



**Joint Police Advisory Board (PAB)  
MEETING #1  
Thursday, February 20, 2025 6:30pm  
Middleton Town Hall  
131 Commercial Street, Middleton**

**AGENDA**

1. Welcome
2. Swearing In Ceremony
3. Election of Chair
4. Election of Vice Chair
5. Approval of the Agenda
6. Approval of Previous Minutes
  - a. Annapolis County PAB – September 26, 2024
  - b. Town of Middleton PAB – January 16, 2025
7. New Business
  - 7.1 New RCMP Community Orientation Project
8. RCMP Reports
  - 8.1 DOJ Policing Service Recipient Update – February 2025
  - 8.2 2025-26 Policing Priorities
9. Next Meeting
10. Adjournment

Minutes of the **Police Advisory Board** meeting held on September 26, 2024, at the Council Chambers, Municipal Administration Building, Annapolis Royal, NS, at 6:00 p.m.

**Present:** Chair Dane Berringer, Councillor Diane LeBlanc, Councillor Bruce Prout and Vice-Chair Paula Montgomery

**Also Present:** RCMP member Cpl Jim Hawkes, Janice Young, Manager of Protective Services, 2 members of the public and presenter Sharon Elliot, Seniors Safety.

**1. Call to Order**

The meeting was called to order at 6:09 p.m.

**2. Additions to the Agenda**

None

**3. Approval of the Agenda**

It was moved by Councillor B. Prout, seconded by Councillor D. LeBlanc that the agenda be approved as presented. Motion Carried.

**4. Approval of the Minutes of July 25, 2024**

It was moved by Councillor D. LeBlanc, seconded by Councillor B. Prout to approve the minutes as prepared. Motion Carried.

**5. Presentation; Sharon Elliott, Senior Safety Coordinator**

Ms. Elliott presented on the Senior Safety Program in Annapolis County. *Presentation material attached.*

Ms. Elliott made note of future funding cuts from the Soldiers Memorial Hospital Foundation to the Seniors Safety program. The funding cuts will have a phased approach over a 3-year period starting April 1, 2025, seeing a reduction in funding in Year 1 of \$20,000, year 2 of \$30,000 and Year 3 of \$40,000.

Consensus in the room stated the importance of the program and its positive impact and partnership with the RCMP detachments. The Senior Safety Coordinator role is vital to the community, and the RCMP, as it frees up officers to attend to other matters and effectively works in tandem, depending on the severity of the senior cases.

PAB expressed great concern over the loss of funding and want to support the work by writing a letter of support to the Province.

**6. New Business**

**a) RCMP Annapolis Detachment Report**

No report this meeting as it was presented at the last meeting. (Reports are quarterly).

Cpl. Hawkes did make note of upcoming detachment transfers and new members starting in the coming months. Also noted that detachment transfers are usually every 3-4 years.

**b) New RCMP Orientation Program Project (Attached)**

PAB is in support of the program and is referring the program to the next PAB Committee to ensure that the new PAB will review and move forward with the program. Chair, Dane Berringer has stated that; although he is stepping down due to

serving maximum years on the board, he would like to be involved in moving this initiative forward.

**c) New County PAB Policy #123 Changes**

Chair Berringer noted that the wording was exactly as in the Police Act. He appreciated that it was in both the Police Act and the County policies.

Councillor D. Leblanc stated that she was unable to identify what the changes were.

**d) Chair End of Term**

Chair Berringer thanked everyone for their time and contributions.

Councillors D. LeBlanc and B. Prout gave thanks and appreciation to both the Chair, and Vice Chair, for their work and that they have enjoyed working with them and appreciate their contributions to the community.

Discussion further ensued over the Senior Safety Program and the funding cuts that are looming. A motion was made to write the province in support of the program.

**Motion:** *PAB to send a letter to the province expressing support of the Seniors Safety Program in light of the recent funding withdrawal from the Soldiers Memorial Hospital Foundation and the importance of the program and its partnership with the RCMP.*

**7. Next Meeting Date**

To be determined post municipal election and nomination process.

**8. Adjournment** - Motion to adjourn 7:26 pm by Chair D. Berringer

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**Chair**

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**Date Approved**

A regular meeting of the Middleton Police Advisory Board (PAB) was held at the Town Hall on Thursday, January 16, 2025, starting at 5:00pm.

**PRESENT**

Chairing the meeting, Councillor Sandra Fournier, Members John Thompson, Councillors Jonathan Archibald and John Bartlett (arrived at 5:40pm); RCMP member Sgt. Mike Maxwell, Chief Administrative Officer (CAO) Ashley Crocker; and Recording Secretary, Sara Marceau.

Regrets: Sgt. Lindsay Powers

Also in attendance: Bernadette Knapp and Dan Smith

**1. CALL TO ORDER**

Chair Fournier called the meeting to order at 5:03 pm.

**2. APPROVAL OF THE AGENDA**

**250116.01** It was moved and seconded to accept the agenda as amended. **Motion carried.**

**3. ELECTION OF CHAIR**

CAO Crocker called for nominations and Councillor John Bartlett was nominated and accepted the nomination.

- CAO Crocker called for nominations a 2<sup>nd</sup> time and there were no nominations
- CAO Crocker called for nominations a 3<sup>rd</sup> time and there were no nominations
- Councillor John Bartlett was acclaimed as Chair of the Police Advisory Board for a one-year term.

**4. ELECTION OF VICE CHAIR**

Chair Bartlett called for nominations and Councillor Sandra Fournier was nominated and accepted the nomination.

- Chair Bartlett called for nominations a 2<sup>nd</sup> time and there were no nominations
- Chair Bartlett called for nominations a 3<sup>rd</sup> time and there were no nominations
- Councillor Sandra Fournier was acclaimed as Vice Chair of the Police Advisory Board for a one-year term.

## **5. OLD BUSINESS**

### **5.1 Senior Safety Program**

Sgt. Maxwell stated that they are putting together a package for a funding model. Sharon Elliot continues to assist seniors.

PAB members asked several questions of Sgt. Maxwell, who gave the following information to the board:

- Citizens typically access services by self-identifying, reporting through other agencies, CORAH, hospital services, health foundations and the social work program.
- Sharon's services are available to citizens across the Annapolis County area, not just in Middleton.
- Depending on the type of crisis, Sharon is usually proactive and involved.

## **6. NEW BUSINESS**

### **6.1 Joint Police Advisory Board Update**

CAO Crocker provided a brief update on the joint police advisory board and mentioned that a notice will need to be sent to the Department of Justice once all Councils have approved the Terms of Reference. The frequency of board meetings would be up to the board, but the Police Act mandates a minimum of quarterly meetings.

## **7. RCMP REPORTS**

### **7.1 Quarterly Report: October 1 to December 31, 2024**

The RCMP quarterly report for the period of October 1, 2024, to December 31, 2024, was circulated to all Board members. Matthew MacLean of Traffic Services is now based in New Minas and continues to enforce traffic laws. Additionally, two new police officers have arrived from Newfoundland. Sgt. Maxwell provided the Board and citizens with an overview of RCMP activities in the Town including:

- Data Led Traffic Enforcement
  - Fifty (50) tickets and eight (8) warnings, slightly down from last year.
- Property Crime
- Comprehensive Education
- Calls for Service
- Files of Interest
- Other things of note:
  - Supt. Jason Popik has taken over Command of the SouthWest Nova RCMP.

PAB members asked several questions of Sgt. Maxwell, who gave the following information to the board:

- Every RCMP member is responsible for the entirety of Annapolis County
- 24/7 RCMP coverage is unlikely, as the Annapolis District RCMP doesn't currently operate 24/7
- There is no specific RCMP enforcement strategy for the trails – citizens are advised to report anything suspicious
- The importance of always calling the RCMP was emphasized if anything suspicious is heard or observed

## 7.2 Quarter 3 Mayor's Report

Sgt. Maxwell provided the Board and citizens with an overview of RCMP activities in the town.

## 8. **MINUTES**

### 8.1. Approval of the Previous Meeting Minutes

2024.10.08 PAB Minutes

No errors or omissions were noted, and the minutes were considered approved.

## 9. **Date of Next Meeting:**

The next meeting will take place on Thursday April 17, 2025, at 5:00pm.

## 10. **SWEARING IN CEREMONY**

It was moved and seconded to amend the agenda by adding a Swearing In Ceremony prior to adjournment.

Bui Thi Anh Dao arrived at 6:10pm to facilitate the Swearing In Ceremony as a Commissioner of Oaths.

- Citizen John Thompson was sworn in and then signed the Oath of Office.
- Councillor John Bartlett was sworn in and then signed the Oath of Office.
- Councillor Sandra Fournier was sworn in and then signed the Oath of Office.
- Councillor Jonathan Archibald was sworn in and then signed the Oath of Office.

**11. ADJOURNMENT**

The meeting was adjourned at 6:18pm.

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Chair

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Recording Secretary

DRAFT

## **PAB Project: New RCMP Community Orientation Project.**

Consider the development of an RCMP orientation package / presentation for new officers coming into the county and Middleton. The concept is to work together with the RCMP in Middleton and the county , the Middleton PAB, 2 neighborhood watch organizations , councilors, business owners and community groups to design an "Orientation Package / Presentation" for any new RCMP officers arriving into the county or town. Some officers are from other provinces without RCMP Police Advisory Boards and maybe from areas without neighborhood watch programs. The orientation might contain topics like: geographical information on the extensive trail system map and familiarity with roads not included on mapping (MCC recommendation) , ongoing issues in certain parts of the county and town , town and county by-laws which are law enforcement related (as per RCMP Contract) , and any information that the citizens, business owners and PAB's think is relevant to help ne RCMP officers settle in to their new communities.

I have discussed this with the Middleton PAB chair and he indicated willingness to pursuing this for the town of Middleton.

Upcoming Presentations and Training		
Item	Background	Update
PPSA 101	Presentation to contract partners that provides an overview of the Nova Scotia PPSA and how it is administered by DOJ.	A number of presentations to municipal staff and elected officials have taken place and more are scheduled for early 2025.  To schedule an in-person or virtual presentation for your staff, Council and/or Police Advisory Board, please contact <a href="mailto:Danielle.Desjardins@novascotia.ca">Danielle.Desjardins@novascotia.ca</a>
Police Governance Training	Board Orientation Training is available that outlines the roles and responsibilities for police governance boards in Nova Scotia.	To schedule your training session, please contact <a href="mailto:Charcy.Marchand@novascotia.ca">Charcy.Marchand@novascotia.ca</a>  DOJ is pleased to share that CAPG membership is available to municipalities policed by the RCMP as the provincial police service. CAPG membership comes with access to their Learning Portal, reduced pricing for webinars, conferences and other learning opportunities. To obtain a membership for your Board Chair or key municipal staff, please reach out to: <a href="mailto:Danielle.Desjardins@novascotia.ca">Danielle.Desjardins@novascotia.ca</a>
Regional Engagement	Contract partners will be invited to periodic virtual and in-person meetings that may include presentations from DOJ staff, discussions on policing priorities, financial updates, details on matters impacting policing and public safety and other items as required.	Next meetings to be held in Spring 2025 should there be interest. If your municipality is able to host a meeting and/or has a suggestion for a topic to be covered in the meeting, please contact: <a href="mailto:Danielle.Desjardins@novascotia.ca">Danielle.Desjardins@novascotia.ca</a>
PPSA Financial Update	Following the annual determination of the per officer cost to be recovered from contract partners policed by the RCMP, DOJ staff will deliver a presentation outlining the breakdown of costs and identify primary drivers of variances year-to-year.	Requests for information can be directed to: <a href="mailto:Danielle.Desjardins@novascotia.ca">Danielle.Desjardins@novascotia.ca</a>

Contract Management Committee Updates		
Item	Background	Update
Recruitment and Retention	National and local updates on efforts to increase recruitment and retention of police officers as well as mitigation efforts to address staffing challenges.	<p>Cadets Applicants:</p> <ul style="list-style-type: none"> <li>• 2023/24 FY – 55 applicants from Nova Scotia sent to Depot</li> <li>• 2024/25 FY (to date) – 43 applicants from Nova Scotia sent to Depot so far</li> </ul> <p>Cadets to Nova Scotia:</p> <ul style="list-style-type: none"> <li>• 2023/24 FY – received 41 cadets from Depot</li> <li>• 2024/25 FY (to date) – received 66 cadets with an additional 12 scheduled to be transferred before the end of the fiscal year</li> </ul> <p>Experienced Police Officer (EPO) Program:</p> <ul style="list-style-type: none"> <li>• 2023/24 FY – hired 39 EPOs in NS</li> <li>• 2024/25 FY (to date) – hired 11 EPOs</li> </ul> <p>Overall “H” Division is doing well compared to other RCMP Divisions with respect to staffing.</p>
Equipment Modernization	As policing evolves, so does the equipment required for officers to perform their duties in a safe and efficient manner. Other resources, infrastructure and initiatives may also support modernization of policing service delivery. Updates shared will include high-level details of specific items as well as their associated financial and procurement strategies that are driven at the national level.	<p>The RCMP will be purchasing a replacement Tactical Armored Vehicle (TAV) in 2024/25, as part of the equipment modernization strategy. The current TAV is 12 years old and has reached the end of its useful life of 10 years. The current model of the TAV is becoming more difficult to maintain with availability of parts being a concern. This new, second generation TAV can drive longer distances without the need of secondary transport (flatbed) and is built on a platform for which replacement parts are more readily available, reducing repair costs, complexity and down-time. This strategy advances the vision of a modern police officer by ensuring Regular Members of the RCMP have the appropriate tools to perform their duties as safely and effectively as possible. It is anticipated the training, prioritization and rollout of this equipment will take place over the next three to five years.</p>

		The Province has requested to amortize the cost of the TAV, as is allowed per the PPSA, to support financial stewardship over policing costs of the contract.
Collective Bargaining	As salary is the largest driver of costs related to policing, potential for increases through the collective bargaining processes remain an important issue for contract partners. Although, as a contract partner, Nova Scotia is not party to the collective bargaining process between unions and the employer, our vested interest in the outcomes of collective bargaining drives efforts to support financial stewardship.	The second collective agreement between the National Police Federation (NPF), representing RCMP non-commissioned regular members, and the Treasury Board Secretariat was rendered by an arbitral award on April 16 <sup>th</sup> , 2024. The collective agreement covers the period from April 1, 2023 to March 31, 2025 and includes the following wage increase: Year 1 – 3% economic increase + 1% wage adjustment (total of 4%) Year 2 – 2% economic increase + 2% wage adjustment (total of 4%)
Body Worn Cameras	Mandated by the federal government, the Body Worn Camera project will see all frontline RCMP officers outfitted with cameras that will record much of their work and interactions with the public. Currently being piloted, costs for the cameras, training and associated infrastructure will be the responsibility of contract partners so as the project progresses, updates will be provided.	Successful field tests and surveying of users of Axon’s body worn cameras (BWC) and digital evidence management system (DEMS) completed in “H” Division (NS) in March 2024, along with pilots in other Divisions. Axon was selected as the successful vendor.  “H” Division has approved a rollout and the Vendor has notified the RCMP that they will be transitioning to a newer camera model, the Axon Body 4, with no change to licensing costs. The Department of Justice is consulting with public safety partners, including the Public Prosecutions Service, to ensure system readiness.
Communications from National RCMP	As required, details of communications received from the RCMP nationally that may have an impact on policing in Nova Scotia will be shared with contract partners.	The RCMP has recently published its new strategic plan which can be found here: <a href="https://www.rcmp.gc.ca/2024-27-strategic-plan.pdf">Change at the RCMP   Royal Canadian Mounted Police our-next-chapter-rcmp-2024-27-strategic-plan.pdf</a>

**Local Contract Updates**

Item	Background	Update
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<p>“H” Division RCMP Staffing Update</p>	<p>Roadable Rate: Percentage of positions with officers that are actively working and meeting the operational requirements of the position.</p>	<p>As of January 1, 2025, the overall roadable rate for PPSA resources in “H” Division RCMP was 82%.</p> <p>General Duty Police Resource Methodology (GDPRM) reviews are in-depth analysis of General Duty (GD) response areas within the RCMP. The main purpose of a GDPRM review is to determine whether a detachment/district has the recommended minimum number of resources to respond to the occurrence workload for the area while also allowing GD members enough time to perform proactive policing activities. “H” Division has developed a data-led risking matrix that uses detachment specific information to make recommendations on where a GDPRM review may be of highest urgency. Some of the data considered in the risking matrix include: weighted workload per member, years since last review, vacancies, violent and non-violent crime severity index, computer aided dispatch (CAD) file increase. “H” Division has completed 3 GDPRM reviews in 2024/25 and in conjunction with DOJ, has consulted with the relevant municipalities in receipt of policing services by the detachment undergoing the review. Another 3-4 GDPRMs are expected to be undertaken in 2025/26.</p>
<p>RCMP Support and Centralized Services</p>	<p>Dozens of units comprised of hundreds of officers support policing and public safety in the province through the delivery of specialized and at times, highly technical policing services. Developments such as the creation of new units or additional investments in resources will be shared with contract partners.</p>	<p>The RCMP has submitted its 2025/26 Multi-Year Financial Plan (MYFP) for the PPSA to the Province. It has been analyzed by the with associated budget recommendations put forward for decision by the Provincial Treasury Board. The outcome of this process will be shared in a future update following the release of the 2025/26 budget.</p>
<p>RCMP Administration</p>	<p>The delivery of policing services requires a wide range of administrative support. As changes to the types and number of administrative resources change, updates will be shared with contract partners.</p>	<p>The RCMP has submitted its 2025/26 Multi-Year Financial Plan (MYFP) for the PPSA, inclusive of Divisional and Regional Administrative functions, to the Province. It has been analyzed by DOJ with associated budget recommendations put forward for</p>

		<p>decision by the Provincial Treasury Board. The outcome of this process will be shared in a future update following the release of the 2025/26 budget.</p>
<p>RCMP Property and Equipment</p>	<p>Updates of significant changes to properties where the RCMP operate and the equipment they use in the course of their duties will be shared with contract partners.</p>	<p>Given recent supply chain issues which caused challenges for the procurement of fleet vehicles, funding for the purchase of a total of 120 replacement vehicles has been allocated to “H” Division RCMP for the 2024/25 FY. Progress is being made with respect to vehicles being allocated as replacements or for new vehicle requirements.</p> <p>“H” Division RCMP has approved the purchase of six Battery Electric Vehicles (administrative) to take place in 2024/25 as well as required charging infrastructure at New Minas, Lower Sackville and the new Stellarton Detachment.</p> <p>The New Minas Detachment was selected to receive a marked police package Chevrolet Blazer Battery Electric Vehicle as part of a national pilot to assess electric vehicles in an operational police environment.</p> <p>The RCMP has submitted its 2025/26 Multi-Year Financial Plan (MYFP) for the PPSA to the Province, inclusive of new and replacement equipment needs. It is undergoing analysis by the DOJ with subsequent budget recommendations to be put forward for decision by the Provincial Treasury Board. The outcome of this process will be shared in a future update following the release of the 2025/26 budget.</p> <p>A groundbreaking ceremony for the new Pictou District RCMP Detachment was held on December 18<sup>th</sup>, 2024. The construction of the detachment is expected to be completed in 2026.</p>

<p>RCMP Senior Executive</p>	<p>Details of changes to the Nova Scotia RCMP Senior Executive Team will be shared with contract partners.</p>	<p>Chief Superintendent John Duff was recently announced as the Officer in Charge of the RCMP’s Halifax Regional Detachment and will arrive in Halifax in the next few months. Superintendent Don Moser is the new Senior Operations Officer for Halifax Regional Detachment (HRD). He was previously the Assistant Support Services Officer in “H” Division. Supt. Moser is currently the Acting Officer in Charge of HRD until C/Supt. Duff begins in his new role.</p> <p>Superintendent Dave Chubbs is the new Officer in Charge, Federal Policing “H” Division. He was previously the Officer in Charge of Covert Operations in “H” Division.</p> <p>Current leadership team:  <a href="https://www.rcmp-grc.gc.ca">Leadership team   Royal Canadian Mounted Police (rcmp-grc.gc.ca)</a></p>
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<p style="text-align: center;"><b>Department of Justice Updates</b></p>		
<p><b>Item</b></p>	<p><b>Background</b></p>	<p><b>Update</b></p>
<p>Ongoing Initiatives</p>	<p>Initiatives are generated in relation to Government mandate, priorities and public interest.</p>	<p>The Public Safety Audit Function (PSAF), within the Public Safety and Security Division, is offering Advisory Services related to the implementation of the Provincial Policing Standards to law enforcement agencies across Nova Scotia.</p> <p>Additionally, PSAF is offering dedicated Board of Police Commissioner and Police Advisory Board training to better understand their role in the Audit process.</p> <p>Please contact <a href="mailto:PSAF@novascotia.ca">PSAF@novascotia.ca</a> directly to arrange your individual sessions.</p>

Provincial Policing Review	The Provincial Policing Review will generate recommendations that will need to be assessed and implemented through careful consideration and engagement with interested parties.	The Provincial Policing Review is in its final stages and the final report is expected in Spring 2025. The Department of Justice will analyze the final report, set to be delivered from Deloitte, and may propose potential changes to the policing model in Nova Scotia.
Policing Priorities	The Provincial Priority setting is a recurrent process that has milestone activities throughout the fiscal year. Engagement drives priority setting.	<p>The Minister of Justice will establish Provincial Policing priorities for the 2025/26 fiscal year.</p> <p>We encourage Boards of Police Commissioner and Police Advisory Boards to engage in formal discussions with their police leaders to set local priorities within your jurisdictions.</p> <p>If you would like to learn more about the local priority setting process, please email <a href="mailto:Charcy.Marchand@novascotia.ca">Charcy.Marchand@novascotia.ca</a>.</p>
Promising Practices	New and innovative practices of note.	<p>Public Safety and Security Division is engaging with the Nova Scotia Public Prosecutions Services to discuss the possibility of delivering training to front line police officers on Sexualized violence. The Prosecution of these offences have evolved over time and specific practices have too advanced in relation to the collection of evidence.</p> <p>This training aims to ensure that police are armed with the most relevant understanding on appropriate evidence collection and handling. A pilot of this training will be offered in spring/summer of 2025.</p>
Grants and Funding Opportunities	Information on grant programs and funding opportunities which a nexus to public safety and policing which may be available for municipalities, community groups and other stakeholders.	The Community Crime Prevention Grants Program provides up to \$12,000 in funding to various organizations in support of crime prevention work involving youth. The 2024-25 grant program approved 19 applications.

		<p>The 2025/26 grant program will be coming soon! Details available at: <a href="https://novascotia.ca/crimeprevention">Crime Prevention Community Grant   novascotia.ca</a></p> <p>The Civil Forfeiture Grant Program provides one-time funding to organizations that support eligible victims of crime and targeted crime prevention initiatives across Nova Scotia. The Program is funded from the disposition of forfeited property seized by law enforcement agencies. Examples of grants approved under this program in 2023-24:</p> <ul style="list-style-type: none"> <li>• \$50,000 to Prescott Group for a Crime Stop initiative aimed to support disabled persons who are vulnerable to abuse/crime targeting.</li> <li>• \$30,000 to MADD Canada to provide specialized support services to Nova Scotian victims and survivors of impaired driving who have been injured or have lost a loved one.</li> </ul> <p>Details available at: <a href="https://novascotia.ca/civilforfeiture">Civil Forfeiture Grant Program   novascotia.ca</a></p>
<p>Crime Prevention Symposium</p>	<p>The Crime Prevention Society of Nova Scotia previous hosted a collaborative annual Crime Prevention Symposium.</p>	<p>The Department of Justice, in collaboration with the Crime Prevention Society of Nova Scotia, hosted the 2024 Crime Prevention Symposium on November 14-15, 2024, in Halifax. Invitations were distributed to municipalities through NSFM and AMANS. The event saw 120+ attendees from across the province, neighboring provinces, and representatives from Public Safety Canada.</p>

<b>DEFINITIONS</b>	
Provincial Police Service Agreement	Agreement entered into by the Province of Nova Scotia and the Government of Canada (Public Safety Canada) for the delivery of policing services by the Royal Canadian Mounted Police.
Contract Management Committee (CMC)	National committee comprised of RCMP, Public Safety Canada and provincial/territorial representatives mandated to provide governance of RCMP policing contracts through engagement, consultation, collaboration and information sharing in support of the delivery of professional, efficient and effective police services. There are also number of CMC sub-committees that govern specific projects or portfolios.
Policing Service Recipient	Municipality or First Nation community policed by the RCMP in Nova Scotia.
Equipment Modernization	Nationally-led RCMP initiative for the procurement of new or replacement resources, tools, infrastructure and initiatives to support the delivery of policing services to ensuring public and officer safety.