



MEMORANDUM

Public Session

To: Chair Steve Pellegrini
Vice Chair Linda Jackson
The Regional Municipality of York Police Services Board

From: Chief Jim MacSween

Date: March 13, 2025

Subject: Award – Canada’s Top 100 Employers Competition 2025

In 2024, York Regional Police (YRP) participated in the Canada’s Top 100 Employers project as an avenue to highlight the activities, resources and initiatives that have been undertaken by YRP to be an Employer of Choice.

This is the sixth year that York Regional Police was included on the shortlist of Canada’s Top 100 Employers. We were acknowledged for making the shortlist with our strong application and contributing to the most challenging competition year to date. We take pride in knowing that our organization ranks amongst the top in Canada.

York Regional Police was successful in being named one of Greater Toronto’s Top 100 Employers for 2025. This is the tenth year in a row YRP has been recognized and the award was announced publicly on December 3, 2024. York and Halton are the only two police services to be recognized as a Greater Toronto Top 100 Employer for 2025.

YRP was featured in a special digital feature published in The Globe and Mail on December 2, 2024. The article highlighted how YRP is attracting and retaining top talent through offering outstanding training, education and wellness benefits for members, and continues to make significant investments in equity, diversity and inclusion initiatives. It also included interviews with members Superintendent Chi Bhatt, Karin Larkin, Jenna Vitale and Regan Enwright on why they chose to build their careers at YRP. The complete article can be viewed [here](#).

In addition, for the eighth year in a row, York Regional Police has been successful as one of Canada's Top Employers for Young People for 2025. This is a nationally recognized editorial award organized by the Canada's Top 100 Employers project. This award was announced publicly on January 21, 2025. YRP is the only police service to receive this award in 2025.

The Top 100 Employers is a designation that recognizes employers who lead their industries in offering exceptional places to work, exceptional human resources programs and forward-thinking workplace policies.

Canada's Top 100 Employers & Greater Toronto's Top Employers

The Canada's Top 100 Employers project is a national competition to determine which employers lead their industries in offering exceptional workplaces for their employees. Any employer with its head office or principal place of business in Canada may apply for the national competition. Employers of any size may apply, whether private or public sector.

Employers are evaluated by the editors of the Canada's Top 100 Employers project using criteria that have remained consistent since the project's inception and include:

- Physical workplace; work atmosphere and social;
- Health, financial and family benefits;
- Vacation and time off;
- Employee communications; performance management;
- Training and skills development; and community involvement.

Employers are compared to other organizations in their field to determine which offers the most progressive and forward-thinking programs. Consideration is given to the supports provided for education and skills development, as well as factors that support wellness and positive work-life balance.

With one application process, applicants are also eligible for their regional competition. Applications are evaluated using the same criteria used to judge the national winners. These criteria have remained the same since the competition's inception.

The Greater Toronto's Top Employers competition has become a benchmark in the Greater Toronto Area (GTA) for workplace best practices. Like the metropolitan area it represents, the competition has become exceptionally strong and competitive — so much so that, for Toronto-area employers, the minimum scores to secure a place on the GTA list routinely rank among the highest in the nation.

The GTA is home to a rich diversity of organizations, representing a broad range of industries in everything from technology to health care, auto manufacturing to publishing, banking to breweries. Competition is fierce among competing companies in this editorial contest, not only to be judged the best within their industry but also in the wider GTA landscape.

In setting the bar high for workplace standards, GTA Top Employers have demonstrated leading-edge initiatives to engage their employees and inspire people to be their best at work. Key consideration is given to a variety of ongoing supports for employee education and skills development to help individuals reach their full potential, whether through subsidies for tuition or professional accreditation, in-house training or mentoring programs.

Other commonalities in the winning group include generous top-up payments for parental leave and vacation allowances starting at three weeks, flexible working arrangements and personal days off to be used as needed, recognizing the importance of a positive work-life balance for employees.

Canada's Top Employers for Young People

First published in 2002, Canada's Top Employers for Young People is an editorial competition organized by the Canada's Top 100 Employers project. This special designation recognizes the employers that offer the nation's best workplaces and programs for young people just starting their careers. The employers on this list are Canada's leaders in attracting and retaining younger employees to their organizations.

Each employer is evaluated by the editors of Canada's Top 100 Employers in terms of the programs they have to attract and retain younger workers. These include benefits such as tuition assistance and the availability of co-op or summer student programs. Editors also examine each employer's mentorship and training programs. Employer's career management programs are reviewed, looking for initiatives that can assist younger workers to advance faster in the organization. Lastly, editors also look at the average age of employees at each employer to better understand the composition and profile of their workforce.

Funds are included in the 2024 Operating Budget for People, Wellness and Talent expenditures for top employer awards including the cost of the application fee, member recognition, an advertisement to announce the award and staff time to prepare the submission for the competition.

Building upon the Business Plan Objective of being committed to "Our People", York Regional Police has invested significant resources into ensuring that the current and future needs of all employees are met. YRP's 2025 submission showcased the pillars of our business plan and the investments being made for our people and our community.

York Regional Police continues to be an industry leader in providing cutting-edge technology, a wide variety of career opportunities and exceptional leadership, all while keeping York Region one of the safest communities in Canada. York Regional Police prides itself on being an organization that is Vision-Inspired, Mission-Focused and Values-Driven.

This year in particular, YRP was recognized for several outstanding employee benefits that differentiates YRP from other police services and employers within the GTA, including:

- \$10,000 a year for external mental health services
- 35 weeks of adoption leave top-up pay
- 100 percent compassionate leave top-up pay
- Up to seven weeks of vacation allowance
- Up to \$7,500 for job-related tuition

We are honoured to be named one of Greater Toronto's Top 100 Employers, as well as one of Canada's Top Employers for Young People for 2025. This award is a reminder that the accomplishments of our service are only made possible because of the talents and dedication of all of our members, resulting in York Region being one of Canada's safest communities. Our people are why York Regional Police is considered provincial and national leaders in so many areas and we continue to build innovative programs, establish strong community partnerships and enhance our outreach to all communities.

YRP is currently in the process of preparing our application for the 2026 competition, due on May 2, 2025.

Alternative formats or communication supports are available upon request.

Jim MacSween, M.O.M., B.A.A.
Chief of Police
