

Contract Proposal for the City of Dryden



ONTARIO PROVINCIAL POLICE

Presented on: May 17, 2021
Presented by: Sgt Katherine Ross
Staff Sergeant Ed Chwastyk



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



Chuck Cox

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 8900** 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.
- **327** out of **444** Ontario municipalities on a cost recovery basis

Source: 2019 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 City of Dryden is located in OPP's North West Region
- North West Region Headquarters is located in Thunder Bay
- Chief Superintendent Bryan MacKillop 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

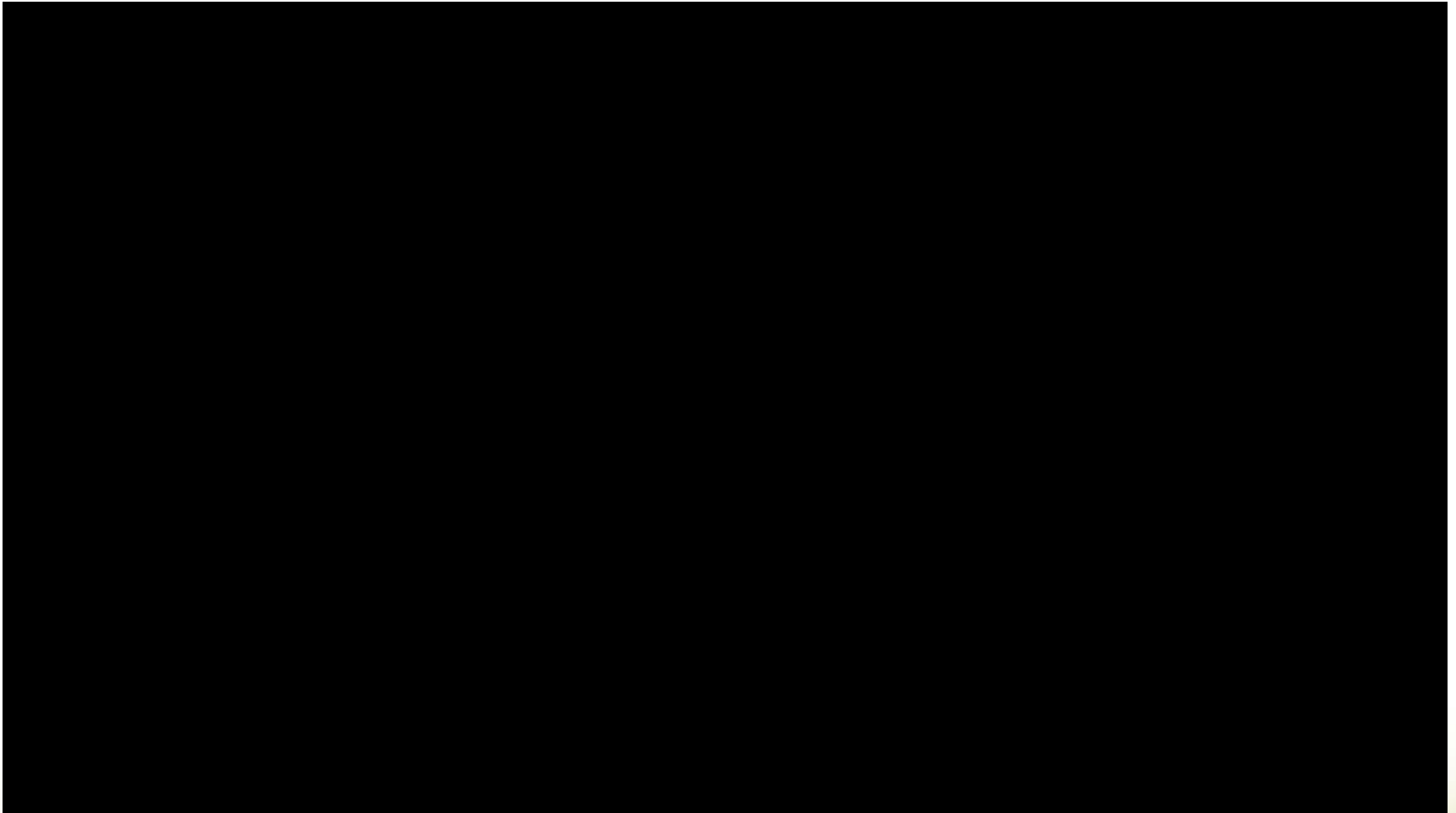
- Provides policing services to one or more municipalities
- Allows sharing of administration, supervisory and other resources
- Officers provide municipal and provincial policing duties

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

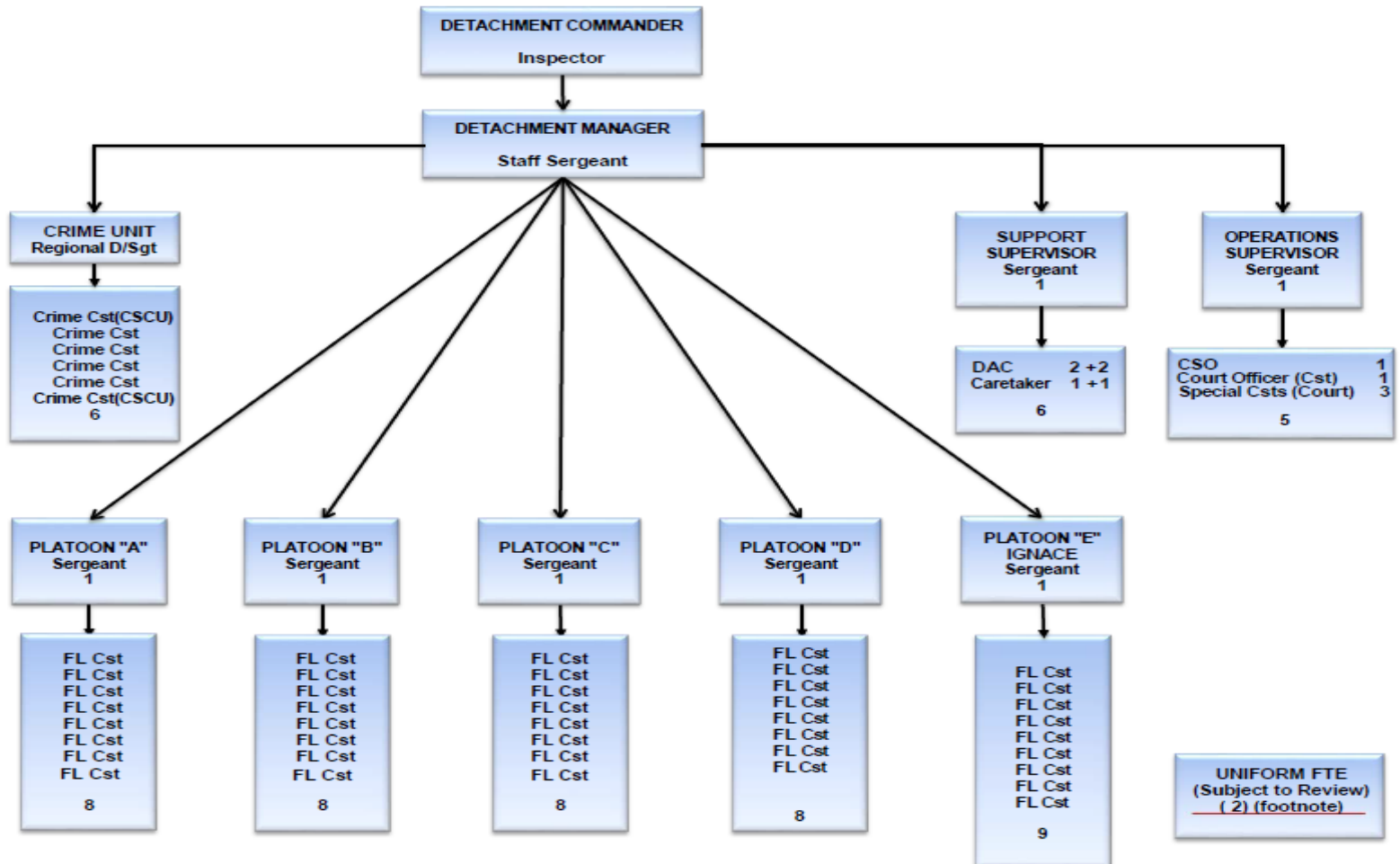




ONTARIO PROVINCIAL POLICE

Staff Sergeant Ed Chwastyk
Detachment Commander
Dryden Detachment

Proposed Integrated Detachment Organizational Chart Dryden Police Service/Dryden OPP Detachment



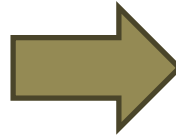
1 The Chief and Inspector will be subject to the Rank Level Determination Process. In the event that either or both the Chief and Inspector apply, and obtain a rank of Sergeant or above, Region/Detachment will be responsible to re-balance the number of personnel at those ranks as soon as practical in order to staff the front line platoons as specified in the proposed amalgamated organizational chart.

Detachment Response Structure

Current Zone Structure

(2 zones)

1. West of Hwy 603
2. East of Hwy 603



Proposed Zone Structure

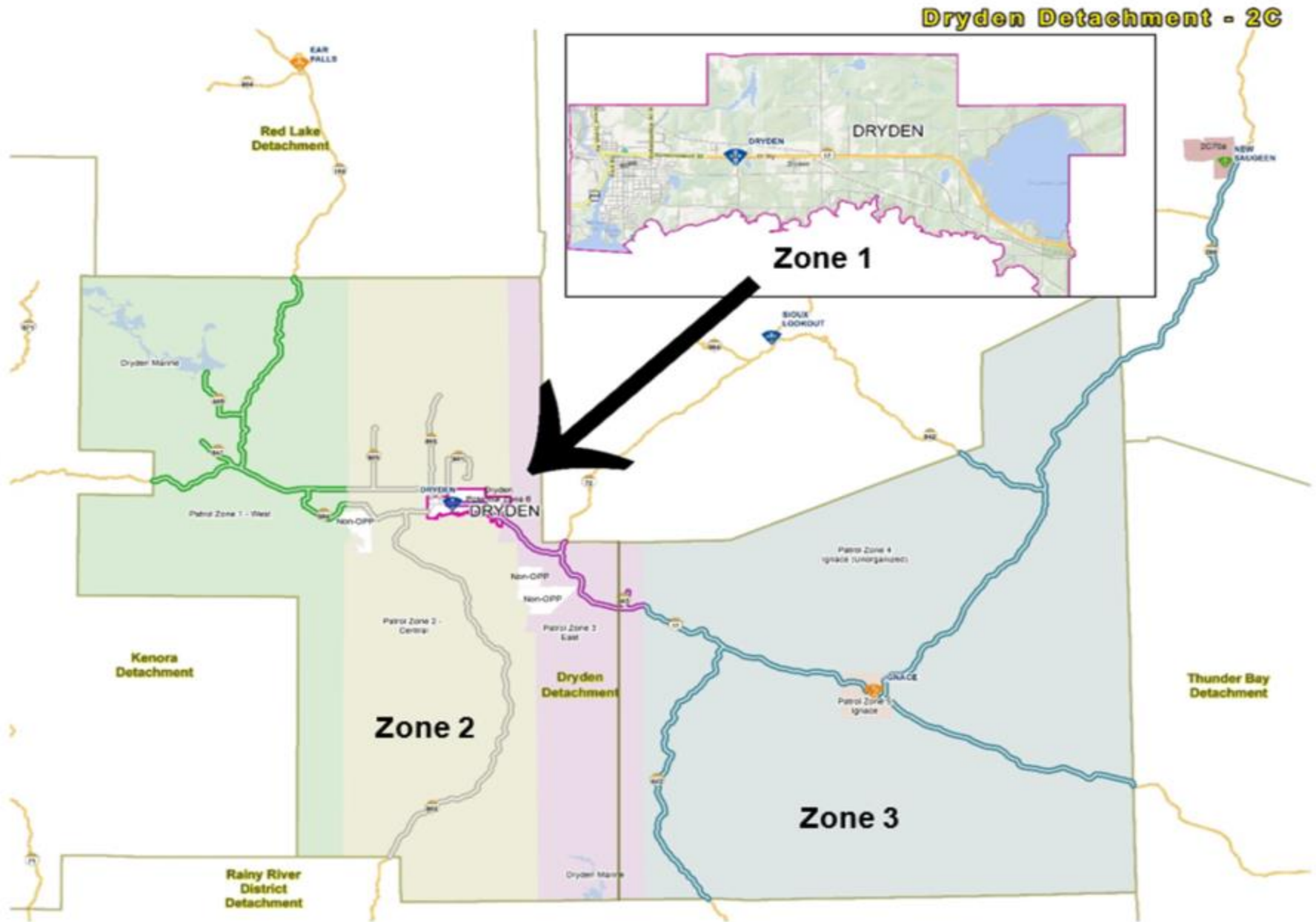
(3 zones)

1. Dryden
2. West of Hwy 603
3. East of Hwy 603

The City of Dryden would become Zone 1



Proposed Zone Structure



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 Dryden 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

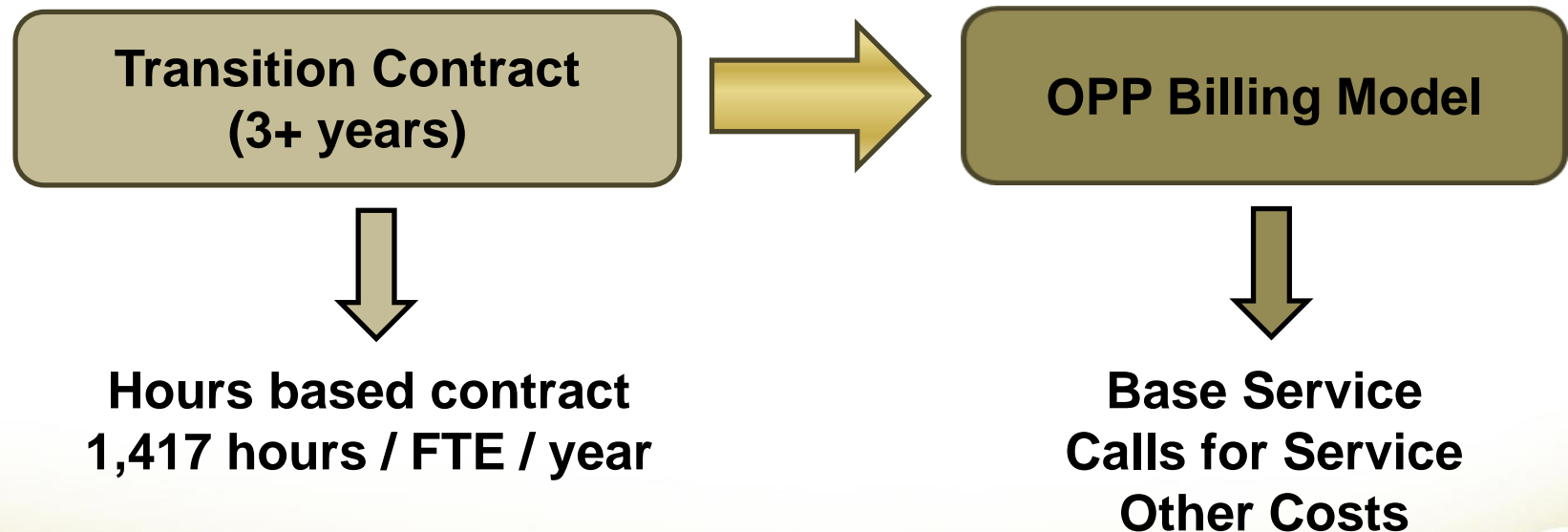
Why a Transition Contract?

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 City of Dryden 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

Position	Dryden Police Service	Dryden OPP	Proposed Structure	FTE's billed to Municipality
Chief	1	0	0	0
Inspector	1	0	1	0.44
Staff Sergeant	0	1	1	0.45
Sergeant	3	4	7*	3
Constables	15	27	49 (42+7**)	22 (15+7**)
Subject To Review	0	0	2***	2***
Total Uniform	20	32	60	27.89
Detach. Admin. Clerk	1	2	4	2
Civilian data entry	2	0	0	0
Court Security	2 P/T	0	2	2
Court Admin.	0	0	1	1
Caretaker	1 P/T	1.6	2.6	1
Total Civilian	3 F/T 3 P/T	3.6	9.6	6

* Dryden Detachment would consist of 5 platoon Sergeants, 1 Support and 1 Operations Sergeant

** 7 “net new” Constables positions are required due to workload

*** Chief and Inspector position are subject to review, billed as a Sergeant position until rank level determination process complete. If they do not apply or are not offered a position, these two positions will be removed.

Uniform & Civilian Salaries and Benefits

Salaries and Benefits

Uniform Members

	FTEs	\$/FTE	\$Total
Inspector	0.44	163,514	72,430
Staff Sergeant	0.45	136,731	61,040
Sergeant	3.00	122,479	367,438
Constable	22.00	104,552	2,300,141
Total Uniform Salaries	25.89		2,801,049
Overtime			151,537
Statutory Holiday Payout		3,873	100,281
Shift Premiums		1,033	25,821
Benefits			850,443
Total Uniform Salaries & Benefits			\$3,929,131

Detachment Civilian Members

Court Officer - Court Security	2.00	67,187	134,375
Court Officer - Administration	1.00	67,187	67,187
Detachment Administrative Clerk	2.00	66,104	132,208
Caretaker	1.00	57,240	57,240
Total Detachment Civilian Salaries	6.00		391,011
Civilian Benefits - Full-Time Salaries		29.53%	115,465
Total Detachment Civilian Salaries & Benefits			\$506,476



Support Staff Salaries & Benefits

	\$/FTE	\$Total
Support Costs - Salaries and Benefits		
Communication Operators	6,940	179,672
Prisoner Guards	1,853	47,973
Operational Support	5,129	132,787
RHQ Municipal Support	2,647	68,529
Telephone Support	120	3,107
Office Automation Support	673	17,423.56
Mobile and Portable Radio Support	264	6,835
Total Support Staff Salaries and Benefits Costs		\$456,326



Other Direct Operating Expenditures (ODOE)

Other Direct Operating Expenses	\$/FTE	\$Total
Communication Centre	165	4,272
Operational Support	742	19,210
RHQ Municipal Support	148	3,832
Telephone	1,456	37,695
Mobile Radio Equipment Repairs & Maintenance ...	39	1,010
Office Automation - Uniform	2,603	67,390
Office Automation - Civilian	1,803	5,409
Vehicle Usage	5,551	143,720
Detachment Supplies & Equipment	502	12,996
Accommodation	621	16,077
Uniform & Equipment	2,102	54,419
Uniform & Equipment - Court Officer	925	2,775
Total Other Direct Operating Expenses		\$ 368,805
Sub-total Estimated Gross Annual Policing Costs		\$ 5,260,738
Uniform & Equipment Year-One Adjustment		(55,325)



OPP Equipment & Vehicle Initial Costs

Uniform, Equipment and Vehicle (see Note)

	<u>Quantity</u>	<u>Unit price</u>	<u>Total price</u>
Uniform and equipment - non-commissioned	25	\$ 4,281	\$ 107,032
Uniform and equipment - court officer	3	\$ 3,489	\$ 10,467
Uniform and equipment - civilian caretaker	1	\$ 716	\$ 716
Use of force equipment and training - uniform members	25	\$ 1,999	\$ 49,963
Taser (includes cartridge, training and magazine)	13	\$ 2,217	\$ 28,824
Taser training	25	\$ 283	\$ 7,083
Non-firearms use of force equipment costs - court officer - 1 baton 26 & 1 set handcuffs	3	\$ 186	\$ 558
C8a2 close quarter battle carbine per vehicle	8	\$ 2,185	\$ 17,480
Patrol vehicle	8	\$ 43,490	\$ 347,920
Mobile radio package opp-2 with repeater incl. initial installation	8	\$ 13,101	\$ 104,808
Portable radio	25	\$ 863	\$ 21,575
Decatur genesis ii select dual antenna radar moving radar	2	\$ 3,051	\$ 6,102
Kustom falcon hr stationary handheld radar	3	\$ 1,285	\$ 3,854
Dräger 6810 glc alcohol screening device	8	\$ 549	\$ 4,392
Total Uniform, Equipment and Vehicle Costs (see Note)			\$ 710,775

Note - costs do not include initial costs for two uniform officers subject to rank level determination, see separate schedule, *OPP Initial Costs - Two Uniform Officers (Subject to Rank Level Determination)*.



Proposed OPP Policing Expenses for 2021

Total Uniform Salaries & Benefits	\$3,929,131
Total Detachment Civilian Salaries and Benefits	\$ 506,476
Support Staff Salaries & Benefits	\$ 456,326
Other Direct Operating Expenses	\$ 368,805
Uniform & Equipment (Year-One Adjustment)	\$ -55,325
Sub-total Estimated Annual Policing Costs	<u>\$5,205,413</u>
Initial Start-Up Costs (uniforms, vehicles, equipment)	\$ 710,775
Total Estimated Cost (Including Start-Up costs)	<u>\$5,916,188</u>
Two Uniform Officers (subject to RLD)	\$ 486,471
Total Estimated Cost including Officers RLD	\$6,402,659

(Proposal valid for 6 months from presentation date)



Provision of Facilities

- Policing services for the City of Dryden, as well as the remainder of the Dryden OPP Detachment area, will be provided from the Dryden OPP Detachment (located in Dryden).



Facilities Con't

- Assessment of the current facilities has been conducted
- The Dryden PS facility was deemed not suitable citing several Site Selection Criteria within the OPP Facilities Guidelines that were not met.
- OPP will realign the current staffing and accommodation structure within the existing Dryden OPP detachment
- An upgrade to the existing facility will be required prior to the amalgamation at an estimated cost between \$325,000 - \$400,000 that will be the responsibility of the municipality.
- The amalgamation will take place once the facility is operationally ready



Dryden OPP Detachment requirements

- Interior building renovations/reconfigurations
- Additional Program equipment
- Exterior storage buildings & compound
- Additional furniture, appliances, storage cabinets/shelving and millwork



Records Information Management (RIM)

- The OPP's RIM section will work collaboratively with the City of Dryden and the Dryden 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 Dryden Police Service





Contact Information

OPP Municipal Policing Bureau (705) 329-6200

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Sgt. Kelly Withrow (MPB Specialist) (705) 345-4071

