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## 2019 OPERATING BUDGET BRIEFING NOTE

### Toronto Police Service – Planned Hires for 2019

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#### Issue/Background:

- At its meeting of February 13, 2019, the Budget Committee requested that “*the Toronto Police Services Board, and the Chief, Toronto Police Service, provide a budget briefing note on the total new hires planned for 2019 for the Toronto Police Service.*”
- The Toronto Police Service underwent a hiring moratorium starting in 2016. Due to much higher than expected separations, the Service ended the hiring moratorium late in 2017 and moved to strategic hiring of uniform and critical civilian positions.
- The 2019 Staff Recommended Operating Budget for Toronto Police Service (TPS) includes hires to: backfill projected separations during 2019; reduce the gap caused by higher than expected separations during 2018; and modernize how we deliver public safety services (e.g. civilianization of uniform positions – Special Constables, Crime Analysts).

#### Key Points:

- TPS will recruit 321 officers, 122 special constables, 186 part-time retirees, and 206 other civilian roles, for a total of 835 planned uniform and civilian hires.
  - The Service plans to hire 321 officers in 2019; these are not net new officers and are replacing officers that have separated from the Service.
  - There is planned hiring of 514 civilian positions in 2019, including 170 positions from the Service’s civilianization initiatives that will provide direct frontline support and 104 positions to address the backlog of vacant civilian positions.
- The 2019 Staff Recommended Operating Budget is based on the assumption of 350 separations in 2019 (250 uniform and 100 civilian).
  - With the planned hiring and the anticipated separation of 250 officers in 2019, the average deployed strength for 2019 is projected at 4,730 officers, decreasing from the 2018 projected average of 4,797.
  - The Service is estimating 100 civilian separations in 2019, which will add to the backlog of the vacancies that already exist – the Service’s vacancy rate is over 12%.
- Although significant hiring is planned during 2019, the Staff Recommended Operating Budget for Toronto Police Service reflects \$13.6M in civilian gapping reductions to take into account the length of time it will take to fill these positions throughout the year and to keep the Service’s Operating Budget increase over 2018 as low as possible.

The chart below provides a breakdown of the 835 planned uniform and civilian hires that will be filled throughout 2019.

<b>HIRING PLAN</b>		
	<b><u>2018</u></b>	<b><u>2019</u></b>
<b><u>UNIFORM (321)</u></b>		
Lateral Entries	16	34
April Class	27	120
August Class	55	127
December Class	<u>134</u>	<u>40</u>
	232	321
 <b><u>CIVILIANS (514)</u></b>		
<b><u>Civilianization</u></b>		
Special Constables	14	122
Crime Analysts		28
Bookers		18
Court Positions		<u>2</u>
	14	170
<b><u>New Initiatives</u></b>		
Corporate Communications		9
Part Time Retirees		186
<b><u>Prior Year Impact</u></b>		
Communications/911	60	40
HR Transformation	23	5
<b><u>Other</u></b>		
Backfilling vacancies		<u>104</u>
<b>TOTAL PLANNED HIRES</b>		<b>835</b>
 <b><u>SEPARATIONS:</u></b>		
Uniform	(294)	(250)
Civilian	<u>(110)</u>	<u>(100)</u>
	<b>(404)</b>	<b>(350)</b>

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