



**BOARD OF POLICE COMMISSIONERS
MINUTES**

SPECIAL MEETING

January 23, 2017

PRESENT: Commissioner Steve Craig, Chair
Commissioner Wayne Mason
Commissioner Tony Mancini
Commissioner Jeff Mitchell
Commissioner Ed MacMaster
Commissioner Sylvia Parris

REGRETS: Commissioner Steve Graham, Vice-Chair

STAFF: Chief Jean-Michel Blais, Halifax Regional Police
Chief Superintendent Lee Bergerman, Halifax District Detachment, RCMP
Mr. Jacques Dubé, Chief Administrative Officer
Deputy Chief Bill Moore, Halifax Regional Police
Superintendent Colleen Kelly, Halifax Regional Police
Dr. Chris Giacomantonio, Research Coordinator, Halifax Regional Police
Mr. Craig Horton, Financial Coordinator, Halifax Regional Police
Ms. Katherine Salsman, Solicitor, Legal Services
Ms. Jennifer Weagle, Legislative Assistant

The following does not represent a verbatim record of the proceedings of this meeting.

*The agenda, supporting documents, and information items circulated to the Board are available online:
<http://www.halifax.ca/boardscom/bpc/170123bopc-agenda.php>*

The meeting was called to order at 12:32 p.m. and adjourned at 1:11 p.m.

1. CALL TO ORDER

Commissioner Steve Craig, Chair, called the meeting to order in Halifax Hall, 2nd Floor City Hall, 1841 Argyle Street.

The Chair noted that Commissioner Graham is unable to attend the meeting today, but is listening to the meeting via telephone.

2. APPROVAL OF MINUTES – January 9, 2017 (special) & January 16, 2017 (regular)

MOVED by Commissioner Mancini, seconded by Commissioner Mason

THAT the January 9, 2017 (special) and January 16, 2017 (regular) meeting minutes be approved as circulated/as amended.

MOTION PUT AND PASSED.

3. APPROVAL OF THE ORDER OF BUSINESS AND APPROVAL OF ADDITIONS AND DELETIONS

MOVED by Commissioner Parris, seconded by Commissioner Mitchell

THAT the agenda be approved as presented.

MOTION PUT AND PASSED.

4. PRESENTATION - UPDATED DRAFT 2017/18 & 2018/19 HALIFAX REGIONAL POLICE OPERATING BUDGET AND DRAFT 2017-18 BUSINESS PLAN DELIVERABLES – Chief Jean-Michel Blais

The following documentation was before the Board:

- Scenario #1: Increase of 0.889% in 2017/18, 1.218%% increase in 2018/19 (as per Jan. 16/17 BOPC motion)
- Operating Budget Work Paper (2016/17 to 2017/18 Budget Comparison)
- Proposed 2017/18 & 2018/19 Recommended Operating Budgets including 3 Year Financial History
- HRP Total Sick Hours Used 2005 to 2016

Chief Blais reviewed the changes to the proposed budget, as per the Board's direction at the January 16, 2017 meeting, including:

- A(1) Decrease in budgeted credit for attrition and turnover from \$400,000 to \$100,000
- A(11) Souls Strong Program – funding earmarked for 2018/19 of \$310,000, as funding for the program will expire in March 2018, and the Halifax Charter indicates that crime prevention programs need to be funded through Police.
- B(6) New position of Digital Forensics Unit (Cyber) Technician – \$97,500, moved from 2017/18 to 2018/19
- C(1) Decrease in Part Time Civilian Communications Radio Technicians compensation budget of \$191,700 (when assessing the savings associated with the addition of 4 Civilian Communications Radio Technicians, it was also determined that the wage model for these positions was initially based on significantly more hours than what they work.)
- C(2) Decrease in Civilian Communications Radio Technicians compensation costs as a result of increasing personnel resources as per B(2) - \$20,000

- Miscellaneous cost recovery increases due to inflation and compensation relative to secondments - \$153,000 (2017/18) and \$36,700 (2018/19)

Chief Blais requested clarification from the Board with regard to A(7) Removal of 2016/17 contribution from reserve Q322 (Police Emergency/Extraordinary Investigations), now consolidated in Q416 (Operating Stabilization). The Board confirmed that the intent from the last meeting was to remove \$50,000 as a one year withdrawal set up in 2016/17 to assist in offsetting budget pressures while utilizing interest accumulated in a capped reserve of \$1,000,000.

Chief Blais circulated a handout of a graph showing HRP (sworn and civilian members) total sick hours used from 2005 to 2016. He noted that in 2016 there was \$1.5 million in salary hours that represented sick time. Chief Blais indicated that this speaks to the need for the Health/Wellness Coordinator position (B(4)).

Responding to questions from the Board, Chief Blais advised that HRM provides to HRP health and safety services limited to safety and ergonomic assessments.

At the request of members, Chief Blais and Jacque Dubé, Chief Administrative Officer, discussed possible synergies and different needs between Halifax Regional Fire and Halifax Regional Police, in terms of health and wellness. Chief Blais indicated that a health and wellness needs analysis for Halifax Regional Fire and Halifax Regional Police is required.

MOVED by Commissioner Mason, seconded by Commissioner Mancini

THAT the Board of Police Commissioners recommend that Halifax Regional Council approve the Halifax Regional Police 2017/18 Business Plan and 2017/18 Operating Budget of \$77,649,300 and 2018/19 Operating Budget of \$78,594,700, as per Scenario 1 before the Board at the January 23, 2017 meeting.

Commissioner Mason requested further information on HRP sick hours, in comparison to HRM sick hours overall.

Discussion ensued on the proposed budget.

MOVED by Commissioner Mason, seconded by Commissioner Mitchell

THAT the motion be amended to include:

1. **Increase to the 2018/19 'Decrease in budgeted credit for attrition and turnover' (A(1) of the proposed Operating Budget Summary) by \$100,000; and**
2. **Increase the Cost Recovery for Civilian Communications Radio Technicians (C(2) of the proposed Operating Budget Summary) for 2018/19 by \$65,000.**

AMENDMENT PUT AND PASSED.

Chief Blais responded to questions of clarification from members with regard to the proposed budget, noting that the effort to take pro-active measures to hire new officers ahead of known retirement dates, allowing for an increase in efficiency in the turnover process (A(1), often maintains the staff compliment, although there may be a period of a few weeks from time to time where there is an overlap in staff.

Responding to a question from Commissioner MacMaster, the Chair indicated that a discussion for a future meeting would be to hear from the Chief figures on the minimum, maximum and optimum number of police personnel to have an ideal police service in HRM, and what service levels would be seen from that police service.

The amended motion was voted on at this time, as follows:

MOVED by Commissioner Mason, seconded by Commissioner Mancini

THAT the Board of Police Commissioners recommend that Halifax Regional Council approve the Halifax Regional Police 2017/18 Business Plan and 2017/18 Operating Budget of \$77,604,300 and 2018/19 Operating Budget of \$78,584,700, as per Scenario 1 before the Board at the January 23, 2017 meeting, including the following amendments:

1. **Increase to the 2018/19 'Decrease in budgeted credit for attrition and turnover' (A(1) of the proposed Operating Budget Summary) by \$100,000; and**
2. **Increase the Cost Recovery for Civilian Communications Radio Technicians (C(2) of the proposed Operating Budget Summary) for 2018/19 by \$65,000.**

AMENDED MOTION PUT AND PASSED.

5. **DATE OF NEXT MEETING** – February 27, 2017 (regular meeting)

6. **ADJOURNMENT**

The meeting adjourned at 1:11 p.m.

Jennifer Weagle
Legislative Assistant