

THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

26 MARCH 2008

2008 Promotional Process

RECOMMENDATION

1. That the Board receive this report.

SYNOPSIS

Due to growth, York Regional Police has a need to promote officers for the purposes of ensuring appropriate management, supervision and oversight. Over the course of 2008, it is anticipated the organization will require 1 officer at the level of Superintendent, 3 officers at the level of Inspector, 4 officers at the level of Staff or Detective Sergeant and 16 officers at the level of Detective or Sergeant. This does not include replacement promotions as a result of resignations or retirements. As these vacancies arise throughout the year, additional processes and promotions will occur in accordance with our Senior Officers' and Uniform Working Agreements.

FINANCIAL IMPLICATIONS

The cost for these 24 new promotions is expected to be \$57,700 based on them taking effect in 2008. Sufficient funds will be made available in the 2008 Operating Budget to accommodate these promotions.

BACKGROUND

A review of the management and supervisory requirements, combined with the need to replace managers and supervisors that have retired or are projected to retire, together with related growth throughout our 2003 - 2008 Staffing and Restructuring Plan, has resulted in the need to enter into a promotional process. The number of positions that are to be filled has been arrived

at after an Organizational Review and consultations with members of the Executive and Operational Command Teams.

The promotions identified in this report are in keeping with the Adequacy and Effectiveness Regulation, the York Regional Police Five Year Staffing and Restructuring Plan and the 2008 Operating Budget. These promotional opportunities will also address staff development and succession planning, which are essential to a growing organization.

The current Promotional Process for sworn members is governed by Article 24 of the Senior Officers' Working Agreement and Article 25 of the Uniform Working Agreement. Members are required to pass an Ontario Police College Promotional Exam and a York Regional Police Promotional Exam with an average mark of not less than 65 per cent. In accordance with the Uniform Working Agreement, each member who is qualified for promotion under the rank of Superintendent is required to be interviewed by a Promotion Selection Committee, comprised of a Deputy Chief and a Senior Officer who is familiar with the work of the member, and be recommended for promotion. In accordance with the Senior Officers' Working Agreement, for a member who is qualified for promotion to the rank of Superintendent, the requirement is to be interviewed by a Promotion Selection Committee comprised of the Chief and two Deputy Chiefs.

In order to meet the current needs of the organization and to enhance the levels of management and supervision, there is a requirement to promote personnel to fill the positions identified in the following chart.

Promotions	Placement
1 Superintendent	New Promotion – Courts
1 Inspector	Backfill Position
2 Inspectors	New Promotion – Duty Office
1 Detective Sergeant	New Promotion – Auto/Cargo Theft
3 Staff/Detective Sergeants	Backfill Positions
4 Sergeants/Detectives	Backfill Positions
4 Sergeants	New Promotion – 3 District, Patrol
2 Detectives	New Promotion – 1 CIB
1 Detective	New Promotion – 2 CIB
1 Detective	New Promotion – 4 CIB
1 Detective	New Promotion – 5 CIB
1 Sergeant	New Promotion – Corporate Communications
1 Sergeant	New Promotion – Courts
1 Sergeant	New Promotion – Marine Unit

Rank	Number of Opportunities
Superintendent	1
Inspector	3
Staff Sergeant or Detective Sergeant	4
Sergeant or Detective	16
TOTAL	24

These promotions do not include replacement promotions as a result of resignations or retirements. As these vacancies arise throughout the year, additional processes and promotions will occur in accordance with our Senior Officers' and Uniform Working Agreements.

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Chief of Police

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