

TOWN OF
OLDS

2026-2031



5-Year RCMP

Resourcing & Priorities Plan

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Introduction

This 5-Year RCMP Resourcing & Priorities Plan outlines a deliberate, phased approach to policing investments and focus areas from 2026 to 2031. The plan focuses primarily on personnel resourcing decisions, supported by complementary actions related to governance, community engagement, long-term facilities planning, and provincial advocacy.

The plan responds to clear and consistent signals from multiple sources: Council service level discussions, community engagement on policing priorities, the RCMP Multi-Year Financial Plan, a 2025 Olds RCMP Detachment Proposal, and the 2024 Community Policing Business Case. Collectively, these processes and documents demonstrate that while policing outcomes in Olds remain generally positive, underlying workload pressures, population growth, administrative inefficiencies, and structural cost-sharing issues require proactive action.

The recommended approach balances fiscal realism with service sustainability. It avoids both maintaining the status quo and adopting an unaffordable change to our policing model. Instead, it proposes incremental investments that improve front-line availability, administrative efficiency, community outreach, and preparedness for future structural changes in Alberta policing.

RCMP Resourcing: Context & Rationale

Current Policing Model

The Town of Olds receives municipal policing services through a Municipal Police Service Agreement (MPSA) with the RCMP. Under this model, Olds funds its local detachment while the RCMP delivers front-line and administrative policing services.

Based on a [3rd party review](#) of our police services, Olds has:

- Policing costs that are below average of comparable Alberta municipalities
- A Crime Severity Index that is generally lower than the provincial average
- Lower violent crime rates but comparatively higher non-violent crime
- Strong community confidence in safety, paired with concerns about visibility and engagement

While outcomes remain acceptable, service pressures are increasing. Between 2022 and 2024, RCMP file volumes increased by approximately 29 percent while Regular Member staffing increased by only 7 percent. Population growth, including permanent residents and post-secondary students, is expected to continue for the foreseeable future.

Operational Pressures

Based on information provided by the Olds RCMP Detachment in 2025, several structural challenges are becoming more pronounced:

- Regular Members spend a significant portion of their time on administrative tasks
- Proactive policing availability is below comparator communities
- The Town does not currently have consistent 24-hour policing presence
- Recruitment and retention challenges create staffing volatility
- Public Service Employee capacity is insufficient to absorb growing administrative demands

Left unaddressed, these pressures will gradually erode service quality, officer wellness, and community confidence.

5-Year Staffing Investment Plan (2026-2031)

Guiding Principles

The staffing plan is based on the following principles:

- Incremental growth rather than large single-year increases
- Balanced investment between Regular Members and Public Service Employees
- Alignment with RCMP planning timelines and recruitment realities
- Cost containment within projected RCMP expenditure growth
- Flexibility to adapt to future provincial policing reforms

Recommended Staffing Schedule

The recommended staffing investments are as follows:

Year	Position Type	Number	Estimated Annual Cost
2026	Public Service Employee	1	\$68,000 (hired in 2026)
2027	Regular Member	1	\$185,000 (budgeted for 2027)
2029	Public Service Employee	1	\$70,000
2030	Regular Member	1	\$190,000

This approach reflects a hybrid model that incorporates the strengths of both the RCMP Multi-Year Financial Plan and the Olds Detachment Proposal while remaining financially manageable.

Rationale

Adding Public Service Employees first improves operational efficiency by freeing Regular Members from administrative duties. This increases effective police capacity without immediately adding front-line costs. While subsequent Regular Member additions support:

- Improved police-to-population ratios
- Reduced overtime and on-call costs
- Greater patrol visibility
- Enhanced officer wellness and retention

Early authorization is required for Regular Member positions due to recruitment timelines that can exceed 8 to 12 months. "Ordering" new resources early, knowing the delay, helps put them in place when needed, as opposed to being behind by one year.



Community Priority: RCMP Engagement & Governance

Community Policing Committees

Recent provincial changes have mandated the establishment of community policing committees. These committees provide a structured forum for:

- Community input into policing priorities
- Improved transparency and accountability to the community

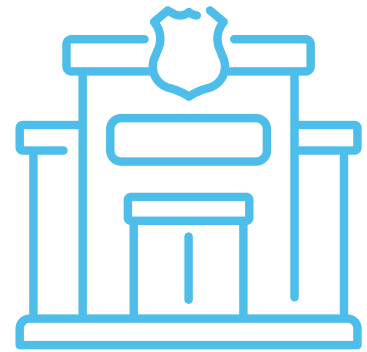
Ongoing Engagement

Beyond formal committees, the Town will collaborate with the RCMP on:

- Establishing annual priorities
- Regular public reporting on policing activity
- Targeted engagement with community groups
- Improved communication on roles, responsibilities, and decision-making
- Annual consideration of the [RCMP's Multi-Year Financial Plan](#)

These actions respond directly to findings from the [Community Policing Business Case](#), which identified strong public support for the RCMP alongside a desire for greater visibility and input.

Long-term Priority: Detachment Facility Planning



Under the MPSA, the Town of Olds is responsible for providing and maintaining detachment facilities.

While the current building meets present needs, staffing growth, modernization requirements, and evolving operational standards suggest that expansion or significant upgrades may be required within the next 10 to 15 years. The current detachment is now 20 years old and is showing clear signs that both functional and cosmetic upgrades are required. The Town has invested approximately \$50,000 in the last 3 years for major mechanical and lighting retrofits. The next substantial need is to acquire the parking area between No Frills and the detachment for future growth needs, including a new garage structure and improved parking lot.

This plan does not commit Council to capital construction. Instead, it establishes a clear expectation that long-term space needs will be assessed collaboratively with the RCMP. Any facility planning will be integrated into the Town's broader capital planning framework.



Council Priority: Provincial Advocacy

Cost-Sharing Inequities

Municipalities with populations over 5,000, such as Olds, bear a disproportionate share of policing costs under the current funding model. These MPSA communities often provide policing services that also benefit Provincial Police Service Agreement (PPSA) communities, including counties and towns under 5,000 in population.

This creates a structural imbalance where municipalities like Olds subsidize regional policing demands.

Advocacy Priorities

The Town will continue to advocate to the Government of Alberta for:

- Increased provincial financial support for municipal policing
- Fairer cost-sharing mechanisms between MPSA and PPSA communities
- Clarity and transition support related to potential provincial policing reforms
- Improved collaboration and opportunities for municipal input when changes are made to MPSA contracts, financial impacts, and service provisions.

Advocacy will be coordinated with peer municipalities and municipal associations where possible.



Conclusion & Next Steps

This 5-Year RCMP Resourcing and Priorities Plan provides Council with a clear, evidence-based framework for decision-making. It supports sustainable policing, fiscal responsibility, and community expectations while positioning the Town to adapt to future change.

Subject to Council direction, administration will:

- Integrate approved positions into future budget cycles
- Initiate early recruitment processes where required
- Develop community policing governance structures for Council approval
- Continue collaborative planning with the RCMP at the administrative level

The plan is intended to be a living document and will be revisited as conditions, costs, and provincial direction evolve.