



# NIAGARA REGIONAL POLICE SERVICE

## Police Service Board Report

PUBLIC AGENDA

---

**Subject:** Annual Report – Promotion of Service Members – January 1 to December 31, 2024

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

**Report Date:** 2024-12-31

---

### Recommendation(s)

**That the Niagara Police Service Board (Board) receive this report for information.**

### Key Facts

- The purpose of this report is to ensure continued compliance with Board By-Law No. 519-2024 to establish policy relating to Service members, hiring/appointments, probationary police officers, promotions, resignations, retirements, and termination.
- 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, 2024.

### Financial Considerations

There are no financial implications relating to the recommendations contained 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 2024 calendar year, the Niagara Regional Police Service welcomed a total of 69 new hires to the Service. Of those, 40 were hired as recruit Constables, 16 were hired from other police services as currently serving Constables, and 13 were new civilian permanent hires.

In total, 49 promotions occurred during the 2024 calendar year. Those promotions break down as follows:

Constable to Sergeant	15
Sergeant to Staff Sergeant	10
Staff Sergeant to Inspector	4
Inspector to Superintendent	3
Superintendent to Deputy Chief	2
Deputy Chief to Chief	1
Civilian Promotions	14

The following is a listing of the relevant policies and a brief summary of the key purpose of each.

G.O. 002 – Constable Recruitment - This general order establishes a consistent, valid and defensible standard recruitment procedure by which the Service hires new Police Constables.

G.O. 004 – Rank Reclassification - Constable - This General Order establishes the rank reclassification procedure for uniform members as they progress to the rank of First-Class Constable consistent with the provision of the current Uniform Collective Agreement.

G.O. 011 – Tuition Assistance Program – This General Order encourages members, by offering 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 – Equal Opportunity - This General Order establishes, that decisions about employment will be made based on the essential skills, capability, knowledge and experience required for the role. Decisions about advancement will be based on an employee's performance in their current position, as well as the essential skills, capability, knowledge, and experience required for the new role, having regard for both short and long-term interests of the Service.

G.O. 105 – Uniform Promotion System – This General Order describes the Service's promotional system, which 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 Uniform Senior Officer Selection Process – This General Order establishes the procedure for hiring or promoting uniform members in the role of Superintendent or Inspector position in the event that they become available for staffing within the Service.

G.O. 189 – 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. Pursuant to the Uniform Collective Agreement, this General Order is jointly written and administered in consultation with the Niagara Region Police Association (NRPA).

G.O. 200 – 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. The Joint Career Development Committee made up of Service and NRPA representatives meets to review the processes for civilian postings on an ongoing basis.

G.O. 243 – Retirement and Resignation - This General Order provides direction to members who are retiring or resigning including notice, return of Service property, benefit plan administration, final pay and guidance regarding the review and completion of open operational items.

Each of these policies have been researched, subjected to regular review and reflects any applicable adequacy standard(s), legislative requirement and relevant collective bargaining agreement.

### **Alternatives Reviewed**

Not applicable.

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

This report is being provided for information purposes.

### **Relevant Policy Considerations**

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

### **Other Pertinent Reports**

8.8 – 2024.01.25 – Annual Report – Promotion of Service Members – January 1 to December 31, 2023

8.2 – 2024.11.28 – Police Service Board By-Law Reporting Requirement - Hiring, Promotions and Other Employment Practices

*This report was prepared by Linda Blood, Director Human Resources. Recommended by Luigi Greco, Deputy Chief, Support Services.*



---

**Submitted by:**

Bill Fordy, O.O.M. #9615  
Chief of Police

**Appendices**

Not applicable.