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# 2012 Municipal Police Service Agreements

Presentation to  
Alberta Urban Municipalities Association  
Supplementary Session  
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**Bill Meade**  
Assistant Deputy Minister  
Public Security Division  
Alberta Solicitor General and Public Security

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## Overview

- **The Municipal Police Service Agreement (MPSA) flows from the Provincial Police Service Agreement (PPSA)**
  - 43 MPSAs in Alberta
  - approximately 180 MPSAs in Canada
- **Municipalities participated during renegotiation process through provincial municipal associations and in Alberta, AUMA was the representative**

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**Alberta's MPSAs**



- Principle-based negotiations
- Alberta accepted key federal principle that all RCMP costs associated to contract policing are reasonable, billable costs for PTs and municipalities under the cost share ratio

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**Alberta's MPSA**

- Overall base contract cost increase to Alberta municipalities is estimated 1.8% which includes:
  - Complaints Body
  - CPP Adjustment
  - Legal costs
  - Enhanced Reporting and Accountability
  - Accommodations for municipalities in federal buildings\*
  - PILT\*
- Non-contract renewal incremental costs for MPSAs (regular cost of doing business) for 2012

\*Note: meeting will be held for municipalities occupying federally owned buildings

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## AUMA Identified Enhancements

- **Negotiations of 2012 MPSA achieved enhancements identified in the 2006 AUMA survey:**
  - ✓ **community consultation & local priority setting with CEO**
    - annual engagement of municipality and RCMP
    - establishing policing committees
  - ✓ **3 year financial planning cycle**

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## AUMA Identified Enhancements

- ✓ **municipal accommodation rates for federally owned buildings**  
(16 of 43 MPSA)
  - based upon actual costs reconciled every five years
- ✓ **timely acquisition of additional resources**
  - Canada to provide resources within one year of written notice
  - sustained annual recruiting and cadet training
- ✓ **formula for minimal policing standards**
  - consultation with CEO using RCMP workload analysis

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## AUMA Identified Enhancements

- ✓ **municipal engagement - selection of detachment commander**
  - expanded to all ranks of detachment commander
- ✓ **managing long term leave vacancies**
  - monthly FTE utilization reports; consultation with Commanding Officer on resource impacts
- ✓ **equipment acquisition**
  - consultation with CEO; RCMP business plan required
- ✓ **Integration with Peace Officers**
  - not MPSA specific; addressed through Law Enforcement Framework

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## Key Elements of New Agreement

- **20 year Agreement, expiring in 2032**
- **Cost shares have remained constant; 70/30 for PTs and municipalities under 15,000; 90/10 for municipalities over 15,000**
- **Emphasis on local engagement in setting objectives, priorities and goals of RCMP contract policing**
- **Harmonization of provincial standards**
- **Enhanced financial planning and reporting**

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## Key Elements of New Agreement

- **Enhanced review mechanisms by the Provinces/Territories, results of which will apply to MPSA:**
  - **bilateral reviews**
  - **directed reviews**
  - **independent third party reviews**
  - **five year reviews**

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## Key Elements of New Agreement

- **Timely and conciliatory dispute resolution mechanism for MPSAs related to operational reviews.**
- **Escalation phases - 30, 45, 60, 120, 180 day periods:**
  - **Detachment Commander / CEO attempt to resolve**
  - **Commanding Officer**
  - **Provincial and Federal ADMs**
  - **Provincial and the Federal DMs**
  - **Provincial and Federal Ministers**

(Notwithstanding, any dispute of significant magnitude may be referred to the Federal or Provincial Ministerial or Deputy Ministerial level by the CEO in consultation with the Province)

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## Enhanced Governance & Accountability

- modernized public complaints process
- independent investigation for serious incidents involving police (ASIRT)
- harmonizing policing standards
- enhanced review processes
- enhanced dispute resolution process

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## Cost Base Enhancements

- Recruiting, Cadet & Police Service Dog Training Centre Rate
  - remains constant at \$3500 per capita for 3 year transition period. Includes:
    - relocation costs for cadets and trainers
    - PILT
    - does not include major capital costs
  - converting to actual cost, based on three year rolling average, to better reflect fluctuations in RCMP recruiting and training activity

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## Cost Base Enhancements

- **Total Compensation Rate** (approx. 55-60% of contract costs)
  - RCMP total compensation (salary, benefits, pension) to maintain parity to the average of the top 3 comparable police services in the police universe (currently Vancouver, Toronto, OPP)
  - If it exceeds average of the top 3, review may be initiated via Contract Management Committee

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## Cost Base Enhancements

- **Legal Advisory Services** (\$2M across all Provinces and MPSAs)
  - costs for legal services incurred by Canada to administrate RCMP contract policing agreements; infrastructure acquisition, etc.
  - does not include legal costs associated with operations or civil litigation

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## MPSA Ratification/Signing Process

- Legal review being conducted by Alberta and Canada
- Final draft to AUMA Safe and Healthy Communities Committee for review and questions
- Federal Government /Municipality (Mayor and CAO) sign-off in November, 2011
- Questions can be relayed to Gloria Ohrt, Director, Contract Policing and Policing Oversight

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## Implementation

- New Municipal Police Agreement commences April 1, 2012
- AUMA representative to advise on AB municipality concerns, for discussion at FPT Contract Management Committee

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