



EDMONTON POLICE SERVICE



BRIEFING NOTE

DATE: 2008 Feb 07

SUBJECT: Photo Radar Program – Shortage of Staffing (UPDATE)

RECOMMENDATION:

That this report be received for information.

INTRODUCTION:

This report will provide information to update the Edmonton Police Commission Finance Committee (EPCFC) on the staffing levels in Photo Radar Unit.

BACKGROUND:

Further to reports provided in 2007 regarding difficulties with maintaining appropriate staffing levels under the existing contract with the Corp of Commissionaire's; the following details the current and projected staffing for 2008.

COMMENTS/DISCUSSION:

Numerous steps have been taken to maintain consistent staffing levels for the Photo Enforcement program:

1. Two separate raises were put in to place to help attract new staff (*Result: This had limited impact due to numerous other job opportunities.*)
2. Authorization to utilize overtime to backfill vacant positions or shifts. (*Result: Helped somewhat, however the current pool of staff has limited interest in working overtime.*)
3. Three hiring/training processes were completed to have a ready pool of trained operators. (*Result: Too few applications were received due to the shift work involved, and we were only able to reach full staffing for select periods in 2007. Another hiring process is proceeding at this time.*)
4. Alternative staffing methods were fully researched. (*Result: Staffing alternatives within the EPS budgeted positions are not viable. Our current contract with the Corp of Commissionaire's is at the top of the staffing priority list; however the hiring difficulties for all positions in the Corp continue to be a challenge. Creation of permanent non-sworn EPS positions is an option, however this would require a commitment of at least 20 new positions.*)

We continue to struggle with keeping full staffing, and it is clear that a different staffing model will need to be put in to place as we transition the program from the EPS to the City. This work will occur as part of the Photo Radar Project transition, once the new equipment is acquired in the fall of 2008, and staffing alternatives become available.

Written by: Superintendent Chris KELLETT, Operational Support Division

Approved by: Deputy Chief Norm LIPINSKI, Corporate Services Bureau

Chief of Police: _____

Date: _____