



NIAGARA REGIONAL POLICE SERVICE

Police Services Board Report

PUBLIC AGENDA

Subject: Annual Report – Promotion of Service Members – January 1 to December 31, 2022

Report To: Chair and Members, Niagara Police Services Board

Report Date: 2023-01-03

Recommendation(s)

That the Niagara Police Services Board receive this report for information.

Key Facts

- The purpose of this report is to ensure continued compliance with Board By-Law No. 187-2000 regarding the promotion of Service members, and in particular, the hiring of non-Service members of the Niagara Regional Police Service.
- A summary of Service policies which relate to the hiring and promotion of Service members is being provided for information.
- This report covers the period of January 1 to December 31, 2022.

Financial Considerations

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

Analysis

The Service continues to utilize valid and defensible hiring and promotion practices through the ongoing review of existing policies, the development of new policies and implementation of best industry practices, while also being cognizant of bargained Collective Agreement provisions.

During the 2022 calendar year, the Niagara Regional Police Service welcomed a total of 44 new hires to the Service. Of those, 18 were hired as recruit Constables, 3 were hired from other Police Services as currently serving Constables, and 23 were new Civilian permanent hires.

In total, 36 promotions occurred during the 2022 calendar year. Those promotions break down as follows:

Constable to Sergeant – 8
Sergeant to Staff Sergeant – 5
Staff Sergeant to Inspector – 5
Inspector to Superintendent – 1
Deputy Chief to Chief – 0
Civilian Promotions – 17

The following is a list of relevant policies and a brief summary as to the purpose of each. Each of these policies has been researched, subjected to regular review, and are reflective of any applicable Adequacy Standards and/or legislative requirements:

G.O. 002.08 – Constable Recruitment – This General Order establishes a fair, consistent, valid and defensible standard recruitment procedure by which the Service hires new police constables. This General Order is reviewed bi-annually to ensure it reflects changes made to the Constable Recruitment process from time to time.

G.O. 004.09 – Rank Reclassification - Constable – This General Order establishes the rank reclassification procedure for uniform members as they progress to the rank of First Class Constable.

G.O. 011.12 – Tuition Assistance Program – This General Order encourages members, through financial assistance, to further their professional development through the achievement of a higher level of formal education that will in turn benefit the Service and enhance their ability to be promoted.

G.O. 083.08 – Equal Opportunity – This General Order establishes, among other things, that decisions about employment will be made on the essential skills, capability, knowledge and experience required. Decisions about advancement will be based on an employee's performance in their current position, as well as essential skills, capability, knowledge and experience required, having regard for both short and long-term interests of the Service.

G.O. 105.12 – Uniform Promotion System – This General Order describes the Service's promotional system that is considered to be a fair and unbiased process to determine the best candidates for promotion based on several key factors including relevant experience, performance, reliability, education, and demonstrated ability to do the job.

G.O. 233.05 – Uniform Senior Officer Selection Process – This General Order establishes the procedure for hiring or promoting uniform members in the event that a Superintendent or Inspector position becomes available for staffing within the Service.

G.O. 189.14 – Uniform Posting Guidelines – This General Order provides for a fair and equitable system for assigning members to specialty units within the Service, and to identify the best Service member for vacant positions based on knowledge, skills and ability. This General Order is revised bi-annually, or sooner based on needs, in consultation with the NRPA.

G.O. 200.07 – Civilian Posting Guidelines – This General Order provides a process and guiding principles for the internal recruitment of permanent civilian positions. It demonstrates the Service's commitment to ensuring fairness and equity in its staffing processes and ensures that permanent civilian members have the first opportunity to be selected to fill vacant or new positions while at the same time ensuring that the best candidate is selected for each position. There is a Joint Career Development Committee which reviews the process for civilian postings on an ongoing basis.

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

This report is being provided for information purposes.

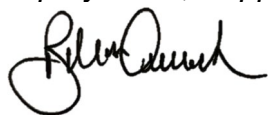
Relevant Policy Considerations

The aforementioned General Orders, together with the relevant Collective Agreement(s), guide the staffing and promotion process for the Service.

Other Pertinent Reports

8.5.2022.01.27 – Annual Report – Promotion of Service Members – January 1 to December 31, 2021

This report was prepared by Linda Blood, Manager, Human Resources, reviewed by Superintendent David Meade, Executive Services, and recommended by Bill Fordy, Deputy Chief, Support Services.



Submitted by:

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Chief of Police

Appendices

Not applicable.