

OTTAWA POLICE SERVICES BOARD
HUMAN RESOURCES COMMITTEE MEETING
CONFIDENTIAL MINUTES 4 #2 (*Board Members Only*)

8 July 2019, 10:04 a.m.

Heritage Boardroom, 110 Laurier Avenue West

Present: Members: D. Deans (Committee Chair), L.A. Smallwood, S. Valiquet

Others: Board Members A. Blaustein; K. Egli; C. Meehan; D. Nirman;
Executive Director K. Ferraro

ITEMS OF BUSINESS

2. CHIEF AND CHIEF ADMINISTRATIVE OFFICER (CAO) RECRUITMENT

Draft Interview Questions - Chief

Draft Interview Questions - CAO

The Committee reviewed the draft questions and directed the Executive Director to make the following changes for the final list, to be approved by the Board at the July 22 meeting:

Chief

- Add a new question: How do you view the relationship between the Board and the Chief, and what do you see as the role of the Board at the OPS? (need to ensure candidates understand the fundamental relationship between the Board and the Chief, including power dynamics)
- Amalgamate # 4 and #6
- Amalgamate #2 and #3 into one, shorter question; include within this question, "What do you hope to achieve in your first 6 months?"
- Remove 5a) and b), keep c) and add question asking about candidates view of community policing and what they would do; add examples of marginalized groups to 5c), lgbtq2 for example
- Remove 7b)
- Keep 8 only if there is room
- Remove 10 (due to added question re governance)
- Remove 11

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- Add question: Given financial political climate is one of fiscal restraint; if you were given a budget target that you were asked to meet by the Mayor and it did not reflect needs of the service, how would you reconcile that?
- Add French question: Dans quelle mesure êtes-vous à l'aise d'être interviewé(e) par les médias sur des cas difficiles? Et, quelle est votre approche à l'égard des relations avec les médias et des réseaux de médias sociaux en général? (*Translation : How comfortable are you being interviewed by the media on difficult cases? What is your approach to media relations, and overall social media platforms?*)

CAO

- Add question: Given the financial political climate is one of fiscal restraint, if you were given a budget target that you were asked to meet by the Mayor and it did not reflect needs of the service, how would you reconcile that?
- Add question: What do you see as the role of the Police Services Board and your relationship with it?
- Add question: If you had pertinent financial information that is in the Board's interest to know and the Chief requested it not be shared, how would you deal with it?
- Remove 5 and 9

It was clarified at the end of the meeting that Board members may meet with potential candidates who approach them as long as no discussions take place concerning the recruitment process.

That the Human Resources Committee draft interview questions for the Chief and CAO recruitment processes, and recommend their approval to the Board at the July 22 meeting.

OTHER BUSINESS

There was no other business.

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ADJOURNMENT

The meeting adjourned at 12:14 p.m.

NEXT MEETING

10 September 2019, 10:00am, Honeywell Room

DRAFT