

# **The Regional Municipality of York Police Services Board**

Public Board Meeting  
January 27, 2021

Report of the Chief of Police

## **Award – Canada's Top 100 Employers Competition 2021**

### **1. Recommendation**

That the Board receive this report for information.

### **2. Summary**

York Regional Police (YRP) has submitted applications for Canada's Top 100 Employers competition which considers YRP for the following awards: Canada's Top 100 Employers, Greater Toronto's Top 100, Canada's Top Employers for Young People, Canada's Best Diverse Employers and Canada's Greenest Employers.

This was the second year that YRP was included on the shortlist for the 2021 edition of Canada's Top 100 Employers. While it is unfortunate we were not selected as one of the winners, it is an honour to know we were close to being selected for the national competition.

YRP has been selected as *Canada's Top Employers for Young People* in 2021, for the fourth year in a row. This is a nationally recognized editorial award organized by the Canada's Top 100 Employers project. YRP was also the recipient of the *Greater Toronto's Top 100 Employer 2021* for the sixth year in a row which was announced in December 2020.

### **3. Background**

#### **Canada's Top 100 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 eight criteria, which have remained consistent since the project's inception: (1) physical workplace; (2) work atmosphere and social; (3) health, financial and family benefits; (4) vacation and time-off; (5) employee communications; (6) performance management; (7) training and skills development; and (8) community involvement. Employers are compared to other organizations in their field to determine which offers the most progressive and forward-thinking programs.

The winners were announced on November 13, 2020 in a special feature published in The Globe and Mail.

## **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.

## **Greater Toronto's Top Employers**

With one application process, applicants are also eligible for their regional competition. 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.

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 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.

## **4. Analysis**

Not applicable.

## 5. Financial

Funds in the amount of \$22,500 are included in the 2020 Operating Budget for Human Resource expenditures including the \$1,463.35 application fee for the *Canada's Top 100 Employer* 2021 competition.

## 6. Conclusion

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.

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.

We are honoured to be named one of *Canada's Top Employers for Young People* and *Greater Toronto's Top 100 Employers* for 2021. The hard work of both our sworn and civilian members has resulted 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.

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Accessible formats or communication supports are available upon request.

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

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