



# Police Protection Enhancement

## Description:

Council directed Administration to have a Police Resource Review performed. The review resulted in a suggested increase of 11 Municipal Employee positions plus an unknown number of Data Processors. Police Protection has spread the request for positions over a 5-year span of 2023 through 2027. The request for 2025, in order of priority, is one Assistant Manager of Operations; one Victim Services Worker and one Community Policing Coordinator.

Assistant Manager Operations –In 2022 Police Support Services (PSS) restructured the roles of the Manager and Assistant Manager. The Manager has taken on all 9 of the supervisors as direct reports, and is responsible for all processes and policy changes, finance, special projects, and liaising with senior RCMP. The Assistant Manager position, in addition to building maintenance coordination, changed to take on a Human Resources role, being responsible for all aspects from recruitment to exit, with no direct reports.

PSS has made observations which suggest a further change to the structure is required:

1. 9 Supervisors and 1 Assistant Manager (in addition to the other positions) reporting directly to the Manager is not conducive for good command and control. This volume of routine supervision is taking away from the strategic functions that the Manager should be focusing on. It has been assessed that this arrangement, if maintained, will cause deterioration in the municipal RCMP relationship and negatively impact the operational health of the department.
2. A consultant report was conducted in November 2023 and recommended adding an additional senior civilian manager, such as a Director, to PSS. The department believes this can be achieved at a lower cost by adding an Assistant Manager.

Victim Services –The VS unit is currently made up of two paid positions and a handful of volunteers to deliver the program. With the increase in referrals and the time and access restrictions the volunteers have, adding one full-time paid position will provide a more stable, effective, and efficient service to the RCMP and the community.

Community Policing –The Community Policing Unit is the proactive side of policing and consists of 2 RCMP members, 1 municipal staff, and volunteers. The main responsibilities of the Community Policing Coordinator are to administer crime prevention programs such as Block Watch, CPTED Evaluations, STRIVE, Restorative Justice, Garage 529, crime prevention presentations, and Citizens on Patrol. Being able to deliver effective services and programs with dedicated staff will require an additional staff member.

## Financial Cost of Enhancement:

The annual cost is estimated at: Assistant Manager **\$140,093**; Victim Services Worker **\$92,116**; and Community Policing Coordinator **\$96,785**; for a total of **\$328,994**.

## 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.