



COBOURG POLICE SERVICE BOARD REPORT

Report to:	Cobourg Police Services Board (CPSB)	
Submitted by:	Chief Paul VandeGraaf	Meeting Type: Open Session <input type="checkbox"/> Closed Session <input checked="" type="checkbox"/>
Meeting Date:	March 21, 2023	
Report Type:	Information Only Report <input type="checkbox"/> Action Required Report <input checked="" type="checkbox"/>	
Previous Related Reports:		
Subject/Title:	Human Resources and Administration	

RECOMMENDED MOTION:

THAT the Cobourg Police Services Board approves the hiring of one additional recruit for the May 2023 intake at the Ontario Police College.

Background

During the 2023 Budget deliberations, one full-time experienced officer and a recruit Constable was presented and approved by both the Cobourg Police Services Board and Cobourg Council.

The position of recruit Constable is budgeted with a salary cost of \$44,353 (plus benefits) reflecting a combination of “Cadet” and “Constable” salaries for the period May to December.

New Development

A current member who was on an accommodated return to work role has booked off again. As this is the third return to work that has not been successful, there is little to no chance that the person would return. That has created a vacancy in her role that has not been replaced currently. It is anticipated that as of May 01, 2023, the employee will be on the hybrid payment model, and there will be an 85% recovery of that salary line.

Additionally, at present, there is a recruit process that is completed with three strong candidates. There is always the issue of recruiting challenges across the province. Recognizing we would have two strong candidates; it would be advisable to capitalize on the cost and efforts to date and hire the two from this pool.

The below chart outlines the financial implications of hiring an additional recruit for the May intake:-

Financial Impact

Category	Compensation Savings (WSIB)	Cost of Additional Recruit	Total Impact
	\$	\$	\$
Salary	(59,796)	44,353	(15,443)
Benefits	0	14,636	14,636
TOTAL	(59,796)	58,989	807

Conclusion

Given the new development of another person off work and a recovery of 85% of budgeted salary dollars, this has a no negative impact on the approved 2023 budget. There is also a strong benefit for staffing levels. The risks associated to a person returning is minimal, not impossible, but safe guarded for the rest of this fiscal year. Managing our Service in a front-line delivery first model, we are limited to grow into new areas. The opportunity to join a JFO is impacted by yet another person off and other duties requiring a replacement. A recruit is somewhat delayed as there is a term at the Ontario Police College before they return to us followed by a coaching period. While an experienced officer provides immediacy in the form of a replacement, the current hiring pool is not very robust, and the timings would probably align with that of a recruit. Hiring two recruits has benefits in the short-term, as they can travel together and rely on each other for support during their training period. Also, from a long-term view, we have hired several experienced officers previously; two new recruits create a sustainable plan looking at many years ahead.

This replacement approach is consistent with previous Board decisions to replace officers who are off work for an extended period of time.