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**From:** Pecknold, Clayton PSSG:EX  
**Sent:** Thursday, March 22, 2018 9:54 AM  
**To:** O'Neill, Jennifer L PSSG:EX  
**Subject:** FW: Federal postions.  
**Attachments:** Brian CANTERA.vcf

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**From:** Brian CANTERA [<mailto:Brian.Cantera@rcmp-grc.gc.ca>]  
**Sent:** Thursday, December 3, 2015 12:43 PM  
**To:** Pecknold, Clayton JAG:EX  
**Subject:** Re: Federal postions.

Hello Clayton,

FSOC are 43% vacancies  
Policing Support Services Federal positions are 22% vacancies  
INSET is 15% are vacancies

Total 946 Federal positions - 294 vacancies. - 31%

Regards,

Brian

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>>> "Pecknold, Clayton JAG:EX" <[Clayton.Pecknold@gov.bc.ca](mailto:Clayton.Pecknold@gov.bc.ca)> 2015/12/03 10:06 AM >>>

About what percentage of federal positions are you down?

# RCMP



ROYAL CANADIAN MOUNTED POLICE

# **“E” Division Executive Report**

January 01, 2016



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## PART I - PERSONNEL

### "E" DIVISION - PERSONNEL OVERVIEW

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	709	196	0	905	145	535	161.5	0	696.5	112
Protective	96	37	0	133	65	82	27	0	109	55
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	109	0	0	109	0	103	0	0	103	0
Provincial ^	1853	534.5	0	2387.5	614.5	1775.5	453.5	1	2230	517.5
Municipal	3739.5	44	11	3794.5	48	3739	43	13	3795	42.5
Corp Infra	95	66	0	161	389	120	51.5	0	171.5	317
Dept Admin	21	15.5	0	36.5	36	23	12.5	0	35.5	27
<b>TOTAL</b>	<b>6622.5</b>	<b>893</b>	<b>11</b>	<b>7526.5</b>	<b>1298.5</b>	<b>6377.5</b>	<b>749</b>	<b>14</b>	<b>7140.5</b>	<b>1072</b>

#### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	8	1	12	28	7	9	1	0
	CM	1	0	6	7	4	2	1	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	5	1	6	*	*
Protective	RM	6	0	0	3	3	0	0	14
	CM	0	0	0	0	0	1	0	9
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	1	1	7	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	1	*	*
Aboriginal	RM	0	2	3	7	4	2	0	6
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	69	3	57	108	29	5	7	-6.5
	CM	1	1	10	21	17	16	0	9
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	12	17	22	*	*
Municipal	RM	118	22	135	160	88	33	23	-29.5
	CM	0	0	0	1	1	3	0	-4
	SCST	4	0	0	1	0	0	0	*
	PSE	*	*	*	3	1	1	*	*
Corp Infra	RM	19	0	1	5	0	1	0	-33
	CM	0	0	0	3	3	1	0	7.5
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	11	7	21	*	*
Dept Admin	RM	0	0	4	3	0	0	0	-4
	CM	0	0	1	1	1	2	0	-2
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	2	0	6	*	*
<b>Totals</b>	<b>RM</b>	<b>220</b>	<b>28</b>	<b>212</b>	<b>314</b>	<b>131</b>	<b>50</b>	<b>31</b>	<b>-53</b>
	<b>CM</b>	<b>2</b>	<b>1</b>	<b>17</b>	<b>33</b>	<b>26</b>	<b>25</b>	<b>1</b>	<b>19.5</b>
	<b>SCST</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>*</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>34</b>	<b>27</b>	<b>64</b>	<b>*</b>	<b>*</b>

\* Metric not applicable.

^ Annex A Strength 2602 = 2387.5 + 178 Independent Muni + 69 Integrated Positions on MBL + 40 PORF STE's - 72.5 reconciliation margin.

Hard Vacancy is how many positions left to fill if everyone on leave came back to work. See Page 9 for definition.

## "E" DIVISION HEADQUARTERS - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	708	196	0	904	145	534	161.5	0	695.5	112
Protective	95	35	0	130	65	81	26	0	107	55
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	2	0	0	2	0	2	0	0	2	0
Provincial	930	515.5	0	1445.5	341.5	850	444.5	1	1295.5	270.5
Municipal	53	0	0	53	2	45	0	0	45	2
Corp Infra	95	66	0	161	389	120	51.5	0	171.5	317
Dept Admin	21	15.5	0	36.5	36	23	12.5	0	35.5	27
<b>TOTAL</b>	<b>1904</b>	<b>828</b>	<b>0</b>	<b>2732</b>	<b>979.5</b>	<b>1655</b>	<b>696</b>	<b>1</b>	<b>2352</b>	<b>784.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	8	1	12	28	7	9	1	0
	CM	1	0	6	7	4	2	1	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	5	1	6	*	*
Protective	RM	6	0	0	3	3	0	0	14
	CM	0	0	0	0	0	1	0	8
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	1	1	7	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	1	*	*
Aboriginal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	55	2	32	69	11	3	3	0
	CM	1	1	10	21	16	16	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	8	16	11	*	*
Municipal	RM	0	0	0	0	0	0	0	8
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Corp Infra	RM	19	0	1	5	0	1	0	-33
	CM	0	0	0	3	3	1	0	7.5
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	11	7	21	*	*
Dept Admin	RM	0	0	4	3	0	0	0	-4
	CM	0	0	1	1	1	2	0	-2
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	2	0	6	*	*
<b>Totals</b>	<b>RM</b>	<b>88</b>	<b>3</b>	<b>49</b>	<b>108</b>	<b>21</b>	<b>13</b>	<b>4</b>	<b>-15</b>
	<b>CM</b>	<b>2</b>	<b>1</b>	<b>17</b>	<b>32</b>	<b>24</b>	<b>22</b>	<b>1</b>	<b>13.5</b>
	<b>SCST</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>*</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>27</b>	<b>25</b>	<b>52</b>	<b>*</b>	<b>*</b>

\* Metric not applicable.

## ISLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	24	0	0	24	0	22	0	0	22	0
Provincial	228	1	0	229	72	237	1	0	238	60.5
Municipal	435	3	0	438	23	452.5	3	0	455.5	20.5
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>687</b>	<b>4</b>	<b>0</b>	<b>691</b>	<b>95</b>	<b>711.5</b>	<b>4</b>	<b>0</b>	<b>715.5</b>	<b>81</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Protective	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Aboriginal	RM	0	1	1	1	0	0	0	2
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	5	0	10	13	6	1	0	-10
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	1	*	*
Municipal	RM	3	2	18	25	7	5	2	-21.5
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	1	1	0	*	*
Corp Infra	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Dept Admin	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
<b>Totals</b>	RM	8	3	29	39	13	6	2	-29.5
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	1	1	1	*	*

\* Metric not applicable.

## LOWER MAINLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	1	0	0	1	0	1	0	0	1	0
Protective	1	2	0	3	0	1	1	0	2	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	11	0	0	11	0	9	0	0	9	0
Provincial	141	16	0	157	42	141	6	0	147	31
Municipal	2325.5	35	11	2371.5	23	2323	35	11	2369	20
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>2479.5</b>	<b>53</b>	<b>11</b>	<b>2543.5</b>	<b>65</b>	<b>2475</b>	<b>42</b>	<b>11</b>	<b>2528</b>	<b>51</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Protective	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	1
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Aboriginal	RM	0	0	0	0	1	0	0	2
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	2	1	4	5	3	0	2	-1
	CM	0	0	0	0	1	0	0	9
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	2	0	1	*	*
Municipal	RM	91	15	83	86	56	17	17	-20.5
	CM	0	0	0	1	1	3	0	-5
	SCST	2	0	0	1	0	0	0	*
	PSE	*	*	*	2	0	1	*	*
Corp Infra	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Dept Admin	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
<b>Totals</b>	<b>RM</b>	<b>93</b>	<b>16</b>	<b>87</b>	<b>91</b>	<b>60</b>	<b>17</b>	<b>19</b>	<b>-19.5</b>
	<b>CM</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>5</b>
	<b>SCST</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>*</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>*</b>	<b>*</b>

\* Metric not applicable.

## NORTH DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	52	0	0	52	0	50	0	0	50	0
Provincial	266	1	0	267	74.5	252	1	0	253	70
Municipal	337	1	0	338	0	331	0	2	333	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>655</b>	<b>2</b>	<b>0</b>	<b>657</b>	<b>74.5</b>	<b>633</b>	<b>1</b>	<b>2</b>	<b>636</b>	<b>70</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Protective	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Aboriginal	RM	0	1	1	3	3	1	0	2
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	2	0	3	6	5	0	0	14
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	1	5	*	*
Municipal	RM	13	3	8	9	8	5	0	4
	CM	0	0	0	0	0	0	0	1
	SCST	2	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Corp Infra	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Dept Admin	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
<b>Totals</b>		<b>15</b>	<b>4</b>	<b>12</b>	<b>18</b>	<b>16</b>	<b>6</b>	<b>0</b>	<b>20</b>
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
		<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>*</b>
		<b>*</b>	<b>*</b>	<b>*</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>*</b>	<b>*</b>

\* Metric not applicable.

## SOUTHEAST DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	20	0	0	20	0	20	0	0	20	0
Provincial	288	1	0	289	84.5	295.5	1	0	296.5	85.5
Municipal	589	5	0	594	0	587.5	5	0	592.5	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>897</b>	<b>6</b>	<b>0</b>	<b>903</b>	<b>84.5</b>	<b>903</b>	<b>6</b>	<b>0</b>	<b>909</b>	<b>85.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Protective	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Aboriginal	RM	0	0	1	3	0	1	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	5	0	8	15	4	1	2	-9.5
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	2	0	4	*	*
Municipal	RM	11	2	26	40	17	6	4	0.5
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Corp Infra	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Dept Admin	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
<b>Totals</b>	RM	16	2	35	58	21	8	6	-9
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	0	2	0	4	*	*

\* Metric not applicable.

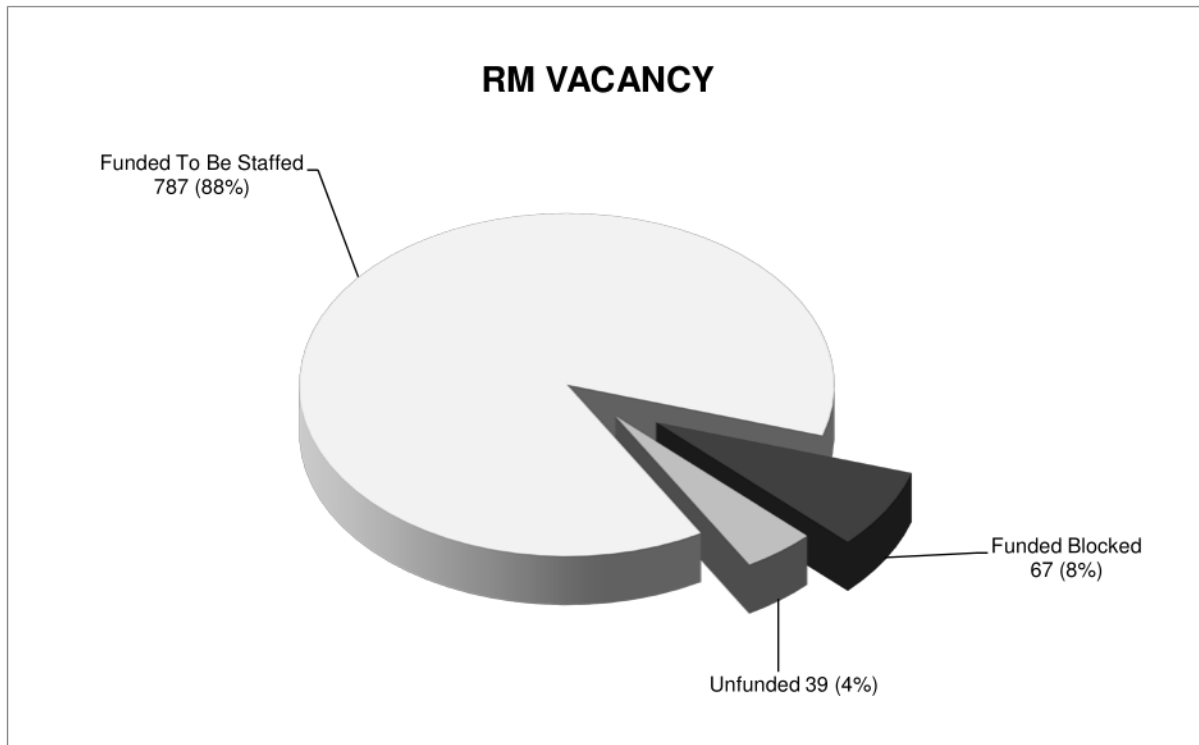
## RM DEMAND FORECAST

Customized for Finance: ACT does not include Med, Mat, LWOP and Sus.

		Revised EST			ACT			SOFT VACANCY	TOTAL LEAVES					HARD VACANCY	
		(EST - BLOCK)			(includes STE, PMW, GRW)			(Revised EST - ACT)	(Med + Mat/Pat + LWOP + Sus)					Soft Vacancy - Total Leaves	
EHQ	BLs	EST	- BLOCK	= (EST - BLOCK)	STE	PMW	GRW		Med	Mat/Pat	LWOP	Sus	=		
	Fed	708	33	675	8	1	12	489	186	28	7	9	1	45	141
	Prot	95	0	95	6	0	0	75	20	3	3	0	0	6	14
	NPS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Abor	2	0	2	0	0	0	2	0	0	0	0	0	0	0
	Prov*	930	29	901	55	2	32	764	137	69	11	3	3	86	51
	Muni	53	0	53	0	0	0	45	8	0	0	0	0	0	8
	Corp	95	8	87	19	0	1	114	-27	5	0	1	0	6	-33
	Dept	21	2	19	0	0	4	20	-1	3	0	0	0	3	-4
EHQ TOTAL		1904	72	1832	88	3	49	1509	323	108	21	13	4	146	177
Island Dist	BLs	(EST - BLOCK)			(includes STE, PMW, GRW)			(Revised EST - ACT)	(Med + Mat/Pat + LWOP + Sus)					Soft Vacancy - Total Leaves	
	Fed	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Prot	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	NPS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Abor	24	0	24	0	1	1	21	3	1	0	0	0	1	2
	Prov*	228	1	227	5	0	10	217	10	13	6	1	0	20	-10
	Muni	435	4	431	3	2	18	413.5	17.5	25	7	5	2	39	-21.5
	Corp	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Dept	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Island Dist TOTAL		687	5	682	8	3	29	651.5	30.5	39	13	6	2	60	-29.5
LMD	BLs	(EST - BLOCK)			(includes STE, PMW, GRW)			(Revised EST - ACT)	(Med + Mat/Pat + LWOP + Sus)					Soft Vacancy - Total Leaves	
	Fed	1	0	1	0	0	0	1	0	0	0	0	0	0	0
	Prot	1	0	1	0	0	0	1	0	0	0	0	0	0	0
	NPS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Abor	11	0	11	0	0	0	8	3	0	1	0	0	1	2
	Prov*	141	1	140	2	1	4	131	9	5	3	0	2	10	-1
	Muni	2325.5	23	2302.5	91	15	83	2147	155.5	86	56	17	17	176	-20.5
	Corp	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Dept	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LMD TOTAL		2479.5	24	2455.5	93	16	87	2288	167.5	91	60	17	19	187	-19.5
North Dist	BLs	(EST - BLOCK)			(includes STE, PMW, GRW)			(Revised EST - ACT)	(Med + Mat/Pat + LWOP + Sus)					Soft Vacancy - Total Leaves	
	Fed	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Prot	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	NPS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Abor	52	0	52	0	1	1	43	9	3	3	1	0	7	2
	Prov*	266	0	266	2	0	3	241	25	6	5	0	0	11	14
	Muni	337	2	335	13	3	8	309	26	9	8	5	0	22	4
	Corp	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Dept	0	0	0	0	0	0	0	0	0	0	0	0	0	0
North Dist TOTAL		655	2	653	15	4	12	593	60	18	16	6	0	40	20
Southeast Dist	BLs	(EST - BLOCK)			(includes STE, PMW, GRW)			(Revised EST - ACT)	(Med + Mat/Pat + LWOP + Sus)					Soft Vacancy - Total Leaves	
	Fed	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Prot	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	NPS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Abor	20	0	20	0	0	1	16	4	3	0	1	0	4	0
	Prov*	288	2	286	5	0	8	273.5	12.5	15	4	1	2	22	-9.5
	Muni	589	1	588	11	2	26	520.5	67.5	40	17	6	4	67	0.5
	Corp	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Dept	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Southeast Dist TOTAL		897	3	894	16	2	35	810	84	58	21	8	6	93	-9
EDIV TOTAL	BLs	(EST - BLOCK)			(includes STE, PMW, GRW)			(Revised EST - ACT)	(Med + Mat/Pat + LWOP + Sus)					Soft Vacancy - Total Leaves	
	Fed	709	33	676	8	1	12	490	186	28	7	9	1	45	141
	Prot	96	0	96	6	0	0	76	20	3	3	0	0	6	14
	NPS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Abor	109	0	109	0	2	3	90	19	7	4	2	0	13	6
	Prov*	1853	33	1820	69	3	57	1626.5	193.5	108	29	5	7	149	44.5
	Muni	3739.5	30	3709.5	118	22	135	3435	274.5	160	88	33	23	304	-29.5
	Corp	95	8	87	19	0	1	114	-27	5	0	1	0	6	-33
	Dept	21	2	19	0	0	4	20	-1	3	0	0	0	3	-4
EDIV TOTAL		6622.5	106	6516.5	220	28	212	5851.5	665	314	131	50	31	526	139

Note: GRW and PMW are counted in their home collar and BL's.

\* Annex A strength 2602 = 1853 RM + 534.5 CM's + 178 Independent Muni + 69 Integrated positions on MBL + 40 PORF STE's - 72.5 Reconciliation Margin



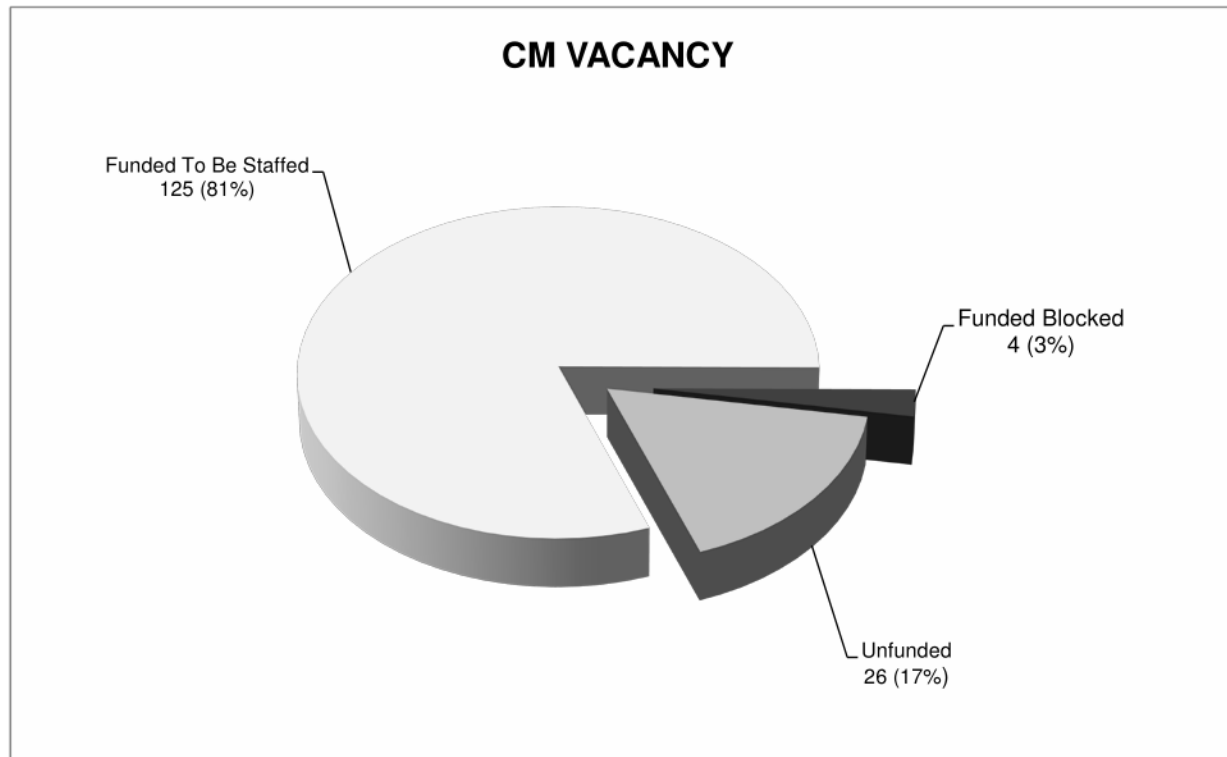
### RM VACANCY DETAILS

	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	229	35	218	62	68	612
Staffing In Progress	71	4	70	13	8	166
Officer equivalent	2	0	0	0	0	2
Other	6	0	1	0	0	7
<b>Total</b>	<b>308</b>	<b>39</b>	<b>289</b>	<b>75</b>	<b>76</b>	<b>787</b>
<b>Funded Blocked</b>						
STE	0	1	7	0	0	8
Understudy	0	1	2	0	0	3
Muni PD	8	0	2	0	0	10
Officer equivalent	2	0	0	0	0	2
Other	29	2	10	2	1	44
<b>Total</b>	<b>39</b>	<b>4</b>	<b>21</b>	<b>2</b>	<b>1</b>	<b>67</b>
<b>Unfunded</b>						
Frozen	31	1	3	0	2	37
For Deletion	2	0	0	0	0	2
<b>Total</b>	<b>33</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>39</b>
<b>TOTAL VACANCIES</b>	<b>380</b>	<b>44</b>	<b>313</b>	<b>77</b>	<b>79</b>	<b>893</b>

Note 1: Refer to Appendix 'A' for Vacancy Definitions.

Note 2: Transfer approved      18      10      9      2      0      39





### CM VACANCY DETAILS

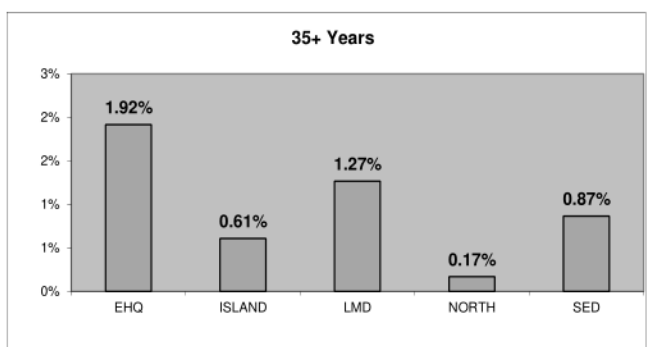
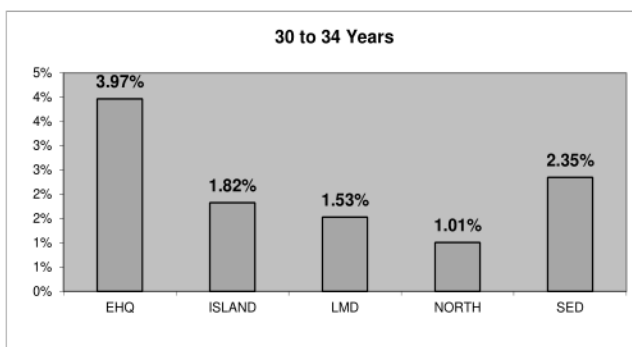
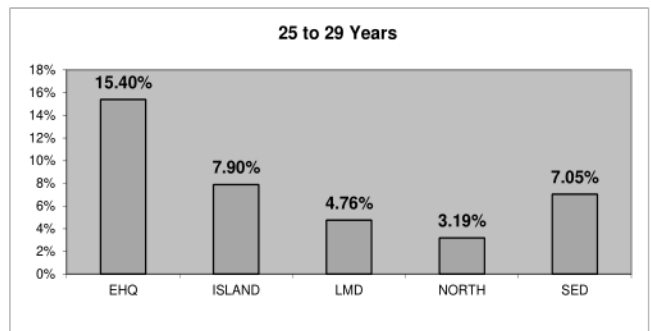
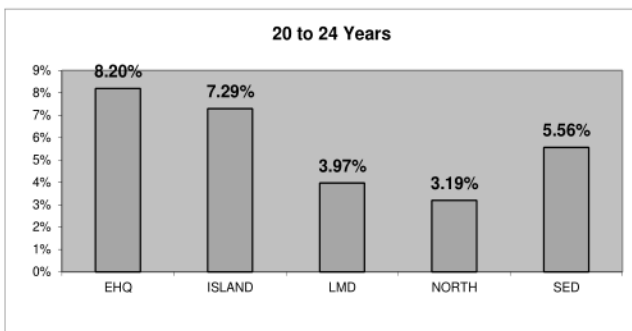
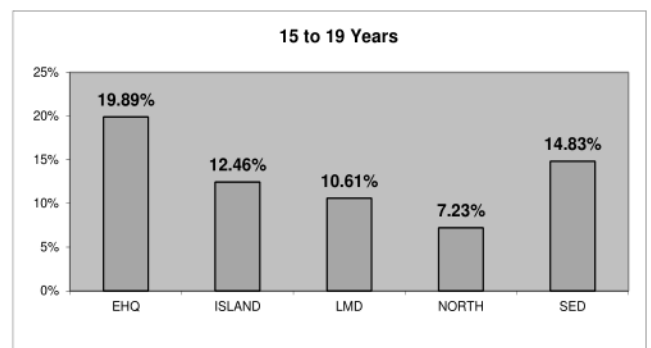
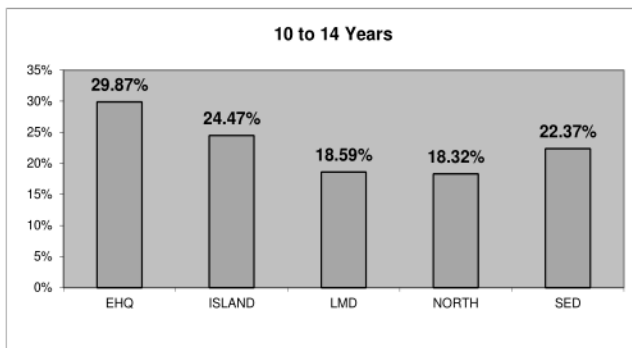
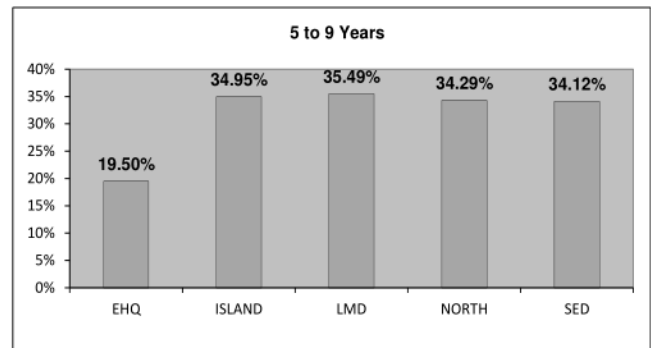
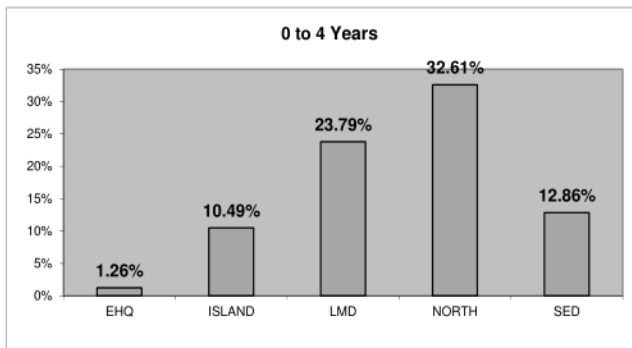
	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	75	0	10	1	0	86
Staffing In Progress	35	0	3	0	0	38
Officer equivalent	0	0	0	0	0	0
Other	1	0	0	0	0	1
<b>Total</b>	<b>111</b>	<b>0</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>125</b>
<b>Funded Blocked</b>						
STE	0	0	0	0	0	0
TCE	0	0	0	0	0	0
Understudy	1	0	0	0	0	1
Muni PD	0	0	0	0	0	0
Officer equivalent	0	0	0	0	0	0
Other	3	0	0	0	0	3
<b>Total</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>Unfunded</b>						
Frozen	24	0	0	0	0	24
For Deletion	2	0	0	0	0	2
<b>Total</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>
<b>TOTAL VACANCIES</b>	<b>141</b>	<b>0</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>155</b>
Note 1: Refer to Appendix 'A' for Vacancy Definitions						
Note 2: Transfer approved	17	0	1	0	0	18

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Withheld pursuant to/removed as

s.15; s.16

## RM YEARS OF SERVICE



Note: Each bar depicts the percentage of each district's total staff.

## RM YEARS OF SERVICE

	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35+
<b>EHQ</b>								
Federal	1	80	164	107	41	73	17	6
Protective	1	22	13	15	6	17	2	1
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	0	0	0	2	0	0	0	0
Provincial	17	166	232	142	60	105	31	15
Municipal	0	10	23	8	2	2	0	0
Corp Infra	0	13	17	22	13	32	9	6
Dept Admin	0	4	3	5	2	4	1	1

### ISLAND

Federal	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	0	7	7	5	2	1	0	0
Provincial	24	79	44	23	15	22	7	4
Municipal	45	144	110	54	31	29	5	0
Corp Infra	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0

### LMD

Federal	0	0	0	1	0	0	0	0
Protective	0	0	1	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	1	1	2	3	0	1	0	0
Provincial	30	34	21	18	9	12	5	3
Municipal	514	778	402	221	82	96	30	26
Corp Infra	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0

### NORTH

Federal	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	13	18	8	2	0	0	1	0
Provincial	67	85	48	17	10	12	2	1
Municipal	114	101	53	24	9	7	3	0
Corp Infra	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0

### SED

Federal	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	2	3	3	3	2	3	0	0
Provincial	39	94	60	34	14	17	9	5
Municipal	63	179	118	83	29	37	10	2
Corp Infra	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0

## RM TRANSFERS INTO "E" DIVISION

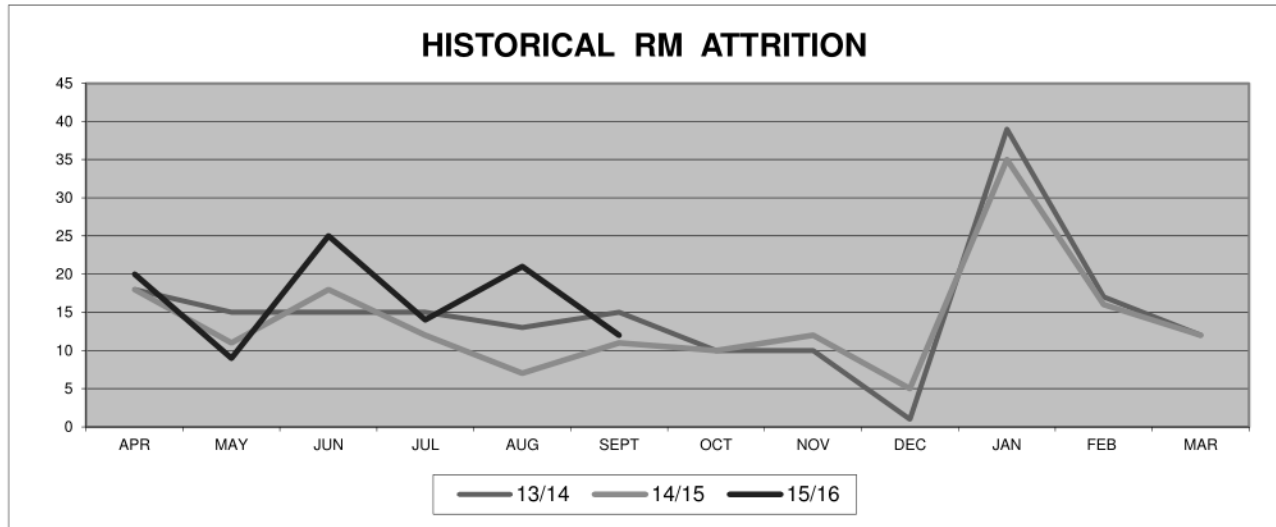
	2015										2016			YTD
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC		JAN	FEB	MAR	TOTAL
<b>FEDERAL POLICING</b>														
Federal Crim Law	1	2	0	0	0	0	0	0	0					
Protective Pol	0	1	1	0	1	0	0	0	0					
<b>CONTRACT POLICING</b>														
Provincial	7	7	6	2	3	3	1	13	1					
Municipal	4	6	5	8	1	2	3	4	5					
Pol Serv Aboriginal	1	0	1	0	0	0	0	0	0					
<b>NATIONAL POLICE SVC</b>														
	0	0	0	0	0	0	0	0	0					
<b>INTERNAL SERVICES</b>														
Corp Infrastructure	0	1	0	0	0	0	0	0	1					
Departmental Admin	0	0	0	1	0	0	1	1	0					
<b>DIVISION TOTAL</b>	<b>13</b>	<b>17</b>	<b>13</b>	<b>11</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>18</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>94</b>

## RM TRANSFERS OUT OF "E" DIVISION

	2015										2016			YTD
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC		JAN	FEB	MAR	TOTAL
<b>FEDERAL POLICING</b>														
Federal Crim Law	0	0	1	2	0	0	0	3	0					
Protective Pol	0	0	0	0	1	1	0	0	1					
<b>CONTRACT POLICING</b>														
Provincial	6	2	6	1	1	3	1	4	2					
Municipal	8	14	7	13	7	6	5	3	9					
Pol Serv Aboriginal	1	0	0	1	0	0	0	0	0					
<b>NATIONAL POLICE SVC</b>														
	0	0	0	0	0	0	0	0	0					
<b>INTERNAL SERVICES</b>														
Corp Infrastructure	0	1	1	0	1	1	0	0	2					
Departmental Admin	0	0	0	0	0	0	0	0	0					
<b>DIVISION TOTAL</b>	<b>15</b>	<b>17</b>	<b>15</b>	<b>17</b>	<b>10</b>	<b>11</b>	<b>6</b>	<b>10</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>115</b>

## RM TRANSFERS WITHIN "E" DIVISION

	2015										2016			YTD
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC		JAN	FEB	MAR	TOTAL
<b>TOTAL - ALL BLs</b>	<b>123</b>	<b>84</b>	<b>74</b>	<b>69</b>	<b>75</b>	<b>67</b>	<b>49</b>	<b>44</b>	<b>79</b>					



### RM ATTRITION BY BUSINESS LINE

	2015									2016			YTD
	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
FEDERAL POLICING													
Federal Crim Law	1	3	4	2	3	2	1	0	0	1			17
Protective Pol	1	1	0	1	1	0	1	1	1	0			7
CONTRACT POLICING													
Provincial	7	3	6	4	8	6	3	5	6	1			49
Municipal	11	2	12	6	8	4	7	5	2	1			58
Pol Serv Aboriginal	0	0	1	0	1	0	0	0	0	0			2
NATIONAL POLICE SVC	0	0	0	0	0	0							0
INTERNAL SERVICES													
Corp Infrastructure	0	0	2	1	0	0	0	0	0	0			3
Departmental Admin	0	0	0	0	0	0	0	1	0	0			1
DIVISION TOTAL	20	9	25	14	21	12	12	12	9	3	0	0	137

## E Division Cadet Requirement 2015-2016

**Troop 14**

**Grad Date:** 2016-03-07

DISTRICT/DET	Request	Risk	Total Request	Filled	to come	Total filled	% request	% Total Req	Chits
<b>North District</b>									
North District	60	5	65	55	0	55	91.67%	84.62%	
<b>Island District</b>									
Island District	15	2	17	19	0	19	126.67%	111.76%	
<b>SE District</b>									
SE District	25	5	30	31	0	31	124.00%	103.33%	
<b>LMD District</b>									
Burnaby	24	6	30	27	0	27	112.50%	90.00%	
Coquitlam	24	6	30	27	0	27	112.50%	90.00%	2
Langley	8	4	12	12	0	12	150.00%	100.00%	
Mission	6	2	8	7	0	7	116.67%	87.50%	1
North Vancouver	6	3	9	11	0	11	183.33%	122.22%	
Richmond	10	2	12	15	0	15	150.00%	125.00%	
Ridge Meadows	8	2	10	10	0	10	125.00%	100.00%	1
Sea to Sky	6	2	8	7	0	7	116.67%	87.50%	
Sunshine Coast	3	0	3	5	0	5	166.67%	166.67%	1
Surrey	141	0	141	125	0	125	88.65%	88.65%	
University	1	0	1	1	0	1	100.00%	100.00%	
UFVRD	6	1	7	7	0	7	116.67%	100.00%	1
White Rock	2	0	2	0	0	0	0.00%	0.00%	
TOTAL LMD District	245	28	273	253	0	253	103.27%	92.67%	6
TOTAL	345	40	385	358	0	358	103.77%	92.99%	6

## RESERVISTS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
EHQ	16	2	0	0	8	0	1	0	27
ISD	0	0	0	0	5	23	0	0	28
LMD	0	0	0	0	6	10	0	0	16
ND	0	0	0	0	1	2	0	0	3
SED	0	0	0	0	9	24	0	0	33
TOTAL	16	2	0	0	29	59	1	0	107

## PSE TERMS & CASUALS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
<b><u>TERMS FROM 3 TO 6 MONTHS</u></b>									
EHQ	1	1	0	0	0	0	1	0	3
ISD	0	0	0	0	1	0	0	0	1
LMD	0	0	0	0	0	0	0	0	0
ND	0	0	0	0	0.5	0	0	0	0.5
SED	0	0	0	0	0	0	0	0	0
<b><u>TERMS GREATER THAN 6 MONTHS</u></b>									
EHQ	4.5	2	0	0	50.5	2	8.5	1	68.5
ISD	0	0	0	0	2.5	0	0	0	2.5
LMD	0	0	0	0	0	0	0	0	0
ND	0	0	0	0	2	0	0	0	2
SED	0	0	0	0	0	0	0	0	0
<b><u>CASUALS</u></b>									
EHQ	15	11	0	0	25	0	16	1	68
ISD	0	0	0	0	2.5	2.5	0	0	5
LMD	0	0	0	0	4	10.5	0	0	14.5
ND	0	0	0	0	12	0	0	0	12
SED	0	0	0	0	4.5	0	0	0	4.5



## PART II - HR METRICS

### PROFESSIONAL STANDARDS

	2015									2016		
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<b><u>Part IV - Code of Conduct</u></b>												
<b>Total Open Files</b>	147	151	153	143	136	129	134	133	118			
<b>Files in Formal Process</b>	14	14	13	11	22	23	28	10	25			
<b>New Files</b>	15	15	21	15	12	11	11	10	15			
<b>Concluded</b>	1	21	12	43	39	27	9	21	11			
Note: 73 Investigations > 90 days												
Note: 23 Formal > 90 days												
<b><u>Part VII - Public Complaints</u></b>												
<b>Total Open Files</b>	682	708	725	770	802	790	805	852	868			
<b>New Files</b>	70	69	58	102	86	85	108	75	38			
<b>Concluded</b>	61	39	24	76	37	96	86	44	19			
Note: 685 Investigations > 90 days												
<b><u>Statutory Investigations</u></b>												
<b>Total Open Files</b>	34	36	37	25	33	33	34	45	27			
<b>New Files</b>	1	1	2	0	1	0	1	0	0			
<b>Concluded</b>	0	2	0	7	9	4	0	1	4			
Note: 26 Investigations > 90 days												
<b><u>Harassment Complaints</u></b>												
<b>Total Open Files</b>	28	29	31	35	48	50	49	39	23			
<b>New Files</b>	2	3	4	4	13	2	1	0	0			
<b>Concluded</b>	2	1	2	0	1	0	1	10	20			
Note: 5 Investigations > 90 days												
<b><u>Canadian Human Rights Complaints</u></b>												
<b>Total Open Files</b>	12	10	10	10	11	10	11	10	10			
<b>New Files</b>	0	0	1	0	1	0	1	0	0			
<b>Concluded</b>	2	0	1	0	0	0	0	0	0			
Note: 10 Complaints > 90 days												
<b><u>Other</u></b>												
<b>Request for Review by CPC</b>	1	5	12	7	0	0	1	20	10			
<b>Secondary Employment Request</b>	13	8	10	13	12	12	16	8	7			
<b>A-TIP Request</b>	7	3	4	1	5	1	6	5	2			

## WORKPLACE RELATIONS

	2015									2016		
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<u>OCG - Grievances *</u>												
Total Open Files**	Data Unavailable						70		199			
New Files**	Data Unavailable								96			
Concluded**	Data Unavailable						85		103			
<u>OCG - RFI's *</u>												
Total Open Files	Data Unavailable											
New Files	Data Unavailable											
Concluded	Data Unavailable											
<u>Performance</u>												
Total Open Files	Data Unavailable		25	30	34	38	41	45	48			
New Files	2	2	7	5	4	4	3	4	3			
Concluded	0	0	0	0	0	0	0	0	0			

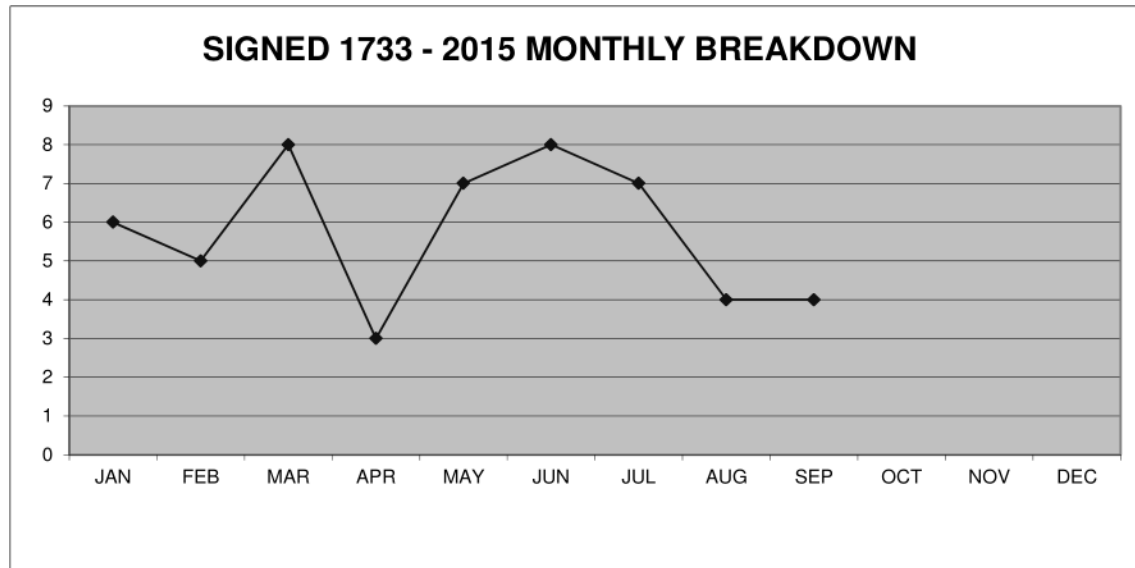
\* Note: Effective 2014-11-28, new Grievances are submitted to new unit, OCGA.

\*\* Note: Data is consolidated to reporting period.

## INTEGRATED RESOURCE MANAGEMENT

### Medical Retirement

### SIGNED 1733 - SUMMARY\*



### SIGNED 1733 - MEMBER BREAKDOWN (BY MONTH)

	2015												YTD
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
RM	6	4	7	2	7	7	6	4	4	2	4	4	57
CM		1	1	1		1	1				3		8
<b>TOTAL**</b>	<b>6</b>	<b>5</b>	<b>8</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>7</b>	<b>4</b>	<b>4</b>				<b>52</b>

\*\* Combined RM and CM total.

### RETIREMENT DATE

	2015												YTD
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
2015		2	1	4	1	7	3	5	7	3	5	4	42
2016	8	1	3	2	4		2	1					21
2017	2												
<b>TOTAL**</b>	<b>8</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>5</b>	<b>7</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>63</b>

\*\* Combined total RM and CM total.

### RETIREMENT DATE - RM/CM BREAKDOWN

	2015												YTD
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
RM													
2015		1	1	4	1	6	3	4	5	3	4	3	35
2016	8	1	3	2	3		2	1					20
2017	2												
<b>TOTAL RM</b>	<b>8</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>55</b>

	2015												YTD
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
CM													
2015		1				1		1	2		1	1	7
2016					1								1
<b>TOTAL CM</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>8</b>

\* Data Source: Integrated Resource Management Unit, Human Resources Branch (Pacific Region)

## APPENDICIES

### APPENDIX A

#### Definitions and Data Qualifiers

##### DEFINITIONS

1. **Established** represents the number of established positions entered on HRMIS. Variances in Establishment may occur due to delays in creating, end dating, or classifying positions.
2. **Actual** represents the number of actual personnel (headcount) on HRMIS. Variances in Actual may occur due to delays in A22A submission and/or entering same on HRMIS.

##### 3. Metrics

**Vacant Positions** represents the number of unencumbered positions on HRMIS. Vacant positions identified by HRMIS are reviewed by Pacific Region Career Development & Resourcing.

**STE** (Surplus to Establishment) is obtained from HRMIS and represents the number of members who are assigned to a specific collator but not an established position.

**MED** (Medical Leave) represents the number of actual members on Medical Leave.

**MAT/PAT** (Maternity/Parental Leave) represents the number of actual members on Maternity/Parental Leave.

**LWOP** (Leave Without Pay) represents the number of actual members on LWOP and includes Care and Nurturing, Education, Personal Needs, Relocation of Spouse, and Special Leave Without Pay.

**SUS** (Suspension) represents the number of actual members who are Suspended from Duty.

**PMW** (Pregnant Member Working) represents the number of actual members who are pregnant however remain on duty.

**GRW** (Graduated Return to Work) represents the number of actual members who are on Graduated Return to Work

4. **Vacancy** depicts status of vacant positions:

##### **Funded To Be Staffed**

No Staffing Initiated – Management request to initiate staffing has not been received;  
Staffing in Progress – Staffing has been initiated and is in progress;  
Officer Equivalent – Position is staffed nationally;  
Transfer Approved – Transfer approved and is in progress;  
Other – Staffing status unknown;

##### **Funded Blocked**

STE – Staffing action is blocked for Surplus To Establishment;  
TCE – Staffing action is blocked for Temporary Civilian Employee;  
Understudy – Staffing action is blocked for understudy;  
Muni PD – Staffing action is blocked for a secondment from a Municipal Police Department  
Other – Staffing action is blocked for other reasons;

##### **Unfunded**

Frozen – Staffing action is blocked as funding has been frozen;  
For Deletion – Staffing action is blocked as position is designated for deletion;

## **DATA QUALIFIERS**

1. Data sources as follows:

Established and Actual (HRMIS RRPER55)  
Vacant Positions (HRMIS RCPSN024)  
Status of vacant positions (HRMIS RCPSN024 and Development & Resourcing review)  
STE (HRMIS RRPER044)  
MED, MAT/PAT, LWOP, SUS (HRMIS RCLVE009)  
GRW / PMW (HRMIS RCPER037)  
Transfers In/Out/Within E Division (Pacific Region Development & Resourcing)  
RM Attrition (HRMIS RRPER584)  
E Division Cadet Requirement (Pacific Region Development & Resourcing)  
Years of Service (HRMIS RRPER044)  
Reservist (HRMIS RCPER038)  
PSE Terms & Casuals (HRMIS RRPER55)

Professional Standards Unit

Part IV – Code of Conduct  
Part VII – Public Complaints  
Statutory Investigations  
Harassment Complaints  
Canadian Human Rights Complaints  
Other File Requests

Workplace Relations Unit

OCG – Grievances  
OCG – RFI's  
Performance

Integrated Resource Management

Signed 1733  
Retirement Date

2. In the event Pacific Region Development and Resourcing is unable to provide a monthly update, data from the previous month will be used. For newly vacant positions, status is indicated as Funded To Be Staffed - No Staffing Initiated.

Contact us:

RCMP "E" Division  
Establishment Unit  
Human Resources Branch  
Mail Stop 1204  
14200 Green Timbers Way  
Surrey, BC V3T 6P3  
Email: EDIV\_ECN

# RCMP



ROYAL CANADIAN MOUNTED POLICE

# “E” Division Executive Report

April 01, 2016



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## PART I - PERSONNEL

### "E" DIVISION - PERSONNEL OVERVIEW

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	724	210	0	934	149	536.5	174	0	710.5	118
Protective	96	37	0	133	65	81	32	0	113	54
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	109	0	0	109	0	108	0	0	108	0
Provincial ^	1859	531.5	0	2390.5	613.5	1732	433	1	2166	516.5
Municipal	3749.5	44	9	3802.5	48	3763.5	42	13	3818.5	39
Corp Infra	93	66	0	159	391	123	51	0	174	323.5
Dept Admin	21	15.5	0	36.5	37	20	12	0	32	30
<b>TOTAL</b>	<b>6651.5</b>	<b>904</b>	<b>9</b>	<b>7564.5</b>	<b>1304.5</b>	<b>6364</b>	<b>744</b>	<b>14</b>	<b>7122</b>	<b>1082</b>

#### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	12	0	12	27	12	4	1	0
	CM	1	1	6	10	4	2	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	4	1	3	*	*
Protective	RM	6	0	0	2	0	0	0	15
	CM	0	0	1	2	1	1	0	1
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	2	1	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	1	*	*
Aboriginal	RM	0	1	3	7	5	1	0	1
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	62	2	64	89	26	5	6	15
	CM	1	0	9	27	19	11	0	9
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	14	12	21	*	*
Municipal	RM	111	10	143	172	122	12	21	-59
	CM	0	0	0	1	2	2	0	-3
	SCST	2	0	0	3	0	0	0	*
	PSE	*	*	*	2	1	1	*	*
Corp Infra	RM	22	0	0	4	1	1	0	-34
	CM	0	0	0	4	1	1	0	9
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	7	10	17	*	*
Dept Admin	RM	2	0	2	3	0	0	0	-1
	CM	0	0	1	1	0	1	0	0.5
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	3	1	5	*	*
<b>Totals</b>	<b>RM</b>	<b>215</b>	<b>13</b>	<b>224</b>	<b>304</b>	<b>166</b>	<b>23</b>	<b>28</b>	<b>-63</b>
	<b>CM</b>	<b>2</b>	<b>1</b>	<b>17</b>	<b>45</b>	<b>27</b>	<b>18</b>	<b>0</b>	<b>16.5</b>
	<b>SCST</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>*</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>30</b>	<b>27</b>	<b>49</b>	<b>*</b>	<b>*</b>

\* Metric not applicable.

^ Annex A Strength 2602 = 2390.5 + 178 Independent Muni + 69 Integrated Positions on MBL + 40 PORF STE's - 75.5 reconciliation margin.

Hard Vacancy is how many positions left to fill if everyone on leave came back to work. See Page 9 for definition.



## "E" DIVISION HEADQUARTERS - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	723	210	0	933	149	535.5	174	0	709.5	118
Protective	95	35	0	130	65	80	31	0	111	54
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	2	0	0	2	0	2	0	0	2	0
Provincial	934	514.5	0	1448.5	340.5	827	425	1	1253	270
Municipal	53	0	0	53	2	43	0	0	43	2
Corp Infra	93	66	0	159	391	123	51	0	174	323.5
Dept Admin	21	15.5	0	36.5	37	20	12	0	32	30
<b>TOTAL</b>	<b>1921</b>	<b>841</b>	<b>0</b>	<b>2762</b>	<b>979.5</b>	<b>1655</b>	<b>696</b>	<b>1</b>	<b>2324.5</b>	<b>798.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	12	0	12	27	12	4	1	0
	CM	1	1	6	10	4	2	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	4	1	3	*	*
Protective	RM	6	0	0	2	0	0	0	15
	CM	0	0	1	2	1	1	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	2	1	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	1	*	*
Aboriginal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	49	1	40	56	10	3	2	0
	CM	1	0	9	27	19	11	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	9	11	9	*	*
Municipal	RM	0	0	0	1	0	0	0	10
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Corp Infra	RM	22	0	0	4	1	1	0	-34
	CM	0	0	0	4	1	1	0	9
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	7	10	17	*	*
Dept Admin	RM	2	0	2	3	0	0	0	-1
	CM	0	0	1	1	0	1	0	0.5
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	3	1	5	*	*
<b>Totals</b>	RM	91	1	54	93	23	8	3	-10
	CM	2	1	17	44	25	16	0	9.5
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	23	25	36	*	*

\* Metric not applicable.

## ISLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	24	0	0	24	0	23	0	0	23	0
Provincial	228	1	0	229	72	235	1	0	236	59.5
Municipal	435	3	0	438	23	449.5	3	0	452.5	19
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>687</b>	<b>4</b>	<b>0</b>	<b>691</b>	<b>95</b>	<b>707.5</b>	<b>4</b>	<b>0</b>	<b>711.5</b>	<b>78.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Protective	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Aboriginal	RM	0	0	1	1	1	0	0	1
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	4	0	10	8	4	1	0	-8
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	1	*	*
Municipal	RM	6	1	23	26	11	2	3	-18.5
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	1	0	*	*
Corp Infra	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Dept Admin	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
<b>Totals</b>	<b>RM</b>	<b>10</b>	<b>1</b>	<b>34</b>	<b>35</b>	<b>16</b>	<b>3</b>	<b>3</b>	<b>-25.5</b>
	<b>CM</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>SCST</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>*</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>*</b>	<b>*</b>

\* Metric not applicable.

## LOWER MAINLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	1	0	0	1	0	1	0	0	1	0
Protective	1	2	0	3	0	1	1	0	2	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	11	0	0	11	0	9	0	0	9	0
Provincial	141	14	0	155	42	136	5	0	141	29.5
Municipal	2331.5	35	9	2375.5	23	2342.5	34	11	2387.5	18
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>2485.5</b>	<b>51</b>	<b>9</b>	<b>2545.5</b>	<b>65</b>	<b>2489.5</b>	<b>40</b>	<b>11</b>	<b>2540.5</b>	<b>47.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Protective	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	1
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Aboriginal	RM	0	0	0	0	0	0	0	2
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	2	0	4	5	0	0	2	2
	CM	0	0	0	0	0	0	0	9
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	2	0	0	*	*
Municipal	RM	83	8	86	96	78	9	14	-25
	CM	0	0	0	1	1	2	0	-3
	SCST	0	0	0	3	0	0	0	*
	PSE	*	*	*	2	0	1	*	*
Corp Infra	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Dept Admin	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
<b>Totals</b>	<b>RM</b>	<b>85</b>	<b>8</b>	<b>90</b>	<b>101</b>	<b>78</b>	<b>9</b>	<b>16</b>	<b>-21</b>
	<b>CM</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>7</b>
	<b>SCST</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>*</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>*</b>	<b>*</b>

\* Metric not applicable.

## NORTH DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	52	0	0	52	0	55	0	0	55	0
Provincial	267	1	0	268	74.5	247	1	0	248	70.5
Municipal	341	1	0	342	0	335	0	2	337	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>660</b>	<b>2</b>	<b>0</b>	<b>662</b>	<b>74.5</b>	<b>637</b>	<b>1</b>	<b>2</b>	<b>640</b>	<b>70.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Protective	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Aboriginal	RM	0	1	0	3	3	1	0	-3
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	4	0	4	4	5	0	0	20
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	1	7	*	*
Municipal	RM	14	0	7	6	11	1	1	4
	CM	0	0	0	0	0	0	0	1
	SCST	2	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Corp Infra	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Dept Admin	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
<b>Totals</b>		<b>18</b>	<b>1</b>	<b>11</b>	<b>13</b>	<b>19</b>	<b>2</b>	<b>1</b>	<b>21</b>
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
		<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>*</b>
		<b>*</b>	<b>*</b>	<b>*</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>*</b>	<b>*</b>

\* Metric not applicable.

## SOUTHEAST DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED					ACTUAL				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	20	0	0	20	0	19	0	0	19	0
Provincial	289	1	0	290	84.5	287	1	0	288	87
Municipal	589	5	0	594	0	593.5	5	0	598.5	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>898</b>	<b>6</b>	<b>0</b>	<b>904</b>	<b>84.5</b>	<b>899.5</b>	<b>6</b>	<b>0</b>	<b>905.5</b>	<b>87</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	HARD VACANCY
Federal	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Protective	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Nat Pol Svc	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Aboriginal	RM	0	0	2	3	1	0	0	1
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Provincial	RM	3	1	6	16	7	1	2	1
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	3	0	4	*	*
Municipal	RM	8	1	27	43	22	0	3	-29.5
	CM	0	0	0	0	1	0	0	-1
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Corp Infra	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
Dept Admin	RM	0	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0	*
	PSE	*	*	*	0	0	0	*	*
<b>Totals</b>	<b>RM</b>	<b>11</b>	<b>2</b>	<b>35</b>	<b>62</b>	<b>30</b>	<b>1</b>	<b>5</b>	<b>-27.5</b>
	<b>CM</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>-1</b>
	<b>SCST</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>*</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>*</b>	<b>*</b>

\* Metric not applicable.

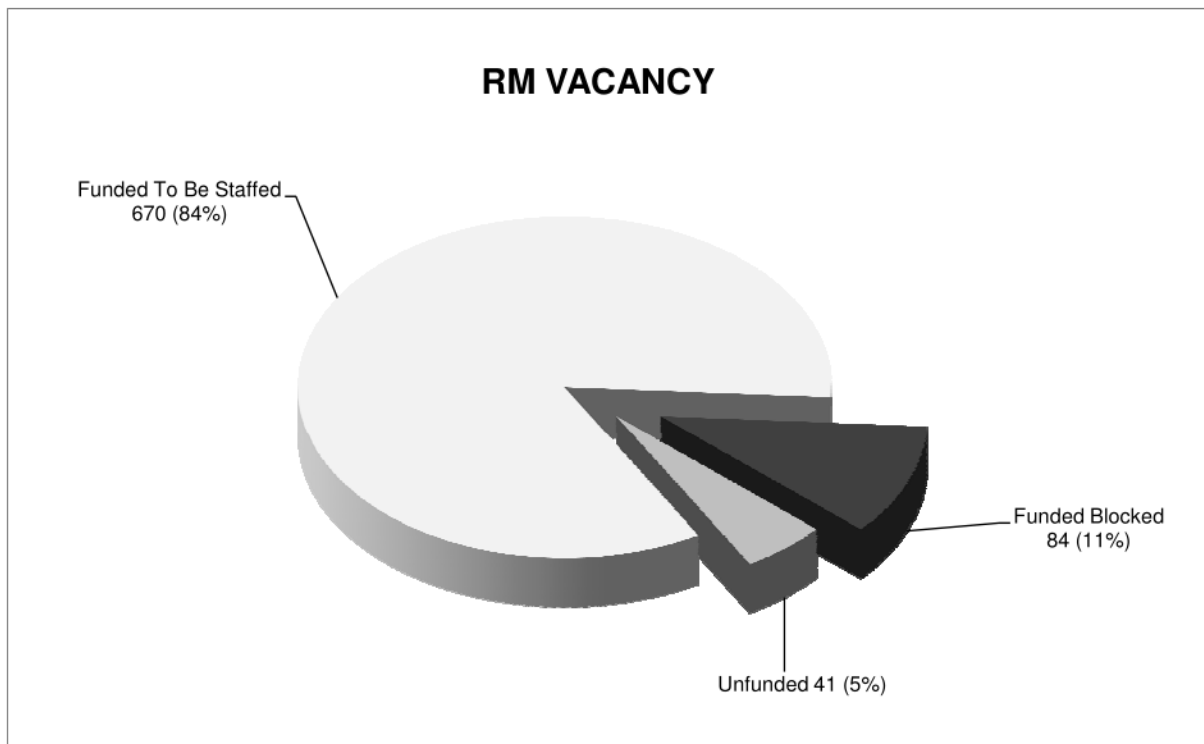
## RM DEMAND FORECAST

Customized for Finance: ACT does not include Med, Mat, LWOP and Sus.

		Revised EST			ACT			SOFT VACANCY	TOTAL LEAVES					HARD VACANCY					
EHQ	BLs	EST	- BLOCK	= (EST - BLOCK)	STE	PMW	GRW	(includes STE, PMW, GRW)	(Revised EST - ACT)	Med	+	Mat/Pat	+	LWOP	+	Sus	=	(Med + Mat/Pat + LWOP + Sus)	Soft Vacancy - Total Leaves
	Fed	723	30	693	12	0	12	491.5	201.5	27		12		4		1		44	157.5
	Prot	95	0	95	6	0	0	78	17	2		0		0		0		2	15
	NPS	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Abor	2	0	2	0	0	0	2	0	0		0		0		0		0	0
	Prov*	934	39	895	49	1	40	756	139	56		10		3		2		71	68
	Muni	53	0	53	0	0	0	42	11	1		0		0		0		1	10
	Corp	93	4	89	22	0	0	117	-28	4		1		1		0		6	-34
	Dept	21	2	19	2	0	2	17	2	3		0		0		0		3	-1
EHQ TOTAL		1921	75	1846	91	1	54	1503.5	342.5	93		23		8		3		127	215.5
Island Dist	BLs	EST	- BLOCK	= (EST - BLOCK)	STE	PMW	GRW	(includes STE, PMW, GRW)	(Revised EST - ACT)	Med	+	Mat/Pat	+	LWOP	+	Sus	=	(Med + Mat/Pat + LWOP + Sus)	Soft Vacancy - Total Leaves
	Fed	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Prot	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	NPS	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Abor	24	0	24	0	0	1	21	3	1		1		0		0		2	1
	Prov*	228	1	227	4	0	10	222	5	8		4		1		0		13	-8
	Muni	435	4	431	6	1	23	407.5	23.5	26		11		2		3		42	-18.5
	Corp	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Dept	0	0	0	0	0	0	0	0	0		0		0		0		0	0
Island Dist TOTAL		687	5	682	10	1	34	650.5	31.5	35		16		3		3		57	-25.5
LMD	BLs	EST	- BLOCK	= (EST - BLOCK)	STE	PMW	GRW	(includes STE, PMW, GRW)	(Revised EST - ACT)	Med	+	Mat/Pat	+	LWOP	+	Sus	=	(Med + Mat/Pat + LWOP + Sus)	Soft Vacancy - Total Leaves
	Fed	1	0	1	0	0	0	1	0	0		0		0		0		0	0
	Prot	1	0	1	0	0	0	1	0	0		0		0		0		0	0
	NPS	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Abor	11	0	11	0	0	0	9	2	0		0		0		0		0	2
	Prov*	141	3	138	2	0	4	129	9	5		0		0		2		7	2
	Muni	2331.5	14	2317.5	83	8	86	2145.5	172	96		78		9		14		197	-25
	Corp	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Dept	0	0	0	0	0	0	0	0	0		0		0		0		0	0
LMD TOTAL		2485.5	17	2468.5	85	8	90	2285.5	183	101		78		9		16		204	-21
North Dist	BLs	EST	- BLOCK	= (EST - BLOCK)	STE	PMW	GRW	(includes STE, PMW, GRW)	(Revised EST - ACT)	Med	+	Mat/Pat	+	LWOP	+	Sus	=	(Med + Mat/Pat + LWOP + Sus)	Soft Vacancy - Total Leaves
	Fed	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Prot	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	NPS	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Abor	52	0	52	0	1	0	48	4	3		3		1		0		7	-3
	Prov*	267	0	267	4	0	4	238	29	4		5		0		0		9	20
	Muni	341	2	339	14	0	7	316	23	6		11		1		1		19	4
	Corp	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Dept	0	0	0	0	0	0	0	0	0		0		0		0		0	0
North Dist TOTAL		660	2	658	18	1	11	602	56	13		19		2		1		35	21
Southeast Dist	BLs	EST	- BLOCK	= (EST - BLOCK)	STE	PMW	GRW	(includes STE, PMW, GRW)	(Revised EST - ACT)	Med	+	Mat/Pat	+	LWOP	+	Sus	=	(Med + Mat/Pat + LWOP + Sus)	Soft Vacancy - Total Leaves
	Fed	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Prot	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	NPS	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Abor	20	0	20	0	0	2	15	5	3		1		0		0		4	1
	Prov*	289	1	288	3	1	6	261	27	16		7		1		2		26	1
	Muni	589	25	564	8	1	27	525.5	38.5	43		22		0		3		68	-29.5
	Corp	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Dept	0	0	0	0	0	0	0	0	0		0		0		0		0	0
Southeast Dist TOTAL		898	26	872	11	2	35	801.5	70.5	62		30		1		5		98	-27.5
EDIV TOTAL	BLs	EST	- BLOCK	= (EST - BLOCK)	STE	PMW	GRW	(includes STE, PMW, GRW)	(Revised EST - ACT)	Med	+	Mat/Pat	+	LWOP	+	Sus	=	(Med + Mat/Pat + LWOP + Sus)	Soft Vacancy - Total Leaves
	Fed	724	30	694	12	0	12	492.5	201.5	27		12		4		1		44	157.5
	Prot	96	0	96	6	0	0	79	17	2		0		0		0		2	15
	NPS	0	0	0	0	0	0	0	0	0		0		0		0		0	0
	Abor	109	0	109	0	1	3	95	14	7		5		1		0		13	1
	Prov*	1859	44	1815	62	2	64	1606	209	89		26		5		6		126	83
	Muni	3749.5	45	3704.5	111	10	143	3436.5	268	172		122		12		21		327	-59
	Corp	93	4	89	22	0	0	117	-28	4		1		1		0		6	-34
	Dept	21	2	19	2	0	2	17	2	3		0		0		0		3	-1
EDIV TOTAL		6651.5	125	6526.5	215	13	224	5843	683.5	304		166		23		28		521	162.5

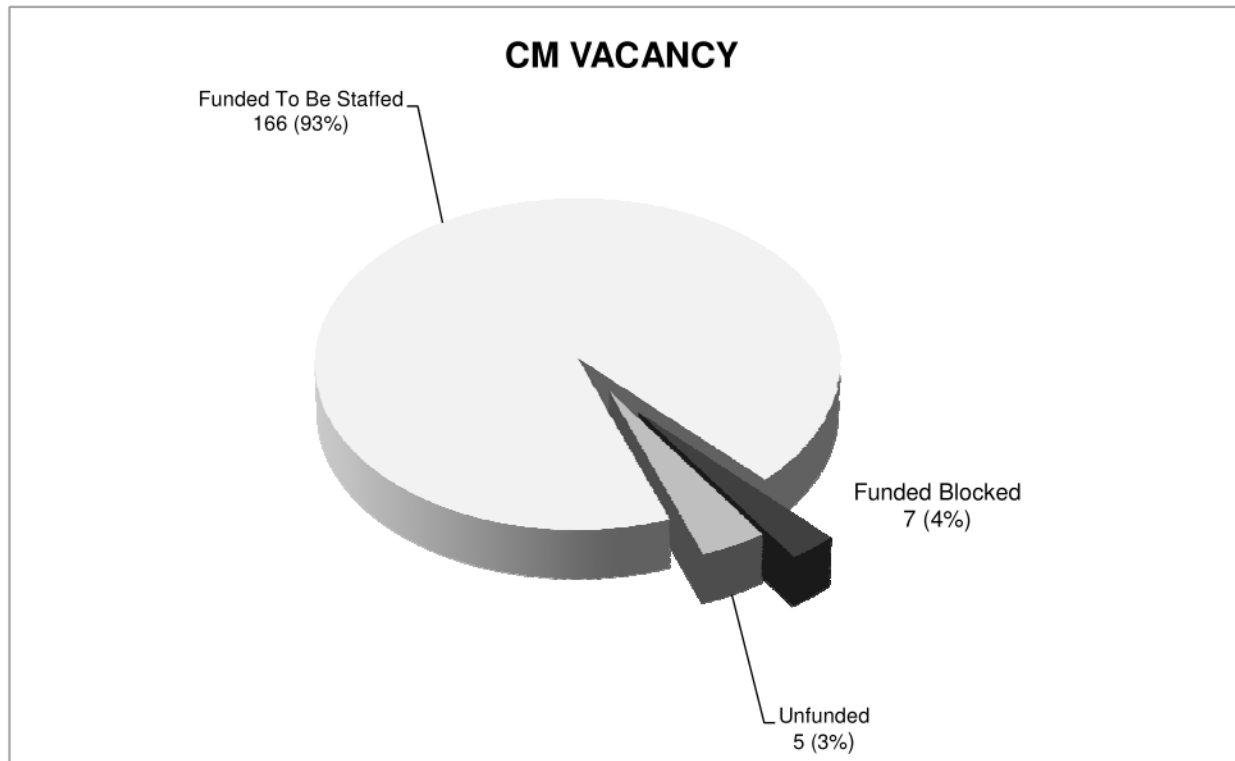
Note: GRW and PMW are counted in their home collator and BL's.

\* Annex A strength 2602 = 1859 RM + 531.5 CM's + 178 Independent Muni + 69 Integrated positions on MBL + 40 PORF STE's - 75.5 Reconciliation Margin



### RM VACANCY DETAILS

	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	189	37	130	31	25	412
Staffing In Progress	81	7	125	17	6	236
Officer equivalent	5	0	0	0	1	6
Other	10	0	2	4	0	16
<b>Total</b>	<b>285</b>	<b>44</b>	<b>257</b>	<b>52</b>	<b>32</b>	<b>670</b>
<b>Funded Blocked</b>						
STE	0	1	3	0	24	28
Understudy	1	1	2	0	1	5
Muni PD	6	0	3	0	0	9
Officer equivalent	1	0	0	0	0	1
Other	29	2	7	2	1	41
<b>Total</b>	<b>37</b>	<b>4</b>	<b>15</b>	<b>2</b>	<b>26</b>	<b>84</b>
<b>Unfunded</b>						
Frozen	35	1	1	0	0	37
For Deletion	3	0	1	0	0	4
<b>Total</b>	<b>38</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>41</b>
<b>TOTAL VACANCIES</b>	<b>360</b>	<b>49</b>	<b>274</b>	<b>54</b>	<b>58</b>	<b>795</b>
Note 1: Refer to Appendix 'A' for Vacancy Definitions.						
Note 2: Transfer approved	36	10	4	12	13	75



### CM VACANCY DETAILS

	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	102	0	10	0	0	112
Staffing In Progress	47	0	4	0	0	51
Officer equivalent	0	0	0	0	0	0
Other	2	0	0	1	0	3
<b>Total</b>	<b>151</b>	<b>0</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>166</b>
<b>Funded Blocked</b>						
STE	0	0	0	0	0	0
TCE	0	0	0	0	0	0
Understudy	1	0	0	0	0	1
Muni PD	0	0	0	0	0	0
Officer equivalent	0	0	0	0	0	0
Other	4	0	0	0	0	4
<b>Total</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>Unfunded</b>						
Frozen	4	0	0	0	0	4
For Deletion	3	0	0	0	0	3
<b>Total</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>TOTAL VACANCIES</b>	<b>163</b>	<b>0</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>178</b>
Note 1: Refer to Appendix 'A' for Vacancy Definitions						
Note 2: Transfer approved	10	0	0	0	0	10

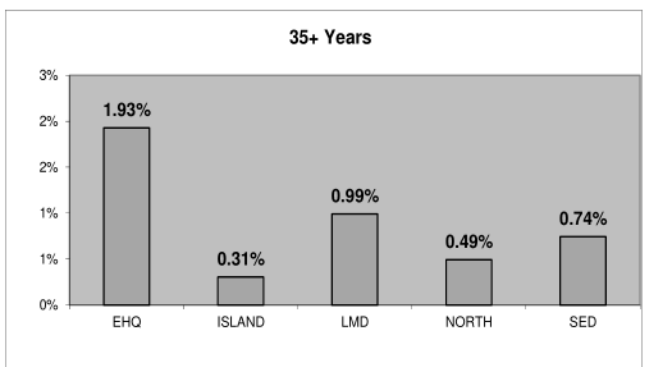
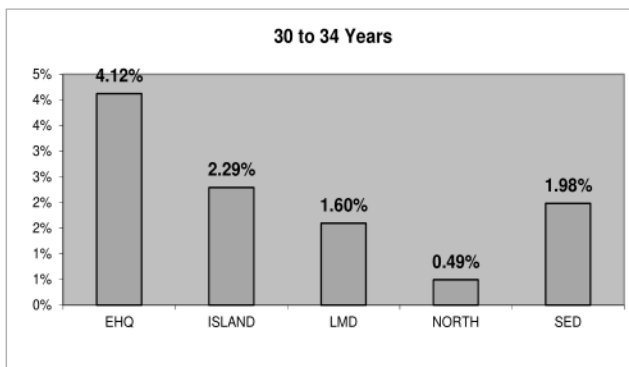
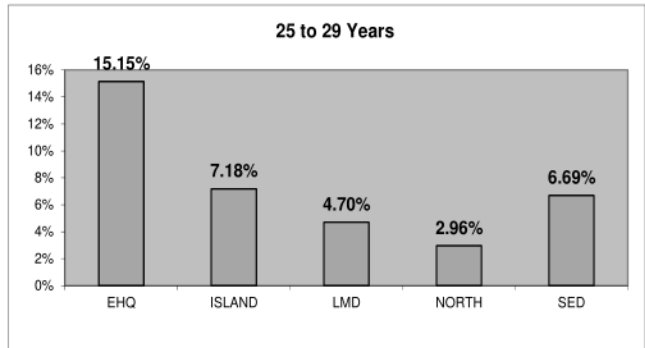
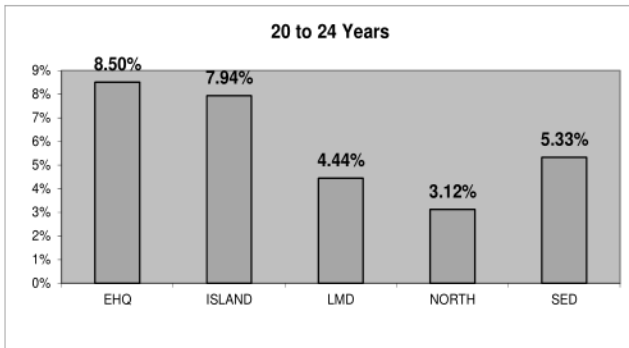
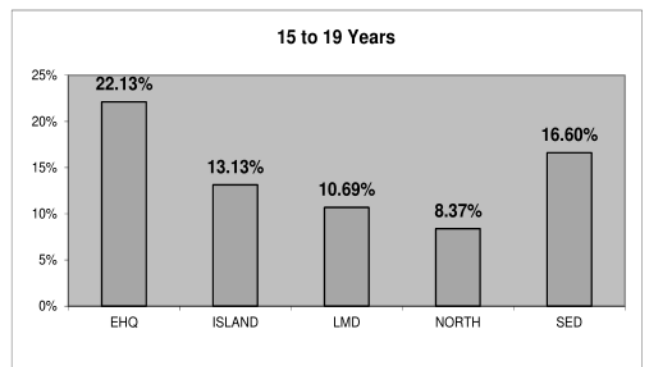
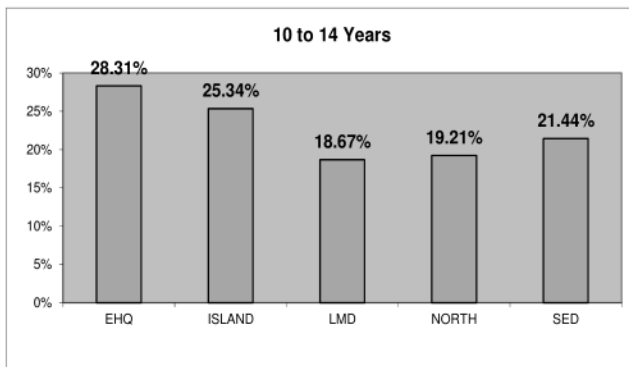
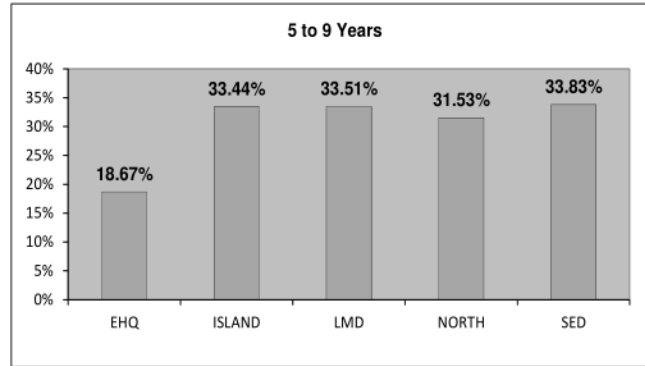
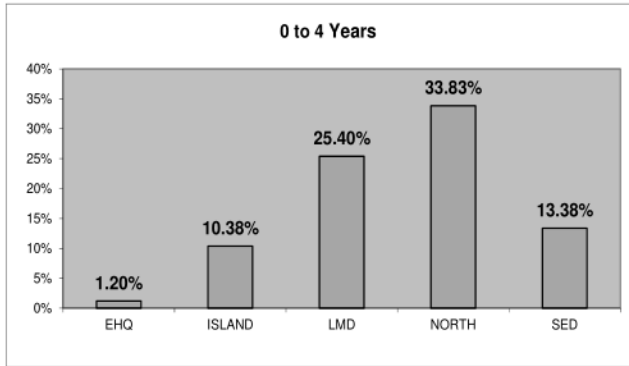


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Withheld pursuant to/removed as

s.15; s.16

## RM YEARS OF SERVICE



Note: Each bar depicts the percentage of each district's total staff.

## RM YEARS OF SERVICE

	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35+
<b>EHQ</b>								
Federal	1	80	152	123	43	74	15	5
Protective	1	22	12	17	8	17	2	1
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	0	0	0	2	0	0	0	0
Provincial	16	154	223	153	60	98	33	18
Municipal	0	8	21	8	3	2	0	0
Corp Infra	0	14	16	25	12	34	10	5
Dept Admin	0	3	2	5	2	3	2	0

<b>ISLAND</b>								
Federal	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	0	6	7	3	3	0	1	0
Provincial	23	77	50	25	17	20	8	2
Municipal	45	136	109	58	32	27	6	0
Corp Infra	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0

<b>LMD</b>								
Federal	0	0	0	0	1	0	0	0
Protective	0	0	1	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	1	1	2	3	1	1	0	0
Provincial	31	31	24	19	8	10	5	2
Municipal	557	745	406	226	93	98	32	21
Corp Infra	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0

<b>NORTH</b>								
Federal	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	16	19	9	4	0	0	1	0
Provincial	71	77	48	20	9	11	1	1
Municipal	119	96	60	27	10	7	1	2
Corp Infra	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0

<b>SED</b>								
Federal	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0
Aboriginal	0	4	3	3	3	2	0	0
Provincial	36	88	58	38	14	16	7	4
Municipal	72	181	112	93	26	36	9	2
Corp Infra	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0

## RM TRANSFERS INTO "E" DIVISION

	2015									2016			YTD
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
FEDERAL POLICING													
Federal Crim Law	1	2	0	0	0	0	0	0	0	0	0	0	3
Protective Pol	0	1	1	0	1	0	0	0	0	0	2	1	6
CONTRACT POLICING													
Provincial	7	7	6	2	3	3	1	13	1	1	2	6	52
Municipal	4	6	5	8	1	2	3	4	5	4	1	4	47
Pol Serv Aboriginal	1	0	1	0	0	0	0	0	0	0	0	0	2
NATIONAL POLICE SVC													
	0	0	0	0	0	0	0	0	0	0	0	0	0
INTERNAL SERVICES													
Corp Infrastructure	0	1	0	0	0	0	0	0	1	0	0	0	2
Departmental Admin	0	0	0	1	0	0	1	1	0	0	0	0	3
DIVISION TOTAL	13	17	13	11	5	5	5	18	7	5	5	11	115

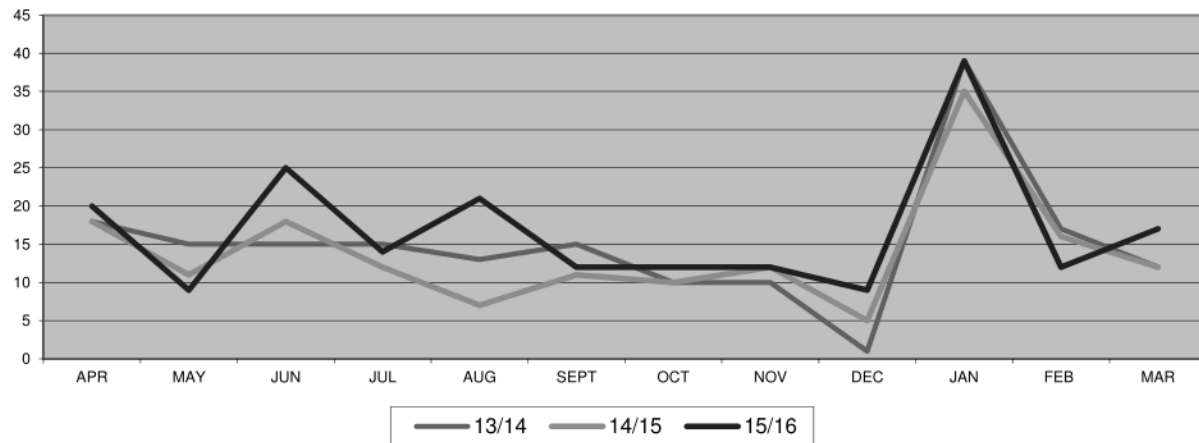
## RM TRANSFERS OUT OF "E" DIVISION

	2015									2016			YTD
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
FEDERAL POLICING													
Federal Crim Law	0	0	1	2	0	0	0	3	0	0	0	4	10
Protective Pol	0	0	0	0	1	1	0	0	1	0	0	0	3
CONTRACT POLICING													
Provincial	6	2	6	1	1	3	1	4	2	0	2	9	37
Municipal	8	14	7	13	7	6	5	3	9	0	2	6	80
Pol Serv Aboriginal	1	0	0	1	0	0	0	0	0	0	0	1	3
NATIONAL POLICE SVC													
	0	0	0	0	0	0	0	0	0	0	0	0	0
INTERNAL SERVICES													
Corp Infrastructure	0	1	1	0	1	1	0	0	2	0	0	2	8
Departmental Admin	0	0	0	0	0	0	0	0	0	0	0	1	1
DIVISION TOTAL	15	17	15	17	10	11	6	10	14	0	4	23	142

## RM TRANSFERS WITHIN "E" DIVISION

	2015									2016			YTD
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
TOTAL - ALL BLs	123	84	74	69	75	67	49	44	79	92	61	86	903

### HISTORICAL RM ATTRITION



### RM ATTRITION BY BUSINESS LINE

	2015										2016		YTD
	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
<b>FEDERAL POLICING</b>													
Federal Crim Law	1	3	4	2	3	2	1	0	0	6	3	1	26
Protective Pol	1	1	0	1	1	0	1	1	1	0	0	0	7
<b>CONTRACT POLICING</b>													
Provincial	7	3	6	4	8	6	3	5	6	17	3	9	77
Municipal	11	2	12	6	8	4	7	5	2	12	6	5	80
Pol Serv Aboriginal	0	0	1	0	1	0	0	0	0	1	0	0	3
<b>NATIONAL POLICE SVC</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>INTERNAL SERVICES</b>													
Corp Infrastructure	0	0	2	1	0	0	0	0	0	3	0	1	7
Departmental Admin	0	0	0	0	0	0	0	1	0	0	0	1	2
<b>DIVISION TOTAL</b>	<b>20</b>	<b>9</b>	<b>25</b>	<b>14</b>	<b>21</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>9</b>	<b>39</b>	<b>12</b>	<b>17</b>	<b>202</b>

## E Division Cadet Requirement 2015-2016

**Troop 14**

**Grad Date:** 2016-03-07

DISTRICT/DET	Request	Risk	Total Request	Filled	to come	Total filled	% request	% Total Req	Chits
<b>North District</b>									
North District	60	5	65	55	0	55	91.67%	84.62%	
<b>Island District</b>									
Island District	15	2	17	19	0	19	126.67%	111.76%	
<b>SE District</b>									
SE District	25	5	30	31	0	31	124.00%	103.33%	
<b>LMD District</b>									
Burnaby	24	6	30	27	0	27	112.50%	90.00%	
Coquitlam	24	6	30	27	0	27	112.50%	90.00%	2
Langley	8	4	12	12	0	12	150.00%	100.00%	
Mission	6	2	8	7	0	7	116.67%	87.50%	1
North Vancouver	6	3	9	11	0	11	183.33%	122.22%	
Richmond	10	2	12	15	0	15	150.00%	125.00%	
Ridge Meadows	8	2	10	10	0	10	125.00%	100.00%	1
Sea to Sky	6	2	8	7	0	7	116.67%	87.50%	
Sunshine Coast	3	0	3	5	0	5	166.67%	166.67%	1
Surrey	141	0	141	125	0	125	88.65%	88.65%	
University	1	0	1	1	0	1	100.00%	100.00%	
UFVRD	6	1	7	7	0	7	116.67%	100.00%	1
White Rock	2	0	2	0	0	0	0.00%	0.00%	
TOTAL LMD District	245	28	273	253	0	253	103.27%	92.67%	6
<b>TOTAL</b>	<b>345</b>	<b>40</b>	<b>385</b>	<b>358</b>	<b>0</b>	<b>358</b>	<b>103.77%</b>	<b>92.99%</b>	<b>6</b>

Last Troop this fiscal year

Troop # 15: 2016-03-14

Note: This report is no longer being produced by the CDRA.

## RESERVISTS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
EHQ	16	1	0	0	8	0	1	0	26
ISD	0	0	0	0	5	21	0	0	26
LMD	0	0	0	0	6	11	0	0	17
ND	0	0	0	0	1	2	0	0	3
SED	0	0	0	0	7	24	0	0	31
TOTAL	16	1	0	0	27	58	1	0	103

## PSE TERMS & CASUALS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
<b><u>TERMS FROM 3 TO 6 MONTHS</u></b>									
EHQ	1	1	0	0	0.5	0	1.5	0	4
ISD	0	0	0	0	0	0	0	0	0
LMD	0	0	0	0	0	0	0	0	0
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	1	0	0	0	1
<b><u>TERMS GREATER THAN 6 MONTHS</u></b>									
EHQ	5	2	0	0	51.5	1	5.5	0	65
ISD	0	0	0	0	3.5	0	0	0	3.5
LMD	0	0	0	0	0	0	0	0	0
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	0	0	0	0	0
<b><u>CASUALS</u></b>									
EHQ	30	9.5	0	0	36.5	0	35.5	0.5	112
ISD	0	0	0	0	5	4.5	0	0	9.5
LMD	0	0	0	0	3.5	9.5	0	0	13
ND	0	0	0	0	13	0	0	0	13
SED	0	0	0	0	4.5	0	0	0	4.5

## PART II - HR METRICS

### PROFESSIONAL STANDARDS

	2015									2016		
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<b><u>Part IV - Code of Conduct</u></b>												
Total Open Files	147	151	153	143	136	129	134	133	118	128	123	123
Files in Formal Process	14	14	13	11	22	23	28	10	25	22	22	22
New Files	15	15	21	15	12	11	11	10	15	18	9	15
Concluded	1	21	12	43	39	27	9	21	11	18	25	21
Note: 87 Investigations > 90 days												
Note: 22 Formal > 90 days												
<b><u>Part VII - Public Complaints</u></b>												
Total Open Files	682	708	725	770	802	790	805	852	868	828	571	571
New Files	70	69	58	102	86	85	108	75	38	88	66	86
Concluded	61	39	24	76	37	96	86	44	19	72	243	224
Note: 400 Investigations > 90 days												
<b><u>Statutory Investigations</u></b>												
Total Open Files	34	36	37	25	33	33	34	45	27	27	28	31
New Files	1	1	2	0	1	0	1	0	0	2	3	4
Concluded	0	2	0	7	9	4	0	1	4	12	3	2
Note: 22 Investigations > 90 days												
<b><u>Harassment Complaints</u></b>												
Total Open Files	28	29	31	35	48	50	49	39	23	23	22	24
New Files	2	3	4	4	13	2	1	0	0	1	3	1
Concluded	2	1	2	0	1	0	1	10	20	13	2	5
Note: 4 Investigations > 90 days												
<b><u>Canadian Human Rights Complaints</u></b>												
Total Open Files	12	10	10	10	11	10	11	10	10	10	12	15
New Files	0	0	1	0	1	0	1	0	0	0	2	3
Concluded	2	0	1	0	0	1	0	0	0	0	0	0
Note: 10 Complaints > 90 days												
<b><u>Other</u></b>												
Request for Review by CPC	1	5	12	7	0	0	1	20	10	11	10	20
Secondary Employment Request	13	8	10	13	12	12	16	8	7	6	10	21
A-TIP Request	7	3	4	1	5	1	6	5	2	3	6	3
<b><u>Performance</u></b>												
Total Open Files	Data Unavailable		25	30	34	38	41	45	48	49	57	59
New Files	2	2	7	5	4	4	3	4	3	1	8	2
Concluded	0	0	0	0	0	0	0	0	0	0	0	0



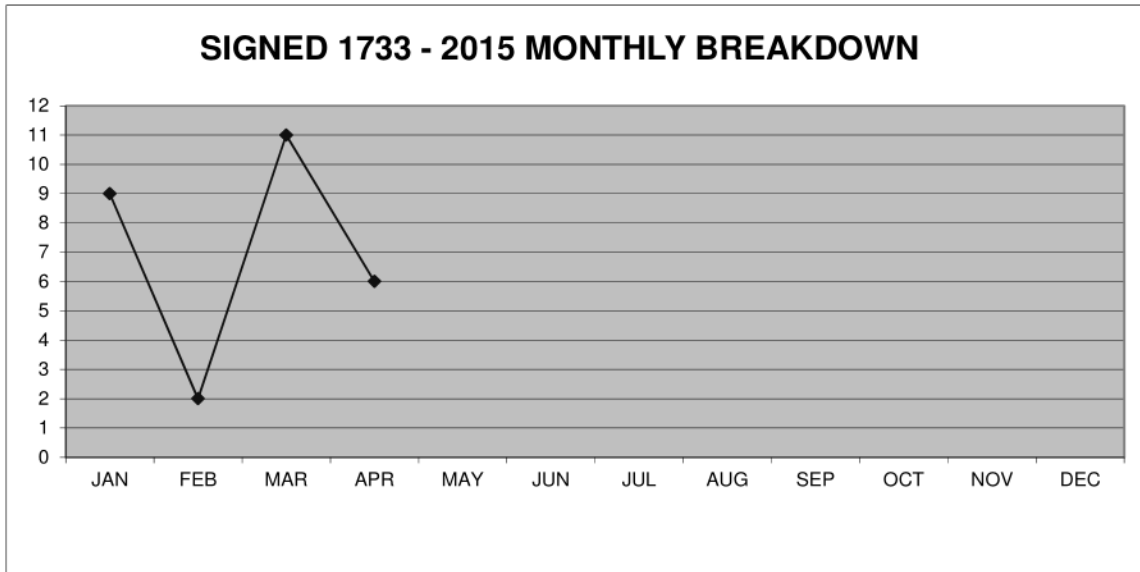
## WORKPLACE RELATIONS

	2015								2016			
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<u>OCG - Grievances *</u>												
Total Open Files**	Data Unavailable						70		199			
New Files**	Data Unavailable								96			
Concluded**	Data Unavailable						85		103			
<u>OCG - RFI's *</u>												
Total Open Files	Data Unavailable											
New Files	Data Unavailable											
Concluded	Data Unavailable											

\* Note: Effective 2014-11-28, new Grievances are submitted to new unit, OCGA.

\*\* Note: Data is consolidated to reporting period.

# INTEGRATED RESOURCE MANAGEMENT Medical Retirement SIGNED 1733 - SUMMARY\*



## SIGNED 1733 - MEMBER BREAKDOWN (BY MONTH)

	2016												YTD
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
RM	9	1	10	2									22
CM		1	1	4									6
TOTAL**	9	2	11	6									28

\*\* Combined RM and CM total.

## RETIREMENT DATE

	2016												YTD
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
2015		2	1	4	1	7	3	5	7	3	5	4	42
2016	11	3	5	4	7	2	5	7	5	2			51
2017	2												
TOTAL**	11	5	6	8	8	9	8	12	12	5	5	4	93

\*\* Combined total RM and CM total.

## RETIREMENT DATE - RM/CM BREAKDOWN

	2016												YTD
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
RM													
2015		1	1	4	1	6	3	4	5	3	4	3	35
2016	11	3	5	4	6	2	5	2	4	2			42
2017	2												
TOTAL RM	11	4	6	8	7	8	8	6	9	5	4	3	79
CM													
2015		1				1		1	2		1	1	7
2016					1			5	1				7
TOTAL CM	0	1	0	0	1	1	0	6	3	0	1	1	14

\* Data Source: Integrated Resource Management Unit, Human Resources Branch (Pacific Region)

## APPENDICIES

### APPENDIX A

#### Definitions and Data Qualifiers

##### DEFINITIONS

1. **Established** represents the number of established positions entered on HRMIS. Variances in Establishment may occur due to delays in creating, end dating, or classifying positions.
2. **Actual** represents the number of actual personnel (headcount) on HRMIS. Variances in Actual may occur due to delays in A22A submission and/or entering same on HRMIS.

##### 3. Metrics

**Vacant Positions** represents the number of unencumbered positions on HRMIS. Vacant positions identified by HRMIS are reviewed by Pacific Region Career Development & Resourcing.

**STE** (Surplus to Establishment) is obtained from HRMIS and represents the number of members who are assigned to a specific collator but not an established position.

**MED** (Medical Leave) represents the number of actual members on Medical Leave.

**MAT/PAT** (Maternity/Parental Leave) represents the number of actual members on Maternity/Parental Leave.

**LWOP** (Leave Without Pay) represents the number of actual members on LWOP and includes Care and Nurturing, Education, Personal Needs, Relocation of Spouse, and Special Leave Without Pay.

**SUS** (Suspension) represents the number of actual members who are Suspended from Duty.

**PMW** (Pregnant Member Working) represents the number of actual members who are pregnant however remain on duty.

**GRW** (Graduated Return to Work) represents the number of actual members who are on Graduated Return to Work

4. **Vacancy** depicts status of vacant positions:

##### **Funded To Be Staffed**

No Staffing Initiated – Management request to initiate staffing has not been received;  
Staffing in Progress – Staffing has been initiated and is in progress;  
Officer Equivalent – Position is staffed nationally;  
Transfer Approved – Transfer approved and is in progress;  
Other – Staffing status unknown;

##### **Funded Blocked**

STE – Staffing action is blocked for Surplus To Establishment;  
TCE – Staffing action is blocked for Temporary Civilian Employee;  
Understudy – Staffing action is blocked for understudy;  
Muni PD – Staffing action is blocked for a secondment from a Municipal Police Department  
Other – Staffing action is blocked for other reasons;

##### **Unfunded**

Frozen – Staffing action is blocked as funding has been frozen;  
For Deletion – Staffing action is blocked as position is designated for deletion;

## **DATA QUALIFIERS**

1. Data sources as follows:

Established and Actual (HRMIS RRPER55)  
Vacant Positions (HRMIS RCPSN024)  
Status of vacant positions (HRMIS RCPSN024 and Development & Resourcing review)  
STE (HRMIS RRPER044)  
MED, MAT/PAT, LWOP, SUS (HRMIS RCLVE009)  
GRW / PMW (HRMIS RCPER037)  
Transfers In/Out/Within E Division (Pacific Region Development & Resourcing)  
RM Attrition (HRMIS RRPER584)  
E Division Cadet Requirement (Pacific Region Development & Resourcing)  
Years of Service (HRMIS RRPER044)  
Reservist (HRMIS RCPER038)  
PSE Terms & Casuals (HRMIS RRPER55)

Professional Standards Unit

Part IV – Code of Conduct  
Part VII – Public Complaints  
Statutory Investigations  
Harassment Complaints  
Canadian Human Rights Complaints  
Other File Requests

Workplace Relations Unit

OCG – Grievances  
OCG – RFI's  
Performance

Integrated Resource Management

Signed 1733  
Retirement Date

2. In the event Pacific Region Development and Resourcing is unable to provide a monthly update, data from the previous month will be used. For newly vacant positions, status is indicated as Funded To Be Staffed - No Staffing Initiated.

Contact us:

RCMP "E" Division  
Establishment Unit  
Human Resources Branch  
Mail Stop 1204  
14200 Green Timbers Way  
Surrey, BC V3T 6P3  
Email: EDIV\_ECN

# RCMP



ROYAL CANADIAN MOUNTED POLICE

# **“E” Division Executive Report**

October 01, 2016



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## PART I - PERSONNEL

### "E" DIVISION - PERSONNEL OVERVIEW

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	709	208	0	917	147	542.5	160	0	702.5	118.5
Protective	96	35	0	131	67	86	26	0	112	51
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	109	0	0	109	0	110	0	0	110	0
Provincial ^	1879	507.5	0	2386.5	613	1736.5	451.5	0	2188	525
Municipal	3781.5	43	8	3832.5	46	3869.5	41	10	3920.5	42
Corp Infra	99	66	0	165	395.5	120	51.5	0	171.5	325
Dept Admin	20	17.5	0	37.5	38	21	13	0	34	31
<b>TOTAL</b>	<b>6693.5</b>	<b>877</b>	<b>8</b>	<b>7578.5</b>	<b>1307.5</b>	<b>6485.5</b>	<b>743</b>	<b>10</b>	<b>7238.5</b>	<b>1093.5</b>

#### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	21	0	10	25	3	5	2
	CM	0	0	7	5	6	2	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	2	4	*
Protective	RM	6	0	0	1	0	1	0
	CM	0	0	0	1	1	1	1
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	2	2	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	1	*
Aboriginal	RM	0	0	6	6	3	2	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	79	3	56	103	16	5	7
	CM	0	0	10	35	10	18	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	16	5	20	*
Municipal	RM	218	20	104	178	77	25	20
	CM	0	0	0	3	2	0	0
	SCST	0	0	0	3	0	0	0
	PSE	*	*	*	3	0	2	*
Corp Infra	RM	33	0	1	6	1	1	0
	CM	0	0	0	6	1	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	7	4	18	*
Dept Admin	RM	4	0	0	5	0	0	0
	CM	0	0	1	2	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	0	6	*
Totals	RM	361	23	177	324	100	39	29
	CM	0	0	18	52	20	21	1
	SCST	0	0	0	3	0	0	0
	PSE	*	*	*	31	13	53	1

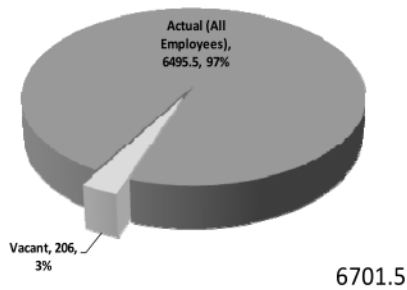
\* Metric not applicable.

^ Provincial Annex A Strength 2602

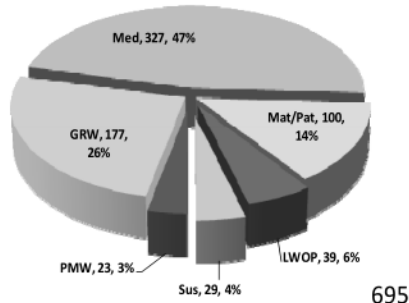
= 2386.5 + 178 Independent Muni + 69 Integrated Positions on MBL + 40 PORF STE's - 71.5 reconciliation margin.

EDIV RM Establishment Summary 2016-10-01

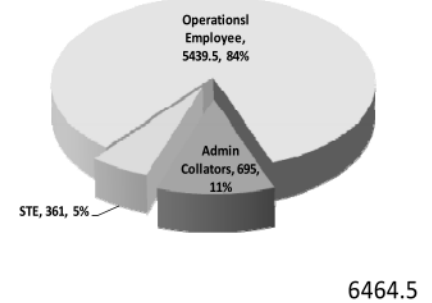
Established Positions, 6701.5



Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 695



Actual (All Employees), 6464.5



		ESTABLISHED POSITIONS	ACTUAL (All Employees)							= ADMIN COLLATORS	ACTUAL (All Employees)	= ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
E DIV	BLs	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	Actual (All Employees)	Admin Collators	Operations Employee
<b>E DIV TOTAL</b>		<b>6701.5</b>	<b>6495.5</b>	<b>23</b>	<b>177</b>	<b>327</b>	<b>100</b>	<b>39</b>	<b>29</b>	<b>695</b>	<b>6495.5</b>	<b>695</b>	<b>5800.5</b>
	Fed	709	542.5	0	10	25	3	5	2	45	542.5	45	497.5
	Prot	96	86	0	0	1	0	1	0	2	86	2	84
	Abor	109	110	0	6	6	3	2	0	17	110	17	93
	Prov	1879	1736.5	3	56	103	16	5	7	190	1736.5	190	1546.5
	Muni	3789.5	3879.5	20	104	181	77	25	20	427	3879.5	427	3452.5
	Corp	99	120	0	1	6	1	1	0	9	120	9	111
	Dept	20	21	0	0	5	0	0	0	5	21	5	16

Speical Constables are included

\* Operational Employee commonly referred to as Roadable Resource.



## "E" DIVISION HEADQUARTERS - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	708	208	0	916	147	541.5	160	0	701.5	118.5
Protective	95	33	0	128	67	85	25	0	110	51
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	2	0	0	2	0	2	0	0	2	0
Provincial	945	493.5	0	1438.5	338	816.5	442.5	0	1259	280
Municipal	53	0	0	53	2	43	0	0	43	2
Corp Infra	99	66	0	165	395.5	120	51.5	0	171.5	325
Dept Admin	20	17.5	0	37.5	38	21	13	0	34	31
<b>TOTAL</b>	<b>1922</b>	<b>818</b>	<b>0</b>	<b>2740</b>	<b>988.5</b>	<b>1629</b>	<b>692</b>	<b>0</b>	<b>2321</b>	<b>808.5</b>

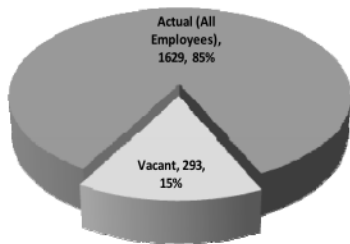
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	21	0	10	25	3	5	2
	CM	0	0	7	5	6	2	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	2	4	1
Protective	RM	6	0	0	1	0	1	0
	CM	0	0	0	1	1	1	1
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	2	2	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	1	*
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	58	0	40	66	8	2	3
	CM	0	0	10	35	10	18	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	10	4	11	*
Municipal	RM	0	0	0	2	1	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	33	0	1	6	1	1	0
	CM	0	0	0	6	1	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	7	4	18	*
Dept Admin	RM	4	0	0	5	0	0	0
	CM	0	0	1	2	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	0	6	*
<b>Totals</b>	RM	122	0	51	105	13	9	5
	CM	0	0	18	49	18	21	1
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	22	12	42	1

\* Metric not applicable.

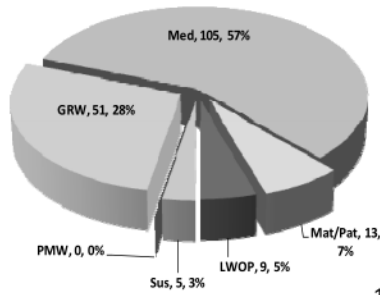
EDIV EHQ RM Establishment Summary 2016-10-01

Established Positions, 1922



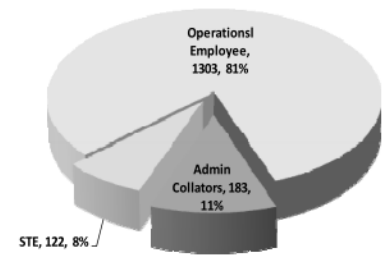
1922

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 183



183

Actual (All Employees), 1629



1629

ESTABLISHED POSITIONS			ACTUAL (All Employees)							= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
EHQ	BLs	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	ACTUAL (All Employees)	Admin Collators	Operational Employee
EHQ TOTAL		1922	1629	0	51	105	13	9	5	183	1629	183	1446
	Fed	708	541.5	0	10	25	3	5	2	45	541.5	45	496.5
	Prot	95	85	0	0	1	0	1	0	2	85	2	83
	Abor	2	2	0	0	0	0	0	0	0	2	0	2
	Prov	945	816.5	0	40	66	8	2	3	119	816.5	119	697.5
	Muni	53	43	0	0	2	1	0	0	3	43	3	40
	Corp	99	120	0	1	6	1	1	0	9	120	9	111
	Dept	20	21	0	0	5	0	0	0	5	21	5	16

Speical Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## ISLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	24	0	0	24	0	23	0	0	23	0
Provincial	229	1	0	230	74	230	1	0	231	63.5
Municipal	439	3	0	442	22	457	3	0	460	19
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>692</b>	<b>4</b>	<b>0</b>	<b>696</b>	<b>96</b>	<b>710</b>	<b>4</b>	<b>0</b>	<b>714</b>	<b>82.5</b>

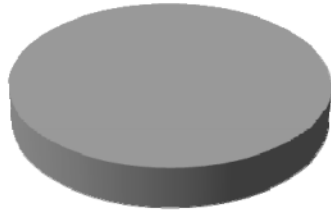
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	2	1	1	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	5	1	5	10	1	1	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	0	1	*
Municipal	RM	7	1	18	33	8	2	2
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	1	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	12	2	25	44	10	4	3
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	0	2	*

\* Metric not applicable.

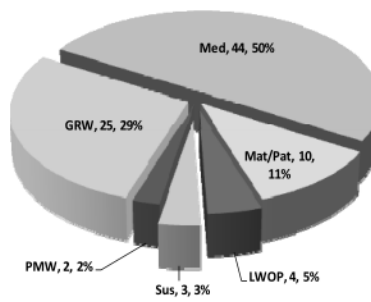
EDIV Island District RM Establishment Summary 2016-10-01

Established Positions, 692



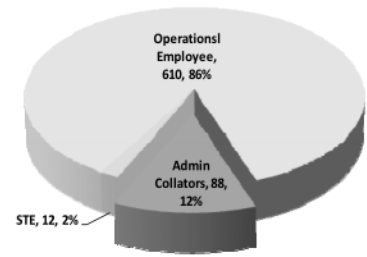
692

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 88



88

Actual (All Employees), 710



710

ESTABLISHED POSITIONS		ACTUAL (All Employees)											= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
ISD	BLs	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	Actual (All Employees)	Admin Collators	Operations Employee	Actual (All Employees)	Admin Collators	Operations Employee
<b>ISD TOTAL</b>		<b>692</b>	<b>710</b>	<b>2</b>	<b>25</b>	<b>44</b>	<b>10</b>	<b>4</b>	<b>3</b>	<b>88</b>	<b>710</b>	<b>88</b>	<b>622</b>	<b>710</b>	<b>88</b>	<b>622</b>
	Fed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Prot	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Abor	24	23	0	2	1	1	1	0	5	23	5	18	23	5	18
	Prov	229	230	1	5	10	1	1	1	19	230	19	211	230	19	211
	Muni	439	457	1	18	33	8	2	2	64	457	64	393	457	64	393
	Corp	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Dept	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Speical Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## LOWER MAINLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	1	0	0	1	0	1	0	0	1	0
Protective	1	2	0	3	0	1	1	0	2	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	11	0	0	11	0	11	0	0	11	0
Provincial	144	11	0	155	42	136	6	0	142	28
Municipal	2355.5	35	8	2398.5	22	2420.5	33	8	2461.5	21
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>2512.5</b>	<b>48</b>	<b>8</b>	<b>2568.5</b>	<b>64</b>	<b>2569.5</b>	<b>40</b>	<b>8</b>	<b>2617.5</b>	<b>49</b>

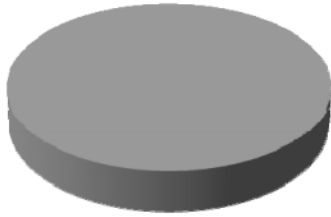
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	3	0	5	4	1	0	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	0	1	*
Municipal	RM	185	11	56	92	52	16	13
	CM	0	0	0	3	1	0	0
	SCST	0	0	0	3	0	0	0
	PSE	*	*	*	3	0	1	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	<b>RM</b>	<b>188</b>	<b>11</b>	<b>61</b>	<b>96</b>	<b>53</b>	<b>16</b>	<b>14</b>
	<b>CM</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
	<b>SCST</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>*</b>

\* Metric not applicable.

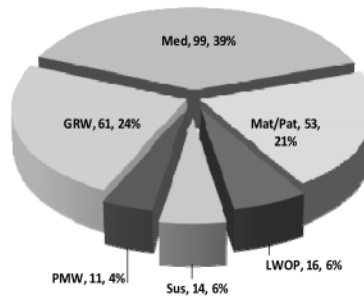
EDIV Lower Mainland District RM Establishment Summary 2016-10-01

Established Positions, 2520.5



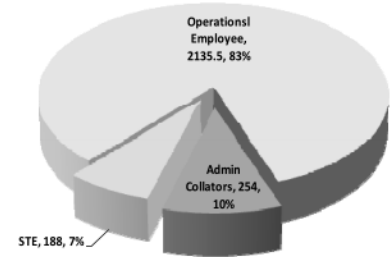
2520.5

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 254



254

Actual (All Employees), 2577.5



2577.5

		ESTABLISHED POSITIONS	ACTUAL (All Employees)									= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *			
LMD	BLs	Established Positions	Actual (All Employees)	PMW	+	GRW	+	Med	+	Mat/Pat	+	LWOP	+	Sus	= Admin Collators	ACTUAL (All Employees)	- Admin Collators	= Operations Employee
LMD TOTAL		2520.5	2577.5	11		61		99		53		16		14	254	2577.5	254	2323.5
	Fed	1	1	0		0		0		0		0		0	0	1	0	1
	Prot	1	1	0		0		0		0		0		0	0	1	0	1
	Abor	11	11	0		0		0		0		0		0	0	11	0	11
	Prov	144	136	0		5		4		1		0		1	11	136	11	125
	Muni	2363.5	2428.5	11		56		95		52		16		13	243	2428.5	243	2185.5
	Corp	0	0	0		0		0		0		0		0	0	0	0	0
	Dept	0	0	0		0		0		0		0		0	0	0	0	0

Speical Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## NORTH DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	52	0	0	52	0	54	0	0	54	0
Provincial	270	1	0	271	74.5	257	1	0	258	67.5
Municipal	345	0	0	345	0	338	0	2	340	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>667</b>	<b>1</b>	<b>0</b>	<b>668</b>	<b>74.5</b>	<b>649</b>	<b>1</b>	<b>2</b>	<b>652</b>	<b>67.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	2	2	2	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	8	1	0	4	1	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	1	5	*
Municipal	RM	19	2	4	14	6	2	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>		<b>27</b>	<b>3</b>	<b>6</b>	<b>20</b>	<b>9</b>	<b>3</b>	<b>1</b>
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>*</b>	<b>*</b>	<b>*</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>*</b>

\* Metric not applicable.

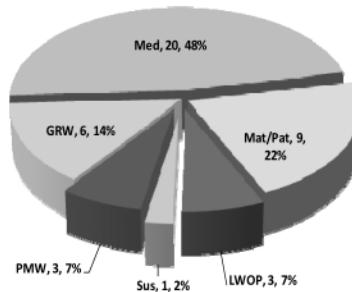
EDIV North District RM Establishment Summary 2016-10-01

Established Positions, 667



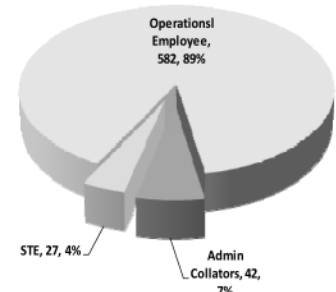
667

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 42



42

Actual (All Employees), 651



651

ESTABLISHED POSITIONS		ACTUAL (All Employees)											= ADMIN COLLATORS	ACTUAL (All Employees)	= ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
ND	BLS	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	ACTUAL (All Employees)	Admin Collators	Operations Employee			
ND TOTAL		667	651	3	6	20	9	3	1	42	651	42	609			
	Fed	0	0	0	0	0	0	0	0	0	0	0	0			
	Prot	0	0	0	0	0	0	0	0	0	0	0	0			
	Abor	52	54	0	2	2	2	0	0	6	54	6	48			
	Prov	270	257	1	0	4	1	1	0	7	257	7	250			
	Muni	345	340	2	4	14	6	2	1	29	340	29	311			
	Corp	0	0	0	0	0	0	0	0	0	0	0	0			
	Dept	0	0	0	0	0	0	0	0	0	0	0	0			

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.



## SOUTHEAST DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	20	0	0	20	0	20	0	0	20	0
Provincial	291	1	0	292	84.5	297	1	0	298	86
Municipal	589	5	0	594	0	611	5	0	616	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>900</b>	<b>6</b>	<b>0</b>	<b>906</b>	<b>84.5</b>	<b>928</b>	<b>6</b>	<b>0</b>	<b>934</b>	<b>86</b>

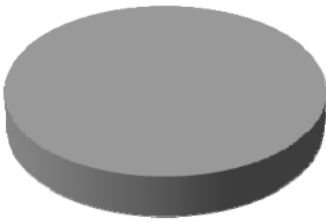
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	2	3	0	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	5	1	6	19	5	1	2
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	0	2	*
Municipal	RM	7	6	26	37	10	5	4
	CM	0	0	0	0	1	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>		<b>12</b>	<b>7</b>	<b>34</b>	<b>59</b>	<b>15</b>	<b>7</b>	<b>6</b>
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>*</b>	<b>*</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>*</b>

\* Metric not applicable.

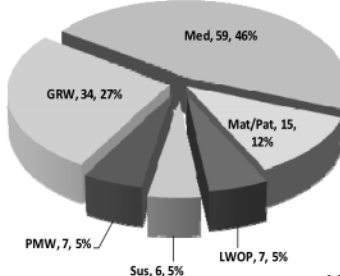
EDIV Southeast District RM Establishment Summary 2016-10-01

Established Positions, 900



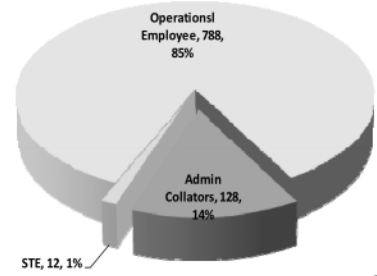
900

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 128



128

Actual (All Employees), 928



928

ESTABLISHED POSITIONS			ACTUAL (All Employees)											= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *	
SED	BLS	Established Positions	Actual (All Employees)	PMW	+	GRW	+	Med	+	Mat/Pat	+	LWOP	+	Sus	= Admin Collators	ACTUAL (All Employees)	- Admin Collators	= Operations Employee
SED TOTAL		900	928	7		34		59		15		7		6	128	928	128	800
	Fed	0	0	0		0		0		0		0		0	0	0	0	0
	Prot	0	0	0		0		0		0		0		0	0	0	0	0
	Abor	20	20	0		2		3		0		1		0	6	20	6	14
	Prov	291	297	1		6		19		5		1		2	34	297	34	263
	Muni	589	611	6		26		37		10		5		4	88	611	88	523
	Corp	0	0	0		0		0		0		0		0	0	0	0	0
	Dept	0	0	0		0		0		0		0		0	0	0	0	0

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## EDIV MEMBER VACANCY OVERVIEW 2016-10-01

	ESTABLISHED	-	ACTUAL	=	VACANCY	VACANCY	+	ADMIN COLLATOR	=	TOTAL	ADMIN COLLATOR	
EHQ												
CORE	803	-	720.5	=	82.5	82.5	+	144	=	226.5	PMW	23
ISOC	17	-	12	=	5	5	+	0	=	5	GRW	195
Corporate Management Branch	6	-	7	=	-1	-1	+	1	=	0	Med	379
Deputy's Office	63	-	61.5	=	1.5	1.5	+	7	=	8.5	Mat/Pat	120
Human Resource Branch	105	-	92	=	13	13	+	9	=	22	LWOP	60
Informatics	1651	-	1322.5	=	328.5	328.5	+	117	=	445.5	Sus	30
Operations Strategy Branch	42	-	34.5	=	7.5	7.5	+	4	=	11.5	Total	807
PRTC	53	-	71	=	-18	-18	+	8	=	-10		
EHQ Total	2740	-	2321	=	419	419	+	290	=	709		
					15.29%					25.88%		
Island District	696	-	714	=	-18	-18	+	88	=	70		
					-2.59%					10.06%		
LMD District	2568.5	-	2617.5	=	-49	-49	+	258	=	209		
					-1.91%					8.14%		
North District	668	-	652	=	16	16	+	42	=	58		
					2.40%					8.68%		
Southeast District	906	-	934	=	-28	-28	+	129	=	101		
					-3.09%					11.15%		
Grand Total	7578.5	-	7238.5	=	340	340	+	807	=	1147		
					4.49%					15.13%		

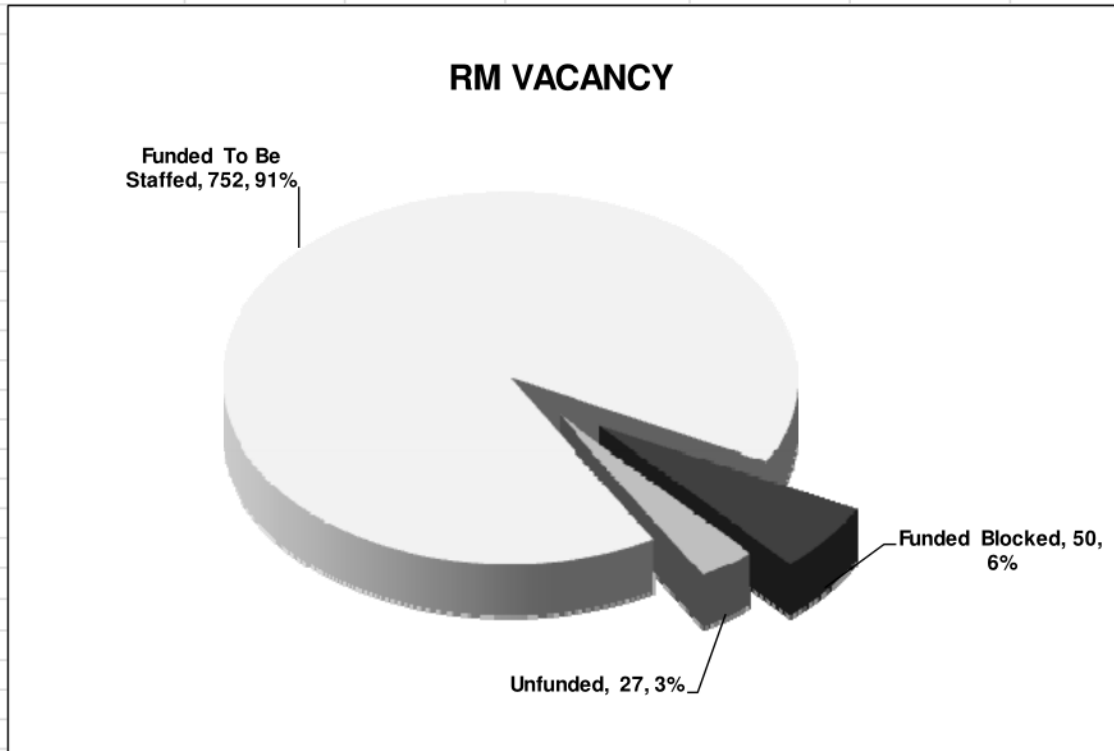
### DEFINITIONS

**ESTABLISHED** represents the number of established positions created on HRMIS.

**ACTUAL** represents the number of employees which includes STEs and employees on Admin Collators.

**ADMIN COLLATOR** includes Med, Mat, Parental, Suspension, LWOP, PMW, and GRW.

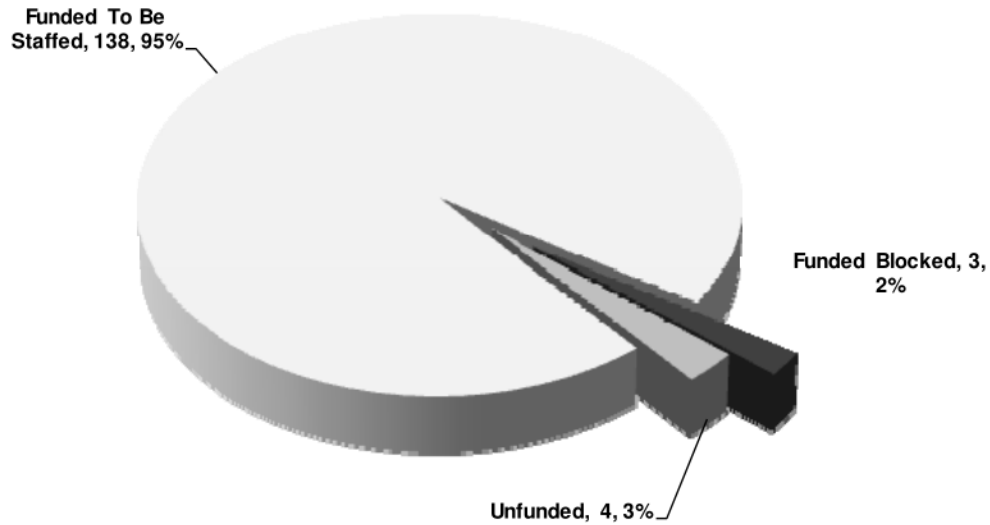
**VACANCY** includes unfunded positions. It does not coincide exactly with RM Demand.



### RM VACANCY DETAILS

	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	178	46	124	13	74	435
Staffing In Progress	142	4	95	39	4	284
Officer equivalent	0	1	0	1	0	2
Other	7	0	11	13	0	31
<b>Total</b>	<b>327</b>	<b>51</b>	<b>230</b>	<b>66</b>	<b>78</b>	<b>752</b>
<b>Funded Blocked</b>						
STE	0	0	10	0	0	10
Understudy	0	0	2	0	0	2
Muni PD	5	0	3	0	0	8
Officer equivalent	0	0	0	0	0	0
Other	19	2	6	2	1	30
<b>Total</b>	<b>24</b>	<b>2</b>	<b>21</b>	<b>2</b>	<b>1</b>	<b>50</b>
<b>Unfunded</b>						
Frozen	20	0	4	0	0	24
For Deletion	2	0	1	0	0	3
<b>Total</b>	<b>22</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>27</b>
<b>TOTAL VACANCIES</b>	<b>373</b>	<b>53</b>	<b>256</b>	<b>68</b>	<b>79</b>	<b>829</b>
Vacancy statuses were reviewed and confirmed by Career Development and Resource Advisor Team from HRMIS Vacancy Report						
Refer to Appendix 'A' for Vacancy Definitions						
Transfer approved:	32	11	21	13	0	77

## CM VACANCY



## CM VACANCY DETAILS

	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	49	0	5	1	0	55
Staffing In Progress	78	0	4	0	0	82
Officer equivalent	0	0	0	0	0	0
Other	1	0	0	0	0	1
<b>Total</b>	<b>128</b>	<b>0</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>138</b>
<b>Funded Blocked</b>						
TCE	0	0	0	0	0	0
Understudy	1	0	0	0	0	1
Muni PD	0	0	0	0	0	0
Officer equivalent	0	0	0	0	0	0
Other	2	0	0	0	0	2
<b>Total</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>Unfunded</b>						
Frozen	3	0	0	0	0	3
For Deletion	1	0	0	0	0	1
<b>Total</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
<b>TOTAL VACANCIES</b>	<b>135</b>	<b>0</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>145</b>
Vacancy statuses were reviewed and confirmed by Career Development and Resource Advisor Team from HRMS Vacancy Report						
Refer to Appendix 'A' for Vacancy Definitions						
Transfer approved:	7	0	0	0	0	7

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Withheld pursuant to/removed as

s.15; s.16

## RESERVISTS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
EHQ	18	1	0	0	6	0	1	0	26
ISD	0	0	0	0	7	22	0	0	29
LMD	0	0	0	0	5	12	0	0	17
ND	0	0	0	0	1	2	0	0	3
SED	0	0	0	0	12	24	0	0	36
<b>TOTAL</b>	<b>18</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>60</b>	<b>1</b>	<b>0</b>	<b>111</b>

## PSE TERMS & CASUALS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
<b><u>TERMS FROM 3 TO 6 MONTHS</u></b>									
EHQ	1	3.5	0	0	0.5	0	4	0	9
ISD	0	0	0	0	0	0	0	0	0
LMD	0	0	0	0	0	0	0	0	0
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	1	0	0	0	1
<b><u>TERMS GREATER THAN 6 MONTHS</u></b>									
EHQ	5	2	0	0	42.5	2	9	0.5	61
ISD	0	0	0	0	3	2	0	0	5
LMD	0	0	0	0	0	1	0	0	1
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	1.5	0	0	0	1.5
<b><u>CASUALS</u></b>									
EHQ	38	14.5	0	0	45	0	29.5	0.5	127.5
ISD	0	0	0	0	5.5	4.5	0	0	10
LMD	0	0	0	0	6.5	11	0	0	17.5
ND	0	0	0	0	16	0	0	0	16
SED	0	0	0	0	9.5	0	0	0	9.5

## 2016 Provincial Annex 'A'

Authorized Member Strength: 2602

A/B Category	PBL Cat	PBL OIC	RM	CM	IM	Member Total	PS	
A	A1. Core Provincial Policing	Aboriginal		8	1	3	12	2
		Crim Ops		76.5	17	0	93.5	18
		Crime Prevention Services		11	1	0	12	11
		Critical Incident		16	0	0	16	2
		District - Island		215	1	0	216	70.5
		District - LMD		135	7	0	142	36
		District - ND		257	1	0	258	74.5
		District - SED		277	1	0	278	83
		OCC		1	257	0	258	5
		Traffic		224	0	0	224	27.5
	A1. Core Provincial Policing Total			1220.5	286	3	1509.5	329.5
	A2. ISOC Provincial Policing	CFSEU		66	6	69	141	13
		ISOC Management		2	0	0	2	1
		MCS		198	43	21	262	58
		National Security		3	0	3	6	0
		Policing Support		84	69	0	153	64
		Federal Policing		33	2	0	35	7
	A2. ISOC Provincial Policing Total			386	120	93	599	143
	A3. Quasi Fenced Provincial Policing	PORF		103	21	30	154	11
	A3. Quasi Fenced Provincial Policing Total			103	21	30	154	11
	A4. Support Provincial Policing	Informatics		5	56	0	61	73
		OSB		0	2.5	0	2.5	4
		HRB		0	2	0	2	6
	A4. Support Provincial Policing Total			5	60.5	0	65.5	83
	A5. Fenced Provincial Policing	Sierra Yoyo		2	0	0	2	1
		Traffic Safety Initiative		156	5	33	194	29
		Ports Policing		2	0	0	2	0
	A5. Fenced Provincial Policing Total			160	5	33	198	30
A Total			1874.5	492.5	159	2526	596.5	
B	B1. Provincial - Divisional Cost Recovery	Op Response Unit (Duty NCO)		5	0	0	5	0
		Radio Supp Muni Cost Recovered		0	6	0	6	0
		Sensitive Expenditure Rev Unit		0	0	0	0	4
		ITCU Muni Supp-Cost Recovery		0	6	0	6	0
		Exhibit Facility - Cost Recovery		1	0	0	1	7
	B1. Provincial - Divisional Cost Recovery Total			6	12	0	18	11
	B2. Integrated Units - Municipal	LMD ERT		53	0	0	53	2
		LMD Ident Services		50	13	0	63	0
		LMD IHIT		57	11	8	76	16
		LMD Integrated Ops Support Hub		1	1	0	2	6
		LMD Integrated Traffic Recon Svcs		16	0	0	16	1
		LMD Police Dog Services		36	0	11	47	0
	B2. Integrated Units - Municipal Total			213	25	19	257	25
	B Total			219	37	19	275	36
	Grand Total			2093.5	529.5	178	2801	632.5



## PART II - HR METRICS

### PROFESSIONAL STANDARDS

	2016						2017					
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<b><u>Public Complaints</u></b>												
<b>Total Open Files</b>	582	595	609	602	658	682						
<b>New Files</b>	80	100	86	71	82	84						
<b>Concluded</b>	56	86	75	77	29	66						

## APPENDICES

### APPENDIX A

#### Definitions and Data Qualifiers

##### DEFINITIONS

1. **Established** represents the number of established positions created on HRMIS. Variances in Establishment may occur due to delays in creating, end dating, or classifying positions.
2. **Actual** represents the number of all employees which includes Surplus to Establishment (STE), Pregnant Member Working (PMW), Graduated Return to Work (GRW), Medical (Med), Maternity/Prenatal (Mat/Pat), Leave without Pay (LWOP) and Suspension (Sus). Variances in Actual may occur due to delays in A22A submission and/or entering same on HRMIS.
3. **Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Sus)** represents the number of employees who are not fully operational that includes PMW, GRW, Med, Mat/Pat, LWOP and Suspension.

#### 4. Metrics

**STE** (Surplus to Establishment) is obtained from HRMIS and represents the number of operational employees who are assigned to a specific collator but not in an established position.

**MED** (Medical Leave) represents the number of actual employees on Medical Leave over 30 days and on a medical collator.

**MAT/PAT** (Maternity/Parental Leave) represents the number of employees on Maternity or Parental Leave.

**LWOP** (Leave Without Pay) represents the number of employees on LWOP, this includes Care and Nurturing, Education, Personal Needs, Relocation of Spouse, and Special Leave Without Pay.

**SUS** (Suspension) represents the number of employees who are Suspended from Duty with or without pay.

**PMW** (Pregnant Member Working) represents the number of employees who are pregnant however are not operational (not "roadable").

**GRW** (Graduated Return to Work) represents the number of actual members who are on Graduated Return to Work and working more than 8 hours per week.

5. **Vacancy** depicts status of vacant positions:

##### **Funded To Be Staffed**

No Staffing Initiated – Management request to initiate staffing has not been received;  
Staffing in Progress – Staffing has been initiated and is in progress;  
Officer Equivalent – Position is staffed nationally;  
Transfer Approved – Transfer approved and is in progress and no longer vacant;  
Other – Staffing status unknown;

##### **Blocked positions defined as follows:**

##### **Funded Blocked**

STE – Staffing action is blocked due to Surplus To Establishment;  
Understudy – Staffing action is blocked for understudy;  
Muni PD – Staffing action is blocked for a secondment from a Municipal Police Department  
Other – Staffing action is blocked for other reasons;

##### **Unfunded**

Frozen – Staffing action is blocked if unfunded;  
For Deletion – Staffing action is blocked as position is designated for deletion;

## **DATA QUALIFIERS**

Data sources as follows:

Established and Actual (HRMIS RRPER55)

Vacant Positions (HRMIS RCPSN024)

Status of vacant positions (HRMIS RCPSN024 and Career Development and Resourcing review)

STE (HRMIS RRPER044)

MED, MAT/PAT, LWOP, SUS (HRMIS RCLVE009)

GRW / PMW (HRMIS RCPER037)

Reservist (HRMIS RCPER038)

PSE Terms & Casuals (HRMIS RRPER55)

Public Complaints (Professional Standards Unit)

Contact us:

RCMP "E" Division  
Establishment Unit  
Human Resources Branch  
Mail Stop 1204  
14200 Green Timbers Way  
Surrey, BC V3T 6P3  
Email: EDIV\_ECN

# RCMP



ROYAL CANADIAN MOUNTED POLICE

# “E” Division Executive Report

January 01, 2017



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## PART I - PERSONNEL

### "E" DIVISION - PERSONNEL OVERVIEW

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	712	204	2	918	148	556	163	1	720	123.5
Protective	96	36	0	132	67	85	26	0	111	48
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	109	0	0	109	0	106	0	0	106	0
Provincial ^	1883	486.5	19	2388.5	614	1726.5	441	8	2175.5	523
Municipal	3803.5	51	8	3862.5	44.5	3908	38	11	3957	42
Corp Infra	102	57	0	159	381	125.5	51	0	176.5	333.5
Dept Admin	20	16.5	0	36.5	43	18	11	0	29	28.5
<b>TOTAL</b>	<b>6725.5</b>	<b>851</b>	<b>29</b>	<b>7605.5</b>	<b>1298.5</b>	<b>6525</b>	<b>730</b>	<b>20</b>	<b>7275</b>	<b>1099.5</b>

#### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	23	1	10	29	4	6	2
	CM	0	0	5	10	5	4	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	5	2	5	*
Protective	RM	6	0	0	1	0	1	0
	CM	0	0	0	0	1	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	1	2	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	1	*
Aboriginal	RM	0	0	6	7	3	2	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	79	4	42	112	16	4	7
	CM	0	1	10	37	10	21	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	19	8	19	*
Municipal	RM	208	23	114	194	85	26	19
	CM	0	0	0	0	2	1	0
	SCST	0	0	0	2	0	0	0
	PSE	*	*	*	3	1	2	*
Corp Infra	RM	41	0	0	8	2	1	0
	CM	0	0	0	5	2	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	7	7	16	*
Dept Admin	RM	4	0	0	4	0	0	0
	CM	0	0	1	1	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	0	6	*
<b>Totals</b>		<b>361</b>	<b>28</b>	<b>172</b>	<b>355</b>	<b>110</b>	<b>40</b>	<b>28</b>
		<b>0</b>	<b>1</b>	<b>16</b>	<b>53</b>	<b>20</b>	<b>27</b>	<b>0</b>
		<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>*</b>	<b>*</b>	<b>*</b>	<b>35</b>	<b>19</b>	<b>51</b>	<b>1</b>

\* Metric not applicable.

^ Provincial Annex A Strength 2602

= 2388.5 + 178 Independent Muni + 69 Integrated Positions on MBL + 40 PORF STE's - 73.5 reconciliation margin.

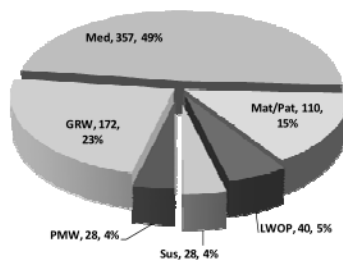
EDIV RM Establishment Summary 2017-01-01

Established Positions, 6754.5



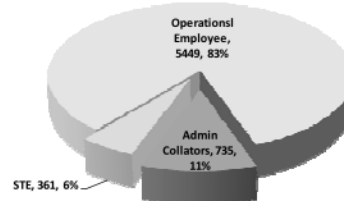
6754.5

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 735



735

Actual (All Employees), 6545



6545

ESTABLISHED POSITIONS		ACTUAL (All Employees)				ADMIN COLLATORS		ACTUAL (All Employees)		ADMIN COLLATORS		OPERATIONAL EMPLOYEE *	
E DIV	BLS	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	Actual (All Employees)	Admin Collators	Operational Employee
<b>EDIV TOTAL</b>		<b>6754.5</b>	<b>6545</b>	<b>28</b>	<b>172</b>	<b>357</b>	<b>110</b>	<b>40</b>	<b>28</b>	<b>735</b>	<b>6545</b>	<b>735</b>	<b>5810</b>
	Fed	714	557	1	10	29	4	6	2	52	557	52	505
	Prot	96	85	0	0	1	0	1	0	2	85	2	83
	Abor	109	106	0	6	7	3	2	0	18	106	18	88
	Prov	1902	1734.5	4	42	112	16	4	7	185	1734.5	185	1549.5
	Muni	3811.5	3919	23	114	196	85	26	19	463	3919	463	3456
	Corp	102	125.5	0	0	8	2	1	0	11	125.5	11	114.5
	Dept	20	18	0	0	4	0	0	0	4	18	4	14

Speical Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## "E" DIVISION HEADQUARTERS - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	711	204	2	917	148	554	163	1	718	123.5
Protective	95	33	0	128	67	84	25	0	109	48
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	2	0	0	2	0	2	0	0	2	0
Provincial	985	471.5	19	1475.5	342	841.5	430	8	1279.5	287.5
Municipal	53	0	0	53	2	42	0	0	42	2
Corp Infra	102	57	0	159	381	125.5	51	0	176.5	333.5
Dept Admin	20	16.5	0	36.5	43	18	11	0	29	28.5
<b>TOTAL</b>	<b>1968</b>	<b>782</b>	<b>21</b>	<b>2771</b>	<b>984</b>	<b>1667</b>	<b>680</b>	<b>9</b>	<b>2356</b>	<b>824</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	22	1	10	29	4	6	2
	CM	0	0	5	10	5	4	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	5	2	5	1
Protective	RM	6	0	0	1	0	1	0
	CM	0	0	0	0	1	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	1	2	0
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	1	0
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	65	0	26	69	8	1	4
	CM	0	1	10	37	9	21	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	10	6	13	0
Municipal	RM	0	0	0	1	1	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	41	0	0	8	2	1	0
	CM	0	0	0	5	2	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	7	7	16	*
Dept Admin	RM	4	0	0	4	0	0	0
	CM	0	0	1	1	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	0	6	*
<b>Totals</b>	<b>RM</b>	<b>138</b>	<b>1</b>	<b>36</b>	<b>112</b>	<b>15</b>	<b>9</b>	<b>6</b>
	<b>CM</b>	<b>0</b>	<b>1</b>	<b>16</b>	<b>53</b>	<b>17</b>	<b>26</b>	<b>0</b>
	<b>SCST</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>23</b>	<b>16</b>	<b>43</b>	<b>1</b>

\* Metric not applicable.



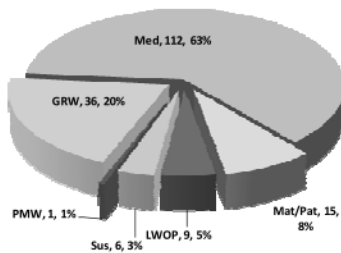
EDIV EHQ RM Establishment Summary 2017-01-01

Established Positions, 1968



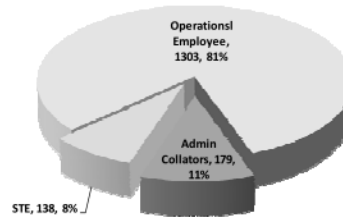
1968

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 179



179

Actual (All Employees), 1676



1676

ESTABLISHED POSITIONS		ACTUAL (All Employees)						= ADMIN COLLATORS		ACTUAL (All Employees)		- ADMIN COLLATORS		= OPERATIONAL EMPLOYEE *	
EHQ	BLS	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	ACTUAL (All Employees)	Admin Collators	Operational Employee		
<b>EHQ TOTAL</b>		<b>1989</b>	<b>1676</b>	<b>1</b>	<b>36</b>	<b>112</b>	<b>15</b>	<b>9</b>	<b>6</b>	<b>179</b>	<b>1676</b>	<b>179</b>	<b>1497</b>		
	Fed	713	555	1	10	29	4	6	2	52	555	52	503		
	Prot	95	84	0	0	1	0	1	0	2	84	2	82		
	Abor	2	2	0	0	0	0	0	0	0	2	0	2		
	Prov	1004	849.5	0	26	69	8	1	4	108	849.5	108	741.5		
	Muni	53	42	0	0	1	1	0	0	2	42	2	40		
	Corp	102	125.5	0	0	8	2	1	0	11	125.5	11	114.5		
	Dept	20	18	0	0	4	0	0	0	4	18	4	14		

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## ISLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	24	0	0	24	0	24	0	0	24	0
Provincial	215	2	0	217	72.5	211	1	0	212	59.5
Municipal	439	3	0	442	20.5	468	2	0	470	20
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>678</b>	<b>5</b>	<b>0</b>	<b>683</b>	<b>93</b>	<b>703</b>	<b>3</b>	<b>0</b>	<b>706</b>	<b>79.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	3	1	1	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	2	1	4	13	1	1	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	1	1	*
Municipal	RM	7	5	18	35	8	2	2
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	1	1	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	<b>RM</b>	<b>9</b>	<b>6</b>	<b>25</b>	<b>49</b>	<b>10</b>	<b>4</b>	<b>3</b>
	<b>CM</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>SCST</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>*</b>

\* Metric not applicable.

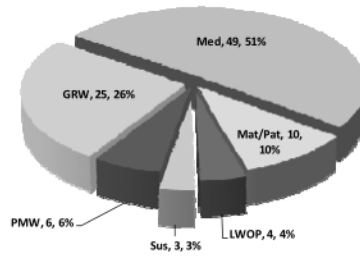
EDIV Island District RM Establishment Summary 2017-01-01

Established Positions, 678



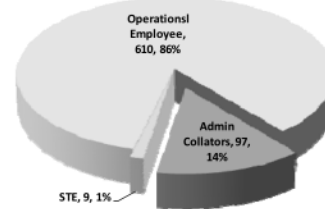
678

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 97



97

Actual (All Employees), 703



703

ESTABLISHED POSITIONS		ACTUAL (All Employees)								= ADMIN COLLATORS		ACTUAL (All Employees)		- ADMIN COLLATORS		= OPERATIONAL EMPLOYEE *	
ISD	BLS	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators		Actual (All Employees)		Admin Collators		Operational Employee	
ISD TOTAL		678	703	6	25	49	10	4	3	97		703		97		606	
	Fed	0	0	0	0	0	0	0	0	0		0		0		0	
	Prot	0	0	0	0	0	0	0	0	0		0		0		0	
	Abor	24	24	0	3	1	1	1	0	6		24		6		18	
	Prov	215	211	1	4	13	1	1	1	21		211		21		190	
	Muni	439	468	5	18	35	8	2	2	70		468		70		398	
	Corp	0	0	0	0	0	0	0	0	0		0		0		0	
	Dept	0	0	0	0	0	0	0	0	0		0		0		0	

Speical Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## LOWER MAINLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	1	0	0	1	0	2	0	0	2	0
Protective	1	3	0	4	0	1	1	0	2	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	11	0	0	11	0	11	0	0	11	0
Provincial	144	10	0	154	42	138	8	0	146	28
Municipal	2372.5	43	8	2423.5	22	2435.5	31	9	2475.5	20
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>2529.5</b>	<b>56</b>	<b>8</b>	<b>2593.5</b>	<b>64</b>	<b>2587.5</b>	<b>40</b>	<b>9</b>	<b>2636.5</b>	<b>48</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	1	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	3	1	4	4	1	0	1
	CM	0	0	0	0	1	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	0	1	*
Municipal	RM	169	8	62	103	51	16	9
	CM	0	0	0	0	1	1	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	3	0	1	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	<b>RM</b>	<b>173</b>	<b>9</b>	<b>66</b>	<b>107</b>	<b>52</b>	<b>16</b>	<b>10</b>
	<b>CM</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>
	<b>SCST</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>*</b>

\* Metric not applicable.



## NORTH DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	52	0	0	52	0	50	0	0	50	0
Provincial	261	1	0	262	75.5	248	1	0	249	66
Municipal	344	0	0	344	0	344	0	2	346	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>657</b>	<b>1</b>	<b>0</b>	<b>658</b>	<b>75.5</b>	<b>642</b>	<b>1</b>	<b>2</b>	<b>645</b>	<b>66</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	1	3	2	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	5	2	0	8	2	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	1	3	*
Municipal	RM	25	4	5	19	11	3	2
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>		<b>30</b>	<b>6</b>	<b>6</b>	<b>30</b>	<b>15</b>	<b>4</b>	<b>2</b>
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>*</b>	<b>*</b>	<b>*</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>*</b>

\* Metric not applicable.



## SOUTHEAST DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	20	0	0	20	0	19	0	0	19	0
Provincial	278	2	0	280	82	288	1	0	289	82
Municipal	595	5	0	600	0	618.5	5	0	623.5	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>893</b>	<b>7</b>	<b>0</b>	<b>900</b>	<b>82</b>	<b>925.5</b>	<b>6</b>	<b>0</b>	<b>931.5</b>	<b>82</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	2	3	0	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	4	0	8	18	4	1	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	4	0	1	*
Municipal	RM	7	6	29	36	14	5	6
	CM	0	0	0	0	1	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	<b>RM</b>	<b>11</b>	<b>6</b>	<b>39</b>	<b>57</b>	<b>18</b>	<b>7</b>	<b>7</b>
	<b>CM</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
	<b>SCST</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>PSE</b>	<b>*</b>	<b>*</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>*</b>

\* Metric not applicable.



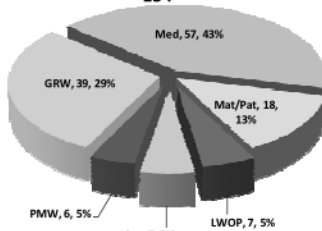
EDIV Southeast District RM Establishment Summary 2017-01-01

Established Positions, 893



893

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 134



134

Actual (All Employees), 925.5



925.5

ESTABLISHED POSITIONS		ACTUAL (All Employees)											= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
SED	BLs	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	Actual (All Employees)	Admin Collators	Operational Employee	Actual (All Employees)	Admin Collators	Operational Employee
<b>SED TOTAL</b>		<b>893</b>	<b>925.5</b>	<b>6</b>	<b>39</b>	<b>57</b>	<b>18</b>	<b>7</b>	<b>7</b>	<b>134</b>	<b>925.5</b>	<b>134</b>	<b>791.5</b>			
	Fed	0	0	0	0	0	0	0	0	0	0	0	0			
	Prot	0	0	0	0	0	0	0	0	0	0	0	0			
	Abor	20	19	0	2	3	0	1	0	6	19	6	13			
	Prov	278	288	0	8	18	4	1	1	32	288	32	256			
	Muni	595	618.5	6	29	36	14	5	6	96	618.5	96	522.5			
	Corp	0	0	0	0	0	0	0	0	0	0	0	0			
	Dept	0	0	0	0	0	0	0	0	0	0	0	0			

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## EDIV MEMBER VACANCY OVERVIEW 2017-01-01

	ESTABLISHED	-	ACTUAL	=	VACANCY	VACANCY	+	ADMIN COLLATOR	=	TOTAL	ADMIN COLLATOR	
EHQ												
CORE	809	-	715	=	94	94	+	133	=	227	PMW	29
ISOC	1683	-	1362	=	321	321	+	129	=	450	GRW	188
Corporate Management Branch	16	-	11	=	5	5	+		=	5	Med	410
Deputy's Office	5	-	6	=	-1	-1	+	1	=	0	Mat/Pat	130
Human Resource Branch	65	-	63	=	2	2	+	5	=	7	LWOP	67
Informatics	105	-	93	=	12	12	+	10	=	22	Sus	28
Operations Strategy Branch	42	-	33	=	9	9	+	3	=	12	Total	852
PRTC	46	-	73	=	-27	-27	+	11	=	-16		
EHQ Total	2771	-	2356	=	415	415	+	292	=	707		
					14.98%					25.51%		
Island District	683	-	706	=	-23	-23	+	97	=	74		
					-3.37%					10.83%		
LMD District	2593.5	-	2636.5	=	-43	-43	+	264	=	221		
					-1.66%					8.52%		
North District	658	-	645	=	13	13	+	64	=	77		
					1.98%					11.70%		
Southeast District	900	-	931.5	=	-31.5	-31.5	+	135	=	103.5		
					-3.50%					11.50%		
Grand Total	7605.5	-	7275.0	=	330.5	330.5	+	852	=	1182.5		
					4.35%					15.55%		

### DEFINITIONS

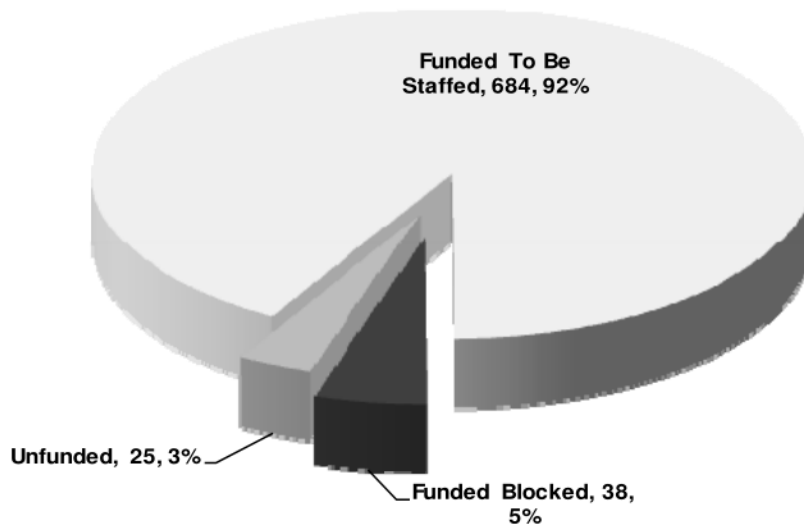
**ESTABLISHED** is the number of RM and CM positions as per HRMIS.

**ACTUAL** is the number of employees. Includes STEs and all employees on Admin Collators.

**VACANCY** includes unfunded positions. It does not coincide exactly with RM Demand.

**ADMIN COLLATOR** includes Med, Mat, Parental, Suspension, LWOP, PMW, and GRW.

## RM VACANCY

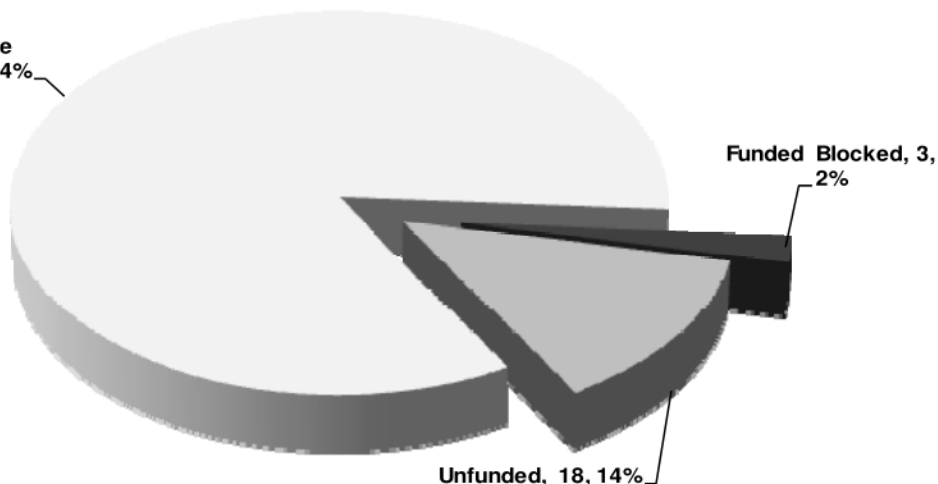


## RM VACANCY DETAILS

	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	201	26	95	15	49	386
Staffing In Progress	129	13	81	28	12	263
Officer equivalent	1	0	1	0	0	2
Other	12	4	6	10	1	33
<b>Total</b>	<b>343</b>	<b>43</b>	<b>183</b>	<b>53</b>	<b>62</b>	<b>684</b>
<b>Funded Blocked</b>						
STE	0	0	3	0	0	3
Understudy	0	0	0	0	0	0
Muni PD	5	0	4	0	0	9
Officer equivalent	0	0	0	0	0	0
Other	17	4	2	2	1	26
<b>Total</b>	<b>22</b>	<b>4</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>38</b>
<b>Unfunded</b>						
Frozen	18	0	4	0	0	22
For Deletion	2	0	1	0	0	3
<b>Total</b>	<b>20</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>25</b>
<b>TOTAL VACANCIES</b>	<b>385</b>	<b>47</b>	<b>197</b>	<b>55</b>	<b>63</b>	<b>747</b>
Vacancy statuses were reviewed and confirmed by Career Development and Resource Advisor Team from HRMS Vacancy Report						
Refer to Appendix 'A' for Vacancy Definitions						
Transfer approved:	28	6	64	10	4	112

## CM VACANCY

Funded To Be Staffed, 113, 84%



## CM VACANCY DETAILS

	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	48	0	6	0	0	54
Staffing In Progress	49	1	3	0	1	54
Officer equivalent	0	0	0	0	0	0
Other	5	0	0	0	0	5
<b>Total</b>	<b>102</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>113</b>
<b>Funded Blocked</b>						
TCE	0	0	0	0	0	0
Understudy	0	0	0	0	0	0
Muni PD	1	0	0	0	0	1
Officer equivalent	0	0	0	0	0	0
Other	2	0	0	0	0	2
<b>Total</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>Unfunded</b>						
Frozen	16	0	0	0	0	16
For Deletion	2	0	0	0	0	2
<b>Total</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>
<b>TOTAL VACANCIES</b>	<b>123</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>134</b>

Vacancy statuses were reviewed and confirmed by Career Development and Resource Advisor Team from HRMS Vacancy Report

Refer to Appendix 'A' for Vacancy Definitions

Transfer approved:	8	0	0	0	0	8
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Withheld pursuant to/removed as

s.15; s.16

## RESERVISTS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
EHQ	19	1	0	0	6	0	1	0	27
ISD	0	0	0	0	8	21	0	0	29
LMD	0	0	0	0	7	12	0	0	19
ND	0	0	0	0	2	1	0	0	3
SED	0	0	0	0	10	24	0	0	34
TOTAL	19	1	0	0	33	58	1	0	112

## PSE TERMS & CASUALS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
<b>TERMS FROM 3 TO 6 MONTHS</b>									
EHQ	0	2	0	0	2	0	1	0	5
ISD	0	0	0	0	0	0	0	0	0
LMD	0	0	0	0	0	0	0	0	0
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	2	0	0	0	2
<b>TERMS GREATER THAN 6 MONTHS</b>									
EHQ	4.5	5.5	0	0	48.5	1	8.5	0	68
ISD	0	0	0	0	4	1	0	0	5
LMD	0	0	0	0	0	1	0	0	1
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	1.5	0	0	0	1.5
<b>CASUALS</b>									
EHQ	3	0.5	0	0	5.5	0	2	0	11
ISD	0	0	0	0	0	1	0	0	1
LMD	0	0	0	0	0	1	0	0	1
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	0	0	0	0	0

## 2016 Provincial Annex 'A'

Authorized Member Strength: 2602

A/B Category	PBL Cat	PBL OIC	RM	CM	IM	Member Total	PS	
A	A1. Core Provincial Policing	Aboriginal		8	1	3	12	2
		Crim Ops		76.5	17	0	93.5	18
		Crime Prevention Services		11	1	0	12	11
		Critical Incident		16	0	0	16	2
		District - Island		215	1	0	216	70.5
		District - LMD		135	7	0	142	36
		District - ND		257	1	0	258	74.5
		District - SED		277	1	0	278	83
		OCC		1	257	0	258	5
		Traffic		224	0	0	224	27.5
	A1. Core Provincial Policing Total			1220.5	286	3	1509.5	329.5
	A2. ISOC Provincial Policing	CFSEU		66	6	69	141	13
		ISOC Management		2	0	0	2	1
		MCS		198	43	21	262	58
		National Security		3	0	3	6	0
		Policing Support		84	69	0	153	64
		Federal Policing		33	2	0	35	7
	A2. ISOC Provincial Policing Total			386	120	93	599	143
	A3. Quasi Fenced Provincial Policing	PORF		103	21	30	154	11
	A3. Quasi Fenced Provincial Policing Total			103	21	30	154	11
	A4. Support Provincial Policing	Informatics		5	56	0	61	73
		OSB		0	2.5	0	2.5	4
		HRB		0	2	0	2	6
	A4. Support Provincial Policing Total			5	60.5	0	65.5	83
	A5. Fenced Provincial Policing	Sierra Yoyo		2	0	0	2	1
		Traffic Safety Initiative		156	5	33	194	29
		Ports Policing		2	0	0	2	0
	A5. Fenced Provincial Policing Total			160	5	33	198	30
A Total			1874.5	492.5	159	2526	596.5	
B	B1. Provincial - Divisional Cost Recovery	Op Response Unit (Duty NCO)		5	0	0	5	0
		Radio Supp Muni Cost Recovered		0	6	0	6	0
		Sensitive Expenditure Rev Unit		0	0	0	0	4
		ITCU Muni Supp-Cost Recovery		0	6	0	6	0
		Exhibit Facility - Cost Recovery		1	0	0	1	7
	B1. Provincial - Divisional Cost Recovery Total			6	12	0	18	11
	B2. Integrated Units - Municipal	LMD ERT		53	0	0	53	2
		LMD Ident Services		50	13	0	63	0
		LMD IHIT		57	11	8	76	16
		LMD Integrated Ops Support Hub		1	1	0	2	6
		LMD Integrated Traffic Recon Svcs		16	0	0	16	1
		LMD Police Dog Services		36	0	11	47	0
	B2. Integrated Units - Municipal Total			213	25	19	257	25
	B Total			219	37	19	275	36
	Grand Total			2093.5	529.5	178	2801	632.5

## PART II - HR METRICS

### PROFESSIONAL STANDARDS

	2016									2017		
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<u>Public Complaints</u>												
Total Open Files	582	595	609	602	658	682	761	721	725			
New Files	80	100	86	71	82	84	94	107	91			
Concluded	56	86	75	77	29	66	13	146	90			



## APPENDICES

### APPENDIX A

#### Definitions and Data Qualifiers

##### DEFINITIONS

1. **Established** represents the number of established positions created on HRMIS. Variances in Establishment may occur due to delays in creating, end dating, or classifying positions.
2. **Actual** represents the number of all employees which includes Surplus to Establishment (STE), Pregnant Member Working (PMW), Graduated Return to Work (GRW), Medical (Med), Maternity/Prenatal (Mat/Pat), Leave without Pay (LWOP) and Suspension (Sus). Variances in Actual may occur due to delays in A22A submission and/or entering same on HRMIS.
3. **Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Sus)** represents the number of employees who are not fully operational that includes PMW, GRW, Med, Mat/Pat, LWOP and Suspension.
4. **Metrics**

**STE** (Surplus to Establishment) is obtained from HRMIS and represents the number of operational employees who are assigned to a specific collator but not in an established position.

**MED** (Medical Leave) represents the number of employees on Medical Leave over 30 days and on in a medical collator.

**MAT/PAT** (Maternity/Parental Leave) represents the number of employees on Maternity or Parental Leave.

**LWOP** (Leave Without Pay) represents the number of employees on LWOP, this includes Care and Nurturing, Education, Personal Needs, Relocation of Spouse, and Special Leave Without Pay.

**SUS** (Suspension) represents the number of employees who are Suspended from Duty with or without Pay.

**PMW** (Pregnant Member Working) represents the number of employees who are pregnant however are not operational (not "roadable").

**GRW** (Graduated Return to Work) represents the number of employees who are on Graduated Return to Work and working more than 8 hours per week.

5. **Vacancy** depicts status of vacant positions:

##### **Funded To Be Staffed**

No Staffing Initiated – Management request to initiate staffing has not been received;  
Staffing in Progress – Staffing has been initiated and is in progress;  
Officer Equivalent – Position is staffed nationally;  
Other – Staffing status unknown;  
Transfer Approved – Transfer approved and is in progress and no longer vacant;

##### **Blocked positions defined as follows:**

##### **Funded Blocked**

STE – Staffing action is blocked due to Surplus To Establishment;  
Understudy – Staffing action is blocked for understudy;  
Muni PD – Staffing action is blocked for a secondment from a Municipal Police Department  
Other – Staffing action is blocked for other reasons;

##### **Unfunded**

Frozen – Staffing action is blocked if unfunded;  
For Deletion – Staffing action is blocked as position is designated for deletion;

## **DATA QUALIFIERS**

Data sources as follows:

Established and Actual (HRMIS RRPER55)

Vacant Positions (HRMIS RCPSN024)

Status of vacant positions (HRMIS RCPSN024 and Career Development and Resourcing review)

STE (HRMIS RRPER044)

MED, MAT/PAT, LWOP, SUS (HRMIS RCLVE009)

GRW / PMW (HRMIS RCPER037)

Reservist (HRMIS RCPER038)

PSE Terms & Casuals (HRMIS RRPER55)

Public Complaints (Professional Standards Unit)

Contact us:

RCMP "E" Division  
Establishment Unit  
Human Resources Branch  
Mail Stop 1204  
14200 Green Timbers Way  
Surrey, BC V3T 6P3  
Email: EDIV\_ECN

# RCMP



ROYAL CANADIAN MOUNTED POLICE

# **“E” Division Executive Report**

April 01, 2017



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# PART I - PERSONNEL

## "E" DIVISION - PERSONNEL OVERVIEW

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	722	208	2	932	150	556.5	166.5	1	724	128.5
Protective	95	36	0	131	68	85	26	0	111	51
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	109	0	0	109	0	104	0	0	104	0
Provincial ^	1879	473.5	19	2371.5	614.5	1713	417.5	17	2147.5	522
Municipal	3826.5	54	8	3888.5	49.5	3899.5	40	12	3951.5	50
Corp Infra	107	56	0	163	388	133	49.5	0	182.5	332.5
Dept Admin	18	16.5	0	34.5	42	18	11	0	29	31
TOTAL	6756.5	844	29	7629.5	1313	6509	710.5	30	7249.5	1116

## PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	20	1	14	28	1	6	3
	CM	0	0	7	7	6	4	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	4	2	5	*
Protective	RM	6	0	0	3	0	1	0
	CM	0	0	1	0	1	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	3	1	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	1	*
Aboriginal	RM	0	0	4	5	1	2	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	65	5	41	118	23	5	6
	CM	1	0	10	40	11	20	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	18	13	20	*
Municipal	RM	141	15	131	205	74	28	17
	CM	0	0	0	2	2	2	0
	SCST	4	0	1	3	0	1	0
	PSE	*	*	*	4	1	1	*
Corp Infra	RM	20	0	0	6	0	1	0
	CM	0	0	0	4	2	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	10	9	13	*
Dept Admin	RM	4	0	0	5	0	0	0
	CM	0	0	1	1	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	1	5	*
Totals	RM	256	21	190	370	99	43	27
	CM	1	0	19	54	22	27	0
	SCST	4	0	1	4	0	1	0
	PSE	*	*	*	37	29	46	1

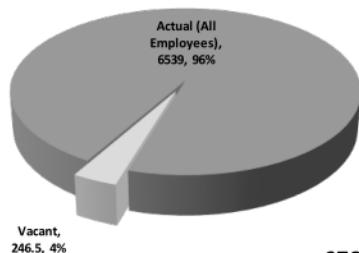
\* Metric not applicable.

^ Provincial Annex A Strength 2602

= 2371.5 + 178 Independent Muni + 69 Integrated Positions on MBL + 40 PORF STE's - 56.5 reconciliation margin.

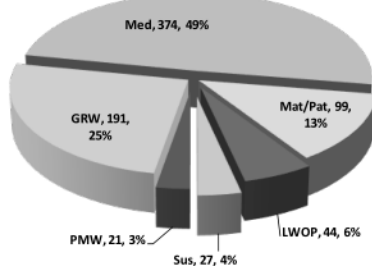
EDIV RM Establishment Summary 2017-04-01

Established Positions, 6785.5



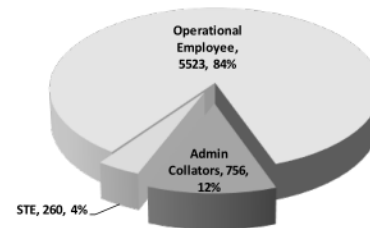
6785.5

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 756



756

Actual (All Employees), 6539



6539

ESTABLISHED POSITIONS			ACTUAL (All Employees)												= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
E DIV	BLS	Established Positions	Actual (All Employees)	PMW	+	GRW	+	Med	+	Mat/Pat	+	LWOP	+	Sus	= Admin Collators	ACTUAL (All Employees)	- Admin Collators	= Operations Employee
E DIV TOTAL		6785.5	6539	21		191		374		99		44		27	756	6539	756	5783
	Fed	724	557.5	1		14		28		1		6		3	53	557.5	53	504.5
	Prot	95	85	0		0		3		0		1		0	4	85	4	81
	Abor	109	104	0		4		5		1		2		1	13	104	13	91
	Prov	1898	1730	5		41		119		23		5		6	199	1730	199	1531
	Muni	3834.5	3911.5	15		132		208		74		29		17	475	3911.5	475	3436.5
	Corp	107	133	0		0		6		0		1		0	7	133	7	126
	Dept	18	18	0		0		5		0		0		0	5	18	5	13

Speical Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## "E" DIVISION HEADQUARTERS - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	721	208	2	931	150	555.5	166.5	1	723	128.5
Protective	94	33	0	127	68	84	25	0	109	51
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	2	0	0	2	0	2	0	0	2	0
Provincial	984	461.5	19	1464.5	347	836	408.5	17	1261.5	290.5
Municipal	63	6	0	69	7	45	3	0	48	7
Corp Infra	107	56	0	163	388	133	49.5	0	182.5	332.5
Dept Admin	18	16.5	0	34.5	42	18	11	0	29	31
<b>TOTAL</b>	<b>1989</b>	<b>781</b>	<b>21</b>	<b>2791</b>	<b>1003</b>	<b>1673.5</b>	<b>663.5</b>	<b>18</b>	<b>2355</b>	<b>841.5</b>

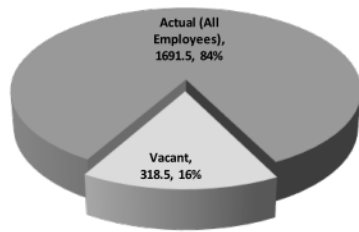
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	20	1	14	28	1	6	3
	CM	0	0	7	7	6	4	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	4	2	5	1
Protective	RM	5	0	0	3	0	1	0
	CM	0	0	1	0	1	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	3	1	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	1	*
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	53	1	24	69	8	2	4
	CM	1	0	10	40	10	20	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	9	10	15	*
Municipal	RM	0	0	0	4	1	0	0
	CM	0	0	0	0	0	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	20	0	0	6	0	1	0
	CM	0	0	0	4	2	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	10	9	13	*
Dept Admin	RM	4	0	0	5	0	0	0
	CM	0	0	1	1	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	1	5	*
Totals	RM	102	2	38	115	10	10	7
	CM	1	0	19	52	19	26	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	24	25	40	1

\* Metric not applicable.

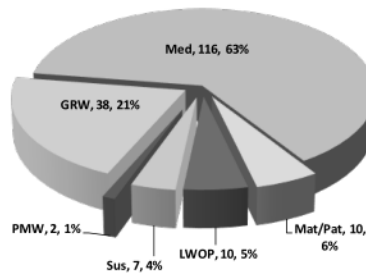
EDIV EHQ RM Establishment Summary 2017-04-01

Established Positions, 2010



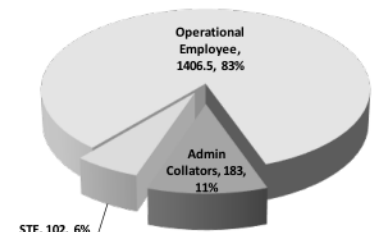
2010

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 183



183

Actual (All Employees), 1691.5



1691.5

ESTABLISHED POSITIONS			ACTUAL (All Employees)							= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
EHQ	BLs	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	Actual (All Employees)	Admin Collators	Operational Employee
EHQ TOTAL		2010	1691.5	2	38	116	10	10	7	183	1691.5	183	1508.5
	Fed	723	556.5	1	14	28	1	6	3	53	556.5	53	503.5
	Prot	94	84	0	0	3	0	1	0	4	84	4	80
	Abor	2	2	0	0	0	0	0	0	0	2	0	2
	Prov	1003	853	1	24	70	8	2	4	109	853	109	744
	Muni	63	45	0	0	4	1	0	0	5	45	5	40
	Corp	107	133	0	0	6	0	1	0	7	133	7	126
	Dept	18	18	0	0	5	0	0	0	5	18	5	13

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.



## ISLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	24	0	0	24	0	25	0	0	25	0
Provincial	215	2	0	217	72.5	211	0	0	211	60.5
Municipal	445	3	0	448	20.5	469	3	0	472	21
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>684</b>	<b>5</b>	<b>0</b>	<b>689</b>	<b>93</b>	<b>705</b>	<b>3</b>	<b>0</b>	<b>708</b>	<b>81.5</b>

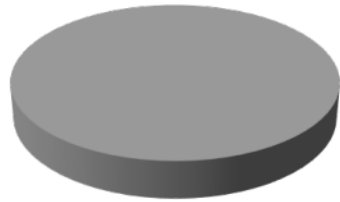
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	0	1	0	1	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	2	1	5	16	4	1	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	3	1	*
Municipal	RM	5	2	22	29	4	5	2
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	1	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	7	3	27	46	8	7	4
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	4	1	*

\* Metric not applicable.

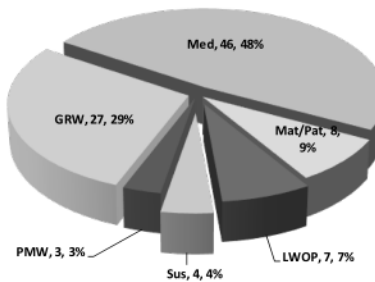
EDIV Island District RM Establishment Summary 2017-04-01

Established Positions, 684



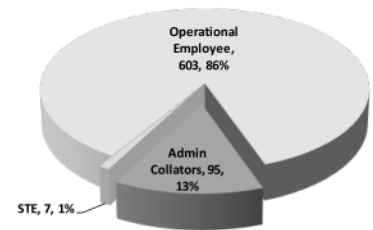
684

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 95



95

Actual (All Employees), 705



705

ESTABLISHED POSITIONS		ACTUAL (All Employees)								= ADMIN COLLATORS		ACTUAL (All Employees)		- ADMIN COLLATORS		= OPERATIONAL EMPLOYEE *	
ISD	BLs	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators		Actual (All Employees)		Admin Collators		Operational Employee	
<b>ISD TOTAL</b>		<b>684</b>	<b>705</b>	<b>3</b>	<b>27</b>	<b>46</b>	<b>8</b>	<b>7</b>	<b>4</b>	<b>95</b>		<b>705</b>		<b>95</b>		<b>610</b>	
	Fed	0	0	0	0	0	0	0	0	0		0		0		0	
	Prot	0	0	0	0	0	0	0	0	0		0		0		0	
	Abor	24	25	0	0	1	0	1	1	3		25		3		22	
	Prov	215	211	1	5	16	4	1	1	28		211		28		183	
	Muni	445	469	2	22	29	4	5	2	64		469		64		405	
	Corp	0	0	0	0	0	0	0	0	0		0		0		0	
	Dept	0	0	0	0	0	0	0	0	0		0		0		0	

Speical Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## LOWER MAINLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	1	0	0	1	0	1	0	0	1	0
Protective	1	3	0	4	0	1	1	0	2	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	11	0	0	11	0	10	0	0	10	0
Provincial	141	7	0	148	36	142	7	0	149	27
Municipal	2379.5	40	8	2427.5	22	2416	29	10	2455	22
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>2533.5</b>	<b>50</b>	<b>8</b>	<b>2591.5</b>	<b>58</b>	<b>2570</b>	<b>37</b>	<b>10</b>	<b>2617</b>	<b>49</b>

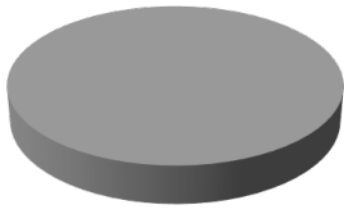
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	1	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	3	2	3	3	2	0	1
	CM	0	0	0	0	1	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	0	1	*
Municipal	RM	114	7	75	107	49	15	10
	CM	0	0	0	2	2	1	0
	SCST	2	0	1	2	0	1	0
	PSE	*	*	*	3	0	1	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	118	9	78	110	51	15	11
	CM	0	0	0	2	3	1	0
	SCST	2	0	1	2	0	1	0
	PSE	*	*	*	5	0	2	*

\* Metric not applicable.

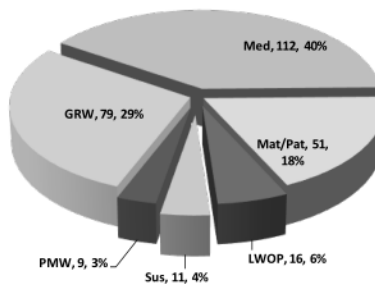
EDIV Lower Mainland District RM Establishment Summary 2017-04-01

Established Positions, 2541.5



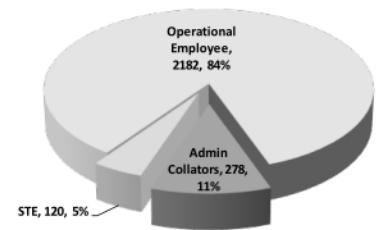
2541.5

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 278



278

Actual (All Employees), 2580



2580

ESTABLISHED POSITIONS		ACTUAL (All Employees)									= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
LMD	BLs	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	Actual (All Employees)	Admin Collators	Operations/Employee	
LMD TOTAL		2541.5	2580	9	79	112	51	16	11	278	2580	278	2302	
	Fed	1	1	0	0	0	0	0	0	0	1	0	1	
	Prot	1	1	0	0	0	0	0	0	0	1	0	1	
	Abor	11	10	0	0	0	0	0	0	0	10	0	10	
	Prov	141	142	2	3	3	2	0	1	11	142	11	131	
	Muni	2387.5	2426	7	76	109	49	16	10	267	2426	267	2159	
	Corp	0	0	0	0	0	0	0	0	0	0	0	0	
	Dept	0	0	0	0	0	0	0	0	0	0	0	0	

Speical Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## NORTH DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	52	0	0	52	0	47	0	0	47	0
Provincial	261	1	0	262	76	244	1	0	245	65
Municipal	343	0	0	343	0	359	0	2	361	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>656</b>	<b>1</b>	<b>0</b>	<b>657</b>	<b>76</b>	<b>650</b>	<b>1</b>	<b>2</b>	<b>653</b>	<b>65</b>

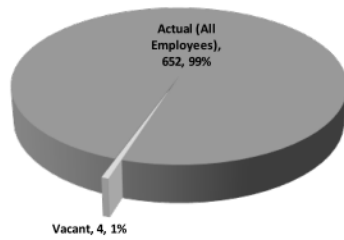
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	2	2	1	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	3	1	1	8	5	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	0	2	1
Municipal	RM	18	3	2	20	9	3	2
	CM	0	0	0	0	0	0	0
	SCST	2	0	0	1	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	21	4	5	30	15	4	2
	CM	0	0	0	0	0	0	0
	SCST	2	0	0	1	0	0	0
	PSE	*	*	*	3	0	2	1

\* Metric not applicable.

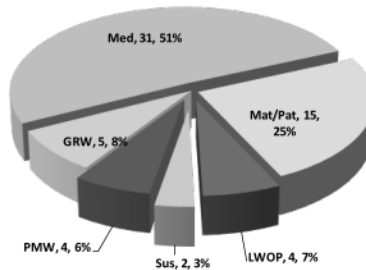
EDIV North District RM Establishment Summary 2017-04-01

Established Positions, 656



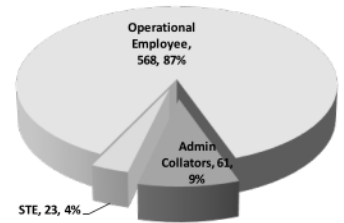
656

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 61



61

Actual (All Employees), 652



652

ESTABLISHED POSITIONS		ACTUAL (All Employees)									= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
ND	BLS	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	ACTUAL (All Employees)	Admin Collators	Operations Employee	
ND TOTAL		656	652	4	5	31	15	4	2	61	652	61	591	
	Fed	0	0	0	0	0	0	0	0	0	0	0	0	
	Prot	0	0	0	0	0	0	0	0	0	0	0	0	
	Abor	52	47	0	2	2	1	0	0	5	47	5	42	
	Prov	261	244	1	1	8	5	1	0	16	244	16	228	
	Muni	343	361	3	2	21	9	3	2	40	361	40	321	
	Corp	0	0	0	0	0	0	0	0	0	0	0	0	
	Dept	0	0	0	0	0	0	0	0	0	0	0	0	

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## SOUTHEAST DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	20	0	0	20	0	20	0	0	20	0
Provincial	278	2	0	280	83	280	1	0	281	79
Municipal	596	5	0	601	0	610.5	5	0	615.5	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>894</b>	<b>7</b>	<b>0</b>	<b>901</b>	<b>83</b>	<b>910.5</b>	<b>6</b>	<b>0</b>	<b>916.5</b>	<b>79</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	2	2	0	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	4	0	8	22	4	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	0	1	*
Municipal	RM	4	3	32	45	11	5	3
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	8	3	42	69	15	7	3
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	0	3	0	1	*

\* Metric not applicable.

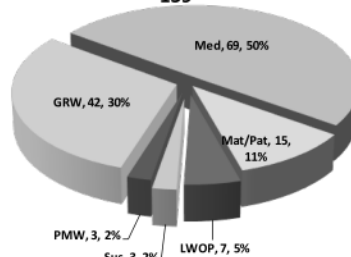
EDIV Southeast District RM Establishment Summary 2017-04-01

Established Positions, 894



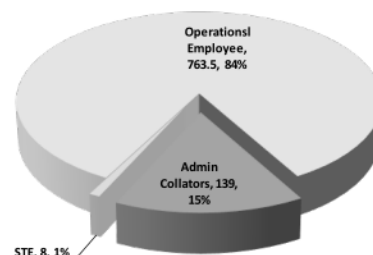
894

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 139



139

Actual (All Employees), 910.5



910.5

ESTABLISHED POSITIONS		ACTUAL (All Employees)									= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
SED	BLS	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	ACTUAL (All Employees)	Admin Collators	Operational Employee	
SED TOTAL		894	910.5	3	42	69	15	7	3	139	910.5	139	771.5	
	Fed	0	0	0	0	0	0	0	0	0	0	0	0	
	Prot	0	0	0	0	0	0	0	0	0	0	0	0	
	Abor	20	20	0	2	2	0	1	0	5	20	5	15	
	Prov	278	280	0	8	22	4	1	0	35	280	35	245	
	Muni	596	610.5	3	32	45	11	5	3	99	610.5	99	511.5	
	Corp	0	0	0	0	0	0	0	0	0	0	0	0	
	Dept	0	0	0	0	0	0	0	0	0	0	0	0	

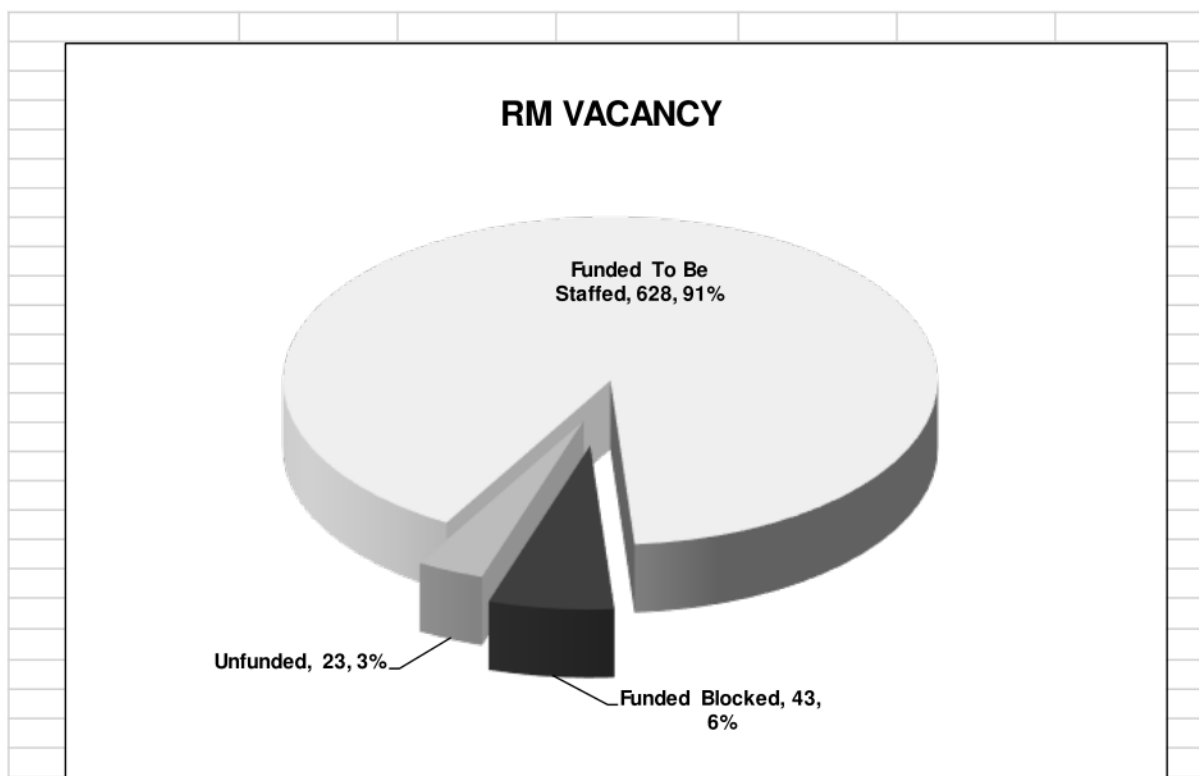
Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.



## EDIV MEMBER VACANCY OVERVIEW 2017-04-01

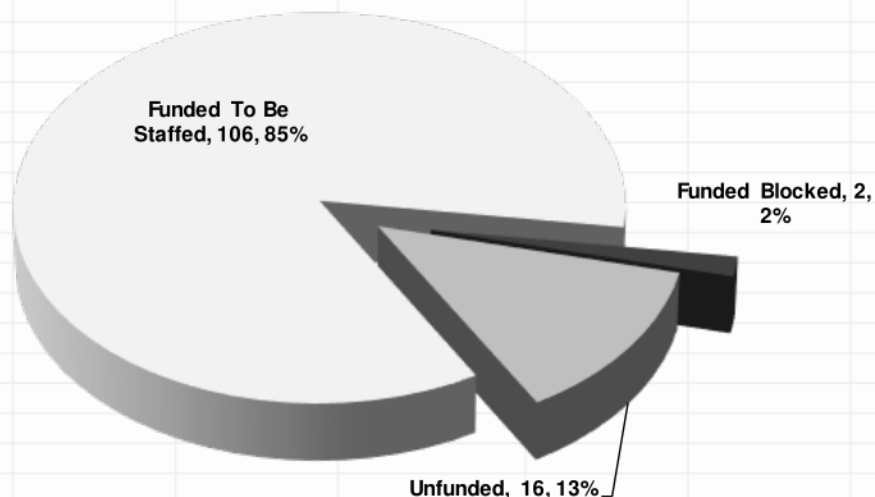
	ESTABLISHED - ACTUAL = VACANCY				VACANCY + ADMIN COLLATOR = TOTAL					ADMIN COLLATOR	
EHQ										PMW	21
CORE	814	-	712	=	102	+	140	=	242	GRW	210
ISOC	1698	-	1356.5	=	341.5	+	135	=	476.5	Med	428
Corporate Management Branch	14	-	11	=	3	+	0	=	3	Mat/Pat	121
Deputy's Office	5	-	7	=	-2	+	1	=	-1	LWOP	71
Human Resource Branch	64	-	77.5	=	-13.5	+	6	=	-7.5	Sus	27
Informatics	103	-	93	=	10	+	8	=	18	Total	878
Operations Strategy Branch	40	-	34	=	6	+	3	=	9		
PRTC	53	-	64	=	-11	+	6	=	-5		
EHQ Total	2791	-	2355	=	436	+	299	=	735		
				15.62%				26.33%			
Island District	689	-	708	=	-19	+	95	=	76		
				-2.76%				11.03%			
LMD District	2591.5	-	2617	=	-25.5	+	284	=	258.5		
				-0.98%				9.97%			
North District	657	-	653	=	4	+	61	=	65		
				0.61%				9.89%			
Southeast District	901	-	916.5	=	-15.5	+	139	=	123.5		
				-1.72%				13.71%			
Grand Total	7629.5	-	7249.5	=	380	+	878	=	1258		
				4.98%				16.49%			
<b>DEFINITIONS</b>											
ESTABLISHED - total number of member (RM, CM, S/CST) positions in HRMIS											
ACTUAL - total number of members (includes STEs and members on Admin Collators)											
VACANCY - includes unfunded positions (does not coincide with RM Demand)											
ADMIN COLLATOR - members on Med, Mat, Parental, Suspension, LWOP, PMW, and GRW											



**RM VACANCY DETAILS**

	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	150	14	91	11	18	284
Staffing In Progress	142	13	115	22	27	319
Officer equivalent	0	0	0	0	0	0
Other	14	2	3	6	0	25
<b>Total</b>	<b>306</b>	<b>29</b>	<b>209</b>	<b>39</b>	<b>45</b>	<b>628</b>
<b>Funded Blocked</b>						
STE	0	0	2	0	0	2
Understudy	0	0	2	0	0	2
Muni PD	6	0	4	0	0	10
Officer equivalent	0	0	0	0	0	0
Other	17	3	5	3	1	29
<b>Total</b>	<b>23</b>	<b>3</b>	<b>13</b>	<b>3</b>	<b>1</b>	<b>43</b>
<b>Unfunded</b>						
Frozen	17	0	4	0	0	21
For Deletion	1	0	1	0	0	2
<b>Total</b>	<b>18</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>23</b>
<b>TOTAL VACANCIES</b>	<b>347</b>	<b>32</b>	<b>227</b>	<b>42</b>	<b>46</b>	<b>694</b>
Vacancy statuses were reviewed and confirmed by Career Development and Resource Advisor Team from HRMIS Vacancy Report						
Refer to Appendix 'A' for Vacancy Definitions						
Transfer approved:	36	25	49	15	23	148

## CM VACANCY



## CM VACANCY DETAILS

	EHQ	Island District	Lower Mainland District	North District	Southeast District	TOTAL
<b>Funded To Be Staffed</b>						
No Staffing Initiated	46	1	4	0	0	51
Staffing In Progress	47	0	0	0	1	48
Officer equivalent	0	0	0	0	0	0
Other	7	0	0	0	0	7
<b>Total</b>	<b>100</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>106</b>
<b>Funded Blocked</b>						
Understudy	0	0	0	0	0	0
Muni PD	0	0	0	0	0	0
Officer equivalent	0	0	0	0	0	0
Other	2	0	0	0	0	2
<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>Unfunded</b>						
Frozen	11	0	3	0	0	14
For Deletion	2	0	0	0	0	2
<b>Total</b>	<b>13</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>16</b>
<b>TOTAL VACANCIES</b>	<b>115</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>124</b>
Vacancy statuses were reviewed and confirmed by Career Development and Resource Advisor Team from HRMIS Vacancy Report						
Refer to Appendix 'A' for Vacancy Definitions						
Transfer approved:	14	1	0	0	0	15

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Withheld pursuant to/removed as

s.15; s.16

## RESERVISTS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
EHQ	20	1	0	0	9	0	1	0	31
ISD	0	0	0	0	11	22	0	0	33
LMD	0	0	0	0	6	14	0	0	20
ND	0	0	0	0	4	2	0	0	6
SED	0	0	0	0	10	27	0	0	37
<b>TOTAL</b>	<b>20</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>40</b>	<b>65</b>	<b>1</b>	<b>0</b>	<b>127</b>

## PSE TERMS and CASUALS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
<b>TERMS FROM 3 TO 6 MONTHS</b>									
EHQ	1	1	0	0	3	0	2	0	7
ISD	0	0	0	0	0	0	0	0	0
LMD	0	0	0	0	0	0	0	0	0
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	2	0	0	0	2
<b>TERMS GREATER THAN 6 MONTHS</b>									
EHQ	9	8	0	0	73	2	10	0	102
ISD	0	0	0	0	1	1	0	0	2
LMD	0	0	0	0	0	1	0	0	1
ND	0	0	0	0	2	0	0	0	2
SED	0	0	0	0	2	0	0	0	2
<b>CASUALS</b>									
EHQ	61	30	0	0	97	0	42	0	230
ISD	0	0	0	0	12	5	0	0	17
LMD	0	0	0	0	8	20	0	0	28
ND	0	0	0	0	21	0	0	0	21
SED	0	0	0	0	24	0	0	0	24

2016 Provincial Annex 'A'								
			Authorized Member Strength:			2602		
A/B Category	PBL Cat	PBL OIC	RM	CM	IM	Member Total	PS	
A	A1. Core Provincial Policing	Aboriginal	8	1	3	12	2	
		Crim Ops	76.5	17	0	93.5	18	
		Crime Prevention Services	11	1	0	12	11	
		Critical Incident	16	0	0	16	2	
		District - Island	215	1	0	216	70.5	
		District - LMD	135	7	0	142	36	
		District - ND	257	1	0	258	74.5	
		District - SED	277	1	0	278	83	
		OCC	1	257	0	258	5	
		Traffic	224	0	0	224	27.5	
	A1. Core Provincial Policing Total		1220.5	286	3	1509.5	329.5	
	A2. ISOC Provincial Policing	CFSEU	66	6	69	141	13	
		ISOC Management	2	0	0	2	1	
		MCS	198	43	21	262	58	
		National Security	3	0	3	6	0	
		Policing Support	84	69	0	153	64	
		Federal Policing	33	2	0	35	7	
	A2. ISOC Provincial Policing Total		386	120	93	599	143	
	A3. Quasi Fenced Provincial Policing	PORF	103	21	30	154	11	
	A3. Quasi Fenced Provincial Policing Total		103	21	30	154	11	
	A4. Support Provincial Policing	Informatics	5	56	0	61	73	
		OSB	0	2.5	0	2.5	4	
		HRB	0	2	0	2	6	
	A4. Support Provincial Policing Total		5	60.5	0	65.5	83	
	A5. Fenced Provincial Policing	Sierra Yoyo	2	0	0	2	1	
		Traffic Safety Initiative	156	5	33	194	29	
		Ports Policing	2	0	0	2	0	
	A5. Fenced Provincial Policing Total		160	5	33	198	30	
A Total			1874.5	492.5	159	2526	596.5	
B	B1. Provincial - Divisional Cost Recovery	Op Response Unit (Duty NCO)	5	0	0	5	0	
		Radio Supp Muni Cost Recovered	0	6	0	6	0	
		Sensitive Expenditure Rev Unit	0	0	0	0	4	
		ITCU Muni Supp-Cost Recovery	0	6	0	6	0	
		Exhibit Facility - Cost Recovery	1	0	0	1	7	
		B1. Provincial - Divisional Cost Recovery Total		6	12	0	18	11
	B2. Integrated Units - Municipal	LMD ERT	53	0	0	53	2	
		LMD Ident Services	50	13	0	63	0	
		LMD IHIT	57	11	8	76	16	
		LMD Integrated Ops Support Hub	1	1	0	2	6	
		LMD Integrated Traffic Recon Svcs	16	0	0	16	1	
		LMD Police Dog Services	36	0	11	47	0	
	B2. Integrated Units - Municipal Total		213	25	19	257	25	
	B Total			219	37	19	275	36
	Grand Total			2093.5	529.5	178	2801	632.5

## PART II - HR METRICS

### PROFESSIONAL RESPONSIBILITY

	2016						2017					
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<b>Public Complaints</b>												
<b>Total Open Files</b>	582	595	609	602	658	682	761	721	725	715	681	705
<b>New Files</b>	80	100	86	71	82	84	94	107	91	75	66	87
<b>Concluded</b>	56	86	75	77	29	66	13	146	90	85	104	57

## APPENDICES

### APPENDIX A

#### Definitions and Data Qualifiers

##### DEFINITIONS

1. **Established** represents the number of positions created in HRMIS. Variances in Establishment may occur due to delays in creating, end dating, or classifying positions.
2. **Actual** represents the number of personnel and includes Surplus to Establishment (STE), Pregnant Member Working (PMW), Graduated Return to Work (GRW), Medical (Med), Maternity/Parental (Mat/Pat), Leave without Pay (LWOP) and Suspension (Sus). Variances in Actual may occur due to delays in A22A submission or HRMIS data entry.
3. **Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Sus)** represents the number of employees who are not fully operational that includes PMW, GRW, Med, Mat/Pat, LWOP and Suspension.
4. **Metrics:**
  - STE** (Surplus to Establishment) - the number of operational employees who are assigned to a specific cost codes but not in an established position.
  - MED** (Medical Leave) - the number of employees on Medical Leave over 30 days.
  - MAT/PAT** (Maternity/Parental Leave) - the number of employees on Maternity or Parental Leave.
  - LWOP** (Leave Without Pay) - the number of employees on Leave Without Pay, this includes Care and Nurturing, Education, Personal Needs, Relocation of Spouse, and Special Leave Without Pay.
  - SUS** (Suspension) - the number of employees who are Suspended from Duty with or without Pay.
  - PMW** (Pregnant Member Working) - the number of employees who are pregnant however are not operational.
  - GRW** (Graduated Return to Work) - the number of employees who are on Graduated Return to Work and working more than 8 hours per week.
5. **Vacancy** depicts status of vacant positions:

##### **Funded To Be Staffed**

No Staffing Initiated – Request to initiate staffing has not been received;  
Staffing in Progress – Staffing is in progress;  
Officer Equivalent – Position is staffed nationally;  
Other – Staffing status unknown;  
Transfer Approved – Transfer approved and is in progress (position is no longer vacant);

##### **Blocked positions defined as follows:**

##### **Funded Blocked**

STE – Staffing action is blocked due to Surplus To Establishment;  
Understudy – Staffing action is blocked for understudy;  
Muni PD – Staffing action is blocked for a secondment from a Municipal Police Department  
Other – Staffing action is blocked for other reasons;

##### **Unfunded**

Frozen – Staffing action is blocked if unfunded;  
For Deletion – Staffing action is blocked as position is designated for deletion;



## **DATA QUALIFIERS**

Data sources as follows:

Established and Actual (HRMIS RRP55)  
Vacant Positions (HRMIS RCPSN024)  
Status of vacant positions (HRMIS RCPSN024 and Career Development and Resourcing review)  
STE (HRMIS RRP044)  
MED, MAT/PAT, LWOP, SUS (HRMIS RCLVE009)  
GRW / PMW (HRMIS RCP037)  
Reservist (HRMIS RCP038)  
PSE Terms and Casuals (HRMIS RCP036)

Public Complaints (Professional Responsibility Unit)

Contact us:

RCMP "E" Division  
Establishment Unit  
Human Resources Branch  
Mail Stop 1204  
14200 Green Timbers Way  
Surrey, BC V3T 6P3  
Email: EDIV\_ECN



# **“E” Division Executive Report**

October 01, 2017



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# PART I - PERSONNEL

## "E" DIVISION - PERSONNEL OVERVIEW

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	720	211	2	933	153	537	169	1	707	137
Protective	95	36	0	131	68	81	25	0	106	52
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	109	0	0	109	0	107	0	0	107	0
Provincial ^	1886	457.5	19	2362.5	642.5	1752	390.5	16	2158.5	539.5
Municipal	3851.5	52	8	3911.5	53.5	3946	36	9	3991	49
Corp Infra	109	54	0	163	397	132	48	0	180	327
Dept Admin	18	16.5	0	34.5	40	20	10.5	0	30.5	33
<b>TOTAL</b>	<b>6788.5</b>	<b>827</b>	<b>29</b>	<b>7644.5</b>	<b>1355</b>	<b>6575</b>	<b>679</b>	<b>26</b>	<b>7280</b>	<b>1138.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	14	1	16	33	4	7	1
	CM	0	2	7	5	8	6	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	1	7	*
Protective	RM	3	0	0	3	0	1	0
	CM	0	0	0	0	1	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	2	2	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	1	*
Aboriginal	RM	0	1	2	6	1	2	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	47	2	42	111	36	4	6
	CM	0	0	17	39	9	19	1
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	12	10	32	*
Municipal	RM	83	10	124	204	85	29	22
	CM	0	0	1	0	2	3	0
	SCST	0	0	3	2	0	0	0
	PSE	*	*	*	4	1	2	*
Corp Infra	RM	20	0	1	7	2	0	1
	CM	0	0	0	2	2	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	7	13	12	*
Dept Admin	RM	2	0	0	5	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	3	2	*
Totals	RM	169	14	185	369	128	43	30
	CM	0	2	25	46	22	29	1
	SCST	0	0	3	3	0	0	0
	PSE	*	*	*	28	30	58	*

\* Metric not applicable.

^ Provincial Annex A Strength 2602

= 2362.5 + 178 Independent Muni + 69 Integrated Positions on MBL + 40 PORF STE's - 47.5 reconciliation margin.

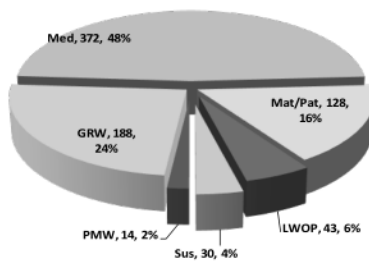
EDIV RM Establishment Summary 2017-07-01

Established Positions, 6788.5



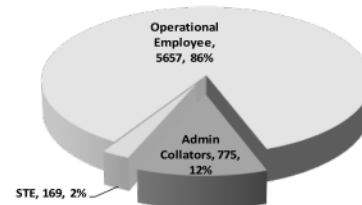
6788.5

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 762



762

Actual (All Employees), 6544



6554

ESTABLISHED POSITIONS			ACTUAL (All Employees)							= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE					
E DIV	BLS	Established Positions	Actual (All Employees)	PMW	+	GRW	+	Med	+	Mat/Pat	+	LWOP	+	Sus	= Admin Collators	ACTUAL (All Employees)	- Admin Collators	= Operations Employee
E DIV TOTAL		6817.5	6601	14		188		372		128		43		30	= 775	6601	775	5826
	Fed	722	538	1		16		33		4		7		1	= 62	538	62	476
	Prot	95	81	0		0		3		0		1		0	= 4	81	4	77
	Abor	109	107	1		2		6		1		2		0	= 12	107	12	95
	Prov	1905	1768	2		42		112		36		4		6	= 202	1768	202	1566
	Muni	3859.5	3955	10		127		206		85		29		22	= 479	3955	479	3476
	Corp	109	132	0		1		7		2		0		1	= 11	132	11	121
	Dept	18	20	0		0		5		0		0		0	= 5	20	5	15

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## "E" DIVISION HEADQUARTERS - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	719	211	2	932	153	536	169	1	706	137
Protective	94	33	0	127	68	80	24	0	104	52
Nat Pol Svc	0	0	0	0	1	0	0	0	0	1
Aboriginal	2	0	0	2	0	2	0	0	2	0
Provincial	981	444.5	19	1444.5	378	839	379.5	16	1234.5	295
Municipal	63	5	0	68	8	50	4	0	54	7
Corp Infra	109	54	0	163	397	132	48	0	180	327
Dept Admin	18	16.5	0	34.5	40	20	10.5	0	30.5	33
<b>TOTAL</b>	<b>1986</b>	<b>764</b>	<b>21</b>	<b>2771</b>	<b>1045</b>	<b>1659</b>	<b>635</b>	<b>17</b>	<b>2311</b>	<b>852</b>

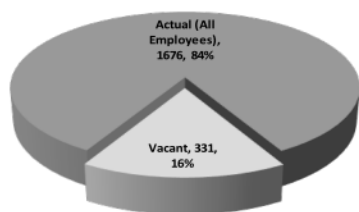
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	14	1	16	33	4	7	1
	CM	0	2	7	5	8	6	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	1	7	*
Protective	RM	2	0	0	3	0	1	0
	CM	0	0	0	0	1	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	2	2	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	1	*
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	39	0	25	70	10	2	4
	CM	0	0	17	38	9	19	1
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	6	6	17	*
Municipal	RM	0	0	0	5	1	0	0
	CM	0	0	0	0	0	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	20	0	1	7	2	0	1
	CM	0	0	0	2	2	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	7	13	12	*
Dept Admin	RM	2	0	0	5	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	3	2	*
Totals	RM	77	1	42	123	17	10	6
	CM	0	2	24	45	20	27	1
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	18	25	41	*

\* Metric not applicable.

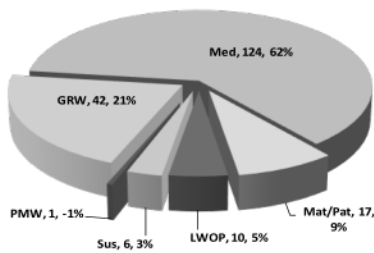
EDIV EHQ RM Establishment Summary 2017-07-01

Established Positions, 2007



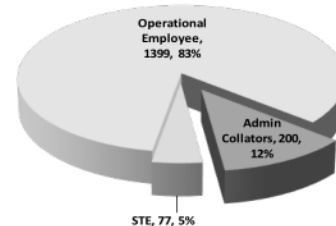
2007

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 200



200

Actual (All Employees), 1676



1676

ESTABLISHED POSITIONS			ACTUAL (All Employees)							= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE					
EHQ	BLS	Established Positions	Actual (All Employees)	PMW	+	GRW	+	Med	+	Mat/Pat	+	LWOP	+	Sus	= Admin Collators	ACTUAL (All Employees)	- Admin Collators	= Operational Employee
EHQ TOTAL		2007	1676	1		42		124		17		10		6	200	1676	200	1476
	Fed	721	537	1		16		33		4		7		1	62	537	62	475
	Prot	94	80	0		0		3		0		1		0	4	80	4	76
	Abor	2	2	0		0		0		0		0		0	0	2	0	2
	Prov	1000	855	0		25		71		10		2		4	112	855	112	743
	Muni	63	50	0		0		5		1		0		0	6	50	6	44
	Corp	109	132	0		1		7		2		0		1	11	132	11	121
	Dept	18	20	0		0		5		0		0		0	5	20	5	15

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## ISLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	24	0	0	24	0	23	0	0	23	0
Provincial	215	2	0	217	71.5	221	1	0	222	65
Municipal	446	3	0	449	23.5	476.5	2	0	478.5	21
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>685</b>	<b>5</b>	<b>0</b>	<b>690</b>	<b>95</b>	<b>720.5</b>	<b>3</b>	<b>0</b>	<b>723.5</b>	<b>86</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	0	1	0	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	1	1	3	16	7	1	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	2	3	*
Municipal	RM	4	0	22	32	10	6	2
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	0	1	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	5	1	25	49	17	8	3
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	2	4	*

\* Metric not applicable.



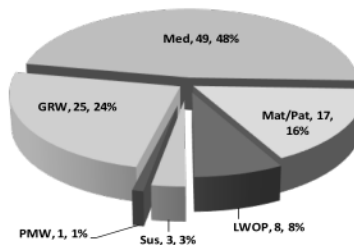
EDIV Island District RM Establishment Summary 2017-07-01

Established Positions, 685



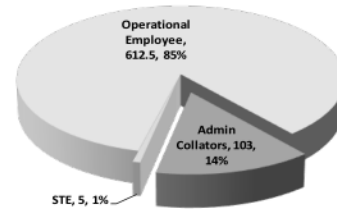
685

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 103



103

Actual (All Employees), 720.5



720.5

ESTABLISHED POSITIONS		ACTUAL (All Employees)									= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE				
ISD	BLs	Established Positions	Actual (All Employees)	PMW	+	GRW	+	Med	+	Mat/Pat	+	LWOP	+	Sus	= Admin Collators	ACTUAL (All Employees)	- Admin Collators	= Operations Employee
ISD TOTAL		685	720.5	1		25		49		17		8		3	103	720.5	103	617.5
	Fed	0	0	0		0		0		0		0		0	0	0		0
	Prot	0	0	0		0		0		0		0		0	0	0		0
	Abor	24	23	0		0		1		0		1		0	2	23	2	21
	Prov	215	221	1		3		16		7		1		1	29	221	29	192
	Muni	446	476.5	0		22		32		10		6		2	72	476.5	72	404.5
	Corp	0	0	0		0		0		0		0		0	0	0		0
	Dept	0	0	0		0		0		0		0		0	0	0		0

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## LOWER MAINLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	1	0	0	1	0	1	0	0	1	0
Protective	1	3	0	4	0	1	1	0	2	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	11	0	0	11	0	10	0	0	10	0
Provincial	141	7	0	148	36	136	7	0	143	31
Municipal	2408.5	40	8	2456.5	22	2455	27	7	2489	21
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>2562.5</b>	<b>50</b>	<b>8</b>	<b>2620.5</b>	<b>58</b>	<b>2603</b>	<b>35</b>	<b>7</b>	<b>2645</b>	<b>52</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	1	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	2	0	3	3	5	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	0	1	*
Municipal	RM	57	7	65	114	50	16	15
	CM	0	0	1	0	2	1	0
	SCST	0	0	3	1	0	0	0
	PSE	*	*	*	3	1	1	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Totals	RM	60	7	68	117	55	16	15
	CM	0	0	1	0	2	1	0
	SCST	0	0	3	1	0	0	0
	PSE	*	*	*	4	1	2	*

\* Metric not applicable.

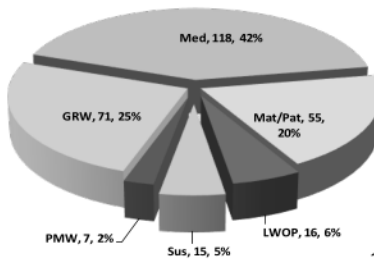
EDIV Lower Mainland District RM Establishment Summary 2017-07-01

Established Positions, 2570.5



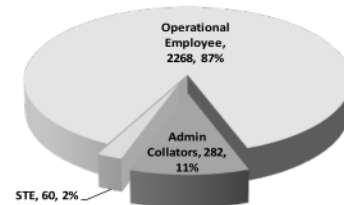
2570.5

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 282



282

Actual (All Employees), 2610



2610

ESTABLISHED POSITIONS			ACTUAL (All Employees)									= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *			
LMD	BLs	Established Positions	Actual (All Employees)	PMW	+	GRW	+	Med	+	Mat/Pat	+	LWOP	+	Sus	= Admin Collators	ACTUAL (All Employees)	- Admin Collators	= Operations Employee
LMD TOTAL		2570.5	2610	7		71		118		55		16		15	282	2610	282	2328
	Fed	1	1	0		0		0		0		0		0	0	1	0	1
	Prot	1	1	0		0		0		0		0		0	0	1	0	1
	Abor	11	10	0		0		0		0		0		0	0	10	0	10
	Prov	141	136	0		3		3		5		0		0	11	136	11	125
	Muni	2416.5	2462	7		68		115		50		16		15	271	2462	271	2191
	Corp	0	0	0		0		0		0		0		0	0	0	0	0
	Dept	0	0	0		0		0		0		0		0	0	0	0	0

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## NORTH DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	52	0	0	52	0	49	0	0	49	0
Provincial	271	1	0	272	76	270	1	0	271	64.5
Municipal	335	0	0	335	0	346	0	2	348	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>658</b>	<b>1</b>	<b>0</b>	<b>659</b>	<b>76</b>	<b>665</b>	<b>1</b>	<b>2</b>	<b>668</b>	<b>64.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	1	0	2	1	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	2	1	1	3	10	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	1	5	*
Municipal	RM	17	2	5	16	12	4	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	19	4	6	21	23	4	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	3	1	5	*

\* Metric not applicable.

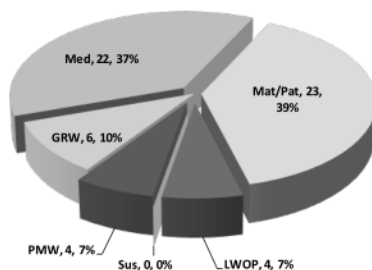
EDIV North District RM Establishment Summary 2017-07-01

Established Positions, 658



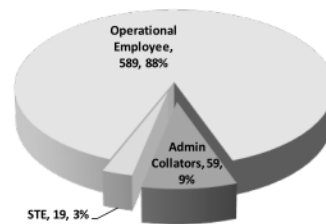
658

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 59



59

Actual (All Employees), 667



667

		ESTABLISHED POSITIONS	ACTUAL (All Employees)							= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
ND	BLS	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	ACTUAL (All Employees)	Admin Collators	Operational Employee
ND TOTAL		658	667	4	6	22	23	4	0	59	667	59	608
	Fed	0	0	0	0	0	0	0	0	0	0	0	0
	Prot	0	0	0	0	0	0	0	0	0	0	0	0
	Abor	52	49	1	0	2	1	0	0	4	49	4	45
	Prov	271	270	1	1	3	10	0	0	15	270	15	255
	Muni	335	348	2	5	17	12	4	0	40	348	40	308
	Corp	0	0	0	0	0	0	0	0	0	0	0	0
	Dept	0	0	0	0	0	0	0	0	0	0	0	0

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## SOUTHEAST DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	20	0	0	20	0	23	0	0	23	0
Provincial	278	3	0	281	81	286	2	0	288	84
Municipal	599	4	0	603	0	618.5	3	0	621.5	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>897</b>	<b>7</b>	<b>0</b>	<b>904</b>	<b>81</b>	<b>927.5</b>	<b>5</b>	<b>0</b>	<b>932.5</b>	<b>84</b>

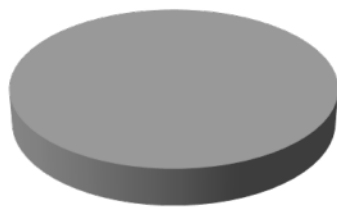
### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	2	3	0	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	3	0	10	19	4	1	1
	CM	0	0	0	1	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	1	6	*
Municipal	RM	5	1	32	37	12	3	5
	CM	0	0	0	0	0	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	8	1	44	59	16	5	6
	CM	0	0	0	1	0	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	0	1	1	6	*

\* Metric not applicable.

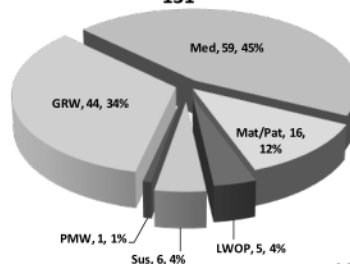
EDIV Southeast District RM Establishment Summary 2017-07-01

Established Positions, 897



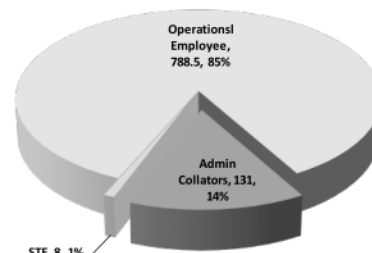
897

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 131



131

Actual (All Employees), 927.5



927.5

ESTABLISHED POSITIONS			ACTUAL (All Employees)									= ADMIN COLLATORS	ACTUAL (All Employees)	- ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
SED	BLs	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	ACTUAL (All Employees)	Admin Collators	Operational Employee		
SED TOTAL		897	927.5	1	44	59	16	5	6	131	927.5	131	796.5		
	Fed	0	0	0	0	0	0	0	0	0	0	0	0		
	Prot	0	0	0	0	0	0	0	0	0	0	0	0		
	Abor	20	23	0	2	3	0	1	0	6	23	6	17		
	Prov	278	286	0	10	19	4	1	1	35	286	35	251		
	Muni	599	618.5	1	32	37	12	3	5	90	618.5	90	528.5		
	Corp	0	0	0	0	0	0	0	0	0	0	0	0		
	Dept	0	0	0	0	0	0	0	0	0	0	0	0		

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

## EDIV RM\* VACANCY BREAKDOWN 2017-10-01

REGULAR MEMBERS	ESTABLISHED	-	ACTUAL	=	VACANT POSITIONS	VACANT POSITIONS	+	ADMIN COLLATORS**	=	ADJUSTED VACANCY	ADMIN COLLATORS**	
EHQ											PMW	14
CORE	521	-	455	=	66	66	+	75	=	141	GRW	188
ISOC	1352	-	1064	=	288	288	+	109	=	397	Med	372
Corporate Management Branch	3	-	1	=	2	2	+	0	=	2	Mat/Pat	128
Deputy's Office	4	-	5	=	-1	-1	+	1	=	0	LWOP	43
Human Resource Branch	59	-	76	=	-17	-17	+	9	=	-8	Sus	30
Informatics	6	-	6	=	0	0	+	0	=	0	Total	775
Operations Strategy Branch	19	-	15	=	4	4	+	0	=	4		
PRTC	43	-	54	=	-11	-11	+	6	=	-5		
EHQ Total	2007	-	1676	=	331	331	+	200	=	531		
					16.49%					26.46%		
Island District	685	-	720.5	=	-35.5	-35.5	+	103	=	67.5		
					-5.18%					9.85%		
LMD District	2570.5	-	2610	=	-39.5	-39.5	+	282	=	242.5		
					-1.54%					9.43%		
North District	658	-	667	=	-9	-9	+	59	=	50		
					-1.37%					7.60%		
Southeast District	897	-	927.5	=	-30.5	-30.5	+	131	=	100.5		
					-3.40%					11.20%		
Grand Total	6817.5	-	6601.0	=	216.5	216.5	+	775	=	991.5		
					3.18%					14.54%		

## EDIV CM VACANCY BREAKDOWN 2017-07-01

CIVILIAN MEMBERS	ESTABLISHED	-	ACTUAL	=	VACANT POSITIONS	VACANT POSITIONS	+	ADMIN COLLATORS**	=	ADJUSTED VACANCY	ADMIN COLLATORS**	
EHQ											PMW	2
CORE	272	-	236	=	36	36	+	69	=	105	GRW	25
ISOC	348	-	273	=	75	75	+	41	=	116	Med	46
Corporate Management Branch	11	-	9	=	2	2	+	0	=	2	Mat/Pat	22
Deputy's Office	1	-	1	=	0	0	+	0	=	0	LWOP	29
Human Resource Branch	5	-	4.5	=	0.5	0.5	+	0	=	0.5	Sus	1
Informatics	94	-	87	=	7	7	+	9	=	16	Total	125
Operations Strategy Branch	22	-	14.5	=	7.5	7.5	+	0	=	7.5		
PRTC	11	-	10	=	1	1	+	0	=	1		
EHQ Total	764	-	635	=	129	129	+	119	=	248		
					16.88%					32.46%		
Island District	5	-	3	=	2	2	+	0	=	2		
					40.00%					40.00%		
LMD District	50	-	35	=	15	15	+	4	=	19		
					30.00%					38.00%		
North District	1	-	1	=	0	0	+	0	=	0		
					0.00%					0.00%		
Southeast District	7	-	5	=	2	2	+	2	=	4		
					28.57%					57.14%		
Grand Total	827	-	679.0	=	148	148	+	125	=	273		
					17.90%					33.01%		

### DEFINITIONS

ESTABLISHED - total number of member positions in HRMIS. \*RM include S/CST.

ACTUAL - total number of members (includes STEs and members on Admin Collators\*\*)

ADJUSTED VACANCY - vacant positions plus members who are on Admin Collators\*\*

\*\*ADMIN COLLATORS - members on Med, Mat, Parental, Suspension, LWOP, PMW, and GRW



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Withheld pursuant to/removed as

s.15; s.16

## RESERVISTS

	TOTAL		
EHQ	35		
ISD	30		
LMD	22		
ND	6		
SED	45		
<b>TOTAL</b>	<b>138</b>		

Note: Reserve Program only able to provide numbers in districts.

## PSE TERMS and CASUALS

	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
<b>TERMS FROM 3 TO 6 MONTHS</b>									
EHQ	1	1	0	0	2	0	5	1	10
ISD	0	0	0	0	0	0	0	0	0
LMD	0	0	0	0	0	1	0	0	1
ND	0	0	0	0	1	0	0	0	1
SED	0	0	0	0	0	0	0	0	0
<b>TERMS GREATER THAN 6 MONTHS</b>									
EHQ	12	8	0	0	103	2	13	3	141
ISD	0	0	0	0	1	1	0	0	2
LMD	0	0	0	0	2	0	0	0	2
ND	0	0	0	0	10	0	0	0	10
SED	0	0	0	0	4	0	0	0	4
<b>CASUALS</b>									
EHQ	68	30	0	0	147	0	47	0	292
ISD	0	0	0	0	13	7	0	0	20
LMD	0	0	0	0	17	19	0	0	36
ND	0	0	0	0	22	0	0	0	22
SED	0	0	0	0	27	0	0	0	27

2016 Provincial Annex 'A'								
			Authorized Member Strength:			2602		
A/B Category	PBL Cat	PBL OIC	RM	CM	IM	Member Total	PS	
A	A1. Core Provincial Policing	Aboriginal	8	1	3	12	2	
		Crim Ops	76.5	17	0	93.5	18	
		Crime Prevention Services	11	1	0	12	11	
		Critical Incident	16	0	0	16	2	
		District - Island	215	1	0	216	70.5	
		District - LMD	135	7	0	142	36	
		District - ND	257	1	0	258	74.5	
		District - SED	277	1	0	278	83	
		OCC	1	257	0	258	5	
		Traffic	224	0	0	224	27.5	
A1. Core Provincial Policing Total			1220.5	286	3	1509.5	329.5	
A2. ISOC Provincial Policing	CFSEU		66	6	69	141	13	
		ISOC Management	2	0	0	2	1	
		MCS	198	43	21	262	58	
		National Security	3	0	3	6	0	
		Policing Support	84	69	0	153	64	
		Federal Policing	33	2	0	35	7	
A2. ISOC Provincial Policing Total			386	120	93	599	143	
A3. Quasi Fenced Provincial Policing	PORF		103	21	30	154	11	
A3. Quasi Fenced Provincial Policing Total			103	21	30	154	11	
A4. Support Provincial Policing	Informatics		5	56	0	61	73	
		OSB	0	2.5	0	2.5	4	
		HRB	0	2	0	2	6	
A4. Support Provincial Policing Total			5	60.5	0	65.5	83	
A5. Fenced Provincial Policing	Sierra Yoyo		2	0	0	2	1	
		Traffic Safety Initiative	156	5	33	194	29	
		Ports Policing	2	0	0	2	0	
A5. Fenced Provincial Policing Total			160	5	33	198	30	
A Total			1874.5	492.5	159	2526	596.5	
B	B1. Provincial - Divisional Cost Recovery	Op Response Unit (Duty NCO)	5	0	0	5	0	
		Radio Supp Muni Cost Recovered	0	6	0	6	0	
		Sensitive Expenditure Rev Unit	0	0	0	0	4	
		ITCU Muni Supp-Cost Recovery	0	6	0	6	0	
		Exhibit Facility - Cost Recovery	1	0	0	1	7	
	B1. Provincial - Divisional Cost Recovery Total			6	12	0	18	11
	B2. Integrated Units - Municipal	LMD ERT		53	0	0	53	2
			LMD Ident Services	50	13	0	63	0
			LMD IHIT	57	11	8	76	16
			LMD Integrated Ops Support Hub	1	1	0	2	6
LMD Integrated Traffic Recon Svcs			16	0	0	16	1	
LMD Police Dog Services			36	0	11	47	0	
B2. Integrated Units - Municipal Total			213	25	19	257	25	
B Total			219	37	19	275	36	
Grand Total			2093.5	529.5	178	2801	632.5	

## PART II - HR METRICS

### PROFESSIONAL RESPONSIBILITY

	2017						2018					
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<b>Public Complaints</b>												
Total Open Files	774	823	930	992	937	915						
New Files	84	61	118	85	91	95						
Concluded	19	14	14	23	145	120						
	2016						2017					
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<b>Public Complaints</b>												
Total Open Files	582	595	609	602	658	682	761	721	725	715	681	705
New Files	80	100	86	71	82	84	94	107	91	75	66	87
Concluded	56	86	75	77	29	66	13	146	90	85	104	57

## APPENDICES

### APPENDIX A

#### Definitions and Data Qualifiers

##### DEFINITIONS

1. **Established** represents the number of positions created in HRMIS. Variances in Establishment may occur due to delays in creating, end dating, or classifying positions.
2. **Actual** represents the number of personnel and includes Surplus to Establishment (STE), Pregnant Member Working (PMW), Graduated Return to Work (GRW), Medical (Med), Maternity/Parental (Mat/Pat), Leave without Pay (LWOP) and Suspension (Sus). Variances in Actual may occur due to delays in A22A submission or HRMIS data entry.
3. **Adjusted Vacancy** represents vacant positions plus members who are on Admin Collators.
4. **Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Sus)** represents the number of employees who are not fully operational that includes PMW, GRW, Med, Mat/Pat, LWOP and Suspension.
5. **Metrics:**

**STE** (Surplus to Establishment) - the number of operational employees who are assigned to a specific cost codes but not in an established position.

**MED** (Medical Leave) - the number of employees on Medical Leave over 30 days.

**MAT/PAT** (Maternity/Parental Leave) - the number of employees on Maternity or Parental Leave.

**LWOP** (Leave Without Pay) - the number of employees on Leave Without Pay, this includes Care and Nurturing, Education, Personal Needs, Relocation of Spouse, and Special Leave Without Pay.

**SUS** (Suspension) - the number of employees who are Suspended from Duty with or without Pay.

**PMW** (Pregnant Member Working) - the number of employees who are pregnant however are not operational.

**GRW** (Graduated Return to Work) - the number of employees who are on Graduated Return to Work and working more than 8 hours per week.

## **DATA QUALIFIERS**

Data sources as follows:

Established and Actual (HRMIS RRP055)  
Vacant Positions (HRMIS RCPSN024)  
STE (HRMIS RRP044)  
MED, MAT/PAT, LWOP, SUS (HRMIS RCLVE009)  
GRW / PMW (HRMIS RCP037)  
Reservist (E Div Reserve Program)  
PSE Terms and Casuals (HRMIS RCP036)  
Public Complaints (Professional Responsibility Unit)

Contact us:

RCMP "E" Division  
Establishment Unit  
Human Resources Branch  
Mail Stop 1204  
14200 Green Timbers Way  
Surrey, BC V3T 6P3  
Email: EDIV\_EC



# **“E” Division Executive Report**

January 01, 2018



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PART I - PERSONNEL

"E" DIVISION - PERSONNEL OVERVIEW

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	719	207	2	928	159	530.5	168	2	700.5	144
Protective	95	36	0	131	69	83	24	0	107	51
Nat Pol Svc	0	0	0	0	1	0	0	0	0	2
Aboriginal	109	0	0	109	0	103	0	0	103	0
Provincial ^	1893	445.5	19	2357.5	657	1784.5	402	17	2203.5	556.5
Municipal	3867.5	53	4	3924.5	50.5	3940	34	4	3978	42.5
Corp Infra	109	54	0	163	392	132	47	0	179	332
Dept Admin	18	16.5	0	34.5	39	22.5	10	0	32.5	31
TOTAL	6810.5	812	25	7647.5	1367.5	6595.5	685	23	7303.5	1159

PERSONNEL METRICS

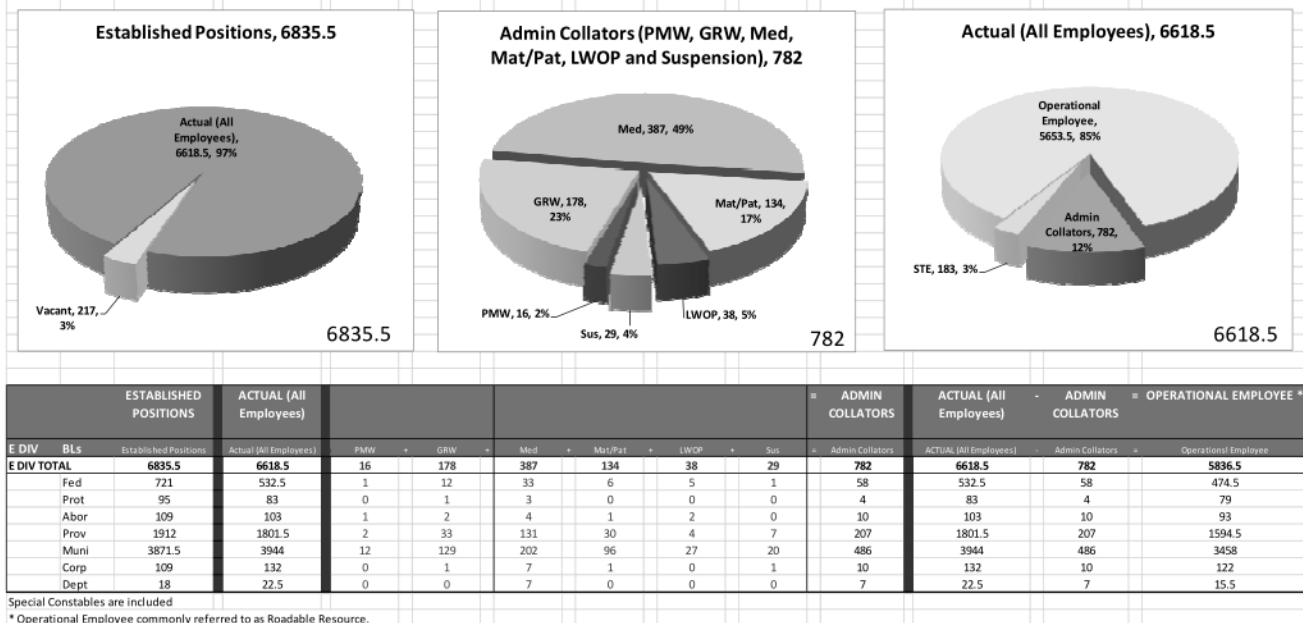
		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	15	1	12	33	6	5	1
	CM	0	0	6	6	7	9	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	5	1	9	*
Protective	RM	3	0	1	3	0	0	0
	CM	0	0	0	0	0	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	3	2	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	1	1	*
Aboriginal	RM	0	1	2	4	1	2	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	66	2	33	130	30	4	7
	CM	0	0	8	42	9	18	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	18	5	33	*
Municipal	RM	83	12	129	202	96	27	20
	CM	0	0	1	0	2	3	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	1	0	*
Corp Infra	RM	14	0	1	7	1	0	1
	CM	0	0	0	1	2	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	6	9	17	*
Dept Admin	RM	2	0	0	7	0	0	0
	CM	0	0	1	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	3	2	*
Totals	RM	183	16	178	386	134	38	29
	CM	0	0	16	49	20	31	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	33	23	64	*

\* Metric not applicable.

^ Provincial Annex A Strength 2602

= 2362.5 + 178 Independent Muni + 69 Integrated Positions on MBL + 40 PORF STE's - 47.5 reconciliation margin.

EDIV RM Establishment Summary 2018-01-01



## "E" DIVISION HEADQUARTERS - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	718	207	2	927	159	529.5	168	2	699.5	144
Protective	94	33	0	127	69	81	23	0	104	51
Nat Pol Svc	0	0	0	0	1	0	0	0	0	2
Aboriginal	2	0	0	2	0	2	0	0	2	0
Provincial	988	432.5	19	1439.5	392	849.5	391	17	1257.5	311.5
Municipal	63	7	0	70	8	48	4	0	52	7
Corp Infra	109	54	0	163	392	132	47	0	179	332
Dept Admin	18	16.5	0	34.5	39	22.5	10	0	32.5	31
<b>TOTAL</b>	<b>1992</b>	<b>750</b>	<b>21</b>	<b>2763</b>	<b>1060</b>	<b>1664.5</b>	<b>643</b>	<b>19</b>	<b>2326.5</b>	<b>878.5</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	15	1	12	33	6	5	1
	CM	0	0	6	6	7	9	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	5	1	9	*
Protective	RM	2	0	1	3	0	0	0
	CM	0	0	0	0	0	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	3	2	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	1	1	*
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	48	0	20	74	8	2	3
	CM	0	0	8	41	9	18	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	10	2	17	*
Municipal	RM	0	0	1	5	2	0	0
	CM	0	0	0	0	0	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	14	0	1	7	1	0	1
	CM	0	0	0	1	2	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	6	9	17	*
Dept Admin	RM	2	0	0	7	0	0	0
	CM	0	0	1	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	3	2	*
Totals	RM	81	1	35	129	17	7	5
	CM	0	0	15	48	18	29	0
	SCST	0	0	0	1	0	0	0
	PSE	*	*	*	23	19	48	*

\* Metric not applicable.

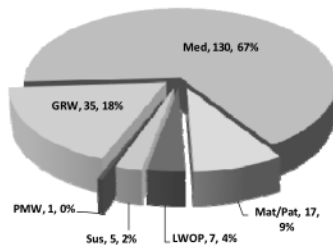
EDIV EHQ RM Establishment Summary 2018-01-01

Established Positions, 2013



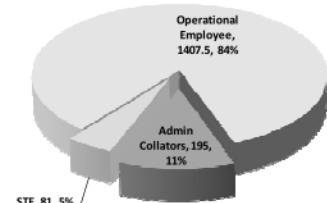
2013

Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Suspension), 195



195

Actual (All Employees), 1683.5



1683.5

ESTABLISHED POSITIONS		ACTUAL (All Employees)											= ADMIN COLLATORS	ACTUAL (All Employees)	= ADMIN COLLATORS	= OPERATIONAL EMPLOYEE *
EHQ	BLS	Established Positions	Actual (All Employees)	PMW	GRW	Med	Mat/Pat	LWOP	Sus	Admin Collators	Actual (All Employees)	Admin Collators	Operational Employee	Actual (All Employees)	Admin Collators	Operational Employee
EHQ TOTAL		2013	1683.5	1	35	130	17	7	5	195	1683.5	195	1488.5	1683.5	195	1488.5
	Fed	720	531.5	1	12	33	6	5	1	58	531.5	58	473.5	531.5	58	473.5
	Prot	94	81	0	1	3	0	0	0	4	81	4	77	81	4	77
	Abor	2	2	0	0	0	0	0	0	0	2	0	2	2	0	2
	Prov	1007	866.5	0	20	75	8	2	3	108	866.5	108	758.5	866.5	108	758.5
	Muni	63	48	0	1	5	2	0	0	8	48	8	40	48	8	40
	Corp	109	132	0	1	7	1	0	1	10	132	10	122	132	10	122
	Dept	18	22.5	0	0	7	0	0	0	7	22.5	7	15.5	22.5	7	15.5

Special Constables are included

\* Operational Employee commonly referred to as Roadable Resource.

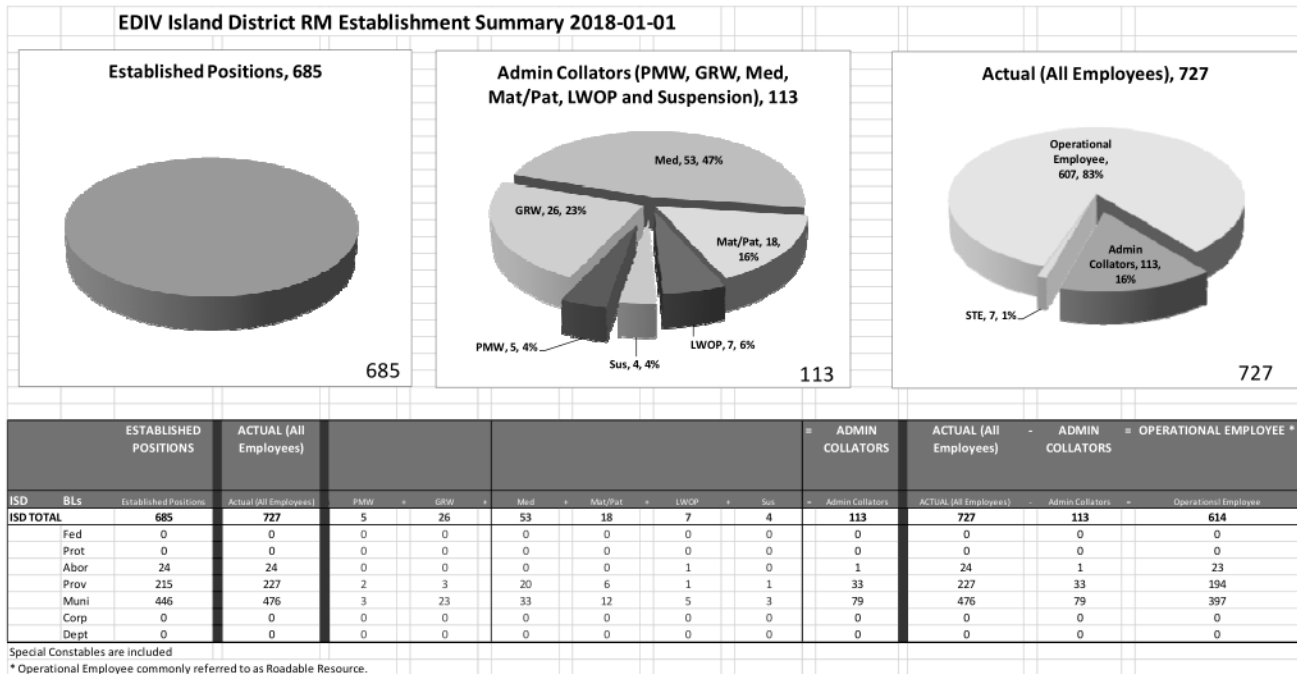
### ISLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	24	0	0	24	0	24	0	0	24	0
Provincial	215	2	0	217	70.5	227	1	0	228	63
Municipal	446	3	0	449	21.5	476	2	0	478	18.5
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>685</b>	<b>5</b>	<b>0</b>	<b>690</b>	<b>92</b>	<b>727</b>	<b>3</b>	<b>0</b>	<b>730</b>	<b>81.5</b>

#### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	0	0	0	1	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	3	2	3	20	6	1	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	1	5	*
Municipal	RM	4	3	23	33	12	5	3
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	7	5	26	53	18	7	4
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	1	5	*

\* Metric not applicable.



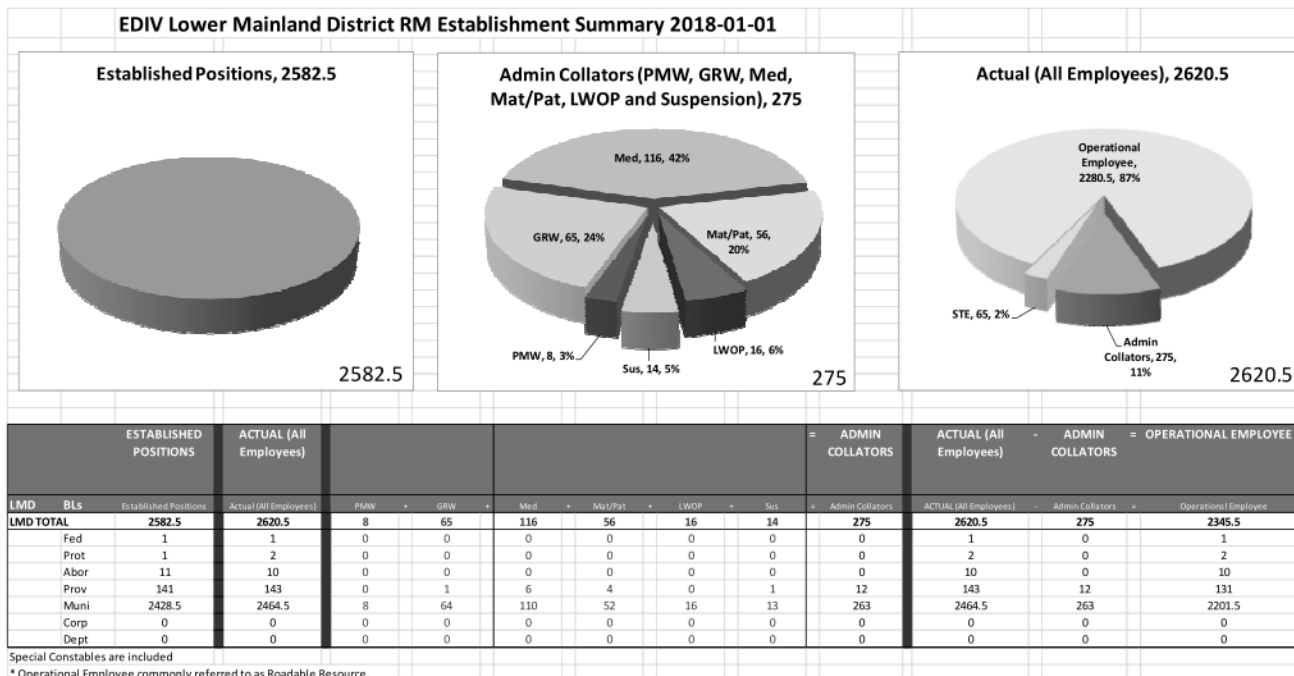
## LOWER MAINLAND DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	1	0	0	1	0	1	0	0	1	0
Protective	1	3	0	4	0	2	1	0	3	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	11	0	0	11	0	10	0	0	10	0
Provincial	141	7	0	148	36	143	7	0	150	31
Municipal	2424.5	39	4	2467.5	21	2460.5	26	4	2490.5	17
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>2578.5</b>	<b>49</b>	<b>4</b>	<b>2631.5</b>	<b>57</b>	<b>2616.5</b>	<b>34</b>	<b>4</b>	<b>2654.5</b>	<b>48</b>

### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	1	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	8	0	1	6	4	0	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	1	0	1	*
Municipal	RM	56	8	64	110	52	16	13
	CM	0	0	1	0	2	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	2	1	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	65	8	65	116	56	16	14
	CM	0	0	1	0	2	1	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	1	1	*

\* Metric not applicable.





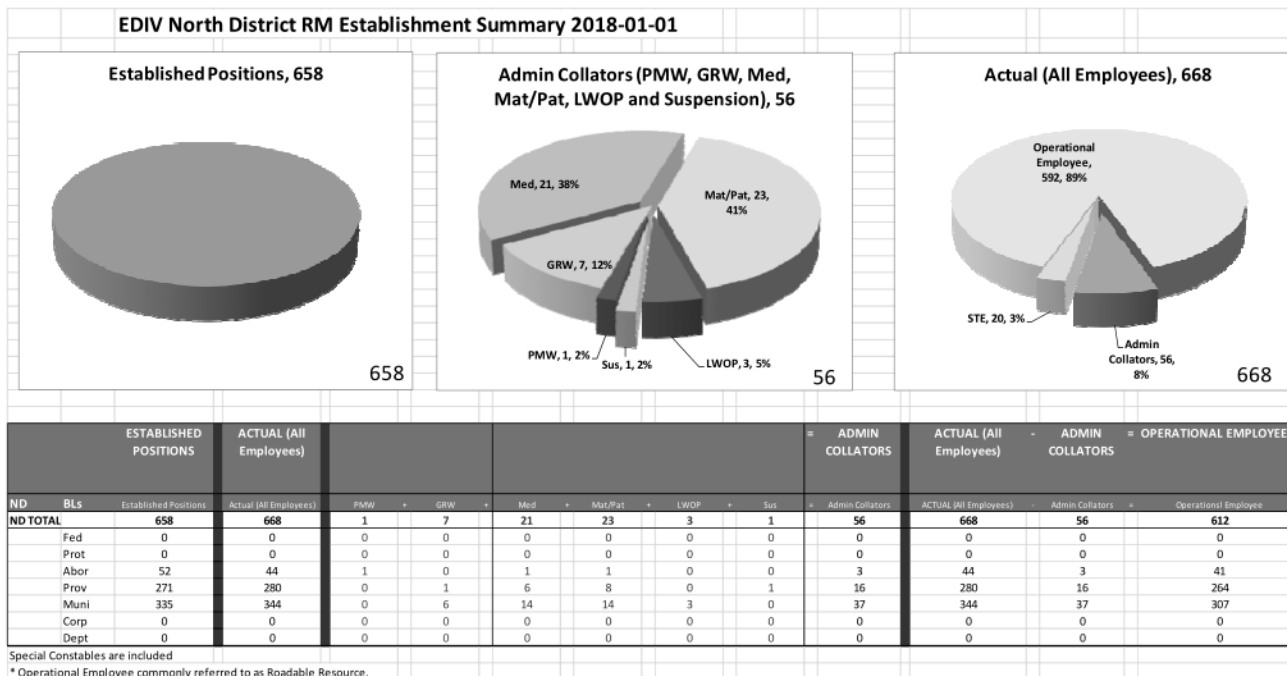
### NORTH DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	52	0	0	52	0	44	0	0	44	0
Provincial	271	1	0	272	77	280	1	0	281	68.5
Municipal	335	0	0	335	0	344	0	0	344	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>658</b>	<b>1</b>	<b>0</b>	<b>659</b>	<b>77</b>	<b>668</b>	<b>1</b>	<b>0</b>	<b>669</b>	<b>68.5</b>

#### PERSONNEL METRICS

		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS
Federal	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Protective	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Nat Pol Svc	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Aboriginal	RM	0	1	0	1	1	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Provincial	RM	4	0	1	6	8	0	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	1	5	*
Municipal	RM	16	0	6	14	14	3	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Corp Infra	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
Dept Admin	RM	0	0	0	0	0	0	0
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	0	0	0	*
<b>Totals</b>	RM	20	1	7	21	23	3	1
	CM	0	0	0	0	0	0	0
	SCST	0	0	0	0	0	0	0
	PSE	*	*	*	3	1	5	*

\* Metric not applicable.



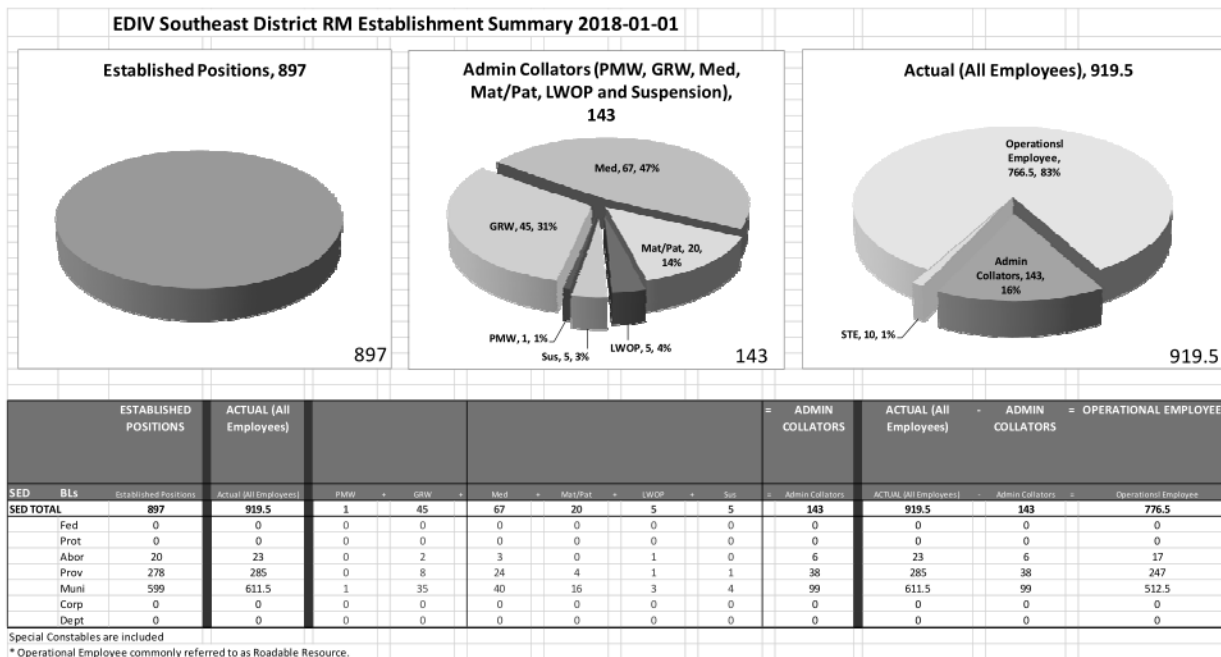
## SOUTHEAST DISTRICT - PERSONNEL

BUSINESS LINE	ESTABLISHED POSITIONS					ACTUAL EMPLOYEES				
	RM	CM	SCST	TOTAL MEMBERS	PSE	RM	CM	SCST	TOTAL MEMBERS	PSE
Federal	0	0	0	0	0	0	0	0	0	0
Protective	0	0	0	0	0	0	0	0	0	0
Nat Pol Svc	0	0	0	0	0	0	0	0	0	0
Aboriginal	20	0	0	20	0	23	0	0	23	0
Provincial	278	3	0	281	81.5	285	2	0	287	82.5
Municipal	599	4	0	603	0	611.5	2	0	613.5	0
Corp Infra	0	0	0	0	0	0	0	0	0	0
Dept Admin	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>897</b>	<b>7</b>	<b>0</b>	<b>904</b>	<b>81.5</b>	<b>919.5</b>	<b>4</b>	<b>0</b>	<b>923.5</b>	<b>82.5</b>

PERSONNEL METRICS									
		STE	PMW	GRW	MEDICAL	MAT/PAT	LWOP	SUS	
Federal	RM	0	0	0	0	0	0	0	
	CM	0	0	0	0	0	0	0	
	SCST	0	0	0	0	0	0	0	
	PSE	*	*	*	0	0	0	*	
Protective	RM	0	0	0	0	0	0	0	
	CM	0	0	0	0	0	0	0	
	SCST	0	0	0	0	0	0	0	
	PSE	*	*	*	0	0	0	*	
Nat Pol Svc	RM	0	0	0	0	0	0	0	
	CM	0	0	0	0	0	0	0	
	SCST	0	0	0	0	0	0	0	
	PSE	*	*	*	0	0	0	*	
Aboriginal	RM	0	0	2	3	0	1	0	
	CM	0	0	0	0	0	0	0	
	SCST	0	0	0	0	0	0	0	
	PSE	*	*	*	0	0	0	*	
Provincial	RM	3	0	8	24	4	1	1	
	CM	0	0	0	1	0	0	0	
	SCST	0	0	0	0	0	0	0	
	PSE	*	*	*	1	1	5	*	
Municipal	RM	7	1	35	40	16	3	4	
	CM	0	0	0	0	0	1	0	
	SCST	0	0	0	0	0	0	0	
	PSE	*	*	*	0	0	0	*	
Corp Infra	RM	0	0	0	0	0	0	0	
	CM	0	0	0	0	0	0	0	
	SCST	0	0	0	0	0	0	0	
	PSE	*	*	*	0	0	0	*	
Dept Admin	RM	0	0	0	0	0	0	0	
	CM	0	0	0	0	0	0	0	
	SCST	0	0	0	0	0	0	0	
	PSE	*	*	*	0	0	0	*	
<b>Totals</b>	RM	10	1	45	67	20	5	5	
	CM	0	0	0	1	0	1	0	
	SCST	0	0	0	0	0	0	0	
	PSE	*	*	0	1	1	5	*	

\* Metric not applicable.



## EDIV MEMBER VACANCY BREAKDOWN 2018-01-01

REGULAR MEMBERS*	ESTABLISHED	-	ACTUAL	=	VACANT POSITIONS	VACANT POSITIONS	+	ADMIN COLLATORS**	=	ADJUSTED VACANCY		ADMIN COLLATORS**	
EHQ												PMW	16
CORE	521	-	457	=	64	64	+	76	=	140		GRW	178
ISOC	1358	-	1066	=	292	292	+	102	=	394		Med	387
Corporate Management Branch	3	-	2	=	1	1	+	0	=	1		Mat/Pat	134
Deputy's Office	4	-	5	=	-1	-1	+	1	=	0		LWOP	38
Human Resource Branch	59	-	75.5	=	-16.5	-16.5	+	8	=	-8.5		Sus	29
Informatics	6	-	6	=	0	0	+	0	=	0		Total	782
Operations Strategy Branch	19	-	15	=	4	4	+	0	=	4			
PRTC	43	-	57	=	-14	-14	+	8	=	-6			
EHQ Total	2013	-	1683.5	=	329.5	329.5	+	195	=	524.5			
					16.37%					26.06%			
Island District	685	-	727	=	-42	-42	+	113	=	71			
					-6.13%					10.36%			
LMD District	2582.5	-	2620.5	=	-38	-38	+	275	=	237			
					-1.47%					9.18%			
North District	658	-	668	=	-10	-10	+	56	=	46			
					-1.52%					6.99%			
Southeast District	897	-	919.5	=	-22.5	-22.5	+	143	=	120.5			
					-2.51%					13.43%			
Grand Total	6835.5	-	6618.5	=	217	217	+	782	=	999			
					3.17%					14.61%			
CIVILIAN MEMBERS	ESTABLISHED	-	ACTUAL	=	VACANT POSITIONS	VACANT POSITIONS	+	ADMIN COLLATORS**	=	ADJUSTED VACANCY		ADMIN COLLATORS**	
EHQ												PMW	0
CORE	258	-	240.5	=	17.5	17.5	+	62	=	79.5		GRW	16
ISOC	347	-	278	=	69	69	+	42	=	111		Med	49
Corporate Management Branch	11	-	9	=	2	2	+	0	=	2		Mat/Pat	20
Deputy's Office	1	-	1	=	0	0	+	0	=	0		LWOP	31
Human Resource Branch	5	-	4.5	=	0.5	0.5	+	1	=	1.5		Sus	0
Informatics	95	-	86	=	9	9	+	5	=	14		Total	116
Operations Strategy Branch	22	-	14	=	8	8	+	0	=	8			
PRTC	11	-	10	=	1	1	+	0	=	1			
EHQ Total	750	-	643	=	107	107	+	110	=	217			
					14.27%					28.93%			
Island District	5	-	3	=	2	2	+	0	=	2			
					40.00%					40.00%			
LMD District	49	-	34	=	15	15	+	4	=	19			
					30.61%					38.78%			
North District	1	-	1	=	0	0	+	0	=	0			
					0.00%					0.00%			
Southeast District	7	-	4	=	3	3	+	2	=	5			
					42.86%					71.43%			
Grand Total	812	-	685.0	=	127	127	+	116	=	243			
					15.64%					29.93%			
DEFINITIONS													
ESTABLISHED - total number of member positions in HRMIS. RM* include S/CST.													
ACTUAL - total number of members (includes STEs and members on Admin Collators**)													
ADJUSTED VACANCY - vacant positions plus members who are on Admin Collators**													
**ADMIN COLLATORS - members on Med, Mat, Parental, Suspension, LWOP, PMW, and GRW													

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Withheld pursuant to/removed as

s.15; s.16

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Withheld pursuant to/removed as

s.16; s.15

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Withheld pursuant to/removed as

s.15; s.16



RESERVISTS				
	TOTAL			
EHQ	32			
ISD	30			
LMD	24			
ND	5			
SED	47			
<b>TOTAL</b>	<b>138</b>			
Note: Reserve Program only able to provide numbers in districts.				

PSE TERMS and CASUALS									
	Federal	Protective	Nat Pol Svc	Aboriginal	Provincial	Municipal	Corp Infra	Dept Admin	TOTAL
<b>TERMS FROM 3 TO 6 MONTHS</b>									
EHQ	0	0	0	0	5	0	2	0	7
ISD	0	0	0	0	0	1	0	0	1
LMD	0	0	0	0	0	0	0	0	0
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	0	0	0	0	0
<b>TERMS GREATER THAN 6 MONTHS</b>									
EHQ	5	8	0	0	91	2	10	2	118
ISD	0	0	0	0	1	3	0	0	4
LMD	0	0	0	0	2	0	0	0	2
ND	0	0	0	0	9	0	0	0	9
SED	0	0	0	0	4	0	0	0	4
<b>CASUALS</b>									
EHQ	43	1	0	0	62	0	1	0	107
ISD	0	0	0	0	0	4	0	0	4
LMD	0	0	0	0	2	12	0	0	14
ND	0	0	0	0	0	0	0	0	0
SED	0	0	0	0	0	0	0	0	0

2016 Provincial Annex 'A'							
			Authorized Member Strength:			2602	
A/B Category	PBL Cat	PBL OIC	RM	CM	IM	Member Total	PS
A	A1. Core Provincial Policing	Aboriginal	8	1	3	12	2
		Crim Ops	76.5	17	0	93.5	18
		Crime Prevention Services	11	1	0	12	11
		Critical Incident	16	0	0	16	2
		District - Island	215	1	0	216	70.5
		District - LMD	135	7	0	142	36
		District - ND	257	1	0	258	74.5
		District - SED	277	1	0	278	83
		OCC	1	257	0	258	5
		Traffic	224	0	0	224	27.5
	A1. Core Provincial Policing Total		1220.5	286	3	1509.5	329.5
	A2. ISOC Provincial Policing	CFSEU	66	6	69	141	13
		ISOC Management	2	0	0	2	1
		MCS	198	43	21	262	58
		National Security	3	0	3	6	0
		Policing Support	84	69	0	153	64
		Federal Policing	33	2	0	35	7
	A2. ISOC Provincial Policing Total		386	120	93	599	143
	A3. Quasi Fenced Provincial Policing	PORF	103	21	30	154	11
	A3. Quasi Fenced Provincial Policing Total		103	21	30	154	11
	A4. Support Provincial Policing	Informatics	5	56	0	61	73
		OSB	0	2.5	0	2.5	4
		HRB	0	2	0	2	6
	A4. Support Provincial Policing Total		5	60.5	0	65.5	83
	A5. Fenced Provincial Policing	Sierra Yoyo	2	0	0	2	1
		Traffic Safety Initiative	156	5	33	194	29
		Ports Policing	2	0	0	2	0
	A5. Fenced Provincial Policing Total		160	5	33	198	30
A Total			1874.5	492.5	159	2526	596.5
B	B1. Provincial - Divisional Cost Recovery	Op Response Unit (Duty NCO)	5	0	0	5	0
		Radio Supp Muni Cost Recovered	0	6	0	6	0
		Sensitive Expenditure Rev Unit	0	0	0	0	4
		ITCU Muni Supp-Cost Recovery	0	6	0	6	0
		Exhibit Facility - Cost Recovery	1	0	0	1	7
	B1. Provincial - Divisional Cost Recovery Total		6	12	0	18	11
	B2. Integrated Units - Municipal	LMD ERT	53	0	0	53	2
		LMD Ident Services	50	13	0	63	0
		LMD IHIT	57	11	8	76	16
		LMD Integrated Ops Support Hub	1	1	0	2	6
		LMD Integrated Traffic Recon Svcs	16	0	0	16	1
		LMD Police Dog Services	36	0	11	47	0
	B2. Integrated Units - Municipal Total		213	25	19	257	25
	B Total		219	37	19	275	36
	Grand Total		2093.5	529.5	178	2801	632.5

## PART II - HR METRICS

### PROFESSIONAL RESPONSIBILITY

	2017										2018		
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC		JAN	FEB	MAR
<b>Public Complaints</b>													
<b>Total Open Files</b>	774	823	930	992	937	915	889	917	988				
<b>New Files</b>	84	61	118	85	91	95	78	78	76				
<b>Concluded</b>	19	14	14	23	145	120	108	52	10				
	2016										2017		
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC		JAN	FEB	MAR
<b>Public Complaints</b>													
<b>Total Open Files</b>	582	595	609	602	658	682	761	721	725		715	681	705
<b>New Files</b>	80	100	86	71	82	84	94	107	91		75	66	87
<b>Concluded</b>	56	86	75	77	29	66	13	146	90		85	104	57

## APPENDICES APPENDIX A

### Definitions and Data Qualifiers

#### DEFINITIONS

1. **Established** represents the number of positions created in HRMIS. Variances in Establishment may occur due to delays in creating, end dating, or classifying positions.
2. **Actual** represents the number of personnel and includes Surplus to Establishment (STE), Pregnant Member Working (PMW), Graduated Return to Work (GRW), Medical (Med), Maternity/Parental (Mat/Pat), Leave without Pay (LWOP) and Suspension (Sus). Variances in Actual may occur due to delays in A22A submission or HRMIS data entry.
3. **Adjusted Vacancy** represents vacant positions plus members who are on Admin Collators.
4. **Admin Collators (PMW, GRW, Med, Mat/Pat, LWOP and Sus)** represents the number of employees who are not fully operational that includes PMW, GRW, Med, Mat/Pat, LWOP and Suspension.

5. **Metrics:**

**STE** (Surplus to Establishment) - the number of operational employees who are assigned to a specific cost codes but not in an established position.

**MED** (Medical Leave) - the number of employees on Medical Leave over 30 days.

**MAT/PAT** (Maternity/Parental Leave) - the number of employees on Maternity or Parental Leave.

**LWOP** (Leave Without Pay) - the number of employees on Leave Without Pay, this includes Care and Nurturing, Education, Personal Needs, Relocation of Spouse, and Special Leave Without Pay.

**SUS** (Suspension) - the number of employees who are Suspended from Duty with or without Pay.

**PMW** (Pregnant Member Working) - the number of employees who are pregnant however are not operational.

**GRW** (Graduated Return to Work) - the number of employees who are on Graduated Return to Work and working more than 8 hours per week.

## **DATA QUALIFIERS**

Data sources as follows:

Established and Actual (HRMIS RRP55)  
Vacant Positions (HRMIS RCPSN024)  
STE (HRMIS RRP044)  
MED, MAT/PAT, LWOP, SUS (HRMIS RCLVE009)  
GRW / PMW (HRMIS RCP037)  
Reservist (E Div Reserve Program)  
PSE Terms and Casuals (HRMIS RCP036)  
Public Complaints (Professional Responsibility Unit)

Contact us:

RCMP "E" Division  
Establishment Unit  
Human Resources Branch  
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14200 Green Timbers  
Way  
Surrey, BC V3T 6P3  
Email: EDIV\_ECN

Human Resources Branch, "E" Division

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### Federal RCMP Established vs Actual Strength (2011 to 2017)

		Members (RM/CM)*			PSE		
		Est	Actual	%Vac	Est	Act	%Vac
	Apr-17	930	723	22.3%	150	128.5	14.3%
	Jan-17	916	719	21.5%	148	123.5	16.6%
	Oct-16	917	702.5	23.4%	147	118.5	19.4%
	Apr-16	934	710.5	23.9%	149	118	20.8%
	Jan-16	905	696.5	23.0%	145	112	22.8%
	Jul-15	917	702	23.4%	146.5	115	21.5%
	Apr-15	916	668.5	27.0%	144.5	101.5	29.8%
	Jan-15	906	655.5	27.6%	141.5	97.5	31.1%
	Oct-14	892	654	26.7%	139.5	98.5	29.4%
	Apr-14	888	663.5	25.3%	136	102	25.0%
	Jan-14	886	649.5	26.7%	135.5	102.5	24.4%
	Oct-13	888	644	27.5%	132.5	100.5	24.2%
	Jul-13	883	645	27.0%	135.5	108	20.3%
	Jan-13	888	658	25.9%	131.5	109.5	16.7%
	Oct-12	888	677.5	23.7%	135.5	114.5	15.5%
	Jul-12	883	677	23.3%	132.5	116	12.5%
	Apr-12	876	698.5	20.3%	132.5	114.5	13.6%
	Oct-11	877	726	17.2%	131.5	108	17.9%
	Jan-11	876	753	14.0%	132	112	15.2%
				23.7%	20.6%		

Source: E-Division Executive Reports

\*Does not include SCST = 2 Est/1 Act in 2017; and 1 Act in 2011

## CONTRACT MANAGEMENT COMMITTEE

### RECORD OF DECISION

May 27 – 28, 2015  
Location: 111 Sussex Drive, Ontario Room  
Ottawa, ON

Agenda Item	Decision	Action Required / Next Steps
1. Co-Chairs' Opening Remarks	The CMC co-chairs provided their opening remarks.	None
2. Approval of Agenda	CMC requested that the New Entrants item be moved to Day 1. It was also proposed that the First Nations Policing Program (FNPP) item be moved to Day 1 to accommodate the schedule of ADM Lori MacDonald, who is responsible for management of the Program. The agenda was approved with these two changes.	None
3. Approval of the November 26 – 27, 2014, CMC Meeting Record of Decision	CMC approved the Record of Decision for the November 26 – 27, 2014, meeting, with no changes.	None
4. CMC Roundtable	Provinces/Territories (PTs) spoke to, and raised awareness of, issues in their respective jurisdictions.	None
5. Local Government CMC Activities	Associate Members from British Columbia (BC) and Alberta (AB) municipalities raised issues and concerns specific to their jurisdictions.	None
6. RCMP Matrix	C/Supt. Eric Stubbs provided CMC with a presentation of the MacNeil report on the Moncton shootings and its key recommendations, some of which could potentially result in cost implications for the PTs. PTs fully support that member safety is and continues to be an important issue.	RCMP to provide financial implications of the MacNeil report recommendations, as and when pertinent information becomes available.

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Deputy Commissioner Armstrong provided an overview of the RCMP Matrix, highlighting items of particular interest to the PTs, which included a detailed overview of the Missing and Murdered Women report. Concerns regarding service delivery by Shared Services Canada (SSC) were raised, and it was requested that a representative from SSC attend the next CMC meeting to discuss more detailed questions and that the detailed questions be provided to SSC in advance.

Further discussions on FNPP and Missing & Murdered Women to be addressed with FPT CPPC

RCMP to reach out to SSC to invite a representative to the next CMC meeting.

PT questions for SSC to be re-circulated, updated and provided to SSC prior to next meeting.

DC Armstrong will be reaching out informally to PT ADMs to touch base.

7. **Address from the Commissioner of the RCMP**

The Commissioner of the RCMP provided CMC with an overview of initiatives undertaken by the RCMP in response to reviews of the organization, the implementation of new legislation (*Enhancing RCMP Accountability Act*), and challenges currently faced by the RCMP, which include: streamlining the recruitment process; troop loading and regular member demand; and meeting PT and RCMP needs with respect to the Multi-Year Plans.

None

8. **National Programs Standing Committee**

A. Directed Review

Chad Lins and Greg Lamothe from MNP Consulting presented preliminary findings of the Directed Review of RCMP Recruitment and Cadet Training programs. The Working Group will validate the report, which summarizes Phase 1 of the Directed Review (i.e., understanding the programs and associated costs), after which, the report will be distributed to CMC. Next steps were discussed and MNP proposed that there could be a Phase 2, subject to a Statement of Work and funding.

PTs, PS and RCMP to provide feedback on the report to MNP Consulting.

The Standing Committee will discuss Phase 2 and make recommendations to CMC.



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B. Standing Committee Report <ul style="list-style-type: none"><li>Follow-up on 2014/15 Multi-Year Plans (MYPs)</li><li>PROS MYP</li><li>Regular Member Demand</li><li>Police Dog Services Training Centre Review</li></ul>	The Standing Committee provided an update on its priorities and activities. PTs noted gaps in the information provided in the Consolidated Services MYP. It was proposed that a small working group of PTs, RCMP and PS create a MYP format and financial planning process that addresses PT and RCMP needs specific to Consolidated Services.	A working group of PTs, RCMP and PS to be created to discuss the appropriate format for the Multi-Year Plans.
	C/Supt. Kevin Jones provided CMC with a presentation on the internal reviews of the Police Dog Services Training Center (PDSTC). An action plan will be created and shared with CMC to ensure that the reviews meet all parties' needs. It is anticipated that the RCMP will update CMC on progress of these reviews on a quarterly basis through the National Programs Standing Committee.	RCMP to share a single document listing priorities for PDSTC internal reviews with CMC.
	Due to time restrictions and changes in scheduling it was proposed that a CMC Coordinating Committee conference call be arranged in June 2015, to allow for a more comprehensive discussion on the staffing of vacancies.	CMC Secretariat to arrange a CMC Coordinating Committee conference call for late June 2015.
C. Enhanced Reporting and Accountability Review (ERA)	The Enhanced Reporting and Accountability Working Group presented its Terms of Reference, which were endorsed by CMC.	
9. <b>Human Resources Standing Committee</b>		None
A. Standing Committee Report <ul style="list-style-type: none"><li>HR Modernization Initiatives</li></ul>	The Standing Committee provided an update on its main priorities and activities. With respect to Disability Case Management, CMC indicated its appreciation of the RCMP's efforts to develop clear performance indicators to evaluate and review programs.	
B. Pay Council Discussion	RCMP Pay Council representatives provided CMC with a presentation on the Fair Compensation Report and answered PT	None

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questions.

According to the RCMP demographics and discount rate assumptions used in Treflex at the time, the modifications to severance pay were equivalent to a 1.1% reduction in total compensation.

None

C. Briefing on Supreme Court of Canada Decision (MPAO)

CMC was provided with an overview of the MPAO case decision by the Supreme Court of Canada and its potential impact on contract jurisdictions. PTs express their interest in providing their input concerning next steps.

#### 10. Finance and Cost Containment Standing Committee

A. Standing Committee Report  
• Conversion of CMs

The Standing Committee presented CMC with the proposed approach for dealing with the conversion of Civilian Members (CMs) under Bill C-42. This approach would have the RCMP tag and track the converted CM positions allowing the “Members” denominator to remain essentially the same resulting in minimal changes in billing to the PTs and Municipalities. It was understood by CMC that this approach would require an amendment to the PSAs, however, since the timing of the conversion is not yet known, this approach could be undertaken immediately and a formal change to the PSAs could be completed once the conversion has occurred. This approach was endorsed by CMC.

#### 11. Current Issues Standing Committee

A. Standing Committee Report  
• Confidentiality Agreements  
• Five-Year Review

The Standing Committee provided an update on its main priorities and activities. For confidentiality agreements, the Standing Committee indicated that it is working on an agreement to be used on a case-by-case basis for discussing sensitive information. PTs are encouraged to move forward in seeking

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security clearances for PT ADMs and designated officials by working directly with RCMP.

The Standing Committee also presented an overview of the proposed process for the Five-year Review (Review), which will begin on October 1, 2015. CMC agreed that PTs should begin canvassing their municipalities in advance of the October start date for items to be included in the Review. The Standing Committee will prepare a critical path of key decision deadlines pertaining to the Review (e.g., decision on a third party consultant, resource requirements, dispute mechanism etc.) for consideration by CMC.

Standing Committee to prepare critical path for key decision deadlines.

PTs to begin canvassing municipalities for items to be included in the Review.

#### B. Companion Document

There were no amendments proposed for the Companion Document, therefore the version endorsed at the November 2014 CMC meeting will remain in effect until it is reviewed again in advance of the spring 2016 CMC meeting.

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#### 12. Real Property Standing Committee

The Standing Committee provided an update on its main priorities and activities.

##### A. Standing Committee Report

- Contaminated Sites
- Housing Review

CMC discussed potential next steps for resolving the contaminated sites issue. It was proposed that a small sub-group of CMC ADMs discuss the issue with the aim of bringing the matter to resolution. PTs to provide a formal response to this proposed approach by end of June 2015. In parallel, the RCMP will prepare a proposal on expected costs and the timeframe for doing full-site assessments on all remaining unassessed assets in the RCMP portfolio.

PTs to provide formal response on proposed way forward regarding Contaminated Sites by June 30, 2015.

RCMP to prepare proposal on costs and timelines regarding assessment of remaining unassessed assets in RCMP portfolio.

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#### 13. CMC Priority Setting

CMC approved the proposed changes to the Priority List keeping PDSTC and Labour Relations in the High Priority category, moving

##### A. Roles and Responsibilities

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the Five-year Review into the High Priority category and putting Contaminated Sites into the Medium category.

CMC was only able to briefly touch on the item of “Roles and Responsibilities” given time restrictions; therefore, it was proposed that the discussion be included on the CMC Coordinating Committee conference call in June 2015.

“Roles and Responsibilities” item to be included on the CMC Coordinating Committee teleconference agenda.

<b>14. Other Business</b>	AB presented its proposal for revising the New Entrants Guidelines and proposed that an FPT working group be created to look at the policy and prepare considerations on potential revisions that would better reflect the interests of the PTs.	FPT working group to be created to review the New Entrant Guidelines.
A. New Entrants Guidelines		
B. FNPP	Lori MacDonald and Antoine Bourdage (PS) provided CMC with an overview of the FNPP policy change as per the email of March 19, 2015, and answered PT questions. Some PTs indicated they would be responding in writing opposing the policy decision to transfer costs from the FNPP contract to the PSA. PS indicated that they will be looking to initiate the renewal process for the Program in Winter 2016.	None
C. Severance	PTs confirmed that their key concern with respect to severance is policy-based.	None
D. Federal Policing	PTs led this discussion and raised concerns regarding potential funding restrictions for the Federal Policing Program and the consequent impact on contract policing. PS indicated that there could be more information in the coming weeks that could be shared with PTs. A small group of ADMs from BC, AB, MB, and NS	PS to provide additional information to PTs on the federal policing environment in the coming weeks, if available.

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would be formed to further discuss this issue.

Small group of ADMs to continue discussing the impacts of federal policing at the Provincial/Territorial level.

**14. Next CMC Meeting Planning**

A. CMC Coordinating Committee Conference Call

It was agreed that a CMC Coordinating Committee conference call would be arranged for late June 2015.

CMC Secretariat to confirm date and time of the teleconference with CMC.

B. CMC Officials Meeting

Proposed dates for the fall CMC Officials meeting: the last week of September 2015. It was agreed that PS would host the meeting in Montreal.

Specific dates to be confirmed.

C. Spring CMC Meeting

Proposed date for the fall CMC meeting: the week of November 23, 2015.

Specific dates to be confirmed.

**MINISTRY OF JUSTICE  
Policing and Security Branch  
INFORMATION NOTE**

**PURPOSE:** For INFORMATION for May 2015 CMC Meeting – Federal Policing Discussion

**ISSUE:** Federal Policing cutbacks and reorganization

**SUMMARY:**

- Provinces and Territories (PTs) are becoming concerned about recent attention in the media and testimony given by RCMP officials regarding federal cutbacks to policing and reorganizing resources around new threats. This note compiles some of the recent media reports and Senate Committee on National Security and Defense and House of Commons Standing Committee on Public Safety and National Security discussions about this issue since October 2014.
- Key points:
  - RCMP Commissioner Bob Paulson states “over 300” RCMP resources were transferred from other federal policing areas to enhance the capacity of Integrated National Security Enforcement Teams (INSETS) as of October 27, 2014. In March 2015 he states it is now “a little over 600” and in April 2015 RCMP Deputy Commissioner Mike Cabana states the number is “now in excess of 600”.
  - Transferred resources are stated to be from “other areas of federal responsibility” such as organized crime, financial crime, drug cases, financial integrity cases and the federal mandate.
  - DC Cabana states this redeployment of RCMP personnel is negatively impacting RCMP capacity to manage other risks.
  - Federal main estimates tabled in 2015 show there’s a \$132 million decrease in the RCMP’s budget in 2014-15 from the year before.

**BACKGROUND:**

**Figures:**

**E-Division Executive Reports 2009/10 to 2013/14**

Reports are prepared by E Division Finance on Federal Policing and includes Members on leave. 10% reduction from 11/12 to 13/14.

	09/10	10/11	11/12	12/13	13/14
E-Div Federal FTEs	s. 15; s. 16				

**Media:**

**“Focus on counter-terrorism hampering RCMP’s other files, senior Mountie says”  
- Jim Bronskill – Canadian Press April 20, 2015**

- A senior Mountie says shifting hundreds of RCMP officers to counter-terrorism has hurt the national police force’s efforts to fight organized crime. Mike Cabana, deputy RCMP commissioner for federal policing, tells the Senate national security committee the force needs to find a long-term solution to the resource problem. Concerns about the threat of homegrown extremism have prompted the RCMP to move more than 600 officers to the terrorism file from organized crime and other areas. That has prompted criticism the Mounties are being stretched too thin.
- The Canadian Press reported Friday that the Conservative government plans to use the federal budget to underscore its pre-election messaging on the importance of national security. The budget due Tuesday is expected to earmark resources to help security agencies carry out enhanced responsibilities under new anti-terrorism legislation.

**“Federal budget 2015: Parliament Hill, security agencies getting more money” -  
Laura Payton – CBC News April 21, 2015**

- Canada's national security agencies will get additional funding under the 2015 federal budget, including more money for security at military bases and for the country's lone intelligence review organization.
- The Canadian Security Intelligence Service (CSIS), the RCMP and the Canada Border Services Agency will share \$292.5 million over the next five years, starting with \$18 million and gradually building to \$92 million in 2019-20.
- The budget also includes an additional \$2.5 million a year for the Security Intelligence Review Committee, doubling the agency's budget. SIRC reviews some activities of CSIS.
- The Ottawa police, which has jurisdiction including the area around Parliament Hill and which faced sharply increased costs following the Oct. 22 shooting at the National War Memorial, are getting \$10 million over five years from the federal government.
- The Conservatives are also committing \$36 million over two years to improve security on Parliament Hill.

**Senate and House testimony:**

**RCMP Commissioner Bob Paulson to Senate Committee on National Security and Defense on Oct. 27, 2014:**

“Internally, we have implemented a range of activities to detect, prevent and respond to terrorist activity. This includes leveraging our domestic and international partners and identifying new and unique ways to combat this threat. Operationally, the RCMP-led Integrated National Security Enforcement Teams based across the country have been fully mobilized to address the threat of high-risk travellers. In addition to the existing 170 resources, we are reallocating the necessary funds and personnel from other priority

areas to combat this threat. In recent months, and over the past week, *over 300 additional resources were transferred in to enhance the capacity of INSETs from other federal policing priority areas such as organized crime and financial crime.*"

**"Senator Day:** I'd like you to comment on whether you have the sufficient resources and legislation to do just that, the intervention and preventing it from getting worse.

**Mr. Paulson:** As I've said — I'm not sure if I said it here or not, but I have said it in other places — current circumstances are requiring that we move our resources around within federal policing, and we're bringing all the resources we need to do this, and it's getting done. What's happening is other areas of our responsibilities and our mandate are being impacted, perhaps in organized crime or in financial integrity matters, but we have the resources that we are devoting to get this up, running and effective."

**"Senator Kenny:** Finally, resources. You gave the impression — at least I got the impression earlier — that you were happy with the financial resources that you have. In light of the fact that the budget of the RCMP has been decreased 15 per cent over the last three years, I can't understand how you're okay. I know about the efficiencies that you're creating in headquarters, but it just seems to me remarkable that we're in this state of affairs and we're cutting back on the budget of the police.

**Mr. Paulson:** Senator, I prepared to come and speak with you here today. One of the things I did was review the testimony of other people who have appeared before you. Let me put it this way: We're doing what we can with what we've got."

**"Senator Mitchell:** I would like to pursue the point you made that you've reallocated, I think you said, 300 people. I don't know what each one of those people makes, but if you made a rough estimate you're talking about \$25 million. It sounds to me, one could argue, that you need them. You have allocated them, and you are \$25 million short, not to mention what you might need for better community-based intervention to solve the problem before it occurs.

Bluntly asked, do you have the resources? How long will you need those 300 people? Where will you find the money to sustain that?

**Mr. Paulson:** Frankly speaking, one of the challenges in managing and leading a police organization is that you never have enough money — you never do. I will never have enough money. So what's your strategy? Get more money or manage effectively with what you have, and make periodic appeals for more money.

Given the threat, what's happened and how it's developed, I'm satisfied, and we continue to check daily our ability to move resources from one area of our operations to another. If we were blue-skying how we were going to increase our resourcing, for example, a lot of things would have to be put in place. We just now have our recruitment and Depot training system and all those elements operating in a very finely tuned way, so we need to be thoughtful around how we're going to approach that if there is a need to ramp up.

I didn't come here to get resources. I came here to help understand the nature of the threat. We are going to make decisions; we have made decisions; and we will continue to make decision around moving resources around to respond to the greatest threat to the safety of Canadians. That's sort of my mantra."



**RCMP Commissioner Bob Paulson to House of Commons Standing Committee on Public Safety and National Security on March 6, 2015:**

**“Randall Garrison:** In your presentation, you mentioned the issue of resources and the large number of people you have working on this case. I'd like to ask you about a statement you made to the Standing Senate Committee on National Security and Defence on October 27, when you said that you had to transfer 300 resources over to national security from other areas of policing. This raises the question of whether you have adequate resources to actually deal with the nature of the threats we're facing at present. Do you have any comments on that today?

**Mr. Paulson:** The answer to that question is, yes, we have enough resources to deal with the threat we're facing, but again, as you've referenced in my testimony at the Senate and again today, *we're taking now a little over 600 resources from other areas of our federal responsibility to transfer those full-time equivalent positions into the counterterrorism world.*

As I say, it's a question of prioritizing. We have enough people who are working these cases, but they're not doing what they're supposed to be doing.

**Randall Garrison:** Could you give us some idea of where those resources are coming from, in other words, what are you shifting from in order to focus on counterterrorism?

**Mr. Paulson:** Right. *We're shifting our federal resources, so things from organized crime cases, drug cases, financial integrity cases, the federal mandate.* I should also say that we are relying on the great partnerships we have with police forces across this country. We have about 60 resources brought in from other police forces to work with us. Some of the major city police forces have been great in terms of stepping up and taking some of the load. I think it's a phenomenon that is affecting all of the police community across Canada.

That's the short answer.”

**“Wayne Easter:** *The main estimates tabled recently show there's a \$132 million decrease in the RCMP's budget in 2014-15 from the year before.* You've indicated in response to Mr. Garrison the switch in resources to counterterrorism.

There's no question that the RCMP would always like to have more money, as I'm sure other agencies would as well. However, is there a growing concern that on the operational side the resources are not being applied to both policing and RCMP and security agencies at the federal level to do the job you're asked to do?

**Mr. Paulson:** I think it all turns on your very last sentence regarding the job we're asked to do.

As I said in response to Mr. Garrison's question, we are addressing the counterterrorism threat with resources from other areas. We have now reached a point in the RCMP where we can be very transparent and very precise in demonstrating the impact this has. The RCMP has had a bad reputation around this town for lapsing money and not spending all of our budget. I tell you solemnly that we are in a year that's going to have a 0.5% lapse in our appropriation, which might be argued to be bad management. However, all of our money is being spent. I'm happy—wrong word—content to move resources around to address the greatest threat. I just don't think it's sustainable to

maintain our programs in other areas when we are drawing resources from them to address this threat.”

**RCMP Deputy Commissioner for Federal Policing Mike Cabana to Senate committee on National Security and Defense on April 20, 2015:**

**“Mr. Cabana:** The RCMP is doing everything in its power to manage the current threat environment. For instance, we are facilitating information sharing through the RCMP's National Security Joint Operations Centre, an example of unprecedented interdepartmental collaboration. We have also increased our training, intervention and outreach efforts and reallocated hundreds — *in fact, now in excess of 600* — of resources from across the country to the RCMP-led Integrated National Security Enforcement Teams — INSETs — and our National Security Enforcement Sections.

Even with all of these efforts, we still face challenges in countering and managing the threat posed by terrorism. For example, there is no single path to radicalization to violence and, as illustrated by the attacks of last October, there is often little advance warning that someone intends to act violently. In the context of high-risk travellers, some individuals make travel plans without notifying family or friends, and law enforcement only becomes aware after they have left Canada. Fundamentally, there is no linear threat trajectory. Each case presents a unique circumstance, and every enforcement action must be considered carefully to prevent the threat from shifting or escalating.

*Within this context, the large-scale redeployment of RCMP personnel to counterterrorism files, while necessary, is negatively impacting our capacity to manage other risks, such as those posed by serious and organized crime and espionage. As a result, the RCMP recognizes that it needs to find a longer term solution to be able to respond to the breadth of its federal policing mandate.”*

**“Senator Kenny:** Deputy Commissioner Cabana, I have a couple of questions for you. Could you describe to the committee the costs, financially and otherwise, of moving 600 staff away from organized crime and similar activities and putting them to work in the INSETs? The annual cost of a constable is somewhere in the range of \$180,000. Commissioner Zaccardelli back in the day estimated it was around \$200,000. That's salaries, equipment, overtime and the whole package. I am interested in how difficult it is to move people into a new area working at INSET, how long it will take before they're effective and how the backfill works in organized crime, or is that just left open? If you got \$100 million extra in tomorrow's budget, that would give you room for 500 more constables. How long would it take before they were effective and useful in either organized crime or at an INSET?

**Mr. Cabana:** Thank you for the question, senator. Good question. Unfortunately, I'm not sure how informative my answer will be because this is not something that I believe we've actually costed.

The individuals that we've redirected to national security priorities, it's not a situation for the most part where we've actually relocated people. They just work in the same area but for a different purpose. So the cost associated to that, you can take the math. I think the numbers you have are probably fairly accurate.

But this is not an unprecedented situation for the RCMP in the sense that that's what we do. So we continually prioritize our resources and direct them to the highest priorities. If you go back just a few years, most of you will likely remember the migrant vessels that landed on our shores. At that time we directed significant resources to that particular priority.

Now it's national security/terrorism that we focus on. I agree with you, there are costs, but I'm not quite sure exactly what they are.

In terms of how long it takes for them to become effective, I guess it all depends on your definition of "effective." We understand that a significant number of those individuals have had limited expertise or experience in the national security realm. We understand the recommendations that stem from the O'Connor commission and the Iacobucci commission, so we're very attuned to the need to make sure there is close supervision by individuals that have the requisite level of expertise, and we shifted our focus in terms of providing adequate training as quickly as possible to ensure they have the basic knowledge to operate within the national security arena.

Over and above that, the governance framework around our national security work is centralized here in Ottawa, so every step of the investigative process is closely managed and supervised by individuals here who have a high level of expertise within national security.

Those are some of the steps we have put in place to try to mitigate the fact that some individuals may or may not have as much experience in the national security area.

**Senator Kenny:** If you could increase the throughput of Depot by 500, how long would it take before they would be useful in an INSET?

**Mr. Cabana:** I'm afraid I can't answer that. It would take some time."

**"Senator Day:** Thank you for that. I understand a little better the meaning of your presentation.

My second question goes to the deputy commissioner in relation to your presentation as well. I wonder if you could expand on where you were talking about in excess of 600 members being moved from one area of responsibility to the Integrated National Security Enforcement Teams and national security enforcement. We appreciate that. I'm sure you're looking at those that were involved in areas where funding might have been illegally sought after to support terrorist activities. You're not removing people from that particular area.

You can comment on that if you wish, but my primary area of inquiry is where you say: *As a result, the RCMP recognizes that it needs to find a longer term solution to be able to respond to the breadth of its federal policing mandate.*

*We recognize there are quite a few RCMP members involved in contract policing as well.*

*Can you speculate a bit on how you are going to deal with finding a longer term solution? We recognize as well that you need more funding to hire more members, but that will presumably come in due course. What are you thinking now in terms of management?*

**Mr. Cabana:** Thank you very much, Senator Day, for the question.

This is a reality that we've been challenged with. We started looking at this going back at least a year ago where we saw the trend. With the service, we've been having discussions in terms of the significance of the trend and how to position ourselves. Internally to the RCMP, we are trying to be as judicious as we can in selecting members to supplement current investigators that are part of INSET or our national security investigation team. So we want to make sure that we're not being counterproductive by removing them from an area that is actually supportive of the priority itself. The reality is that we have so many members, and at the end of the day, there is an impact to some of our other mandates in some areas.

*That's what I meant when I said we need to look at a longer term solution. This is not sustainable. In terms of whether we are managing the current crisis and the trend, we are. We are assigning the necessary level of resourcing to it, but it has a cost and an impact to other areas. I can't tell you what our solution is because we do not have one right now.*

We are looking at options and assessing how we prioritize our file. This is something we do consistently, almost on a daily basis. We are looking at how we can make adjustments to make sure we have a balanced approach in terms of meeting our various mandates. One thing we will continue to do is prioritize the higher risk files which currently, for the most part, are national security in nature.

**Senator Day:** *Would this adjustment include looking at the assets you are using now in contract policing? Would it include increasing the number of members and new inductees going through Depot?*

**Mr. Cabana:** *I can tell you that currently — not to a large extent — we do have members that originate or come from contract policing that are providing assistance to some of our team. Like I said, they are not in huge numbers, but we do have some. In terms of increasing our numbers in Regina, we're making adjustments to our troop intake on a fairly constant basis, but currently we don't have the ability to start hiring large numbers and bringing them through Depot.*

**Senator Day:** *From a finance point of view?*

**Mr. Cabana:** *From a finance standpoint."*

## **OTHER MINISTRIES IMPACTED/CONSULTED:**

- [List the Ministries. Indicate if consultation is required or completed.]

### **Prepared by:**

Team BC  
Policing and Security Branch  
[Phone Number]

### **Approved by:**

[Name]  
[Title]  
[Branch]  
[Phone Number]

**Attachment(s)**  
[As referenced in the Note.]

---

**From:** Pecknold, Clayton PSSG:EX  
**Sent:** Thursday, March 22, 2018 9:54 AM  
**To:** O'Neill, Jennifer L PSSG:EX  
**Subject:** FW: Federal postions.  
**Attachments:** Brian CANTERA.vcf

---

**From:** Brian CANTERA [<mailto:Brian.Cantera@rcmp-grc.gc.ca>]  
**Sent:** Thursday, December 3, 2015 12:43 PM  
**To:** Pecknold, Clayton JAG:EX  
**Subject:** Re: Federal postions.

Hello Clayton,

FSOC are 43% vacancies  
Policing Support Services Federal positions are 22% vacancies  
INSET is 15% are vacancies

Total 946 Federal positions - 294 vacancies. - 31%

Regards,

Brian

C/Supt. Brian CANTERA, M.O.M.  
Deputy Criminal Operations Officer  
"E" Division Specialized Investigative and Operational Police Services  
14200 Green Timbers Way,  
Mailstop, #406,  
Surrey, BC V3T 6P3  
[brian.cantera@rcmp-grc.gc.ca](mailto:brian.cantera@rcmp-grc.gc.ca)  
778-290-4824 Office  
s. 16 Cell  
s. 16 Pager  
778-290-6108 Fax

Surint. pr. Brian Cantera, M.O.M.  
Officier responsable des opérations criminel et du Services de Police d'enquêtes opérationnelles spécialisées  
Gendarmerie royal du Canada (GRC), Division E  
14200 chemin Green Timbers, boîte postal: #406  
Surrey, Colombie-Britannique, V3T 6P3

[brian.cantera@rcmp-grc.gc.ca](mailto:brian.cantera@rcmp-grc.gc.ca)

Tél: 778-290-4824

Tél. cell.:<sup>s. 16</sup>

Télec.: 778-290-6105

>>> "Pecknold, Clayton JAG:EX" <[Clayton.Pecknold@gov.bc.ca](mailto:Clayton.Pecknold@gov.bc.ca)> 2015/12/03 10:06 AM >>>

About what percentage of federal positions are you down?

---

**From:** Pecknold, Clayton PSSG:EX  
**Sent:** Thursday, March 22, 2018 10:07 AM  
**To:** O'Neill, Jennifer L PSSG:EX  
**Subject:** FW: Federal postions.

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**From:** Pecknold, Clayton JAG:EX  
**Sent:** Thursday, December 3, 2015 11:42 AM  
**To:** Brian CANTERA  
**Subject:** Re: Federal postions.

Don't need much. Just rough count.

---

**From:** Brian CANTERA  
**Sent:** Thursday, December 3, 2015 11:40 AM  
**To:** Pecknold, Clayton JAG:EX  
**Cc:** Christine MATTERSON; Jim GRESHAM; Yvette MEYER  
**Subject:** Re: Federal postions.

Clayton. Please stand by. I will get you the numbers.

Brian

C/Supt. Brian CANTERA, M.O.M.  
Deputy Criminal Operations Officer  
"E" Division Specialized Investigative and Operational Police Services  
14200 Green Timbers Way,  
Mailstop, #406,  
Surrey, BC V3T 6P3  
[brian.cantera@rcmp-grc.gc.ca](mailto:brian.cantera@rcmp-grc.gc.ca)  
778-290-4824 Office  
s.16 Cell  
s.16 Pager  
778-290-6108 Fax

Surint. pr. Brian Cantera, M.O.M.  
Officier responsable des opérations criminel et du Services de Police d'enquêtes opérationnelles spécialisées  
Gendarmerie royal du Canada (GRC), Division E  
14200 chemin Green Timbers, boîte postal: #406



Surrey, Colombie-Britannique, V3T 6P3

[brian.cantera@rcmp-grc.gc.ca](mailto:brian.cantera@rcmp-grc.gc.ca)

Tél: 778-290-4824

Tél. cell.<sup>s. 16</sup>

Télec.: 778-290-6105

>>> "Pecknold, Clayton JAG:EX" <[Clayton.Pecknold@gov.bc.ca](mailto:Clayton.Pecknold@gov.bc.ca)> 2015/12/03 10:06 AM >>>

About what percentage of federal positions are you down?

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Withheld pursuant to/removed as

s.16

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**From:** Craig CALLENS <craig.callens@rcmp-grc.gc.ca>  
**Sent:** Wednesday, February 18, 2015 3:50 PM  
**To:** Pecknold, Clayton JAG:EX  
**Subject:** Re: RCMP wage review calls for 10-per-cent pay increase to get quality recruits

Thanks. Looked it up and read it after we spoke. OPCC did indeed single you out for your *valuable support and assistance*. I read the Globe and Sun articles on it. Seems reasonably balanced as things go.

>>> "Pecknold, Clayton JAG:EX" <Clayton.Pecknold@gov.bc.ca> 2015/02/18 3:45 PM >>>

From The Globe and Mail: RCMP wage review calls for 10-per-cent pay increase to get quality recruits -  
[http://www.theglobeandmail.com/news/politics/rcmp-wage-review-calls-for-10-per-cent-pay-increase-to-get-quality-recruits/article23041739/?utm\\_source=Shared+Article+Sent+to+User&utm\\_medium=E-mail:+Newsletters+/-E-Blasts+/-etc.&utm\\_campaign=Shared+Web+Article+Links](http://www.theglobeandmail.com/news/politics/rcmp-wage-review-calls-for-10-per-cent-pay-increase-to-get-quality-recruits/article23041739/?utm_source=Shared+Article+Sent+to+User&utm_medium=E-mail:+Newsletters+/-E-Blasts+/-etc.&utm_campaign=Shared+Web+Article+Links)

---

**From:** Craig CALLENS <craig.callens@rcmp-grc.gc.ca>  
**Sent:** Friday, October 9, 2015 9:06 AM  
**To:** Pecknold, Clayton JAG:EX  
**Subject:** Re: Problems solved.

Quite something

Craig Callens, D/Commr.  
RCMP  
British Columbia

>>> "Pecknold, Clayton JAG:EX" <Clayton.Pecknold@gov.bc.ca> 09/10/2015 10:21:00 AM >>>

FYI.

\*\*\*\*\*

The Green approach to crime reduction  
Surrey North Delta Leader  
Thursday, October 08, 2015  
Page 1  
By Staff0

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**From:** Craig CALLENS <craig.callens@rcmp-grc.gc.ca>  
**Sent:** Thursday, May 7, 2015 9:07 AM  
**To:** Pecknold, Clayton JAG:EX  
**Subject:** Re: CFSEU Fed Positions

Would 1300 work for you?

Craig Callens, D/Commr.  
RCMP  
British Columbia

>>> "Pecknold, Clayton JAG:EX" <Clayton.Pecknold@gov.bc.ca> 07/05/2015 11:58:26 AM >>>

I am away as of tomorrow<sup>s.22</sup>

Do you want to find a moment to discuss this today if we can. I have some thoughts. Or when i return.

From: Craig CALLENS  
Sent: Tuesday, May 5, 2015 1:07 PM  
To: Pecknold, Clayton JAG:EX  
Cc: Wayne RIDEOUT  
Subject: Fwd: Re: CFSEU Fed Positions

Clayton,

Briefing note with our proposal is set out below. I fully support it.

Craig

>>> Wayne RIDEOUT 2015/05/05 12:41 PM >>>

A/Comm Wayne Rideout





---

**From:** Pecknold, Clayton PSSG:EX  
**Sent:** Monday, November 21, 2016 4:28 AM  
**To:** Sieben, Mark PSSG:EX; Morris, Mike PSSG:EX; Gill, Manjit PSSG:EX  
**Cc:** Enger, Tonia PSSG:EX  
**Subject:** Re: Ottawa update.

Its in the statement of commitments from Health coming out of the Summit but its vague in terms of references. Hope to press PSC more. We are told they are consulting CACP.

We will try to find out about prevalence if pills in latest round of OD's.

Tonia anything to add?

---

**From:** Sieben, Mark PSSG:EX  
**Sent:** Sunday, November 20, 2016 10:54 PM  
**To:** Pecknold, Clayton PSSG:EX; Morris, Mike PSSG:EX; Gill, Manjit PSSG:EX  
**Cc:** Enger, Tonia PSSG:EX  
**Subject:** Re: Ottawa update.

Fascinating. Thanks for the summary. Yes, tough w/end in lower mainland. 12 deaths according to Lisa w/ reporting not finished at least 60 this month so far.

s.13

Any gauging timeline for feds to move on that nationally? I didn't see it spoken to specifically in the summary.

Good luck w/ the week.

Sent from my BlackBerry 10 smartphone on the TELUS network.

---

**From:** Pecknold, Clayton PSSG:EX  
**Sent:** Sunday, November 20, 2016 7:08 PM  
**To:** Morris, Mike PSSG:EX; Sieben, Mark PSSG:EX; Gill, Manjit PSSG:EX  
**Cc:** Enger, Tonia PSSG:EX  
**Subject:** Ottawa update.

Tonia and I want to give you a short report on the past few days regarding the Opioid crisis and our visit here.

On Thursday I accompanied PCC to the meeting with Ministers Philpott, Goodale as well as PS Bil Blair. The meeting primarily centred on the stories of the three persons with lived experience who accompanied us as well as the information from Dr. Evan Wood and the Paramedic from the DTES. I spoke only very briefly on matters pertaining to Public Safety. I did however have a more in depth discussion with Bill Blair and we will be meeting with him again this week. My assessment was that Minister Goodale, while very interested and sympathetic was not as fully engaged with solutions as perhaps Minister Philpott was. It definitely appears that Health Canada is the lead entirely. This was reflected in the composition and agenda of the following Summit

which by far was oriented towards Health matters such as over-prescribing, prescription diversion and treatment and other health related concerns. As suspected the crisis is more viewed in Ontario as a misuse of prescription opioids rather than a illicit drug problem. MTL very forcefully and in my view exceptionally passionately tried to convey the reality of what we are seeing in BC. This was also reflected in the Premiers media that went very well here despite the distraction you experienced out there with marijuana.

There was little police or public safety presence at the Summit except from BC. Deputy Chief Mike Serr of Abby PD and co-chair of CACP Drug Abuse Committee spoke as did a senior CBSA person. The ADM of PSC came but it was clear she was there as a last minute addition because of our meeting the prior day. The CBSA person was very good and privately and publicly thanked BC for leading the way. He seemed very appreciative of the pressure we were bringing to bear. There were also two VPD members but NO RCMP either federal or provincial that we could see.

Mr. Goodale did say privately in the meeting that they had recently reached out to China (I assume through the Consulate) and did not get a negative response. I had the impression they are very sensitive to China/Canada relations on this.

On the need for more Federal RCMP presence Minister Goodale seemed very interested and in my side conversation with Bill Blair it is clear they are very aware that a number of federal drug and other investigations lay dormant as they prioritise Counter Terrorism. We are told by E division that the email system from Ottawa lit up and they are gathering info for NHQ. One comment Minister Goodale did make at the meeting was that funding was a challenge. This was confirmed to me the next day by the ADM who told me the budget issues were more pronounced than the government was expecting. Clearly there are intense discussions taking place.

I mention the RCMP resourcing matter specifically because I strongly recommend we guard against pushback on this. The conservative number we provided of 30% reflects current variances from authorized strength and does not reflect that authorized strength has actually declined.<sup>s.13</sup> This has been a significant bone of contention for several years as a result of DRAP (Deficit Reduction Action Plan), federal policing re-engineering and the shift in focus to National Security in 2015. As well, issues with federal budget allocation and pressures from the contract partners to fill vacancies has added to the issue by exacerbating capacity and experience deficiencies.

As i complete this email we are getting info of another spoke in OD's in vancouver and some in fraser Health. It eludes me as to why public Safety Canada and federal policing are not pulling out all of the stops. Discouraging to say the least.

Regards.

Cp

---

**From:** Pecknold, Clayton PSSG:EX  
**Sent:** Tuesday, July 12, 2016 9:53 AM  
**To:** Craig CALLENS  
**Subject:** Fw: PT CMC letter re: RCMP Recruiting Program  
**Attachments:** Letter to Deputy Commissioner Dubeau Re RCMP National Recruiting Program July 12 2016(1).pdf; RCMP CMC letter DC Dubeau May 2016 recruiting(1).pdf

Info.

---

**From:** Trevor Thompson <[Trevor\\_Thompson@gov.nt.ca](mailto:Trevor_Thompson@gov.nt.ca)>  
**Sent:** Tuesday, July 12, 2016 9:35 AM  
**To:** [Dan.Dubeau@rcmp-grc.gc.ca](mailto:Dan.Dubeau@rcmp-grc.gc.ca)  
**Cc:** Bob Purcell; Thompson, Kathy; [kevin.brosseau@rcmp-grc.gc.ca](mailto:kevin.brosseau@rcmp-grc.gc.ca); Scott Merrithew; CMC Secretariat PS; Richard Rollings; MacDonald, Lisa M (DOJ)  
**Subject:** PT CMC letter re: RCMP Recruiting Program

*Sent on behalf of Bob Purcell, acting PT co-chair of CMC:*

Deputy Commissioner Dubeau,

Please see the attached PT correspondence with respect to your RCMP recruiting letter of May 4th 2016 regarding recent changes to the RCMP recruiting program.

Thank you,

Trevor

**Trevor Thompson**  
*PT Secretariat*  
*Contract Management Committee*  
Mobile: s. 16  
[trevor\\_thompson@gov.nt.ca](mailto:trevor_thompson@gov.nt.ca)

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s.16

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**From:** Pecknold, Clayton JAG:EX  
**Sent:** Wednesday, March 16, 2016 7:54 AM  
**To:** Craig CALLENS; Dave ATTFIELD  
**Subject:** Re: Auxiliary.

Agreed. Dave and I discussed yesterday. I will move to the top of the pile. Thx.

---

**From:** Craig CALLENS  
**Sent:** Wednesday, March 16, 2016 7:49 AM  
**To:** Pecknold, Clayton JAG:EX; Dave ATTFIELD  
**Subject:** Re: Auxiliary.

Thanks Clayton - agreed.

I know Dave is following up with you and your staff to further the necessary discussions required as a result of correspondence between you and Janice Armstrong. I think it will be important that we both attach some priority to moving the consultative process along.

Craig

>>> "Pecknold, Clayton JAG:EX" <[Clayton.Pecknold@gov.bc.ca](mailto:Clayton.Pecknold@gov.bc.ca)> 2016/03/16 6:57 AM >>>

I know you are both alive to this and are working on finding a path for us to come to agreement but note the comments of one of your spokespersons. I suggest we should manage the messaging together.

\*\*\*\*\*

Changes coming for RCMP auxiliaries  
Campbell River Mirror  
Tuesday, March 15, 2016  
Page 1  
By Kristen Douglas1

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**From:** Morris, Mike PSSG:EX  
**Sent:** Tuesday, March 7, 2017 8:09 PM  
**To:** Pecknold, Clayton PSSG:EX; Gill, Manjit PSSG:EX  
**Cc:** Sieben, Mark PSSG:EX; Dhillon, Harbir PSSG:EX  
**Subject:** Re: Heads up

Thanks Clayton. I did see where this was on the agenda for a December 2015 meeting to put it in the budget and it disappeared after that.

Sent from my BlackBerry 10 smartphone on the TELUS network.

---

**From:** Pecknold, Clayton PSSG:EX  
**Sent:** Tuesday, March 7, 2017 7:21 PM  
**To:** Gill, Manjit PSSG:EX; Morris, Mike PSSG:EX  
**Cc:** Sieben, Mark PSSG:EX; Dhillon, Harbir PSSG:EX  
**Subject:** Re: Heads up

A few facts.

1. We are meeting with the mayor tomorrow.
2. There have been ongoing discussions these past weeks with the CAO and they have the draft package. We suggested that they leave it at the staff level until we met this week so we could, ironically, answer many of the questions he raises in the article.
3. Yes there has been a delay since the census because of the questions as to whether the OIC was going to pass and our authority therefore to proceed.
4. If the councillor is at the meeting i will be pleased to answer his questions directly.

Sent from my BlackBerry 10 smartphone on the Rogers network.

---

**From:** Gill, Manjit PSSG:EX  
**Sent:** Tuesday, March 7, 2017 7:02 PM  
**To:** Morris, Mike PSSG:EX  
**Cc:** Pecknold, Clayton PSSG:EX; Sieben, Mark PSSG:EX; Dhillon, Harbir PSSG:EX  
**Subject:** Heads up

**Angry Councillor demands policing answers from the province**  
**Osoyoos Today**  
**March 07, 2017**



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Sent from my iPhone



July 27, 2015  
Ref: 511133

Dr. Bobby Matheson, Director  
Emergency Management and Programs Branch  
Public Safety Canada  
269 Laurier Ave W  
Ottawa ON K1A 0P8

Dear Dr. Matheson:

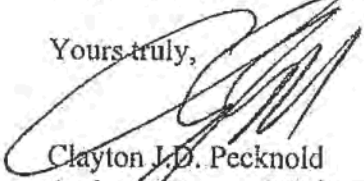
I am writing regarding the funding pressures facing the First Nations Policing Program (FNPP).

My staff recently met with Public Safety Canada (PSC) and RCMP representatives in BC to review the funding pressures facing the FNPP in 2015/16. At the current funding and staffing level, the RCMP financial analysts project that the FNPP will be \$1.6M over budget for 2015/16 (based on the current staffing level of 100.5 FTEs of the 108.5 authorized members). The RCMP has calculated that at the current funding level, the program can only afford 90 members this fiscal year, reducing yearly to 85 by the final year of the Framework Agreement in 2017/18.

Ministry staff are working with the RCMP and PSC to determine how to manage the budget, including reviewing expenditures and looking for efficiencies. While the Province does not wish to reduce or cancel the policing service provided to First Nation communities under Community Tripartite Agreements, this may be necessary in the future in order to avoid exceeding the budget. As I indicated in my July 3, 2015 letter to you, the Province views any overage of the fixed FNPP budget to be the responsibility of Canada.

I appreciate your consideration of these issues.

Yours truly,

  
Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch

pc: Deputy Commissioner Janice Armstrong, Contract and Aboriginal Policing  
Deputy Commissioner Craig Callens, RCMP "E" Division  
A/Comm. Norm Lipinski, CROPS Officer Core Policing, RCMP "E" Division  
Mr. Robert Jorssen, RCMP "E" Division

Ministry of Justice

Policing and Security Branch

Mailing Address:  
PO Box 9285 Stn Prov Govt  
Victoria BC V8W 9J7

Telephone: 250 387-1100  
Facsimile: 250 356-7747  
Website: [www.gov.bc.ca/pssg](http://www.gov.bc.ca/pssg)



August 27, 2015  
Ref: 511794

Deputy Commissioner Craig J. Callens  
Commanding Officer, RCMP "E" Division  
14200 Green Timbers Way  
Surrey BC V3T 6P3

Dear Deputy Commissioner Callens:

Thank you for the projected Multi-Year Report and Financial Plan for 2015/16 to 2020/21 for the Provincial Police Service, addressed to The Honourable Suzanne Anton for her review.

I am pleased to advise that I have signed the Acknowledgement in Principle for the Divisional Multi-Year Report and Financial Plan as the Minister's representative, and your request will be considered as part of our annual branch budget development process. However, I want to emphasize that the Province maintains that the IHIT positions are part of our Annex A and in no way do we support the proposal to move these positions to Annex B.

Should you require further clarification, please do not hesitate to contact me. I look forward to continuing to work together to provide Provincial Police Service that meets the needs of all British Columbians.

Yours truly,

Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch

Pc: The Honourable Suzanne Anton, Attorney General, Minister of Justice  
Mr. Perry Clark, Executive Director, Policing and Security Branch, Ministry of Justice



December 21, 2015  
Ref: 513506

Ms. Lori MacDonald  
Assistant Deputy Minister  
Emergency Management and Programs Branch  
Public Safety Canada  
269 Laurier West  
Ottawa ON K1A 0P8

Dear Ms. MacDonald:

Thank you for your November 24, 2015 email regarding the amendment to the First Nations Policing Program (FNPP) Guidelines.

As I have previously communicated in letters to Dr. Bobby Matheson, Public Safety Canada (PSC), dated July 3, 2015 and July 27, 2015 respectively, BC is unable to agree to any increased costs in excess of the amount indicated in the FNPP Framework Agreement being included in the Provincial Police Service Agreement billings at a 70/30 cost share ratio. The FNPP is a financially capped program and we cannot exceed the budget. There is also no provision in the Framework Agreement to permit such a transfer of billing. To action your proposed guideline, an amendment would need to be agreed to by the parties. I have directed RCMP "E" Division to not action this directive for 2014/15 or 2015/16 (should it become necessary). As the Province does not control the expenditures of the RCMP, it is the Province's view that any amounts spent over the budget are the responsibility of Canada.

Also, the guidelines indicate that the FNPP positions funded under the Framework Agreement should be charged to the Province at 48% for First Nation Community Policing (FNCP) and 54% for Aboriginal Community Constable Program (ACCP). I wish to reiterate that under the Canada-BC Framework Agreement, both the ACCP and FNPP members' cost-share for the Province is 48% so we are unable to agree to this guideline.

We were recently informed by the RCMP that their deficit projection has improved substantially and they will manage to stay within budget this year. However, this comes at the cost of service to First Nations with whom we have Community Tripartite Agreements. The RCMP advise they have sufficient funding for 94 positions, and this year estimate they will expend 87 FTEs. The Province and Canada have agreements for 108.5 officers. We fully support the FNPP in BC and are prepared to request from Treasury Board an increase in the FNPP budget to provide sufficient funding levels for the 108.5 FTEs assigned under the Framework Agreement. BC's additional funding will be contingent on PSC providing their additional respective share of 52%.

.../2

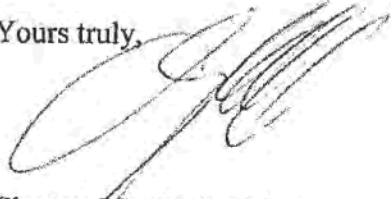
Ms. MacDonald

Page 2

Once we receive confirmation of PSC's intent to increase the FNPP budget, I will instruct Ministry staff to begin discussions with PSC, in consultation with the RCMP, regarding the amount of funding required to fully provide for the 108.5 RCMP members dedicated to the FNPP until March 2018.

I look forward to hearing from you.

Yours truly,

A handwritten signature in dark ink, appearing to be 'C. Pecknold', written over a light blue horizontal line.

Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch



January 14, 2016

Ref: 513792

Deputy Commissioner Janice Armstrong  
Contract and Aboriginal Policing  
1200 Vanier Parkway  
Ottawa ON K1A 0R2  
E-mail: [janice.armstrong@rcmp-grc.gc.ca](mailto:janice.armstrong@rcmp-grc.gc.ca)

Dear Deputy Commissioner Armstrong:

Thank you for your email dated December 30, 2015, providing a summary of the Auxiliary Constable consultation/review process to date. To ensure clarity, I would like to take this opportunity to provide the Province's comments on your December 30, 2015 "Summary of Auxiliary Constable Policy Review Activity".

As you are aware, the Auxiliary Constable Program in British Columbia has been in place for over 50 years. Since 1999, our program has been governed by a Provincial Policy that was developed in consultation with our stakeholders, including policing partners and the Union of BC Municipalities. The mandate of British Columbia's Auxiliary Constable Program recognizes that Auxiliary Constables are volunteers under the command of the provincial police force. Their primary purpose is to participate in community policing activities relating to public safety and crime prevention, on an unarmed basis.

It is our anticipation that the Auxiliary Constable Program will continue and that the Provincial Policy in British Columbia will remain substantially intact. As such, we also anticipate that the appointment of Auxiliary Constables will continue under the *BC Police Act* and that the Province will continue to issue badges and ID cards.

I recognize and agree that operational deployment remains the discretion of the RCMP and its policies. However, we expect that the National Activity Matrix will allow flexibility for the Province to utilize sworn, uniformed Auxiliary Constables for support functions and activities such as presence at community/special events and traffic control.

In British Columbia the program will utilize a uniform that identifies the wearer as an Auxiliary Constable. We do not support the option that there be a civilian uniform only.

.../2

Deputy Commissioner Armstrong  
Page 2

I am interested in learning more about the National Training Standard. As you know, here in British Columbia we have developed a minimum 90-hour training program for Auxiliary Constables, which includes the requirement to pass a mid-term and final exam and deliver an effective presentation prior to appointment. It is important to note that our training, as well as our Provincial Policy, also covers approximately 200 volunteer Reserve Constables located in eight independent municipal police departments (Abbotsford, Central Saanich, Delta, Nelson, New Westminster, Oak Bay, Saanich, and Victoria).

Thank you again for the opportunity to comment on your Summary. I look forward to being further consulted on decisions affecting the Auxiliary Constable Program as you move forward.

Yours truly,



Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch

pc: Deputy Commissioner Craig Callens  
Assistant Commissioner Norm Lipinski





February 28, 2017

Ref: 515517

Deputy Commissioner Craig Callens  
RCMP "E" Division  
Mailstop #308  
14200 Green Timbers Way  
Surrey BC V3T 6P3

Dear Deputy Commissioner Callens:

This letter confirms the understanding between the Ministry of Public Safety and Solicitor General (PSSG) and the RCMP "E" Division regarding the creation, operation, and funding of the Joint Illegal Gaming Investigation Team (JIGIT).

### 1. Purpose and Intent

The Ministry of Finance's (MoF) Gaming Policy and Enforcement Branch (GPEB) identified an increase in illegal gambling activities and the possible legitimization of the proceeds of crime through British Columbia's provincial gaming facilities. This finding is supported by information and intelligence from police. This evidence suggests that organized crime may be "laundering" money in provincial gaming facilities and through illegal gambling means. GPEB, PSSG's Policing and Security Branch (PSB), and the RCMP "E" Division have agreed to the creation of JIGIT as an initiative to help combat police-reported increases in illegal gaming and to increase investigations into the manner in which funds flow through provincial gambling facilities and illegal gaming activities.

From within the Combined Forces Special Enforcement Unit – British Columbia (CFSEU-BC), JIGIT will provide a dedicated, coordinated, multi-jurisdictional investigative and enforcement response to unlawful activities within British Columbia gaming facilities (with an emphasis on anti-money laundering strategies) and illegal gambling in British Columbia (with an emphasis on organized crime).

.../2

Ministry of Public Safety and  
Solicitor General

Policing and Security Branch

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Website: [www.gov.bc.ca/pssg](http://www.gov.bc.ca/pssg)

JIGIT will have three key strategic objectives:

- The targeting and disruption of organized crime and gang involvement in illegal gaming,
- criminal investigation of illegal gambling activities, and
- the prevention of criminal attempts to legalize the proceeds of crime through gaming facilities.

JIGIT will have a secondary strategic objective of a public education function with respect to the identification and reporting of illegal gambling in British Columbia in collaboration with its provincial partners. JIGIT will also educate and advise local police of jurisdiction on organized crime matters involving gaming.

## **2. Organizational Structure**

At full capacity, JIGIT will be comprised of two operational teams made up of 22 law enforcement positions located within CFSEU-BC at the RCMP "E" Division Headquarters in Surrey British Columbia.

JIGIT will be staffed in two stages. The first stage will consist of nine positions filled during the first year of operation (2016/17). The second stage will consist of filling the remaining 13 positions during the second year of operation (2017/18). Police investigators will be drawn from federal, provincial, and municipal agencies.

Five GPEB personnel, appointed as investigators under the *Gaming Control Act* (GCA), will act as subject-matter experts within JIGIT. The scope of duties of these GPEB investigators is limited by what is legally permissible under their Special Provincial Constable appointments under the *Police Act*. The selection of GPEB investigators for JIGIT will be done in consultation with CFSEU-BC. Funding for these positions will remain the responsibility of GPEB. The British Columbia Lottery Corporation (BCLC) is statutorily required to gather and report information to the General Manager of GPEB in respect of investigations related to the integrity of lottery schemes. This includes reporting on occurrences where the conduct, the activity, or an incident in, around, or related to provincial gaming involves the commission of an offence under the *Criminal Code* or the *Gaming Control Act*. This letter does not change these reporting obligations. This letter of understanding has no impact on the current relationship between BCLC and the police of jurisdiction.

### **3. Governance**

Operational governance over JIGIT will be the responsibility of the CFSEU-BC Board of Governance. The mandate of the Board of Governance includes strategic-level governance and provides a process to make certain that all teams, including JIGIT, are targeting organized crime and gang involvement in illegal gaming in British Columbia. Given that governance is the responsibility of the CFSEU-BC Board of Governance, any concerns that GPEB may have regarding JIGIT will be raised through the Director of Police Services who will consider them and bring them forward to the Board where deemed appropriate.

Within the strategic-level governance, the Board's responsibilities include reviewing and approving operational plans which are submitted prior to beginning an investigation and the setting of unit performance measurements and outcomes. This includes financial and budget oversight.

Internally in the case of JIGIT, the Chief Officer of CFSEU-BC will be utilizing existing accountability mechanisms currently in place to monitor, assess, and provide quarterly reporting on the actions of JIGIT to the Board. CFSEU-BC also provides performance accounts to the RCMP "E" Division Investigative Services and Organized Crime (ISOC) bi-annual report as well as the bi-annual BC RCMP Performance Plan. The activities of the new operational teams will form an additional chapter to the current reporting requirements.

### **4. Funding Structure**

Funding for JIGIT for the first three years of the agreement is as follows:

- 2016/17 - \$1.8 million
- 2017/18 - \$3.0 million
- 2018/19 - \$3.0 million

The funding levels identified above are at 70 percent as per the Provincial Police Service Agreement (PPSA), with the federal government providing the remaining 30 percent. All funds provided for JIGIT will be fenced, meaning they are fully committed to the unit and its agreed mandate and will not be used for any other purpose.

Some extraordinary costs related to ongoing investigations have been included in the budget. This includes costs for wiretap, surveillance, and document management related to the prosecution of complex investigations. There is no reasonable methodology to predict the totality of these costs, as they are situation-specific to each investigation. In special circumstances, should a more complex investigation require investigative costs above and beyond what has been budgeted for, CFSEU-BC would approach and seek approval from all interested parties to enter into extraordinary cost recovery agreements. Timely approvals would be required in order to take advantage of appropriate investigational techniques.

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On a quarterly basis, the RCMP will report to PSSG and MoF on the estimated cost of JIGIT. These reports will be monitored by MoF and PSSG. Discussions between MoF and PSSG will occur if costs are forecasted to go over the set budgets, and corrective action will be taken to ensure that overall annual funding amounts are not exceeded.

As final costs for each fiscal year will not be known by March 31, the RCMP will provide a detailed reconciliation in the following months. Any differences from this reconciliation will be adjusted in the funding for the following fiscal year. The RCMP will provide advice about predicted costs for the final period of the year based on the information available at the time. This information will be provided by the second week of April each year in order to facilitate proper accounting of accounts by the MoF.

The funding levels for the remaining two years of this agreement will be determined at a later date between MoF and PSSG in consultation with the RCMP. It is expected that the funding structure for the final two years will be materially similar to the established three years and that any difference will be incremental and communicated in advance.

## **5. Duration**

This agreement will remain in force for a period of five years, from April 1, 2016 to March 31, 2021.

A review will be undertaken by PSSG, MoF, and the RCMP / CFSEU-BC late in year two to determine if JIGIT will continue beyond this five year mandate. Another review would take place in the fourth year of operation to determine whether JIGIT should continue to deliver on its mandate after year five. Terms of the review will be established through consultation and agreement between the MoF, PSSG and the RCMP.

If it is determined that JIGIT will continue beyond the five year mandate, MoF and PSSG commit to enter into discussions before the end of fiscal 2017/18 to either extend their agreement or draft a new agreement. PSSG will then reflect this through a corresponding extension of this agreement or a new agreement.

If it is determined that JIGIT will not continue beyond the five year mandate, the RCMP will wind down operations with the goal of disbanding JIGIT at the end of the five year period. Despite best efforts to disband JIGIT by the end of the five year period, it is understood that the following may occur:

- A period of time following the term of this agreement may be needed to allow investigators to wind down and conclude their investigations already underway,
- In the last September before this agreement ends, JIGIT will provide an estimate of the wind down time required, based on the information available at that time,

.../5

- Any judicial proceedings already in progress at the end of the five year period will continue beyond the term,
- Any costs related to the above activities will be forwarded to PSSG, who will recover in full from MoF as per the terms of the agreement between PSSG and MoF.

## **6. Performance and Reporting**

CFSEU-BC will provide both PSSG and GPEB with a JIGIT bi-annual performance outcomes report. The report will outline the efforts and successes of JIGIT and include gaming-specific outcomes. CFSEU-BC reporting that is of a sensitive nature will only be provided to the Director of Police Services.

The performance outcomes report will also include an impact assessment of how the outcomes have impacted the criminal networks targeted. While not an indication of performance, this impact assessment will contribute to the overall picture of JIGIT's impact on organized criminal networks involved in illegal and legal gaming.

In addition to the bi-annual outcomes report, CFSEU-BC will provide MoF and PSSG with quarterly financial reporting. The format of these reports (quarterly financial and bi-annual performance) will follow the current best practices in place and, at the request of MoF/PSSG, may be refined to better suit MoF and/or PSSG's needs over time.

## **7. Confidentiality**

The terms of the agreement shall be confidential with the following exceptions:

(1) each Participant may disclose the same on a "need to know" basis to their agents, advisors, consultants, directors, officers, contractors, affiliates and such other persons as may reasonably be required, and

(2) the Participants may disclose the information as required by law or in connection with any regulatory disclosure requirements which must be satisfied in connection with JIGIT.

The Participants agree that any documents or reports generated or produced in connection to this agreement shall remain confidential, unless otherwise agreed to by both Participants, or where disclosure is required by law or regulatory disclosure requirements.

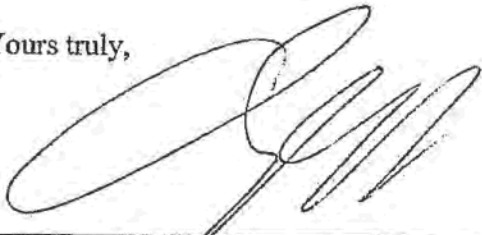
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### 8. General

All external, public-facing communications of JIGIT activities, such as media releases and press conferences, are within CFSEU-BC jurisdiction. When JIGIT determines it is necessary and appropriate to brief PSSG and MoF on pending public announcements, PSSG and MoF will initiate a reporting protocol. This protocol will include briefing the Deputy Ministers of Finance and PSSG, and if needed, the Minister of Finance and Minister of PSSG.

If you have any questions or require additional information, please contact Mr. Tom Steenvoorden at [Tom.Steenvoorden@gov.bc.ca](mailto:Tom.Steenvoorden@gov.bc.ca). Please acknowledge your acceptance of the understanding set out in this letter by signing in the space provided below and providing a copy to the Province by email to Mr. Steenvoorden at the email address above.

Yours truly,



Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch

pc: Assistant Commissioner Brenda Butterworth-Carr  
C/Supt. Kevin Hackett, Chief Officer, CFSEU-BC  
Mr. Max Xiao, RCMP Finance  
Ms. Tonia Enger  
Ms. Alana Best

Acceptance of the understanding specified in this letter.

Deputy Commissioner Craig Callens  
RCMP "E" Division





July 4, 2016  
Ref: 516225

Deputy Commissioner Craig Callens  
Commanding Officer  
RCMP "E" Division  
Mailstop #308  
14200 Green Timbers Way  
Surrey BC V3T 6P3

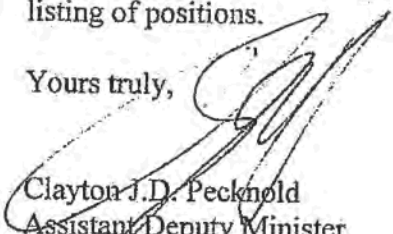
Dear Deputy Commissioner Callens:

I am writing in regards to the submission of the BC RCMP Multi-Year Financial Plan (the Plan) to the Province. I appreciate the work that has gone into developing the Plan and understand the difficulties in reviewing and prioritizing business cases across "E" Division. I have reviewed the Plan and regret to inform you that "E" Division's prioritization of positions does not align with the Province's priorities. As a result, I am not in a position to sign off on the Plan at this time.

I would like the opportunity to provide input into the suggested list of positions and discuss resourcing priorities with you. I also want to advise you that any ongoing cost pressures are to be managed while protecting core uniform policing resources and funding. In the future, I would like to suggest involving staff from RCMP Contract Management Unit, Policing and Security Branch in the BC RCMP-designed risking system exercise (IRIS) used to prioritize business cases and positions.

I look forward to discussing the Plan with you and to coming to an agreement on the priority listing of positions.

Yours truly,

  
Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General

Ministry of Public Safety and  
Solicitor General

Policing and Security Branch

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June 24, 2016

Ref: 516711

A/Commr Jim Gresham  
Criminal Operations Officer  
RCMP "E" Division  
14200 Green Timbers Way  
Surrey BC V3T 6P3

Dear A/Commr Jim Gresham:

I would like to thank you and the other RCMP members who recently reviewed the draft provincial policing standards for major case management and provided feedback to my staff. A significant number of changes have been made to the draft standards as a result of these suggestions and comments. I appreciate the RCMP's contributions to this important work.

I would also like to address some of the more general issues you raised in a June 13 email from Insp. Trevor Dusterhoft to Jenni Bard, through which this feedback was provided to us.

As you know, these standards are being developed in direct response to recommendations from the Missing Women Commission of Inquiry. The provincial government has committed to fulfilling these recommendations, as well as many other recommendations for which work is either completed, actively underway or in planning stages. The Province has committed to finalizing the major case management standards by the fall.

I appreciate your concerns regarding the current capacity to meet certain aspects of the draft standards. We have made considerable movement in response to these concerns, both following discussions with you in meetings as well as the written feedback provided to us on June 13. Ultimately, however, concerns regarding capacity will need to be addressed by providing longer timelines for compliance, and other measures to enhance capacity such as the development of training, rather than contracting or restricting a proposed standard. For example, you may recall that certain aspects of the standards for conducted energy weapons, released in December 2011, did not take effect until January 2015. The standards for video surveillance recordings in police building also had a 3-year coming into force period.

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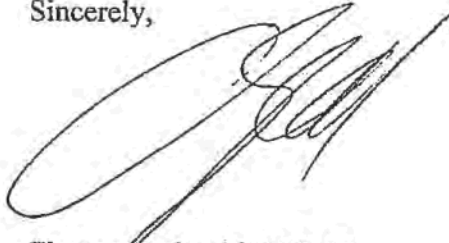


A/Commr Jim Gresham

Page 2

I look forward to the RCMP's continued support and contributions to the development of these and other provincial policing standards. Should you have any specific areas of concern you would like to discuss further, please make arrangements to meet with me directly.

Sincerely,

A handwritten signature in black ink, appearing to read 'Clayton Pecknold', with a large, stylized loop at the beginning and a long, sweeping stroke extending to the right.

Clayton Pecknold, M.O.M.  
Assistant Deputy Minister and  
Director of Police Services  
Policing and Security Branch  
Ministry of Public Safety and Solicitor General



February 17, 2017  
Ref #520077

Deputy Commissioner Craig Callens  
Commanding Officer  
RCMP "E" Division  
Mailstop #308  
14200 Green Timbers Way  
Surrey, BC V3T 6P3

Dear Deputy Commissioner Callens,

Re: Fenced Funding for *Opioid Overdose Response Costs*

On September 28, 2016, at the Union of British Columbia Municipalities (UBCM) Convention, Premier Christy Clark announced that the Province will provide \$10 million to fund strategies identified under the Joint Task Force on Overdose Response to bolster the efforts to prevent illicit drug overdoses and related death, as well as to fund a British Columbia addiction treatment research and training center.

The Province is pleased to provide "E" Division with a total of \$ 1,906,546 in fenced funding this fiscal year (2016/17) towards the following Opioid Overdose Response strategies:

- \$786,546 for Naloxone kits, carrying cases and related training;
- \$150,000 for CFSEU-BC Community Outreach and Awareness;
- \$320,000 for Clandestine Laboratory Enforcement and Response Team equipment; and
- \$650,000 for CFSEU for dedicated enforcement activity.

This funding is the provincial cost share, as eligible under the Provincial Police Service Agreement (PPSA) and will be reflected on the Provincial RCMP delegation.

#### Naloxone Kits, Cases and Training

To support an improved immediate response from police to an overdose, \$786,546.00 is provided for the issuance of a minimum of 6,125 nasal spray form of Naloxone kits, carry cases/pouches and the development and implementation of training related to the use of Naloxone.

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Page 2

Deputy Commissioner Craig Callens

Community Outreach and Awareness

To support the development and execution of a province-wide community outreach and awareness strategy, \$150,000.00 is provided to the Combined Forces Special Enforcement Unit (CFSEU-BC) to enhance the fentanyl awareness campaign. This campaign will provide an increased understanding of the risks, harms, and impacts of fentanyl and what to do in case of an emergency.

Clandestine Laboratory Enforcement and Response (CLEAR) Team Equipment

To support the enhanced ability to immediately test and detect fentanyl, \$320,000.00 in funding will be provided to the RCMP CLEAR team for the procurement of a minimum of six Smith Detection Ion Scanners and two Smith Hazmat IDs.

CFSEU-BC Dedicated Enforcement Activity

To proactively target fentanyl traffickers in the Province, \$650,000.00 in funding is provided to the CFSEU-BC for Provincial Tactical Enforcement Priority initiated projects related to drug trafficking. Funding is to address overtime, training and the purchase of covert investigational equipment, and may be considered for minor drug trafficking projects at the smaller detachment level to target lower level traffickers in communities.

Additionally, to support the Ministry in monitoring the ongoing crisis and harm reduction achieved as a result of the funding, we will require reporting on each initiative, which will include confirmation of purchases and related metrics. We look forward to working with you in the coming months to finalize all reporting requirements. Your assistance in providing this information will help to create a comprehensive picture of the public safety response to the fentanyl emergency and support the Ministry in its efforts to determine future activities to target the opioid crisis.

No funds provided for the Opioid Overdose Response will be used for other purposes than those detailed in this letter. All funds provided for these initiatives are fenced and will be fully committed to these. The RCMP cannot move or otherwise direct these funds to be used by any other initiative or purpose.

If you have any questions or require additional information, please contact Tom Steenvoorden at [Tom.Steenvoorden@gov.bc.ca](mailto:Tom.Steenvoorden@gov.bc.ca).

I appreciate your cooperation in addressing this important matter.

Yours truly,



Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch



November 1, 2017  
Ref: 522806

Deputy Commissioner Brenda Butterworth-Carr  
Commanding Officer  
RCMP "E" Division  
Mailstop #308  
14200 Green Timbers Way  
Surrey, BC V3T 6P3

Dear Deputy Commissioner Butterworth-Carr:

Your letter dated July 31, 2017 addressed to the Honorable Mike Farnworth, Minister of Public Safety and Solicitor General respecting costs related to the BC wildfire emergency has been referred to me for response. I understand the purpose of your letter was to provide clarity and ensure a common understanding of the costs related to the BC wildfire emergency.

Your description of the cost share for redeployment of Members under Article 9.1 of the *Municipal Police Service Agreement* (MPSA) and Article 9.1 of the *Provincial Police Service Agreement* (PPSA) is an accurate reflection of our interpretation per the Agreements and the Companion Document.

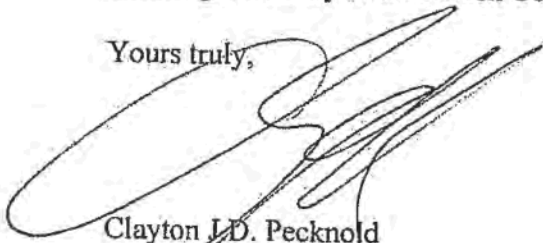
The province does not agree that "the Province is responsible for 100% of the related redeployment costs" under Article 9.2 of the PPSA. As you are aware, under the definition of "Provincial Police Service" in the PPSA, some, but not all, federal "E" Division police resources are excluded, therefore these positions would not be billed at 100%. Furthermore, at the CMC Officials meeting in September 2017 in Yellowknife, the Finance and Cost Containment Standing Committee sought clarification on the cost treatment for the redeployment for Divisional Administration Support Staff in support of an emergency. No decision has yet been made, however we anticipate further clarification in the coming weeks.

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Députy Commissioner Butterworth-Carr  
Page 2

I look forward to detailed financial reporting on the utilization of Members in support of this unprecedented provincial emergency. Thank you for your continued efforts and dedication to ensuring the safety of all British Columbians.

Yours truly,



Clayton L.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch

pc: Ms. Tonia Enger, Executive Director of Policing and Law Enforcement  
and Deputy Director of Police Services  
Ms. Alana Best, Executive Director, Policing, Security and Law Enforcement  
Infrastructure and Finance, Policing and Security Branch  
A/Commr. Eric Stubbs, Criminal Operations Officer - Core, E-Division RCMP  
Mr. Robert Jorssen, Executive Director, Corporate Management & Comptrollership  
RCMP E-Division Headquarters



October 25, 2017  
Ref: 523310

Deputy Commissioner Brenda Butterworth-Carr  
Commanding Officer  
RCMP "E" Division  
Mailstop #308  
14200 Green Timbers Way  
Surrey BC V3T 6P3

Dear Deputy Commissioner Butterworth-Carr:

I write in response to your letter of August 2, 2017 regarding the 2017/18 to 2022/23 Multi-Year Financial Plan (MYFP) and the Five-Year Plan and Budget for Divisional Major Capital, Minor Capital, and Living Quarters for the Provincial Police Service (herein the "Accommodations Program").

This letter will constitute approval in principle of the net increase to the Provincial Police Service of the 288 positions identified in the 2017/2018 MYFP over the next 3 years. This is not however, an endorsement of the list of business cases and ranking presented in the plan. All increases in establishment are subject to Treasury Board approval and budget processes within the Ministry. Further, all requests for new positions must be advanced through the Policy and Finance Steering Committee, and business cases will be considered on a case-by-case basis. Decisions regarding the placement of positions will be determined by the Steering Committee.

As previously stated in my letter to you dated June 19, 2017, I appreciate the work our staff have expended in collaborating and bringing these plans to their present state of readiness. I am confident that our staff can address the concerns raised and bring next year's MYFP to a mutually acceptable result through the adjustment of some processes. We acknowledge that consultative steps were taken and attempts were made to discuss the MYFP in advance of the June 1, 2017 deadline. Unfortunately, due to scheduling conflicts that was not possible. In order to improve this process I have directed PSD staff to work collaboratively with your staff to form a Working Group. The focus of this group will be to develop a Terms of Reference, which will include timelines and a specific plan for defined consultation to support the development, review, and approval of the MYFP resource requests directly related to the PBL.

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Ministry of Public Safety and  
Solicitor General

Policing and Security Branch

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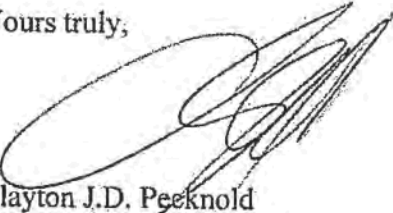
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Facsimile: 250 356-7747  
Website: [www.gov.bc.ca/pssg](http://www.gov.bc.ca/pssg)

Deputy Commissioner Butterworth-Carr  
Page 2

Consideration will be required with respect to provincial policing priorities identified by our new government and Mandate Letter. The Working Group must ensure the MYFP is developed within the consultative and collaborative spirit of the PPSA and fully aligned with provincial priorities and considerations. I have every confidence that this can be achieved.

A separate letter is forthcoming that will address the Budget for Divisional Major Capital, Minor Capital, and Living Quarters for the Provincial Police Service (the "Accommodations Program").

Yours truly,



Clayton J.D. Peeknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch

pc: Ms. Tonia Enger, Executive Director, Policing and Security Branch  
Ms. Alana Best, Executive Director, Policing and Security Branch



September 22, 2017  
Ref: 523659

Deputy Commissioner Brenda Butterworth-Carr  
RCMP "E" Division  
Mailstop #308  
14200 Green Timbers Way  
Surrey BC V3T 6P3

Dear Deputy Commissioner Butterworth-Carr:

Re: Fenced Funding for 2017/18 Opioid Overdose Response Costs

The Opioid Overdose Public Health Emergency continues to be a priority for the Province as opioid overdoses and deaths continue to increase. To bolster the efforts to prevent illicit drug overdoses and related death, additional funding has been provided to support several strategies identified under the Joint Task Force on Overdose Response, including the expansion of naloxone availability and enhancing the capacity of police to support harm reduction efforts related to street drugs.

The Province is pleased to provide "E" Division with a total of \$ 1,718,860 in fenced funding this fiscal year (2017/18). It is expected that this funding will be allocated for the following Opioid Overdose Response strategies at the appropriate cost share:

- \$645,360 for Naloxone kits;
- \$73,500 for Clandestine Laboratory Enforcement certification; and
- \$1,000,000 for CFSEU for dedicated enforcement activity.

#### Naloxone Kits, Cases and Training

To support a continued immediate response from police to an overdose, \$645,360 is allocated for the purchase and issuance of 7128 nasal spray form of Naloxone kits.

It is expected that the purchase of naloxone will be timed to maximize its shelf life. Provided a full complement of naloxone is available, remaining funding from this initiative may be used towards the CLEAR Team equipment directly related to the overdose response.

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Clandestine Laboratory Enforcement Certification

To ensure the safe and successful investigation and dismantle of clandestine labs, \$73,500 in funding is allocated for the Clandestine Lab certification and recertification of members.

CFSEU-BC Dedicated Enforcement Activity

To proactively target high-level fentanyl traffickers and importers in the Province, \$1,000,000 in funding is provided to the CFSEU-BC for Provincial Tactical Enforcement Priority initiated projects related to drug trafficking. Funding is to address overtime, training, and the purchase of investigational equipment.

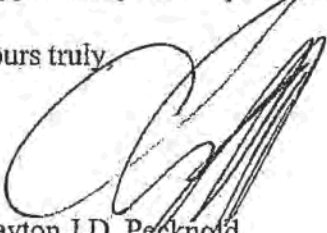
Additionally, to support the Ministry in monitoring the ongoing crisis and harm reduction achieved as a result of the funding, we will require reporting on each initiative, which will include confirmation of purchases and related metrics. Your assistance in providing this information will help to create a comprehensive picture of the public safety response to the fentanyl emergency and support the Ministry in its efforts to determine future activities to target the opioid crisis. Please provide quarterly financial reporting to Ms. Alana Best at [Alana.Best@gov.bc.ca](mailto:Alana.Best@gov.bc.ca), and year-end non-financial reports on each initiative to Ms. Tonia Enger at [Tonia.Enger@gov.bc.ca](mailto:Tonia.Enger@gov.bc.ca).

The funds to support the Opioid Overdose Public Health Emergency are fenced and to be fully committed to the initiatives outlined above. The RCMP are expected to receive approval from PSB prior to reallocating any funding within the various opioid-related initiatives. The RCMP cannot move or otherwise direct these funds to be used by any other non-opioid related initiative or purpose. Please note, funding must be fully spent by March 31, 2018 and cannot be rolled over to future years. Any funds not spent by this time must be returned to the Province.

If you have any questions or require additional information, please contact Ms. Tonia Enger at the address provided above.

I appreciate your cooperation in addressing this important matter.

Yours truly,



Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch



November 21, 2017

Ref: 538862

Kathy Thompson, Assistant Deputy Minister  
Community Safety and Countering Crime Branch  
Department of Public Safety and Emergency Preparedness  
269 Laurier Avenue  
Ottawa, ON K1A 0P8

Patrick Tanguy, Assistant Deputy Minister  
Government Operations Centre, Emergency Management and Programs Branch  
Department of Public Safety and Emergency Preparedness  
269 Laurier Avenue  
Ottawa, ON K1A 0P8

Dear Ms. Thompson and Mr. Tanguy:

I am writing with respect to the renewal of the Stl'atl'imx Tribal Police Service (STPS) Self-Administered Funding Agreement and the Tsawwassen First Nation Quad-Partite Agreement. Both of these Agreements expire on March 31, 2018.

At the Federal/Provincial/Territorial Ministers meeting on September 14, 2017, Public Safety Canada indicated that the intended negotiations between the Provinces, Territories, and Indigenous leaders would be concluded by the end of the year.

The STPS is the only Self-Administered Agreement in British Columbia. All 10 St'at'imc Chiefs who are signatories to the Agreement, have written to the Province expressing their support for the continuation of the STPS. The Province encourages an open dialogue with these Chiefs to determine the financial and operational requirements of the STPS to adequately provide policing services to their communities and meet provincial policing standards.

Tsawwassen First Nation (TFN) is a treaty First Nation which receives the First Nations Policing Program services (FNPP) under a Quad-Partite Agreement between Canada, the Province, the Corporation of Delta, and the Delta Police Department. The delivery of FNPP services has been effective in making the TFN community safer and it is important this service continues to be available after March 31, 2018.

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Ministry of Public Safety and  
Solicitor General

Policing and Security Branch

Mailing Address:  
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Victoria BC V8W 9J7

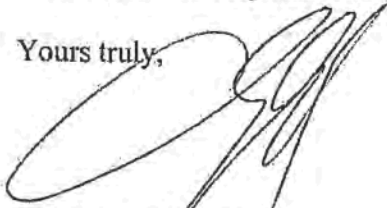
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Website: [www.gov.bc.ca/pssg](http://www.gov.bc.ca/pssg)

Kathy Thompson and Patrick Tanguy  
Page 2

There are only a few remaining months before these two Agreements expire and we have yet to receive an invitation from Public Safety Canada to commence negotiations. This short time frame complicates the ability of the parties to engage in meaningful negotiations, which should include face-to-face meetings.

We encourage Public Safety Canada to commence discussions with the First Nations and the Province in the very near future to ensure sufficient time for fulsome discussions.

Yours truly,



Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch

pc: Ms. Tonia Enger, Executive Director & Deputy Director Police Services, Policing and Security Branch, Ministry of Public Safety and Solicitor General

Ms. Laurel Nash, Assistant Deputy Minister, Strategic Partnerships & Initiatives Division, Ministry of Indigenous Relations and Reconciliation



November 21, 2017  
Ref: 539189

Deputy Commissioner Brenda Butterworth-Carr  
RCMP "E" Division  
Mailstop #308  
14200 Green Timbers Way  
Surrey, BC V3T 6P3

Dear Deputy Commissioner Butterworth-Carr:

**Re: Approval for 40MM Extended Range Impact Weapon (ERIW) Pilot Project**

This letter confirms the understanding between the Ministry of Public Safety and Solicitor General and the RCMP "E" Division regarding the initiation of the 40mm Extended Range Impact Weapon (ERIW) pilot project. This project supports the Province's commitment to community safety by identifying a safer alternative in cases where a less lethal enforcement option may eliminate the need for lethal force.

The Province has reviewed the business case provided, and approves "E" Division to allocate \$194,456 (at the 70% Provincial cost share, \$277,944 at 100%) from the RCMP 2017/18 base delegation for the 40mm ERIW pilot project. This funding reflects the pilot's estimated costs, as provided by the RCMP, to purchase thirty-seven 40mm ERIWs as well as the associated training of 24 trainers and 92 members.

I ask that the communication with municipalities affected by the pilot begin immediately to inform them of the project, the impact to their members and budget (costs delayed until end of pilot). Furthermore, it is recommended that the RCMP initiate consultations with all municipalities expected to be impacted by the rollout of the full program, and informed of the potential cost impact to municipal budgets.

The Province is requesting the RCMP to provide an Evaluation Report at the conclusion of the pilot prior to consideration of further deployment and implementation of 40mm ERIWs province-wide as a program, inclusive of municipal units. It would be appropriate that this report be tabled at the Policy, Finance and Operations Steering Committee (PFOSC) for review and consideration prior to further deployment and implementation of the 40mm ERIW province-wide. Additionally, any change to the scope of the pilot or the rollout of the project should be brought to PFOSC for consideration prior to execution.

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Ministry of Public Safety and  
Solicitor General

Policing and Security Branch

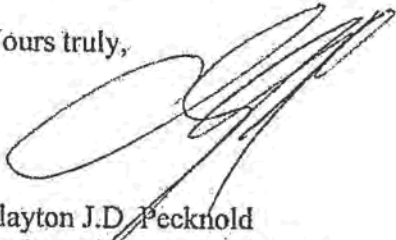
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Deputy Commissioner Butterworth-Carr  
Page 2

If you have any questions or require additional information, please contact my staff  
Ms. Christal Engleder, Senior Program Manager, RCMP Contract Management by telephone at  
604-660-2906 or by e-mail at [Christal.Engleder@gov.bc.ca](mailto:Christal.Engleder@gov.bc.ca)

Yours truly,



Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch

pc: Ms. Tonia Enger, Executive Director, Policing and Security Branch  
Ms. Alana Best, Executive Director, Policing and Security Branch  
Ms. Christal Engleder, Senior Program Manager, Policing and Security Branch  
A/Commr. Eric Stubbs, E-Division RCMP  
Mr. Max Xiao, Regional Director, Finance, RCMP E-Division



November 10, 2017  
Ref: 539431

Deputy Commissioner Brenda Butterworth-Carr  
RCMP "E" Division  
Mailstop #308  
14200 Green Timbers Way  
Surrey, BC V3T 6P3

Dear Deputy Commissioner Butterworth-Carr:

**Re: Additional Fenced Funding for 2017/18 Opioid Trafficking Response Costs**

To further address the Opioid Overdose Emergency, the Province will be providing additional funding to support enforcement strategies targeting illegal trafficking at various levels throughout the province.

The Province is pleased to provide "E" Division with an additional \$19,000,000 over three years in fenced funding. It is expected that this funding will be allocated for the following Opioid Response strategies at the appropriate cost share:

\$14,000,000 over three years for an Operational Anti-Trafficking Task Force; and  
\$5,000,000 over three years for Provincial Tactical Enforcement Priority (PTEP) projects.

**Operational Anti-Trafficking Task Force**

To target mid-level traffickers, \$14,000,000 is allocated for the creation of an Operational Anti-Trafficking Task Force. Funding levels are at the provincial cost share and are expected as follows over the next three years:

\$2,500,000 for 2017-18  
\$5,750,000 for 2018-19  
\$5,750,000 for 2019-20

The Operational Anti-Trafficking Task Force (Task Force) will be for dedicated resources. As discussed, it is expected that the Task Force will be comprised of at minimum 22 members, as well as 12 associated operational support staff. The Task Force will focus on those identified as mid-level drug traffickers that do not meet the risk threshold for investigation by the Combined Forces Special Enforcement unit (CFSEU-BC) as high-level traffickers.

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Deputy Commissioner Butterworth-Carr  
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As part of this response, the Task Force should address the challenges posed by the increasing links between drug trafficking and other forms of organized crime, including trafficking in firearms, in the prevention of drug-related crime. As well, the Task Force could support Canada Border Service Agency (CBSA) interdiction for controlled deliveries and short-term investigations that do not generally require longstanding and expensive extraordinary investigative techniques.

Provincial Tactical Enforcement Priority (PTEP) Projects

**An additional \$5,000,000 in funding is being provided for PTEP projects to increase enforcement efforts against high-level organized crime, fentanyl importers and illegal traffickers, including the related trafficking of illegal firearms.** Funding is to address overtime, training and to employ covert investigational equipment.

Funding levels are at the provincial cost share and are expected as follows over the next three years:

\$1,000,000 for 2017-18  
\$2,000,000 for 2018-19  
\$2,000,000 for 2019-20

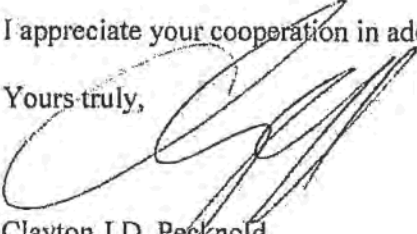
As addressed in our previous Opioid Response letter, we require reporting on each initiative, which will include confirmation of purchases and related metrics. Your assistance in providing this information will help to create a comprehensive picture of the public safety response to the fentanyl emergency and support the Ministry in its efforts to determine future activities to target the opioid crisis. Please provide quarterly financial reporting to Mr. Jim MacAulay at [Jim.MacAulay@gov.bc.ca](mailto:Jim.MacAulay@gov.bc.ca), and year-end non-financial reports on each initiative to Ms. Tonia Enger at [Tonia.Enger@gov.bc.ca](mailto:Tonia.Enger@gov.bc.ca).

The funds to support the Opioid Overdose Emergency are fenced and to be fully committed to the initiatives outlined above. Should the need arise; **approval must be obtained from PSB prior to reallocating any funding within the various identified initiatives.** The RCMP cannot move or otherwise direct these funds to be used by any other non-trafficking related initiative or purpose.

If you have any questions or require additional information, please contact Ms. Tonia Enger at the address provided above.

I appreciate your cooperation in addressing this important matter.

Yours truly,



Clayton J.D. Pecknold  
Assistant Deputy Minister  
and Director of Police Services  
Policing and Security Branch

pc: Ms. Tonia Enger, Executive Director of Policing and Law Enforcement  
and Deputy Director of Police Services  
Mr. Wayne Rideout, Executive Director of Serious & Organized Crime Initiatives  
Mr. Robert Jorssen, Executive Director, Corporate Management & Comptrollership  
RCMP E-Division Headquarters  
A/Commr. Kevin Hackett, Chief Officer CFSEU-BC  
A/Commr. Jim Gresham, E-Division RCMP  
A/Commr. Eric Stubbs, Criminal Operations Officer - Core, E-Division RCMP