



# NIAGARA REGIONAL POLICE SERVICE

## Police Services Board Report

**PUBLIC AGENDA**

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**Subject:** Revised Niagara Regional Police Service Organizational Structure  
**Report To:** Chair and Members, Niagara Police Services Board  
**Report Date:** 2024-01-03

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### **Recommendation(s)**

**That the Niagara Police Services Board (Board) receive this report for information and approve the current organizational structure for the Niagara Regional Police Service (NRPS).**

### **Key Facts**

- The purpose of this report is to advise the Board of changes to the Service's organizational structure and seek approval for the current structure in accordance with By-Law 262-2003, Section 4.6, subsection 4.6.2. The revised organizational structure is included in this report as Appendix 1.
- The Service regularly examines the organizational structure of its business units in order to ensure the most effective and efficient reporting structure based on service delivery and operational needs.
- Since receiving approval from the Board to restructure the Service in November 2020, there have been further changes, primarily within existing business units, to continue to align operational and service delivery functions to meet both internal and community focussed initiatives.
- All the adjustments to the organizational structure are either cost neutral or provided for within the relevant approved operating budget.

### **Financial Considerations**

The changes, which have been made to the Service's organizational structure, have been minor and where applicable, were approved within the relevant operating budget submission. As a result, there is no additional financial or budget impact for the adjustments.

### **Analysis**

In November 2020, the Service sought and received approval from the Board to restructure and realign units within the Business/Corporate Services and Executive Services areas of command. The most significant change was the elimination of the

Director of Business Services position in favour of a Superintendent of Corporate Services. The implementation of this change in command has resulted in more cohesive 'human resources' and 'corporate services' functions and has provided the intended opportunity for executive leadership development considering the anticipated and now imminent change in the Executive Command Team.

Through the annual operating budget process, the Service received approval to create a new unit called the Office of Strategic Planning and Innovation reporting to the Deputy Chief Support Services. This unit was established in 2023 and is currently staffed by a new manager, which was approved in the 2023 budget. Similarly, the Digital Evidence Management System (DEMS) Unit, reporting to the Inspector of Court Services, was created during 2023.

Additional changes to the organizational structure involve moving a unit to a different business unit/area, a new reporting line within the same business unit, or repurposing a vacant position, all of which have no financial impact. These changes include:

1. Creation of a Material Management Unit lead by a Manager of Material Management, which was repurposed from the vacant Fleet Manager position in 2022.
2. Re-alignment of Quartermaster and Facilities from Finance to Material Management creating a cohesive department to manage the Service's fleet, facilities, procurement and stores functions.
3. Re-alignment of the Real Time Operations Centre (RTOC), from the Communications Unit to the Operational Support Inspector to provide oversight and supervision to this operational area.
4. Re-aligning the Corporate Analyst from the Deputy Chief Support Services to the new Office of Strategic Planning and Innovation.
5. Re-aligning the Member Support Unit and the Equity Diversity and Inclusion Unit from the Superintendent Executive Services to the Professional Development Inspector.
6. Re-aligning the Policy and Risk Management unit from the Office of the Deputy Chief Support Services back to Executive Services.
7. The Community Engagement Unit was repurposed as the Community Orientation Response and Engagement (CORE) Unit, which was piloted in 2022 and has since been permanently moved to Districts 1, 2 and 3.
8. Children's Safety Village oversight was transferred to the 3 District Inspector.

In addition to the above, the Prescription Drug area of Special Investigative Services was renamed Opioid Education and Enforcement to reflect the demand to educate and enforce the ever-growing presence of opioids and other dangerous, illicit drugs in the community. The Joint Forces Operations area was formed to centralize oversight of Secondments to provincial and federal initiatives. For example, Guns & Gangs Enforcement Team (OPP) and Golden Horseshoe Combined Forces Special Enforcement Unit (RCMP).

These changes to the organization structure have no additional financial impact outside of the approved operating budget. They do, however, create efficiencies by aligning related functions/programs, formalizing existing programs, and ensuring that Service resources meet the needs of the community.

### **Alternatives Reviewed**

Not applicable.

### **Relationship to Police Service/Board Strategic Priorities**

The ongoing review, rationalization and realignment of Service human resources in order to meet evolving operational, support and community priorities is essential in developing and sustaining efficiencies and modernizing service delivery.

The creation of the Office of Continuous Improvement and Innovation and the adaptation of a cloud based Digital Evidence Management System is identified in Goal 3 of the 2022 - 2025 Strategic Plan.

### **Relevant Policy Considerations**

Not applicable.

### **Other Pertinent Reports**

C8.2.2020.11.26 (Caucus) – Organizational Restructuring

*This report was prepared by Linda Blood, Manager, Human Resources, in consultation with Lynda Hughes, Acting Superintendent, Executive Services. Recommended by Luigi Greco, Acting Deputy Chief of Police, Support Services.*



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### **Submitted by:**

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Chief of Police

### **Appendices**

Appendix 1 - Revised NRPS Organizational Structure, December 18, 2023

# Appendix 1

## Revised NRPS Organizational Structure

December 18, 2023



Revised  
Organizational Structure  
December 18, 2023

