

**Report to / Rapport au:**

**OTTAWA POLICE SERVICE BOARD  
COMMISSION DE SERVICE DE POLICE D'OTTAWA**

**22 May 2025 / 22 mai 2025**

**Submitted by / Soumis par:**

**Chief of Police, Ottawa Police Service / Chef de police, Service de  
police d'Ottawa**

**Contact Person / Personne resource:**

**Deputy Chief Steve Bell, Chief Administrative Officer / agent administratif  
principal**

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**SUBJECT: APPOINTMENT OF OTTAWA POLICE SERVICE OFFICERS**

**OBJET: NOMINATION D'AGENTS DU SERVICE DE POLICE D'OTTAWA**

**REPORT RECOMMENDATIONS**

**That the Ottawa Police Service Board:**

- 1. Appoint, on the date of swearing in, the Ottawa Police Service police officers listed within this report, pursuant to Section 37(1)(c) of the Community Safety and Policing Act (CSPA).**
- 2. Issue a certificate of appointment as required by Section 83(4) of the CSPA.**

**RECOMMANDATIONS DU RAPPORT**

**Que la Commission de service de police d'Ottawa:**

- 1. Nomme les agents du Service de police d'Ottawa énumérés au sein de ce rapport, en vertu de l'article 37(1)(c) de la Loi sur la sécurité communautaire et les services policiers (LSCSP).**
- 2. Délivre une attestation de nomination, comme l'exige l'article 83(4) de la LSCSP.**

## **BACKGROUND**

The CSPA grants the Ottawa Police Service Board (the Board) with the authority to appoint members of the police service:

37 (1) A police services board shall:

(c) appoint the members of the municipal police service as police officers.

Section 83(4) of the CSPA further provides that:

(4) The police service board or the Commissioner shall issue a certificate of appointment to a person at the time of his or her appointment as a police officer.

## **DISCUSSION**

By way of this report, the Ottawa Police Service (OPS) is confirming that the recruits named in this report have been successful in the OPS constable selection process and have met all conditions required by Section 83(1) of the CSPA for the appointment of a police officer. Additionally, in accordance with Section 83(2) of the CSPA, the Service confirms that no candidates recommended in Document One, have previously been terminated for cause or resigned in lieu of termination from a police service in Canada.

The appointed probationary constables noted in Document One will now enter a 12-month probationary period of continued training as prescribed in Section 84(1) of the CSPA.

After successfully completing the OPS Constable Selection Process, each candidate listed in Document One at the time of swearing in will also have successfully completed pre- and post-training at the OPS Professional Development Center and will have fulfilled all training requirements of the Basic Constable Training Course at the Ontario Police College (OPC). OPC certifications for each candidate will be filed with the Board separate from this report.

## **FINANCIAL IMPLICATIONS**

The salary and associated hiring costs for these positions are included within the approved budget.

## **SUPPORTING DOCUMENTATION**

Appendix 1 - Appointment of Police Officers effective as of May 23, 2025

## **CONCLUSION**

The approval of Police Constable status for the employees listed in supporting documents will enable them to undertake the full scope of their duties. This appointment

is in alignment with the OPS' strategic priorities that seeks to advance and support a resilient thriving membership through the stabilization of the workforce.

**Appendix 1 - Appointment of Police Constables effective May 23, 2025****Employee Cadre & Name:**

**2946 ARTHUR, Kieryn**  
**2949 BELAL, Alexander**  
**2963 BOTERO GUERRERO, Thomas**  
**2962 BROWNLEE, Brendan**  
**6090 CABLE, Melissa**  
**2956 CASTRILLON-RENDON, John Junior**  
**2965 CLEMENT, Henry**  
**91447 D'ANTONIO, Trina**  
**2970 ELCHAMAA, Moustafa**  
**2971 FLACK, Cristelle**  
**2959 GERMAIN, Hegmann**  
**2954 HARCOURT, Jordan**  
**2943 HIBBS, Patrick**  
**2951 KENNY, Noal**  
**2974 KINGSLEY, Erik**  
**2958 LAFRENIERE, Jasmine**  
**2966 LANG, Samantha**  
**2948 LOMAX, Theodore**  
**2955 LOPEZ, Emmanuel**  
**2950 MAHEU, Florence**  
**2972 MASIMANGO OLAME, Joslain**  
**2953 MCKEIGAN, Jenna**  
**2968 PARDO, Jeerowel**  
**2960 PONOMAREV, Nicholai**  
**6110 ROGERS, Luke**  
**2969 SHANE, Sydney**

**2961 SHNIGER, Ekaterina**

**2964 SMITH, Todd**

**2952 TOOR, Noah**

**2967 VIRK, Jashandeep**

**2973 YOUNG, Sarah-Lyn**