



## **TOWNSHIP OF MELANCTHON POLICE SERVICES BOARD**

### **AGENDA**

**WEDNESDAY, DECEMBER 21, 2016 (RESCHEDULED FROM DEC. 14<sup>TH</sup>)  
10:00 A.M. - MELANCTHON MUNICIPAL OFFICE COMMITTEE ROOM**

- 1. Call to order**
- 2. Attendance**
- 3. Declaration of Pecuniary Interest or Conflict of Interest**
- 4. Approval of Agenda**
- 5. Approval of Minutes** - September 22, 2016 and Special Meeting - October 20, 2016
- 6. Issues Arising from the Minutes**
- 7. Presentations/Delegations**
- 8. Correspondence**
  1. AMO Communications - Arbitrated Settlement with the OPPA
  2. Letter from the OPP Municipal Policing Bureau regarding the Arbitrator awarded Salary increases
  3. Motion from the Shelburne Police Services Board regarding Melancthon's Traffic Safety Initiative
- 9. Financial**
- 10. Detachment Commander's Report**
- 11. Committee Reports**
- 12. Other Business**
  1. Review submissions received from the Public for the Development of the 2017-2019 Action Plan
  2. Melancthon PSB - Development of Protocols
  3. Budget for 2017, set and request of Council
  4. Melancthon Website ~ Police Section
  5. Distribution of "Could You Stop" Brochure by Melancthon Township
- 13. Public Discussion**
- 14. Date of Next Meeting**
  1. Set 2017 Meeting Dates
- 15. Adjournment**

**Denise Holmes**

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**From:** AMO Communications <communicate@amo.on.ca>  
**Sent:** Tuesday, October 04, 2016 12:48 PM  
**To:** dholmes@melancthontownship.ca  
**Subject:** AMO POLICY UPDATE - ARBITRATED SETTLEMENT WITH THE OPPA

October 4, 2016

## **Arbitrated Settlement with the OPPA**

An arbitrated decision has been reached between the Government of Ontario and the Ontario Provincial Police Association (OPPA). Over three hundred small municipal governments across Ontario use the services of the OPP and this award will have significant budgetary impacts for these municipal governments against a backdrop of limited municipal revenues.

Although of no solace to those small municipal governments facing new fiscal impacts, the salary award is in line with the Toronto Police Service contract, which reduced the previous salary rate increases to less than 3%, which was generally the previous pattern. As fire services have been holding up the police sector as its comparator, it will be interesting to see where fire services land in the arbitration process.

The accumulated arbitrated wage settlement for the OPPA's increases, by calendar year, are as follows:

2015: 2.65% 2016: 1.95% 2017: 1.90% 2018: 1.75%.

For comparison, previous wage settlements for the OPPA were:

2011: 5.075% 2012: 0.0% 2013: 0.0% 2015: 8.55%.

The October 3<sup>rd</sup> arbitrated settlement, among other issues, also:

- Delays salary progression from 4<sup>th</sup> to 1<sup>st</sup> class officers by two months (with a cumulative impact);
- Provides for posting renewal incentives, (up to \$30,039 for 4 years);
- Eliminates pay in lieu of vacation;
- Reduces overtime banking for civilian employees (from 100 to 40 hours); and
- New employees (effective January 1, 2017) will not be entitled to termination pay.

The settlement also provides for the establishment of a committee to examine shift scheduling. Shift scheduling had been identified by the Auditor General in multiple reports, as a key opportunity for efficiency improvements of up to \$10 million. It remains to be determined whether the shift scheduling committee will deliver any service efficiencies. Other service efficiencies identified in the Auditor General's value-for-money audit of 2012 include updating the staff

deployment model to better balance workloads between detachments; assigning more corporate service functions to civilians, and improving the management of overtime costs.

## Billing

On September 8th, the OPP wrote to municipalities advising of the salary rate estimates upon which 2017 Annual Billing Statements would be made. Those estimated rate increases for 2015 to 2017 were:

2015: 1.50% 2016: 2.64% 2017: 2.54%.

In addition, the OPP advised estimate to actual cost reconciliation for 2015 and 2016 would not be completed until the 2018 Annual Billing Statement. In other words, if municipalities were billed more than originally estimated in 2015, it could take three years for that difference to be reconciled. In addition, the differences between the arbitrated settlement and the estimated future increases also needs to be reconciled. AMO will be pursuing this rather one-sided accounting and billing system. Service systems should be much more responsive.

**Contact:** Matthew Wilson, Senior Advisor, [mwilson@amo.on.ca](mailto:mwilson@amo.on.ca) or 416-971-9856 Ext.323.

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**PLEASE NOTE:** AMO Breaking News will be broadcast to the member municipality's council, administrator, and clerk. Recipients of the AMO broadcasts are free to redistribute the AMO broadcasts to other municipal staff as required. We have decided to not add other staff to these broadcast lists in order to ensure accuracy and efficiency in the management of our various broadcast lists.

**DISCLAIMER:** Any documents attached are final versions. AMO assumes no responsibility for any discrepancies that may have been transmitted with this electronic version. The printed versions of the documents stand as the official record.

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Municipal Policing Bureau  
Bureau des services policiers des municipalités

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File Reference:

614-00

November 02, 2016

Dear Mayor/Municipal Clerk,

I take this opportunity to follow-up on the September 8, 2016 letter sent to all OPP-policed municipalities regarding the reconciliation of the municipal policing costs related to the collective agreement negotiations between the Ontario Provincial Police Association (OPPA) and the Province of Ontario (Employer). As you may be aware, both parties proceeded to mediation and ultimately to arbitration; the Arbitrator issued a decision on October 3, 2016, in accordance with the *Ontario Provincial Police Collective Bargaining Act*. The Arbitrator's award is final and binding to both the OPPA and the Employer. The new Civilian and Uniform Collective Agreements will expire on December 31, 2018.

The Arbitrator awarded a salary increase to all classifications in the OPPA Uniform and Civilian Collective Agreements, as follows:

- January 1, 2015 – 2.00 percent
- December 1, 2015 – 0.65 percent
- January 1, 2016 – 1.50 percent
- July 1, 2016 – 0.45 percent
- January 1, 2017 – 1.50 percent
- July 1, 2017 – 0.40 percent
- January 1, 2018 – 1.75 percent

As previously communicated, the OPP has been incorporating estimated salary rates in the municipal policing Annual Billing Statements for 2015 through 2017 as 1.5 percent, 2.64 percent and 2.54 percent, respectively.

As a result, the OPP estimated salary rate increases in your billing statements align very closely to the arbitration award rates and will have a minimal impact on your municipal policing costs. For 2015-2017, the annual compound salary rate percentage in our estimates only differed by 0.37 percent.

C# 2

	Arbitration Award	Annual Billing Statement Estimates	Variance
Jan-15	2.00%	1.5%	
Dec-15	0.65%		
2015 Compound Impact*	2.06%	1.5%	0.56%
Jan-16	1.5%	2.64%	
Jul-16	0.45%		
2016 Compound Impact*	4.44%	4.18%	0.26%
Jan-17	1.5%	2.54%	
Jul-17	0.40%		
2017 Compound Impact*	6.46%	6.83%	-0.37%

\*The yearly rate and the intra-year compound rates of previous periods prorated according to the specified periods.

The OPP will include both the 2015 and 2016 reconciliation adjustments in the 2018 Annual Billing Statement, providing municipalities with the opportunity to include these adjustments in their 2018 budget planning. The reconciliation adjustments for 2017 will be included in the 2019 Annual Billing Statements.

The cost of OPP services compares very favourably to those of other municipal police services in the province and will continue to do so in 2016 and beyond. I would like to thank municipal partners for their commitment and collaboration in reaching our common goal to maintain public safety in Ontario.

Yours truly,



M.M. (Marc) Bedard  
Superintendent  
Commander,  
Municipal Policing Bureau

## Denise Holmes

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**From:** Nicole Hill <nhillsecretary@gmail.com>  
**Sent:** Saturday, November 05, 2016 3:28 PM  
**To:** Denise Holmes  
**Subject:** Re: Letter from Melancthon Township Police Services Board - Traffic Safety Initiative

Hi Denise,

Please see below the Resolution the Shelburne Police Services Board passed:

Moved by S. Lawrence - Seconded by R. Chambers

THAT the Letter from the Township of Melancthon re: Traffic Safety Initiative be received, AND THAT the Melancthon Police Services Board be requested to provide more details to the program.

Regards,  
Nicole Hill

On Sun, Oct 16, 2016 at 10:08 PM, Nicole Hill <nhillsecretary@gmail.com> wrote:  
FYI

----- Forwarded message -----

**From:** Denise Holmes <dholmes@melancthontownship.ca>  
**Date:** Fri, Sep 23, 2016 at 3:48 PM  
**Subject:** Letter from Melancthon Township Police Services Board - Traffic Safety Initiative  
**To:** Kathy Pearl <kpearl@amaranth.ca>, Jeff Bunn <jbunn@townofgrandvalley.ca>, Colette Smith <csmith@cfoalternative.ca>, Kerstin Vroom <kvroom@mulmur.ca>, Nicole Hill <nhillsecretary@gmail.com>, Jo Anne Glazier <jglazier@orangevillepolice.ca>, Susan Stone <suestone@amaranth-eastgary.ca>, Terry Horner <thorner@mulmur.ca>, Jane Wilson <jwilson@townofgrandvalley.ca>, Mark Early <mark@townofmono.com>, Susan Greatrix <sgreatrix@orangeville.ca>, John Telfer <jtelfer@shelburne.ca>  
**Cc:** dholmes@melancthontownship.ca, "Sills, Steven (JUS)" <Steven.Sills@opp.ca>

Good afternoon,

Please see attached letter for consideration your next Police Services Board/Council Meeting.

Thank you.

Regards,

Denise Holmes



Denise B. Holmes, AMCT | Chief Administrative Officer/Clerk | Township of Melancthon |  
[dholmes@melancthontownship.ca](mailto:dholmes@melancthontownship.ca) | PH: **519-925-5525 ext 101** | FX: **519-925-1110** | [www.melancthontownship.ca](http://www.melancthontownship.ca) |

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