

# ANNUAL REPORT 2023-2024



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# Transmittal letters

## From the Minister to the Lieutenant-Governor

**The Honourable Louise Imbeault,  
Lieutenant Governor of New Brunswick**

May it please your Honour:

It is my privilege to submit the annual report of the New Brunswick Police Commission, Province of New Brunswick, for the fiscal year April 1, 2023, to March 31, 2024.

Respectfully submitted,



Honourable Robert Gauvin  
Minister responsible for the New Brunswick Police Commission

## From the Chair to the Minister of Public Safety Responsible for the New Brunswick Police Commission

**Honourable Robert Gauvin  
Minister of Public Safety**

Sir:

I am pleased to be able to present the annual report describing operations of the New Brunswick Police Commission for the fiscal year April 1, 2023, to March 31, 2024.

Respectfully submitted,



Marc Léger  
Chair  
New Brunswick Police Commission

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# Message from the Chair

Minister,

It is my pleasure to present you with the annual report of the New Brunswick Police Commission.

As you will see, we have remained focussed and determined in our efforts to renew and modernize our systems and improve outreach. We are committed to excellence in the civilian oversight of police conduct issues and the best possible outcomes for New Brunswickers.

We are fortunate to collaborate with the Department of Justice and Public Safety and with other local, provincial and federal agencies as we remain focussed on our strategic priorities as expressed through our strategic plan.

I welcome the opportunity to serve as Chair of the New Brunswick Police Commission with the support of a dedicated team of Commission members and employees.



Marc Léger

Chair

New Brunswick Police Commission



# Message from the Executive Director

As we reflect on this year's annual report, I want to acknowledge the vital role that law enforcement plays in ensuring the safety and security of our communities. It is equally important to ensure that policing remains accountable, transparent, and fair.

The New Brunswick Police Commission (NBPC) strives to ensure that policing is conducted with integrity, in a manner that respects human rights, promotes fairness, and reflects the values of justice and equity that define our society and I am grateful for the trust and responsibility that has been placed by the citizens of this province in the NBPC.

Looking ahead, I am excited about the opportunities and challenges that 2025 will bring. From June 2-4, 2025, the NBPC will host the Canadian Association of Civilian Oversight of Law Enforcement (CACOLE) National Conference in Fredericton. Delegates from all over Canada will be in attendance representing various agencies including government, oversight of law enforcement, law enforcement, educational institutions, non-profit sector, the media and the public.

We recognize there is still much to be done. The NBPC is committed to fostering a culture of accountability, strengthening transparency, expanding community engagement, and continuing to serve our community.

I extend my deepest thanks to our dedicated staff, Commission members, investigators, and our other partners. Your commitment makes everything we do possible, and it is an honor to work alongside each of you. Together, we will continue to push for meaningful change and progress in the oversight of law enforcement.



Jennifer Smith  
Executive Director  
New Brunswick Police Commission

# Composition of the Commission

During the reporting period, members of the Commission included: Marc Léger as Chair of the Commission, Lynn Chaplin as Vice-Chair and members Sandy Ward, Brian Malone and Amy Stewart.

Additional information on our Commission members is available on the Commission's website at <https://nbpolicemission.ca/>.

The Commission employs four full-time staff which includes an Executive Director, a Senior Consultant, an Associate Director and Administrative Officer. Staff are responsible for the day-to-day operations of the Commission.

# Oversight of Law Enforcement in Canada

## Why does Canada have independent bodies responsible for the oversight of law enforcement?

Police oversight exists in Canada to ensure accountability, transparency, and the protection of civil rights in law enforcement practices. The primary goals of police oversight are to build public trust, address concerns about police misconduct, and maintain a fair and just legal system.

## What types of oversight agencies are there in Canada?

In Canada, there are two types of oversight bodies with different mandates. The conduct oversight bodies, like the New Brunswick Police Commission, are responsible for the oversight of the conduct of police officers while the second type of oversight body, like the Nova Scotia Serious Incident Response Team (**SIRT**), investigate serious incidents involving police officers to assess whether criminal charges should be laid.

## What is the difference between the New Brunswick Police Commission (Commission) and the Nova Scotia Serious Incident Response Team (SiRT)?

The Commission and SiRT are both independent, objective oversight bodies essential to fostering public confidence in policing, but they have distinct mandates and functions,

Governed by the New Brunswick *Police Act* and the *Code of Professional Conduct - Police Act* (the *Code*), the Commission manages the complaints process regarding police officer conduct, as well as municipal and regional policing policies or services in New Brunswick. These complaints may lead to corrective or disciplinary action within the framework of the *Police Act*. In contrast, SiRT is a civilian-led oversight body with a specific mandate to investigate serious incidents involving police officers, including death, serious injury, sexual assault, intimate partner violence, and other matters of significant public interest. SiRT operates within the criminal justice system, investigating whether an officer's actions violated the *Criminal Code* or other federal and provincial laws. While SiRT has jurisdiction over municipal police and the RCMP, it does not address breaches of professional conduct or administrative discipline.

The key difference lies in their scope: the Commission addresses administrative complaints under the *Police Act*, while SiRT investigates potential criminal actions. In cases of serious incidents, SiRT typically leads the investigation, gathering evidence, interviewing witnesses, and determining whether criminal charges are warranted. If no charges are laid, the Commission may step in to assess whether the officer breached the *Code of Professional Conduct*. Together, the Commission and SiRT ensure accountability, addressing both criminal and professional standards in policing.





# Arbitration

In New Brunswick, we hold the actions and behaviour of our Police Officers to a very high standard. This standard has been codified in the *Code of Professional Conduct* under our *Police Act*. Often, minor breaches of the *Code* can be resolved informally, however, sometimes informal resolution fails or is inappropriate. In these cases, the officer will proceed to a settlement conference or arbitration hearing.

The *Police Act* allows for the use of arbitration to resolve complaints. Under the *Act*, arbitration hearings use independent arbitrators who act like a judge, hearing the details of the complainant and issuing a decision where possible corrective and disciplinary measures range from a verbal reprimand to dismissal. The Commission maintains a [list of arbitrators](#) which can be found on the Commission's [website](#), in addition to a list of scheduled [arbitration hearings](#) and [arbitration decisions](#).

Privacy legislation limits the information the Commission can share with the public, however, arbitration hearings are open to the public (unless in rare circumstances the arbitrator, in accordance with the *Act*, closes the hearing to the public). The following are summaries from cases referred to arbitration.

## Arbitration hearing in the matter between: Chief of Police and Constable Donald Shannon, Saint John Police Force

**Released: June 21, 2024**

This case addressed Constable Donald Shannon's refusal to obey a lawful verbal order to work in the Public Safety Communications Center (PSCC) during a staff strike, citing safety concerns. The arbitrator found that Cst. Shannon refused a lawful order, thereby violating sections of the *Code* related to discreditable conduct, neglect of duty, insubordinate behaviour.

The arbitrator concluded that while Constable Shannon's concerns may have been sincere, his refusal in the circumstances was premature and unreasonable, as he had not completed required training or reviewed the work he was ordered to do. Further, Cst. Shannon did not demonstrate that he had a lawful excuse for refusing the order. The arbitrator stated, "I find that the work duties of a police officer are broad, necessarily present safety hazards, and require compliance with lawful orders from superior officers." Recognizing the mitigating factors, including procedural ambiguities and Constable Shannon's good service record, the arbitrator imposed a corrective measure of demotion to the rank of 2<sup>nd</sup> Class Constable for one year. This decision highlights the importance of ensuring compliance with lawful orders within the policing profession.

# Arbitration hearing in the matter between: Chief of Police and Sergeant Daniel Maillet, Grand Falls Police Force

Released: July 26, 2024

This case addressed Sergeant Daniel Maillet's refusal to wear body armor and use of inappropriate language towards the Chief. The arbitrator found Sergeant Maillet violated the sections of the *Code* related to neglect of duty and insubordination. Two key incidents were examined. The first involved the officer's failure to wear body armor during a school lockdown drill, and during a high-risk incident. The arbitrator deemed the failure to wear body armor during a high-risk incident a deliberate disregard for safety protocols and a breach of the *Code*, as the officer failed to comply with a direct policy requiring protective equipment in situations with a potential for violence.

Another incident concerned the officer's behavior, when, after receiving a disciplinary letter, the officer directed vulgar language toward the Chief. The arbitrator concluded this conduct was insolent and insubordinate. Although the officer later apologized, the sincerity of the remorse was questioned, given subsequent statements.

The arbitrator ordered corrective measures including, a formal written reprimand, a five-day suspension without pay, and mandatory remedial training to address compliance with police policies, professional conduct standards, and appropriate workplace behavior. A six-month probationary period was also imposed, during which the officer's performance would be closely monitored to ensure adherence to policies and directives.

The measures imposed aimed to achieve corrective action and emphasize the necessity of maintaining the integrity and professional standards of the police force. The decision also underscored the importance of complying with safety policies and fostering a respectful workplace environment.

## Arbitration hearing in the matter between: New Brunswick Police Commission and Sergeant Chanel Roy, Grand Falls Police Force

Released: October 2, 2024

This case addressed Sergeant Chanel Roy acting in an intimidating manner toward a member of the public in a work setting, and in a rude manner toward the Deputy Chief. The New Brunswick Police Commission deemed it in the public interest to assume the processing of the complaint, however, before evidence was presented at the arbitration hearing, Sergeant Roy admitted to breaching the *Code* related to discreditable conduct. The parties submitted a joint proposal for corrective measures, which included a reprimand to be recorded in the member's service record of discipline, an apology letter from Sergeant Roy to the complainant, and the completion of an online training course in Police Ethics and Accountability.

## Arbitration hearing in the matter between: New Brunswick Police Commission and Constable Colin Holmes, Fredericton Police Force

Order on the resignation of Constable Colin Holmes released December 20, 2024.

This case addressed allegations of Constable Holmes committing acts of intimate partner violence. During the arbitration it was argued that the alleged incident(s) of intimate partner violence violated sections of the *Code* relating to discreditable conduct and pleading guilty to or being found guilty of a criminal offence.

After a criminal investigation concluded, the New Brunswick Police Commission assumed the handling the *Police Act* complaint, recognizing the matter as being in the public interest. An arbitration hearing commenced with evidence being given by the Commission's witnesses. At the end of the hearing, the arbitrator sought written submissions by the parties.

Before the arbitrator could render a final decision, Constable Holmes resigned from the Fredericton Police Force, affirming he was no longer employed by any police force. As the *Police Act* applies only to active members of the force, the arbitrator determined that jurisdiction to continue the arbitration was lost. Consequently, the case was closed, and the arbitrator formally withdrew from further proceedings.

These cases underscore the New Brunswick Police Commission's commitment to transparency, accountability, and high professional standards. The full arbitration decisions are available on the Commission's website under [publications](#).

# Compliance

## Complaint process

The Commission's authority comes from the New Brunswick *Police Act (Act)* and the *Code of Professional Conduct Regulation – Police Act (Code)*. Members of the public can file complaints about the conduct of municipal/regional police officers, or about the services or policies of their respective police forces. If a complaint is accepted, the complainant is advised whether their complaint is conduct, service, policy or a combination.

Service and policy complaints are forwarded to the chief of police and civic authority<sup>1</sup>, who notify the complainant in writing of the outcome. The Commission does not have the authority to overturn these decisions. Conduct complaints are sent to the appropriate chief of police for processing. Complaints against a chief or deputy chief are sent to the civic authority. The Commission encourages early resolution of conduct complaints, but if a complaint cannot be resolved informally, it proceeds to an investigation.

The Commission may also choose to process a complaint directly if it considers it to be in the public interest. In such cases, the Commission has the same powers as the chief of police or civic authority under the *Act*. Investigations are conducted by individuals appointed by the body processing the complaint. For complaints involving chiefs or deputy chiefs, investigators are always selected from the Commission's list.

After an investigation, if there is insufficient evidence of misconduct, the complaint is closed, and no further action will be taken. If sufficient evidence is found, the case may proceed to a settlement conference or an arbitration hearing. Arbitration hearings are conducted by independent arbitrators, whose decisions are final and binding.

Complaints are confidential and are discussed only with the parties involved. The Commission monitors the processing of all complaints from when they are filed until they are resolved.

More information is available on the Commission's website at [www.nbpolicemission.ca](http://www.nbpolicemission.ca).

A process map of the complaint process is found at [Appendix B](#).

## Operations

A member of the public can make a conduct complaint about any member of any of the nine (9) municipal/regional police forces or a complaint regarding the policies or services of any of the nine police forces. A chief of police or civic authority may also file a complaint about a municipal/regional police officer.

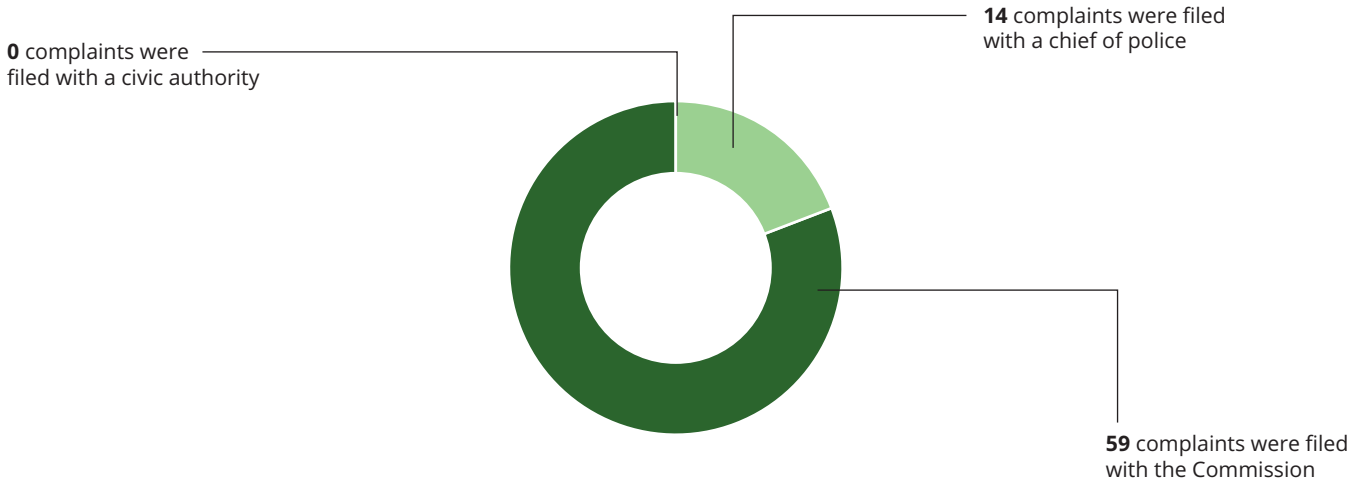
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<sup>1</sup>Civic authority means a board, a joint board, or where a board or joint board has not been established, a council and includes any person designated by the civic authority to act on the civic authority's behalf. All municipal/regional police forces have a civic authority. They are responsible for providing and maintaining an adequate police service.



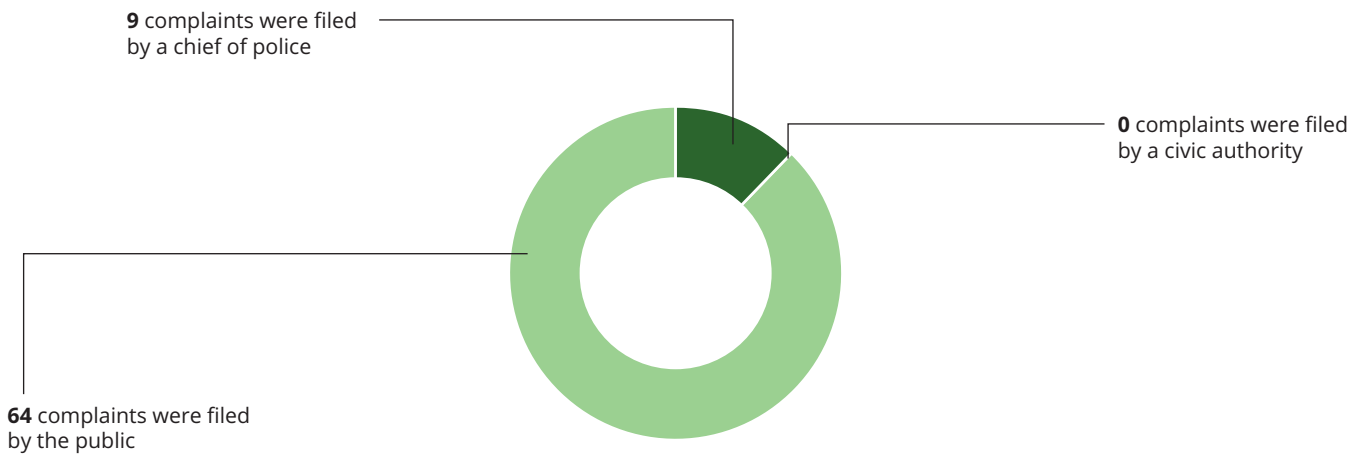
### How complaints are made

A complaint is filed by making the complaint in writing on the Commission’s complaint form and filing it with the Commission, with the proper chief of police, or with the police force’s civic authority (which may include a board, a joint board or a municipal council). In the fiscal period, there were 73 complaints filed; 14 complaints were filed with a chief of police, none were filed with a civic authority and 59 were filed with the Commission.



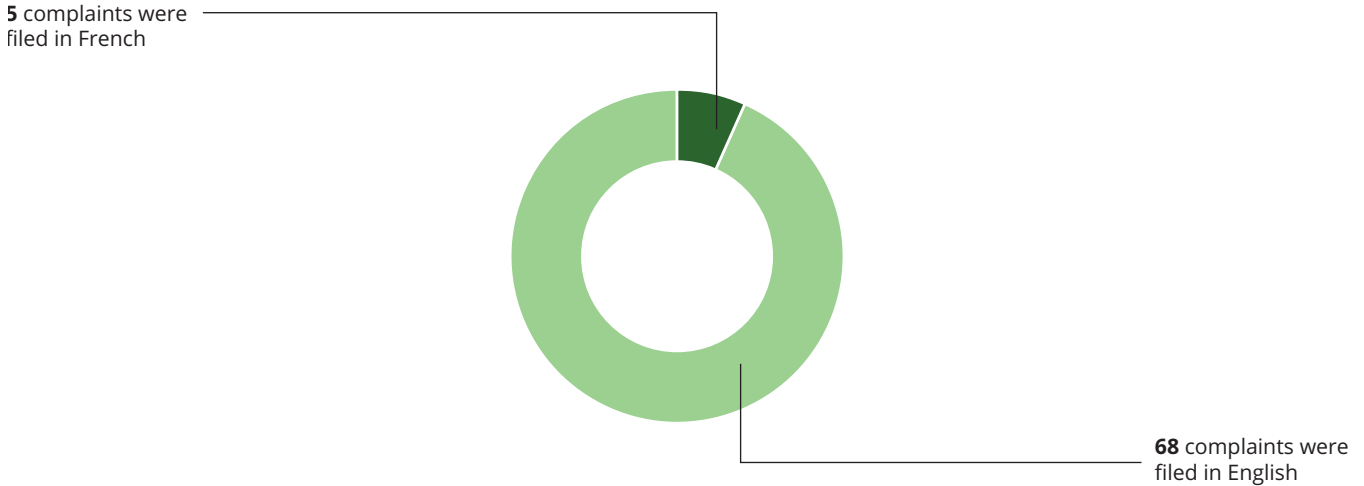
### Who is filing complaints

Members of the public, a chief of police, or a civic authority, may file a complaint. In the reporting period, 9 complaints were filed by a chief of police, none by a civic authority and 64 by the public.



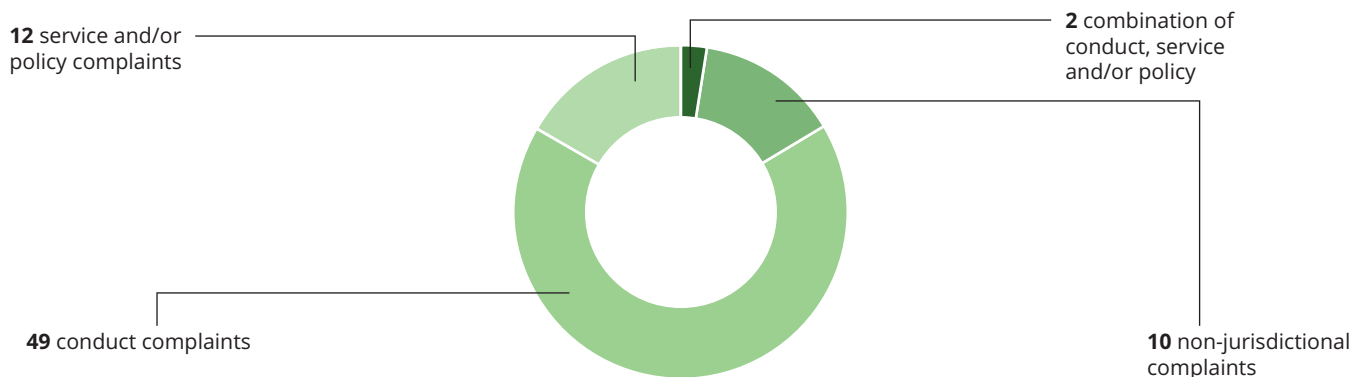
### What language are complaints being filed in

The Commission processes complaints in both official languages. During the fiscal year, 5 of the complaints were filed in French and the remaining 68 were filed in English.



### What types of complaints can be filed

After receiving a complaint, it is reviewed to make sure it falls within the Commission’s mandate. If it doesn’t, then the complaint is closed as the Commission has no jurisdiction to process it. If it does fall within the Commission’s mandate, the Commission then decides what type of complaint it is: conduct, service, policy, or a combination of types. Of the 73 complaints filed, the Commission had no jurisdiction in 10. Like previous years, most complaints were conduct complaints (49), and an additional two (2) complaints that were a combination of conduct, service and/or policy and twelve (12) service / policy complaints.

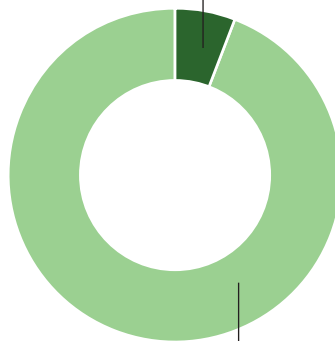


## What happens after the Commission decides what type of complaint was filed

If a complaint is a service or policy complaint, it is referred to the civic authority and the chief of police to process. The Commission and the complainant are always given notice in writing of the chief's or civic authority's decision. The Commission has no authority to overturn a decision with respect to service or policy.

When a complaint is a conduct complaint, even if there is also a service/policy portion, the *Police Act* requires that the complaint is sent to the chief of police to process. When a complaint is against a deputy chief or chief of police, the *Police Act* requires that the complaint be sent to the civic authority to process. If the Commission considers it to be in the public interest, the Commission may process the complaint or take over the processing from a chief of police or civic authority. The Commission takes into consideration a number of things when deciding whether to process the complaint. More information is available on the [Commission's website](#). During the reporting period, the Commission processed three (3) of the 51 conduct complaints.

3 conduct complaints were processed by the Commission

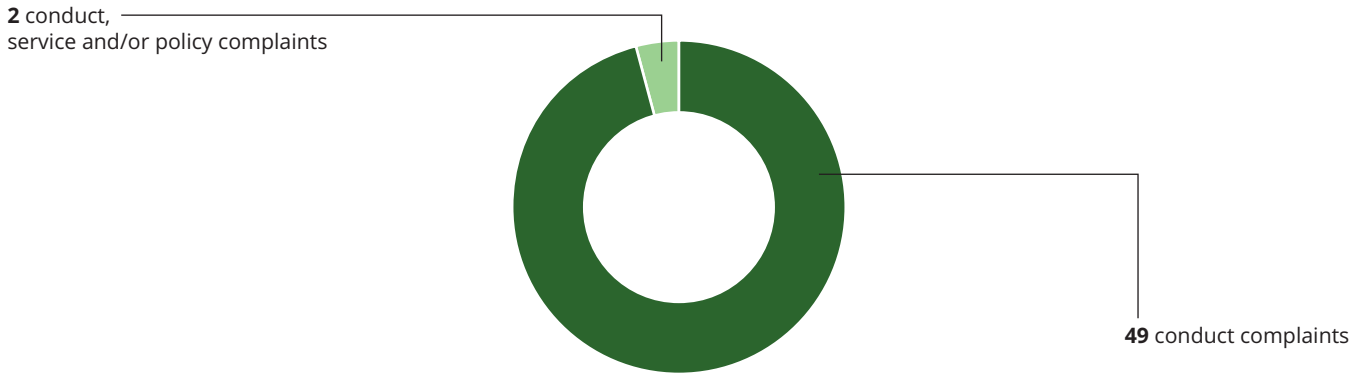


48 conduct complaints were processed by the chief of police or civic authority

## How many conduct complaints are filed

A conduct complaint is when a member of a police force is alleged to have breached *Code of Professional Conduct (Code)*. The *Code* is a regulation found in the New Brunswick *Police Act*. If a police officer does something, or doesn't do something they are supposed to, that violates any of the thirteen breaches listed in the *Code*, then a police officer might have violated the *Code*.

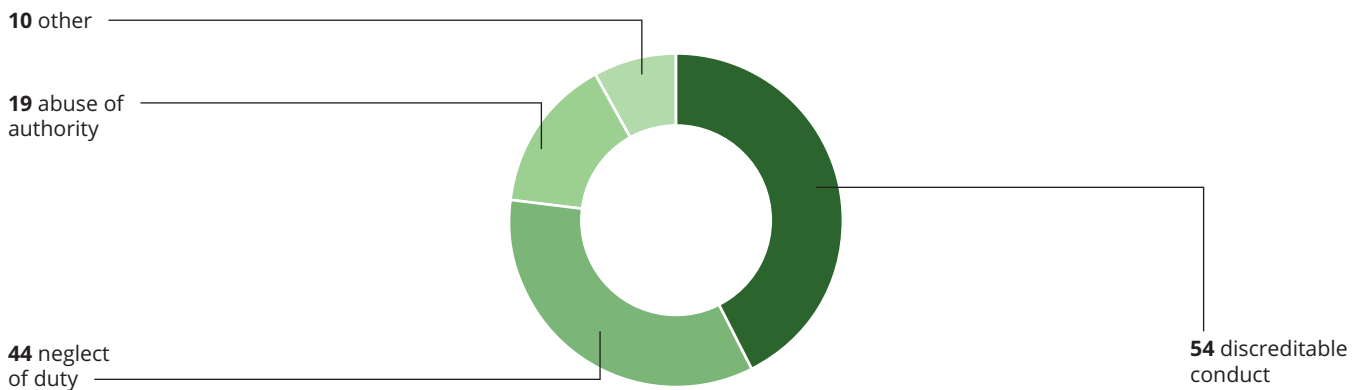
A total of 51 (49 determined to be conduct only and 2 determined to be a combination of conduct and service and/or policy) conduct complaints were filed during the fiscal year. Four police forces accounted for 82% of the conduct complaints and account for 64% of the total police officers in the province.



**How a police officer breaches the *Code of Professional Conduct***

Sometimes there can be more than one alleged breach of the *Code* and sometimes there is more than one officer involved who is alleged to have breached the *Code*. Twelve (12) of the 51 (49 conduct and 2 combination conduct and service/policy) conduct complaints had more than one police officer named. Thirty-eight (38) of the 51 conduct complaints had more than one allegation of a breach of the *Code*, either because there were multiple police officers allegedly involved in the incident or more than one section of the *Code* might have applied to the allegation.

Of the 51 conduct complaints, there were 127 alleged breaches of the *Code* with the most common being discreditable conduct (54), neglect of duty (44), and abuse of authority (19). The alleged breaches are identified when a complaint is filed and are not necessarily an indicator that the *Code* was violated. Only an arbitrator can decide that the *Code* has been violated.

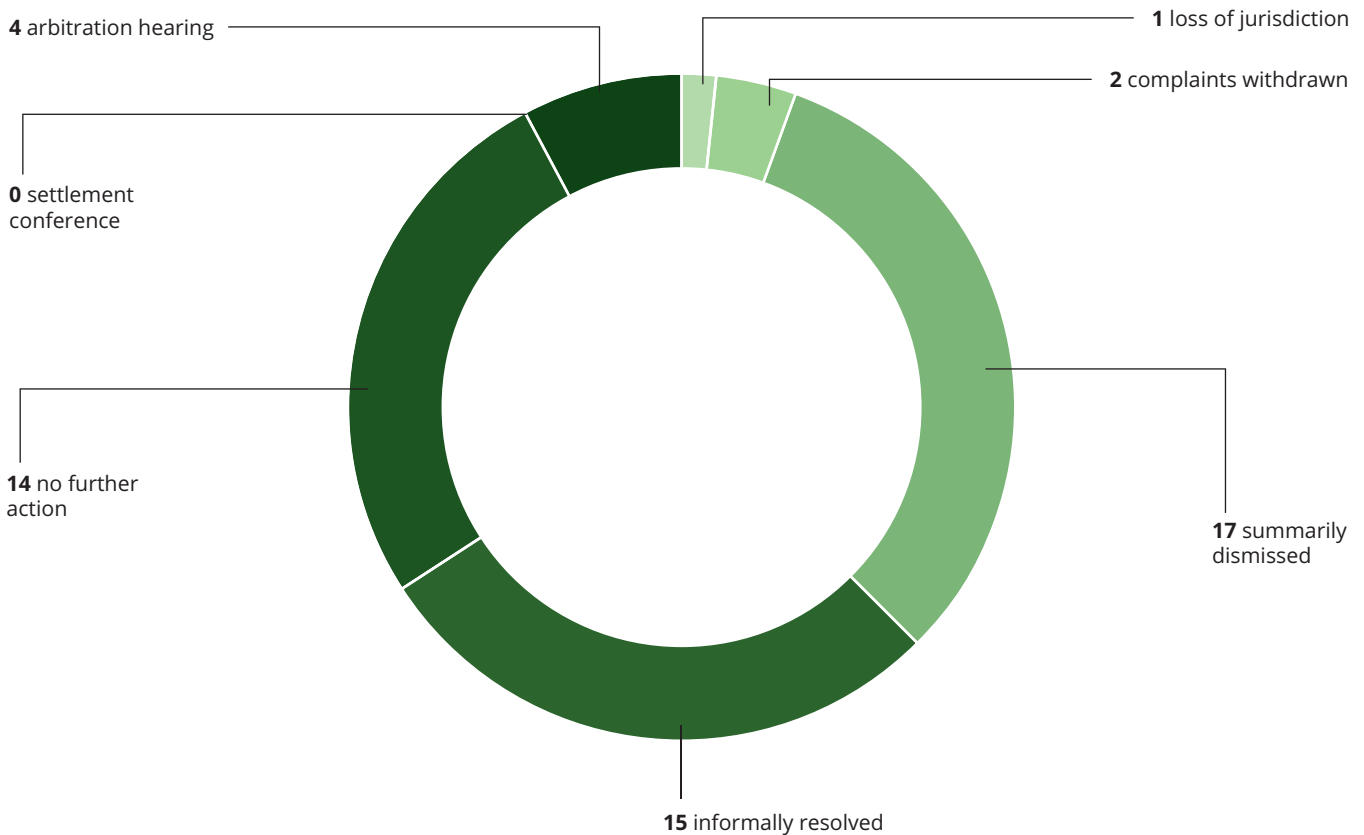




### How conduct complaints are resolved

There are different ways that a complaint can be resolved or concluded. They include when someone withdraws their complaint; when a complaint is summarily dismissed; or when a complaint is settled at early (informal) resolution. Most times, these occur at the beginning of the complaint process.

During the reporting period, there were 22 investigations conducted of 51 conduct complaints. When an investigation occurs, if there is not sufficient evidence that an officer breached their code of conduct, the complaint will be closed with no further action being taken. If there is sufficient evidence the officer breached their code of conduct, then the complaint may be settled at a settlement conference or decided by an arbitrator at an arbitration hearing. The Commission oversees the process from start to finish, and a complainant can request the Commission review the decision made by a chief of police or civic authority. During the reporting period, two (2) complaints were withdrawn, 17 were summarily dismissed, 15 were informally resolved, 14 resulted in no further action, none were settled at a settlement conference, and four (4) proceeded to an arbitration hearing; of the four (4) cases that went to arbitration, two (2) proceeded to a full hearing, one (1) was settled at arbitration and in one (1) of the cases, the officer resigned causing a loss of jurisdiction.



# New Brunswick Police Commission Priorities

## Strategy and Operations Management

The Commission oversees the public complaint process 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.

The New Brunswick Police Commission safeguards the public interest in policing by:

- Providing an independent and objective complaint process;
- Ensuring independent, fair and thorough investigations; and
- Ensuring the province is discharging its obligation to maintain an adequate level of policing.

The Commission does this by ensuring we remain committed to our values:

<b>Quality Service</b>	We provide services that are dependable and consistent.
<b>Integrity</b>	We act with honesty and fairness.
<b>Accountability</b>	We take responsibility for our policies, decisions, actions and products.
<b>Objectivity</b>	We make balanced and unbiased decisions.
<b>Transparency</b>	We foster a structure and culture that encourage access to information within the law.

During the reporting period, the Commission actioned its 2021-2024 strategic plan. Its strategic priorities focused on excelling in operations, increasing the awareness of the Commission’s mandate, strengthening the Commission’s relationships and building organizational talent. The Commission’s strategic plan may be found on our website under Publications ([NBPC Strategic Plan 2021-2024](#)).

# Education and Engagement

## Awareness

The *Police Act* and the *Right to Information and Protection of Privacy Act (RTIPPA)* set out the information that the Commission can release to the public. Complaints are considered personnel investigations under *RTIPPA* and so we are only able to release complaint statistics through the publication of our annual reports on our website. Complaints only become public if they are referred to arbitration. During the reporting period, there were four arbitration hearings and posted on our [website](#).

We also publish other news releases or documents to inform New Brunswickers of the work of the Commission and these are also published on our website.

We are committed to increasing our transparency and accessibility. We continue to work on modernizing the website as the central resource for the public and the media to access information about us.

On our website, you will find the Commission's [2021-2024 strategic plan](#), the [list of investigators](#), the [list of arbitrators](#), a list of [scheduled arbitration hearings](#) and [arbitration decisions](#). The Commission continues to develop public [guidelines](#) which can be found on our website.

## Presentations, education, and workshops

Throughout 2023-2024, Commission staff delivered 12 presentations to various groups including the Atlantic Police Academy's Police Science Cadets, NBCC Miramichi's Police Foundations Program, St. Thomas University's Criminology Program, University of New Brunswick's Legal Aid Clinic, Fredericton Police Force's Seniors Police Academy, Justice and Public Safety, and a range of frontline police officers, senior managers, and union representatives.

The Commission also ensured ongoing professional development for our investigators by hosting our 3rd annual training session. This training focused on investigative techniques, strategies, and best practices, and included a Chiefs' panel that provided insights into the investigator selection process in New Brunswick.

## National oversight of law enforcement activities

The Commission is an active member of Canadian Association for Civilian Oversight of Law Enforcement (CACOLE) a national organization of individuals and agencies involved in the oversight of law enforcement in Canada. CACOLE membership represents a wide range of organizations, including - municipal and provincial police boards and commissions, First Nations organizations, provincial and federal oversight agencies, ombudsman's offices, police associations, professional standards bureaus, and individuals. Additionally, it includes justice, rights, and advocacy organizations, as well as community agencies and police services across Canada and internationally, including the United States, the United Kingdom, Portugal, and other European countries.

The Commission's Executive Director serves as Vice-President of CACOLE. Being part of CACOLE allows us to work with our colleagues across the country and internationally to improve our effectiveness and our efficiency as well as to share best practices. The CACOLE national conference was held virtually and in-person in May 2023.

In addition to CACOLE involvement, the Executive Director and Senior Consultant attended the Annual Heads of Police Oversight Agencies meetings. This gathering brought together leaders from oversight agencies across Canada to discuss common challenges and explore collaborative solutions aimed at enhancing transparency and accountability within law enforcement. Through these discussions, the Commission continued to strengthen its commitment to promoting national standards and building public trust in the oversight process.






# Performance measures

Actioning the key performance indicators (KPIs)	Measure
Actioning the KPIs identified in the 2021-2024 strategic plan.	Complete to 100% by March 31, 2024

## Actioning the key performance indicators identified in the 2021-2024 strategic plan

### Objective of the measure

Actioning the key performance indicators (KPIs) identified by members and staff from the Commission’s 2021-2024 strategic plan.



### Leadership, People, Future

#### NBPC STRATEGIC PLAN 2021-2024

**Our vision**  
Fair and independent civilian oversight of policing in New Brunswick, trusted by all.

**Our mandate**  
The New Brunswick Police Commission is an independent civilian oversight body that oversees the management of the public complaints process into the conduct of police officers and the policies or services of municipal and regional police forces within the province of New Brunswick.

Excel in operations	Increase awareness of Commission mandate	Strengthen working relationships	Build organizational talent
<p><b>In continuing our journey of continuous improvement, we will:</b></p> <ul style="list-style-type: none"> <li>• Provide an independent and objective complaint process</li> <li>• Enhance evidence-based decision making</li> <li>• Improve response to inquiries for information</li> <li>• Implement <i>Police Act</i> changes in operations</li> </ul>	<p><b>In ensuring the Commission is accessible to the public, we will:</b></p> <ul style="list-style-type: none"> <li>• Ensure citizens serviced by a municipal police force are aware of the role of the Commission and the complaint process by:                             <ul style="list-style-type: none"> <li>- improving the Commission's capacity to respond to public inquiries and</li> <li>- through the development of communication strategies.</li> </ul> </li> </ul>	<p><b>In promoting consistency and standardization in oversight of policing, we will:</b></p> <ul style="list-style-type: none"> <li>• Formalize the partnership with Justice and Public Safety</li> <li>• Further engage chiefs of police</li> <li>• Advance engagement of the NBPA and local trade unions</li> <li>• Raise awareness and understanding with Police officers</li> <li>• Ensure new law enforcement students are aware of civilian oversight of police</li> </ul>	<p><b>In focusing on our people, we will:</b></p> <ul style="list-style-type: none"> <li>• Attract, develop and retain motivated and competent staff and members</li> <li>• Attract, develop and retain highly qualified contractors</li> </ul>

**Our values**

**Quality Service:** We provide services that are dependable and consistent.

**Integrity:** We act with honesty and fairness.

**Accountability:** We take responsibility for our policies, decisions, actions and products.

**Objectivity:** We make balanced and unbiased decisions.

**Transparency:** We foster a structure and culture that encourage access to information within the law.

## Measure

Address 100% of the KPIs identified in the strategic plan by March 31, 2024.

### Description of measure

The Commission approved its 2021-2024 strategic plan in November of 2021. The four pillars are: excel in operations, increase awareness of Commission mandate, strengthen working relationships, and build organizational talent. From the pillars, a number of Commission members' KPIs and staff KPIs were identified. The goal was to action 100% of the KPIs.

### Overall performance

This measure was incorporated into the Commission's 2021-2024 strategic plan. Action plans were created and prioritized to address areas of highest risk and KPIs were identified by members and staff. At the end of the reporting period, all KPIs were fully completed. By establishing measurable benchmarks and regular reporting on results, overall, the Commission addressed 100% of this measure by March 31, 2024.

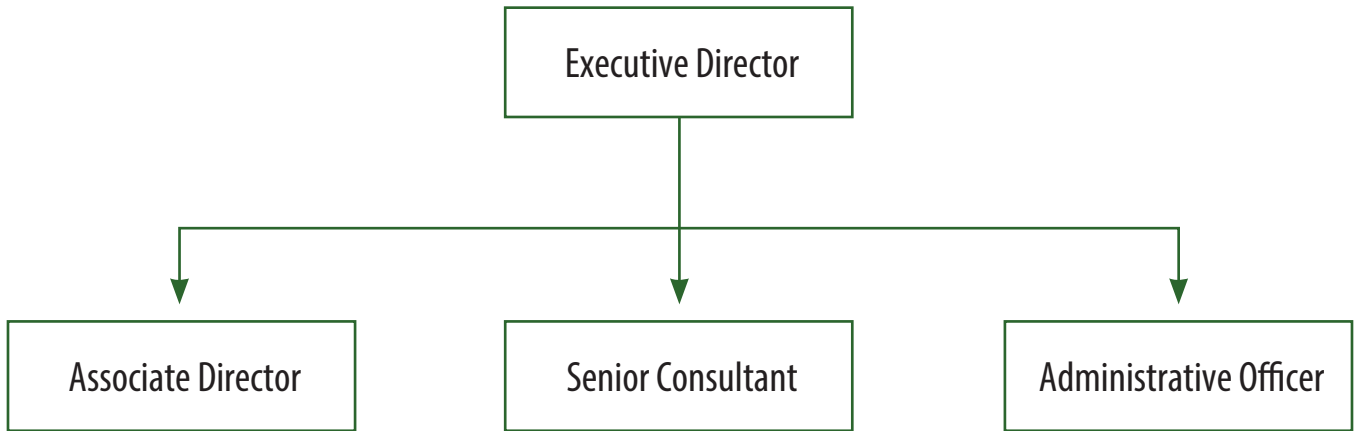
### Why do we measure this?

The Commission's vision is to be a *fair and independent civilian oversight of policing in New Brunswick, trusted by all*. The Commission endeavours to be transparent and accountable to all who live in and visit New Brunswick and to increase the public's confidence in policing and its oversight agency.

# Appendices

## Appendix A

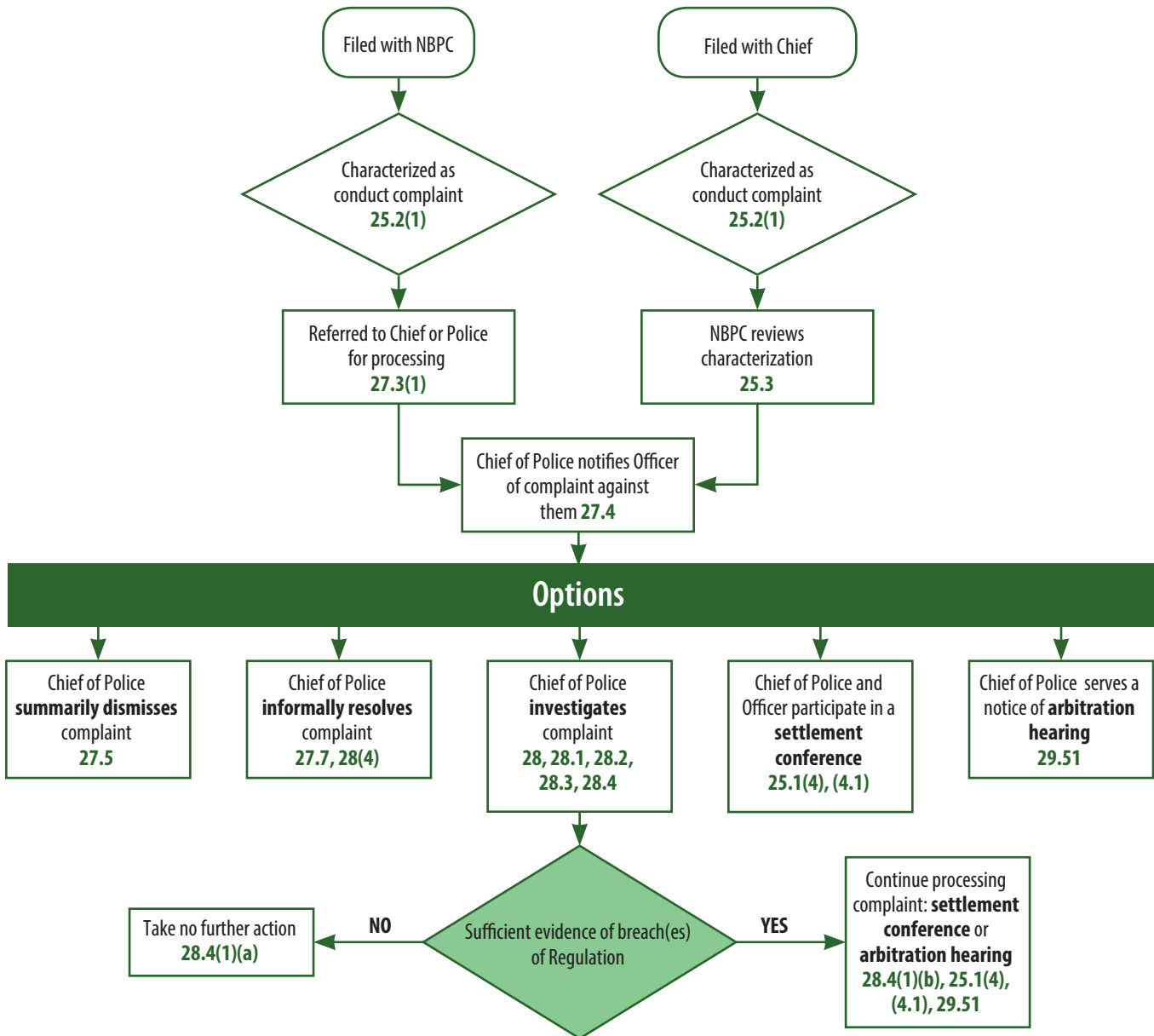
### Organizational chart



# Appendix B – Process maps

All sections/subsections/paragraphs referenced are from the New Brunswick *Police Act*.

## Conduct Complaint against Police Officer

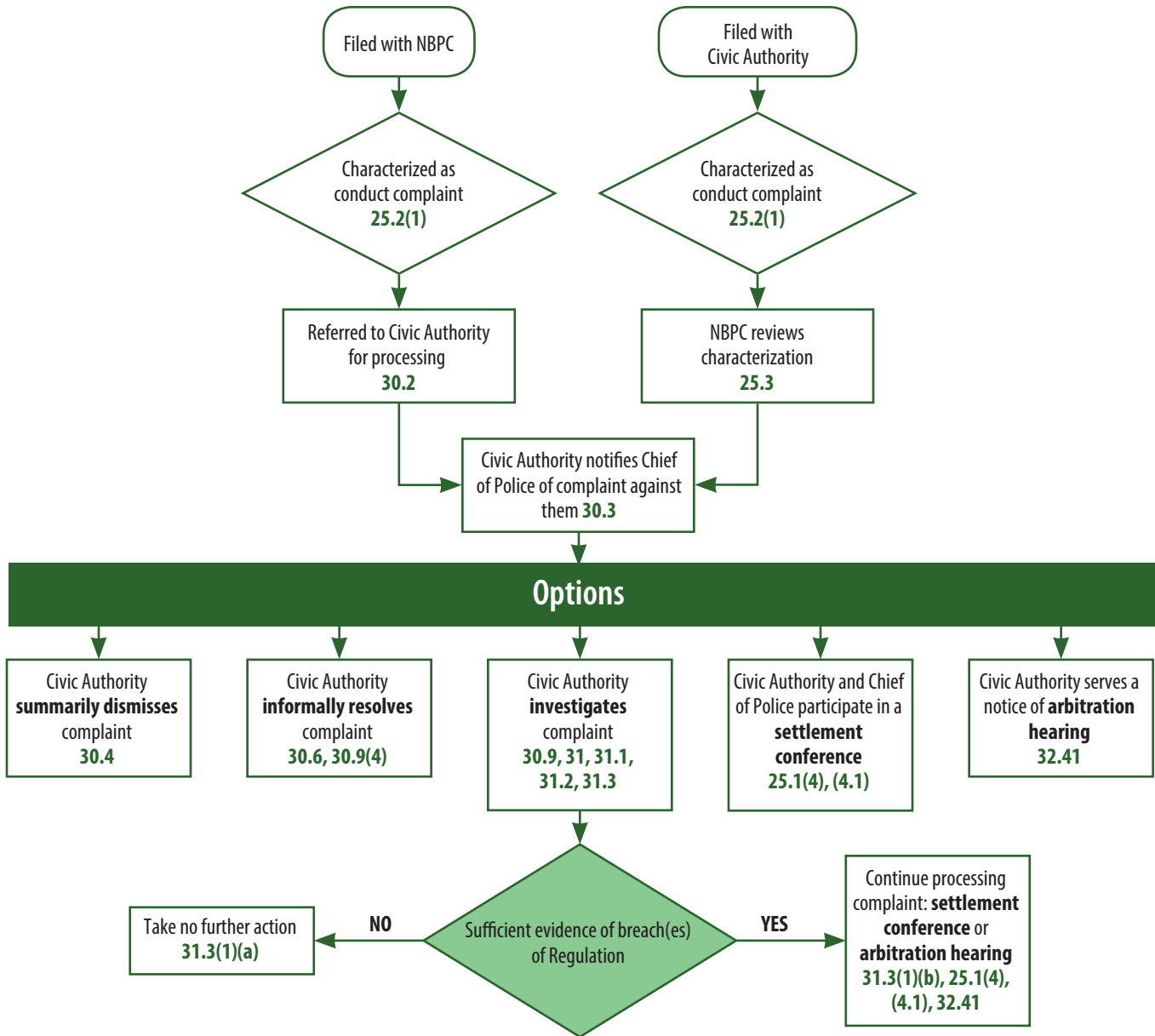


\*Complaints must be filed within 1 year of the alleged incident or omission, or within 1 year after the last incident or omission, in the case of a series of incidents or omissions, unless the timeline is otherwise extended by the Commission. 25.1

\*Parties to complaints are the Chief of Police and the Police Officer



## Conduct Complaint against Chief or Deputy Chief

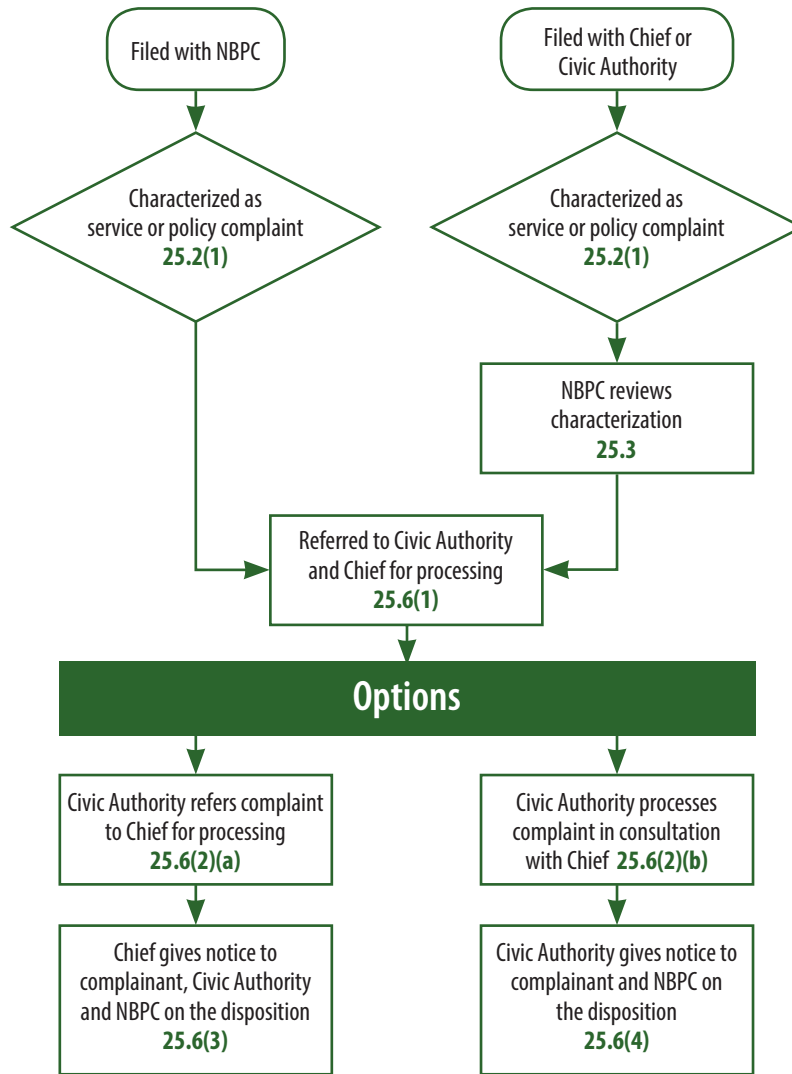


*\*Complaints must be filed within 1 year of the alleged incident or omission, or within 1 year after the last incident or omission, in the case of a series of incidents or omissions, unless the timeline is otherwise extended by the Commission. 25.1*

*\*Parties to complaints are the Chief of Police and Civic Authority*

*\*If the complaint concerns a Deputy Chief, it will be referred to the Civic Authority to process. 27.3(2), (3)*

## Service/Policy Complaint



*\*Complaints must be filed within 1 year of the alleged incident or omission, or within 1 year after the last incident or omission, in the case of a series of incidents or omissions, unless the timeline is otherwise extended by the Commission. 25.1*

## Appendix C

### Complaints submitted - overall

2023-2024 Complaints submitted	
Conduct	49
Service / policy	12
Combination of conduct, service and/or policy	2
No jurisdiction	10
<b>Total</b>	<b>73</b>

Note 1: 51 of the 73 (70%) complaints were either characterized in full or in part as a conduct complaint.

### New complaints filed

Characterization of complaints	Bathurst	BNPP Regional	Edmundston	Fredericton	Grand Falls	Kennebecasis Regional	Miramichi	Saint John	Woodstock	Total
Conduct	10	0	2	16	2	7	3	8	1	49
Combination conduct, service, and/or policy	0	0	0	0	0	0	1	1	0	2
Service and/or policy	0	0	0	4	1	0	3	4	0	12
<b>Total</b>	<b>10</b>	<b>0</b>	<b>2</b>	<b>20</b>	<b>3</b>	<b>7</b>	<b>7</b>	<b>13</b>	<b>1</b>	<b>63</b>

## Disposition of conduct complaints - overall

2023-2024 Disposition of conduct complaints	
Withdrawn	2
Summary dismissal	17
Informal resolution	15
No further action	14
Settlement conference	0
Arbitration hearing	3
Arbitration hearing – loss of jurisdiction*	1
Loss of Jurisdiction**	0
Outstanding	0
<b>Total</b>	<b>52</b>

\* Arbitration hearing – loss of jurisdiction occurs when a complaint has been referred to arbitration, however the officer resigns/retires during the arbitration process.

\*\*Loss of jurisdiction occurs when an officer resigns/retires during the processing of a conduct complaint but before it is referred to arbitration.

## Disposition of conduct complaints – by police force

Disposition of conduct complaints	Bathurst	BNPP Regional	Edmundston	Fredericton	Grand Falls	Kennebecasis Regional	Miramichi	Saint John	Woodstock	Total
Withdrawn	0	0	0	1	0	0	0	1	0	2
Summary dismissal	4	0	0	5	0	4	2	2	0	17
Informal resolution	2	0	0	6	0	3	0	3	1	15
No further action	4	0	2	4	0	0	2	2	0	14
Settlement conference	0	0	0	0	0	0	0	0	0	0
Arbitration hearing	0	0	0	0	2	0	0	1	0	3
Arbitration hearing – loss of jurisdiction*	0	0	0	1	0	0	0	0	0	1
Loss of Jurisdiction**	0	0	0	0	0	0	0	0	0	0
Outstanding	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>10</b>	<b>0</b>	<b>2</b>	<b>17***</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>9</b>	<b>1</b>	<b>52</b>

\* Arbitration hearing – loss of jurisdiction occurs when a complaint has been referred to arbitration, however the officer resigns/retires during the arbitration process.

\*\*Loss of jurisdiction occurs when an officer resigns/retires during the processing of a conduct complaint but before it is referred to arbitration.

\*\*\* FPF case - two officers were named resulting in two different dispositions

**Alleged breaches of the Code of Professional Conduct – overall**

<b>Conduct complaints - alleged breaches of the Code of Professional Conduct Regulation</b>	
Discreditable conduct - 35(a)	54
Neglect of duty - 35(b)	44
Deceitful behavior - 35(c)	1
Improper disclosure of information - 35(d)	3
Corrupt practice - 35(e)	0
Abuse of authority - 35(f)	19
Improper use and care of firearms - 35(g)	0
Damage police force property - 35(h)	0
Misuse intoxicating liquor or drugs - 35(i)	0
Convicted of an offence - 35(j)	1
Insubordinate behavior - 35(k)	4
Party to a breach - 35(l)	0
Workplace harassment - 35(m)	1
<b>Total allegations</b>	<b>127</b>

Note 1: 12 of the 51 conduct complaints had more than one respondent police officer named.

Note 2: Alleged breaches of the Code of Professional Conduct Regulation are identified when a complaint is filed. An incident may have multiple allegations identified. During the reporting period, 38 of the 51 conduct complaints had more than one allegation of a breach of the Code, either because there were multiple respondent officers, or more than one section of the Code may have been alleged to have been breached.



## Alleged breaches of the Code of Professional Conduct

Conduct complaints - alleged breaches of the Code of Professional Conduct Regulation	Bathurst	BNPP Regional	Edmundston	Fredericton	Grand Falls	Kennebecasis Regional	Miramichi	Saint John	Woodstock	Total
Discreditable conduct - 35(a)	17	0	4	14	2	10	1	5	1	54
Neglect of duty - 35(b)	7	0	3	14	1	4	3	12	0	44
Deceitful behavior - 35(c)	0	0	0	1	0	0	0	0	0	1
Improper disclosure of information - 35(d)	0	0	0	2	0	0	0	1	0	3
Corrupt practice - 35(e)	0	0	0	0	0	0	0	0	0	0
Abuse of authority - 35(f)	1	0	0	9	0	3	3	3	0	19
Improper use and care of firearms - 35(g)	0	0	0	0	0	0	0	0	0	0
Damage police force property - 35(h)	0	0	0	0	0	0	0	0	0	0
Misuse intoxicating liquor or drugs - 35(i)	0	0	0	0	0	0	0	0	0	0
Convicted of an offence - 35(j)	0	0	0	1	0	0	0	0	0	1
Insubordinate behavior - 35(k)	0	0	0	0	2	0	0	2	0	4
Party to a breach - 35(l)	0	0	0	0	0	0	0	0	0	0
Workplace harassment - 35(m)	0	0	0	1	0	0	0	0	0	1
<b>Total allegations</b>	<b>25</b>	<b>0</b>	<b>7</b>	<b>42</b>	<b>5</b>	<b>17</b>	<b>7</b>	<b>23</b>	<b>1</b>	<b>127</b>

Note 1: 12 of the 51 conduct complaints had more than one respondent police officer named.

Note 2: Alleged breaches of the Code of Professional Conduct Regulation are identified when a complaint is filed. An incident may have multiple allegations identified. During the reporting period, 38 of the 51 conduct complaints had more than one allegation of a breach of the Code, either because there were multiple respondent officers, or more than one section of the Code may have been alleged to have been breached.

# Appendix D

## Summary of expenditures

Item	Budget	Actual
Personal services	\$407,332.00	\$374,075.12
Other services	\$258,768.00	\$358,414.01
Materials & supplies	\$2,800.00	\$1,220.80
Property & equipment	\$18,100.00	\$725.14
<b>Total</b>	<b>\$687,000.00</b>	<b>\$734,435.07</b>