

The background of the slide features a close-up of police vehicle lights, with red and blue lenses visible. The background is dark with out-of-focus bokeh lights in white, red, and blue. A decorative graphic of overlapping white and grey wavy lines is positioned in the bottom left corner.

FREDERICTON POLICE FORCE

Scott Report Action Plan

Phase 1 - 2026

Fredericton
Police Force | Force policière

RECOMMENDATION 1 - IMPLEMENTATION OF FORMAL OVERSIGHT FRAMEWORK

OWNER	Deputy Chief Ford	STATUS	Complete
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END DELIVERABLE(S)	DETAILS				
Framework established, documented; Subject Matter Expert (SME) engaged; monthly reporting cadence in place	Milestones		Diary Date		Status
	1) Initial meeting		1)	Jan 8, 2026	1) Complete
	2) Contact SME and establish contract		2)	Jan 16, 2026	2) Complete
	3) Scott Report Committee consensus on framework		3)	Jan 28, 2026	3) Complete
	4) Submit framework and action plan to CAO for approval		4)	Feb 2, 2026	4) Complete
	5) Contract Signatures – CAO, FPF Chief, Ms. Gallant		5)	Feb 5, 2026	5) Complete

ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS	

- Stipulate standardized information format and meeting cadence across recommendations - Complete
- Compile a comprehensive framework covering owner, deliverable, completion date, milestones, action items, and notes for each recommendation - Complete
- Include a standardized reporting template and escalation path for risks/issues - Complete
- Define phased approach (Phase I: recs 1–10 & 14; Phase II: recs 11–13, 15–17; Phase III: recs 18–19) – Complete

RECOMMENDATION 2 – INTRODUCTION TO MAJOR CASE MANAGEMENT (MCM) COURSE

OWNER	Insp Beauchamp	STATUS	Complete
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END DELIVERABLE(S)	DETAILS			
	Milestones	Diary Date	Status	
All eMCT-related sworn and civilian members assigned and complete Intro to MCM; refresher established; Job Description updated to mandate training	1) Untrained members receive MCM course	1) March 31, 2026	1) Complete	
	2) Trained members receive refresher MCM course	2) March 31, 2026	2) Complete	
	3) Update job descriptions to require the training	3) March 31, 2026	3) Complete	

ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS	

- Meet with MCT leadership to confirm training needs and prioritize personnel
- Ensure that upon transfer into MCT, members are assigned the training

RECOMMENDATION 3 – MAJOR CRIME TEAM COMMANDER COURSE (CPC)

OWNER	Deputy Chief Levesque	STATUS	Active
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END DELIVERABLE(S)	DETAILS		
Designated MCT members complete the Canadian Police College (CPC) Team Commander Course	Milestones	Diary Date	Status
	1) Formulate training plan (consider external agency participation) 2) Business case submitted 3) Training completed	1) Feb 28, 2026 2) Feb 28 2026 3) Dec 1 2026	1) Complete 2) Complete

ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS
- Consider option to host locally, which would allow other external agencies to participate and help with cost recovery - Consider MPAF application

RECOMMENDATION 4 – MIGRATION OF MAJOR CASE FILES TO VERSATERM RMS

OWNER	Deputy Chief Levesque	STATUS	Active
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END DELIVERABLE(S)	DETAILS		
All applicable 2020–2025 and open unsolved major case files migrated to RMS/Axon	Milestones	Diary Date	Status
	1) Inventory of Cases 2) Hiring of civilians as per Recommendation 7 3) Completion of migration	1) Mar 31 2026 2) March / Sept 2026 3) Oct 26 2026	1) Complete

ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS

- Hiring of civilians required before substantive migration begins

RECOMMENDATION 5 – CLEAR CRITERIA FOR MAJOR CASE DESIGNATION

OWNER	Insp Cooper	STATUS	Complete
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END DELIVERABLE(S)	DETAILS		
Updated Criminal Investigations Division service delivery and workload allocation policies; decision matrix published	Milestones	Diary Date	Status
	1) Workshop to establish criteria and workflow	1) Jan 23 2026	1) Complete
	2) Research consultation	2) Jan 28 2026	2) Complete
	3) Document and publish decision matrix	3) Mar 31 2026	3) Complete
	4) Update and publish policies and SOPs	4) April 30 2026	4) Complete

ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS
Ensure immediate file privatization upon MCM designation is embedded (links to Rec 11)

RECOMMENDATION 6 – ENFORCE FILE PRIORITIZATION FOR MCT

OWNER	Insp Beauchamp	STATUS	Active
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END DELIVERABLE(S)	DETAILS		
Refresh framework for file assignment to the Major Crime Team	Milestones	Diary Date	Status
	1) Workshop to establish criteria and workflow	1) Feb 28 2026	1) Complete
	2) Evaluate current files, plan reassignments	2) Mar 31 2026	2) Complete
	3) Reassignment of files completed	3) April 15 2026	3) Complete
	4) Train Readers Office and NCOs on matrix and policy	4) April 30 2026	4) Ongoing

ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS
• Impacted by completion of Recommendation 5 • Extends beyond Major Cases

RECOMMENDATION 7 – HIRE MAJOR CASE MANAGEMENT INFORMATION SYSTEM SPECIALISTS (CIVILIANS)

OWNER	Beth McGraw	STATUS	Active
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END DELIVERABLE(S)	DETAILS		
Positions approved, posted, and filled (one by March; second by September)	Milestones	Diary Date	Status
	1) Generate Job Descriptions – consider clerk vs. paralegal	1) Feb 28 2026	1) Complete
	2) Business case / staffing requisition to CAO	2) Feb 11 2026	2) Complete
	3) Post for position	3) Mar 24 2026	3) Complete
	4) Fill 1 st position	4) Apr 30 2026	4) Complete
	5) Fill 2 nd position	5) Sept 21 2026	

ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS
• Determine physical office space for new hires • Determine whether position is appropriate for clerks, paralegals, or one of each • Timing on filling positions may depend on releasing staff from other sections vs. external hires • Formal proposal to be submitted via business case and personnel requisition for approval

RECOMMENDATION 8 – UPDATE & FORMALIZE MAJOR CASE MANAGEMENT BUSINESS RULES

OWNER		Insp Cooper		STATUS		Complete		
END DELIVERABLE(S)		DETAILS						
Revised business rules aligned with standards and best practices; implemented		Milestones			Diary Date		Status	
		1) Determine and engage MCM SME 2) Perform review of rules / gap analysis 3) Implement recommendations			1) Feb 5 2026		1) Complete	
					2) Mar 31 2026		2) Complete	
					3) April 30 2026		3) Complete	
ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS								
• Updated with results of Crown Liaison Terms of Reference (Recommendation 9) when available								

RECOMMENDATION 9 - FORMALIZE EARLY & SUSTAINED CROWN ENGAGEMENT

OWNER		Insp Cooper		STATUS		Active		
END DELIVERABLE(S)		DETAILS						
Terms of Reference (TOR) adopted; embedded in MCM Business Rules		Milestones			Diary Date		Status	
		1) Meet with FPF Crown Liaison to define expectations and insights 2) Crown Liaison consults Crown Office 3) Document Terms of Reference with Crown			1) Jan 28 2026		1) Complete	
					2) Feb 28 2026		2) Complete	
					3) Aug 31 2026			
ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS								
• Involves FPF Crown Liaison, Inspector CID • Documenting ToR is largely dependent on availability of the Crown’s Office								

RECOMMENDATION 10 - RE-EXAMINATION & STRATEGIC REALIGNMENT OF INTELLIGENCE OFFICER (IO)

OWNER

Deputy Chief
Ford

STATUS

Complete

END DELIVERABLE(S)

Phased plan implemented; Intelligence Officer focused on timely intel sharing and collaboration with Criminal Intelligence Analysts/Major Crime Team

DETAILS

Milestones

- 1) Determine phases of the recommendation implementation
- 2) Role analysis / time study
- 3) Redevelop job description and policies, business rules
- 4) Reallocate work within the intelligence team / others

Diary Date

- 1) Mar 31 2026
- 2) Mar 31 2026
- 3) April 30 2026
- 4) May 30 2026

Status

- 1) Complete
- 2) Complete
- 3) Complete
- 4) Complete

ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS

- Partially dependent on hiring civilians (Recommendation 7)
- Potential Phases –
 - 1. Offload admin tasks to civilians
 - 2. Determine enhanced IO responsibilities
 - 3. Long term adjustments

RECOMMENDATION 14 – CREATE STAFF SERGEANT POSITION FOR OVERSIGHT

OWNER

Deputy Chief
Ford

STATUS

Complete

END DELIVERABLE(S)

Staff Sergeant – Major Case Oversight established and posted

DETAILS

Milestones

- 1) Update Acting Policy (promotions)
- 2) Establish role and job description
- 3) Submit business case / personnel req to CAO for approval
- 4) Reassign / post for Staff Sergeant position

Diary Date

- 1) Feb 28 2026
- 2) Mar 31 2026
- 3) Mar 31 2026
- 4) April 30 2026

Status

- 1) Complete
- 2) Complete
- 3) Complete
- 4) Complete

ACTION ITEMS, NOTES, AND ACCOMPLISHMENTS

- Staff Sergeant position will be an administrative Staff Sergeant focused on MCM
- Formal proposal to be submitted via business case and personnel requisition for approval