

# COUNCIL REQUEST FOR DECISION

**MEETING DATE:** June 24, 2024

**SUBMITTED BY:** D.Melvie - GM Community and Protective Services

**PREPARED BY:** C.Chisholm - Manager RCMP Administration and Enforcement Services

**REPORT TITLE:** Community Safety Officer (CSO)Term Position

---

## EXECUTIVE SUMMARY

In the 2023 budget, a two-year Community Peace Officer (CPO) term position (Community Safety Officer) was approved for the purposes of providing enhanced safety and enforcement at the Civic Centre, Library and LRC. Administration is seeking to have the CSO term position extended until the end of 2025.

## RECOMMENDATION

That Council approve funding of \$100K from the Operating reserve to extend the CPO Community Safety Officer term position to the end of 2025.

## COUNCIL HISTORY

In November 2022, Council supported a two-year term CPO position be created to provide extra security at the Civic Centre, Library and LRC. The initiative was initiated by Council.

## BACKGROUND / RATIONALE

The term CPO position as Community Safety Officer was filled in March 2023 but the new hire resigned two months later as a result of being hired by another employer as a police officer. The position was filled again in August 2023 but has become vacant recently due to the incumbent leaving employment with the City to also become a police officer.

The current labour market in the Edmonton area for CPOs is extremely competitive between municipalities with most applicants having limited experience in enforcement. Term positions are less desirable for applicants with a longer term being more attractive. CPO hires are sworn in as a Bylaw Officer until they receive their appointment from the Province as a CPO. Even for experienced CPOs, the appointment can take several months to obtain from the Province.

To better attract suitable candidates for the term and improve staffing longevity of the position, it is desirable to extend the term up to the end of 2025. It is not practical to post a CPO term position of less than one year. At this time, the job posting is awaiting decision from Council before being advertised.

The CSO position was expanded to incorporate the Downtown area as part of their duties considering persons of interest are often in both locations. To date, the position has been received extremely well by those at the Civic Centre, Library and LRC and has worked closely with the FCSS Navigator.

## COUNCIL REQUEST FOR DECISION

### STRATEGIC / RELEVANT PLANS ALIGNMENT

The role of the position contributes to Goal One - a City where people want to live, work and play and promotes a safe and healthy community.

### ORGANIZATIONAL IMPLICATIONS

#### ADMINISTRATION:

None

#### RISK ANALYSIS: FINANCIAL / LEGAL:

The existing CSO CPO term position ends at the end of 2024. In 2023, the position was vacant for six months. In 2024, the position is estimated to be vacant for at least three months. The extension to the end of 2025 results in an overall increase of three more months of CPO salary (est. \$25,000) from the original Council request.

#### IMPLEMENTATION / COMMUNICATIONS:

Subject to Council approval, a job posting will be initiated for a term position ending in 2025.

#### ALTERNATIVES:

- 1) Council can extend the position beyond the end of 2025 for a longer term.
- 2) Council could not add funding and end the term position in mid 2025.

### ATTACHMENTS

None