

COMMITTEE OF THE WHOLE STAFF REPORT TO COUNCIL

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DATE: December 2, 2022

TO: COMMITTEE OF THE WHOLE

NAME AND TITLE: Adam Davey, Director of Public Safety

SUBJECT: Police Services Review

ATTACHMENT(S): Four (4): (1) Police Service Review Executive Summary
(2) PowerPoint slide deck
(3) 2023 Budget Enhancement Requests
(4) Police Resources in British Columbia, 2020 (Province of BC)

RECOMMENDATION(S):

THAT the Committee of the Whole;

1. RECEIVES FOR INFORMATION the report titled “Police Services Review” dated December 2, 2022, from the Director of Public Safety;
2. RECOMMENDS that Council considers the 2023 Police Budget Enhancement Requests attached to the report titled “Police Services Review” dated December 2, 2022, from the Director of Public Safety, as part of Council’s 2023 Budget deliberations; and
3. RECOMMENDS that Council considers initiating a resourced Community Safety & Well Being (CSWB) planning process in accordance with Council’s upcoming 2023-2026 strategic planning process.

PURPOSE:

The purpose of this report is to provide the Committee of the Whole (COTW) with a comprehensive review of police services in Prince George. As part of the 2022 budget deliberations, Council directed Administration to conduct a resource review of police services. Curt Griffiths Research and Consulting were hired to conduct this work over the course of 2022. This COTW Meeting and resource review provides an opportunity for an in-depth discussion on policing in Prince George.

DISCUSSION:

The attached Provincial *Police Resources in British Columbia, 2020*, provides data that shows Prince George has among the highest case load, crime rate and criminal offences across the province. In terms of total counts, only Surrey and Vancouver are higher, despite having respective populations multiple times larger than Prince George. For context, the City of Richmond has about 2.5 times the population of Prince George (216,046 compared to 82,268 in PG). Richmond has nearly twice the number of RCMP adjusted

strength members, at 276 (compared to 142 in PG). Yet, Prince George has a crime rate nearly 4 times higher, with a case load 3 times higher, and over 5,500 Criminal Code offences more than Richmond.¹

The below chart contains historical information on CPG RCMP member counts, requests, and costs from 2014 to present. It ought to be noted that the contract establishment strength of 128 in 2014 was the same as 2006 (128). Between 2014 and 2022, the RCMP requested an additional 26 members. The City approved 15 members during that timeframe, 9 positions fewer than requested. It is also important to note that despite requests, complete filling of actual vacancies remains a challenge due to staffing shortages.

Year	Contract Establishment Strength	Budgeted Police Strength	Budgeted cost per member
2014	128	121	\$144,321
2015	135	121	\$154,683
2016	138	121	\$160,457
2017	140	124	\$169,909
2018	142	126	\$174,022
2019	142	128	\$175,933
2020	142	128	\$178,623
2021	142	128	\$182,371
2022	143	128	\$201,365

The attached Police Resource Review includes recommendations to increase the strength of the RCMP Detachment by approximately 30 staff: 19 uniformed RCMP members, and 10 Municipal Employees (MEs), in addition to a number of Data Processors (MEs). Given the City’s budget challenges, Administration and RCMP leadership are building a 5-year staffing plan that flattens the budget enhancement request over a 5-year period, 2023-2027. Each year a budget enhancement request of approximately \$1M (2022 dollars) to hire four (4) additional RCMP members and two (2) MEs shall be brought forward to close the identified resource gap. For 2023 (attached), the first budget enhancement request is recommended for Council’s upcoming 2023 budget deliberation, in accordance with the recommended prioritization contained within the consultant report.

Further, the report recommends initiating a Community Safety & Well-Being (CSWB) framework. This is a major undertaking requiring additional resources above those recommended in the report. Administration recommends that Council consider initiating a CSWB planning process during the upcoming Council strategic planning process. A CSWB is a multi-year plan. Given the City’s budgetary constraints, administration is recommending flattening out enhancements over a 5-year horizon. If appropriately resourced, a planning process could be initiated in 2023 with a framework for Council consideration beginning with budget 2024.

STRATEGIC PRIORITIES:

Police services supports Council’s strategic priority of a safe community.

It is important that the police review be considered within the wider context of an evolving protective services environment. Last summer, Fire/Rescue Services conducted a Standard of Cover “Midpoint” Review, stemming from the comprehensive 2015/16 Report. The report contained staffing resourcing

¹ *Police Resources in British Columbia, 2020*, page 9.

recommendations, originally identified in 2015/16 that have not been actioned. Fire/Rescue Services has a comparable multi-year resource enhancement request, that will be brought to Council for 2024 budget deliberations, and like police, will be extended over a 5-year time horizon (budget requests for additional PGFRS staff over 2024-2028). An update on this shall be brought to Council next spring/summer, following the completion of the fire training center feasibility study (earmarked for Q2 2023, pending Council's 2023 budget approval).

Given escalating service costs across the spectrum of local government, service level options may be a future council consideration, that balances core Policing and Fire/Rescue requirements, with “nice to haves.” Despite uncertainties with evolving technical, legal-legislative, and societal expectations, what remains certain is costs to provide the current level of service shall continue to rise. A multi-year gap over the previous several years has continued to expand, and with it comes significant costs to close it. Tradeoffs may be required, with service level impacts.

It is also important to note that the resource (staffing) gap in policing cannot be rapidly closed. Supposing Council approves the 6-staff enhancement request in January/February, it will probably take at minimum 6 months to operationalize.

SUMMARY AND CONCLUSION:

During the 2022 City budget deliberation process, Council directed Administration conduct a police services resource review. Curt Griffiths Research & Consulting have completed a comprehensive report conducted over the previous nine or so months, resulting in several recommendations including closing the current staffing gap, and initiating a Community Safety & Well-Being (CSWB) planning process. The COTW format provides Council with an avenue for a comprehensive discussion on police services.

RESPECTFULLY SUBMITTED:

Adam Davey, Director of Public Safety

APPROVED:

Walter Babicz, City Manager

MEETING DATE: December 14, 2022

Resource Review of the Prince George RCMP Detachment

Executive Summary

Curt Taylor Griffiths, Ph.D.
School of Criminology
Simon Fraser University ~ Surrey Campus

Eli Sopow, Ph.D.
Business Administration
University Canada West ~ Vancouver

&

Joshua J. Murphy, Ph.D.
Department of Criminology
Kwantlen Polytechnic University ~ Surrey Campus

Curt T. Griffiths, Ltd.

December 2022

Executive Summary

This resource review focused on the operations of the Prince George RCMP detachment. The project was conducted during the period April–October 2022. It involved the administration of a community survey; focus groups sessions with Sworn Officer and Municipal Employees in the detachment; interviews with community stakeholders; ride-alongs with uniformed patrol and specialty units; and an analysis of statistical data on the operations of the detachment.

The review proceeded from two fundamental principles (1) that the existing resources in the detachment are being used as effectively and efficiently as possible; and, (2) that any new resources be targeted for specific areas where analysis has revealed there are gaps in service delivery, with metrics to assess the impact of additional resources. The overall objective of the project was to generate materials that will assist Municipal Council and Prince George (the City) in their efforts to ensure the safety and security and quality of life for all community residents.

The reader should be mindful that this report provides a snapshot of the issues surrounding the delivery of police services in Prince George. Since the completion of this project, there may have been new initiatives taken to address the challenges and opportunities that exist in the community. Information on these initiatives can be provided by city staff. It was the objective of the project team to create a report that could be used as an informational source for municipal council, city staff and the senior leadership in the detachment to inform police policy and practice going forward. And to be a foundational document if the City accepts this report’s recommendation that it develop a Community Safety and Well-being (CSWB) plan.

An overall impression of the project team is that time and events have caught up with the municipality. Today the City is considered to have what has been traditionally referred to as “big City” challenges. However, the response of municipal government to the challenges facing the community can best be described as siloed: the initiatives that have been taken have occurred in the absence of interoperability with other agencies and organizations. This siloed approach has not produced a good return-on-investment (ROI) for the City or the target populations. During the study, the project team accessed reports produced by units in municipal government that were not known to personnel in other governments units and organizations involved in service delivery. To address this system issue, this report recommends that the City involve all stakeholders in the development of a CSWB.

The project team found that the Prince George detachment faces several challenges that compromise its effectiveness and efficiency. There are significant gaps in the capacity of the detachment to effectively prevent and respond to crime and contribute to the overall safety, security, and quality of life in the community. A review of the materials gathered for this report via interviews and focus groups with police personnel, ride-alongs with front line Patrol Officers, and statistical analysis of the detachment’s data resulted in the identification of several significant gaps in the detachment’s

capacities. This includes the ability to adequately respond to demands for service, engage in proactive community engagement, develop strategic partnerships with community stakeholders, and to implement effective crime prevention, crime attack, and crime response strategies. In addition, chronic understaffing is placing the mental health and well-being of the Sworn Officers and Municipal Employees in the detachment at risk.

At present, the Prince George detachment has near zero community policing capacity and does very little proactive, problem-solving policing. A high percentage of the calls for service to which officers respond are mental health related and many of these do not require the presence of a law enforcement officer.

A major challenge for the detachment is calls for service related to issues in the downtown area of the City. Police involvement in social development in the community in collaborative partnerships with community stakeholders is a key feature of policing in the 21st century. That is, the police as a core component of improving the quality of life in the community through partnerships with other agencies and organizations and community residents.

The effective use of resources requires that the detachment develop a comprehensive policing plan that would include prevention and intervention. This would be a component of a broader CSWB plan. These plans can provide the framework for the delivery of police services as well as set parameters for police involvement in addressing the larger quality of life and social issues in the community. The CSWB plan would identify the roles and responsibilities of all stakeholders in addressing the challenges facing the municipality and facilitate the development of proactive, problem-solving approaches.

The recent report of the BC Special Committee on Reforming the Police Act, released in April 2022, proposed the development of a tiered system of policing in the province. It highlighted the important role that Special Municipal Constables can play as part of an integrated approach to community safety. In Prince George, a tiered model would involve Sworn Officers and Bylaw Officers and, potentially CSOs, should that program be re-established.

This approach provides the best opportunity to reduce the demands on Patrol Officers, improve their capacity to effectively respond to calls for service and investigate case files, and provide broader coverage in the community. At present, the CSO program in Prince George is dormant and there is little interoperability between Bylaw Officers and Sworn Officers. Similarly, in the view of several representatives of community service organizations, the original objectives for creating a Community Service Hub remain largely unmet.

A tiered policing model in collaboration with community stakeholders would maximize resources, increase police visibility, divert calls away from Sworn Officers, increase the community residents' feelings of safety and security and improve the quality of life in the community.

With respect to the RCMP detachment, requests for additional resources should be firmly grounded in data that indicate specific areas where there are gaps in the ability of the police service to fulfill its mandated and assumed responsibilities. It is incumbent upon the detachment to ensure that existing resources are being utilized as effectively and efficiently as possible and to demonstrate the impact of any additional resources via report backs to Municipal Council. It is not a best practice for municipal councils to provide “generic” resources. To this end, any additional resources provided to the Prince George detachment by the municipality should be targeted to specific areas. This report provides recommendations to Council on how any additional resources provided to the detachment will be most impactful going forward.

The at-risk/high needs/vulnerable populations in the area are growing. It will require a coordinated response involving all levels of the municipal and provincial governments. It also requires the development of a CSWB plan that would identify the roles and responsibilities of all stakeholders in addressing the challenges facing the municipality within a long-term, problem-solving framework.

Specifically related to this project, the volume and types of demands that are being made on the detachment will require a pivot from a sole focus on call response and crime suppression to community engagement, problem-solving, and a partner in collaborative partnerships focused on social development and addressing the challenges facing the community. Merely adding officer positions to the current model will not provide the City with a good ROI, will not assist in meeting the challenges facing the community, and will not take advantage of the opportunities to provide policing services within a community-focused policing model.

Relationships with Provincial Agencies

The challenges that have afflicted the City-provincial relationship with respect to housing, addiction, and mental health are long-standing and well-documented. A major issue is the absence of a comprehensive provincial plan developed in collaboration with communities. This is exacerbated by the lack of CSWB plan in communities. As a result, efforts to address issues in the City have been fractured. Consequently, they are not well coordinated when the provincial government is pursuing its policies and the City is taking action to ensure the safety and security as well as the quality of life of its residents.

In some cases, the municipality has been the *recipient* of policy decisions made by the provincial government and its agencies, having had little or no input into the process. As one stakeholder noted, “The provincial teams operate in a parallel universe. There is no coordination between the various teams involved in working with clients. People want that coordination between the province and the City.”

Review Findings & Recommendations

The project’s findings and recommendations from the resource review are presented in the following tables.

RFR Table 1 Review Findings & Recommendations – The Municipality

Finding	Recommendation
<p>At present, the municipality does not have a comprehensive Community Safety and Well-being (CSWB) plan. This hinders the potential impact of Council-funded studies and initiatives designed to address issues facing the community, including addressing the needs of vulnerable and at-risk persons. Studies are often conducted in isolation from one another rather than being a component of a larger strategic plan and the initiatives that are taken are often siloed. A CSWB plan would ensure that resources are used effectively and efficiently.</p>	<p>The City, in collaboration with community stakeholders, including persons who are at-risk and vulnerable, should develop a CSWB plan. The initiative can be informed by the experiences of other communities in the province, e.g., Kelowna, and be led by the Director of Public Safety.</p>
<p>Municipalities across the province have, and are, developing innovative approaches to ensure the safety of all community residents and to address the issues of homelessness, addiction, and mental health.</p> <p>There are lessons learned and knowledge of what does, and doesn’t work, that could inform initiatives taken by the city. Initiatives could also be informed by findings from research studies and evaluations.</p>	<p>Review initiatives taken by other municipalities in the province to address the challenges of community safety and the needs of at-risk and vulnerable persons. The municipalities of Kelowna, Vernon, and Maple Ridge have developed innovative approaches that could be studied. The City of Kamloops appears to have a successful Community Services Officer program and has taken several initiatives to address issues affecting the quality of life in the community.</p>
<p>It appears that, in providing funding for specific community safety initiatives, previous municipal councils have not required that these initiatives include a robust evaluation component that would reveal the extent to which the initiatives achieved their intended objectives. This would contribute to the accumulation of “lessons learned” and provide the foundation for evidence-based practice.</p>	<p>Any request for resources made to municipal council for policing and community safety-related initiatives or programs should be accompanied by a detailed business plan, including an evaluative component and a requirement to report back to council on a regular basis. Specific documentation should be required on the ROI of the initiative both for the city and the intended target population</p>
<p>While beyond the scope of this study, it appears that the municipality is subsidizing the lack of provincial resources in the community, e.g., many of the calls attended by the Fire & Rescue service are medically related.</p>	<p>Municipal Council should consider whether responding to medical calls for service should be within the purview of the Fire & Rescue service. If this agency is going to respond, consideration might be given to invoicing the province for the costs of doing so, e.g., attending overdose calls for service.</p>

<p>There are gaps in service capacity in areas that, legislatively, are within the purview of the provincial government. This includes the provision of services for persons who are experiencing homelessness, addiction, and/or mental health issues. Given the uncertainty of availability of provincial personnel, several municipalities have funded social and family worker positions.</p>	<p>The City should consider, on a selective basis, funding initiatives to improve safety and security and the quality of life in the community. This report recommends that funding be provided for several Municipal Employee ((ME), Social Worker, and mental health worker positions in the detachment to be co-deployed with Police Officers and for a Peer Navigator position for the public library.</p>
<p>The downtown area of Prince George has high levels of social disorder, open drug use, and crime. This is having a significant negative impact on the business sector and the quality of life in this, and other areas of the community. There is little evidence that the City’s resource expenditures to date have been effective in addressing these issues. The downtown area is largely abandoned by most community residents after 7:00 p.m. In recent years, the disorder has spread to other areas of the community. One-off projects and initiatives that do not take a “whole-of-community” approach have little chance of providing solutions to the issues. The police should not be the default to address these issues.</p>	<p>The issues of homelessness, addiction, and mental health are complex and require a comprehensive plan involving collaboration of all levels of government. Every effort should be made to improve collaboration, coordination, and communication with provincial agencies, including Northern Health and BC Housing, while at the same time asserting the interests and priorities of the community. The creation of a CSWB plan would crystallize the priorities and maximize the capacities of the city.</p>
<p>At present, the City does not have a plan to strengthen neighbourhoods so that residents can play a substantive role in improving the quality of life in the community. Community residents are a vital stakeholder in community safety and their experiences and perceptions are important considerations in the formulation of City policies and programs.</p>	<p>Explore ways to engage and empower neighbourhoods to be a partner in improving the quality of life for residents. The recommended Neighbourhood Police Officers in each of the patrol districts and the adoption of a community policing model can play a substantive role in this. Strategies to strengthen communities can be a component of a CSWB plan. This will empower neighbourhoods to be guardians of community well-being.</p>
<p>At the time the study was conducted (April–October, 2022), several organizations, including the City, operated Outreach Worker programs. There appeared to be no interoperability among the outreach workers which limits their potential effectiveness in assisting at-risk and vulnerable persons.</p>	<p>The Director of Public Safety should undertake to develop an Outreach Worker Plan that maximizes the efforts of Outreach Workers deployed by the City and various organizations in the municipality. This will maximize the return on investment of all the stakeholders.</p>
<p>A recent BC provincial all-party report on policing in British Columbia highlighted the importance of moving to a tiered model of policing. This would include Bylaw Officers, Community Safety Officers, Special Municipal Constables, and Sworn Officers. This model holds the greatest promise to contribute to the safety and security of all residents in the community.</p>	<p>Steps should be taken to address the lack of interoperability between Bylaw Officers and Sworn Officers. Also, the bylaw program could benefit from examining successful bylaw programs in other municipalities, e.g., Penticton, or Maple Ridge specifically with respect to training and deployment.</p>

<p>The Community Safety Officer (CSO) program is no longer operable. The RCMP CSO program was a pilot project in selected municipalities and the decision was made to lapse the program. Some communities, including Kelowna and Penticton, continued the CSO program on the City-side. The City of Prince George decided not to continue the program.</p>	<p>The municipality should consider re-establishing the CSO program. If the decision is made to proceed, the Director of Public Safety should work with the RCMP and bylaws to prepare a business case to be presented to Council. The proposed program should be informed by best-practice programs in other communities.</p>
<p>Provisions in the Province of BC Municipal Police Services Agreement gives municipal councils a direct role in setting policing priorities for the community.</p>	<p>Municipal Council should ensure there is an ongoing dialogue between the City and the Officer in Command (OIC) of the detachment regarding policing priorities for the City.</p>
<p>Although beyond the scope of the review, private security can be a component of the Continuum of Public Safety in the community.</p>	<p>The City should develop a strategic plan for the effective and efficient use of private security and ensure interoperability with Bylaw Officers and Sworn Officers.</p>
<p>There are organizations in the community that have expressed an interest in collaborating in the development of innovative programs and initiatives to address the challenges facing the community. At present, however, there is no framework in place to mobilize and facilitate collaboration, resulting in a siloed approach to community safety and the needs of at-risk and vulnerable persons.</p>	<p>The municipality, in collaboration with public safety partners, should create a Continuum of Public Safety model. This would be a component of the recommended CSWB plan and will improve the interoperability, effectiveness, and efficiency of community safety initiatives.</p>
<p>Concerns were expressed by staff in frontline service delivery organizations that City Hall staff often do not consult with them or access their expertise in initiating projects to address the challenges in the community. Several staff commented that they often first learned of specific initiatives in the newspaper. This siloed approach is not likely to produce significant change and does not maximize the expertise and experience of community stakeholders.</p>	<p>The City should make it a priority to develop a consultative framework that will facilitate ongoing dialogue with all stakeholders in the community, including staff in frontline service delivery organizations.</p>
<p>A review of the operations of bylaws was beyond the scope of this project. However, materials gathered during the study reveal that there is very little interoperability between the RCMP and Bylaw Officers, e.g., few if any joint patrols. Bylaw Officers were initially co-located in the new detachment, but were subsequently removed for space reasons and due to Bylaw Officers not working with Sworn Officers as was originally intended. Concerns were also expressed by community stakeholders about the limited hours of Bylaw Officer availability and it was suggested that Bylaw Officers be shifted on a 24-hour basis.</p>	<p>The Director of Public Safety should develop a plan in consultation with the RCMP and Bylaw Officers to create interoperability. Strategies could include joint patrols and an extension of the hours that Bylaw Officers are available.</p> <p>Consideration should be given to conducting a pilot project involving an expansion of the hours that Bylaw Officers are deployed.</p>

RFR Table 2 Review Findings and Recommendations – Quality of Life Issues in the Community

Finding	Recommendation
<p>There are several significant features of the community that are having a significant impact on the quality of life for residents and that are placing demands on the police as the primary public safety agency.</p> <p>These include:</p> <p>In 2021, Prince George had a Criminal Code crime rates 150 times higher than the average for all RCMP served municipalities over 15,000 in population in the province.</p> <p>The rate of violent crime per 100,000 population in the community is 66% higher than the overall BC violent crime rate, according to data provided by Statistics Canada.</p> <p>In 2021, Prince George had a 168% higher rate of Criminal Code Property occurrences than the BC average for all larger municipalities.</p> <p>Research by the Canadian Institute of Substance Use Research at the University of Victoria found that the Prince George Local Health Area continues to experience rates of hospitalization for opioid use well above the provincial average and that the rate is projected to continue rising.</p> <p>The BC Coroner’s Office reports a more than 400% increase in illicit toxicity deaths in Prince George between 2012 and 2022, with the rate projected to trend higher over the next two years.</p> <p>The volume of ambulance calls in Prince George progressively increased 34% between 2017 and 2022 and many of the calls are related to individuals in distress due to illicit drug overdoses.</p> <p>An October 2022 report to City Council prepared by the Prince George Fire & Rescue Service revealed that 61% of its calls to that date for the year involved medical emergencies compared to 26% of calls that were fire related. This very high percentage of medical calls, including illicit drug overdoses, represents a municipal expenditure for provincially mandated responsibilities.</p> <p>The 2021 Prince George Point-in-Time Homeless Count Report reveals that, of the 122 respondents to a survey, the highest percentage (14%) listed substance abuse issues, followed by mental health issues (7%) When asked about their current health challenges, 28% (the highest percentage) named “substance abuse issues,” while 25% named “mental health issues.”</p>	<p>A coordinated approach involving all stakeholders in the community is required to address these issues. The police are one component of a comprehensive model should be developed. A CSWB plan holds the most promise for effective utilization of resources and for maximum impact of participating stakeholders. The development of this plan could be coordinated by the Director of Public Safety.</p>

To date, there have been few efforts to mobilize citizens and neighbourhoods of assist in addressing quality of life issues in collaborative partnerships.

RFR Table 3 Review Findings & Recommendations – Perspectives & Lived Experience of Community Residents

Finding	Recommendation
<p>In Prince George 79% of the population believes crime has gone up/gone up a great deal. This aligns with the actual statistical increases in crime in the community.</p>	<p>This is a significant finding from the study and should be provide the catalyst for innovative approaches to address crime and disorder in the community and residents’ fear of crime. Crime and disorder have a significant impact on the quality of life in the community.</p>
<p>Most residents who completed the community survey feel unsafe/not at all safe in the City’s downtown core.</p> <p>However, analysis also revealed that residents in certain post code areas have higher levels of feeling unsafe in their neighbourhoods. The survey findings also revealed a “hidden figure” of crime due to residents’ not reporting victimizations.</p>	<p>A Community Safety Plan should be developed involving a tiered policing approach (private security, Bylaw Enforcement Officers, re-instated CSOs, and RCMP officers) to increase visibility in high trouble areas and to provide reassurance to residents, businesses, and visitors. A primary objective of this plan is to ensure interoperability between public safety entities and to maximize the impact of resources.</p> <p>The detachment should conduct a public relations campaign to increase crime reporting by residents. This will reduce the “hidden figure” of crime and provide a more accurate picture of the nature and extent of criminality and victimization in the community.</p>
<p>Although the detachment does have support from the community, this may be at risk if crime rates keep increasing and the community feels that the detachment is not engaged with residents in a collective effort to address the challenges facing the city. All communities have a “tipping point” where residents feel unsafe and are concerned about the ability of the police to keep them safe.</p>	<p>There are several initiatives that the detachment, in collaboration with community stakeholders, can implement to increase citizens’ feelings of safety and security and their trust and confidence in the police. These are included in recommendations in this report.</p>

RFR Table 4 Review Findings & Recommendations – Policing Environment

Finding	Recommendation
<p>Prince George Municipal RCMP officers have an individual caseload burden 84% higher than the average for all BC RCMP policed municipalities over 15,000 in population.</p> <p>RCMP officers in Prince George carry an individual property crime case burden twice as high as the average for all BC RCMP policed municipalities over 15,000 population.</p>	<p>To ensure the safety of community residents and visitors, there must be interoperability between private security, Bylaw Officers, Community Safety Officers, and Sworn Officers. Uniform visibility and reassurance policing will increase feelings of safety and security. This report recommends that the City develop a CSWB plan.</p> <p>This report contains recommendations designed to reduce the call load of officers. There are alternative response measures that can lessen the call demand on the detachment, including increasing interoperability with Bylaw Officers, a robust restorative justice program, and the development of collaborative partnerships with community stakeholders.</p>
<p>The challenges of homelessness, addiction, and persons with mental illness are placing increasing demands on the detachment, its officers, and civilians.</p>	<p>The detachment should expand its capacity to engage in collaborative partnerships with NGOs and other agencies and services to effectively respond to the needs of this vulnerable and at-risk population. The detachment should resist being drawn into resource-intensive areas that are within the mandate of the provincial government.</p>
<p>The trend line provided by this report suggests that at this rate, Prince George’s municipal RCMP needs may continue to significantly outpace rural policing needs for the detachment, highlighting the needs for additional police resources if current policing practices continue, including no change to social-mental health related issues.</p>	<p>A multi-faceted approach is required to address the challenges being faced by the detachment. This report makes several recommendations designed to reduce the demands for service on the police, including the recommendation that the detachment pivot from a sole focus on call response and crime suppression and develop the capacity for community engagement, collaboration with agencies and organizations, prevention, and problem-solving.</p> <p>The current model of policing has not contributed to addressing the challenges facing the community and adding additional resources within the current model is unlikely to result in a different outcome.</p>

RFR Table 5 Review Findings & Recommendations – The Detachment

Finding	Recommendation
<p>The sworn members and civilian employees in the Prince George detachment are dedicated professionals who, in many instances, are unable to meet the service demands being placed on them.</p>	<p>Every effort must be made to provide the sworn members and civilian employees with the resources and strategies to be successful. Most notably, the detachment needs to regain its capacity for proactive community engagement and community policing. Recommendations set out in this report are designed to accomplish this.</p>

<p>A lack of resources to effectively respond to increasing service demands is having a significant impact on the mental health of sworn members and civilian staff. Approximately 20% of the Sworn Officers are on leave, many for mental health related issues. Civilian staff are also challenged with the demands of their positions.</p>	<p>Sworn members and civilian support staff should be provided with the necessary resources to respond to the demands for service that have been documented in this report. Particular attention should be given to ensuring the mental wellness of sworn and civilian members in the detachment.</p>
<p>The detachment is currently under-resourced and has difficulty meeting shift minimums. Officers are reluctant to take shifts on an overtime basis due to mental fatigue and concerns with work-life balance. This impacts the ability of the detachment to respond to service demands from the community, to develop strategic partnerships with the community, and to implement and sustain effective crime prevention, crime suppression, and crime response strategies.</p>	<p>This report contains specific recommendations to reduce the call load on officers. There are alternative response measures that can lessen the call demand on the detachment, including interoperability with Bylaw Officers and private security and a robust restorative justice program.</p>
<p>Civilian units in the detachment are experiencing increasing workloads which, if not effectively managed, can impact police operations and employee mental health.</p>	<p>It is recommended that an additional ten MEs be hired in the detachment to ensure that the civilian units have the capacity to effectively meet the demands for service being placed on them and to ensure their mental health and well-being.</p>
<p>Data from the survey administered to the Sworn Officers and MEs revealed the following:</p> <p>On average, less than half of all employees (46%) agree/strongly agree that 10 measures of a positive detachment culture exist (37% civilian employees and 55% sworn Police Officers).</p> <p>On average, almost two-thirds (63%) of all employees agree/strongly agree that six measures of a positive detachment structure exist, with significant differences between civilians (56%) and sworn Police Officers (71%).</p> <p>On average, less than half of all employees (43%) agree/strongly agree that 10 measures of a positive detachment system exist, with differences between civilians and sworn Police Officers (40% civilian employees and 46% sworn Police Officers).</p> <p>On average, 60% of employees agree/strongly agree that eight measures of a positive detachment workplace climate exist (58% civilian employees and 63% sworn Police Officers). Specifically, civilians have lower morale (58% satisfaction with working conditions) than Sworn Officers (63%), and similar job satisfaction (nature of the work itself (61% civilian, 59% sworn members).</p>	<p>These findings provide important insights on the dynamics within the detachment that may affect the efficiency and effectiveness of resource utilization. They can inform the decision-making and strategies of officers and MEs in leadership positions.</p>

Other than providing a limited visible police presence, the RCMP's Downtown Safety Unit (DSU) does not appear to be effective in contributing to solutions to crime and disorder in the downtown core.	It is recommended that the DSU be re-imagined to include the capacity to assist persons in crisis and to problem solve. Northern Health should be approached to contribute two mental health workers to be co-deployed with the DSU. This unit can be modeled on the Human-centred Engagement and Liaison Partnership unit in Edmonton.
At present, the full potential of crime analysis is not being realized. Uniformed Patrol Officers do not receive "real time" crime analysis data that would assist them in policing hot spots or to otherwise guide their deployment.	The detachment should ensure that the full potential of crime analysis is being realized, including the provision of "real time" data analysis to uniformed Patrol Officers and their supervisors.
The detachment is not practicing the principles of the COMPSTAT model. Rather than having the officers in charge of each patrol district report out on the challenges and opportunities for addressing crime and disorder and improving the quality of life in each district, the detachment's COMPSTAT exercise consists of the crime analysis presenting the results of data analysis.	COMPSTAT sessions in the detachment should include report-outs by district supervisors and specialty units.
The detachment currently has very limited capacity to conduct tactical analysis that would improve the effectiveness of specialty units, including the General Investigation section the Downtown Street Crew.	It is recommended that funding be provided for a tactical crime analyst to support the General Investigation Section and the Downtown Street Crew.
The results of the community survey reveal that the Prince George RCMP detachment is the <i>most trusted source of information</i> (58%) about community safety but is only consistently accessed by 8% of the community.	This finding suggests the need for the detachment to have a robust, proactive public communications strategy. This would ensure that community residents receive ongoing information on a variety of public safety and policing issues. It is important that the community hear about <i>good news</i> stories, information on the detachment's challenges and initiatives as well as on critical incidents and events.

RFR Table 6 Review of Findings & Recommendations – Community Policing

Finding	Recommendation
<p>The detachment currently has virtually no capacity to do community policing, including proactive community engagement, police-community partnerships, crime prevention, and problem solving. Previously existing programs and units have been discontinued and officer resources directed to front-line call response. The detachment is not currently participating in the Community Safety Hub nor is there an officer seconded to Northern Health's Assertive Community Treatment (ACT) team.</p> <p>Community policing, as practiced by the detachment, is primarily directed toward crime suppression. Research studies have found that police services cannot "arrest</p>	<p>The detachment's decision to dismantle its capacity to do community policing is a zero-sum game. Putting more officers on the front line at the expense of prevention will likely result in increased demands for service in the absence of addressing the underlying factors associated with crime and disorder in the community. A traditional, reactive, call-response model is resource intensive, has a significant impact on the health and well-being of sworn and civilian personnel in the detachment, and does not improve the safety and security of the community. The detachment's crime response capacity should be balanced by the capacity for proactive, collaborative approaches.</p>

their way out of the issues confronting the community.” Rather, innovative, collaborative approaches hold the most promise for improving the quality of life in communities. The core principles of community policing include community engagement, proactive policing, prevention, and problem solving.

The detachment received low marks from community residents with respect to consulting and maintaining a dialogue with the community.

In collaboration with the Director of Public Safety, the detachment should develop and present to Council a Community Policing Plan that incorporates best practices in community policing and is evidence-based. The plan should include (1) objectives; (2) strategies; (3) performance metrics; and (4) regular report backs to Council. It would include provisions for crime prevention, enforcement, and the identification of current and potential collaborative partnerships with community stakeholders. This strategic plan would be a component of a CSWB plan.

It is recommended that funding be provided for four Sworn Officer positions for a re-imagined Community Policing Team. These officers would focus on community engagement, prevention and problem-solving. Crime suppression should not be part of the team’s mandate. There are several models that could inform this initiative, including the Neighbourhood Empowerment Teams in the Edmonton Police Service.

It is also recommended that funding be provided for four Sworn Officers for the position of Neighbourhood Police Officer (NPO). These officers would be deployed to policing districts for sufficient periods of time to facilitate the development of police-community partnerships and neighbourhood-specific programs and interventions. The NPOs would be responsible for conducting an environmental scan of their district to identify challenges and opportunities for improving community safety and meeting the needs of residents and potential partners in this endeavour. The efforts of the NPOs would begin to address the high levels of residents’ concerns with personal safety in the city’s neighbourhoods.

At present, the detachment is not practicing Zone policing, wherein Patrol Officers remain in their assigned district except when required in certain events. This precludes officers from developing relationships with stakeholders in their patrol districts and limits the ability to problem-solve. Having officers dedicated to a specific zone for a period of time facilitates building relationships with the neighbourhoods and is a core tenet of community policing.

Every effort should be made to practice zone policing on a consistent basis. When a particular district is slow with respect to calls for service, officers should engage in proactive, engagement activities in the community.

The detachment no longer has a dedicated SRO program, which was highly valued by students, teachers, and administrators. At present, school visits are done on a “time-permitting” basis.

Research studies have found that, if properly operated,

School Resource Officer (SRO) programs can have a significant impact on the quality of life in the school community, improve student and teacher morale, have a

It is recommended that funding be provided for four full-time SRO positions to cover the eight high schools and 30 elementary schools. Officers should be selected for these positions who intend to remain in the program for several years and who are not intending to transfer in the immediate future. Priority should be given to selecting officers who have a demonstrated interest in working with youth and families. During the summer months, the SROs would assist the Youth Liaison Team.

<p>positive impact on student behaviour, and are valuable in identifying at-risk youth.</p> <p>A key feature of best practice SRO programs is that the same officers remain in the program for an appreciable period. Best practice SRO programs involve officers who have a special interest in youth and families.</p>	<p>In addition, every patrol officer should identify a school that they will attend when available under an “adopt a school” program. The creation of alternative call response options should create the opportunity for Patrol Officers to have more proactive time in the schools.</p>
<p>The detachment previously supported a Youth Liaison Officer (YLO) position. However, this position was collapsed and the officer assigned to frontline patrol.</p>	<p>It is recommended that funding be provided to create a four officer Youth Liaison Team (YLT) that would focus on prevention and intervention with young persons in the community. The officers on this team should collaborate with the Senior Leadership Team to create a Youth Strategy that will provide a framework for their activities. The work of the YLT will be enhanced by the municipality hiring two mental health workers who will be deployed out of the detachment with officers in the YLT. This report recommends that the municipality provide funding for two mental health workers to be employed as MEs in the detachment and co-deployed with the YLT.</p>
<p>The detachment operates no operational community police offices, having closed one that was previously located in the Hart. This was one of the last vestiges of the detachment’s community police model. There is a critical need for the detachment to develop a community outreach/engagement capacity.</p>	<p>A feasibility study should be conducted to explore the potential of re-establishing an operational community police office at a suitable location. This will improve officer visibility and provide reassurance policing.</p>
<p>The detachment’s Restorative Justice (RJ) program has to date not been viable and there are concerns about its sustainability. A major challenge is getting officers to refer files to the program. In addition, there has been no follow through on an initial effort to develop an MOU with the Crown Counsel based on the MOU for the RJ program in Williams Lake.</p>	<p>The detachment should complete an MOU with the Crown Counsel for the referral of certain files to the RJ program. There should be a plan to increase referrals to the program from officers in the detachment.</p>
<p>Presently there are no provisions in place to give young persons in the community a <i>voice</i> on challenges and opportunities in police-youth relations.</p>	<p>The OIC should create a Youth Advisory Council (YAC) that meets with the OIC and the SLT on a quarterly basis. The YAC should reflect the diversity of the community.</p>
<p>Although individual officers in the detachment are involved in community-based programs designed to improve the quality of life in the community and to address the needs of vulnerable and at-risk persons, there is currently no framework whereby the detachment has ongoing contact and dialogue with organizations involved in frontline service delivery. This limits the interoperability of the police and community stakeholders in addressing the challenges and opportunities in the community.</p>	<p>The OIC should create a Community Service Advisory Committee composed of staff involved in frontline service delivery, the committee to meet on a quarterly basis. This will provide an opportunity for ongoing dialogue and facilitate the development of collaborative partnerships.</p>

<p>Situation tables bring together provincial and municipal agencies and community stakeholders to address the needs of vulnerable and at-risk persons. These tables are a core component of a community policing strategy. At present, the detachment appears not to be playing a significant role in the Prince George situation table, which limits its potential effectiveness and impact.</p>	<p>The detachment should commit to being a substantial partner in the activities of the Prince George situation table.</p>
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RFR Table 7 Review of Findings & Recommendations – Police Response to Calls for Service

Finding	Recommendation
<p>The detachment is experiencing increased calls for service, many of which are not police matters, e.g., mental health calls where there is very limited potential for violence. The detachment currently responds to a high number of mental-health related calls. As the issues confronting the community become more acute and, in the absence of substantive investment in program and treatment resources by the province, it is likely that the demands on the detachment will continue to increase. Time and a dynamic community environment have caught up with the detachment and its operating model.</p> <p>Car 60, staffed by a Sworn Officer and a Psychiatric Nurse, is a valuable and effective component of the detachment’s response to calls for service involving persons experiencing a mental health crisis. It is of immense assistance to Patrol Officers. There is a need for an additional CAR 60 that would focus its activities on youth mental health, including the 60% of missing persons who are youth.</p>	<p>The City should support efforts to develop alternative call response capacities to divert calls away from Sworn Officers that are best responded to by other trained professionals. It is recommended that an additional CAR 60 unit be created, co-funded with Northern Health. This unit will have as its primary role a focus on youth mental health calls.</p>
<p>Currently there is little or no triaging of calls for service. Officers are being dispatched to calls for service. It does not appear that either the OCC or dispatchers screen calls that would best be responded to by telephone or by another agency or entity. A consequence is that Patrol Officers have little or no opportunity for proactive, community-focused policing. The current system of having the Watch officer triage calls for service is not effective.</p>	<p>The detachment should establish a system for triaging calls for service, including developing interoperability with bylaws and establishing a telephone response capacity. This tiered model of policing will increase the effectiveness and efficiency of bylaws, (re-established) Community Safety Officers, and Sworn Officers. Council should join other municipalities in advocating for the authority to hire Special Municipal Constables.</p>
<p>A fully staffed patrol Watch is 17 members; the minimum staffing levels are 10–11 officers. At times, however, there are as few as 7–8 Patrol Officers on the road. This situation is like that in most RCMP detachments across the province.</p>	<p>The recommendations in this report are designed to relieve the caseload burden of Patrol Officers. In addition, an effort should be made to ensure that officers at the Corporal rank are on the road as much as possible.</p>

<p>Analysis of the calls for service in the detachment found that the demands on Patrol Officers are consistent throughout the week. This pattern is reflective of the pervasiveness of crime and disorder in the community and the increased burden on patrol officers. It is likely that demands for service on the detachment will continue to increase. This has a significant impact on Patrol Officers who are left with little time for proactive policing and community engagement.</p>	<p>Many of the recommendations in this report are designed to reduce the demands on the detachment. Re-establishing the detachment’s capacity to do community policing, including crime prevention, problem-solving, and working in partnership with community stakeholders is the only strategy that will reduce demands for service while at the same time providing an opportunity to successfully address issues in public safety and quality of life in the community.</p>
<p>There are increasing demands being made on the detachment. Between 2017 and 2021:</p> <p>Officers consistently responded to more calls per Police Officer than the average for all 32 RCMP-served municipalities in BC with a population above 15,000.</p> <p>In 2021, Prince George municipal RCMP had a Criminal Code case burden of 118 files, 84% higher than the BC average for municipalities over 15,000 in population served by the RCMP.</p> <p>Also in 2021, Prince George RCMP had 336 calls for service per member, 41% higher than the provincial average for all municipal RCMP detachments serving populations over 15,000.</p> <p>The violent crime rate for Prince George in 2021 was 32 per 1,000 population, 113% higher than the BC average for larger municipal RCMP Detachments.</p> <p>The Criminal Code property crime rate per 1,000 population for Prince George in 2021 was 168% higher than the municipal RCMP average for all.</p> <p>While the municipal strength of the Detachment is basically status quo, a projection of workload demand on individual members is accelerating.</p> <p>This is clearly an untenable situation. These factors are compromising public safety and threaten the mental health and well-being of officers and MEs in the detachment.</p>	<p>To address this situation, this report recommends that the detachment take the initial steps to pivot toward a community policing model. The detachment needs to develop collaborative partnerships to address the <i>causes</i> of crime and disorder in the community as well as having the capacity for responding to calls for service.</p>

RFR Table 8 Review of Findings & Recommendations – Addressing Needs of At-risk & Vulnerable Populations

Finding	Recommendation
<p>Similar to their municipal and detachment counterparts across the province, the Prince George RCMP are responding to an increasing number of calls for service involving at-risk and vulnerable persons. This includes persons who are experiencing housing challenges, mental health issues, and/or addiction issues. These increasing demands are due, in part, to downloading that has occurred due to the provincial government not providing adequate funding for mental health and social services, housing, treatment, and other services.</p> <p>An increasing number of municipalities and police services are developing their own capacities to engage with and respond to the needs of vulnerable and at-risk persons in the community.</p> <p>The Edmonton Police Service (EPS), for example, employs Social Workers who are deployed to certain calls for service.</p> <p>In Edmonton, the Edmonton Police Service (EPS) has hired Social Workers who respond to calls for service either individually, in teams, or with sworn members. The EPS also participates in the Human-centered Engagement and Liaison Partnership (HELP), a multi-agency collaboration designed to address the needs of vulnerable and at-risk persons.</p>	<p>The role of the detachment in responding to at-risk and vulnerable populations should be clearly set out in a CSWB plan. The police should not be the default for the failure of other agencies to provide sufficient resources to fulfill their legislated mandate.</p> <p>It is recommended that funding be provided for two Sworn Officer positions to form a component of a HELP unit. The Director of Public Safety, in collaboration with Northern Health and community-based organizations involved in frontline service delivery, should prepare a business plan for council for the creation and operation of an EPS-style HELP unit. A site visit to Edmonton by a multi-agency group from Prince George would enhance this endeavour. The officers and service delivery staff can be co-located to facilitate interoperability. The Community Safety Hub would be an ideal location for this unit.</p>
<p>Outreach workers can be an important component of an overall strategy to address the needs of vulnerable and at-risk persons. At present the City and several front line service organizations deploy outreach workers although there is very limited, if any, interoperability between them.</p>	<p>It is recommended that the Director of Public Safety develop a strategic plan that will integrate the activities of the outreach workers in the community. This will maximize the return on investment for the municipality and for vulnerable and at-risk persons.</p>
<p>Public libraries are one of the last remaining public, indoor spaces for persons and are often accessed by vulnerable and at-risk persons. Several libraries in BC, including Kelowna, have Peer Navigators who have proven to be very successful in assisting persons in need with information on how to access services and referrals.</p>	<p>It is recommended that funding be provided for a Peer Navigator whose office would be situated in the Prince George Public Library.</p>
<p>There are a myriad of agencies and organizations in the community providing services to vulnerable and at-risk persons. Most of these efforts, however, are siloed and there is little interoperability among them that would increase their efficiency and impact.</p>	<p>A CSWB plan would provide the framework for interoperability among the agencies and organizations involved in service delivery to vulnerable and at-risk persons.</p>

Assertive Community Treatment (ACT) teams have proven to be successful in addressing the needs of vulnerable and at-risk persons. In addressing the needs of persons who have frequent contact with the justice and social service/health systems, the demand load on frontline officers is reduced. Police services are playing an increasingly active role in these teams via officer secondments. Currently, the Prince George detachment does not participate in the Northern Health ACT.	The detachment should commit to seconding an officer to work with the Northern Health ACT team.
The Missing Persons Unit in the detachment has a high workload and the Corporal in the unit is unable to meet demands for service. A high percentage of missing persons are youth.	Included in the request for ten additional ME positions in the detachment is a social/family worker position in the Missing Persons Unit. This person would have training and experience in working with families. The Missing Persons unit can work closely with the recommended Youth Liaison Team.

Summary of Recommended Positions

Sworn Officer Positions

The resource review identified the need for nineteen additional positions in the detachment. These additional positions will begin to address the current lack of capacity for the detachment to engage in proactive policing within a community policing model that has the potential to reduce crime and disorder in the community and to create an opportunity for officers as well as municipal employees in the detachment to engage in prevention, proactive intervention, and problem solving. Each of the positions has been prioritized in terms of the budgeting process. See Table 1.

RP Table 1 Recommended Sworn Officer Positions

Position	Number
Detachment HELP Unit (based on the EPS model) (2024)	2
Neighbourhood Police Officers (2024)	4
Car 60 Sworn Officer and Psychiatric Nurse (co-funded with Northern Health) (2025)	1
Community Policing Team (2025)	4
School Resource Officers (2023)	4

Youth Liaison Team (2023)	4
Total Recommended Sworn Positions	19

Detachment Civilian Municipal Employee Positions

The civilian municipal employees (MEs) play a critical role in the operations of the Prince George Detachment and are a vital component in the effective and efficient delivery of policing services. The project team facilitated a focus group with the MEs and, as well, reviewed the responses of MEs who completed an online survey. A review of the civilian units resulted in the identification of several gaps in capacity and the need for ten additional ME positions in the detachment. Each of the positions has been prioritized in terms of the budgeting process. See Table 2.

RP Table 2 Recommended Detachment Municipal Employee Positions

Position	Number
Community Policing Coordinator (2026)	1
Victim Services Worker (2025)	1
Transcription (2023)	1
Crime Analyst (tactical) (2024)	1
Forensic Identification Technician (2023)	1
CPIC Operator (2023)	1
Exhibits (2025)	1
Mental Health Workers (to be co-deployed with the Youth Liaison Team) (2023)	2
Missing Persons Unit Social/Family Worker (2023)	1

Data Processors (time frame unknown)	Unknown as of December 2022. There is currently one Supervisor and three Data Processors who focus on electronic disclosure in the detachment. It is uncertain how the adoption of body-worn cameras beginning in Spring, 2023 and the implementation of PRIME Case Management-Electronic Disclosure for all General Duty files (currently this applies only to General Investigation files), will affect workload and the requirement for additional data processors.
Total Recommended Detachment Municipal Employee Positions	10 (plus, in the future, an unknown number of Data Processors required for servicing the body-worn camera program and the adoption of the major case management model for General Duty files).

Municipal Employee Positions

One additional Municipal Employee position is recommended. The position has been prioritized in terms of the budgeting process. See Table 3.

RP Table 3 Recommended Municipal Employee Positions

Position	Number
Peer Navigator for Public Library (2024)	1
Total Recommended Municipal Employee Positions	1

Going Forward

The present project was designed to conduct a resource review of the Prince George RCMP and to identify how the detachment is allocating its resources and any gaps in capacity to respond to demands for service from the community. The study also attempted to identify the opportunities that exist to maximize police resources.

A notable feature of the Prince George community landscape is the issue of the availability of provincial resources to assist the City in addressing several of the more pressing and challenging issues including homelessness, addiction, and mental health. It could be argued that provincial agencies have fallen short of fulfilling their legislated mandates. More specifically, this study found widespread concern among the community residents who completed the survey as well as among service providers and stakeholder groups that insufficient funding has been provided to address the opioid crisis, mental

health, addiction, and homelessness. This has not only resulted in the growth of social issues, but also has resulted in downloading onto the municipality generally and, more specifically, onto the RCMP, Bylaw Officers, and the Fire & Rescue service. This, in turn, effectively means that the municipal government is subsidizing the provincial shortfalls.

Compounding the efforts of the municipality and the police to address the challenges surrounding safety in the community is the absence of a comprehensive plan developed by the province and municipal governments to address the needs of vulnerable and at-risk persons. As a result, service delivery is fractured, not coordinated, and individual provincial agencies, e.g., Northern Health, BC Housing, City Hall, often work in *siloes* that do not facilitate an integrated approach. As an enforcement official stated, “An integrated approach is necessary. There are no solutions in this City that will be implemented by one agency.”

The municipality alone should not be held accountable for addressing these issues. Moving from reactive mode to problem solving will require a comprehensive CSWB plan, one in which all stakeholders contribute resources and collaborate within a problem-solving framework. A fragmented approach, which was evident from the materials gathered for this review, will not suffice. A CSWB plan is required for a coordinated, problem-solving approach to the challenges faced by the City. There are many opportunities to better leverage existing municipal and provincial resources, to identify specific areas where additional funding is required, and to define the parameters of police responsibilities.

The challenges facing the municipalities and the opportunities to successfully address them can only be met by a comprehensive plan that is sufficiently resourced on a long-term basis. In the absence of such a plan, the issues will continue to worsen, the resources expended will continue to increase, and long-term solutions will be elusive.

The provincial government has a much more substantive role to play in meeting its mandated responsibilities. This is particularly true with respect to addressing the needs of at-risk and vulnerable persons. To date, its efforts have often been undertaken without substantive consultation with all stakeholders in the community. It is important that the Municipal Council advocate with provincial authorities to develop partnerships so that the municipality and the detachment do not bear the full cost of developing initiatives for populations whose needs fall under the mandate of provincial agencies. Without substantive involvement, and funding from the province, many of the challenges facing the community will continue to fall to the police and the other municipally funded entities of Bylaw Officers and Fire & Rescue.

This report recommends that the municipal council fund several newly created positions designed to address issues facing the community. There is an opportunity for the Municipal Council to be more assertive in supporting innovation and the development of collaborative partnerships in the community. These efforts would ensure that resources that are allocated to various initiatives are

effective in contributing to community safety and quality of life in the community. An example is the authority given to the City to ensure that its priorities are reflected in the operations and activities of the police. Similarly, the council can require business cases for proposed initiatives that include an evaluation component.

Going forward, it will be important for Municipal Council to continue to be proactive in considering innovative programs to address the challenges facing the community and to ensure that resources are maximized. Many communities in BC and across the country are presented with many of the same challenges and opportunities as exist in Prince George. It would be beneficial to examine initiatives taken in other communities and jurisdictions and to learn from their collective experiences.

In 2022 the police constituted approximately 26% of the City's operating budget. Since it is likely that the costs of policing will continue to increase, Municipal Council can ensure that the priorities of the City are reflected in the operations and activities of the police. Schedule B, Section 7.4 of the *Province of British Columbia Municipal Police Services Agreement* states that, "The CEO may set objectives, priorities and goals for the Municipal Police Unit that are not inconsistent with those of the Provincial Minister for other components of the provincial police service" (p. 15). This provides authority for council to set priorities and to have an expectation that police activities will be directed toward addressing them (Province of British Columbia, 2012).

This report makes recommendations for funding **specific** Sworn Officer and ME positions (plus an additional municipal position for a Peer Navigator to be situated in the public library). This report is **not** a general *ask* for more positions. Rather it recommends that funding be provided for **specific positions** that will re-establish the capacity of the detachment to engage in partnerships, community engagement, and problem solving. The view of the project team is that, if funding is provided for these positions, there should be assurances that the positions will be created, staffed, and maintained.

Although for fiscal reasons, it will be necessary to prioritize positions and to re-establish the detachment's community policing capacity over a multi-year period, it is important that the recommended *teams*, e.g., the four School Resource Officers, the four-officer Youth Liaison Team, the four officer Community Policing Team and the four Neighbourhood Police Officers, be implemented as a complete unit rather than only partially or piecemeal. e.g., only one SRO versus the four recommended positions, only one of the recommended four NPOs. Doing so would compromise the potential effectiveness of these teams in addressing the challenges that have been identified in this report and hinder the pivot that is required.

The challenges facing Prince George are significant and will require a collective effort to address and to take advantage of the opportunities that exist to effectively meet them. This report recommends that the City develop a Community Safety and Well-being (CSWB) plan to guide this collective effort. In the absence of a blueprint, initiatives will continue to be designed and implemented in siloes. This is a major reason that efforts to date have not been successful. There is in Prince George, in the public,

NGOs, community and private sector, considerable expertise, experience, and enthusiasm that can be mobilized to address the City's challenges. Within such a framework, the resources provided by Municipal Council will have the best chance of being impactful.

The RCMP in Prince George cannot assume responsibility for addressing all the challenges facing the community but can be an active, dynamic partner in collaborative problem-solving endeavours while at the same time working to ensure the safety of the community. The recommendations in this report are designed to ensure that the municipality receives value for money for its investment in the police. This, in turn, will contribute to the safety, security, and quality of life for all community residents.

Resource Review of the Prince George RCMP Detachment

Curt Taylor Griffiths, Ph.D.

Simon Fraser University

Eli Sopow, Ph.D.

University Canada West

Joshua J. Murphy, Ph.D.

Kwantlen Polytechnic University

Project Framework

- ▶ Holistic framework: the detachment and the larger landscape in which it operates
- ▶ Whether existing resources are being used effectively and efficiently
- ▶ Identification of gaps in service delivery that require additional resources
- ▶ Where policing “fits” in an overall plan for community safety and well-being
- ▶ Identification of opportunities for collaboration, partnerships, and for maximizing the impact of resource allocation and initiatives

Project Method

Community
Survey

Interviews

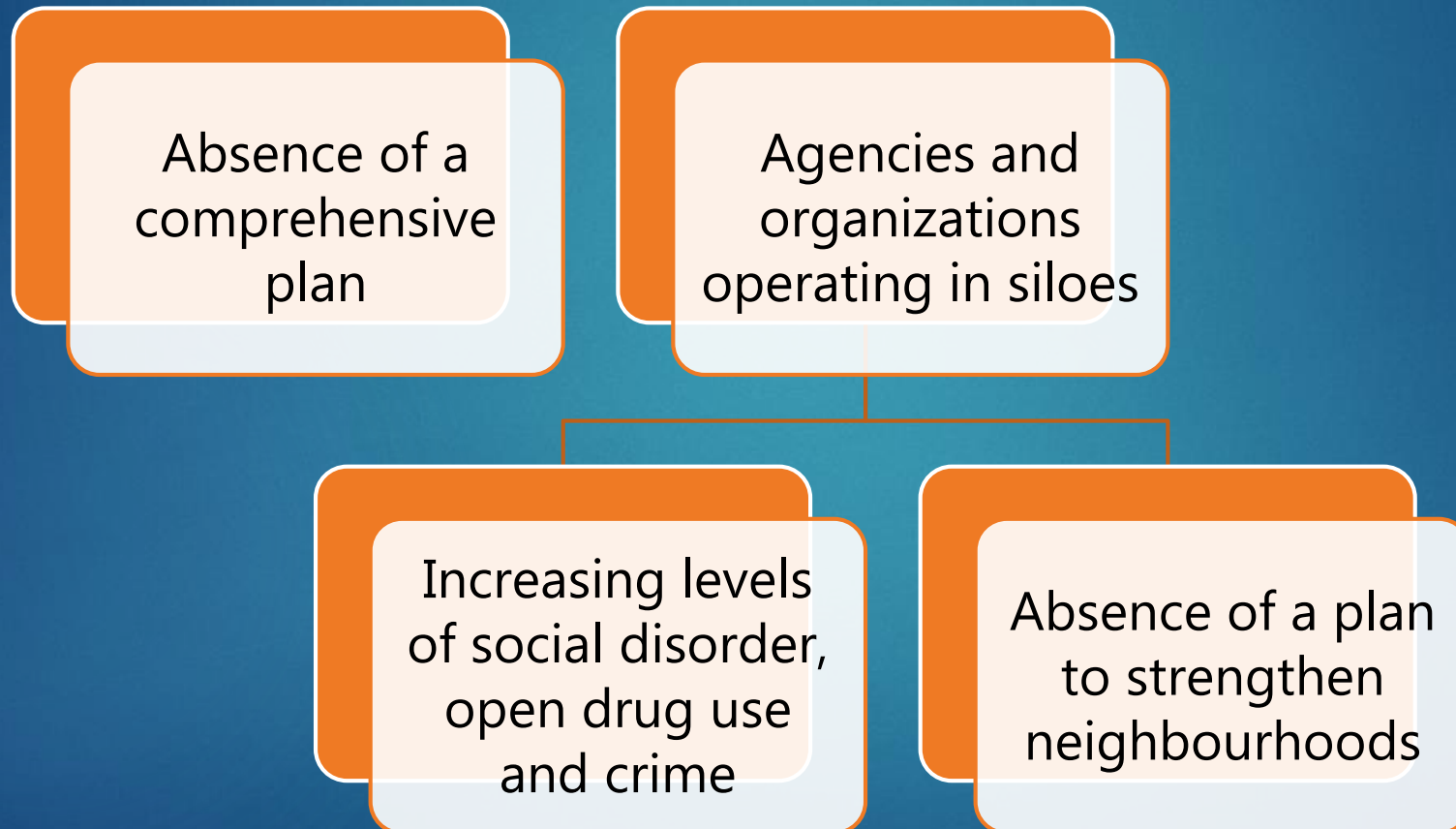
Focus Groups

Analysis of
Statistical
Data

Ride-alongs
with Patrol
Officers

Field
Observations

What We Found: The Municipality



What We Found: Quality of Life

Criminal Code crime rate 150 times higher than comparable communities

Violent crime rate 66% higher than the overall BC violent crime rate

160% higher property crime rate

High rates of hospitalization for opioid use

400% increase in illicit toxicity deaths between 2012 and 2022

More than 50% of Fire & Rescue calls are medically-related



What We Found: Community Residents

- ▶ 79% of residents believe crime has increased
- ▶ Feelings of being unsafe are pervasive
- ▶ There is a hidden figure of crime due to under-reporting
- ▶ There are gaps between public expectations of agencies and the police re community safety and perceived performance

What We Found: Community Policing

Detachment has virtually no capacity to do community policing, including proactive community engagement, collaborative partnerships, and problem-solving

Community-focused units, including the Youth Liaison Officer, the SROs, and the community police station in the Hart were disbanded

The detachment received low marks from community residents for consulting with them and maintaining a dialogue on public safety

There is limited interoperability with Bylaws and with community-focused organizations involved in front-line service delivery

What We Found: The Detachment

Officers and Municipal Employees are dedicated professionals unable to meet demands being made on them

Workload demands and a lack of resources are impacting officer and civilian employee mental health

The detachment is under-resourced and challenged to meet shift minimums

There are issues with officer and ME morale and concerns with workplace culture in the detachment

Community survey revealed the RCMP is most trusted source of information on community safety

What We Found: Police Response to Calls for Service

- ▶ Increasing calls for service, many of which are not police matters
- ▶ CAR 60 is a vital component in the response to community needs
- ▶ Increasing demands on the detachment
 - ▶ Prince George officers respond to more calls per officer than in comparable detachments
 - ▶ Calls for service, per member, is 41% higher than in comparable detachments
- ▶ Staffing levels have remained largely static

What We Found: At-risk and Vulnerable Persons

Officers responding to an increasing number of calls involved at-risk and vulnerable persons

An increasing number of municipalities and police services are developing the capacity to address the needs of these persons, e.g. the EPS HELP unit + social workers

Currently municipal and provincial initiatives to address the needs of this population are siloed which reduces their effectiveness

The detachment participates only marginally in initiatives to address the needs of this population

Recommended Positions

Designed to fill significant gaps that currently exist

Allow the detachment to pivot to a community policing model

Assist MEs in meeting the increasing workload demands

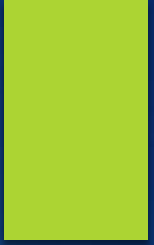
Provide the detachment with the resources to be a collaborative partner in problem-solving initiatives

Recommended Positions: Sworn Officers(19)

- ▶ Detachment HELP Unit (2)(2024)
- ▶ Neighbourhood Police Officers (4)(2024)
- ▶ Additional CAR 60 (1)(co-funded with Northern Health)(2025)
- ▶ Community Policing Team (4)(2025)
- ▶ School Resource Officers (4)(2023)
- ▶ Youth Liaison Team (4)(2023)

These are specific “asks”, not for generic positions. Teams should be fully, not partially, funded and deployed.

Recommended Positions: Detachment Municipal Employees (10)



Community
Policing
Coordinator
(1)(2026)

Victim Services
Worker (1)(2025)

Transcription
(1)(2023)

Crime Analyst
(tactical)(1)(2024)

Forensic
Identification
Specialist (1)(2023)

CPIC Operator
(1)(2023)

Exhibits (1)(2025)

Recommended Positions: Detachment Municipal Employees

Mental Health Workers
(to be co-deployed
with the Youth Liaison
Team)(2)(2023)

Missing Persons Unit
Social/Family Worker
(1)(2023)

Data Processors (#
unknown; time frame
unknown)

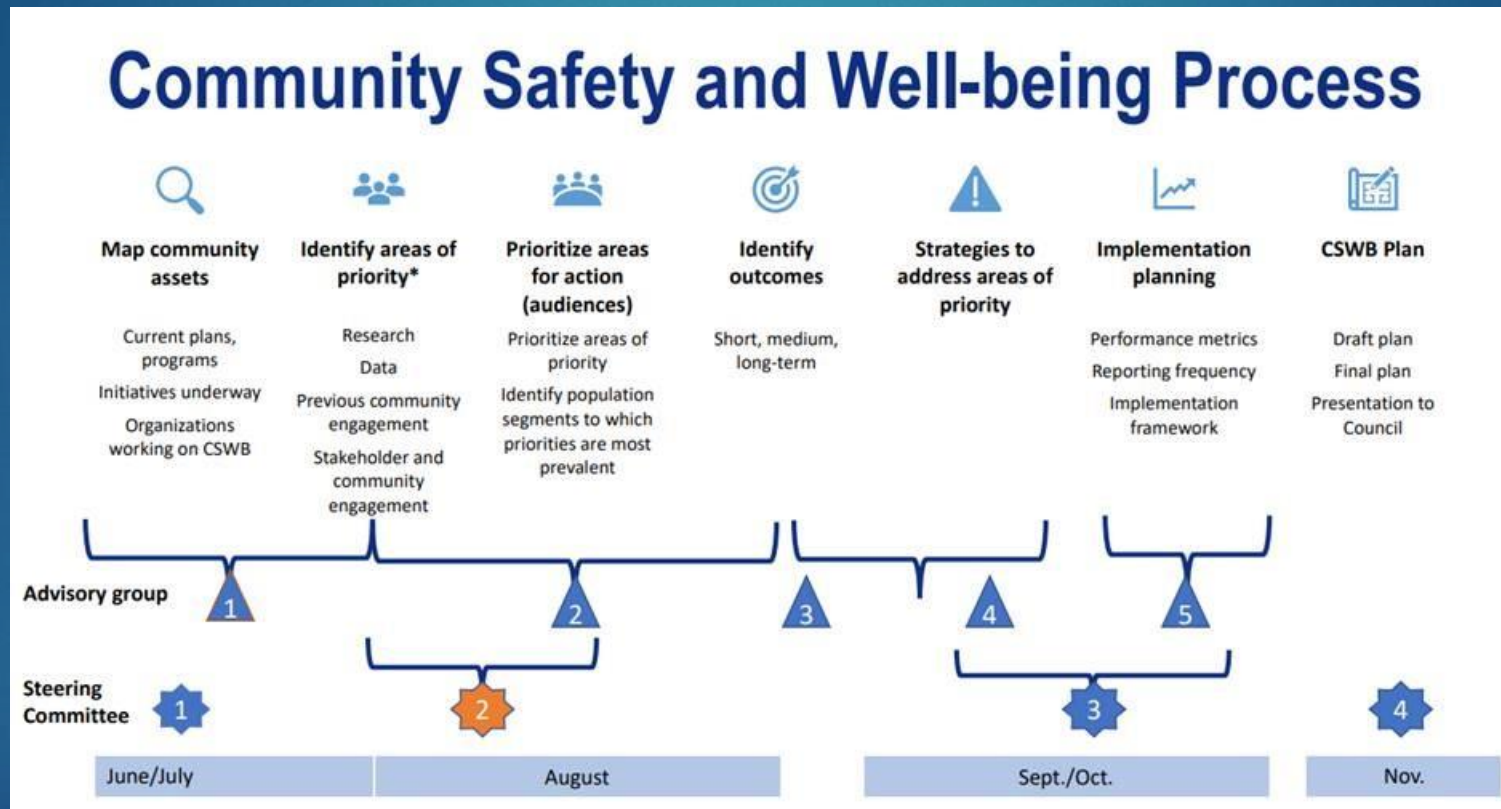
Recommended
Municipal Employee
Positions (1)

- Peer Navigator for Public Library (1)(2024)



Dimensions of a Community Safety and Well-being Plan

Process for Developing a Community Safety and Well-being Plan



Key Themes

The current approach to community safety and well-being is ineffective and not sustainable

Municipal departments, the NGOs, the private sector, the community and other stakeholders are operating in siloes despite expertise

There is a need for a **Community Safety and Well-being** plan; a “whole of community approach”; a blueprint to facilitate interoperability

Policing is a core component of this plan and would be a collaborative partner

There is a need for the detachment to pivot from a sole focus on call response and crime suppression to include community policing



Thank You

SERVICE CATEGORY ENHANCEMENT

POLICE PROTECTION ENHANCEMENT

1. Short Description

Increase of 2 Municipal Employee positions as per the results from the Police Services Resource Review.

2. Detailed Description

City Council had directed Administration to have a Police Resource Review performed. Curt Griffiths Research and Consulting had been contracted to perform the review which resulted in a suggested increase of 11 Municipal Employee positions plus an unknown number of Data Processors. We have paced the request for positions over 5 years with 2 employees being asked for in each of years 2023-2027

Forensic Video Technician-1 FTE Technician. There is a requirement for a technician responsible for the downloading of cell phone data. Outsourcing this duty is costly and time prohibitive, as such we have members who are downloading cell phone data instead of doing their police work at double the cost and inefficient use of police time and skills. When the member who is trained on the downloads is transferred a new member is then identified for training and so forth, there is currently no consistency in the service which creates a large backlog. This addition would also assist the current Technician with the examination and processing of a variety of evidentiary video.

CPIC Operator-1 FTE CPIC operator. There is routinely a large number of entries required into the CPIC system that is unable to be consistently entered in a timely fashion affecting potential officer safety. Currently one of the data processors assists when they have time, however, if they become busy, the unentered warrants remain unentered. To address the growing workload we are requesting to add one more FTE.

3. Financial Cost of the Enhancement

The annual cost for the Forensic Video Technician is \$96,000 and the CPIC Operator is \$71,000 for a total request of \$167,000.

4. Measurement of service level increase

The service level increase is meant to address the shortages per the resource review in providing clerical support to the RCMP per the Municipal Policing Unit Agreement.

SERVICE CATEGORY ENHANCEMENT

POLICE PROTECTION ENHANCEMENT

1. Short Description

Increase of 4 RCMP positions as per the results from the Police Services Resource Review, increasing the current contracted strength from 143 to 147.

2. Detailed Description

Police officers in Prince George currently carry a disproportionately high case load compared to other municipalities in the province. This case load is more than double the provincial average. In order to deal with the high crime rate, the detachment has been forced over the years to increasingly focus resources on immediate call response and investigation of serious incidents. This has left little capacity remaining for crime prevention/suppression efforts or investigation and attention to less serious incidents. In response to this information regarding the work load faced by the detachment being presented during the 2022 budget cycle, City Council had directed Administration to have a Police Resource Review performed. Dr. Curt Griffiths was contracted to perform the review. The review has resulted in a recommended increase of 19 additional sworn RCMP positions in order to bring detachment staffing to an appropriate level to deal with the current workload, providing sufficient resources for the detachment to deliver an effective policing service to the city of Prince George. We have paced the request for the 19 recommended positions over 5 years with 4 members being asked for in each of years 2023-2026 and 3 members in 2027.

Please refer to the Resource Review report for the rationale on these suggested increases.

3. Financial Cost of the Enhancement

The annual cost for 4 RCMP positions is estimated to be \$840,000.

4. Measurement of service level increase

The service level increase is meant to create capacity for the RCMP to reduce crime in the City.



Ministry of Public Safety and Solicitor General
Policing and Security Branch

Police Resources in British Columbia, 2020

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Date Prepared: November 2021

Effective Jan 1, 2019, new CCJS scoring rules and provincial PRIME policy changes were introduced regarding how incidents are categorized. Incidents of crime that could not be substantiated when followed up by the police are no longer considered “unsubstantiated,” unless police find evidence to show the offence did not occur. Consequently, more crimes are now being categorized as “founded,” contributing to increases in the number of occurrences for many jurisdictions beginning in 2019. In addition, changes were seen in occurrence counts in 2020 as a result of COVID-19 restrictions and lockdowns.

***Caution should be used in comparing police jurisdiction
crime data, policing costs, authorized strengths, or case loads.**

Variances in crime statistics in recent years may be attributable in part to changes in reporting practices and as a result of the COVID-19 pandemic.

Please refer to the Police Resource Definitions and Data Qualifiers on page 27.

Additional police and crime statistics information can be found on the PSB website:
<https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc>

Structure of Policing in British Columbia

Policing in Canada is a shared responsibility between federal, provincial/territorial, and municipal governments. Under the *Constitution Act, 1867*, the federal government has the exclusive authority to enact legislation regarding criminal law and procedure. In addition, the federal government is responsible for providing a federal police service to enforce federal statutes and to protect national security. The *Constitution Act, 1867*, delegates responsibility for the administration of justice, which includes policing, to provincial governments. Each province has a Police Act that sets out the terms by which police are governed. Provinces may delegate responsibility for policing within municipal boundaries to the municipality. Under the BC *Police Act*, municipalities 5,000 population and over are responsible for providing police services within their municipal boundaries.

In BC, policing is provided mainly by the RCMP (federal, provincial and municipal services), municipal police departments, and one First Nations self-administered Police Service. Notably, there are integrated teams operating throughout the province; these teams provide specialized policing services and are funded and/or resourced from two or more policing jurisdictions or agencies.

In addition, there are also several agencies that provide supplemental policing in BC; that is, they are mandated to provide policing in geographic areas already served by provincial or municipal police agencies but for a specific purpose. For example, in the Lower Mainland area of the province, the South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) provides policing on and around the transit system which is supplemental to the jurisdictional police. Similarly, the Canadian National and Canadian Pacific railway police agencies provide specialized law enforcement on any property within 500 metres of lands that the railway company owns, possesses or administers.

RCMP Federal Service

The Royal Canadian Mounted Police (RCMP) is Canada's national police service. Established under the *RCMP Act*, the RCMP serves as the federal police service across Canada including within British Columbia. The RCMP falls within the portfolio of the Minister of Public Safety Canada and operates under the direction of the RCMP Commissioner. As the federal police service, the RCMP enforces federal statutes across the province and is responsible for border integrity, national security, drugs and organized crime, financial crime and international policing.

In 2020, the authorized strength of the federal service in British Columbia was 965 member positions which included 130 protective policing positions.

RCMP Provincial Service

Under the *Police Act*, the provincial government must provide policing and law enforcement to rural/unincorporated areas and municipalities under 5,000 population. Effective April 1, 2012 the Province signed a new 20-year *Provincial Police Service Agreement* (PPSA) with the Government of Canada to contract the RCMP as BC's Provincial Police Service. Under the terms of the PPSA, the provincial government pays 70% of the cost-base described in the Agreement with the federal government paying the remaining 30%¹.

A portion of the provincial cost is recovered through the Police Tax. In 2007, municipalities under 5,000 population and unincorporated areas began to pay the Police Tax which covers a portion of the costs of the General Duty and General Investigative Services (GD/GIS) provided by the RCMP Provincial Service. In 2020, the Police Tax raised a total of \$34M which was 32 per cent of the Province's estimated 70 per cent share of rural and small community GD/GIS costs. Revenues go into the Province's Consolidated Revenue Fund.

The RCMP Provincial Service can be broken into two main categories: detachment policing and the provincial police services. Detachment policing provides local police services to municipalities under 5,000 population and unincorporated areas throughout the province by means of uniformed patrols, response-to-call duties, investigative services, community-based policing, traffic enforcement, and administrative support to provincial detachments.

Police Resources in British Columbia, 2020



In addition to detachment policing, the Provincial Service maintains the capacity and expertise to resolve the highest risk incidents; target organized crime, gang & gun violence, and serial crimes; and respond to large scale, provincial emergencies or events. This would also include capital-intensive equipment such as boats and aircraft.

In 2020, 801 member positions were assigned to provide GD/GIS at provincial detachments, serving a population of 686,617 including 85 municipalities with populations below 5,000 persons in addition to unincorporated areas. The total authorized strength of BC's Provincial Police Service was 2,602.

Municipal Policing

Under the BC *Police Act*, a municipality is responsible for providing its police services when its population exceeds 5,000 persons. The municipality also becomes responsible for bearing all the costs relating to its municipal police services. These municipalities may choose to form their own municipal police department, contract with an existing municipal police department, or contract with the provincial government for RCMP municipal police services.

In 2020, there were 77 municipalities in BC responsible for providing police services within their municipal boundaries. Twelve municipalities were policed by municipal police departments and 65 were policed by the RCMP.

Municipal Police Departments

Twelve municipalities in BC are policed by eleven municipal police departments as established under section 23 of the *Police Act*. The municipal police departments are: Vancouver, Victoria (which polices the municipalities of Victoria and Esquimalt), Saanich, Central Saanich, Oak Bay, Delta, Abbotsford, New Westminster, West Vancouver, Nelson and Port Moody.

These municipal police departments are governed by a police board, whose role is to provide general direction to the department, in accordance with relevant legislation and in response to community needs. Each police board consists of civilians and is chaired by the municipality's mayor; one board member is appointed by the municipal council and up to seven people appointed by the provincial government. Municipalities which provide their policing by means of a municipal police department pay for 100% of their policing costs.

In 2020, the total authorized strength of all the municipal police departments was 2,494 officer positions (*Note: Includes adjusted strength figures for municipalities participating in Lower Mainland District Integrated Teams*).

RCMP Municipal Services

In addition to the *Provincial Police Services Agreement*, the provincial and federal governments signed the *Municipal Police Service Agreement* (MPSA), a master agreement which enables the provincial government to sub-contract the RCMP Provincial Service to municipalities and describes the terms and conditions for the provision of RCMP municipal police services. To contract RCMP municipal services, each municipality must sign a *Municipal Police Unit Agreement* (MPUA) with the provincial government.

The terms of the MPSA and the MPUA require that municipalities between 5,000 and 14,999 population pay 70% of the RCMP cost-base; municipalities 15,000 population and over pay 90%. The remaining 30% and 10%, respectively, are paid by the federal government¹. Municipalities are responsible for 100% of certain costs, such as accommodation (i.e., the detachment) and support staff.

The RCMP operates regional and integrated detachments in many areas of the province. An integrated detachment is comprised of two or more provincial and/or municipal police units. For example, the North Vancouver Detachment houses three policing units: two municipal (North Vancouver District and North Vancouver City) and one provincial (North Vancouver Provincial). The detachment works on a post-dispatch system which means members respond to calls in any of the three policing jurisdictions regardless of whether the member is assigned to the North Vancouver City Municipal Unit or the North Vancouver Provincial Unit etc. In integrated detachments, RCMP members from each policing unit report to one detachment commander.

Police Resources in British Columbia, 2020

The regional detachment structure adds another layer to integration. Regional detachments offer a central point of management, coordination and comptrollership for multiple integrated or stand-alone detachments in the area. For example, the Kelowna Regional Detachment is located in the City of Kelowna and the Kelowna Municipal Unit is the only policing unit that works out of that building. However, the West Kelowna Integrated Detachment (consisting of the West Kelowna Municipal Unit, the Peachland Municipal Unit and the Kelowna Provincial Unit) and the Lake Country Detachment (Lake Country Municipal Unit) fall under the umbrella of the Kelowna Regional Detachment. These types of arrangements allow for specialized and/or administrative police services to be delivered regionally.

In 2020, there were 65 municipalities in BC that contracted with the provincial government for RCMP municipal police services. The total authorized strength of the RCMP municipal services was 4,018 members.

There were 31 municipalities 15,000 population and over with RCMP municipal services and a total strength of 3,547 member positions. There were 34 municipalities between 5,000 and 14,999 population with RCMP municipal services, with a total strength of 471 member positions. (*Note: Includes adjusted strength figures for municipalities participating in Lower Mainland District Integrated Teams*).

First Nations Self-Administered Policing

Stl'atl'imx Tribal Police is the only First Nation self-administered Police Service in British Columbia and is governed by a police board whose members are selected from each of the ten communities it serves. Police officers recruited by the police board are either experienced officers or graduates of the Justice Institute of British Columbia, Police Academy. All officers are appointed under the *Police Act*. In 2020, the Stl'atl'imx Tribal Police renewed their agreement and increased their authorized strength to 14 police officer positions.

Enhanced Policing to First Nations Communities

Through the First Nations Policing Program (FNPP), both the federal and provincial governments provide funding to support policing services in addition to the level of policing already provided to the community. The FNPP was established in 1991 to enhance policing that is professional, dedicated and responsive to First Nations and was designed to enable greater input over the delivery of policing services within their communities.

First Nations Community Policing Services (FNCPS)

In April 2020, the Framework Agreement between the federal government and the provincial government for RCMP FNCPS in British Columbia was amended, with an increase in member positions. Communities who were successful in their submissions to Canada for additional resources are in the process of signing amendments to their Community Tripartite Agreements to reflect additional resources to their communities. In 2020, the total authorized strength for First Nations policing under this Agreement is 117.5 member positions through 59 Community Tripartite Agreements (Renewal of 55 CTAs, 4 Former ACCP Agreements being transitioned to CTAs, 1 NCO and 1 Recruiter position). Each FNCPS Unit is established under a tripartite agreement between the provincial government, the federal government and the participating First Nation communities. The provincial share of funding the FNCPS is 48% and the federal share is 52%. See page 7 and 8 for a listing of FNCPS positions by Community and RCMP Detachment.

Integrated First Nations Police Units

In 2007, a policing agreement was signed by the provincial government, the West Vancouver Police Board, and the Squamish and Tsleil-Waututh First Nations to create the Integrated First Nations Policing Unit. This Unit is comprised of a total of five positions staffed by members within the RCMP and the West Vancouver Police Department and one member funded under the First Nations Policing Program. This policing arrangement provides enhanced, dedicated services to reserve lands located in North Vancouver, West Vancouver and the Squamish Valley.

Tsawwassen Quadripartite Agreement

In 2019, a new five year policing agreement was signed between the federal government, the provincial government, the City of Delta, and the Tsawwassen First Nation to enable the Delta Police Department to deliver enhanced policing to the Tsawwassen First Nation. The funding of this agreement is shared by the provincial and federal governments, 48% and 52% respectively. There is currently one member providing enhanced policing under this Agreement.

Police Resources in British Columbia, 2020



Integrated Teams in BC

There are a number of integrated teams in the province. These teams may be “integrated” in one or more ways:

- They are comprised of police officers from more than one police agency or members from at least two levels of policing (i.e., federal, provincial, municipal); and/or
- Multiple governments (federal, provincial, municipal) contribute to funding the team.

In addition, integrated teams provide services to more than one policing jurisdiction. In BC, there are three broad categories of integrated teams: federal, provincial and regional/municipal.

Federal Integrated Teams: includes members from municipal, provincial, and/or other federal agencies (Canadian and US) which are funded primarily by the federal government. Most Federal integrated teams are managed under the Federal Policing program. Such multi-disciplined groups deal with National Security, Transnational Organized Crime, Money Laundering, Integrated Market Enforcement, Drug Enforcement and Border Integrity.

Provincial Integrated Teams: may include members from municipal, provincial, and/or federal agencies but are funded primarily by the provincial government. The provincial teams include Combined Forces Special Enforcement Unit (CFSEU), Hate Crime Task Force, Integrated Sexual Predator Observation Team (ISPOT), Integrated Witness Protection Services, and the Unsolved Homicide Unit.

Regional Integrated Teams: may include members from municipal, provincial, and/or federal police agencies. These teams are formed to provide specialized services to specific regions of the province and are funded by the participating jurisdictions according to predetermined funding formula. For example, the Lower Mainland District (LMD) Police Dog Service provides service to all RCMP municipal and provincial policing jurisdictions in the RCMP Lower Mainland District, as well as Abbotsford, Delta, New Westminster, and Port Moody Police Departments.

British Columbia Policing Jurisdictions

MUNICIPAL POLICE DEPARTMENTS

Abbotsford Mun
Central Saanich Mun
Delta Mun
Nelson Mun
New Westminster Mun
Oak Bay Mun
Port Moody Mun
Saanich Mun
Vancouver Mun
Victoria Mun
West Vancouver Mun

RCMP ISLAND DISTRICT

Alert Bay Prov
Campbell River Mun
Campbell River Prov
Colwood Mun
Comox Mun
Comox Valley Prov
Courtenay Mun
Duncan Prov
Gabriola Island Prov
Ladysmith Mun
Ladysmith Prov
Lake Cowichan Prov
Langford Mun
Nanaimo Mun
Nanaimo Prov
Nootka Sound Prov
North Cowichan Mun
North Saanich Mun
Oceanside Prov
Outer Gulf Islands Prov
Parksville Mun
Port Alberni Mun
Port Alberni Prov
Port Alice Prov
Port Hardy Prov
Port McNeill Prov
Powell River Mun
Powell River Prov
Quadra Island Prov
Qualicum Beach Mun
Saltspring Island Prov
Sayward Prov
Shawnigan Lake Prov
Sidney Mun
Sidney Prov
Sooke Mun
Sooke Prov
Texada Island Prov

Tofino Prov
Ucluelet Prov
View Royal Mun
West Shore Prov

RCMP LOWER MAINLAND DISTRICT

Agassiz Prov
Boston Bar Prov
Bowen Island Prov
Burnaby Mun
Chilliwack Mun
Chilliwack Prov
Coquitlam Mun
Coquitlam Prov
Hope Mun
Hope Prov
Kent Mun
Langley City Mun
Langley Township Mun
Maple Ridge Mun
Mission Mun
Mission Prov
North Vancouver City Mun
North Vancouver District Mun
North Vancouver Prov
Pemberton Prov
Pitt Meadows Mun
Port Coquitlam Mun
Richmond Mun
Ridge Meadows Prov
Sechelt Mun
Squamish Mun
Squamish Prov
Sunshine Coast Prov
Surrey Mun
Surrey Prov
University Prov
Whistler Mun
Whistler Prov
White Rock Mun

RCMP NORTH DISTRICT

Alexis Creek Prov
Anahim Lake Prov
Atlin Prov
Bella Bella Prov
Bella Coola Prov
Burns Lake Prov
Chetwynd Prov
Dawson Creek Mun
Dawson Creek Prov
Dease Lake Prov

Fort St. James Prov
Fort St. John Mun
Fort St. John Prov
Fraser Lake Prov
Houston Granisle Prov
Hudson's Hope Prov
Kitimat Mun
Kitimat Prov
Lisims/Nass Valley Prov
Mackenzie Prov
Masset Prov
McBride Prov
New Hazelton Prov
Northern Rockies Prov
One Hundred Mile House Prov
Prince George Mun
Prince George Prov
Prince Rupert Mun
Prince Rupert Prov
Queen Charlotte City Prov
Quesnel Mun
Quesnel Prov
Smithers Mun
Smithers Prov
Stewart Prov
Takla Landing Prov
Terrace Mun
Terrace Prov
Tsay Keh Dene Prov
Tumbler Ridge Prov
Valemount Prov
Vanderhoof Prov
Wells Prov
Williams Lake Mun
Williams Lake Prov

RCMP SOUTHEAST DISTRICT

Armstrong Mun
Armstrong Prov
Ashcroft Prov
Barriere Prov
Castlegar Mun
Castlegar Prov
Chase Prov
Clearwater Prov
Clinton Prov
Coldstream Mun
Columbia Valley Prov
Cranbrook Mun
Cranbrook Prov
Creston Mun
Creston Prov

Elkford Prov
Enderby Prov
Falkland Prov
Fernie Mun
Fernie Prov
Golden Prov
Grand Forks Prov
Kamloops Mun
Kaslo Prov
Kelowna Mun
Kelowna Prov
Kimberley Mun
Kimberley Prov
Keremeos Prov
Lake Country Mun
Lillooet Prov
Logan Lake Prov
Lumby Prov
Lytton Prov
Merritt Mun
Merritt Prov
Midway Prov
Nakusp Prov
Nelson Prov
Oliver Prov
Osoyoos Mun
Osoyoos Prov
Peachland Mun
Penticton Mun
Penticton Prov
Princeton Prov
Revelstoke Mun
Revelstoke Prov
Salmo Prov
Salmon Arm Mun
Salmon Arm Prov
Sicamous Prov
Slocan Lake Prov
Spallumcheen Mun
Sparwood Prov
Summerland Mun
T'Kumlups Prov
Trail & Greater District Prov
Trail Mun
Vernon Mun
Vernon Prov
West Kelowna Mun

FIRST NATIONS SELF-ADMINISTERED POLICE SERVICE

St'at'imx Tribal Police

*Mun = Municipal
Prov = Provincial*

Police Resources in British Columbia, 2020



First Nations Community Policing Services Statistics, 2020

FIRST NATIONS COMMUNITIES POLICED BY DETACHMENT

Detachment	Auth.Strength	Detachment	Auth.Strength
Agassiz & Chilliwack - Upper Fraser Valley²	7	Dease Lake	2
Chehalis First Nation		Dease River First Nation	
Sto:lo (Scowlitz First Nation,		Iskut First Nation	
Kwantlen First Nation, Soowahlie First		Tahltan Council	
Nation, Shxw'ow'hamel First Nation,		Enderby	1
Seabird Island First Nation, Chawathil First		Spallumcheen	
Nation, Kwaw-kwaw-Apilt First Nation,		Fort St. James	4
Cheam First Nation)		Nak'azdli First Nation	
Ahousaht / Tofino	2	Tl'azt'en First Nation	
Ahousaht First Nation		Fort St. John	3
Alert Bay	2	Blueberry River First Nation	
Da'Naxda'xw First Nation		Doig River First Nation	
Gwawaenuk First Nation		Halfway River First Nation	
Namgis First Nation		Kamloops	4
Tlowitsis First Nation		Kamloops First Nation	
Tsawataineuk First Nation		Skeetchestn First Nation	
Alexis Creek	3	Whispering Pines / Clinton First Nation	
Alexis Creek First Nation		West Kelowna	3
Stone First Nation		Westbank First Nation	
Xeni Gwet'in First Nation		Kitimat	1
Anaham First Nation		Kitimaat First Nation (Haisla)	
Anahim Lake	1	Ladysmith	1
Ulkatcho First Nation		Chemainus First Nation	
Bella Bella	2	Lake Cowichan	1
Heiltsuk First Nation		Ditidaht First Nation	
Oweekeno First Nation		Lisims/Nass Valley	3
Bella Coola	1	Nisga'a	
Nuxalk First Nation		Lytton	2
Burns Lake	3	Cooks Ferry Indian Band	
Burns Lake First Nation		Kanaka Bar Indian Band	
Cheslatta Carrier First Nation		Lytton First Nation	
Lake Babine Nation		Nicomen Indian Band	
Nee-Tahi-Buhn First Nation		Siska Indian Band	
Skin Tyee First Nation		Skuppah Indian Band	
Wet'su'wet'en First Nation		Mackenzie	1
Campbell River	1	McLeod Lake Indian Band	
Campbell River First Nation		Masset	2
Cape Mudge First Nation (We Wai Kai)		Old Masset Village Council	
Homalco First Nation		Merritt	4
Chase	1	Coldwater Council	
Little Shuswap Lake		Lower Nicola Council	
Neskonlith		Nooaitch Council	
Chetwynd		Shackan Council	
Saulteau	0.5	Upper Nicola Council	
West Moberly First Nation	0.5	Nanaimo	
Cranbrook	3	Nanoose First Nation	0.5
Akisqu'nuk First Nation		Snuneymuxw Council	1.5
Lower Kootenay First Nation			
St. Mary's First Nation			
Tobacco Plains Indian Band			

Police Resources in British Columbia, 2020

FIRST NATIONS COMMUNITIES POLICED BY DETACHMENT, CONTINUED

Detachment	Auth.Strength	Detachment	Auth.Strength
New Hazelton	2	Quesnel	2
Gitanmaax First Nation		Alexandria Council	
Gitanyow First Nation		Kluskus Council (Lhoosk'uz Dene Govt)	
Gitsegukla First Nation		Nazko Council	
Gitwangak First Nation		Red Bluff Council (Lhtako Dene Nation)	
Glen Vowell First Nation		Sidney / North Saanich	2
Hagwilget First Nation		Pauquachin First Nation	
Kispiox First Nation		Tsartlip First Nation	
North Cowichan	4	Tsawout First Nation	
Cowichan Tribes		Tsecum First Nation	
North Vancouver	1	Smithers	2
Burrard (Tsleil-Waututh) First Nation		Moricetown First Nation	
Squamish First Nation		Fort Babine First Nation	
Northern Rockies	2	Sunshine Coast	2
Fort Nelson First Nation		Sechelt Council	
Prophet River First Nation		Surrey	1.5
Oliver	2	Semiahmoo First Nation	
Lower Similkameen First Nation		Takla Landing	2
Osoyoos First Nation		Takla Lake First Nation	
One Hundred Mile House	1	Terrace	1
Canim Lake Council		Kitselas First Nation	
Penticton	2	Kitsumkalum First Nation	
Penticton Indian Band		Tsay Keh Dene	2
Port Alberni		Kwadacha First Nation	
Hupacasath First Nation	2	Tsay Keh Dene First Nation	
Tseshah First Nation		Ucluelet	1
Huu-ay-aht First Nation	2	Toquaht First Nation	
Uchucklesaht First Nation		Yuulu?il?ath First Nation	
Port Hardy	2	Vanderhoof	1
Gwa'Sala-Nakwaxda'xw First Nation		Saik'uz First Nation	
Kwakiutl First Nation		Vernon	1
Quatsino First Nation		Okanagan First Nation	
Port McNeil (Tahsis)	1	Westshore	1
Ka:'yu:'k't'h / Che:k'tles7et'h' First Nation		Esquimalt Council	
Powell River	1	Songhees Council	
Sliammon Council		Williams Lake	
Prince Rupert		Canoe Creek First Nation	2
Gitxaala First Nation	3	Esketemc First Nation	
Gitga'at First Nation		Soda Creek Council	2
Kitasoo First Nation	2	Williams Lake Council	
Lax-kw'alaams First Nation	3	"E" Division	
Queen Charlotte	2	Program Administrator	1
Skidegate Council		Recruiter	1

Police Resources in British Columbia, 2020



Municipal Police Statistics, 2020

RCMP MUNICIPAL UNITS: 15,000 POPULATION AND OVER

Municipality	Population	Auth. Strength	Adjusted Strength ³	Pop Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs ⁴	Cost Per Capita
Burnaby Mun ³	257,926	301	320	807	14,963	58	47	\$64,348,904	\$249
Campbell River Mun	36,644	45	45	814	4,423	121	98	\$10,018,785	\$273
Chilliwack Mun ^{3,5}	99,648	138	150	665	11,996	120	80	\$30,213,912	\$303
Colwood Mun	19,387	18	18	1,102	947	49	54	\$4,019,642	\$207
Coquitlam Mun ^{3,5}	152,800	168	177	864	7,161	47	40	\$37,084,378	\$243
Courtenay Mun	28,961	31	31	922	3,816	132	122	\$7,036,141	\$243
Cranbrook Mun	21,513	26	26	827	1,676	78	64	\$6,085,941	\$283
Fort St. John Mun	22,360	38	38	588	2,663	119	70	\$9,073,587	\$406
Kamloops Mun	101,198	142	142	713	11,704	116	82	\$25,871,981	\$256
Kelowna Mun	146,143	214	214	683	16,680	114	78	\$39,919,860	\$273
Langford Mun	44,044	53	53	831	2,340	53	44	\$11,743,455	\$267
Langley City Mun ⁵	27,774	51	56	494	4,592	165	82	\$11,673,198	\$420
Langley Township Mun ^{3,5}	133,951	155	166	806	9,299	69	56	\$31,652,488	\$236
Maple Ridge Mun ^{3,5}	91,774	103	112	820	8,346	91	75	\$22,704,619	\$247
Mission Mun ³	42,855	53	58	744	3,760	88	65	\$11,484,714	\$268
Nanaimo Mun ⁵	101,731	148	148	687	11,281	111	76	\$31,807,580	\$313
North Cowichan Mun	32,486	32	32	1,015	2,821	87	88	\$6,603,602	\$203
North Vancouver City Mun ^{3,6}	59,630	68	68	871	4,245	71	62	\$15,264,139	\$256
North Vancouver District Mun ^{3,6}	92,326	87	87	1,061	3,463	38	40	\$19,244,829	\$208
Penticton Mun	36,597	47	47	779	6,826	187	145	\$9,243,653	\$253
Pitt Meadows Mun ⁵	19,717	23	25	797	1,035	52	42	\$4,683,476	\$238
Port Alberni Mun	19,060	34	34	561	2,932	154	86	\$7,470,632	\$392
Port Coquitlam Mun ^{3,5}	63,503	76	80	792	3,850	61	48	\$13,902,962	\$219
Prince George Mun	82,268	142	142	579	17,204	209	121	\$29,826,246	\$363
Richmond Mun ^{3,7}	216,046	270	276	782	11,618	54	42	\$62,694,689	\$290
Salmon Arm Mun	19,302	20	20	965	1,407	73	70	\$3,790,068	\$196
Squamish Mun ^{3,5}	21,761	26	28	781	1,646	76	59	\$5,590,982	\$257
Surrey Mun ^{3,8,9,10}	598,862	843	843	712	39,890	67	47	\$163,939,423	\$274
Vernon Mun	44,149	56	56	788	5,737	130	102	\$11,805,151	\$267
West Kelowna Mun	36,496	29	29	1,258	2,255	62	78	\$7,001,027	\$192
White Rock Mun ³	20,922	25	26	811	1,651	79	64	\$5,471,288	\$262
Total	2,691,834	3,462	3,547	759	222,227	83	63	\$721,271,352	\$268

RCMP MUNICIPAL UNITS: 5,000 TO 14,999 POPULATION

Municipality	Population	Auth. Strength	Adjusted Strength ³	Pop Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs ⁴	Cost Per Capita
Armstrong Mun ¹¹	5,428	4	4	1,357	272	50	68	\$602,510	\$111
Castlegar Mun	8,607	13	13	662	791	92	61	\$1,548,421	\$180
Coldstream Mun	11,609	7	7	1,658	315	27	45	\$1,102,327	\$95
Comox Mun	15,177	12	12	1,308	576	38	50	\$1,529,917	\$101
Creston Mun ¹²	5,606	7	7	801	430	77	61	\$1,093,936	\$195
Dawson Creek Mun	13,115	25	25	525	1,690	129	68	\$4,146,292	\$316
Fernie Mun ¹¹	6,126	6	6	1,021	241	39	40	\$683,538	\$112
Hope Mun ³	6,867	13	14	485	1,422	207	100	\$2,287,770	\$333
Kent Mun ³	6,641	6	7	1,014	421	63	64	\$1,170,069	\$176
Kimberley Mun	8,151	8	8	1,019	233	29	29	\$1,101,204	\$135

Police Resources in British Columbia, 2020

RCMP MUNICIPAL UNITS: 5,000 TO 14,999 POPULATION, CONTINUED

Municipality	Population	Auth. Strength	Adjusted Strength ³	Pop Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs ⁴	Cost Per Capita
Kitimat Mun	8,548	20	20	427	912	107	46	\$2,672,969	\$313
Ladysmith Mun	9,053	8	8	1,132	535	59	67	\$1,374,676	\$152
Lake Country Mun ¹²	15,654	18	18	870	684	44	38	\$2,149,501	\$137
Merritt Mun	7,810	17	17	459	1,120	143	66	\$2,322,024	\$297
North Saanich Mun	11,965	11	11	1,088	343	29	31	\$1,756,400	\$147
Osoyoos Mun ¹¹	5,513	6	6	919	461	84	77	\$762,550	\$138
Parksville Mun	13,618	17	17	801	1,475	108	87	\$2,297,438	\$169
Peachland Mun	5,781	4	4	1,445	249	43	62	\$663,883	\$115
Powell River Mun	13,865	20	20	693	1,156	83	58	\$2,901,031	\$209
Prince Rupert Mun	13,036	36	36	362	2,576	198	72	\$5,651,837	\$434
Qualicum Beach Mun	9,233	8	8	1,154	284	31	36	\$1,254,127	\$136
Quesnel Mun	10,356	23	23	450	2,373	229	103	\$4,418,493	\$427
Revelstoke Mun	8,744	14	14	625	485	55	35	\$2,007,835	\$230
<i>Sechelt Mun³</i>	10,867	11	12	923	941	87	80	\$2,088,743	\$192
Sidney Mun	12,312	15	15	821	583	47	39	\$2,653,396	\$216
Smithers Mun	5,664	10	10	566	987	174	99	\$1,757,863	\$310
Sooke Mun	15,083	13	13	1,160	768	51	59	\$2,120,241	\$141
Spallumcheen Mun	5,623	4	4	1,406	137	24	34	\$476,326	\$85
Summerland Mun	12,647	9	9	1,405	693	55	77	\$1,593,491	\$126
Terrace Mun	12,817	28	28	458	2,594	202	93	\$4,610,385	\$360
Trail Mun	8,250	14	14	589	854	104	61	\$2,293,184	\$278
View Royal Mun	11,829	12	12	986	618	52	52	\$1,479,755	\$125
<i>Whistler Mun³</i>	13,948	25	25	558	854	61	34	\$5,881,806	\$422
Williams Lake Mun	11,559	25	25	462	2,865	248	115	\$4,813,090	\$416
Total	341,102	469	471	724	30,938	91	66	\$75,267,028	\$221

MUNICIPAL POLICE DEPARTMENTS⁸

Municipality	Population	Auth. Strength	Adjusted Strength ³	Pop. Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs ⁴	Cost Per Capita
<i>Abbotsford Mun^{3,5}</i>	161,708	213	220	735	8,193	51	37	\$57,007,747	\$353
Central Saanich Mun	18,353	23	23	798	474	26	21	\$5,108,122	\$278
<i>Delta Mun^{3,5,13}</i>	112,259	194	197	569	4,624	41	23	\$41,313,691	\$368
Nelson City Mun	11,557	18	18	642	942	82	52	\$3,928,767	\$340
<i>New Westminster Mun³</i>	82,590	113	115	716	5,250	64	46	\$26,082,910	\$316
Oak Bay Mun	18,918	23	23	823	541	29	24	\$5,170,257	\$273
<i>Port Moody Mun³</i>	35,156	52	53	661	979	28	18	\$12,268,461	\$349
Saanich Mun	125,107	166	166	754	5,086	41	31	\$35,744,794	\$286
Vancouver Mun ³	698,946	1,348	1,348	519	49,226	70	37	\$333,352,791	\$477
Victoria Mun ¹⁴	113,430	249	249	456	12,992	115	52	\$60,149,374	\$530
<i>West Vancouver Mun^{3,5}</i>	47,068	79	81	580	2,144	46	26	\$16,994,093	\$361
Total	1,425,092	2,478	2,494	571	90,451	63	36	\$597,121,007	\$419

Participating LMD Integrated Team municipalities and their adjusted strength figures are *italicized* in the Municipal Police Statistics, 2020 table. The adjusted strength has been used to calculate population per officer and case load.

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 22 and page 27, respectively for additional explanatory notes.

Police Resources in British Columbia, 2020



Provincial Police Statistics, 2020

FIRST NATIONS SELF-ADMINISTERED POLICE SERVICES

Policing Jurisdiction	Population	Auth. Strength	CCC Offences	Crime Rate	Case Load
Stl'atl'imx Tribal Police Service	3,067	14	464	151	33
Total	3,067	14	464	151	33

JURISDICTIONS POLICED BY THE RCMP PROVINCIAL SERVICE

Policing Jurisdiction	Population	Assigned GD/GIS	CCC Offences	Crime Rate	Case Load
Agassiz Prov	3,988	8	643	161	80
Alert Bay Prov	1,337	4	220	165	55
Alexis Creek Prov	1,564	6	184	118	31
Anahim Lake Prov	708	4	122	172	31
Armstrong Prov ¹⁵	550	3	39	71	13
Ashcroft Prov	3,786	5	416	110	83
Atlin Prov	535	3	80	150	27
Barriere Prov	4,080	4	164	40	41
Bella Bella Prov	1,729	5	257	149	51
Bella Coola Prov	2,149	4	160	74	40
Boston Bar Prov	686	3	153	223	51
Bowen Island Prov	3,982	3	86	22	29
Burns Lake Prov	6,046	12	819	135	68
Campbell River Prov	5,730	8	817	143	102
Chase Prov	8,785	9	625	71	69
Chetwynd Prov	5,548	10	468	84	47
Chilliwack Prov	6,202	8	699	113	87
Clearwater Prov	4,516	6	248	55	41
Clinton Prov	1,894	4	166	88	42
Columbia Valley Prov	10,628	11	616	58	56
Comox Valley Prov	29,526	19	1,169	40	62
Coquitlam Prov	3,080	3	118	38	39
Cranbrook Prov	7,328	4	280	38	70
Creston Prov	8,781	6	342	39	57
Dawson Creek Prov	7,436	6	320	43	53
Dease Lake Prov	1,248	7	208	167	30
Duncan Prov	15,856	25	2,540	160	102
Elk Valley Prov ¹⁶	9,687	13	431	44	33
<i>Elkford</i>	2,839	3	100	35	--
<i>Fernie</i>	2,160	4	96	44	--
<i>Sparwood</i>	4,688	5	235	50	--
Enderby Prov	7,435	8	563	76	70
Falkland Prov	2,972	3	92	31	31
Fort St. James Prov	4,356	14	1,080	248	77
Fort St. John Prov	14,708	10	642	44	64
Fraser Lake Prov	2,830	5	149	53	30
Gabriola Island Prov	4,371	3	223	51	74
Golden Prov	7,622	11	438	57	40
Hope Prov	1,481	5	279	188	56
Houston Granisle Prov ¹⁷	4,613	11	562	122	51
Hudsons Hope Prov	1,291	3	49	38	16
Kelowna Prov	17,592	16	1,553	88	97
Keremeos Prov ¹⁸	5,093	6	335	66	58

Police Resources in British Columbia, 2020

JURISDICTIONS POLICED BY THE RCMP PROVINCIAL SERVICE, CONTINUED

Policing Jurisdiction	Population	Assigned GD/GIS	CCC Offences	Crime Rate	Case Load
Kimberley Prov	2,354	2	64	27	32
Kitimat Prov	500	4	66	132	17
Kootenay Boundary Regional ¹⁹	53,811	53	2408	45	45
<i>Castlegar</i>	6,504	3	237	36	--
<i>Grand Forks</i>	9,124	10	568	62	--
<i>Kaslo</i>	2,409	3	103	43	--
<i>Midway</i>	2,864	4	232	81	--
<i>Nakusp</i>	3,611	4	252	70	--
<i>Nelson</i>	12,647	6	402	32	--
<i>Salmo</i>	2,822	4	170	60	--
<i>Slocan Lake</i>	2,021	3	92	46	--
<i>Trail & Greater District</i>	11,809	8	352	30	--
Ladysmith Prov	6,636	5	456	69	91
Lake Cowichan Prov	6,917	10	403	58	40
Lillooet Prov	2,978	7	269	90	38
Lisims-Nass Valley Prov	1,917	5	226	118	45
Logan Lake Prov	2,880	3	174	60	58
Lumby Prov	6,434	5	201	31	40
Lytton Prov	1,849	4	100	54	25
Mackenzie Prov	3,986	10	395	99	40
Masset Prov	2,032	7	322	158	46
McBride Prov	1,807	4	116	64	29
Merritt Prov	3,866	5	286	74	57
Mission Prov	4,868	5	290	60	58
Nanaimo Prov	15,354	7	789	51	113
New Hazelton Prov	5,715	12	939	164	78
Nootka Sound Prov	1,956	6	96	49	16
North Vancouver Prov ²⁰	49	2	336	--	168
Northern Rockies Prov ¹¹	5,007	16	1,026	205	64
Oceanside Prov	28,128	12	1,249	44	104
Oliver Prov ¹⁸	10,250	11	859	84	80
One Hundred Mile House Prov	14,247	13	711	50	55
Osoyoos Prov ¹⁸	2,393	4	193	81	51
Outer Gulf Islands Prov	4,855	5	151	31	30
Pemberton Prov	4,814	9	280	58	31
Penticton Prov ¹⁸	12,360	8	866	70	112
Port Alberni Prov	8,288	8	356	43	45
Port Alice Prov	678	2	77	114	39
Port Hardy Prov	5,670	13	1,245	220	96
Port McNeill Prov	4,458	9	224	50	25
Powell River Prov	5,868	5	298	51	60
Prince George Prov ²¹	14,272	7	579	41	83
Prince Rupert Prov	1,785	8	205	115	26
Princeton Prov	5,531	7	502	91	72
Quadra Island Prov	3,780	4	161	43	40
Queen Charlotte City Prov	2,581	5	154	60	31
Quesnel Prov	13,676	10	720	53	72
Revelstoke Prov	667	2	65	97	33
Ridge Meadows Prov ^{22,23}	10	3	28	--	9

Police Resources in British Columbia, 2020



JURISDICTIONS POLICED BY THE RCMP PROVINCIAL SERVICE, CONTINUED

Policing Jurisdiction	Population	Assigned GD/GIS	CCC Offences	Crime Rate	Case Load
Salmon Arm Prov	10,117	5	418	41	84
Saltspring Island Prov	11,329	8	575	51	72
Sayward Prov	775	3	91	117	30
Shawnigan Lake Prov	19,806	11	697	35	63
Sicamous Prov	4,042	6	277	69	46
Sidney Prov	3,826	4	248	65	62
Smithers Prov	7,821	6	623	80	104
Sooke Prov	5,288	4	270	51	68
Squamish Prov ^{24,25}	2,269	6	148	65	25
Stewart Prov	425	4	50	118	13
Sunshine Coast Prov	20,856	22	1,070	51	49
T'Kumluvs Prov ²¹	10,002	9	801	80	89
Takla Landing Prov	203	2	70	345	35
Terrace Prov ²¹	7,921	8	502	63	63
Texada Island Prov	1,119	2	51	46	26
Tofino Prov ²⁶	3,885	8	666	171	83
Tsay Keh Dene Prov	607	4	409	674	102
Tumbler Ridge Prov	2,208	5	105	48	21
Ucluelet Prov	2,652	4	236	89	59
University Prov	17,881	17	1,363	76	80
Valemount Prov	1,642	6	186	113	31
Vanderhoof Prov	8,851	13	948	107	73
Vernon Prov	12,635	9	661	52	73
Wells Prov	345	3	21	61	7
West Shore Prov	9,777	5	256	26	51
Whistler Prov	333	4	24	72	6
Williams Lake Prov	13,026	9	696	53	77
Total	686,617	801	47,702	69	60

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 22 and page 27, respectively for additional explanatory notes.

Police Statistics Summary, 2020

Policing Jurisdiction	Population	Auth. Strength ²⁷	Pop. Per Officer	CCC Offences	Crime Rate	Case Load
RCMP MUNICIPAL SERVICES TOTAL	3,032,936	4,018	755	253,165	83	63
15,000 Population and Over	2,691,834	3,547	759	222,227	83	63
Between 5,000 and 14,999 Population	341,102	471	724	30,938	91	66
MUNICIPAL POLICE DEPARTMENTS	1,425,092	2,494	571	90,451	63	36
RCMP PROVINCIAL DETACHMENTS	686,617	801²⁸	857	47,702	69	60
FIRST NATIONS SELF-ADMINISTERED POLICE SERVICES	3,067	14	219	464	151	33

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 22 and page 27, respectively for additional explanatory notes.

Police Resources in British Columbia, 2020



Government Contributions to Policing, 2020

Type of Service ²⁹	Auth. Strength ²⁷	Population ³⁰	Total Police Costs Paid By:			Total
			Mun Govt ³¹	Prov Govt ³²	Fed Govt ³³	
11 Municipal Police Departments³⁴						
Total	2,494	1,425,092	\$597,121,007	-	\$744,935	\$597,865,942
RCMP Municipal Services³⁵						
31 Units 15,000 Population and Over	3,547	2,691,834	\$721,271,352	-	\$63,185,714	\$784,457,066
34 Units 5000 to 14,999 Population	471	341,102	\$75,267,028	-	\$21,771,263	\$97,038,291
Total	4,018	3,032,936	\$796,538,380	-	\$84,956,977	\$881,495,357
RCMP Provincial Service³⁶						
Total	2,602	-	-	\$421,481,382	\$180,634,860	\$602,116,242
First Nations Self-Administered Police Services³⁷						
Total	14	3,067	-	\$1,289,472	\$1,396,928	\$2,686,400
First Nations Community Policing Services^{38,39}						
Total	117.5	-	-	\$10,768,980	\$11,666,395	\$22,435,375
BRITISH COLUMBIA TOTAL	9,245	5,147,712	\$ 1,393,659,387	\$ 433,539,834	\$279,400,095	\$2,106,599,316

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 22 and page 27, respectively for additional explanatory notes.

British Columbia Authorized Strength⁴⁰ by Responsibility 2011-2020

POLICING RESPONSIBILITY	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
RCMP DIVISION ADMINISTRATION⁴¹	113	109	97	111	103	101	99	99	99	98
RCMP FEDERAL SERVICE	1,035	1,028	1,021	1,058	1,038	1,050	1,059	1,044	1,038	965
<i>Federal Criminal Law</i>	875	888	886	906	905	918	928	911	903	835
<i>Protective Policing</i>	160	140	135	152	133	132	131	133	135	130
RCMP PROVINCIAL SERVICE⁴²	2,306	2,602	2,602	2,602	2,602	2,602	2,602	2,602	2,602	2,602
<i>Provincial, District & Specialized Resources</i>	1,543	1,833	1,834	1,830	1,830	1,827	1,829	1,829	1,827	1801
<i>Provincial Detachments – General Duty & Investigations</i>	763	769	768	772	772	775	773	773	775	801
RCMP MUNICIPAL SERVICE	3,349	3,388	3,429	3,468	3,606	3,672	3,730	3,799	3,876	3,931
MUNICIPAL POLICE DEPARTMENTS	2,406	2,404	2,407	2,405	2,407	2,422	2,429	2,440	2,447	2,478
FIRST NATIONS COMMUNITY POLICE SERVICES³⁸	108.5	108.5	108.5	108.5	108.5	108.5	108.5	108.5	112.5	117.5
FIRST NATIONS SELF-ADMINISTERED POLICE SERVICES	8	8	9	10	10	10	10	10	12	14
SOUTH COAST BRITISH COLUMBIA TRANSPORTATION AUTHORITY POLICE⁴³	167	167	167	167	167	167	175	183	183	183
VANCOUVER INTERNATIONAL AIRPORT⁴⁴	27	27	27	27	27	27	27	27	30	30
VICTORIA INTERNATIONAL AIRPORT⁴⁵	2	2	0	0	0	0	0	0	0	0
BRITISH COLUMBIA TOTAL	9,522	9,844	9,868	9,958	10,070	10,159	10,239	10,312	10,400	10,418

See Endnotes and Police Resource Definitions and Data Qualifiers on page 22 and page 27, respectively for additional explanatory notes.

Police Resources in British Columbia, 2020



Authorized Strength by Jurisdiction, 2011-2020

Policing Jurisdiction ⁴⁶	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Abbotsford Mun	210	208	209	204	204	204	206	210	212	213
Agassiz Prov ⁴⁶	7	7	8	8	8	8	8	8	8	8
Alert Bay Prov	3	3	3	4	4	4	4	4	4	4
Alexis Creek Prov	5	5	5	5	5	6	6	6	6	6
Anahim Lake Prov	4	4	4	4	4	4	4	4	4	4
Armstrong Mun ⁴⁶	--	--	--	--	--	--	3	3	4	4
Armstrong Prov ⁴⁶	8	5	5	6	6	6	3	3	3	3
Ashcroft Prov	5	5	5	5	5	5	5	5	5	5
Atlin Prov	3	3	3	3	3	3	3	3	3	3
Barriere Prov	4	4	4	4	4	4	4	4	4	4
Bella Bella Prov	5	5	5	5	5	5	5	5	5	5
Bella Coola Prov	3	3	3	4	4	4	4	4	4	4
Boston Bar Prov	3	3	3	3	3	3	3	3	3	3
Bowen Island Prov	3	3	3	3	3	3	3	3	3	3
Burnaby Mun	277	277	277	277	277	277	277	285	297	301
Burns Lake Prov	11	11	11	11	11	11	11	11	11	12
Campbell River Mun	43	43	43	43	43	43	43	45	45	45
Campbell River Prov	7	7	7	7	7	7	7	7	7	8
Castlegar Mun	13	13	13	13	13	13	13	13	13	13
Central Saanich Mun	23	23	23	23	23	23	23	23	23	23
Chase Prov	9	9	9	9	9	9	9	9	9	9
Chetwynd Prov	10	10	10	10	10	10	10	10	10	10
Chilliwack Mun	105	106	107	107	108	110	120	125	132	138
Chilliwack Prov	8	8	8	8	8	8	8	8	8	8
Clearwater Prov	5	5	6	6	6	6	6	6	6	6
Clinton Prov	4	4	4	4	4	4	4	4	4	4
Coldstream Mun	7	7	7	7	7	7	7	7	7	7
Columbia Valley Prov	11	11	11	11	11	11	11	11	11	11
Colwood Mun	16	17	17	17	17	17	17	17	18	18
Comox Mun ⁴⁷	12	12	12	12	12	12	12	12	12	12
Comox Valley Prov	19	19	19	19	19	19	19	19	19	19
Coquitlam Mun	152	152	152	152	156	162	162	162	166	168
Coquitlam Prov	3	3	3	3	3	3	3	3	3	3
Courtenay Mun	30	30	30	30	30	30	30	30	31	31
Cranbrook Mun	26	26	26	26	26	26	26	26	26	26
Cranbrook Prov	4	4	4	4	4	4	4	4	4	4
Creston Mun ⁴⁶	--	7	7	7	7	7	7	7	7	7
Creston Prov	13	6	6	6	6	6	6	6	6	6
Dawson Creek Mun	24	25	25	25	25	25	25	25	25	25
Dawson Creek Prov	4	4	4	4	4	4	4	4	4	6
Dease Lake Prov	6	6	6	7	7	7	7	7	7	7
Delta Mun	170	170	170	173	173	180	185	190	191	194
Duncan Prov	23	23	23	23	23	23	23	23	23	25

Authorized Strength by Jurisdiction, 2011-2020, Continued

Policing Jurisdiction ⁴⁶	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Elk Valley Detachment ^{46,48}	18	18	18	18	18	18	13	13	13	13
<i>Elkford Prov</i>	3	3	3	3	3	3	3	3	3	3
<i>Fernie Prov</i>	9	9	9	9	9	9	4	4	4	4
<i>Sparwood Prov</i>	5	5	5	5	5	5	5	5	5	5
Enderby Prov	6	6	6	8	8	8	8	8	8	8
Falkland Prov	3	3	3	3	3	3	3	3	3	3
Fernie Mun ⁴⁶	--	--	--	--	--	--	5	5	6	6
Fort St. James Prov	14	13	13	13	13	13	13	13	13	14
Fort St. John Mun	34	34	34	34	36	36	38	38	38	38
Fort St. John Prov	10	10	10	10	10	10	10	10	10	10
Fraser Lake Prov	5	5	5	5	5	5	5	5	5	5
Gabriola Island Prov	3	3	3	3	3	3	3	3	3	3
Golden Prov	11	11	11	11	11	11	11	11	11	11
Hope Mun	13	13	13	13	13	13	13	13	13	13
Hope Prov	5	5	5	5	5	5	5	5	5	5
Houston Granisle Detachment ⁴⁹	6	6	6	9	9	9	9	9	9	11
Hudsons Hope Prov	3	3	3	3	3	3	3	3	3	3
Kamloops Mun	124	124	124	124	136	136	136	142	142	142
Kelowna Mun	160	174	177	179	185	191	191	195	203	214
Kelowna Prov ⁴⁶	18	15	15	15	15	15	15	15	15	16
Kent Mun ⁴⁶	5	5	5	6	6	6	6	6	6	6
Keremeos Prov ¹⁸	6	6	6	6	6	6	6	6	6	6
Kimberley Mun	8	8	8	8	8	8	8	8	8	8
Kimberley Prov	2	2	2	2	2	2	2	2	2	2
Kitimat Mun	15	15	15	16	18	18	18	18	18	20
Kitimat Prov	2	2	2	2	2	2	2	2	2	4
Kootenay Boundary Regional Detachment ¹⁹	53	53	53	53	53	53	53	53	53	53
<i>Castlegar Prov</i>	3	3	3	3	3	3	3	3	3	3
<i>Grand Forks Prov</i>	10	10	10	10	10	10	10	10	10	10
<i>Kaslo Prov</i>	3	3	3	3	3	3	3	3	3	3
<i>Midway Prov</i>	4	4	4	4	4	4	4	4	4	4
<i>Nakusp Prov</i>	4	4	4	4	4	4	4	4	4	4
<i>Nelson Prov</i>	6	6	6	6	6	6	6	6	6	6
<i>Salmo Prov</i>	4	4	4	4	4	4	4	4	4	4
<i>Slocan Lake Prov</i>	3	3	3	3	3	3	3	3	3	3
<i>Trail & Greater District Prov</i>	8	8	8	8	8	8	8	8	8	8
Ladysmith Mun	7	7	7	7	7	7	7	7	7	8
Ladysmith Prov	5	5	5	5	5	5	5	5	5	5
Lake Country Mun	12	12	12	12	12	12	12	13	13	18
Lake Cowichan Prov ⁴⁶	10	10	10	10	10	10	10	10	10	10
Langford Mun	27	28	29	30	30	38	42	42	51	53
Langley City Mun	50	50	50	50	50	50	51	51	51	51
Langley Township Mun	133	134	134	135	138	140	140	144	145	155
Lillooet Prov	7	7	7	7	7	7	7	7	7	7

Police Resources in British Columbia, 2020



Authorized Strength by Jurisdiction, 2011-2020, Continued

Policing Jurisdiction ⁴⁶	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Lisims-Nass Valley Prov	4	4	4	4	4	4	4	4	4	5
Logan Lake Prov	3	3	3	3	3	3	3	3	3	3
Lumby Prov	5	5	5	5	5	5	5	5	5	5
Lytton Prov	4	4	4	4	4	4	4	4	4	4
Mackenzie Prov ⁴⁶	10	10	10	10	10	10	10	10	10	10
Maple Ridge Mun	89	89	93	94	96	97	101	102	102	103
Masset Prov	7	7	7	7	7	7	7	7	7	7
McBride Prov	3	3	4	4	4	4	4	4	4	4
Merritt Mun	15	15	15	15	15	15	15	15	15	17
Merritt Prov	5	5	5	5	5	5	5	5	5	5
Mission Mun	52	50	50	50	50	51	52	53	53	53
Mission Prov	5	5	5	5	5	5	5	5	5	5
Nanaimo Mun	135	140	145	145	145	145	145	145	145	148
Nanaimo Prov	6	6	7	7	7	7	7	7	7	7
Nelson City Mun	17	17	17	17	19	19	19	18	18	18
New Hazelton Prov	10	10	10	10	10	11	11	11	11	12
New Westminster Mun	108	108	108	108	108	110	110	112	112	113
Nootka Sound Prov	5	5	6	6	6	6	6	6	6	6
North Cowichan Mun	30	31	31	31	31	31	31	32	32	32
North Saanich Mun	11	11	11	11	11	11	11	11	11	11
North Vancouver City Mun	64	64	64	64	64	64	65	66	68	68
North Vancouver District Mun	91	91	91	91	91	91	90	89	87	87
North Vancouver Prov	2	2	2	2	2	2	2	2	2	2
Northern Rockies Mun ⁴⁶	11	--	11	11	11	11	--	--	--	--
Northern Rockies Prov ⁴⁶	4	15	4	4	4	4	15	15	15	16
Oak Bay Mun	23	23	23	23	23	23	23	23	23	23
Oceanside Prov	12	12	12	12	12	12	12	12	12	12
Oliver Prov ^{18,46}	10	10	9	9	9	10	10	10	10	11
One Hundred Mile House Prov	13	13	13	13	13	13	13	13	13	13
Osoyoos Mun ⁴⁶	--	--	--	--	--	--	5	5	6	6
Osoyoos Prov ^{18,46}	8	8	9	9	9	9	4	4	4	4
Outer Gulf Islands Prov	4	4	5	5	5	5	5	5	5	5
Parksville Mun	16	16	16	16	16	16	16	17	17	17
Peachland Mun ⁴⁶	--	4	4	4	4	4	4	4	4	4
Pemberton Prov	10	9	9	9	9	9	9	9	9	9
Penticton Mun	45	45	45	45	45	45	45	46	47	47
Penticton Prov ¹⁸	7	7	7	7	7	7	7	7	7	8
Pitt Meadows Mun	22	22	23	22	22	22	23	23	23	23
Port Alberni Mun	35	35	34	34	34	34	34	34	34	34
Port Alberni Prov	7	7	7	7	7	7	7	7	7	8
Port Alice Prov	2	2	2	2	2	2	2	2	2	2
Port Coquitlam Mun	67	67	67	67	67	71	74	74	76	76
Port Hardy Prov	12	12	12	12	12	12	12	12	12	13
Port McNeill Prov	8	8	8	9	9	9	9	9	9	9
Port Moody Mun	50	50	50	51	51	51	51	52	52	52

Authorized Strength by Jurisdiction, 2011-2020, Continued

Policing Jurisdiction ⁴⁶	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Powell River Mun	18	18	18	18	18	19	19	19	19	20
Powell River Prov	5	5	5	5	5	5	5	5	5	5
Prince George Mun	128	128	128	128	135	138	140	142	142	142
Prince George Prov	7	7	7	7	7	7	7	7	7	7
Prince Rupert Mun	36	36	36	36	36	36	36	36	36	36
Prince Rupert Prov ⁵⁰	6	6	6	6	6	6	6	6	6	8
Princeton Prov	7	7	7	7	7	7	7	7	7	7
Quadra Island Prov	4	4	4	4	4	4	4	4	4	4
Qualicum Beach Mun	8	8	8	8	8	8	8	8	8	8
Queen Charlotte City Prov	5	5	5	5	5	5	5	5	5	5
Quesnel Mun	21	21	21	21	21	21	21	21	23	23
Quesnel Prov	9	9	9	9	9	9	9	9	9	10
Revelstoke Mun	12	12	12	12	12	12	13	13	14	14
Revelstoke Prov	2	2	2	2	2	2	2	2	2	2
Richmond Mun ⁴⁴	211	211	211	212	212	224	235	251	270	270
Ridge Meadows Prov	3	3	3	3	3	3	3	3	3	3
Saanich Mun	154	154	156	156	157	161	161	161	161	166
Salmon Arm Mun	19	19	19	19	19	19	19	19	19	20
Salmon Arm Prov	5	5	5	5	5	5	5	5	5	5
Saltspring Island Prov	8	8	8	8	8	8	8	8	8	8
Sayward Prov	3	3	4	3	3	3	3	3	3	3
Sechelt Mun	11	11	11	11	11	11	11	11	11	11
Shawnigan Lake Prov	11	11	11	11	11	11	11	11	11	11
Sicamous Prov	6	6	6	6	6	6	6	6	6	6
Sidney Mun	14	14	14	15	15	15	15	15	15	15
Sidney Prov	4	4	4	4	4	4	4	4	4	4
Smithers Mun	9	9	9	9	9	9	9	9	9	10
Smithers Prov	6	6	6	6	6	6	6	6	6	6
Sooke Mun	11	11	11	11	11	12	13	13	13	13
Sooke Prov	4	4	4	4	4	4	4	4	4	4
Spallumcheen Mun ⁴⁶	--	3	3	3	3	3	3	3	4	4
Squamish Mun	25	25	25	25	25	25	25	25	25	26
Squamish Prov ^{24,25}	7	7	7	7	7	7	7	7	6	6
Stewart Prov	3	3	4	4	4	4	4	4	4	4
Summerland Mun	9	9	9	9	9	9	9	9	9	9
Sunshine Coast Prov ⁴⁶	22	22	22	22	22	22	22	22	22	22
Surrey Mun ^{8,9}	651	661	673	703	803	819	831	843	843	843
T'Kumluvs Prov	8	8	8	8	8	8	8	8	8	9
Takla Landing Prov	1	1	1	1	1	1	1	1	1	2
Terrace Mun	25	25	25	25	25	25	25	25	28	28
Terrace Prov	7	7	7	7	7	7	7	7	7	8
Texada Island Prov	2	2	2	2	2	2	2	2	2	2
Tofino Prov	6	8	8	8	8	8	8	8	8	8

Police Resources in British Columbia, 2020



Authorized Strength by Jurisdiction, 2011-2020, Continued

Policing Jurisdiction ⁴⁶	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Trail Mun	14	14	14	14	14	14	14	14	14	14
Tsay Keh Dene Prov	2	2	2	3	3	3	3	3	3	4
Tumbler Ridge Prov	5	5	5	5	5	5	5	5	5	5
Ucluelet Prov	4	4	4	4	4	4	4	4	4	4
University Prov	17	17	17	17	17	17	17	17	17	17
Valemount Prov	4	4	6	6	6	6	6	6	6	6
Vancouver Mun	1,327	1,327	1,327	1,327	1,327	1,327	1,327	1,327	1,327	1,348
Vanderhoof Prov ⁵¹	9	9	9	9	9	10	10	10	13	13
Vernon Mun	56	56	56	56	56	56	56	56	56	56
Vernon Prov	12	12	12	9	9	9	9	9	9	9
Victoria Mun ⁴⁶	243	243	243	243	243	245	245	245	249	249
View Royal Mun	8	8	8	9	9	10	10	10	11	12
Wells Prov	3	3	3	3	3	3	3	3	3	3
West Kelowna Mun ⁴⁶	21	23	23	23	23	24	26	28	29	29
West Shore Prov	5	5	5	5	5	5	5	5	5	5
West Vancouver Mun	81	81	81	80	79	79	79	79	79	79
Whistler Mun	24	24	24	24	24	24	24	24	24	25
Whistler Prov	4	4	4	4	4	4	4	4	4	4
White Rock Mun	23	23	23	23	23	23	23	25	25	25
Williams Lake Mun	24	24	24	24	24	24	25	25	25	25
Williams Lake Prov	9	9	9	9	9	9	9	9	9	9

Adjusted strength figures are not available for depictions of 10-year trend data. As a result, only authorized strengths and assigned GD/GIS for the Provincial Service are used in this table.

See *Endnotes and Police Resource Definitions and Data Qualifiers* on page 22 and page 27, respectively for additional explanatory notes.

Endnotes

1. The federal government's contribution is in recognition of the benefits it receives as a result of the RCMP agreements.
2. Members are based out of the Upper Fraser Valley Regional Detachment.
3. There are 6 Lower Mainland District (LMD) Integrated Teams that provide regional police services to participating LMD RCMP Municipal Police Service, RCMP Provincial Police Service and Municipal Police Department: 1) Integrated Homicide Investigation Team (IHIT); 2) Integrated Emergency Response Team (IERT); 3) Integrated Police Dog Service (IPDS); 4) Integrated Forensic Identification Services (IFIS); 5) Integrated Collision Analyst Reconstruction Section (ICARS); and 6) Integrated Internal Investigator (III). **Adjusted strength** is a calculation that adjusts a municipal police agency's authorized strength to account for Integrated Team members who are assigned on a regional basis. For 2020, adjusted strength applies to LMD Integrated Teams participation only. This adjustment is based on a proportional allocation of Full-Time Equivalent (FTE) utilization attributable to each municipality's financial contribution to LMD Integrated Teams for the fiscal year 2020/2021. See page 25 for the definition of authorized strength. Some LMD municipalities' authorized strength already includes or accounts for a portion of Integrated Team members; therefore, not all adjustments are a simple addition to authorized strength. The values reported have been rounded up to the nearest whole number after making the adjustments using exact values from the source data.
4. Total Costs refer to actual costs as reported by each municipality. For RCMP municipal services, total costs include the municipality's share of RCMP contract costs (70% or 90%, depending on population), including integrated team costs, as well as any costs that are borne 100% by the municipality, i.e., accommodation costs. Total costs for municipal police departments refer to 100% of policing costs. As such, comparisons between municipal agencies should be made with caution.
5. Population figures include First Nations reserve populations.
6. The municipalities of North Vancouver City and North Vancouver District include three First Nations reserve lands within their boundaries. The designated land title names for these reserve lands are: Mission 1 (North Vancouver City); and, Seymour Creek 2 and Burrard Inlet 3 (North Vancouver District). Due to inconsistencies in scoring crime data to the appropriate jurisdictions the populations for these reserve lands were assigned to North Vancouver Prov (from 2006 to 2018); prior to 2006 the populations were assigned to North Vancouver District. In 2020, the populations for the reserve lands were realigned from North Vancouver Prov and added to the appropriate municipality. This realignment may result in changes in reporting; crime statistics should be used with caution.
7. In 2020, there were 30 member positions dedicated to airport security at the Vancouver International Airport. These members are administered through the Richmond RCMP Detachment. The strength and cost data for these 30 members is excluded from Richmond because the Vancouver Airport Authority reimburses 100% of the cost to the City of Richmond. Total Vancouver Airport 2020 costs were \$4,652,388.
8. The community constables previously reported in the authorized strength for the City of Surrey have all been converted to regular members in 2020.
9. Since 2007, statistics for Surrey Prov were included in Surrey Mun.
10. Authorized strengths and their associated costs for the municipal departments have been adjusted to exclude secondments to other agencies (e.g., Justice Institute of British Columbia Police Academy, CFSEU-BC) as cost for these secondments would be borne by the seconded agency.
11. According to the 2016 Canada Census, the municipalities of Armstrong, Fernie and Osoyoos went over 5,000 population, and as a result, became responsible for providing policing within their municipal boundaries. Each of these municipalities signed a *Municipal Police Unit Agreement* with the provincial government for the provision of RCMP Municipal services effective April 1, 2017. Conversely, the population of Northern Rockies Regional Municipality went under 5,000 and, as a result, returned to being a provincial responsibility as of April 1, 2017, therefore it is no longer responsible for policing their municipal boundaries.
12. BC Stats population estimates are used for the purpose of the publication; however, the Canada Census is used for determining policing responsibility under the Police Act. As a result, a municipality may show a population below or above the population range in their respective RCMP Municipal Unit cost share categories.
13. Population figures include Tsawwassen First Nation (TFN) land populations. Since 2007, TFN lands are policed by Delta Police Department under a Police Service Agreement between the City of Delta, Delta Police Board and TFN and not included in reported costs. For consistency with previous reporting, Delta Police Department's authorized strength includes one officer position to deliver enhanced, dedicated policing funded under the First Nation Policing Program, under an agreement with Canada, the Province of BC, City of Delta, Delta Police Board and TFN.
14. The Victoria and Esquimalt Police Departments were amalgamated in 2003. In 2020, the population of Victoria was 94,415 persons and Esquimalt's was 19,015 persons. Of the total costs in 2020, \$8,561,440 (14.7%) was paid by Esquimalt for its policing services under the Agreement.
15. The jurisdictional boundaries for Armstrong Prov were realigned when the municipality of Armstrong became responsible for providing policing within their municipal boundary. This may have resulted in inaccurate reporting; therefore, the crime statistics should be used with caution.
16. The Elk Valley Detachment includes Elkford Prov, Fernie Prov, and Sparwood Prov. The Elk Valley Detachment authorized strength total includes one GIS member assigned to the detachment as a whole.
17. In July 2014, Houston Prov and Granisle Prov were formally amalgamated. Prior to this amalgamation, Houston/Granisle operated in an informally amalgamated manner from two Detachment offices; the main office in the District of Houston and the second in the Village of Granisle. The Granisle office remains and functions as a Community Policing Office.

Endnotes, continued

18. In 2003, Oliver and Osoyoos Prov detachments were restructured into the integrated South Okanagan Detachment. From 2006 to 2012, additional GIS positions were assigned to the Detachment as a whole (in 2012, there were 4 GIS positions assigned to the South Okanagan Detachment). Effective 2013, South Okanagan Detachment de-integrated and Oliver Prov and Osoyoos Prov operate as stand-alone detachments and are reflected in this document as separate entities as they currently exist. The additional 4 GIS positions previously assigned to the South Okanagan Detachment continued to provide services to the wider region. In 2016, one of the 4 GIS shared positions was converted to a GD position and specifically assigned to Oliver. The remaining 3 GIS positions service the wider region and were split equally by adding 0.75 to the authorized strengths of Keremeos Prov, Penticton Prov, Oliver Prov and Osoyoos Prov.
19. The Kootenay Boundary Regional Detachment includes: Castlegar Prov, Grand Forks Prov, Kaslo Prov, Midway Prov, Nakusp Prov, Nelson Prov, Salmo Prov, Slocan Lake Prov, and Trail & Greater District Prov. The Kootenay Boundary Regional Detachment authorized strength total includes eight shared GD/GIS (3 officers in charge and 5 GIS) members assigned to the detachment as a whole.
20. The municipalities of North Vancouver City and North Vancouver District include three First Nations reserve lands within their boundaries. The designated land title names for these reserve lands are: Mission 1 (North Vancouver City); and, Seymour Creek 2 and Burrard Inlet 3 (North Vancouver District). Due to inconsistencies in scoring crime data to the appropriate jurisdictions, the populations for these reserve lands were assigned to North Vancouver Prov (from 2006 to 2018). In 2020, the populations for the reserve lands were realigned from North Vancouver Prov and added to the appropriate municipality. This realignment may result in changes in reporting; crime statistics should be used with caution.
21. In addition to the assigned GD/GIS outlined, the Provincial Support Team was created to be based at Prince George, Terrace and Kamloops as part of the Front-Line Resource Re-allocation initiative in 2020. These 12 positions are intended to provide temporary, mobile relief to Provincial Detachment Units throughout the Province.
22. The crime rate has not been included because it is not a meaningful indicator for Ridge Meadows Prov (due to the small residential population and the relatively large amount of crimes occurring within the Provincial Parks).
23. The integrated Ridge Meadows RCMP Detachment is comprised of the following contract jurisdictions: the City of Maple Ridge; the City of Pitt Meadows; and, the Ridge Meadows provincial policing jurisdiction. In 2013/14 the RCMP revised the map boundaries that reside in PRIME-BC for each of the jurisdictions within the Ridge Meadows Detachment. This realignment of jurisdictional boundaries likely resulted in changes in reporting; as a result, CCC volumes and crime rates prior to 2014 for these individual jurisdictions should be used with caution.
24. Squamish Prov includes 1 shared GD/GIS position that is assigned to the Sea-to-Sky Regional Detachment – an RCMP organizational structure that includes Whistler, Pemberton and Bowen Island in addition to Squamish.
25. Previously shown as a provincial GD position, 1 member position provides enhanced dedicated services to the Squamish First Nation reserve lands out of the Squamish Detachment. Due to RCMP changes in reporting lines, this position was re-aligned under the Integrated First Nations Unit, resulting in (-1) to Squamish Prov in 2020.
26. Tofino Prov includes 2 provincial GD positions located in Ahousaht satellite office.
27. Authorized strength includes adjusted strength figures for jurisdictions participating in Lower Mainland District Integrated Teams.
28. Provincial Service represents the number of members assigned to GD/GIS functions at a detachment and does not include members assigned to specialized functions such as traffic enforcement, forensic identification or major case crimes, etc. See data qualifier on page 27.
29. Data for the South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) is not included in this table. In 2020, SCBCTAPS had an authorized strength of 183 positions and cost \$39,297,453 (paid for by TransLink, a private company).
30. Total Population includes 686,617 persons residing within municipalities with populations below 5,000 or unincorporated areas, served by the RCMP Provincial Service in 2020. This figure is not specified within the table under RCMP Provincial Service because it only represents rural/unincorporated detachments. The Provincial Service also provides services to populations served by the entire province (see page).
31. Total Costs for municipalities refer to actual costs for calendar year 2020 as reported by each municipality. For further information, see the Total Costs definition on page 26.
32. Police costs paid by the provincial government represent actual costs paid in fiscal year 2020/21.
33. Police costs paid by the federal government represent actual costs paid in fiscal year 2020/21 for their share of municipal police department integrated homicide investigative team (IHIT), municipal and provincial policing costs only; these figures only represent their share of the contract costs and exclude costs borne by the federal government which are over and above the contract costs. These figures also do not include the costs to Canada for Federal Service members operating in BC.
34. Total Costs for municipal police departments represent 100% of policing costs. Note: IHIT costs (70% cost share) were added to their policing costs.
35. Total Costs for RCMP municipal services include the municipality's share of RCMP contract costs (70% or 90%, depending on population) as well as any costs that are borne 100% by the municipality, i.e., accommodation costs, support staff. Data for dedicated airport security positions at the Vancouver International Airport is not included in this table.

Endnotes, continued

36. Total Costs paid by the provincial government include funding for the Front-Line Resource Re-allocation initiative. Authorized strength at impacted jurisdictions have been updated in this year's publication. The Provincial Support Team provides service throughout Province, and is not included in jurisdiction-specific figures. See endnote 21.
37. Total Costs paid by the provincial government include additional funding for police equipment, contract services and professional fees
38. Authorized strength includes Aboriginal Community Constable Program members, which are gradually being converted to Community Tripartite Agreement under the First Nations Community Policing Services (FNCPS).
39. In 2020, the authorized strength increased to 117.5. Costs associated with enhanced police services provided by Delta Police Department to Tsawwassen First Nation (TFN), which are shared by the provincial and federal governments (48% and 52% respectively), are not included within this table. In 2020/21, the provincial government contributed \$93,048 and the federal government contributed \$100,802 for the position providing this enhanced service to TFN. The position is included in the authorized strength for Delta Police Department.
40. Adjusted strength figures are not available for depictions of 10-year trend data. As a result, only authorized strengths are used in this table. See page 27 for the definition of authorized strength.
41. Due to an RCMP calculation error, the 10-Year authorized strength figures for the RCMP Division Administration have been adjusted. See data qualifier 8 on page 28.
42. In 2012, the number of authorized strength positions under Annex A of the *Provincial Police Service Agreement (PPSA)* was adjusted upon signing the 2012 Agreement. The Front-line Resource Re-allocation initiative was updated in the Provincial jurisdictions for the 2020 publication.
43. The South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) was formed as a transit security department in October 2004 and converted to a designated police unit under the *Police Act* on December 4, 2005.
44. Vancouver Airport Authority signed a supplemental agreement to Richmond's *Municipal Police Unit Agreement* in 2012. At that time, the City of Richmond assumed the administrative and financial functions for payment of enhanced RCMP policing services to the airport through the Richmond RCMP detachment. The airport authority reimburses Richmond 100% of the cost for the airport police. Authorized strength data for Richmond does not include Vancouver International Airport positions.
45. Victoria Airport Authority signed a supplemental agreement to North Saanich's *Municipal Police Unit Agreement* in 2006. At that time, the District of North Saanich assumed the administrative and financial functions for payment of enhanced RCMP policing services to the airport through the North Saanich RCMP detachment. The airport authority reimbursed North Saanich 100% of the cost for the airport police. Effective April 2013, the Victoria Airport Authority agreement for dedicated police services ended and was not continued.
46. The following policing jurisdictions have been opened or closed subsequent to Canada Census results or detachment/departmental amalgamations. Where jurisdictions have been amalgamated, the data shown reflect the total reporting for both the present jurisdiction and the absorbed jurisdiction up to and including the year in which the jurisdictions were amalgamated.
- 2003: Sparwood Prov, Fernie Prov and Elkford Prov were restructured into Elk Valley Detachment.
Oliver Prov and Osoyoos Prov were restructured into South Okanagan Detachment.
Sechelt Prov and Gibsons Prov amalgamated into Sunshine Coast Prov.
Esquimalt Police Department amalgamated with the Victoria Police Department.
- 2004: Ditidaht First Nations Self-Administered Police Service (FNSAPS) was closed and Lake Cowichan RCMP provincial detachment assumed policing responsibilities for the area.
- 2007: As a result of the 2006 Canada Census, the Township of Spallumcheen and the District of Mackenzie went under 5,000 population. Spallumcheen reverted to a provincial service jurisdiction effective April 1, 2007. Mackenzie reverted to a provincial service jurisdiction on April 1, 2008.
- 2009: The District of West Kelowna incorporated in 2007 with a population exceeding 15,000. The District continued to be policed by the provincial service as part of Kelowna Prov until they signed a *Municipal Police Unit Agreement* effective April 1, 2009. According to the 2006 Canada Census, the District of Kent went over 5,000 population. The District was policed by Agassiz Prov until they signed a *Municipal Police Unit Agreement* effective April 1, 2009.
- 2010: The former Northern Rockies Regional District incorporated as the first regional municipality in BC in 2009. The Northern Rockies Regional Municipality continued to be policed by the provincial service as part of Fort Nelson Prov until they signed a *Municipal Police Unit Agreement* effective April 1, 2010. The municipality was policed by Northern Rockies Mun from April 1, 2010 to March 31, 2012 (see also below) and the remaining area was policed by Northern Rockies Prov during this time (for the purposes of this table "Fort Nelson Prov" figures are reported under "Northern Rockies Prov").
- 2012: According to the 2011 Canada Census, the municipalities of Creston, Peachland and Spallumcheen went over 5,000 population and, as a result, became responsible for providing police services within their municipal boundaries. Each of these municipalities signed a *Municipal Police Unit Agreement* with the provincial government for the provision of RCMP municipal services effective April 1, 2012. Prior to 2012, Creston was policed by Creston Prov; Peachland was policed by Kelowna Prov; and Spallumcheen was policed by Armstrong Prov. In addition, due to 2011 Canada Census results, Northern Rockies Regional Municipality (NRRM) fell below 5,000 population, and responsibility for policing the municipality reverted back to the provincial service (Northern Rockies Prov) effective April 1, 2012.

Endnotes, continued

- 2013: NRRM appealed their Census population figure with Statistics Canada. An investigation was conducted and Statistics Canada revised NRRM's Census count to 5,290. As a result, NRRM again became responsible for policing within its municipal boundaries effective April 1, 2013.
- 2017: According to the 2016 Canada Census, the municipalities of Armstrong, Fernie and Osoyoos went over 5,000 population and, as a result, became responsible for providing policing within their municipal boundaries, effective April 1, 2017. In addition, due to 2016 Canada Census results, Northern Rockies Regional Municipality (NRRM) fell below 5,000 population, and responsibility for policing the municipality reverted back to the provincial service (Northern Rockies Prov) effective April 1, 2017.
47. In 2017, Comox Mun reduced its authorized strength to 11.3 to reflect the deeming of civilian members into the Federal public service. The deeming date has been postponed and therefore, the authorized strength remains at 11.6 (shown as 12).
48. The Elk Valley Detachment includes three provincial policing jurisdictions: Elkford Prov, Fernie Prov, and Sparwood Prov. Starting in 2010, the Elk Valley Detachment authorized strength total included one GIS member assigned to the detachment as a whole.
49. In July 2014, Houston Prov and Granisle Prov were formally amalgamated. Prior to this amalgamation, Houston/Granisle operated in an informally amalgamated manner from two Detachment offices; the main office in the District of Houston and the second in the Village of Granisle. The Granisle office remains and functions as a Community Policing Office.
50. In 2010, the Coastal Policing Unit in Prince Rupert took over policing of the Kitasoo/Klemtu area; increasing its authorized strength by two members.
51. In 2020, Vanderhoof Prov increased by 3 members; 1 converted from a specialized position and 2 officers reallocated from within the Provincial Service.

Key Impacts on Crime Statistics

Comparisons of crime statistics between jurisdictions, provinces, and years should be made with caution, as many factors influence police-reported crime statistics other than actual changes in crime, such as: global events, demographic changes, social and economic trends, police reporting practices, public reporting practices to police, technological advancements, legislative amendments, local police service priorities, and social perceptions and attitudes towards certain crimes.

Impact of the Global COVID-19 Pandemic

Many shifts in crime trends in 2020 may be attributable to the global COVID-19 pandemic, which brought widespread and unprecedented changes to daily life. Overall, the volume of police-reported crime in the early months of the pandemic was far lower compared to the previous year. This was largely driven by decreases in property crime, as the shift to remote work arrangements and restrictions on businesses and travel increased guardianship and reduced opportunities for certain property crimes.

Pandemic-related restrictions may have also impacted and presented new barriers to the reporting and detection of other crime types, including family violence and sexual assaults.

As well, the pandemic may have also exacerbated the incidence of hate crimes, which in 2020, increased to the largest number for Canada since at least 2009. Crimes targeting race or ethnicity increased notably, particularly towards the Black, East or Southeast Asian, Indigenous, and South Asian populations.

More analyses of the impact of the COVID-19 pandemic on police-reported crime statistics can be found at:

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2021001/article/00013-eng.htm>

Impact of Uniform Crime Reporting (UCR) Scoring Rule Changes

In January 2018, Statistics Canada updated its crime reporting methodology for police services across Canada to represent a “victim-centred approach” to recording crimes, which means it is to be believed that the crime occurred unless there is credible evidence to prove it did not. These changes were expected to increase the incidence and decrease the clearance rate for certain crimes, such as sexual assault.

Police agencies across BC implemented these scoring rule changes in January 2019, which contributed in part to notable increases in crime rates and decreases in clearance rates for BC in 2019.

More information about the UCR Survey and these scoring rule changes can be found at:

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54973-eng.htm>

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2020001/article/00010-eng.htm>

It was anticipated that BC’s crime rates would increase again in 2020, based on the continued impact of these scoring rule changes; however, 2020 crime trends were also significantly impacted by the COVID-19 pandemic and other factors, resulting in an overall decrease in BC’s crime rates in 2020.

Police Resource Definitions and Data Qualifiers

- Population figures** are estimates prepared annually by BC Stats, based on the results of the Canada Census which is conducted every five years. These estimates reflect only the permanent residential population of a jurisdiction. Where a jurisdiction serves as a resort, business or entertainment centre, it may have substantial “part-time” or transient/seasonal populations in addition to its permanent resident population, such as tourists, cabin owners, commuters, students, and seasonal staff. These temporary populations groups are counted in population figures within the jurisdiction of their place of residence and not the jurisdiction in which they may be temporarily visiting or working. Note: the 2020 population estimates provided by BC Stats were based on the Statistics Canada 2016 Census boundary geographies adjusted in accordance with current police jurisdiction boundaries.
- Authorized strength** represents the maximum number of positions that the detachment or department has been authorized to fill as of December 31st of each calendar year. The authorized strength for both municipal RCMP services and municipal police department jurisdictions (Mun) represents the number of sworn officers/members and sworn civilian officers/members assigned to a detachment or department, but does not include non-sworn civilian support staff, bylaw enforcement officers, the RCMP Auxiliary program or municipal police department reserve police officers. The authorized strength for Provincial Service jurisdictions (Prov) represents the number of sworn members assigned to General Duty and General Investigation Service (GD/GIS) functions at a detachment but does not include members assigned to specialized functions such as traffic enforcement, forensic identification or major case crimes, etc. The assigned strengths for provincial service jurisdictions are obtained from RCMP “E” Division Headquarters. The authorized strengths for RCMP municipal jurisdictions are obtained from Annex A of each municipality’s *Municipal Police Unit Agreement* (MPUA). (**Note:** *Due to inconsistencies in counting Integrated Team members some Lower Mainland District (LMD) municipalities’ authorized strengths are not comparable and may reflect some, none or all integrated team members. Policing and Security Branch is working with the RCMP and LMD municipalities to achieve consistency in Annex A, authorized strengths. For 2020, a separate “adjusted strength” figure for these municipalities has been calculated to show the net adjustment to authorized strength to account for Integrated Team members. Adjusted strength figures are not included in tables showing ten year authorized strength trends*). Authorized strengths for municipalities policed by municipal police departments are collected annually from each department. The exact values from the source data was used, however values reported have been rounded up to the nearest whole number, unless otherwise shown. Due to the differences in the organizational structure of each type of unit and methods of collecting authorized strength data, comparisons between RCMP provincial, RCMP municipal, and municipal police jurisdictions should be made with caution.
- Adjusted strength** is a calculation that adjusts a municipal authorized strength to account for Integrated Team members who are assigned on a regional basis. For 2020, adjusted strength applies to LMD Integrated Team participation only. The Integrated Teams member adjustment is based on a proportional allocation of Full-Time Equivalent (FTE) utilization attributable to each municipality’s financial contribution to the LMD teams for the fiscal year 2020/2021. Some LMD municipalities’ authorized strength already includes or accounts for a portion of Integrated Team members; therefore, not all Integrated Teams’ adjustments are a simple addition to authorized strength. The values reported have been rounded up to the nearest whole number after making the adjustments using exact values from the source data.
- Case loads** are defined as the number of *Criminal Code* offences (excluding drugs and traffic offences) per authorized strength. They represent the workload per officer, and as a result, are often a better indicator of the demand for police services than either a jurisdiction’s population or its crime rate. The case load is calculated by dividing the total number of *Criminal Code* offences in the calendar year by the authorized strength as of December 31st of the same calendar year. (**Note:** The adjusted strength has been used to calculate the case loads for municipal units participating in Lower Mainland District Integrated Teams). Please refer to recent changes in the impact on UCR scoring rules on page 24.

Police Resource Definitions and Data Qualifiers, Continued

5. **Total Criminal Code Offences** includes property, violent, and other crimes (excluding drugs and traffic offences). **Number of offences** represents only those crimes reported to, or discovered by the police which, upon preliminary investigation, have been deemed to have occurred or been attempted; these data do not represent nor imply a count of the number of charges laid, prosecutions conducted, informations sworn or convictions obtained. These data have been recorded by the police utilizing the Uniform Crime Reporting 2 (UCR2) Survey scoring rules and guidelines. If a single criminal incident contains a number of violations of the law, then only the most serious violation is counted for purposes of this statistic. Please refer to recent changes in the impact on UCR scoring rules on page 24.
6. **Crime rate** is the number of *Criminal Code* offences or crimes (excluding drugs and traffic) reported for every 1,000 persons. It is a better measure of trends in crime than the actual number of offences because it accounts for population differences. A high crime rate may indicate that a municipality is a “core city”, i.e., a business and/or entertainment centre for many people who reside outside, as well as inside, the municipality. As a result, “core cities” may have large part-time or temporary populations which are excluded from both their population bases and their crime rate calculations. Please refer to recent changes in the impact on UCR scoring rules on page 24.
7. **Total Costs** refer to actual costs as reported by each municipality, collected annually from the PSB administered Municipal Police Expenditure Survey. For municipalities policed by the RCMP, total costs include the municipality’s share of RCMP contract costs, including integrated team costs, (i.e., either 70% or 90% depending on population) plus those costs borne 100% by the municipality which are over and above the contract costs, such as support staff and accommodation. Total costs do not include costs for bylaw enforcement or victim services programs, capital expenditures (such as major construction projects), or revenues. There is some variation between jurisdictions with respect to the cost items that are included in their policing budgets and reflected in total costs, so caution should be used if comparisons are being made. As a result of variances in reporting practices, in 2017, the Municipal Policing Expenditure Survey was amended to include amortization/depreciation costs as part of the Accommodation costs. Previous iterations of the survey and scoring rules did not specifically articulate the inclusion of the amortization/depreciation costs and was added to standardize practices from all municipalities.
8. The data contained in this report may vary when compared with previous reports produced by Policing and Security Branch. Where variances occur, the report produced at the latest date will reflect the most current data available.
9. Populations, crime rates and case loads are only three of the many factors used to determine the strength and organization of a police agencies. A number of other factors, such as size and accessibility of the area to be policed and traffic volume are also taken into consideration. In addition, case loads and crime rates do not reflect the time spent by police providing general assistance to the public, participating in crime prevention programs, or enforcing traffic laws.
10. Comparisons between municipal police departments, RCMP municipal and RCMP provincial services should be made with caution.

DATA SOURCES:

Crime:	Statistics Canada. 2020. Incident-based crime statistics, by detailed violation and police services, British Columbia, annual, 1998 to 2020 (Table 35-10-0184-01). Released and accessed on July 27, 2021. https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3510018401
Populations:	BC Statistics, Ministry of Labour, Citizens' Services and Open Government, BC.
Police Costs and Resources:	Royal Canadian Mounted Police, “E” Division; Policing and Security Branch; Municipal Police Departments; Municipalities.
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