



Deputy Commissioner Sous-commissaire
Contract and Aboriginal Policing Services de police contractuels et autochtones

October 4th, 2013

Clayton Pecknold
P.O. Box 9285
STN PROV GOVT
Victoria, BC
V8W 9J7

CLAYTON
Dear Mr. Pecknold:

I am writing to update you on a recent decision on the methodology to be used to allocate new Cadets from Depot to Divisions. When demand exceeds Cadet production, a review will occur and new Cadets will be posted to Divisions based on operational requirements. The review will also consider vacancies, affordability, officer safety and PSA requirements.

The immediate objective is to address the greatest need first, balanced with equitable cadet distribution amongst all Divisions. A target of 5% vacancy has been used for the initial assessment which shows that based on affordability, the majority of new Cadets will be posted to BC, Alberta and Saskatchewan for the remainder of this fiscal year. To meet future cadet needs, we have directed an increase to our recruiting and intake at Depot.

To better understand how this methodology impacts your Division, please don't hesitate to discuss your particular requirements with your Commanding Officer.

A handwritten signature in blue ink, appearing to read 'Janice Armstrong'.

Janice Armstrong, A/Commr.
Acting Deputy Commissioner, Contract and Aboriginal Policing

1200 Vanier Parkway
Ottawa, Ontario
K1A 0R2

1200, promenade Vanier
Ottawa (Ontario)
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November 17, 2020
Ref: 578806

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

Dear Deputy Commissioner Strachan:

I am writing to you in response to the latest Divisional RM Demand Attestation for "E" Division. This reiterates many of the issues outlined in my correspondence from January 23, 2020. As the Commanding Officer I recognize that you are expected to validate and attest to the accuracy of the RM Demand numbers for "E" Division after consulting with your contracting partners. I am unable to support the numbers as presented and have grave concerns with not only the numbers provided to attest to, but the data and methodology that continues to be used to calculate these numbers.

I understand the revised methodology is using three sources of finance-based data. This new methodology does not accurately account for the positions the Province has funded and how vacancies in the Division are reported. This RCMP National versus E Division discrepancy highlights the disconnect in accurately reporting RM Demand. The numbers shown for E Division indicate zero growth despite the fact this is known to be inaccurate. These inaccuracies are magnified in determining cadet allocations given the current Depot production is known to be below the demand.

In addition to the methodology issues, in order for the province to fully comprehend the numbers and participate in a meaningful way in the attestation process, the Contract Policing numbers need to be separated out by Municipal and Provincial business line. Furthermore, the RM Demand model needs to account for the administrative ("soft") vacancies that continue to cause significant pressure on front line resources.

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