



**Ottawa Police Service Board  
Human Resources Committee  
Minutes**

**Meeting #:** 20  
**Date:** April 10, 2024  
**Time:** 10:00 am  
**Location:** Electronic Participation

**Present:** Chair: Peter Henschel, Michael Doucet

**Absent:** Mayor Mark Sutcliffe

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1. Confirmation of Agenda

**That the Ottawa Police Service Board's Human Resources Committee confirm the agenda of the 10 April 2024 meeting.**

**Carried**

2. Confirmation of Minutes

2.1 Minutes #19 of 7 March 2024

**That the Ottawa Police Service Board's Human Resources Committee confirm Minutes #19 of the 7 March 2024 meeting.**

**Carried**

3. Declarations of Interest

No declarations of interest were filed.

4. Items of Business

4.1 Update: Staffing Stabilization Strategy

Presentation & Chief's report

A question was raised concerning the expectation of the Service with regards to the number of experienced officers they will hire versus the numbers that they may lose to other police services. The Service said that they are expecting a neutral result.

The Service clarified that it does not actively recruit officers from other police services.

In terms of expected challenges, the Service noted that while they are currently meeting their staffing targets, there are concerns with respect to the sustainability of the program for the next three years. They have improved their tracking of staffing projections and how they may change over time, and have also created a buffer to ensure they can take advantage of any last minute seats that may become available at the Police College. The staffing strategy is placing pressure on recruiting, but also on training and equipment.

It was noted that any provincial and/or federal funding may impact the hiring plan so OPS will continue to adjust.

The Committee requested that risks and any slippage on the plan continue to be reported through the Committee.

**That the Ottawa Police Service Board's Human Resources Committee receive this report for information.**

**Received**

- 5. Other Business
- 6. In Camera Items

**That the Ottawa Police Service Board's Human Resources Committee adjourn the public portion of its meeting to move In Camera to discuss two labour relations matters.**

**Carried**

- 7. Adjournment  
The meeting adjourned at 10:29 am.
- 8. Next Meeting  
Thursday, August 8, 2024 - 10:00 AM