

THE REGIONAL MUNICIPALITY OF YORK  
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

24 SEPTEMBER 2008

---

**Sergeant or Detective and  
Staff Sergeant or Detective Sergeant Promotions**

---

**RECOMMENDATION**

1. That the Board receive this report.

**SYNOPSIS**

As a result of an internal promotional process, 29 officers will be promoted to the rank of Sergeant or Detective and 7 officers will be promoted to the rank of Staff Sergeant or Detective Sergeant between September 24, 2008 and December 31, 2008.

Due to timelines involved in the interviews, the names and backgrounds of the successful candidates will be reported at the September Police Services Board meeting.

**FINANCIAL IMPLICATIONS**

The net financial impact for the year 2008 for these 36 promotions is \$137,880.00. These funds are included in the 2008 Operating Budget.

**BACKGROUND**

On April 23, 2008, the Police Services Board received a report on the 2008 Promotional Process. The promotions identified in the April 23, 2008 report included 16 promotions to the rank of Sergeant or Detective and 4 promotions to the rank of Staff Sergeant or Detective Sergeant. The above-mentioned promotions were growth positions and did not include promotions as a result of resignations or retirements. In addition to the 2008 promotions required for growth, 4 promotions to the rank of Sergeant or Detective and 2 promotions to the rank of Staff Sergeant or Detective Sergeant are required as a result of retirements. In total, organizational growth and retirements have resulted in the need to promote 29 Sergeants or Detectives and 7 Staff Sergeants or Detective Sergeants.

In accordance with the *Uniform Working Agreement*, a Promotion Selection Committee interviewed each member who was qualified for promotion. In total, 108 members were interviewed by a Promotional Selection Committee and 105 members were recommended for consideration in accordance with Article 25 of the *Uniform Working Agreement*. In addition, 440 other members who were qualified and recommended by previous Promotional Selection Committees were identified and considered during the process.

In accordance with the *Uniform Working Agreement*, the Promotional Selection Committees reviewed all 545 eligible candidates and provided the Chief of Police with recommendations pertaining to the candidates suitability for promotion. Subsequently, 29 members have been identified for promotion to the rank of Detective or Sergeant and 7 members to the rank of Staff or Detective Sergeant. Due to timelines involved in the interviews, the names and backgrounds of the successful candidates will be reported at the September Police Services Board meeting.

The promotion of these officers will contribute positively to the capacity and commitment of the organization to effectively meet its goals and objectives.

Armand P. La Barge, O.O.M.  
Chief of Police

APL:tc