



NIAGARA REGIONAL POLICE SERVICE

Police Services Board Report

PUBLIC AGENDA

Subject: Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service, January 1 to March 31, 2023

Report To: Chair and Members, Niagara Police Services Board

Report Date: 2023-05-02

Recommendation(s)

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

Key Facts

- The purpose of this report is to provide a five-year uniform and civilian quarterly and year-to-date overtime trend analysis.
- Overtime activity reports, detailed in the tables below, provide a summary of the overtime hours by activity category. These categories were developed by the Executive Leadership Team and the hours are captured in the Service's time and attendance system.
- For uniform members, overtime continues to be predominantly driven by meeting minimum staffing requirements and major investigations.
- For civilian members, overtime continues to be predominantly driven by the need to meet minimums resulting from occupational and non-occupational illness, injury, and staffing shortages.

Financial Considerations

There are no financial implications related to the recommendations within this report.

Analysis

Uniform Overtime Analysis

As illustrated in Table 1, uniform members worked a total of 16,878 hours of overtime for the quarter ending March 31, 2023; an increase of 2,224 hours or 15.2% from the same period in 2022.

Table 1 – Quarterly Uniform Overtime by Activity Hours

	2019 Jan. – Mar.	2020 Jan. – Mar.	2021 Jan. – Mar.	2022 Jan. – Mar.	2023 Jan. – Mar.
Meeting Minimums	4,679	6,978	4,545	6,398	7,455
Major Investigation and Incident Follow-Up	6,932	9,500	7,620	4,682	7,699
Administrative Workload	1,245	1,805	868	700	1,310
Pro Active & Community Driven Events	524	271	304	587	414
Sub-Total Before Unusual Activity	13,380	18,554	13,337	12,367	16,878
COVID-19	-	161	363	-	-
Public Order Event	-	-	-	2,286	-
Total	13,380	18,715	13,700	14,654	16,878

For the quarter, the Service experienced a 16.5% increase in uniform overtime hours for meeting minimums in comparison with the previous year. Patrol districts, including the Casino Patrol Unit, continued to operate below authorized strength, which results from occupational illness, non-occupational illness, injuries, annual leave entitlements, and vacancies due to natural attrition. To further elaborate, for the first quarter of 2023, District Patrol Units were short 21.0% of total authorized strength. This is a result of factors including members placed on modified duties, parental leaves, occupational and non-occupational illness, and vacancies from retirements or promotion. A member is redeployed into a modified position when they are unable to fulfil the requirements of regular duties.

Overtime related to major investigations and incident follow-ups contributed 45.6% toward total overtime hours. For the quarter ending March 31, 2023, the Service experienced 1 homicide, 1 attempted homicide, 5 fatal motor vehicle collisions, and 3 life-threatening motor vehicle collisions. Additional incidents requiring the deployment of significant resources included a Wainfleet shooting incident and a telephone threat involving Fort Erie public schools.

The overtime recorded under pro-active and community-driven events is primarily derived from the continuing RIDE campaign, assistance with a Ministry of Transportation of Ontario initiative targeting roadworthiness of commercial vehicles, St. Patrick's Day activities, and attendance at Freedom Convoy events.

Civilian Overtime Analysis

As detailed in Table 2, civilian members worked a total of 5,926 hours of overtime for the quarter ending March 31, 2023; an increase of 744 hours, or 14.4% from the same period in 2022.

Table 2 – Quarterly Civilian Overtime by Activity Hours

	2019 Jan. – Mar.	2020 Jan. – Mar.	2021 Jan. – Mar.	2022 Jan. – Mar.	2023 Jan. – Mar.
Meeting Minimums	2,952	3,471	1,890	3,133	3,605
Major Investigation and Incident Follow-Up	158	176	93	34	43
Administrative Workload	855	992	786	1,669	2,274
Pro Active & Community Driven Events	25	35	9	54	4
Sub-Total Before Unusual Activity	3,990	4,674	2,778	4,890	5,926
COVID-19	-	394	54	6	-
Public Order Event	-	-	-	286	-
Total	3,990	5,068	2,832	5,182	5,926

Consistent with prior periods, the main reason for civilian overtime continues to be meeting minimum staffing levels in operationally essential units such as the Records and Information Management (RIM) and the Communications Unit. Unfilled civilian staffing vacancies across the Service further contributed to the increase.

Civilian overtime incurred for administrative workload, increased by 605 hours or 36.2% in the first quarter of 2023, when compared with the same period in 2022. The RIM unit continued to encounter significant overtime to meet the demand for timely services. As a result of courthouse delays and/or wait times to enter correctional facilities, prisoner transport hours also increased in the quarter. These items are beyond the control of the Service and difficult to predict or avoid.

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

This report provides information required to monitor the Service's alignment with the 2022 - 2025 Strategic Plan goal to realize operational efficiencies and cost savings.

Relevant Policy Considerations

- Police Services Act
- 2021 – 2026 Uniform and Civilian Collective Agreements

Other Pertinent Reports

8.3.2023.03.23 Quarterly Report – Overtime Activities Incurred by the Niagara Regional Police Service – October 1, 2022 to December 31, 2022.

This report was prepared by Curtis Custers, Acting Coordinator, Financial Planning and Analysis, reviewed by Laura Rullo, Manager, Finance and reviewed by Mario Lagrotteria, Superintendent, Corporate Services. Recommended by Bill Fordy, Deputy Chief, Support Services.



Submitted by:

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

Appendices

Not applicable.