

# STAFF REPORT TO COUNCIL

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**DATE:** April 26, 2022

**TO:** MAYOR AND COUNCIL

**NAME AND TITLE:** Adam Davey, Director of Public Safety

**SUBJECT:** Converting the existing municipal Head Jail Guard position to an RCMP Corporal (resulting in an increase to the Police Contract from 142 to 143 members)

**ATTACHMENT(S):** None

## RECOMMENDATION(S):

That Council APPROVES the conversion of an existing municipal employee position to a regular RCMP member position, bringing the total contracted strength from 142 to 143 members.

## PURPOSE:

Administration and the RCMP recommend the conversion of the (vacant) Municipal Head Jail Guard position to an RCMP Corporal position within the RCMP contract. It is a unique position/job function and in order to staff it with the proper assigned duties and minimum time delay the position is required to be accounted for within the RCMP Organization Chart as an additional position.

## BACKGROUND:

Since the City implemented a Monday–Friday Head Jail Guard position within the cellblock, it has been difficult to recruit and retain this position, taking anywhere from 6 months to a year to fill each time it becomes vacant. This has led to full-time guards taking on additional acting duties and the Assistant Manager taking on the rest. It has proven disruptive, inefficient and ineffective for ongoing monitoring of policies, procedures and support for staff and members. At present, the Head Jail Guard position is recently vacant. This presents a unique opportunity.

Converting the position to an RCMP Corporal will allow for greater business continuity for the guardroom and for the RCMP Detachment. The Corporal would be able to deliver ongoing training, provide supervision, oversight, and direction to municipal staff and members in regards to cellblock compliance, thus providing overall consistency in a high-risk area. They are also able to take on additional RCMP specific duties previously filled by a Reserve Constable, resulting in a savings of 0.25 FTE in wages.

## FINANCIAL CONSIDERATIONS:

Replacing the Municipal Head Jail Guard position and a sworn Reserve Constable position with an RCMP Corporal position will result in annual savings for wages and benefits of approx. \$12K.

**SUMMARY AND CONCLUSION:**

The currently funded Municipal Head Jail Guard position shall be converted to an RCMP Corporal position in order to maintain business continuity in a more efficient, cost effective manner. Both the RCMP and City are in concurrence with this plan. Though this is a low-level operational decision, any changes to the RCMP Contracted strength ought to be brought before Council for approval.

**RESPECTFULLY SUBMITTED:**

Adam Davey, Director of Public Safety

**REPORT WRITTEN BY:**

Devon Cooper, CPA, CGA - Manager of Police Support Services

**APPROVED:**

Walter Babicz, City Manager

Meeting date: May 9, 2022