

Please ensure that your response to this survey is conveyed over the online survey platform.

NSFM Membership Survey: Policing

This survey is meant to deepen NSFM's understanding of membership concerns with policing services and assist in the analysis of the strengths and weaknesses of the different policing models found in Nova Scotia.

Individual responses will be kept confidential and reviewed internally. Reports on the results and findings of this survey will not attribute particular responses to any municipality or police force.

NSFM is looking for one (1) response per municipality. Responding Mayors, Wardens, or CAOs, may wish to respond in collaboration with elected officials on your Police Commission or Advisory Board, the Commanding Officer of your police force, and perhaps council as a whole.

After gathering respondent information, this survey includes 13-17 required questions, and 6 optional questions. These questions (with the exception of Question #17) are meant to be apply to all policing models (i.e.: RCMP policing service and local police forces) and are categorized as cost concerns, governance concerns, service-levels concerns, and staffing concerns.

If you are unable to answer any of the following questions on the timeline provided, simply state "Unknown" or "Requires Additional Time".

We request that responses be submitted by June 20, 2023.

1. Name of Responding Municipality

The Municipality of the District of East Hants

2. Who was involved in responding to this survey?

Mayor/Warden

Police Commissioners/Advisory Board members

Police Chief

municipal council

Other (please specify)

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Deadline did not allow enough time to engage the Police Advisory Committee.

Cost-Related Concerns

3. Please use the comment box below to state the total cost of policing service for your municipality in 2023/24. To assist NSFM in our analysis, please provide costs by category if possible (i.e.: operational costs, capital costs, indirect costs, forensic laboratory services, etc.).

These documents will be kept confidential and internal to NSFM.

- i. MPSAs: please provide your Multi-Year Financial Plan.
- ii. PPSAs: please provide the budget provided by the RCMP.
- iii. Municipally owned police departments: please provide a breakdown of your policing budget and related costs.

The 2023/2024 Policing Budget for East Hants is:

RCMP Budget	Budget	
	2023/2024	
# of Officers		27
Cost per Officer (Increase)	\$	186,791
	\$	5,043,365
Shared Cost component	\$	270,614
Admin (2)	\$	134,000
DNA Costs	\$	17,025
Prosecuting Costs	\$	17,658
	\$	5,482,662

Note that East Hants does not have a Multi-Year Financial Plan.

4. What expenses, other than regular salary, are causing notable budgetary pressure? (e.g.: forensic laboratory services, technology upgrades, training, overtime, mandatory municipal contributions to corrections, fuel, etc.). If your council does not have insight on specific cost drivers, please state "Unknown".

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Regular salary and benefits are by far the most important driver of costs. Other cost factors are not known to East Hants through the RCMP contract.

5. (Optional) What other cost concerns does your municipality have?

Other cost concerns regarding policing are the need for administrative staff, in addition to police officers. While having administrative staff handle non-police matters is an effective cost reduction strategy, they still add to the overall cost of policing. East Hants has entered into a pilot project with DOJ to fund two Department Assistants to support officers in their police work.

Governance-Related Concerns

6. How would you describe the state of your Board of Police Commissioners/Advisory Board (i.e.: are all positions filled, are meetings regularly occurring, are these meetings productive and responsive to issue that your municipal council is concerned about)?

Pursuant to the Nova Scotia Police Act Section 57(8), East Hants established a Police Advisory Committee in 2018 after a two-year trial. Currently, there is one public member vacancy to be appointed by Council (recruitment underway) and the public position to be appointed by the Province has been vacant for several years. Meetings are held quarterly as part of the Council Executive Committee meeting. The current structure allows input from all members of Council and the public members which support open communication with the RCMP local commander. However, there are challenges with the current structure to ensure fulsome agenda topics on a quarterly basis.

7. Does your council or Board of Police Commissioners/Advisory Board experience difficulties obtaining requested information on your police force?

No

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8. What sort of information have you had difficulty obtaining (e.g.: vacancies, budgetary information, etc.)?

None

9. (Optional) What other governance-related concerns does your municipality have?

None

Service-Level Concerns

Using the checklist below, please indicate which central support or specialized services provided by the RCMP your police department utilized over the last five years.

These services are organized under the headings of Operational Communications and Emergency Operational Coordination, Tactical and Specialized Operations, Investigative Service Units, and Other Support Services.

Operational Communications and Emergency Operational Coordination

x

Division Emergency Operations Centre

x

Risk Manager Program

x

Provincial Ground Search and Rescue

x

Provincial Operational Communication Centre

x

Emergency Management

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Tactical and Specialized Operations

X

Police Service Dogs

X

Critical Incident Program

X

Emergency Response Team

X

Emergency Medical Response Team

X

Underwater Recovery Team

X

Special Tactical Operation

Investigative Service Units

X

Major Crime

- Probably, cannot confirm

Proceeds of Crime

- Probably, cannot confirm

Commercial Crime

X

Human Trafficking

X

Internet Child Exploitation

X

Synthetic Drugs

X

Violent Crime Linkage Analysis System

X

Cybercrime Coordinator

X

Truth Verification/Polygraph services

X

Interview Assistance

Other Support Services

X

Forensic Analysis

X

Finger Printing

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x

Identification Services

x

Collision analysis

x

Traffic Services

x

Community Policing Service

x

Source Witness Protection

x

Bomb disposal

x

Victim Services

x

Information Commissioner Criminal Investigations

14. Other?

- Organization and Classification Section
- Finance Section
- Planning Section
- Career Development and Resourcing (Staffing)
- Training Section
- Fitness and Lifestyle Advisor
- IM/IT (Information Technology)
- Property Management
- Procurement
- Atlantic Region Fleet Management
- Departmental Security Dept.
- Physical Security Dept.
- Employee Management and Relations Office
- Health Services
- Professional Responsibility Unit
- Awards and Recognition Office
- Sergeant Major's Office

15. Has your police force experienced slow responses or additional costs when accessing central support services over the last five years?

- There have been no additional costs, with the exception of extra costs associated with Tech Crime Analysis (Proprietary licensing is required each time used)

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- Operational responses are always timely. There are delays from time to time with some administrative processes.

16. In which cases of central support or specialized services has this occurred?

- As above

17. **For Municipal Police Forces:** Has your police force found alternative sources or developed independent resources that provide the supports and specialized services mention above? If so, which ones? Please indicate the source of support or independent resources.

No

18. Has the public demanded additional services or reforms of your police force (e.g.: increased attention to equity, reallocation of resources, etc.)?

- No. There are calls for enhanced service delivery in some areas (ie – speeding in certain areas, more frequent patrols in certain areas.)

19. Please list these additional services and briefly explain the challenge this presents to your police force.

- As above
- The challenge is always to balance the prioritization of proactive and reactive policing activities against the number of human resources available. Police cannot attend 100% to the wide spectrum of public expectations. Some expectations are not appropriate giving the role of police, and some may be outside of our capability due to resource and or funding restrictions.

20. Does your police force engage in Community Policing strategies? For clarity, Community Policing is defined as policing strategies that proactively address conditions that give rise to public safety issues by engaging in partnerships with community members and problem-solving techniques.

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- Yes, the School Resource Officer, Crime Prevention Officer and Staff Sergeant work regularly to anticipate issues and work with partners to resolve or address root cause. The Crime Prevention Officer and Staff Sergeant work regularly with East Hants Crime Prevention Assn. on these matters as well.

21. (Optional) What other service-level concerns does your municipality have?

Staffing Concerns

22. How has your police force utilized the Additional Officer Program?

- Historically, we have been allotted two Street Crime Enforcement Positions under the Additional Officer Program.

23. When was the last time your staffing complement of armed officers and support staff increased? What positions were added?

- This year was the most recent time. In conjunction with the Municipality, we have embarked on a 3 year plan to increase the complement by 7 positions. 1 Corporal, 4 Constables and 2 Civilian Member Assistant/Court Liaison Positions. We are one position away from full implementation.

24. Does your police force support or feature civilianization of certain positions? In what areas of policing do you find civilianization to be most feasible?

- Yes, as above.

25. What is your approved number of officer positions?

- East Hants recently increased from 25 to 27. It will be 28 as of April 1st, 2024

26. How many vacancies, on average, are there among your police force?

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- We are running a number of vacancies. Most are due to illness. Some due to vacant positions waiting to be staffed. The total number is generally 1/3 of the complement (it ebbs and flows up and down)

27. (Optional) What other staffing concerns does your municipality have?

- HR issues are chronic among all police forces at this time. There are many reasons for this and a comprehensive review needs to be conducted to reveal and address root causes.

28. (Optional) Please share any stories or anecdotes that you believe illustrate the state of policing in your municipality. Responses to this question will be kept confidential and NSF staff will ensure that responses quoted in reports are not attributable to a specific municipality or police force.

29. (Optional) Is there anything else that you would like to add about your police force and how your municipal policing model can be improved or better supported?