

**Ontario  
Provincial  
Police**

**Police  
provinciale  
de l'Ontario**



**Municipal Policing Bureau**  
Bureau des services policiers des municipalités  
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File #: 4450

May 7, 2013

Mayors / Reeves  
OPP Policed Municipalities

Dear Mayor / Reeve:

I am writing to inform you of the financial impact of the 2010 Public Sector Compensation Framework Agreement as communicated to your municipality in a letter dated January 28, 2011. The Framework Agreement is for a four-year term commencing January 1, 2011 and extending to December 31, 2014.

Within the 2010 Framework Agreement between the Ontario Provincial Police Association (OPPA) and the Province of Ontario, the OPPA agreed to a two-year across the board salary freeze for both uniform and civilian members. The salary freeze applied to 2012 and 2013. The agreement will conclude with a salary increase in 2014, which will match the salary of the highest paid police service in Ontario.

At this time the projected salary increase for 2014 will be 8.55 percent. This salary increase clause for 2014 will be implemented some time between January 1<sup>st</sup> and September 30<sup>th</sup> of 2014, and the increase will be retroactive to January 1<sup>st</sup>. The 2014 salary rate estimates for OPP costs have been provided in the chart below for your reference:

| <b>2014 Annual Salary Rates Comparison</b>                       |                  |                    |                 |          |
|--|------------------|--------------------|-----------------|----------|
|  | <b>Agreement</b> |                    | <b>Increase</b> |          |
|  | <b>2014*</b>     | <b>2011 – 2013</b> | <b>\$</b>       | <b>%</b> |
| Provincial Constable   | \$ 94,702        | \$87,240           | \$7,462         | 8.55     |
| Sergeant   | \$106,483        | \$98,093           | \$8,390         | 8.55     |
| Detachment Administrative Clerk                                  | \$ 60,181        | \$55,439           | \$4,742         | 8.55     |
| * Based on current projected wages of police services in Ontario |                  |                    |                 |          |

Mayors / Reeves  
Page two

In December 2013, your municipality can expect to receive your 2014 estimate for policing services. This document will reflect the most current available salary projections for 2014.

The OPP recognizes that efficiency and financial accountability are of paramount importance to municipal governments. We also understand that OPP policing forms a significant portion of municipal budgets. Through operational assessments and business process reviews, the OPP works to continually identify opportunities to improve the delivery of policing services to better serve municipalities and this work continues.

We are currently engaged in a working group to provide a forum for the OPP to bring together invited stakeholders to discuss and provide strategic advice on opportunities to provide efficiency and effectiveness. We will continue our close collaboration with municipalities as partners in ensuring an effective system of municipal police services delivery. We will also continue to work with the Future of Policing Advisory Committee (FPAC), an advisory body established by MCSCS, as it develops recommendations that will contribute to effective, efficient and sustainable police service delivery in Ontario.

If you require additional information or clarification of the information contained in this letter, please contact my office at (705) 329-6200. You may be assured of the OPP's commitment to working with you as we continue to provide effective and professional policing services to your community.

Yours truly,

A handwritten signature in black ink, appearing to read 'R. A. Philbin', with a long horizontal flourish extending to the right.

R. A. (Rick) Philbin, Superintendent  
Commander  
Municipal Policing Bureau

/pf

c. Financial Officer

May 8, 2013

## **OPP Begins Municipal Consultations on Billing Reform and Other Updates**

An Ontario Provincial Police (OPP) driven consultation has begun via seven regional forums with 74 randomly selected OPP contracted and OPP non-contracted municipalities. The forums in Northwestern Ontario have been completed with sessions in Northeastern, Central, Eastern and Southwestern Ontario to occur shortly. At the completion of these regional sessions later in May, a report of what the OPP heard will be consolidated and then sent out to all 323 OPP-serviced municipalities for further comment and validation.

The OPP consultation is about the reform of the method it uses to bill municipalities for its policing services. The OPP is seeking direct feedback on municipal views of the current billing method and to find out what is important to municipal governments in the development of future billing options. This municipal consultation will help to inform changes to the OPP billing method that will be presented to the provincial government for decision. Anticipated timing is that any change would be made this fall. There is a broad understanding that the current OPP billing system, which has developed over time, is not equitable among municipal governments.

This billing reform initiative is specifically scoped on how to bill municipalities for OPP services going forward. It is not designed to explore or address the underlying OPP service cost drivers. However, there is recognition of the complex linkages between this billing initiative to the continuing municipal call for reduction of overall policing costs, the Ontario Municipal Partnership Fund (OMPF) and the work of the Future of Policing Advisory Committee (FPAC) that is looking at core and non-core functions and ways to impact costs.

There is a wide variation and lack of transparency of OPP costs to the municipalities they serve. OPP costs can vary widely between municipalities within the same detachment or among municipalities with similar populations. Also, municipalities that are considered "hub" communities (e.g. serve as regional centres), experience higher policing costs than same-sized non-hub municipalities. This has been of great concern to those municipalities paying higher than average per household costs for their OPP services. The 2011 per household costs for OPP services can range from under a \$100 to well over \$600.

Bringing greater transparency and clear communication of what is in OPP billing to municipalities, was in part addressed through the 2012 publication *Understanding Municipal Policing Cost* (<http://www.opp.ca/ecms/index.php?id=13>) developed by an AMO, OPP and Ministry of Community Safety and Correctional Services working group. Although it provided a detailed inventory as to all the cost variables that go into municipal OPP billing, it was not able to address the OPP deployment model, the calls for service/response standards or other factors that determine the municipal policing costs.

In April, the OPP Municipal Policing Bureau established a Municipal Policing Working Group with municipal representatives. It has the following objectives:

- To provide a forum for the OPP to discuss and provide strategic advice on opportunities to enhance efficiency and effectiveness of OPP municipal police services.
- To provide an opportunity for stakeholders early input into its policy development process and ensure that proposed policy initiatives are relevant, timely and, ultimately, successful.
- To solicit diverse perspectives on municipal policing and new ideas to strengthen the efficiency and effectiveness of municipal police services.

The Working Group is also composed of: OPP representatives, municipal representatives (Mayors and CAOs from contract and non-contract OPP-policed municipalities), AMO, Ontario Association of Police Services Board (OAPSB) staff and provincial government staff. Although the current focus of the OPP working group is on this billing initiative, other expected future issues to be discussed are civilian governance, future legislation and opportunities for more efficient and effective OPP municipal police services.

This week, OPP Municipal Policing Bureau Commander, Superintendent Rick Philbin, sent a letter to all 323 OPP-serviced municipalities with respect to the 2014 projected salary increase of 8.55%. The letter is attached. The salary increase is part of the collective agreement, started in January 2011 and to end in December 2014. The terms of the agreement called for an increase of 5% in 2011, followed by a two year wage freeze and top up commitment for 2014. It should be understood that the only possible way to undo such collective agreement increases would be by provincial legislation which would draw legal and policy challenges.

Additionally, on May 6th, OPP Commissioner Chris Lewis released a video statement on the complex issues surrounding the costs of municipal policing. The video link is:  
<http://www.youtube.com/watch?v=OE0dMsLRwJY>.

AMO will continue to update members on progress and any additional emerging issues related to municipal policing costs.

**Contact:** Monika Turner, Director of Policy, [mturner@amo.on.ca](mailto:mturner@amo.on.ca) 416-971-9856 Ext. 318.