



Adequacy and Effective Policing Vision 2025

According to servicing records managed by our Public Works Department that are up to date as of the beginning of this month, there are 5175 occupiable units within the Town of Smiths Falls, a little over half being singles, with the remainder being semis, rows and apartments.



The 2021 Census (most recent available) shows an average household size of 2.1 in Smiths Falls. Assuming that variable is constant in 2024, that leaves an estimated population of 10,868 presently. We are still currently seeing growth and with growth comes policing issues.

Personnel- 5 Years at a Glance

2019

- 25 SWORN MEMBERS
- 7 F/T DISPATCHERS
- 3 P/T DISPATCHERS
- 1 ADMIN ASSIST
- POPULATION: 8,780

2020

- 25 SWORN MEMBERS
- 6 F/T DISPATCHERS
- 2 P/T DISPATCHERS
- 1 ADMIN ASSIST
- POPULATION: 8,780

2021

- 25 SWORN MEMBERS
- 5 F/T DISPATCHERS
- 4 P/T DISPATCHERS
- 1 ADMIN ASSIST
- POPULATION: 8,780

2022

- 25 SWORN MEMBERS
- 5 F/T DISPATCHERS
- 4 P/T DISPATCHERS
- 1 ADMIN ASSIST
- 2 SP/CST
- POPULATION: 9,254

2023

- 25 SWORN MEMBERS
- 5F/T DISPATCHERS
- 3P/T DISPATCHERS
- 1 ADMIN ASSIST
- POPULATION: Estimated 10,388

The current projected growth of Smiths Falls is over 11,000 in population and growing. Officers are dealing with a lot of systemic issues within the municipality. High level of Intimate Partner Violence, Drugs, Addiction, mental health, thefts all which play into the safety and security of our Community. Staffing our Service has never been a priority in the budget line since the last OPP costing several years ago. In the last five years, at least, there was no future planning for further growth to get ahead of what we are seeing with our staffing levels.

Board Strategic Plan 2024-2026

In the Police Services' Board 2024 Strategic Plan, surveys both internally with the members and externally with Community members who participated both in person and online, the main identifiable features were:



**70% of those
polled**

Felt crime has increased. In fact our service is one of the higher in Crime Severity Index Rate. In order for proactive policing to be most effective in combating crimes, working with community partners, working in schools with our youth, crime prevention initiatives such as Compliance Checks on high risk offenders.



**54% of those
polled**

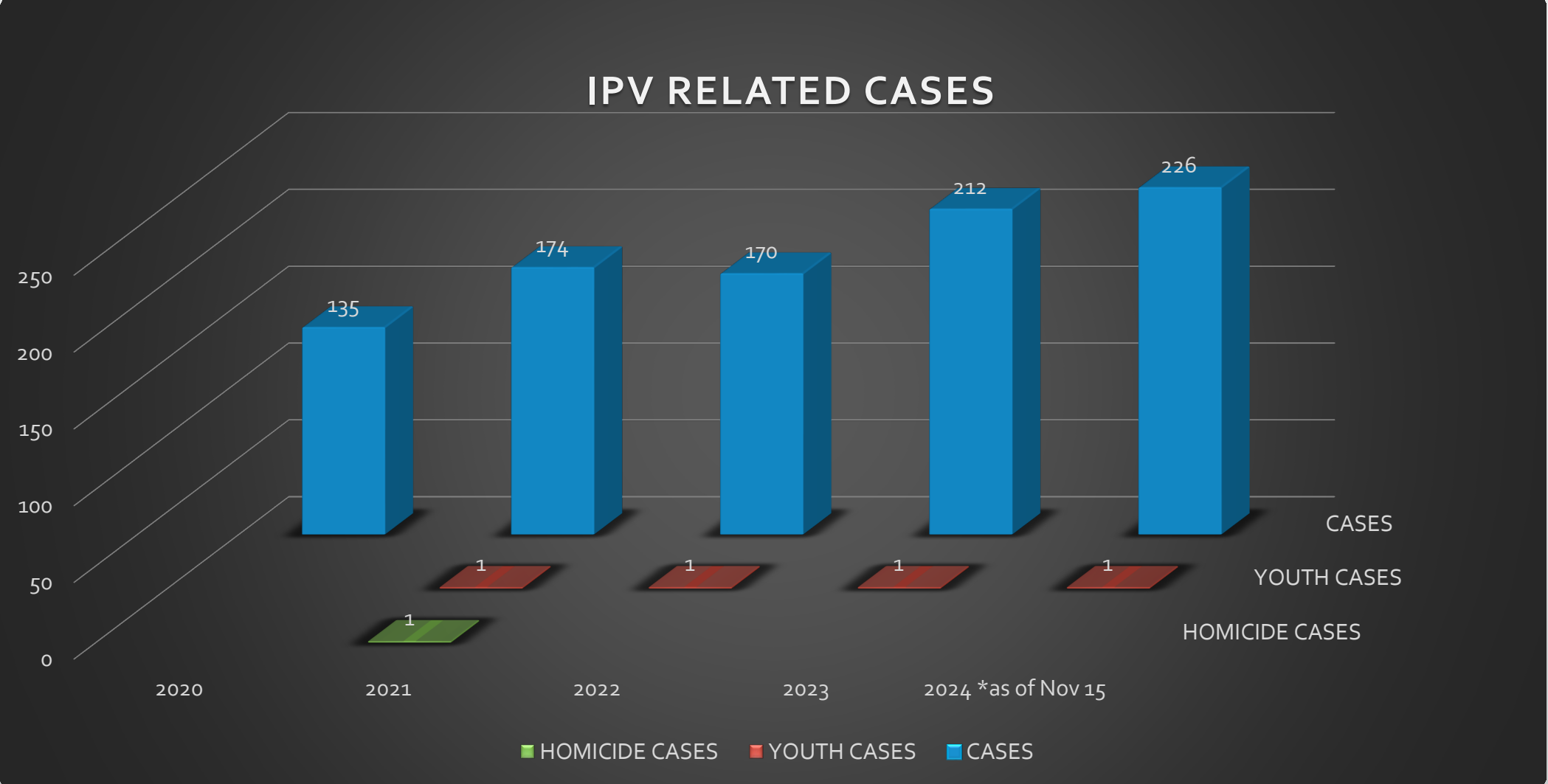
Felt safe most of the time.



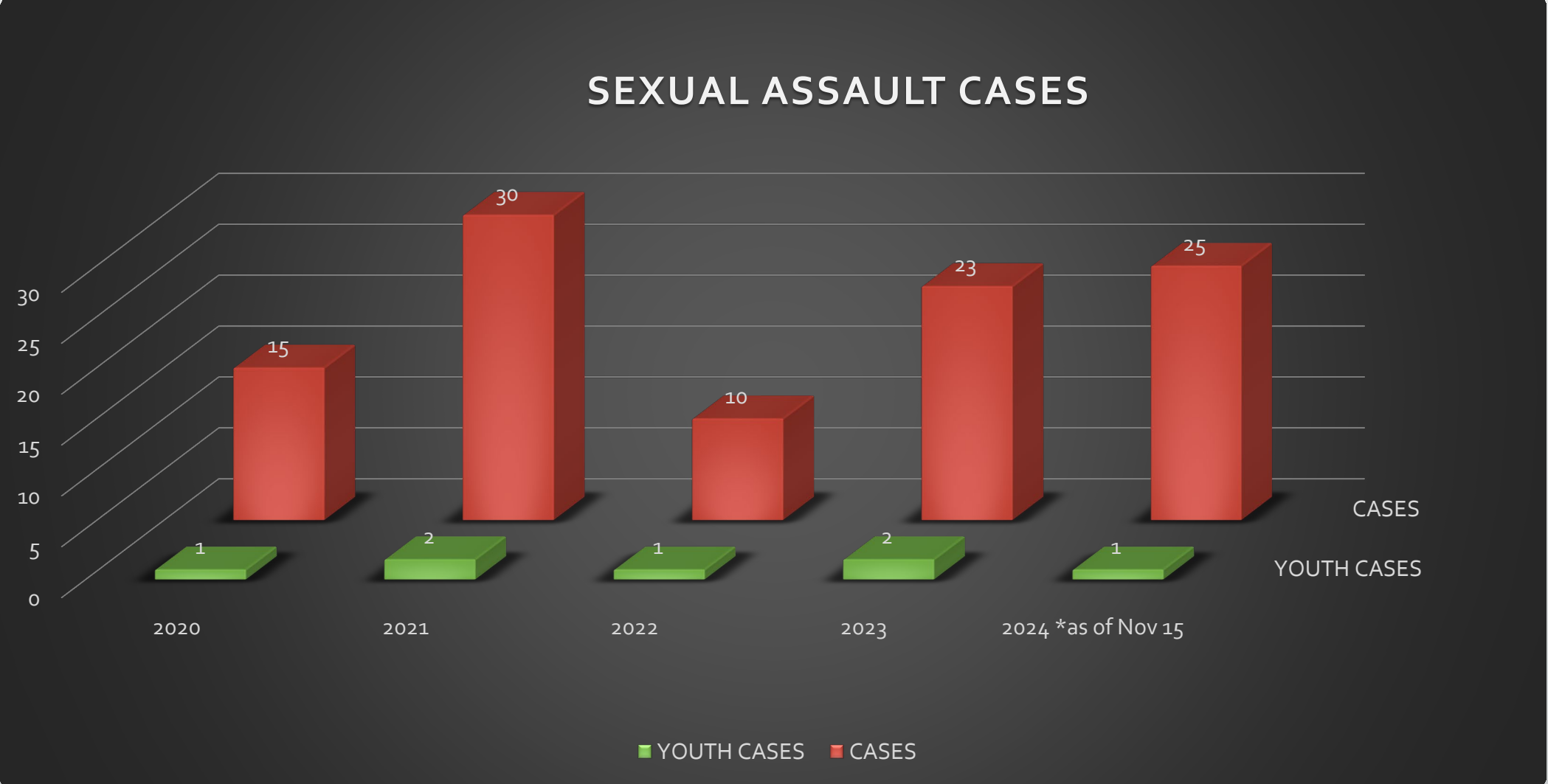
**100% of those
polled**

all the members polled indicated staffing levels issues. This causes a risk to officer safety, public safety and ensuring adequate policing. The Board and Administration believe strongly in the mental health and well-being of our members. One of the Board's request to the association during contract negotiation was replacing a member after 2 years on a WSIB claim as well as encouraging Peer-Peer Support. The membership feels "burnt out" going from serious calls to calls while still conducting proactive enforcement in our Community. Currently we have 4 members off on WSIB and 2 off on short term disability.

Calls for service and Increase we are seeing:



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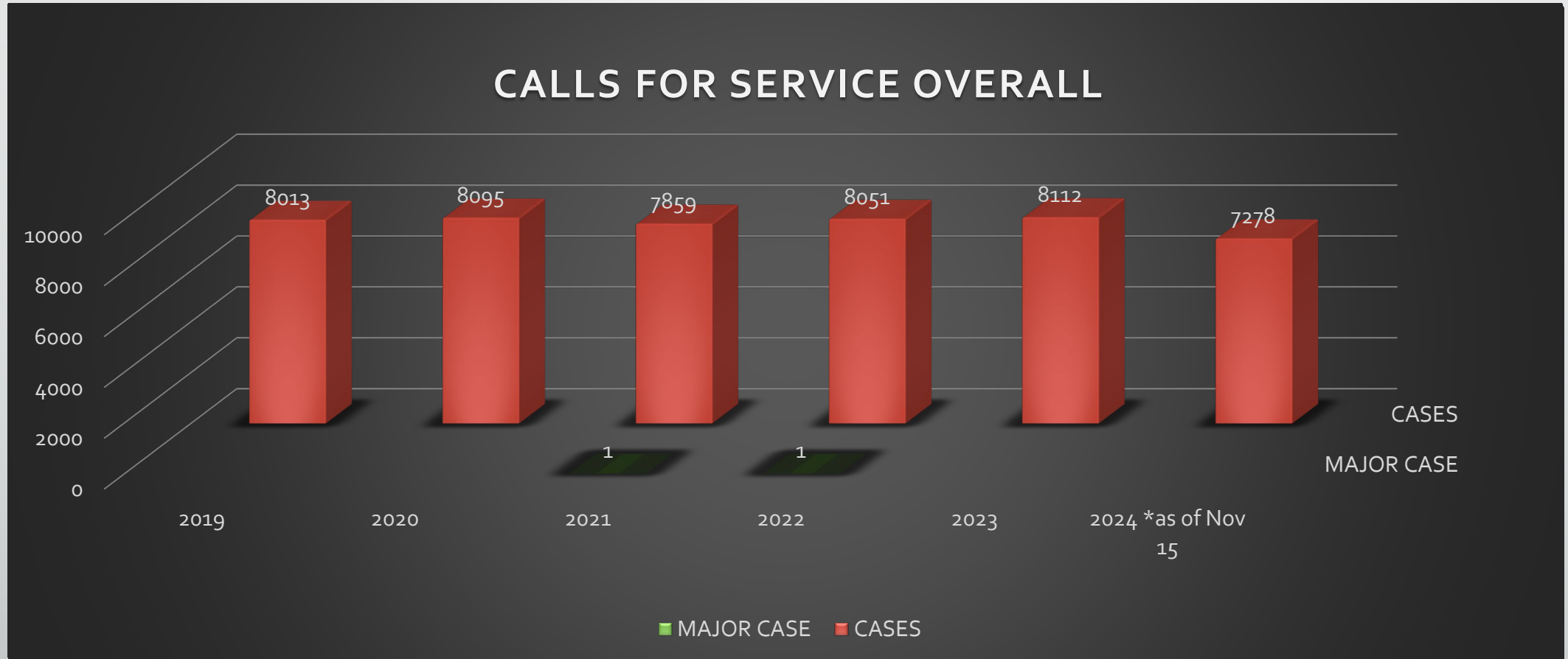


Calls for service and Increase we are seeing:

2021 Boxing
Day
Homicide
Investigation



2022
ongoing
Major Case
Investigation
Missing
Person



However, calls for service over the years does not reflect the complexities of the calls for service. A domestic investigation that used to take an hour, would take anywhere from 3-4 hours in length. The CSPA dictates training, for officers who are investigating domestics, sexual assaults, ident, and many other specialized courses required for adequacy.

MENTAL HEALTH CALLS

Calls for mental health are not decreasing, in fact wait times are increasing with less MCRT staff



Imperative to have a dedicated officer to assist MCRT in order to retain MCRT provincial Grants

HEALTH IM QUARTERLY REPORT 2023

Date	Call Volume	Apprehension Rate	Average Wait Time
January 1 to March 31	126	9%	55 MINS
April 1 to June 30	123	5%	43MINS
July 1 to September 30	114	8%	1hr 21 mins (4hr, 6hr and 2hr wait time)
October 1 to December 31	84	6%	1HR 53 MINS
2023 Total / Average	446	7%	1HR 13 MINS

HEALTH IM QUARTERLY REPORT 2024

Date	Call Volume	Apprehension Rate	Average Wait Time
January 1 to March 31	113	4%	1hr 50 MIN
April 1 to June 30	83	19%	1hr 30 min (4 calls that exceeded 3 hrs wait time)
July 1 to September 30	96	28%	1.15hrs- longest was 7hrs
October 1 to December 31			
2024 Total / Average			

Community Safety and Policing Act Going Forward for Adequate Policing Model



Our Police Service has always gone with a Proactive Policing Model. However in the last two years, officers are becoming more reactionary-responding to a crime that occurred rather than prevention. With offsetting our Community Services Officer to the road to assist from calls, officers not being able to conduct traffic enforcement, more RIDE programs, traffic initiatives, bail reform/enforcement- all of this has been an important piece for our community. With more staffing levels added it takes the pressure off for officers not only able to respond to calls but proactively engage to prevent crimes from occurring. Further adding additional staffing would ensure adequacy under the CSPA model. With inadequate staffing our service cannot commit to an officer to the MCRT program, Community Services or any other Community functions.

ACTION PLAN

A

- Increasing front line officers for 2025 to 30 as a compliment – this was already approved by the Board at last meeting, will improve all the needs of the Community including Drug Enforcement, Community engagement, having all officers trained in IPV and Sexual assault, traffic initiatives, high risk offender enforcement, assisting MCRT team

C

- Including a part time clerk to assist with data downloads, fingerprints and clerical work.
- Adding the additional part time Special Constable to two (The salaries have been covered through the Court Security grant 2024)
- Utilizing every opportunity for grant funding

T

- Adding technology to support officers – however need to ensure proper civilian support is in place
- Looking at IT infrastructure and technology and costs savings by deferring that to Owen Sound PS
- Using civilians more for additional internal workload

I

- Research a collaborative approach with other police services for Section 14 agreements for Emergency Response such as Brockville Police to offset calling on the OPP- utilizing our own membership to add additional resources to an Emergency Response Team as we do in our in service training
- Continue to collaborate with our Community partners for grant funding, or off setting the role of police in mental health calls, engaging still with Situation Table, RNJ, WAK, MCRT teams as examples.

O

- Look to increase fees for fingerprinting
- Biometrics in cells for prisoner care and control

N

- Decrease criminal and organized drug and guns activity
- Decrease recidivism for high risk offenders by working collaboratively with partnership/grant opportunities and have the staff to conduct regular compliance checks, warrant executions

Our community is very unique compared to others.
With our new model we will be able to adequately meet the needs of our community.



FUTURE COSTS: 2025 BUDGET

4 additional officers plus benefits would be at a cost of approximately \$100,000 per officer that includes benefits, vacation for a new recruit. (Salary \$77,218.42). An experienced one would be approximately \$113,463.42 for a third class Constable with benefits. (Salary \$87,469.97). This would increase the compliment and allow us to train and get officers in place before retirements occur.

However since staffing was not a factor in previous recent budgets, our current staffing model is not sustainable. If we don't increase staffing now, it will become worse for the wellness of the staff and therefore have a major impact on the community regarding Public safety and adequacy. As we go forward we will be able to have a more balanced model in future budgets and meet the adequacy needs of our Community and Strategic Plan and Vision going forward.

Policing is not a cost saving measure. It is expensive. The hope for 2025 is a grant that is going to recognize staffing in it. My understanding from the Ministry is that is coming where some of this can be recouped for Officers salary.

Our Community Safety and Policing Grant that has been from 2022-March of 2025 allocates a portion of salary recovery for our Community Services Officers' salary. Total allocation with the Provincial and Local Grant annually is close to \$70,000 altogether of salary recovery.

Training, Effectiveness are all major components on being adequate under this new act. We want to ensure that going forward we sustain our service as the great service we are. Our Community does support us. There will always be negative complaints but for the most part our response times are the best in Lanark County still, you have a local Communication Centre to call to, you have a local PSB, local officers and local administration to speak directly to.

OTHER AGENCY COMPARISONS

Budget Increases so far
for Police Services
across Ontario
reference additional
staffing to Conform to
new Act – Estimates
from small/mid Chiefs

Lasalle- 11%

Barrie- 5.8-6% - Growth strategy in line with population growth

Strathroy- 7%

Sarnia- 8.86%

Sudbury- 6.2%

Cornwall- 7% with salary estimated to increase

Guelph- 8.6%

Kingston- pending- however hoping to hire 38 additional officers to compliment

Chatham-Kent- pending- increasing officers by 45

Port Hope- 8%

Gananoque- 8%

Peterborough- 8.8% increase 6 additional staff

Brockville- 7.5%- approx. population is 23,000 with 8 on road at one time plus CIB etc..

Coburg- 15% increase

Thunder Bay- 5.4%

Aylmer- 5%

OPP Costing Increases to Municipalities for 2025:

Based on calls for service plus extra
services

Municipality	\$ Increase	% Increase	Levy Increase
Marmora Lake	175,640		
Chatsworth	192,000	18.0%	2.58%
Tweed	237,716	22.7%	4.36%
Brighton	408,038	21.5%	3.33%
Kapuska	431,511	21.0%	3.25%
Stirline Rawdon	104,185	15.0%	1.60%
Sioux Lookout	1,100,000	64.0%	
Elliott Lake	486,000		
St Joseph's		26.0%	2.40%
Greater Napanee	928,000	23.0%	6.00%
Merrickvill-Wolford	100,000	23.0%	3.00%
Rideau Lakes	349,000	16.9%	2.77%
Huron East		19.0%	2.80%
Kawartha Lakes	500,000	16.0%	
Russell		23.0%	2.53%
Central Frontenac	268,000	14.0%	
Edwardsburgh Cardinal		16.0%	
Hamilton Township	315,000		
Brockton	757,000	30.0%	
Carleton Place	622,000	26.0%	7.00%
Minden Hills	424,665	18.7%	
Perth	420,000		4.50%
Brooke-Alvinston		18.0%	200.00%