

October 20, 2020

Dear Mayors, Reeves, and CAOs:

The Alberta Police Interim Advisory Board (APIAB) wants to ensure that municipalities have an understanding of the work the Board is doing, including the information we are collecting and our upcoming priorities. In an effort to achieve this we will be distributing a quarterly update to municipalities outlining our work. This update covers the interim Board's work over the summer of 2020 up to today, and looks ahead at upcoming priorities.

### Interim Board's Mandate

The APIAB was established by the Minister of Justice and Solicitor General (JSG). Our work is two-fold: to share the municipal perspective on policing priorities with the RCMP and Government of Alberta, while developing the governance structure for the permanent Board. As determined by JSG, the interim Board is comprised of representatives from RMA, AUMA and the Alberta Association of Police Governance, with specific representation identified by each association. The interim Board's mandate concludes at the end of 2021. Based upon the Minister of JSG accepting the recommendations for the Governance structure of the permanent Board, the recruitment & selection process for the permanent Board will begin.

### Interim Board's Focus

To this point, the interim Board has held seven meetings. We generally meet twice each month; once virtually, and once in-person. JSG staff and the RCMP have been active participants in these meetings.

The interim Board has been making progress on both aspects of its mandate. We have received presentations from the RCMP, Government of Alberta and Edmonton Police Commission. The RCMP has focused on topics such as the detachment resourcing process, how RCMP workload is measured, and how crime statistics are used for resourcing decisions. The Government of Alberta has provided an overview of their existing strategic planning process for provincial policing and the role that the Board will play in that moving forward, as well as the new provincial police funding model. The

Edmonton Police Commission shared their experiences in board governance and operations, including strategies for effective recruitment and public engagement.

The interim Board has also engaged in discussions with both the Government of Alberta and RCMP about how the Board will ensure that municipal perspectives on policing are better included in the provincial police planning process. Our objective is to ensure that the local knowledge that municipalities have on crime and public safety, and their increased financial commitments for policing provide them with an effective voice at the table. These conversations are ongoing, but both the Province and RCMP have indicated a willingness to regularly engage the Board.

Board members have also taken initial steps to consider how they can serve as a municipal voice on other policing-related issues such as the *Police Act* review and the current research being conducted into the viability of a provincial police service.

Focus for this next quarter will be on:

1. Compiling data from our current municipal survey to determine themes/priorities by district for the RCMP/JSG Joint Business Plan.
2. Providing recommendations for the RCMP's 2021 resourcing strategy and multi-year financial plan.
3. Creating the governance structure framework for the permanent Board, including the following:
  - a. Terms of reference,
  - b. Recruitment and selection process
  - c. Competency matrix

### *Interim Board's Engagement with Municipalities*

The main role of the interim Board (and upcoming permanent Board) will be to provide municipalities with a collective voice in shaping provincial policing priorities. To fulfill this role effectively we rely on direct input from municipalities.

Over the past month, we have conducted a municipal survey to collect a variety of information related to policing priorities, detachment communication practices, and the roll-out of new policing resources under the police costing mode. We greatly appreciate the time that many of you took to complete the survey, as your input in these areas is critical to ensuring we adequately represent your interests at the provincial level. As we work through the process of analyzing the survey results, they will be integral to our work in informing RCMP and GOA policing priorities moving forward.

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As part of this quarterly update we have attached a draft Provincial Police Service reporting template created by the RCMP that we are seeking input on (some of you have received this under a separate email). One of the areas that has been identified through our work with the RCMP and JSG is the disparity of information municipalities receive from their local detachments. The objective of this report is to streamline reporting to municipalities across the province so information sharing is more standardized.

"K" Division is prioritizing the consistent use of the template in all detachments in 2021 and is interested in the perspective of municipalities on possible changes or improvements that could be made to enhance its usefulness. With this in mind, we would encourage your municipality (at either the council or administrative level) to review the template and provide the APIAB with comments or suggestions. Consider focusing input on areas such as:

- Template format
- Statistics included
- Missing information
- How the information could be used
- How frequently the information should be provided
- Any other feedback your municipality considers important

Upon receiving input, the APIAB will review, compile, and work with "K" Division to enhance the template.

Please submit input to [Board@ABPoliceAdvisoryBoard.com](mailto:Board@ABPoliceAdvisoryBoard.com) no later than **Friday November 6**. Please feel free to direct any questions about the templates or any other aspects of the APIAB's work to myself or any other board member.

Finally, through our initial work with the RCMP, we have received helpful information on how detachment resourcing needs are determined. Call volume is a key determinant in resource planning so ensuring residents report crimes is imperative. The RCMP has released an online reporting tool that can help facilitate reporting in certain circumstances without requiring RCMP to attend the scene or residents to go to the detachment. The link to this tool is here if you wish to share this as an information item in your municipality's communications: <https://ocre-sielc.rcmp-grc.gc.ca/alberta/en>.

The general formula for determining resourcing takes a number of factors into account: call volumes, types of crime, geography of crime, training, leaves, location of detachments, and overtime are all key elements. Unique local considerations are also factored in. RCMP run this methodology annually and it gives them the ability to be proactive. They also go through a process after this to determine the amount of time

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remaining in the detachment to dedicate to proactive policing. They have also identified a value in front-line policing capabilities by increasing the regular member to civilian member ratio to 3:1 instead of the current 4:1 which is why there is a significant increase in the civilian member allocation for this budget year.

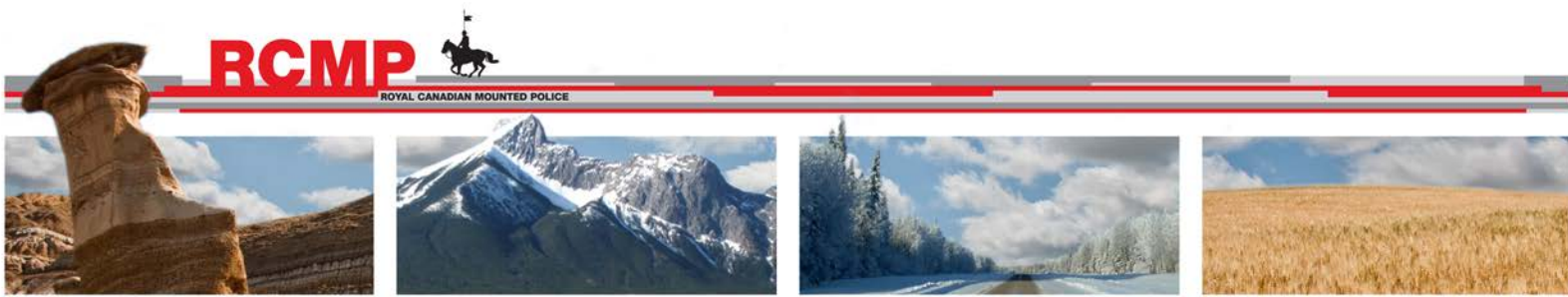
For the 2020/21 budget year, the new funding gathered through the police funding model is to result in 76 new regular RCMP members and 55 civilian members. As COVID-19 closed Depot for three months earlier in 2020, the RCMP is anticipating challenges in fulfilling this commitment. Depot is currently operating and has nine troops currently going through training. The RCMP will be providing the interim Board with a monthly update on resourcing. Attached is the most current update as of October 2021. As outlined above, the police resourcing methodology is how resourcing was determined for this budget year. This will be a key area that APIAB will be working with RCMP on for 2021/22.

In conclusion, myself and my fellow Board members are excited about the potential of this Board to increase the municipal voice in policing across the province. We appreciate your patience as we develop our own processes for the interim Board, as well as a permanent governance model. Please contact me or my Board colleagues with any questions or concerns, and I look forward to providing you with the next quarterly update in a few months.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Thorn', with a long horizontal flourish extending to the right.

Tanya Thorn  
Board Chair, Alberta Police Interim Advisory Board  
403-860-7342  
[Board@ABPoliceAdvisoryBoard.com](mailto:Board@ABPoliceAdvisoryBoard.com)



# RCMP Provincial Policing Report

MUNICIPALITY OF.... X | VILLAGE OF.... X

Provided for the ----: (month or quarter as per reporting schedule noted below)

DATE:

## PROVINCIAL POLICE SERVICE COMPOSITION

2020-21 Fiscal Year Staffing Category:	Number as per Org Chart <sup>1</sup>	Actual Number	Variance	Pending (+/-)
<b>Regular Members</b>			0	
<b>Public Servants</b>			0	
<b>Detachment Commander :</b>				

\*current could include mat leave, long term leave etc., which should be noted in explanation below.

\* Pending – status of members/PSSs leaving or coming to the detachment

<sup>1</sup> The number of approved Provincial Police Service positions on the detachment Organisation Chart

*Variance explanations: 1 cadet coming in March.....one retirement pending April.....*

*May want to mention duties over and above Detachment policing such as Major Event deployments or special duties on the detachment members ERT, TAC, SAR and Containment*

## 1 REPORTING SCHEDULE

The reporting schedule as determined in consultation between the RCMP and the municipality, as of October 2020 is set for quarterly reporting.

- *It is agreed that in addition to the template the following additional reporting will be provided:*
- *Initiatives such as programs like START and DART, or briefing on a current issue like the Fentanyl role out, or crime trends).*
- *Other items that could be considered are traffic initiatives with support from Divisional Traffic Units*
- *Major Investigations with significant support of Provincial Support Services Units (FIS, PDS, MCU etc.)*

## 2 MANAGEMENT OF THE POLICE SERVICE:

### 2.1 Objectives, Priorities and Goals for 2020/21:

*As per the meeting on date.....Municipality of XX place a high value on controlling property crime.....Drugs on our streets and in our schools is a major issue for the municipalities.....*

*This should read identical to the objectives and initiatives as indicated on your Detachment Annual Performance Plan.*

### RCMP's Planned Initiatives to Meet Objectives, Priorities and Goals:

#### 2.1.1 OBJECTIVE:

*Sample Text: Control Property Crime*

##### **Initiative #1:**

*Sample Text: The RCMP will target prolific offenders in the community committing property crime offences.....*

##### **Current Status and Results:**

*What is the impact on the community, what has been achieved, school visits, drug awareness presentations, and prolific offender checks done?*

##### **Initiative #2:**

##### **Current Status and Results:**

#### 2.1.2 OBJECTIVE:

*Sample text: The RCMP will work with the community and the schools on target drug enforcement and education*

##### **Initiative #1:**

*Sample text: \_Community Mobilization*

##### **Current Status and Results:**

##### **Initiative #2:**

*Sample text: Drug Enforcement activities*

##### **Current Status and Results:**

### 3 CURRENT ACTIVITY STATISTICS – (as selected by municipality, should be tied to policing priorities)

Category:	Number This Half in 2020-21	Number This Half in 2019-20	Year to Date 2020-21	Year to Date 2019-20
Property Crime				
Common Offence Notices				
Impaired Driving Charges				
Other statistic as requested (specify)				
Other statistic as requested				
Other				

*In order to provide comparable information, the reporting period for the current year is being compared to the same reporting period for the previous year. This will provide a more accurate comparison by taking into account any special events that happen in the community on an annual basis, and also account for seasonal changes in traffic/tourism, and RCMP strategic initiatives etc.*

#### 3.1 TRENDS/ POINTS OF INTEREST/ VALUE/ PERTINENT COST DRIVERS

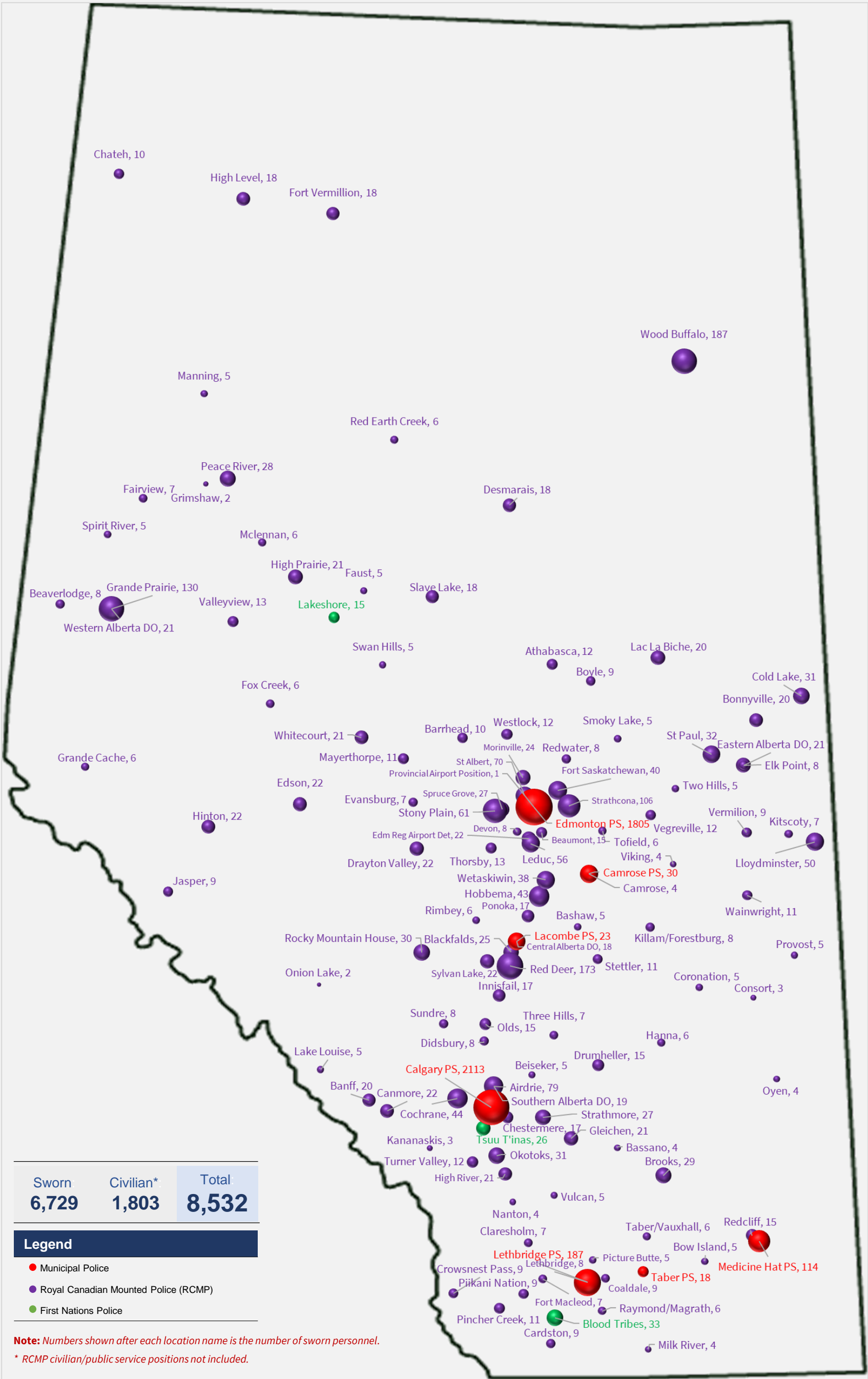
*Sample Narrative could include: traffic initiatives that required outside support from other detachments or Traffic Service members, requirement for resources outside detachment area such as major incident where ERT, Major Crimes, or other support services were required to deal with investigation of significant event. Also include any particular cost drivers that have potentially put a strain on the detachment budget such as mentioning a large incident or file in the community that has resulted in elevated overtime costs.*

#### 3.2 SIGNIFICANT MEETINGS IN THE COMMUNITY

*Meetings attended with organizations within the community, (Municipalities, Villages, First Nations, Chamber of Commerce, School District, Victim Services, local service clubs, COPP). This would speak to the goal of community based policing. This is different from officers attending schools or participating in community charity events. It is more about meetings attended by the **RCMP leadership** to provide a RCMP insight to a specific issue.*



# Alberta Police Personnel Data, 2020



Sources:

- 1. Alberta Association of Chiefs of Police: AACP, Provincial Police Agency - Employee Report, June 2020
- 2. RCMP "K" Division, Resource Summary, June 2020





## PPSA Police Funding Model – 2020/21 Positions

*Updated: October 8, 2020*

As per the 2020/21 PPSA Call-Up of new positions, including 76 regular member and 57 public service employee positions, the Alberta RCMP has allotted the following new regular member resources:

- 46 positions in rural Alberta Detachments
  - 28 Filled
  - 18 Pending
- 10 positions in the Call Back Unit (Filled)
- 2 positions to KMOSS (Filled)
- 3 positions to Child Advocacy Centers (Filled)
- 3 positions to Emergency Response Teams (Filled)
- 4 positions to Offender Management (Pending)
- 3 positions to General Investigative Services (SAD) (Pending)
- 2 positions to Police Dog Services (Pending)
- 3 positions to the Diversity Unit (Pending)

This accounts for all of the 76 regular member positions. A total of 46 positions have been filled to date, 30 positions are pending within the staffing process. See Annex A for further details.

The following public service employee positions have been allocated:

- 31 Detachment Services Support positions (3 Filled, 28 Pending)
- 1 Court Case Management position (Filled)
- 2 Criminal Operations Strategic Management Services positions (Filled)
- 4 Community Engagement and Outreach Specialists (Pending)
- 4 Scenes of Crime Officers (Pending)
- 6 Operational Call Center Operators (3 Filled, 3 Pending)
- 2 Operational Call Center Administrative Support positions (2 Filled)
- 4 Rural Crime Reduction Analysts (Pending)
- 1 Rural Crime Administrative Support positions (Pending)
- 1 Forensic Identification Services Clerk – St. Paul position (Filled)
- 1 Intellex position (Pending)

This accounts for all of the 57 public service employee positions. A total of 12 positions have been filled to date, and the remaining positions are pending within the staffing process. See Annex B for further details.



## Annex A – Regular Member Position Detail

Police Funding Model - Year 1 - Regular Members - as of October 8, 2020				
District/Unit	Detachment	Position Description	Staffing Status	Start Date
Southern Alberta District	AIRDRIE	General Duty	Filled	2020-07-10
		General Duty	Pending	
	CANMORE	General Duty	Filled	2020-08-11
	COCHRANE	General Duty	Pending	
		General Duty	Pending	
		General Duty	Pending	
	DIDSBURY	General Duty	Filled	2020-09-15
	HIGH RIVER	General Duty	Pending	
	OKOTOKS	General Duty	Filled	2020-07-06
	STRATHMORE	General Duty	Filled	2020-09-14
	SAD GIS	General Investigative Services	Pending	
		General Investigative Services	Pending	
		General Investigative Services	Pending	
Central Alberta District	BLACKFALDS	General Duty	Filled	2020-07-22
	CAMROSE	General Duty	Filled	2020-04-01
	INNISFAIL	General Duty	Pending	
	LEDUC	General Duty	Filled	2020-04-01
	MORINVILLE	General Duty	Filled	2020-09-03
	PARKLAND	General Duty	Filled	2020-07-27
	RIMBEY	General Duty	Pending	
	ROCKY MOUNTAIN HOUSE	General Duty	Filled	2020-07-22
		General Duty	Filled	2020-07-22
	STETTLER	General Duty	Pending	
	STRATHCONA	General Duty	Filled	2020-07-27
	SYLVAN LAKE	General Duty	Pending	
	THORSBY	General Duty	Pending	
		General Duty	Pending	
	WETASKIWIN	General Duty	Filled	2020-07-18
Eastern Alberta District	ATHABASCA	General Duty	Filled	2020-09-21
		General Duty	Pending	
	BONNYVILLE	General Duty	Filled	2020-07-28
	COLD LAKE	General Duty	Filled	2020-07-01
	ELK POINT	General Duty	Filled	2020-07-21
		General Duty	Filled	2020-09-14
	KITSCOTY	General Duty	Filled	2020-08-10
	LAC LA BICHE	General Duty	Pending	
	ST PAUL	General Duty	Pending	
	VEGREVILLE	General Duty	Filled	2020-07-22
	WESTLOCK	General Duty	Pending	



Police Funding Model - Year 1 - Regular Members - as of October 8, 2020				
District/Unit	Detachment	Position Description	Staffing Status	Start Date
Western Alberta District	BEAVERLODGE	General Duty	Filled	2020-07-06
	EDSON	General Duty	Filled	2020-07-02
	EVANSBURG	General Duty	Filled	2020-07-06
	GRANDE PRAIRIE	General Duty	Pending	
		General Duty	Filled	2020-09-12
		General Duty	Pending	
	HIGH LEVEL	General Duty	Pending	
	MAYERTHORPE	General Duty	Filled	2020-07-02
	VALLEYVIEW	General Duty	Filled	2020-07-02
	WHITECOURT	General Duty	Filled	2020-07-02
CROPS Contract Policing	Contract Policing Support Services	Call Back Unit	Filled	2020-04-01
		Call Back Unit	Filled	2020-04-01
		Call Back Unit	Filled	2020-04-01
		Call Back Unit	Filled	2020-07-01
		Call Back Unit	Filled	2020-04-01
		Call Back Unit	Filled	2020-04-01
		Call Back Unit	Filled	2020-04-01
		Call Back Unit	Filled	2020-04-01
		Call Back Unit	Filled	2020-04-01
		Call Back Unit	Filled	2020-04-01
		Call Back Unit	Filled	2020-04-01
		Call Management KMOSS	Filled	2020-04-07
			Filled	2020-04-01
		Critical Incident Program - ERT	Filled	2020-04-01
		Critical Incident Program - ERT	Filled	2020-04-01
		Critical Incident Program - ERT	Filled	2020-04-01
		Diversity Engagement	Pending	
		Diversity Engagement	Pending	
		Hate Crimes	Pending	
		Offender Management	Pending	
		Offender Management	Pending	
		Offender Management	Pending	
		Offender Management	Pending	
		Police Dog Services	Pending	
		Police Dog Services	Pending	
Serious Crimes Branch	Operations South	Child Advocacy Center - Red Deer	Filled	2020-04-01
		Child Advocacy Center - Sheldon Kennedy Centre	Filled	2020-09-01
	Operations North	Centre	Filled	2020-04-01



## Annex B – Civilian Position Detail

Police Funding Model - Year 1 - Civilian Support - as of October 8, 2020				
District/Unit	Detachment	Position Description	Staffing Status	Start Date
Southern Alberta District	BEISEKER	Detachment support	Pending	
	BOW ISLAND	Detachment support	Pending	
	COCHRANE	Detachment support	Filled	2020-09-10
	DIDSBURY	Detachment support	Pending	
	LAKE LOUISE	Detachment support	Pending	
	OLDS	Detachment support	Pending	
	PICTURE BUTTE	Detachment support	Pending	
	TURNER VALLEY	Detachment support	Pending	
Central Alberta District	BASHAW	Detachment support	Pending	
	BRETON	Detachment support	Pending	
	INNISFAIL	Detachment support	Pending	
	RIMBEY	Detachment support	Pending	
	STRATHCONA	Detachment support	Pending	
	SYLVAN LAKE	Detachment support	Pending	
	THORSBY	Detachment support	Pending	
Eastern Alberta District	CORONATION	Detachment support	Pending	
	DESMARAIS	Detachment support	Pending	
	KITSCOTY	Detachment support	Filled	2020-09-23
	PROVOST	Detachment support	Pending	
	TWO HILLS	Detachment support	Pending	
	WOOD BUFFALO	Detachment support	Pending	
		Detachment support	Pending	
Western Alberta District	BEAVERLODGE	Detachment support	Pending	
	FOX CREEK	Detachment support	Pending	
	GRANDE PRAIRIE	Detachment support	Pending	
		Detachment support	Pending	
	HINTON	Detachment support	Filled	2020-10-02
	MANNING	Detachment support	Pending	
	PEACE RIVER	Detachment support	Pending	
	RED EARTH CREEK	Detachment support	Pending	
	VALLEYVIEW	Detachment support	Pending	



Police Funding Model - Year 1 - Civilian Support - as of October 8, 2020				
District/Unit	Detachment	Position Description	Staffing Status	Start Date
CROPS Contract Policing	Contract Policing Support Services	OCC - Administrative Support	Filled	2020-04-01
			Filled	2020-10-14
		OCC - Telecommunications Operators	Filled	2020-11-05
			Filled	2020-11-06
			Filled	2020-11-05
			Pending	
			Pending	
			Pending	
		Scenes of Crime Officers	Pending	
			Pending	
			Pending	
			Pending	
		Court Case Management	Filled	2019-05-01
	Community and Indigenous Policing	Community Engagement and Outreach Specialists	Pending	
			Pending	
			Pending	
			Pending	
CROPS Contract	Criminal Operations	CROPS Strategic Management Services	Filled	2020-04-01
			Filled	2019-03-18
		Crime Reduction Analysts	Pending	
			Pending	
			Pending	
			Pending	
		Crime Reduction - Administrative Support	Pending	
		Forensic Identification Services Clerk - St. Paul	Filled	2020-04-01
		Intellex	Pending	