



## MEMBER RELEASE

February 3, 2011

**TO:** Mayor & Council, Chair & Board, Senior Staff

**FROM:** Councillor Barbara Steele, UBCM President

**RE: RCMP Contract Renewal – Update on Negotiations**

---

**This communication is being forwarded to provide information on the status of negotiations related to the renewal of the RCMP contract in follow up to the presentation that was made at the 2010 UBCM Convention Program and other prior communications.**

### **Overview**

The RCMP contract negotiations have moved through a number of different stages since 2007 when UBCM first began participating in the contract renewal process and it has had to adapt its strategy a number of times to deal with these changes.

Given the changing dynamics at the current stage of the RCMP contract negotiations, the UBCM Executive determined that it would be beneficial to have a political observer participate in the process, and appointed Mayor Peter Fassbender of the City of Langley as the local government representative on the Province's Contract Renewal Team. Mayor Fassbender has attended the meetings since July 2010 and reports to the UBCM Community Safety Committee (see Appendix A for further details of UBCM participation).

UBCM would like to thank Mayor Fassbender and Murray Dinwoodie, City Manager, City of Surrey for stepping forward to represent local government interests on this very important matter as observers at the Federal/Provincial/Territorial RCMP Contract negotiations.

UBCM will be working with the Province on the development of a permanent Committee to address concerns related to the new RCMP contract and would like your input on it.

### **UBCM Strategy**

A special resolution (**SR1 - RCMP Police Costs & Accountability**) was endorsed by the members at the 2010 UBCM Convention highlighting the need for political action at this point in the discussions. The resolution outlined a strategy to ensure that key elected representatives in the federal and provincial governments were aware of the key local government concerns regarding the renewal of the RCMP contract and the delivery of RCMP services at the local government level (see Appendix A). UBCM has been working to arrange meetings with the federal and provincial representatives as outlined in the resolution. UBCM is currently pursuing meetings with key federal cabinet representatives to discuss the RCMP contract.

In response to the special resolution, the UBCM Executive appointed an RCMP Contract Review Committee of elected officials to represent local government in meetings with key federal and provincial government representatives on the RCMP contract (see Appendix C).

The UBCM RCMP Contract Review Committee met with the federal BC Conservative Caucus on November 19, 2010 and presented the information documented in Appendix D. The presentation focused on affordability/cost containment; partnership; and accountability. The meeting with the BC Conservative Caucus was well received and provided an opportunity to brief federal representatives on local government concerns.

The UBCM Contract Review Committee also met with the Honourable Rich Coleman, Minister of Public Safety and Solicitor General on January 7, 2011 to highlight local government concerns and expectations regarding the renewal of the RCMP Contract. The meeting with Minister Coleman was very positive with the Minister providing the following comments:

1. **Timing of Completion of the RCMP Contract Renewal Process**

The Minister advised that the Province of BC is not interested in rushing a settlement if some of the key outstanding issues have not been adequately addressed. He indicated that an agreement might be reached by sometime in March, and that work towards this date would encourage all parties to do their utmost to resolve existing issues.

2. **Cost Sharing/Cost Containment**

The UBCM Committee reinforced the UBCM position on the need for adjustments to the cost sharing formula and that the rate of cost increases in local government police services in recent years is not sustainable for local governments. The Minister understood these issues but suggested that the Federal government would probably not budge on the master cost sharing formula. He reinforced the provincial position to look at cost containment and the shifting of costs in such areas as medical expenditures, Integrated Teams, Cadet Training and other cost drivers. The UBCM Committee emphasized that local government will be looking to the Provincial government to provide financial assistance to local governments to assist in paying for local police services if such outcomes are not achieved through the Federal/Provincial/Territorial negotiations.

3. **Accountability/ Transparency**

The Committee discussed a number of points with respect to the ongoing Contract Management process. The Minister was very positive in his perspective on the need for increased accountability and communication between the RCMP, the Federal government, the Provincial and Local Governments. He recognized the need for local governments to play a more active role in the future in the on-going management of the RCMP Contract during the term of the contract.

### **Status of Contract Negotiations**

The RCMP contract renewal negotiations have advanced to the Deputy Minister level. Lori Wanamaker, Deputy Minister, Ministry of Public Safety and Solicitor General, has assumed the lead role for British Columbia. Ms. Wanamaker chairs the Provincial Territorial Contract Advisory Committee (P/T CAC), which includes the Deputy Ministers and other

representatives of the eight provinces (not including Ontario and Quebec) and the three territories that have a contract with the Federal government for RCMP services. The P/T CAC is the group responsible for direct negotiations with the Federal government for the renewal of the Federal/Provincial/Territorial RCMP Police Services Agreement.

The current focus of the negotiations is on “cost base” issues (e.g. medical costs, pension costs, member benefits, and legal costs). These are some of the key cost drivers underlying the agreement and the goal is to contain these costs in the new agreement.

A spreadsheet is attached to this communication, entitled “**RCMP CONTRACT NEGOTIATIONS – Review by Local Government Working Group and UBCM**” (see Appendix B), that lists the issues/concerns that have been identified to date by RCMP-policed BC local governments and that have been forwarded by the UBCM to the Province for consideration. The spreadsheet includes a brief summary related to each of the issues/concerns and a description of the corresponding provincial action being taken at this time.

The Province has categorized the issues/concerns under three broad themes. These are:

- Partnership (the Province and local governments want to be viewed as a partner rather than a client);
- Governance and Accountability; and
- Cost Containment / Affordability.

The “Partnership” theme covers all of the issues and concerns of local government. Local governments want to be viewed as partners in policing rather than clients. This means that they should be given meaningful and timely opportunities for input into decisions that will affect the costs and delivery of police services provided by the RCMP.

In general, reasonable progress has been made in negotiations to date in relation to the local government issues and concerns under the “Partnership” theme and the “Governance and Accountability” theme.

Negotiations in relation to the “Cost Containment” theme are currently underway. Given the financial pressures that the Federal government is experiencing, negotiations in this area have been challenging. However, there has been some recent progress in this area. If the federal government agrees to a Provincial/Territorial proposal to cap costs in some areas, it will be a major step in containing future costs.

#### **Background for Contract Renewal Process:**

The provincial and federal governments are in the process of negotiating a renewal of the Agreements (or contracts) under which the RCMP provides police services in B.C. The renewal of the Agreements is referred to as the Contract Renewal Process. There are three inter-connected Agreements (“the Agreements”) that are being addressed through the renewal process:

1. **Provincial Police Services Agreement (PPSA)** - this provincial-federal Agreement engages the RCMP as the provincial police force;

2. **Municipal Policing Agreement (MPA)** – based on the PPSA, this provincial-federal Agreement contains the terms and conditions under which the Province is able to sub-contract Provincial RCMP police services to municipalities; and
3. **Municipal Police Unit Agreements (MPUA)** – this municipal-provincial Agreement allows municipalities with populations in excess of 5,000 people to contract through the Province for the delivery of local police services by the RCMP.

The term of the current Agreements runs from April 1, 1992 to March 31, 2012. Each of the three (3) Agreements is quite similar in terms of content.

The Contract Renewal Process is being managed in three phases. The first phase was the “information-gathering” phase. This phase was completed in early 2010. The second phase, which is currently underway, is the “negotiation” phase. It is anticipated that an agreement-in-principle will be concluded between the federal and provincial/territorial governments in 2011.

Once an agreement-in-principle has been concluded, the provincial-municipal phase of the contract renewal process will begin. The Province will prepare and forward a draft of a proposed MPUA agreement and a related Companion Document (that provides more information regarding the interpretation of each of the clauses in the MPUA agreement) to the UBCM Local Government Working Group for initial review and comments with a view to finalizing the MPUA. This process will include communication with local governments who ultimately enter into a MUPA with the Province for the continued delivery of local government police services by way of the RCMP.

#### **Need for Continuing Local Government Involvement:**

Local government participation in the renewal process for RCMP Agreements is critical to ensure the best possible outcome for local governments.

#### **BC Local Government Contract Management Committee**

The Province and the UBCM have agreed that a Contract Management Committee should be established as soon as possible. This will be a permanent Committee to address concerns related to the RCMP Contract and to the on-going delivery of local government police services by the RCMP. UBCM will be working with the Province on the development of a Terms of Reference for the Provincial RCMP Contract Management Committee and on the membership on the Committee, which would include both Provincial and local government representatives. UBCM would appreciate your views and suggestions on the Terms of Reference of such a Committee, including the size and make-up of the Committee.

#### **UBCM Contact:**

If you or your local government has any comments or input related to the information contained in this communication, please forward such comments and/or input to Ken Vance at the UBCM Offices in Richmond at 604-270-8226 (ext. 114) or at [kvance@ubcm.ca](mailto:kvance@ubcm.ca).

---

## **APPENDIX A: UBCM Participation in RCMP Contract Negotiations**

The UBCM, in January of 2007, was requested by the province to participate as a member of the provincial negotiating team in RCMP contract negotiations. The UBCM has undertaken a number of measures to obtain member input into the process and to begin preparations for the negotiations. These measures have included the following:

- In March 2007, the UBCM in cooperation with the Department of Public Safety and the Solicitor General held a consultation session in Richmond to start the process of identifying key issues that will need to be addressed through the negotiation process. An invitation to this session was sent to all UBCM member local governments.
- In June 2007 a UBCM staff representative, as an interim measure, attended a meeting of the of the Provincial/Territorial Contract Advisory Committee (P/TCAC) with the Federal government to observe the negotiations, as the local government representative to the Province's Contract Renewal Team
- In October 2007, the UBCM sent a communiqué to the UBCM member local governments which:
  - Identified an intended course of action with respect to the RCMP contract negotiations;
  - Advised that the UBCM would be appointing a Local Government representative to be a member of the Provincial negotiating team and a Local Government working group to provide local government input into contract negotiations;
  - Provided a summary of the key issues that were identified by municipal representatives at the March 2007 consultation session; and
  - Requested any comments and suggestions from the UBCM member local governments.
- In March, 2008, in another communiqué to all UBCM member local governments, the Executive Director of the UBCM advised of the appointment of a local government representative to the Provincial negotiating team and of the appointment of a Local Government Working Group that would provide input into contract negotiations on behalf of B.C. local governments (the representatives are listed in Appendix "A).

The UBCM has continued to ensure that local government issues have been considered in the process through:

- The appointment of a local government representative to the Province's Contract Renewal Team - Murray Dinwoodie, CAO/City Manager, City of Surrey and the interim appointment of Paul Gill, General Manager, Corporate & Financial Services, District of Maple Ridge as an alternate.
- The more recent appointment of Mayor Peter Fassbender, City of Langley as the local government representative to reflect the changing dynamics of the negotiation process;
- The appointment of a local government working group (LGWG) to assist in developing information in support of contract negotiations on behalf of B.C. municipalities which is chaired by Murray Dinwoodie, CAO/City Manager, City of Surrey;
- The establishment of a small advisory committee of local government elected officials in early 2010 to assist the staff appointed UBCM Local Government Representative on

the provincial negotiating team, and the subsequent appointment of a new committee of elected officials in October 2010 to assist the elected representative appointed by the UBCM to observe the RCMP contract negotiations (see Appendix A).

A UBCM local government representative has attended all the meetings of the Provincial/Territorial Contract Advisory Committee (P/TCAC) with the Federal government negotiating team to observe the negotiations and provide the Province with advice on local government issues and concerns.

The LGWG has developed a draft mandate for contract discussions and a communications process to ensure that the interests of affected municipalities are well understood and properly balanced in developing the mandate. In addition, the working group has met on several occasions with the Assistant Deputy Minister for Policing and Community Safety, Mr. Kevin Begg, to discuss issues and concerns raised by B.C. local governments.

In 2009 UBCM undertook a survey of local government concerns regarding policing costs and the RCMP contract. A policy paper was presented at the 2009 UBCM Convention entitled paper *Police Services in British Columbia – Affordability & Accountability* and the recommendations outlined in the report were endorsed.

UBCM organized a meeting to discuss contract issues on January 20, 2010 for municipalities with populations over 5,000 that have chosen to be policed by the RCMP and are required to enter into a Municipal Police Unit Agreement (MPUA) for the use of RCMP services with the province. There are currently 60 municipalities that have an MPUA with the province. A copy of the presentations made at this meeting and the issues discussed were also posted on the UBCM website for viewing.

UBCM in July 2010 wrote the province requesting that two observers – a local government staff representative and a political representative – be allowed to attend the RCMP contract negotiations as member of the British Columbia negotiating team. We were informed by the province that it would not be possible to have two observers attend the meeting, as the understanding with the other provincial/territorial governments and the federal government was that only one observer was allowed to attend. Given the current dynamics of the contract discussions Mayor Peter Fassbender, City of Langley was requested to attend.

A policy session on the RCMP contract was held at the 2010 UBCM Convention to update the members on the status of the RCMP contract negotiations. The session provided an opportunity to hear from the local government representatives attending the contract discussions and the chief provincial negotiator. It also provided an opportunity for local governments to provide input into the process and highlight their issues.

British Columbia Municipalities (UBCM) at the 2010 UBCM Convention adopted the following resolution:

**2010-SR1 RCMP Police Costs & Accountability**

“Whereas local governments are concerned about the rapidly increasing costs of RCMP police services and the affordability of these services in the future;

And whereas local governments are concerned about the accountability of the RCMP to local governments for the delivery of police services at the local level:

Therefore be it resolved that the UBCM implement the following strategy to ensure the federal and provincial governments are fully aware of the local government concerns related to the delivery of local police services by the RCMP and the strength of these concerns:

That a meeting be organized as soon as possible between the federal Minister for Public Safety and local government representatives to discuss BC local government concerns with the rapidly increasing costs of RCMP services and the need for increased accountability of the RCMP.”

That a meeting be organized as soon as possible between the federal BC Conservative Caucus and local government representatives to discuss local government concerns with the rapidly increasing costs of RCMP services and the need for increased accountability of the RCMP;

That a meeting be organized as soon as possible between the appropriate provincial cabinet representatives and local government representatives to discuss local government concerns with the rapidly increasing costs of RCMP services, the need for increased accountability of the RCMP and measures that the province can take to assist in addressing these issues.

## Appendix B

### RCMP CONTRACT NEGOTIATIONS Review by Local Government Working Group and UBCM

| Issue Name                    | Summary  | Contract Renewal Action  |
|-------------------------------|--|--|
| <p><b>Funding Formula</b></p> | <p>Local Governments (LGs) are requesting that the Federal and Provincial governments change the cost-sharing formulas from: 70:30 and 90:10 to 50:50 and 70:30.</p> <p>Policing is becoming unaffordable to LGs and LGs need relief by way of a favourable adjustment in the cost sharing formulae. If this is not achieved, the LGs are requesting that the province play a greater role in funding local police services. Alternately, they are requesting that the provincial government provide consistent funding to make up the 20% difference that the LGs over 5,000 pay for policing.</p> <p>The LGWG rationale is fundamentally one of affordability within the narrow range of revenue streams that are available to LGs to fund local services.</p> | <p>These proposals were examined by the PT Cost-share and Population Threshold Project Group (PG). The analysis addressed the financial impacts of changing the population thresholds, and of adjusting the cost share ratios. Municipal concerns have been raised and examined during each step of this project group's work.</p> <p>Making these adjustments would primarily benefit municipalities in BC and Alberta.</p> <p>In 2007, the federal negotiators received approval from Cabinet to maintain the current cost shares and population thresholds – given the change in economic climate, there is concern that a return to Cabinet made up of largely non-Contract area MPs would result in a worse situation for the Provinces, Territories and Municipalities.</p> <p>In response to this UBCM request, BC has proposed that the federal government reduce the cost share from 90/10 to 70/30 for Regional Integrated Teams, Cadet Training, Divisional Administration, Complaints Process, and Police Dogs (if dog training/breeding costs are included in the new Contract). The impact to the federal government of these proposals is approximately \$25 million. In July the federal government indicated support for the 70/30 cost share for Regional Integrated Teams, but not the other elements of the proposal. The PTs have not accepted this response.</p> <p>The PTs are also proposing to eliminate the New Entrants Policy (there is no cost share for new RCMP contracts – new entrants pay 100%), and allow the Provincial Force to provide services to municipalities between 5-15K population. The federal government has not agreed to rescind the policy but has agreed to the 5-15K proposal so long as this action would be cost neutral to them – this means the province or impacted municipality would have to cover the accommodations/staff costs.</p> |



| Issue Name  | Summary  | Contract Renewal Action  |
|---|--|--|
| <p><b>RCMP Pay</b></p>                            | <p>LGs are requesting:</p> <ul style="list-style-type: none"> <li>• a regional pay structure;</li> <li>• representation on Pay Council;</li> <li>• salary increases tied to a relative index.</li> </ul> | <p>The concept of regional pay has been explored and rejected through several studies. Issues with regional pay include the complication of calculating the impacts on pensions etc given the movement of members and the disincentives to draw members to certain regions of Canada.</p> <p>The new contract will include provisions that continue and strengthen the Contract Advisory (will now be called Management) Committee. It will include representatives from Public Safety Canada, Contract Jurisdictions and the RCMP, and also permit PTs to invite municipal observers. The role of the new CMC will be to provide feedback/advice to decision makers (like federal Treasury Board) on any matter that impacts the cost, quality, governance or service provided by the RCMP during the term of the contract. PTs are also requesting representation on the Pay Council – this request has been denied for years. It is highly unlikely that the municipalities will gain representation on the Pay Council.</p> <p>Salary increases are determined by federal Treasury Board. They approved an “average of the top three in the comparator universe” for the RCMP; however, this does not guarantee increases at any time. Contract partners are interested in maintaining a competitive pay and benefit package in order to attract recruits and retain members.</p> <p>PTs are currently exploring placing an industry standard cap on superannuation contributions and other benefits as well as an overall Pay and Compensation cap to control this large cost driver.</p> |
| <p><b>Special Events / Emergency Planning</b></p> | <p>LGs are seeking cost neutrality when resources are reallocated for special events or emergencies. Currently, costs such as overtime for members to backfill are not being reimbursed.</p>             | <p>The cost share is in part based on the benefit to Canada that it may draw up to 10% of a unit’s members in the event of an emergency. Special events and emergencies are tracked on separate collators and the LGs are reimbursed for salary, transportation and other incremental costs for their members allocated to these events or emergencies.</p> <p>The Municipal Companion Document will provide guidance regarding RCMP consultation with LGs in the event of emergencies/special events, and the need for redeployments to be balanced with local needs. It will also clarify the policy for withdrawing members and equipment and set out how mechanisms will be in place to track and report on the resources allocated to events to ensure LGs are appropriately reimbursed.</p>  |

| Issue Name            | Summary   | Contract Renewal Action  |
|-----------------------|---|--|
| <b>Accommodations</b> | <p>The LGs would like the MPPUA amended and guidelines developed to outline accommodation requirements.</p> <p>They would also like the ability to use a dispute mechanism if the municipalities and the RCMP are unable to agree on major changes to the existing accommodation.</p> <p>The LGs would also like to see a 5 year Capital Plan be developed by the local RCMP detachment in consultation with the LG.</p>  | <p>Accommodation requirements/standards will be described in the Municipal Companion Document.</p> <p>A dispute resolution mechanism will be included in the new agreement.</p> <p>The PTs support the request for an improved capital planning process and the need to evaluate the appropriateness of RCMP accommodation standards.</p>  |
| <b>Equipment</b>      | <p>LGs are interested in:</p> <ul style="list-style-type: none"> <li>• including the definition of equipment in the Agreement;</li> <li>• including information on assets such as files and data that need to be considered in the event of termination of the agreement;</li> <li>• clearer language that indicates ownership of all assets based on percentage paid by each party;</li> <li>• the development of business cases to ensure equipment is safe and efficiently used and replaced; and,</li> <li>• an asset management planning process.</li> </ul> | <p>These issues will be addressed in the new MPPUAs and Companion Document and through the strengthened role of the Contract Management Committee and Local Government Contract Advisory Committee. There is a need for LG input into decisions regarding the setting of standards and changes to standards since these affect the costs incurred by LGs in the delivery of police services.</p> |

| Issue Name                    | Summary   | Contract Renewal Action  |
|-------------------------------|---|--|
| <b>Training Costs (Depot)</b> | <p>LGs want expenses associated with training new cadets to be paid by the RCMP (they say if they hire an accountant, they don't pay for their training eg.).</p> <p>LGs want to explore using more civilian staff to perform non police functions, hiring trained police officers from other forces and using the Justice Institute as a BC training centre.</p> | <p>PTs have raised the subject of cadets paying tuition or periodically reviewing the need for cadet pay with the federal government. Further discussions are expected on this issue.</p> <p>Civilianization is being pursued by the RCMP and the PTs share this interest. The Province has been briefed on their efforts and believes the RCMP is making reasonable progress. The RCMP is motivated to do so because it may create some room in their budget, and enhances the organization's performance in key areas such as finance and research.</p> <p>The RCMP is making efforts to allow an easier transition for independent members to move to the RCMP e.g. Pension portability. The Province is aware of no barriers to movement at this time and is aware of senior officers from independent forces moving into E Division (e.g. Inspector of VPD and Superintendent of Delta).</p> <p>Police Officer training is specialized and investigative techniques are not intended for public consumption – for this reason the RCMP hires their cadets before they are enrolled in training.</p> |
| <b>Support Staff</b>          | <p>LGs want input into the number and skill sets of support staff required at their detachments.</p>  | <p>The Municipal Companion Document will address the process for consultation between the LG and RCMP on municipal support staff for the detachment. The MPPA dispute resolution mechanism may be engaged to address disagreements.</p> <p>The companion document will articulate the parameters for maintaining and/or transitioning Federal and Municipal support staff when Municipalities go over or under the 5,000 threshold (i.e., moving between Provincial and Municipal Police Services).</p>  |

| Issue Name                                     | Summary   | Contract Renewal Action   |
|--|---|---|
| <b>Cost Escalation and Control of PRIME BC</b> | LGs are concerned about the increased costs of PRIME BC, and that the Board currently does not including any LG representation (currently all law enforcement).                           | The Province has agreed to include three LG non-police representatives on the Board of PRIME BC.  |
| <b>Traffic Fine Revenue</b>                    | LGs want the TFRS made permanent.   | This is not a Police Services Division issue. All grants are the responsibility of the Ministry of Community Services.  |
| <b>Keep of Prisoner Fees</b>                   | LGs want KOP fees increased.  | The KOP budget is the responsibility of Corrections Branch. Police Services Division supports this request and advocates internally for increases.  |
| <b>Civil Forfeiture</b>                        | The LGs would like the Civil Forfeiture Act/Regulation be amended to allow for LGs to be reimbursed for the costs of municipal resources involved in the seizure of assets under the Act. | The Province does not want police forces to be directly benefiting from or motivated by the seizures they make (or for there to be the perception that they are).<br><br>LGs can apply for crime prevention and other grants under the Act. These grants are funded from the proceeds of civil forfeitures. |

| Issue Name                              | Summary   | Contract Renewal Action  |
|---|---|--|
| <b>Financial Planning and Reporting</b> | <p>Planning: LGs are interested in having detachment commanders provide 5 year financial plans that include long-term operating and capital requirements.</p> <p>Reporting: LGs are requesting monthly financial statements provided within 14 days of month end, detailing actual costs. Adherence to GAAP is requested.</p> | <p>PTs are negotiating terms for 5 year financial planning for staffing, accommodation, equipment purchases, etc. and regularized reporting that will meet the requirements of PTs and LGs. The federal government is in agreement with this concept.</p>  |
| <b>Staffing – Vacancy Rates</b>         | <p>LGs want the RCMP HR plan to meet their staffing requirements, address vacancy rates, seasonal demands, the ratio of cadets to veterans and the turnover rate of members.</p>  | <p>The Province shares these interests and is pursuing these topics with the RCMP outside of the contract negotiations. In addition, some issues are still being pursued within the contract negotiations, such as backfilling positions where the member is on long term disability.</p> <p>The RCMP reports success in reducing vacancy rates and report internally on progress. The RCMP, like many other sectors, faces an aging workforce and turnover driven by high retirement/promotion rates. The RCMP will be required to track and report to the LG vacancies at the LG detachment level. There will also be reports issued to LGs on the vacancies at the provincial and federal levels of policing in BC including where those vacancies are located.</p> |
| <b>Regional Integrated Teams</b>        | <p>LGs would like to see Regional Integrated Teams funded by the Province.</p> <p>Failing that, the LGs are interested in prov/muni/RCMP governance structures at the District level put in place to address regional issues such as Integrated teams.</p>  | <p>BC has proposed to the federal government that the regional integrated teams be cost shared at 70/30 vs. 90/10 – the federal government has agreed. The province is working with LG representatives to develop options for regional team governance.</p>  |

| Issue Name                    | Summary  | Contract Renewal Action  |
|-------------------------------|--|--|
| <b>Community Priorities</b>   | The desire is to rephrase the wording in the MPUAs to make it more explicit that the local government priorities, goals and objectives are carried out by the RCMP. Also, the Detachment commander is to report out monthly on how the priorities, goals and objectives are being met. | The RCMP has initiated a local consulting process to identify local priorities, goals and objectives, and document the outcomes of that process. The new MPUAs and/or the companion document will clearly articulate this process. A process for establishing local reporting mechanisms will also be included in the companion document.  |
| <b>Integrated Detachments</b> | LGs want integrated detachments to have greater accountability around members and support staff, and how their time is used/charged.   | Improved RCMP reporting and accountability are key objectives of the PTs in the new agreements. An improved governance model is a priority that is being pursued by Police Services Division. The sharing of costs and workload in integrated detachments has been identified as a significant issue by LGs. Police work associated with First Nations reserves is part of this concern. The objective is to ensure that parties share equitably in the costs of the services they benefit from – improved accountability under the new contract should assist in clarifying where there are issues. |

| Issue Name                                    | Summary   | Contract Renewal Action   |
|---|---|---|
| <b>Performance Measures, Audit/Evaluation</b> | <p>LGs want a role in setting RCMP performance measures.</p> <p>LGs want municipal police units to provide reports on the implementation of their objectives and priorities.</p> <p>LGS want the new agreements to include the ability to audit and perform program/service evaluations on their municipal forces.</p> <p>LGs and the Province want to put in place a Local Government Contract Advisory Committee that would include membership (administrative and elected) from LGs and from the Province and would act to consider issues that arise during the term of the new contract and vet any proposed adjustments. The RCMP will be invited to attend meetings and provide input as required.</p> | <p>The Municipal Companion Document will describe the RCMP/LG consultations that are currently occurring via RCMP policy. This annual performance planning process is intended to engage all RCMP-policed communities in establishing policing priorities and performance measures for their communities. Regular reporting is included in the process.</p> <p>PTs share the interest in obtaining the ability to conduct independent reviews, audits and evaluations and are currently negotiating this subject.</p> <p>BC is committed to embedding the LG Contract Advisory Committee (with appropriate representation) and a process that ensures regular discussions between the Province and the Local Governments regarding RCMP contract issues in the new MPUA and companion document.</p> <p>Also, local community policing committees are contemplated in the current Police Act, and over the coming year more attention will be focused on developing support for such committees.</p> |
| <b>OIC Selection</b>                          | <p>The LGs of all sizes want the option to have a role in the selection of their OIC (and acting OIC) and in their performance reviews.</p>   | <p>Local government involvement in OIC selection is included in RCMP policy – it will be described in the Municipal Companion Document and MPUAs.</p>   |

| Issue Name   | Summary  | Contract Renewal Action   |
|--|--|---|
| <b>Federal Policing (i.e. National Security, Border Patrol etc.)</b> | <p>LGs want the contracts to define more clearly the difference between federal, provincial and LG policing responsibilities.</p> <p>LGs want to be able to monitor more closely how much time their municipal resources spend on federal duties.</p> <p>LGs want the number of Federal resources located in the municipalities to be reflective of the amount of federal policing required. They are concerned that vacant federal positions result in greater demand on municipal members.</p> | <p>The Municipal Companion Document will describe the relationship between federal, provincial and municipal policing responsibilities, and the mutual benefits of integrated policing.</p> <p>PTs share the desire to have the appropriate number of federal resources in communities and effective tracking and reporting mechanisms for vacancies.</p> <p>The federal government has increased the number of federal positions in BC and decreased its vacancy rate over the past five years. PTs are continuing to monitor federal vacancy rates.</p> |
| <b>Dispute Resolution Mechanism (Conflict Resolution)</b>            | <p>The LGs would like to see a process included in the Agreement that includes a graduated dispute resolution mechanism to deal with issues arising at the municipal level.</p>  | <p>A graduated dispute resolution mechanism will be included in the new MPUAs.</p>  |
| <b>Principal Police Contact (Authority of Council)</b>               | <p>The LGs would like Article 5 of the MPUA be amended to identify Council (not the Mayor) as setting the objectives and priorities for the detachment, and the Principal Policing Contact as the primary contact with the OIC.</p>  | <p>The Province is expecting the LG Contract Advisory Committee to identify what amendments need to be made to the MPUA to appropriately reflect the reporting relationships. The language may need to be flexible to reflect local circumstances/preferences.</p>  |



| Issue Name   | Summary   | Contract Renewal Action   |
|--|---|---|
| <p><b>Term of Contract – Length of Agreement</b></p> | <p>LG agree to a 20 year contract term with two caveats:</p> <ol style="list-style-type: none"> <li>1. input into the formal 5 year review process; and,</li> <li>2. formal, regular discussions with the Province on LG policing matters.</li> </ol>   | <p>PTs prefer the 20 year term because it provides stability and facilitates planning as well as reduces the substantial effort that is inherent in contract negotiations. Within the Agreement there are provisions for renewal of the agreement prior to expiration, as well as provisions for terminating the Agreement prior to the expiration date.</p> <p>The LG Contract Advisory Committee will be formalized in the new agreements to facilitate regular input/feedback to the Province as well as LG input into the 5 year Contract review process.</p> <p>LGs want the option to open up the cost sharing formula at the 5 year review period during the 20 year term of the contract - and with the mutual agreement of both parties, this will be possible. PTs are cautious about this prospect: future change in the economic climate may make this more or less advisable given that this change would have to be approved by Federal Treasury Board.</p> <p>The 2 year opt-out clause will also be included in the new agreements.</p> |
| <p><b>Policing of First Nations Lands</b></p>        | <p>LGs are concerned that the responsibility for policing First Nations lands is at the federal/provincial level but because they believe inadequate resources are provided by these other orders of government, policing of first nations lands often falls to LG RCMP members. The demands from some First Nations lands are relatively high and as such the resources that are absorbed are significant.</p> | <p>Policing on First Nations land is provided by the Province.</p> <p>Through arrangements made between the Provincial and Federal Governments and the First Nation under Community Tripartite Agreements, the RCMP may provide additional dedicated policing services to reserves. The Federal funding for these services is considered a contribution program – funding is limited and increases are not necessarily matched in timing with Provincial funding in the way that funding is matched for the Provincial Police Force. When resources are available, they are allocated based on an assessment of which community is at highest risk/need.</p> <p>The Province is working with First Nations to create additional positions with funding from the First Nation to satisfy their policing needs.</p>   |
| <p><b>Removal of a Member</b></p>                    | <p>The LGs would like to be able to direct their request for the transfer of a member out of a detachment to the District Commander directly and not have to go through the Solicitor General.</p>  | <p>The Province supports this more local approach and will consult further on who the appropriate decision maker would be in this situation.</p>  |

| Issue Name  | Summary   | Contract Renewal Action   |
|---|---|---|
| <b>RCMP Organization Structure and detachment boundary maps</b> | LGs want to better understand the organization of the RCMP and the jurisdiction of detachments.   | The companion document will set out the requirement for providing LGs with the local RCMP organization structure and detachment boundary maps will be included in the Municipal Companion Document.   |
| <b>Claims Against the RCMP (similar to Citizens Complaints)</b> | The LGs would like the CEO etc. of the LG to be notified of any new claims, inquests or inquiries against the local RCMP detachment or any of its RCMP members at the earliest possible date after such claims, inquests or inquiries are received. Outstanding claims, issues and resolutions should also be reported to the LG.         | PTs expect improved/enhanced complaint reporting through the new RCMP complaints legislation that was developed in consultation with PTs.<br><br>The Province supports the idea that there be a contractual commitment that the OIC will inform the PPC of any public complaint that is filed against any member in the local detachment.   |
| <b>Institutional Knowledge</b>                                  | The LGs would like an Administrative Procedures supplement added to the agreement that includes pertinent RCMP policies, prov/fed/RCMP funding formulas and other financial information that reflect municipal contributions. The LGs would like this supplement to be maintained and updated by the Province and distributed to the LGs. | The Province will develop an interpretation and administration guide referred to as the Municipal Companion Document.<br><br>The Companion Document is expected to be a living document that will be completed prior to signing the agreements.   |
| <b>Planning – best management practices</b>                     | LGs want a contractual obligation that the RCMP be innovative and modernize its management and HR practices.<br><br>LGs want to be consulted on these issues, as well as on any civilianization work the RCMP is exploring.   | Internal Management is under the control of the RCMP, and will remain so. The LG Contract Advisory Committee and CMC are anticipated to be consultative forums regarding any issues that impact the cost, quality, governance and services provided by the RCMP.<br><br>The RCMP is undergoing a management transformation as a result of the Brown Task Force and other reviews.<br><br>Health Services – in particular, leave management – is under review and will be addressed in the contract. |

| Issue Name                              | Summary   | Contract Renewal Action  |
|---|---|--|
| <b>Public Donations</b>                 | The LGs are currently accepting donations to the RCMP on their behalf and then directing those funds to the RCMP. The LGs would like the RCMP to be able to accept those donations themselves and/or be accountable for how the donations are spent | This is not a Contract Renewal Issue.<br>The RCMP Foundation is the appropriate avenue for public donations to the RCMP.   |
| <b>Public Complaints – RCMP Service</b> | The LGs are interested in receiving reports from OICs on citizen complaints filed regarding local members' conduct.   | PTs are anticipating improved reporting resulting from changes to the complaints process/legislation.<br>The Province supports the idea that there be a contractual commitment the OIC will inform the PPC of any public complaint that is filed against any member in the local government. |

---

## APPENDIX C

### LOCAL GOVERNMENT REPRESENTATIVES

#### **UBCM Community Safety Committee**

Councillor Kevin Flynn, City of Salmon Arm, Chair  
Mayor James Atebe, District of Mission  
Councillor Jerrilyn Schembri, District of Tumbler of Ridge  
Mayor Greg Moore, City of Port Coquitlam  
Mayor Mary Sjostrom, City of Quesnel  
Councillor Tim Stevenson, City of Vancouver  
BC Assoc. of Police Boards

#### **UBCM RCMP Contract Review Committee:**

Councillor Barbara Steele, City of Surrey, UBCM President  
Councillor Kevin Flynn, Salmon Arm – Chair of the UBCM Community Safety Committee  
Mayor Peter Fassbender, City of Langley  
Mayor Dan Rogers, City of Prince George  
Mayor Sharon Shepherd, City of Kelowna  
Murray Dinwoodie, City Manager, City of Surrey  
Gary MacIsaac, Executive Director, UBCM

#### **UBCM Local Government Working Group – RCMP Contract:**

Murray Dinwoodie, CAO/City Manager, City of Surrey  
Paul Gill, General Manager, Corporate & Financial Services, District of Maple Ridge  
Ted Swabey, General Manager Community Safety and Development, City of Nanaimo  
Phyllis Carlyle, General Manager of Law and Community Safety, City of Richmond  
Rick Earle, Deputy City Manager, City of Burnaby  
Keith Grayston, Financial Planning Manager, City of Kelowna  
Fred Banham, CAO, Peace River Regional District  
Corien Speaker, CAO, District of Elkford  
Victor Kumar, CAO, City of Rossland  
Ken Vance, Senior Policy Advisor, UBCM

---

## APPENDIX D

### Presentation to BC Conservative Caucus, November 19, 2010

#### BACKGROUND

BC Local governments have a major stake in the outcome of the RCMP contract renewal negotiations:

- BC local governments represent approximately 30% (i.e., over 3,200 members) of all RCMP contract policing in Canada.
- Including the provincial police force, BC accounts for over 50% of all RCMP contract policing in Canada.

There are a total of 186 local governments in British Columbia and the RCMP provides local policing services in 174 of them.

Local governments in British Columbia want to make sure that a new RCMP contract will allow for the delivery of local policing services at an affordable cost through the term of the new contract. Time needs to be taken to make sure that all of the parties to the agreement fully understand what the agreement will deliver and that it will work.

#### KEY MESSAGES

##### 1. AFFORDABILITY/COST CONTAINMENT

**Affordability** - The RCMP costs for BC local governments have been increasing at a rate greater than inflation and have reached a point where affordability is a significant problem. RCMP Police service costs are the single largest component of the operating budget of BC's larger local governments absorbing between 25% and 48% of the total property tax revenue stream.

**Cost Containment** - Cost increases of 7% or more to support the RCMP superannuation plan, increases in CPP payments on behalf of RCMP members and new rifles for police vehicles are no longer sustainable.

##### Requests:

1. That the Contract provide for BC local governments with a population over 15,000 to pay 70% of the costs of RCMP local police services in place of the 90% that they currently pay. This should include the cost of integrated teams, recruitment and cadet training costs and Divisional Administration costs that are cost-shared.
2. That the Contract put a cap on the local government contributions to the RCMP superannuation plan per member at 60% of the plan's costs per member with the remaining 40% being paid by the members themselves and the federal government.
3. That the Contract maintain the contribution to the Canada Pension Plan per member as is currently paid or if there is an increase in the amounts to be paid in this area that there be an equivalent offset in some other cost burden for which BC local governments are currently responsible.

4. That the Contract include a provision that RCMP members in BC be covered for health care under the BC Medical Services Plan.

## **2. PARTNERSHIP**

BC local governments want to be recognized as full partners in the on-going management of the RCMP agreement, have meaningful input into decisions that are made in relation to changes in the cost of police service delivery and ensure that local government priorities are given due consideration by the other orders of government and the RCMP.

### **Request:**

1. That BC local governments be given a permanent seat on the Federal / Provincial / Territorial RCMP Contract Management Committee.

## **3. ACCOUNTABILITY**

BC local governments are concerned about the limited consultation related to and the ongoing pattern of RCMP cost-related “surprises” being thrust on them on a fairly regular basis. Local governments need time to plan for new financial expenditures.

### **Requests:**

1. That the RCMP introduce new technology (hardware and software) that will allow delivery of timely, accurate and understandable information.
2. That the Contract contain provisions that will allow a local government to conduct an independent audit on its local detachment as a whole or for a particular function and receive information on any audits that are carried out at the Divisional level.
3. That the Contract stipulate that where the RCMP member vacancy rate, including both hard and soft (maternity/paternity leave, long term sick leave, etc.) in a local detachment grows above 5% that actions must be taken immediately by the RCMP to temporarily reallocate members to that detachment to reduce the vacancy rate to below 5%.
4. That the Contract have specific provisions relative to local governments having ownership of the assets (i.e., technology, equipment, police kit, guns, etc.) for which they have paid under the RCMP Agreement.
5. That the Contract require the RCMP to introduce on an on-going basis current/innovative management practices (such as civilianization, technology, human resource management methods and processes, etc.) so as to ensure efficacy of police service delivery.
6. That the Contract require the preparation by each local detachment of a 5-year financial plan including both operating and capital plans