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**TO:** Mayor Kogon and Members of Council

**SUBMITTED BY:** Shelley Rector CFO

**DATE:** December 17, 2018

**SUBJECT:** Police Services Sustainability Review Report

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**ORIGIN:** Strategic Priorities set by Council for 2018.

**LEGISLATIVE AUTHORITY:** MGA 65(d)

**RECOMMENDATION:** That Council accept the Amherst Police Sustainability Review report and the recommendation to move forward with option 2 which is to do an expanded internally focused review based on the revised terms of reference and not proceed with a proposal from the RCMP.

**BACKGROUND:** One of Council's strategic priorities is to conduct a review of policing services and costs. Town staff, with assistance of the Chief and Deputy Chief, have compiled a report in response to the Phase I Terms of Reference. The report recommends extending the work completed to date into an internally focused Phase II review. This will allow Town staff and APD to work on increasing efficiencies and service delivery while also investigating the opportunity to expand the areas of service offered by APD.

A second report has also been compiled which provides supporting information in relation to the Amherst Police Department, the services they offer and process maps and documentation. The second report is a consultative draft and will be revised as additional work and feedback are received.

**DISCUSSION:** The work completed to date has provided information on the services and related costs for the Town as well as for policing costs in other municipalities in Nova Scotia. It also explores some of the drivers of increasing policing costs across the country.

The reports provide an increased understanding of policing costs and the cost drivers both at a macro and micro level. One of the considerations in the original Terms of Reference was to request a proposal from the RCMP. The conclusion was reached that moving forward with a proposal from the RCMP was not the recommended course of action at this time as there were many risks associated with it including:

- a) There is uncertainty around costs for the RCMP as staff are moving forward with unionizing;
- b) We do not fully understand the potential impacts to service of moving from APD to RCMP;



c) There has been at least one recent case where municipalities have voted to move from RCMP back to a municipal force and another where this alternative is being considered. Since the initial draft of the report, correspondence has been received from the Minister of Public Safety and Emergency Preparedness that they are unable to accept a proposal at this time.

There were four options considered for next steps of the review and the recommended option is to not pursue a proposal from the RCMP, to allow staff and APD to work on increasing efficiencies as an on-going part of work, to see if there is opportunity to expand the areas of service offered by APD, and to revise the TOR for Phase II.

Extending the review to include an internally focused Phase II would allow for a more in-depth analysis of services with the goal of finding efficiencies internally as well as exploring extended service areas to offset anticipated increases in costs. The report and Phase II TOR are supported by the Police Commission.

**FINANCIAL IMPLICATIONS:** There will be some work done by a business student over the 2019 summer term which will be included in budget. There may be some ancillary costs associated with Phase II of the study, but they are not expected to be more than what can be absorbed within the existing budget. Staff time will be required to assist with Phase II of the project which could impact completion of other workload items.

**COMMUNITY ENGAGEMENT:** A communication plan and strategy for community conversation will be developed as areas are identified for change and/or pilot project opportunities are identified.

**ENVIRONMENTAL IMPLICATIONS:** None

**SOCIAL JUSTICE IMPLICATIONS:** None

**ALTERNATIVES:**

1. Council could direct staff to revise the Reports and the Terms of Reference for Phase II.
2. Council can reject the Reports and the Terms of Reference completely. This would delay the process significantly.

**ATTACHMENTS:**

Phase II Terms of Reference

Executive Summary

Amherst Police Sustainability Review Report

Policing in Amherst Today Services and Costing Report (Consultative Draft 1.0)

Report and Financial approved by: Shelley Rector