

CONTRACT MANAGEMENT COMMITTEE



CONTRACT MANAGEMENT COMMITTEE GOVERNANCE AND STRATEGIC ISSUES MEETING RECORD OF DECISION

Virtual

July 12, 2023, 1:00pm - 3:00pm EDT

1. Co-chairs Opening Remarks and Confirmation of Agenda

Actions, Next Steps and Timelines

- Nil.

Discussion:

The Co-chairs, Pamela Matthews (Public Safety) and Sharleen Simmons (Newfoundland), sitting in for Jamie Lipp (British Columbia), provided opening remarks and thanked representatives for their participation.

2. Approval of Record of Decision (ROD) from the April 5, 2023 meeting

Actions, Next Steps and Timelines

- Approved April 5, 2023 ROD.

Discussion:

Members approved the ROD from the last Governance and Strategic Issues meeting held on April 5, 2023.

3. Collective Bargaining Input

Presenter: Pamela Matthews (Public Safety, PS), Lourena Williams (Treasury Board of Canada Secretariat, TBS)

Actions, Next Steps and Timelines

- Public Safety (PS), in collaboration with the Treasury Board of Canada Secretariat (TBS) and the Royal Canadian Mounted Police (RCMP), to provide an overview of negotiation outcomes and analysis of impacts once collective agreement is ratified.
- TBS to update inventory of PTM Collective Agreements (TBS).
- RCMP to follow up on question regarding monitoring the MYFP as impacted by larger bargaining agents.
- Co-chairs encouraged municipal representatives to share the collective bargaining update(s) within their provincial associations.

Discussion:

The PS Co-chair indicated that PS worked in collaboration with the Treasury Board of Canada Secretariat (TBS) and the RCMP to prepare the written response package addressing contract jurisdictions' questions on collective bargaining.

While the package had been mentioned at the Contract Management Committee (CMC) Officials meeting held on May 16, 2023, it was circulated following the Officials meeting on May 17. A

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proposal was made that the items be discussed at a future Governance meeting. Contract jurisdictions did not have additional comments. They acknowledged that the responses provided were thorough and satisfactory.

On status of collective bargaining between TBS and the National Police Federation (NPF), TBS noted that it anticipates hearing back from the NPF in early September. TBS also noted that the NPF could potentially delay the process by waiting for the Ontario Provincial Police (OPP) and the Toronto Police Service (TPS) to ratify their agreements, including wage increases which the bargaining agent (i.e. the NPF) could leverage as benchmarks in their pursuit of monetary increases for its members. In response to a previous question from contract partners on inventory of collective agreements by occupational group and bargaining agent, TBS promised to share an updated document after the meeting, in light of recent ratified agreements by e.g., Public Service Alliance of Canada (PSAC) members.

On next steps, PS encouraged contract partners to continue sharing collective bargaining updates, as well as other CMC materials with the municipalities. PS also reminded members that once negotiations have concluded, PS, TBS and the RCMP will undertake a review of negotiation outcomes and impacts, and will bring this overview back to the Governance table.

On how to better reflect wage increases from collective agreements in MYFP, RCMP signalled possible challenges given the many number of occupational groups but noted that this was already a practice, particularly when dealing with larger populations. RCMP promised to explore this issue further and possibly note the larger agreements in planning discussions.

4. Cadet Allocation Methodology

Presenter: Scott Workman & Kathleen Clarkin (RCMP)

Actions, Next Steps and Timelines

- Further discussion at the next Governance and Strategic Issues meeting.
- RCMP HR to examine if reports on recruitment findings can be shared.

Discussion:

As a follow up to the proposed Cadet Allocation Reporting process introduced at the June 2023 CMC Assistant Deputy Minister (ADM) meeting, the RCMP proposed that the process be connected to what is laid out in the PSAs to improve jurisdictional needs. Consequently, the RCMP indicated that it is seeking to establish a baseline for all jurisdictions' ease of reference and knowledge. Additionally, the RCMP is in the process of compiling updated divisional numbers, such as Annex A information and current funded strength.

Regarding the contract partners' concerns on a lack of understanding of the Cadet Allocation Methodology, particularly the format and calculations, the RCMP signalled that it is making revisions before releasing a clearer version. Contract partners reiterated that they expect engagement on the development of the methodology, before it is finalized as committed to at the June CMC ADM meeting.

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To supplement existing recruitments efforts, the RCMP informed contract partners that the Commissioner had directed that the number of cadets per troop be increased from 24 to 32 leading to an additional 160 cadets this year.

Regarding contract partners' request to receive applicants' data including intake timelines, diversity metrics and barriers to recruitment, the RCMP confirmed that it is utilizing new assessment tools and will explore the possibility of sharing existing reports.

5. Renewed RCMP Core Values

Presenter: Penny Hermann & Sanna Guerin (RCMP)

Actions, Next Steps and Timelines

- RCMP SME to formalize questions and seek PT feedback.

Discussion:

The RCMP summarized that Phase 1 and Phase 2 of the renewal process focused on internal and external consultations to inform the new core values and the importance of their widespread implementation. The RCMP is currently in Phase 3, roll-out and implementation.

The RCMP also indicated that the Commissioner had taken an active role in championing the integration of the renewed Core Values by highlighting them in target communication products within the organization and with contract partners, in support of the RCMP's culture change strategy.

6. RCMP Touchpoint

Presenter: Scott Workman (RCMP)

Actions, Next Steps and Timelines

- RCMP to propose potential agenda items with contract partners, and seek their feedback.

Discussion:

The RCMP provided an overview of the proposed 'RCMP Touchpoint' discussed at the CMC ADM meeting on June 13, 2023. At that meeting, the contract partners asked the RCMP to reduce the number of potential topics for touchpoint discussion. The partners were also clear that certain issues common to the CMC table, such as recruitment should be excluded.

To advance this initiative, the RCMP proposed to share a list of potential items with contract partners for their input before organizing the meeting. On timelines, the RCMP indicated uncertainty regarding a September 2023 date given competing priorities and the need to minimize ADMs' travel with the Mega Week meetings scheduled for week of November 13, 2023.

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7. Consultation Document – National Operational Standards		Presenter: Simon Baldwin & Shannon Toomey (RCMP)
Actions, Next Steps and Timelines	<ul style="list-style-type: none"> • Nil. 	
Discussion:		
<p>The RCMP provided background information, overview of legislative requirements, methodology and next steps for developing the National Operational Standards.</p> <p>No additional comments or questions were raised by officials. Item is planned for discussion at an upcoming SEC meeting.</p>		
8. National Program Multi-Year Plans (MYP) - Reminder		Presenter: Trevor Thompson (PT Secretariat)
Actions, Next Steps and Timelines	<ul style="list-style-type: none"> • CMC PT feedback to be provided July 28, 2023 • Ad hoc feedback discussion call to be scheduled for August 9, 2023 with RCMP subject matter experts. 	
Discussion:		
<p>The PT Secretariat reminded contract jurisdictions of the MYP 2023 schedule.</p> <p>The draft National Program and APC - plans have been shared including financials. CMC PT feedback would be provided July 28, 2023 followed by an ad hoc feedback discussion call on with RCMP subject matter experts on August 9, 2023.</p>		
9. Priorities and Workplan		Presenter: Pamela Matthews (PS)
Actions, Next Steps and Timelines	<ul style="list-style-type: none"> • SME groups will continue to progress on workplan deliverables and present updates at future CMC Governance meetings. 	
Discussion:		
<p>PS signalled that a launch meeting with contract partners, including the RCMP and PT Subject Matter Expert (SME) leads, had taken place on July 5, 2023. PS acknowledged that several activities in the Workplan were either underway or accomplished.</p> <p>Regarding next steps, it was agreed that SME leads would facilitate implementation, seek support where needed and provide updates to the CMC meetings via existing committee procedures.</p>		

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10. Closing Remarks

Actions, Next Steps and Timelines

- PT Secretariat to follow up with interested jurisdictions on Body Worn Camera (BWC).
- CMC / PT Secretariat and RCMP to draft ROD.

Discussion:

Certain municipalities raised the issue of the new proposed Body Worn Camera cost methodology in light of municipal budget concerns and cost recovery date of April 2024. The RCMP responded by indicating that a consultation document had been circulated and encouraged members to flag the above concerns and other relevant ones in their feedback. Some contract jurisdictions requested to receive additional information on the Digital Evidence Management System (DEMs), the PT Secretariat offered to extend the invitation for the Body Worn Cameras working group meetings to them.

Regarding a question raised at the CMC ADM meeting in June 2023 on long-guns, the RCMP clarified that some long-guns are still in service. The RCMP promised to update contract partners on changes.

To address a recurring concern that some municipal contract jurisdictions were not aware of the collective bargaining process updates, PS proposed developing a package on collective bargaining that could be shared with interested contract partners.

In the context of exploring how to better share information with municipalities, Manitoba raised concerns regarding a common understanding of “confidentiality” i.e. when and how items were considered confidential and how they should be shared/handled. This concern was not discussed in detail.

It was recommended that the August 2023 Governance and Strategic Issues Meeting be cancelled to allow the SME leads to advance their work. The next Governance and Issues Strategic Meeting will be held in mid-September 2023.

CMC Officials will be held in October while the CMC ADM meeting will be held in Ottawa on November 14, 2023.

Co-chairs thanked representatives for their contributions at the meeting and promised to share the ROD in the coming days.

MEETING PARTICIPANTS

Public Safety Canada	Pamela Matthews, Director, Police Service Agreements Division (CO-Chair) Roselyne Ochejo, Manager, Police Service Agreements Division Nesrine Harb, Senior Policy Advisor, Police Service Agreements Division Sydney Thorburn, Policy Analyst, Police Service Agreements Division Sheena Reiss, Policy Advisor, Strategic Policing Policy
RCMP	Scott Workman, A/ Director, Client Services and Policing Agreements Michèle Cassan, Director, Financial Management, Contract and Indigenous Policing Kathleen Clarkin, Director National Recruitment Program Amy MacDonald, Analyst, Human Resources Policies, Strategies and Programs Shannon Pilgrim, A/ Manager, Client Services and Policing Agreements Wendy Devlin, Manager, National Accommodations and Performance Morag McAleese, Acting Manager, National Recruitment Program Kathy Scherbluk, Program Analyst, National Recruitment Program Sarah Grandinetti, Policy Analyst, Contract & Indigenous Policing Jennifer Caldwell, Manager, Financial Management, Contract and Indigenous Policing Penny Hermann, A/Ethics Officer, Professional Ethics Office Sanna Guerin, Senior Policy Analyst, Professional Ethics Office Simon Baldwin, Manager, Operational Research Unit Shannon Toomey, Senior Research Analyst, Operational Research Unit
PT Secretariat	Trevor Thompson
Alberta	John Respet, Director for Contracting Policing Kelly Santarossa, Senior Policy Analyst, Association of AB Municipalities
British Columbia	Vanessa Rhodes, Research and Policy Analyst Mitchell Mcguire, Research & Policy Analyst
Manitoba	Karen Lambert, TBD *Nick Krawetz, Director of Policy and Communications, Association of Manitoba Municipalities
New Brunswick	Gregory McIntyre, A/Manager of Justice and Public Safety Steve MacLeod, Contract Policing / Financial Analyst Carla Miller, Policing Contract Manager
Newfoundland & Labrador	Sharleen Simmons, Program and Policy Development (replacement Co-Chair) Jenn Hawco, Analyst, Police Contracts and Financial Services
Northwest Territories	Robert Borden, Director of Community Justice and Policing
Nova Scotia	Michele Matthews, Contract Administrator Stephen Ong, Director of Contracts and Special Projects
Nunavut	Absent
Prince Edward Island	John Warr, Manager of Justice and Public Safety Policing Services

Saskatchewan	Curtis Kosolofski, Executive Director, Policing & Community Safety Services *Cheyenne Geysen, Public Safety and Health Policy Advisor, SUMA *Mason Stott, Advocacy and Legal Advisor, SUMA
Yukon	Randy Diceman, Community Safety & Policing Coordinator
Presenters	Pamela Matthews, Director, Police Service Agreements Division Lourena Williams, Senior Director, Compensation & Collective Bargaining Scott Workman, A/ Director, Client Services and Policing Agreements Kathleen Clarkin, Director National Recruitment Program Penny Hermann, A/Ethics Officer, Professional Ethics Office Sanna Guerin, Senior Policy Analyst, Professional Ethics Office Simon Baldwin, Manager, Operational Research Unit Shannon Toomey, Senior Research Analyst, Operational Research Unit Trevor Thompson