

**CITY OF BURNABY**

TO: MEMBERS OF CITY COUNCIL

FROM: COUNCILLOR DOUGLAS G. EVANS  
COUNCIL LIAISON TO RCMP DETACHMENT

RE: MID TERM UPDATE REPORT ON THE LOWER MAINLAND (BRITISH  
COLUMBIA) POLICING STUDY

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**RECOMMENDATION:**

1. **THAT** the Mid Term Update Report on the Lower Mainland (British Columbia) Policing Study be received for the information of Council.
2. **THAT** a copy of this report be forwarded to Commanding Officer, Bev Busson, RCMP E Division and Mayor Greg Halsy-Brandt, Chair, RCMP Consultative Forum.
3. **THAT** a copy of this report be forwarded to the Community Policing Committee.

**REPORT**

**1.0 BACKGROUND**

On 2000 March 16<sup>th</sup>, the Lower Mainland RCMP Consultative Forum, attended by Mayors and Councillors that have RCMP contract services, established a subcommittee to consult directly with the RCMP on the proposed B.C. Policing Study Terms of Reference. The subcommittee included Councillor D. Evans and the Municipal Staff Working Group included the Deputy City Manager Corporate Labour Relations.

On 2000 June 23, the Municipal Staff Working Group provided a discussion paper which criticized the BC Policing Study for a lack of consultation with the municipal clients and failure to recognize a number of concerns in human resource issues, financial planning and accountability and service delivery.

<p>: COPY - CITY MANAGER - DEP. CITY MGR.- CORP. SERV. - DEP. MGR.-CORP. LAB. REL. - DIRECTOR FINANCE - OFFICER-IN-CHARGE, R.C.M.P.</p>
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On 2000 November 23<sup>rd</sup>, the Municipal Staff Working Group provided to the Lower Mainland Consultative Forum a Mid Term Update which has been circulated to Council (copies available in the Clerk's Department). This report serves to update Council on the progress made to date on addressing a number of long standing concerns with the administration of the RCMP Policing Contract. For the information of Council, the Superintendent, Burnaby RCMP Detachment and Director of Finance and staff have been regularly consulted during this review.

## 2.0 PROGRESS ON MUNICIPAL CLIENT PRIMARY ISSUES

As noted in the subject report, through a series of meeting and negotiations the RCMP have committed to acting on issues of concern to Lower Mainland Clients including the following which have been raised by City of Burnaby representatives.

- Staffing Levels

### *Comment*

*The RCMP have acknowledged the need to maintain detachment complements at authorized levels. The City of Burnaby RCMP Detachment has seen a marked improvement in assigned Officers and is operating at close to authorized levels of 241. Recognizing that local Detachments can have staff reassigned to a Federal task or special policing project or absences due to injury, illness, the RCMP have committed to further study means to do interim officer assignments.*

- Selection Process for Senior Officers

### *Comment*

*The RCMP have committed to work with their contract partners in order to have municipal input into the appointment of senior officers.*

- Hiring Practices which Focus on the Lower Mainland

### *Comment*

*The RCMP have committed to enlist recruits from the Lower Mainland for assignment back to this area upon graduation. They have also adopted a practice of advising cadets at the time of engagement of the location for their anticipated future postings that the assignment will be for a **minimum time frame of 5 years.***

- Tenure for Personnel Transferred to Municipal Departments in the Lower Mainland

### *Comment*

- *Lateral transfers will have a minimum term of 5 years.*
- *Promotions will be made with the understanding of a 3 year commitment, however individual members will not forfeit opportunities for promotion because of tenure.*

- Financial Planning Accountability

*Comment*

*The Municipal Staff Working Group and RCMP are developing accountability measures that will identify efficiencies for costs imposed on the municipalities through the RCMP Municipal Policing Agreement. The RCMP recognize the need to establish a control mechanism that will ensure the RCMP function within the budget/expenditure approval process established by each municipality.*

- Service Delivery

*Comment*

*The RCMP have agreed that a consultative approval process will be implemented which will establish policing priorities for each individual municipality, develop detachment work plans, establish service focus areas and ensure that each municipality has direct input into the setting of service levels.*

*In response to a request from the Lower Mainland Clients, the RCMP have agreed to establish a "Dispute Resolution Process" in order to resolve disputes which may arise regarding the service delivery of any particular detachment.*

- Additional Comments

*Comment*

*The Municipal Staff Working Group is continuing to meet with RCMP Officials from British Columbia E Division and Ottawa on issues regarding:*

- *inequities in the structure of the Municipal Policing Agreement,*
- *inadequate financial guidelines and controls,*
- *RCMP policy which encumbers flexibility and responsiveness, and which ultimately prohibits the achievement of municipally-designated performance standards in the detachment.*
- *inadequate communication from the Federal level RCMP to the municipalities on items of primary importance, i.e. salary or overhead increases, wage premiums and new policy.*

### 3.0 CONCLUSION

The changes proposed by the Lower Mainland RCMP Consultive Forum are intended to provide Council and City Staff with more direct control and/or input as would be appropriate into personnel decisions, staffing levels, budgets, expenditures and financial planning for RCMP detachments. The proposed changes are designed to allow sufficient flexibility for each contract municipality to design policy and procedural changes to fit their specific needs. A number of administrative changes recommended in the report are already structured in the City of Burnaby.

For example, the City Manager and assigned staff serve as the administrative contact to the RCMP.

The RCMP have recently demonstrated a commitment to address issues that have been brought to their attention through the Consultative Forum and Municipal Staff Working Group. The proposed changes have the full support of the RCMP and have been endorsed by the Commanding Officer E Division, Assistant Commissioner G. Forbes and the RCMP Policing Study Team.

RCMP Commissioner Zaccardelli has met with representatives of the Consultative Forum including City of Burnaby representatives Councillor D. Evans and the Deputy City Manager Corporate Labour Relations. Commissioner Zaccardelli emphasized his personal commitment to contract policing and that changes will be made to ensure specific needs of each contract partner will be addressed.

The RCMP have agreed to immediately implement many of the human resources issues and continue working into 2002 on remaining Municipal Client Primary Issues.

Unless otherwise directed by Council, the City of Burnaby will continue participating in the Lower Mainland RCMP Consultative Forum and Municipal Staff Working Group and provide a further report to Council when appropriate.

Respectfully submitted,

COUNCILLOR D.G. EVANS

Council Appointee to the Lower Mainland RCMP Consultive Forum