



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

Meeting #: 24
Date: May 6, 2025
Time: 10:00 am
Location: Electronic Participation

Present: Chair: Peter Henschel, Councillor Marty Carr, M. Polowin

others: S. Fakirani, Chief E. Stubbs, Deputy Chief S. Bell, Deputy Chief P. Burnett, M. Steele

1. Confirmation of Agenda

That the Ottawa Police Service Board's Human Resources Committee confirm the agenda of the 6 May 2025 meeting.

Carried

2. Confirmation of Minutes

2.1 Minutes #23 of 3 April 2025

It was noted that item 4.1 of the April 3rd 2024 minutes has a minor error; 'which' at the bottom of the page should be 'with'.

That the Ottawa Police Service Board's Human Resources Committee confirm Minutes #23 of the 3 April 2025 meeting.

Carried as amended

3. Declarations of Interest

No Declarations of Interest were filed.

4. Items of Business

4.1 Staff Stabilization Update – Q4 2024 & Q1 2025

Chief's report and presentation

Presentation

The Committee asked if the Service is also generating statistics on attrition rates. The Service advised that attrition rates have been lower than expected this year, but it is anticipated that more retirements in 2026 will happen. Recruitment efforts are currently a strategic focus based on this fact. The staff stabilization plan adjusts hiring projections throughout the year based on real-time retirements and resignations. The Service advised that they could report back on retirements and resignations at a future presentation.

The Committee asked if external factors such as Bill 6, the *Safer Municipalities Act*, impacts the need for more police. The Service advised that during every budget process, they consider external factors and societal trends. They referred to the *Community Safety and Policing Act* (CSPA) and its impact on the budget needs and noted that Bill 6 will likely also see an impact. These factors are discussed in consultations and

Board conversations to determine the funding required for adequate and effective policing.

The Committee asked how the Service manages the risks of having many new constables, noting that in there were 4 classes of recruits last year but noted that 5 are scheduled for this year. The Service explained that a new Staff Sergeant position has been created to provide dedicated supervision for new recruits throughout their training phases. This role ensures closer monitoring, identifies those who may be struggling, and implements support plans, adding necessary oversight to prevent recruits from being overwhelmed.

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

Received

5. Other Business

It was noted that the Committee requested an action plan and timeline for a diversity plan at the last Committee meeting, however, it was not ready due to time constraints. It will now be presented at the next HR Committee meeting.

6. Consideration of Motion to Move In Camera

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

Carried

7. Adjournment

The meeting adjourned at 10:27 am.

8. Next Meeting

Tuesday, August 26, 2025 - 10:00 AM