



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Special Duty Billable Rate Schedule – For the 2026 Year
Report To: Chair and Members, Niagara Police Service Board
Report Date: 2025-11-26

Recommendation(s)

That the Niagara Police Service Board (Board) approve the revised Special Paid Duty Rates schedule on By-Law 425-2024 effective for January 1, 2026, and direct staff to ensure that all documentation be revised accordingly.

Key Facts

- The purpose of this report is to update By-Law 425-2024 a By-Law to Amend Certain Charges for Police Services Special/Paid Duty Rates 2022 – 2026 schedule based on the recently ratified sixth ranked wage adjustment negotiated between the Niagara Region Police Association (NRPA) and the Board.
- Special Paid Duty billable rate schedules are established with the object of recovering the cost of providing the service.
- Special Duties are defined in the NRPA Collective Agreement as *“duties assigned to members apart from their regular duty, resulting from the request of individuals, corporations or organizations for special services...Such duty is to be paid for at the rate fixed by the Niagara Police Board...”*.
- Special Paid Duty billable rate schedule for By-Law 425-2024 as outlined in Appendix 1 have been updated with the recent sixth ranked wage adjustment negotiated for the 2026 year.

Financial Considerations

The billable rate fees for Special Paid Duties are established with the objective of recovering the cost of providing the service. The current published billable rates are based on salary rates as per the 2021-2026 NRPA Collective Agreement. Approving the recommendation to update the Special Paid Duty billable rates for the sixth ranked wage adjustment will ensure the Niagara Regional Police Service (Service) continues to recover the cost of providing the service.

Analysis

Special Duties are defined in the NRPA Uniform Collective Agreement as *“...duties assigned to members apart from their regular duty, resulting from the request of*

individuals, corporations or organizations for special services...Such duty is to be paid for at the rate fixed by the Niagara Police Board...". The rate applicable to a Special Duty officer is specified as "... the overtime rate of a First-Class Constable's wage."

The performance allowance provisions of the Collective Agreement stipulate that it is to be included in the calculation of Special Duty pay. The payroll system is configured to capture a single rate of pay for each category of Special Duty participant. Consequently, the rate of pay with full performance allowance has been implemented (i.e., rate for 23 years of service). Also, an administrative fee equal to 20% of the total amount charged for officers has been included in the final fee. This is consistent with the methodology of establishing previous Special Duty fees and is intended to cover costs such as benefits, vehicle operations, and administrative functions.

Appendix 1 outlines the Special Paid Duty billable rates based on the contract rate of pay for constables and sergeants beginning January 1, 2026, respectively.

Alternatives Reviewed

Not applicable.

Relationship to Police Service/Board Strategic Priorities

The Board determines the appropriate user fees in respect of certain services provided by the Service.

Relevant Policy Considerations

By-Law 412-2024 – a By-Law to Regulate Financial Reporting, Control and Procurement of Goods and Services in the Niagara Regional Police Service
By-Law 425-2024 – a By-Law to Amend Certain Charges for Police Services Special/Paid Duty Rates 2022 - 2026
By-Law 524-2024 – a By-Law to Provide for the Imposition of Charges for Police Services

Other Pertinent Reports

June 2025 E-Poll – Special Duty Billable Rate Schedule – For the 2025 and 2026 Years

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



Submitted by:

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Chief of Police

Appendices

Appendix 1 Special Duty Rates Effective January 1, 2026

Appendix 1

NIAGARA REGIONAL POLICE SERVICE SPECIAL DUTY RATES EFFECTIVE JANUARY 1, 2026

HOURS	CONSTABLE		SERGEANT		INSPECTOR	
	REGULAR RATE	HOLIDAY RATE	REGULAR RATE	HOLIDAY RATE	REGULAR RATE	HOLIDAY RATE
	CHARGE PER OFFICER	CHARGE PER OFFICER	CHARGE PER OFFICER	CHARGE PER OFFICER	CHARGE PER OFFICER	CHARGE PER OFFICER
3	\$349	\$466	\$394	\$526	\$484	\$645
3 1/4	\$379	\$505	\$427	\$570	\$524	\$699
3 1/2	\$408	\$544	\$460	\$613	\$565	\$753
3 3/4	\$437	\$582	\$493	\$657	\$605	\$807
4	\$466	\$621	\$526	\$701	\$645	\$861
4 1/4	\$495	\$660	\$559	\$745	\$686	\$914
4 1/2	\$524	\$699	\$592	\$789	\$726	\$968
4 3/4	\$553	\$738	\$624	\$833	\$767	\$1,022
5	\$582	\$777	\$657	\$876	\$807	\$1,076
5 1/4	\$612	\$815	\$690	\$920	\$847	\$1,130
5 1/2	\$641	\$854	\$723	\$964	\$888	\$1,183
5 3/4	\$670	\$893	\$756	\$1,008	\$928	\$1,237
6	\$699	\$932	\$789	\$1,052	\$968	\$1,291
6 1/4	\$728	\$971	\$822	\$1,095	\$1,009	\$1,345
6 1/2	\$757	\$1,010	\$854	\$1,139	\$1,049	\$1,399
6 3/4	\$786	\$1,048	\$887	\$1,183	\$1,089	\$1,452
7	\$815	\$1,087	\$920	\$1,227	\$1,130	\$1,506
7 1/4	\$845	\$1,126	\$953	\$1,271	\$1,170	\$1,560
7 1/2	\$874	\$1,165	\$986	\$1,314	\$1,210	\$1,614
7 3/4	\$903	\$1,204	\$1,019	\$1,358	\$1,251	\$1,667
8	\$932	\$1,243	\$1,052	\$1,402	\$1,291	\$1,721
8 1/4	\$961	\$1,281	\$1,084	\$1,446	\$1,331	\$1,775
8 1/2	\$990	\$1,320	\$1,117	\$1,490	\$1,372	\$1,829
8 3/4	\$1,019	\$1,359	\$1,150	\$1,534	\$1,412	\$1,883
9	\$1,048	\$1,398	\$1,183	\$1,577	\$1,452	\$1,936
9 1/4	\$1,078	\$1,437	\$1,216	\$1,621	\$1,493	\$1,990
9 1/2	\$1,107	\$1,476	\$1,249	\$1,665	\$1,533	\$2,044
9 3/4	\$1,136	\$1,514	\$1,282	\$1,709	\$1,573	\$2,098
10	\$1,165	\$1,553	\$1,314	\$1,753	\$1,614	\$2,152
10 1/4	\$1,194	\$1,592	\$1,347	\$1,796	\$1,654	\$2,205
10 1/2	\$1,223	\$1,631	\$1,380	\$1,840	\$1,694	\$2,259
10 3/4	\$1,252	\$1,670	\$1,413	\$1,884	\$1,735	\$2,313
11	\$1,281	\$1,708	\$1,446	\$1,928	\$1,775	\$2,367
11 1/4	\$1,310	\$1,747	\$1,479	\$1,972	\$1,815	\$2,421
11 1/2	\$1,340	\$1,786	\$1,512	\$2,016	\$1,856	\$2,474
11 3/4	\$1,369	\$1,825	\$1,545	\$2,059	\$1,896	\$2,528
12	\$1,398	\$1,864	\$1,577	\$2,103	\$1,936	\$2,582