

The Regional Municipality of York Police Services Board

Public Board Meeting
November 24, 2021

Report of the Chief of Police

Proposed Organizational Chart

1. Recommendation

1. That the Board approve the proposed changes to the organizational chart as indicated in this report effective January 1, 2022.

2. Summary

York Regional Police Executive Command Team undertook a review of the organizational chart and has put forward some changes that will reflect the future direction of the organization in accordance with the 2020-2022 Business Plan. The realignment of some resources will improve the effectiveness and efficiency of our operations and enhance our ability to manage risk.

Key Points:

- Realignment of Business Intelligence & Analytics from the Executive Services Bureau to a direct report to the Deputy Chief of the Administrative Branch
- Renaming of Staff Services to People, Wellness and Talent to reflect a people-centric approach to supporting members throughout their entire talent life cycle
- Creation of Professionalism, Leadership and Inclusion Bureau to promote an ethical and values-based culture by undertaking governance of the organization's ethics

- strategy. The Bureau will ensure the alignment of policies, programs, procedures, practices and behaviours with the organization's values and code of ethics, and legislative requirements. The Bureau will facilitate an alternate conflict resolution framework for the prevention of workplace harassment and discrimination. The Bureau will focus on ethical leadership development and training for all members and collaborate with other areas of expertise that are focused on transforming the culture to better support all members.
- Movement of Crime Stoppers, Reception, Special Events & Freedom of Information to streamline reporting in some areas and realign some related services under new commands to enhance integration and information sharing

Recognizing the growth and changes that have affected our organization over the past 50 years, these few changes were recognized in an effort to update some key processes and improve services for our members and the community.

3. Background

The current organizational chart was approved by the York Regional Police Police Services Board on May 15, 2019. Under the direction of the new Executive Command Team, Strategic Services was tasked to review the existing organizational chart and identify any changes that would benefit the members of York Regional Police. Members of the Planning Unit and Projects & Continuous Improvement met with the Chief and each Deputy Chiefs for their input on the vision for the next five years, the challenges their respective areas face and any opportunities for change they considered. Interviews continued with the Senior Officers and leaders of the organization and information was compiled as part of the internal scan.

The project team also conducted an external scan of similar sized police environments, municipal governments and best practices of private industry. For each change suggested internally, the team compared against the external comparators to determine how the change could potentially shape York Regional Police's future.

Results were compiled into options for the Executive Command Team to review and decide on the best direction for the next published organizational chart. The attached document reflects the updated high level public document that will show the reporting structure for our organization.

4. Analysis

NOT APPLICABLE

5. Financial

As there are no new positions created from this reorganization at this stage, the financial implications are limited to potential future physical moves. These moves will be considered

as space becomes available after the renovation of 240 Prospect Street. Most changes are reporting relationships and do not involve physical relocation at this time.

6. Conclusion

The proposed changes will provide our members with an updated organizational chart, aligning areas of command in order to continue to achieve and enhance our mission, goals and objectives. Once approved by the Police Services Board, the internal mechanisms required to implement these changes will begin and the attached organizational chart will be added to the public website.

Accessible formats or communication supports are available upon request.

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

JMS/dr
Attachment(1) -Proposed Organizational Chart