



North Bay Police Service

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Mayor Al McDonald,

In response to your request regarding potential issues with respect to an OPP Costing, I believe that Council should be made aware that the city would be facing an upfront cost in the amount of 8.5 million dollars if a successful bid were to be approved. As a result of our Collective Agreement and legislative requirements, NBPS employees would be entitled to severance packages and banked time payouts. Should Sworn Officers of the North Bay Police not be offered employment with the OPP, these severance packages will grow exponentially depending on the tenure of the officers in question. I am unable to determine with any amount of certainty what that number would look like.

Also, the current police facility is in dire need of renovations and upgrades that range between 9 million dollars (short term fix to address structural and safety issues) and 17.7 million dollars for a new building. Whichever organization is tasked with policing the city of North Bay, funds will be needed to accommodate and house that agency. If an OPP costing were to proceed, City Hall would have no say regarding the repair or construction costs associated to a building.

The following are additional concerns that should be considered:

- The process of an OPP costing will take 15 months (from the date of the request until the Municipal Council consideration/public consultation and final decision).
- 3-6 OPP officers would be assigned to compile their report at a cost to the Ontario taxpayer.
- Based on the experiences of other Police Services involved in a costing, the North Bay Police Service would have to assign staff in order to provide the OPP with information and to draft a counter proposal at an estimated cost of \$120,000 - \$145,000.
- The Board would employ the services of an actuary should an OPP Costing be approved by council. This professional would provide costs associated to severance, vested bank payouts and liquidation of Service assets as well as a projection of costs for police beyond year four of an OPP contract. This report would cost \$35,000 - \$45,000.
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- I have engaged with several Chiefs of Police who have gone through an OPP costing (Brockville, Midland, Sarnia, Orangeville, Owen Sound and West Nipissing). Due to the extended period required for the review, all have expressed concerns regarding moral within the service.
- All NBPS employees would need to submit an Application for Consideration.
- Not all sworn members will be offered employment with the OPP.
- All Non-Commissioned Officers and Inspectors will be required to go through a rank review with no guarantee of lateral rank transfer.
- The majority of civilians (45-60 dispatchers, clerks and Special Constables) will have to seek employment elsewhere.
- This costing may have a negative impact with respect to current partnerships and collaborative initiatives currently in place such as the Gateway Hub, Mobile Crisis Team and the CYAC.
- The cost of losing civilian employees as a result of an OPP takeover would cost North Bay taxpayers 6.5 million dollars in severance pay.
- Vested Sick Bank payout would cost an additional 2 million dollars.
- Current employees may seek employment elsewhere sooner rather than later and may hinder our ability to recruit quality individuals on both the sworn and civilian side of the house.
- The OPP, if contracted to police the city of North Bay, will need a building for their base of operations at an estimated cost of 9 -17.5 million (dependent on their assessment of whether to repair or build new).
- North Bay Council currently has the following options:
 1. Renovating and upgrading no expansion (short term fix) 9 million;
 2. Renovating and upgrading with expansion of current building 15-16 million;
 3. New Building 17.5 million.
- 911 call answering will have to be sought at an added cost to the City. Taxpayer money could end up going outside this community for this service.
- The North Bay Fire and Emergency Services will also have to seek dispatching services elsewhere which again could have money going outside this community for this service.
- The OPP would provide policing in a cluster and share officers from North Bay. Officers could be assigned to deal with issues in Mattawa, Bonfield, Powassan and Callander.
- The enforcement of local By-Laws including parking and noise, would be added to the costing and does not come as part of the OPP package.
- The Taxi By-Law would be returned to the city to administrate.

While developing our 2017-2020 Strategic Business Plan we hosted a Town Hall meeting and nobody expressed feelings of dissatisfaction with our service.

Every community in Ontario is facing the economic impact of maintaining community safety through effective policing. The question remains, do you want to own your police service or do you want to rent it?

Ownership provides a better option as to how that service is applied. Renting a police service means deployment is directed through Orillia with no control of cost.

Respectfully,



Shawn Devine