

AGREEMENT

BETWEEN

CANADA

(hereinafter referred to as Canada)

AND

THE MUNICIPALITY OF ST. ALBERT

(hereinafter referred to as the Municipality)

(hereinafter jointly referred to as the Parties)

Whereas the Parties entered into a Municipal Police Service Agreement (MPSA) on April 1, 2012 to address all financial and non-financial issues relating to the use of the Royal Canadian Mounted Police, or any portion thereof, in aiding the administration of justice in the (province/territory/municipality) and in carrying into effect the laws in force therein.

And Whereas on August 6, 2021, Canada signed the first collective agreement with the National Police Federation (NPF), the bargaining agent for Royal Canadian Mounted Police regular members and reservists (hereinafter referred to as Members).

And Whereas this marked the first time Members represented by the NPF received compensation adjustments since 2017. The compensation adjustments from the implementation of this collective agreement aligned the compensation for each eligible Member with those of other police agencies in Canada and resulted in an overall retroactive cost adjustment for each eligible Member.

And Whereas the Parties agree that the total amounts owed for the retroactive cost adjustments is the amount as invoiced on March 31, 2023.

Now Therefore the Parties have agreed, that in light of the significant financial impact of this retroactive cost adjustment for the Municipality, the Parties are entering into this Agreement, to be annexed to the above referenced PSA, to set out an agreed upon repayment schedule to ensure full reimbursement of the amounts owed by March 31, 2025.

1. FINANCIAL ARRANGEMENTS

- 1.1. The Parties agree that the full amount owed by the Municipality is \$2,434,959.78 as of the date of this Agreement.
- 1.2. The Municipality agrees that the full amount set out in 1.1 of this Agreement will be paid in full by March 31, 2025 in accordance with the repayment schedule included as part of this Agreement.
- 1.3 Canada agrees that no interest will be charged to or is payable by the Municipality on the owed amount identified in 1.1 of this Agreement.

2. DURATION

- 2.1. The Parties agree that this Agreement will remain in force until the end of the PSA and should there be any balance outstanding after March 31, 2025, it will be dealt with in accordance with Article 16 of the Municipal Police Service Agreement of the PSA.

3. REPAYMENT SCHEDULE

Amount due by March 31, 2025	\$2,434,959.78
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4. EFFECTIVE DATE AND SIGNATURE

4.1. This schedule becomes effective upon the date of the later signature.



Signed on behalf of CANADA

Signed on behalf of the Municipality of
St. Albert

Date: _____

Date: Oct 18, 2023

MUNICIPALITY OF ST. ALBERT

MUNICIPAL POLICE SERVICE AGREEMENT

April 1, 2012

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Memorandum of Agreement dated as of April 1, 2012

BETWEEN:

CANADA

AND

THE MUNICIPALITY OF ST. ALBERT.

Whereas Section 20 of the *Royal Canadian Mounted Police Act* provides that the Minister of Public Safety and Emergency Preparedness may, with the approval of the Governor in Council and the Lieutenant Governor in council of any province, enter into an arrangement with any municipality in the province for the use or employment of the Royal Canadian Mounted Police, or any portion thereof, in aiding the administration of justice in the municipality and in carrying into effect the laws in force therein;

And Whereas Section 22 of the *Police Act* of Alberta provides that a municipality may enter into an agreement with the Government of Canada for the employment of the Royal Canadian Mounted Police for the provision of policing services to the municipality;

And Whereas Canada and the Municipality wish to enter into such an arrangement as evidenced by this Agreement;

And Whereas by Order in Council P.C. 2011-1345 dated November 17, 2011, the Governor in Council authorized the Minister of Public Safety and Emergency Preparedness to enter into this Agreement on behalf of the Government of Canada;

And Whereas by Order in Council number 110/2011 dated March 23, 2011, the Lieutenant Governor in Council authorized the Municipality to enter into this Agreement.

And Whereas pursuant to Section 180(1) of the *Municipal Government Act*, the Municipality of St. Albert has resolved to enter into this Agreement.

NOW, THEREFORE, in consideration of their respective obligations set out below, the Parties hereto agree as follows:

ARTICLE 1.0 INTERPRETATION

- 1.1 In this Agreement each of the following terms will, unless the context otherwise requires, have the meaning set out beside it:
- a) “Applicable CRF Lending Rate” means the rate of interest approved by the Minister of Finance for Canada, in the month that an item of Equipment–Type A is purchased, for amortized loans from the Consolidated Revenue Fund for Canada equal to the period of amortization set for item of Equipment–Type A under paragraph 11.2(l);
 - b) “Chief Executive Officer or “CEO” means the mayor, reeve, warden or other elected head of the municipality, however designated;
 - c) “Commanding Officer” means the officer of the RCMP, resident in the Province, appointed by the Commissioner to command the Division;
 - d) “Commissioner” means the Commissioner of the Royal Canadian Mounted Police or his or her delegate;
 - e) “Detachment” means an organizational component of the Division that has prescribed territorial boundaries and includes satellite and community service offices;
 - f) “Detachment Commander” means the Member in charge of a Detachment who manages its physical, financial and human resources;
 - g) “Division” means the organizational component of the RCMP that is responsible for law enforcement and the prevention of crime in the Province;
 - h) “Earned Retirement Benefit” means an allowance that is earned and accumulated over time and then paid out in a lump sum to the Member upon retirement;
 - i) “Emergency” means an urgent and critical situation of a temporary nature that requires a deployment of additional police resources to maintain law and order, keep the peace or protect the safety of persons, property or communities;
 - j) “Equipment” means, at a minimum, all property other than land and buildings whether purchased, leased, constructed, developed or otherwise acquired, and includes Equipment–Type A and Equipment–Type B;

- k) “Equipment–Type A” refers to Equipment acquired on a non-recurring or extraordinary basis such as specialized motor vehicles, ships and other watercraft, aircraft of any kind, whether manned or un-manned, identification systems, telecommunication and other communication systems including radio towers and related assets that may be affixed to real property;
- l) “Equipment–Type B” refers to Equipment acquired on an annual or recurring basis such as standard police cruisers, radio and computer equipment, security and investigational equipment such as identification devices, firearms, photographic devices and systems, and technology and other licensing fees;
- m) “External Review Committee” means the Committee that is defined in the *Royal Canadian Mounted Police Act*;
- n) “Fair Market Value” means an amount equal to the price at which an item or Equipment might be expected to bring if offered for sale in a fair market, and that price will normally be determined through a standard industry valuation protocol, such as an independent appraisal, obtained by Canada;
- o) “Federal Minister” means the federal Minister responsible for the Royal Canadian Mounted Police;
- p) “Fiscal Year” means the period beginning on April 1 in any year and ending on March 31 in the next year;
- q) “Full Time Equivalent Utilization” or “FTE Utilization” means, for the Service, the number calculated as follows:
 - i) the total number of days worked, including vacation time and statutory holidays, by all Members, or Support Staff, as the case may be;
 - ii) divided by the applicable work year, where:
 - A) the work year for a Member is a 260 day year based on an 8 hour work day; and
 - B) the work year for a Support Staff is a 260 day year based on 7.5 hour work day;

except leap years when the work year for both Members and Support Staff are increased by one work day;

- r) “Furnished”, with respect to any accommodation, means supplied with office furnishings including desks, chairs, filing cabinets, bookcases and tables but does not include office equipment such as computers, calculators, photo copiers, fax machines and specialized security equipment;
- s) “Major Event” means an event of national or international significance that is planned in advance, within Canada, that requires additional police resources, if the overall responsibility for security for that event rests with Canada;
- t) “Member” means any member of the RCMP appointed pursuant to the *Royal Canadian Mounted Police Act* and any Regulations made pursuant thereto and, without limitation, includes any regular member, special constable, special constable member and civilian so appointed;
- u) “Member in Charge” means the Detachment Commander or other senior Member in charge of the Municipal Police Service;
- v) “Municipal Police Service” or “Service” means the aggregate of resources and Members utilized by Canada to provide policing services in any municipality under an agreement with the municipality, but does not include those resources and Members utilized primarily in:
 - i) policing services of a national or international nature, such as forensic laboratories, the Canadian Police Information Centre System, identification services, or the Canadian Police College;
 - ii) national security investigation services;
 - iii) protective security such as security at embassies and airports, and security for internationally protected persons;
 - iv) services provided to or on behalf of federal government departments; and
 - v) any policing services provided under the Provincial Police Service Agreement;
- w) “Municipal Policing Agreement” means an agreement that covers a period beginning April 1, 2012, between Canada and a municipality in the Province for the provision by Canada of a Municipal Police Service;
- x) “Municipality” means the municipality named as a Party to this Agreement;

- y) “Parties” means Canada and the Municipality;
- z) “Pension Contribution” means, with respect to any Member or federal public service employee, the aggregate of the employer’s contributions made under the *Royal Canadian Mounted Police Superannuation Act*, the *Supplementary Retirement Benefits Act*, the *Public Service Superannuation Act*, the *Special Retirement Arrangements Act*, and the *Canada Pension Plan*;
- aa) “Province” means the Province of Alberta;
- bb) “Provincial Minister” means the provincial Minister responsible for policing services in the Province;
- cc) “Provincial Police Service” means the Provincial Police Service as defined in the Provincial Police Service Agreement;
- dd) “Provincial Police Service Agreement” means an agreement that covers a period beginning April 1, 2012, between Canada and the Province for the provision by Canada of provincial police services;
- ee) “Public Complaints Commission” means the Commission, or its successor, that is defined in the *Royal Canadian Mounted Police Act*;
- ff) “Region” means a grouping of Divisions or subdivisions, created by the Commissioner, for the purposes of administration;
- gg) “Renovate” means a renovation of a building or living quarters and its sub-systems which substantially prolongs its useful life up to and including effectively resetting that useful life to be equal to that of a newly constructed building or living quarters. The age of a building or living quarters which has been fully Renovated is determined as if that building or living quarters were constructed in the Fiscal Year that the Renovation was completed;
- hh) “Royal Canadian Mounted Police” or “RCMP” means the police force for Canada continued under the *Royal Canadian Mounted Police Act*;
- ii) “Salary” means monetary compensation, including annual salary, service pay, senior constable allowance, shift allowance, and other pay provided in recognition of additional duties or time worked;
- jj) “Special Event” means an event of a short duration that is organized in advance, for which the overall responsibility for policing rests with the provincial or municipal government, and for which additional police

resources are required to maintain law and order, keep the peace or protect the safety of persons, property or communities; and

- kk) “Staff Relations Representative Program” means the program established under the *Royal Canadian Mounted Police Regulations, 1988*;
- ll) “Support Staff” means all those individuals, other than Members, who are provided by the Municipality in support of providing and maintaining the Municipal Police Service including clerks, data processors, telecommunication operators, jail guards, janitors and analysts.
- mm) “Unit” means a named component of the Division to which Members of the Provincial Police Service are assigned.

1.2 Each of the following is attached hereto and forms a part of this Agreement:

- a) Annex “A” – Schedule of Personnel Resources Assigned to the Municipal Police Service;
- b) Annex “B” – Request for Increase or Decrease of the Municipal Police Service; and
- c) Annex “C” – PROS Costs.

1.3 The singular number includes the plural and the plural number includes the singular where such is consistent with the context.

1.4 The headings in this Agreement have been inserted for convenience of reference only and do not constitute a part of this Agreement or affect its meaning.

1.5 This Agreement constitutes the entire and only agreement between the Parties for the provision and maintenance of the Municipal Police Service and supersedes all previous negotiations, communications and other agreements, whether written or oral, unless they are expressly incorporated by reference into this Agreement. There are no terms, covenants, representations, statements or conditions binding on the Parties other than those contained or referenced in this Agreement.

ARTICLE 2.0 **PURPOSE AND SCOPE**

- 2.1 a) Canada will, subject to and in accordance with the terms and conditions of this Agreement, provide and maintain a Municipal Police Service within the municipality during the term of this Agreement.

- b) Canada is hereby authorized by the Municipality to carry out the powers and duties of the municipal police service for the purpose of providing the Municipal Police Service in accordance with this Agreement.
- c) The number of personnel listed in Annex "A", are all the Members in the Municipal Police Service as adjusted from time to time in accordance with the provisions of subarticles 5.1 and 5.2; and

2.2 Those Members who form part of the Municipal Police Service:

- a) will perform the duties of peace officers;
- b) will render such services as are necessary to:
 - i) preserve the peace, protect life and property, prevent crime and offences against the laws of Canada and the laws in force in the Province, apprehend criminals, offenders and others who may be lawfully taken into custody; and
 - ii) execute all warrants and perform all duties and services in relation thereto that may, under the laws of Canada or the laws in force in the Province or the municipality, be executed and performed by peace officers;
- c) may render such services as are necessary to prevent offenses against by-laws of the Municipality, after having given due consideration to other demands for enforcement services appropriate to the effective and efficient delivery of police services in the Municipality.

- 2.3**
- a) The Municipal Police Service will not be required to perform any duties or provide any services that are not appropriate to the effective and efficient delivery of police services in the Municipality.
 - b) If, at the date of this Agreement, the Municipal Police Service is performing any duties or providing any services referred to in paragraph (a), the Service will continue to perform such duties and provide such services until such time as these duties and services are performed or provided by some other persons.
 - c) During the term of this Agreement, and at such times as they may mutually agree, the Member in Charge, and as required the Commanding Officer, and the CEO will identify, discuss and, if it is mutually agreed to be feasible, the Municipality will use its best efforts to implement alternative means by which the Municipal Police Service would cease to perform any of the duties or provide any of the services referred to in paragraph (a).

- 2.4 The Municipality will provide, without any cost to Canada, all necessary Support Staff; such staff will meet the job and other related requirements as determined by the Commissioner.
- 2.5 If a Municipality provides Support Staff to Canada in support of provincial or federal policing, Canada will pay the Municipality a proportional share of the salaries for that part of the Support Staff that is so utilized.
- 2.6 If the Municipality does not provide the Support Staff required by subarticle 2.4, Canada may provide, upon reasonable notice to the Municipality, resources in place of such Support Staff, and the Municipality will pay 100 per cent of all the costs incurred by Canada to provide such resources.

ARTICLE 3.0 TERM OF AGREEMENT

- 3.1 Notwithstanding the date on which this Agreement is executed and subject to subarticle 3.3, this Agreement will take effect from and cover the period beginning April 1, 2012, and ending March 31, 2032.
- 3.2 This Agreement may be extended or renewed for an additional period upon terms that are agreed to by the Parties.
- 3.3
 - a) This Agreement may be terminated on March 31 in any year by either Party giving the other Party notice of such termination not less than 24 months prior to the date of the intended termination.
 - b) In the event of termination of this Agreement, the Parties agree, during the period following that notice and the date of the intended termination, to cooperate and assist each other to effect an orderly transition of service from the RCMP as the Municipal Police Service to such other police service that is authorized by the Province to carry out those powers and duties.

ARTICLE 4.0 EXCLUSIONS AND INCLUSIONS

- 4.1 Subject to the other terms and conditions of this Agreement, neither Canada nor the Municipality will add to or delete from the duties or functions of the Municipal Police Service as they were on March 31, 2012 without prior consultation and agreement between the Federal Minister and the CEO, which agreement will be reflected in writing between Parties.

ARTICLE 5.0 **INCREASE OR REDUCTION IN THE MUNICIPAL
POLICE SERVICE**

- 5.1 Canada will increase the number of Members in the Municipal Police Service as soon as practicable within one year from the receipt of a written request and confirmation of the corresponding financial commitment from the CEO.
- 5.2 Canada will decrease the number of Members as soon as practicable within one year from the receipt of a written request from the CEO unless the Federal Minister gives written reasons to the CEO stating that the requested reduction would lower the level of resources below the level needed to deliver effective and efficient policing or to maintain public or officer safety.
- 5.3 Every written request and financial confirmation made in accordance with subarticle 5.1 and every written request made in accordance with subarticle 5.2 will be made in the form substantially as set out in Annex "B".
- 5.4 Whatever change is made in accordance with subarticles 5.1 or 5.2 will be recorded in Annex "A".
- 5.5 Subject to the discretion of the Commanding Officer, no Member will be replaced when attending a training course that is related to the Municipal Police Service, when on annual leave, or when ill except where illness results in a Member's absence for a period of more than 30 consecutive days.

ARTICLE 6.0 **MANAGEMENT OF THE MUNICIPAL POLICE SERVICE**

- 6.1 The CEO may set the objectives, priorities and goals of the Municipal Police Service which are not inconsistent with those of the Provincial Minister and document those objectives, priorities and goals no more frequently than annually, and in concert with the annual RCMP planning cycle.
- 6.2 The internal management of the Municipal Police Service, including its administration and the determination and application of professional police standards and procedures, will remain under the control of Canada.
- 6.3 The CEO will determine, in consultation with the Commissioner, the level of policing service to be provided by the Municipal Police Service.
- 6.4 Nothing in this Agreement will be interpreted as limiting in any way the jurisdiction of the Province in respect of the administration of justice and law enforcement in the Province.

- 6.5 The professional police standards and procedures determined in respect of the Provincial Police Service in accordance with the Provincial Police Services Agreement subarticle 6.5 will also apply to the Municipal Police Service, unless the Commissioner is of the opinion that to do so would be contradictory to a requirement imposed by law, or would negatively affect the RCMP's ability to deliver effective or efficient police services.

ARTICLE 7.0 OPERATION OF THE MUNICIPAL POLICE SERVICE

- 7.1 For the purposes of this Agreement, the Member in Charge will act under the direction of the CEO, or such other person as the CEO may designate in writing, in aiding the administration of justice in the municipality and in carrying into effect the laws in force in the Province and municipality.
- 7.2 The Member in Charge will:
- a) implement the objectives, priorities and goals as determined by the CEO under subarticle 6.1;
 - b) report as reasonably required to either the CEO or his or her designate on the matter of law enforcement in the municipality and on the implementation of the objectives, priorities and goals set by the CEO.
- 7.3 Before appointing the Member in Charge, the Commanding Officer will consult with the CEO, and the CEO may request that the community be consulted, in which case, such consultation is to be undertaken in accordance with the RCMP's policies on community participation.
- 7.4 In the event that the Municipality desires the removal of any particular Member of the Municipal Police Service, a written request for such removal, together with the reasons, will be forwarded by the CEO to the Commanding Officer, who will give such request full consideration; if the matter is not then resolved the Commanding Officer will refer the request to the Commissioner whose decision will be final.

ARTICLE 8.0 RESOURCES AND ORGANIZATION

- 8.1 In each Fiscal Year, the Member in Charge will give to the CEO annual statements, and such additional statements as may be reasonably requested from time to time by the CEO, of the composition of the Municipal Police Service that show or include:
- a) a current organization chart of the Municipal Police Service;

- b) the location and function of all Members and Support Staff who are not casual employees;
- c) the location and function of all casual employees and temporary employees;
- d) the number of vacancies which represent positions with no-one assigned to the positions;
- e) the number of vacancies in which the assigned individual is on special leave and, where possible, including an indication of whether or not an additional individual has been assigned to backfill the position;
- f) the number of Members being deployed in surplus to the established strength;

and in each case an explanation of changes since the previous statement.

- 8.2 For the purposes of human resource planning for the next Fiscal Year, the Member in Charge will consult with and obtain approval, or approval in principle, from the CEO on or prior to June 1 of each year for the number of Members required to maintain the level of policing service provided by the Municipal Police Service as determined by the CEO pursuant to subarticle 6.3.
- 8.3 The Member in Charge, upon receiving reasonable notice, will provide the CEO with any additional information, to the extent possible, relating to human resource and organizational planning of the Municipal Police Service.

ARTICLE 9.0 EMERGENCIES & EVENTS

- 9.1 If a redeployment of Municipal Police Service Members is necessary to respond to an Emergency, as declared by the Provincial Minister, in an area of provincial responsibility, or a provincial Special Event; or in the opinion of the Commissioner, a federal Emergency, Major Event or a provincial or territorial emergency outside the province exists or is likely to exist:
 - a) the Commanding Officer may, after consultation with the Provincial Minister and the CEO, temporarily withdraw up to 10 per cent of the Members of the Municipal Police Service (including any necessary Equipment) to deal with such an Emergency or event;
 - b) the Municipality will not bear the Salary and incremental costs of the Members and Equipment withdrawn;

- c) the Commanding Officer will ensure that the Municipality continues to receive adequate policing.

9.2 Withdrawal or redeployment of Members from the Municipal Police Service in accordance with this article will not extend for a period of more than 30 consecutive days without further consultation between the Commanding Officer, the Minister and the CEO.

ARTICLE 10.0 MUNICIPAL POPULATIONS

10.1 For the purposes of this Agreement, the population of the Municipality will be determined as follows:

- a) for the period of April 1, 2012, to March 31, 2017, the population of the Municipality as established by the 2011 federal census;
- b) for the period of April 1, 2017, to March 31, 2022, the population of the Municipality as established by the 2016 federal census;
- c) for the period of April 1, 2022, to March 31, 2027, the population of the Municipality as established by the 2021 federal census; and
- d) for the period of April 1, 2027, to March 31, 2032, the population of the Municipality as established by the 2026 federal census.

ARTICLE 11.0 BASIS OF CALCULATION OF PAYMENT

- 11.1 a) Subject to any other terms of this Agreement, in respect of each Fiscal Year the Municipality will pay to Canada, at the applicable cost-sharing ratio determined in accordance with paragraph (b), the cost of providing and maintaining the Municipal Police Service as determined in accordance with this article.
- b) Subject to Article 10, the cost of the Municipal Police Service will be shared between Canada and the Municipality as follows:
 - i) if the Municipality has a population of less than 15,000, the Municipality will pay to Canada 70 per cent of the cost; and
 - ii) if the Municipality has a population of 15,000 or more, the Municipality will pay 90 per cent of the cost.

- 11.2 The cost referred to in subarticle 11.1 will include expenditures made by Canada in each Fiscal Year to provide and maintain the Municipal Police Service in the municipality, including:
- a) all operating and maintenance costs such as Salaries and wages, transportation and travel, information, professional services, rentals, repairs, utilities and supplies, and miscellaneous operational expenses as established by the RCMP's Chart of Accounts;
 - b) all costs of Equipment purchases, except if the cost for an Equipment purchase is equal to or exceeds \$150,000 and if the CEO has requested that such cost for that purchase be amortized in accordance with paragraph (l);
 - c) the cost to Canada for the employer's Pension Contribution with respect to Members under the *Royal Canadian Mounted Police Superannuation Act*, the *Special Retirement Arrangements Act* and the *Supplementary Retirement Benefits Act* determined by the provisions of the Provincial Police Service Agreement;
 - d) the cost to Canada for the employer's Pension Contribution with respect to federal public service employees, which Pension Contribution shall be determined annually by reference to the Actuarial Report of the Office of Superintendent of Financial Institutions;
 - e) the cost to Canada for the employer's contributions made under the *Canada Pension Plan* with respect to Members and federal public service employees;
 - f) the cost to Canada of the employer's contributions for employment insurance with respect to Members and federal public service employees;
 - g) the per Member costs for each category described in clauses (A) through (E), which are shared by all activities in the Division, will be calculated by:
 - i) dividing the total costs of each category (A) through (E), by
 - ii) the annual Full Time Equivalent Utilization of all Members for all activities in the Division for each Fiscal Year, excluding those Members who are assigned to divisional/regional headquarters administration, and
 - iii) multiplying the result by the Full Time Equivalent Utilization of Members of the Service.

- A) Divisional and regional headquarters administration services, such as:
 - 1) Management;
 - 2) Financial Management;
 - 3) Human Resources;
 - 4) Information Technology; and
 - 5) Asset Management;
- B) Special Leave, such as:
 - 1) Medical;
 - 2) Maternity;
 - 3) Paternity;
 - 4) Parental;
 - 5) Graduated Return to Work; and
 - 6) Pregnant Member Working;
- C) Pay in lieu of leave;
- D) Health Services, such as:
 - 1) Health Services for regular members;
 - 2) Health Services for civilian members;
 - 3) Health Services for non-members, including Applicants and Public Service Employees; and
 - 4) Health Services Offices/Administration Unit;
- E) Earned Retirement Benefit, provided always that if it becomes technically possible to allocate these costs in a manner that reflects the jurisdiction in which the Earned Retirement Benefits were accrued then the allocation method may be changed;

- h) for the Fiscal Years beginning April 1, 2012, and ending March 31, 2015, all the costs of recruiting, the Cadet Training Program at Depot and the Police Dog Service Training Centre incurred by Canada and listed in the provisions of paragraph (i) will be deemed to be equal to the product obtained by multiplying \$3,500 by the total FTE Utilization of Members in the Municipal Police Service for the Fiscal Year;
- i) beginning April 1, 2015, all the costs of recruiting, Cadet Training Program at Depot, and the Police Dog Service Training Centre to be determined as follows:

Recruiting

- i) The average of all the expenditures made by Canada in respect of recruiting for the RCMP for the previous three Fiscal Years, divided by the average FTE Utilization of Members in the RCMP for the previous three Fiscal Years and multiplying the result by the total FTE Utilization of Members in the Municipal Police Service for the Fiscal Year.
 - A) The expenditures made by Canada for recruiting, such as:
 - 1) Divisional, Regional and National Recruitment, including things such as: the salary and travel of recruiters, office supplies and equipment, and, advertising and marketing.
 - 2) Processing of Applicants, including things such as: the travel of applicants, recruitment steps like career presentations, written examinations, physical, medical and psychological testing, interviews to assess suitability of applicants, reliability examinations using a polygraph interview, field investigations and the issuing of security clearances.
 - B) The expenditures made by Canada for major capital investments to construct, Renovate or acquire buildings for recruiting are excluded.

Cadet Training Program at Depot

- ii) The average of all the expenditures made by Canada in respect of the Cadet Training Program at Depot for the previous three Fiscal Years, less the average of any revenues received by Canada in respect of the provision of training services to third parties for the

previous three Fiscal Years, divided by the average FTE Utilization of Members in the RCMP for the previous three Fiscal Years and multiplying the result by the total FTE Utilization of Members in the Municipal Police Service for the Fiscal Year.

- A) The expenditures made by Canada for the Cadet Training Program at Depot, such as:
 - 1) Cadet Training, including things such as: cadet allowance; clothing and operational equipment; travel to Depot and relocation of the cadet to their first posting;
 - 2) Training Support and Depot Administration, including things such as: salaries; relocation of trainers to Depot; office supplies and equipment;
 - 3) Facilities operating and maintenance, including things such as: maintenance equipment and vehicles; professional and contractual services; utilities and minor capital;

- B) The expenditures made by Canada for the Cadet Training Program at Depot exclude expenditures made in respect of major capital to construct, Renovate or acquire buildings, and exclude the operating and maintenance for buildings at Depot that are not used to support the Cadet Training Program (such as the RCMP Heritage Centre).

Police Dog Service Training Centre

- iii) The average of all the expenditures made by Canada in respect of the Police Dog Service Training Centre ("PDSTC") for the previous three Fiscal Years, less the average of any revenues received by Canada in respect of the sale of dogs or the provision of training services to third parties for the previous three Fiscal Years, divided by the average FTE Utilization of police dog teams in the RCMP for the previous three Fiscal Years, and multiplying the result by the total FTE Utilization of police dog teams in the Municipal Police Service for the Fiscal Year.
 - A) The expenditures made by Canada for PDSTC, such as:
 - 1) Dog Breeding, including such things as: kennel operations, equipment, professional services (e.g., veterinary).

- 2) Dog Team Training Program (police dog and handler) and Validation (re-certification) including things such as: training operations , and the salary and travel of instructors.
 - 3) PDSTC Administration, including things such as: salaries, operating and maintenance, relocation to PDSTC, and office supplies and equipment; and
 - 4) Facilities operating and maintenance, including things such as: maintenance equipment and vehicles, utilities, minor capital, and contractual services.
- B) The expenditures made by Canada for major capital to construct, Renovate or acquire buildings in support of the PDSTC are excluded.
- j) the cost of maintaining and providing the Police Records and Occurrence System (“PROS”) to be calculated by:
- i) dividing the costs to Canada of maintaining and providing the PROS for the previous Fiscal Year, as determined in accordance with Annex “C”, by the result of the calculation described in subparagraph (ii) (“the denominator”) and multiplying that result by the FTE Utilization of Members in the Service for the previous Fiscal Year;
 - ii) the denominator is determined by the following calculation:
 - A) determining the FTE Utilizations of Members for the RCMP for the previous Fiscal Year less the FTE Utilization of Members in Divisional and Regional administration positions during that same Fiscal Year; and
 - B) subtracting the FTE Utilization of Members in “E” Division and Halifax District Detachment for the previous Fiscal Year;
 - C) adding the actual count of Members in “E” Division with access to or use of the PROS for the previous Fiscal Year; and
 - D) adding the actual count of the actual strength of sworn police officers of police partner agencies, other than the

RCMP, for the previous Fiscal Year as reported on an annual basis by Statistics Canada.

- k) the cost incurred by Canada in providing security at points of entry in respect of the Municipal Police Service, including at divisional or regional headquarters determined on a proportional basis relative to the total occupancy of the building;
- l) if any item of Equipment–Type A costs at least \$150,000 and if requested by the CEO, an amount equivalent to the straight line amortization of the capital cost over the estimated life of that item of equipment, together with interest at a rate equal to the Applicable CRF Lending Rate on the unpaid balance of the capital cost. The estimated life of that item of equipment will be no longer than the period determined by Canada to depreciate such equipment and the amortization period will not exceed the estimated life of that item of equipment. The CEO may also specify an amortization period that is shorter than the estimated life of the item of equipment;
- m) the cost of maintaining and providing the Public Complaints Commission to be calculated in each Fiscal Year by dividing the cost to Canada of maintaining and providing the Public Complaints Commission for that Fiscal Year by the total FTE Utilization of Members in the RCMP in that same Fiscal Year and multiplying the result by the total FTE Utilization of Members in the Municipal Police Service in that same Fiscal Year;
- n) the cost for legal advisory services received by the RCMP in direct support of providing and maintaining the Municipal Police Service within the municipality, and those costs are to be calculated by:
 - i) dividing the applicable base amount determined in accordance with subparagraphs (ii) and (iii) by the total FTE Utilization of Members in the police services of each province, territory, and municipality with which Canada has a similar agreement or an agreement for a municipal police service and multiplying the result by the total FTE Utilization of Members in the Municipal Police Service for the Fiscal Year;
 - ii) for the Fiscal Year beginning April 1, 2012, and ending March 31, 2013, the applicable base amount is to be \$2,000,000; and
 - iii) each base amount established under this Agreement will be adjusted in the next Fiscal Year to establish a new base amount to be applicable to that next Fiscal Year, such adjustment is to be calculated on the basis of any change during the immediately preceding Fiscal Year in the National Consumer Price Index

determined by Statistics Canada, such adjustment to be made immediately following when that change becomes known.

- iv) The initial value of the Consumer Price Index will be 118.8, for the month of November 2011 as set out in Table 6 of the Consumer Price Index published by Statistics Canada.
 - v) For greater certainty, the costs for legal advisory services are not to include those costs related to a matter where Canada and the Municipality are adverse in interest or if the costs are excluded by operation of paragraph 11.3(c) or subarticle 11.10.
- o) where costs are incurred by the RCMP to provide and maintain the enhanced reporting and accountability capacity to provide improved administration of this Agreement, the Municipality's share of those costs are to be calculated by:
- i) dividing the costs determined in accordance with subparagraph (ii) by the total FTE Utilization of Members in the police services of each province, territory, and municipality with which Canada has a similar agreement or an agreement for a municipal police service and multiplying the result by the total FTE Utilization of Members in the Municipal Police Service for the Fiscal Year;
 - ii) subject to subparagraph (iv), the costs are deemed to be \$1,500,000.
 - iii) The RCMP will provide annual statements on the number, location and position of all staff assigned to provide and maintain the enhanced reporting and accountability capacity and the activities generated by those staff.
 - iv) By March 31, 2015, the Contract Management Committee will undertake a review of reports being produced to assess whether they are meeting the interests of the Committee, whether adjustments are necessary and to assess associated cost implications of any adjustments if made.
 - v) The Parties acknowledge that the enhanced reporting and accountability capacity will, to the extent reasonably possible, generate such reporting as may be required under the terms of this Agreement.

- vi) The Parties agree that the resources dedicated to such capacity may only be increased by agreement between Canada and all of the provinces and territories with which Canada has an agreement similar to this Agreement, and if an increase is agreed to, that the base amount will be revised by agreement in writing.
- vii) The Parties commit to work together to avoid a duplication of existing capacity within the Service and to explore ways in which they can better utilize that capacity to provide improved administration of this Agreement.

11.3 The cost of the Municipal Police Service in the municipality will not include:

- a) the cost of relocation of personnel;
- b) the cost of Equipment–Type A if such cost is at least \$150,000 per item and if the CEO has requested that such cost be amortized under paragraph 11.2(1);
- c) the cost of any civil action, compensation claim, *ex gratia* payment or claim for associated legal fees; and
- d) the cost incurred by Canada in respect of providing point of entry security for federal buildings other than divisional or regional headquarters.

11.4 If the Municipality has a population of under 15,000, the Municipality will pay to Canada in each Fiscal Year the costs determined in accordance with subarticle 11.2 and calculated by applying the following formulae:

- a) $A/AM = PM$, where:
 - i) "A" is the aggregate cost of all the Municipal Police Services in municipalities in the Province having a population of less than 15,000;
 - ii) "AM" is the FTE utilization of Members utilized in those Municipal Police Services for the Fiscal Year; and
 - iii) "PM" is the yearly cost per Member of the Municipal Police Services in those municipalities; and
- b) $PM \times QA \times 0.7 = C$, where:
 - i) "PM" has the meaning given to it in paragraph (a);

- ii) "QA" is the projected FTE utilization of Members to be utilized in the Municipal Police Service for that Fiscal Year; and
- iii) "C" is the amount of costs referred to in subarticle 11.2 that is payable by the Municipality for that Fiscal Year.

11.5 If the Municipality has a population of 15,000 or more, the Municipality will pay to Canada in each Fiscal Year the costs determined in accordance with subarticle 11.2 and calculated by applying the following formulae

- a) $A/AM = PM$, where;
 - i) "A" is the cost of providing the Municipal Police Service in the Municipality;
 - ii) "AM" is the FTE utilization of Members utilized in the Municipal Police Service for the Fiscal Year; and
 - iii) "PM" is the yearly cost per Member of the Municipal Police Service in the Municipality; and
- b) $PM \times QA \times 0.9 = C$, where
 - i) "PM" has the meaning given to it in paragraph (a);
 - ii) "QA" is the projected FTE utilization of Members to be utilized in the Municipal Police Service for that Fiscal Year; and
 - iii) "C" is the amount of costs referred to in subarticle 11.2 that is payable by the Municipality for that Fiscal Year.

11.6 For purposes of determining costs pursuant to this article, any Member who is on:

- a) sick leave or suspended for more than 30 consecutive days;
- b) parental leave; or
- c) pension retirement leave

will be deemed not to be in the Municipal Police Service and the costs relating thereto will be allocated to divisional or headquarters administration.

11.7 There will be deducted from the cost payable by the Municipality in respect of the Municipal Police Service:

- a) any amount, at the appropriate cost sharing ratio set out in paragraph 11.1(b), subsequently refunded or reimbursed to Canada with respect to any expenses that were paid by the Municipality;
 - b) any amount, at the appropriate cost sharing ratio set out in paragraph 11.1(b), received by Canada from the sale, transfer out of the Service or other disposition of any item of Equipment that cost less than \$150,000 and was purchased by Canada for use in the Service.
- 11.8 Canada will pay 100 per cent of all of the costs incurred in respect of the External Review Committee and the Staff Relations Representative Program or their respective successors.
- 11.9 In respect of the Municipal Police Service, the Municipality will pay to Canada 100 per cent of all of the following costs:
- a) hospitalization, medical examination or treatment, including mental health examination or treatment, for any person in the custody of the RCMP except if such costs have been incurred in the obtaining of evidence;
 - b) witness fees, transportation, maintenance and escort costs for persons (except for Members and Support Staff) required as witnesses in criminal and civil proceedings and proceedings under provincial laws;
 - c) conveyance by a third party that is obtained by a Member of the Service for a disabled, injured, ill or deceased person if the cost of the service is not paid by or on behalf of the person or their estate;
 - d) all incremental costs incurred when, at the request of the Municipality, the scope and duration of a search and rescue operation is extended beyond that which the Member in Charge considers to be appropriate in the circumstances and the Member in Charge has so advised the CEO.
- 11.10 a) In the event that any Member utilized in the Municipal Police Service receives, by virtue of provincial legislation, the benefit of any statutory defence to any claim or action and in connection therewith the Municipality may be or may become liable for any of the payments contemplated by subparagraph 11.3(c), Canada will indemnify and hold harmless the Municipality with respect to any such claim or action and Canada will assume the conduct and the carriage of any proceeding relating to such claim.
- b) The Municipality will promptly notify Canada of any claim or action referred to in paragraph (a).

- c) If the Municipality should compromise or settle any such claim or action without the consent of Canada, Canada will not be liable to indemnify or save harmless the Municipality.

11.11 The Municipality shall pay separately to Canada, at the appropriate cost sharing ratio determined in accordance with paragraph 11.1(b), the cost of overtime utilized by or on behalf of the Municipal Police Service.

ARTICLE 12.0 ACCOMMODATION

- 12.1 a) The Municipality will provide and maintain, at no cost to Canada, accommodation that is fit for use by the Municipal Police Service and Support Staff, including:
- i) office space that is furnished, heated and lighted, together with electricity and water supply;
 - ii) jail cell facilities that are heated and lighted together with bedding and water supply; and
 - iii) if determined by the Municipal Police Service to be required, heated and lighted garage space.
- b) When providing and maintaining accommodations, the Municipality will pay 100 per cent of all operating and maintenance costs, such as building and property maintenance services.
- 12.2 The accommodation provided for the use of the Municipal Police Service and Support Staff will be to the satisfaction of the Commissioner and will meet the security standards of the RCMP.
- 12.3 If the Commissioner is not satisfied with the accommodation or any part of it provided for use of the Service and Support Staff, or is of the opinion that it does not meet the security standards of the RCMP, then:
- a) The Commanding Officer will identify the specific concerns with the Municipality as part of the regular reporting/planning process or at any other time as deemed necessary.
 - b) If a Municipality is unable to resolve concerns within a reasonable period of time, the Commanding Officer will provide the CEO with a notice that sets out the reasons for which the Commissioner is not satisfied with the accommodation, including any existing or forecasted major deficiency in that accommodation, and if applicable the details of what is required to meet the security standards of the RCMP and give notice that the

deficiencies are to be corrected within two years from the date of the notice.

- c) If, within one year of the date of the notice, the deficiencies have not been corrected by the Municipality then the Commanding Officer will, as soon as practicable, give a second notice and the CEO shall, as soon as practicable, provide the Commanding Officer with a written report of the action that will be taken to correct the deficiency within the two years from the first notice.
- d) If, within two years of the date of the notice referred to in paragraph (b), the deficiency has not been corrected to the satisfaction of the Commissioner, then the Commanding Officer will, as soon as practicable, inform the CEO in writing that the accommodation still fails to comply with subsection 12.2 and that Canada will then make the necessary changes to the accommodation or lease other accommodation and in that case the Municipality will be responsible to pay to Canada 100 per cent of all the costs, including all costs that would otherwise be borne by the Municipality under subarticle 12.1.
- e) The Provincial Minister will be provided with a copy of each notice.

12.4 If, by arrangement between Canada and the Municipality, Canada provides and maintains any accommodation for use by the Municipal Police Service and Support Staff, the Municipality shall:

- a) Pay 100 per cent of all the costs referred to in subarticle 12.1 of this agreement calculated to reflect the proportion of the accommodation occupied by the Municipal Police Service, and
- b) Pay Canada an amount for the accommodations which is calculated and informed by the actual costs under the accommodation program of works in accordance with Article 12 of the Provincial Police Service Agreement, converted to a per square meter rental rate and applied to the proportion of the accommodation occupied by the Municipal Police Service.

12.5 Any arrangement made under 12.4 regarding the provision of accommodations will require agreement with the Province and is subject to inclusion under Article 12 of the Provincial Police Service Agreement.

12.6 Despite any payments made by the Municipality under this Agreement, there shall be no transfer, granting or creation of any interest in real property or a license, as those terms are defined in the *Federal Real Property and Federal Immovables Act*, from Canada in favour of the Municipality. All of the real property that is held, acquired, used or administered by Canada to provide and maintain the Municipal Police Service, other than leased accommodation, shall remain at all

times the sole property of Canada. For greater certainty, Canada and the Municipality agree that no real property interest whatsoever or a licence are acquired, created or implied by this Agreement.

ARTICLE 13.0 EQUIPMENT

- 13.1 a) Equipment supplied by Canada for use by the Municipal Police Service will be of a standard and quantity that is necessary for the Service to carry out its responsibilities under this Agreement.
- b) Canada, in procuring such Equipment, will do so in accordance with its own procurement practices and procedures, directives of the Treasury Board of Canada and the *Government Contract Regulations*.
- 13.2 If any item of Equipment–Type A that was purchased during this Agreement by Canada at a cost of more than \$150,000 for the Municipal Police Service is lost, damaged, destroyed or removed from the Municipal Police Service, the financial consequences from the loss, damage, destruction or removal of that item will be determined as follows:
- a) if the Municipality paid for the item in full at the applicable cost-sharing ratio in the year of acquisition, the Municipality will be credited, at the applicable cost-sharing ratio set out in paragraph 11.1(b), with the Fair Market Value, if any, of that item;
- b) if the Municipality has not yet paid its full share of the purchase cost of the item, the Municipality will be credited with a percentage of the Fair Market Value of that item that is equal to the proportion of the amounts paid by the Municipality for that item, exclusive of interest, up to the time of loss, damage, destruction or removal divided by the original acquisition costs incurred by Canada for that item;
- c) the Fair Market Value referred to in paragraph (a) and (b) is to be determined as of the time immediately preceding the loss, damage, destruction or removal of the item; and
- d) if any item of Equipment is subject to amortization in accordance with paragraph 11.2(1) the payments will cease in the Fiscal Year when the item was lost, damaged, destroyed or removed.

ARTICLE 14.0 TRANSFER OF OWNERSHIP OF EQUIPMENT

- 14.1 In the event of the expiry or termination of this Agreement:

- a) subject to subarticle 14.2, the ownership of any item of Equipment that was purchased by Canada for the Municipal Police Service and in respect of which the Municipality has paid its full share, will, at the option of the Municipality:
 - i) be transferred to the Municipality after it pays to Canada an amount equal to the amount that the current Fair Market Value exceeds the amount, exclusive of interest, that was already paid to Canada by the Municipality for that item of Equipment; or
 - ii) remain vested in Canada, in which case Canada will credit the Municipality with the amount, if any, by which the current Fair Market Value exceeds the amount that Canada paid for that item of Equipment;

- b) subject to subarticle 14.2, if any item of Equipment–Type A that cost more than \$150,000 was purchased by Canada for the Municipal Police Service and amortized under paragraph 11.2(1) and the Municipality has not yet paid its full share of the expenditures owing for that item of Equipment, then the ownership of that item of Equipment will, at the option of the Municipality:
 - i) be transferred to the Municipality after it pays to Canada an amount equal to the amount that the current Fair Market Value exceeds the amount, exclusive of interest, that was already paid to Canada by the Municipality for that item of Equipment; or
 - ii) remain vested in Canada, in which case Canada will credit the Municipality with a percentage of the Fair Market Value that is equal to the proportion of the amounts paid by the Municipality for that item, exclusive of any interest, up to the time of the expiry or termination divided by the original acquisition costs incurred by Canada for the item; and
 - iv) any amortized amount remaining owing by the Municipality in respect of that item of equipment will cease.

- c) the Fair Market Value referred to in paragraph (a) and (b) is to be determined as of the time immediately preceding the termination or expiry.

14.2 The option to transfer ownership of an item of Equipment referred to in paragraph 14.1 (a) and (b) may only be exercised by the Municipality if it has provided notice in writing of the intent to exercise that option; and

- a) in the event of termination such notice must be received by Canada at least 6 months prior to the date of the intended termination; or
- b) in the event of expiry such notice must be received by Canada at least 3 months prior to the date of the expiry;

and the transfer must be completed within 6 months following the effective date of termination or expiry, unless the Parties agree otherwise.

ARTICLE 15.0 JAILS AND LOCK-UPS

- 15.1 Canada is under no obligation to maintain any jails for prisoners committed to custody for less than two years for an offence committed within the municipality against the *Criminal Code* or the laws of the Province but, if necessary due to remoteness or the absence of an efficient alternative, such prisoners may be held in lock-ups maintained by the RCMP. The number and size of police lock-ups presently maintained by the RCMP will continue to be maintained by the RCMP and will not be reduced without prior consultation with the Provincial Minister.

ARTICLE 16.0 METHOD OF PAYMENT

- 16.1 a) Subject to paragraph (c), all amounts payable by the Municipality will be due 45 days from the date of receipt of an invoice from Canada; payment will be made by cheque payable to the Receiver General for Canada and sent to the Commissioner in Ottawa, or as Canada might otherwise direct in writing, by registered mail; if the Commissioner and the CEO agree in writing, payments may be made by any other method.
- b) Canada will invoice for payment on a quarterly basis, on or about July 1, October 1, January 1 and March 31 in each Fiscal Year; with the invoices being for the four periods ending June 30, September 30, December 31, and March 31 respectively, and each invoice will cover 1/4 of the estimated cost of the Municipal Police Service for that Fiscal Year.
- c) Any deficiency in payment or over-payment by the Municipality in one Fiscal Year will be credited to or debited against the Municipality, as the case may be, and will be reflected in the first invoice of the succeeding Fiscal Year.
- 16.2 It is agreed that the performance by Canada of its obligations under this Agreement, including the performance of duties and the rendering of services by the RCMP, are subject to an appropriation by Parliament that is of an amount that is sufficient for the performance of those obligations in each Fiscal Year.

ARTICLE 17.0 FINANCIAL PLANNING AND REPORTING

- 17.1 a) Each Fiscal Year the Member in Charge and the CEO will, in an agreed upon format and schedule, exchange information necessary for the RCMP to prepare the projected Multi-Year Financial Plan for the Municipal Police Service, which will include the projected budget for any Divisional and Regional administration that is required to support the Service, for the consideration of the CEO in preparation of the annual budgets for the Service.
- b) For the purposes of paragraph (a), the Multi-Year Financial Plan will cover a period of three Fiscal Years, or up to five Fiscal Years, as determined by the CEO, beginning on the first day of the next Fiscal Year.
- c) For the purposes of paragraphs (a) and (b), the information exchanged between the Member in Charge and the CEO will, at a minimum, address the following:
- i) the number of positions required for the Municipal Police Service;
 - ii) the resources, including staffing levels, allocated to any Divisional and Regional administration that is required to support the Service;
 - iii) budgetary considerations affecting the Municipal Police Service and any Divisional and Regional administration that is required to support the Service;
 - iv) the proposed multi-year equipment plans;
 - v) any significant deviation between the budget for the previous Fiscal Year and expenditures for the current Fiscal Year; and
 - vi) any other agreed upon information.
- d) Each Fiscal Year the Member in Charge will, on or before June 1, provide the CEO with the Multi-Year Financial Plan.
- e) Each Fiscal Year the CEO will, on or before June 15, provide the Member in Charge with the projected annual budget for the Municipal Police Service for the next Fiscal Year, as well as the projected budgets, if available, for the balance of the Multi-Year Financial Plan.

- f) Each Fiscal Year the CEO will, to the extent they become available, provide the Member in Charge with updates of the projected annual budget for the next Fiscal Year for the Municipal Police Service until the conclusion of the municipal budget process for the next Fiscal Year.
- 17.2 a) The CEO will, at the conclusion of the municipal budget process for each Fiscal Year, provide to the Member in Charge:
- i) a written statement indicating the approved annual budget for the Municipal Police Service for that Fiscal Year; and
 - ii) if available, a written statement indicating any changes to the projected annual budgets for the balance of the then current Multi-Year Financial Plan.
- b) The Member in Charge will seek approval from the CEO as soon as feasible with respect to any proposed changes to the said approved annual budget.
- 17.3 The Member in Charge will at mutually agreeable intervals during the Fiscal Year, and in a standardized format, provide the CEO with the following:
- a) details of the year-to-date expenditures together with the forecasted expenditures for the remainder of the Fiscal Year including explanations of any material variances from the approved annual budget referred to in subparagraph 17.2(a)(i); and
 - b) proposed changes or updates to the Service's multi-year infrastructure and equipment plans.
- 17.4 The Member in Charge will, no later than three months following the conclusion of each Fiscal Year, provide the CEO in a standardized format with an accurate, detailed accounting of all actual expenditures for the Municipal Police Service, together with an explanation of any material variances from the approved annual budget referred to in subparagraph 17.2(a)(i).
- 17.5 In respect of each Municipality having a population of 15,000 or more, the Member in Charge will obtain the approval of the CEO prior to purchasing Equipment—Type A over \$150,000.
- 17.6 Each Fiscal Year the Member in Charge will provide the CEO with a copy of the current RCMP's Chart of Accounts used to record financial transactions.
- 17.7 The Member in Charge, being given reasonable notice, will provide the CEO with any additional information reasonably relating to the financial implications of the Municipal Police Service.

- 17.8 In addition to the above, the Parties will work to continue to strengthen the overall financial efficiency and administration of this Agreement including developing and implementing on-going initiatives to contain costs and improve long-term financial planning, with a view to achieving greater predictability, efficiency and transparency when budgeting for future policing costs.

ARTICLE 18.0 OPERATIONAL EFFECTIVENESS ASSESSMENTS

- 18.1 The CEO and the Member in Charge may, in accordance with this article, undertake reviews of matters arising out of the provision of the Municipal Police Service, and prior to initiating a Dispute under Article 20, the CEO and the Member in Charge should give due consideration to undertaking such reviews.
- 18.2 The frequency, scope and subject matter to be reviewed are subject to the agreement of the CEO and the Member in Charge.
- 18.3 If either of the CEO or the Member in Charge wishes to propose a matter for review, they will notify the other in writing of the matter proposed to be reviewed, together with full written details thereof.
- 18.4 If either of the CEO or the Member in Charge is in receipt of a notice provided under subarticle 18.3, they will respond in writing as soon as practicable to provide notice of its agreement or counter-proposal, together with full written details thereof.

ARTICLE 19.0 CONTRACT MANAGEMENT COMMITTEE

- 19.1 The parties acknowledge that the Provincial Police Service Agreement establishes a Contract Management Committee (“Committee” or “CMC”) to support the delivery of professional, efficient and effective policing services and to meet the evolving needs of policing.
- 19.2 The Province may designate one individual from among all municipalities in the province receiving RCMP municipal police services under an agreement with Canada as an associate member who will represent all those municipalities.
- 19.3 Amendments to the Provincial Police Service Agreement resulting from a review provided for in Article 22 (CMC Five Year Reviews) of that agreement will be applicable to and binding on this Agreement.

ARTICLE 20.0 DISPUTES

- 20.1 Any issue, matter of general concern, or dispute (“Dispute”) arising from this Agreement will be a matter for consultation and resolution between the CEO and the Member in Charge.
- 20.2 The CEO and the Member in Charge will consult each other should there be any issue, matter of general concern, or dispute arising from the interpretation or implementation of this Agreement, and will, in good faith, attempt to resolve the matter before providing written notice of a Dispute.
- 20.3 If either of the CEO or the Member in Charge has provided the other with a written notice identifying the nature of the Dispute and containing a request for a meeting, consultations are to take place in a timely manner.
- 20.4 If a Dispute is related to an invoice under this Agreement, consultation will take place in the following manner:
- a) Within 30 days of providing notice identifying the nature of the Dispute and containing a request for a meeting, the Member in Charge will attempt to resolve the Dispute with the CEO.
 - b) If some or all of the issues in dispute are not resolved within 45 days of receipt of the notice provided under subarticle 20.3, then the Parties will attempt to resolve the Dispute through a second level of discussion, to be undertaken between the CEO and the Commanding Officer.
 - c) If some or all of the issues in dispute are not resolved within 60 days of receipt of the notice provided under subarticle 20.3, then the Parties will attempt to resolve the Dispute through a third level of discussion, to be undertaken among the CEO and the Federal and Provincial Assistant Deputy Ministers responsible for issues related to this Agreement.
 - d) If some or all of the issues in dispute are not resolved within 120 days of receipt of the notice provided under subarticle 20.3, then the Parties will attempt to resolve the Dispute through a fourth level of discussion, to be undertaken among the CEO and the Federal and Provincial Deputy Ministers responsible for issues related to this Agreement.
 - e) If some or all of the issues in dispute are not resolved within 180 days of receipt of the notice provided under subarticle 20.3, then the matter will be considered between the CEO and the Federal and Provincial Ministers for resolution in such manner as they see fit.

- 20.5 Notwithstanding subarticle 20.4, the CEO may refer any Dispute arising from this Agreement to the Federal and Provincial Ministers, or their Deputy Ministers, for consultation and resolution at any time and in such manner as they see fit.
- 20.6 If a Dispute is not resolved through consultation, it may be dealt with through an alternative dispute resolution process on such terms and within such time as may be agreed to in writing by the Parties.
- 20.7 All information exchanged during any part of this process will be regarded as “without prejudice” communications for the purpose of settlement negotiations and will be treated as confidential by the Parties and their representatives, unless otherwise required by law. However, evidence that is independently admissible or discoverable will not be rendered inadmissible or non-discoverable by virtue of its use during any part of this process.
- 20.8 The provisions of this Agreement will continue to apply despite any Dispute.

ARTICLE 21.0 NOTICE

- 21.1 Any notice that is required or permitted under this Agreement, to be given by one Party to the other Party, will be given in writing and sent by e-mail, regular or registered mail, courier or facsimile. Notice will be considered as having been received upon delivery of the courier, or one day after being sent by e-mail or facsimile, or five calendar days after being mailed.
- 21.2 a) All correspondence and notice to Canada will be addressed to:
- Minister of Public Safety and Emergency Preparedness
269 Laurier Avenue West
Ottawa, Ontario, K1A 0P8
- Facsimile: 613-954-5186; and
- b) All correspondence and notice to the Municipality will be addressed to:
- Mayor of St. Albert
5 Saint Anne Street
St. Albert, Alberta T8N 3Z9
- Facsimile: 780-459-1591
- 21.3 Either Party may, by providing notice to the other Party, change their address in subarticle 21.2.

ARTICLE 22.0 **AMENDMENT**

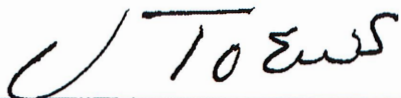
22.1 Subject to subarticle 19.3, this Agreement may only be amended by the written agreement of the Parties.

ARTICLE 23.0 **SURVIVAL**

- 23.1 The obligations and rights set out in Articles 11.10 (Basis of Calculation of Payment), 16 (Method of Payment), 21 (Notice), and 22 (Amendment) will survive the expiry or termination of this Agreement.
- 23.2 The obligations and rights set out in Article 11 (Basis of Calculation of Payment), except 11.10, will survive following the expiry or termination of this Agreement until the date on which the amount owed by the Municipality under that article is paid in its entirety.
- 23.3 The obligations and rights set out in subarticle 12.4 (Accommodation) will survive until the day on which the amount owed by the Municipality under this Agreement is paid in its entirety.
- 23.4 The obligations and rights set out in Article 14 (Transfer of Ownership of Equipment) will survive for 6 months following the expiry or termination of this Agreement.

IN WITNESS WHEREOF the Parties hereto have executed this Agreement through duly authorized representatives.

SIGNED on behalf of Canada

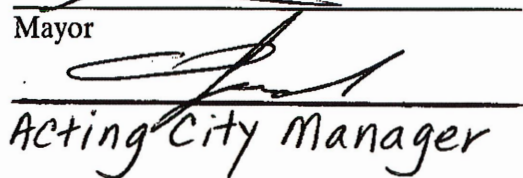


Minister of Public Safety and
Emergency Preparedness

SIGNED on behalf of the Municipality of St. Albert



Mayor



Acting City Manager

March 20, 2012
Date

ANNEX "A": SCHEDULE OF PERSONNEL RESOURCES ASSIGNED TO THE MUNICIPAL POLICE SERVICE

TABLE I – FTE Levels

Jurisdiction			Municipal Police Service			
Name of Jurisdiction	Fiscal Year	Confirmation by the Jurisdiction	Members	Resources*	Total	Amending Document Reference
	2012-13	Opening Balance	[]	[]	[]	
	2012-13 Total					
	2013-14	Confirmation (1)				
	2013-14 Total					
	2014-15	Confirmation (1)				
		Confirmation (2)				
	2014-15 Total					
Jurisdiction Total						

* In this table, Resources means those resources that may be provided by Canada under subarticle 2.6 where those resources are not provided by the Municipality under subarticle 2.4.

**ANNEX "B": REQUEST FOR INCREASE OR DECREASE OF THE
MUNICIPAL POLICE SERVICE**

Request for an Increase

1. Form of letter to be used to request an increase for the purposes of subarticle 5.1:

[Federal Minister]

Dear Minister

Pursuant to subarticle 5.1 of the Municipal Police Service Agreement, I am writing to request an increase to the personnel resources, to be recorded in Annex "A", and to be assigned to the Municipal Police Service.

I request an increase of _____ [Regular Members] assigned to the Municipal Police Service, so as to increase the total strength of [Regular Members] from _____ to _____.

I confirm our incremental financial commitment for the costs for the requested increase.

This letter and your reply will serve as an amendment to Annex "A".

Yours truly,

[CEO]

Request for a Decrease

2. Form of letter to be used to request a decrease for the purposes of subarticle 5.2:

[Federal Minister]

Dear Minister

Pursuant to subarticle 5.2 of the Municipal Police Service Agreement, I am writing to request a decrease of _____ [Regular Members] assigned to the Municipal Police Service and recorded in Annex "A". This will decrease the total strength of [Regular Members] assigned to the Municipal Police Service from _____ to _____

This letter and your reply will serve as an amendment to Annex "A".

Yours truly,

[CEO]

ANNEX "C": PROS COSTS

1. For the purposes of paragraph 11.2 (j) the "costs to Canada of maintaining and providing the PROS" will be determined in accordance with this Annex.
2. In this Annex the term "Costs" means the "costs to Canada of maintaining and providing the PROS" for the purposes of Article 11.2 (j).
3. The PROS costs will include the following items:
 - a. Annual Maintenance and Support Cost – the annual maintenance and support costs are categorized as those recurring costs required for providing and maintaining national support to the PROS. This includes such expenses as operating and maintenance, license fees, equipment and salaries. The amount is calculated based on the actual cost of the PROS incurred by the Chief Information Office (CIO) Sector and the Contract and Aboriginal Policing's Operations Systems Services Centre (CAP/OSSC); and
 - b. Annual Project Costs – the annual project costs include provisions for incremental annual project costs associated to new system development or enhancements which are beyond the annual system maintenance and support costs. These costs may include improvement or modification to the system architecture, system implementation, training costs, transitional costs and additional licensing costs;
4. Reporting Requirement: the RCMP will provide CMC a multi-year financial plan for the PROS and all related forecasted costs prior to updating the calculation of the PROS cost per user.

END OF DOCUMENT