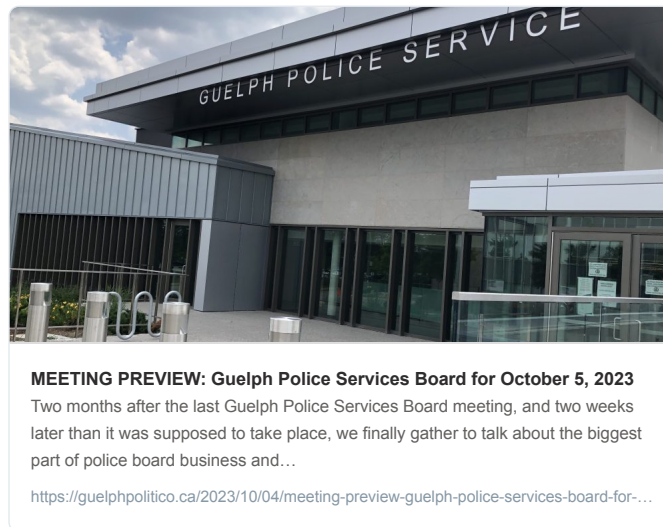




Adam A. Donaldson @adamadonaldson

Oct 5 · 70 tweets · [adamadonaldson/status/1709997068779942222](https://twitter.com/adamadonaldson/status/1709997068779942222)

Coming up at 2:30, the slightly delayed September meeting of the Guelph Police Services Board. This is what's on the agenda:



Seems to be a wee bit of a delay in the start of the meeting....



Chair McSherry has called the meeting to order, and starts with a moment of silence for RCMP Constable Rick O'Brien who was killed in the line of duty last month.

<https://www.cbc.ca/news/canada/british-columbia/rcmp-regimental-funeral-1.6985562>

Declarations of Conflict or Pecuniary Interest under the Municipal Conflict of Interest Act?
Nope.

Next, the delegation: It's Barb Minett of Bookshelf fame. She quotes an article from the Globe & Mail where the Mayor of Oshawa said that the big mistake was putting so many services into the same strip downtown. She says this is duplicated here in Guelph.

She says virtually every time she goes downtown there's some commotion happening. There's a desperate need for more police and mental health support downtown. The Bookshelf is in the centre of the storm, and she invites board members to see for themselves.

Minett says she's afraid that someone, even the vulnerable, are at greater risk of being victimised. She's also concerned that the peer support workers are being overwhelmed too.

Cllr Allt double checks that Minett isn't scapegoating the Royal City Mission. Minett says she thinks they're being overwhelmed, and just hasn't seen the levels of violence she's seen over the last few years, and it's effecting live in the core.

Allt asks Minett about monitoring. She says that she would like there to be something about who the Mission serves. She mentions witnessing someone give another man a beatdown outside and then walk into the Mission like nothing happened. Needs to be a safer environment.

Allt asks Chief Cobey about hearing about the effectiveness of the DT officers. Cobey says the summery is in the board report and will be addressed later in the meeting.

Vice-chair Armstrong asks about delegating to the City and getting in touch with MPP. Minett she's done that many times.

Next, consent agenda:

- 6.1 Approval of the Open Meeting Minutes dated July 20, 2023**
- 6.2 Human Resources Report – Member Appointments**
- 6.3 Board Correspondence Report**
- 6.4 Calls for Service Semi-Annual Report (January to June 2022 and 2023)**
- 6.5 Budget (Capital & Operating) Q2 Report**

Mayor Guthrie asks to pull the calls for service report. The balance of the rest of the consent agenda is approved unanimously.

On Calls for Service Semi-Annual Report Information (January to June 2022 and 2023), Guthrie asks about how many calls the Service has that deal with mental health issue. Cobey says that there are a lot of different types of calls and so many of them start as a wellness issue.

Cobey says that means thousands and thousands of calls, in the realm of about 30 per cent. These are the Top 10:

	2023	2022
Compassionate to Locate	(1) 2,372	(1) 1,878
Administrative/Routine Detail	(2) 1,177	(5) 982
Unwanted Person	(3) 1,160	(6) 916
Suspicious Person	(4) 1,148	(3) 1,125
Bylaw Complaint	(5) 1,078	(2) 1,140
Mentally Ill Person	(6) 880	(4) 1,010
Domestic	(7) 785	(8) 826
Dispute	(8) 749	(10) 736
Assist Other Service	(9) 747	(9) 812
Theft Under	(10) 735	(7) 901

Guthrie asks if there's any data about number of calls IMPACT team are engaged with. Cobey says that info comes from CMHA, but IMPACT comes as often as possible since they're not 24/7 service. About 30% of the time IMPACT is available for call (not exact).

Guthrie suggests that in the next calls for service report if there was something in there about number of calls including IMPACT team members.

Motion to approved that Calls for Service Semi-Annual Report Information (January to June 2022 and 2023) report is approved.

Next: Downtown Supplemental Staffing – Special Initiative. Police transferred \$260k to add more patrol officers downtown earlier this year, and Cobey notes that they did not hire additional officers to cover 136 days, these were officers doing overtime.

Cobey says that he's never overseen an initiative as chief that has gotten a more positive reaction. Accompanying that is the survey results:

Survey Results

- 76.7% of respondents noticed an increased police presence in the downtown (72.7% Business Owners / 79.7% Non-Business Owners)
- 42.4% of respondents felt an increased perception of safety in the downtown. (45.9% Business Owners / 39.7% Non-Business Owners)
- 70.7% of respondents supported funding for an increased police presence in the downtown (78.8% Business Owners / 64.6% Non-Business Owners)

Despite the success, Cobey says it's not feasible to keep this program up on a piecemeal basis. There's also still a lot of traditional police work that's being done in the core, enforcement, in addition to the patrols.

Deputy Chief Gill adds that the officers on patrol enjoyed the opportunity to be proactive on patrol and interactive with people. Deputy Chief Goetz agrees calling it "old school policing".

Guthrie asks about the summery codes. Do we have anything to compare to 2022? Cobey says they can get those numbers.

Summary Code	TOTAL
Unwanted person/trespassing	542
Vehicle Stops	529
Assist Citizen	332
Theft	194
Mental Health Calls	79

As a result of the numerous calls for service, enforce when appropriate in each circumstance. As a result, efforts have been undertaken in the downtown thus

Summary Code	Total
Arrests	248
Criminal Code Charges	483
Controlled Drugs And Substances	39
Provincial Offences	190

Cobey adds that the goal is to have properly resourced "platoons", officers how have beats and are available and able to respond 24/7. They're looking to develop a holistic plan, and if the goal is to have 2 officers DT all the time, that's a unit the size of 6-8.

Goetz says in terms of pure dollars and sense, it's cheaper to do overtime, but that's not a sustainable model. He says it would probably be more than 8 people needed for a downtown dedicated unit, but it's doable.

Guthrie asks if there was any commentary about repeat offenders. Cobey says they will have to get the data on that, but "the theme continues." Gill says there are "several" repeat offenders downtown.

Guthrie asks about the numbers needed to make a program like this permanent. Cobey says that's built into next year's budget (Stayed tuned)



Guthrie asks if some of the interactions end up non-police issues, how often the officers are getting help from IMPACT or Welcoming Streets. Cobey says officers call IMPACT whenever they're available.

Member Sharma asks about 10am-6 pm schedule. Cobey said feedback noted that is important to have the presence in the daytime hours when most businesses are opened. Having said that, they would like to take the program 24/7.

Goetz adds that the timeframe was determined by the number of people downtown, most calls for service come in during the daytime, so they figured that this was the most bang for their buck. Having said that, it's not like DT is police-less after 6.

Allt asks if its fair to say that certain issues are disproportionate to the downtown, ie homeless encampments. Cobey says there's probably no part of town that gets more coverage; most days there are 4 ppl downtown, 10 cover the rest of the city.

Next, 2024-2033 Capital Budget Forecast & 2023 Budget Additions. A number of key projects have been put off till after the next 10-year plan. One change, GPS received \$200k from the ONgov to initiate the CCTV project. Asking for an addition \$400k to get that going.

Also increasing budget for upgrades to the 9-1-1 system, but that is provincial mandated and thus covered under a provincial grant.

Indoor range and 4th floor improvements are the two big projects that have been pushed off to post-2033.

Mayor Guthrie asks about operating impacts from the CCTV funding. Sarah Purton, Manager of Financial Services, says there's a request for pro-rated licensing for 2024, plus an annualised cost of \$140k/year.

Armstrong asks about the projects affected by CCTV project. Purton says that there will be surpluses from projects this year, and other things delayed, so that's where those additional funds come from.

Recommendation:

RECOMMENDATION:

THAT the Guelph Police Services Board approve the Guelph Police Service 2024 to 2027 Capital Budget in the amount of \$6,584,900 in 2024, \$3,266,600 in 2025, \$4,448,600 in 2026, and \$6,551,700 in 2027; and

THAT the Guelph Police Services Board receives the Guelph Police Service 2028 to 2033 Capital Forecast in the amount of \$5,117,100 in 2028, \$4,378,800 in 2029, \$5,711,700 in 2030, \$4,037,700 in 2031, \$4,918,700 in 2032, and \$7,449,300 in 2033 for information and planning purposes; and

THAT the Board forward this information to the City of Guelph Council; and

THAT the Guelph Police Services Board approve the addition of capital project PS0111 CCTV in the amount of \$495,000 to the 2023 capital budget funded from:

- \$200,000 in grant revenue from the Province of Ontario;
- \$130,000 reallocated from PS0067 Growth Vehicle;
- \$123,800 reallocated from PS0087 PRIDE Capital;
- \$41,200 reallocated from PS0083 Executive/Administrative Equipment; and

THAT signing authority for this project as outlined in **Appendix A** be received for information; and

THAT the Guelph Police Services Board approve the addition of \$1,400,000 to approved capital project PS0089 NG911 to the 2023 capital budget funded from Province of Ontario grants.

Guthrie/Armstrong move the recommendation and it's approved unanimously.

Next (obviously): 2023-2027 Operating Budget.

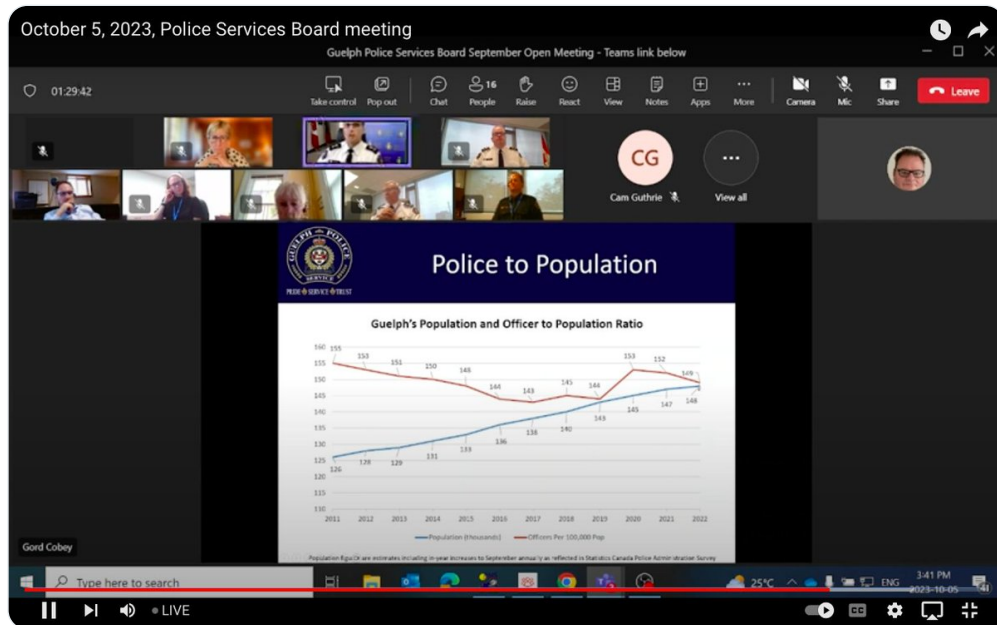
Cobey says that a lot of work has gone into building the budget, a concerted look to make sure that Guelph is as safe as possible and the goal is to get back to Guelph being the safest in Canada.

Cobey notes that a lot of what's been developed in the budget has come out of the KPMG staffing and service delivery review. Recall this summery of recommendations:

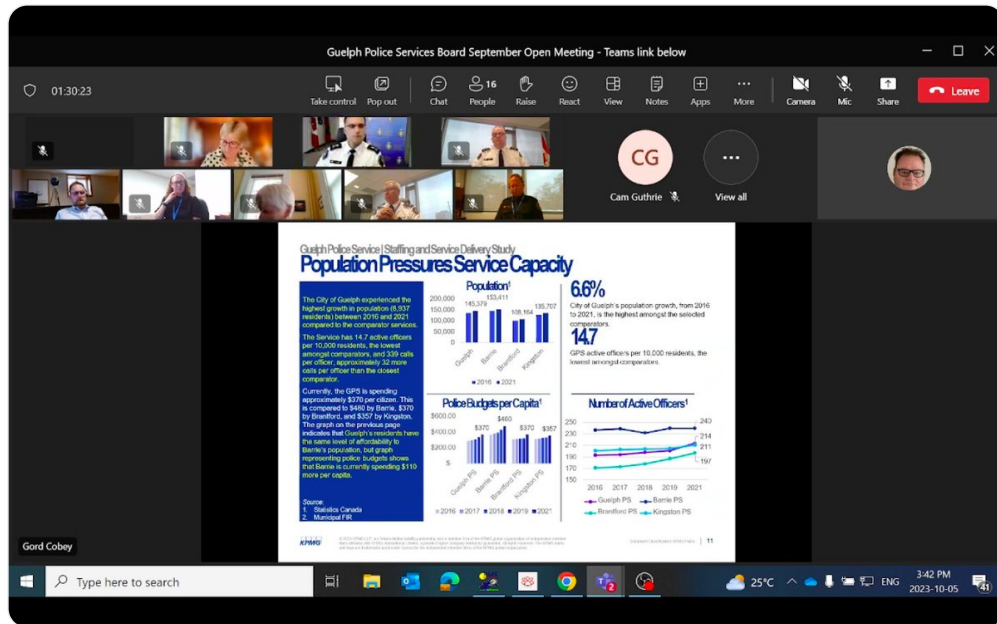
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Guelph Police Service | Staffing and Service Delivery Study
Executive Summary
- In consideration of these findings, the Review makes six recommendations for consideration by the Service:
1. Increase senior leadership to increase capacity for strategy, staff development and performance management.
 2. Realign Investigative units to promote greater collaboration and more specialized supervision.
 3. Develop data and analytics capabilities to more effectively prevent and respond to crime.
 4. Increase staff complement with a focus on patrol and investigations, and employ an active staffing model to help mitigate the impacts of presumptive legislation.
 5. Increase the effectiveness and capacity of front-line uniformed officers.
 6. Adjust patrol shift schedules to have overlapping schedules during peak hours.

Cobey says they are phasing in point-in-time recommendations. In other words, the Service will be adding things over four years so that at the end we are where KPMG said we should be today.

Guelph growth rate is one of the highest in the province, so the challenge is no just staying on top of where we are, but anticipating where we're going:

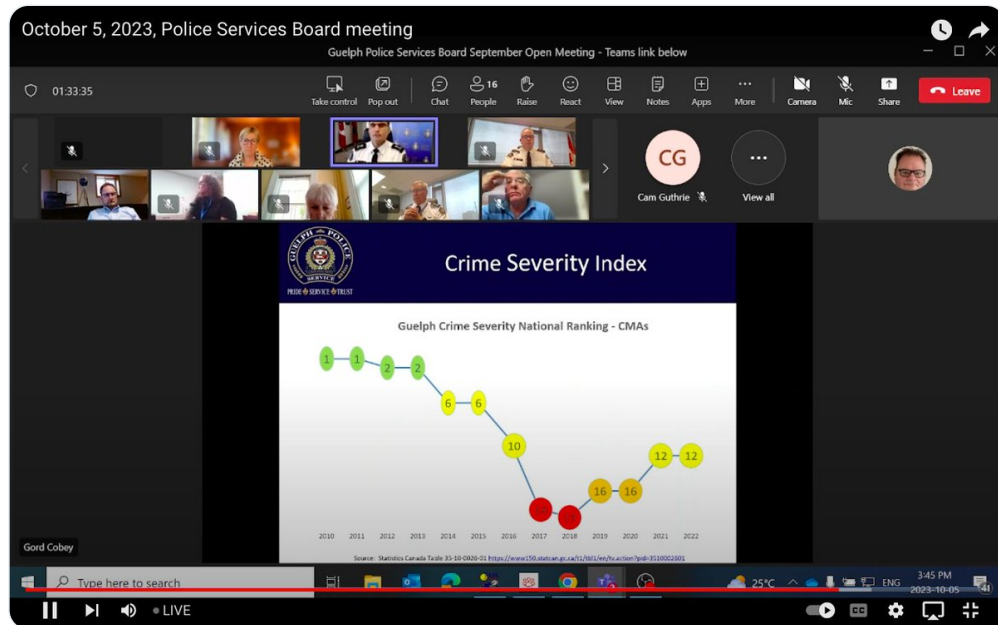


We have the lowest number of active officers, handling the most number of calls in one of the fastest growing communities, Cobey says. It limits officers abilities to be proactive.



Cobey says there's no ability right now to be proactive, and that affects things like speed enforcement, or proactive neighbourhood patrols to stem car thefts. After reaching highs in response times in 2019, they came down in '20 and '21 but started to tick up again in '22.

Guelph's place in crime severity index:



These are the results of the BEAT unit, but Cobey says that they could secure results like these in all areas if they had more resources.

Break Enter and Auto Theft Unit

Since inception in January 2022, this unit has demonstrated what is possible when we invest in priority areas as demonstrated by the following:

- 1,165 Criminal Code and CDSA Charges laid
- \$1,200,000 in stolen property recovered
- \$380,000 in illegal substances seized


Supportive staffing implementation will be completed in 2024. Essential this is the bringing on of new staff to cover for members who are out on leave for a year with no prognosis for a return to the job.

Traumatic events where police attended:

Traumatic Events January 2017 to July 31, 2023

- Over 1000 Sudden Deaths/Homicides including:
 - 11 cases involving children under 5 years old
 - 77 Deaths by Suicide
 - 106 Accidental Overdoses
 - Over 800 deaths involving pre-existing medical conditions or where no foul play was involved
- In 2023 members investigated the deaths of 2 children under 5 years within a three-week period and attended 3 deaths by suicide in a 48-hour period in our community.

Also:



Traumatic Events

January 2017 to July 31, 2023

- GPS members have investigated:
 - over 11,000 Domestic Disputes
 - 1,100 Sexual Assaults
 - Over 700 cases involving victims under 16 yrs
 - Multiple Serious/Fatal Motor Vehicle Collisions
- Over 200 investigations involving Assaults on Police/Peace Officers

Cobey says that the WSIB budget has never been right-sized to accommodate the impact of officers dealing with these traumas. Here's the portion of that mentions advanced WSIB funding in the budget:

D. WSIB Obligations related to Supportive Staffing

Also included in the 2024-2027 operating budget is funding for WSIB and long-term disability costs for which the service is responsible. Since presumptive legislation came into effect in 2016 the Service's WSIB budget has been underfunded. The increase needed to fund these leaves would be:

- 2024-\$732,400
- 2025-\$311,200
- 2026-\$76,900
- 2027-\$197,400

In addition to fully implementing the supportive staffing model in 2024, staff have assumed that supportive staffing is grown by 1 sworn FTE in 2025 and 1 sworn and 1 civilian FTE in 2027. Hiring has also been annualized for the supportive staffing model.

Personnel Transfer:

Cobey says that we need to acknowledge today that there are members in this service that are struggling after going to many traumatic scenes, and they could probably benefit from time away from work. They're not getting the help they need. "They will stay until they break."

That means 6 sworn and 2 civilian members added each year for the next four years. Cobey says again that there's a risk to phase in because this is what KPMG told us that we need today.

This is what the phase in looks like over four years:

2024 – 2027 Proposed Operating Request			
2024	2025	2026	2027
<ul style="list-style-type: none"> Net Request \$61.4M Incremental \$3.5M or 6.06% Additional Staff 8.0 FTEs 	<ul style="list-style-type: none"> Net Request \$66.4M Incremental \$4.3M or 6.99% Additional Staff 8.0 FTEs 	<ul style="list-style-type: none"> Net Request \$70.9M Incremental \$3.8M or 5.74% Additional Staff 8.0 FTEs 	<ul style="list-style-type: none"> Net Request \$75.4M Incremental \$3.8M or 5.42% Additional Staff 8.0 FTEs

Questions? Allt asks for definition of crime severity. Cobey says the CSI provides overall measurement as well as violent crime and non-violent crime. Obvs every crime is serious, so they split that up, but the CSI is an average of the two.

Allt asks how much can be prove that more spending = more safety. Cobey says he can't put a number to getting Guelph back up to 1 or 2 on CSI, but he knows what the impact will be if GPS doesn't get the support on health and wellness.

Guthrie notes that the board is here to receive the budget (?). McSherry says that's right, it will be approved in a couple of weeks on the 17th.

Guthrie/Sharma move to receive the budget and it's approved unanimously.

Guthrie proposes an additional motion: He wants to direct staff to examine opportunities to fund IMPACT to \$750k and have those options be presented to board at next available meeting. Allt seconds.

Guthrie says it's clear that there have been so many benefits to the program, and he knows that the funding *should* be coming from ONgov, but we're at a point where it benefits to have some more staff in IMPACT.

Sharma asks if there are any numbers about when mental health/wellbeing calls become violent. Cobey says that they can do that research, but officers always go with IMPACT, and if the condition warrants the officer can leave and allow the CMHA worker to work.

Goetz adds that officers are trained to de-escalate, and when a call comes in you new know what direction an interaction can go in. Plus, might be different reaction with the same person.

Armstrong says if there's a possibility that the program can be funded, will there be the workers available to fill the roles. That may be something else staff will have to look at. McSherry notes that they relay on the co-operation of CMHA.

Guthrie motion approved.

Armstrong says it would be helpful to be able to measure the proposed increases to the FTEs. She says that the board will probably want a sense of the different measures aside from the CSI like closure rates, overtime rates, et al. Want to see the increases are effective.

Cobey says that's a good point, and KMPG noted that in 2019 there was record high overtime and record high CSI, and then more investments were made in 2020; they can see an impact.

Next, Chief's Monthly Report. Gill notes on Homecoming weekend:

- co-ordinated approach with community partners on Chancellors Way
- about 5k people taking part
- things went smoothly compared to years past.
- co-ordination thru polic HQ worked well
- no serious incidents.

New Business? Nope!

Next meeting is Thursday October 19. Other that...



@threadreaderapp unroll please!

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