

MUNICIPALITY OF LEAMINGTON

ADDENDUM



**TO COUNCIL AGENDA
MONDAY, NOVEMBER 9, 2009
COMMENCING AT 7:00 P.M.
IN THE COUNCIL CHAMBERS**

ITEMS FOR CONSIDERATION:

1. Minutes of the Public Meeting held Thursday, November 5, 2009 at 2:00 p.m. re: Provision of Policing
Pages 2-9
2. Minutes of the Public Meeting held Thursday, November 5, 2009 at 7:00 p.m. re: Provision of Policing
Pages 10-17
3. Report CAO 18/09 dated November 6, 2009 re: Provision of Police Services - Final Report
Pages 18-20

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MUNICIPALITY OF LEAMINGTON

**MINUTES - PUBLIC MEETING
PROVISION OF POLICE SERVICES**

**HELD THURSDAY, NOVEMBER 5, 2009 AT 2:00 P.M.
IN THE COUNCIL CHAMBERS**

MEMBERS PRESENT: Mayor Adams
Deputy Mayor Schmidt
Councillors: Atkin, Derbyshire, Enns, Paterson

MEMBERS ABSENT: Councillor Hilda MacDonald

STAFF PRESENT: Bill Marck, Chief Administrative Officer
Brian Sweet, Director of Corporate Services
Cheryl Horrobin, Director of Finance & Business Services
Doug Morrish, Director of Development Services
Kelly Armstrong, Corporate Services

OTHERS PRESENT: Dean Gow, Police Chief
Inspector Michael Mackinnon, Leamington Police Services
Carl Butler, Sergeant, Contract Policing, FNCP Bureau, Western
Region, OPP
Lorne Thompson, Sergeant, OPP
Rod Case, Staff Sergeant, Contract Policing, First Nations & Contract
Policing Bureau, OPP
Inspector Rick Derus, OPP Essex Detachment
Members of the Leamington Police Association

DISCLOSURES OF PECUNIARY INTEREST: None

DELEGATIONS: None

Mayor Adams welcomed those in attendance and explained the purpose of the meeting was to receive input with respect to the provisions of police services within the Municipality. The Mayor noted this is a difficult decision Council will have to make. He further noted that from comments he has received, 50% of residents are in favour of obtaining the policing services of the Ontario Provincial Police and 50% of residents are against it. He urged residents to voice their opinion to assist Council in the decision making process.

Public Meeting - Provision of Police Services

Bill Marck, Chief Administrative Officer explained that Leamington Council during their strategic planning sessions requested a review of the provisions of policing within the Municipality. He noted that during budget deliberations, administration was requested to provide an information report in regard to the cost of policing in Leamington and examples of police service models in Ontario. Council received a presentation from the Ontario Provincial Police (OPP) and Leamington Police Services with respect to contract policing. A subsequent public meeting was held to receive input with respect to the terms of reference to provide police services. The terms of reference were forwarded to the OPP after which they submitted a contract police proposal to Council which outlined two (2) options. Following receipt of the proposal, Council requested administration develop a financial analysis of the OPP proposals in comparison with Leamington Police Services. The Director of Finance and Business Services prepared a financial analysis which reviewed two (2) options provided by the OPP. The first option (referred to as Option 1) would include leaving the police station open 24 hours a day 7 days of week and would result in an estimated annual cost savings of \$642,000. The second option (referred to as Option 2) would include the police station being open during regular business hours (Monday to Friday 8:00 a.m. to 4:00 p.m.) and would result in an estimated annual cost savings of \$996,260. The Chief Administrative Officer advised the financial analysis was reviewed by Council wherein they requested public meetings be held to receive public input with respect to the provisions of police services in Leamington. He noted a second meeting would be held in the evening at 7:00 p.m. in the auditorium at the Cardinal Carter Catholic Secondary School and urged the public to attend.

The Mayor opened the floor for comments.

Linda Ware, employee with Leamington Police Services and Civilian Representative with the Leamington Police Association explained that Leamington Police Services currently employs 13 civilian dispatch positions and questioned if the OPP would be willing to offer positions to those employees and/or whether severance packages for those positions have been considered in the cost analysis. Brian Sweet, Director of Corporate Services replied that it was premature to answer the question about future employment. He explained the cost analysis for Option 2 was developed on the basis that all the dispatcher positions would be terminated. That was done to provide Council with a worst case scenario. It did not mean that there would be no further discussion about this issue if Council decided to enter into a contract with the OPP.

Charles Chevalier, County Road 8 advised he is a Lakeshore resident who farms in Leamington. He stated his opposition for Leamington obtaining police services from the OPP advising he has experienced harassment from an OPP officer while operating his farm vehicle on the road. He further noted that he experienced a break-in at his residence and was able to obtain a license plate number and description of the assailants and their vehicle which he forwarded to the OPP; however, the OPP were unable to make an arrest. Mr. Chevalier commended the Leamington Police force noting that the cost savings is insignificant in relation to the level of service they provide.

Mayor Adams questioned the policy the OPP have with respect to farm vehicles. Inspector Rick Derus, O.P.P. Essex Detachment explained that officers have the ability to stop any motorized vehicle wherever they see fit. Mr. Chevalier explained that he does not have a problem with being stopped by the OPP while operating his vehicle he just does not like the questions they ask.

Public Meeting - Provision of Police Services

Doug Scaddan, 16 Wellington Street, advised the decision Council will have to make with respect to who will provide police services for the Municipality is a major decision that will impact the municipality for a number of years to come. He noted that if residents are more comfortable with having a municipal police force than he would request that Council retain the services of the Leamington Police. Mr. Scaddan commended the Leamington Police noting they provide police escorts for funeral processions at no cost unlike the OPP. He noted that there are pros and cons in regard to each police force but urged Council to not only consider economics when making a decision but consider the sense of community a municipal police force provides.

Bill Thomas, 688 Point Pelee Drive, advised he has been a resident of Leamington for 27 years. He noted that there is an upcoming G8 summit in Toronto to be held June of 2010 that will require police officers from all over Ontario. He expressed concerns that if OPP policing is obtained, officers will be sent to police the event and that could reduce the number of police available in the municipality during that time.

Carl Butler, Sergeant, Contract Policing, FNCP Bureau, Western Region, O.P.P, explained the G8 Summit is a large event that will require a vast number of officers from municipal, regional and OPP police forces across the Province. He noted that the OPP Detachment Commander determines how many officers will be sent to the event and insured that policing in Leamington would not suffer in order to accommodate a special event.

Mr. Thomas suggested that should Council decide to obtain the services of OPP, that Option 1 be chosen. He noted it is vital that the police office remain open 24 hours a day 7 days a week. He further noted that Leamington should keep their dispatching service as London dispatchers are likely unfamiliar with the area which could be reflective in response times. He questioned if Council has considered the costs to return to a municipal police force if they are unhappy at the end of the five (5) year contract with the OPP.

Allan King, 348 Robson Road, questioned if Council chooses Option 2 and the police station is closed from 4:00 p.m. to 8:00 a.m. and not open on week-ends whether police officers will be responsible for transferring prisoners and therefore be unavailable to patrol the streets.

Inspector Derus noted that prisoner guards have been included in the OPP contract proposal. He noted that prisoners guards would hold the prisoners at the Leamington Police station until released or transferred to Windsor if required and therefore would not detract from the level of service being provided.

Mr. King questioned if dispatching for Fire Services was considered in the financial analysis. Mr. Sweet advised that dispatching for fire was considered and that was estimated at \$47,500 per year.

Mr. King questioned whether Council talked to any members of Councils and/or residents of Kingsville or Essex regarding their experience with OPP policing. Deputy Mayor Schmidt advised he had spoken with Councillors and members of police services boards who are satisfied with the service being provided by the OPP. Councillor Enns advised he has spoken with residents in Essex and Harrow who are pleased with OPP policing.

Madeline Naeyaert, 81 Marlborough Street West, expressed her satisfaction with the Leamington Police force commending them on their response times. She stated her concern with respect to utilizing London dispatching services and having new police officers that are unfamiliar with the area.

Public Meeting - Provision of Police Services

Mayor Adams advised that all Leamington Police Officers will be employed with the OPP and must remain in the Leamington area for a period of three years. Inspector Derus added that the OPP does not regularly transfer officers; however explained that after the three year period officers may choose to transfer for promotion opportunities.

Chris Chopchik, 45 Regatta Drive, stated that you get what you pay for and noted she is very proud of the Leamington Police Service. She advised that she is familiar with the officers noting there is comfort in familiarity. She stated her concern with respect to response time and noted she would like to retain the municipal police force.

Lloyd Brown-John, Kingsville resident, stated that he resides in Kingsville and since the Town of Kingsville retained the services of the OPP he had not seen any police cars patrolling his street. He advised that the concept of community is important and urged Council to pay attention to the importance of community based services.

Murray Cascadden, 26 Cheyenne Court, indicated he is a retired firefighter and noted that while on duty he could always depend on the Leamington Police Services for traffic control or any services required. He further questioned if the OPP will have a Police Services Board.

Inspector Derus advised that if the Fire Department requires police assistance it would be provided.

Deputy Mayor Schmidt advised that the OPP would have a Police Services Board.

Dennis Davie, Leamington resident, requested clarification with respect to the commodity tax outlined in the financial analysis.

Cheryl Horrobin, Director of Finance and Business Services explained that in completing the financial analysis she attempted to take everything into consideration. She advised that on July 1, 2010 Harmonized Sales Tax (HST) will be implemented and the implications of the tax are not known. She further advised that it is unknown whether any potential rebates of HST will be returned to the Municipality and for the interest of full disclosure included HST as an item for consideration.

John Tiessen, expressed his concern with respect to the current duplication of services. He advised that he observes Leamington Police and the OPP officers on Highway 77 and Highway 3. He questioned who is responsible for policing Provincial Highways.

Dean Gow, Police Chief advised that Leamington Police are responsible for policing the entire municipality including the houses along Highway 77 and the OPP is responsible for policing provincial highways i.e. motor vehicle accidents, speeding, etc.. He assured Mr. Tiessen that services are not duplicated and noted that in the event of a motor vehicle accident on Highway 77 or Highway 3, Leamington Police may attend the site to hold the scene until the OPP can attend. He further noted that residents may observe Leamington Police on provincial highways as they may use the highways to get to their destination.

Mr. Tiessen questioned if someone sues the OPP, would the OPP be liable or could the Municipality also be sued. Inspector Derus explained that anyone can be included in a law suit.

Mr. Tiessen indicated he would like Council to obtain the services of OPP so that services can be streamlined with surrounding municipalities and cost saving can be realized.

Public Meeting - Provision of Police Services

Jim Samson, 43 Cherokee Lane, advised he has lived in the Municipality for over 30 years and commended the Leamington Police Service noting they always respond in a timely manner and are very helpful. He urged Council to retain the services of the Leamington Police.

Al Simpson, 1412 Mersea Road 5 advised he is in favour of OPP policing due to the cost savings. He noted that the money saved could be spent on paving roads and failing infrastructure. He suggested that the OPP is more in touch with provincial and national crimes and offer specialized services. He further noted that the OPP provide auxiliary officers who could assist during parades and festivals which would be beneficial to the Municipality.

Roger Beaupre, 99 Robson Road, expressed his opposition with respect to Leamington obtaining the services of the OPP. He wondered why Council was considering the OPP when everyone was satisfied with the service that is in place.

Todd Bell, Leamington Police Officer and Secretary of Leamington Police Association, questioned if the OPP was considering a reduction in service personnel as there are currently 43 Leamington Police Officers and only 38.94 positions are included in the OPP policing proposal. He further questioned if the reduction of service personnel would have to be reviewed by the Ontario Civilian Commission on Police Services (OCCPS).

Rod Case, Staff Sergeant, Contract Policing, First Nations & Contract Policing Bureau, OPP, explained there would be no decrease in front line officers. The decreased number is the result of the elimination of senior administrative positions. It was noted that Leamington Police Services hired an additional police officer after the contract proposal was completed. Mr. Case further explained that if Council decides to retain the services of OPP, the contract would be reviewed by OCCPS who would determine if the number of officers would be sufficient for policing the community.

Wayne Wharram, 21 Talbot Street West, advised he is the owner of a jewellery store in the Municipality and expressed his concern in regard to response times.

Inspector Derus advised that response times would be identical as the staff complement would not be decreased. He explained there would be six (6) patrol officers and one (1) patrol sergeant on duty.

Mr. Wharram questioned if response times would be affected due to a change in officers. Inspector Derus explained the same officers currently employed with Leamington Police Services would be OPP officers and therefore are familiar with the area.

Charlie Wright, 69 Alderton Street, stated he is in favour of keeping the current municipal police force. Mr. Wright inquired on severance packages for senior officers and whether it had been worked into the cost analysis. Mr. Sweet explained that payouts are included on Appendix F of the financial analysis report.

Mr. Wright questioned if Council would have the same level of input on an OPP Police Services Board. Deputy Mayor Schmidt explained that Police Services Boards are mandatory and Council representatives who serve on the Board will be able to provide input. He noted that the OPP Police Services Board do not deal with Human Resource issues or contract negotiations.

Mr. Wright questioned if Council choose Option 2 and the station is closed after 4:00 p.m. and on week-ends what do people who walk into the police department who require assistance do.

Public Meeting - Provision of Police Services

Inspector Derus advised that under Option 1 the office will be open 24 hours a day 7 days a week and a civilian staff would be available to answer inquiries for walk-ins. Under Option 2 there will be a phone available at the office that will be directed to London dispatching who in turn will send an officer to the station.

Mr. Wright advised that in his opinion Option 2 is unacceptable.

Chief Gow advised that currently an officer is not assigned to be in the police station 24 hours a day. There is 24 hour dispatching service at the office so someone is always available for walk-ins.

Mr. Wright stated his concern in regard to a frequent turnover of police officers. Inspector Derus advised that the current police officers will enter into a three (3) year contract with the OPP after which they may choose to leave the municipality for promotion opportunities.

Mr. Wright questioned the current hiring process. Deputy Mayor Schmidt advised that currently the hiring process is undertaken by the Chief and senior officers. He noted that applicants must meet physical requirements and pass psychological tests. He advised that the Leamington Police Services Board prefer if a Leamington resident is hired if they meet necessary requirements.

Mr. Wright commended Council for looking at all aspects of services provided in the community.

Jan Countess, 29 Regatta Drive, advised she is proud of the Leamington Police and the level of service they provide. She questioned how much of a percentage is \$642,000 of the total municipal budget. Ms. Horrobin advised that \$642,000 for Option 1 is an annual estimated savings.

Ms. Countess advised it is important to retain the municipal police force in order to maintain a level of control and maintain the sense of community a municipal police force provides. She suggested the decision be determined by a referendum.

Constable Ed Morocco, of the Leamington Police Service requested clarification in regard to the Mayors comments that 50% of residents are for obtaining the services of the OPP and 50% are against it. The Mayor explained that based upon the people he has talked to, he has found the residents are divided in their decision with respect to OPP.

Constable Leigh Comartin, Leamington Police Services advised he has been a police officer in Leamington for 22 years noting Council's decision whether will affect alot of people for a number of years to come. He stated that he has not been asked by Council or administration whether he is opposed to the OPP contract. He advised he has worked together with the OPP on various issues for a number of years noting they are a great force. He further noted that the he is proud to serve as an officer in the Municipality but would also be proud to serve with the OPP.

Ms. Countess advised that since policing is such an important issue that a referendum be conducted. She questioned the referendum process. Mr. Sweet advised that he will review the process in the Municipal Act and have the information available during the evening meeting.

Chief Gow advised he provided an e-mail to Council for their information detailing the number of incidents that have been created as a result of a member of the public attending the police station to report an incident or request police services. He advised that there is a method in the records management system that determines the number of walk-ins that attend the police station after hours and on week-ends. Chief Gow advised that in 2008 there were 555 incidents created in the system for people attending the police station after 4:00 p.m. and before 8:00 a.m. and on week-ends and holidays. He further noted there were 386 walk-in incidents in 2009 between January and September.

Public Meeting - Provision of Police Services

Mayor Adams advised that a large drug bust was undertaken in Leamington recently and questioned if the municipality is charged when assistance is provided by the OPP. Chief Gow advised that it was a joint forces operation that covered Kingsville, Essex and Leamington. He noted that both police forces pooled their resources together and that there would be no additional cost charged to the municipality by the OPP.

Brian Higgins, questioned when decision would be made by Council. Mayor Adams explained that the the proposal submitted by the OPP expires after six months therefore Council would have to make a decision prior to November 25, 2009.

Phil Larade, 65 Anfred Street, advised he is a member of ECHO (Every Child Has Obstacles) whose main concern is the drug use amongst area teenagers. He advised that he has had a good working relationship with Police Chief Gow and Constable Kevin O'Neil. He advised they have always been available for discussions and questioned if the OPP would be as open and accessible.

Inspector Derus advised the OPP would offer an open door policy and would be available for community discussions. He further advised that as part of an integrated structure, two (2) Provincial Officers would be available to deal with street level crime (i.e. drugs sold at school and on the street). He further noted a staff sergeant would be available five (5) days a week and a contract manager who is there from 8:00 a.m. to 4:00 p.m. as well as a 30 member specialized crime unit who has the ability to write warrants. Inspector Derus advised that the OPP runs a website www.essexcountyopp.com which offers residents an opportunity to provide feedback on any issues facing community safety in the community. He advised that he personally responds to all inquiries and e-mails sent through the website.

Mr. Larade advised that Leamington currently employs a Community Officer who attends local schools and questioned if this position will be retained by the OPP. Mr. Derus advised that a Community Officer position is included in the OPP contract proposal.

Councillor Paterson requested clarification in regard to the police services usage credit outlined in the OPP proposal and questioned if a cheque would be received each year.

Sergeant Case explained that a PSU (Police Service Usage) credit is used as compensation when an officer is taken out of any detachment to deal with a major policing event. He explained that a PSU is not issued when an officer calls in sick or is on vacation. He further noted that the amount or credit of the PSU is not determined until the end of each year.

Councillor Paterson expressed concern with the loss of administrative staff as currently officers dictate their incident reports and forward them to administrative staff to be typed. He questioned if administrative support is not available would officers be tied up in the office completing reports and therefore not patrolling the streets. Inspector Derus advised that under Option 1 civilian staff will be available to assist with incident reports. Under Option 2 officers would have to complete a limited amount of data entry.

Councillor Paterson advised that in his opinion Option 2 is unacceptable. Inspector Derus indicated Option 2 is used across the Province without incident.

Councillor Atkin questioned the number of officers, currently 43, being reduced to 39 and if the proposal will affect front line officers. Inspector Derus advised there will be the same number of front line officers. The reduction is in senior level administrative staff.

Public Meeting - Provision of Police Services

Councillor Atkin advised it is important to hear the opinion of community and urged residents to attend the evening public meeting.

Councillor Derbyshire advised he has been a Leamington resident for 77 years and commended the Leamington police force on their efforts in making Leamington a safe community.

Deputy Mayor Schmidt commended the Leamington Police force noting that it will be an extremely difficult decision that Council will have to make. He noted that it is difficult to eliminate a Chief and Deputy Chief position and provide the same level of service. He commended the dispatching service noting that they are familiar with the people, streets and officers which is reflective in response times. He expressed concern that the OPP has not provided response times in their proposal and noted that if dispatching is provided from London he disputes that response times will remain the same. He indicated that the OPP offer a number of specialty policing services which would benefit the community. However, the OPP operates on a regional basis and meets standards on a regional level where Leamington Police operates at a local level and meets locally set standards.

Councillor Enns advised that it is a very difficult decision that Council will have to make. He noted that a municipal police force is costly but does offer a level of comfort to the community. He advised that complaints have been received from residents that the cost of a municipal police force is too high which is why Council chose to undertake a review of the provisions of police services. He noted that if a decision is not made prior to the November 25, 2009 deadline another costing may have to be undertaken by the OPP which would be costly. He urged the public to attend the evening public meeting.

Mayor Adams thanked the OPP, Leamington Police Services and residents for attending the meeting and providing comments. The Mayor reminded those in attendance that a second public meeting would be held at 7:00 p.m. in the auditorium at Cardinal Carter Secondary School and urged the public to attend the meeting and provide their input

Meeting adjourned at 4:10 p.m.

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MUNICIPALITY OF LEAMINGTON

MINUTES - PUBLIC MEETING

PROVISION OF POLICE SERVICES

**HELD THURSDAY, NOVEMBER 5, 2009 AT 7:00 P.M.
IN THE CARDINAL CARTER SECONDARY SCHOOL AUDITORIUM**

MEMBERS PRESENT: Mayor Adams
Deputy Mayor Schmidt
Councillors: Atkin, Enns, MacDonald, Paterson

MEMBERS ABSENT: Councillor Derbyshire

STAFF PRESENT: Bill Marck, Chief Administrative Officer
Brian Sweet, Director of Corporate Services
Cheryl Horrobin, Director of Finance and Business Services
Jennifer Bavetta, Corporate Assistant

ALSO PRESENT: Dean Gow, Police Chief
Reg Campbell, Deputy Police Chief
Mike MacKinnon, Inspector
Carl Butler, Sergeant/Analyst, Contract Policing Bureau, Ontario Provincial Police
Rick Derus, Detachment Commander for the Essex Detachment
Members of the Leamington Police Association
Other Ontario Provincial Police Officers

Bill Marck, Chief Administrative Officer, reviewed the process to date with regard to a costing from the Ontario Provincial Police (OPP) for provision of police service within the municipality. He noted as a part of the process, Public Meetings were scheduled in order to receive input and provide answers to any inquiries the public may have. Mr. Marck noted representatives of the Leamington Police Service and the OPP were in attendance to provide any information residents may require.

Mayor Adams introduced Inspector Carl Butler, Sergeant/Analyst, Contract Policing Bureau, Ontario Provincial Police and Rick Derus, Detachment Commander for the Essex Detachment, noting the municipality requested a costing from the OPP and that they did not approach the municipality to take over the service.

Mayor Adams noted another Public Meeting was held at 2:00 p.m., and asked that those who spoke at that meeting allow others to speak first.

Pamela Evans, Robinson Street, inquired whether the municipality can revert back to a municipal service if it decides it does not wish to continue with a contract with the OPP, and what the criteria is for ending the contract.

Mayor Adams noted a contract with the OPP would be for five years.

Brian Sweet, Director of Corporate Services, explained it would not be practical to revert back to a municipal service, however, other options such as a regional service may be considered.

Mayor Adams clarified it is possible to reinstitute a municipal service, however, it would be cost prohibitive to do so.

Ms. Evans noted council initially stated financial figures would not be the only consideration for making a decision, however, she now has the impression only financial figures will be considered. She further stated her impression a decision has been made and a contract with the OPP is imminent.

Mayor Adams clarified a decision has not been made. He further explained staff have made a recommendation to council, however, it is up to council to make a decision.

Ms. Evans inquired what other criteria would be considered.

Mayor Adams noted items such as service levels, retaining jobs within the municipality for dispatchers, community involvement and the two options presented by the OPP will be considered.

In response to an inquiry from Ms. Evans, Mayor Adams explained the number of front line officers will remain the same as the current level, noting the officers currently employed by the Leamington Police Service would be employed by the OPP. He confirmed the Chief, Deputy Chief and Dispatchers would not be employed by the OPP.

Joan McSweeney, Lyon Avenue, noted she was previously employed as a probation and parole officer and also serviced on the Leamington Police Services Board, all of which provided her with some knowledge of how police services operate. She explained that she has had much discussion with members of Police Services Boards throughout the Province regarding budgeting, response time and services provided to the community and that she has always been absolutely proud of the Leamington Police Service.

Ms. McSweeney explained in her experience on the Leamington Police Services Board, all budgets were reviewed and pared down to the absolute minimum possible while providing a high level of service. She further explained management of the service do their best to remain within the budget.

Ms. McSweeney stated if the municipality contracts with the OPP, it will be impossible to revert back to a municipal service in the future. She noted her understanding council is facing a huge decision, and suggested such a decision be made with a referendum.

Ms. McSweeney inquired what portion of the estimated initial cost to convert to OPP is for severance of administration.

Mayor Adams severance pay is negotiable with officers, however, is confidential for the Chief and Deputy Chief.

Brian Sweet, Director of Corporate Services, clarified Appendix F sets out the projected conversion costs, noting severance is included in the figure. He further noted the estimated figure is based on the worst case scenario, and includes pension adjustments, wage adjustments and severance pay.

Ms. McSweeney stated her hope council takes their time in making a decision, noting she is proud of officers. Ms McSweeney also stated her hope to see taxpayers given the opportunity to make a decision for council.

Harold Peters, Sandy Lakes Drive, referred to Appendix F, noting his understanding the potential yearly cost savings amount to \$500,000.00.

Mayor Adams clarified the estimated yearly cost savings would range from \$600,000.00 to \$900,000.00.

Mr. Peters stated that if the lower cost savings figure of \$600,000.00 is utilized, the estimated cost recovery time for the initial conversion costs to OPP would be five years. He further stated following the five year contract, the cost will increase, which will cancel any cost savings in the future.

Mr. Peters commended the Leamington Police Service on the recent drug bust, noting his belief the OPP tend to take more credit than they deserve. Mr. Peters stated if it were not for administration, the drug bust would not have been as successful as it was, and that the work proves the Leamington Police Services cares about the community.

Mr. Peters stated the officers understand the community, and provide such services as funeral escorts, which will not be case if policing is provided by the OPP. He further stated there are many services provided by the Leamington Police Service that cannot be assessed a dollar value. Mr. Peters stated he does not believe a decision can be made based on the financial information provided.

Sergeant Butler explained the proposal made to the municipality is based on 2010 costs, noting he cannot say that costs will not increase in the future. He further explained the OPP make every effort to prevent increases.

With regard to service credits Sergeant Butler explained they are credited towards future service.

Claudette Zeray, Orange Street, stated residents have been unable to get an answer regarding response times for the OPP. She further stated the estimated savings per year for each household is less than her monthly cable bill. Mrs. Zeray inquired how the municipality intends to replace the jobs lost by the civilian members of the service, stating that the municipality spends significant funds on trying to attract jobs to the area.

Mayor Adams responded that the municipality is unable to guarantee replacement jobs for the civilian members at this time.

Mrs. Zeray inquired what guarantee is there that OPP staff on duty will remain within the boundaries of Leamington during their shift.

Rick Derus, Detachment Commander for the Essex Detachment, explained OPP staff would be dedicated to Leamington, however, there may be occasions when staff will be required to assist with emergency calls in other areas. He further explained it is most efficient to have the nearest officer available to attend a call. Mr. Derus noted the same officers working with the Leamington Police Service will be working with the OPP, should council decide to enter into a contract for service.

Mrs. Zeray informed council that in cases of tragic accidents, local officers go beyond the call of duty to support victims of crime, often on their own time. She stated their care and compassion cannot be replaced, and urged council to keep that in mind when making a decision regarding provision of service. Mrs. Zeray stated council should consider the community when making a decision.

Mark Sivak, Bruce Avenue, informed council he was a dispatcher with the Leamington Police Service for more than eight years and that he left the service in March, 2009. He noted he left the service in order to prevent his family from the effects of a possible conversion to OPP, and that he can now speak to council on his true feelings.

Mr. Sivak provided council with two examples of instances when local dispatching played an integral part in the successful ending to difficult situations. He noted that as a person living in the community, he was able to provide valuable information that would not have been provided by someone providing dispatching services from outside the community.

Mr. Sivak stated he does not believe the OPP are unprofessional, but rather that they have a different model of service provision. Mr. Sivak asked council to preserve local policing.

Mayor Adams stated local dispatching is valuable as the employees know the area in which they are working.

Mayor Adams informed council and those in attendance that following the Public Meeting held at 2:00 p.m., he received calls from residents in support of conversion to OPP. Mayor Adams asked those in attendance in favour of a contract with the OPP to voice their opinion, as council would like to hear from all residents.

Bill Thomas, Point Pelee Drive, stated his understanding the decision is the biggest council members have had to face. He further stated not all residents have voiced their opinion and that a referendum should be held. He suggested council allow residents to make the decision. Mr. Thomas stated that according to the OPP model, the municipality will not have access to a full-time inspector or staff sergeant and that the policing will be overseen by someone outside of the area, rather than a local Police Services Board.

Pamela Evans inquired about the time frame for council to make a decision.

Mayor Adams explained the proposal from the OPP will expire on November 25, 2009. He noted the issue will be considered at the Monday, November 9, 2009 council meeting, during which time council will vote on the matter.

Joan McSweeney inquired whether the proposal deadline could be extended for thirty days to provide time for a referendum.

Mayor Adams stated he did not believe an extension would have an effect on the decision from council.

Brian Sweet, Director of Corporate Services, clarified that in order for a referendum to be binding, the Municipal Election Act requires a process that takes at least six months. He further clarified that in order for a referendum to be binding, at least fifty percent (50%) of the eligible voting population must participate. Mr. Sweet noted as elected officials, council members were elected to make this type of decision on behalf of residents. He further noted council members have been provided with all necessary information on the issue and have now received public input so they are in a position to make a decision.

Dean Gow, Police Chief, stated he was born in Leamington, a lifelong resident, and fortunate enough to serve as a Police Officer and as the Chief of Police. Chief Gow noted his recommendation to council that the municipal force be retained. He further noted council's earlier stated satisfaction with the existing force.

Chief Gow noted his understanding that it is council's obligation to consider the costing of different policing matters, further noting he has spent his policing career waiting for an OPP costing to occur. Chief Gow explained Leamington residents have always had access to around the clock counter service at the police station, which is not the case for other municipalities within the county, including those who now receive service from the OPP.

Chief Gow stated he did not intend to discuss the positive and negative points of each model of policing nor the accurate or inaccurate view of financial figures, as they will speak for themselves. He noted the two options provided by the OPP may result in significant savings to the municipality, however, there have been discussions and comparisons regarding the twenty-four hour, seven day a week walk-in police service the municipality currently experiences. He noted other municipalities, such as Kingsville and Harrow have never experienced around the clock service, and that it would be a big mistake if the service is lost to the residents of Leamington should council decide to contract with the OPP.

Chief Gow explained in all the years he has served in his position, the service has maintained the highest level of service at the lowest cost possible. He further explained succession planning practices have been implemented for the service to address the imminent retirement of himself and the Deputy Chief in the future.

Chief Gow suggested in the event council decides to contract with the OPP, that Option 1 be utilized in order to maintain twenty-four hour, seven day a week counter service.

Bob Bradt, Fire Chief, 102 Robson Road, stated he was born and raised here. He further stated his belief that if council decide to contract with the OPP, the Fire Service will suffer due to loss of local dispatching. Chief Bradt explained the relationship between the Fire Service and local dispatchers dates back to the 1960s, noting the knowledge of the area by the dispatchers has been integral to the fire department. Chief Bradt stated that the service will deal with whatever decision council makes, however, a switch to OPP will cause the loss of a dedicated group of dispatchers. Chief Bradt further stated that council should seriously consider the decision they must make.

Lee-Ann Settingington, Seacliff Drive West, stated she did not intend to speak, and only attended the meeting to hear the opinions of other residents. She further stated she had not made up her mind about whether she believed council should contract with the OPP. Ms. Settingington inquired whether council understands what will be lost if they decide to contract with the OPP, as she receives many comments from retirees who have moved to Leamington from elsewhere that believe residents of Leamington take for granted the great services they have. She noted provision of patrol cars during funeral processions is an example of such a service. Ms. Settingington stated such items cannot have a price tag placed on them, and suggested that it is not in the best interest of the community to receive quick dollar savings now in exchange for loss of future economic growth.

Sylvia Bradt, 102 Robson Road, noted she was a recent retiree from the Leamington Police Service and that she had excellent co-workers. With regard to possible closure of the station after business hours, Mrs. Bradt stated that current staff remain in the office to assist with counter visitors beyond their four o'clock finishing time. She further noted many residents are not able to visit the station during business hours due to work schedules. Mrs. Bradt stated her belief that valuable dispatch employees will be lost if council decides to contract with the OPP.

Mike Diab, Margaret Street, stated that with regard to policing budget concerns, he is an employee with a large corporation that contracts with outside companies for a number of their services, and it is his experience that outside contracting ends up costing more in the end.

William Flewelling, Ashley Crescent, noted he has been a member of the Leamington Police Service for twenty-five years, and it is his hope to finish his career with the service. He stated he cannot discredit the OPP, however, he noted that himself and other members of the service would owe a great deal of pension adjustment should the municipality contract with the OPP.

Brian Sweet, Director of Corporate Services, explained pension adjustments have been included in the financial information presented to council and the public. He further explained the OPP pensioning company will work with OMERS to determine adjustment figures. He noted the figures were based on the numbers provided by the Town of Essex following their conversion from municipal service to OPP, and also take into account the length of service of the officers.

Mr. Flewelling stated officers depend on the local dispatchers, whom serve a vital role. He further stated those valuable employees are now facing possible job losses and encouraged council to consider those facts when they make their decision.

Larry Chopchik, Robson Road, encouraged council to retain the municipal police service, noting he does not have anything negative to say about the OPP. Mr. Chopchik stated that if something is not broken, don't try to fix it.

Councillor MacDonald noted she initially supported the OPP costing as she believed the service was owed to ratepayers. She further noted that at the beginning of the process, she had one opinion, however, since speaking to residents and reviewing the financial information provided by staff and the OPP, she has come to the conclusion that the personal service provided by the Leamington Police Service has become more important than financial figures.

Councillor MacDonald stated she does not believe it is appropriate to give up control of the policing in the area at this time. She further stated she does not have any negative feelings toward the OPP, however, she does not believe the municipality will be best served by a police services office that is only open during business hours.

Councillor MacDonald stated her disappointment over the low number of residents that came to the Public Meetings, and that she believes the public is aware of her opinion on what service model is appropriate for Leamington.

Councillor Enns stated his disappointment over the number of people who attended the Public Meetings. He noted the issue has been a difficult one since the beginning of the process, and is one of the most difficult decisions he has had to make during his twenty-five years of political service. Councillor Enns noted it is difficult for the municipality to maintain a high level of police service, including dispatching costs, and that council must maintain a budget.

Councillor Enns explained for those in attendance council does not have input into the police budget as it is approved by the Leamington Police Services Board. He noted he receives numerous complaints from ratepayers about the high cost of policing, which amounts to almost half of the municipality's overall budget.

Councillor Enns stated his hope the County of Essex would take over responsibility of policing for the entire county, and that he believes this will be the case one day, as well as the further amalgamation of municipalities.

Councillor Enns stated he does not want to see job losses and that he has not decided what his vote will be.

Deputy Mayor Schmidt noted he has heard many comments from residents who are satisfied with the municipal police force. He further noted he has always been proud to service as Chair for the Leamington Police Services Board.

Deputy Mayor Schmidt stated policing is the most expensive, and likely the most important service provided by the municipality, and that every effort is made to provide the highest level of service.

Deputy Mayor Schmidt stated the OPP provide good service, however, there is a difference between highest quality and adequate. He further stated level of service is difficult to quantify.

Deputy Mayor Schmidt explained it is more expensive to operate a local dispatch centre than a large regional one. He noted local knowledge is lost when a local dispatching service is lost, as well as interaction between the police and dispatchers. He further noted some senior officers will be lost if the municipality contracts with the OPP, most of whom determine the way in which the service will be run day to day.

Deputy Mayor Schmidt noted the OPP operate over a greater area, under a different system of policing that is geared toward rural policing needs. He stated municipalities that have converted to OPP appear to be satisfied with the service, however most have not been receiving the same level of service Leamington is accustomed to.

Deputy Mayor Schmidt stated the possible savings are difficult to ignore, however he believes the municipality may receive a lower level of service. He stated he is upset local dispatching will be lost with OPP service. He further stated the municipality does not settle for the cheapest option for other services such as recreation and other emergency services, and residents expect the highest level of service for policing as well.

Councillor Atkin explained that prior to the previous election, he had the opportunity to speak to many residents as he campaigned door to door, and that the issue the residents consistently spoke about as their main concern was community safety. He further explained that during those conversations he inquired whether the residents were aware of the cost of policing in our community, and that many stated they did not know, nor were they concerned with the cost.

Councillor Atkin noted that the municipality underwent a service delivery review for all other departments, and that he felt at that time it was necessary to review the police service. He further noted that since the time the costing began, he has come to understand the importance of human factors within our community, rather than financial factors.

Councillor Atkin stated his disappointment over the low turnout at the Public Meetings, noting he did not receive many telephone calls on the issue. He further noted he used various opportunities to raise the issue with residents, who informed him they are satisfied with the current municipal service and the sense of community.

Councillor Atkin explained in the past he viewed OPP officers as being a regional service responsible for overseeing highways, and not as a local police force.

Councillor Atkin stated he is leaning toward retaining a local service, however he has concerns over the cost of the municipal service.

Councillor Paterson stated his disappointment with the low turnout at the Public Meetings, noting his frustration over the reluctance of residents to voice their opinions.

Councillor Paterson stated his concern that at the beginning of the costing process he appeared to be the only council member against the conversion to OPP. He further stated that any savings the municipality may receive as a result of converting to OPP will not be reflected on the tax bills of residents, as it will be used to fund other projects.

With regard to possible service usage credits the municipality may receive from the OPP, Councillor Paterson explained he was informed by members of the OPP that the municipality will not receive refund cheques, as the credit will be applied to future year services. He noted his concern over the possible lack of police presence in the case of officers attending to emergencies outside of the municipality. He further noted his concern over the possibility the municipality may experience fewer officers on patrol in the case of ill officers, who are not replaced by off duty officers.

Councillor Paterson stated his concern over the possible loss of employment for the dispatchers, noting loss in salaries results in loss of money spent within the local economy.

Councillor Paterson noted the OPP have no more control over cost increases than the municipality does and that history shows significant increases for OPP costs in Kingsville and Lakeshore.

Councillor Paterson stated he will be voting to maintain a municipal police force.

Mayor Adams thanked residents for attending the meeting, as well as the OPP for providing the costing for the municipality and attending the various meetings. He further thanked Cardinal Carter Secondary School for the use of the auditorium

Mayor Adams informed those in attendance the provision of police service will be considered at the Monday, November 6, 2009 council meeting, at which time the issue will be voted upon by council.

Moved by: Deputy Mayor Schmidt **Seconded by:** Councillor Enns

That the meeting adjourn at 8:21 p.m.

“CARRIED”

REPORT

TO: MAYOR AND MEMBERS OF COUNCIL
FROM: WILLIAM J. MARCK
CHIEF ADMINISTRATIVE OFFICER
DATE: NOVEMBER 6, 2009
RE: PROVISION OF POLICE SERVICES - FINAL REPORT

AIM:

To provide Council with a summary report as it relates to the provision of police services in Leamington.

BACKGROUND:

Two years ago, during municipal budget deliberations and the subsequent strategic planning session, Council recommended it review options with respect to the provision of police services in Leamington. Police Services represents 25% of the Municipal budget and Council wanted to explore if the provision of an alternative model for police services would result in reduced costs, that would in turn, allow monies to be utilized on infrastructure. The Chief Administrative Officer presented a report to Council with respect to various governance models as it relates to policing. Council at its meeting of April 7, 2008 enacted resolution C-127-08 which provided for the Corporation to formally request the Ontario Provincial Police (OPP) to submit cost estimates to for policing in Leamington.

Council received a presentation from the OPP and Leamington Police Chief Dean Gow in regard policing services provided by both agencies. Council developed a draft terms of reference to be used as the framework when the OPP were developing cost estimates. The draft terms of reference were finalized after Council received public input.

Council at its meeting held May 23, 2009, received the costing for OPP to provide police services to Leamington. Administration was directed to undertake a financial/services analysis of the OPP policing proposal and submit the appropriate report to Council for its consideration.

The estimates in the OPP proposal were based on two scenarios or types of policing models. The first scenario reflected an option (which is referred to as Option 1) which would include a level of service similar to what is being provided by Leamington Police vis-à-vis the Leamington Police station would remain open 24 hours a day 7 days a week.

The second option (which is referred to as Option 2) was reflective of a standard OPP model whereas the police station would be open during regular business hours Monday to Friday.

The Director of Finance and Business Services tabled report (FIN-09-10-02) which included a cost analysis of the options provided in the OPP proposal. The analysis also included onetime projected costs associated with capital expenditures, human resources, severance pay, provision of dispatching, etc. As a result of the analysis, the Director of Finance and Business Services came to the following conclusions:

- (1) With respect to Option 1, leaving the police station open 24 hours a day, 7 days of week and having services provided by OPP would result in an estimated savings over 5 years of \$2.3 million and is net of start-up costs. The annual operation savings is \$642,000.

- (2) Option 2 or utilizing the OPP model whereas, the police station would be open during regular business hours Monday to Friday would result in an estimated savings over 5 years of \$2.6 million net of start up costs. The annual operational savings is \$996,260 per year.

COMMENTS:

Council held two public meetings on November 5, 2009 at 2:00 p.m. and 7:00 p.m. in order to receive feedback and answer questions of the public in regard to the OPP proposals and the provision of police services in Leamington. Copies of the minutes of the two meetings are attached to this report. The Municipality advertised the public meetings in the local paper on two occasions, listed the meetings and all reports on the Municipal internet site, and meetings were announced on the local radio station. Both public meeting sessions were poorly attended.

Should Council approve entering into a five (5) year agreement for police servicing with the OPP, the next steps in the process would be:

STEP	ACTIVITY	ESTIMATED TIME TO COMPLETE
1.	If Council votes to accept OPP proposal it passes a Resolution that is sent to Solicitor General and OPP Contract Policing Bureau	Time required determined by municipality
2.	Letter from Solicitor General acknowledging receipt of resolution	15 days from receipt of resolution
3.	Municipality requests disbandment of its police service through Ontario Civilian Commission on Police Services ("OCCPS")	Time required determined by municipality
4.	OCCPS sets date for Disbandment Hearing in the municipality	Time required determined by OCCPS
5.	OCCPS provides its decision on disbandment to Council and OPP	Time required determined by OCCPS
6.	On receipt of OCCPS approval, OPP commence transition activities including Human Resource Issues (uniform and civilian members of Leamington Police transferring to OPP), Training Issues and Equipment Issues	Up to eight Weeks
7.	OPP forwards submission to Ministry/ Management Board Secretariat to request release of funds into OPP budget to cover additional costing of the policing Agreement	Determined by Management Board, usually up to eight weeks
8.	Upon receipt of Management Board approval, OPP sends finalized policing Agreement to Municipality for signature	One to two weeks
9.	Municipality returns signed copies of Agreement to OPP	Time required determined by Municipality
10.	OPP sends signed agreement to Solicitor General for approval and execution	Time required determined by Ministry
11.	Agreement commences on stipulated date and police officers and civilians who transfer to the OPP are sworn in.	

CONCLUSION:

It is noted that Leamington Police Services is a very well run organization and the cost to operate the services is below the norm for municipal or regional forces. However, it is also noted that those municipalities that utilize an Ontario Provincial Police model have a lesser cost per capita as it relates to the service. Utilizing the OPP model would result in a significant savings to the Corporation. As noted in previous reports, savings are realized by utilizing a central dispatching service and the reduction in senior officers.

Option 2 as provided for in the OPP estimates utilizes a model of policing that is utilized by the OPP in 165 detachments across Ontario.

Three options are available to Council:

- (1) To remain with the status quo and retain the municipal police force.
- (2) To implement Option 1 - this would result in the OPP policing Leamington and retain the police station remaining open 24/7. This option does not provide the greatest savings, however, would provide Council an opportunity to monitor the level of service over the five (5) year term of the contract and would provide employment opportunities for some dispatch staff.
- (3) Option 2 which would result in the OPP providing policing of Leamington based on the OPP model whereas the police station would be open during regular business hours Monday to Friday. This option provides the greatest cost savings to the Corporation, but does not provide employment opportunities for dispatch staff.

The strategy of Council was to examine alternate methods of policing that could result in a reduction in costs to provide the service. Based on a business case, option 2, as presented by the OPP provides the greatest savings to the Corporation.

RECOMMENDATION:

That the Council of the Corporation of the Municipality of Leamington adopt Option 2 as outlined in the Ontario Provincial Police proposal entitled the Municipality of Leamington contract policing proposal dated April 2009;

And further that the Minister of Community and Safety and Correctional Services and OPP First Nations and Contract Police Bureau be notified that the transition of police services from municipal to Ontario Provincial Police has been approved by Council;

And that administration be directed to undertake the remaining steps to complete the police services transition (CAO Report 18/09).

Respectfully submitted,

WJM/ka

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