

IN THE MATTER OF THE *POLICE ACT*, S.N.B. 1977, c. P-9.2 (the "*Act*")
AND IN THE MATTER OF COMPLAINTS CONCERNING THE CONDUCT OF A POLICE OFFICER
BETWEEN:

CITY OF FREDERICTON
(the "City")

- and -

FREDERICTON POLICE ASSOCIATION UBC 911
(the "Union")

- and -

CONSTABLE CHERIE CAMPBELL
(the "Officer")

MINUTES OF SETTLEMENT

WHEREAS the Officer is an employee of the City and member of the Fredericton Police Force ("FPF");

AND WHEREAS a complaint was filed directly with the New Brunswick Police Commission regarding the conduct of the Officer, pursuant to *Part III, Subdivision B* of the *Act*, particularized as F.P.F. File 2012-8690 (the "Complaint");

AND WHEREAS FPF and the Officer have conducted a Settlement Conference pursuant to the *Part III, Subdivision B* of the *Act*, and said Settlement Conference did not result in a settlement at that time;

AND WHEREAS the Officer was provided with a Notice of Arbitration, pursuant to the *Act*, on January 24, 2013;

AND WHEREAS the matter was scheduled to be arbitrated, pursuant to *Part III, Subdivision D* of the *Act*, before Mr. Donald MacLean in Fredericton, New Brunswick on July 22nd and 23rd, 2013 and Mr. Donald MacLean agreed to adjourn the hearing *sine die* pending the finalization of these Minutes of Settlement;

AND WHEREAS an arbitration was held on August 8, 2013 at 9:30am via telephone conference;

AND WHEREAS the Parties have agreed to settle this matter;

AND WHEREAS Mr. Donald MacLean agrees the settlement set out below is an appropriate disciplinary and corrective measure;

THE PARTIES AGREE AS FOLLOWS:

1. The Officer will be subject to the following disciplinary and corrective measures designed to correct and educate the Officer:
 - a) a one (1) day suspension without pay, to be served at a time to be determined by Acting Staff Sergeant Hudson and Acting Inspector Copp so as to have minimal impact on FPF staffing;
 - b) a direction to undertake special training or retraining; and
 - c) a direction to work under close supervision.
2. Acting Staff Sergeant Hudson and Acting Inspector Copp will work with the FPF Employee Development Advisor to develop the special training/retraining regarding the issues of exhibit handling and the use of judgment.
3. The special training and working under close supervision will involve structured training time with the Exhibit Sergeant and the Quarter Master. This training/close supervision regime will be completed over a three (3) week period.

AGREED to at the City of Fredericton, Province of New Brunswick, this ____ day _____, 2013.
FOR THE UNION: THE OFFICER:

AGREED to at the City of Fredericton, Province of New Brunswick, this ____ day _____, 2013.
FOR THE CITY:

DATED this 8th day of August, 2013.

Donald MacLean, Arbitrator