



Subject: OPP Transition

Department: CAO's Office

Report #: CAO-2020-009

Meeting Date: August 10, 2020

Orangeville Forward – Strategic Plan

Priority Area: Strong Governance and Community Stewardship

Objective: Enhanced Communication, Safe and protected services

Sustainable Neighbourhood Action Plan

Theme: Corporate and Fiscal

Strategy: Create and integrate sustainable principles into Town policies, processes and practices.

Recommendations

That report CAO-2020-009, titled OPP Transition be received.

Background

On December 10, 2019 Council voted to transition to the Ontario Provincial Police (OPP) and disband the Orangeville Police Services (OPS).

On January 13, 2020 Council received report CAO-2020-001, OPP Transition Plan which outlined the tentative timelines of the transition. The transition date is scheduled for October 1, 2020.

On April 20, 2020 report CAO-2020-005 OPP Transition Update report was received by Council advising of the Ontario Civilian Police Commission (OCPC) Brief Submission on March 5, 2020. The OCPC decision, dated May 22, 2020 approved the proposal to transition to the OPP.

Analysis

Staff Transition:

The staff transition and recruitment process to Ontario Provincial Police (OPP) is well underway. Initial information sessions, OMERS and Ontario Pension Board presentation were conducted in the first quarter of 2020 and the OPP held sessions in March allowing applicants to tour the OPP General Headquarters in Orillia.

Throughout the transitional process the OPP and Town have been supporting the Orangeville Police Services (OPS) staff with information sessions, a dedicated website for information sharing and one-on-one assistance as requested.

The OPP application process for Uniform Members closed on March 31, 2020. There was a large quantity of transitional Uniform applications received. The OPP's Career Development Bureau has completed the pre-background questionnaire sessions and have completed their final review stage of the applicants. Letters to offer or decline will be sent out to applicants the week of September 7, with rank level interviews for those candidates that have accepted and applied, to follow in mid-September. Training for the transitional officers will be during the month of October and a tentatively scheduled graduation ceremony on October 30 at the OPP Headquarters in Orillia, Ontario.

The Civilian member positions were also released on May 4, 2020 for three (3) full-time and eight (8) part-time Court Officers and for three (3) full-time Detachment Administration Clerks (DAC). Both job postings closed on May 25, 2020 and received a higher than anticipated volume of transitional applications. The OPP Career Development Bureau completed the interview process for both positions in July. OPP and the Town are working together on notifications to applicants and next steps for the OPP include security background checks for the DAC positions, plus testing and security background checks for the Court Officer positions. Offer letters for Civilian members will also be delivered the week of September 7.

The recruitment for Auxiliary members has commenced and the OPP Community Services Department initiated the process with a virtual meeting and presentation to OPS Auxiliary interested participants on July 23, 2020.

Police Facility Upgrades:

The Police facility architectural and engineering designs have been completed with the collaboration of the Town, OPP, Formworks, Inc. Architects and Baker Risk Engineering and Risk Consultants Inc.

The Request for Pre-Qualification Proposal (RFPQ) closed on May 12, 2020 calling for General Contractors that possess OPP security clearance. There were nine (9) approved pre-qualified bidders that qualified to receive the Request for Tender (RFT)

package for the Police facility upgrades renovation project. The RFT closed on July 23, 2020 with six (6) eligible bid submissions.

The General Contractor tender has been awarded to W.S. Morgan Construction Limited in the amount of \$927,000 excluding tax. W.S. Morgan Construction Limited met all the tender requirements and has extensive experience with large construction projects with various government levels, including police facility projects.

The General Contractor will commence the police facility upgrades in August and are scheduled to be substantially completed by early October. A summary of the facility renovations and upgrades were attached to the April 23, 2020 report to Council, CAO-2020-005, OPP Transition Upgrade. The OPP requires the Police facility to meet Infrastructure Ontario and OPP Facility Guidelines to meet its standardized detachment workspace model, create efficiencies, support their integrated service delivery model and current legislation.

The Town's Facilities staff have met with OPS on numerous occasions and will continue to do so in order to ensure they are aware of the construction schedule, to minimize workspace impacts and for general updates on the facility upgrades.

Records Information:

The Town, OPP and OPS have met to identify the process to categorize and itemize records for retention or transfer to the OPP. The OPS records and information transference to the Town remains within its targeted timelines.

Assets Management:

The OPP has completed their assessment of OPS assets and is finalizing their acquisition list for transference. The Town is in the initial stages of negotiations with the OPP and commencing next steps on asset disposal plans.

Communications:

The Town is in discussions with the OPP in regards to communication plans leading up to and surrounding the actual transition. Media releases and public notifications will be drafted in advance and vetted through the Town. As some specific change-over plans will be impacted by COVID-19, co-ordination of standardized transition plans, events and communication is being reviewed and planned for accordingly in advance.

Financial Impact

Council approved report CMS-FP-2019-07 Police Building Upgrades Strategy on December 9, 2019 and the Facility Upgrades within the 2020 Budget in the amount of

\$1.1 million from General Capital Reserves. The OPP Transition project is anticipated to remain within budget.

Respectfully submitted

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