



CITY OF RICHMOND

REPORT TO COMMITTEE

TO: General Purposes Committee

DATE: October 30, 2000

FROM: George Duncan
Chief Administrative Officer

FILE: -

**RE: Citizens' Advisory Committee on Policing
"Year 2000 Review of Community Policing in Richmond"**

STAFF RECOMMENDATION

1. That the Community Safety Division under the direct leadership of the General Manager of Community Safety develop a plan which includes a City vision, strategies and action plan to direct the future delivery of police services in Richmond.
2. That issues such as personnel assignment and commitment levels to community policing will be addressed in the "BC Policing Study Municipal Client Primary Issues" document.
3. That a communications strategy be developed jointly by the City's Manager of Communications and the RCMP in consultation with the Public Relations Sub-Committee of the Citizen's Advisory Committee on Policing.
4. That a plan including a City vision, strategies and action plans be developed for police services before an evaluation of community policing is initiated.
5. That the Citizens Advisory Committee advise the RCMP on the specific types of statistical information that they are interested in obtaining.
6. That the RCMP arrange with the Citizens Advisory Committee to hold a CAPRA Model course.

A handwritten signature in black ink, appearing to read "George Duncan".

George Duncan
Chief Administrative Officer

STAFF REPORT

ORIGIN

Earlier this year, Council reviewed a report from the members of the Citizens Advisory Committee on Community Policing. As part of the report, the advisory Committee put forth 14 recommendations for Council's consideration. After discussing the report, Council referred the 14 recommendations to staff for review.

ANALYSIS

The appropriate staff have reviewed the 14 recommendations. The results of this review are discussed below. Staff have grouped the recommendations into subject areas.

A. Community Policing Definition & Philosophy:

Advisory Committee's Recommendations:

- (1) *That, for Richmond's current purposes, the definition of community policing established by the RCMP be accepted, and that such **definition** be circulated to interested parties for comments and any suggestions as to possible changes. (priority: Year 2)*
- (2) *That the **philosophy** of community policing be recognized by City Council as an international movement and that City Council be asked to publicly endorse (or repeat endorsement of) the concept of community policing. In doing so, it is understood that City Council will retain at all times the right to maintain budgetary control in the usual manner. (priority: Year 1)*

Discussion

Over the last few years, Council has spent a considerable amount of time both discussing the community policing concept for Richmond, and reviewing the successful elements of models in other cities. As a result of these discussions and reviews, Council confirmed at a meeting in February 1999 that they support the further development of the community policing concept.

Recently Council has also taken action to further advance the community policing concept in Richmond by having staff actively participate in the BC Policing Study, and by creating a new Community Safety Division which is charged with the responsibility of providing direction to the RCMP.

The existing community policing service delivery model or concept in Richmond is based upon a definition statement developed by the RCMP. Staff believe that with the recent creation of a Community Safety Division that it is timely to take a more proactive approach, and develop a clear City vision for determining the appropriate model for the delivery of police services in Richmond that reflects local community needs as opposed to basing the model on the RCMP's current definition.

As part of the process, strategies and policies will be developed that will help move the City closer to achieving Council's vision for policing. Without a clear City vision for police services, it will continue to be difficult to focus efforts and make the necessary cultural shifts.

Staff recommendation:

Rather than endorsing the RCMP's current definition of community policing, staff recommend that the new Community Safety Division in consultation with the RCMP develop a plan which includes Council's vision for police services. The plan should also include strategies, policies and action plans that will help bring this vision to fruition.

B. Commitment and Recruitment**Advisory Committee's recommendation:**

- (1) *That the internal level of commitment to the concept within the Richmond detachment and any problems relating to recruitment to Community Police Stations be determined.*

Discussion:

Concerns have also been raised previously in 1997 regarding the lack of perceived commitment by the RCMP to the community policing model. As a result, at a Council meeting in February 1999, the Mayor officially requested that the RCMP locate personnel who are specifically trained in community policing to the stations, and to ensure that they are committed to their position for a minimum of 2 years.

In response to the Advisory Committee's recommendation as cited above, the RCMP report that they are firmly committed to the concept of community policing and are striving to find the best candidates for Richmond Community Police Stations. As a result, the RCMP's current practice is only to transfer members to the Community Police stations if they have the ability and a sound desire to be there. This careful selection practice can reduce the pool of candidates available. However, to date the RCMP report that they have had a good track record of suitable candidates expressing an interest in community policing. As well, new recruits are also now being trained in "problem-solving policing methods".

In order to improve recruitment practices and further strengthen the level of commitment to community policing in Richmond, the assignment of personnel is being addressed as part of the BC Policing study which will be presented to the Consultative Forum on November 23, 2000. The BC Policing Study will also be presented to Council after the Consultative Forum meeting. In this regard the Commanding Officer of "E" Division has committed to designate community policing experience as a prerequisite for promotion. The intent is to ensure that a high calibre of RCMP members will seek out opportunities to serve in our Community Policing Program. As a result personnel assignment will be more in line with community objectives as represented by Council.

Staff recommendation:

It is recommended that the issues of personnel assignment and commitment levels be addressed as specified in the BC Policing Study Municipal Client Primary Issues.

C. Public Relations and Education

Advisory Committee's Recommendations:

- (1) That investigation be made as to the cost and availability of a "library" concerning community policing be made by the Citizen's Advisory Committee on Policing, to be kept at either the Richmond Public Library, the main Police Station or at City Hall. (Priority: Long term – 2 yrs+).*
- (2) That the establishment and maintenance of a Richmond community web site be investigated. (Priority – year 1 to 2 years).*
- (3) That an educational plan be prepared, ensuring education on an ongoing basis to the public, police, City Council members and members of the Citizen's Advisory Committee on Policing, which must include ongoing evaluation of the concept in Richmond.*
- (4) That a public relations plan be prepared and implemented, ensuring public relations on an ongoing basis to the public concerning community policing, which must involve the Superintendent, the Mayor and council members and which must provide for community feedback.*

Discussion:

Although it is important to make information readily available, staff believe that additional funds should not be allocated at this time to create a separate community policing library or web site. That is, existing resources should be utilized so that the concept of community policing is implemented as the way of doing business rather than being considered as a separate operating model. With this approach, some additional content pages which only require updating on an infrequent basis could be added to the RCMP's web page which is currently included as part of the City's Web site. The additional web pages could be maintained by existing staff resources in the current year provided that all the information is received. Such an approach would help avoid the perception of two separate service delivery models and the need for additional resources. In terms of purchasing library resources materials on policing, staff believe that this should be addressed as part of an overall strategy developed by the new Community Safety Division.

In response to recommendations (3 & 4), staff believe that it is critical to develop a communications strategy before an educational or public relations plan are developed and implemented. The strategy should be developed jointly by the City's Communication Manager and the RCMP in consultation with the Public Relations Sub-Committee of the Citizen's Advisory Committee on Policing. As part of this strategy, a communications policy needs to be developed which includes a protocol for consultation on media issues that affect the City.

Staff recommendation:

That a Community Policing Public Relations and Educational Program be considered once a Communications Strategy is developed.

D. Evaluation of Community Policing

Advisory Committee's recommendations:

- (1) *That the structure and implementation of community policing in Richmond be reviewed by the Citizens' Advisory Committee on Policing in comparison to other communities. (Priority: Year 1).*
- (2) *That certain functions to be conducted by the Citizens' Advisory Committee on Policing on a regular basis be identified and formalized including an ongoing evaluation process for the status of community policing in Richmond, and that subcommittees be established to deal with such functions including for example, a "Priorities" subcommittee, a "Public Relations" subcommittee and a "Evaluations" subcommittee. (Priority: Year 1).*
- (3) *That as part of a current evaluation process, the Citizens' Advisory Committee on Policing determine the extent to which community policing has been effectively implemented in Richmond. (Priority: Year 1).*
- (4) *That the role of the Community Consultative Groups be reviewed by the Citizen's Advisory Committee on Policing, with a view to clarify their respective functions in relation to the Citizens' Advisory Committee on Policing and to provide a new energy and direction for their activities. (Priority: Year 1).*

Discussion:

Staff agree that the functions of the Citizens Advisory Committee and the role of the Community Consultative Groups needs to be reviewed and provided clear direction. Furthermore, before spending additional financial resources or volunteer time on evaluating the effectiveness of community policing, staff believe that a clear vision of police services needs to be articulated in order to determine whether or not Richmond is being effectively served. The role of the citizen's groups needs to be reviewed and clarified so that it is aligned with Council's vision in order to provide new energy and a focussed direction.

Staff recommendations:

Staff recommend that a vision and implementation strategies for police services be developed by the Community Safety Division before an evaluation of community policing is initiated.

E. Education and Information Sharing

Advisory Committee's recommendations:

- (1) *That the Mayor direct city staff to contact the City of Seattle to follow up the results of internal study referred to in the Seattle Times, and if it is available to provide it to the Citizen's Advisory Committee on Policing. (Priority: Year 1)*

- (2) *That the Citizen's Advisory Committee on Policing be educated as to the CAPRA model of the RCMP and its role in community policing. (Priority: Year 1)*
- (3) *That the Citizen's Advisory Committee on Policing be informed as to the statistics available to the local RCMP detachment concerning community policing and crime, particularly in comparison to similarly-sized communities in Canada, and that consideration be given to requesting Statistics Canada to compile statistics with a separate category for cities the size of Richmond. (Priority: Year 1).*

Discussion:

In response to *recommendation 1*, staff contacted the *City of Seattle* to follow up on the results of their internal study involving an evaluation of community policing. It was discovered from talking with City Officials in Seattle, that the study was never undertaken for various reasons including: (a) A re-focussing of priorities and resources on the problems occurring with the World Trade Organisation; (b) The Councillor who was the advocate for the evaluation did not run for re-election, and (c) The Seattle Police Chief left the force. Staff from the City Auditor's Office also indicated that there are no future plans to initiate the evaluation.

In response to *recommendation 2*, the RCMP report that they would be pleased to provide the Citizen's Advisory Committee with an abbreviated (one evening) course on the *CAPRA model*. With the exception of over-time costs from their existing salaries budget for an instructor, there are no additional costs for conducting the course. The course could occur whenever the Advisory Committee wishes and an instructor is available.

In response to *recommendation 3*, the Richmond Detachment's *crime statistics* are available to the Citizen's Advisory Committee and can be compared with other similar sized jurisdictions through publications of Statistics Canada. More information is required from the Citizen's Advisory Committee on the exact type of community policing comparisons that they are interested in.

Staff Recommendations:

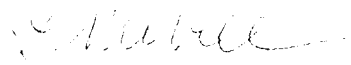
It is recommended that the RCMP be directed to arrange for a CAPRA model course with the Citizen's Advisory Committee. It is also recommended that the Citizens Advisory Committee advise the RCMP on the specific types of statistic comparisons that they are interested in.

CONCLUSIONS

Earlier this year, the Citizen's Advisory Committee submitted a detailed report on their review of Community Policing in Richmond. As part of the report, the Committee put forth 14 recommendations for Council's consideration. After reviewing the report, Council referred the report to staff for review. The results of the review are contained in this report.

FINANCIAL IMPACT

There are no additional financial implications at this time.


 Lauren Melville
 Manager – Policy & Research