

Middlesex Centre Police Service

Introduction

For the sake of this discussion, the *Middlesex Centre Police Service* shall be defined as "a police organization, separate from other municipal, provincial and federal policing agencies; and whose primary function is traffic enforcement and the deterrence of crime and the protection and safety, in, around and on private properties."

The Middlesex Centre Police Department is a progressive public safety agency responsible for the protection of all citizens in Middlesex Centre by providing for the preservation of the peace, a safe and secure detention centre, and the security of our courts and our legal system.

With Honour, Integrity and Pride we strive to protect the rights and self-respect of all citizens. In alliance with our communities we endeavour to provide safe neighbourhoods for all.

Through determination and purpose of mind, we accept the responsibility of overcoming adversity to remain effective, efficient and responsive to the needs of our citizens.

Professionally and personally we are responsible for our conduct. We are honest, fair and strong of character. We hold ourselves accountable to the highest standards of ethical conduct and strive to be role models for others.

As law enforcement employees, sworn or civilian, full or part time, paid or volunteer, we are proud to belong to this agency and to promote these values.

To:

**Mayor Al Edmondson
Middlesex Centre Council**

Re:

The implementation of a new policing service for Middlesex Centre

The Middlesex Centre Police Department shall be, for the sake of this proposal, defined as a “police agency separate from other municipal, provincial and federal policing agencies; And whose primary function, as a minimum, is found in the Police Services Act.

Core Policing Services.

1. Crime Prevention.
2. Assistance to victims of crime.
3. Public order maintenance.
4. Emergency response.

The **Ontario Police Services Act** allows municipalities to provide their own policing service/s:

Every municipality, to which this subsection applies, shall provide adequate and effective police services in accordance with its needs.

This proposal includes moving responsibility for policing duties like traffic patrol, crime prevention, court security, and prisoner transfer to the Middlesex Centre Police Service, freeing up provincial police officers for more serious criminal investigations like the gang or drug task forces.

According to Dean Purdy, who is the Chair of the Corrections and Sheriff Services section of the B.C. Government and Services union, Alberta moved to a sheriff model in 2006, and they've been quite successful at reducing costs while maintaining a consistent level of service. Sheriff's officers can be trained much quicker than police officers, and there are substantial cost savings for taxpayers.

Utilizing the Ontario Provincial Police (OPP) amounts to millions of dollars in salary, wages, benefits, support, and equipment while leaving many residents feeling unprotected, as in OPP officers do not perform routine patrols of our settlement areas frequently enough for them to be effective.

In Ontario, an OPP Constable position can cost between \$200,000 to \$220,000 in salary, benefits, support and equipment, compared to a proposed \$105,000 to \$130,000 for the Middlesex Centre Police Service.

After 3 years, an OPP Constable's salary is over \$90,000.00 per year. Compared to the proposed wages of the head of the Middlesex Centre Police Service receiving \$65,000.00 per year in 2018.

With this proposal, the Ontario Government can move experienced OPP police officers away from contract policing and into much needed areas of law enforcement quickly.

This is a service that can help the provincial government achieve its policing objectives quickly, and at a reduced cost to local residents. It would also help address the recruitment and retention issue within the law enforcement industry, by expanding job opportunities and responsibilities. For lack of a better phrase it's a “win-win” situation for not only Middlesex Centre, but for Ontario as a whole.

Organization

The Middlesex Centre Police Service could be set up just as a private firm would be, by registering its business name so that if requested, Officers could perform off duty jobs, for example: security, traffic control, vehicle escort etc.

This does not make it a private company performing law enforcement.

The Police Service can be funded by municipal, provincial and federal governments, municipal taxes and the citizens that wish to employ them for off duty assignments.

The Police Service will have an elected provincial government official on its board of directors (police services board), along with a senior member of the Ontario Provincial Police (Chief Constable or Superintendent preferred) to ensure accountability, and a senior Police Officer (Sergeant or Staff Sergeant preferred) to ensure training standards, and the rest made up of private citizens.

Ultimately, like any police service, the Middlesex Centre Police Service reports to the provincial government, and the public. It will be held accountable for its actions, and its members will face disciplinary actions just like any sworn police services member would.

Structure

- Oversight/Police Services Board
- Chief
- Deputy Chief
- Civilian Staff Member – Operations Commander
- Civilian Staff Member – Fleet and Weapons
- Captain – Training and Standards
- Staff Sergeant – Watch Commander
- Sergeant – Shift Supervisor
- Corporal – Senior Patrolman
- Officer – Patrolman

In the first few years of its inception, positions like Watch Commanders and Deputy Chief could possibly be filled with retired members of the RCMP, OPP or a local police force that previously held Senior Officer Appointments within their respective forces.

Hiring

Minimum Requirements:

- Minimum of 19 years of age;
- Minimum of 30 post-secondary credits;
- Class G (or similar) driver's license; (no more than 6 demerit points)
- Good character
- Standard First-Aid and CPR-C or the ability to achieve one.
- Clean Criminal History

Hiring Process:

- Application
- Entrance Exam
- Physical fitness Test
- Suitability Interview
- Background Check
- Staffing Interview
- Conditional Hiring (Academy)

Training

Members will pass a local police academy approved training program covering the following:

- Use of Force
 - Handcuffs, Defensive Techniques, Defensive Baton, OC, must qualify on firearms used by the majority of police services, must maintain qualification each year.
 - Must qualify on TASERS
- Criminal Law
- Civil Law
- Patrol Techniques (Foot and Driving)
- Defensive Driving Techniques
- Operations of Patrol Vehicle
- Physical Fitness
- Tactical Communication
- First-Aid and CPR
- Report Writing
- Court Procedures

As they are sworn officers, this entire training could be conducted over a period of 2 months, continuous training.

Police officers must qualify on firearms and Tasers, **but not necessarily carry them.**

Academy (Ontario Police College)

- 8 weeks
- 1st Midterm (80% passing)
- 2nd Midterm (80% passing)
- Use of Force (Pass/Fail)

Scenario Training

Use of Force Skills

- Overall competency
- Final Examination (80% passing)

After completing the Academy, if successful the graduates will be designated as Officers charged to enforce Criminal Code, the Highway Traffic Act, CDSA and other laws.

Uniform

Patrol uniform will consist of the following in dark brown long sleeve shirts/tie (winter uniform) and short sleeves no tie (summer uniform):

- Patrol jacket in both high visibility and normal black/brown variety.
- Class **A & B** uniform shirts, short and long sleeve, weather dependent.
- Tie (to be worn with long sleeve shirt)
- Duty belt – brown or black (nylon or leather) with accoutrements.
- Class **A & B** uniform pants with permanent uniform crease, and
- 8" Boots

Vehicles

Vehicles will be marked with the word **CONSTABLE** on the driver and passenger sides of the vehicle and, subject to approval, will be equipped with **red & clear lights to the front** and **yellow & Blue lights to the rear**.

Pay Structure

- \$17.90/hr Cadet (Academy)
- \$19.00/hr Officer (Probation 5 months)
- \$20.00/hr Officer 3rd Class (After Probation)
- \$21.00/hr Officer 2nd Class (After 1 year of Service counted from Academy Day 1)
- \$21.50/hr Officer 1st Class (After 2 years)
- \$25.00/hr Corporal (After 3 years + Evaluation and Promotion Exam)
- \$27.00/hr Sargent (After 5 years + Evaluation and Promotion Exam)
- \$29.00/hr Captain (After 7 years)
- \$30.00/hr Deputy Chief
- \$31.25/hr Chief

Rotation, Scheduling and Shifts

Rotation will be based on a 3 day on/2 days off – 2 days on/3 days off.

Shifts will be a minimum of 8 hours in duration with staggered start times, for example:

- 7am - 3pm
- 2pm - 10pm
- 9pm - 5am

Other Costs

Other associates items that would need to be purchased and funded in order to begin the Middlesex Centre Police Service include, and are estimated to cost:

● Vehicle	\$8,500.00
● Fuel	\$5,200.00
● Insurance	\$4,000.00
● Mobile Radio	\$375.00
● Portable Radio	\$150.00
● Duty Belt	\$400.00
● Warning Lights	\$425.00
● Badges and Patches	\$100.00
● Laptop Computers (for Offices and Vehicles)	\$1,500.00
● Firearms	\$500.00
● Ammunition	\$5,200.00
● Uniforms	\$500.00
● Tactical Vest	\$600.00
● Remedial/Ongoing Training and Recertification	Included in time & ammunition
● First Year Total	\$27,450

Remuneration

For illustrative purposes, an Officer 1st Class' remuneration can be broken down as such:

● Wages	\$44,720.00
● CPP	\$2,040.39
● EI	\$1,020.52
● WSIB	\$1,565.20
● Pension (DCPP @ 3%)	\$1,341.60
● Benefits	\$2,500.00
● Remuneration Total	\$53,187.71

Costs Not Accounted For:

- Office/Headquarters
- Jail Cell(s)
- Tower Communication Time (if needed)
 - It's possible that new technology could eliminate this need
- Case/Arrest Tracking Software

Conservatively, employing an Officer 1st Class would bring Middlesex Centre Police Service to a total cost of \$80,637.71 for known costs in year 1. Even providing a \$20,000 margin of error for currently unknown costs, this brings the total known costs to \$100,637.71 for year 1, where much of the capital expenses will not need to be repeated for several years.

There are several grants available that could assist in covering the costs of assembling, and maintaining, the Middlesex Centre Police Service.

<https://www.mcscs.jus.gov.on.ca/english/Policing/ProgramDevelopment/PSDGrantsandInitiatives.html>

CONCLUSION

For a significantly lower cost than currently paid to the OPP, Middlesex Centre could employ 13 full-time officers whose role it would be to patrol settlement areas, attend and document motor vehicle collisions, respond to calls for assistance, and other tasks as needed. I estimate this to cost \$1.4 million in capital and operating expenses for 2019, and significantly less moving forward even in a financially sustainable manner that allows Middlesex Centre to build its reserves to address replaceable assets (e.g. vehicles, laptops, radios), while providing significant cost savings to residents.

I know that in order for any of the above to happen, it must first pass local council, local council policing committee, and receive their approval. But the point is that there are still municipalities providing their own policing service without caving into contract policing today, and it CAN happen again with the right planning and tabling of said plan.

This is not to take over from the police but to assist them in making our communities a safer place to live, work and play and allowing the OPP to focus on other important issues.

If/when it comes time to implement this proposal I believe it only right that I am a part of initiating and implementing my proposal for the Middlesex Centre Police Service.

Thank you for your time and I am looking forward to hearing from you soon.

Sincerely,

Jeffrey King MA/PhD

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