

## Alphonse MacNeil Review of the New Brunswick Police Commission

### *History*

The New Brunswick Police Commission oversees the public complaint's process into the conduct of police officers and the policies or services of municipal and regional police forces. It does so in a transparent and accessible manner that ensures complainants and police officers are treated fairly, impartially and with respect.

The Commission functions at arms-length from government. The Police Commission consists of a Chair, a Vice-Chair and such other members as the Lieutenant-Governor in Council appoints.

On December 27, 2018 the New Brunswick Police Association held a news conference and criticized the way the New Brunswick Police Commission handled an investigation into a former deputy chief of the Saint John Police Force. The Association reproved the Commission's former Executive Director's leadership style and called for his removal.

On December 29, 2018, concerned by the accusations of a valued police stakeholder, the Acting Chair of the New Brunswick Police Commission asked the Minister of Public Safety to appoint an independent third-party to review the policies, processes, and procedures of the Commission and the concerns of the New Brunswick Police Association.

The Public Safety Minister contracted Alphonse MacNeil of Alphonse MacNeil Consulting to conduct a review and provide a report and recommendations.

The Commission is committed to its mission of safeguarding the public interest in New Brunswick policing and its values of quality service, accountability, objectivity, and transparency. In its effort to offer quality service, the Commission works continuously to improve its policies, processes, and procedures. The attached table describes its recent actions and its response to the recommendations of the MacNeil Report.

| <b>Accomplishments</b>                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Strategy</b>                            | <b>Actions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <i>Strategic plan 2019-2021</i>            | <ul style="list-style-type: none"> <li>• 3 pillars:                             <ul style="list-style-type: none"> <li>➢ NBPC foundation, policies, processes;</li> <li>➢ Partnerships;</li> <li>➢ Internal processes and decision making</li> </ul> </li> <li>• Action plans prepared</li> <li>• Comms strategy / Branding session led by Patricia Hyland</li> <li>• Senior Police Consultant hired to action strategic plan and MacNeil recommendations</li> </ul> |
| <i>Executive Director:</i>                 | <ul style="list-style-type: none"> <li>• New Executive Director Jennifer Smith (Municipal Policing, Human rights and DPS experience).</li> <li>• Toured NB meeting with chiefs of police, union members, and civic authorities.</li> </ul>                                                                                                                                                                                                                           |
| <i>MacNeil report:</i>                     | <ul style="list-style-type: none"> <li>• 22 recommendations made, the majority of which have been started</li> <li>• Senior Police Consultant hired to action strategic plan and MacNeil recommendations</li> </ul>                                                                                                                                                                                                                                                  |
| <i>NBPC Handbook</i>                       | <ul style="list-style-type: none"> <li>• Includes a Team Charter and Decision-making matrix: for all new members</li> <li>• Outlines how we ALL will abide by certain behavioral expectations whether in person, email, and with our partners, etc.</li> <li>• Clearly outlines decisions to be made by the ED, the Chair and the Board</li> </ul>                                                                                                                   |
| <i>Policies &amp; procedures</i>           | <ul style="list-style-type: none"> <li>• Directory of policies requiring drafting completed</li> <li>• Time limit extension for complaint initiation policy, guideline and related forms completed</li> <li>• New complaint form added to website</li> <li>• New withdrawal form</li> <li>• Quality control sheets created for tracking complaints; part of complaint folder</li> <li>• Complaint activity log created to document all actions on a file</li> </ul>  |
| <b>In Progress</b>                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <i>Brand recognition and communication</i> | <ul style="list-style-type: none"> <li>• New logo; website revision</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                       |
| <i>Professional Standards</i>              | <ul style="list-style-type: none"> <li>• Identifying professional standards point of contact for each police force</li> </ul>                                                                                                                                                                                                                                                                                                                                        |
| <i>Records Management</i>                  | <ul style="list-style-type: none"> <li>• Aiming to have Records Management System (RMS) in place in 2020</li> </ul>                                                                                                                                                                                                                                                                                                                                                  |
| <i>Action Plan Items</i>                   | <ul style="list-style-type: none"> <li>• Continuing to action; upcoming jurisdictional scan</li> </ul>                                                                                                                                                                                                                                                                                                                                                               |