



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

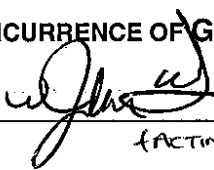
Date: June 22, 2009
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Re: RCMP Five Year Resourcing Plan – 2010 – 2014

Staff Recommendation

That the report dated June 22, 2009 from the Officer in Charge, Richmond RCMP Detachment entitled "RCMP Five Year Resourcing Plan – 2010 – 2014" be received for information.

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

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ROUTED TO:		CONCURRENCE		CONCURRENCE OF GENERAL MANAGER	
Budgets		Y <input checked="" type="checkbox"/> N <input type="checkbox"/>		 (ACTING GMGR)	
REVIEWED BY TAG		YES	NO	REVIEWED BY CAO	
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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 Nettet represents the 2010 –2014 update, as well as a provisional analysis of the plan, including the effect on the City's operating budget.

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 ten current police officers currently funded through gap financing, and assumes the gap financing would continue.

	2010	2011	2012	2013	2014	Total
Regular Members						
• Quick Response Team	0	4	4	4	4	16
• Historical Crimes Team	3	0	0	0	0	3
Subtotal	3	4	4	4	4	19
Municipal Employees						
• Records Quality Reviewer	0	0	2	0	2	4
• General Duty Support	2	2	0	2	0	6
• Fleet Maintenance Coordinator	1	0	0	0	0	1
• Field Coaching Coordinator	0	1	0	0	0	1
• Plain Clothes Support	0	1	0	0	0	1
• Information Technology	0	1	0	0	0	1
Subtotal	3	5	2	2	2	14
Total	6	9	6	6	6	33

Analysis

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

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

For 2010, the OIC plans to request 6 additional positions – 3 regular members and 3 municipal employees through the 2010 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 2010, members would likely arrive six to eight months later. The 3 municipal positions would be to

provide additional clerical support to the regular members of the detachment, thus allowing them more time as an on the road resource.

For the 2011-2014 portion of the five year plan, the Detachment will embark on a long term planning process. The purpose of the planning process is 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 Canada Line, City Centre Area Plan and Sustainability. The Detachment plan will also incorporate, where appropriate, priorities established in the overall long term plan for Law & Community Safety.

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. For example, does it make effective use of a police officer to deliver a service which could be provided by a municipal employee. The OIC has identified in the five year resourcing plan several instances where the function performed by a regular member would be civilianized.

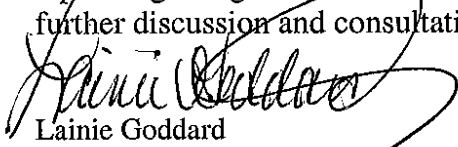
Year	Projected RCMP Net Budget	Positions	No.	New Position Costs	RCMP Budget with Additional Positions
2010		RCMP Officers	3	383,301	
		General Duty Support (Municipal Employee)	2	129,200	
		Fleet Maintenance Coordinator (Municipal Employee)	1	73,033	
	33,725,047*		6	585,534	34,310,581
2011		RCMP Officers	4	535,808	
		Plainclothes Support Clerk (Municipal Employee)	1	67,184	
		Information Technology (Municipal Employee)	1	89,672	
		Field Coaching Coordinator (Municipal Employee)	1	75,954	
		General Duty Support (Municipal Employee)	2	134,368	
	35,363,916		9	902,986	36,266,902
2012		RCMP Officers	4	556,568	
		Records Quality Reviewer (Municipal Employee)	2	139,743	
	37,634,164		6	696,311	38,330,475
2013		RCMP Officers	4	578,476	
		General Duty Support (Municipal Employee)	2	143,935	
	39,679,708		6	722,411	40,402,119
2014		RCMP Officers	4	601,312	
		Records Quality Reviewer (Municipal Employee)	2	148,253	
	41,816,193**		6	749,565	42,565,758
Costs Include:		2010 - 1.5% Increase for Member's Salaries 2011 - 2014 - 3.5% Increase for Member's Salaries *Current RCMP net budget is based on the 2009-2013 Five Year Plan **2014 is based on a 3.5% increase on the 2013 new ending balance			

Financial Impact

There is no financial impact of the report at this time. Additional levels requests will be submitted in the 2010 budget process.

Conclusion

The RCMP Five Year Resourcing Plan has identified proposed new positions at the Richmond detachment. The 2010 portion of the plan has been included for consideration in the 2010 Operating Budget Additional Levels. The 2011 – 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

2009

RCMP-GRC

Richmond
Detachment

RCMP PRIORITY 2010-2014

This document details the projected resourcing requirements for the Richmond RCMP into the 2013 Time Frame.

RCMP Future Staffing Requirements Forecast

RCMP VISION

Our 5 year resource plan, our vision for the future, is to maintain and sustain our current policing initiatives and partnerships while proactively monitoring crime statistics in the community with a view to targeting new trends. We know our model is working and it is fully endorsed and supported by our community.

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

- Canada Line
- Population growth and demographic change such as age and ethnicity
- Downtown development and transformation
- 2010 Olympics
- More visitors to our City and International Airport

Additional Resources Required (5 Year)

The following is a table which lists our staffing requirements (both Regular Members and Municipal Employees) for 2010-2014.

Year	Additional	
	Regular Members	Municipal Members
2010	3	3
2011	4	5
2012	4	2
2013	4	2
2014	4	2

RCMP Future Staffing Requirements Forecast

Regular Member Requirements Table

Unit	Regular Police Resources Required				
	2010	2011	2012	2013	2014
Historical Crimes Unit	3	0	0	0	0
Quick Response Team	0	4	4	4	4
Total	3	4	4	4	4

Historical Crime Team (2010)

The Historical Crime Team will be responsible for conducting investigations of historical unsolved crimes that occurred in Richmond, in some cases, several decades old. These investigations include suspicious deaths, missing persons, and serious crimes against persons that are re-opened as victims/ witnesses come forward with new information or new evidence is uncovered. These types of investigations are often complex and require a special team of investigators skilled in locating people (victims, witnesses, and suspects), and understanding criminal code requirements of the day, as well as the suitability of modern evidence collection techniques on historical investigations.

The current resources and workload demands of the Serious Crime Unit and the Unit's requirement to respond to current and active crimes is such that these types of investigations are not actively pursued. Historical investigations may remain inactive for extended periods further allowing further erosion of evidence. Richmond detachment is currently carrying approximately 30 open historical investigations.

Policing experience has shown that a dedicated team of skilled investigators, allowed the time to focus on historical investigations can reach a successful conclusion for many of these investigations

RCMP Future Staffing Requirements Forecast

Quick Response Team (2011 - 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 Crime Reduction Unit 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.

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				
	2010	2011	2012	2013	2014
Records Quality Reviewers	0	0	2	0	2
General Duty Support	2	2	0	2	0
Fleet Maintenance Coordinator	1	0	0	0	0
Field Coaching Coordinator	0	1	0	0	0
Plain Clothes Support	0	1	0	0	0
Information Technology	0	1	0	0	0
Totals	3	5	2	2	2

RCMP Future Staffing Requirements Forecast

Records Quality Reviewers (2012 – 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 challenge 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, 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.

RCMP Future Staffing Requirements Forecast

General Duty Support (2010, 2011, 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 patrol the streets of Richmond. 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. 2010 would be year one of a two year Detachment plan with 2011 seeing the implementation of clerks being assigned to individual watches on a permanent basis thus allowing for continuity on each watch.

Fleet Maintenance Coordinator (2010)

When the current Transportation Coordinator's position was created over 28 years ago, the detachment had a fleet of approximately 30 vehicles which were accessible at one centralized location.

The current fleet is 107 vehicles and these vehicles are located in three geographically separated locations. (Main office, Annex and the YVR satellite office.)

Current duties include;

- Planning, scheduling, & implementing the routine oil changes, and preventative maintenance services. Delivering and picking up the vehicles.
- When breakdowns occur, making arrangements for the repairs.
- Coordinate with the repairs shops for the work to be done.
- Confirm the work done was done properly and was what was required.
- For all damage to police transport;

RCMP Future Staffing Requirements Forecast

Fleet Maintenance Coordinator (2010) (Continued)

- arranging with competitive body shops for three estimates,
- approval of the estimates and scheduling of the repairs
- handling the paper work for ICBC and RCMP Civil Litigation,
- authorizing repair invoices and forwarding for payment
- Initiating repairs with the RCMP repair shop for car radios and computers
- Minor fleet repairs, including; tire, head and tail lights and some minor body repairs.
- Responsible for maintaining the recording of the accounts and inventory files.
- Implementing new police vehicles into service. Much time is spent arranging for the emergency equipment installation; light bars, radios, and computers

The fleet has also become more complex, with additional components that require maintenance including;

- Strobe lights in turn signals,
- Spotlights in the windshield pillars,
- In car video systems,
- PRIME computers in the vehicles
- Global Positioning Systems

There is a need to add an additional resource to allow for the increased workload and traveling times, as well as maintaining the vehicles and the included support equipment to defined Canada Labour Code standards.

Field Coaching Coordinator (2011)

The continuous learning and development of Detachment resources is a high priority. It requires a minimum of a full-time coordinator. At present, this work is being performed by a team operational police officers and a temporary civilian employee who monitor the need for training and development for the officers and coordinate all the training.

In 2008 over 40 new recruits began their career with the Richmond Detachment and the numbers for 2009 are anticipated to be comparable. Civilianization of these positions would assist in the overall management and leadership within this section and duties for these positions could also include the supervision of the performance of police office recruits, to assist the coaches with their duties and to liaise with the National Field Coaching Program and the Pacific Region Training Centre.

RCMP Future Staffing Requirements Forecast

Plain Clothes Section Support (2011)

With an overall team of 49 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. Currently, the ratio of peace officers to support staff is 49:1 and it has become impossible for the lone city staff member to provide the support that this section requires.

Information Technology (2011)

Computer Services/Informatics is currently two support staff and one manager, supporting approximately 300 police officers and staff, located in the main detachment and 4 satellite offices, with additional police officers and staff being requested for the Olympics and beyond. All in-house personal computers, vehicle mobile workstations, telephones, videoconferencing units and related peripheral equipment are the responsibility of three staff members.

As much as the first level support provided by City helpdesk is appreciated, the majority of personal computers are on the RCMP network with its own separate infrastructure running applications that are unique to the force. Although the City helpdesk is able to provide support for the in-house municipal staff and police personal computers on the City network, they cannot log-in remotely to the RCMP network of computers to assist with trouble calls.

A dedicated position offering first level local support would be able to provide police officers and staff with specific troubleshooting, remote control and in-person support as and when required. Additional tasks could be assigned; such as phone support, including forgotten passwords, new staff setup, transferred staff deleted, database maintenance, and hardware problems.