



NIAGARA REGIONAL POLICE SERVICE

Police Services Board Report

PUBLIC AGENDA

Subject: Quarterly Report - Overtime Activities Incurred by the Niagara Regional Police Service, January 1 to March 31, 2022

Report To: Chair and Members, Niagara Police Services Board

Report Date: 2022-04-28

Recommendation(s)

That the Niagara Police Services Board receives this report for information.

Key Facts

- The purpose of this report is to provide a five-year uniform and civilian quarterly and year-to-date 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 and the hours are captured in the 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 staffing shortages.

Financial Considerations

There are no direct financial implications associated with the recommendation of this report.

Analysis

Uniform Overtime Analysis

As illustrated in Table 1, uniform members worked a total of 14,654 hours of overtime for the quarter ended March 31; an increase of 954 hours or 7.0% from the same period in 2021.

Table 1 – Quarterly Uniform Overtime by Activity Hours

	2018 Jan - Mar	2019 Jan - Mar	2020 Jan - Mar	2021 Jan - Mar	2022 Jan - Mar
Meeting Minimums	6,814	4,679	6,978	4,545	6,398
Major Investigation and Incident Follow-up	6,876	6,932	9,500	7,620	4,682
Administrative Workload	1,168	1,245	1,805	868	700
Pro-Active & Community Driven Events	437	524	271	304	587
Sub-Total Before Unusual Activity	15,295	13,380	18,554	13,337	12,367
COVID-19	-	-	161	363	-
Public Order Events	-	-	-	-	2,286
Total	15,295	13,380	18,715	13,700	14,654

For the quarter, the Service experienced a 40.8% increase in uniform overtime hours for meeting minimums in comparison with previous year. Patrol districts continue to be below minimums resulting from occupational illness, non-occupational illness, injuries, annual leave entitlements, and vacancies due to natural attrition.

The overtime recorded under pro-active and community driven events is primarily from the deployment of resources for St. Patrick's Day Festivities.

Overtime captured under the public order events category is the result of the Service response to demonstrations at the Fort Erie Peace Bridge and Niagara Falls Queenston Lewiston Bridge during the month of February. The Service will be pursuing funding from the upper tier government bodies to recover costs associated with the response.

Civilian Overtime Analysis

As detailed in Table 2, civilian members worked a total of 5,182 hours of overtime for the quarter ended March 31; an increase of 2,350 hours, or 83% from the same period in 2021.

Table 2 – Quarterly Civilian Overtime by Activity Hours

	2018 Jan - Mar	2019 Jan - Mar	2020 Jan - Mar	2021 Jan - Mar	2022 Jan - Mar
Meeting Minimums	2,205	2,952	3,471	1,890	3,133
Major Investigation and Incident Follow-up	87	158	176	93	34
Administrative Workload	591	855	992	786	1,669
Pro-Active & Community Driven Events	35	25	35	9	54
Sub-Total Before Unusual Activity	2,917	3,990	4,674	2,778	4,890
COVID-19	-	-	394	54	6
Public Order Events	-	-	-	-	286
Total	2,917	3,990	5,068	2,832	5,182

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) and Communication units.

Civilian overtime incurred for administrative workload, increased by 883 hours or 212% in the first quarter of 2022, when compared with the same period in 2021. The majority of the increase can be attributed to meeting deadlines for submission of Canadian Centre for Justice and Community Safety (CCJCSS) Statistics, a part of Statistics Canada.

Civilian overtime captured under the public order event category is the result of the assignment of civilian support to the response to demonstrations at the Fort Erie Peace Bridge and Niagara Falls Queenston Lewiston Bridge during the month of February. The Service will be pursuing funding from the upper tier government bodies to recover costs associated with the response.

Alternatives Reviewed

Not applicable

Relationship to Police Service/Board Strategic Priorities

This report provides information required to monitor the Service's alignment with the 2021 - 2023 Strategic Plan goal to realize operational efficiencies and cost savings.


Relevant Policy Considerations

- Police Services Act
- Collective Agreements

Other Pertinent Reports

Not applicable

This report was prepared by Laura Rullo, Manager, Finance, reviewed by Richard Frayne, Superintendent, Corporate Services, and recommended by Bill Fordy, Deputy Chief, Support Services.



Submitted by:

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Appendices

None