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## REPORT TO COUNCIL

**MEETING DATE:** April 15, 2024

**REPORT NO.** 24-007

**SUBMITTED BY:** Elisa Valentin  
Human Resources Manager

**SUBJECT:** Additional RCMP Support

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### **PURPOSE**

To provide the cost and feasibility of hiring/requesting additional staff to support the RCMP with the current community needs.

### **ANTICIPATED OUTCOMES**

This report is provided to Council for discussion.

### **SUMMARY/BACKGROUND**

On July 17, 2023, Mayor Dober brought forward a Memo to the Closed Meeting of Council, which stated:

"With respect to the current situation within the City regarding the Overdose Prevention Site and increased bylaw responses to the homeless population, there may be a need to consider the addition of City staff to take on the added responsibility related to these issues."

Council voted to approve the motion that was moved by Mayor Dober:

"That staff be directed to research and bring back a report to Council that identifies the costs associated with additional staffing to assist with the current community needs including:

- RCMP Officer
- Bylaw Enforcement Officer
- Wellness Officer"

Under the Police Act, any municipality in BC with a population over 5,000 must provide law enforcement either through:

- forming their own police department,
- contracting with an existing police department, or
- contracting with the provincial government for RCMP police services.

Overall, there are currently 12 municipalities in BC policed by 11 independent municipal police departments. These municipalities pay 100% of their policing costs from local property taxes and receive no subsidy from the province. There are 63 municipalities, including Dawson Creek, that contract with the province for RCMP municipal police services through a Municipal Police Service agreement and cost-sharing format. The Municipal Police Service Agreement between British Columbia and Canada permits the province to subcontract the RCMP provincial force to municipalities. Municipalities with populations between 5,000 and 14,999, including Dawson Creek, pay 70% of the cost base described in the policing agreements, with the Federal government paying the remaining 30%. As each member costs approximately \$230,000 per year, the City's contribution per member is \$161,000 currently.

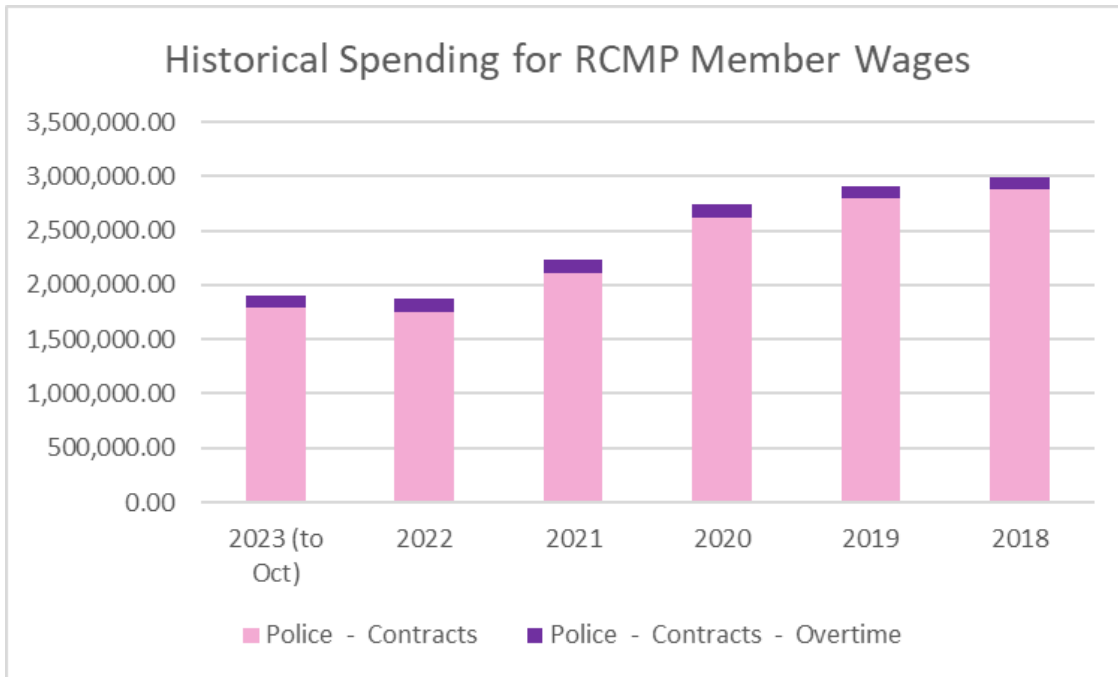
The costs are outlined in the agreement, including:

- Members' pay and allowances
- Employer contributions to member pension and benefits
- Transportation
- Professional and special services
- Equipment
- Recruit training costs
- Some administration costs

There are some policing costs for which the municipality is 100 percent responsible, including:

- Detachment buildings and cells
- Civilian support staff and furniture

The current municipal police cap at the Dawson Creek detachment is 25 employees and has been since 2012. Based on the City's records, the allocation has steadily increased over the years with the earliest available record showing 21 officers in 2004. Under the current model, there are four shifts of five members and a watch commander assigned to general duty, three constables and a commander assigned to the general investigation section, and three assigned to detachment command. Currently, the detachment has 4 vacancies and 2 long-term leaves.



The Dawson Creek detachment had a full complement of RCMP members for 2 months this summer, and hasn't been since 2017 for approximately 2 months; prior to that, it was in 2015. Due to having so many vacancies, the historical spending for RCMP member wages has gone down over the past few years.

Increasing the cap for municipal policing positions provides a benefit even if there are vacancies, as the RCMP provides new recruits based on vacancy percentage, with detachments with lower vacancy percentages getting priority on recruits.

An additional option has been discussed at the staff level over the past several years - Watch Clerks. If each shift had a Watch Clerk assigned to them to provide clerical support, the members would be able to spend additional time on proactive patrolling and less time in the office completing administrative duties. Currently, the City has one Detachment Clerk assigned to assist with the shifts directly. The total cost to the City per Clerk is approximately \$75,000. Currently, there are 2 vacant positions, with one just waiting on a completed security clearance to fill.

**ALTERNATIVES**

N/A

**IMPLICATIONS**

- (1) Social**                      Increased RCMP presence within the city will allow residents to feel safer.
- (2) Environmental**            N/A

- (3) Personnel** Additional clerical support would add additional employees to the City.
- (4) Financial** Please see above report.
- (5) Risk Assessment**
  - Compliance: N/A
  - Risk Impact: N/A
  - Internal Control Process: N/A

**GUIDING PRINCIPLES**

*Lifestyle*

We will nurture engagement in a collective sense of belonging and contribution by:

- Working to reduce crime rates and opportunities for crime in our community.

**STRATEGIC PRIORITIES**

N/A

**IMPLEMENTATION/COMMUNICATION**

N/A

**RECOMMENDATION**

That Report No. 24-007 from the Human Resources Manager re: Additional RCMP Support be received for discussion.

Respectfully submitted,

Elisa Valentin  
Human Resources Manager

**Approved for the Agenda by:**

Agenda Review  
Tab Young, Corporate Officer  
Kevin Henderson, Chief Administrative Officer

Approved - 09 Apr 2024  
Approved - 10 Apr 2024  
Approved - 10 Apr 2024