



THE CORPORATION OF THE CITY OF SARNIA

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Mayor Bradley and Members of Sarnia City Council:

Re: OPP Proposal – Responses to Questions Submitted

At the May 17, 2010 meeting of Sarnia City Council, it was indicated that members of Council and/or the public could submit further questions which would then be forwarded to the OPP for response. Copies of the questions were provided to Council at the June 7, 2010 meeting. The responses to the questions are now being provided for Council's information.

The responses have been broken down into 3 categories for ease of reference – Questions Submitted by Sarnia City Council, Further Questions Submitted by MPM Consulting on Behalf of the Sarnia Police Services Board, and Questions Submitted by the Public.

Brian W. Knott
City Solicitor/Clerk

Cc: L. Fennell

Attach: Q&A - Council
Q&A – MPM Consulting
Q&A – Public

Questions Submitted by Sarnia City Council

1. Engineer's Report regarding the cost of the OPP requirements in their building report.

Requires clarification, the OPP does not have any Engineer's report.

2. Absolute minimum of officers per shift.

The level of Uniform Staff required on duty on each platoon will be determined on an operational needs basis. The on duty Supervisor will decide how many officers are required. This number can fluctuate based on workload and other factors. Experience and statistical analysis does provide supervisors with the knowledge of how many officers are required to provide adequate policing within a location during a given time period. If The Board stipulates to the OPP the requirement of a minimum staffing level per platoon, that will be done in consultation with the Detachment Commander with the understanding that it could lead to unnecessary overtime costs

3. Will Sarnia OPP officers be utilized to investigate crime outside of the City boundary?
Will data entry clerks be used to enter reports from officers not assigned to Sarnia?

It's possible they will yes, this generates PSU for the City, and it is also probable that officers from outside Sarnia will come in to investigate or assist in investigations in the City at no extra charge to Sarnia. At this point data entry clerks will only address calls for service in Sarnia.

4. Will the inspector and staff sergeants shown in their presentation all be present Sarnia Officers, if not what becomes of the present Sarnia officers (3 inspectors and all staff sergeants)?

They will not retain their current management positions. They will be reassigned within County or the Region but not relocated for at least 3 years.

5. The OPP presentation calls for 3 administrative assistants we presently have 2. Will the additional one be doing work for OPP officers from outside the City?

No

6. Intelligence Officer Position - Is there an additional position added as per Monday's presentation. If so, at what cost?

The Intelligence officer is part of the municipal complement.

7. Separation settlement costs to Sarnia taxpayers for sworn officers and civilians.

Answered in the MPM questions, the OPP does not involve itself in severance negotiations with municipal employees.

8. Existing debenture cost for present radio system.

This is a municipal cost. Communication equipment, like any other police assets not required can be sold.

9. Cost of OPP proposed building renovations.

Answered in the MPM questions, specifications will be provided upon request however associated costs fluctuate across the province and would form part of a municipal tender process.

10. Cost of separated dispatch system.

Answered in MPM questions, costs associated with separating the communication system should be sought from the current communications system provider (Motorola).

11. Projected cost of police building – operation, maintenance, janitorial.

Currently a municipal cost and this would remain the same.

12. Cost of revised emergency plan of CAER, CVECO, and Aamjiwnaang with police communications removed to 100km away.

Not understanding why there would have to be a “revised” emergency plan. Please provide clarification.

13. Full disclosure of start-up costs.

Start up costs have been provided with the exception of building renovations which would include installation of a new telephone system and data drops.

14. Answers to all MPM Consulting questions of May 2, 2010.

Done

15. At a recent speech by Mr. Fantino as well as Mr. Case's response, there was indication that the OPP may hire more civilians than quoted in their costing report as they try to overhaul and change their system of reporting. Will this additional cost be added to the 2011 costing bid?

The question speaks to two different statements by two different individuals, perhaps, at two different presentations. Civilian data entry has been included in the costing proposal, there is no additional charge for that service.

16. Changing the costing formula will no doubt increase the 2011 OPP costing report. Please add this additional cost (estimate) to your 2011 costing.

There will be no additional cost for 2011. Until the costing formula is received, reviewed and approved by the Ministry we cannot comment on any impact. However, should the City of Sarnia decide to move forward and sign an agreement between the City and the Ministry, any

amalgamation would not occur until sometime in 2011, and the City would be billed on the 2008 formula for at least one year. Should the Ministry approve a new formula during the term of the agreement, the new formula would be applied to the estimate the following calendar year.

17. When dealing with other municipalities, did any of the local municipal Police Service Boards ever submitted a bid for the same services the OPP offered?

Any such bid would be outside of the OPP costing process and the OPP would not likely be involved. If an RFP were issued, as was the case in Kenora then the OPP would be involved.

18. At the recent conference in Point Edward, Mr. Case was the Chairman for one section 10 session; one delegate suggested that they will be better off not to have a contract. What was the reaction of other delegates and what are the benefits if any, to municipalities without a contract?

The reaction was mixed. It's important to realize, and to understand the context of the statement, and the reaction. There may be advantages to some municipalities to receive their policing pursuant to Section 5.1 of the PSA, and there are advantages to others to have their policing services delivered pursuant to Section 10 of the PSA. The comment was in relation to smaller remote communities in Northern Ontario.

19. If there was a surplus at year end, does the surplus stay in a police reserve account or return to the Municipality?

The municipality will receive a credit for any surplus.

20. In the Sarnia Police Board's budget, local organizations paid off-duty officers \$169,000. This appeared as an added income on their T4 pay slips. Does this apply to OPP Officers? How much per hour does the OPP charge local Organizations?

Local organizations pay officers directly for Paid Duty assignments and does not form part of the annual estimate provided.

21. I am attaching two copies of two reports: The 2009 BMA report shows Sarnia pays \$254 per person for policing which is the average among the cities the size of Sarnia. Another page from the Sarnia Observer shows Pt. Edward with a population of 2200 pays \$871,000 that is \$390 per person. Other than Brockville, Pt. Edward is the highest of any community in Ontario. When the issue of high cost was raised, the geographical location (being the Bridge and the border) was blamed for the high cost of policing. Will Sarnia at any future date be affected being in the same geographical location? Please explain.

The two comparisons "by population" are completely different. Question doesn't address who blamed geographical location for the high cost. Point Edward is not the highest cost per capita in Ontario.

22. Sarnia Police Service Board took advantage of a federal program by hiring a police officer with a yearly grant of \$70,000 per year. If the OPP were policing Sarnia, would the Police Board be able to continue receiving this grant?

Sarnia Police Service also took advantage of Provincial programs to hire police officers. The grant funding associated to the federal program will likely not follow if amalgamation occurs but the provincial funding likely will. The City should be submitting this question to the Government agencies responsible for providing the funding.

23. Can we have a report on who will be policing the Aamjiwnaang First Nation?

If the City isn't policing the Aamjiwnaang First Nation, then the OPP will, unless the Aamjiwnaang make other arrangements for policing of their community.

24. Can all or some of the start up costs including communications and building changes be negotiated or phased in?

Capital costs will not be phased in. Any equipment the OPP can utilize from the Sarnia Police Service will be applied against any capital costs. Building changes identified in the Sarnia Police Services Building report will have to be completed prior to the OPP occupying the building.

25. Is there a market with other Police services for the Sarnia weapons that will no longer be needed?

The City/Board is free to market and receive revenues for any equipment not required by the OPP.

26. Will the name or crest of "Sarnia" appear on the OPP cars?

Yes

27. Will the name "Sarnia" appear on the OPP uniforms?

Yes, on the officers epilates.

28. Would the Sarnia detachment work co-operatively with the other Lambton County detachments for the efficient use of assets including holding cells?

Requires clarification on "efficient use of assets", but the OPP routinely utilizes its resources as effectively as possible.

**Further Questions Submitted by MPM Consulting on Behalf of
The Sarnia Police Services Board**

1. Where in the Police Services Act does it specify that an OPP detachment commander is the equivalent of a chief of police?

It does not, statement was made in error.

2. Will the OPP have a dedicated drug unit located in Sarnia?

As indicated in the detachment structure, three detectives will be assigned to drug enforcement as well as resources from the Drug Enforcement Section as required or upon request.

3. Will the OPP have a Containment Unit located in Sarnia? If so, will they patrol in their unique uniforms with their specialized equipment?

Sarnia will not have a dedicated containment team. There are Three Emergency Response Teams, seven K9 Units and one (TRU) Tactical Rescue Unit in Western Region. Several ERT members are currently assigned to Lambton County OPP detachment. As positions or funding become available, members of the Sarnia Detachment will have the opportunity to apply for positions.

4. What relevance does the OPP calculation for “full time equivalents“ have on the proposal or the staff strength the OPP will provide?

The OPP provides service based on Full Time Equivalent positions to each municipality it provides policing services to across the province.

5.If Sarnia officers are required for duty outside the City and are backfilled by OPP staff from elsewhere on overtime does the City pay any costs for the officer (eg. the base salary or the premium for overtime duty) ?

No additional costs. City is already paying for the full time equivalent position, overtime would not be charged back to the City in this situation.

6. Will the intelligence constable working out of Sarnia be a member of CISO?

The OPP is a member of CISO. The assigned intelligence officer at Sarnia would not be a designate. The OPP has designates that represent the Commissioner and also have designates in other sections such as Drug Enforcement Section, Provincial Weapons Enforcement Unit and Biker Enforcement Unit. There are District CISO meetings in which all intelligence officers can attend whether they are a designate or not. Sarnia is in District 4 and monthly meetings are held in Chatham. All intelligence officers from the OPP have access to the resources and experience of CISO regardless if they are an actual designate.

7.Why would access to OPP specialized units, that the Sarnia Police can now access at no additional cost under a formal contract, become “streamlined” under an OPP contract?

There are no Framework agreements required. specialized services form part of service the OPP provides to its municipalities. Article 4 of the Sarnia Framework Agreement states that specialized services provided to your municipality are subject to availability of resources and call priority.

8. What will be the minimum staff located in the police building at all times and what would their rank/positions be?

Asked and answered in previous questions.

9. The OPP currently meets its municipal and provincial responsibilities with its existing uniformed staff complement. Why would it be unable to continue to do so and leave the 112 officers that Sarnia would pay for to concentrate solely on policing duties in the City?

The OPP are not unable to continue to do so. Should the City enter into an agreement with the Ministry to have policing services provided by the OPP, then the Sarnia detachment would become part of the existing uniform, and civilian complement. This is explained on page 5 of the proposal.

10. If the OPP Communications Centre is “state of the art” why does the radio system not have encryption technology?

Our communication system does have encryption technology and as indicated previously, encryption will form part of the communication service provided to the City of Sarnia.

11. Who audits OPP costs, overtime usage, psu calculations on behalf of the City and the Police Services Board? Where are these records kept?

The Police Services Board/City and the OPP. Accomplished through the reporting relationships between the Board/City and Detachment Commander. Records are kept at detachment, with the Board and at GHQ.

12. If the non police dispatch staff would use the police building in an OPP contract situation, they must be isolated so that they have no access to the rest of the building for security reasons. Why would non police cleaning staff be allowed access? How would the OPP ensure the security clearance for cleaning staff is current, particularly if the cleaning function is contracted out to non municipal staff? Does the OPP have contracted cleaning staff in any of the police building that it operates?

Please define “non police dispatch staff”. Cleaning staff (municipal employees) would be subject to the normal security clearance. The cleaning and maintenance of the police facility in Sarnia will not be contracted out by the OPP. Yes we do contract that function out in some areas.

13. How often have the OPP been requested to assist the Sarnia Police Service in the past three years? What units were involved and for how long?

Not relevant to the process.

14. How often has the OPP requested assistance from the Sarnia PS in the past three years? What type of assistance was provided?

As above

15. What will be the OPP strategy for policing the first nations reserve which is located within the City jurisdiction?

Asked and answered in previous questions.

16. What is the OPP policy on accommodating ill or injured staff? What positions would be used to accommodate these staff members?

The OPP has employee accommodation return to work policies in accordance with the Ontario Public Service. Employment accommodation (EA) and return to work (RTW) strategies are designed to promote the safe and timely return to work of employees with injuries, illnesses or disabilities. Effective EA and RTW helps all employees contribute to the achievement of the OPS's goals, in a manner that respects and recognizes the dignity and value of each employee. Which positions would be used is dependent on the nature of the accommodation required.

17. If information technology support for the OPP is located off site, what will be the turnaround time for resolving technology breakdowns?

That is dependent on the nature of the technology problem. The OPP has technologists deployed across the province. Three technologists are within an hour of Sarnia. The OPP also has a Technology Support Center staffed with technicians on duty 24 hours a day, 7 days a week at GHQ and can address a number of technology issues remotely.

18. Does the costing formula change only to reflect increases in identified DOE items, or can additional items now provided at no specific cost to municipalities be added?

As part of the formula cost recovery process the cost of existing formula components are updated and inputs amended as necessary to reflect the latest cost of services provided to municipalities. While the structure of the formula has remained relatively unchanged for the past 12 years, components can be removed or added as necessary to better reflect the true cost structure of these municipal policing services

19. What is the ratio of on-duty communicators to on-duty officers for the London OPP communications centre?

Both fluctuate from time to time as they do in most if not all municipal services in Ontario.

20. Do the OPP allow paid duty? Would the local Police Services Board in a contact municipality establish the policy respect to the use of OPP paid duty in their jurisdiction?

The OPP do allow paid duty assignments. Paid Duty assignments are conducted in accordance with provincial policy established by the OPP.

21. Would civilian staff working out of the Sarnia building perform work for OPP staff stationed elsewhere in the area? If so, how would the costs associated with this be identified and reimbursed to the City?

Please provide clarification. Civilian staff meaning, OPP civilian staff?
OPP staff stationed elsewhere? Civilian or uniform?
Please clarify what “work” is being referred to.

22. Which platoon Sergeant would be in command during an emergency?

Asked and answered in previous questions.

23. If a police services board is not satisfied with any of the candidates identified by the OPP on the short list for detachment commander, is a new list created? If so, would candidates from other police services be allowed to apply?

No to both questions.

Questions Submitted by the Public

1. Who will pick the board members that will represent Sarnia? With that will Point Edward remain as a separate Board or will Sarnia and Point Edward join in this area especially because of our close proximity?

The makeup of the Sarnia Police Services Board will remain the same. The Sarnia Board and Point Edward Board will be separate.

2. From question number 1, I am curious as to with Point Edward that is currently policed by the OPP, will we be considered still our own separate police dispatchment or will Sarnia and Point use the same facilities such as the police station?

Sarnia and Point Edward will be separate, and will be housed in separate facilities.

3. If the answer to question 2 is a yes, could you please advise as to what areas will be shared and how will that affect Point Edward's policing costs?

There will be no impact on Point Edwards policing costs with regard to facilities.

4. Further would Point Edward still remain as an Independent OPP operation?

As it is currently yes.

5. There are times when our officers in Point Edward have been called out to other districts or jobs such as to do breathalyzers. Could this still be done if Sarnia was to become OPP?

Yes.

6. Currently it is my understanding that Sarnia has data entry clerks who do the reports for the officers where my understanding is the OPP do his or her own reports but the OPP are currently examining the avenue of having data entry clerks do the reports for the OPP. Is this correct. If so, will that mean that the policing costs will be increased from the initial amount proposed?

Civilian Data Entry is included in the cost estimate for the City of Sarnia.

7. Further to question 6, if the OPP are doing his or her own reports, knowing that Sarnia each weekend is responding to high numbers of calls, having those data entry clerks to do the reports, without the OPP having those clerks, will that mean that it will take longer for matters to be dealt with in court, possibly returning to the years where cases were being thrown out because of the backlogs?

As indicated previously, Civilian Data Entry has been included in the Sarnia proposal.

8. Councillor Jon McEachran brought up the issue of Legal Costs. Could you give exact clarification as to what legal costs are paid for by the OPP and which would be paid by Sarnia, and which would be paid outside of the OPP organization yet paid for by the Province if any.

Costs associated to civil litigation, if that's what the question refers to will be borne by the province. The Agreement if signed will be between the Ministry of Community Safety and Correctional Services and the City of Sarnia. The City and the Board may also be named in any suit however the OPP is ultimately responsible for their employees.

9. It was stated at the OPP costing meeting that the OPP doesn't deal with the enforcement of Animal Control or Building Standards. So being that currently the SPD deals with that, is that now another additional cost that Sarnia will have to incur outside of the police budget. In essence, if those items were covered by the SPD and were a part of their budget, in fairness to them, that should be part of a list disclosing to the residents of Sarnia comparing both Sarnia and OPP as to who provides what and at what costs. As a citizen, for example if I was buying a grand prix SE opposed to a grand prix GTA, what are the similarities, what are the differences, what costs are included, what fees will be over and above the base price.

Question is difficult to answer based on the manner in which it is written. At the OPP presentation to Council on May 17th, Council was advised that the OPP will enforce all police related by-laws, but we do not enforce animal by laws such as dogs running at large or failing to clean up after people's dogs. Also, we do not deal with building code by-laws. I believe the City currently has by-law enforcement personnel to deal with both of those issues. As stated in the presentation we will assist those persons whenever required. It was mentioned that it is not the intent of the OPP to be the lead agency with respect to by-law enforcement as most municipalities have their own by-law enforcement personnel.

10. It is proposed that the OPP will hire officers from the SPD, however in essence the final decision is left to the discretion of the OPP? With that is there any sort of possibility that a current SPD officer could feel that they were no rightfully hired forced civil litigation? If so who will pay for those costs? And could those costs be exuberant?

The OPP will offer employment to all serving uniformed municipal police officers who meet the requirements of the *Police Services Act*; however, the Commissioner reserves the right to review the suitability of any officer charged with a criminal offence.

We cannot comment on costs associated to litigation.

11. Currently Sarnia pays for court security, which the OPP have their own officers currently stationed at the court office which I presume is paid for by the Province. If Sarnia goes opp why would Sarnia still have to pay these costs? Why would the Province not be held accountable for these costs? And from the other standpoint, would Sarnia now have to pay for those officers that are doing court security? And if there is a backlog of officers to overlook court security, would Sarnia lose officers off the street to be placed in the court office?

Regulations with respect to Court Security are found in the Police Services Act Section 137. It is a municipal responsibility regardless who the police service provider is. Court Security has been included in the proposal submitted to Council. The OPP Costing Proposal Structure includes the identical number of court staff that is currently in place. We are unable to speak to the last sentence of the question.

12. I would need clarification on this question. I thought I heard the OPP gives kickbacks because of the Provincial Offences Fines, which I presume would be put toward the operations of the OPP. Would these payments be given directly to the city or how does that work?

The OPP does not give kickbacks because of the fines. You may be speaking of POA revenues, these revenues do not come from the OPP.

13. There was also mention that the funding with the Province would be sustained. With all that is being seen with the Provincial government not only currently but over the years, what guarantees will Sarnia have that the province will NOT cut police services or charge a substantial increase to the City for policing?

We cannot respond to this question. Writer does not indicate who mentioned what funding may be sustainable. Question also asks us to speculate what the province may or may not do.

14. This was not part of the OPP costing, but currently if officers are to be in court for assistance, a speeding ticket that is being fought, I believe there are rules within the contracts that state what an officer would receive as a base even if the case is called off within 5 minutes of commencing. My numbers may be wrong, but my understanding is that that officer would be paid a minimum of 6 hours. Is this correct? If so, who pays for those costs, were they factored into the Costing Report, and how do they compare with the SPD's contract?

Officers attending Court that are not on duty are eligible to claim overtime for being in court in accordance with the current Collective Agreement. Overtime has been factored into the proposal.

15. There was mention about the Canine Unit. Sarnia once had its own Canine Unit, but for some reason it was removed. Will the OPP provide a Canine Unit to the City and will there be an additional charge to Sarnia?

Currently the OPP K9 unit assists the Sarnia Police Service when requested and available. There are several K-9 units throughout Western Region including Lambton County. There will not be an additional K9 unit for the City of Sarnia. There would be no additional cost for the K9 services provided to Sarnia.

16. There was mention from Mayor Mike on the Costing Report being based on the 2008 formula. With that, you stated that Sarnia would not have to pay any additional monies for that year, but it would be adjusted the following year. If you could help clarify for me. For instance if an officer is currently being paid \$100,000 per year with an increase of 8% being an increased salary of \$8,000 for the year, having 112 officers would be an increase of \$896,000 for that year. I assume that normally those increases are backdated. With that, being that the city would not be

required to pay for those increases in that year, would those amounts be factored into the following year?

References to the 2008 formula have to do with Other Direct Operating Expenses and not salary dollars. Increases in salary dollars associated to the Collective Agreement are passed on as they occur. They are not however 8%. Salary increases for 2010 are 2.25%.

17. There was mention of officers coming and going because of Provincial Mandate and with the 08 coming, my understanding is that the province is expecting "lots" of opp officers to be policing the event. Someone said that the city will never be left with a shortage officers for any length of time (or something similar). With that, I guess my concern is that no time is ever a safe time to have a shortage of officers. I believe that at any given time, anything is possible. If I can just share this point with you. A few years ago I had people who would be outside my home leaving ornaments and other items. I could never catch them, until one night that I did. I called the OPP only to be told that there currently was no officer in the area. Another instance was while having a birthday party, a man was caught around 10 pm hanging around my home looking in windows. Again calling for police, I was told that the officers were all tied up. My reason for sharing this is not to discredit any officer or employee of policing, but to make you aware that at any given time something could happen. Luckily enough, neither situation turned out to be harmful to me or my family, but the point being that at any given time, whether for a minute or a week, one never knows when something serious could happen.

These are comments and no question has been asked.

18. There was mention of formal Indent Services located in Chatham that Sarnia could use, but no mention was made of the costs to utilize services such as these. Are services such as these over and above what is included in the Costing Report?

All costs are included with respect to Forensic Identification services.

19. There was mention of overtime pay, that the city doesn't pay for the overtime costs. Could you please clarify that for me?

Overtime has been factored into the proposal and forecast at the provincial average of 8.8%. This will be reconciled to the actual overtime cost at year end.

20. Much talk was about the reconciliation/rebates. My understanding of the rebate is that if officers are called away from Sarnia, then the city will receive a rebate. So with that, say for instance the 08, we may lose 10 officers for 2 weeks because of provincial mandates to attend the 08. In essence that "could" leave the city without those officers? So if those officers are not called out then the city does not receive the rebate? I'm assuming that because that rebate is already a part of the costing, you are aware that without a doubt each year Sarnia will lose officers? You say that officers will be brought in, but will they be brought in at a cost to Sarnia? My understanding with that would be then that there really is no savings to Sarnia? It would be greatly appreciated if you could you please clarify and if need be correct me on the situation of how that works.

As stated on page 5 of the proposal: The OPP is required to provide provincial level emergency response that can be mobilized in times of emergency, disaster or a specialized investigative need. The OPP meets such emergent needs, on an on-call, as-needed basis, by deploying **small** numbers of officers from **multiple locations** and assignments, **both provincial and municipal**. In so doing, the OPP ensures that appropriate levels of service remain in place. Municipalities will be compensated for those contract resources mobilized in cases when there is a provincial obligation to respond.

Given the above scenario, if 10 of the officers were gone for G8 that would leave 102 of the 112 officers. Unlikely you would not have enough officers to provide policing to your City if you had 102 available to you. And yes, the City would receive credit for the time those 10 were on the G8 assignment. If for example, officers needed to be called in on overtime to backfill for officers away at G8 or some other major event, the City would not incur the overtime costs associated to backfill.

If a major event occurred within the City of Sarnia and additional officers from outside of Sarnia were brought into address that, the City would not incur additional charges for those officers.

21. Councillor Boushy brought up that most of the savings comes from downsizing civilians, which is a kickoff from my questions 6 and 7, that if Sarnia police was not to have those same numbers of civilians being terminated, then what would SPD budget be? My concern with some of the lay offs is that we continually hear and read about layoffs and what it does to services. Knowing what we tend to know, what are the guarantees that removing these civilians and having many services centralized in Orillia, or with the way modern technology is nowadays, almost everything is being run out of Toronto, can we still expect the status quo to remain the same or will Sarnia loose some benefits because of the restructuring?

The City is not losing the service. The communications aspect of the police operations would be operated out of our Provincial Communications Center in London. No different than the Ambulance service for the City being operated out of Chatham.

22. Councillor Boushy further mentioned that Fire and Police have wage parity, and that whatever the police earn, the fire will earn the same. My understanding is that this amount could easily be a \$785,000 increase to fire? I took that that item was not a concern of the OPP's and needed to be discussed further with other municipalities. Same was the case with civilians? If that is the case would it not be fair on the residents of Sarnia Lambton to clarify that issue before proceeding because once you start taking janitorial, building and maintenance, operational costs such as hydro, water and other utilities, bylaw enforcement, 911, Fire and Public Works, the encryption of the communication system, severance packages and any legal cases that may come out of this transition because we can all say that you will never see law suites, nature of the matter is we see and hear of many, but more scary are the ones that are signed under a legal obligation to not disclosure the terms of the agreement, and any other services or costs that may not be covered under the Costing Report.

If this could be condensed and articulated into a specific question we would be happy to address it.

23. One of the OPP mentioned that Mr. Fantino is working on a pilot project using data entry clerks. I guess part goes to my question 6 and 7 to where this is currently being done with the SPD. It allows officers to be on the streets opposed to being in the police station, or as most people like to throw in, sitting in a donut shop (need to throw a little humour in). With that, how does this currently compare to Sarnia and will that be additional costs to be incurred. I would imagine that you would still keep the same number of officers but would just hire data entry clerks?

As previously indicated, Civilian Data Entry and associated costs have been included in the proposal.

24. There was some talk of the encryption of the communication where there would be no problem with the OPP adapting to Sarnia's communication system. I took it that Sarnia's communication is more state of the art than the OPP? There was also further talk on costs for the OPP to be able to coincide with Sarnia's communication and when talk of money came out there were some chuckles but no one answered as to who would pay these costs.

The OPP does not encrypt "all" of its communications. The OPP will be able to provide encrypted service to the City. There was discussion around additional costs to allow additional civilian members to continue dispatching Fire and Public Works. Costs associated to any modification to the current communication system would be the responsibility of the City.

25. With question 24, it could further lead to the question that if Sarnia was to become OPP would that mean that Point Edward, Corunna, and possibly Petrolia would move their offices to Sarnia's station? If so, would Sarnia benefit from the additional monies from the surrounding communities as I would take that Point Edward, Corunna, and Petrolia would pay for rental space? Or how would that work?

The current proposal is to have Sarnia a stand alone detachment and no other resources would be deployed from that facility.

26. Councillor MacDougall brought up about having 2 separate entities to do fire and public works. I'm assuming that those services are currently included on the SPD budget. So if the OPP do not cover those services, again this would be a cost that would now be transferred to the City's budget?

If the City decided it wanted to keep those civilian members on staff to provide those functions, then the City would be responsible for those costs. We have no knowledge whether those services are funded solely from the Police budget, or are offset from the Fire and Public Works budgets.

27. I was a little confused on the 911 issue and costing. Currently in Point Edward I call the local dispatchment if I require police services being 519-336-8691, where in Sarnia I just call 911 if I have an emergency. So will that mean that should Sarnia go to OPP will anyone having an

emergency, will they call 911 or a 1-800 number? It would be greatly appreciated if you could give clarification on that matter. Further, if it is a 1-800 number opposed to 911, does that mean that Sarnia will have to pay an additional fee to have 911? Do they currently have 911 included in their SPD budget?

If you require emergency services in Point Edward, you call 911 the same as you do in Sarnia. Both services also have administrative numbers for non emergent matters. Sarnia currently provided 911 services through its telecommunications center. The costs associated to that 911 service are unknown to the OPP. The OPP also provides 911 services to municipalities under contract.

28. Janitorial services. You stated that you will pick who does the cleaning opposed to the city. Is that negotiable? I believe you said you used a company to do the janitorial. Are these tendered contracts that go out for bid? Or if possible if you could elaborate just to where an idea could be given for the costs of those services that would now be the responsibility of the city opposed to the OPP.

The police facility is property of the City of Sarnia and all costs associated to that facility including cleaning are the responsibility of the City. The staff to perform that function will be employee(s) of the City. The OPP will require that janitorial staff clear a security check prior to working within the building. This would likely be a formality as employees performing that function would already be subject to the same security clearances.

29. Workforce Analysis - accident reporting. These offices I believe are starting to appear within Ontario. Would this be an office stationed within the police department staffed by OPP or can you give more specifics about this type of reporting, who will be carrying out the services, and who will pay for those services.

The OPP is currently exploring the creation of collision reporting centers across the province.

30. There was mention of police officers "walking the beat" which has not been seen in years in probably many of the smaller cities and communities. Do you currently have cities where you do have officers walking the beat?

Yes, foot patrol does take place within our detachments. The Detachment Commander can monitor the hours of foot patrol conducted and in many cases this is reported to the Police Services Board.

31. You stated that there were some large municipalities. You mentioned Wellington County, Orillia and Quinte. I may have already asked this question and I apologize, I am coming to an end for my questions (soon). Sarnia on any given night sometimes has handled I believe from news reports over 100 calls in a night. Have the OPP handled calls in that magnitude in any of your areas that you police?

Calls for service fluctuate and this question is difficult to answer. The number of calls the OPP responds to vary from Detachment to Detachment.

32. In Point Edward we see our officers being transferred out every three years. Will this be occurring in Sarnia as well?

This is also answered in question 51, which is an excerpt from the Restructuring Guidebook. The reality is you are not seeing your officers transferred every three years in Point Edward or anywhere else in the province. If there is no reason for an officer to be “transferred” out of a municipality, then that officer can remain in that municipality as long as they desire. We have many officers across the province that start as a recruit in a detachment and retire in the same detachment. The OPP has opportunities for advancement and specialization across the province and members apply for those positions, and if they are successful, they are transferred at their request.

33. I believe my last question is this and it is probably one of sensitivity. A few years ago there was Ipperwash, then Caledonia. In our community there seems to be a great relationship with Aamjiwnaang. I don't put any of the blame of the outcome on the police who served these areas, I blame government and how things have been pushed aside until things exploded. With that, my concern would be, in the instance that something should happen, heaven forbid, not knowing what the relationship is with the Native communities and the OPP, I imagine it is something that can only be mended day by day, but should something like Ipperwash or Caledonia happen here who would pay for those costs? Is it the local community or does the province pay for it directly. It would be greatly appreciated if you could explain how when it comes to policing the reserves, how are they handled. For instance, there is talk of the house on the reserve that people have voiced their opinion; good or bad. Some people believe that the SPD should do something. Sarnia states that they cannot do anything more so surrounding the issue of the reserve having different rules per say. Does the OPP handle situations in the same way?

Each situation is different, however no additional costs were incurred by the municipalities mentioned above.

34. Can the OPP provide a sunshine list of OPP officers that make over \$1 00,000.00?

This information is available to the public and is located on the Ontario Ministry of Finance website at <http://www.fin.gov.on.ca/en/publications/salarydisclosure/2010/> .

35. What is the average OPP overtime cost?

The provincial average for overtime in the OPP is 8.8% of the over all salary not including the Inspector and above ranks. This number will vary from detachment to detachment.

36. What is the average response time? - (ask both City and OPP the question)

The OPP does not track detailed response times for each and every call for service. Officers respond to calls for service based on the priority of the call. The response times will vary depending on the nature and urgency of the call for service, availability of personnel and back up as it is with any police service.

The proposed OPP structure has 4 more uniform officers on platoons. Should the OPP police the City of Sarnia there would also be seamless access to surrounding OPP Detachment personnel should the need arise. The reality is you'll have the same number or more officers responding to calls for service in the City. Response times should not be any different.

37. When escorting heavy loads through the city or on highways etc., how are these costs shown for both the city and opp and are they reflected on the paystubs?

Local organizations pay officers directly for Paid Duty assignments and this does not form part of the annual estimate provided. Officer's income from Paid Duties are recorded and reported for tax purposes.

38. What is the average increase throughout the province when initial contract is up?

The OPP has well over 100 contracts across the province. Based on the size and specifics of each contract, each percentage increase is different. Increases are subject to salary and benefit awards, as well as overtime, contractual payments, PSU reconciliations, workload or enhancements requested by municipalities.

39. What are the options for Sarnia after the contract is up and Sarnia no longer wants OPP?

The City of Sarnia has the following options under the Police Services Act section 5:

Methods of providing municipal police services

5. (1) A municipality's responsibility to provide police services shall be discharged in one of the following ways:

1. The council may establish a police force, the members of which shall be appointed by the board under clause 31 (1) (a).
2. The council may enter into an agreement under section 33 with one or more other councils to constitute a joint board and the joint board may appoint the members of a police force under clause 31 (1) (a).
3. The council may enter into an agreement under section 6 with one or more other councils to amalgamate their police forces.
4. The council may enter into an agreement under section 6.1 with the council of another municipality to have its police services provided by the board of the other municipality, on the conditions set out in the agreement, if the municipality that is to receive the police services is contiguous to the municipality that is to provide the police services or is contiguous to any other municipality that receives police services from the same municipality.
5. The council may enter into an agreement under section 10, alone or jointly with one or more other councils, to have police services provided by the Ontario Provincial Police.

6. With the Commission's approval, the council may adopt a different method of providing police services. 1997, c. 8, s. 4.

40. Will OPP be providing foot and bicycle patrols?

Yes the OPP does provide both foot and bicycle patrol in many of the communities we serve. The City of Sarnia would be responsible for providing the bicycles.

41. Who will police Sarnia Reserve and at what cost?

If the City isn't policing the Aamjiwnaang First Nation, then the OPP will, unless the Aamjiwnaang make other arrangements for policing of their community.

42. Is Hwy 402 part of patrol area in Sarnia City Limits?

Highway 402 is a provincial responsibility of the OPP.

43. Are we GIVING the police building to OPP or renting to them?

As stated in the OPP Costing proposal the following would apply as it relates to the current Sarnia Police Building:

Accommodations, Furniture and Ancillary Equipment

This proposal is contingent upon the use of the existing police facility located at 555 Christina Street North. The existing facility must meet or exceed the needs of the staffing complement for the identified contract resources and meet the government standards and specifications for police facilities. Any costs related to alterations, modifications or maintenance of such a facility would be the responsibility of the City.

The City would be responsible for providing any and all suitable furniture or ancillary equipment at the police facility including, but not limited to, desks, chairs, filing cabinets, lockers, photocopiers, and facsimile machines. Maintenance, repair and replacement costs of the additional items would be the responsibility of the City. Sufficient paved parking spaces for police, employee and visitor vehicles would be the responsibility of the City. Other options or alternatives for meeting any of these requirements would be subject to agreement at the time of negotiation of the contract.

The terms of occupancy would be the subject of negotiation between the Ontario Realty Corporation (on behalf of the OPP) and the municipality in the form of a Licence to Occupy or a Lease Agreement dependant upon the nature of the contract.

The city would be required to comply with any change in legislation (Adequacy Standards) as it applies to police facilities as would the currently for its municipal service.

44. Will OPP provide courtroom security, if not what extra cost?

Yes the OPP will provide court room security. The OPP Costing Proposal Structure includes the identical number of court staff that is currently in place.

45. Will officers be doing paperwork in vehicle or office. If in office will this take away from patrol?

The OPP Structure for the City of Sarnia includes civilian data entry. Civilians will be entering data for officers. This will allow for greater patrol hours.

46. Will OPP enforce city by-laws, if not - what extra cost?

By-Law Enforcement

- OPP will enforce municipal by-laws (except those dealing with building standards and animal control).
- Enforcement of By-Laws will be in consultation with the City, Police Services Board and the Detachment Commander.
- It is not the intention of the OPP to become the lead agency but rather to perform a support role for By-Law enforcement

There is no extra cost for bylaw enforcement; it is included in the OPP cost estimate.

47. Will costing be based on 2010 or 2008?

Salary and benefits will be based on current year costs. Other direct operating expenses will be on the 2008 formula for at least one year dependent on the approval of the 2010 funding formula.

48. Who will pay if officers go out of town for incidents not concerning Sarnia?

Should a Sarnia OPP officer leave the City of Sarnia as a result of an incident not related to the City of Sarnia, there will be no cost to the City. The City will be compensated for the officer's absence through Provincial Services Usage (PSU).

49. Will we be charged for dispatch out of London?

The cost for OPP dispatching is included in the costing proposal presented by the OPP.

50. Will we maintain our Youth and Morality Bureaus?

The structure of the proposed Sarnia OPP Crime Section is as follows:

Crime Section

- 11 Major Crime Investigators

- 3 Youth Crime Investigators
- 3 Street Crime Investigators
- 3 Drug Crime Investigators
- 1 Intelligence Officer

Further support for the Crime Section is available through a number of OPP resources. The OPP Municipal Policing Framework is located on the City of Sarnia website at <http://www.city.sarnia.on.ca/pdf/OPP%20Municipal%20Policing%20Framework.pdf> and lists services that the OPP provides and would be available to the City of Sarnia.

51. Will any of our officers be transferred out of Sarnia?

The Commissioner reserves the right to relocate personnel in the best interests of the community and the O.P.P. The O.P.P., however, will not transfer a municipal police officer who is hired by the O.P.P. for the first three years after the hiring unless one or more of the following applies:

- The officer requests a transfer.
- The officer is required to relocate for a promotional opportunity.
- The officer is unable, in the opinion of the Commissioner, to perform his or her duties effectively in the community. Members above the rank of constable “may” be subject to relocation after the three year period depending on operational and organizational requirements

Unless there is a reason to transfer an officer from their current location, they are not transferred.

52. What is the criteria for present officers being hired over to the OPP?

This question was addressed and explained by the OPP during the presentation to council on May 17, 2010.

The O.P.P. will offer employment to all serving uniformed municipal police officers who meet the requirements of the *Police Services Act*; however, the Commissioner reserves the right to review the suitability of any officer charged with a criminal offence.

A municipal officer who is on disability leave at the time of disbandment of a municipal police service will be offered employment with the O.P.P. on satisfactory evidence from a medical practitioner of the member's suitability to return to duty.

53. What is the criteria for NCO and Commissioned officers to retain their ranks when taken on by the OPP and what will their rank be?

This question was addressed and explained by the OPP during the presentation to council on May 17, 2010.

Rank Level Determination (R.L.D.)

To be eligible to seek appointment to the O.P.P. at a rank other than constable, an officer must hold a confirmed rank above constable in the municipal police service and apply for an equivalent rank with the O.P.P. through the Rank Level Determination Process

Applicants at the Sergeant level will be subject to a background investigation followed by an analysis and recommendation for the Sergeant rank. OPP Career Development Bureau will do the background investigation analysis for the Sergeant level.

Provided the background investigation results reflect competency at the supervisor level and the applicant has the required service in the rank, the candidate will be confirmed in the Sergeant rank.

Applicants above the rank of Sergeant will appear before a Rank Level Determination Panel. The Chair, Rank Level Determination, will present recommendations of the *Management RLD Process* to the Commissioner for a decision.

The Rank Level Determination Board will be chaired by the Commander, Career Development Bureau or designate.

The RLD Board shall be composed of members from the following groups that based on the current or applied for rank level of the RLD applicant, represent the applicant and the OPP's interests.

- A representative of the Ontario Association of Chiefs of Police
- A representative of the Ontario Senior Officers Police Association
- A representative of the OPP Commissioned Officers Association
- A representative of the Police Association of Ontario
- A representative of the Ontario Provincial Police Association

54. Did Haldimand-Norfolk ever receive the \$960,000.00 for their officers being taken out of the area for OPP duties elsewhere?

The OPP does not discuss other municipality's contracts or financial information.

55. Please provide the SOLVED crime stats for each of the last 10 years and the same stats for the City of Orillia. NOTE: I request the SOLVED stats, not "Cleared" stats as cleared can also refer to cases that are 'exhausted' , 'unfounded' etc.

Statistics of this type can be found on the Government of Canada website located at <http://dsp-psd.pwgsc.gc.ca/Collection/Statcan/index-e.html> .

56. Also the total number of OPP officers and the number of officers per 1000 of population policed for the province and for Orillia.

The OPP has more than 5,900 uniform members, approximately 1,800 civilian employees and 1002 auxiliary members.

Statistics for Orillia can be located on Statistics Canada website located at http://dsp-psd.pwgsc.gc.ca/collection_2009/statcan/85-225-X/85-225-x2009000-eng.pdf .

57. Also provide the OPP officer to population policed ratio for the province and for Orillia.

Statistics such as these can be located on Statistics Canada website located at http://dsp-psd.pwgsc.gc.ca/collection_2009/statcan/85-225-X/85-225-x2009000-eng.pdf .

58. Also provide the total number of Police Act charges laid against OPP officers for each of the last 10 years.

Police Act charges and related information can be located on the Ontario Civilian Police Commission website at <http://www.ocpc.ca/english/index.asp> .

59. Please provide the current wage scale for each rank.

The OPP Contract Policing Proposal can be found on the Sarnia City website at <http://www.city.sarnia.on.ca/pdf/OPP%20Contract%20Policing%20Proposal.pdf>. OPP Cost Schedule for Municipal Policing for 2010 is located on Page 9 and lists the salary for each rank.

60. Will the OPP place priority on catching motorists who are speeding on Sarnia Streets?

Traffic enforcement and safety is a top priority within the OPP. The OPP's Provincial Business Plan is located on the OPP website at <http://www.opp.ca/>.

61. Will the annual budget for OPP be within cost of living and/or meet City budget annual adjustments?

The annual estimates are based on an agreed number of personnel and services provided. Increases in wages and benefits are included in the estimates each year. During the year of a renewal of the collective agreement, the estimate will be based on the previous year's salary and benefit amount. When the agreement is ratified, the municipality will be advised of the percentage increase of the salary and benefit award.

With respect to other direct operating expenses, they are based on a Ministry approved funding formula. When the Ministry revises the formula, those costs will be passed on to the municipality the following calendar year.

62. If the dispatcher for Sarnia OPP policing is located in London; what happens if a resident of Sarnia calls 911 and quickly needs the police, fire and ambulance at the same time. From what I

understood while watching the presentation last evening, our fire and ambulance dispatchers will still be located in Sarnia. How would all this be coordinated in an emergency?

If Sarnia were to keep Fire dispatch and 911 CERB service at the Sarnia Police office, the following would be the call answer flow:

- A call is received from the public on the 911 lines, and is answered by a Sarnia CERB operator.
- If the caller requests Police, the call would be down streamed to the OPP in London as the police service of jurisdiction.
- If the caller requested Ambulance, the call would be down streamed to the local MOH CACC.
- If the caller requested Fire, the call would be handled by the CERB operator.
- If the caller required multiple first responders (Police, Fire & Ambulance), a determination would be made as to the most urgent need and the call would be down streamed to that agency.
- It would then be the responsibility of the down stream agency to coordinate the attendance of the supporting agencies.

This is standard CERB practice across the province.

63. Since the Sarnia Police Department now pays for water and sewage. Once the City of Sarnia becomes a landlord for the OPP. Will the OPP pick up the cost of their water and sewage bill?

Water and sewage are currently a municipal cost and will continue to be a municipal cost.

64. Since the Sarnia Police Department must have a janitor that is their employee and has a security clearance to protect their sensitive materials. Why will the OPP not require janitors that have no security clearance to roam through their building at will. Is security of the OPP's material not an issue with them, like files and fire arms?

This question is addressed in question # 28.

65. Where will the OPP have their fire arms range?

There are various sites throughout the region that are currently being utilized by the OPP for training. There are ranges located in Chatham, Middlesex, Tillsonburg and Mount Forest.

66. Who will certify the OPP fire arms range?

The OPP indoor range is subject to inspection by the Chief Provincial Firearms Office. The OPP utilizes various gun ranges across the Region which are also subject to inspection by the CPFO.

67. Should the OPP not use our present fire arms range? Would the City of Sarnia be on the hook for travel for the Sarnia detachment be borne by the City of Sarnia?

No there would be no added cost to the City of Sarnia.

68. What would happen to the small arms, rifles and other police equipment?

Should the City enter into an agreement with the Ministry to have the OPP provide policing services to the City of Sarnia, the OPP would conduct an assessment of all the current equipment used by the Sarnia Police Service. Any equipment that would be suitable to the OPP would be subject to a purchase/credit agreement between the two parties. Assets that are not required can be sold by the City/Board to offset other capital costs.

69. How long would the City of Sarnia have to look after Police Services personnel that are affected by WSIB claims?

This is a question that the City of Sarnia should respond to in consultation with the Workplace Safety Insurance Board.

70. Would opp members be long term residents of Sarnia developing some community understanding and compassion, or would they simply write tickets as happened to a friend in her seventies in Pt. Edward for a seat belt violation?

No response will be provided to this question.