

REPORT TO THE POLICE SERVICES BOARD



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Date of Report: 29 JAN 15

Subject: Influences on Staff Deployment

Information or Decision Report Information

RECOMMENDATION(S)

“That the Board receives the following report for information”

Signed: _____ Date: _____
Chief of Police

DISCUSSION

The following is intended to provide the Board with an overview of the current staffing pressures being addressed by the Service.

Contained within Table A are the current actual headcount for both sworn and civilian positions (exclusive of seconded positions). Within the table all members that are not fully-deployable or absent from work are identified in one of the nine categories. Those categories are:

1. Permanent Accommodations –members with medical (or other restrictions that are not expected to recover to the point of being fully deployable.
2. Temporary Accommodation – members with medical (or other) restrictions that are expected to recover and become fully deployable.
3. WSIB Off work- members off work with a work place injury.
4. WSIB Temp Accommodation – members temporarily accommodated as a result of a work place injury.
5. Long term disability – a member currently on long term disability, and counted within actual strength.
6. Suspension – members currently suspended with pay.
7. Paternity leave – members currently on paternity leave.
8. Maternity leave – members currently on maternity leave.
9. Non-occupational Short term off sick – members currently off sick as a result of an illness or injury that is non-work related.

TABLE A

Category	Sworn January 24, 2014	Civilian January 24, 2014	Sworn January 23, 2015	Civilian January 23, 2015
Total Authorized Headcount	871	306	871	306
Total Actual Headcount	873	295	861	293
Permanent Accommodation	34	17	34	17
Temporary Accommodation	14	9	13	13
WSIB Off Work	2	0	2	0
WSIB Temporary Accommodation	6	1	4	1
Long Term Disability	2	1	6	3
Suspension	5	1	2	0
Paternity Leave	7	2	8	0
Maternity Leave	13	7	8	11
Non Occupational Short Term Off Sick	6	3	2	1
Total Staff Not Fully Deployable	89	41	79	46
Total Staff Fully Deployable	784	254	782	247

In total the DRPS currently has 79 sworn and 46 civilian staff not fully deployable. Of the 79 sworn 28 are not at work, and of the 46 civilian staff 15 are not at work. The 79 and 46 staff represents 9.2% and 15.7% of the Service's total sworn and civilian staff. It should be noted that as of February 1, 2015 an additional 7 sworn and 4 civilian will retire.