



CONTRACT MANAGEMENT COMMITTEE OFFICIALS MEETING	
RECORD OF DECISION	
Virtual Meeting	
October 4, 2023, 2:00pm - 4:00pm EST	
1. Co-chairs Opening Remarks	
Actions, Next Steps and Timelines	<ul style="list-style-type: none"> • Agenda adopted. • Record of Decision (ROD) of CMC Officials meeting held on May 16, 2023, approved. • Co-chairs to discuss CMC Officials and Governance agenda overlap.
Discussion:	
<p>Co-Chair, Vanessa Rhodes, British Columbia (BC) who stood in for Jamie Lipp (BC), and Julie Thompson, Co-chair for Public Safety Canada (PS) welcomed members. BC Co-chair noted similarities between the CMC Governance and Strategic Issues and Officials agendas, recognizing ongoing efforts to make discussions more strategic.</p>	
2. Contract Policing Assessment	Presenter: Julie Thompson (PS)
Actions, Next Steps and Timelines	<ul style="list-style-type: none"> • PS to share the draft What We Heard Report for review and validation.
Discussion:	
<p>PS provided an update on the contract policing assessment engagement sessions and, indicated that its What We Heard Report would be shared later this fall. The department thanked contract partners for their input and noted that there is an opportunity to improve policing contracts now prior to renewal in 2032.</p> <p>As outlined in the discussion guide that was provided to all parties engaged as part of the contract policing assessment, feedback was summarized under the following four themes:</p> <p><i>Governance and Accountability:</i> Communities indicated a desire for more control over local policing and oversight; the need for more compliance monitoring with the contracts, including a greater role for PS; a desire for greater transparency and increased communication around decision making/the decision-making process; and regarding CMC, a shift to more strategic discussions, and municipalities' need for greater involvement in governance and more access to information.</p> <p><i>Program Sustainability and Costs:</i> Recognition of the rising costs was specifically raised by municipalities but impacts all jurisdictions; need for timely and transparent costs and projections and better data and reporting – financial and service delivery; the RCMP's ability to recruit and fill vacancies, and the impact on services and costs.</p>	



Service Delivery: Desire for a more flexible policing model with more local decision-making to ensure policing approaches, policies, and practices are more responsive to community needs; need to pursue modern policing approaches, such as community-led/tiered policing models which are better integrated with health and wellness services; need to adopt client centered business practices to provide more timely and detailed billing and service information/data; and, increased oversight by PS to ensure contract terms and conditions are being met.

Program Vision Beyond 2032: Discussion of alternative service delivery models – including tiered policing and integration with health and social care; desire to explore the creation of independent policing services; and importance of all contract partners, in addition to the Government of Canada, to consider their intention with respect to contract policing beyond 2032. Contract partners would also like to have additional awareness on the Federal RCMP transformation as there are direct impacts to contract policing.

Yukon and BC inquired on the coordination with Indigenous policing and whether ongoing work on the contract policing assessment was aligned with Indigenous policing given that the two issues need to be coordinated. PS noted that Indigenous participation at some sessions had been low and that additional sessions are planned over the coming months.

PS noted that the What We Heard Report would be shared with CMC members to validate that their feedback was captured appropriately. The report would then be published once feedback is provided. PS noted that this represents a first step. Discussions with Indigenous partners will continue even following the draft report, as will follow-ups with other partners. PS also asked CMC partners to consider what approach they would like to consider for the next phase following the publication of the report.

3. Mass Casualty Commission (MCC)	Presenter: Julie Thompson (PS)
Actions, Next Steps and Timelines	<ul style="list-style-type: none"> • Nova Scotia to update CMC on its comprehensive policing review on a quarterly basis.

Discussion:

PS provided an update on federal efforts to date to review and respond to the MCC’s final report, Turning the Tide Together, including the work with Nova Scotia to establish an independent body to monitor the progress of advancing and responding to the Commission’s key findings. A Progress Monitoring Committee (PMC) has been established to monitor, report on, create mutual accountability and exchange knowledge and information. To date, 16 members have been appointed to the PMC. The inaugural meeting took place on September 26-27, 2023, in Halifax, Nova Scotia. A summary of the meeting will be available on the PMC website in the coming days. (www.novascotia.ca/progress-monitoring-committee).



<p>Nova Scotia indicated that it will be conducting a comprehensive policing review and is committed to update the CMC on a quarterly basis. RCMP committed to consult with PTMs on MCC related items impacting cost, quality, capacity or governance of services, consistent with the Police Service Agreements.</p>	
<p>4. Collective Bargaining</p>	<p>Presenter: Stephen Diotte (Treasury Board of Canada Secretariat (TBS))</p>
<p>Actions, Next Steps and Timelines</p>	<ul style="list-style-type: none"> • TBS to update members at the CMC ADM on November 14, 2023, and provide an update once a tentative agreement is reached. • PS to provide shareable update with slide reference.
<p>Discussion:</p> <p>TBS provided an update on collective bargaining with a focus on process, timing and anticipated outcomes. There are approximately five (5) pending issues since its last meeting with the National Police Federation (NPF) on June 8-9 and on August 30-31, 2023, with the main item being wages and positioning around base salary and total compensation.</p> <p>On process, TBS acknowledged that while an agreement has not been reached, the two parties were not at an impasse. To advance the process, the two parties have sought the help of a mediator however, no dates have been set. TBS indicated that it was cognizant of contract partners’ concerns on retroactive payments, but signaled that the impact would be minimal compared to the first round of collective bargaining.</p> <p>TBS will share details of the tentative agreement as soon as possible. CMC was also advised that once an agreement was reached, TBS would schedule a meeting with CMC as soon as possible to communicate the information.</p> <p>Overall, PTMs appreciated the update from TBS and are looking forward to additional updates as the bargaining process progresses.</p>	
<p>5. Body Worn Camera (BWC)</p>	<p>Presenter: Rob Stone (RCMP)</p>
<p>Actions, Next Steps and Timelines</p>	<ul style="list-style-type: none"> • RCMP to provide an update, and share and discuss assumptions and principles behind the proposed BWC costing methodology at the CMC ADM meeting on November 14, 2023.
<p>Discussion:</p> <p>RCMP provided an overview of the BWC costing methodology while reiterating that the CMC BWC Working Group remains the primary point for sharing information and for responding to operational related questions. Additional discussions and general updates on BWC will take place at the next meeting on October 19, 2023. In subsequent working group meetings, RCMP committed to inform</p>	



contract partners if the proposed costing methodology goes forward for endorsement; provide a one pager illustration of how cost would be shared (i.e., how it could play out in divisions; and, eventually, provide an overview of BWC costs prior to the commencement of billing).

On the differences between the frontline user approach (e.g., the annual \$3,000 that contract partners are using for their multi-year financial planning) and the Member Full Time Equivalent (FTE) utilization approach (proposed methodology for billing purposes once cost recovery begins in fiscal year 2024-25), RCMP acknowledged that the variables for both methodologies differ slightly and verbally advised there would be no significant impact on total cost share as comparison data was not provided. Member FTE utilization approach is consistent with the basis of other indirect costs and is a utilized methodology; it is more cost-effective because current RCMP systems are not capable of providing systematic tracking of front line users without significant system upgrades and additional human resources.

RCMP indicated that it was in the process of contracting with the second bidder after a failed Field Test with the first vendor. While delays may be anticipated, RCMP is on track to begin the BWC roll-out in fiscal year 2024-25.

For CMC ADM meeting on November 14, 2023, it was agreed that the focus be on assumptions, principles and variables behind the costing methodology, in order to improve transparency and ensure that ADMs are comfortable with the key elements of the proposed methodology.

<p>6. Cadet Production Demand Model and Recruitment and Vacancy Methodology</p>	<p>Presenter: Rob Stone (RCMP)</p>
<p>Actions, Next Steps and Timelines</p>	<ul style="list-style-type: none"> • RCMP to illustrate how soft vacancies are captured in the methodology. • RCMP to provide populated tables (by end of October) for review and update at CMC ADM on November 14, 2023.
<p>Discussion:</p> <p>RCMP provided a progress update on the cadet production demand model under development. Since the RCMP’s last presentation at CMC Governance on September 13, 2023, it has continued consultations with internal stakeholders, including with SEC, and shared templates with the divisions for consultations with their respective provinces, territories or municipalities. Overall, RCMP will continue to integrate existing data sources for reporting purposes and, adjust the methodology if necessary. The RCMP indicated that full engagement may not take place on the first cycle of the new model.</p>	



<p>For the upcoming CMC ADM meeting on November 14, 2023, it was proposed that the model could be populated by jurisdictions and shared before the end of October for a more fulsome discussion on principles and assumptions and how it fits into the totality of demand vs supply.</p>	
7. CMC Matrix	Presenter: Rob Stone (RCMP)
Actions, Next Steps and Timelines	<ul style="list-style-type: none"> • RCMP to work with CMC members on Matrix redesign. • PT Secretariat to circulate Matrix to highlight any requested discussion items at the November CMC.
<p>Discussion:</p> <p>RCMP presented the Matrix document and signalled that work was ongoing to improve how information is presented. PTs and municipal members have previously asked that information be synthesized further, including that costs be identified, where feasible, timeline for implementation and where the item falls within the priority list of tasks be indicated. RCMP also encouraged contract partners to flag issues that may require in depth discussions at CMC.</p>	
8. Consent Items	Presenter: Vanessa Rhodes (BC)
Actions, Next Steps and Timelines	<ul style="list-style-type: none"> • Bring forward proposed items to CMC ADM on November 14, 2023.
<p>Discussion:</p> <p>No objections were raised regarding the Fall 2023 Consolidated Services Discussion Papers and the Fiscal Year 2023-2024 National Standard Financial Tables. It was agreed that the items proceed to the CMC ADM meeting.</p>	
9. Closing Remarks	Presenter: Julie Thompson (PS) and Vanessa Rhodes (BC)
Actions, Next Steps and Timelines	<ul style="list-style-type: none"> • CMC & PT secretariat to draft ROD.
<p>Discussion:</p> <p>RCMP noted that the National Programs, Accommodations Program Charge, PROS Multi Year Plans are overdue from September 15, 2023. The final plans are completed however, the RCMP is experiencing delays in signoff prior to being shared at the CMC.</p> <p>Co-chairs thanked all attendees for their time and contributions. PS informed Officials of the importance of holding honest conversations and asking the right questions for more strategic discussions/presentations at CMC ADM meetings.</p> <p>The next CMC Officials meeting will be held on February 28, 2024.</p>	



MEETING PARTICIPANTS

<p>Public Safety Canada</p>	<p>Julie Thompson, Director General, Policing Policy Directorate Pamela Matthews, Director, Police Service Agreements Division Roselyne Ochego, Manager, Police Service Agreements Division Sydney Thorburn, Policy Analyst, Contract Policing Relations Unit Marc Taschereau, Manager, Strategic Policing Policy Devin Dubroy, Policy Advisor, Strategic Policing Policy Michael Berner, Director Contract Policing</p>
<p>RCMP</p>	<p>Robert Stone, Director General, Strategic Policing Agreements Branch Scott Workman, Acting Director, Client Services and Policing Agreements Michèle Cassan, Director, Financial Management Maria Loffreda, Director, Real Property Amy MacDonald, Program Analyst, National Recruitment Program Morag McAleese, Acting Manager, National Recruitment Program Shannon Pilgrim, Acting Manager, Client Services and Policing Agreements Steeve Lachance, Senior Policy Analyst, Client Services and Policing Agreements Jason Wiltshire, Senior Policy Analyst, Client Services and Policing Agreements Sarah Grandinetti, Policy Analyst Kathy Scherbluk, Project Coordinator, National Recruitment Program Marilyn Smith, Senior Director, Financial Management Christine Gauthier, Manager, Contract Policing Corporate Management</p>
<p>PT Secretariat</p>	<p>Trevor Thompson</p>
<p>Alberta</p>	<p>Gordon Crawford, Senior Budget Analyst, Alberta Justice and Solicitor General James Stiles, Executive Advisor to the ADM / Director Exec. Advisor Karyn Popplestone, Director, Contract Policing and Policing Oversight Peter Pilgrim, Police Planning & Contract Coordinator Amy Nguyen, Manager, Financial Planning Yifan Li, Provincial Policing Financial Advisor *Tanya Thorn, Mayor, Town of Okotoks</p>
<p>British Columbia</p>	<p>Vanessa Rhodes, A/ Director, Intergovernmental Relations(A/ Co-Chair) Mitchell Mcguire, Research & Policy Analyst *Bhar Sihota, Union of British Columbia Municipalities</p>
<p>Manitoba</p>	<p>Megan Ferley, Policy Analyst *Nick Krawetz, Director of Policy and Communications, Association of Manitoba Municipalities</p>



New Brunswick	Steve MacLeod, Contract Policing / Financial Analyst Carla Miller, Policing Contract Manager *Dan Murphy, Executive Director, Union of the Municipalities of New Brunswick
Newfoundland & Labrador	Jenn Hawco, Analyst, Police Contracts and Financial Services
Northwest Territories	Erin Shea, Director of Community Justice and Policing James Bancroft, Director, Corporate Services
Nova Scotia	Charcy Marchand, Director, Public Safety and Investigations Stephen Ong, Director of Contracts and Special Projects *Wesley Petite, Policy Advisor, NS Federation of Municipalities
Nunavut	Absent
Prince Edward Island	John Warr, Manager of Justice and Public Safety Policing Services Bobbi Lawlor-White, Manager of Finance & Corporate Services
Saskatchewan	Curtis Kosolofski, Executive Director, Policing & Community Safety Services *Cheyenne Geysen, Public Safety and Health Policy Advisor, SUMA
Yukon	Christina Laing, Director of Public Safety and Investigations Randy Diceman, Community Safety & Policing Coordinator
Presenters	Julie Thompson (Co-Chair), Director General, Policing Policy Robert Stone, Director General, Strategic Policing Agreements Branch Stephen Diotte, Executive Director and Chief Negotiator, Treasury Board of Canada Secretariat