



Royal Canadian Mounted Police    Gendarmerie royale du Canada  
Commanding Officer    Commandant divisionnaire

October 12, 2023

Province of British Columbia  
Mayors and City Managers

Dear Respected Colleagues/Community Partners,

I wish to take this opportunity to update you on RCMP Commissioner Mike Duheme's visit to British Columbia last week.

However, I first want to thank you for your support following the on-duty homicide of Constable Frederick "Rick" O'Brien on September 22, 2023 in Coquitlam, B.C. I know that many municipal representatives attended the regimental funeral on October 4, 2023 at the Langley Events Centre and your presence there was sincerely appreciated by the family of Constable O'Brien and his RCMP colleagues.

While Commissioner Duheme touched on several topics in media interviews during his visit, he asked that I pass along his assurances that specific action is being taken in relation to recruiting and vacancies here in British Columbia. These actions to date include:

1. Modified recruiting practices that see applicants returning to their home province if they choose to do so—98 percent—do!;
2. Streamlined recruiting practices to reduce delays and increase the speed of processing applicants;
3. Ongoing recruiting and information sessions at detachments, career fairs and community events—nearly 175 across the province so far this year;
4. Divisional processing and selection of the Experienced Police Officers (EPO) program to streamline applications for quick entry into duty;
5. E Division is one of three divisions embarking on a pilot to develop a de-centralized model for recruiting. E Division would continue to be responsible for proactive recruiting, and would add administrative processes for file management all the way up to troop loading at Depot.

These actions are leading to significant momentum in recruiting and hiring trends throughout BC and nationally as follows:

1. **Applicants:** There are 6,072 applicants in process across the country. This represents, 1,997 applicants that are within the divisional proactive unit stage, and 4,075 active applicants at assessment phase and beyond;
2. **BC Applicants:** Most recent number is 2,109 applicants. This number is fluid;
3. **Experienced Police Officer (EPO) program:** 108 EPOs hired in BC since last year. Specifically, 43 were hired in the 2022/2023 fiscal year. This year, so far, 65 EPOs have been hired;
4. **EPO increase:** EPO hiring has increased 51 percent this year over last fiscal year. These officers are serving all over British Columbia;
5. **Diversity:** 39 percent of all recent BC applicants, self-identify as members of a racialized community and Indigenous persons;

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6. **Cadets and Troop Load:** We have increased troop size from 24 to 32. Troops 17 forward (August 2023) are now being loaded at 32.
7. **BC RCMP Cadets:** E Division receives approximately 1/3 of cadets.

Of all our initiatives, the most positive feedback we are receiving is the ability of new cadets to return to their home province of British Columbia. Given the high number of BC applicants, we have also initiated bi-monthly “Pathways” presentations at Depot to showcase BC RCMP posting opportunities in Northern BC.

The second bit of feedback cited by our Experienced Police Officers and cadets as a factor for joining the RCMP, are the vast number of career options available to serve our communities. The RCMP has a lot to offer – from career diversity, world class training, competitive salaries and comprehensive benefits.

In a competitive labour market, this is of significant appeal to our target applicant group and, with wage equivalency to other police agencies, is a driving factor in making the RCMP an employer of choice.

We are committed to continuing to support these processes and adding others to ensure we continue the momentum in serving our communities and responding quickly to those needs.

Kind regards,



Dwayne McDonald  
Deputy Commissioner  
Commanding Officer BC RCMP

14200 Green Timbers Way  
Mailstop #308  
Surrey, BC V3T 6P3