



LONDON POLICE SERVICES BOARD

"Deeds Not Words"

To: Chair and Members of the London Police Services Board

Date: September 15, 2022

Subject: Public - 2023 Assessment Growth Submissions

Report: 22-99

Board Action:

- ☐ Update / Information Purposes Only
- ☐ Seeking Input
- ☒ Seeking Decision
- ☐ Evaluation

Synopsis:

This report is provided to the Board for its consideration in relation to the assessment growth positions to be submitted to City Council as part of the 2023 budget process.

The City of London's Assessment Growth Policy establishes a priority framework for the allocation of assessment growth funds. Request for funding must be tied to the growth of the City and approved by the City Treasurer.

The City's Financial Services staff have been engaged in the preparation of the Business Cases.

The London Police Service is seeking funding for a total of 24 full-time equivalent positions. All but four of these are sworn positions. The growth of the City over the past five years, in addition to workload growth necessitates this request.

Background:

On March 24, 2022, Administration submitted a report to the Board (22-42) which outlined the need to add fifty-two (52) new frontline positions to the LPS complement to address workload demands and staffing shortages.

Since that meeting, LPS Administration has consulted with City Finance to formulate a plan to implement, in a staged manner, 52 new positions. These 52 positions are in addition to positions that would otherwise be sought through Assessment Growth funding commensurate with growth of the City and those which backfill for attrition. This hiring plan also takes into consideration the capacity of the LPS Human Resources Division to recruit suitable applicants combined with the direction from the Ontario Police College (OPC) on how many new recruits they will accept from the LPS for each recruit intake class (Note: There are 3 intake classes per year).

RE: Public - 2023 Assessment Growth Submissions

As a result of the above, the proposed plan to add 52 new positions is phased over 3 years and is as follows:

2023: 17 new positions – funding through Assessment Growth

2024: 18 new positions – TBD

2025: 17 new positions - TBD

Recognizing that 2023 constitutes the final year of the current multi-year budget and that the budget process for the subsequent multi-year budget has not yet commenced, the specific budget allocation of positions added in 2024 and 2025 has not yet been determined.

Several positions have been identified and are required to satisfy current and future workload demands. Of the positions identified, the Administration has prioritized an additional 7 positions (in addition to the 17 of 52 new frontline positions). In total, 24 full-time equivalent positions (20 sworn and 4 civilian) are being requested in 2023.

The following is a summary of the need for each of the positions.

Fifteen (15) Constables, two (2) Sergeants Patrol Operations (frontline) – Additional positions

Frontline Constables are the primary responders to emergency calls in the City. It has been well established that workload demands on the LPS continue to increase. The population and associated intensification of housing and infrastructure are driving increased demands for police service (criminal and non-criminal response). This request to fund 15 patrol Constables and 2 Patrol Sergeants is being sought to assist with addressing these demands.

In December 2021, the LPS was required to redeploy officers who were primarily dedicated to crime prevention (through community services) as well as the proactive Community Oriented Response (COR) Unit to the frontline to assist with a purely reactive model of policing to meet a demand for service that has exceeded our capacity to keep pace with. Responding to crime (Law Enforcement) is just one of five mandatory core functions of policing (Law Enforcement, Crime Prevention, Victim Support, Emergency Response and Public Order Maintenance), this increase in staff will assist with meeting the Law Enforcement element of the LPS mandated responsibilities. Additionally, the additional constables will allow LPS to begin to repopulate the COR Unit whose mandate centres around crime prevention. The addition of 2 Patrol Sergeants will allow for a proper supervision ratio, ensure effective oversight, and further mitigate risk in frontline service delivery.

Two (2) Part-Time Communications Operators – Additional positions

The LPS is a Public Services Answering Point for the City of London and the County of Middlesex. All 9-1-1 calls within this geographic area are first answered by LPS Communications Operators. The radio system infrastructure supports police, fire, ambulance, and environmental services. Communications Operators answer 9-1-1 calls and internally generated queries. There was a modest staffing increase of two operators in 2021 and one in 2022. Industry standards indicate that even with this increase, LPS remains understaffed in this area. Based on the current call volume for the first 6 months of 2022, it is estimated that 9-1-1 call volume in 2022 will increase by 11% from 2021. Adding two part-time communication operators during high peak times will greatly assist with this increase in call volume.

One (1) Human Resources Specialist – Additional position

The growth of the City has resulted in the growth of the LPS. The funding sought for this position will have a corresponding impact on the ability of the Human Resources Division to strategically conduct recruitment outreach for external candidate sourcing and continually modernize and improve internal processes to best support LPS members. The complexities of managing an organization, such as the LPS, are significant and inherently risky, in terms of ensuring compliance with various labour law and human resource practices. The Human Resources Division plays a key role in ensuring adequate staffing throughout the organization.

One (1) Detective Constable, Sexual Assault and Child Abuse Section – Additional Position

The Sexual Assault and Child Abuse Section (SACAS) investigates allegations of sexual assault, child abuse and physical or emotional abuse of elders. All three areas have seen significant year-over-year increases and the complexity of these investigations has grown considerably as case law and best practices evolve. Sexual assault, child abuse and elder abuse cause significant harm to victims/survivors as well as the community. Adding an additional constable to this Unit will assist in managing the increasing workload, mitigate risk and better support vulnerable victims of crime.

Two (2) Maintenance Technicians – Additional Positions

The LPS facilities Maintenance Technicians provide varying levels of maintenance to nine different buildings/structures, each at their own location. The original police headquarters building situated at 601 Dundas Street is over 50 years old. With aging infrastructure, more frequent maintenance, repairs, and renovations are required. LPS Headquarters (HQ) is a complex facility which houses a gun range, forensics lab and detention unit - all which require frequent and specialized maintenance compared to regular office space. The growth of sworn and administrative staff continues to place increasing pressure on building infrastructure that is already at capacity, which results in more maintenance requests and repairs. These support positions cannot be underestimated as they are critical in facilitating effective and efficient service delivery.

One (1) Constable, Practical Skills Unit – Additional Position

The Constables assigned to the Practical Skills Unit are responsible for providing Use of Force training to all sworn members, Special Constables, Cadets and training of Cadet Recruits (new officers). Training includes but not limited to firearms, heavy weapons, baton, Conducted Energy Weapon (taser), OC Spray, handcuffing in addition to de-escalation techniques, practical skills scenario training, defensive tactics, high-risk vehicle stops, search warrant execution, and less lethal shield techniques. Adding one Constable to the Practical Skills Unit will ensure training delivered is realistic and reflective of current issues.

One (1) Constable, Academic Training Unit – Additional Position

The Academic Training Unit is responsible for researching, developing, implementing, maintaining, coordinating, and presenting academic training for all police and civilian personnel of the LPS. The Unit was formed in 2007 when the LPS complement consisted of 787 members. This Unit was and continues to be staffed with only one Sergeant. The authorized complement of the LPS is now 900 members (an increase of 14.4 %). Training needs and requirements are continually changing. As societal issues emerge, best practices change and as a result, the training standards change. Adding a Constable to the Academic Training Unit will improve capacity of the Unit, mitigate organizational risk, and improve service delivery to the most vulnerable and community at large.

Financial Implications:

The funding for the assessment growth positions being requested amounts to \$3,957,525.

Type	Permanent	One-time	Total
Operating	\$3,406,932	\$68,361	\$3,475,293
Capital	\$0	\$482,232	\$482,232
Total	\$3,406,932	\$550,593	\$3,957,525

RE: Public - 2023 Assessment Growth Submissions

Note: The requested amount is higher than the growth calculation for 2023 but is necessary to provide the staffing resources requested for 2023 to address growth pressures and the frontline staffing gap. It is recommended by the City Treasurer for all positions be sought through Assessment Growth funding rather than through a Budget Amendment which would place pressure on the tax levy.

Recommendation:

It is recommended the Board approve the LPS Administration, to present to the City Treasurer the submission for Assessment Growth funding to support the identified 24 positions.

SUBMITTED BY: Trish McIntyre, Deputy Chief - Administration