

Staff Stabilization Update – Q4 2024 & Q1 2025

Human Resources Committee

May 6, 2025



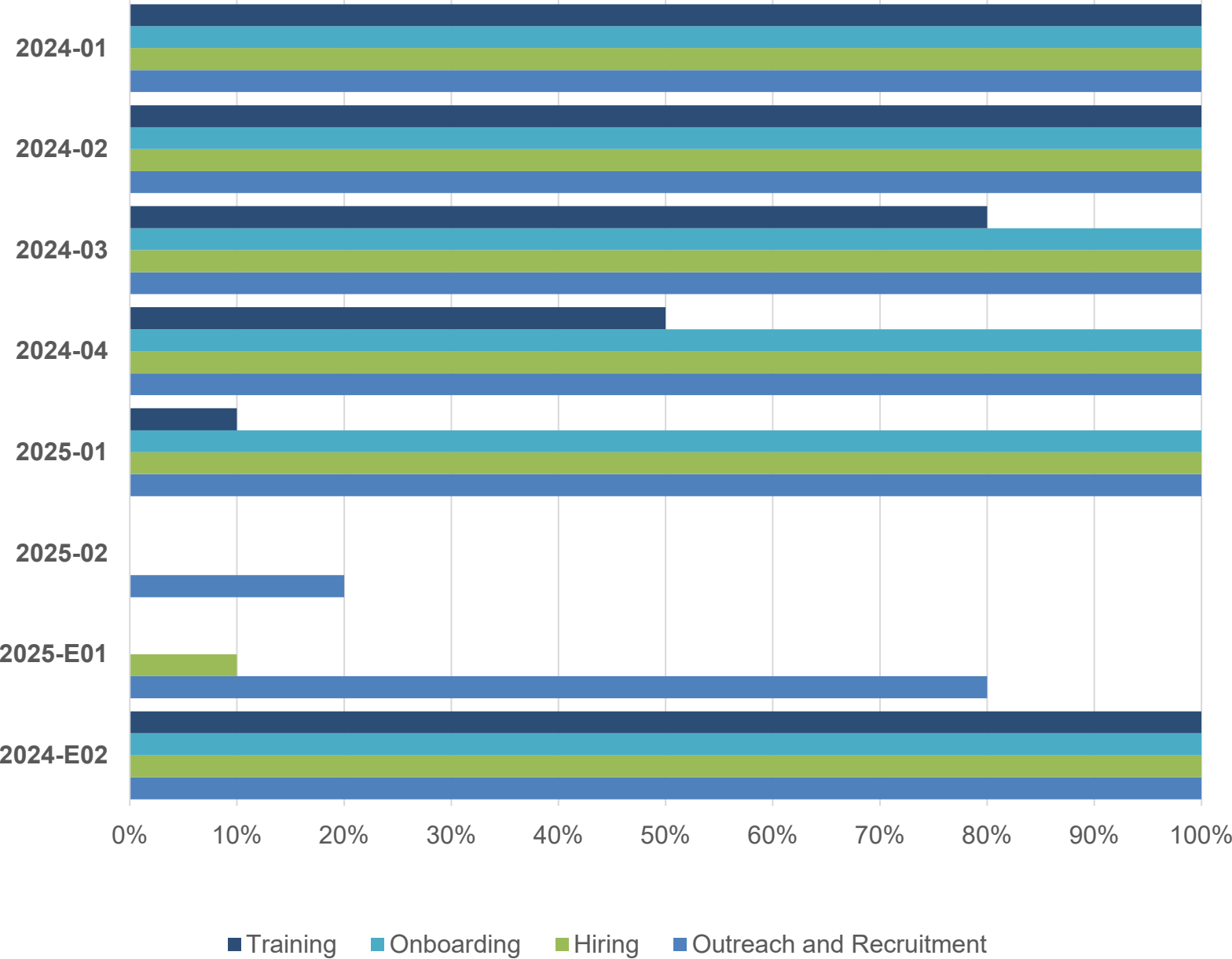
Agenda

- Progress
- Ongoing and Planned Progress
- Key Risks and Issues
- Questions



Progress

In 2024 the OPS hired and trained ~134 sworn members and ~50 civilian members





2024-01: 32 Officers continue on independent patrol until August



2024-02: 30 Officers transitioned to independent patrol in March



2024-03: 36 Officers have started with their FTO and transition to independent patrol in June



2024-04: 31 candidates finished at OPC in March and will soon be sworn in



2025-01: 34 candidates have been hired and are at OPC



2025-02: Candidates are being hired and will begin at OPC in June



2025-E01: Experienced Officers are being hired and will begin in May

Ongoing and Planned Progress

Sworn Hiring	Forecasted Hiring Requirements		Q1 Foreca st	Q2 Foreca st	Q3 Forecast	Q4 Forecast	Hiring Requirements	Hiring Plan
	Original							
Position Change								
Strategic Growth	22		5	5	6	6	22	
Staffing Changes								
Complement (overage) / underage from 2024	(38)		(10)	(10)	(9)	(9)	(38)	
Retirements	70		25	25	15	5	70	
Resignations	15		4	6	3	2	15	
Grant funding	34		9	9	8	8	34	
Staffing Stabilization - (Mat leave funding)	12		3	3	3	3	12	
Staffing Stabilization - WSIB Vacated	23		6	6	6	5	23	
Other *	5		2	1	1	1	5	
Complement carry-over to 2026	22				10	12	22	
Total	165		44	45	43	33	165	165
*Includes transfers to long term vacated positions (LTV), deaths, involuntary terminations and conversions to civilian.								
Complement Carry-Over is based on forecasted retirements and 2025 strategic growth positions.								

Civilian Hiring	Forecasted Hiring Requirements
Position Change	
Growth	28
Federal / Provincial Funded	23
Staffing Changes	
Complement (overage) / underage from 2024	7
Retirements	30
Resignations	12
Staffing Stabilization - WSIB Vacated	2
Other	5
Total	107

Ongoing and Planned Progress

Civilian Hiring Plan:

2025 Q2 (11)

- Cybersecurity Analyst
- DRP Project Support Coordinator
- Manager, Strategic Portfolio Management
- OSINT Parliamentary District
- S/Cst Training Coordinator
- Senior Advisor CHRO
- Senior Project Manager (3)
- Stable Manager
- District Community Intake Relations Specialist
- QA Specialist [potential Q3]

2025 Q3 (11)

- HR Advisor
- HR Marketing Specialist
- Manager, Background Investigations
- Manager, Media Relations
- PSU Admin
- EBP Core Team (5) [potential Q2]
- S/Cst Drug Intake

Ongoing and Planned Progress

- Hiring and training of ~165 sworn members, and ~80 civilian members
- Continued updating to the Outreach and Recruitment Strategy in tandem with Shout Media
- Continued project monitoring and reporting to Senior Leadership and the Board

Key Risks and Issues

- Continuation of funding
- Space and trainer capacity at PDC
- Diversity of sworn and civilian candidates
- Quantity and quality of sworn and civilian candidates
- Seat availability at OPC



Questions