



Halifax District Funding Request
Regular Member Resource
HRM Board of Police Commissioners Meeting
November 16, 2020

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Halifax District RCMP



This proposal is submitted under the authority and support of the Commanding Officer 'H' Division, the Assistant Commissioner Lee Bergerman. Policing Services under this proposal would be supplied to the Halifax Regional Municipality (HRM) by the RCMP under the Provincial Police Service Agreement (PPSA) between the Province of NS and the Government of Canada (Public Safety Canada). The proposal is subject to approval from the HRM, the Province of NS, and the Minister of Public Safety.

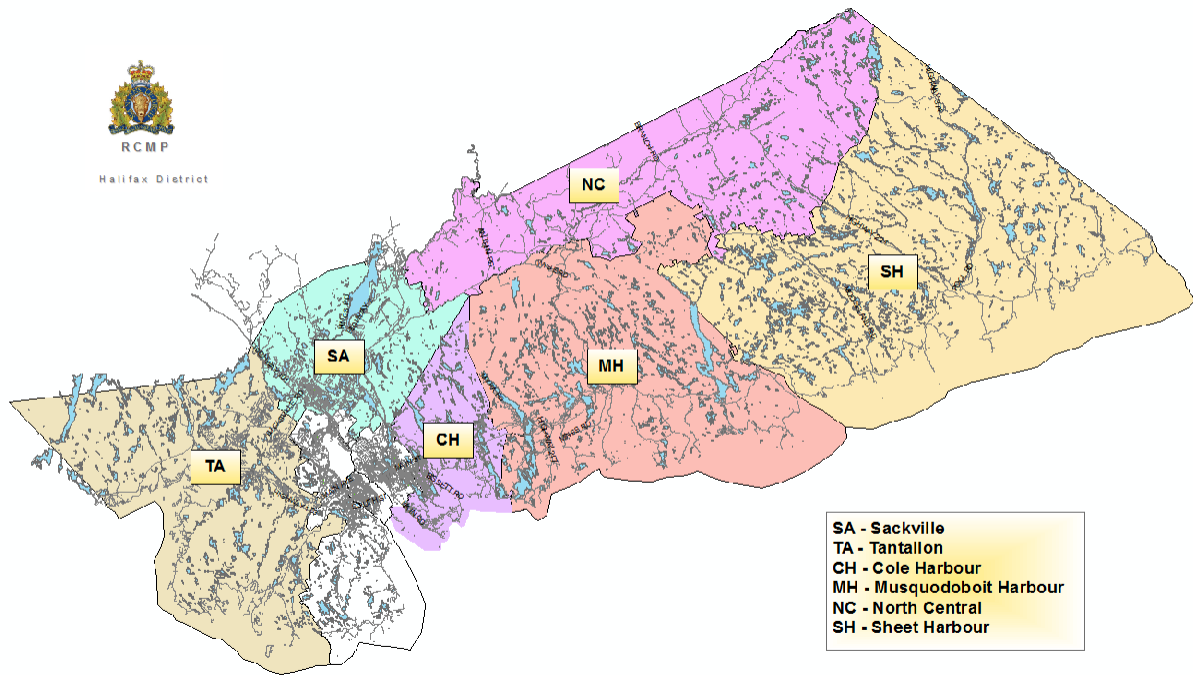
Introduction

The RCMP has been a valuable and contributing member of the Halifax Regional Municipality (HRM) working in close partnership with the Halifax Regional Police, as well as a number of other partner agencies in delivering a first-class policing service. The RCMP is pleased to present this request to the HRM Board of Police Commissioners (BoPC) in an effort to secure one new resource for the Halifax District RCMP that will further address the growing needs in the areas policed by the RCMP. The provision of services by the RCMP would be through an extension of the Provincial Police Service Agreement (PPSA) between the Government of Canada and the Province of Nova Scotia. The province retains a 70/30 cost –share agreement with Public Safety Canada. This agreement includes Halifax Regional Municipality which benefits from considerable savings within the PPSA. HRM pays 70% of the cost of RCMP policing services while Public Safety Canada absorbs the remaining 30%.

This service delivery request sets out a request for one new Regular Member position; an administrative Staff Sergeant to be placed in Halifax District HQ. The rationale and total costing for this new resources is outlined as follows:

Points to Consider:

- RCMP and HRP geographic coverage area as well as area measured in sq. kms;
 - 5,496.31 km
 - HRP polices the urban core – Halifax, Dartmouth, Bedford as well as those communities within the Sambro Loop and the Purcell's Cove – Hearing Cove Loop (area in white). The remaining areas of HRM are policed by the RCMP.



- The RCMP police 95% of the geography of the HRM as well as 185,953 citizens (2017) or 45% of the population.
- There has been significant residential and commercial growth in the last 10 years in suburban HRM where we now see RCMP residential areas bordering up against outside HRM municipalities; Middle Sackville meets Mouth Uniacke, North Central meeting Enfield, Tantallon to Hubbards, Musquodoboit Harbour/Porters Lake area etc.



Administrative Support S/Sgt. – Halifax District HQ

- **Professional Standards**

Currently the oversight duties are being performed by a District Advisory NCO (S/Sgt.), however these are not part of the regular duties of this position. This has demonstrated the necessity and efficiencies of having one position with oversight of Public Complaints. The complaints are currently being delegated to members who investigate these in addition to their regular duties. There has been an increase in reporting of the complaints, with the complaints more than doubling between 2015-2019. The RCMP is forecasting that with the education strategy being implemented as a result of Wortely Report recommendations, and with the National discussion on Street Checks, that there will be an increase in the numbers of public complaints. The RCMP's current projections for 2020, show that we will surpass the total number of complaints received in each of the last five years. Halifax District RCMP is striving to maintain a consistent approach to the application of the Civilian Review and Complaints Commission (CRCC). The CRCC reports that the National average investigation time for one public complaint is 33 hours. By having a full time position for the RCMP dedicated to the oversight of Public Complaints, Halifax District would maintain a consistent approach, and be able to keep to the policy requirement response time. There would be an increased ability to recognize trends in complaints and/or behaviours of our members within the District and mitigate issues related to increased complaints, such as supervision and employee health. Another benefit would include consistent report writing and preparation of Line Officer Decisions. There is a need for this position to be at the S/Sgt. rank in order to investigate all those who fall beneath that rank, which in general is where the bulk of the public complaints are generated, due to the Constable through Sergeant being those who have the most interaction with the public.

- **Human Resource Oversight**

In addition to the duties related to public complaints this position would have greater oversight of our human resources within the Division, which would allow for increased efficiencies. Currently the District has an accommodated Constable performing the tasks and this Constable cannot do all related tasks, based on the rank of the position. This S/Sgt. would have oversight and be responsible for the supervision of the Constable, which would alleviate these duties from the District Management and Administrative Officer(MASO). The position would also be responsible for giving additional human resource support to both the East and West Inspectors.

- **Acting Administrative Inspector**

There is currently no NCO to perform the duties of the Management and Administrative Officer (MASO) in their absence. This impacts the District and Staff in the District. Currently in the absence of the MASO, a Constable and all related Public Service Employees become the



reports of the Chief Superintendent Halifax District RCMP. It would be an asset to the District to have a designated position within the District to take on these responsibilities in order to maintain some continuity within the District.

- **Business Continuity Plans**

In addition, this position would be responsible for the oversight and governance of Halifax District RCMP’s Business Continuity Plans (BCPs). A significant impact of Dorian has been that the District has become aware of several shortcomings that need to be addressed. The BCPs are outdated and there is a need for them to be updated, however with other, equally pressing issues within the District, these have not been currently actioned.

RCMP Cost per Officer:¹

RCMP Cost per Officer	
<i>Salary & Pension</i>	\$82,499
<i>Accommodations</i>	\$11,005
<i>Leased Accommodations</i>	\$ 887
<i>Divisional Administration</i>	\$22,060
<i>Police Reporting Occurrence System (PROS)</i>	\$ 541
Other:	
<i>Direct & Indirect (excl PROS & SS)</i>	\$11,139
<i>Overtime</i>	\$10,057
<i>Public Service Pay</i>	\$11,662
<i>Vehicle Fuel</i>	\$ 2,321
<i>Vehicle Repairs & Fit Up</i>	\$ 1,522
<i>Shared Services</i>	\$ 789
Equipment:	
<i>Criminal Operations</i>	\$ 1,590
<i>Informatics</i>	\$ 4,816
<i>Police Vehicles</i>	\$ 1,616
<i>Adjustment for HRM: PROS, OCC, etc</i>	(\$10,581)
Total Cost Per Officer @ 70%	\$151,923
Total Cost for one (1) Officer	\$151,923

The estimated RCMP costs provided in this proposal include:

- *Member uniform and personal equipment;*
- *Member salary and overtime;*
- *Member pensions and other benefits;*

¹Nova Scotia Department of Justice



- When will this resource likely be in place?

Regular Member

- Should this request receive support at all three levels of government, municipal provincial and federal, the position would then be added to Halifax District's Regular Member complement. At that point, the Career and Development & Resourcing Unit at 'H' Division HQ would begin the search to find a suitable candidate either through existing resources within the Province of Nova Scotia, other Divisions across the country. Realistically, this position would be filled over the course of the fall/winter 2021.
- Impact if we don't receive approval for this resource
 - Given pressures on current resources coupled with concerns over the consistent deficits being experienced on overtime, policing service levels may be affected in terms of longer wait times, less time on minor crimes, less time spent dedicated to crime reduction strategies, all of which have an impact on public safety, in order that the public complaints be investigated according to policy and the timelines be respected.

Conclusion

Halifax District RCMP is committed to serving the Halifax Regional Municipality. We are also committed to respecting the policies, timelines and pressures associated with the Public Complaints process.