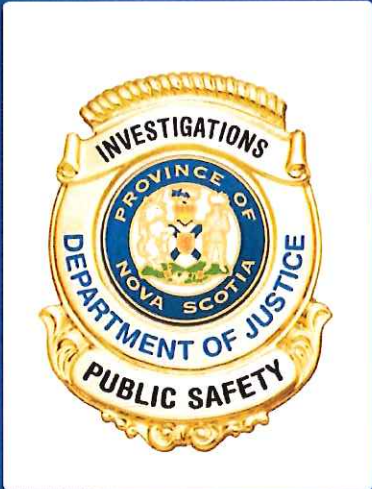
Adjournment



Public Safety Investigation Section Nova Scotia Department of Justice



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SAFER COMMUNITIES AND NEIGHBOURHOODS ACT



The Safer Communities and Neighbourhoods Act

Proclaimed in Nova Scotia on January 7, 2007

Similar legislation in Manitoba, Saskatchewan, the Yukon, Alberta, New Brunswick, and British Columbia

The Safer Communities and Neighbourhoods Act (SCAN) gives the public a way to report concerns in their neighbourhood. SCAN improves community safety by targeting and, if necessary, shutting down residential and commercial buildings and land that are regularly used for illegal activities.



Public Safety Investigation Section

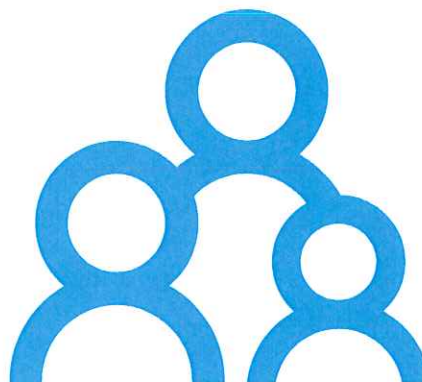
The Public Safety Investigation Section was established to receive complaints, investigate illegal activities at properties, and enforce the Act

The investigators are designated peace officers for the province of NS with special Constable status.



The investigation must reveal that a community or neighbourhood is adversely affected by the activity and that this activity is habitual and ongoing

The activity (typically illegal) must have a negative affect on the safety or security of one or more persons in the community or neighbourhood



Confidential Complaint

Complaints received from the public remain confidential

The legislation protects the identity of the complainant

Options of the Director for Public Safety

(Once the investigation is complete)

- ▶ Decide not to act on the complaint
- ▶ Attempt to resolve the complaint by agreement or informal action
- ▶ Send a warning letter to the owner of the property or its occupant
- ▶ Notice to Vacate
- ▶ Apply for a Community Safety Order

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Court Process

All matters are heard in the Nova Scotia Supreme Court Civil Division

In Civil Court it is a "balance of probabilities" vs "beyond a reasonable doubt"

Provincial attorneys look after Court proceedings regarding Community Safety Orders.

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Options of the Court

A Community Safety Order is a court order that requires people to stop doing specific illegal activity on a property, and may:

- order people to leave the property
- end a lease or tenancy agreement
- order that the property be closed for up to 90 days
- give the owner possession of the property.

Community Safety Orders can be appealed however the person must apply to court within 14 days of the date they were served with the order.

The Penalty

•If you are found guilty of removing or defacing an order notice posted on a building under SCAN you may have to pay a fine of up to \$2,500.00, be sent to jail for up to 3 months or both.

•If you are found guilty of entering a property that is closed under a Community Safety Order you may have to pay a fine of up to \$5,000.00, be sent to jail for up to 6 months or both.

•If you are found guilty of not following a Community Safety Order you may have to pay a fine of up to \$500 for each day that you do not follow the order.

Complaint Reporting

- ▶ Complaints can be made to Public Safety by calling:
- ▶ **1-877-357-2337**



Questions?

For more information:
www.novascotia.ca/just/public_safety



CAPE BRETON REGIONAL POLICE

"SERVING WITH YOU - FOR YOU"



Robert J. Walsh
Chief of Police
865 Grand Lake Road
Sydney, Nova Scotia
B1P 6W2

MEMO

To: CBRM Board of Police Commissioners

From: Chief Robert Walsh

Date: November 3, 2021

Topic: Strategic Plan – Report to the Community

Commissioners:

As part of our Strategic Planning Process we will report back on our accomplishments from the CBRPS 2018-2021 Strategic Plan during the November 8th meeting of the Board of Police Commissioners.

This is the measurement and accountability piece of our Strategic Planning Process, to outline the activities and initiatives we've taken on to help achieve the goals and objectives set out in our Strategic Plan. We do this in collaboration with our corporate and community partners for public safety, to guide our service delivery for safe and healthy communities that meet the needs of our citizens.

A copy of the 2018-2021 Key Result Areas, Goals and Objectives are enclosed for your reference.

Regards,

ORIGINAL SIGNED BY

Chief Robert J. Walsh



VALUED HUMAN RESOURCES



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

GOAL 1

Foster a positive, cohesive and supportive environment

OBJECTIVES:

- Strengthen organizational diversity in accordance with provincial and local polices in recruiting, hiring, training, and promoting professional and skilled members who reflect our community.
- Complete cultural awareness training to facilitate equity and inclusiveness.
- Continue addressing disciplinary behaviour with a restorative approach for awareness, education and prevention, when and where appropriate.

GOAL 2

Provide training that supports career development and succession planning

OBJECTIVES:

- Use a competency-based system for employee performance, assessment, development and career-pathing.
- Leverage police-related training and education available through the Canadian Police Knowledge Network for personal and professional development.
- Maximize opportunities for internal members with specialized skills and certification to facilitate training.

GOAL 3

Implement programs and services to ensure well and healthy employees as productive members of the workforce and society.

OBJECTIVES:

- Provide and promote access to programs and services for physical and mental well-being.
- Fully implement R2MR (Road to Mental Readiness) training to equip all employees with the resources to address and manage mental health.
- Develop a comprehensive process to manage attendance and performance, including sick time and workplace accommodation.

We exist to serve our community and ensure public safety.

GOAL 1

Make effective use of available technology for efficient operations and response

OBJECTIVES:

- Equip the complete fleet of vehicles with computers.
- Engage citizens in crime prevention and service delivery efforts through online crime reporting.
- Explore opportunities for adoption of emerging, proven technologies.

GOAL 2

Continue developing an intelligent-led model of policing for efficient allocation of resources

OBJECTIVES:

- Adopt a CBRM-wide operational platform
 - eliminate divisional boundaries,
 - refine zone mapping, and
 - move radio communication to one operational channel, to best respond where and when needed.
- Utilize GPS mapping to dispatch officers based on location, priority and officer/public safety needs.
- Use analytics and problem-oriented policing to further enhance ongoing crime reduction strategies.

GOAL 3

Address the impacts of cannabis legislation using effective crime management and community safety strategies.



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

GOAL 1

Leverage partnerships to meet continually evolving public safety needs

OBJECTIVES:

- Work with community agencies for information sharing about and with new Canadians.
- Build trust, capacity and responsibility as a culturally-safe resources in the community.
- Access partner agencies to better assist and serve vulnerable, marginalized, and at-risk populations, including victims of domestic violence, the illegal sex trade and youth at risk.

GOAL 2

Continually assess opportunities with public safety partners

OBJECTIVES:

- Facilitate continued information and intelligence sharing with specialized sections and resources, and community and law-enforcement partners.
- Develop common protocols to collaboratively respond to overlapping roles and responsibilities.
- Expand the role of the Mental Health Liaison to address increasing needs, challenges and calls for service

GOAL 3

Continue to foster public trust, confidence and support

OBJECTIVES:

- Better educate the public on policing, its complexity and all the ways our full-service agency works for public safety.
- Continue engaging with citizens through every-day interactions as well as community events and initiatives.
- Maintain open communication and collaboration with the media to share important information with the public.

Ongoing fiscal pressures mean we must be strong financial stewards.

GOAL 1

Focus on providing value-for-money

OBJECTIVES:

- Spend wisely and responsibly to manage available funds.
- Manage facilities and infrastructure for efficiencies, including required upgrades and facilitate required training cost-effectively.
- Maintain operational partnerships and explore means of enhancing external partnerships.

GOAL 2

Address staffing and resource issues

OBJECTIVES:

- Maintain and manage externally funded partnerships – including a specific focus on the Nova Scotia Additional Officer program – to ensure adequate cop-to-pop service delivery standards.
- Use the expertise of an HR Attendance Manager to best manage resources – including sick time, accommodation and overtime.
- Explore the possibility of contract term positions for peak periods.

GOAL 3

Deliver effective and efficient operations through improved business and financial practices

OBJECTIVES:

- Explore benefits of integration for economics of effort.
- Set up Ad-hoc operational cooperation with police agencies to achieve common goals.
- Explore possibilities of outsourcing duties and responsibilities for cost-effectiveness.

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"SERVING WITH YOU - FOR YOU"

Robert J. Walsh
Chief of Police
865 Grand Lake Road
Sydney, Nova Scotia
B1P 6W2



MEMO

To: CBRM Board of Police Commissioners

From: Chief Robert Walsh

Date: November 3, 2021

Topic: Member Recognition – Mi'kmaq History Month

Commissioners:

In honour of Mi'kmaq History Month, when we recognize and celebrate Mi'kmaq culture and heritage as the foundation of our communities, I also want to take the opportunity to formally recognize and celebrate the contributions of the Mi'kmaq here in our own police service.

The Mi'kmaq people were the first inhabitants of the CBRM, where today the Membertou First Nation continues to play a prominent role in the economic and cultural development of our municipality. We are proud to serve here in Unama'ki on the ancestral and unceded territory of the Mi'kmaq, in partnership for public safety with the Membertou First Nation. It is a partnership built on trust and respect and the fortune to have four Mi'kmaq officers as active members in Membertou First Nation – Constable Tamara Christmas, Constable Lawrence Doucette, Constable Kalolin Francis and Constable Roddy Christmas – fostering relationships with the people we serve by working directly with the people and community they are a part of.

We are grateful for their service and the impact they make in our community, as advocates for the Mi'kmaq people and their history, culture and traditions for continued success in our community-based model of policing. Their contributions and achievements are a strong example for Mi'kmaq youth to pursue a policing career here in the CBRM and Membertou.

Regards,

ORIGINAL SIGNED BY

Chief Robert J. Walsh

Unveiling the Cape Breton Regional Police Service Flag



Sergeant Barry Best carried the new CBRPS flag for its inaugural appearance during the ceremonial march at the 2021 Nova Scotia Peace Officer's Memorial Service in Halifax, where we assembled with colleagues across the province to pay tribute to officers who lost their lives in the line of duty.

This includes our own: Constable Murdock J. MacDonald (September 3, 1948, Sydney City Police Department) and Chief Myles F. Burke (April 9, 2011, Cape Breton Regional Police Service).

This is an important and long-overdue symbol for our police service to carry and represents the history of our Crest and the colours of our municipality and police uniforms.

