
TO: CHIEF ADMINISTRATIVE OFFICER **DATE:** 2021 Oct 14

FROM: DIRECTOR - PUBLIC SAFETY AND
COMMUNITY SERVICES

SUBJECT: RCMP COLLECTIVE AGREEMENT FINANCIAL IMPACT

PURPOSE: Inform Council of the financial impact on the City's budget resulting from the ratification of the collective agreement between the RCMP and the Government of Canada.

RECOMMENDATIONS:

1. **THAT** this report be received for information purposes.
2. **THAT** a copy of this report be provided to the Chair and members of the Public Safety Committee.

REPORT

1.0 INTRODUCTION

The Royal Canadian Mounted Police (RCMP) was initially formed on 1873 May 23 as the North West Mounted Police and tasked with maintaining law and order in the North West Territories (present-day Alberta and Saskatchewan). Throughout its 148 year history, the RCMP has continuously evolved resulting in the current modern responsibilities at the municipal, provincial, federal and international level.

The RCMP provides policing services in Burnaby as a result of the *Municipal Police Unit Agreement* (MPUA) between Burnaby and the Province of British Columbia. A significant transformational change occurred in the RCMP recently with the ratification of a collective agreement between the *National Police Federation* (NPF) and the Government of Canada. The NPF is the sole bargaining agent for members of the RCMP and this is the first ever collective agreement in the history of the RCMP. This collective agreement in turn will result in a substantial financial impact to Burnaby as part of the MPUA.

2.0 POLICY SECTION

Goal

- A Safe Community

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- Crime prevention and reduction – Ensure citizens and businesses feel safe in our community
- Emergency preparedness – Enhance plans, procedures and services so that we are better prepared to respond to emergencies and are able to maintain City services
- Emergency services – Provide responsive emergency services
- Transportation safety – Make City streets, pathways, trails and sidewalks safer
- Community amenity safety – Maintain a high level of safety in City buildings and facilities for the public and City staff

3.0 BACKGROUND

Over the past numerous years, the RCMP and its members have been facing growing challenges due to outdated labour relations practises and the legal inability to unionize and bargain collectively. In 2009, an Ontario Supreme Court judge gave RCMP members the right to form a union. In 2012, that decision was overturned on appeal and finally in 2015, the Supreme Court of Canada ruled that RCMP members have a right to unionize and bargain collectively.

Prior to the 2015 Supreme Court of Canada decision, the RCMP was one of the only police services in Canada that did not have a union. Resulting from that judicial decision, the Government of Canada introduced Bill C-7 to create a new labour relations regime for RCMP members and reservists.

In 2018 the NPF filed an application for certification at the Federal Public Service Labour Relations and Employment Board and in 2019, RCMP members certified the NPF as their bargaining agent. Following more than two years of bargaining, RCMP members ratified the collective agreement in 2021 August. This six-year agreement, ending on 2023 March 31, applies to over 19,000 regular members below the rank of Inspector as well as RCMP reservists. The timeline for the ratification of the agreement is shown below (Image 1).

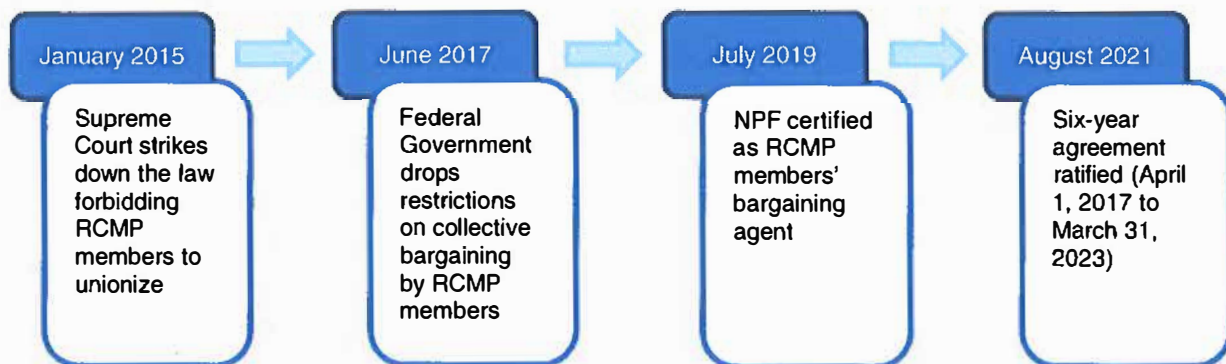


Image 1

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4.0 RCMP COLLECTIVE AGREEMENT

The current MPOA between the City and the province of B.C. was signed in 2012 April 01 for a 20 year term expiring on 2032 March 31 and includes a formal review every five years. Under the MPOA as with other municipalities similar in size receiving RCMP services, the City pays 90% of the cost described in the agreement with the federal government paying the remaining 10%.

The RCMP collective agreement is signed between the Treasury Board of Canada and the NPF, acting as bargaining agent for the RCMP members. During the negotiations which commenced in 2019, no local governments were at the bargaining table or consulted. Due to the lack of consultation or engagement in the bargaining process, local governments were completely unable to appropriately plan for the significant increases above the 2.5% as was directed by the RCMP.

This collective agreement includes a significant base salary increase for RCMP members as well as additional other direct costs associated with base salary such as benefits. The true impact of the agreement on benefits is not known at this time and to date, the City has not received any direct communication regarding the specific amounts of the retroactive payments. In addition, there will be unknown salary increases for the rank of Inspector and above which have yet to be determined however are anticipated to be resolved in the coming months.

4.1 Collective Agreement Increases

Based on information provided by RCMP E-Division, the City had been budgeting and setting aside funds since 2017 anticipating a salary increase. A compounded rate of 2.5% annually has been placed into a City reserve, based on information provided by the RCMP. However as displayed below (Table 1) the amounts that were set aside fall well short of the increases now contained in the ratified agreement.

Increases	2017	2018	2019	2020	2021	2022	Compounded
Actual	3.28%	3.28%	4.29%	3.53%	3.28%	4.06%	23.77%
RCMP Estimate	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	15.97%
Difference	0.78%	0.78%	1.79%	1.03%	0.78%	1.56%	7.80%

Table 1

4.2 Cost per RCMP Member

Under the MPOA, the City's cost per RCMP member includes salary, benefits and non-salary items such as training, capital expenses, RCMP Divisional admin, etc. As noted

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below (Table 2), the large increase in cost per member commences in 2022 as a direct result of the collective agreement and continues into future budget years.

Categories	2017	2018	2019	2020	2021	2022*
Salary	84,468.66	86,583.90	88,748.50	90,967.21	100,503.92	112,601.18
Benefits	22,723.39	23,290.31	23,872.57	24,469.38	20,729.76	23,221.77
Non-Salary	46,099.95	47,296.19	48,336.70	49,448.45	50,140.73	49,399.07
Total Cost per Member	\$153,292.00	\$157,170.40	\$160,957.77	\$164,885.04	\$171,374.40	\$185,222.02

Table 2 - * As of information received from RCMP Collective Agreement Ratification

4.3 Financial Impact for 2022 RCMP Contract Budget

The Burnaby RCMP Detachment regular member requirement also includes the City funding requirement of 24.5 positions for the RCMP Integrated Teams. These are specialized teams which are used for specific cases as they arise:

- Integrated Collision & Reconstruction Service (ICARS)
- Integrated Emergency Response Team (IERT)
- Integrated Forensic Identification Service (IFIS)
- Integrated Homicide Investigation Team (IHIT)
- Integrated Police Dog Services (IPDS)

As noted below (Table 3) the obligations resulting from the collective agreement ratification, require an additional \$4.06M in funding to support the existing RCMP regular member staffing level for the City. This financial impact is the equivalent of a 1.39% increase in the Tax Levy.

Cost Categories	2021 Budget	2022 Proposed Budget	Change
RCMP Regular Member Budget	48,327,600	52,232,600	3,905,000
RCMP Integrated Teams Budget	5,287,500	5,442,500	155,000
Total RCMP Budget	\$53,615,100	\$57,675,100	\$4,060,000
Tax Levy Impact (%)			1.39%

Table 3

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5.0 RECOMMENDATIONS

The historical inaugural collective agreement for RCMP members will not only have a significant impact on the City's 2021 budget, it will also impact the ongoing RCMP contract budget in the years ahead.

It is recommended that Council receive this report for information purposes and a copy of this report be provided to the Chair and members of the Public Safety Committee.



Dave Critchley
Director Public Safety & Community Services

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Copied to: Deputy Chief Administrative Officer & Chief Financial Officer
Acting Officer in Charge - Burnaby RCMP