

Policy Type: **EXECUTIVE LIMITATIONS**



Policy Title: **Organizational Structure**

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### **Policy Statement**

The *Community Safety and Policing Act* (CSPA) assigns to the Board the responsibility to develop policies for the administration of the Police Service. Organizational structure is a key administrative matter that invokes the Board's governance authority, given it defines the framework for organizational decision-making. The Board is committed to ensuring that the DRPS is organized in way that fosters and sustains clear lines of accountability, fiscal responsibility, efficiency and appropriate oversight and span of control, leading to the achievement of organizational goals. An organizational design that aligns with community safety priorities and appropriately addresses the intersection of people, processes and strategy will support the provision of adequate and effective policing and enhanced community trust in the DRPS.

### **Policy Application**

The Board requires the following with respect to the organizational structure of the DRPS:

- supports the provision of adequate and effective policing;
- promotes clear lines of accountability; and
- reflects the Service's strategic priorities, community safety needs, and resource capacity, and the principles of efficiency, flexibility and collaboration.

Accordingly, the Chief of Police shall:

1. Implement Board direction with the respect to the structure of DRPS Command, which is exclusively the domain of the Police Service Board.
2. Establish and maintain an organizational structure appropriate to:
  - the size of the municipality and the DRPS;
  - community needs;
  - policing demand;
  - available resources;
  - legislative obligations.
3. Assign responsibilities to ensure effective supervision and operational control.

4. Maintain current organizational charts and share them, as they are updated, with the Board Chair through the Executive Director.
5. Review the organizational structure at least once per year to assess whether the structure continues to meet the objectives defined in this policy.
6. Recommend organizational changes that require additional funding or the span of control of any Command member to the Board for its consideration.
7. Advise the Board of organizational restructuring that does not implicate the span of control of any Command member at the next Regular Board meeting following such restructuring.

### **Reporting**

The Chief of Police shall submit an annual report to the Board regarding the review of the organizational structure referred to in paragraph 5 above and emerging organizational structural needs or pressures. The annual report shall also provide information with respect to the implementation of any restructuring that occurred in the previous year.

Further, the Chief of Police shall submit reports in accordance in paragraphs 6 and 7 above, as required.