



Peterborough Police Service Board - **Board Report**

Public Session

To: Members of the Peterborough Police Service Board
From: Stuart Betts, Chief of Police
Report Date: September 25, 2024
Meeting Date: October 8, 2024
Subject: 2025 Operating and Capital Budget

Purpose

The purpose of this Report is to inform the Board of the Chief's proposed 2025 Operating and Capital Budget submission based on the identified requirements to maintain and improve the delivery of service in the City of Peterborough.

Recommendation

1. It is recommended that the Board receive this report and support the 2025 Operating Budget proposal at the **Silver level** as submitted; and,
2. It is recommended that the Board receive this report and support the Capital Budget as submitted.

Strength Impact

Staffing Category Adjustment	Bronze	Silver	Gold
Training officer	1	1	1
MCIT officer		2	2
Tactical sergeant		1	1
Fraud investigator			1
Total Sworn	1	4	5
911 communicator	2	2	2
IT technician			1
Total Civilian	2	2	3
Total FTEs	3	6	8

Budget and Financial Implications

Operating Budget

Three Budget options are being presented to the Board: Bronze, Silver and Gold.

These options account for costs related to the recently settled Collective Agreements, inflationary pressures, increased service agreement costs, and the provisions of the new *Community Safety and Policing Act*. Although the exact costs of the new *Act* were uncertain at its enactment, both the Board and City Council were notified of the anticipated high expenses.

Staffing cost increases in the Bronze, Silver and Gold options represent a 1.0%, 2.4% and 3.2% increase, respectively, on the base budget needed to maintain service delivery per the *Community Safety and Policing Act*.

Details of the costs for each option are provided in Appendix A.

Capital Budget

The 2025 Capital Budget is projected to increase by \$315,072 over the approved 2024 Capital Budget.

Background

On July 8, 2024, the Board's Finance Committee met with the Chief and Tia Nguyen, Manager of Financial Services, to provide options for the 2025 Operating and Capital Budgets.

On September 19, 2024, a community Budget information session was held, offering essential details to understand the current policing situation (including national,

provincial, and local crime data) and enabling informed decisions about the 2025 police budget.

Operating Budget

The Chief presented three options to the Finance Committee, framed in the context of three tiers and their respective percent impact / increase.

Three tiers are labeled Bronze, Silver and Gold, each differentiated by the number of additional staff members required to meet service demands and enhance public safety.

It should be noted that the Chief believes the Service can maintain its required delivery standards with the Bronze level of support, though this would necessitate internal adjustments (some affecting the frontline). Anything below this level would result in a reduction of public safety services, making it challenging to meet the statutory requirements of the *Community Safety and Policing Act*. Choosing the Bronze level would require redeploying personnel within the Organization, potentially discontinuing the Community F.I.R.S.T. program to maintain minimum service delivery.

At the Silver level, the community would benefit from enhanced services, including additional Mobile Crisis Intervention Teams and a reduction in frontline service impacts, ensuring compliance with the *Community Safety and Policing Act*.

The Gold level of support includes all the benefits of the Silver and ensures that the Board and Service remain aligned with the goals outlined in the 2024 – 2027 Strategic Plan. This level relies heavily on annual investments in key equipment and personnel.

Capital Budget

The proposed Capital Budget is primarily driven by the costs associated with supporting the Organization's policing function. These costs encompass new equipment required by the Act for the Emergency Response Team, in-car computers and cameras for vehicles in the fleet, and replacement firearms nearing the end of their life cycle. Additionally, it includes investments in data storage and technology necessary for Tech-Crimes investigations.

Summary

The best practice for making a budget submission in the policing sector is for the Chief of Police to provide the Police Service Board with detailed information about the cost to maintain and provide adequate and effective policing in accordance with statutory requirements. Furthermore, this best practice includes providing the Board with service and staffing level options aligned with the organization's Strategic Plan.

It is not uncommon for a request to exceed the Board's tolerance, or that of the Municipal (City) Council. This underscores the critical importance of presenting a range of options.

The options of Bronze, Silver and Gold that will be presented to the Board include the costs associated with the recently settled Collective Agreements. Furthermore, inflationary pressures, along with increased costs associated with service agreements and the new *Community Safety and Policing Act* also contribute to these expenses. While the exact costs linked to the provisions of the new Act were unknown during its enactment, the Board and City Council were informed that the anticipated costs were likely to be substantial.

The staffing costs for each option -- Bronze, Silver, and Gold -- represent a 1.0%, 2.4% and 3.2% increase on the base budget (unavoidable costs) respectively, to maintain service delivery as per the *Community Safety and Policing Act*. Securing the staffing positions included in the Bronze level is essential. The three additional staffing positions at the Silver level are highly significant and may necessitate the redeployment of internal resources should these positions remain unfilled. The additional two staffing positions at the Gold level, although important, are primarily connected to achieving Strategic Plan goals; this Strategic Plan spans four years, prioritizing positions that may be delayed, but not disregarded indefinitely.

The total percent increase to the proposed 2025 Operating Budget for each level is as follows:

Bronze – 7.4%	(includes 1 sworn, 2 civilians)
Silver – 8.8%	(includes 4 sworn, 2 civilians)
Gold - 9.6%	(includes 5 sworn, 3 civilians)

Prepared by: Stu Betts, Chief of Police

Reviewed by: Tia Nguyen, Manager of Financial Services

Submitted by: Stu Betts, Chief of Police

Appendix A – Operating Budget Options

Estimated Operating Budget Increases	Amount	%	
User fee revenue adjustments	112,550	0.32%	
Ontario Grants adjustments	171,103	0.49%	
Data analyst (funded position)	105,383	0.30%	1.11%
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Step increases plus annualization	1,694,603	4.83%	
Data analyst (funded position)	105,383	0.30%	
WSIB costs (estimated at \$1,350,000, up 10.2%)	124,400	0.35%	
Retiree benefits (estimated at \$322,000, up 11%)	32,000	0.09%	5.58%
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Consulting services	10,000	0.03%	
Contribution to health care saving account	2,453	0.01%	
Contribution to legal fee reserve account	5,000	0.01%	
Employee medicals	17,000	0.05%	
Equipment repairs and maintenance	234,000	0.67%	
Fuel costs	17,104	0.05%	
Mandated police equipment	119,000	0.34%	
Mandated staff training	115,393	0.33%	
PPS 175th Anniversary	10,000	0.03%	
Software licences	115,515	0.33%	
Telephone and computer line costs	9,830	0.03%	
Termination of operating leases	(38,901)	-0.11%	
Inter-departmental charges - Public Works	69,370	0.20%	1.97%
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Total Budget Changes and Impact	\$2,253,114	6.42%	

Bronze Option = 6.4% + 1.0%

Training Staff member	(sworn)	(CSPA Requirements)
9-1-1 Communicators x2	(civilian)	(Workload and NG9-1-1)

Silver Option = 6.4% + 2.4% = 8.8%

Training Staff member	(sworn)	(CSPA Requirements)
MCIT x2	(sworn)	(Community expectations)
Tactical Sgt.	(sworn)	(CSPA Requirements)
9-1-1 Communicators x2	(civilian)	(Workload and NG9-1-1)

Gold Option = 6.4% + 3.2% = 9.6%

Training Staff member	(sworn)	(CSPA Requirements)
MCIT x2	(sworn)	(Community expectations)
Tactical Sgt.	(sworn)	(CSPA Requirements)
Investigator x1	(sworn)	(Workload)
9-1-1 Communicators x2	(civilian)	(Workload and NG9-1-1)
IT Sys. Analyst	(civilian)	(Transition from PTS)

Appendix B – Capital Budget

Capital Cost Drivers	2023	2024	2025	\$	%
Fleet Renewal	\$ 472,100	\$ 580,532	\$ 639,800	\$ 59,268	10.2%
IT System and Improvements	\$ 545,065	\$ 711,028	\$ 682,412	\$ (28,616)	-4.0%
Other Equipment	\$ 222,200	\$ 216,700	\$ 501,120	\$ 284,420	131.3%
Total	\$ 1,239,365	\$ 1,508,260	\$ 1,823,332	\$ 315,072	20.9%

Capital Project	Estimated Cost
Vmware vSphere Licences	\$15,000
Fingerprint Chamber	\$22,305
Mobile Radios (10)	\$56,000
Symphony Dispatch Console Workstation	\$78,286
Night Vision Monoculars (13)	\$78,963
Hybrid Patrol Vehicles (4)	\$260,000
GLOCK Firearm Replacement	\$328,871