



# MEMBER RELEASE

April 5, 2012

**TO:** Mayor & Council | Chair & Board | Senior Staff  
**FROM:** UBCM Secretariat  
**RE:** **RCMP Contract**

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## 1. Purpose

This communication is being forwarded to provide local government with an overview of the new RCMP contract and information about recently announced changes in RCMP Member compensation

On March 21, 2012 the Province and the Federal government signed a new Provincial Police Services Agreement (PPSA) and Municipal Police Services Agreement (MPSA). The new PPSA and MPSA have 20-year terms running from April 1, 2012 to March 31, 2032.

The Province has prepared a new Municipal Police Unit Agreement (MPUA) based on the terms and conditions of the new MPSA for those local governments in BC that use the RCMP for the delivery of local police services. The new MPUA has been sent out to the 62 municipalities in British Columbia, for approval and signing. The Province has requested that municipalities return the signed agreements by April 30, 2012 if possible.

## 2. Background

The current RCMP contract was for a term of 20 years expiring on March 31, 2012 and negotiations for renewal have been taking place over the past several years. The eight Provinces and three Territories that use the services of the RCMP were negotiating as a "block" with the Federal Government represented by Public Safety Canada. Ontario and Quebec were not involved in the negotiations as they have their own Provincial police forces. The Provincial negotiating team was led by Mr. Kevin Begg, Assistant Deputy Minister, Province of BC. In the last year, Alberta and Saskatchewan broke away from the group and agreed to terms with Public Safety Canada, but retained a clause in their Agreements that would allow them to benefit from any gains made by the remaining Provinces and Territories. The remaining Provinces and Territories reached an agreement in principle in November 2011 and BC's final agreements were signed on March 21, 2012.

There are three separate agreements governing RCMP services in British Columbia:

## **1. Provincial Police Service Agreement (PPSA)**

This is the master agreement between the Federal and Provincial Governments. It outlines the terms and conditions under which the RCMP services can be provided to the Province.

## **2. Municipal Police Services Agreement (MPSA)**

Municipalities in provinces that have entered into a PPSA may choose to have the RCMP serve as their municipal police force. This agreement between the Federal and BC Governments outlines the terms and conditions under which the services are to be provided to interested municipalities.

## **3. Municipal Police Unit Agreement (MPUA)**

This agreement is between the Province and individual municipalities that choose to have the RCMP serve as their municipal police force. It reflects the terms and conditions in the Municipal Police Services Agreement. Municipalities are required to sign this standardized agreement, if the municipality wishes to retain the services of the RCMP.

In 1992, the Province of BC and the Federal Government entered into a contract, called the Provincial Police Services Agreement (PPSA), under which the Province contracted with the Federal government for the RCMP to continue delivery of both provincial police services and local police services in BC. The Province then entered into a subordinate agreement, called a Municipal Police Unit Agreement (MPUA), with each larger (more than 5,000 population) municipality in BC that was using the RCMP for the delivery of local police services. The MPUA documented the terms and conditions under which the RCMP would provide local police services and paralleled in most respects the terms and conditions of the PPSA.

The RCMP is not a signatory to any of these agreements.

While municipalities were not directly involved in the negotiations, they were given several opportunities for input. Over the years, a series of consultation workshops were held. As well, written requests for input were made available through the Union of BC Municipalities. Further, a Local Government Working Group was established. This group met regularly with the BC representatives at the negotiating table, providing advice and input. Local government representatives were also allowed to serve as observers during the negotiations with the Federal government. (see Appendix A for details about consultations).

The negotiations with the federal government focused on three primary themes of concern; these being:

- Building a strong **partnership** between the three orders of government and the RCMP in relation to the delivery of policing services by the RCMP;
- Building a strong **accountability** framework within which the RCMP and the partners would work; and
- **Cost containment** in relation to the costs associated with the delivery of police services under the new contract.

The Province has estimated that the increase in costs of the new RCMP contract under the PPSA will be approximately 1.7% and the costs of the new MPUAs to local governments will be approximately .71% a year. These costs do not reflect the costs of the new "E" Division Headquarters in British Columbia, which is a separate agreement currently being negotiated and will be effective in fiscal 2013/14, and the dispute regarding retroactive pay increases for RCMP members that is still before the courts.

On March 30, 2012 the RCMP Commissioner announced that the Federal Treasury Board had increased seven elements of RCMP Member compensation (see Appendix D). A further announcement described budget cuts that will impact the RCMP (see Appendix E). Provinces and Territories reacted strongly to the late notice and lack of consultation - which is clearly contrary to the spirit and intent of the new Agreements - and requested that cost and other impact estimates be provided on an urgent basis. Cost information will be shared with local governments as soon as possible.

The Federal Government has agreed to credit invoices related to increasing the employer's contribution to CPP in 2011/12 from 1.5% to 4.95%. This increase will occur in fiscal 2012/13. The Federal Government has also moved to reduce employer contributions to Member pension plans from approximately 68% in 2012 to 63% in 2014. Severance entitlements will be curtailed which is anticipated to reduce compensation costs in the future; however, the immediate impact may be significant as Members will have the choice to receive a lump sum payment now, or wait until retirement.

The Province awaits information from the Federal Government about the increases and decreases in costs reflected in these announcements in order to assess their overall impact. UBCM has written to the Honourable Vic Toews, Minister of Public Safety Canada indicating our concern regarding the lack of consultation with contract parties about the increase in compensation for RCMP members and requested that the Federal government provide the cost impacts for the next three years for the RCMP compensation package to all the partners to the agreement (see Appendix F).

### 3. Policy Update

The new MPUA agreement, which was sent out to each local government required to sign an MPUA, has been modified in comparison to the current MPUA agreement signed with the Province in 1992. The substantive elements or

changes are documented in the following sections, which are listed under the above-referenced themes:

***General:***

1. The term is from April 1, 2012 to March 31, 2032.
2. As was the case with the previous MPUA, the new MPUA includes a provision where the municipality can “opt out” of the agreement subject to 2 years notice.

***Partnership:***

1. A new Local Government Contract Management Committee (LGCMC) has been established that includes the Province and BC local governments as a forum for consultation regarding the on-going administration of the new PPSA and MPUA agreements including areas where there are concerns with the administration of the provisions of the agreements and where changes are being proposed by the federal government or the RCMP that will introduce new costs to local governments. The work of the LGCMC will support the work of the Federal/Provincial Contract Management Committee (FPCMC). A local government representative from the LGCMC will sit as an “associate member” on the FPCMC. The UBCM Executive appointed local government representatives to the Provincial/Local Government RCMP Contract Management Committee in December and the first meeting is scheduled for May 1, 2012 (see Appendix B for list of local government representatives).
2. A new dispute resolution process has been embedded to allow for local government concerns to be addressed in a timely and systematic manner, where such concerns arise.
3. An enhanced 5-year major review process has been introduced to the agreement at which time the substantive elements of the agreement can be reviewed by the parties to determine if amendments are necessary.
4. Municipal by-laws are specifically referenced as an item that the RCMP are to enforce giving due consideration to the other demands for police services.
5. The local government has the right to be involved in the selection of the local Detachment Commander.

***Accountability:***

1. There is a requirement that vacancies and changes in rank in the local detachment be reported to the local government on a regular recurring basis by the Detachment Commander.

2. The local government is to have input into policing priorities with regular reporting from the Detachment Commander as to how these are being carried out.
3. The Detachment Commander is to provide to the local government an annual statement, or more frequently if requested by the local government, that includes the organization chart for the detachment, the deployment of members, the number and location of and reasons for vacancies and an explanation of any changes that are noted in the current report in comparison to the most recent previous report.
4. The Detachment Commander is to provide to the local government in a timely way a report on any complaint(s) made against any RCMP member in the local detachment.
5. Any request by the local government to the Minister for an increase or decrease in the number of members in the local detachment is to be satisfied within one year of the request being submitted.
6. Under the new PPSA, there is a new provision under which the Province has the right to request "directed reviews" (i.e., similar to an audit) of any element of the RCMP organization to ensure that the Province and municipalities are receiving value for money in relation to the operation of the contract services for which the RCMP are responsible. This is focussed on ensuring accountability in relation to the costs incurred and the outcomes that are achieved through the services being delivered by the RCMP on behalf of the Province and municipalities. The MPUA includes a similar provision called "Operational Effectiveness Assessments" that will allow local governments to request such reviews of programs at the local detachment to confirm that they are providing value for money.

***Cost Containment:***

1. The basic cost-sharing formula related to local detachment RCMP members remains the same under the new MPUA as under the previous MPUA. The basic cost-sharing formula for RCMP members over 15,000 population is 90% paid by the municipality and 10% paid by the federal government; for RCMP members over 5,000 population it is 70% paid by the municipality and 30% paid by the federal government. The federal government was immovable on the cost share.
2. All of the cost items which municipalities are responsible to pay are clearly articulated to improve accountability. This was not the case in the previous MPUA.
3. The local government will receive early notification of changes in standards that will have cost or service delivery implications.

4. The costs for which municipalities are partially responsible have been adjusted to include legal fees and costs associated with enhanced RCMP reporting requirements.
5. Any changes to Divisional Administration staffing costs that are the responsibility of the Province and municipalities to pay must be approved by the Province prior to implementation. Such cost changes will be reviewed by the Local Government Contract Management Committee prior to the Province providing comments or approval. In the current PPSA there is no approval or cost control mechanism for Divisional Administration.
6. Financial implications and staffing processes related to the federal or provincial governments redeploying local detachment RCMP members for special events outside of the local jurisdiction are clarified and consultations is enhanced to protect the municipality's interests in relation to maintaining reasonable levels of local police service and ensuring that costs for detachment members that are on special assignment are reimbursed to the local government.
7. Recruiting and dog/cadet training costs remain level at \$3500 per member per year through to 2016 after which this charge will move to actual costs.
8. The Detachment Commander is to provide a 5-year financial plan to the local government for the detachment, which is to be updated annually, and is to identify both capital and operating projections for the detachment to facilitate financial planning by the local government. There are no such financial planning requirements in the current MPUA.

#### **Costs Associated with the new Agreement:**

BC municipalities through the Province requested a greater contribution from the federal government toward the costs of delivering local police services through a change in the basic cost-sharing formula. The federal government responded negatively to this request and took the position that there were a number of cost items that the federal government was currently paying in relation to the RCMP that they wanted to pass on to the Province and local governments; in other words, requesting that the Province and local governments bear more costs rather than less.

The new agreement does not include any allowance for the costs that may be incurred in relation to the new "E" Division Headquarters Building that is being built in Surrey by Public Works Canada as part of a private-public partnership agreement. The previous agreement included "E" Division Headquarter costs, however, the federal government indicated that the costs for new Division Headquarters buildings in the provinces would have to be negotiated as a separate agreement. The "E" Division HQ costs will be negotiated between the Provincial and Federal governments. The Province and local governments have

expressed strong concerns with being responsible for any of these costs since they were not involved in developing the business or design plan for the new facility or in making the decision to proceed with the facility.

The new agreement does not take into account general salary adjustments that are provided to the RCMP members from time-to-time to reflect inflation and market conditions as is the case with every employee group of governments. There is currently a dispute around retroactive pay for RCMP members which is under consideration by the courts.

### **Lower Mainland Integrated Teams**

On a positive note, although this matter is not directly addressed in the new MPPA, the Province is developing a policy framework to determine which integrated teams (for example, the Integrated Homicide Investigation Team (IHIT), the Emergency Response Team, the Forensic Identification Integrated Unit, the Police Dog Integrated Unit and the Traffic Accident Reconstructionist Team) will move from the "large city" cost-sharing formula (90/10) to the provincial cost-sharing formula (70/30). This shift in the cost-sharing formula could result in a major savings for local governments in the lower mainland that currently pay for integrated police services. Initially this shift will include the Integrated Homicide Investigation Unit and Vancouver Island Integrated Major Crime Unit.

Last Spring the Mayor's Forum created a committee to establish a governance framework for the lower mainland and other integrated teams. The report of that committee will be presented to the Mayor's Forum in April/May 2012.

### **UBCM Contact**

If your local government has any questions regarding this communication, please contact Ken Vance, Senior Policy Advisor Email: [kvance@ubcm.ca](mailto:kvance@ubcm.ca); Tel: 604-270-8226 ext. 114.

Please contact Mayor Peter Fassbender, City of Langley, at 604-514-2801 or by email at [mayor@langleycity.ca](mailto:mayor@langleycity.ca) if you have further questions about the status of the contract.

### Historical Background: UBCM Involvement in RCMP Contract Negotiations

The federal and provincial government signed an agreement in 1981 that the cost-sharing formula for RCMP policing would increase for municipalities between 5,000 and 15,000 population from 56% in 1981 to 70% by 1992 and for municipalities over 15,000 population from 81% in 1981 to 90% by 1992. The last RCMP contract negotiations between the federal government and the provinces took place in 1991/92 and a twenty agreement was reached at that time to keep the cost-sharing formula for RCMP policing costs at the 1992 level for the full length of the new agreement. The current RCMP contract expires on March 31, 2012.

In the past UBCM input into the RCMP contract negotiations has been requested by the province. UBCM appointed a local government representative to be a member of the provincial negotiating team in the RCMP contract negotiations in the 1990's:

- UBCM Police Cost Committee acted as the link between the Province and local government in the negotiations and assisted the provincial negotiating team;
- UBCM appointed a local government representative to the provincial negotiating team – Gerry Brewer, Administrator, North Vancouver City and he kept the UBCM aware of the issues at the negotiating table and consulted with other local governments on some specific matters (i.e. GVRD Managers Committee);
- UBCM Executive Director also participated, as a member of the provincial team, in some of the discussions that took place between the federal and provincial Ministers in the late stages of the negotiations.

The UBCM received a letter on February 13, 2007 from the Honourable John Les, Minister of Public Safety and Solicitor General with respect to the participation of the UBCM in the Federal/Provincial/Territorial (FPT) RCMP contract renewal process.

The UBCM Executive at its meeting in April 2007 endorsed the following:

*UBCM Table Officers be authorized to appoint a Local Government Representative to the provincial negotiating team established to renew the RCMP contract.*

The UBCM undertook a number of measures to obtain member input into the process and to begin preparations for the negotiations. These measures have included the following:

- In March 2007, the UBCM in cooperation with the Department of Public Safety and the Solicitor General held a consultation session in Richmond to start the process of identifying key issues that will need to be addressed



through the negotiation process. An invitation to this session was sent to all UBCM member local governments.

- In June 2007 a UBCM staff representative, as an interim measure, attended a meeting of the of the Provincial/Territorial Contract Advisory Committee (P/TCAC) with the Federal government to observe the negotiations, as the local government representative to the Province's Contract Renewal Team
- In October 2007, the UBCM sent a communiqué to the UBCM member local governments which:
  - Identified an intended course of action with respect to the RCMP contract negotiations;
  - Advised that the UBCM would be appointing a Local Government representative to be a member of the Provincial negotiating team and a Local Government working group to provide local government input into contract negotiations;
  - Provided a summary of the key issues that were identified by municipal representatives at the March 2007 consultation session; and
  - Requested any comments and suggestions from the UBCM member local governments.
  - Local governments identified the following issues key issues that needed to be addressed:
    - *Affordability/Contract Certainty*
    - *Governance/Accountability*
    - *Financial Accountability*
    - *Service Delivery*
    - *Accommodation Costs*
- In March, 2008, in another communiqué to all UBCM member local governments, the Executive Director of the UBCM advised of the appointment of a local government representative to the Provincial negotiating team and of the appointment of a Local Government Working Group that would provide input into contract negotiations on behalf of B.C. local governments (the representatives are listed in Appendix "A).

UBCM has continued to ensure that local government issues have been considered in the process through:

- The appointment of a local government representative to the Province's Contract Renewal Team - Murray Dinwoodie, CAO/City Manager, City of Surrey and the interim appointment of Paul Gill, General Manager, Corporate & Financial Services, District of Maple Ridge as an alternate.

- The appointment of Mayor Peter Fassbender, City of Langley in 2010 as the local government representative to reflect the changing dynamics of the negotiation process;
- The appointment of a local government working group (LGWG) to assist in developing information in support of contract negotiations on behalf of B.C. municipalities which is chaired by Murray Dinwoodie, CAO/City Manager. City of Surrey;
- The establishment of a small advisory committee of local government elected officials in early 2010 to assist the staff appointed UBCM Local Government Representative on the provincial negotiating team, and the subsequent appointment of a new committee of elected officials in October 2010 to assist the elected representative appointed by the UBCM to observe the RCMP contract negotiations.

A UBCM local government representative attended all the meetings of the Provincial/Territorial Contract Advisory Committee (P/TCAC) with the Federal government negotiating team to observe the negotiations and provide the Province with advice on local government issues and concerns.

The LGWG developed a draft mandate for contract discussions and a communications process to ensure that the interests of affected municipalities are well understood and properly balanced in developing the mandate. In addition, the working group has met on several occasions with the former Assistant Deputy Minister for Policing and Community Safety, Mr. Kevin Begg, to discuss issues and concerns raised by B.C. local governments.

In 2009 the UBCM undertook a survey of local government regarding policing issues and developed a policy paper entitled *“Police Services in British Columbia: Affordability and Accountability”* that was endorsed at the 2009 UBCM Convention, which addressed some of the following issues:

- *Establishment of a Formal Report on the Delivery of Police Services to Local Government and Approval of the Local Community Goals & Priorities established*
- *Development of 5 year Financial Plan by Police Force*
- *Local Government Role in the Appointment of OIC (Commanding Officer)*
- *Establishment of a Formal Dispute Process*
- *Establishment of an Independent Public Complaints Process*

UBCM organized a meeting to discuss contract issues on January 20, 2010 for municipalities with populations over 5,000 that have chosen to be policed by the RCMP and are required to enter into a Municipal Police Unit Agreement (MPUA) for the use of RCMP services with the province.

UBCM in July 2010 wrote the province requesting that two observers – a local government staff representative and a political representative – be allowed to attend the RCMP contract negotiations as member of the British Columbia negotiating team. We were informed by the province that it would not be possible to have two observers attend the meeting, as the understanding with the other provincial/territorial governments and the federal government was that

only one observer was allowed to attend. Given the current dynamics of the contract discussions Mayor Peter Fassbender, City of Langley was requested to attend.

A policy session on the RCMP contract was held at the 2010 UBCM Convention to update the members on the status of the RCMP contract negotiations. The session provided an opportunity to hear from the local government representatives attending the contract discussions and the chief provincial negotiator. It also provided an opportunity for local governments to provide input into the process and highlight their issues.

The 2010 UBCM Convention endorsed a special resolution related to the RCMP contract negotiations - "SR1 RCMP Police Costs and Accountability". The resolution requested that each local government write their federal Member of Parliament; the UBCM met with BC Conservative Caucus and the federal Minister of Public Safety and the President of Treasury Board to make them aware of local government concerns about the rising cost of police services and the need for increased accountability in the delivery of police services.

UBCM representatives met with the BC Conservation Caucus in November 2010 to discuss the RCMP contract and make them aware of local government concerns about the increasing costs and the need for greater accountability.

In 2011 UBCM Solicitor General Shirley Bond updated local governments on the status of the RCMP contract at the 2011 UBCM Convention. She indicated that the RCMP contract negotiations had been suspended as a result of the federal election and that the province was attempting to re-start the negotiations with the federal government. The 2011 UBCM Convention endorsed an Emergency Resolution on RCMP Contract Negotiations requesting that the federal government return to the negotiating table with the Provinces/territories to negotiate the settlement of a new RCMP contract that addresses the outstanding issues of a new partnership, cost containment and accountability."

The UBCM Executive in December 2011 appointed local government representatives to the Provincial/Local Government RCMP Contract Management Committee.

UBCM organized a meeting in Richmond and two webinar sessions in January 2012 to inform local governments about the new RCMP Contract. The provincial Ministry of Public Safety and Solicitor General was the lead agency in the technical briefing sessions. Deputy Minister Lori Wanamaker, the lead negotiator for the Province in the contract negotiations, and Mayor Peter Fassbender, the local government representative appointed by the UBCM to the provincial negotiating team, outlined the details around the new contract.

## Appendix B

### British Columbia – RCMP Contract Management Committee

The purpose of the Committee is to provide a forum for consultation, analysis and communication between Local Government and the Province regarding the management of the Agreement under which the RCMP provide local police services in BC and to analyze and respond to changes that may be proposed from time to time by the Federal government and/or the RCMP and recommend changes to the Federal government and/or the RCMP that may be considered necessary or appropriate.

The Provincial/Local Government committee, similar to its federal counterpart, will address issues and concerns related to the RCMP contract and the on-going delivery of local government police services by the RCMP. The committee will facilitate regular input/feedback between local governments and the Province, and ensure local government input into the 5 year RCMP Contract review process.

UBCM received local government input on the Terms of Reference for the establishment of a British Columbia/Local Government RCMP Contract Management Committee earlier in 2011 and the UBCM Executive approved the Terms of Reference and for the creation of a joint committee with the Province. A copy of the Terms of Reference is available on the UBCM website: [ubcm.ca](http://ubcm.ca).

UBCM appointments to the Committee are:

- Mayor Peter Fassbender, City of Langley (Committee Chair)
- Paul Gill, General Manager of Corporate & Financial Services, District of Maple Ridge
- Mayor Dianne Watts, City of Surrey
- Councillor Cindy Solda, City of Port Alberni
- Mayor Peter Milobar, City of Kamloops
- Mayor Lori Ackerman, City of Fort St. John
- Wallace Mah, Chief Administrative Officer, District of Kent
- Director Grace McGregor, Kootenay Boundary RD
- Councillor Clara Reinhardt, Village of Radium Hot Springs

UBCM Executive Appointment:

- Councillor Sav Dhaliwal, City of Burnaby

**RCMP CONTRACT NEGOTIATIONS  
Review by Local Government Working Group and UBCM**

| Issue Name                   | Summary  | Contract Renewal Action   |
|------------------------------|--|---|
| <p><b>unding Formula</b></p> | <p>Local Governments (LGs) are requesting that the Federal and Provincial governments change the cost-sharing formulas from: 70:30 and 90:10 to 50:50 and 70:30.</p> <p>Policing is becoming unaffordable to LGs and LGs need relief by way of a favourable adjustment in the cost sharing formulae. If this is not achieved, the LGs are requesting that the province play a greater role in funding local police services. Alternately, they are requesting that the provincial government provide consistent funding to make up the 20% difference that the LGs over 5,000 pay for policing.</p> <p>The LGWG rationale is fundamentally one of affordability within the narrow range of revenue streams that are available to LGs to fund local services.</p> | <p>These proposals were examined by the PT Cost-share and Population Threshold Project Group (PG). The analysis addressed the financial impacts of changing the population thresholds, and of adjusting the cost share ratios. Municipal concerns were raised and examined during each step of this project group’s work.</p> <p>In 2007, the federal negotiators received approval from Cabinet to maintain the current cost shares and population thresholds – given the change in economic climate, there was concern that a return to a Cabinet made up of largely non-Contract area MPs would result in a worse situation for the Provinces, Territories and Municipalities.</p> <p>BC proposed that the federal government reduce the cost share from 90/10 to 70/30 for Regional Integrated Teams, Cadet Training, Divisional Administration, Complaints Process, and Police Dogs. The impact to the federal government of these proposals was approximately \$25 million. In July 2010 the federal government indicated support for the concept of the 70/30 cost share for Regional Integrated Teams, but not the other elements of BC’s proposal. The Province is developing a policy framework to ascertain which integrated teams will be covered by the 70/30 cost share: the first teams will be IHIT and VIIMCU.</p> <p>The PTs also proposed to eliminate the New Entrants Policy (there is no cost share for new RCMP contracts – new entrants pay 100%), and allow the Provincial Force to provide services to municipalities with less than 15K population. The federal government did not agree to rescind the new entrants policy, but did agree to the less than 15K proposal so long as this action would be cost neutral to them. These provisions will be employed in Nova Scotia and New Brunswick.</p> |

| Issue Name      | Summary  | Contract Renewal Action  |
|-----------------|--|--|
| <b>RCMP Pay</b> | <p>LGs are requesting:</p> <ul style="list-style-type: none"> <li>• a regional pay structure;</li> <li>• representation on Pay Council;</li> <li>• salary increases tied to a relative index.</li> </ul> | <p>The concept of regional pay has been explored and rejected through several studies. Issues with regional pay include the complication of calculating the impacts on pensions etc given the movement of members and the dis/incentives to draw members to certain regions of Canada.</p> <p>The new contract strengthens the role and mandate of the Contract Advisory (will now be called Management) Committee. It will include representatives from Public Safety Canada, Contract Jurisdictions and the RCMP, and also permit Provinces to nominate municipal associate members. The role of the new CMC will be to provide feedback/advice/response to decision makers (like federal Treasury Board) on any matter that impacts the cost, quality, governance or service provided by the RCMP during the term of the contract. PTs have also requested representation on the Pay Council – this request has been denied for years. It is highly unlikely that the municipalities will gain representation on the Pay Council.</p> <p>Salary increases are determined by federal Treasury Board. They approved an “average of the top three with respect to pay and compensation values in the comparator universe” policy for the RCMP; however, this does not guarantee increases. Contract partners are interested in maintaining a competitive pay and benefit package in order to attract recruits and retain members, but need to balance this with affordability.</p> <p>The Federal Government will reduce employer contributions to Member pension plans from approximately 68% in 2012 to 63% in 2014. PTs will request a Directed Review to ascertain the actual costs of RCMP Pay and Compensation and compare those costs against other forces. The recent federal budget announcement included modernization for the basic and supplemental health services for members, modernizing short and long term sick leave provisions and updating the plain clothes and kit upkeep allowance programs.</p> |

| Issue Name   | Summary   | Contract Renewal Action  |
|--|---|--|
| <b>Special Events /<br/>Emergency<br/>Planning</b> | <p>LGs are seeking cost neutrality when resources are reallocated for special events or emergencies. Currently, costs such as overtime for members to backfill are not being reimbursed.</p>  | <p>The cost share is in part based on the benefit to Canada that it may draw up to 10% of a unit's members in the event of an emergency. Special events and emergencies are tracked on separate collators and the LGs are reimbursed for salary, transportation and other incremental costs for their members allocated to these events or emergencies.</p> <p>The new MPPA requires consultation with LGs in the event of emergencies/special events because of the need for redeployments to be balanced with local needs. The Municipal Companion Document will also clarify the policy for withdrawing members and equipment and set out mechanisms to track and report on the resources allocated to events to ensure LGs are appropriately reimbursed.</p> |
| <b>Accommodatio<br/>ns</b>                         | <p>The LGs would like the MPPA amended and guidelines developed to outline accommodation requirements.</p> <p>They would also like the ability to use a dispute mechanism if the municipalities and the RCMP are unable to agree on major changes to the existing accommodation.</p> <p>The LGs would also like to see a 5 year Capital Plan be developed by the local RCMP detachment in consultation with the LG.</p> | <p>Accommodation requirements/standards will be described in the Municipal Companion Document.</p> <p>A new escalating dispute resolution mechanism is included in the new PPSA and MPPA.</p> <p>Detachment commanders will need to provide 5 year financial plans (including capital requirements) under the new MPPA.</p>  |

| Issue Name       | Summary  | Contract Renewal Action  |
|------------------|--|--|
| <b>Equipment</b> | <p>LGs are interested in:</p> <ul style="list-style-type: none"> <li>• including the definition of equipment in the Agreement;</li> <li>• including information on assets such as files and data that need to be considered in the event of termination of the agreement;</li> <li>• clearer language that indicates ownership of all assets based on percentage paid by each party;</li> <li>• the development of business cases to ensure equipment is safe and efficiently used and replaced;</li> <li>and,</li> <li>• an asset management planning process.</li> </ul> | <p>Two types of Equipment are now defined in the new Agreements.</p> <p>The new Agreements provide for cooperation and assistance to be provided by each party in order to effect an orderly transition of service in the event of termination.</p> <p>The ownership provisions are included in Article 13.</p> <p>The CMC will be able to challenge the RCMP's business cases when they are considering purchasing new equipment.</p> <p>The RCMP must now provide five year plans and budgets. Asset management should be part of the subject matter covered in those plans.</p> |



| Issue Name                    | Summary   | Contract Renewal Action   |
|-------------------------------|---|---|
| <b>Training Costs (Depot)</b> | <p>LGs want expenses associated with training new cadets to be paid by the RCMP (they say if they hire an accountant, they don't pay for their training eg.).</p> <p>LGs want to explore using more civilian staff to perform non police functions, hiring trained police officers from other forces and using the Justice Institute as a BC training centre.</p> | <p>PTs have raised the subject of cadets paying tuition or periodically reviewing the need for cadet pay with the federal government. The Directed Review to be conducted on the Cadet training program will include consideration of this policy (as well as for example, a pay-back policy where members quit after five years must repay some of their training costs).</p> <p>Civilianization is being pursued by the RCMP and the PTs share this interest. The Province has been briefed on their efforts and believes the RCMP are making reasonable progress. The RCMP are motivated to do so because it may create some room in their budget, and enhances the organization's performance in key areas such as finance and research.</p> <p>The RCMP is making efforts to allow an easier transition for independent members to move to the RCMP e.g. Pension portability. The Province is aware of no barriers to movement at this time and is aware of senior officers from independent forces moving into E Division (e.g. Inspector of VPD and Superintendent of Delta).</p> <p>Police Officer training is specialized and investigative techniques are not intended for public consumption – for this reason the RCMP hires their cadets before they are enrolled in training.</p> |
| <b>Support Staff</b>          | <p>LGs want input into the number and skill sets of support staff required at their detachments.</p>  | <p>The Municipal Companion Document will address the process for consultation between the LG and RCMP on municipal support staff for the detachment. The new MPPA dispute resolution mechanism may be engaged to address disagreements.</p> <p>The companion document will articulate the parameters for maintaining and/or transitioning Federal and Municipal support staff when Municipalities go over or under the 5,000 threshold (i.e., moving between Provincial and Municipal Police Services).</p>   |

| Issue Name                                     | Summary   | Contract Renewal Action   |
|--|---|---|
| <b>Cost Escalation and Control of PRIME BC</b> | LGs are concerned about the increased costs of PRIME BC, and that the Board currently does not include any LG representation (currently all law enforcement).                             | The Province has agreed to include three LG non-police representatives on the Board of PRIME BC.  |
| <b>Traffic Fine Revenue</b>                    | LGs want the TFRS made permanent.   | This is not a Police Services Division issue. All grants are the responsibility of the Ministry of Community, Sport and Cultural Development.   |
| <b>Keep of Prisoner Fees</b>                   | LGs want KOP fees increased.  | The KOP budget is the responsibility of Corrections Branch. Police Services Division supports this request and advocates internally for increases.  |
| <b>Civil Forfeiture</b>                        | The LGs would like the Civil Forfeiture Act/Regulation be amended to allow for LGs to be reimbursed for the costs of municipal resources involved in the seizure of assets under the Act. | The Province does not want police forces to be directly benefiting from or motivated by the seizures they make (or for there to be the perception that they are).<br><br>LGs can apply for crime prevention and other grants under the Act. These grants are funded from the proceeds of civil forfeitures. |

| Issue Name                              | Summary   | Contract Renewal Action   |
|---|---|---|
| <b>Financial Planning and Reporting</b> | <p>Planning: LGs are interested in having detachment commanders provide 5 year financial plans that include long-term operating and capital requirements.</p> <p>Reporting: LGs are requesting monthly financial statements provided within 14 days of month end, detailing actual costs. Adherence to GAAP is requested.</p> | <p>The RCMP will provide 5 year financial planning for staffing, accommodation, equipment purchases, etc. and regularized reporting that will meet the requirements of PTs and LGs.</p>   |
| <b>Staffing – Vacancy Rates</b>         | <p>LGs want the RCMP HR plan to meet their staffing requirements, address vacancy rates, seasonal demands, the ratio of cadets to veterans and the turnover rate of members.</p>  | <p>The Province shares these interests and is pursuing these topics with the RCMP outside of the contract negotiations. In addition, some issues are still being pursued within the contract negotiations, such as information about backfilling positions where a member is on long term disability.</p> <p>The RCMP report success in reducing vacancy rates and report internally on progress. The RCMP, like many other sectors, faces an aging workforce and turnover driven by high retirement/promotion rates. The RCMP will be required to track and report to the LG vacancies at the LG detachment level. There will also be reports issued to LGs on the vacancies at the provincial and federal levels of policing in BC including where those vacancies are located.</p> |

| Issue Name                       | Summary   | Contract Renewal Action   |
|----------------------------------|---|---|
| <b>Regional Integrated Teams</b> | <p>LGs would like to see Regional Integrated Teams funded by the Province.</p> <p>Failing that, the LGs are interested in prov/muni/RCMP governance structures at the District level put in place to address regional issues such as Integrated teams.</p>                                    | <p>The Province is developing a policy framework to ascertain which integrated teams will be covered by the 70/30 cost share: the first teams will be IHIT and VIIMCU.</p> <p>The Province has supported the RCMP in their decision to integrate specialized services as an operational strategy to leverage expertise and scarce resources. An Interim Advisory Committee that was created by the Lower Mainland Mayor's Forum to examine potential governance models. Their draft report was recently tabled with the LMD Chief Administrative Officers – Principle Policing Contact Committee.</p> |
| <b>Community Priorities</b>      | <p>The desire is to rephrase the wording in the MPUAs to make it more explicit that the local government priorities, goals and objectives are carried out by the RCMP. Also, the Detachment commander is to report out monthly on how the priorities, goals and objectives are being met.</p> | <p>The RCMP has initiated a local consulting process to identify local priorities, goals and objectives, and document the outcomes of that process. They report 100% success in completing these consultations. The new Municipal companion document will clearly articulate this process. A process for establishing local reporting mechanisms will also be included in the companion document.</p>   |
| <b>Integrated Detachments</b>    | <p>LGs want integrated detachments to have greater accountability around members and support staff, and how their time is used/charged.</p>   | <p>Improved RCMP reporting and accountability are key objectives of the PTs in the new agreements. The sharing of costs and workload in integrated detachments has been identified as a significant issue by LGs. The objective is to ensure that parties share equitably in the costs of the services they benefit from. LGs are encouraged to work with the detachment commanders to ensure costs are shared equitably and are formally agreed to and documented</p>  |

| Issue Name                                    | Summary   | Contract Renewal Action  |
|---|---|--|
| <b>Performance Measures, Audit/Evaluation</b> | <p>LGs want a role in setting RCMP performance measures.</p> <p>LGs want municipal police units to provide reports on the implementation of their objectives and priorities.</p> <p>LGS want the new agreements to include the ability to audit and perform program/service evaluations on their municipal forces.</p> <p>LGs and the Province want to put in place a Local Government Contract Advisory Committee that would include membership (administrative and elected) from LGs and from the Province and would act to consider issues that arise during the term of the new contract and vet any proposed adjustments. The RCMP will be invited to attend meetings and provide input as required.</p> | <p>The Municipal Companion Document will describe the RCMP/LG consultations that are currently occurring via RCMP policy. This annual performance planning process is intended to engage all RCMP-policed communities in establishing policing priorities and performance measures for their communities. Regular reporting is included in the process.</p> <p>The new MPUA includes provisions that allow for Operational Effectiveness Assessments – the ability to conduct local reviews and evaluations.</p> <p>The LG Contract Management Committee is embedded in the MPUA. UBCM has selected the representative members and the first meeting will take place May 1, 2012. The aim is to establish a process and body that ensures regular discussions between the Province and the Local Governments regarding RCMP contract issues, particularly related to decisions/issues that may impact costs.</p> <p>Also, local community policing committees are contemplated in the current Police Act, and over the coming year more attention will be focused on developing support for such committees.</p> |
| <b>OIC Selection</b>                          | <p>The LGs of all sizes want the option to have a role in the selection of their OIC (and acting OIC) and in their performance reviews.</p>   | <p>Local government involvement in OIC selection is included in RCMP policy – it is now included in the MPUAs and will be described in the Municipal Companion Document.</p>   |

| Issue Name  | Summary  | Contract Renewal Action   |
|---|--|---|
| <p><b>Federal Policing (i.e. National Security, Border Patrol etc.)</b></p> | <p>LGs want the contracts to define more clearly the difference between federal, provincial and LG policing responsibilities.</p> <p>LGs want to be able to monitor more closely how much time their municipal resources spend on federal duties.</p> <p>LGs want the number of Federal resources located in the municipalities to be reflective of the amount of federal policing required. They are concerned that vacant federal positions result in greater demand on municipal members.</p> | <p>The Municipal Companion Document will describe the relationship between federal, provincial and municipal policing responsibilities, and the mutual benefits of integrated policing.</p> <p>The federal government has increased the number of federal positions in BC and decreased its vacancy rate over the past five years. PTs are continuing to monitor federal vacancy rates.</p> |
| <p><b>Dispute Resolution Mechanism (Conflict Resolution)</b></p>            | <p>The LGs would like to see a process included in the Agreement that includes a graduated dispute resolution mechanism to deal with issues arising at the municipal level.</p>  | <p>A graduated dispute resolution mechanism is included in the new MPUAs.</p>   |
| <p><b>Principal Police Contact (Authority of Council)</b></p>               | <p>The LGs would like Article 5 of the MPUA be amended to identify Council (not the Mayor) as setting the objectives and priorities for the detachment, and the Principal Policing Contact as the primary contact with the OIC.</p>  | <p>The language regarding the CEO has been modified in the new MPUA. An alternate can now be delegated by council.</p>  |

| Issue Name   | Summary   | Contract Renewal Action   |
|--|---|---|
| <p><b>Term of Contract – Length of Agreement</b></p> | <p>LG agree to a 20 year contract term with two caveats:</p> <ol style="list-style-type: none"> <li>1. input into the formal 5 year review process; and,</li> <li>2. formal, regular discussions with the Province on LG policing matters.</li> </ol>   | <p>The 20 year term provides stability and facilitates planning as well as reducing the substantial effort that is inherent in contract negotiations. Within the Agreement there are provisions for renewal of the agreement prior to expiration, as well as provisions for terminating the Agreement prior to the expiration date with about two years notice.</p> <p>The LG Contract Management Committee has been formalized in the new agreements to facilitate regular input/feedback to the Province, as well as provide LG input into the 5 year contract review process.</p> <p>LGs want the option to open up the cost sharing formula at the 5 year review period during the 20 year term of the contract - and with the mutual agreement of all parties, this will be possible. PTs are cautious about this prospect: future change in the economic climate may make this more or less advisable given that this change would have to be approved by Federal Treasury Board.</p> |
| <p><b>Policing of First Nations Lands</b></p>        | <p>LGs are concerned that the responsibility for policing First Nations lands is at the federal/provincial level but because they believe inadequate resources are provided by these other orders of government, policing of first nations lands often falls to LG RCMP members. The demands from some First Nations lands are relatively high and as such the resources that are absorbed are significant.</p> | <p>Policing on First Nations land is provided by the Province.</p> <p>Through arrangements made between the Provincial and Federal Governments and the First Nation under Community Tripartite Agreements the RCMP may provide additional dedicated policing services to reserves. The Federal funding for these services is considered a contribution program – funding is limited and increases are not necessarily matched in timing with Provincial funding in the way that funding is matched for the Provincial Police Force. When resources are available, they are allocated based on an assessment of which community is at highest risk/need.</p> <p>The Province is working with First Nations to create additional positions with funding from the First Nation to satisfy their policing needs.</p>  |

| Issue Name  | Summary   | Contract Renewal Action   |
|---|---|---|
| <b>Removal of a Member</b>                                      | The LGs would like to be able to direct their request for the transfer of a member out of a detachment to the District Commander directly and not have to go through the Solicitor General.   | The Province was not able to negotiate this approach.   |
| <b>RCMP Organization Structure and detachment boundary maps</b> | LGs want to better understand the organization of the RCMP and the jurisdiction of detachments.   | The new MPUA sets out the requirement for providing LGs with the local RCMP organization structure. Detachment boundary maps will be provided on request.   |
| <b>Claims Against the RCMP (similar to Citizens Complaints)</b> | The LGs would like the CEO etc. of the LG to be notified of any new claims, inquests or inquiries against the local RCMP detachment or any of its RCMP members at the earliest possible date after such claims, inquests or inquiries are received. Outstanding claims, issues and resolutions should also be reported to the LG.         | <p>PTs expect improved/enhanced complaint reporting through the new RCMP complaints legislation that was developed in consultation with PTs.</p> <p>Under the new MPUA the OIC will inform the CEO of any public complaint that is filed against any member in the local detachment.</p>  |
| <b>Institutional Knowledge</b>                                  | The LGs would like an Administrative Procedures supplement added to the agreement that includes pertinent RCMP policies, prov/fed/RCMP funding formulas and other financial information that reflect municipal contributions. The LGs would like this supplement to be maintained and updated by the Province and distributed to the LGs. | <p>The Province will develop an interpretation and administration guide referred to as the Municipal Companion Document.</p> <p>The Municipal Companion Document is expected to be a living document – the first draft will be reviewed by the LG CMC at their first meeting. Once it is approved it will be shared with all LGs.</p> |



| Issue Name                                  | Summary  | Contract Renewal Action  |
|---|--|--|
| <b>Planning – best management practices</b> | <p>LGs want a contractual obligation that the RCMP be innovative and modernize its management and HR practices.</p> <p>LGs want to be consulted on these issues, as well as on any civilianization work the RCMP is exploring.</p>                         | <p>Internal Management is under the control of the RCMP, and will remain so. The LG Contract Management Committee and national CMC are anticipated to be consultative forums (challenge function) regarding any issues that impact the cost, quality, governance and services provided by the RCMP.</p> <p>The RCMP is undergoing a management transformation as a result of the Brown Task Force and other reviews.</p> |
| <b>Public Donations</b>                     | <p>The LGs are currently accepting donations to the RCMP on their behalf and then directing those funds to the RCMP. The LGs would like the RCMP to be able to accept those donations themselves and/or be accountable for how the donations are spent</p> | <p>This is not a Contract Renewal Issue.</p> <p>The RCMP Foundation is the appropriate avenue for public donations to the RCMP.</p>  |
| <b>Public Complaints – RCMP Service</b>     | <p>The LGs are interested in receiving reports from OICs on citizen complaints filed regarding local members' conduct.</p>   | <p>Under the new MPUA the OIC will inform the CEO of any public complaint that is filed against any member in the local detachment.</p>  |

### Final version - CHRO BROADCAST to all employees

March 30, 2012

#### RCMP Compensation Package 2012 - 2014

On March 30, 2012, Treasury Board approved a new three-year pay package for the RCMP that aligns with other Government of Canada public sector wage increases.

I would like to share with you some highlights from this package, which applies to Regular Members up to and including the rank of Superintendent, Special Constables, Civilian Members in the Law Enforcement Support category (non-benchmarked), as well as those Civilian Members pay-matched to public service groups who currently have signed collective agreements.

- The first year of the three-year package will see a salary increase of 1.75%, bringing the first class Constable salary to \$79,308 effective January 1, 2012. Civilian Members who are not pay-matched to public service positions will also see a pay increase of 1.75%. An additional pay increase of 1.5% will then take effect January 1, 2013, followed by a 2% increase on January 1, 2014.
- All Regular Members and Special Constables are now entitled to one wellness day each fiscal year. This provision will take effect April 1, 2012.
- As indicated in yesterday's federal budget, beginning March 31, 2012, severance pay will cease to accrue in the case of member resignation or retirement. Members will still receive and be entitled to severance pay based on their accumulated years of service up to March 31, 2012. More information on this matter, including cash/pay-out options will be provided to members by National Compensation Services shortly.
- Effective April 1, 2013, service pay will be extended to Constables up to Superintendents, Telecom Operators and Intercept Monitors with four years of service.
- Effective April 1, 2013, Regular Members and Civilian Members will receive a shift premium increase from \$1.50 to \$2.00 per hour. This does not apply to officers or Civilian Member officer equivalents.
- Effective January 1, 2014, the Senior Constable Provisional Allowance will increase from 4% to 5%.
- Civilian Members pay-matched to public service groups who currently have signed collective agreements will receive salary increases in accordance with those signed agreements.

For further details on this package, I encourage you to consult the National Compensation Services Infoweb site at: [http://infoweb.rcmp-grc.gc.ca/hr/ncpc/html/bulletin/2012/cb012\\_e.htm](http://infoweb.rcmp-grc.gc.ca/hr/ncpc/html/bulletin/2012/cb012_e.htm).

The work that you do day in and day out in support of our core policing mandate is vital, and matters to all Canadians. Thank you for your continued commitment and ongoing dedication to providing them with the service they expect.

D.G.J. Dubeau, A/Commr.  
Acting Chief Human Resources Officer

### Commissioner's Broadcast – Budget 2012

Last summer, the Government of Canada asked all federal departments and agencies to come up with proposals to reduce their annual operating budgets on an ongoing basis by both five and 10 per cent in support of the Government's efforts to reduce the deficit.

As announced in Budget 2012, the government-wide spending review has met its target of finding at least \$4 billion in ongoing savings by 2014-15. Our organization participated in the review and will be implementing cost saving measures to modernize government, make it easier for Canadians and business to deal with their Government and refocus the cost of operations and program delivery. More details regarding the measures to be implemented will follow shortly.

The Senior Executive Committee set two overarching principles as the basis for the RCMP's deficit reduction exercise – minimize impacts on direct policing operations and for RCMP employees.

With these guiding principles in mind, the Force underwent a three-tiered examination of its budget. The first tier focused on administrative services, the second tier assessed operational support programs, and the third tier looked at direct operational programs. Our intent was to derive as much savings as possible from the first and second tiers before moving to the third.

I know that whenever there is talk of budget cuts, there is great uncertainty and even fear. Many of you may be worried about how the Government's Budget tabled yesterday in the House of Commons will affect your job.

While we need to take some time to review the Budget decisions, the RCMP faces a reduction of \$195 million by fiscal year 2014-15. I believe it's important that you are aware of the various proposals in support of government efforts to reduce the deficit. More details regarding the implementation of these proposals will follow in the coming months.

#### ***Tier I: Administrative services (\$118.9 million)***

This proposal affects a number of internal service programs covering finance, asset management, information technology and human resource management. Initiatives supporting this proposal include the consolidation of accounting operations, member compensation services and procurement services. We will also reduce travel and continue to civilianize internal services. "Operational" travel will have to be demonstrably linked to operational necessity.

The administrative services tier also includes modernizing, simplifying and refocusing efforts on activities that directly contribute to the organization's core policing mandate. Proposed initiatives include the modernization of the provision of basic health care and supplemental health services for members, modernizing short-and long-term sick leave provisions, and updating the plain clothes and kit upkeep allowance programs.

***Tier II: Operational support (\$56.2 million)***

The second tier of proposals includes initiatives that enhance service delivery models within Criminal Intelligence, Technical Operations and the Canadian Police College. It also includes restructuring the process of querying criminal records and police information databases, furthering measures for National Police Services sustainability, as well as savings within the Canadian Firearms Program and Forensic Laboratory Services.

***Tier III: Policing operations (\$20.0 million)***

The RCMP put forward a proposal which relates to our Contract Policing activities and involves a modest reduction to non-salary operating and maintenance expenditures and realignment of some federal programs.

This is a critical time for our organization – our goal should not be just to survive through the changes, but rather to come out of them a more focused, efficient and professional organization.

As I stated earlier, one of our overarching objectives was to limit any negative impacts on our employees, and I am confident that we can mitigate the impacts for any RCMP employees.

As with any change process, we will need to be flexible in our approach and look for ways to innovate as we implement these reductions. I will look to my management team to exercise leadership here.

I have asked the Commanding Officers and my direct reports to answer your questions as best they can, and to seek out answers to those questions for which they may not know the answers.

I am also committing to provide you with regular updates on our progress as we implement those proposals in support of the government's efforts to reduce the deficit.

Thank you.

Bob Paulson  
Commissioner

### Letter to Minister Toews – RCMP Contract



Union of BC Municipalities  
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April 5, 2012

Honourable Vic Toews  
Minister  
Public Safety Canada  
Ottawa, ON  
K1A 0P8

By Email and Post

Dear Minister Toews:

I am writing on behalf of the RCMP contract local governments in the Province of British Columbia to express our complete shock and surprise regarding a communication that was sent out by the RCMP Commissioner on Friday, March 30, 2012 outlining seven separate increases in compensation for RCMP Members. This information was shared by a senior RCMP member at an administrators meeting yesterday and was met with significant concern and I know will have a major impact on all local government elected officials.

In my role on behalf of UBCM I immediately contacted Minister Bond's office and her staff and it became obvious that there was absolutely no consultation leading up to what on the surface appears to have significant retroactive and long range cost impacts to the contract partners. In addition, it is totally inconsistent with the spirit and intent of the final negotiations leading up to the Policing Agreements that the Provinces and Territories have recently signed.

In the case of British Columbia local governments, we are currently in a process of asking contract local governments to sign the MPU Agreements and this development, I can assure you, will create a significant backlash from local governments and their citizens. As you know, we have all worked hard, particularly in the later stages of the negotiations, to build a climate of true partnership and cooperation. At the heart of this was the message that this new contract signaled a new relationship between all parties. I know that you, Minister Bond and I spoke of this at the signing ceremony on March 21<sup>st</sup> in Surrey. We now face the prospect of going to our Municipal Councils to request additional funding to cover these new costs.

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I am aware that your Deputy Minister advised our Deputy Minister that Public Safety Canada had not calculated the actual cost impacts of these decisions. I was also made aware that there is some speculation that the cumulative impacts of these budget announcements relative to the RCMP could well deliver a net financial benefit to the contract partners. Suffice to say there is great urgency to bring clear and concise information of the financial impact so that we can in the spirit of transparency communicate that to all our local governments. Without that I am afraid all of your and our hard work may be thwarted and become another media heyday which I am sure we all want to avoid.

I would ask for your commitment that you will direct your staff to provide the cost impacts for the next three years for each of the seven increases, as well as any decreases, to all the partners to the Agreements. My hope on behalf of UBCM is that this information can be provided within the next week to ten days as our local governments are currently reviewing their MPU Agreements.

Mister Minister, I think this development two days prior to the current contract expiring is very unfortunate and it further is a clear indication of why the role of the Contract Management Committee is so critical moving forward to ensure these types of decisions are not made in isolation of good planning, communication and involvement of partners. This was again a commitment we all made in Surrey.

I look forward to your committing to resolve this issue and that your Department will work with all the partners to resolve this difficult situation. Needless to say, we need this information in a timely fashion so we can consider the options and next steps.

Sincerely,



Mayor Peter Fassbender  
UBCM Representative,  
Provincial CMC Co-Chair

pc: Hon. Shirley Bond, Minister of Justice, Province of British Columbia  
Mr. Bill Baker, Deputy Minister of Public Safety  
Mr. Heath Slee, President, Union of British Columbia Municipalities and UBCM Executive  
Lori Wanamaker, Deputy Solicitor General, Province of British Columbia  
Mr. Jeffrey Schnoor, Q.C.  
Ms. Judith Ferguson  
Mr. Dale Wilson  
Ms. Shauna Sullivan Curley  
Mr. Don Burrage, Q.C.  
Mr. Dennis Cooley  
Ms. Bronwyn Watters  
Mr. Norman Tarnow  
Commissioner Bob Paulson, RCMP  
Deputy Commissioner Craig Callens, RCMP E Division