



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

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

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2024-12-30

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 with the hours being captured in the Niagara Regional Police Service (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 30,906 hours of overtime for the quarter ended September 30th, an increase of 2,416 hours or 8.5% from the same period in 2023.

Table 1 – Quarterly Uniform Overtime by Activity Hours

	2020 July – Sept.	2021 July – Sept.	2022 July – Sept.	2023 July – Sept.	2024 July – Sept.
Meeting Minimums	14,590	15,399	17,328	18,515	16,669
Major Investigation and Incident Follow-Up	7,382	7,718	8,801	7,382	9,853
Administrative Workload	483	1,054	1,521	1,228	1,371
Proactive & Community-driven Events	529	619	552	1,365	3,013
Sub-Total Before Unusual Activity	22,984	24,790	28,202	28,490	30,906
COVID-19	1,379	12	-	-	-
Total	24,363	24,802	28,202	28,490	30,906

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 31.9% toward total overtime hours and increased 33.5% over prior year. For the quarter ending September 30th, the Service experienced 2 homicides, 2 attempted homicides, 6 fatal motor vehicle collisions, and 1 life-threatening motor vehicle collision.

Administrative Workload increased by 143 hours, or 11.7%, over the third quarter of 2023. Overtime was incurred for Sherkston Shores patrols, weekend and statutory holiday (WASH) court security by sworn members, honour guard activities, and mandated training.

For the quarter, the Service experienced an increase of 1,648 hours, or 120.7%, in uniform overtime hours for proactive and community-driven events. Incurred overtime can be attributed to patrol and attendance provided for Canada Day festivities, land and marine RIDE initiatives, Mega Worlds Fan Festival / World Rowing Championships, the Born and Raised concert series in St. Catharines and Canal Days in Port Colborne. Overtime hours incurred by the Service's Public Order Unit (POU) are also reflected within this category. For the quarter, the POU attended local demonstrations and protests, the City of Port Colborne for Canal Days, and Hamilton, Ontario for McMaster University homecoming. Should the POU be requested to attend outside of the Niagara Region, the costs are reimbursed by the requesting partner service. A total of 820 overtime hours were invoiced to external organizations for the third quarter 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 14,280 hours or 20.8% when compared with the prior year.

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

	2020 Jan. – Sept.	2021 Jan. – Sept.	2022 Jan. – Sept.	2023 Jan. – Sept.	2024 Jan. – Sept.
Meeting Minimums	26,564	28,762	36,668	38,871	39,172
Major Investigation and Incident Follow-Up	24,033	27,380	22,965	23,219	31,582
Administrative Workload	2,738	2,850	3,832	4,165	6,660
Proactive & Community-driven Events	882	1,423	4,589	2,442	5,562
Sub-Total Before Unusual Activity	54,217	60,415	68,054	68,697	82,977
COVID-19	1,838	1,481	-	-	-
Total	56,055	61,896	68,054	68,697	82,977

Civilian Overtime Analysis

As detailed in Table 3, civilian members worked a total of 7,246 hours of overtime for the quarter ended September 30th, a decrease of 1,954 hours, or 21.2% from the same period in 2023.

Table 3 – Quarterly Civilian Overtime by Activity Hours

	2020 July – Sept.	2021 July – Sept.	2022 July – Sept.	2023 July – Sept.	2024 July – Sept.
Meeting Minimums	3,772	4,698	5,721	7,109	4,884
Major Investigation and Incident Follow-Up	155	112	123	126	162
Administrative Workload	657	943	2,224	1,942	2,028
Proactive & Community-driven Events	-	16	35	23	172
Sub-Total Before Unusual Activity	4,584	5,769	8,103	9,200	7,246
COVID-19	34	-	-	-	-
Total	4,618	5,769	8,103	9,200	7,246

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 657-hour reduction in total overtime compared to the third quarter of 2023. Requests for access to police information and police record 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 838 hours in comparison with 2023. A leading contributor in the reduction was a significant decrease in the

amount of time required to meet minimum staffing levels within the unit due to an increase in the availability of temporary communicators.

Civilian overtime incurred for administrative workload increased slightly by 86 hours or 4.0%. Prisoner transport accounted for most of the hours as courts continue to run late with longer wait times to enter correctional facilities.

For the quarter, the Service experienced 172 civilian overtime hours for Proactive and Community-driven Events. The majority of this time can be attributed to scribe duties for the Public Order Unit.

Table 4 illustrates the year-to-date results over the previous 5-year period, including current 2024 data. Civilian overtime hours have decreased by 3,206 hours or 14.3% when compared with the prior year.

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

	2020 Jan. – Sept.	2021 Jan. – Sept.	2022 Jan. – Sept.	2023 Jan. – Sept.	2024 Jan. – Sept.
Meeting Minimums	9,698	9,824	13,112	15,598	11,779
Major Investigation and Incident Follow-Up	572	454	300	225	481
Administrative Workload	2,191	2,636	5,551	6,609	6,765
Proactive & Community-driven Events	45	41	431	32	233
Sub-Total Before Unusual Activity	12,506	12,955	19,394	22,464	19,258
COVID-19	669	114	22	-	-
Total	13,175	13,069	19,416	22,464	19,258

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

8.2 – 2024.10.31 Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service, April 1 to June 30, 2024

This report was prepared by Curtis Custers, Financial Analyst, Finance Unit, and reviewed by Courtney Woods, Acting Director, Finance and Asset Management. Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

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Appendices

Not applicable