



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Quarterly Report – Niagara Regional Police Service Authorized Strength as at April 1, 2025

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2025-04-01

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 April 1, 2025.
- The Service's 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 April 1, 2025 as follows:

	Authorized	Actual
Chief of Police	1	1
Deputy Chiefs	3	3
Superintendents	6	7
Inspectors	16	15
Staff Sergeants	33	34

	Authorized	Actual
Sergeants	109	114
Constables	651	635
Prehires/Recruit Officers in Training	13	22
Uniform Total*	832	831
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	8	7
Civilian SOA Band 7	1	1
Civilian SOA Band 6	4	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	132
Civilian NRPA Band 9	19	19
Civilian NRPA Band 8	27	23
Civilian NRPA Band 7	50	46
Civilian NRPA Band 6	28	28
Civilian NRPA Band 5	34	33
Civilian NRPA Band 4	13	13
Civilian NRPA Band 3	0	0
Civilian NRPA Band 2	0	0
Civilian NRPA Band 1	0	0
Civilian Total	348	338
Service Total	1180	1169

*20 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

8.4 - 2025.01.23 - Quarterly Report - NRPS Authorized Strength as at January 2, 2025

*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.*



Submitted by:

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Chief of Police

Appendices

Not applicable.