

CAPE BRETON REGIONAL MUNICIPALITY
Special Council Meeting – Minutes

**Tuesday,
June 30, 2021
1:30 p.m.**

Via Video Conference

Mayor Amanda M. McDougall called the meeting to order.

Council: Mayor Amanda M. McDougall
Councillor Gordon MacDonald
Councillor Cyril MacDonald
Councillor Steve Gillespie
Councillor Eldon MacDonald
Councillor Glenn Paruch
Councillor Steve Parsons
Councillor James Edwards
Councillor Ken Tracey
Councillor Darren Bruckschwaiger
Councillor Darren O’Quinn
Councillor Lorne Green

Staff: Marie Walsh, Chief Administrative Officer
John MacKinnon, Deputy Chief Administrative Officer
Jennifer Campbell, Chief Financial Officer
Deborah Campbell Ryan, Municipal Clerk
Demetri Kachafanas, QC, Regional Solicitor
Wayne MacDonald, Director of Engineering & Public Works
Michael Ruus, Director of Planning & Development
Police Chief Robert Walsh
Fire Chief Michael Seth, Director of Fire & Emergency Services
Deanna Evely, Director of Human Resources
Christa Dicks, Manager 911/311
Desiree Magnus, CBRPS Communications/PR Advisor
Angela Ross, Recording Secretary

**Also
Attending:** Commissioner Helen Leudee
Commissioner Lloyd Bailey
Commissioner Dale Deering-Bert

Absent: Deputy Mayor Earlene MacMullin (Regrets)

Summary of Decisions

Land Acknowledgement

Roll Call

1. APPROVAL OF AGENDA:

Motion to approve the June 30th, 2021, Special Council Agenda as circulated. **Carried.**

2. Welcome and Introductions

Mayor McDougall welcomed citizen Police Commissioners and presenters from Perivale and Taylor Consulting to the Special Council meeting for the Operational Review of Police Services.

*Council **agreed** to relax the speaking limit rules for the meeting.*

3. Operational Review of Police Services:

Motion that staff be directed to prepare an Issue Paper on the recommendations contained in the comprehensive Police Review Report, and look at our current staffing policies and procedures, and have a follow-up meeting to discuss the findings in the Issue Paper and where we should go collectively as a group moving forward.

Motion to Amend that the Police Commission be included in Council's follow-up session after the staff Issue Paper is completed.

Motion to Amend Carried.

Main Motion Carried.

4. General Discussion

Council, members of the Police Commission, and spokespersons from Perivale and Taylor Consulting engaged in general discussion.

ADJOURNMENT

Land Acknowledgement

Roll Call

1. APPROVAL OF AGENDA:

Motion:

Moved by Councillor Green, seconded by Councillor Gillespie, to approve the June 30th, 2021, Special Council Agenda as circulated.

Motion Carried.

2. Welcome and Introductions:

Mayor McDougall welcomed citizen Police Commissioners and presenters from Perivale and Taylor Consulting to the Special Council meeting for the purpose of receiving a report on the Operational Review of Police Services.

3. Operational Review of Police Services:

Robert Taylor, Vice President - Perivale and Taylor Consulting, introduced the other members of the team in attendance and provided a presentation which included the following:

- On-site Review Team
- Off-site Team
- Methodology
 - Summary
 - Consultation
 - Benchmarking
 - Benchmark Analyses
 - Comparator Factors
 - Workload Analyses
 - Patrol Allocated Time
- Global Findings
- Recommendations Summary

Continued...

Operational Review of Police Services (Cont'd):

Gail Stephens, Senior Associate – Governance and Corporate Issues, reviewed the following:

- Governance
- Role of CBRM Board of Police Commissioners as set out by the *Police Act*
- With approval of the Minister – Council Options
- Good Governance Considerations
- Recommendations:
 - Governance

Robert Taylor, Vice President, then reviewed the recommendations, which included:

- Organization Executive Structure
- Operations Structure
- Corporate Services Structure
- Operations Watch Command Structure
- Patrol Deployment
- Patrol Divisions Staffing
- Information and Communication Technology
- ICT Policies & Procedures
- Finance
 - Full Staffing
 - Additional Officer Program
 - Support Staff
 - Overtime
 - Alarm Bylaw
- Building & Facilities

4. General Discussion:

Council agreed to relax the speaking time limit rules for the meeting.

After the presentation, some of the issues discussed included:

- Increase in number of police officers who have returned to work since the initial report was drafted
- Discussion regarding the Police Commission involvement in receiving the Report
- Adaptive deployment
- Data collection will be key to moving forward
- The CAD system not being used to full potential
- CBRM Crime rate is low

Continued...

General Discussion (Cont'd):

Motion:

Moved by Councillor Parsons, seconded by Councillor Green, that staff be directed to prepare an Issue Paper on the recommendations contained in the comprehensive Police Review Report, and look at our current staffing policies and procedures, and have a follow-up meeting to discuss the findings in the Issue Paper and where we should go collectively as a group moving forward.

Discussion:

There was discussion regarding the Police Commission's involvement in the review of the comprehensive Police Report.

Motion to Amend:

Moved by Councillor Bruckschwaiger, seconded by Councillor Eldon MacDonald, that the Police Commission be included in Council's follow-up session after the staff Issue Paper is completed.

Motion to Amend Carried.

Main Motion Carried.

Discussion continued as follows:

- Global findings and age comparison of Police workforce in CBRM
- Low staff diversity in regards to gender
- Recommendations on a benchmark to acquire and retain more female officers
- Training Costs and location
- Number of Police Officers
- Location of Central Police Station
- Cross section of comparatives were taken into account for the review

Robert Taylor expressed his appreciation to the teams involved in the process.

Mayor McDougall extended heartfelt thanks to all the presenters and for the work carried out on this project throughout the pandemic.

Meeting adjourned at 3:02 p.m.

Mayor Amanda M. McDougall

Deborah Campbell Ryan
Municipal Clerk

/acr