

ANNUAL REPORT
2024-2025

Promoting Accountability, Integrity and Public Confidence in Policing

NBPC
NEW BRUNSWICK POLICE COMMISSION

CPNB
COMMISSION DE POLICE DU NOUVEAU-BRUNSWICK

Annual Report 2024-2025
New Brunswick Police Commission

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Contact Information:
New Brunswick Police Commission 440 King Street, Suite K611
Fredericton NB E3B 5H1 CANADA

Telephone: 1-855-453-6963
506-453-2069
Email: **nbpc@gnb.ca**
Website: **https://nbpolicecommission.ca/**

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Transmittal letters

From the Minister to the Lieutenant-Governor

The Honourable Louise Imbeault, OC, ONB
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, 2024, to March 31, 2025.

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, 2024, to March 31, 2025.

Respectfully submitted,



Marc Léger
Chair
New Brunswick Police Commission

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Message from the Chair

Minister,

It is my pleasure to present the Annual Report of the New Brunswick Police Commission.

Over the past year, the Commission has remained focused on strengthening its role as an independent civilian oversight body, advancing modernization efforts, improving operational processes, and enhancing public awareness of our services. We continue to work diligently to ensure that complaints regarding police conduct are addressed fairly, impartially, and efficiently, while promoting public confidence in policing across New Brunswick.

The Commission remains committed to excellence, accountability, and transparency in all aspects of its work. Guided by our strategic direction, we have continued to enhance our services, strengthen stakeholder relationships, and pursue initiatives that support accessible and effective oversight for all New Brunswickers.

I am grateful for the dedication, professionalism, and expertise of my fellow Commission members and staff, whose commitment ensures the Commission continues to fulfill its important mandate. It is a privilege to serve as Chair of the New Brunswick Police Commission, and I look forward to building on our progress in the years ahead.

Marc Léger
Chair
New Brunswick Police Commission



Message from the Executive Director

Over the last several years, the Commission has built a strong foundation as an oversight agency, and now is the time to ask ourselves:

Who do we want to be as an oversight body?

Where do we want to go from here?

And what does meaningful impact really look like?

We know our role is crucial — to hold space for accountability, to build trust between law enforcement and the public, and to make sure our systems work fairly for everyone.

But as conversations evolve in our communities, and as new challenges emerge, it's worth asking whether our current mandate is enough — or whether it's time to think about expanding our scope in strategic, thoughtful ways.

This isn't just about doing more — it's about doing the right things, in the right ways, with the resources and clarity to truly make a difference. As we move forward, I hope we can reflect honestly on our vision, our purpose, and what it will take to grow with intention.



Jennifer Smith
Executive Director
New Brunswick Police Commission



Composition of the Commission

The Police Commission is comprised of three key components:

1. **Commission Staff**
2. **Commission Investigators**
3. **Commission Members**

Commission Staff

Commission staff are public servants appointed under the *Civil Service Act* and are led by the Executive Director. They are responsible for the administration and day-to-day operations of the Commission, including receiving and managing service, policy, and conduct complaints; preparing reports and presenting them to Commission Members; and educating the public about their rights and responsibilities under the *Police Act*.

Staff also collaborate with policing partners and stakeholders on a wide range of issues at both the provincial and national levels.

Commission Investigators

Commission investigators are appointed by the Commission Members. Under the *Police Act*, the Commission is required to maintain a roster of qualified investigators who may be appointed by a chief of police, a civic authority, or the Commission to investigate conduct complaints.

Commission Members

Commission Members, including the Chairperson, are appointed by the Lieutenant-Governor in Council. As representatives of the people of New Brunswick, Members are selected with the objective of reflecting the province's linguistic, geographic, and cultural diversity.

Members review conduct complaints by considering investigation reports, resolution outcomes, legal opinions, and complaint analyses prepared by Commission staff. They have the authority to confirm or overturn decisions made by a chief of police or civic authority and may assume responsibility for the handling of a conduct complaint when appropriate. These powers may be delegated to the Executive Director or a designated representative.

In addition to their adjudicative responsibilities, Commission Members support the Commission's education and outreach mandate. They provide strategic direction, help identify emerging issues and priorities, and advise government on significant human rights matters. Biographies of Commission Members are available on the Commission's **website**.

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 Ac*t 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: New Brunswick Police Commission and Constable Samuel Grondin, BNPP Regional Police

Released: November 26, 2025

This case addressed off-duty firearm misconduct by Constable Samuel Grondin, including handling his service pistol while intoxicated, recording and sending a video of himself twirling and dry-firing the weapon, and leaving his service firearm and ammunition unsecured in his residence. The incident also involved sending audio messages to a former colleague and a separate uniformed social-media post containing language the arbitrator found could undermine public confidence in the police service.

In outlining the principles that guide police discipline, the arbitrator noted that "police discipline… reflects the unique status of police officers as holders of public authority and the corresponding need to safeguard public confidence in the institution of policing."

He also emphasized that "the public's trust in policing requires that officers remain scrupulously compliant with standards relating to weapon handling and storage, both on and off duty."

The arbitrator further stressed the heightened expectations placed on police officers, stating that "police officers are entrusted with extraordinary statutory powers… [and] the public is entitled to expect that officers will conduct themselves with professionalism, judgment, emotional stability, and respect for the law both on and off duty."

The arbitrator found that Constable Grondin committed multiple breaches of the *Code of Professional Conduct Regulation under the Police Act*, including discreditable conduct, improper care and control of a firearm, and conduct constituting an offence based on his guilty plea to a storage-related *Criminal Code* charge. While recognizing the seriousness of the misconduct and its potential impact on public trust and officer safety, the arbitrator concluded the behaviour arose from a single mental-health crisis and that Constable Grondin remained redeemable with appropriate safeguards and treatment.

The arbitrator imposed a substantial unpaid suspension lasting until March 8, 2026, and ordered mandatory counselling, psychological clearance, and completion of firearms recertification prior to any return to duty. Upon return, Constable Grondin must work under close supervision for a period of 12 months.

This decision highlights the importance of accountability, public safety, and rehabilitation in addressing mental-health-related misconduct within the policing profession.

Arbitration hearing in the matter between: New Brunswick Police Commission and Constable Benaiah Sok, Saint John Police Force

Released: October 31, 2025

This case addressed conduct allegations arising from a December 2023 incident involving a 15-year-old girl who reported a sexual assault. The Violence Against Women Advocate Case Review (VACR) was reviewing the investigation when it raised concerns regarding Constable Benaiah Sok's handling of the sexual assault investigation. These concerns resulted in a conduct complaint being filed by Acting Inspector Neal Fowler of the Saint John Police Force, on behalf of Chief Robert Bruce.

The complaint alleged that Constable Sok displayed a lack of compassion and professionalism toward the victim, yelled and swore at her, and gave secondary consideration to the victim's allegations of sexual assault, forcible confinement, and the presence of a firearm, in favour of enforcing an outstanding probation breach. It further alleged that Constable Sok used unnecessary force while arresting and transporting her, including removing her from the police vehicle and placing her face-down on a roadway, pushing her back into the vehicle after handcuffing, and engaging in unsafe driving while transporting her to the police station.

Given the seriousness of the allegations, the involvement of a minor victim, and the public-interest considerations arising from the circumstances, the New Brunswick Police Commission assumed carriage of the complaint and appointed an investigator. The investigation was completed, and the matter subsequently proceeded to arbitration.

In a brief decision, the arbitrator found that Constable Sok did not breach the *Code of Professional Conduct Regulation – Police Act*. No corrective or disciplinary measures were imposed.

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[1], 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.nbpolicecommission.ca**.

A process map of the complaint process is found at **Appendix B**.

[1] *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.*

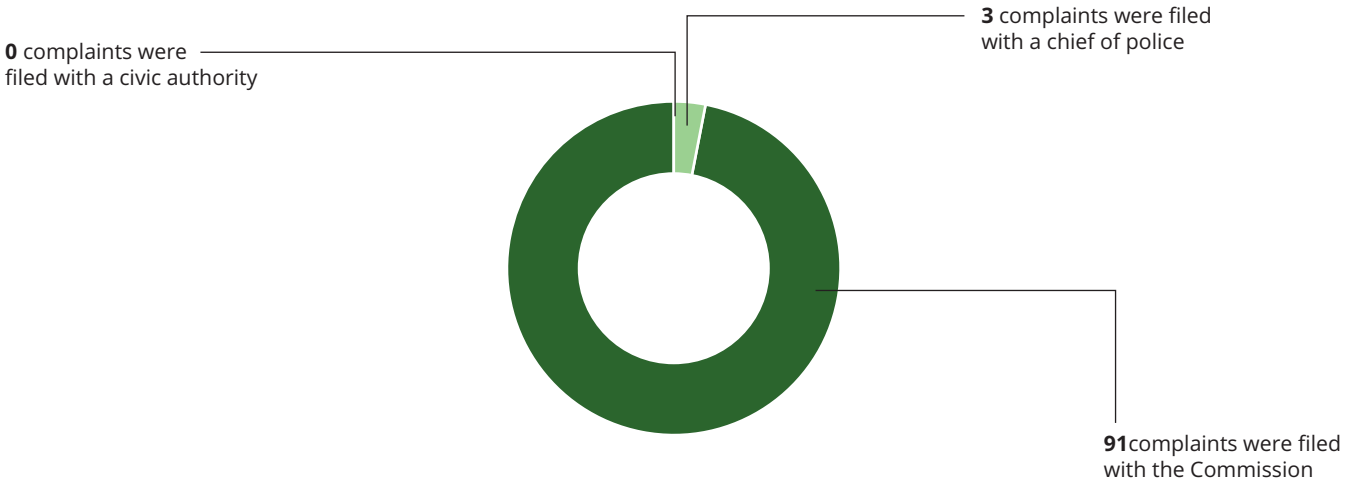
Operations

During the reporting period, the Commission opened 280 files. This work included processing 94 complaints, responding to 154 general inquiries, handling 6 Right to Information and Protection of Privacy Act (RTIPPA) requests, addressing 5 matters referred by other agencies such as the Office of the Ombud, and delivering 13 training sessions, presentations, and workshops. The Commission was also involved in 1 judicial review or other legal proceeding.

Members of the public may file a conduct complaint about any officer serving with one of New Brunswick's nine municipal and regional police forces. They may also submit complaints about the policies or services of these police forces. In addition, a chief of police or a civic authority may file a complaint regarding the conduct of a municipal or regional police officer.

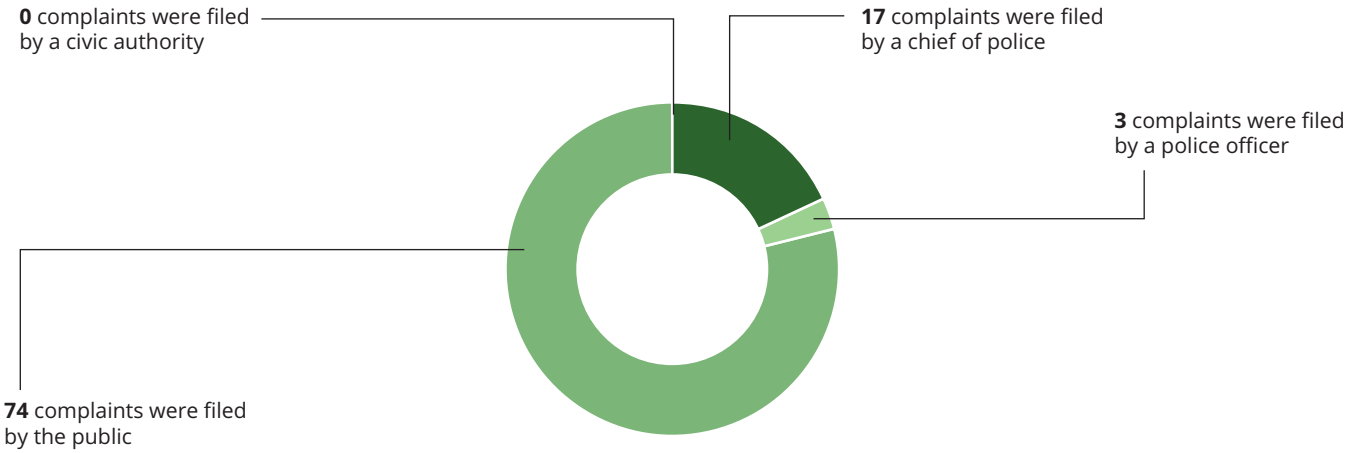
How complaints are made

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 94 complaints filed; 3 complaints were filed with a chief of police, none were filed with a civic authority and 91 were filed with the Commission.



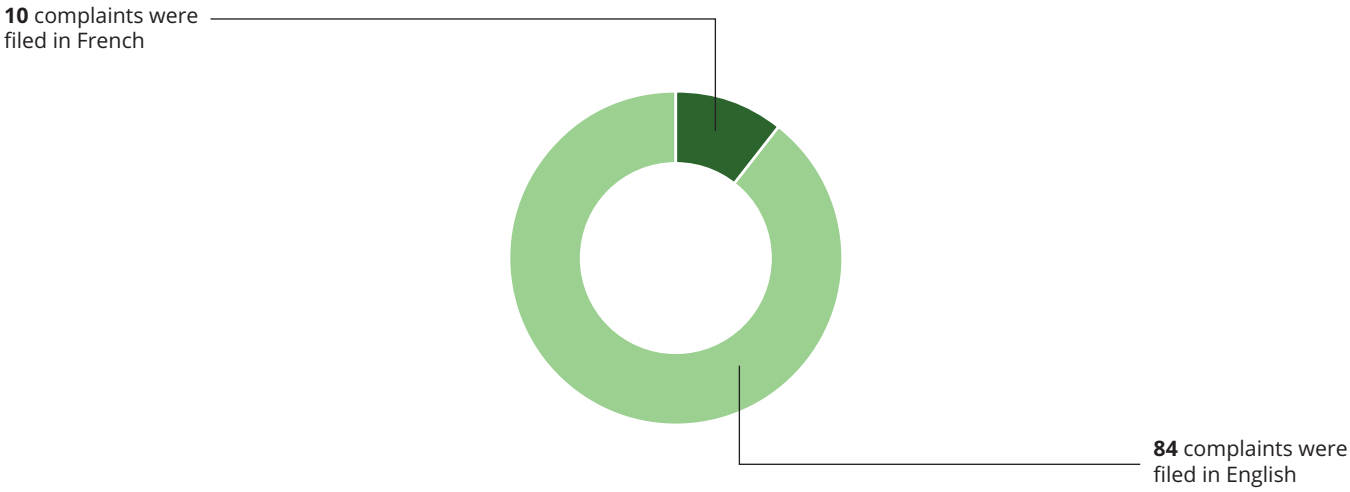
Who is filing complaints

Members of the public, a chief of police, or a civic authority, may file a complaint. In the reporting period, 17 complaints were filed by a chief of police, three (3) by a police officer, none by a civic authority and 74 by the public.



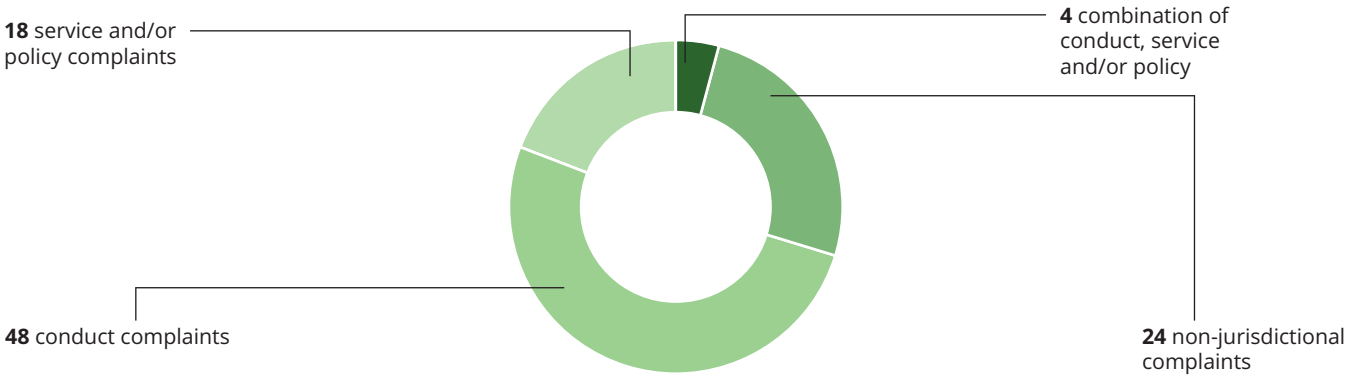
What language are complaints being filed in

The Commission processes complaints in both official languages. During the fiscal year, 10 of the complaints were filed in French and the remaining 84 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 94 complaints filed, the Commission had no jurisdiction in 24. Like previous years, most complaints were conduct complaints (48), and an additional four (4) complaints that were a combination of conduct, service and/or policy and eighteen (18) service / policy complaints.

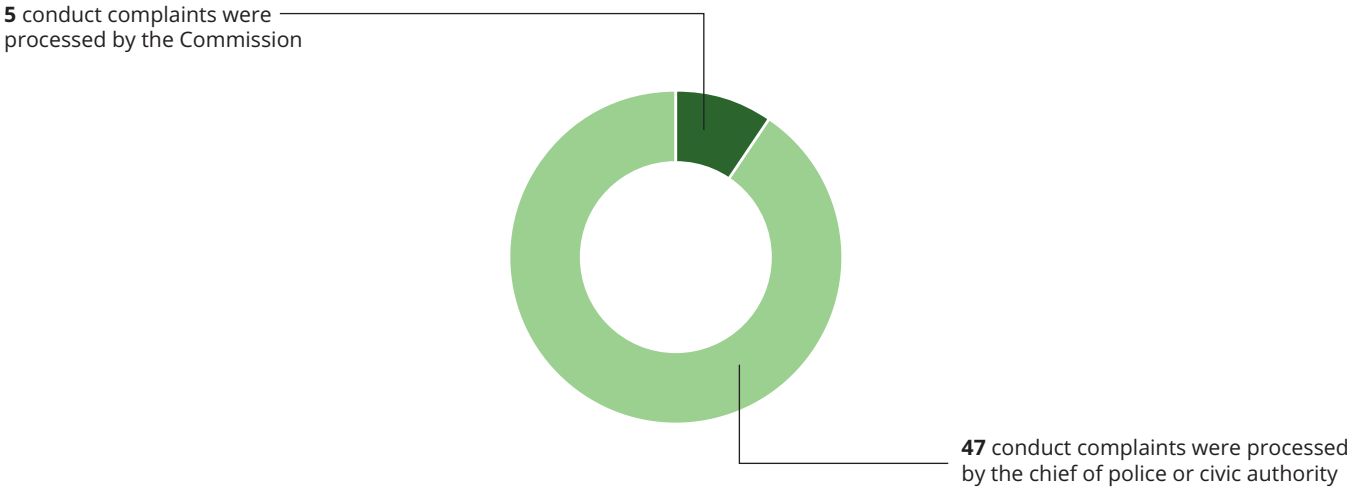


What happens after the Commission decides what type of complaint was filed

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.

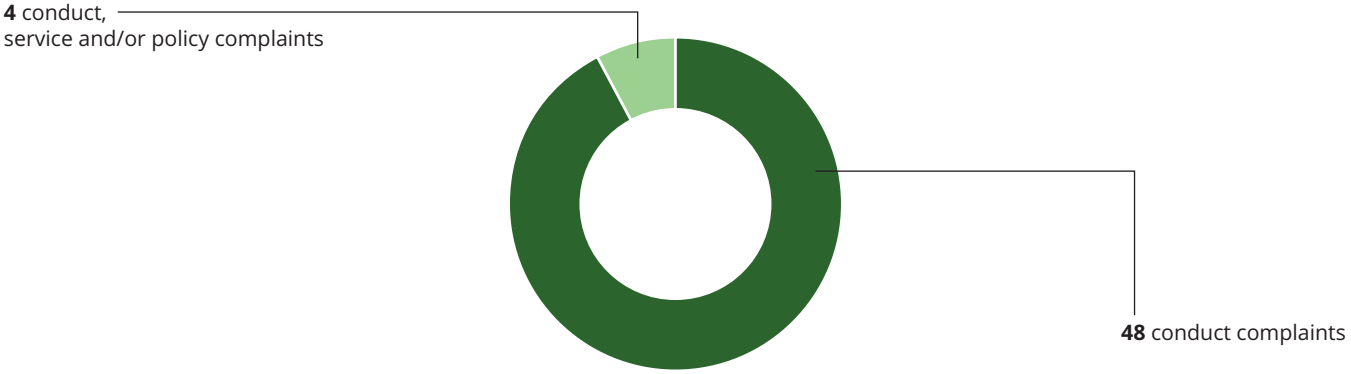
More information is available on the **Commission's website**. During the reporting period, the Commission processed five (5) of the 52 conduct complaints.



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 52 (48 determined to be conduct only and 4 determined to be a combination of conduct and service and/or policy) conduct complaints were filed during the fiscal year. Two police forces accounted for 67% of the conduct complaints and account for 54% of the total police officers in the province.

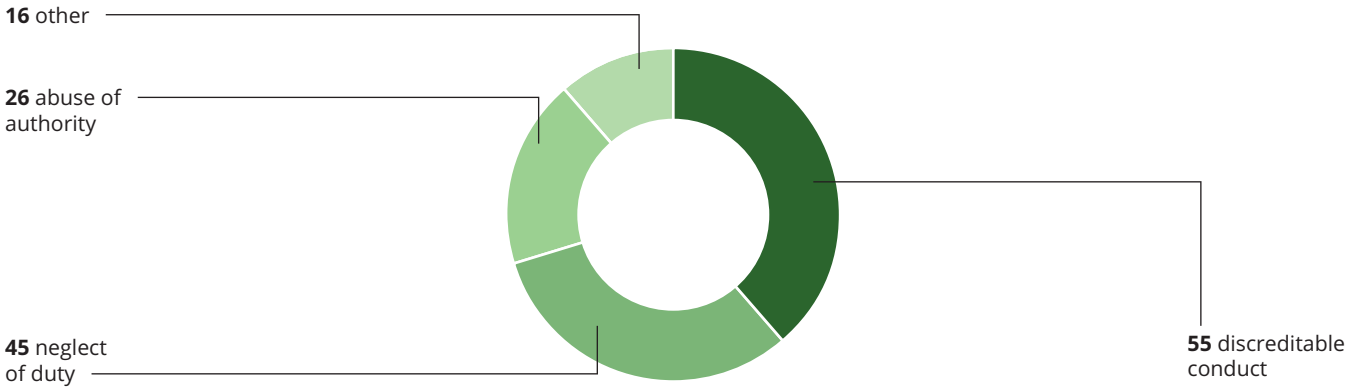


How a police officer breaches the *Code of Professional Conduct*

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. 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*.

Fifteen (15) of the 52 conduct complaints had more than one police officer named. Ten (10) police officers had more than one complaint filed against them during the reporting period. Forty-three (43) of the 52 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 52 conduct complaints, there were 142 alleged breaches of the *Code* with the most common being discreditable conduct (55), neglect of duty (45), and abuse of authority (26).

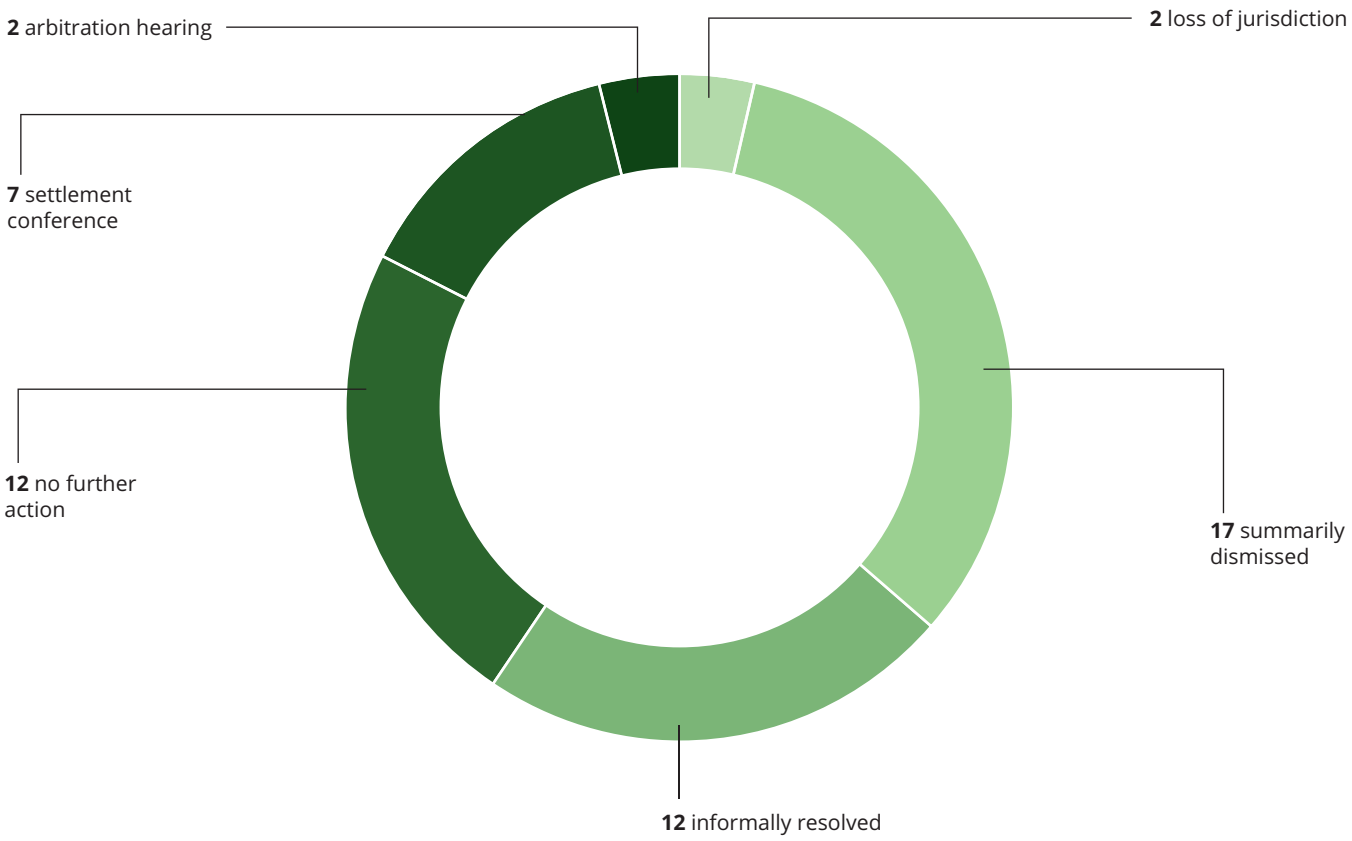


How conduct complaints are resolved

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 24 investigations conducted of 52 conduct complaints with 54% of the investigations being conducted by the Commission's list of investigators. 38% of the investigations were conducted by a police officer of higher rank within the same police force as the respondent officer with 8% of investigations conducted by a police officer of higher rank from a different police force as the respondent officer.

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, 17 were summarily dismissed, 12 were informally resolved, 12 resulted in no further action, seven (7) were settled at a settlement conference, and two (2) proceeded to an arbitration hearing. In the remaining two cases, the officers resigned from the police force causing a loss of jurisdiction.



New Brunswick Police Commission Priorities

Strategy and Operations Management

Overview

The New Brunswick Police Commission (NBPC) provides fair, independent, and trusted civilian oversight of law enforcement complaints in New Brunswick. The Commission administers and oversees the public complaint process in a manner that is transparent, accessible, and accountable, ensuring that both complainants and law enforcement officers are treated fairly, impartially, and with respect throughout the process.

The Commission operates at arm's length from government, maintaining independence in its decision-making and oversight functions. The NBPC is composed of a Chair, a Vice-Chair, and additional members appointed by the Lieutenant-Governor in Council. The Commission is supported by professional staff who are responsible for the day-to-day administration and operations of the organization, including complaint intake and management, investigations, stakeholder engagement, policy development, and the implementation of the Commission's strategic direction. Together, Commission members and staff work to ensure the effective delivery of the Commission's mandate and oversight responsibilities.

The Commission safeguards the public interest in policing by:

- Providing an independent and objective complaint process;
- Ensuring complaints are addressed through fair, thorough, and impartial investigations; and
- Supporting the Province's obligation to maintain an adequate and effective level of policing.

Guiding Principles

The Commission's work is guided by a commitment to the following principles:

Independence

The NBPC is an independent oversight body whose decisions are free from influence by government, law enforcement agencies, or advocacy groups.

Evidence-Informed Decision-Making

The Commission's decisions are based on facts, evidence, and applicable legislation, rather than personal opinions or individual values.

Public Interest

The Commission considers the broader public interest in all aspects of its oversight and decision-making responsibilities.

Compliance with Legislation

The Commission carries out its mandate in accordance with applicable legislation and ensures the public receives accurate information regarding its processes and decisions.

Strategic Direction

During the reporting period, the Commission completed the development of its 2025–2026 Strategic Direction. The direction was established to guide the Commission's work and strengthen its ability to fulfill its oversight mandate while responding to emerging challenges and opportunities within the policing environment.

The Commission's 2025–2026 Strategic Direction focused on:

- **Legislation** – reviewing and supporting legislative frameworks that strengthen civilian oversight and accountability;
- **Informal Resolution Processes** – enhancing opportunities to resolve complaints in a timely, fair, and effective manner;
- **Human Resource Planning** – ensuring the Commission has the capacity, expertise, and succession planning necessary to fulfill its mandate;
- **Public Awareness** – increasing public understanding of the Commission's role, services, and complaint process; and
- **Education of the Law Enforcement Community** – promoting awareness and understanding of the Commission's mandate, processes, and expectations among policing partners.

This strategic direction provides a roadmap for the Commission's activities and decision-making and support its ongoing commitment to transparency, accountability, and public confidence in civilian oversight. The Commission's **2025–2026 Strategic Direction** is available on the NBPC website under **Publications**.

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 two 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 **2025-2026 strategic direction**, 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 2024-2025, Commission staff delivered 12 presentations to a range of police officers, senior managers, and union representatives, to various educational institutions, to the CACOLE National Conference, Heads of Agencies meetings, Law of Policing Conference, and a workshop hosted by a local law firm.

The Commission also ensured ongoing professional development for our investigators by hosting our 4th annual training session. The agenda featured presentations on past investigations, investigation outcomes, and arbitration decisions, as well as a panel discussion with Professional Standards Officers and union representatives. Panelists shared insights and engaged participants in discussions on emerging challenges and best practices in police conduct investigations, contributing to greater consistency and effectiveness in oversight processes.

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 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 in May 2024.

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 development of the NBPC's 2025-2026 Strategic Direction.	Complete to 100% by March 31, 2025

Developing the NBPC's 2025-2026 strategic direction

Objective of the measure

To identify, develop, and approve the Commission's 2025-2026 Strategic Direction through engagement with Commission members and staff, ensuring alignment with the Commission's mandate, emerging needs, and organizational goals.

Measure

Complete the development and approval of the Commission's 2025-2026 Strategic Direction by March 31, 2025.

Description of measure

The Commission undertook a strategic planning process to establish its 2025-2026 Strategic Direction. This process included reviewing organizational achievements, assessing current and emerging risks and opportunities, identifying key focus areas, and consulting with Commission members and staff. Strategic direction, objectives, performance measures, and action plans were developed to guide the Commission's activities and resource allocation over the planning period. The resulting Strategic Direction document provides a clear roadmap to support the Commission in fulfilling its mandate and advancing continuous improvement.

Overall performance

This measure was incorporated into the Commission's annual business planning activities. Commission members and staff participated in a structured planning process to identify organizational priorities and develop measurable objectives and performance indicators. Key planning milestones, including environmental scanning, consultation, priority-setting, drafting, and approval, were successfully completed during the reporting period. As a result, the Commission finalized and approved its 2025-2026 Strategic Direction and communicated them to members and staff. Overall, the Commission achieved 100% of this measure.

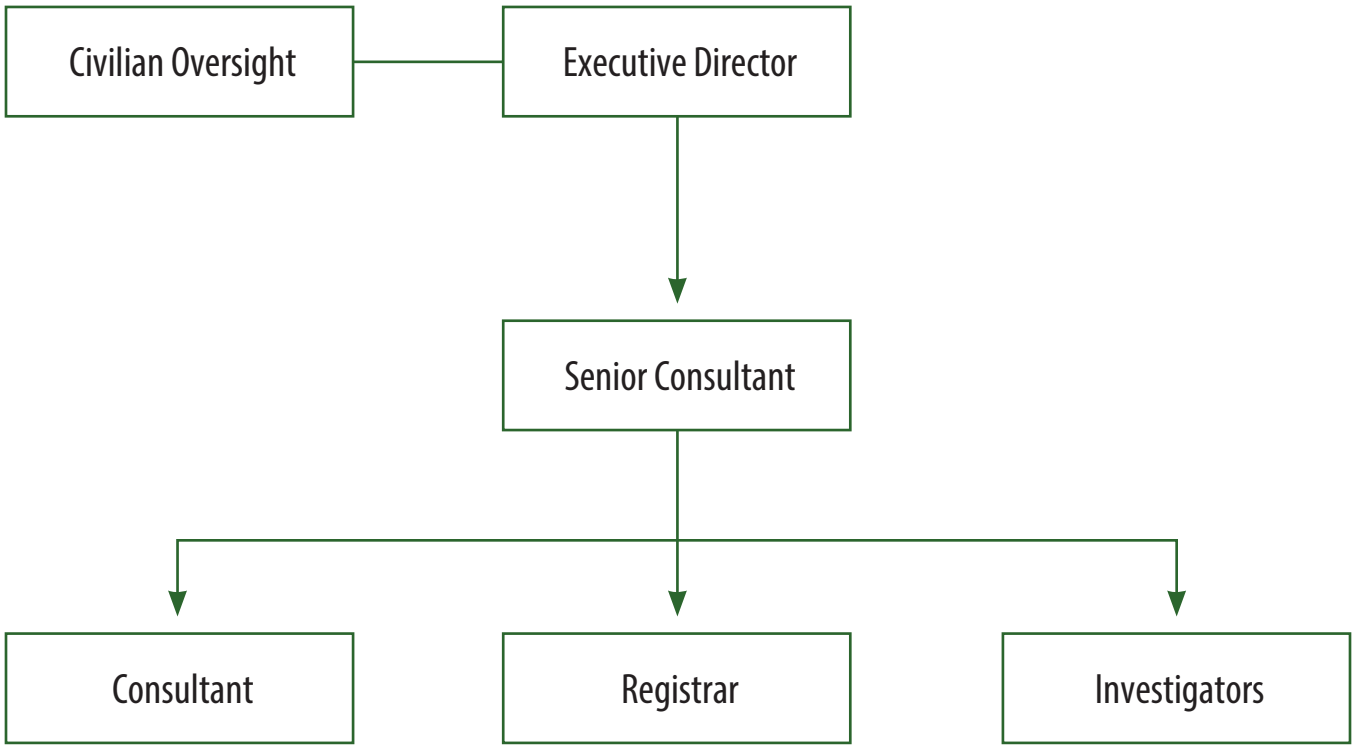
Why do we measure this?

The Commission's vision is to be a fair and independent civilian oversight body for policing in New Brunswick that is trusted by all. Developing clear strategic direction ensures the Commission remains focused on its key objectives, responds effectively to changing needs and expectations, and allocates resources to areas of greatest impact. Establishing and approving the 2025-2026 Strategic Direction demonstrates accountability, supports organizational alignment, and provides the foundation for performance measurement, reporting, and continuous improvement.

Appendices

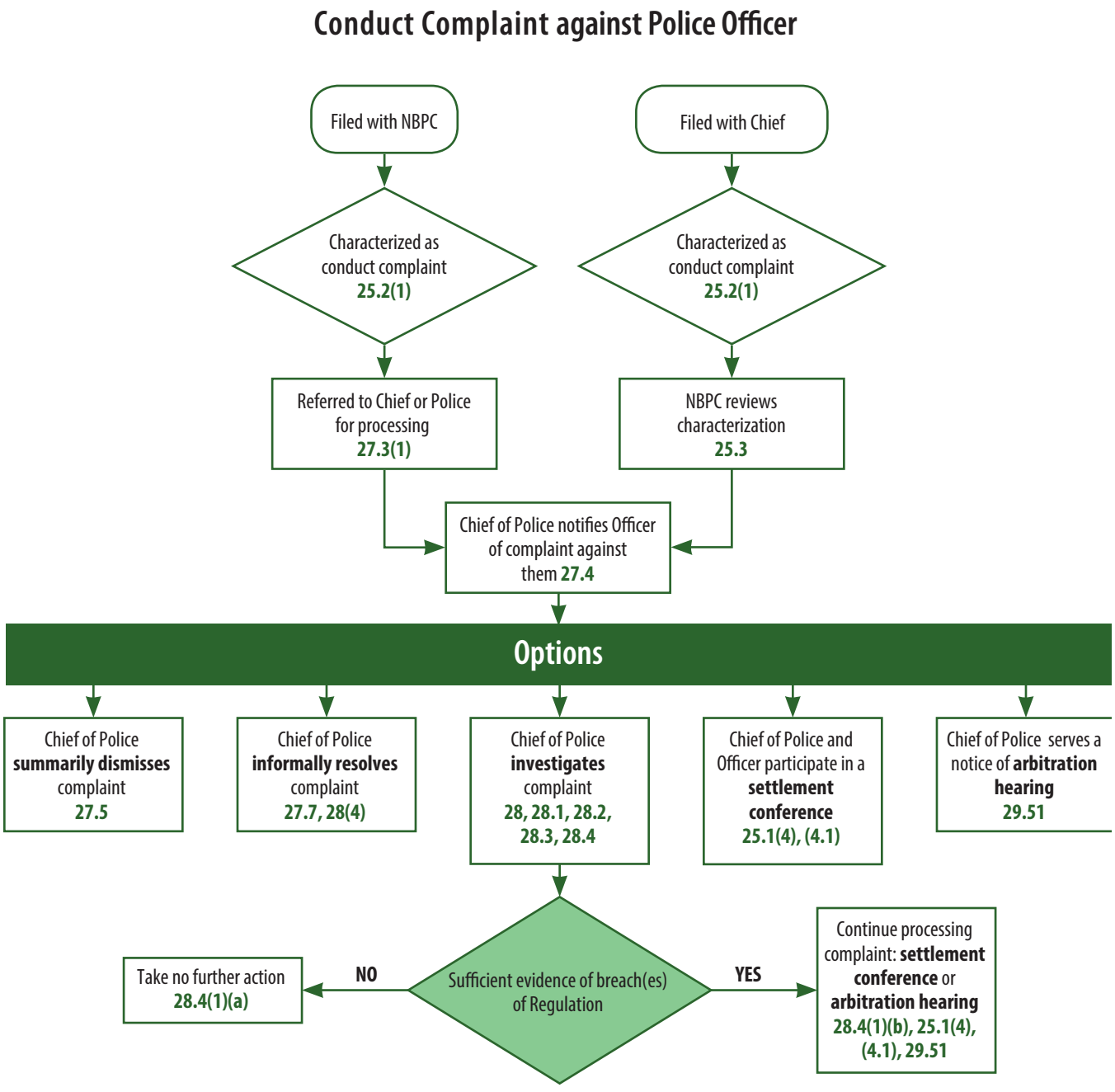
Appendix A

Organizational chart



Appendix B – Process maps

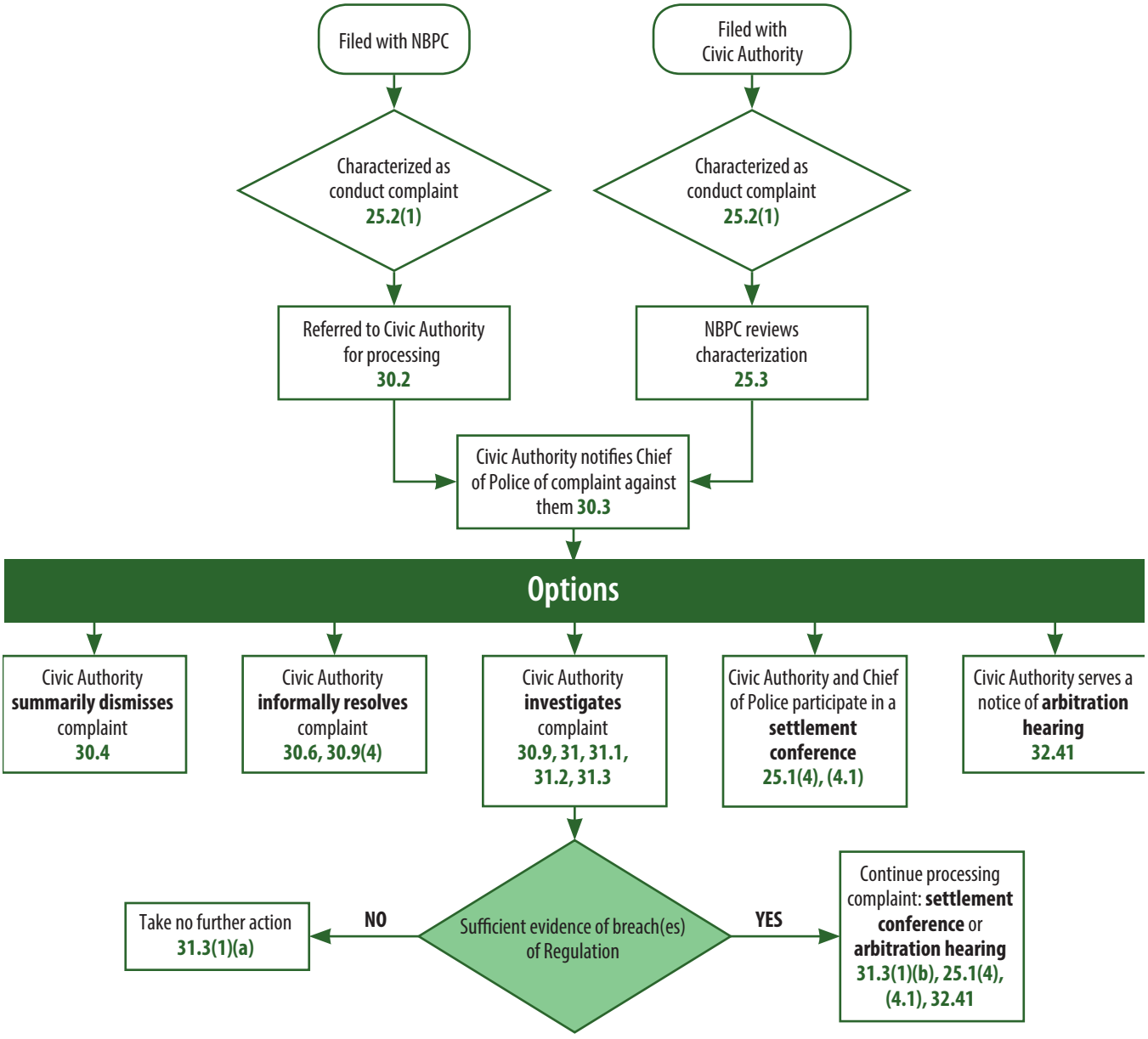
All sections/subsections/paragraphs referenced are from the New Brunswick *Police Act*.



**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

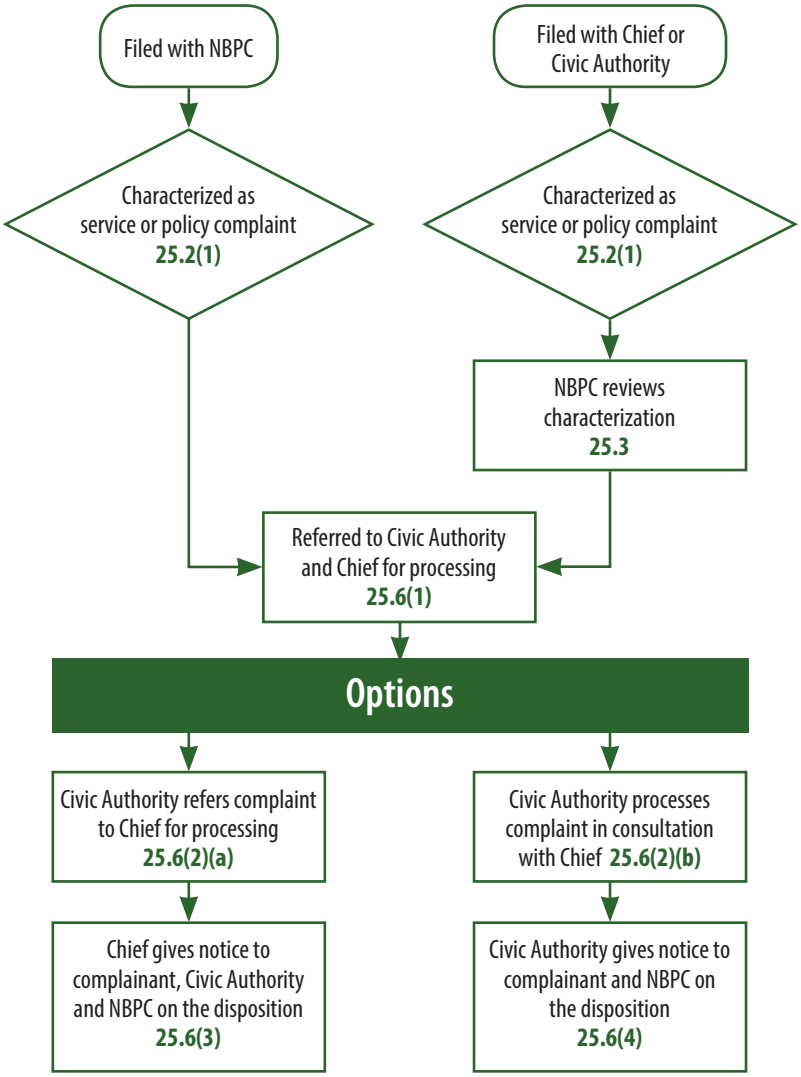


**Complaints must be filed within 1 year of the alleged incident or omission, or within 1 year after the last incident or omission, in the case of a series of incidents or omissions, unless the timeline is otherwise extended by the Commission. 25.1*

**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

2024-2025 Complaints submitted	
Conduct	48
Service / policy	18
Combination of conduct, service and/or policy	4
No jurisdiction	24
Total	**94**

Note 1: 52 of the 94 (55%) complaints were either characterized in full or in part as a conduct complaint.

Complaints that were characterized Characterization of complaints	Bathurst	BNPP Regional	Edmundston	Fredericton	Grand Falls	Kennebecasis Regional	Miramichi	Saint John	Woodstock	Total
Conduct	4	2	4	23	1	2	3	9	0	48
Combination conduct, service, and/or policy	0	0	0	2	0	0	1	1	0	4
Service and/or policy	1	0	0	5	1	4	1	6	0	18
Total	**5**	**2**	**4**	**30**	**2**	**6**	**5**	**16**	**0**	**70**

Disposition of conduct complaints - overall

2024-2025 Disposition of conduct complaints	
Withdrawn	0
Summary dismissal	17
Informal resolution	12
No further action	12
Settlement conference	7
Arbitration hearing	2
Arbitration hearing – loss of jurisdiction*	0
Loss of Jurisdiction**	2
Outstanding	0
Total	**52**

** 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	0	0	0	0	0	0	0
Summary dismissal	2	1	1	9	0	1	3	0	0	17
Informal resolution	0	0	1	6	0	1	0	4	0	12
No further action	0	0	0	5	1	0	1	5	0	12
Settlement conference	2	0	1	4	0	0	0	0	0	7
Arbitration hearing	0	1	0	0	0	0	0	1	0	2
Arbitration hearing – loss of jurisdiction*	0	0	0	0	0	0	0	0	0	0
Loss of Jurisdiction**	0	0	1	1	0	0	0	0	0	2
Outstanding	0	0	0	0	0	0	0	0	0	0
Total	**4**	**2**	**4**	**25**	**1**	**2**	**4**	**10**	**0**	**52**

** 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.*

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

Conduct complaints - alleged breaches of the *Code of Professional Conduct Regulation*	
Discreditable conduct - 35(a)	55
Neglect of duty - 35(b)	46
Deceitful behavior - 35(c)	4
Improper disclosure of information - 35(d)	2
Corrupt practice - 35(e)	0
Abuse of authority - 35(f)	26
Improper use and care of firearms - 35(g)	4
Damage police force property - 35(h)	0
Misuse intoxicating liquor or drugs - 35(i)	0
Convicted of an offence - 35(j)	0
Insubordinate behavior - 35(k)	1
Party to a breach - 35(l)	0
Workplace harassment - 35(m)	4
Total allegations	**142**

Note 1: 15 of the 52 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, 43 of the 52 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)	3	2	7	25	1	4	4	9	0	55
Neglect of duty - 35(b)	5	1	2	22	1	1	3	11	0	46
Deceitful behavior - 35(c)	2	0	1	0	0	0	0	1	0	4
Improper disclosure of information - 35(d)	0	0	0	1	0	0	0	1	0	2
Corrupt practice - 35(e)	0	0	0	0	0	0	0	0	0	0
Abuse of authority - 35(f)	1	2	4	10	0	1	4	4	0	26
Improper use and care of firearms - 35(g)	0	1	0	3	0	0	0	0	0	4
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	0	0	0	0	0	0	0
Insubordinate behavior - 35(k)	0	0	0	1	0	0	0	0	0	1
Party to a breach - 35(l)	0	0	0	0	0	0	0	0	0	0
Workplace harassment - 35(m)	0	0	0	4	0	0	0	0	0	4
Total allegations	**11**	**6**	**14**	**66**	**2**	**6**	**11**	**26**	**0**	**142**

Note 1: 15 of the 52 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, 43 of the 52 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
Compensation and benefits	$396,559.00	$379,544.29
Other services	$329,568.00	$352,636.91
Materials & supplies	$6,100.00	$2,028.94
Property & equipment	$14,800.00	$4,383.04
Total	**$747,027.00**	**$738,593.18**