



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service, April 1 to June 30, 2024

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-10-01

Recommendation(s)

That the Niagara Police Service Board (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 Niagara Regional Police Service's (Service) time and attendance system.
- For uniform members, overtime continues to be predominantly driven by meeting minimum staffing requirements and major investigation events.
- For civilian members, overtime continues to be predominantly driven by the need to meet minimums resulting from occupational and non-occupational illness, injury, and workload.

Financial Considerations

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

Analysis

Uniform Overtime Analysis

As illustrated in Table 1, uniform members worked a total of 31,096 hours of overtime for the quarter ended June 30, an increase of 7,776 hours or 33.3% from the same period in 2023.

Table 1 – Quarterly Uniform Overtime by Activity Hours

	2020 April – June	2021 April – June	2022 April – June	2023 April - June	2024 April - June
Meeting Minimums	4,996	8,819	12,942	12,902	13,065
Major Investigation and Incident Follow-Up	7,152	12,042	9,482	8,128	12,519
Administrative Workload	450	928	1,611	1,627	3,495
Proactive & Community-driven Events	82	499	1,162	663	2,017
Sub-Total Before Unusual Activity	12,680	22,288	25,197	23,320	31,096
COVID-19	299	1,106	-	-	-
Total	12,979	23,394	25,197	23,320	31,096

Patrol Units continue to operate below authorized strength due to vacancies from occupational illness, non-occupational illness, members placed on modified duties, protected leaves, and vacancies due to retirement or promotion. These vacancies coupled with leave entitlements increase overtime requirements to meet minimum staffing in operationally essential positions.

Overtime related to Major Investigation and Incident Follow-Up contributed 40.3% toward total overtime hours and increased 54.0% over the same 3 months in prior years. For the quarter ending June 30, the Service experienced 1 double homicide, 4 homicides, 2 attempted homicides, 6 fatal motor vehicle collisions, and 1 life-threatening motor vehicle collision.

Administrative Workload increased by 1,868 hours, or 114.8%, over the second quarter of 2023. Contributing heavily to the increase was the April 8 total solar eclipse. Significant hours attributable to the event were recorded by uniform members during the first days of April 2024. Additional overtime was incurred at events including a Ministry of Transportation truck inspection blitz, attendance at the Ontario Police Memorial, and providing security during regional visits by Prime Minister Trudeau and Premier Ford.

For the quarter, the Service experienced an increase of 1,355 hours, or 204.5%, in uniform overtime hours for Proactive and Community-driven Events. The incurred overtime can be attributed to patrol and attendance provided for RIDE spot-checks, Police Week at the Pen Centre, Pride in the Park, Virgil Stampede, and Canada Day weekend community events. Overtime hours incurred by the Service's Public Order Unit (POU) are also reflected within this category. For the quarter, the POU assisted both the Toronto and Hamilton Police Services along with local initiatives. Should the POU be requested to attend outside of the Niagara Region, the costs are reimbursed by the requesting partner service. A total of 539 overtime hours were invoiced to partner services for the second quarter of period of 2024.

Table 2 illustrates the year-to-date results over the previous 5-year period, including current 2024 data. Uniform overtime hours have increased by 11,864 hours or 29.5% when compared with the prior year.

Table 2 – Year-to-Date Uniform Overtime by Activity Hours

	2020 Jan – June	2021 Jan – June	2022 Jan – June	2023 Jan – June	2024 Jan – June
Meeting Minimums	11,974	13,363	19,341	20,357	22,503
Major Investigation and Incident Follow-Up	16,651	19,663	14,165	15,837	21,729
Administrative Workload	2,255	1,795	2,311	2,937	5,290
Proactive & Community-driven Events	353	803	4,035	1,076	2,549
Sub-Total Before Unusual Activity	31,233	35,624	39,852	40,207	52,071
COVID-19	459	1,469	-	-	-
Total	31,692	37,093	39,852	40,207	52,071

Civilian Overtime Analysis

As detailed in Table 3, civilian members worked a total of 6,711 hours of overtime for the quarter ended June 30, a decrease of 627 hours, or 8.5% from the same period in 2023.

Table 3 – Quarterly Civilian Overtime by Activity Hours

	2020 April – June	2021 April – June	2022 April – June	2023 April – June	2024 April – June
Meeting Minimums	2,455	3,236	4,258	4,884	3,864
Major Investigation and Incident Follow-Up	241	249	143	57	268
Administrative Workload	542	907	1,659	2,393	2,516
Proactive & Community-driven Events	10	16	56	4	63
Sub-Total Before Unusual Activity	3,248	4,408	6,116	7,338	6,711
COVID-19	241	60	16	-	-
Total	3,489	4,468	6,132	7,338	6,711

Consistent with prior periods, the main driver of civilian overtime continues to be meeting minimum staffing levels in operationally essential units such as the Records and Information Management (RIM) Unit and the Communications Unit.

While the RIM Unit continued to encounter overtime in attempting to meet the demand for timely services, the unit realized a 573-hour reduction in total overtime compared to the second quarter of 2023. Requests for policing records and background checks continue to require overtime hours for timely completion. Other areas of the unit are currently meeting operational demands, allowing for the reduction in overtime hours compared to prior year.

Total overtime incurred by the Communications Unit declined 174 hours in comparison with 2023. A reduction in the amount of time lost due to illness being the leading contributor.

Civilian overtime incurred for administrative workload increased slightly by 123 hours or 5.1%. Prisoner transport accounted for the majority of the hours as courts continue to run late with longer wait times to enter correctional facilities. These items are difficult to predict or avoid. Additionally included is the impact of the April 8 total solar eclipse.

Table 4 illustrates the year-to-date results over the previous 5-year period, including current 2024 data. Civilian overtime hours have decreased by 1,250 hours or 9.4% when compared with the prior year.

Table 4 – Year-to-Date Civilian Overtime by Activity Hours

	2020 Jan – June	2021 Jan – June	2022 Jan – June	2023 Jan – June	2024 Jan – June
Meeting Minimums	5,926	5,126	7,391	8,489	6,895
Major Investigation and Incident Follow-Up	417	342	177	100	319
Administrative Workload	1,534	1,693	3,327	4,667	4,737
Proactive & Community-driven Events	45	25	396	8	63
Sub-Total Before Unusual Activity	7,922	7,186	11,291	13,264	12,014
COVID-19	635	114	22	-	-
Total	8,557	7,300	11,313	13,264	12,014

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

Community Safety and Policing Act
Collective Agreements
2022 - 2025 Strategic Plan

Other Pertinent Reports

8.3 - 2024.06.27 Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service, January 1 to March 31, 2024

This report was prepared by Curtis Custers, Financial Analyst, Finance Unit, in consultation with Courtney Woods, Financial Planning Coordinator, Finance Unit and reviewed by Laura Rullo, Manager, Finance Unit. Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

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Appendices

Not applicable.