

Contract Proposal for the Municipality of West Grey



ONTARIO PROVINCIAL POLICE

Presented on: January 18th, 2023
Presented by: Sgt Kelly Withrow
Insp Paul Richardson



Organizational Chart



Thomas Carrique

Commissioner

Office of the Commissioner

Adjudicator

Corporate Communications and Strategy Management Bureau

Office of Professionalism, Respect, Inclusion and Leadership

Corporate Services



Mary Silverthorn

Provincial Commander

- Business Management Bureau
- Career Development Bureau
- Fleet, Supply and Weapons Services Bureau
- Municipal Policing Bureau

Traffic Safety and Operational Support



Rose DiMarco

Deputy Commissioner

- Highway Safety Division
- Field Support Bureau
- Security Bureau
- Communications and Technology Services Bureau
- Indigenous Policing Bureau

Investigations and Organized Crime



Kari Dart

A/Deputy Commissioner

- Investigation and Support Bureau
- Organized Crime Enforcement Bureau
- Provincial Operations Intelligence Bureau
- Investigation and Enforcement Bureau (AGCO)
- Chief Firearms Office
- Project Support Centre

Field Operations



Chris Harkins

Deputy Commissioner

- Community Safety Services
- Central Region
- East Region
- North East Region
- North West Region
- West Region
- Healthy Workplace Team



2020-2022 STRATEGIC PLAN

Priorities and Commitments



OUR PEOPLE

A healthy and resilient OPP

We will strive to support all members in achieving their professional and personal best.

OUR WORK

A responsive and evolving OPP

We will empower our members to ensure the best possible policing services are delivered to Ontarians.

OUR COMMUNITIES

A collaborative and progressive OPP

We will partner and build relationships with a shared vision for safety and well-being.



The OPP is one of the largest deployed police services in North America

- **Over 8000** uniform, civilian, and auxiliary members
- **Over 1 million km²** of land and water patrolled
- **Over 130,000 km** of roadways patrolled
- **5** Provincial Communications Centres
- **13** Forensic Identification Units
- **158** detachment locations
- **4,700+** vehicles, including ATVs, snowmobiles, boats, etc.
- **329** out of **444** Ontario municipalities on a cost recovery basis

Source: 2020 OPP Annual Report



7.4 + Million

Frontline policing hours
performed across the
Province

513+
Thousand

charges laid under
Federal and Provincial
Statutes

890+
Thousand

Occurrences reported

OPP
In Numbers

2.1 + Million

calls received for all call
types (emergency, non-
urgent, administrative)

97.5%

of residents felt “very
safe/safe” in OPP-
policed communities

1 Million

of calls were dispatched to
officers



ONTARIO PROVINCIAL POLICE

OPP Service Delivery

General Headquarters

General Headquarters provides administrative, and operational support services to Regions and Detachments in the following areas:

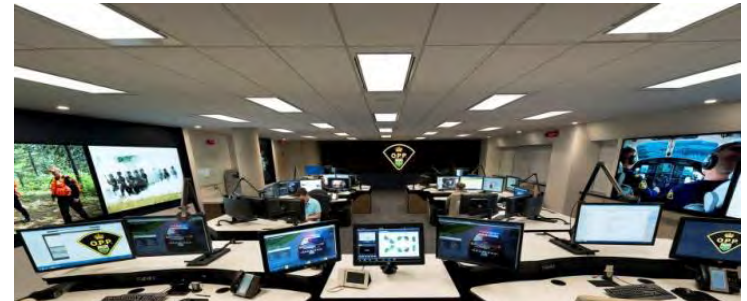


- Aviation/Flight Operations
- Criminal Investigation Services
- Child Exploitation
- Sex Offender Registry
- Hate Crimes/Extremism
- Illegal Gaming
- Intelligence
- Major Case Management
- Surveillance (Electronic & Physical)
- Tactics & Rescue (TRU)
- Threat Assessment
- Violent Crime Linkage Analysis
- Complaint Investigation
- Justice Officials and Dignitary Protection Services



Operational Support Services

- Provincial Operations Centre
- Emergency Response Teams
- Tactics & Rescue Units
- Underwater Search & Recovery Unit
- Incident Commanders
- Crisis Negotiators
- Canine Units
- Forensic and Identification Services



Administrative Support Services

The sharing of support services by a large number of municipalities and the province is a cost-effective way to meet the overall goal of having safe communities.

Examples: Economies of scale, consistency in processes, boundaries are eliminated, infrastructure assistance, ...

- Staffing & Recruitment
- Training
- Tendering & Purchasing
- Freedom of Information
- Policy Development & Maintenance
- Professional Standards, Ethics & Discipline
- Employee & Family Assistance Program
- Healthy Workplace Team



Regional Headquarters

- The Municipality of West Grey is located in OPP's West Region
- West Region Headquarters is located in London
- Chief Superintendent Dwight Thib is the Regional Commander

Regional Headquarters provides administrative, coordinating, and support services to its Detachments in the areas of:

- Criminal Investigation and Identification
- Media Services
- Community Policing
- Traffic & Marine
- Financial Management
- Communications (Dispatch)



Annual & Ongoing Training



- First Aid and CPR certification
- Judgmental scenarios - including mental health components
- De-escalation techniques
- Review changes in policy and law affecting frontline policing
- Review Ministry Directives changes
- Firearms & Conducted Energy Weapon (CEW) training
- Diversity and Inclusion



Adequate and Effective



- The *Police Services Act (PSA)* sets out the roles and responsibilities of municipalities with respect to the provision of policing services in Ontario and outlines the adequate and effective services that every police service shall meet.
- The OPP provides:
 - Crime prevention
 - Law enforcement
 - Assistance to victims of crime
 - Public order maintenance
 - Emergency response



Integrated Service Delivery

- Provides policing services to one or more municipalities
- Allows sharing of administration, supervisory and other resources
- Officers provide municipal and provincial policing duties

Benefits

- Enhanced flexibility in meeting fluctuating demand at a lower cost
- Economies of scale by sharing resources (people & equipment)
- Larger number of officers to draw on for major occurrences and emergencies (more effective response and reduced overtime)
- Coordinated policing strategies for multi-jurisdictional issues



Integrated Service Delivery

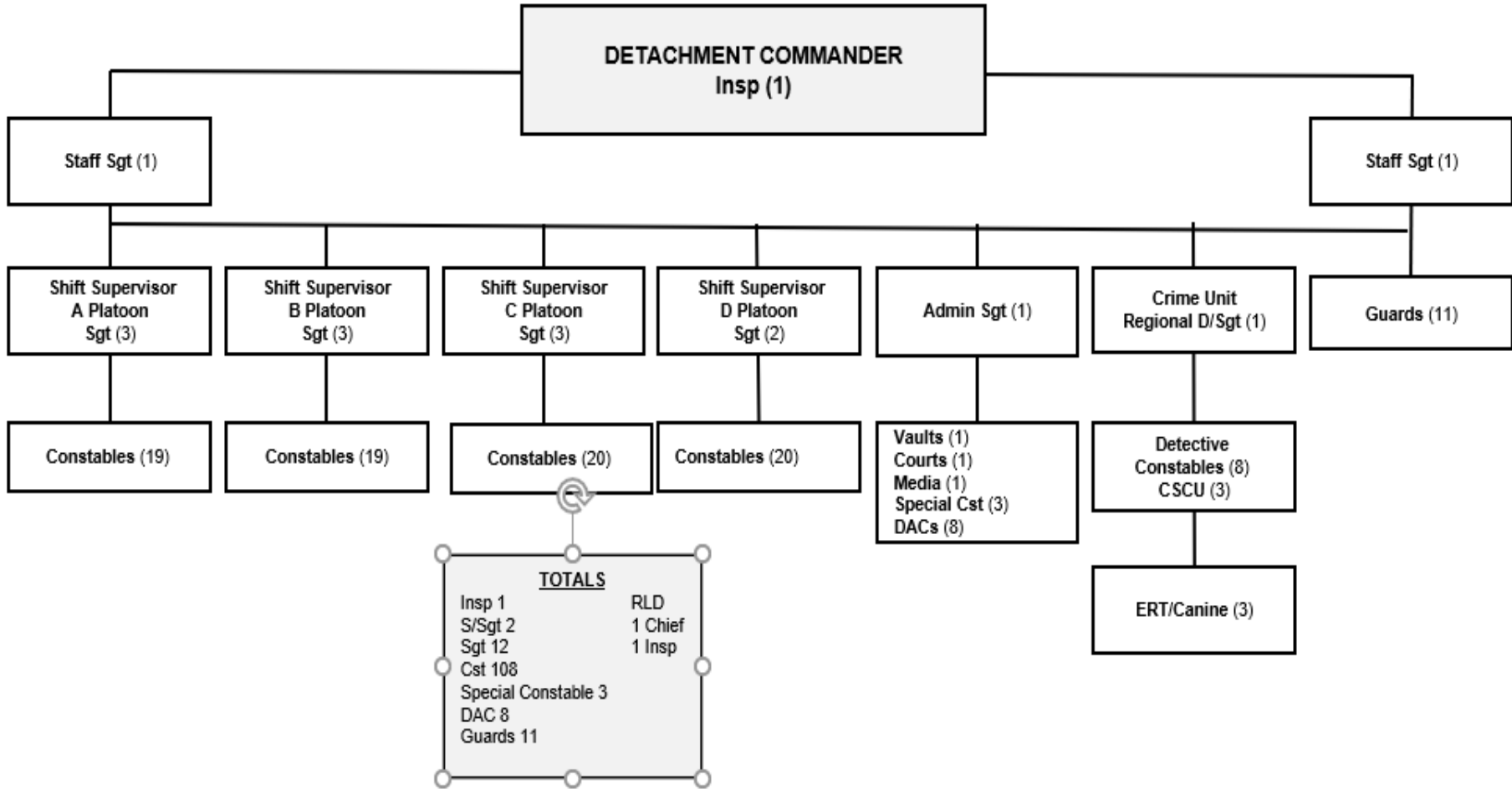




ONTARIO PROVINCIAL POLICE

Inspector Paul Richardson
Detachment Commander
Grey Bruce Detachment

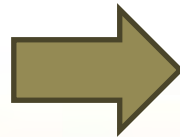
ORGANIZATIONAL CHART GREY BRUCE OPP



Detachment Response Structure

Current Zone Structure

1. Georgian Bluffs
2. Chatsworth
3. Meaford
4. Grey Highlands
5. Southgate
6. North/South Bruce Peninsula
7. Saugeen First Nation



Proposed Zone Structure

1. Georgian Bluffs
2. Chatsworth
3. Meaford
4. Grey Highlands
5. Southgate
6. North/South Bruce Peninsula
7. Saugeen First Nation
8. West Grey



Community Policing

- Community Policing is a fundamental principle under which all of our services are delivered.
- Ontario's Mobilization and Engagement Model of Community Policing forms part of all business planning.



Community Involvement at Grey Bruce Detachment

- School fundraising and educational programming
- Community safety and awareness presentations on scams, drugs, bullying and elder abuse
- Active participation at community events
- Lock It or Lose It campaigns
- Crime Prevention Through Environmental Design
- Displays and OPP recruitment at community events
- Leadership and participation in community wellness and mental health committees.



Standardized Public Reporting Tools



- PSB report was developed for Detachment Commanders in consultation with Police Services Boards to fulfill legislated responsibilities.
- CFS Billing Summary was developed to reflect the billable calls for services (occurrences in same groupings as municipal Annual Billing Statement)
- Addresses the Auditor General recommendation



Community Safety and Policing Act, 2019

On March 26, 2019, Ontario passed the *Comprehensive Ontario Police Services Act, 2019* (Bill 68) and established the *Community Safety and Policing Act, 2019* (CSPA, 2019).

- Once in-force, the CSPA, 2019 will replace the *Police Services Act* (1990).
- Police Services Board
- Contracts under Section 10 of the Police Services Act.



OPP Detachment Boards

- When the Community Safety and Policing Act, 2019 (CSPA) comes into force, the PSA will be repealed and the existing s. 10 boards will cease to exist.
- A transition from the s.10 boards to the new OPP detachment boards framework will be required.
- The CSPA, once in force, will require there to be one OPP detachment board, or more than one OPP detachment board if the regulations allow for it, for each detachment of the OPP that provides policing in a municipality or a First Nation community.



Contracts under section 10 of the Police Services Act

- Currently, municipalities are able to enter into an agreement with the Ministry for the provision of policing services by the Ontario Provincial Police under s.10 of the Police Services Act, 1990 (PSA).
- When the Community Safety and Policing Act, 2019 (CSPA) comes into force, the PSA will be repealed and all s.10 agreements will cease to exist.





ONTARIO PROVINCIAL POLICE

Municipal Policing Bureau
Proposal Information

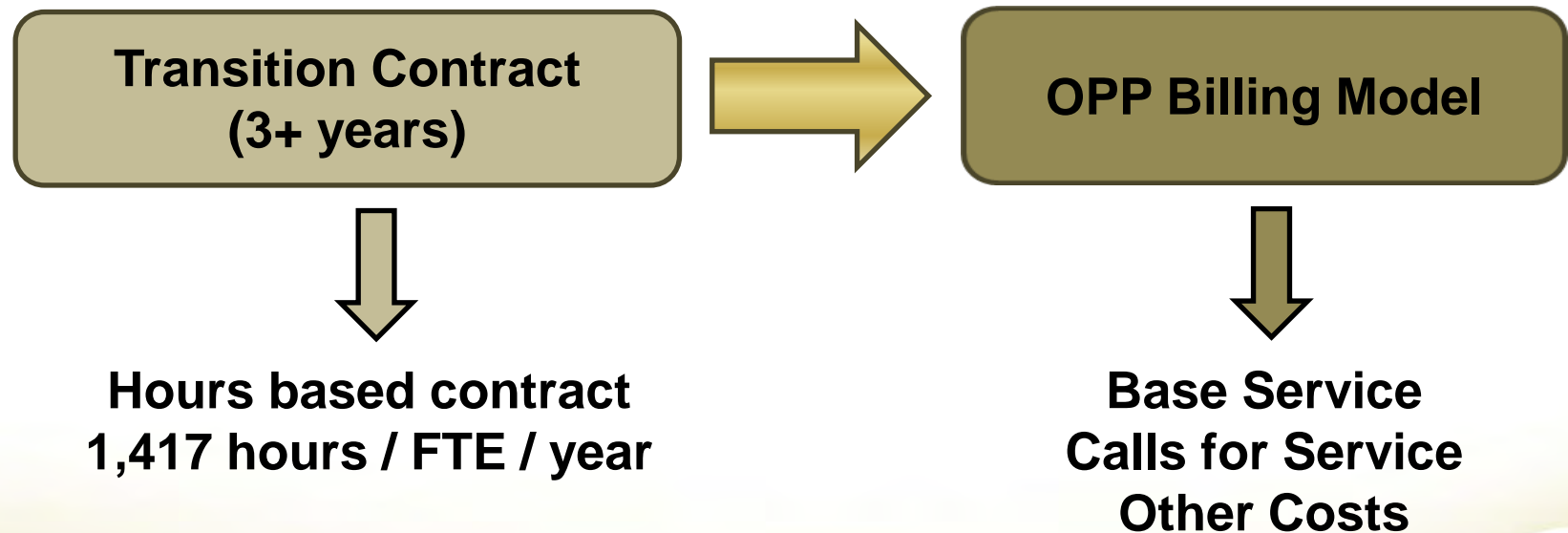
Why a Transition Contract?

1. Legislation: Ontario Regulation 267/14
2. Historical Daily Activity Report and Calls For Service Data
3. Ontario Civilian Police Commission (OCPC)



Transition Contract

During the initial Transition Contract, the Municipality of West Grey would enter into an agreement for a defined number of contractual hours of service as represented by uniform Full-Time Equivalent (FTE), and civilian FTEs. After 3+ years, the municipality will transition into the OPP Billing Model.



Proposed Amalgamated Staffing

Full Time Employee (FTE)	Grey Bruce OPP (A)	West Grey PS (B)	Combined FTEs (A+B)	Proposed Structure (C)	Financial Responsibility West Grey PS
Uniform Members					
Chief	0	1	1	0	0
Inspector	1	1	2	1	0.17 ¹
S/Sgt	2	0	2	2	0.34 ¹
Sgt	9	3	12	12	3
Constables	91	17	108	108	17
Part-time Constables		3	3	0	0
Subject to Review				2 ³	2 ³
Total Uniform FTE:	103 FT	22 FT / 3 PT	125 FT / 3 PT	125 FT	22.51
Civilian Members					
DAC	7	1	8	8	1
Court Officer (Admin)	2	1	3	3	1
Total Civilian	9	2	11	11	2
Total FTE	112 FT	24 FT / 3 PT	136 FT / 3 PT	136	24.51

1 The 0.17 FTE represents the Municipality of West Grey's portion of the entire integrated Detachment uniform FTE complement (22.51 out of 125). As such, the municipality will be responsible for 17% of the costs for the Inspector position. The .17 FTE Inspector represents the Municipality of West Grey's portion of the integrated Detachment Constable and Sergeant FTE complement, and .34 S/Sgt represents the Municipality's responsibility for 17% of the costs for the 2 S/Sgt positions.

2 WGPS Part-time Constables will not be considered for employment.

3 Chief and Inspector – ranks will be determined following the OPP Rank Level Determination process and positions will be added to the organizational chart appropriately. If either or both do not apply the FTEs will be converted to Constable positions.



Uniform & Civilian Salaries and Benefits

		Positions	\$/FTE	Total \$
Uniform Members	Note 1			
Inspector		0.17	168,322	28,615
Staff Sergeant		0.34	140,922	47,914
Sergeant		3.00	126,129	378,386
Constable		17.00	107,709	1,831,059
Uniform Position (Rank to be determined)	Note 2	2.00	107,709	215,419
Total Uniform Salaries		<u>22.51</u>		<u>2,501,392</u>
Overtime	Note 3			138,032
Statutory Holiday Payout			4,764	107,232
Shift Premiums	Note 4		1,111	24,445
Uniform Benefits - Inspector	Note 5		28.23%	8,078
Uniform Benefits - Full-Time Salaries	Note 5		31.57%	780,656
Total Uniform Salaries & Benefits				<u>3,559,835</u>
Detachment Civilian Members	Note 1			
Detachment Administrative Clerk	Full-time	1.00	67,806	67,806
Court Officer - Administration	Full-time	1.00	69,141	69,141
Total Detachment Civilian Salaries		<u>2.00</u>		<u>136,947</u>
Civilian Benefits - Full-Time Salaries	Note 5		32.15%	44,029
Total Detachment Civilian Salaries & Benefits				<u>180,976</u>



Support Costs - Salaries & Benefits

	\$/FTE	\$Total
Support Costs - Salaries and Benefits		
Communication Operators	6,698	150,772
Prisoner Guards	2,074	46,686
Operational Support	5,604	126,146
RHQ Municipal Support	2,713	61,070
Telephone Support	131	2,949
Office Automation Support	680	15,307
Mobile and Portable Radio Support	250	5,628
Total Support Staff Salaries and Benefits Costs		408,557
Total Salaries & Benefits		4,149,367



Other Direct Operating Expenditures (ODOE)

	\$/FTE	\$Total
Other Direct Operating Expenses		
Communication Centre	147	3,309
Operational Support	991	22,307
RHQ Municipal Support	122	2,746
Telephone	1,496	33,675
Mobile Radio Equipment Repairs & Maintenance	56	1,261
Office Automation - Uniform	2,282	51,368
Office Automation - Civilian	1,490	2,980
Vehicle Usage	6,461	145,446
Detachment Supplies & Equipment	406	9,139
Uniform & Equipment	2,105	47,384
Uniform & Equipment - Court Officer	921	921
Total Other Direct Operating Expenses		320,536
<i>Sub-total Estimated Gross Policing Costs</i>		4,469,903
Uniform & Equipment Year-One Adjustment	Note 6	(47,231)



OPP Equipment & Vehicle Initial Costs

<u>Uniform, equipment and vehicle</u>	<u>Quantity</u>	<u>Unit price</u>	<u>Total price</u>
Uniform and equipment - non-commissioned	22	\$ 4,564	\$ 100,418
Uniform and equipment - court officer	1	\$ 3,663	\$ 3,663
Use of force equipment and training - uniform members	22	\$ 2,016	\$ 44,352
Taser (includes cartridge, training and magazine)	11	\$ 2,428	\$ 26,708
Taser training	22	\$ 223	\$ 4,895
Non-firearms use of force equipment costs - court officer - 1 baton 16" & 1 set handcuffs	1	\$ 183	\$ 183
C8a2 close quarter battle carbine per vehicle	7	\$ 2,717	\$ 19,021
Handcuffs oversized	1	\$ 51	\$ 51
Handcuffs hinged	2	\$ 42	\$ 83
Leg irons	3	\$ 51	\$ 153
Chain waist belt	2	\$ 78	\$ 155
Patrol vehicle	7	\$ 45,796	\$ 320,572
OPP-01B APX2500 Mobile + Repeater w. DES-XL	7	\$ 16,215	\$ 113,506
OPP-10A APX8000 Portable	22	\$ 5,261	\$ 115,732
DragonEye technologies speed lidar handheld laser	1	\$ 2,695	\$ 2,695
Decatur G3 select dual antenna radar moving radar	3	\$ 2,702	\$ 8,105
Decatur Scout 2 stationary handheld radar	2	\$ 1,260	\$ 2,520
Dräger 6810 glc alcohol screening device	7	\$ 550	\$ 3,850
Total Uniform, Equipment and Vehicle Costs			\$ 766,662

ADDITIONAL COSTS:

The costs associated with required systems upgrades and other detachment related facility areas are NOT listed above. These expenditures will be invoiced separately.



OPP 2023 Annual Billing Statement Estimate

Total Uniform Salaries & Benefits	\$3,559,835
Total Detachment Civilian Salaries and Benefits	\$ 180,976
Support Staff Salaries & Benefits	\$ 408,557
Other Direct Operating Expenses	\$ 320,536
Uniform & Equipment (Year-One Adjustment)	\$ -47,231
Sub-total Estimated Annual Policing Costs	<u>\$4,469,903</u>
Initial Start-Up Costs (uniforms, vehicles, equipment)	\$ 766,662
Total Estimated Cost (Including Start-Up costs)	<u>\$5,189,334</u>



Facilities Review

- OPP conducted a Site Selection Overview, a Building Environmental Assessment and an Operational Overview of the current West Grey PS detachment.
- The 3 assessments did not meet OPP standards.
- The current building will not be utilized by the OPP.
- The Municipality will be required to identify a suitable alternative location/property where they could build a new detachment or retrofit an existing building.



Records Information Management (RIM)

- The OPP's RIM section will work collaboratively with the Municipality of West Grey and the West Grey Police Service to ensure records are amalgamated in accordance with applicable rules, policy and legislation.
- Goal is to identify ownership of each record (OPP or Municipality), then have liability and risk assigned with respect to the retention/storage and destruction of each record.



Other Financial Considerations

- Cost of maintaining the Police Services Board
- Any applicable costs associated to the storage of electronic and physical records
- Disposal of assets
- Severances for municipal employees in accordance with your collective agreements
- Pension divestment



Next Steps

- Review proposal and documentation
- Public Consultation
- Questions & Answers

If contract proposal accepted:

- By-law accepting proposal
- Information Session for amalgamating members
- OCPC brief and hearing re: disbandment
- Training
- Transition



Next Steps (Cont'd)

If contract proposal is declined:

- Notify OPP via a letter or email
- Process will be terminated
- We continue to have a great working relationship with the West Grey Police Service





Contact Information

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