



# The Regional Municipality of York Police Service Board

Public Board Meeting  
November 27, 2024  
For Decision

Joint Report of the Chief of Police and Executive Director

## Employee Appreciation Holiday Events

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### 1. Recommendation

That the Board approve the transition of funding for the annual employee appreciation event, specifically the Chief's Holiday Luncheon to the Board's budget.

### 2. Purpose

**EACH YEAR YORK REGIONAL POLICE (YRP) HOSTS SEVERAL HOLIDAY LUNCHEONS AS EMPLOYEE APPRECIATION EVENTS IN THE MONTH OF DECEMBER.**

We are looking for the Board's support to transition the funding of these events to the Board's budget.

### 3. Background

The Chief's Holiday Luncheon is scheduled annually to take place the second Wednesday in December and typically feeds 650 people at Headquarters. The Executive Leadership Team, Board members and all Senior Officers show their appreciation and support by serving all members that report out of Headquarters. To ensure all staff are included in the appreciation events, holiday lunches are also held at Districts 1, 2, 3, 4 and 5 as well as at Courts, Air Support, the Marine Unit and the Training and Education Bureau (TEB). The lunch at TEB includes the current classes of new recruits.

### 4. Analysis

**AS THE BOARD IS THE EMPLOYER, IT IS APPROPRIATE FOR THE BOARD TO BE THE EXECUTIVE SPONSOR AND FUNDER OF THIS ANNUAL EMPLOYEE APPRECIATION EVENT.**

In 2023, this event fed approximately 1,800 people and the total funding for this initiative was \$37,300, with the funds being provided through YRP's Special Events Account.

The Board's role is not limited to being the employer or governing body. The Board has a role in contributing to the culture of the organization. Engaging in employee appreciation events, as proposed in this report, adds to the positive, progressive and inclusive culture that YRP strives for.

The members of the Board have many touchpoints with the Executive Leadership Team and a number of other employees within YRP as well the new recruits. There does remain a large number of employees who have had little opportunity to engage with the Board.

The Board's financial and personal engagement in the Holiday Luncheon provides numerous opportunities to engage with both uniform and civilian members during the luncheon hosted at YRP Headquarters and the smaller events at the districts and facilities.

## **5. Financial Considerations**

The estimated annual cost to fund these events is approximately \$37,300 annually. This year the event would be funded out of the Board's Public Relations Reserve Fund account, which is currently sitting at \$232,113 as of October 31, 2024.

Future events will be accounted for in the Board's budget by the Executive Director.

## **6. Local Impact**

The funds expended for this event support local businesses within York Region and the event itself will not impact the delivery of services to the community.

## **7. Conclusion**

This report recommends that the Board fund the annual employee appreciation holiday events currently being funded by YRP's special events budget. Transitioning the event to a Board sponsored and funded event will allow YRP to allocate its funds to other engagement activities.

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For more information on this report, please contact [psb@yrp.ca](mailto:psb@yrp.ca). Alternative formats or communication supports are available upon request.

Approved for Submission:

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