



To: Community Safety Committee
From: Rendall Nessel
Officer In Charge,
Richmond RCMP Detachment

Date: June 17, 2011
File: 09-5000-01/2010-Vol 01
(11.44)

Re: RCMP Three Year Resourcing Plan – 2012 – 2014

Staff Recommendation

That the report dated June 17, 2011 from the Officer in Charge, Richmond RCMP Detachment entitled "RCMP Three Year Resourcing Plan – 2012 – 2014" and the attachment entitled "RCMP Priority 2012-2014" be received for information.

Rendall Nessel
Officer In Charge, Richmond RCMP Detachment
(604-278-1212)

Att: 1

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CONCURRENCE OF GENERAL MANAGER 		
REVIEWED BY TAG	YES 	NO <input type="checkbox"/>
REVIEWED BY CAO	YES 	NO <input type="checkbox"/>

Staff Report

Origin

In November 2007, Council adopted the RCMP 5 Year Resourcing Plan and passed the following resolution

(1) That the Plan be updated annually and presented to Committee in July of each year.

The following report from the OIC, Superintendent Nessel represents the 2012 –2014 update, as well as a provisional analysis of the plan, including the effect on the City's operating budget.

In order to align the Resourcing Plan with the Detachment's Strategic Planning Cycle, it is the intention of the Officer in Charge to present a 3 year plan rather than a 5 year plan.

Findings of Fact

The Richmond Detachment has developed and maintained a philosophy of proactive policing initiatives in response to emerging issues. The OIC's forecast of future staffing requirements reflects this philosophy by identifying a number of new teams which would be implemented. This forecast does not include the eleven current police officers currently funded through gap financing, and assumes the gap financing would continue.

	2012	2013	2014
Regular Members			
• Serious Crimes	3	0	0
• Professional Standards	1	0	0
• Quick Response	0	4	4
RM Subtotal	4	4	4
Municipal Employees			
• Information Technology	1	0	0
• Plain Clothes Support	1	0	0
• General Duty Support	0	2	2
• Records Quality Reviewers	0	2	0
• Court Liaison Clerk	0	0	1
ME Subtotal	2	4	3
Total	6	8	7

Analysis

This plan is based on current and future challenges and pressures that will be placed upon the City and Police such as:

- Population growth
- Downtown development and transformation
- More visitors to our City and International Airport

For 2012, the OIC plans to request 6 additional positions – 4 regular members and 2 municipal employees through the 2012 budget process. Keeping in mind the time between approval and having a new member in the detachment, if approval were granted in the spring of 2012, members would likely arrive six to eight months later. The 2 municipal positions would be to provide additional support to the regular members of the detachment, thus allowing them more time as an on the road resource.

For the 2012-2014 portion of the three year plan, the Detachment continued with a long term planning process. The purpose of the planning process was to establish overall priorities for the Detachment in response to changes in the City's landscape, population, demographics and social planning with drivers such as the City Centre Area Plan and Sustainability. The Detachment plan also incorporated, priorities established in the Corporate Program initiative on safe communities.

In recognition of the anticipated demands for funding from all areas in the City organization, as well as the significant cost centres located with the Detachment, one of the objectives of the planning process is to identify proactive and alternative approaches to providing service.

Year	Projected RCMP Net Budget	Positions	No.	New Position Costs	RCMP Budget with Additional Positions
2012		RCMP Officers	4	\$572,895	
		Information Technology (ME, 2011 salary)	1	86,220	
		Plainclothes Support (ME, 2011 salary)	1	61,939	
	\$30,836,518		6	721,054	\$31,557,571
2013		RCMP Officers	4	586,878	
		General Duty Support (ME, 2011 salary rate)	2	123,878	
		Records Quality Reviewers (ME, 2011 salary rate)	2	172,144	
	\$32,201,150		8	882,900	33,084,050
2014		RCMP Officers	4	603,399	
		Records Quality Reviewers (ME, 2011 salary)	2	172,144	
		Court Liaison Clerk (ME, 2011 salary)	1	86,072	
	\$33,726,827		7	861,615	34,588,442
Costs Include:		2012 – 1.5% Increase for Member's Salaries 2012 – 2014 – 3.5% Increase for Member's Salaries *Current RCMP net budget is based on the 2012-2014			

Financial Impact

There is no financial impact of the report at this time. Additional levels requests will be submitted in the 2012 budget process.

Conclusion

The RCMP Three Year Resourcing Plan has identified proposed new positions at the Richmond detachment. The 2012 portion of the plan has been included for consideration in the 2012 Operating Budget Additional Levels. The 2012 – 2014 portion of the plan would benefit from further discussion and consultation as part of the Detachment's strategic planning process.



Lainie Goddard
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LG:jl

2011

RCMP-GRC

Richmond
Detachment

RCMP PRIORITY 2012-2014

This document details the projected resourcing requirements for the Richmond RCMP into the 2014 Time Frame.

RCMP Future Staffing Requirements

RCMP VISION

Our 3 year resource plan, our vision for the future, is to enhance and render sustainable our current policing initiatives and partnerships, while proactively employing a Crime Reduction Strategy in the community, with a view to targeting new trends.

This plan is based on current and future challenges and pressures that will be placed upon the City and Police, such as:

- Population growth and demographic change such as age and ethnicity
- Downtown development and transformation
- More visitors to our City and International Airport

Additional Resources Required (3 Year)

The following is a table, which lists our staffing requirements (both Regular Members and Municipal Employees) for 2012-2014.

	Additional	
Year	Regular Members	Municipal Employees
2012	4	2
2013	4	4
2014	4	3

Regular Member Requirements Table

	Regular Police Resources Required		
Position	2012	2013	2014
Serious Crimes	3	0	0
Professional Standards	1	0	0
Quick Response Team	0	4	4
Total	4	4	4

Serious Crimes (2012)

These members will be deployed in the first instance to review historical unsolved crimes, including homicides, attempted homicide, suspicious deaths, missing persons and other serious crimes where there is a reasonable likelihood of success. Some of these cases are several decades old and new forensic investigative techniques, and the

RCMP Future Staffing Requirements

cooperation of previous reluctant witnesses, may provide the opportunity to clear these files. The resources and workload demands on the Serious Crime Unit to respond to ongoing crimes is such that these types of investigations are not actively pursued.

On the conclusion of these investigations, these members could be deployed in several high risk investigative areas including domestic violence investigations, an open source internet investigative support unit and a member to work with mental health professionals in the community to provide operational support involving individuals engaged in suicidal behavior and other forms of mental illness.

Professional Standards Investigator (2012)

The professional standards unit is responsible for the coordination and investigation of complaints against police officers and includes public complaints received by the Public Complaints Commission and forwarded to the Detachment, Code of Conduct Statutory (criminal) investigations.

At the present time, the one regular member performing these functions is extremely overburdened and unable to effectively manage the file load. The increase in resources is necessary due to a substantial case load increase of 51% over the past 2 years. During the calendar year 2007, a total of 39 files required the investigation by the professional standards unit as compared with 59 in 2010 and an estimated 75 for 2011 if the trend continues. This is in part due to the high profile nature of the YVR incident, which brings the RCMP into the media. As more media reports come out, more people come forward with their own complaints.

Additionally, more of the investigations are going the full length, as fewer complainants are willing to deal with the complaints in an informal manner. Some investigations are extremely lengthy in nature. For example, if the public complaint is serious enough a Code of Conduct investigation and a statutory investigation might be ordered by the Officer in Charge. If these additional investigations are ordered by the OIC, one file then translates into three investigations, thereby tripling the amount of work necessary to complete the files.

With the recent Supreme Court of Canada McNeil¹ decision the onus has been placed on police to disclose all discipline records for an officer every time the officer is involved in a case that is going to court. Professional Standards is now responsible for overseeing this disclosure, maintaining up-to-date records, forwarding and receiving required discipline documents for submission to Crown Counsel. This court decision will add approximately 7-10 hours of work per week, depending on the number of reports submitted to crown. As the Detachment grows in numbers of regular members, with the majority of the members being without extensive experience, it is natural to expect that junior members are more likely to be the subject of complaints as they develop their ability to interact with the public.

¹ R. V. McNeil, 2009 SCC 3, [2009] 1 S.C.R. 66 - 1 <http://esc.lexum.umontreal.ca/en/2009/2009scc3/2009scc3.html> and <http://www.thecourt.ca/2009/01/22/mcneil-the-duty-to-disclose-police-misconduct-records/>

RCMP Future Staffing Requirements

Quick Response Team (2013- 2014)

The Quick Response Team would be tasked with providing immediate response to time-sensitive, currently unknown emerging crime trends. The unit would work closely with the Crime Analysts and intelligence lead policing to proactively focus their efforts on those new high profile crime trends impacting Richmond's Safe Community.

This unit would respond to crime trends as they emerge and deploy at times and places where the need for police intervention is projected.

Under the Crime Reduction model, and due to the proactive, analytical nature of this unit, it is expected that there will be a reduction in calls for service at the reactive General Duty level.

Municipal Employee Requirements Table

Position	Municipal Employee Resources Required		
	2012	2013	2014
Information Technology	1	0	0
Plain Clothes Support	1	0	0
General Duty Support	0	2	0
Records Quality Reviewers	0	2	2
Court Liaison Clerk	0	0	1
Total	2	4	3

Information Technology (2012)

Computer Services is requesting the creation of an additional position. The Computer Services/Informatics section for the Richmond RCMP is currently comprised of two support staff and one manager, supporting approximately 250 police officers and staff to be located in 2012 in the new Detachment and 4 satellite offices.

This section is primarily responsible for: City of Richmond and RCMP workstations and laptops, City of Richmond and RCMP printers, RCMP Mobile Data Terminals, City of Richmond and RCMP software and applications, Video conferencing, networking, telephones and cellular telephones.

The main function of the Detachment is a balance of an effective service level to our clients combined with the capacity to proactively manage tasks and planning. This additional position would allow the section to:

- focus more time on particular concerns and look towards more specialized roles, similar to the structure within the City IT dept.

RCMP Future Staffing Requirements

- increase our capacity to address concerns normally delegated to outside contractors and support contracts due to lack of onsite resources and expertise. This could substantially reduce expenses and improve our level of service.

Plain Clothes Section Support (2012)

With an overall team of 58 police officers that require clerical support, it is essential to provide a level of knowledge, abilities and skills appropriate to the high profile cases that the members are involved in.

This position is responsible for, although not limited to, preparing information packages for court, transcription of audio and video statements, maintaining data banks of persons of interest, liaising with RCMP headquarters on major case management policies and procedures, ordering supplies and maintaining all inventory assets assigned to the section. With the current Memorandum of Understanding with Crown Council and increased pressures for clerical aspects pertaining to major case management and disclosure of evidence makes it difficult to keep the operational police officers on the road. Currently, the ratio of peace officers to support staff is 49:1 and it has become impossible for the lone city support staff to provide the support that this section requires.

General Duty Support (2013)

These positions will provide administrative support to the general duty watches and the 92 police officers that make up the teams for the Richmond RCMP Detachment.

Currently there is no administrative support assigned to assist the general duty watches, and as such the police officers are required to fulfill a myriad of administrative tasks rather than being able to respond to calls in a timely fashion. Duties that these positions would be able to perform are (but not limited to):

- maintaining the shift schedule
- the daily issuance of detachment owned equipment required by the police officers
- tracking court notifications
- uniform requisitions
- overtime callouts
- maintenance of staff photo board
- preparation of general correspondence
- assistance with court document preparation
- transcription

It is anticipated that with two full-time positions a rotating seven day per week coverage could be provided. Once these positions have been embedded within the Watches, it is estimated that General Duty members would be back on the road in an amount equivalent to the hours worked by the support staff. (I.e. if the Municipal Employee works an 8 hour shift, that means the watch members will be able to be mobile for 8 hours)

RCMP Future Staffing Requirements

Records Quality Reviewers (2013, 2014)

Within the past few years, the Province of British Columbia legislated that the Police Records Information Management Environment for BC (PRIME-BC) will be the Records Management System (RMS) to manage organizational operational records, share information and contribute to an overall integrated justice solution. The implementation of PRIME-BC as the operational Records Management System (RMS) creates challenges for municipal detachments record centers to provide a 24/7-transcription service. Transcription is the function that is required for new information to be entered into the PRIME-BC database when operational members are on duty. It is the first level of quality assurance between the mobile environment and the RMS where the data is stored.

In December 2001 Richmond Detachment became the pilot project for this system and since its inception, the responsibility for Municipal Staff to maintain the workload with the functions of PRIME has increased significantly due to, in part, new and changing policies and legislation surrounding the record keeping of police agencies. Another factor that greatly affects the workload of the records management municipal staff is the increase in regular members, as the detachment police officer complement has increased by 45% or 65 since 1994. While the staffing levels in the records area has remained unchanged.

The main function of the Richmond Detachment Records Quality Reviewers is to maintain, classify and review all operational and administrative files, which have been generated by Detachment personnel. Eight of these nine positions are assigned to the general duty watches and the ninth assists the support units such as: traffic, serious crimes, marihuana enforcement team, drug section, specialized victims unit, property crimes and community policing.

The increase in police officers and the implementation of the provincially mandated records management system, PRIME has necessitated the need for an additional one full-time staff member to assist the support services reviewer.

Court Liaison Clerk (2014)

This is a clerical position reporting to the Records and Information Coordinator and is designed to assist the Court Liaison Officers with various record keeping (data entry) functions in relation to the present reporting requirements in PRIME. Additional reporting requirements associated with the implementation of the Known Offender and Court Modules in PRIME (Records Management System).

In December of 2001, PRIME became the Records Management System for Richmond Detachment. The two full time Court Liaison Officers (Close) utilize this system as well as JUSTIN (Justice Information System), which is a court system maintained by the Attorney General of B.C.

RCMP Future Staffing Requirements

Richmond Detachment is now able to send most court documents electronically, thus minimizing the need to physically attend the Provincial Court House on a continual basis during the day. This electronic exchange of information requires a substantial amount of data entry, a task neither the Records Department nor the Court Liaison Officers themselves have adequate resources.

CONCLUSION

The City of Richmond is recognized as one of the safest, most livable cities within Canada. The Richmond RCMP is enhancing their Crime Reduction Strategy, which is based on the whole notion of a new mind-set and new skill-set based on intelligence lead policing fortified through crime data from the two Detachment Crime Analysts. It is about taking initiative in partnership with the community in advance of problems or crimes. Instead of being reactive in nature, only going to the crime after it has occurred, and applying enforcement, Richmond RCMP is continuing to reach out to the community to prevent crime whenever possible.

A crime reduction strategy is about identifying problems before they occur, or root-problem solving in partnership with the community. This style of policing is a comprehensive approach to safety. Police and Community work together in suppression, intervention and prevention of crime. It requires dedicated resources and commitment.