

THE REGIONAL MUNICIPALITY OF YORK
POLICE SERVICES BOARD

REPORT OF THE CHIEF OF POLICE

22 APRIL 2009

Revised Organizational Chart

RECOMMENDATION

1. That the Board approve the revised organizational chart for York Regional Police, dated April 22, 2009.

SYNOPSIS

The organizational chart is a dynamic document that is revised as required to ensure responsive service delivery in order to meet the changing needs of our citizens. Consequently, York Regional Police has undertaken a review of the existing organizational structure to assess its effectiveness and ensure it facilitates quality service to the communities of York Region. As a result, some changes have been made to the current organizational chart, dated October 25, 2006.

The revisions, as recommended in the attached revised organizational chart, reflect minor changes that have resulted from a bureau by bureau review. The proposed changes are consistent with our Staffing Plan, 2008-2010 Business Plan and 2009 Operational Budget. A copy of the October 25, 2006 Organizational Chart is also attached for reference purposes.

FINANCIAL IMPLICATIONS

The financial implications are in accordance with the 2009 budget submission for York Regional Police.

BACKGROUND

York Regional Police provides a wide variety of police services to the citizens of York Region. The organization is made up of three branches, the Executive Branch, the Operations Branch and the Administration Branch.

The following changes are proposed to the organizational chart to ensure it is aligned to our key priorities. Several of the changes reflect current business practices and reporting changes that have occurred over the last two years as a result of the addition of new staff and new programs. Other minor name changes have been made to reduce similarity of bureau/unit names that existed or to more accurately depict the nature of the area's responsibilities.

We have also clarified the designations for the various work areas (District/Service, Bureau, Unit, Section, Team, Program, Function/Position) and have colour coded the chart for ease of reference. In some instances these designations have changed for consistency of application and/or because reporting structures have changed.

I. Executive Branch

Executive Officer

- Added the Ceremonial Unit to reflect the existing oversight.
- Hearings Officers has been renamed to Police Hearings.

II. Operations Branch

- Operational Projects & Investigations has been added as a direct report to the Deputy Chief of Operations.

Support Services

- The Critical Incident Management reporting structure has changed to report directly to Support Services as opposed to the Emergency Support Bureau, consistent with the current reporting structure.
- Incident Response has been removed. The units in this area have been realigned to report directly to Operational Support, consistent with the current reporting structure.
- Industrial Relations has been renamed Dispute Management to more accurately reflect the nature of this section's responsibilities.
- The Commercial Motor Vehicle Safety Unit has been added to the Traffic Bureau to reflect the addition of full-time staff for this program.
- Safety Programs has been renamed to Road Safety Programs.

Investigative Services

- Sexual Assault and Crimes Against Children have been separated into two distinct bureaus to reflect the current reporting structure
- Internet Child Exploitation reporting structure has changed to report to Crimes Against Children.
- Coroner's Liaison has moved to Homicide from Special Investigations and Support to more accurately reflect the relationship.

- Guns & Gangs under the Intelligence Unit has been renamed Guns & Gangs Enforcement in order to differentiate its functions from those under Community Services.
- Special Services now reports directly to Organized Crime as opposed to the Intelligence Unit, consistent with the current reporting structure.
- Central Fraud has been renamed to Major Fraud, to more accurately depict the fact the unit does not investigate all frauds, but deals primarily with the more complex cases.
- Tech Crimes has been renamed to Technical Data Recovery, to more accurately depict the nature of their work.
- Bail Management has been added under the High Risk Offenders Unit to reflect the addition of staff in 2009 dedicated to this function.

III. Administration Branch

- Property/Evidence Management has been renamed Property/Evidence & Records Retention to reflect the addition of staff in 2009 to oversee records retention management as well as property and evidence management.

Information Services

- The Call Centre has been renamed to 911/Call Centre for clarification.
- Documents/Quality Control has been separated into Data Quality Verification and Document Control to reflect the distinct nature of the two areas.
- The Help Desk has been added to Information Technology to reflect the distinct nature of this area and its staffing growth.
- Technology Training has been moved to the Training & Education Bureau so that all training is aligned under the same area.

Financial Services

- The Facilities Operations function has been removed from Facilities Management as it is not a distinct unit.

Staff Services

- Technology Training has been moved from Information Services to report to the Training & Education Bureau and has been renamed Technology and Skills Development.
- Academic Training, Police Vehicle Operations and Use of Force have also been added to the Training & Education Bureau to reflect the fact they are distinct units.

Community Services

- The Community Partnerships Unit has been realigned to be a bureau of its own.
- The Vulnerable Persons Support Unit has been renamed to Community Support and realigned to be a bureau of its own.
- Community Events has been removed from Community Partnerships because it is not a distinct area.
- Mental Health Support has been renamed Mental Health Resources.
- Persons with Disabilities Safety has been added to reflect the addition of staff in 2009 with distinct responsibility for this area.
- Personal Safety has been removed from Community Support because it is not a distinct area.
- Seniors Liaison has been renamed to Seniors Safety.
- Community Programs and CPTED have been removed because they are inherent components of the crime prevention program and not distinct sections of their own.

- Guns & Gangs under Crime Prevention has been renamed Guns & Gangs Prevention in order to differentiate its functions from those under Investigative Service, Intelligence Unit.
- School Liason and Youth Education were combined under one section named School Resources.
- Domestic Violence has been renamed Integrated Domestic Violence to better reflect the collaborative approach we have with the community.

Court Services

- Court Services has been reorganized into the Court Operations and Court Administration Bureaus and the various distinct sections of each unit have been included.
- Court Operations is comprised of Prisoner Management and POA Courts and Court Admininstration is comprised of Case Management and Court Management.

The draft revised organizational chart continues to ensure that we maintain the highest level of community focus and quality service. The changes support our goal to provide efficient and effective policing and will allow us to focus on our identified priorities in the coming years.

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

APL:bm