



CITY COUNCIL REPORT

TITLE:

RFP – CONSULTING – EVALUATION OF BRANDON POLICE SERVICES RECRUIT CLASS TRAINING PROGRAM

PRESENTER:

Tyler Bates

DEPARTMENT:

Police Service

ATTACHMENTS:

DATE:

9/4/2026

CLEARANCE / APPROVALS:

Lindsay Lorree	Director of Procurement
Tyler Bates	General Manager
Dave Wardrop	City Manager

RECOMMENDATION(S):

That the bid from MNP for consulting services for the evaluation of the Brandon Police Service recruit class training program be accepted for the total bid price of \$175,000 (net of GST) be accepted

and further that the funding requirements of \$78,000 be committed for the 2027 financial plan.

BACKGROUND:

The Province of Manitoba does not currently have province-wide standards governing police recruit training. Under the Manitoba Police Act, Brandon Police Service, Winnipeg Police Service, and the RCMP are the three agencies authorized to deliver recruit training.

In 2024, Brandon Police Service developed and implemented its own recruit training class. A second recruit class was delivered in June 2026, and due to ongoing human resource requirements, the Service anticipates delivering one to two recruit classes annually for the foreseeable future.

In the absence of provincial training standards, Brandon Police Service is conducting an independent evaluation of its current recruit training program. This evaluation will provide a comparative analysis of Brandon Police Service's training standards against those of several other police agencies. This independent assessment will help identify strengths, potential gaps, and provide opportunities for program improvement. This analysis will ensure recruits receive a high-quality training program that reflects current policing practices and expectations.

ANALYSIS:

A Request for Proposals (RFP) was issued seeking consultants to complete a comprehensive evaluation of the BPS recruit class training program. The RFP requested a comparative analysis of other training programs and to outline areas where BPS training standards meet or exceed other areas as well as identify gaps or areas for improvement. The project consists of two (2) phases:

Planning, consultation, research and analysis

Report and recommendations

Five (5) submissions were received. The evaluation was undertaken by members of BPS and Procurement Services. The technical proposals were rated on the pre-established criteria of project understanding, relevant experience, detailed methodology, and project management. The financial proposals calculated the lowest price per technical point resulting in MNP rating the highest in the evaluation.

The project is anticipated to take 35 weeks, commencing upon award until approximately the end of April, 2027 at a cost of \$175,000 (net of GST).

LEGISLATIVE REQUIREMENTS:

As per the Tendering & Procurement Policy, Council approval is required when an expenditure is equal to or greater than \$50,000 and not identified in the current year's Financial Plan. Council approval is also required as this award will result in committing funds for the 2027 budget year in advance of 2027 budget approval.

STRATEGIC ALIGNMENT:

As per the Tendering & Procurement Policy, Council approval is required when an expenditure is equal to or greater than \$50,000 and not identified in the current year's Financial Plan. Council approval is also required as this award will result in committing funds for the 2027 budget year in advance of 2027 budget approval.

FINANCIAL IMPACT:

This project was not identified in the 2026 financial plan. Funding originally budgeted for recruit training have been re-allocated to accommodate this project.

Based on MNP's workplan, estimated costs for 2026 and 2027 are:

2026 - \$96,000

2027 - \$78,000

Of the \$192,078 budgeted for recruit training, \$107,000 is available towards this project for 2026. The 2027 budget will be prepared to include the \$78,000 required to complete the project.

The 2026 multi-year budget forecast had previously identified the requirement of \$71,000 as part of the recruit training program.

RISK ASSESSMENT:

The independent evaluation will validate our training standards and identify any gaps that may exist. The continuous delivery year over year of recruit training by BPS without an evaluation exposes BPS and by extension the City of Brandon to significant risk, including potential legal liability and reputational harm.

Policing is dynamic, and members are routinely required to respond to complex, high-risk situations. At any given time, a call for service could result in an inquest, civil proceedings, or independent investigations, including a human rights investigation. In such circumstances, the service must be able to demonstrate that its members received appropriate, current, and evidence-based training.

An independent evaluation will provide the police service with the credibility and objective evidence necessary to demonstrate that its training standards are robust, modern, and aligned with current policing requirements. It will also provide an opportunity to identify and address any deficiencies before they contribute to an adverse outcome.

CONCLUSION:

That the bid from MNP for consulting services for the evaluation of the Brandon Police Service recruit class

training program be accepted for the total bid price of \$175,000 (net of GST) be accepted; and
further that the funding requirements of \$78,000 be committed for the 2027 financial plan