

2020 GROWTH HIRING PLAN

January, 2020



OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA

A Trusted Partner in Community Safety
Un partenaire fiable de la sécurité communautaire



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SUMMARY



- 2020 sworn growth hiring increased to 100 FTE (up from 30)
 - Plan accelerates hiring of 70 sworn officers forecast in 2021-23
 - 70 accelerated resources to be invested in:
 - § NRT's
 - § Gun violence suppression
 - § VAW
- Plan costs \$14.7M over 4 years
- Funded from reprioritizing Modernization Roadmap capital and general reserve balances
- No impact on police tax rates 2020-2023

GROWTH HIRING PLAN



Sworn Growth Positions	2020 Budget	2021 Forecast	2022 Forecast	2023 Forecast	Total
As per 2020 Budget	30	30	30	30	120
Proposed	100	0	0	20	120
Variance	70	(30)	(30)	(10)	0

COST OF THE PLAN - SUMMARY



(\$M)	Total Plan
One Time Costs Advanced to 2020	3.2
One Time Costs Included in Forecast 2021-23	2.7
Net One Time Costs	0.5
Net Total Ongoing Costs	14.2
Net Cost To Fund	14.7

COST OF THE PLAN



Annual Costs (\$M)	2020	2021	2022	2023
Ongoing Costs				
- Sworn Compensation	2.3	7.3	8.4	11.2
- Non Compensation	1.0	1.5	1.5	1.5
Total Ongoing Costs	3.3	8.8	9.9	12.7
Ongoing Cost in Forecast	-	(2.2)	(6.7)	(11.6)
Net Cost To Fund	3.3	6.6	3.2	1.1
One Time Cost	3.2	(1.1)	(1.3)	(0.3)
Total Cost To Fund	6.5	5.5	1.9	0.8

Total funding required over the 4 years is \$14.7M

FUNDING STRATEGY



(\$M)	2020	2021	2022	2023	Total
Net Cost To Fund	6.5	5.5	1.9	0.8	14.7
Funding Source					
General Reserves	(5.3)	0	0	0	(5.3)
WIP Capital - MR	(1.2)	(5.5)	(1.9)	(0.8)	(9.4)
Total Ongoing Costs	(6.5)	(5.5)	(1.9)	(0.8)	(14.7)
Budget Impact	0	0	0	0	0

MODERNIZATION ROADMAP



Modernization Roadmap	Amount \$M
Existing Budget	41.2
Amount Spent	(22.2)
Commitments	<u>(2.1)</u>
Amount Available	16.9
Proposed Return to Reserves	<u>(9.4)</u>
Remaining Amount Available	7.5

GENERAL RESERVE FUND



Current Reserve Fund (\$M)	2020	2021	2022	2023
Opening Balance	1.6	6.4	5.2	5.6
Total Sources of funding	21.2	20.4	19.6	18.8
Total Uses of funding	16.4	21.6	19.2	12.6
Ending Balance	6.4	5.2	5.6	11.8

Proposed Revised Reserve Fund (\$M)	2020	2021	2022	2023
Opening Balance	1.6	9.3	2.6	1.1
Total Sources of funding	30.6	20.4	19.6	18.8
Original Uses of funding	16.4	21.6	19.2	12.6
Proposed Additional use	6.5	5.5	1.9	0.8
Ending Balance	9.3	2.6	1.1	6.5