



## RESOLUTION 2018-06

### Costs to Municipal Police Services of Legislated Reforms

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#### **Preamble:**

On an on-going basis, municipal police services receive legislated and regulatory reform requirements often resulting in a substantial cost impact on police budgets. Often such changes are made with little or no consultation with affected stakeholders and no funding from federal or provincial governments to offset the added costs resulting in difficult decisions over who will bear the cost of legislated reforms; that being, either by the citizen through an increase in their property taxes or a decrease in the level of service provided to the community.

**WHEREAS** on April 13, 2017 the Government of Canada announced Bill C-45 the *Cannabis Act* and Bill C-46 the *Impaired Driving Act* to legalize cannabis under prescribed circumstances and to modernize impaired driving laws; and

**WHEREAS** on January 1, 2019, the Canada Pension Plan will be enhanced by increases from 2019 to 2025 through a combination of employee and employer rates increases; and

**WHEREAS** on April 6, 2016, the *Supporting Ontario's First Responders Act, 2016* amended the *Workplace Safety and Insurance Act* ("WSIA") to create a presumption that post-traumatic stress disorder ("PTSD") diagnosed in first responders is work-related; and

**WHEREAS** on January 1, 2017, Ontario Regulation 58/16, the *Collection of Identifying Information in Certain Circumstances* to reform responsibilities for street checks that required all Officers in Ontario to be re-trained; and

**WHEREAS** the *Safer Communities Act* significantly restructures the way policing is governed and delivered in Ontario including new statutes to improve accountability, oversight and community safety, and

**WHEREAS** on January 1, 2018, the WSIA was expanded to include benefit entitlement for chronic mental stress, by involving identifiable stressful events that are not traumatic but substantial in nature, such as being subject to ongoing bullying or harassment in the workplace. Most police services in Ontario have partially mitigated the impact by adapting to recent changes in the *Occupational Health and Safety Act* requiring employers to ensure harassment-free workplaces, by limiting and addressing stressors and the creation of modified work opportunities to accommodate medical restrictions. Therefore, the costs to employers from Bill 127 is unknown, but represents a potentially significant financial risk due to the unique nature of stressors to policing, and:

**WHEREAS** the cost to municipal police services as a result of the abovementioned legislative reforms is estimated to exceed \$12.42 per capita, partially offset by the

announced transitional funding of \$1.50 per capita annually for two years, to assist municipalities with the implementation costs for the legalization of cannabis.

**THEREFORE BE IT RESOLVED** that the Ontario Association of Chiefs of Police calls on the Government of Canada and the Government of Ontario to consult and properly determine costs associated with legislative reform with a commitment to publish its findings; and

**THEREFORE BE IT FURTHER RESOLVED** that the Government of Canada and Government of Ontario take the necessary action and establish a proper funding formula for costs associated with legislative reforms that affect municipal policing.