

**REGION OF QUEENS MUNICIPALITY
REGULAR COUNCIL
TUESDAY, JULY 25, 2017
9:00 a.m.**

PRESENT: Mayor David Dagley, Chair
Councillor Kevin Muise
Councillor Heather Kelly
Councillor Brian Fralic
Councillor Jack Fancy
Councillor Raymond Fiske
Councillor Gilbert Johnson
Richard MacLellan, Chief Administrative Officer
Jennifer Keating-Hubley, Director of Finance
Christine Watson, Recording / Management Secretary

REGRETS: Deputy Mayor Susan MacLeod

1.0 CALL TO ORDER:

Mayor Dagley called the meeting to order at 9:00 a.m.

2.0 CHANGES / APPROVAL OF AGENDA

It was moved by Councillor Muise and seconded by Councillor Fralic that the Agenda be approved with the following addition:

12.2 Milton Days Update – Councillor Fancy

MOTION CARRIED unanimously.

3.0 PRESENTATION(S):

There were no presentations to come before this meeting.

4.0 TABLING OF PETITIONS:

There were no petitions to come before this meeting.

5.0 PUBLIC QUESTION / COMMENT SESSION:

Leon Robertson, 45 College Street, Liverpool – Mr. Robertson offered his comments for Item 15.1 – Senior Safety Report, stating he would like to see Council consider looking at assisted living facilities in the region.

Jack MacLeod, 133 West Street, Milton – Mr. MacLeod commented on his concerns of additional traffic and parking availability if the property at 137 West Street, Milton is rezoned for the use of the Canoe and Camera Club.

6.0 APPROVAL OF MINUTES:

6.1 Council Minutes – July 11, 2017

It was moved by Councillor Fiske and seconded by Councillor Fancy:

**THAT the minutes of the Regular Council meeting held July 11, 2017
be approved as circulated.**

MOTION CARRIED unanimously.

7.0 DANGEROUS OR UNSIGHTLY PREMISES:

There were no items to come before this meeting.

8.0 ECONOMIC DEVELOPMENT:

There were no items to come before this meeting.

9.0 CORPORATE SERVICES:

There were no items to come before this meeting.

12.0 RECREATION AND COMMUNITY FACILITIES

12.2 Milton Days Update – Councillor Fancy

Councillor Fancy provided an update on the 2017 Milton Days. Some highlights included:

- Children's parade was very well attended,
- Children's pageants,
- Garden Party – biggest ever,
- Variety show with local talent was well attended,
- Show/shine Car Show – 70 cars on display,
- Sunday Breakfast – sold out within an hour, and
- Supper – 170 plates sold.

10.0 ENGINEERING AND WORKS:

10.1 Verbal Update – Capital Projects

Brad Rowter, Director of Engineering, provided a brief update on capital projects.

Skate Park – Complete with the exception of a few minor contractor deficiencies.

Bike Park – Basic elements have been constructed. Periodic and ongoing maintenance as time permits.

The Bike Park is not a BMX pump track. A pump track is an additional feature, similar to the jump line with a smaller height and made into a circuit. We have a design and space for it, and will develop over time.

Town Hall Roof and Associated Repairs – Job is going well and will continue through the summer. Roof shingles are being replaced as well as rotted boards as encountered.

Main / School Street Upgrade - Job progressing; dealing with bedrock as it arises. On Main Street the piping which includes the water main, sanitary sewer, force main and storm sewer are complete, charged and in use.

Asphalt base, curb, gutter and sidewalk is installed from Reese to Wentworth. The curb installation from Wentworth to School is ongoing this week including the intersection of Main and School Street. The piping and valves are complete and configured for use.

The temporary water line is installed on School Street. The water main, sanitary and storm sewers installed from Church to Waterloo. The piping from Main to Church is currently ongoing. The installations have been complicated due to bedrock and excavation depths of 12 – 18 feet.

The School and Waterloo Street intersection piping is underway with expected complications of bedrock and traffic control. Vehicle passage through the intersection is tight. There is a temporary water service bypass installed for use on upper School Street including the hospital and for Lower Waterloo Street. Work will be ongoing over the next several weeks.

11.0 FINANCE:

There were no items to come before this meeting.

12.0 RECREATION AND COMMUNITY FACILITIES:

12.1 Mersey Skatepark – Meaghan Roberts and Ian Kent

Meaghan Roberts, Director of Recreation & Healthy Communities, provided an update to Council on possible activities for the Mersey Skatepark as well as future plans. Youth have expressed interest in learning skills required to use the park and leadership training opportunities. An instructor from the Ecology Action Centre offered “Making Tracks: Learn to Skateboard & Freestyle Session” for youth 8 – 16 years of age at the Skatepark on Saturday, July 8, 2017 and was well attended. Plans are underway to have another session in August.

For future consideration, the introduction of Skatepark monitors or ambassadors for the site.

Investigation on equipment rental is ongoing as is consideration to hosting a major event once or twice a year at the park.

Ian Kent, representative of the Skatepark Association, was welcomed to Council. Mr. Kent provided comments on the Association’s view on the use of the park, stating having the park open and unprogrammed works well with park users and advised that having the occasional sponsored session rather than charging a fee to users works well at other skateparks.

13.0 PLANNING

13.1 Rezone 137 West Street in Milton from General Residential (R2) to Institutional (I1)

It was moved by Councillor Fancy and seconded by Councillor Fiske:

THAT the Council of the Region of Queens Municipality adopt a bylaw respecting the rezoning of PID #70071725, and located at 137 West Street in Milton, from General Residential (R2) to Institutional (I1).

Mike MacLeod, Planner, provided background stating an application to rezone property located at 137 West Street in Milton (PID #70071725) to allow for the new club facility for the Milton Canoe & Camera Club. Following the construction of the new bridge in Milton, the Club was forced to vacate their property and have been without a permanent location. The parcel of land is currently zoned as General Residential (R2) and in order for the Club to operate from this location the property will have to be rezoned as Institutional (I1).

From concerns stated during the Public Hearing, there are presently 6 parking spaces located on this site and with modifications could accommodate increased parking.

MOTION CARRIED unanimously.

14.0 REPORTS

Items 14.1 and 14.2 were included in the agenda package as information:

- 14.1 Building Official's Monthly Report – June 2017
- 14.2 Bylaw Enforcement Officer's Monthly Report – June 2017

15.0 OTHER:

- 15.1 Municipal Seniors Safety Programs

Richard MacLellan, CAO, stated that Council approved a motion on April 25, 2017 for a report on Municipal Safety programs (copy of report attached to original set of Minutes). Council can consider the report during budget deliberations and at that time decide whether to follow the status quo, increase funding or provide no funding. The report shows there are a variety of approaches across Nova Scotia i.e. part time, full time, volunteer, etc. There is a benefit to the services and staff recognizes the value of this work.

Through discussions Councillors requested a further report which would include how to better streamline the needs of seniors across the province, how the Department of Seniors approach these issues and not just how they are dealt with through the various municipalities.

16.0 IN-CAMERA ITEMS

It was moved by Councillor Muise and seconded by Councillor Kelly that the proceedings go In-Camera at 10:25 a.m. to discuss the following:

- 16.1 Property Matter, MGA 22(2)a
- 16.2 Litigation, MGA 22(2)f
- 16.3 Property Matter, MGA 22(2)a
- 16.4 Contract Negotiations, MGA 22(2)e
- 16.5 Personnel Matter, MGA 22(2)c

MOTION CARRIED unanimously.

COUNCIL RECESSED FOR 10 MINUTES AT 10:25 A.M.

It was moved by Councillor Muise and seconded by Councillor Kelly that the proceedings exit the In-Camera session at 12:12 p.m.

MOTION CARRIED unanimously.

- 16.4 Contract Negotiations, MGA 22(2)e

It was moved by Councillor Fralic and seconded by Councillor Kelly:

THAT the Council of the Region of Queens Municipality grant pre-budget approval for funding in the amount of fifty thousand dollars (\$50,000.00) in support of a major event acquisition for the 2018/2019 fiscal year.

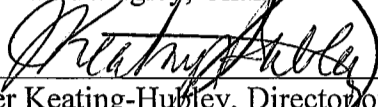
MOTION CARRIED unanimously.

17.0 ADJOURNMENT

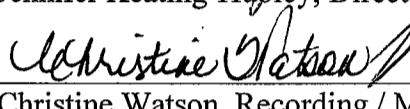
There being no further business, the meeting adjourned at 12:14 p.m.



Mayor David Dagley, Chair



Jennifer Keating-Hubley, Director of Finance

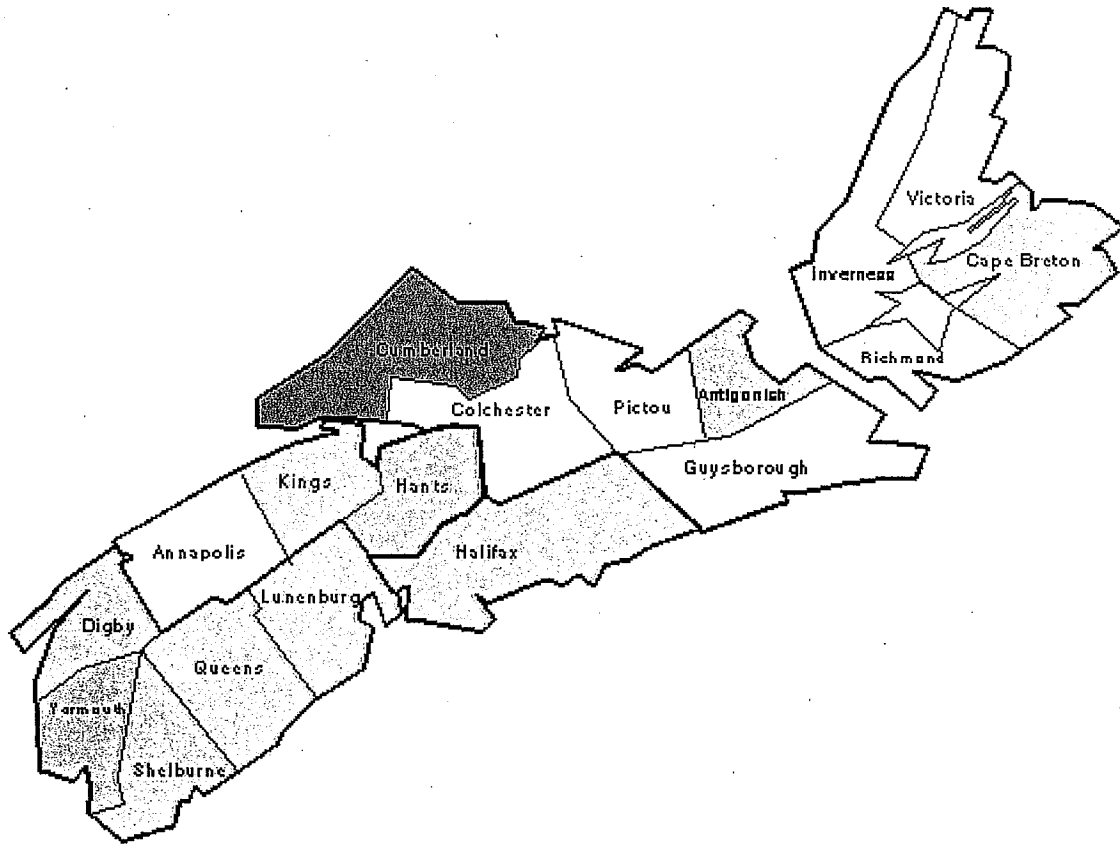


Christine Watson, Recording / Management Secretary

Date Approved: August 8, 2017

Review of Seniors Safety Programs in Nova Scotia

Prepared for the Municipality of the Region of Queens – June 2017



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EXECUTIVE SUMMARY

The aging population in Canada is not a new phenomenon and is now occurring at an unprecedented rate. Nova Scotia has one of the highest percentages of seniors in the country at 15.4%. By 2033, it is estimated that the population of seniors will be 257,874 in the province – which is an increase of 86.3% since 2007.¹ In the Region of Queens, a quarter of the population is considered to be in the senior aged bracket.

The Department of Seniors has 3 grant initiatives that promote the development of age-friendly communities within Nova Scotia: *The Positive Aging Fund*, *the Age-Friendly Communities Program* and *the Senior Safety Grant*. This project will focus predominately on the Senior Safety Grant, due to the fact that at least \$280,000 in annual funding is being delivered to seniors' safety programs in 13 counties across the province, who each receive \$20,000.² On the mainland, Guysborough County and Colchester County do not currently have senior safety programs, nor does the vast majority of Cape Breton (Inverness, Richmond and Victoria counties, with the exception of Cape Breton County). For the counties that *do* receive funding and have the senior safety programs in place, this project explores how the grants from the Department of Seniors is spent; the consistencies and inconsistencies amongst the Senior Safety Programs throughout the province; how the municipalities bridge the funding gaps in order to run the programs; and the efficiencies created within the communities based on the interaction between the RCMP and Senior Safety Coordinator.

On April 25, Council approved the following motion.

15.4 Councillor Motion: Seniors Safety Programs

It was moved by Councillor Johnson and seconded by Councillor Fancy:

THAT the Council of the Region of Queens Municipality request a staff report with respect to Age Friendly Communities and Municipal Seniors Safety programs in Nova Scotia with an objective to provide options and advice to Council respecting the safety and inclusion of seniors in Region of Queens Municipality.

A Seniors Safety Program is a community-based program operated and managed by a nonprofit organization. It addresses the safety concerns of seniors by: promoting education and awareness about senior abuse, crime prevention, and safety and health issues; enhancing communication between seniors and the police; providing information, educational sessions and referral services to seniors; offering direct contact with seniors through the seniors' safety coordinator.

¹ <http://0-nsleg-edeposit.gov.ns.ca.legcat.gov.ns.ca/deposit/b10626554.pdf> p.3

² Heather Desveaux, "Seniors' Safety Programs to get \$20k each" *The Chronicle Herald*
<http://thechronicleherald.ca/novascotia/1432741-seniors%E2%80%99-safety-programs-to-get-20k-each>

METHOD OF RESEARCH

The information in this report was retrieved by phone and e-mail interviews with the Senior Safety Coordinators throughout the province, with the exception of the coordinators who did not respond to e-mails or voicemails. The questions the coordinators were asked are attached below. Any discussion generated throughout the interviews is included in the following report. A phone interview was also conducted with Staff Sergeant Peter Marshall with regards to the research project he is currently working on.

Questions to Senior Safety Coordinators

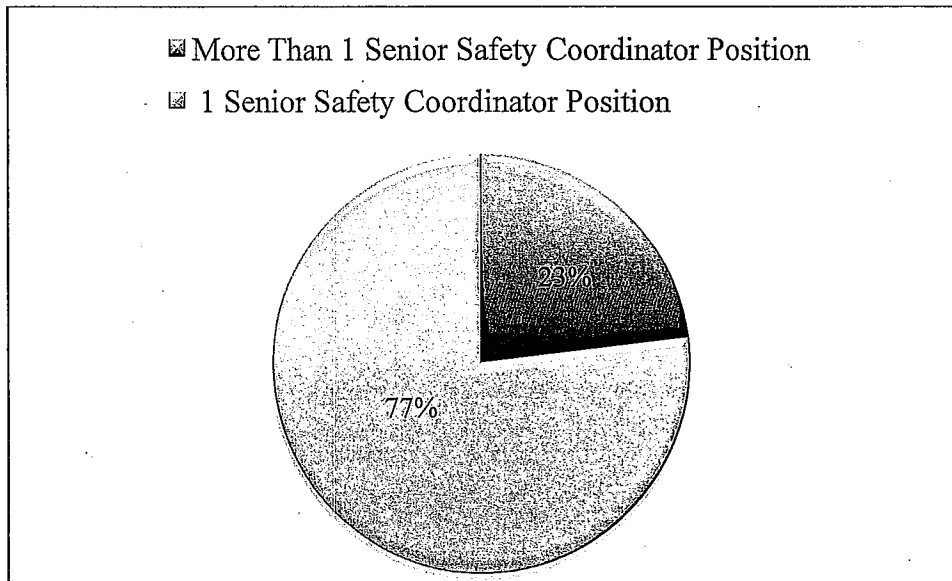
1. Is the Senior Safety Coordinator a full-time or part-time position? How many staff is involved in this program?
2. Who is the employer for this position?
3. How many municipalities does it cover? What is the population of seniors this program reaches?
4. How much funding is from the municipality? If there is funding from the municipality, has it increased over the years?
5. What is the funding model used to bridge the gap from the Department of Senior's grant of \$20,000 and full compensation of coordinator positions and program operations?
6. In your position, have you noticed any cost-savings throughout the county with the Senior Safety Program in place?

Questions to Staff Sergeant Peter Marshall

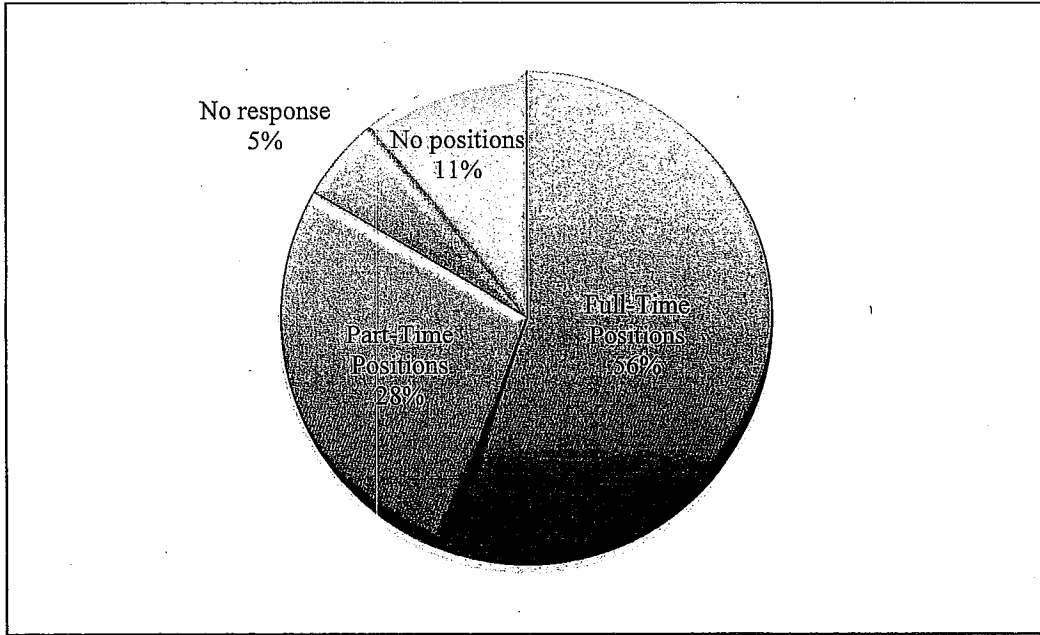
1. What type of information are you gathering for your report; moreover, what are your areas of focus and types of questions being asked?
 2. Are you focusing on any other regions other than Southwest Nova?
 3. What cost savings of policing within the communities (if any) have you noticed by including the Senior Safety Program?
 4. When do you hope to have your report completed by?
-

JURISDICTIONAL COMPARISON: 14 Nova Scotian regions that receives funding from the Seniors Safety Grant

County	# of Positions	Full Time/ Part Time
Annapolis County	1	Full Time
Digby County	2	Full Time
Shelburne County	2	1 Full-Time, 1 Part-Time
Yarmouth County	2	Full Time
CBRM	1	Part Time
HRM	1	Part Time
Queens County	1	Part Time
Lunenburg County	1	Full Time
Cumberland County	1	Part Time
Hants County	1	Full Time
Pictou County	1	Full Time
Kings County	1	Full Time
Antigonish County	1	Full-Time
Colchester County	N/A	N/A
Guysborough County	N/A	N/A



Having more than 1 Senior Safety Coordinator Position is in the minority position with 23% of regions employing two individuals. 77% of regions have 1 Senior Safety Coordinator.



From the surveyed counties, 56% of regions have full-time Senior Safety Coordinators, compared to 28% of regions with a part-time coordinator – the Region of Queens falls into the part-time minority.

County	Salary of Senior Safety Coordinator Provided By
Annapolis County	Salary is provided by the Annapolis West Health Foundation and the Soldiers Memorial Hospital Foundation
Digby County	\$16,000 of Senior Safety Grant(s) used for salary, otherwise Town of Digby pays for English Coordinator and the Town of Clare pays for the French Coordinator
Shelburne County	Partly the grant, partly funding from the municipalities and Department of Health
Yarmouth County	Municipality of the District of Yarmouth and Argyle pays both full-time salaries
CBRM	\$20,000 Senior Safety Grant
HRM	\$20,000 Senior Safety Grant
Queen's County	\$20,000 Senior Safety Grant
Lunenburg County	\$20,000 Senior Safety Grant + municipal funding
Cumberland County	\$20,000 Senior Safety Grant
Hants County	No response
Pictou County	No response
Antigonish County	No response
Kings County	No response

Colchester County	N/A
Guysborough County	N/A

All of the regions that have a Senior Safety Coordinator on a part-time basis use the \$20,000 Senior Safety Grant for the salary of the Senior Safety Coordinator. This typically means that operational funding needs to come from elsewhere.

County	Employer	Municipal Funding
Annapolis County	Annapolis County Seniors' Safety Program Association	\$4,000 community contribution \$2,500 from municipality
Digby County	Town of Digby; Town of Clare	\$11,000-\$16,000 each from the 3 entities: Town, Municipality and Hospital Foundation.
Shelburne County	Municipality of Barrington	Approximately \$20,000 from the municipalities combined
Yarmouth County	Municipality of the District of Yarmouth; Municipality of Argyle	Pays both full-time salaries; District of Argyle provides a vehicle
CBRM	Association for Safer Cape Breton Communities	No additional funding from municipality, funding derived from Senior Safety Grant
HRM	VON	No additional from municipality, funding derived from the Senior Safety Grant
Queens County	Queens County Senior Safety Association	\$4,750 from the municipality
Lunenburg County	Town of Bridgewater	<ul style="list-style-type: none"> • Town of Bridgewater (pending): \$4,690 • Municipality of the District of Lunenburg (confirmed): \$14,196 • Municipality of the District of Chester (pending): \$5,967 • Town of Mahone Bay (pending): \$533 • Town of Lunenburg (pending) \$1,232
Cumberland County	Cumberland Senior Safety Association	• \$15,000 from the Municipality of

		Cumberland
		• \$5,000 from the Town of Amherst
Hants County	No response	No response
Kings County	No response	No response
Hants County	No response	No response
Antigonish County	No response	No response
Colchester County	N/A	N/A
Guysborough County	N/A	N/A

MUNICIPALITY OF YARMOUTH

- Doris Landry and Peggy Boudreau, Senior Safety Coordinators
- 902-881-7107
- Email: peggy.boudreau@rcmp-grc.gc.ca
Email: doris.landry@rcmp-grc.gc.ca

Number of Positions	Employer	Municipal Funding
2 Full-Time	The Municipality of the District of Yarmouth and the Municipality of Argyle	The Municipality of the District of Yarmouth and the Municipality of Argyle pay the full salaries of both employees.

Ms. Landry is the coordinator for the Municipality of the District of Yarmouth (which does not include the Town of Yarmouth). Her coworker Peggy Boudreau is the Senior Safety Coordinator for the Municipality of Argyle. Currently there is no program for the Town of Yarmouth; however, the program in the municipality of the district of Yarmouth does get referrals from seniors in the Town of Yarmouth. Ms. Landry stated their area has a large senior clientele, largely due to the rural area, which is similar to many other parts of rural Nova Scotia.

What is critical for the coordinators is that they do not have to spend time fundraising, which means that their time is spent giving direct services to seniors. Ms. Landry stated that if she had to find time to fundraise to ensure the program would function, it would be very difficult to run the program as efficiently as it currently runs.

The \$20,000 Senior Safety Grant from the Department of Seniors goes towards travel expenses, office equipment, professional, operational expenses. The SCC office is in the rural RCMP detachment. The RCMP provides an office, computer, phone and do the bulk of support for the positions. The program and coordinator role in Yarmouth County has

evolved significantly; previously, there was only a part-time position for the Yarmouth Program in the County of Yarmouth.

Municipality of Argyle	Expenses
Senior Safety Salary	\$50,500
Vehicle and Travel	\$1,500
Miscellaneous	\$250
Conference and Training	\$500
Total	\$52,750

When looking at the big picture in Yarmouth County through healthcare, the criminal justice system, and the RCMP involvement, Ms Landry noted that many times the RCMP has stated that by referring clients to the Senior Safety Program, it has lessened the number of RCMP calls they receive. Resources are utilized effectively because of this. The goal is trying to prevent rather than deal with issues after the fact. For the coordinators, and the program, the focus has been going into homes because of the rural setting and isolation many seniors feel.

Advice on what has worked:

From the program's inception, the coordinators have been supported by the RCMP and municipality (and its funding), and there has been good communication. Having two Senior Safety Coordinators has been fundamental in Yarmouth County because the coordinators help each other and are able to make connections with key players such as continuing care and the Adult Protection Officer (an employee of the province who works for Digby, Shelburne and Yarmouth region)

ANNAPOLIS COUNTY

- Coordinator: Sharon Elliot
- (902) 665-4481
- Sharon.elliott@rcmp.grc.gc.ca

Number of Positions	Employer	Municipal Funding
1 Full-Time	Advisory Board which consists of representation of the program partners: 2 members from the AWHF Foundation, 2 members from the SMHF Foundation and 2 members from the Annapolis District RCMP	\$2,500

Overview of Program

Annapolis County is the home of Senior Safety and the first place that began a grassroots movement in 1996 for funding seniors programs. In 2008, the Department of Seniors began providing the grant, but until then, the programs being completed in Annapolis were successful due to community support. Importantly, she noted there is a different “funding recipe” in every county, with some municipalities providing greater support to the program than others.

Annapolis County has one full-time coordinator for the Senior Safety Program. The salary is provided by the Annapolis West Health Foundation and the Soldiers Memorial Hospital Foundation, therefore meaning the Senior Safety Program does not use the \$20,000 grant from the Department of Seniors for the salary of the Senior Safety Coordinator. The grant money goes towards the operations of the programs including presentations, honorariums, advertising and brochures, hospitality etc.

The operational budget of the program is approximately \$24,000, which includes the \$20,000 grant and about \$4,000 of community contributions. This does not include in-kind support (such as the vehicle maintenance covered by the sponsoring dealership and office support by the RCMP).

The salary came to be provided by the aforementioned foundations because the RCMP developed a proposal seeking support in 1996 to hire a student to help with seniors. Seniors were deemed to be community victims and the RCMP felt that they needed to do more to address the safety of seniors in the area. Ms. Elliot (the current Senior Safety Coordinator) was hired in 1996 and the response from the community was so overwhelmingly positive that the community felt the program was too valuable to discontinue. A proposal was put forth to Annapolis West Health Foundation that began the journey because the foundation agreed to fund for a one-year pilot program, but upon viewing the program’s successes, continued to fund. There were two foundations in the county, and eventually the Soldiers Memorial Foundation was approached to identify if they were willing to cost-share with the Annapolis West Health Foundation to cover equally on the costs. These foundations have always contributed to the salaries for the program, which makes Annapolis County different from other programs. The contracts are set in 5-year increments, which is critical for longer-term programming.

There is an RCMP component of support as well. The RCMP provide in-kind funding and operational support. To elaborate on this point, the RCMP provides office space, support and equipment. The Senior Safety Coordinator works out of the detachment, which allows the relationship between the coordinator (and ultimately program) and the RCMP to be collaborative and effective. The Senior Safety Program covers the entirety of Annapolis County.

With stabilized funding for the coordinator salary, it allows the coordinator to completely focus on the seniors in the community. If the funding were not stabilized, the coordinator

would be tasked with two jobs: 1. Look for funding for their job, and 2. Do their current job. Ms. Elliot then drew an analogy that without funding for the salary of the coordinator position, it would be similar to asking RCMP officers to go into the community and ensure the safety of citizens, but at the same time, require the RCMP to find funding to do so.

As it mentioned above, the municipality provides a yearly grant in the amount of \$2,500, which has increased over the years. The municipality recognized value of the program, and increased their funding on their own volition. Annapolis County has not applied for funding through the New Horizons Senior Program but has applied and received other pockets of funding over the past years including community grants from the Department of Justice. She also reiterated that she has the \$20,000 in addition to the salary of the Coordinator, unlikely other programs that need to use the grant for the salary of the Senior Safety Coordinator.

In terms of the exact workload Ms. Elliot has, she stated that the job non-stop. She noted that directing most incoming calls from seniors directly to the Program alleviates a lot of pressure and files off of the RCMP to allow them to have more time to focus on other things in the community.

Ms. Elliot believes that the program offers financial savings in a number of ways including:

1. Senior's coordinators are paid less therefore the work that is done provides a cost saving right off the top
2. Senior Safety Coordinator position allows the time of police officers to be used efficiently – they can attend to situations that require a police response. It means that resources are being used most effectively and efficiently.
3. Prevention saves money. The program, and coordinator, helps seniors increase their safety and sense of well-being. Preventing victimization by means of frauds, scams, identity theft, elder abuse (including financial abuse), as well as enhancing personal safety and home security and by connecting seniors with community resources and supports that help them remain living well in their own homes. This has a direct impact on improving health, safety and sense of security and reduces the negative impacts and costs of social isolation and associated vulnerabilities. This in turn helps seniors remain living safely in their own homes, contributing to their communities and often supporting families, reducing the need and costs associated with nursing homes, the health care system and the criminal justice system.

The Senior Safety Programs and Coordinator position provide vast benefits to the community. By enhancing the safety and wellbeing of seniors, it has a ripple effect into family, social activities, volunteering, reduced cost in health, and criminal justice system, to name but a few examples. One large area of focus is seniors and the law. Moreover, looking at powers of attorney, personal care directive and wills and estates. It is important

to ensure seniors have seniors that information early on, and do not leave it until its too late.

Advice to other counties

The Senior Safety Coordinator is a valuable position *that is an investment to a region rather than a cost*. Every dollar spent in Annapolis saves thousands of dollars because of the cost of policing, health care and the justice system. By taking seniors out of those systems, it is a cost-saving measure. Even if the program keeps a senior out of a nursing home per year, that is still a cost saving. Any county willing to help stabilize salary will receive benefits greater than the expenses.

DIGBY COUNTY

- Senior Safety Coordinator: Dawn Thomas
- (902) 245-2579
- The only county that receives 2 \$20,000 Senior Safety Grants: one in English and one in French
- dawn.thomas@rcmp-grc.gc.ca

Number of Positions	Employer	Municipal Funding
2 Full-Time		Town of Digby pays English Senior Safety Coordinator salary; Town of Clare pays the French Senior Safety Coordinator salary *Digby has access to two \$20,000 grants from the Dept. of Seniors due to one program in French and English

The population in Digby is around 12,000 and 1/5 individuals is over 65 years of age. Geographically, it takes an hour and twenty minutes to reach every location in the region (plus two ferry rides that can be taken into consideration). 11 years ago, there were two funding partners (the town and municipality had hoped to get the program going) and the third funding partner at the time, the hospital, was not on board. Ms. Thomas worked for the program for a year, and then the hospital foundation finally got on board. Ms. Thomas was hired without having to do any funding after the 3rd funding partner came on, and since then the program has run way more efficiently.

Digby is the only county that has access to two \$20,000 grants, although the French program began after the English one and does not receive as much municipal support.

There is an Advisory Board comprised of 2 town councilors, 2 municipal councilors, senior representatives from the municipality and town, police members in advisory role, and an accountant who is the finance director for the town.

The program began 13 years ago, after the Annapolis Program got off the ground and the communities in Digby realized Annapolis was accomplishing good things with seniors. Ms. Thomas stated that in Hants County, unlike her jurisdiction of Digby, they have to do a lot of fundraising and then she gave the example of Windsor having a problem getting the municipality on board. Ms. Thomas attributed the success of the programs in Digby and Annapolis to the municipality and town council support. If Ms. Thomas had to do fundraising on top of her day-to-day tasks, it would be like doing an additional job. \$16,000 of the Senior Safety Grant is being used for salary.

The funding from the municipality has expanded greatly. From the beginning, the municipal government was equal funding partners. As the work evolved, the municipality saw what the position entailed and believed the salary needed to reflect that. Each entity involved in funding gives \$11,000-\$16,000 for the program.

Additional Funding

The Coordinator applies for grants from the Community Health Board and the Department of Seniors but does not apply for New Horizons grants because there are requirements that the projects need to be run by seniors.

The RCMP provides administrative services, which include an office, computer and access to the RCMP system.

Advice on running the program:

As Ms. Thomas has held the coordinator position for upwards of 11 years, she understands what the programs are like in the province. She stated that if you do not have the town and municipality buying into the overall program, nor the police or other funding partners, it will be difficult to operate and sustain the program. She stated that in Digby the program works because the police, the hospital foundation, town and municipality are completely on board and are currently talking to the province about not having to apply for the grant each year. The Liberal government is trying to find a way to sustain the Department of Seniors grant for 3-years rather than 1.

Importance of Program

Ms. Thomas stated that it is important to know the needs of seniors in the community. She gave the example about how like most regions in rural Nova Scotia, Digby is in high demand of doctors, as there are only 2 at the hospital. Dr. Harding comes down once a week to Bear River clinic and there is 1 ER doctor. This information is relevant because it makes it difficult for seniors to get capacity tests because of the lack of doctors. Another issue is that seniors are not getting medications because they cannot physically sit in outpatients waiting for prescriptions to be filled. Once the coordinator knows issues

like these exist they can relay the information back and ensure they are remedied as best as possible.

With the Senior Safety programs, to impress upon the municipality how important it is, there is a need to communicate that on the ground in these communities is largely about informal recognition of issues. Often times, the police will not identify the issues that the Senior Safety Coordinator will uncover because seniors are more trusting and upfront with information with these individuals.

a. HALIFAX REGIONAL MUNICIPALITY

Number of Positions	Employer	Municipal Funding
1 Part Time	Employed through VON, funded through Dept. of Seniors Safety Grant	No

- Program: HRM Senior Safety Program, Coordinator: Jenny Theriault
- (902)-490-5462
- millern@halifax.ca

Number of Positions

Jenny Theriault is the Senior Safety Coordinator for Halifax and has been since the program's inception in January 2017. The program within HRM consists of one staff member who works two days per week.

As for the funding model used to bridge the gap between the \$20,000 grant available for the program and full compensation for the coordinator position, Ms. Theriault is employed full-time with VON and as a Senior Safety Coordinator part-time to her full-time position. Therefore, the Senior Safety Coordinator in Halifax has a full-time position, but not as a Senior Safety Coordinator.

Future

As for the exact workload required for the Senior Safety Coordinator (real or perceived) she alluded to the fact that HRM has just recently received funding for this program in January 2017, and since it is new, it would be best to follow up with the Senior Safety Coordinator in six months to 1 year. Following up after this lapse of time when the program has been running for a longer period will better access its success, downfalls, and funding needs.

b. SHELBURNE COUNTY

- Shelburne County Senior Safety Society, Coordinator: Shawna Symonds, Wanda Mood
- (902)-637-2015
- seniorservices@eastlink.ca

Number of Positions	Employer	Municipal Funding
1 Full-Time / 1 Part-Time	Municipality of Barrington	Approximately \$20,000

Background

Senior Services was created in April 2010, by virtue of a partnership that included the Nova Scotia Department of Health and the five Shelburne County municipal units. In January 2011, the Shelburne County Senior Safety and Services Society – in partnership with the Nova Scotia Department of Seniors, NS Department of Justice and the two Shelburne County RCMP Detachments – introduced the Senior Safety program.

The Senior Safety Coordinator position started because there were volunteer program funded by the Department of Health in conjunction with the municipalities. As this program evolved, it became more directed towards seniors than volunteers and was therefore changed to senior services. Eventually the Senior Safety Grant was introduced through the Department of Seniors and Shelburne County successfully applied and received it.

Number of Coordinator Positions

Shawna Symonds is the full time coordinator and Wanda Mood is the part time coordinator who works 4 hours per week. The way Shelburne County went about getting a second part-time employee occurred when Ms. Symonds took maternity leave. During her absence, Ms. Mood took over the role of coordinator, and when Ms. Symonds returned, she was overwhelmed with the amount of work required in the position due to how the program had grown in 5 years. The Coordinator applied to the municipalities for extra funding and was able to keep Ms. Mood on part-time. In theory, Ms. Mood is paid for 4 hours a week, but in reality Ms. Mood works full-time and acts in a large capacity in the program. In the future, they hope to acquire funding for a second full-time position. At the end of the interview, it was stated that anyone who holds a coordinator position in the Senior Safety Program knows that the job never ends, and part-time is not enough due to an ever-aging population throughout the province and the continued evolution of the programs. It was stated that the \$20,000 grant from the Department of Seniors would not cover the costs in Shelburne County for what is required to run their program.

Municipal Units Covered

The program covers 5 municipal units and the entirety of the population of seniors in Shelburne County. Based on the 2012 census, the portion of the population over the age of 55 was 5,245, comprising 39% of the entire population of the county.

Funding

In terms of funding from the municipality, it was stated that Ms. Symonds receives a standard amount from the Department of Health and the Department of Seniors (if her applications are successful), while the municipalities cover the remainder of the budget necessary for the position(s). She indicated that thus far, she has only increased the funding a small amount based on the increased cost of living. Between 5 municipal units, it works out to be approximately a \$20,000 bill that the municipalities pick up on.

In terms of the funding model used to bridge the gap between the \$20,000 grant available for the program and full compensation for the coordinator positions, she stated that rent and administration are in-kind. Shelburne County focuses on population funding, where a budget is developed and the amount of capital needed to run the program for a year is determined. After looking at the grant from the Department of Health and Department of Seniors, what is left that is not covered is covered by the municipalities, based on their population. This type of funding is based on a 3-year contract.

The Senior Safety program overlaps with the New Horizon which is seen to be a benefit in the region. One example of why it is beneficial was that it allowed a student to work for the past 5 weeks, who was free from NSCC. Furthermore, since the New Horizon Grant of \$25,000 just recently came out, if the student wanted a job for a year, she could likely fall under the New Horizon program which aids and overlaps with the Senior Safety Program.

Funding Chart for Shelburne County 2016 March 31st – 2019

Full Time Senior Safety Coordinator	Cost
35 hrs per week x \$20.00/hr = \$700.00 x 52 weeks	\$36,400
Contributions:	
• EI x 2.632%	
• CPP x 4.95	
• Vacation Pay x 4 = 11.582%	\$4,215.85
• WCB	\$556.92
• Pension 5% life	\$2,136.68
Total Full Time Position	\$43,309.45
Senior Safety Contribution	\$20,000.00
Municipal and Department of Health Contribution	\$24,241.00
Causal Senior Safety Coordinator Position	

16 hrs per month @ 17.00/hr x 12 months	\$2,856.00
<ul style="list-style-type: none"> • EI x 2.632%, CPP x 4.95% = 7.582% • WCB \$2856.00/100=28.56 x1.53 = estimate 	\$216.54 \$43,70
Total Casual Position	\$3,116.24
Total Wages for both positions	\$46,425.69

*Overall budget for Shelburne County Senior Safety Program³

Senior Safety Cost	\$20,000.00
Insurance Bureau of Canada	\$1,000.00
Municipal Units	\$21,424.00
Department of Health	\$24,241.00
Total Budget	\$66,665.00

c. LUNENBURG COUNTY

- Program: Lunenburg Senior's Safety Program; Coordinator: Chris Acomb
- (902)-543-3567
- avandesande@bridgewaterpolice.ca

Number of Positions	Employer	Municipal Funding
1 Full-Time	Town of Bridgewater	<ul style="list-style-type: none"> • Town of Bridgewater (pending): \$4,690 • Municipality of the District of Lunenburg (confirmed): \$14,196 • Municipality of the District of Chester (pending): \$5,967 • Town of Mahone Bay (pending): \$533 • Town of Lunenburg (pending) \$1,232

³ Shelburne County Senior Safety and Services Society re: Three-Year Term Funding Request
<https://barringtonmunicipality.com/committee-of-the-whole-agendas/2015-committee-of-the-whole-agendas/1381-16seniors/file.html>

Number of Coordinator Positions

The Senior Safety Coordinator in Lunenburg County is a full-time position with one staff member who works 35 hours per week. Compensation rate for this position is based on experience and education, and the pay scale is \$18.69 to \$21.11/hr with benefits. Chris Acomb has been the Coordinator since September.

The Senior Safety Coordinator as an employee of the Bridgewater is supervised by the Chief of Police at the RCMP. The South Shore Lunenburg County is a community-based organization that applies for funding and the Senior Safety Program falls under the umbrella of this organization. The Program has an advisory partnership made up of councilors from all 5 municipal units, members of the safe communities Lunenburg County, RCMP and Bridgewater police.

Municipal Units Covered and Population Reached

The Senior Safety Program covers 5 municipal units in Lunenburg County including:

- a) The Municipality of the District of Lunenburg
- b) Municipality of the District of Chester
- c) Town of Bridgewater
- d) Town of Lunenburg
- e) Town of Mahone Bay

The total population of Lunenburg County is: 47,313. According to the 2011 Statistics Canada Report, there were 22,780 people in the region over the age of 50 years. Currently, there are approximately 104 active clients in the program and the issues that present most often and are of more priority are mental health, hoarding, and housing.

Funding Breakdown of Lunenburg County Senior Safety Budget

Lunenburg County Seniors' Safety Grant Budget 2017 - 2018	
Revenue:	
Dept. of Seniors (confirmed)	\$20,000
Community Health Board (confirmed)	\$2,500
Town of Bridgewater (pending)	\$4,690
Municipality of the District of Lunenburg, MoDL (confirmed)	\$14,196
Municipality of the District of Chester, MoDC (pending)	\$5,967
Town of Mahone Bay, ToMB (pending)	\$533
Town of Lunenburg, ToL (pending)	\$1,232
United Way (confirmed)	\$5,288
TOTAL:	\$54,406
Expenses:	
Salary (1.0 FTE)	\$47,110
Professional Development	\$800
Vehicle Maintenance	\$2,500

Facilities Rental	\$400
Travel	\$200
Cell Phones	\$700
Materials and Supplies	\$450
Hospitality (food and beverages)	\$1,100
Insurance	\$1,800
Honorarium	\$100
TOTAL:	\$55,160

The funding received from the five municipalities is based on population. Funding may increase based on availability. The \$20,000 grant from the Department of Seniors is utilized for the salary of the Senior Safety Coordinator. The reason this grant is used for the salary is to be transparent with spending. There is funding from the other municipal units to cover the remaining salary and operational costs. The current funding model is under review in Lunenburg County and at the present moment, there is an application to the Municipal Units, Department of Seniors, Community Health Board and local United Way for funding.

Currently, Lunenburg County has approximately 90-100 active clients requesting services through the Senior Safety Program. These services are broad and include concerns ranging from transportation needs, housing issues, to elder abuse. The workload of this position is heavy but can be done with appropriate time management. Ms. Acomb has been told that the role is helpful to both clients and law enforcement officers in the community.

Advice on what has worked

The advice from the Senior Safety Coordinator was to ensure there is effective orientation and mentoring for any new coordinator that comes into the position. It is vital to understand the needs of the coordinator, and in addition, Ms. Acomb highlighted that having the funding covered ensures the coordinator has the ability to focus on the day-to-day activities of the program, although the application writing for grants is a piece she someday believes should fall under someone else. Additionally, the coordinator highlighted the importance of collaboration. She gave the example of a few years prior when the Town of Lunenburg did not commit to funding the project, which resulted in disengagement due to a scheduling issue and a councilor being unable to join the meetings. This issue has since been resolved and the program is now running more smoothly.

d. CUMBERLAND COUNTY

- Program Coordinator: Ray Bristol
- (902) 667-7484
- E-mail: bristorp@nshealth.ca

Number of Positions	Employer	Municipal Funding
1 Part-Time	Reports to Advisory group	• \$15,000 from the

	of the Senior Safety Society	Municipality of Cumberland
		• \$5,000 from the Town of Amherst

Cumberland County Seniors Safety Program Income Statement: April 1 2015-March 31 2016

Revenue		
Grant Revenue	NS Department of Seniors	\$15,000.00
	Municipality of Cumberland	\$12,500.00
	Insurance Bureau of Canada	\$1,000.00
Seniors Day Funding	Town of Amherst	\$250.00
	Municipality of Cumberland	\$250.00
Total Revenue		\$29,000.00
Expenses		
Payroll Expenses		\$35,252.20
Accounting and Legal		\$500.00
Office/Event Supplies		\$346.85
Professional Development		\$487.50
Travel		\$828.73
Wellness Day Expenses		\$551.63
Total Expenses		\$37,966.91
Net Income		\$ - 8,966.91

Mr. Bristol, the Senior Safety Coordinator, stated that the province gives \$20,000 through the Department of Seniors and the entirety of this grant is used towards the salary of the Senior Safety Coordinator. The municipality of Cumberland gives \$15,000, which has increased over the last year or so, because it used to be around the \$12,000. There is also funding from the Town of Amherst of upwards of \$5,000. In addition, there are services in-kind provided. The office of the Coordinator is at the continuing care office of the continuing care authority.

The Senior Safety Program covers all of Cumberland County and there are close to 700 seniors that have been reached through the program. Events such as the Senior Safety Police Academy gets around 30-35 participants and Senior Celebration Day saw 130 participants.

Advice on what has worked:

Coming into the role as a retired police officer, Mr. Bristol said the position is fulfilling and gives a purpose but you have to be passionate about the work because it is a demanding position. He states that the busiest times of year is fall, winter and spring which require more hours than part-time employees put in; however, he noted that things slow down in the summer so the job balances itself out. He also noted that it is important to reach out and promote the program to ensure those it is intended for are made aware of it. It is also important to be proactive rather than reactive. The majority of referrals come from continuing care and Mr. Britsol said the coordinator takes some of the load off the RCMP. Seniors can be more trusting of someone whose not in a police uniform.

e. **CAPE BRETON REGIONAL MUNICIPALITY (CBRM): Richmond County, Victoria County, Inverness County**

- Coordinator: Wilma Menzies
- Phone #: (902)-563-5351
- Email: cbrmseniorssafety@hotmail.com
- Response from Wilma Menzies, Senior Safety Coordinator and Sergeant Tom Ripley tom_ripley@cbu.ca

Number of Positions	Employer	Municipal Funding
1 Part-Time	Association for Safer Cape Breton Communities (ASCBC)	No additional funding on top of Senior Safety grant

Number of Positions

Ms. Mezies, a retired provincial employee with a background in probation and community services, wanted a part-time job that would keep her busy upon retirement. There is one Senior Safety Coordinator position, and it is on a part-time basis within CBRM directly, but she offers referrals, support and advocacy services for seniors within Cape Breton. She began the position in June 2014, and has held the role the longest out of the coordinators that came before her.

Sergeant Tom Ripley is the Executive Director of ASCBC, the employer of the program. The mandate of this association is to make CBRM healthier and safer, which requires identifying what is necessary to make the communities safer.

Funding

The CBRM and CB Regional Police Service provides gift-in-kinds by providing office, phone, computer, printer and all other support materials and equipment needed to run the office and Senior Safety Coordinator position. The municipality administers the Senior Safety Coordinator's salary, which is derived from the \$20,000 grant from the Department of Seniors. There is no additional funding on top of the \$20,000 grant from the Department of Seniors, and no additional grants that are being looked into. Sergeant

Ripley stated that the part-time position works effectively in the region and due to the effectiveness of the part-time position.

Feedback on the Program

The CBRM community has stated that the proactive approach has been successful in helping seniors avoid falling victim to criminals and fraudulent scammers. Feedback shows there is a need for a program that promotes safety, positive aging, healthy lifestyle and wellness as we age. As a result, Ms. Menzies delivers in-person information sessions (Power Point or Verbal) to senior groups, attends Seniors Expos and Health fairs and provides printed information on various topics related to aging, health and safety. Presentation topics regularly requested are safety, elder abuse, scams, internet/smart phone safety and fraud.

f. ANTIGONISH COUNTY

- Seniors Safety Coordinator: Karen Armstrong / currently Shannon Thornhill
- Program: Antigonish Town and County Seniors' Safety Program
- Phone: (902) 863-6500
- E-mail: seniorsafetycoor@gmail.com

The Seniors Safety Funding was first created in the Town and County of Antigonish in 2002, but due to the lack of sustainable funding, the program was only able to effectively run for a period of 12 months.⁴ By 2003, the Association, in conjunction with the Antigonish RCMP, aided all seniors who wanted the program to be operational in the 32 communities that make up the county. The Safety Program was re-launched on June 23rd, 2003. The organizations that play a role in delivering this program includes: in touch/lifeline; mental health; pharmacare, adult protection, low income senior's housing; Service Canada-Pensions; Department of Housing.

Number of Positions	Employer	Municipal Funding
1 Full-Time	Crime Prevention	

HANTS COUNTY

- Shannon Lowe, East Hands Seniors Safety Coordinator
- (902) 798-7173
- EHSeniorsafety@gmail.com
- <https://www.seniorsafetyprogram.ca/>

⁴ Antigonish Crime Prevention: Seniors Safety Programs (2017)
www.antigonishcrimeprevention.ca/seniors-safety-programs

The Hants County Senior Safety Association is a non-profit organization governed by a volunteer board of Directors and advisors from both East and West Hants who oversee the Safety Program throughout the County. The Program is delivered in partnership with many community actors including local businesses, community health boards, government and the RCMP.

g. KINGS COUNTY

- Program: Kings County Senior Safety Program Association, Coordinator: Michelle Parker
- (902)-375-3602
- ssc@kingsseniorsafety.ca

For the proposed budget in 2017-2018, the Kings Senior Safety Program Operating Contribution is \$11,500.⁵

PICTOU COUNTY

- Barb Smith, Senior Safety Coordinator
- (902) 755-2886
- e-mail: crimeprevention@bellalliant.net

GUYSBOROUGH COUNTY

- Does not have a Senior Safety Program

COLCHESTER COUNTY

- Does not have a Senior Safety Program

QUEENS COUNTY

1. **Construct a history of the evolution of this position as it pertains to Queens County**

Evolution of Queens Position: Discussion with Heather Cook

Ms. Cook has worked with the municipality for thirteen years and recalls the commencement of the Senior Safety program in 2002/2003. With the inception of the program, the Senior Safety Coordinator position was staffed in a volunteer capacity on a

⁵ Municipality of the County of Kings Proposed 2017/2018 Operating and Capital Budgets 1-166, p.7

part-time basis. The first individual to take up this volunteer role worked with the RCMP and wanted to become a police officer. He became involved in the Senior Safety Program to aid with his admission to the police academy. Once he received acceptance into the academy, he and his wife relocated and the position was opened up again for the next coordinator who also worked in a volunteer capacity. Ms. Cook aided the coordinator in the discovery and receipt of the \$20,000 grant through the NS Department of Seniors/Justice.

The program first received funding from this grant in 2012. To be eligible, the criterion requests there is an incorporated organization. The incorporation in Queens occurred in December of 2011 through the Registry of Joint Stocks. Other programs in the province have been established since 2005-2006; however, most came on board between 2008-2009. The Senior Safety grant allowed the Region of Queens to pay the volunteer on a part-time basis – and the program has since been run with the capacity of a part-time coordinator. Thus, the position evolved from a volunteer basis to a paid part-time position and the current staff member in the role is paid for 2-3 days per week. Currently, a quarter of the populations in the Region of Queens are seniors; therefore, the coordinator has a large role to play throughout the community – especially being the only part-time SCC of the 10 in Southwest Nova. Wages for the salary of the coordinator are mostly covered by the \$20,000 grant from the Department of Seniors.

The RCMP in Queens has a community-policing officer who works closely with the Senior Safety Coordinator. In addition, the RCMP detachment provides in-kind funding which includes: office and desk supplies for the coordinator.

Discussion with Lisa Tarr, Queens VON

Ms. Tarr is an employee with VON in the Region of Queens and elaborated on the relationship between the VON and the Queens Senior Safety Association (QCSSA). The VON provides a vehicle two days per week for the Senior Safety Coordinator to use when making house calls, presentations, etc in the community and the QCSSA pays a portion of the car insurance. The VON is the liaison for the program and completes a joint application to the Community Health Board on a yearly basis in order to help with the costs of maintaining the transportation program. The VON also partners on many activities that the Senior Safety Program facilitates such as the Seniors Expo, Well Man Day, and Senior Safety Academies.

With regards to additional contributions (other than the lending of a vehicle), the VON does not provide any funding to the QCSSA; therefore, the majority of the funding for the Senior Safety Program comes from the Department of Seniors grant.

Interview with MLA Kim Masland, Former Senior Safety Coordinator of Queens

Number of Positions	Employer	Municipal Funding
1 Part-Time	Queens County Senior Safety Association (not for profit)	\$4,750

Masland was the most recent Senior Safety Coordinator in Queens but no longer holds that position. She worked on a part-time basis but noted her role required a significantly larger commitment of time and resources. She wanted to see the Region of Queens play a larger role financially to allow the role of the SCC to become full-time because other safety programs are funded approximately half of their costs by their respective municipalities.

Funding

In 2016, the grant from the municipality was \$2,000.00 and this year (2017) the municipality doubled that amount and gave \$4,750 because she lobbied each councilor, and the public became aware of the work being done by her which did not correspond to reimbursement, and community members also began pressuring the region. Ideally, Masland would like to see a partnership composed of equal funding from the province (\$20,000 grant) and \$20,000 from the Region of Queens. If this funding were secured, it would allow for a full-time position because \$40,000 could offer a relatively competitive salary with transportation and other perks.

Challenges of a Part-Time Position

Masland noted that the most challenging part of the position was trying to obtain adequate funding. Masland was funded for 2 days per week through the Department of Seniors grant while she saw other Senior Safety Coordinators in their positions having the funding partnership with their respective towns and municipalities. Funding for 2 days per week was not enough time to get the job done in an adequate fashion and therefore she noted that she would nonetheless work 5-6 days per week. The need for a full-time position is present in Queens because the job entails working with a demanding sector of the population and the issues being dealt with ranges from adult protection referrals, trying to find housing, mental health, neglect, financial abuse: which became quite unmanageable to do 2 days a week.

An inappropriate mindset when looking at the Senior Safety Program, she noted, is that "it's an RCMP program, let them pay for it." The RCMP has stepped up and provide in-kind funding of almost \$18,000. The breakdown of this money consists of an office, equipment and a cell phone. In addition, there is a community police officer who volunteered to be a supervisor and ensure the coordinator did their job effectively.

Attracting a New Coordinator in the Region of Queens

In order to attract a good coordinator, Masland believes the region has to offer an incentive. Last year she worked for \$13,000 and reiterated that if she did not have a husband that had a good income, she could not have done the position despite being very passionate about the work. The position allowed her to make a difference in the lives of many seniors by the simplest actions of home visits or simply having conversations with seniors. The program has approximately 800 clients and Masland stated that last year 3 lives of seniors were saved due to the program. With the way the funding currently stands, Masland fears the coordinator will be limited to someone who is retired and looking for something extra unless there is more funding for the position. She believes

that a sustainable form of funding would help keep a coordinator in a position, which has been the case in most regions that have funding for full-time positions.

Connect with RCMP Staff Sergeant Derek Smith as the RCMP is conducting a Similar Report

Discussion with Staff Sergeant Peter Marshall

- Sgt. Marshall is completing the survey for the RCMP (902 679-5568)

1. What type of information is being gathered for the RCMP report?

- Level of engagement from Senior Safety Coordinators
- Range of services offered by coordinators
- Memorandums of Understanding (MOUs) in existence
- Detachment access/level of security clearance
- Access to RCMP databases
- Reporting structure of coordinators
- The storage information collected by coordinators

2. Focusing on regions other than Southwest Nova?

- No

3. What cost savings of policing within the communities (if any) have you noticed by including the Senior Safety Program?

- Question that has an unknown answer. Perhaps more information will be garnered once his review is complete. He stated he is willing to share the information that he gathers.

When will be the report be completed?

- Was hoping to have it completed by Wednesday June 28th, however, he is awaiting confirmation on a 5-day course that may push the completion date to July 5th at the latest.

Further Research

It is recommended that further research could include surveying the regions not reached in this project. The regions not included are: Pictou County, Kings County, Antigonish County and Hants County. It was also recommended that Jocelyn Yerxa from the Department of Seniors should be interviewed, as she has insight into the discrepancies that exist between the Senior Safety Programs in NS.

Conclusion

Of the regions with Senior Safety programs surveyed, the feedback from the coordinators indicates that the programs with support from the towns and municipalities in their respective regions are the most successful and efficiently run in the province. In many Southwest Nova regions, there is a full time Coordinator, and in some instances, such as Digby and Yarmouth, there are two full-time staff members. A clear theme throughout this project that has emerged is that the coordinators who hold part-time positions are only part-time with regards to the salary they receive. In reality, the amount of hours that go into these positions is much more akin to full-time employment, without adequate remuneration. There is undoubtedly a high demand in the region of Queens for this program and coordinator, as 25% of the population is considered to be senior and the aging population is ever increasing. The Municipality of Argyle's total cost for their coordinator is \$52,750; the coordinator for Shelburne County is \$43,309.45 (plus the causal position at \$3,116.24; and the coordinator position for Lunenburg is \$47,110 - to highlight the approximate cost of having a full-time coordinator as opposed to part-time. As Sharon Elliot, Senior Safety Coordinator from Annapolis stated, "the Senior Safety Programs are an investment to a community, rather than a cost." By viewing the funding of these positions as a long-term investment, certain regions such as Shelburne, Yarmouth, Digby and Annapolis have recognized the strain Senior Safety has taken off of health care, the police, and criminal justice system – and have ultimately seen benefits that far outweigh the costs.