

## REPORT TO THE POLICE SERVICES BOARD

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Date of Report: June 23,  
2017

Subject: Influences on Staff Deployment

Information or  
Decision Report Information

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### 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.
10. Unpaid administrative leave – members currently off with work for reasons other than medical

TABLE A

Category	Sworn June 24, 2015	Civilian June 24, 2015	Sworn January 25, 2016	Civilian January 25, 2016	Sworn June 24, 2016	Civilian June 24, 2016	Sworn January 25, 2017	Civilian January 25, 2017	Sworn June 23, 2017	Civilian June 23, 2017
Total Authorized Headcount	871	304	871	304	871	304	871	304	871	304
Total Actual Headcount	855	291	852	293	859	294	864	296	857	299
Permanent Accommodation	35	17	35	17	34	16	32	21	34	20
Temporary Accommodation	12	9	9	6	6	7	15	4	15	3
WSIB Off Work	5	0	5	0	3	2	10	3	11	4
WSIB Temporary Accommodation	6	3	5	1	9	1	4	1	6	1
Long Term Disability	2	2	3	2	4	2	5	2	5	2
Suspension	4	0	3	0	5	0	4	0	4	0
Paternity Leave	4	0	8	0	2	0	3	2	4	1
Maternity Leave	11	7	11	10	8	0	4	4	8	5
Non Occupational Short Term Off Sick	2	1	3	1	6	7	5	3	6	5
Unpaid Admin Leave	0	0	0	1	0	1	1	1	0	1
Total Staff Not Fully Deployable	81	39	81	38	77	36	83	41	93	42
Total Staff Fully Deployable	774	252	771	255	782	258	781	255	763	257

In total the DRPS currently has 93 sworn and 42 civilian staff not fully deployable. Of the 93 sworn 38 are not at work, and of the 42 civilian staff 18 are not at work. The 93 and 42 staff represents 10.9% and 14% of the Service's total sworn and civilian staff.