

Comparative Analysis

Pertaining to the choice of police service



PUBLIC CONSULTATION MEETINGS

- Friday, November 1, 2019,
from 7 p.m. to 9 p.m.
- Saturday, November 2, 2019,
from 10 a.m. to noon

at École secondaire Curé-Mercure
700 Boulevard du Docteur-Gervais,
Mont-Tremblant



Ville de
MONT-TREMBLANT



- **CONTEXT**

In the context of the adoption of the 2019 – 2023 Strategic Plan | Destination 2030 in which the Ville de Mont-Tremblant wishes to provide effective, efficient services, the Ville conducted a comparative analysis of the services and costs of a municipal police force compared to service by the Sûreté du Québec. The Ville’s goal is to ensure that its people continue to have the benefit of high quality police services in the vicinity as well as improving the service offering at the best possible cost.

The Ville de Mont-Tremblant continues its exploratory phase regarding the choice of police service by holding the two public consultation meetings provided for by the *Loi sur la police* (Police Act). The information in this leaflet will permit the people of Mont-Tremblant and Lac-Tremblant-Nord to be informed regarding the effects on the level of service.

The goals of the public consultation meetings are to allow the Ville de Mont-Tremblant agglomeration council to have an open dialogue with its people and to allow the council to take an enlightened decision.

Following the public consultation meetings, the Ville de Mont-Tremblant agglomeration council will decide if it will request, or not, that the ministère de la Sécurité publique abolish its police force.

- **METHODS OF CONSULTATION**

IN PERSON	BY MAIL OR EMAIL (November 17, 2019, at the latest)
<p>Public consultation meetings</p> <p><u>Dates and times:</u> Friday, November 1st, 2019, from 7 p.m. to 9 p.m. Saturday, November 2nd, 2019, from 10 a.m. to noon</p> <p><u>Place:</u> École secondaire Curé-Mercure 700 Boulevard du Docteur-Gervais, Mont-Tremblant</p>	<p>Every citizen of Mont-Tremblant and of Lac-Tremblant-Nord may forward their comments, in writing, to the following email address: greffe@villedemont-tremblant.qc.ca or to the following postal address:</p> <p style="text-align: center;">Dossier de desserte policière Ville de Mont-Tremblant 1145, rue de Saint-Jovite Mont-Tremblant (Québec) J8E 1V1</p>

TOPICS	MUNICIPAL POLICE FORCE	SÛRETÉ DU QUÉBEC
<p>Police service agreement</p>	<p>Police service is provided by the Police Department of the Ville de Mont-Tremblant. If the Agglomeration Council of the Ville de Mont-Tremblant decides to abolish its police force to be served by the Sûreté du Québec, this decision will be irrevocable after the ministère de la Sécurité publique ratifies the decision taken by the council.</p>	<p>The police service agreement between the Sûreté du Québec and the MRC des Laurentides expired on August 6, 2019. Significant work is underway with a view to renewing the service agreements with the MRC, in collaboration with the Union des municipalités du Québec (UMQ), the Fédération québécoise des municipalités (FQM), and the ministère de la Sécurité publique (MSP), in order to take into account the concerns and requirements of the elected representatives. The new service agreement puts forward a new model of deployment of the personnel adapted to the local reality, based on an analysis of the workload, with a revision of the deployment of personnel every five years to take into account any adjustments required. The new agreement that will be renewed with the MRC des Laurentides could thus include the service provided to the Ville de Mont-Tremblant and Lac-Tremblant-Nord.</p>
<p>Services provided</p>	<p>Level 1 police services At the request of the Police Department of the Ville de Mont-Tremblant, the Sûreté du Québec becomes involved for levels 2 to 6, without any additional costs to the Ville.</p>	<p>Levels 1 to 6 police services provides for calling upon specialized and national services, when required (emergency unit, dog handler, security response team, special investigators, forensic identification modules, criminal intelligence information, etc.).</p>
<p>Police priorities and issues</p>	<p>The agglomeration council of the Ville de Mont-Tremblant, after consultation with and recommendation from the director (chief) of the Police Department, determines police priorities and issues. The director of the Police Department of the Ville de Mont-Tremblant sits on the police committee, which is made up of four (4) elected representatives who determine objectives and directions.</p>	<p>The Committee for Public Safety (<i>Comité de sécurité publique – CSP</i>) of the MRC des Laurentides will define, with the station director (police chief), the priorities and issues of the territory on an annual basis. (This committee consists of four to seven persons chosen from among the members of the councils of the municipalities of the MRC des Laurentides and two representatives of the Sûreté du Québec, of which one is the police station director.) Mont-Tremblant and Lac-Tremblant-Nord could rely on 'police-mentors', in accordance with identified needs. The mentorship of municipalities allows for promotion of a more direct interaction between police and citizens. It creates an environment favourable to the exchange of information with some key players and municipal partners and deals with local concerns and issues. The maintenance of direct contact between the municipal council and the police station director (police chief) would be ensured. The latter could, when needed, sit on committees (e.g., the traffic committee) or designate a member of his or her team to do so, depending on the territory's priorities and issues.</p>

GENERAL FRAMEWORK

TOPICS	MUNICIPAL POLICE FORCE	SÛRETÉ DU QUÉBEC
<p>Localized services</p>	<p>An operational support team is assigned to the patrol, boat, snowmobile, etc.</p> <p>A community relations agent acts as the resource person with respect to prevention, relations with the community and in the schools. He works with the other intervening parties in the school environment. He sees to, in particular, the application of various programs of prevention and awareness:</p> <ul style="list-style-type: none"> • Aîné-Avisé, a program targeting seniors warning of abuse and fraud • Response plan for safe institutions (PRES) • Programme Ski-dure, which involves meeting young travelers from Ontario and the United States to make them aware of the laws of Québec and the bylaws of Mont-Tremblant • Coffee with a cop • Awareness campaigns, e.g. the campaign advising people that they must lock the doors of their vehicle when it is parked • Clinic about baby and child car seats • Etc. <p>The hiring, every year, of cadets for the summer. They create a presence in, and they monitor, neighbourhoods, parks and cycling paths; participate in local events; take part in community relations activities and apply some municipal bylaws.</p> <p>Municipal policemen and policewomen participate in various events for the good of the community, for example:</p> <ul style="list-style-type: none"> • The Santa Claus event • 24h Tremblant • Big Clean-up Day • Etc. 	<p>The police of the Sûreté du Québec will provide many local services that are often improved through the exchange of good practices between one MRC and another and by pooling resources.</p> <p>The Sûreté du Québec makes a commitment to providing local services including some that are already provided by the Police Department of the Ville de Mont-Tremblant. What's more, the Sûreté du Québec will take inspiration from the good practices of the Police Department of the Ville de Mont-Tremblant and will evaluate the possibility of continuing and even improving certain programs, such as "Ski-dure".</p> <p>The Sûreté du Québec will apply the law relating to off-road vehicles and will patrol trails for all-terrain vehicle and snowmobiles. It will also maintain water safety on lakes and rivers.</p> <p>A policeman or policewoman will be assigned to the In-school Intervention <i>Program</i> (<i>Programme d'intervention en milieu scolaire – PIMS</i>) whose goal is to fight drug trafficking, "taxation" (inter-student blackmail and extortion) and in-school violence. The police assigned to PIMS are legal specialists who work with other intervening parties in the school environment to undertake concerted action with respect to the young people.</p> <p>An operational support team will be assigned to the auxiliary station and be authorized to, among other things, respond to various needs related to the tourist side of the Ville de Mont-Tremblant and Lac-Tremblant-Nord, as well as the many major activities and events (e.g., IRONMAN) which take place on the territory and at Tremblant resort.</p> <p>A community relations police agent will act as the resource person with respect to prevention and community relations. He will see to, in particular, the application of various prevention and awareness programs such as:</p> <ul style="list-style-type: none"> • Objectif Cyber branché • Unité sans violence, an anti-violence program for students in 5th and 6th year of elementary school • Aîné-Avisé, a program targeting seniors warning of abuse and fraud • Response plan for safe institutions (PRES) • Cadet program • Programme ÉPIC (education, prevention, intervention and communication). • Etc.

TOPICS	MUNICIPAL POLICE FORCE	SÛRETÉ DU QUÉBEC
<p>Localized services (suite)</p>		<p>The hiring, every year, of cadets for the summer. They create a presence in, and they monitor, neighbourhoods, parks and cycling paths; participate in local events; and take part in community relations activities.</p> <p>The need for cadets in participating MRCs and towns is evaluated each year. In 2019, 176 cadets were hired throughout the province.</p> <p>The police of the Sûreté du Québec will participate in various events for the good of the Mont-Tremblant community, for example:</p> <ul style="list-style-type: none"> • Christmas baskets • 24h de Tremblant • Etc. <p>The Sûreté du Québec encourages the involvement of its police officers throughout the territories of the province, and thus encourages its new members to continue their involvement on the territories of the Ville de Mont-Tremblant and of Lac-Tremblant-Nord.</p> <p>The great majority of the current police personnel of the Ville de Mont-Tremblant would continue to work on the territory of the Ville de Mont-Tremblant and of Lac-Tremblant-Nord.</p>
<p>Allotment of costs paid by the taxpayer</p>	<p>The operating and buildings budget is adopted annually by the agglomeration council.</p> <p>The cost of the service is included under the general property tax of the agglomeration.</p> <p>Emergency operations during major crisis situations, natural catastrophes or serious accidents and during major demonstrations are additional costs for the Ville. The ongoing training and education of police officers and their skills updating, negotiation of collective agreements and grievances, as well as administrative support for the management of human resources and of finance are the responsibility of the Ville de Mont-Tremblant.</p>	<p>The Ville de Mont-Tremblant agglomeration council will no longer be required to pass an operating and buildings budget.</p> <p>Mont-Tremblant, and Lac-Tremblant-Nord, will receive an annual bill from the Ministry of Finance. This bill is established in accordance with the Regulation on the Amount Payable by Municipalities for the Services of the <i>Sûreté du Québec (Règlement sur la somme payable par les municipalités pour les services de la Sûreté du Québec)</i></p> <p>The cost of this bill will be covered in the general property tax of the town centre of Mont-Tremblant and in that of Lac-Tremblant-Nord.</p> <p>Emergency operations during major crisis situations, natural catastrophes or serious accidents and major demonstrations will be included in the bill. The ongoing training and education of police officers and their skills updating, negotiation of collective agreements and grievances, as well as administrative support for the management of human resources and of finance will be the responsibility of the Sûreté du Québec starting from integration.</p>

GENERAL FRAMEWORK

TOPICS	MUNICIPAL POLICE FORCE	SÛRETÉ DU QUÉBEC
Police station	The police station is currently located at 380 rue Siméon in Mont-Tremblant.	The auxiliary station would be located in the premises currently occupied by the Police Department of the Ville de Mont-Tremblant (380 rue Siméon), and this would conform to the rules and parameters established by the Quebec Society of Infrastructure Assets (<i>Société québécoise des infrastructures</i> – SQI)
Materiel, equipment and vehicles	The Ville continues to acquire and maintain the materiel, equipment and vehicles needed for the functioning of the police force.	The ongoing updating of the vehicle fleet and the purchase of materiel will be the responsibility of the Sûreté du Québec Some of the Ville's equipment and vehicles will be evaluated by the Sûreté du Québec with a view to possible repurchase. The Ville could use some goods for other municipal departments and will then put up for sale the goods not acquired by the Sûreté du Québec.
Effects on the personnel of the Police Department of the Ville de Mont-Tremblant	No changes with respect to the policemen and policewomen, commissioned personnel, office employees (white collar) and the staff of the 9-1-1 call centre.	Policemen and policewomen The integration of all admissible Police Department of the Ville de Mont-Tremblant personnel, including temporary police, will be carried out in accordance with article 73.2 of the <i>Loi sur la police</i> (Police Act) (LSP). Commissioned police officers They will be integrated into the Sûreté du Québec and will have the status of officer. Non-police personnel In accordance with article 353.7 of the <i>Loi sur la police</i> (Police Act), non-police personnel will become employees of the government of Québec to the extent that they are covered by a decision of the Treasury Council. Staff of the 9-1-1 call centre The personnel could be relocated to other call centres.

WORKFORCE

TOPICS	MUNICIPAL POLICE FORCE	SÛRETÉ DU QUÉBEC
Détermination du nombre de policiers	The director tables a police organization plan with the agglomeration council. The plan must subsequently be approved by the ministère de la Sécurité publique The distribution of the workforce will vary in accordance with events, the time of year, etc.	The police service agreement concluded between the Sûreté du Québec and the MRC des Laurentides expired August 6, 2019. The new agreement that will be renewed could thus include service for the Ville de Mont-Tremblant and Lac-Tremblant-Nord, and would be in effect for a period of ten years. The distribution of the workforce would be revised every five years to ensure that it always meets citizens' needs.

TOPICS	MUNICIPAL POLICE FORCE	SÛRETÉ DU QUÉBEC
<p>Total population served</p>	<p>Ville de Mont-Tremblant</p> <ul style="list-style-type: none"> • 10,010 permanent residents • ± 10,000 seasonal residents • ± 3 million visits / year <p>Lac-Tremblant-Nord</p> <ul style="list-style-type: none"> • 42 permanent residents • ± 175 seasonal residents 	<p>47,158 persons MRC des Laurentides</p> <p>The MRC des Laurentides will be divided in two.</p> <p>Part of the MRC will be served from the main police station in Sainte-Agathe-des-Monts and the other part, including the territory of Mont-Tremblant and of Lac-Tremblant-Nord, will be served from the Mont-Tremblant auxiliary station.</p> <p>The Mont-Tremblant auxiliary station will serve the northern part of the MRC des Laurentides, namely, Mont-Tremblant, Brébeuf, Amherst, Barkmere, Huberdeau, Arundel, Montcalm, La Conception, Labelle, La Minerve and Lac-Tremblant-Nord.</p>
<p>Civilian employees</p>	<p>3 office employees, 2 of which are part-time and 1 full-time.</p>	<p>At least 3 full-time office employees will be assigned to the auxiliary station.</p>
<p>Allocation of calls</p>	<p>The allocation of calls is made by the police communications centre of the Ville de Mont-Tremblant.</p>	<p>The allocation of calls will be handled by the Sûreté du Québec's call management centre in Mascouche and this is included in the offer of service.</p>
<p>Police organization</p>	<p>At the municipal police station there are currently 36 full-time police, including:</p> <ul style="list-style-type: none"> • 4 police force sergeants • 20 policemen and policewomen patrollers • 4 detective sergeants • 1 station duty officer • 1 community relations police officer/ agent • 6 temporary police on a year-round basis <p>À ce nombre, s'ajoutent 7 policiers temporaires en période estivale.</p> <p>Plus 1 directeur et 3 capitaines</p>	<p>At the Mont-Tremblant auxiliary police station there will be 44 policemen and policewomen, including :</p> <ul style="list-style-type: none"> • 4 investigators (detectives) • 35 police force personnel (including one assigned to the PIMS and a community relations officer) • 5 police force members for the operations support team. <p>Plus 1 police force officer</p>
<p>Application of municipal bylaws</p>	<p>The police force members apply the municipal bylaws that fall under their jurisdiction.</p>	<p>The policemen and policewomen of the auxiliary station will apply the municipal bylaws that fall under their jurisdiction throughout the territory, including the Ville de Mont-Tremblant and Lac-Tremblant-Nord. Some bylaws of the Ville de Mont-Tremblant and Lac-Tremblant-Nord would have to be harmonized with those of the other municipalities of the MRC des Laurentides.</p>
<p>Crossing guards</p>	<p>The crossing guards fall under the jurisdiction of the Police Department of the Ville de Mont-Tremblant.</p>	<p>The crossing guards will remain the responsibility of the Ville de Mont-Tremblant.</p>



Ville de
MONT-TREMBLANT

**The comparative analysis of costs
will be presented
at the public consultation meetings on
November 1st and 2nd, 2019.**

**A cordial welcome is extended to the people of
Mont-Tremblant and Lac-Tremblant-Nord.**

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