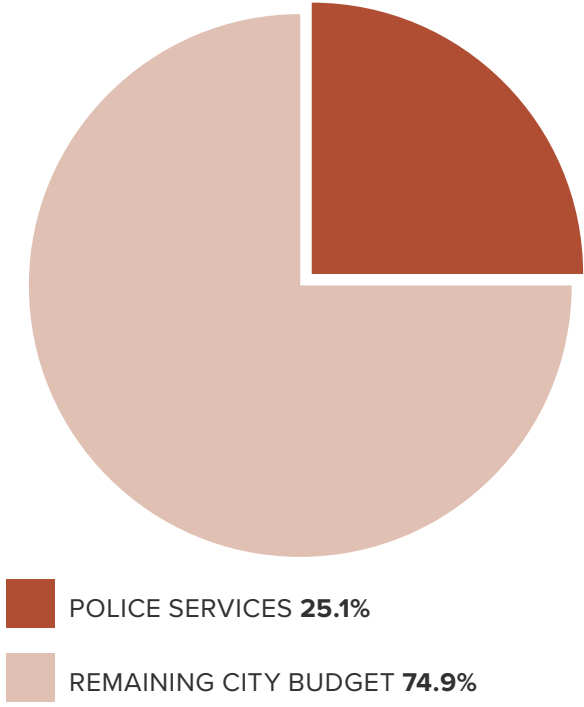




# RCMP POLICE SERVICES

<b>Operating Budget:</b>	\$5,260,600
<b>Capital Budget:</b>	\$0
<b>Staffing Complement:</b>	23 Regular Members
<b>Supports Strategic Focus Areas:</b>	Community Livability

## DEPARTMENT'S SHARE OF CITY BUDGET



crime. Police Services civilian staff are in place via a housing and support agreement with Maple Ridge to provide support services to police officers, as well as client services to the public, community partners, and outside agencies.

The RCMP is contracted, through the Provincial Government, by the City of Pitt Meadows to provide these services. The main hub of operations, Ridge Meadows Detachment, is located in the City of Maple Ridge and a start/stop service is offered from the Pitt Meadows Community Police Office (CPO) which provides an increased level of service to the city. Policing is further enhanced with specialized services in the form of Regional Integrated Teams such as the Integrated Homicide Investigation Team (IHIT), Integrated Forensic Identification Section (IFIS), Integrated Police Dog Service (IPDS), Integrated Collision Analyst Reconstruction Section (ICARS), and Lower Mainland Emergency Response Team (LMDERT).

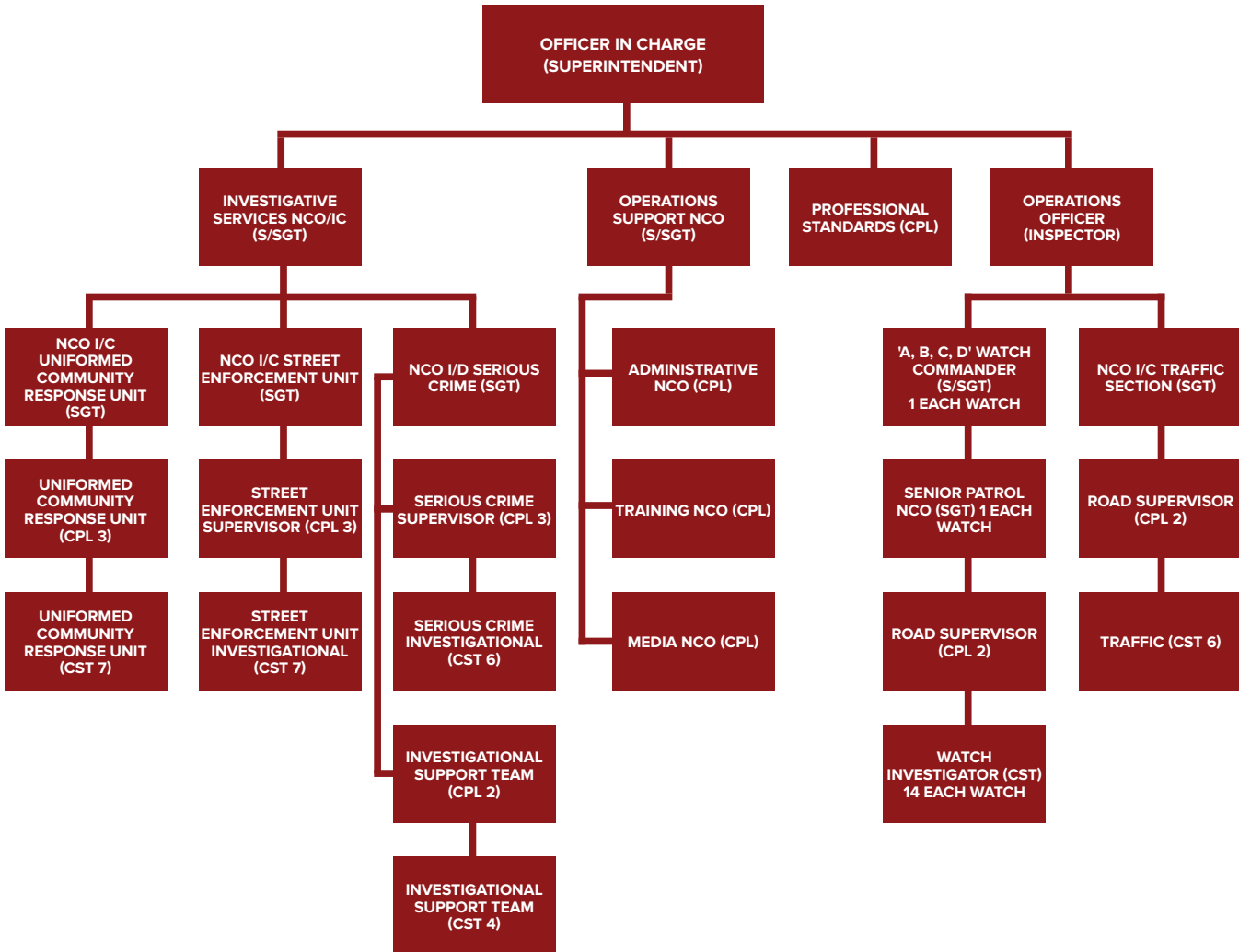
The Ridge Meadows RCMP's strategic priorities are based on three broad focus areas: Community Safety; Effective & Efficient Policing; and Communications & Public Relations. The detachment achieves their objectives through a variety of critical partnerships within the community and through crime reduction strategies, community policing, and crime prevention programs.

## OVERVIEW

Police Services, provided by the RCMP, delivers a wide range of policing services to Pitt Meadows to increase public safety. In addition to responding to calls for service, RCMP work proactively and collaboratively with both internal and external stakeholders to meet community needs, increase public safety, and prevent

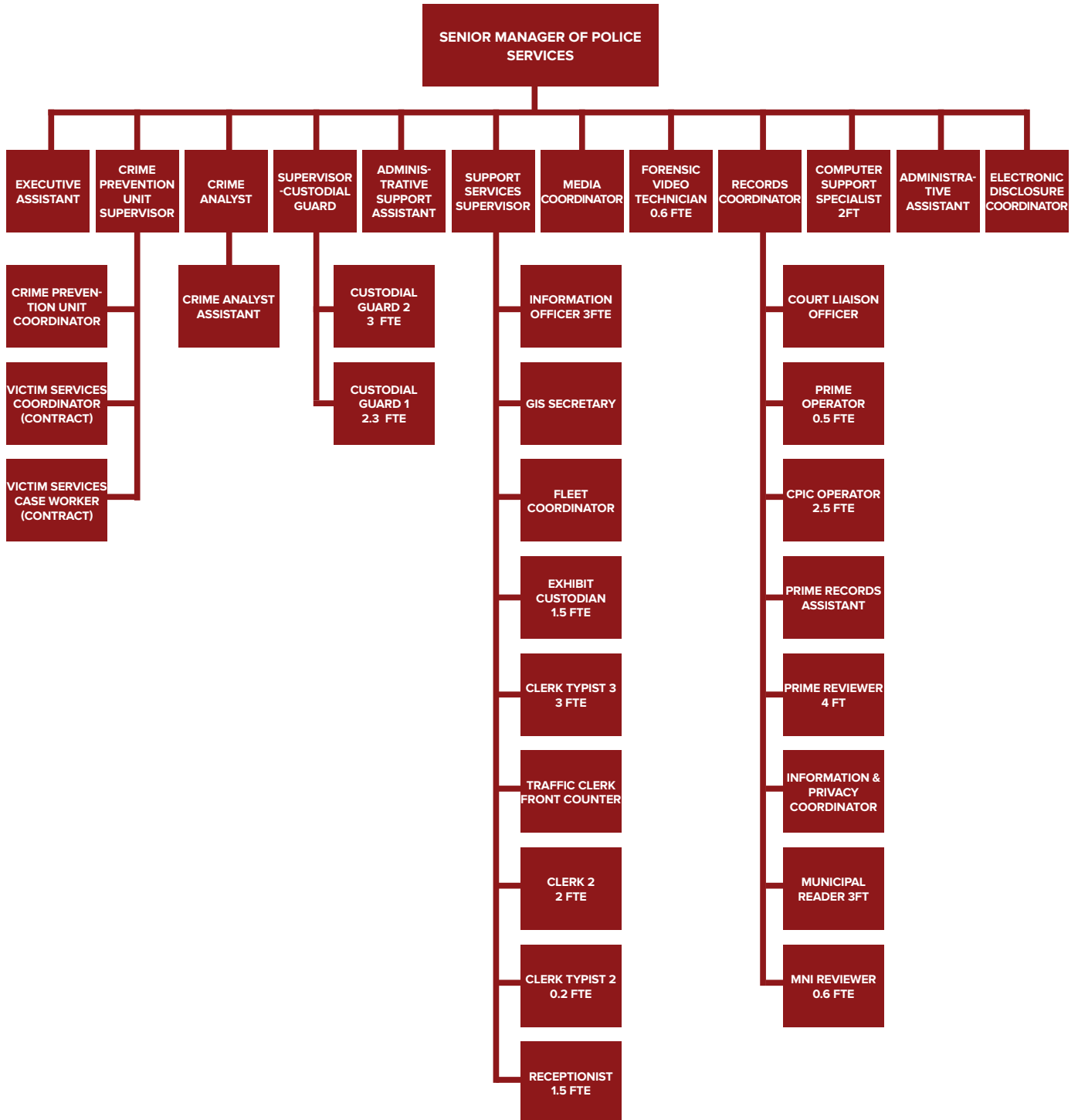
# RCMP POLICE SERVICES

## STAFFING COMPLEMENT





# RCMP POLICE SERVICES



# RCMP POLICE SERVICES

## 2018 ACHIEVEMENTS

- **Law Enforcement Torch Run.** For the 20th Anniversary of the Torch Run, the detachment hosted a barbeque and run for our local Torch Run athletes. The event included a video celebrating the day.
- **Super Shift.** On Friday, April 13th, the detachment held an “All hands on deck” evening shift which involved all non-uniformed RCMP support units getting into uniform and being visible patrolling in our communities.
- **Youth Engagement/Pink Shirt Day Video.** A video was created highlighting anti-bullying and leadership messaging from our youth.
- **UCRU Bikes for Summer.** The Uniformed Crime Reduction Unit was assigned to do their work on “bikes” for the summer months.
- **Cops for Cancer Fundraising Event.** Two members from our detachment committed to the Cops for Cancer ride and raised over \$10,000 for the event.
- **Road Safety.** From January 1st to September 1st, in the combined service area, there has been an 18.3% increase in excessive speeding charges and a 52.5% increase (total of 340) in impaired driver charges.
- **School Visits.** RCMP conducted over 300 school visits (not including calls for service) in the detachment service area to provide communication and education to students.
- **High Risk Offenders.** Investigations into trafficking of illicit drugs as well as property related offences have been undertaken. A mechanism is in place to address and identify the prolific and/or high risk offenders in our community.



- **Youth Engagement Strategy.** Implementation of the new Youth Engagement Strategy is in place.
- **Training.** All mandatory training was provided to RCMP members, including learning sessions at briefings.
- **Revision to Crime Prevention Model.** The new Crime Prevention program model was implemented and has enabled volunteers to work in multiple areas, increasing participation.
- **Long Term Planning.** Discussions with City of Maple Ridge and Joint Police Liaison Committee members have taken place regarding the need to purchase land and build a new RCMP detachment building.
- **External Communications Strategies.** Communications to the public were increased through a strategic social media plan as well as the implementation of the “From the Desk” of the Officer In Charge online series.



# RCMP POLICE SERVICES

## KEY CHALLENGES FOR 2019

**Multi-Jurisdictional Nature of Crime.** With increased access to our community through infrastructure such as the Golden Ears Bridge, Pitt River Bridge, and Skytrain Evergreen Line, criminals and prolific offenders cross geographic lines to commit crime. Our Crime Analysts throughout the Lower Mainland monitor trends, profiles, and modus operandi to jointly target offenders.

**Complexity of Policing.** The capacity of police officers to deliver police services has been greatly affected by court decisions, legislative policies, social policies, and technological advancements which have increased the time and costs associated with completing the required work. Today's laws are more complex and require significant additional education and training of police officers, and investigations may need to involve several specialized units depending on the complexity of the file.

**Social Impacts.** Impacts to social service levels are greatly affecting police. The increase of drug addiction, untreated mental health illnesses, and poverty are creating huge volumes of work for police and unnecessary negative pressure with the perception of crime in the community. Police are not able, nor do they have the resources, tools or training, to deal with the social ills of our society. Many citizens, however, have no alternative but to call the only service that is available 24/7.

**Instant Need for Communication from Police to the Public.** The expectation of immediate communication is a new horizon for police. The public's expectation is that this information will come directly to them via cell phones and tablets. Police must balance these expectations, however, with oversight of risk to harming an investigation and privacy laws.



# RCMP POLICE SERVICES

## KEY INITIATIVES 2019

DIVISION	INITIATIVE	TARGET
COMMUNITY SAFETY	<b>1. Road Safety</b> i. Focus enforcement & education on: a) Excessive speeding b) Distracted driving c) Seatbelt checks d) Young driver's education e) Impaired & drug impaired driving f) School zone safety ii. Utilize Speed Watch and speed reader boards to inform & educate the public	Q1-4
	<b>2. Specialized Enforcement Unit focus on repeat offenders</b> i. Perform targeted drug enforcement projects ii. Perform targeted property enforcement projects	Q1-4
	<b>3. Uniformed Police Response (UCRU) focus on enhanced community safety</b> i. Ongoing youth engagement strategies to increase connection between police and youth ii. Attendance at school events iii. Increased presence in school zones iv. Safety presentations v. Enhanced visibility of foot patrols in the city center, parks, playgrounds and youth centre	Q1-4
EFFECTIVE & EFFICIENT POLICING	<b>1. Fiscal Responsibility</b> i. Fund operational projects using alternative revenue sources whenever possible ii. Meet both RCMP "Post" budget, city budget guidelines, and budget allocations	ongoing
	<b>2. Long-Term Planning</b> i. Plan for police and support services growth, including a review of duties currently being done by police that could be done more efficiently by a city employee Work with the City to procure land and budget for a new police building	ongoing
	<b>3. Continuous Improvement</b> i. Complete ongoing mandatory and formalized police officer training Provide informal training at Briefings	ongoing
COMMUNICATIONS & PUBLIC RELATIONS	<b>1. Communication Strategies</b> i. Social Media usage (including education & general information) to inform, engage and interest the public ii. Leadership messaging "From the Desk" of the Officer In Charge series ii. Implementation of an "after hours" media strategy to enhance social media messaging in real time for the public	ongoing

# RCMP POLICE SERVICES

## PROPOSED OPERATING BUDGET

	2018 APPROVED BUDGET	2019 PROPOSED BUDGET	PROPOSED CHANGES FOR 2019		2020 PROPOSED BUDGET	2021 PROPOSED BUDGET	2022 PROPOSED BUDGET	2023 PROPOSED BUDGET
<b>EXPENSES</b>								
<b>RCMP CONTRACT</b>	\$3,936,300	\$4,046,100	\$109,800	2.8%	\$4,209,000	\$4,310,400	\$4,438,000	\$4,553,400
<b>HOUSING AND SUPPORT</b>	1,200,400	1,211,000	10,600	0.9%	1,226,600	1,284,000	1,284,000	1,315,000
<b>CRIMESTOPPERS</b>	3,500	3,500	-	0.0%	3,500	3,500	3,500	3,500
	5,140,200	5,260,600	120,400	2.3%	5,439,100	5,597,900	5,725,500	5,871,900
<b>NET OPERATING EXPENSES</b>	<b>\$5,140,200</b>	<b>\$5,260,600</b>	<b>\$120,400</b>	<b>2.3%</b>	<b>\$5,439,100</b>	<b>\$5,597,900</b>	<b>\$5,725,500</b>	<b>\$5,871,900</b>

### KEY BUDGET CHANGES FOR 2019:

MEMBERS' REGULAR PAY, OVERTIME, PENSION COSTS	101,800
INTEGRATED TEAMS POPULATION & CRIME STATISTICS ADJUSTMENT	16,000
OFFICE ADMINISTRATION, RECORDS MANAGEMENT, FACILITY RENT	2,600
<b>CHANGE IN NET OPERATING EXPENSES</b>	<b>\$120,400</b>

# RCMP POLICE SERVICES DECISION PACKAGE

## DECISION PACKAGE: NEW RCMP MEMBER & INCREMENTAL BUDGET INCREASES

<b>Role Description</b>	RCMP Regular (Permanent Full Time) Member	
<b>Department/Division</b>	RCMP	
<b>Submitted by</b>	Jennifer Hyland, Superintendent, Officer in Charge	
<b>Estimated Capital Cost</b>	One time: \$ 0	Ongoing: \$ 0
<b>Estimated Operating Cost</b>	One time: \$ 0	Ongoing: \$ 166,000

### RECOMMENDATION

THAT Council:

- A. Approve the addition of one (1) RCMP Regular Member position within the Police Services operational budget at an ongoing cost of \$166,000 commencing in 2019; AND
- B. Approve the addition of one (1) RCMP Regular Member position to be built into the overall contract costs every third year thereafter for the next 9 years:
  - a. 2022 – One (1) additional Regular Member
  - b. 2025 – One (1) additional Regular Member
  - c. 2028 – One (1) additional Regular Member

OR

- C. Other.

### EXECUTIVE SUMMARY

Police are asking for Mayor and Council's support in committing to a more strategic way to increase resourcing levels, rather than on a year to year basis. This concept is quite successful in Maple Ridge and it takes away the temptation of delays and the problems that are associated with not keeping pace with growth and needs relating to public safety. This model anticipates growth through long-term planning for police resources into the overall contract services budget and municipal financial plan.



# RCMP POLICE SERVICES DECISION PACKAGE

## DISCUSSION

The region is changing and it is important to keep up to external factor impacts. We know that crime has no geographical borders and Pitt Meadows has and will continue to experience transient crime with criminals coming from Surrey, Langley, Maple Ridge, and Coquitlam with accessibility from the bridges and Coquitlam Skytrain.

In previous years, Ridge-Meadows RCMP has experienced the effects of not keeping pace with police officer growth. The confidence of the public is thwarted and criminals target communities that are easier to commit crimes in. These are not the realities we want for our citizens and community. Other jurisdictions throughout the Lower Mainland know this, so it is with due diligence that we recommend that the City of Pitt Meadows consider a more strategic approach to increasing police resources.

### Illustrative examples of work:

- First Response
- Community Safety
- Pro-Active Policing
- Road Safety

## FINANCIAL IMPLICATIONS (FOR 2019)

COSTS	ONE TIME		ONGOING	
	CAPITAL	OPERATIONAL	CAPITAL	OPERATIONAL
<b>TOTAL COSTS:</b>	\$0	\$0	\$0	\$166,000

## ALTERNATIVES

- Continue to consider requests on a year to year basis, with no strategic plan
- Council may decide to take the risk and not commit to a planned approach
- Council may decide not to bolster establishment of police resources, or even decrease these levels

## SUMMARY

The community is part of a region and we know that the region is finding strategic ways to deal with the ever-changing landscape of external factors we are faced with in today's world. Pitt Meadows is not immune to what is happening in the region and as a partner we want to respectfully engage in a more formal and committed way to prepare our police operation for both the current and future needs of our citizens.

# RCMP POLICE SERVICES DECISION PACKAGE

## DECISION PACKAGE: RCMP HEALTH & WELLNESS MEMBER

<b>Role Description</b>	RCMP Regular (Permanent Full Time) Member shared with Maple Ridge	
<b>Department/Division</b>	RCMP	
<b>Submitted by</b>	Jennifer Hyland, Superintendent, Officer in Charge	
<b>Estimated Capital Cost</b>	One time: \$ 0	Ongoing: \$ 0
<b>Estimated Operating Cost</b>	One time: \$ 0	Ongoing: \$ 33,200 starting in 2020

### RECOMMENDATION

THAT Council:

- A. Approve the addition of one (1) Regular RCMP Member position cost-shared between the City of Maple Ridge (80%) and the City of Pitt Meadows (20%), at an ongoing cost of \$33,200 from their operational budget, commencing in 2020; OR
- B. Other.

### EXECUTIVE SUMMARY

The Officer In Charge of the Ridge-Meadows RCMP Detachment is requesting support from both the City of Pitt Meadows and the City of Maple Ridge for a shared RCMP regular member resource to provide Health & Wellness coordination for staff at the detachment.

This is a new role and costs would be shared with 20% being the responsibility of the City of Pitt Meadows and 80% costs being covered by the City of Maple Ridge.

This role will promote a healthy and positive work environment, coordinate wellness initiatives for staff, and act as a confidential source to bridge communication between members, their team, and senior management.

### DISCUSSION

The duties of this position are to provide assistance and support to members who are currently off sick or injured, returning to work from being sick or injured, or returning from maternity/paternity leave. Further, this role will reach out to members before they become sick/injured to provide them with the resources and tools needed to ensure they can cope and remain healthy, minimizing their time away from the workplace. This role coordinates the Detachment Peer to Peer program and arranges Critical Incident Stress Debriefings as well as education to the membership, ultimately changing the culture in a positive way. Illustrative examples of work:

- Liaise with senior RCMP management representing issues with member health & wellness
- Communicate with area supervisors
- Connect and communicate with detachment members
- Create wellness initiatives
- Create open dialogue with members
- Help change culture and increase understanding at all levels of the organization

# RCMP POLICE SERVICES DECISION PACKAGE

## FINANCIAL IMPLICATIONS (STARTING IN 2020)

COSTS	ONE TIME		ONGOING	
	CAPITAL	OPERATIONAL	CAPITAL	OPERATIONAL
<b>TOTAL COSTS:</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$33,200</b>

## ALTERNATIVES

Do not address health & wellness in a pro-active way and deal with the issues in a reactive manner.

## SUMMARY

In today's world there are many stressors and triggers for police personnel. In an effort to maximize trust, communication and support, we have been successfully piloting a Health & Wellness member position in 2018. This role coordinates wellness initiatives for staff and acts as a confidential source to bridge communication between members, their team and senior management. These initiatives will change culture and build a healthy and positive work environment.

## OTHER BUDGET IMPACTS

### Housing & Support Cost Increases

The responsibility of providing support staff to the policing operation rests with the City of Maple Ridge per the Housing & Support Agreement in place between the two cities. Pitt Meadows' share is about 20% of the overall costs for support. RCMP have put forward an incremental package to Maple Ridge for one (1) civilian position (Disclosure Coordinator) in 2019, but at the time of submission of this business plan we were not aware if these requests will be supported by Maple Ridge.

## FINANCIAL IMPLICATIONS: DISCLOSURE COORDINATOR

COSTS	ONE TIME		ONGOING	
	CAPITAL	OPERATIONAL	CAPITAL	OPERATIONAL
TOTAL COST	\$0	\$0	\$0	\$75,000 (BURDENED)
<b>PITT MEADOWS SHARE (20%)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$15,000</b>

