



# **NIAGARA REGIONAL POLICE SERVICE**

## **Police Services Board Report**

### **PUBLIC AGENDA**

---

**Subject:** Quarterly Report – NRPS Authorized Strength as at January 1, 2023

**Report To:** Chair and Members, Niagara Police Services Board

**Report Date:** 2023-01-05

---

### **Recommendation(s)**

**That the Niagara Police Services Board receives this report for information.**

### **Key Facts**

- The purpose of this report is to provide the Board with a summary of actual versus authorized strength by rank/salary band of the uniform and civilian complement on a quarterly basis.
- This report is for the quarterly period beginning January 1, 2023.
- The Service Executive Leadership Team is provided an authorized strength analysis on a monthly basis.

### **Financial Considerations**

There are no financial implications relating to the recommendation in this report.

### **Analysis**

In 2015, following a comprehensive staffing and workload review, the Niagara Police Services Board requested that the Chief of Police provide a quarterly report to the Board of actual versus authorized strength, by rank/salary grade for all uniform and civilian positions. In addition to the authorized strength, there are 13 uniform pre-hire positions included in the annual budget to mitigate the impact of retirements on front line operations.

The quarterly report for the period beginning January 1, 2023, is in the chart below:

	Authorized	Actual
Chief of Police	1	1
Deputy Chiefs	2	2
Superintendents	5	6
Inspectors	14	16
Staff Sergeants	30	31
Sergeants	109	107
Constables	607	596
Prehires/Recruit Officers in Training	13	11
<b>Uniform Total*</b>	<b>781</b>	<b>770</b>
Civilian SOA Band 11	1	1
Civilian SOA Band 10	0	0
Civilian SOA Band 9	1	0
Civilian SOA Band 8	6	6
Civilian SOA Band 7	3	1
Civilian SOA Band 6	3	3
Civilian SOA Band 5	0	0
Civilian SOA Band 4	0	0
Civilian SOA Band 3	0	0
Civilian SOA Band 2	1	1
Civilian SOA Band 1	4	5
Civilian NRPA Band 11	20	20
Civilian NRPA Band 10	127	126
Civilian NRPA Band 9	21	20
Civilian NRPA Band 8	17	17
Civilian NRPA Band 7	28	26
Civilian NRPA Band 6	49	45
Civilian NRPA Band 5	27	25
Civilian NRPA Band 4	17	17
Civilian NRPA Band 3	2	2
Civilian NRPA Band 2	0	0
Civilian NRPA Band 1	0	0
<b>Civilian Total</b>	<b>327</b>	<b>315</b>
<b>Service Total</b>	<b>1108</b>	<b>1085</b>

\*11 Secondments are included in the Uniform Authorized Strength and are subject to external funding.

## **Alternatives Reviewed**

The only alternative is for the Board not to receive this report.

## **Relationship to Police Service/Board Strategic Priorities**

This report is being provided for information purposes at the request of the Board.

## **Relevant Policy Considerations**

Police Services Act.

## **Other Pertinent Reports**

8.4.2022.11.18 – Quarterly Report – NRPS Authorized Strength as at October 1, 2022

*This report was prepared by Cheryl Pathe, EIS Coordinator, reviewed by Linda Blood, Manager, Human Resources and David Meade, Superintendent, Executive Services. Recommended by Bill Fordy, Deputy Chief, Support Services.*



---

### **Submitted by:**

Bryan MacCulloch, M.O.M. #5835  
Chief of Police

## **Appendices**

Not applicable.