



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service - January 1 to March 31, 2025

Report To: Chair and Members, Niagara Police Service Board

Report Date: 2025-04-30

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 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 captured in the Niagara Regional Police Service's (Service's) 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 24,166 hours of overtime for the quarter ended March 31, an increase of 3,185 hours or 15.2% from the same period in 2024.

Table 1 – Quarterly Uniform Overtime by Activity Hours

	2021 January – March	2022 January – March	2023 January – March	2024 January – March	2025 January – March
Meeting Minimums	4,545	6,398	7,455	9,438	10,154
Major Investigation and Incident Follow-Up	7,620	4,682	7,709	8,981	11,120
Administrative Workload	868	701	1,310	2,030	2,131
Proactive & Community-Driven Events	304	2,873	414	532	761
Sub-Total Before Unusual Activity	13,337	14,654	16,888	20,981	24,166
COVID-19	363	-	-	-	-
Total	13,700	14,654	16,888	20,981	24,166

Patrol Units continue to operate below authorized strength resulting from vacancies due to 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 increased 23.8% over the period in 2024. For the quarter ending March 31, the Service experienced 3 homicides, 1 attempted homicide, 1 suspicious death, and 2 unexpected deaths. Traffic Reconstruction and Special Enforcement responded to 8 fatal motor collisions and 2 life-threatening motor vehicle collisions. Heavy prosecution and court obligations also contributed to the overtime encountered.

Administrative workload increased by 101 hours, or 5.0%, over the first quarter of 2024. Overtime was incurred for weekend and statutory holiday (WASH) court security by sworn members, training, auxiliary requalification training, attending various local events and providing security for a regional visit by Premier Ford.

For the quarter, the Service experienced an increase of 229 hours, or 43.0%, in uniform overtime hours for proactive and community-driven events. Incurred overtime can be attributed to traffic safety initiatives in collaboration with the OPP and RCMP, RIDE checks, and St. Patrick's Day matters. Overtime hours incurred by the Service's Public Order Unit (POU) are also reflected within this category. For the quarter, POU members assisted with ground-search investigations for missing persons and attended additional training. Should the POU be requested to attend outside of the Niagara Region, the costs are reimbursed by the requesting partner service. For the period of January through March 2025, there were no invoices issued for POU services.

Civilian Overtime Analysis

As detailed in Table 2, civilian members worked a total of 4,912 hours of overtime for the first quarter of 2025, a decrease of 390 hours, or 7.4% from the same period in 2024.

Table 2 – Quarterly Civilian Overtime by Activity Hours

	2021 January – March	2022 January – March	2023 January – March	2024 January – March	2025 January – March
Meeting Minimums	1,890	3,133	3,605	2,952	2,637
Major Investigation and Incident Follow-Up	93	34	43	51	137
Administrative Workload	786	1,669	2,274	2,299	2,127
Proactive & Community-Driven Events	9	340	4	-	11
Sub-Total Before Unusual Activity	2,778	5,176	5,926	5,302	4,912
COVID-19	54	6	-	-	-
Total	2,832	5,182	5,926	5,302	4,912

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.

Meeting minimums decreased by 315 hours or 10.7% in the first quarter of 2025. Reduced overtime due to illness across various units, and reduced overtime required for training accounted for most of the decrease.

The newly formed Crime Analysis Unit incurred 51.5 hours of overtime during the first 3 months of 2025. This unit has an authorized strength of 9 members and helped contribute to the 86-hour increase for major investigation and incident follow-up.

Administrative workload decreased by 172 hours, or 7.5%. While the RIM Unit continues to encounter overtime processing requests for policing records and background checks, other areas of the unit are meeting operational demands, allowing for the reduction in overtime hours compared to prior year.

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

8.2 - 2025.02.27 Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service, October 1 to December 31, 2024

This report was prepared by Curtis Custers, Financial Analyst, Finance Unit. Reviewed by Anthony Gallo, Acting Manager, Finance Unit and Laura Rullo, Director, Finance and Asset Management. Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

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Appendices

Not applicable.