



STAFF REPORT

Title: RCMP Staffing Levels

Meeting Date: July 11, 2023

Executive Summary:

The City of Cold Lake has been recently advised that the Government of Alberta has increased the staffing of RCMP Officers by two (2) additional positions in June, 2023. This increase brings the numbers to thirty-two (32) Regular Members (inclusive of the PDS), nine (9) support personnel. Of these positions eighteen (18) are under the municipal contract and seven (7) support staff are paid employees of the City of Cold Lake.

During the 2023 Budget Deliberations, Council considered the addition of one (1) regular member; however, this did not get funded based on the ratified 2023 Budget and subsequent municipal tax implications. It should be noted that this position was identified in the multi-year operational financial plan for the Cold Lake RCMP Detachment. That being said, the multi-year operational financial plan is a binding commitment for staff positions.

As the Cold Lake Detachment (similar to most other detachments) some positions tend to be vacant for one (1) reason or another (attrition, transfers, disability, parental leave, etc.). Some of the leaves do not reflect on the billing.

Administration is recommending to increase its' municipal contract RCMP by one (1) additional regular member bringing the City of Cold Lake to twenty (20) under the municipal contract.

Background:

In effort to provide some understanding in regards to funded staff positions vs. actual average boots on the ground, the following provides a summary to this effect:

YEAR	ESTABLISHED POSITIONS	INVOICED UNDER CONTRACT
2016	16	14.50
2017	16	13.17
2018	17	14.39
2019	17	15.60
2020	17	13.22
2021	18	14.39
2022	19	14.70
2023	19	17.31



The above, is based on billing from the Government of Canada and based on member status. The above reflects the challenges of meeting a full complement in the Cold Lake RCMP Detachment (this is fairly consistent across the province).

Based on established positions, the following table provides a summary of positions between the Municipal Contract and the Provincial Contract as of May 2023:

STAFF LEVELS AS OF MAY 2023

	RCMP MEMBER		SUPPORT STAFF		COMBINED	
Provincial	14	42.42%	2	22.22%	16	39.02%
Municipal	19	57.58%	7	77.78%	25	60.98%
Total	33		9		41	

As a result of the 2023 Budget Deliberations, and previous increases to the municipal contract, the City of Cold Lake messaged out that the Province of Alberta needs to increase its' contingent under the provincial contract. With that, we understand that the Government of Alberta has recently advised they have approved two (2) new members for the detachment.

Based on the recent announcement for established positions, the following table provides summary of positions between the Municipal Contract and the Provincial Contract as of July 2023

STAFF LEVELS AS OF JULY 2023

	RCMP MEMBER		SUPPORT STAFF		COMBINED	
Provincial	16	45.71%	2	22.22%	18	40.91%
Municipal	19	54.29%	7	77.78%	26	59.09%
Total	35		9		44	

Further to the above, administration is recommending to increase its contingent to twenty (20) regular members. Based on the above statistics, an actual budget impact will likely not be realized to late 2024 or early 2025.

Subject to further approvals for established positions, the following depicts the summary of positions between the Municipal Contract and the Provincial Contract, subject to this approval of another member.



PROPOSED STAFF LEVELS AS OF JUNE 2023

	RCMP MEMBER		SUPPORT STAFF		COMBINED	
Provincial	16	44.44%	2	22.22%	18	40.00%
Municipal	20	55.56%	7	77.78%	27	60.00%
Total	36		9		45	

The following provides a summary of the municipal employees that are working out of the detachment:

- RCMP Clerk (2 FTE position)
- Watch Clerk (3 FTE position)
- Court Liaison (1 FTE position)
- RCMP Operations Clerk (1 FTE position)

Alternatives:

Council may consider the following options:

- Council may refer the request for one (1) additional RCMP Officer to the 2024 Budget Deliberations
- Council may pass a motion to approve one (1) additional RCMP member under the City's contract for Policing with the Government of Canada.

Recommended Action:

Council may pass a motion to approve one (1) additional RCMP member under the City of Cold Lake contract for policing with His Majesty the King in Right of Canada.

Budget Implications (Yes or No):

Submitted by:

Kevin Nagoya, Chief Administrative Officer