



# HALIFAX BOARD OF POLICE COMMISSIONERS

**Policy Manual**

# HALIFAX

## Introduction

The Halifax Board of Police Commissioners (BOPC) is the civilian board that provides governance and oversight to the Halifax Regional Police (HRP). The Board also functions as a Police Advisory Board to the Royal Canadian Mounted Police (RCMP) Halifax District as it performs contractual policing services for the Halifax Regional Municipality. The Commission is a statutory body created by the *Police Act*, S.N.S. 2004, c. 31. There are seven members of the Board: six are appointed by Halifax Regional Council and the seventh appointed by the Nova Scotia Minister of Justice. Of the six appointed by Regional Council, three of the members are Regional Councillors and three are community members.

The Board is the link between the community and the police service. The Board's authority derives from the Nova Scotia *Police Act* giving the Board the mandate with respect to the HRP to provide:

- (a) civilian governance on behalf of Regional Council in relation to the enforcement of law, the maintenance of law and order and the prevention of crime in the municipality; and
- (b) the administrative direction, organization and policy required to maintain an adequate, effective and efficient police department,

And with respect to the RCMP, to provide advice to the council in relation to the enforcement of law, the maintenance of law and order and the prevention of crime in the municipality

The relationship between the Board and the police services is unique to Halifax because both the HRP and RCMP provide policing within the boundaries of Halifax. In accordance with the Policing Transformation Study, received by Regional Council and the Board in Spring 2023, the Board is striving toward an integrated operating model between the two police services, subject to the direction of Regional Council.

The policies developed by the Board are intended to guide the Board in its governance role. No policy adopted by the Board is intended to limit or prevent the Chief of HRP from establishing operational policies as per the *Police Act*.

These policies will guide the Halifax Board of Police Commissioners as it establishes its vision, mission, values, strategic planning and work plans to fulfill its mandate.

## Authority to Create Board Policies

Original Implementation Date	April 2018	Approved by	BOPC
Date of Last Revision	December 14, 2023	Approved by	BOPC
Effective Date of Last Revision	December 15, 2023	Approved by	BOPC

### 1 - Title

Authority to Create Board Policies

### 2 - Purpose

This policy outlines the legal authority, scope and effect of policies adopted by the Board.

### 3 - Scope

The Halifax Board of Police Commissioners is established as an independent authority pursuant to the *Police Act*. The Board has dual roles: provide civilian governance to the Halifax Regional Police (HRP) on behalf of Halifax Regional Council (Council) (s. 55) and function as a Police Advisory Board regarding the Royal Canadian Mounted Police (RCMP) in its role as a contractual policing service with the Halifax Regional Municipality. (s. 68(1)).

### 4- Definitions

In the context of this document:

**Police Act** means the *Police Act*, S.N.S. 2004, c. 31 as amended

**Board** means the Halifax Board of Police Commissioners

**Chair** means Chair of the Board of Police Commissioners

**Chief of Police** means the Chief of Halifax Regional Police

**Chief Superintendent** means the Chief Superintendent of the RCMP, Halifax District

**Chiefs** means the Chief of Police of HRP and the Chief Superintendent of the RCMP

**Council** means Halifax Regional Council

**HRM** means the Halifax Regional Municipality

**HRP** means the Halifax Regional Police

**Legislative Assistant** means representative of the Municipal Clerk's Office

**Member(s)** means a member of the Halifax Board of Police Commissioners

**RCMP** means the Royal Canadian Mounted Police Halifax District

## **5 - Distribution**

Policies may be distributed to all Board of Police Commissioners, CAO, Municipal Clerk, HRM Councillors, the Chiefs and their respective departments, Nova Scotia Association of Police Governance and posted on HRM website with link to HRP website. This list may be expanded as required.

## **6 – Board of Police Commission Authority**

1. The Board is created by the *Police Act*.
2. The Board has responsibility to provide Halifax Regional Police “the administrative direction, organization and policy required to maintain an adequate, effective and efficient police department” per s. 55(1)(b) of the *Police Act*.
3. The Board may from time to time adopt policy per s. 55(1)(b) of the *Police Act*, and the Chief of Police shall cause that policy to be posted to all sworn and unsworn members of HRP.
4. The Board shall adopt policy regarding extra-duty and off-duty employment as per s. 56 of the *Police Act* and the Chief of Police shall cause that policy to be posted as an HRP Departmental Order to all sworn and unsworn members.
5. The Board is, with respect to HRP, additionally responsible to provide direction as outlined in s. 55 of the *Police Act* and to determine, in consultation with the Chief of Police, priorities, objectives and goals respecting police services in the community and to recommend or provide policies, administrative and organizational direction for the effective management of the police department.
6. The Board is, with respect to RCMP, additionally responsible to provide advice to the RCMP, and, as outlined in s. 68 of the *Police Act*, to determine, in consultation with the Chief Superintendent priorities, objectives and goals respecting police services in the community and to recommend policies, administrative and organizational direction for the effective management of the police department.
7. The Board may from time to time recommend the Chiefs adopt policy per the *Police Act* s. 55(3)(f) and/or s. 68(3)(f) and if the recommendation is accepted the policy may be posted for HRP and RCMP officers to all sworn and unsworn members.
8. The Board may from time to time adopt policy regarding any other duty and responsibility outlined for the Board in the *Police Act*.

## **7 - Policy Review**

This policy should be reviewed every four years and when the *Act* is amended.

## **8 - Contact**

Office of the Municipal Clerk

## **9 - References**

None

## Board Roles and Responsibilities

Original Implementation Date	April 2018	Approved by	BOPC
Date of Last Revision	June 17, 2024	Approved by	BOPC
Effective Date of Last Revision	June 18, 2024	Approved by	BOPC

### 1 - Title

Board Roles and Responsibilities

### 2 - Purpose

The policy provides direction to the Halifax Regional Police (HRP) and Royal Canadian Mounted Police Halifax District (RCMP) regarding role and governance functions of the Halifax Board of Police Commissioners.

### 3 - Scope

The Halifax Board of Police Commissioners is established as an independent authority pursuant to the *Police Act*. The Board has dual roles: provide civilian governance to the Halifax Regional Police (HRP) on behalf of Halifax Regional Council (Council) (s. 55) and function as a Police Advisory Board regarding the Royal Canadian Mounted Police (RCMP) in its role as a contractual policing service with the Halifax Regional Municipality. (s. 68(1)).

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**Chiefs** means the Chief of Police of HRP and the Chief Superintendent of the RCMP

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**HRM** means the Halifax Regional Municipality

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**Member(s)** means a member of the Halifax Board of Police Commissioners

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## **6 - Roles and Responsibilities**

### **Legislative Authority of the Board**

1. The Halifax Board of Police Commissioners (the Board) is established as an independent authority pursuant to the *Police Act*. The Board has dual roles: to provide civilian governance to the Halifax Regional Police (HRP) on behalf of Halifax Regional Council (Council) (s. 55) and function as a Police Advisory Board regarding the Royal Canadian Mounted Police (RCMP) in its role as a contractual policing service with the Halifax Regional Municipality. (s. 68(1)).
2. The *Police Act* establishes six main governance functions:
  - a. The Board provides, with respect to HRP, civilian governance on behalf of the council in relation to the enforcement of law, the maintenance of law and order and the prevention of crime in the municipality, and provides the administrative direction, organization and policy required to maintain an adequate, effective and efficient police department, and ensures it is implemented. The Board also determines, in consultation with the Chief of Police, priorities, objectives and goals respecting police services in the community.
  - b. The Board, with respect to the RCMP, determines in consultation with the Chief Superintendent, priorities, objectives and goals respecting police services in the community.
  - c. The Board engages with the community to ensure that the goals and strategies of the police services reflect the community values, needs and expectations.
  - d. The Board provides written direction to the Chief of Police by resolution passed by the Board or adoption of policy by the Board.
  - e. The Board is responsible to cause the Chief of Police to prepare a budget for the HRP and for presenting the budget to Regional Council.
  - f. The Board Chair is responsible to evaluate the performance of the Chief of Police in conjunction with board members and in consultation with the Chief Administrative Officer of HRM.
  - g. The Chair may offer to contribute insight regarding the performance of the Chief Superintendent with regards to her/his role, responsibilities and relationship to the Board.
  - h. The Board has an oversight role in responding to complaints, discipline or personal conduct relating to the Chief of Police.

3. Under the *Police Act* (s.55(3)(a)-(g) & 68(3)(a)-(g)) the Board is responsible to provide the following direction to both the HRP and RCMP, specifically to :
  - a. determine, in consultation with the Chief of Police and the Chief Superintendent, or a designate, the priorities, objectives and goals respecting police services in the community;
  - b. ensure the Chiefs establish programs and strategies to implement the priorities, objectives and goals respecting the police services;
  - c. ensure that community needs and values are reflected in policing priorities, objectives, goals, programs and strategies;
  - d. ensure that police services are delivered in a manner consistent with community values, needs and expectations;
  - e. act as a conduit between the community and the police services;
  - f. recommend policies, administrative and organizational direction for the effective management of the police services;
  - g. review with the Chiefs information provided by the Chiefs respecting complaints and internal discipline; and
  - h. In the case of HRP, pursuant to s. 52 of the *Police Act*, on behalf of the board, the board chair or the chair's delegate may give advice or direction, in writing, to the Chief of Police on any matter within the jurisdiction of the Board under this *Act*, but not to other members of the police service and, for greater certainty, no other member of the board shall give advice or direction to a member of the police services.
  - i. In the case of RCMP, pursuant to s. 66 of the *Police Act*, on behalf of the board, the board chair or the chair's delegate may give advice in writing to the Chief Superintendent, but not to other members of the police service and, for greater certainty, no other member of the board shall give advice or direction to a member of the police department.
  
4. With respect to the Halifax Regional Police the Board is responsible for the following (s. 54(1)-(3), s. 55 (1)(b), s. 55 (3)(h)-(i)):
  - a. The Board shall annually cause the Chief of Police to prepare a budget for the Halifax Regional Police; (Board of Police Commissioners Budget Timeline included as Reference 1)
  - b. The budget shall be submitted to Halifax Regional Council by the Board;
  - c. The Board shall provide the administrative direction, organization and policy required to maintain an adequate, effective and efficient police department, subject to the *Police Act* and the municipal Bylaw P-100;
  - d. The Board shall ensure a strategic plan and business plan is in place; and
  - e. The Board shall ensure the department is managed by the Chief of Police according to best practices and that it operates effectively and efficiently.
  
5. With respect to the HRP, the Board shall not exercise jurisdiction relating to (s. 55(1)(c)-(e)):
  - a. complaints, discipline or personnel conduct, except in respect to the Chief of Police;
  - b. a specific prosecution or investigation; or
  - c. the actual day-to-day direction of the police department.

6. With respect to the RCMP, the Board shall not exercise jurisdiction relating to complaints, discipline, personnel conduct or the internal management of the RCMP (s. 68(1)).

### **Board Mission, Vision and Guiding Principles**

1. The Board's Mission is to provide independent civilian oversight, governance, and strategic leadership to the HRP and the RCMP within Halifax, reflecting the needs, values and diversity of Halifax's communities.
2. The Board shall review its mission, vision, guiding principles and work plan annually.
3. The Board shall be guided by a work plan which reflects its future goals and objectives and which the Board updates regularly.
4. The Board shall create an annual work plan no later than April 1 of each year.

### **Independence and Jurisdiction Policy of Police Board**

1. The Board's purpose is, in part, to preserve policing independence from political interference while ensuring civilian oversight of the extraordinary powers of the police.
2. The Board of Police Commissioners is an entity that the *Police Act* states must be created by any municipality that establishes a municipal police department. The *Police Act* states a Police Advisory Board must be created by any municipality receiving policing services in whole or in part from the Royal Canadian Mounted Police or the Provincial Police.
3. As Council elects to share responsibility for policing between HRP and the RCMP, the Board has a dual role. Firstly, it acts as a governing board for HRP. Secondly it acts as a Police Advisory Board to the RCMP pursuant to s. 57 (1) of the *Police Act*.
4. The Board has a unique relationship with the municipal council and it exists, in part, to insulate the police services from the political decision making process. The Police Board is responsible for ensuring that the police provide effective and efficient services. The municipal council provides the police department with an annual budget to achieve these objectives.
5. The RCMP follows policy and governance established by the Federal government and is not subject to civilian oversight. Therefore the Board acts primarily in an advisory capacity.
6. The Board ensures the independence of the operation of policing in Halifax, but HRP is also functionally a department of the municipality. The municipality's non-policing policies apply to HRP, such as finance, procurement, and human resources.
7. While the Board recommends to Regional Council the operating budget of HRP, the CAO and the municipality provide and are responsible for day to day financial controls and finance and audit for HRP. HRM, through the Board, is to assure that sufficient resources are provided and/or contracted to provide adequate, effective and efficient police services to HRM.

8. The work of the police services necessitates confidentiality and adherence to security protocols and, to that end, the Board will adopt regulations and procedures to closely restrict access to, and disclosure of, information under the authority of the police services. Board's independent status is achieved by ensuring accountability for oversight of the police services and their employees.
9. The Board is responsible for ensuring that the security and confidentiality interests of the police services, and the safety interests of the public are protected. Advancing of joint ventures or shared services with municipal council or any other agency can only occur where the Board is satisfied that confidentiality and security issues have been properly addressed.

### **RCMP Budget**

While the Board does not hold the same legislative authority over the RCMP budget as it does over the HRP, it is recommended that the RCMP follow the budget process as outlined in Reference 1.

### **Composition of Board, Selection and Appointments**

1. The *Police Act*, in sections 44(4) & 57(4) requires that the Board consist of seven members: three members of council appointed by resolution of the council; three members appointed by resolution of the council, who are neither members of council nor employees of the municipality; and one member appointed by the Provincial Minister of Justice.
2. The Board will consider the composite skills it requires to meet its responsibilities and maximize its success, and the elements it requests with respect to tenure and the rotation of members, and communicate those to Council as recommendations or requests when vacancies arise on the Board.
3. The Board strives to reflect the diversity and make-up of Halifax and seeks to include members representing diverse communities.

### **Board Governance Style and Commitment**

1. As a statutory governance body, the Board must be and be seen to be:
  - a. operating in all ways mindful of its civic trusteeship obligation to the public and accountability for the governance and/or advising the police services;
  - b. independent of the police service administration and management, political affiliation and interest groups;
  - c. subject to the needs of confidentiality and security, open, transparent, and accessible to both the public and the police services; and
  - d. responsive to the community.
2. The Board shall govern collaboratively and in a way that emphasizes outward vision. It shall encourage strategic leadership rather than administrative detail and shall maintain a clear distinction between Board governance and the Chiefs' roles as chief executive officer or superintendent of the police services.

3. Attendance at all regular meetings by all Commissioners is preferred in order to ensure quorum is met. Commissioners have the obligation to inform the Chair if they are not able to attend a meeting in person.
4. The Chair, Vice Chair and the Chiefs or their designates will meet no later than five (5) days in advance of the regularly scheduled meeting to establish the agenda and confirm the agenda and to plan the upcoming meeting agenda so that agenda setting is established in advance.
5. The Board and Chiefs shall commit to the following guiding principles with respect to their relationship and responsibilities:
  - a. acknowledge the importance of goodwill between each other;
  - b. respect each other's roles, interests and accountabilities;
  - c. give each other the benefit of the doubt, accept honest mistakes and seek explanations before reacting;
  - d. recognize and respect each other's decision-making processes and lines of authority;
  - e. acknowledge that the Board's mandate is summarized as general oversight and setting of policing policy; and
  - f. recognize that the Chiefs are responsible for daily policing and all operational matters.
6. Communications between the Board and Chiefs shall:
  - a. promote common understanding
  - b. promote quick and effective resolution of issues, and
  - c. build stronger relationships; information shall be shared to the fullest extent possible and be undertaken in an atmosphere that promotes clarity, transparency, openness and trust.
7. The Board and its members shall be responsible for excellence in governing. The Board itself shall be an initiator of policy, in addition to responding to policy initiatives from staff. The Board shall use the expertise of individual Board Members to enhance the performance of the Board as a body.
8. The Board shall direct, control and motivate the organization through the careful establishment of broad organizational policies reflecting the community's values.

#### **Delegation to and relations with the Chiefs**

1. The Chiefs have command of their police services, subject to the powers of the Board set out in the *Police Act* and By-law P-100.
2. The Chiefs have general authority to make the operational decisions required to operate the Police Department. The Chief of Police's legislative role and duties are set forth in s. 38 of the *Police Act*.
3. The Board provides direction to the Chief of Police, and advice to the Chief Superintendent, by way of motion and adoption of policy.

4. The Board directs the Chief of Police through approved Board policies, and detailed operational policies are to be developed by the Chief in furtherance of Board policy.
5. Only decisions of the Board acting as a body are binding upon the Chiefs, to the extent authorized by the *Police Act*:
  - a. Decisions or instructions of individual Commissioners or committees are not binding on the Chiefs
  - b. In the case of Commissioners requesting information or assistance without Board authorization, the Chief has the option of bringing such requests to the Board if, in the Chief's judgement, a material amount of staff time or funds are required.
6. The Chiefs shall ensure that his/her actions and those of the police services will not compromise the independence of the Board.
7. The Chiefs may delegate authority to the extent that he/she considers appropriate, but remains personally responsible for all activities of the Department to the extent provided by the *Police Act* and By-law P-100.

### **Confidentiality**

1. Notwithstanding the need for Members to make informed decisions on issues before the Board by obtaining input from internal and external sources, Members are to ensure that information that is normally considered confidential (i.e. financial, legal and personnel issues) is not disclosed to any outside person unless authorized.
2. Halifax Regional Police and municipal police commissions and advisory boards in Nova Scotia are subject to the Freedom of Information and Protection of Privacy provisions of the *Municipal Government Act*. Members have a duty to understand the key sections of this *Act* and must avoid disclosing any verbal or written material that is meant to be confidential concerning the HRP or RCMP, its officers, staff members or clients.
3. Members must not disclose or use confidential information gained by virtue of their association with the Board for personal gain, or to benefit friends, relatives or associates.

### **Board Committees, Panels and Liaison Functions**

1. The Board may create committees by resolution and adopt terms of reference. The terms of reference will define membership, extent of public involvement and participation, mandate, scope of activities, and require the committee to make recommendations to the Board.
2. Any Board member may attend a committee meeting and such members shall be allowed to take part in discussion or debate but shall not move or second a motion and shall not vote.

3. The Board may delegate tasks and projects to the committees, including preparing of policy alternatives and implications for Board deliberation.
4. Board committees may not speak or act for the Board.
5. Committee members shall deal directly with the Chair who will liaise with the Chiefs or his/her designate(s), when services are required from a staff member to assist the committee.
6. This policy does not apply to committees formed under the authority of the Chiefs.

### **Board Member Orientation**

1. The Board shall cause a Board orientation toolkit and process to be created and provided to all new members.

### **Travel and Training**

1. Board Members are encouraged to participate in training sessions and conferences of the Nova Scotia Association of Police Governance and Canadian Association of Police Governance, and to take advantage of other training opportunities that will increase their knowledge and capabilities as a Board Member.
2. Board Members are eligible to be reimbursed for all reasonable expenses incurred while on Board business travel or attendance at training sessions, subject to the approval of the Chair in consultation with the CAO and the budget of the Board.
3. Member's expenses are reimbursed as follows:
  - a. Expenses need to receive prior travel approval (Travel Approval forms are available from the Legislative Assistant);
  - b. Air travel and hotel booking may be completed by the travel service that supports HRM;
  - c. Out of Town Travel expense forms (available from the Legislative Assistant) are reimbursed upon the submission of receipts and explanatory expense statements, and must be in accordance with HRM travel policies and submitted to the Legislative Assistant who forwards documents for reimbursement;
  - d. Board members are eligible to receive Advance Payment for expenses if the amounts are listed on the Travel Approval form and then listed as received when claiming additional expenses;
  - e. All forms are submitted to the Legislative Assistant, approved by the CAO and forwarded to HRP Finance for payment.
4. Business or training travel of Board Members is authorized by the Chair if budget amounts allow.

### **External Memberships**

1. The Board supports the purpose of the Nova Scotia Association of Police Governance and Canadian Association of Police Governances, and shall be a member of both organizations. Board membership in organizations requires amendment to add them to this list.

## **Board Assessment Process**

1. The Board recognizes the need to assess the governance functions and performance of the Board.  
The Board shall establish a board assessment review process to assess the board.

## **7 - Policy Review**

This policy should be reviewed every four years and when the *Act* is amended.

## **8 - Contact**

Office of the Municipal Clerk

## **9 - References**

Reference 1 – Board of Police Commissioners Budget Timeline (Non election years)

Board of Police Commissioners Budget Timeline (Non election years)			
Meeting Date	Group	Event	Event Details
September	HRM Asset Management	Business Plan	Capital Planning assessment and consultation between asset owners and service providers. Identify performance and safety risks, service capacity deficiencies and lifecycle maintenance needs.
	HRP	Business Plan	Generation of the business plan deliverables for the business plan and budget process begins. BoPC engagement on strategic deliverables requiring their input and approval.
	RCMP	Business Plan	begins. BoPC engagement on strategic deliverables requiring their input and approval.
October	HRP	Business Plan	Business plan deliverables presented to BoPC.
	HRP	Operating Budget	Operating Budget - (Framework) Identify specific financial implications including (a) pressures identified as a result of new deliverables/initiatives recently identified; (b) contractual obligations and (c) revenue/recovery decreases and increases
	RCMP	Operating Budget	deliverables as set out by the board and the estimated costs of the resources.
November	Public	Public Participation (1)	Following the presentation of Business Plan and Budget Framework members of the public are invited to present to BoPC.
	HRM Finance	Operating Budget	HRM's Chief Financial Officer provides brief presentation to BoPC on Budget Planning Process and Parameters including a high level overview of HRM's financial situation leading into the upcoming fiscal year.
	HRP	Operating Budget	Draft proposed operating budget presented to Police Board for discussion, approval and include detailed analysis reports using HRM's Business Plan standards.
	RCMP	Operating Budget	Proposed staffing complement recommendation presented to BoPC. Recommendation by BoPC will be forwarded to Budget Committee.
	Public	Public Participation (2)	Following the presentation of the operating budget members of the public are invited to present to BoPC.
December	COW-Budget Committee	Capital Budget	Presentation to Committee of the Whole.
	HRP	Operating Budget	Operating budget approval by Police Board.
January	COW-Budget Committee	Operating Budget	Presentation to Committee of the Whole - Final BoPC approval of Business Plan and Budget Presentation to Budget Committee (for both RCMP and HRP Budget).
February	HRP	Operating Budget	In the event that Committee of the Whole does not approve the recommended budgets and requests either a higher net budget number or a lower net budget number, the entire draft budget will go back to BoPC for further analysis and revisions.

## Role of Chair, Vice Chair, Meetings, Procedures Policy

Original Implementation Date	April 2018	Approved by	BOPC
Date of Last Revision	March,4 2024	Approved by	BOPC
Effective Date of Last Revision	March 5, 2024	Approved by	BOPC

### 1 - Title

Role of Chair, Vice Chair, Meetings, Procedures Policy

### 2 - Purpose

This policy describes the way meetings will be conducted, explains the role and responsibilities of the Chair and Vice Chair as well as the selection and conduct of board members.

### 3 - Scope

The Halifax Board of Police Commissioners is established as an independent authority pursuant to the *Police Act*. The Board has dual roles: provide civilian governance to the Halifax Regional Police (HRP) on behalf of Halifax Regional Council (Council) (s. 55) and function as a Police Advisory Board regarding the Royal Canadian Mounted Police (RCMP) in its role as a contractual policing service with the Halifax Regional Municipality. (s. 68(1))

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## **6 - Roles and Responsibilities**

### **Role of Chair at Board meetings**

1. The Chair of the Board presides over meetings of the Board. Should the Chair not be present, or vacate the chair temporarily or permanently, the Vice-Chair will act in the Chair's place.
2. Should neither Chair or Vice-Chair be present or available, and if quorum is otherwise obtained, the Board shall elect an Acting Chair for the meeting until such time the Chair or Vice-Chair is available.
3. The duties of the Chair with respect to the Board meetings shall include:
  - a. calling the meeting to order;
  - b. announcing items of business;
  - c. deciding, subject to appeal, all questions of order and procedure; and preserving order and decorum;
  - d. developing the Board meeting agenda, in consultation with the Vice Chair and the Chiefs;
  - e. managing difficult issues in Board meetings to ensure consensus;
  - f. chairing the meeting in accordance with Administrative Policy One, the Board's administrative policy.
4. The Board shall conduct its business in accordance with Administrative Policy One. A copy of Administrative Policy One is attached to this policy.
5. The Chair's primary roles are to:
  - a. Chair the Board meetings and manage, organize, set agendas for and attend meetings, ensuring that all policies developed by the board are appropriately implemented;
  - b. Develop an operations and policy manual that will assist in the orientation of new appointees and direct acting board members regarding their roles and responsibilities;
  - c. Ensure that board members are informed of matters within the board's jurisdiction;
  - d. Act as the sole spokesperson for the board;
  - e. Evaluate the performance of the Chief of Police (HRP) on a yearly basis (preceding sections a-e from *Police Act Regulations* s 78) in consultation with the CAO and in conjunction with board members;

- f. Work closely with the Chief of Police and the Chief Superintendent to ensure effective relations and communications with Board members, the police services, the municipality and the public.
6. The Chair is an ex-officio member of committees where the Chair is not appointed as a full member.
7. When the Chair is unavailable or absent the Vice-Chair, shall act in his or her place until such time as the Chair returns and is able to resume his/her responsibilities.
8. While presiding over a meeting of the Board or acting during an absence of the Chair, the Vice-Chair has and may exercise all the same rights, powers, and authority of the Chair.
9. Per Administrative Policy One, the annual regular meeting schedule, agenda, minutes and reports shall be available on the Board website.
10. The Board may hold some of its meetings in community locations, which will be determined by the Board when setting the annual meeting schedule.

#### **Election of Chair and Vice Chair**

1. The Chair and Vice Chair are elected from the floor at the first meeting in January.
2. The Chair will contact all Board members in December to notify that elections for the positions will take place in January.
3. The Chair may also indicate her/his interest in continuing as Chair at this time.
4. The Chair will also invite Board members to indicate their interest in standing for election. The Chair will provide information about the positions if additional information is requested.
5. At the start of the January meeting the Legislative Assistant will call for nominations for the position as Chair. Once nominations close, Board members will vote. The successful candidate will take Chair and call for nominations for Vice Chair. Once nominations close, Board members will vote. The Vice Chair will assume her/his role after votes are cast.

#### **Delegations/Presentations to the Board**

1. No Delegation shall address the Board more than twice in a calendar year without prior approval of the Board.
2. Any person or persons (a “delegation”), not being a Member or employee of the Board, wishing to address a regular Meeting of the Board, shall make a request to the Clerk’s Office in writing by noon, one week in advance of the Board meeting, and include the topic that the delegation is speaking to. There may be no more than four delegations scheduled to appear at a given Board meeting and all speaking topics must meet the criteria in this policy.

3. To ensure meaningful and effective use of the Delegation time, the following criteria shall apply to ascertain appropriate speaking topics. The topic should:
  - a. Relate to police services or policies;
  - b. Affect a segment of the community, as opposed to a single individual;
  - c. Relate to a strategy of policing, as opposed to a single action by an officer(s);
  - d. Relate to the Board's oversight mandate, as opposed to day-to-day police operations;
  - e. Not relate to a conduct complaint within the jurisdiction of the Office of the Police Complaints Commissioner;
  - f. Not be a substantial repeat of information presented by the delegate to the Board within the past 6 months.
4. The Chair shall monitor any delegation that does not adhere to its topic.
5. Speaking time for a delegation shall be limited to a maximum of five minutes. A time extension may be given by agreement of the Board.
6. A written submission by the delegation and a list of persons attending, wherever possible, shall be filed with the Clerk's Office for distribution with the meeting agenda.
7. Board members shall not enter into debate with the delegation upon the completion of their presentation. Board members should only ask questions for clarification and obtaining additional, relevant information.
8. No delegation at either a regular Meeting or Special Meeting of the Board shall: (1) speak disrespectfully of any person; (2) use offensive words or unparliamentary language; (3) speak on any subject other than the subject for which they have received approval to address the Board; or (4) disobey the rules of procedure or a decision of the Chair.
9. The Chair may curtail any delegation, any questions of a delegation or debate during a delegation for disorder or any other breach of this policy and, where the Chair rules that the delegation is concluded, the delegation shall immediately withdraw.
10. The Board will not hear any delegation concerning a conduct complaint against officers of the police service, but will refer the delegation to the appropriate oversight body, which is the Office of the Police Complaints Commissioner.

#### **Private meetings**

- 1) The board will meet in private to conduct matters relating to discipline, personnel conduct, contract negotiations and security of police operations.
- 2) Notwithstanding the above, at the outset of meetings where such matters are on the agenda, the board may decide to meet in public in respect of such matters.

## **Board member selection process**

1. The *Police Act* regulations states:
  - s. 76 The selection process used by a council in appointing a community member to a vacancy on the board, except a board member appointed by the Minister under clause 44(3)(c) of the *Act*, must include all of the following:
    - a. the board vacancy must be advertised and applications must be solicited for the vacancy;
    - b. each application must be reviewed by a panel established by the council.
2. The Board shall provide advice and recommendations to Council and the Province with the aim that recruitment of new board members considers the following: necessary skill sets, broad advertising of the position, proactive recruitment, interview process and questions, make-up of the selection committee, appointment process, staggered timelines of appointments, and opportunity for outgoing members to train and orient new members.

## **Board member qualifications**

The *Police Act* regulations states:

- s77. (1) To be a candidate for appointment as a Board member under Section 76, a person must demonstrate all of the following qualifications to the satisfaction of the council:
  - a. residence in the municipality served by the Board;
  - b. knowledge of community issues;
  - c. a good character;
  - d. the skills and abilities to make the commitment of time and effort required to carry out board responsibilities.
- (2) To be a candidate for appointment as a Board member under Section 76, a person must consent to criminal and background checks.
- (3) A person must not be appointed as a board member if criminal and background checks show that the person has been convicted of any criminal offence or has been or is the subject of a disciplinary proceeding in any jurisdiction that, in the opinion of the council, would reasonably be expected to have a negative impact on their acting as a board member or on the board generally.
- (4) New and prospective Board members will be prepared to participate in at least one three hour Board meeting each month, an additional two hour committee meeting per month, as well as significant reading and preparation for meetings.

## **Code of conduct for Board members**

The *Police Act* regulations states in S 79. (1) A Board member is responsible to:

- a. uphold the letter and spirit of the code of conduct set out in this Section and discharge their duties in a manner that will inspire public confidence in the abilities and integrity of the board;
  - b. unless they have a reasonable excuse, attend every board meeting;
  - c. not interfere with the police department's operational decisions and responsibilities or with the day-to-day operation of the police department, including the recruitment and promotion of officers;
  - d. keep confidential any information disclosed or discussed at a board meeting;
  - e. not claim to speak on behalf of the Board unless authorized by the Chair to do so;
  - f. discharge their duties loyally, faithfully, impartially and according to the *Act*, any other *Act* and any regulation, rule or by-law;
  - g. discharge their duties in a manner that respects the dignity of individuals and is in accordance with the *Human Rights Act* and the [Canadian] Charter of Rights and Freedoms (Canada);
  - h. not use their position inappropriately to advance their interests or the interests of any person or organization with whom or with which they are associated;
  - i. immediately resign from the Board if applying for employment with a police department, including employment on contract or on fee for service;
  - j. refrain from engaging in professional or personal conduct that could discredit or compromise the integrity of the Board or the police department;
  - k. if their conduct or performance is the subject of investigation or inquiry, temporarily withdraw from all Board activities and duties as a member of the Board until the completion of the investigation or inquiry.
- (2) If the chair or the majority of the Board determines that a Board member has breached the code of conduct for Board members, the Board must record that determination in its minutes.
- (3) On determining that a Board member has breached the code of conduct for Board members, the board may take one or more of the following actions:
- a. issue a reprimand to the Board member;
  - b. order a period of suspension for the Board member;
  - c. recommend to the Minister or the council that the Board member be dismissed under subsection 44(7) of the *Act*.

### **Attendance policy**

Commissioners are expected to attend all meetings of the Board of Police Commissioners. In the event of a Commissioner who, without leave of the Board of Police Commissioners, is absent from three consecutive regular meetings, the Chair, after consulting with the Commissioner and the Board, may inform the person or body who made the appointment and may request that the appointment of a new Commissioner be considered, if circumstances warrant.

### **7 - Policy Review**

This policy should be reviewed every four years and when the *Act* is amended.

## **8 - Contact**

Office of the Municipal Clerk

## **9 - References**

Administrative Policy One

## Communications and Community Outreach Policy

Original Implementation Date	April 2018	Approved by	BOPC
Date of Last Revision	March 4, 2024	Approved by	BOPC
Effective Date of Last Revision	March 5, 2024	Approved by	BOPC

### **1 - Title**

Communications and Community Outreach Policy

### **2 - Purpose**

This policy outlines the commitment to engage with the community as defined by the *Police Act*.

### **3 - Scope**

The Halifax Board of Police Commissioners is established as an independent authority pursuant to the *Police Act*. The Board has dual roles: provide civilian governance to the Halifax Regional Police (HRP) on behalf of Halifax Regional Council (Council) (s. 55) and function as a Police Advisory Board regarding the Royal Canadian Mounted Police (RCMP) in its role as a contractual policing service with the Halifax Regional Municipality. (s 68(1)).

### **4 - Definitions**

In the context of this document:

**Police Act** means the *Police Act* (NS) 2007 as amended

**Board** means the Halifax Board of Police Commissioners

**Chair** means Chair of the Board of Police Commissioners

**Chief of Police** means the Chief of Halifax Regional Police

**Chief Superintendent** means the Chief Superintendent of the RCMP, Halifax District

**Chiefs** means the Chief of Police of HRP and the Chief Superintendent of the RCMP

**Council** means Halifax Regional Council

**HRM** means the Halifax Regional Municipality

**HRP** means the Halifax Regional Police

**Legislative Assistant** means representative of the Municipal Clerk's Office

**Member(s)** means a member of the Halifax Board of Police Commissioners

**RCMP** means the Royal Canadian Mounted Police Halifax District

## **5 - Distribution**

Policies may be distributed to all Board of Police Commissioners, CAO, Municipal Clerk, HRM Councillors, the Chiefs and their respective departments, Nova Scotia Association of Police Governance and posted on HRM website with link to HRP website. This list may be expanded as required.

## **6 – Community Engagement**

### **Consultation and Community Outreach**

1. The Board’s mandate includes the initiation of policies that reflect community need and enhance the effectiveness of the police service. The Board operates within a highly public environment and recognizes that the actions of the police services have a significant public impact. Accordingly, the Board shall:
  - a. Provide opportunities for the community to give input on areas of interest or concern to them, via such mechanisms as Board meetings in the community, invitations to community members and stakeholders to speak at Board meetings and meetings and workshops with stakeholders.
  - b. Provide opportunities at Regular Meetings of the Board for a person or persons to appear as a delegation and present to the Board.
  - c. Provide an Annual report to Council.
  - d. Ensure an accountability, metrics framework is developed through community engagement, polling, and other means to report and measure crime and victimization, police activities and deployment, police resources and trust and confidence aligning with national performance measures.
  - e. Review crime statistical information and crime trends.
  - f. Ensure timely reporting of any other developments that have a significant and material effect on the police services.
  - g. Build relationships with board members of other police services at the provincial and national levels and, where possible, have at least one representative at meetings of the Nova Scotia Association of Police Governance, the Canadian Association of Police Governance, and special consultations with Government.
2. The Board shall, as a part of its annual work plan, create an annual engagement plan that outlines a schedule of public meetings and locations as well as a communications plan for the engagements.
3. The Board may choose to have additional public engagements should circumstances warrant.

## **Internal communications**

1. The Chiefs shall take all reasonable steps to ensure that the Board is fully informed about all major issues that have significant financial, operational, or public interest implications that may be of concern to the community, as soon as is practicable.
2. The Chiefs shall direct that all official media releases be provided to the Board at the time they are released to the media.
3. As a general principle, Board members shall have timely access to information under the control of the police services and shall direct all requests for such information and advice related thereto to the offices of the Chiefs, or as otherwise determined in consultation with the Chiefs.
4. The Chiefs shall attend regularly scheduled meetings of the Board and, as otherwise requested by the Board. Police staff attendance at In Camera Board meetings shall be coordinated with the Chiefs and be at the request of the Board. Information from engagement, surveys, statistical analysis and other means shall be utilized to develop and revise the Board's work plan, create and revise policy and provide direction to the Chiefs if warranted.

## **Communicating with Halifax Regional Council**

1. The Board shall approve any formal reports and information tabled with Council or any of its Committees which have significant financial, operational, or public interest implications. This shall not apply to the quarterly financial reviews presented to the Audit and Finance standing committee of the municipality. Board members may attend such presentations and if they so choose they will be briefed accordingly by the Chiefs.
2. Formal communication between the Board and the Council, or Board and administration of the Halifax Regional Municipality, is conducted through the Chair unless otherwise specified by the Board.
3. The Chair shall cause the budget and annual report of the Board to be presented to Council or designated standing committee annually.
4. The Board shall pursue a positive and productive working relationship with Council and promote opportunities for dialogue between the Board and Council.
5. The Chief of Police of HRP has the obligation and authority to meet with and participate in operational discussion with the CAO and HRM staff, as outlined in Bylaw P-100 and Board Policy on Roles and Responsibilities section 16.

## **7 - Policy Review**

This policy should be reviewed every four years and when the *Act* is amended.

## **8 - Contact**

Office of the Municipal Clerk

## **9 - References**

None

## Stakeholder Engagement

Original Implementation Date	September 17, 2018	Approved by	BOPC
Date of Last Revision	December 14, 2023	Approved by	BOPC
Effective Date of Last Revision	December 15, 2023	Approved by	BOPC

### 1 - Title

Stakeholder Engagement Policy

### 2 - Purpose

This policy outlines how the board will engage with stakeholders both external and internal. This is in support of the board's objectives of being citizen focused, integrated with the RCMP and HRP and collaborative in nature.

### 3 - Scope

The Halifax Board of Police Commissioners is established as an independent authority pursuant to the *Police Act*. The Board has dual roles: provide civilian governance to the Halifax Regional Police (HRP) on behalf of Halifax Regional Council (Council) (s. 55) and function as a Police Advisory Board regarding the Royal Canadian Mounted Police (RCMP) in its role as a contractual policing service with the Halifax Regional Municipality. (s. 68(1)).

### 4- Definitions

In the context of this document:

**Police Act** means the *Police Act*, S.N.S. 2004, c. 31 as amended

**Board** means the Halifax Board of Police Commissioners

**Chair** means Chair of the Board of Police Commissioners

**Chief of Police** means the Chief of Halifax Regional Police

**Chief Superintendent** means the Chief Superintendent of the RCMP, Halifax District

**Chiefs** means the Chief of Police of HRP and the Chief Superintendent of the RCMP

**Council** means Halifax Regional Council

**HRM** means the Halifax Regional Municipality

**HRP** means the Halifax Regional Police

**Legislative Assistant** means representative of the Municipal Clerk's Office

**Member(s)** means a member of the Halifax Board of Police Commissioners

**RCMP** means the Royal Canadian Mounted Police Halifax District

## **5 - Distribution**

Policies may be distributed to Halifax Board of Police Commissioners, CAO, Municipal Clerk, Council, the Chiefs and their respective departments, Nova Scotia Association of Police Governance and posted on HRM website with link to HRP website. This list may be expanded as required.

## **6 – Scope of Stakeholder Engagement**

### **Background and Purpose**

9. The Board objectives include being citizen focused, integrated with the RCMP and HRP and collaborative in nature. As part of these objectives the board recognizes that engagement with stakeholders to create awareness of the board and its purpose is an important component.
10. The purpose of stakeholder engagement is to create awareness of the Board and its role and responsibilities. Engagement is not intended to replace, or assume the responsibility for, existing functions, processes or policies with respect to the Chiefs, Council, HRM, HRP, RCMP or others. The Board will respect the existing framework, and refer topics raised during stakeholder engagement activities to these bodies as appropriate.
11. Stakeholder engagement will be included as part of the Board's Strategic Plan and Annual Work Plan.
12. When participating in stakeholder engagement activities, Board members are acting for the Board and will adhere to all Board legislation, policies, statements, and other directives, such the *Police Act*, Mission, Vision and Guiding Principles and confidentiality requirements.
13. All Members are strongly encouraged to participate in stakeholder engagement activities as part of their role on the Board.

### **Stakeholders**

1. This policy applies to all stakeholders of the Board, both internal and external.
2. Internal stakeholders include HRM, HRP, RCMP, Council, municipal agencies and commissions and other employees of the municipality.
3. External stakeholders include citizens of HRM, and the groups, committees, associations, centers and organizations to which they belong, as well as local, regional and national organizations involved in police governance and policy.

4. The Board will collaborate with internal stakeholders to identify opportunities for Board participation, including, but not limited to, internal meetings, communications (e.g., social media), community events (e.g., parades) and other activities. Attendance or participation by the Board will be by mutual agreement.
5. The Board will look for opportunities to work with external stakeholders through personal and professional networks, existing collaborations, relationships with community groups and its work with similar organizations on a regular basis.

### **Reporting and Accountability**

1. Members will inform the Board of any stakeholder engagement activities they intend to participate in, and provide an update to the Board after participating.
2. Information on stakeholder engagement will be provided to the Board by email, meetings and as part of the annual work plan update. This will enable appropriate tracking and monitoring of stakeholder engagement activities.
3. Board members will not participate, in an official capacity, in any stakeholder engagement the Board or the Board chair determines to be inappropriate for or detrimental to the Board.

### **7 - Policy Review**

This policy should be reviewed every four years and when the *Act* is amended.

### **8 - Contact**

Office of the Municipal Clerk

### **9 - References**

None

## Community Survey to Measure Trust and Confidence

Original Implementation Date	March 2020	Approved by	BOPC
Date of Last Revision	December 14, 2023	Approved by	BOPC
Effective Date of Last Revision	December 15, 2023	Approved by	BOPC

### **1 - Title**

Community Survey to Measure Trust and Confidence

### **2 - Purpose**

The role of the Board of Police Commissioners (BOPC) is to provide civilian oversight and to reflect the needs and values of the community. Community members need to be consulted *annually* so the BOPC can gain a better understanding of what trust and confidence in police means to community members. The BOPC is committed to gaining a better understanding of community needs and values and recommending policies to enhance trust and confidence. This policy outlines the BOPC commitment to fulfilling its role to reflect the needs and values of the community by working with HRP, RCMP and potentially a research firm to survey the community attitudes to policing services in HRM.

### **3 - Scope**

The Halifax Board of Police Commissioners (the Board) is established as an independent authority pursuant to the *Police Act*, NS 2004, c. 31 as amended. The Board has dual roles: provide civilian governance to the Halifax Regional Police (HRP) on behalf of Halifax Regional Council (Council) (s 55) and function as an advisory board regarding the Royal Canadian Mounted Police (RCMP) in its role as a contractual policing service with the Halifax Regional Municipality. (s 68(1)).

### **4 – Definitions**

In the context of this document:

**Police Act** means the *Police Act*, S.N.S. 2004, c. 31 as amended

**Board** means the Halifax Board of Police Commissioners

**Chair** means Chair of the Board of Police Commissioners

**Chief of Police** means the Chief of Halifax Regional Police

**Chief Superintendent** means the Chief Superintendent of the RCMP, Halifax District

**Chiefs** means the Chief of Police of HRP and the Chief Superintendent of the RCMP

**Council** means Halifax Regional Council

**HRM** means the Halifax Regional Municipality

**HRP** means the Halifax Regional Police

**Legislative Assistant** means representative of the Municipal Clerk's Office

**Member(s)** means a member of the Halifax Board of Police Commissioners

**RCMP** means the Royal Canadian Mounted Police Halifax District

## **5 - Distribution**

Policies may be distributed to all Board of Police Commissioners, CAO, Municipal Clerk, HRM Councillors, the Chiefs and their respective departments, Nova Scotia Association of Police Governance and posted on HRM website with link to HRP website. This list may be expanded as required.

## **6 - Roles and Responsibilities**

14. The Board is created by the *Police Act* which gives it the responsibility to provide civilian oversight and to reflect the needs and values of the community.
15. The first step in “reflecting the needs and values of the community” is to conduct research to determine a benchmark and to then continue to measure these categories year after year.
16. The research questions may be designed in collaboration with HRP, RCMP, BOPC and a consultant experienced in conducting community research.
17. Once responses are evaluated and reported to the BOPC, policies may be recommended to respond to the results and if necessary, address concerns raised by the public.
18. The BOPC will add this item to its annual calendar so the research remains a priority and can be reported annually to Council in the BOPC Annual Report.

## **7 - Policy Review**

This policy should be reviewed every four years and when the Act is amended.

## **8 - Contact**

Office of the Municipal Clerk

## **9 - References**

None

## Extra Duty Employment

Original Implementation Date	March 2020	Approved by	BOPC
Date of Last Revision	November 20, 2024	Approved by	BOPC
Effective Date of Last Revision	November 21, 2024	Approved by	BOPC

### **1 - Title**

Extra duty employment

### **2 - Purpose**

The Halifax Board of Police Commissioners is committed to overseeing the delivery of fair, effective, efficient, equitable and accountable policing services in keeping with community values, needs, and expectations of all community members.

The Nova Scotia *Police Act* states that “The Board shall adopt policy regarding extra-duty and off-duty employment as per s. 56 of the *Police Act* and the Chief of Police shall cause that policy to be posted as an HRP Departmental Order to all sworn and unsworn members.”

### **3 – Scope**

This policy applies to all sworn and unsworn members of HRP as outlined in the Department Order #: 04-09 and to the Chief of HRP.

### **4 - Definitions**

In the context of this document:

**Police Act** means the *Police Act*, S.N.S. 2004, c. 31 as amended

**Extra duty employment** means all police-related duty sanctioned by the chief officer other than that normally provided by the Halifax Regional Municipality.

**Board** means the Halifax Board of Police Commissioners

**Chair** means Chair of the Board of Police Commissioners

**Chief of Police** means the Chief of Halifax Regional Police

**Chief Superintendent** means the Chief Superintendent of the RCMP, Halifax District

**Chiefs** means the Chief of Police of HRP and the Chief Superintendent of the RCMP

**Council** means Halifax Regional Council

**HRM** means the Halifax Regional Municipality

**HRP** means the Halifax Regional Police

**Legislative Assistant** means representative of the Municipal Clerk's Office

**Member(s)** means a member of the Halifax Board of Police Commissioners

**RCMP** means the Royal Canadian Mounted Police Halifax District

## **5 - Distribution**

Policies may be distributed to all Board of Police Commissioners, CAO, Municipal Clerk, HRM Councillors, the Chiefs and their respective departments, Nova Scotia Association of Police Governance and posted on HRM website with link to HRP website. This list may be expanded as required.

## **6 - Roles and Responsibilities**

### General

- 6.1 The chief officer will establish an operational policy with respect to the extra duty employment of HRP's sworn members.

### Mission, Vision and Values

- 6.2 The chief officer will ensure that HRP's extra duty employment policy aligns with the mission, vision and values, as outlined in HRP's Strategic Plan, and the Principles of Policing, as outlined the Police Board By-law.

### Criteria for Extra Duty Policing

- 6.3 All requests for extra duty employment shall be made to the chief officer or designate.
- 6.4 The chief officer will ensure that a detailed critical assessment is undertaken in consultation with the client to determine whether a sworn police officer is required for any requested extra duty employment assignment.
- 6.5 The chief officer will ensure that this assessment includes considerations of the public safety needs of the wider community, reasonable community expectations of the Halifax Regional Police, and maintaining a positive organizational reputation.
- 6.6 The chief officer will ensure that whenever possible, requests for extra duty employment are backed by verifiable information and statistics.

- 6.7 The chief officer will ensure that members who accept and work an extra duty assignment remain under the exclusive jurisdiction of the HRP.
- 6.8 The chief officer will ensure that any issues or concerns arising from an extra duty assignment are communicated to the watch commander.

#### Member Eligibility

- 6.11 All members engaged in extra duty assignments shall be in uniform, except where the chief officer determines that plain clothes are required.
- 6.12 The chief officer will ensure that members complete appropriate training related to the extra duty policing policy before being offered extra duty assignments.
- 6.13 The chief officer will ensure that extra duty assignments are equally distributed among those whose name is included on the Extra Duty List.
- 6.14 The chief officer will ensure there is reasonable time between members' work assignments.
- 6.15 The chief officer will consider the health, safety and mental and physical wellness of members when determining the appropriate distribution of work assignments.
- 6.16 The chief officer will ensure that a schedule fee be established for the use of special equipment related to extra duty assignments.

#### Reporting requirements

- 6.17 By June 1<sup>st</sup>, the chief officer will annually report to the board the following information:
- a. The total number of extra duty assignments requested by outside parties in the previous fiscal year broken down by patrol division;
  - b. The number of extra duty assignments completed in the previous fiscal year broken down by patrol division;
  - c. The total number of extra duty hours worked in the previous fiscal year;
  - d. The total extra duty earnings in the previous fiscal year, including expenditures and net profit;
  - e. The total number of charges laid by members while completing extra duty assignments in the previous fiscal year;
  - f. A client breakdown of extra duty assignments requested and completed, including those related to retail and traffic control;
  - g. Any injuries related to extra duty assignments and the impact on HRP;
  - h. Any correlation between extra duty time worked and available staffing resources; and
  - i. Any other pertinent information.

## **7 - Policy Review**

This policy should be reviewed every four years and when the Act is amended.

## **8 - Contact**

Office of the Municipal Clerk

## **9 - References**

None

## Off Duty Employment

Original Implementation Date	March 2020	Approved by	BOPC
Date of Last Revision	November 20, 2024	Approved by	BOPC
Effective Date of Last Revision	November 21, 2024	Approved by	BOPC

### **1 - Title**

Off duty employment

### **2 - Purpose**

The Halifax Board of Police Commissioners is committed to overseeing the delivery of fair, effective, efficient, equitable and accountable policing services in keeping with community values, needs, and expectations of all community members.

The Nova Scotia *Police Act* states that “The Board shall adopt policy regarding extra-duty and off-duty employment as per s. 56 of the *Police Act* and the Chief of Police shall cause that policy to be posted as an HRP Departmental Order to all sworn and unsworn members.”

### **3 – Scope**

This policy applies to all sworn and unsworn members of HRP as outlined in the Department Order #: 04-09 and to the Chief of HRP.

### **4 - Definitions**

In the context of this document:

**Police Act** means the *Police Act*, S.N.S. 2004, c. 31 as amended

**Off duty employment**, also known as secondary employment/activities means any activity, business, undertaking or calling in which a member participates while not on duty whether or not it involves financial gain or other benefit or consideration. An extra duty assignment is not considered to be off duty employment.

**Board** means the Halifax Board of Police Commissioners

**Chair** means Chair of the Board of Police Commissioners

**Chief of Police** means the Chief of Halifax Regional Police

**Chief Superintendent** means the Chief Superintendent of the RCMP, Halifax District

**Chiefs** means the Chief of Police of HRP and the Chief Superintendent of the RCMP

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**HRP** means the Halifax Regional Police

**Legislative Assistant** means representative of the Municipal Clerk's Office

**Member(s)** means a member of the Halifax Board of Police Commissioners

**RCMP** means the Royal Canadian Mounted Police Halifax District

## **5 - Distribution**

Policies may be distributed to all Board of Police Commissioners, CAO, Municipal Clerk, HRM Councillors, the Chiefs and their respective departments, Nova Scotia Association of Police Governance and posted on HRM website with link to HRP website. This list may be expanded as required.

## **6 - Roles and Responsibilities**

### **General**

6.1 The chief officer will establish an operational policy with respect to the off duty employment of HRP's sworn members.

### **Mission, Vision and Values**

6.2 The chief officer will ensure that HRP's off duty employment policy aligns with the mission, vision and values, as outlined in HRP's Strategic Plan, and the Principles of Policing, as outlined in the Police Board By-law.

### **Criteria for Off Duty Employment**

6.3 Off duty employment is prohibited unless authorized by the chief officer.

6.4 The chief officer will prohibit sworn members from being in uniform while engaged in off duty employment.

6.5 The chief officer will prohibit sworn members from engaging in off duty employment when on duty.

6.6 The chief officer will prohibit the use of HRP equipment, facilities, materials or any other public property toward off duty employment.

6.7 The chief officer will ensure that no information obtained as a sworn officer will be used in off duty employment.

- 6.8 The chief officer will develop a list of prohibited off duty employment activities, and this list shall include the engagement in the business of serving civil process documents or in the private investigator or private guard business.
- 6.9 The chief officer will prohibit sworn members from engaging in off duty employment that creates or is likely to create a conflict of interest with their duties as a peace officer.
- 6.10 The chief officer will prohibit sworn members from participating in off duty employment that is obtained as a result of being employed as a member of the HRP.

#### Member Eligibility

- 6.11 The chief officer will ensure that any request for off duty employment is contingent on a member being and continuing to be in good standing.
- 6.12 The chief officer will ensure that when applying for permission to engage in off duty employment, the applicant will describe the nature of the work, a statement that no conflict of interest is anticipated, and an estimate of the anticipated number of hours per week that the member will be engaged in off duty employment

#### **7 - Policy Review**

This policy should be reviewed every four years and when the Act is amended.

#### **8 - Contact**

Office of the Municipal Clerk

#### **9 - References**

None

## Board Self Evaluation

Original Implementation Date	March 2020	Approved by	BOPC
Date of Last Revision	March 4, 2024	Approved by	BOPC
Effective Date of Last Revision	March 5, 2024	Approved by	BOPC

### **1 - Title**

Board of Police Commissioners (BOPC) Self Evaluation

### **2 - Purpose**

This policy is created to allow the BOPC to review its performance as board members every second year. It also gives the Chair, the Legislative Assistant and the Policing Policy Strategist the opportunity to respond to the needs of the members as they perform their duties.

### **3 - Scope**

This policy applies to all seven BOPC members.

### **4 - Definitions**

In the context of this document:

**Police Act** means the *Police Act*, S.N.S. 2004, c. 31 as amended

**Board** means the Halifax Board of Police Commissioners

**Chair** means Chair of the Board of Police Commissioners

**Chief of Police** means the Chief of Halifax Regional Police

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**HRP** means the Halifax Regional Police

**Legislative Assistant** means representative of the Municipal Clerk's Office

**Member(s)** means a member of the Halifax Board of Police Commissioners

**RCMP** means the Royal Canadian Mounted Police Halifax District

## **5 - Distribution**

Policies may be distributed to all Board of Police Commissioners, CAO, Municipal Clerk, HRM Councillors, the Chiefs and their respective departments, Nova Scotia Association of Police Governance and posted on HRM website with link to HRP website. This list may be expanded as required.

## **6 - Roles and Responsibilities**

1. The Board is created by the *Police Act*, S.N.S. 2004, c. 31 as amended
2. All Board members are volunteers with varied personal, professional or community experience
3. The Board has support from the Municipal Clerk's office in the role of a Legislative Assistants who provides minutes, organizes meeting space, coordinates correspondence for the Chair and distributes meeting materials in advance of meetings.
4. Board members completing the self-evaluation every second year identify potential gaps that the Chair, the Legislative Assistant and the Policing Policy Strategist can address to improve the volunteer experience for all Board members.

## **7 – Policy Review**

This policy should be reviewed every four years and when the *Act* is amended.

## **8 - Contact**

Office of the Municipal Clerk

## **9 – References**

Reference 1 – Board self evaluation

# Halifax Board of Police Commissioners Self Evaluation

## Board Composition, Structure and Effectiveness

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
1. The Board has an appropriate composite of backgrounds and expertise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board has effectively identified for Regional Council the composite skills it requires to meet its responsibilities and maximize success	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Committees are an effective mechanism for the Board to meet its governance and oversight responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board has the appropriate committee number, structure and function to support its governance and oversight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. New Board members receive an adequate orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Board members have written and relevant descriptions of their duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
7. Board members have the opportunity for ongoing training and/or professional development necessary to fulfill their roles and responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any comments you may have regarding board composition, structure and effectiveness

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## Meeting Management & External Communication

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't know
8. Board meetings are effective and efficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Board materials are received by members with sufficient time for review in advance of meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I feel my views are listened to by other board members at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Board minutes accurately and adequately reflect the discussions and decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Board meetings are accessible to members of the public	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Attendance levels at board meetings are sufficient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. I feel my views are listened to by other board members at meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. The board is an effective link between the police services and the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. The board actively engages in building relationships with the public, community groups, businesses, Regional Council and other boards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. The public understands the board's role	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any comments you may have regarding meeting management and external communications

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## Governance & Financial Oversight

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
18. Board meetings are focused on policy and planning issues, not operational matters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Board meetings and policies provide the Chief with clear guidance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. The Chief advises the board on the operational and cost implications of policies that the board considers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. The Chief keeps the Board informed of important operational matters that impact its deliberations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. The Board is involved in strategic and business planning for the police services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. The Board understands its role and responsibilities in financial oversight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. The types of financial reports received by the Board are adequate for it to discharge its governance duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. The Board ensures that community perspectives are considered in the budget process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. I understand the distinction between the oversight role the Board regarding the HRP and the RCMP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any comments you may have regarding governance & financial oversight

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## Personnel Functions

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
27. Board members foster a productive working relationship with the Chief, Deputy Chiefs and Senior Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. Annually, the board revises expectations, sets measurable objectives and evaluates the performance of the Chief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. The Board monitors employee morale and turnover	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. Board members foster a productive working relationship with staff who support the board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. The Board effectively monitors the performance of the Chief.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. The Board receives adequate staff support to meet its legislated obligations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any comments you may have regarding personnel functions

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## Role of the Chief (HRP)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
33. The Chief understands, respects and supports the governance function of the Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. The Chief provides complete, timely and frank information and advice to the board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. The Chief ensures that the board is involved in decision-making regarding strategic planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. The Board is sufficiently informed by the Chief of changes or developments in police programs and polices before they are announced publicly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. The Chief supports the Board's profile in the community by ensuring the board is informed of and invited to important police-related events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any comments you may have regarding the role of the Chief (HRP)

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## Role of the Chief (RCMP)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
38. The Chief understands, respects and supports the governance function of the Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. The Chief provides complete, timely and frank information and advice to the board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40. The Chief ensures that the board is involved in decision-making regarding strategic planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41. The Board is sufficiently informed by the Chief of changes or developments in police programs and polices before they are announced publicly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42. The Chief supports the Board's profile in the community by ensuring the board is informed of and invited to important police-related events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any comments you may have regarding the role of the Chief (RCMP)

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## Role of the Chair

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
43. The Chair ensures that board meetings accomplish their objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44. The Chair encourages participation at board meetings by all, while not allowing any one member to dominate the discussion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45. The Chair delegates responsibility appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46. The Chair carries out their executive responsibility and does not defer excessively to the Chief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47. The Chair is an effective spokesperson for the board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48. After direct liaison with the Chief, the Chair ensures that all board members are kept up to date with developments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any comments you may have regarding the role of the Chair

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## Board Member Performance

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
49. I feel valued and appreciated for the contributions I make to the board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50. I devote enough time to my role as a board member, both in meetings and in the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
51. All members carry their weight and share the load.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
52. The board remains focused and true to the priorities in its own workplans without spreading itself too thin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
53. Board members are aware of and conduct themselves in accordance with the Code of Conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
54. Board members are respectful of each other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
55. The board is meeting its legislated responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide comments on anything that was not covered in this survey or on which you wish to provide further detail

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## Complaints Against HRP Chief of Police

Original Implementation Date	September 2020	Approved by	BOPC
Date of Last Revision	December 14, 2023	Approved by	BOPC
Effective Date of Last Revision	December 15, 2023	Approved by	BOPC

### 1 - Title

Complaints Against HRP Chief of Police

### 2 - Purpose

The Police Act specifies that complaints against the Chief of Police in a municipality are to be reviewed and acted upon by the Board of Police Commissioners (BOPC). This policy outlines the steps that are to be taken if a complaint is received.

### 3 - Scope

The Halifax Board of Police Commissioners (the Board) is established as an independent authority pursuant to the *Police Act*, NS 2004, c. 31 as amended. The Board has dual roles: provide civilian governance to the Halifax Regional Police (HRP) on behalf of Halifax Regional Council (Council) (s 55) and function as an advisory board regarding the Royal Canadian Mounted Police (RCMP) in its role as a contractual policing service with the Halifax Regional Municipality. (s 68(1)). This policy applies directly to the Chair of the Board, the members and the Chief of Police.

### 4 - Definitions

In the context of this document:

**Police Act** means the *Police Act*, S.N.S. 2004, c. 31 as amended

**Board** means the Halifax Board of Police Commissioners

**Chair** means Chair of the Board of Police Commissioners

**Chief of Police** means the Chief of Halifax Regional Police

**Chief Superintendent** means the Chief Superintendent of the RCMP, Halifax District

**Chiefs** means the Chief of Police of HRP and the Chief Superintendent of the RCMP

**Council** means Halifax Regional Council

**HRM** means the Halifax Regional Municipality

**HRP** means the Halifax Regional Police

**Legislative Assistant** means representative of the Municipal Clerk's Office

**Member(s)** means a member of the Halifax Board of Police Commissioners

**RCMP** means the Royal Canadian Mounted Police Halifax District

## **5 - Distribution**

Policies may be distributed to all Board of Police Commissioners, CAO, Municipal Clerk, HRM Councillors, the Chiefs and their respective departments, Nova Scotia Association of Police Governance and posted on HRM website with link to HRP website. This list may be expanded as required.

## **6 - Roles and Responsibilities**

When responding to a complaint against the Chief of Police, the Board and the Chair will comply with the requirements of the Police Act and the Police Regulations.

Once a complaint is received by the Chair, either in writing or by telephone call, the Chair will undertake the following steps:

1. Respond to complainant to confirm complaint has been received
2. Inform the Chief about the complaint
3. Inform the Board in camera so members are aware
4. Inform the Police Complaints Commissioner in writing no later than 30 days after receipt of the complaint
5. Consult with HRM legal affairs to determine the severity of the alleged conduct, the proper steps to follow in the investigation, or any legal concerns
6. Consult external legal advice if there is a perceived conflict with internal HRM advice
7. Consider if an interim suspension from duty pursuant to s. 63 of the Police Regulations would be appropriate

Once informed of the complaint, the Board will undertake the following steps:

8. Attempt to resolve the complaint
9. Appoint a barrister or the Chief Officer of another police department to investigate the complaint and report the results of their investigation to the Board within 60 days of the day the complaint was received
10. Once the report is received, if the complaint is not resolved informally the Board will follow the procedure set out the Police Regulations to make a decision regarding the complaint

Should an interim suspension from duty be imposed by the Chair, the following steps will be taken:

11. The Chair shall immediately inform the Complaints Commissioner and the Board of his or her decision to impose an interim suspension from duty
12. The Board shall meet within 72 hours of the Chair's decision to either confirm or lift that suspension

### **7 - Policy Review**

This policy should be reviewed every four years and when the *Police Act* is amended.

### **8 - Contact**

Office of the Municipal Clerk

### **9 - References**

None