



# NIAGARA REGIONAL POLICE SERVICE

## Police Service Board Report

PUBLIC AGENDA

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**Subject:** Quarterly Report – Niagara Regional Police Service Authorized Strength as at January 2, 2025

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

**Report Date:** 2025-01-03

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### Recommendation(s)

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

### Key Facts

- The purpose of this report is to provide the Board with a summary of actual versus authorized strength by rank/salary band of the uniform and civilian complement on a quarterly basis.
- This report is for the quarterly period beginning January 2, 2025.
- The Service Executive Leadership Team is provided an authorized strength analysis on a monthly basis.

### Financial Considerations

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

### Analysis

In 2015, following a comprehensive staffing and workload review, the Board requested that the Chief of Police provide a quarterly report to the Board of actual versus authorized strength, by rank/salary grade for all uniform and civilian positions. In addition to the authorized strength, there are 13 uniform pre-hire positions included in the annual budget to mitigate the impact of retirements on front line operations.

The quarterly report for the period beginning January 2, 2025 as follows:

	Authorized	Actual
Chief of Police	1	1
Deputy Chiefs	3	2
Superintendents	6	5
Inspectors	16	14

	<b>Authorized</b>	<b>Actual</b>
Staff Sergeants	33	32
Sergeants	108	109
Constables	650	645
Prehires/Recruit Officers in Training	13	12
<b>Uniform Total*</b>	<b>830</b>	<b>820</b>
Civilian Non Union (Directors HR/Finance, General Counsel)	3	3
Civilian SOA Band 11	1	1
Civilian SOA Band 10	0	0
Civilian SOA Band 9	0	0
Civilian SOA Band 8	7	7
Civilian SOA Band 7	1	1
Civilian SOA Band 6	5	3
Civilian SOA Band 5	1	1
Civilian SOA Band 4	1	1
Civilian SOA Band 3	0	0
Civilian SOA Band 2	1	1
Civilian SOA Band 1	4	4
Civilian NRPA Band 11	22	22
Civilian NRPA Band 10	131	126
Civilian NRPA Band 9	19	19
Civilian NRPA Band 8	24	22
Civilian NRPA Band 7	36	29
Civilian NRPA Band 6	46	49
Civilian NRPA Band 5	33	33
Civilian NRPA Band 4	13	13
Civilian NRPA Band 3	1	1
Civilian NRPA Band 2	0	0
Civilian NRPA Band 1	0	0
<b>Civilian Total</b>	<b>349</b>	<b>336</b>
<b>Service Total</b>	<b>1179</b>	<b>1156</b>

\*19 Secondments are included in the Uniform Authorized Strength and are subject to external funding.

### **Alternatives Reviewed**

The only alternative is for the Board not to receive this report.

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

This report is being provided for information purposes at the request of the Board.

## **Relevant Policy Considerations**

Community Safety and Policing Act.

## **Other Pertinent Reports**

8.1 - 2024.10.31 - Quarterly Report - NRPS Authorized Strength as at October 1, 2024

*This report was prepared by Sarah Whitehead, Total Rewards Coordinator, Human Resources in consultation with Linda Blood, Director, Human Resources.  
Recommended by Luigi Greco, Deputy Chief, Support Services.*



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### **Submitted by:**

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Chief of Police

## **Appendices**

Not applicable.