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**For the Special Meeting of the
Council of the Municipality of West Grey
Held on Monday, March 20, 2017 at 5:00 p.m.
At the Council Chambers – West Grey Municipal Office**

<u>Council</u>	Mayor Kevin Eccles, Councillor Bev Cutting, Councillor Rebecca Hergert, Councillor Doug Hutchinson, Councillor Carol Lawrence, Councillor Rob Thompson
<u>Absent</u>	Deputy Mayor John A. Bell
<u>Staff</u>	Larry C. Adams, CAO/Deputy Clerk; Mark Turner, Clerk; Robert Martin, Police Chief
<u>Others</u>	Town of Hanover Council – Sue Paterson, Mayor/Hanover Police Services Board member; Selwyn J. Hicks, Deputy Mayor; Steve Fitzsimmons, Councillor; Peter D. Hambly, Councillor; Rick Hopkins, Councillor/Hanover Police Services Board member; Ed King, Councillor; Hazel Pratt-Paige, Councillor; James Stocovaz, Student Councillor. Warren Dickert, Chair, Hanover Police Services Board; Don Smith, Vice-Chair, Hanover Police Services Board; Chris Knoll, Hanover Police Chief; Brian Tocheri, CAO/Clerk.

Declarations of Pecuniary Interest and General Nature Thereof
- None

MPM Consulting – Final Report on the Feasibility of Amalgamating the Hanover and West Grey Police Services

Mike Mitchell, MPM Consulting, presented the Final Report on the Feasibility of Amalgamating the Hanover and West Grey Police Services to West Grey Council.

Mr. Mitchell worked with the West Grey/Hanover Police Amalgamation Committee to complete the final report. Mr. Mitchell noted any amalgamation has to provide similar services presently being provided by the two municipalities. After a number of meetings, it was determined an amalgamation is feasible due to the proposed cost savings and streamlining of administration.

Mr. Mitchell indicated the only option considered was an amalgamated police service with one police service board. Mr. Mitchell considered workloads to determine the number of front line officers and administrative and support staff that will be required. Mr. Mitchell noted that approximately 85% of policing costs are payroll related, and

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only way to reduce this cost is through the reduction of staff. It is being proposed to reduce the complement of policing staff for the proposed amalgamated police service by eight (8) through attrition.

Mr. Mitchell noted the report used comparator police services from Amherstberg and Strathroy-Caradoc. The projected annual minimum savings resulting from the proposed amalgamated police service is \$650,000, resulting in the two municipalities collectively saving over 11% by amalgamating. It is noted that the savings will be achieved over time through staff attrition.

Mr. Mitchell detailed the organizational chart of the proposed amalgamated police service as shown on page 34 of the report. The minimum staffing level will include one Chief of Police, one Deputy Chief, 5 Sergeants; 20 Full Time Constables; 5 Part Time Constables, for a total of 27 full-time and 5 part-time sworn members. There will be three civilian support staff.

Mr. Mitchell indicated a new police building will need to be constructed at an estimated cost of \$3,500,000 to \$4,000,000.

Mr. Mitchell recommends in his report that both municipal councils pursue their goals of seeking more cost efficient delivery of public services by working in partnership with each other. Formal approval from both Councils to develop an agreement in principle that addresses the most significant decisions that must be made before amalgamation could commence. Specifically, the major issues to be resolved include: an adequate police building, a funding formula beneficial to both municipalities, a dispute resolution mechanism, and membership on the police services board. If these issues can be resolved, the development of an amalgamated police service could proceed in a manner similar to the process described earlier in this report.

Mayor Eccles thanked Mr. Mitchell for his work on behalf of the Committee and Councils.

Peter Hambly, Hanover Councillor, questioned if any analysis regarding the demographics of the police service was conducted to determine the staff attrition rates and savings. Mt. Mitchell stated he did not conduct any demographic study, however, the Committee made assumptions

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based on the current police services complements of officers, and noted there are other options that could be considered such as loaning out police officers to other police services.

Councillor Thompson stated in his opinion that a minimum of three police officers on duty at a time for the proposed amalgamated police service that would handle calls for a population of approximately 20,000 is not sufficient. Mr. Mitchell responded that the Hanover and West Grey Police Services require 2 police officers to be working at all times, and thought with the amalgamation that 3 officers could handle the workload, although other officers, such as the community relations officer could be on duty during the day and could assist if needed. Councillor Thompson stated only having a minimum of 3 police officers on call at a time would be a safety issue for the officers, and if something happened in West Grey, Hanover would have to pull their officer from the Town to West Grey, resulting in no police coverage in the Town during that time, or vice-versa. Mr. Mitchell stated that is correct, however, neighbouring police officers could be called in. Councillor Thompson opined that the West Grey and Hanover Police Services have worked well in the past, and doesn't see why the current relationship cannot continue. Councillor Thompson cited the past issues with being able to obtain part-time police officers.

Councillor Thompson stated in his former capacity with the Durham Police Service and West Grey Police Service, he completed the crime statistics since the mid-1980s, and asked where the consultant obtained his information respecting the number of calls. Mr. Mitchell stated he obtained these figures from the police chiefs, and believes the numbers are solid. Councillor Thompson questioned whether or not the comparator numbers of the two police services are appropriate since the Hanover Police Service records foot patrols and bar checks, whereas the West Grey Police Service does not. As a result, if you deducted the foot patrol and bar check records, the overall calls to dispatch would be less. Mr. Mitchell affirmed the calls for dispatch records would decrease if these deductions were used, and opined it would further substantiate the viability of the proposed minimum complement of 3 police officers on call at any one time for the proposed amalgamated police service.

Councillor Hutchinson stated Hanover is an urban centre, and West Grey is largely a rural area, and opined if one or two officers were busy

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in Hanover, there would be a huge area in West Grey for only one officer to cover. Councillor Hutchinson noted if the minimum complement of four officers were utilized it may be better, but the same anticipated cost savings would not take place. Hanover Councillor Hambly stated the projected savings over time are \$650,000/year, and if it is determined in a few years that another officer is needed, there still would be significant savings collectively.

Mayor Eccles stated this report was to determine if amalgamation of the two police services is feasible, and that is what the committee has brought forward. Mayor Eccles indicated it is now up to the respective Councils to decide if they wish to go further in the process in order to change the feasibility of an amalgamated police service into a reality. Mayor Eccles noted the projected savings are based on what the present contract is today, and it will have to be determined what a combined contract will look like and if there are potential savings there. Mayor Eccles indicated further work needs to be done on how costs are to be allocated (i.e. assessment, calls, etc.).

Mayor Eccles requested this matter be placed for discussion purposes on the March 27, 2017 Committee of the Whole meeting, and West Grey will wait for a response from Hanover Council who will be discussing this issue at their Council meeting tonight.

Brian Tocheri, Hanover CAO/Clerk, reviewed two spreadsheets, spreadsheet A that estimates the cost if the two police services continue to operate independently, and spreadsheet B that estimates the cost for the proposed amalgamated services over time, with 2016 statistics used as a starting point. Mr. Tocheri has estimated that over 20 years, the cost for the two police services if they continue to operate independently would rise from \$5.8 million to \$8.4 million. Mr. Tocheri indicated that based on the cost savings in the consultants' report, and once the projected complement of 27 sworn officers is achieved through attrition, in 10 years, there would be an estimate cost savings of over \$3.2 million for the proposed amalgamated police service. Over a 20 year period, spreadsheet B indicates an estimated savings of over \$12 million with an amalgamated police service.

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Mayor Eccles clarified that the statistic in the two spreadsheets are assumptive numbers, as there is no amalgamated working agreement at this time. Mr. Tocheri noted this projection excludes potential revenues (approximately \$300,000 in 2016), and there could be additional economies of scale with efficiencies generated, such as building savings as the amalgamated police service will not require two police buildings.

Adjournment

Hutchinson, Resolved that, we do now adjourn at 5:45 p.m., to meet again on March 20, 2017, 7:00 p.m., or at the call of the Mayor. Carried.

Kevin Eccles, Mayor

Larry C. Adams, CAO/Deputy Clerk