



NIAGARA REGIONAL POLICE SERVICE

Police Services Board Report

PUBLIC AGENDA

Subject: Repurposing of Sergeant Position
Report To: Chair and Members, Niagara Police Service Board
Report Date: 2025-06-04

Recommendation(s)

That the Niagara Police Service Board (Board) approve the repurposing of the authorized Sergeant position from Member Support to the new Emergency Planning Unit Sergeant position.

Key Facts

- Pursuant to By-Law 445-2024 Section 4.5.2, the purpose of this report is to seek approval from the Board to repurpose a Sergeant position from the Member Support Unit to the Emergency Planning Unit and a Constable from Community Services Program to the Member Support Unit.
- With the creation of the Emergency Planning Unit in 2025, it has been identified that in addition to supporting critical infrastructure planning, a Sergeant position is needed to ensure the deployment of frontline and specialized resources in support of frontline policing operations.
- Operational planning for large scale public events requiring the deployment of Community Services, and Emergency Services, including the Public Order Unit, currently falls to frontline personnel. This change will support frontline operations and better align with the Service's goal of enhancing public safety through a deliberate and consistent approach.

Financial Considerations

There is no financial impact to approving this budget transfer as all positions have been approved in the 2025 Operating Budget.

Approval for this change is being requested pursuant to By-Law 412-2024 - Financial Reporting Control and Procurement of Goods and Services sections 9.2.2 and 9.2.4:

9.2.2 The Chief shall have the authority to make all deployment decisions with regards to personnel including redeployment to address operational issues.

9.2.4 Notwithstanding the above, redeployments which materially change the budgeted objectives of the Service levels with an impact of more than \$150,000 or require additional resources to authorized complement staff levels or approved budget estimates shall require Board approval.

The entire budget transfer of one Constable and one Sergeant is \$333,000.00 which exceeds the Chief's limit of \$150,000.

Analysis

In 2025, the Service created the Emergency Planning Unit to ensure public safety and the continuity of critical infrastructure operations. This unit is currently staffed by an Inspector who is responsible for ensuring that the Service is well positioned to respond to potential threats to critical infrastructure, and to restore and maintain continuity of operations.

In addition to critical infrastructure planning, the Service has an obligation to deliver an adequate and effective policing response to matters affecting public safety related to planned and emergent large-scale public events. These events may occur over the period of a few hours to several days, and often exert a significant strain on resources.

The Service is required to plan and organize a response that ensures the safety of the event participants, affected communities, and emergency services personnel required to respond to incidents occurring during these events. Absent the new position of Emergency Planning Sergeant, operational planning has been the responsibility of frontline personnel in the area of where the event(s) took place.

The addition of the Sergeant position to the Emergency Planning Unit will ensure a consistent approach by a member with expertise in emergency planning. This will enhance public safety and ensure that frontline policing receives adequate support when and where it is needed.

The re-purposing of the Sergeant position budgeted within Member Support to the Emergency Planning Unit and the transfer of a Constable from the 2025 Community Services program to Member Support have been provided for in the 2025 Operating Budget.

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

The ongoing review of the structure, alignment, repurposing, and rationalization of roles both within the Service and individual units is essential to the delivery of adequate and

effective policing consistent with Goal 3 of the Strategic Plan – Continuous Improvement and Organizational Continuity.

Relevant Policy Considerations

By-Law 412 -2024 – Financial Reporting Control and Procurement of Goods and Services.

By-Law 445-2024 – Framework for Annual Reporting

This report was prepared by Linda Blood, Director Human Resources, Human Resources in consultation with Paul Koscinski, Superintendent Executive Services Recommended by Luigi Greco, Deputy Chief, Support Services.



Submitted by:

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Chief of Police

Appendices

Not applicable.