

**Report to / Rapport au:**

**OTTAWA POLICE SERVICES BOARD  
LA COMMISSION DE SERVICES POLICIERS D'OTTAWA**

**28 September 2020 / 28 Septembre 2020**

**Submitted by / Soumis par:**

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

**Contact Person / Personne ressource:**

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**SUBJECT: WORKFORCE MANAGEMENT REPORT – SECOND QUARTER 2020**

**OBJET: GESTION DES EFFECTIFS DU DEUXIEME TRIMESTRE DE 2020**

**REPORT RECOMMENDATIONS**

**That the Ottawa Police Services Board receive this report for information.**

**RECOMMANDATIONS DU RAPPORT**

**Que la Commission de services policiers d'Ottawa prenne connaissance du présent rapport à titre d'information.**

**BACKGROUND**

Section 31(1) of the *Police Services Act* sets out the Ottawa Police Services Board (the Board) responsibilities with respect to the provision of adequate and effective police service in the municipality. Under Section 31(1)(a), the Board is responsible for the appointment of sworn members to its municipal police force.

The Board has also requested information be submitted, on a quarterly basis, that captures key elements of the Ottawa Police Service (OPS) workforce activities.

Accordingly, the purpose of this report is to:

1. Summarize hiring goals for 2020 including assumptions related to retirements and resignations;
2. Identify all new members and fulfill the Board's obligation to approve all appointments of new members;
3. Provide the Board with an overview of active Formal Medical Accommodations; and

4. Update the Board regarding the assignment of Senior Officers within the OPS.

Information provided in this report includes names and ranks of employees as governed by the *Municipal Freedom of Information and Protection of Privacy Act*.

## **DISCUSSION**

### **Sworn Officer Staffing**

#### ***Forecast of Hiring Requirements***

The forecast of sworn officer hiring requirements for the year is developed annually by OPS. It is built around the estimated number of officers that must be hired to fill both new and existing vacant positions. The approved Sworn Accelerated Hiring Plan resulted in an increase of 70 sworn growth positions in addition to the originally approved 30, bringing the total growth positions to 100 officers for 2020.

In developing a hiring plan, five key factors are considered:

1. A new recruit takes nine months, on average, to become deployable;
2. The Ontario Police College (OPC) typically holds three training sessions per year for new recruits;
3. An experienced officer from another police service takes one to two months, on average, to become deployable;
4. Retirements tend to occur at the beginning of each new fiscal year; and
5. A complement carry-over of 40% of the following year's forecasted retirements is needed to ensure that staffing levels in Q1 do not fall below acceptable levels.

#### ***2020 Sworn Officer Forecast of Hiring Requirements and Hiring Plan***

In 2020 the forecast originally identified a need to hire 153 officers. This forecast was developed with the following assumptions:

- a) An accelerated hiring plan would allow the addition of 100 sworn positions to the 2020 complement.
- b) There would be an estimated 40 retirements in 2020 and another 10 officer resignations
- c) The complement overage from 2019 was 29 officers; and
- d) A surplus of 28 officers will be carried into 2021, roughly 40% of the expected retirements for that year.

In Q2 2020 there were 10 sworn officer retirements, and 3 sworn officer resignations. From a gender perspective, 23% of the employees leaving the service were female, 77% were male.

Document 1 lists the names and ranks of the 13 sworn officers who left the employment of OPS in Q2 2020 due to retirement and resignation.

Subsequent to the COVID19 pandemic impacts and evolving uncertainties the Sworn Accelerated Hiring Plan is suspended. The original 30 growth positions included in the adopted 2020 budget are proceeding, as a result, the 2020 hiring forecast is amended to reflect this revised plan. See Table 1 and 2 for details:

Table 1 below summarizes the 2020 sworn officer forecasted hiring requirements as compared to the actual requirements.

**Table 1**  
**2020 Summary of Sworn Officer Hiring Requirements**

	Forecasted Hiring Requirements	Forecasted Hiring Requirements	Q1 Actual	Q2 Actual	Q3 Forecast	Q4 Forecast	Hiring Requirements	Hiring Plan (see Table 2)
	Original	Revised						
<b>Position Change</b>								
Strategic Growth	100	30	25	5	0	0	30	
Provincial Gun Violence Program	2	2	2	0	0	0	2	
<b>Staffing Changes</b>								
Complement (overage) / underage from 2019	(29)	(29)	(29)	0	0	0	(29)	
Retirements/LSER	40	40	15	10	5	5	35	
Resignations	10	10	4	3	2	2	11	
Other *	2	2	-1	2	1	0	2	
Complement carry-over to 2021	28	28	0	0	0	28	28	
<b>Total</b>	<b>153</b>	<b>83</b>	<b>16</b>	<b>20</b>	<b>8</b>	<b>35</b>	<b>79</b>	<b>79</b>

\*Includes long term vacancies (LTV), leave of absence (LOA) and deaths. Names will not be disclosed due to confidentiality. Complement Carry-Over is based on approximately 40% of following year's Forecasted Retirements.

Table 2 below summarizes the adjusted 2020 Sworn Officer Hiring Plan, based on known information at the end of Q2 2020, which recommends the Service hires a total of 79 new police officers to cover both expected attrition and the 2020 growth targets. The service is actively working on plans to increase hiring in Q4 2020. These plans will be brought to the Board for approval in the fall and the hiring plan will be adjusted accordingly.

**Table 2**  
**2020 Sworn Officer Hiring Plan**

Hire Date	Intake	Original Hiring Plan	Revised	Q1 Actual	Q2 Actual	Q3 Forecast	Q4 Forecast	Hiring Plan
<b>New Recruits</b>								
Mar 2020	Intake R1	48	48	48	0	0	0	48
Aug 2020	Intake R2	48	0	0	0	0	0	0
Dec 2020	Intake R2	47	31	0	0	0	31	31
<b>Experienced Officers</b>								
May 2020	Intake E1	10	0	0	0	0	0	0
<b>Total</b>		153	79	48	0	0	31	79

### Q2 Sworn Members OPC Trained

Document 2 to this report lists the names of the 15 new recruits who were sworn in during Q2 2020. There were 3 Experienced Officers hired in October 2019 and 12 new recruits hired in December 2019 who completed their training at OPC in Q2 2020.

Table 3 below provides a demographic overview of these 15 new OPS sworn officers.

**Table 3**  
**Demographic Highlights of New OPS Sworn Officers Q4 2019 Hiring Activities**

	Total #	Male	Female	Average Age	English & French Speaking	Other Languages	Education Level
October 2019 Experienced Officers	3	3		36		1	1- University 2 - College
December 2019 New Recruits	12	6	6	26	5	3	8 – University 4 - College

### Q2 2020 Sworn Officer Promotions

Sworn officer promotions in OPS are generally made on a quarterly basis, taking into account the number of vacancies arising through attrition. There were 48 sworn promotions in Q2 2020 detailed in Table 4 below.

**Table 4**  
**Q2 2020 Sworn Officer Promotions**

	Superintendent	Inspector	S/Sergeant	Sergeant	Total
Q2 Sworn Officer Promotions	1	4	15	28	48
Male	0	2	8	23	33
Female	1	2	7	5	15
Females as a % of Total	100%	50%	47%	18%	31%

**Document 3 lists the names of the sworn employees promoted in Q2 2020.**

### Civilian Staffing

#### *2020 Forecasted Civilian Staffing Plan*

Civilian staffing is driven each year by many of the same factors that influence Sworn Officer hiring, but the volume and timing can be somewhat more difficult to predict. The 2020 plan forecasts 130 actions. This number has four components:

1. 60 staffing actions to fill vacant permanent positions as a result of promotions, retirements, resignations and operational backfill positions;

2. 30 staffing actions to fill medium-to-long-term temporary requirements;
3. 15 staffing actions to fill short-term (four months or less) temporary requirements; and,
4. 25 staffing actions to fill casual opportunities.

With the exception of Temporary Opportunities, all categories of Civilian Staffing in Q2 were below forecast due to the COVID 19 Pandemic peaking during this time period. Staff have made adjustments to civilian recruitment processes including virtual interviews where possible and ensuring adherence to social distancing for in person interviews.

Table 5 below outlines the civilian staffing plan by category. This plan may be adjusted through the year as the service manages the financial pressures from COVID 19 and develops interventions to deliver a balanced budget in 2020.

**Table 5  
2020 Civilian Staffing Plan**

<b>2020 Civilian Staffing Plan</b>							
	<b>2020 Forecasted Actions</b>		<b>Q1 Actual</b>	<b>Q2 Actual</b>	<b>Q3 Forecast</b>	<b>Q4 Forecast</b>	<b>2019 Total Staffing Actions</b>
<b>Existing Vacancies</b>							
Permanent Operational Backfill (Communication Centre)	20		4	0	3	3	10
Permanent Civilian hires (external candidates, and term to perm conversion, through competition)	40		12	3	12	8	35
Temporary Assignments (through competition)	30		2	2	8	8	20

Temporary Opportunities (<6 months, through internal database)	15	6	4	3	3	16
Casual Hiring (external competition)	25	9	0	0	0	9
<b>Total Staffing Actions</b>	<b>130</b>	<b>33</b>	<b>9</b>	<b>26</b>	<b>22</b>	<b>90</b>

### **Q1 2020 Activities**

In total 9 staffing actions were completed in Q2 2020, comprised of three permanent positions to address attrition, two temporary assignments and four temporary opportunities. In Q2 2020, OPS had 2 civilian retirements, Document 4 lists the names and positions held by these 2 civilian members.

### **SENIOR OFFICERS' ASSIGNMENT UPDATES**

Document 6 details the Senior Officers assignments of OPS as of June 30, 2020 and is provided for reference purposes.

#### *Executive*

As of June 30, 2020 Superintendent Joan McKenna was backfilling the Deputy Chief Investigations & Support.

#### *Sworn*

**Temporary Vacancies (Actors)** – As of June 30, 2020, there were two sworn members of the OPA acting in an SOA position due to a temporary vacancy.

- Acting Inspector Russell Lucas is backfilling the position of Inspector Platoon C
- Acting Inspector Jamie Harper is backfilling the position of Inspector Platoon E.

**Special Assignments** – As of June 30, 2020, there were four Inspectors on Special Assignments.

- Inspector Heather Lachine is assigned to the position of Inspector Learning & Development.
- Inspector Patricia Ferguson is assigned to the temporary Inspector Pandemic Team Lead
- Inspector Kevin Maloney is assigned temporarily as Inspector of Special Projects
- Inspector Sandra McLaren is temporarily assigned as the Operational Representative for the Facility Capital Projects.

**Vacant Permanent Positions** - As of June 30, 2020, there was one sworn member of the OPA acting in an SOA position due to permanent vacancies.

- Acting Inspector Peter Jupp is backfilling the position of Inspector of Investigative Support.

### *Civilian*

**Vacant Permanent Positions** – As of June 30, 2020 there were three civilian OPA members acting in SOA positions due to permanent vacancies.

- Anna Beatty is backfilling the position of Chief Information Officer.
- Karen Wenzel is backfilling the position of Director Facilities, Planning and Project Delivery.
- Darren MacPherson is backfilling the position of Manager Health, Safety & Lifestyles

### **Q1 2020 FORMAL MEDICAL ACCOMMODATIONS UPDATE**

OPS members are highly valuable, trained and competent workers. OPS's strategic approach to helping members who require medical accommodations is consistent with that of other modern, progressive employers and in line with current legislative requirements. The goal is to ensure that sworn and civilian members working with Formal Medical Accommodations (FMAs) are performing meaningful and productive work which aligns as much as possible to substantive positions in OPS.

A FMA case is initiated when a member provides medical documentation indicating that functional ability limitations exist, and those limitations prevent the member from completing duties normally associated with the member's substantive position.

Each FMA request is considered on a case-by-case basis and can involve a range of wellness issues including musculoskeletal injuries, mental health and disease amongst other conditions. OPS disability management specialists work with the affected member and their medical professionals to ensure the validity of each FMA and to identify specific work restrictions.

Staff from the Human Resources Directorate (HRD) work with the supervisors in operational sections, and affected members to identify suitable positions that provide operational value to OPS while honouring OPS's "Duty to Accommodate" as prescribed by the *Ontario Human Rights Code*. Positions can be permanent or temporary depending on the nature of FMAs.

**Sworn Members** – The Q2 data shows (see Table 7 below) that 194 sworn members had an FMA at the end of Q2. Of these FMAs about 66 percent (128) were temporary in nature, and 34 percent (66) were permanent. The work restrictions associated with FMAs predominantly fall into 2 categories:

- 53% of Sworn FMAs involved Use of Force limitations
- 47% of Sworn FMAs involved shift restrictions



The Q2 data shows a 2.6% increase in total sworn accommodation since the last quarter.

**Civilian Members** – The Q2 data shows (see Table 7 below) that 46 civilian members required FMAs. Of these FMAs, fifty two percent (24) were temporary in nature, and forty eight percent (22) were permanent. The primary restriction related to shift work, as 48% of civilian FMAs involved shift restrictions.

The Q2 data shows an increase of 4.5% in civilian accommodation since the last quarter.

**Table 7**  
**Q1 2020 Formal Medical Accommodations**

Category	Duration	Number of Cases					Change from Q1 2020 to Q2 2020
		Q2 2019	Q3 2019	Q4 2019	Q1 2020	Q2 2020	
Sworn	Temporary	118	119	117	133	128	-3.7%
	Permanent	51	56	52	56	66	17.9%
<b>Sworn Subtotal</b>		<b>169</b>	<b>175</b>	<b>169</b>	<b>189</b>	<b>194</b>	<b>2.6%</b>
Civilian	Temporary	16	11	15	21	24	14.3%
	Permanent	21	25	24	23	22	-4.3%
<b>Civilian Subtotal</b>		<b>37</b>	<b>36</b>	<b>39</b>	<b>44</b>	<b>46</b>	<b>4.5%</b>
<b>Overall Total</b>		<b>206</b>	<b>211</b>	<b>208</b>	<b>233</b>	<b>240</b>	<b>3.0%</b>

For the most part, members with FMAs remain in their substantive position. As of June 30, 2020, 64 sworn members required accommodation in a position outside their substantive position. This situation occurs most in the Frontline Directorate which had to accommodate 57 members with an FMA outside their substantive positions (Table 8 below).

Table 8 provides additional breakdown of the distribution and of the extent to which sworn members with formal medical accommodations are accommodated outside their substantive positions. OPS-wide, 57 sworn members had formal accommodation needs that resulted in placement outside their substantive positions. This impact falls most heavily to the Frontline Directorate.

**Table 8**  
**Q2 2020 Supplemental FMA Analysis (Sworn Members)**

Directorate	% of Accommodated Employees by Directorate	Breakdown of Positions Held by Accommodated Members		Overall % of Members Accommodated Outside Substantive Positions
		Accommodated Within Substantive Position	Accommodated Outside Substantive Position	
<b>Frontline (FLD + CRFSS)</b>	131/890 = 15%	74/131 = 56%	57/131 = 44%	<b>57/890 = 6%</b>
<b>Support Services</b>	19/93 = 20%	16/19 = 84%	3/19 = 16%	<b>3/93 = 1%</b>
<b>Criminal Investigations</b>	37/340 = 11%	34/37 = 92%	3/37 = 8%	<b>3/340 = 1%</b>
<b>Human Resources</b>	2/121 = 2%	2/2 = 100%	0/2 = 0%	<b>0/121 = 0%</b>
<b>Corporate Support, Office of the Chief &amp; Executive Services, performance planning &amp; Analytics</b>	5/21 = 16%	4/5 = 80%	1/5 = 20%	<b>1/31 = 3%</b>
<b>OPS Totals</b>	<b>194/1475 = 13%</b>	<b>130/194 = 67%</b>	<b>64/194 = 33%</b>	<b>64/1475 = 4%</b>

### SUPPORTING DOCUMENTATION

Document 1 – Q2 2020 Sworn Officer Retirements and Resignations

Document 2 – Q2 2020 Sworn Members OPC Trained

Document 3 – Q2 2020 Sworn Officer Promotions

Document 4 – Q2 2020 Civilian Retirements, Resignations and Deaths

Document 5 – Q2 2020 Civilians in New Permanent Positions

Document 6 – Senior Officer’s Assignment Report as of June 30, 2020

**CONCLUSION**

This report provides an overview of the activities that have occurred in the Q2 to fulfill the goals of the workforce plans. Staff will provide an update on Q3 activities at the December 2020 Board meeting.

**Q2 2020 Sworn Officer Retirements**

	<b>NAME</b>	<b>DIRECTORATE</b>	<b>SECTION</b>	<b>RANK</b>	<b>RETIREMENT DATE/LONG-TERM LEAVE DATE</b>
1	Greg Janes	FLD	Fixed Shifts	Cst	1-Apr-2020
2	Evan Smith	CID	B&E Investigations	Sgt	1-Apr-2020
3	Rohan King	CID	Organized Crime	Cst	1-May-2020
4	Marc Denis	FLD	Central A Platoon	Cst	1-Jun-2020
5	Lyse Fournier	FLD	Central E Platoon	S/Sgt	1-Jun-2020
6	Lee Jones	FLD	Airport	Cst	1-Jun-2020
7	Theresa Kelm	CID	Homicide	Cst	1-Jun-2020
8	Linda Monette	FLD	Active Staffing	Cst	1-Jun-2020
9	Michael O'Reilly	FLD	Fixed Afternoon Central	Cst	1-Jun-2020
10	Jeffrey Scharf	FLD	East F Platoon	Sgt	1-Jun-2020

**Q2 2020 Sworn Officer Resignations**

	<b>NAME</b>	<b>DIRECTORATE</b>	<b>SECTION</b>	<b>RANK</b>	<b>RESIGNATION DATE</b>
1	Owen O'Reilly	FLD	Central Platoon D	Cst	22-May-2020
2	Charbel Rached	FLD	Central Platoon B	Cst	28-Apr-2020
3	Kirk Miller	FLD	Central Platoon A	S/Sgt	27-Jun-2020

**DOCUMENT 2****Q2 2020 Experienced Officer Hires- Class XO2019-2**

	<b>Name</b>		<b>Directorate</b>	<b>Department</b>	<b>Function</b>	<b>Hire Date</b>
1	Mandeep	Ahluwalia	Training & Development	Prof Development Centre	Recruit	10/7/2019
2	Justin	Russell	Training & Development	Prof Development Centre	Recruit	10/7/2019
3	Trevor	Sharpe	Training & Development	Prof Development Centre	Recruit	10/7/2019

**Q2 2020 Sworn Members OPC Trained Hires – Class 2019-4**

	<b>Name</b>		<b>Directorate</b>	<b>Department</b>	<b>Function</b>	<b>Hire Date</b>
1	Hao	Shi	Training & Development	Prof Development Centre	Recruit	12/9/2019
2	Paul	Askin	Training & Development	Prof Development Centre	Recruit	12/9/2019
3	Connor	Williams	Training & Development	Prof Development Centre	Recruit	12/9/2019
4	Alison	Tremblay	Training & Development	Prof Development Centre	Recruit	12/9/2019
5	Cole	Downer	Training &	Prof	Recruit	12/9/2019

			Development	Development Centre		
6	Marenda	McCutcheon	Training & Development	Prof Development Centre	Recruit	12/9/2019
7	Melina	Rock	Training & Development	Prof Development Centre	Recruit	12/9/2019
8	Natalie	Vander Schaaf	Training & Development	Prof Development Centre	Recruit	12/9/2019
9	Pietro	Smeriglio	Training & Development	Prof Development Centre	Recruit	12/9/2019
10	Lauren	Stokoe	Training & Development	Prof Development Centre	Recruit	12/9/2019
11	Mohsen	Mautbur	Training & Development	Prof Development Centre	Recruit	12/9/2019
12	Alexandra	Slobodian	Training & Development	Prof Development Centre	Recruit	12/9/2019

DOCUMENT 3

**Q2 2020 Sworn Officer Promotions**

	Name	Directorate	Section	Promoted To	Date
1	Isobel Granger	Respect, Values & Inclusion	Respect, Values & Inclusion	Superintendent	7-May-20
2	Kevin Maloney	Frontline Directorate	Frontline Directorate	Inspector	9-Apr-20
3	Francois D'Aoust	Frontline Directorate	Frontline Directorate	Inspector	9-Apr-20
4	Dana Reynolds	Frontline Directorate	Frontline Directorate	Inspector	9-Apr-20
5	Debbie Palmer	Frontline Directorate	Frontline Directorate	Inspector	9-Apr-20
6	Steve Boucher	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
7	Brenda McGillvray	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
8	Leesa Baldwin	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
9	Andrew Roach	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20

10	Maureen Bryden	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
11	Julie Mann	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
12	Jeffrey Pilon	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
13	Stephen Jones	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
14	Shelley Rossetti	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
15	Jeffrey Leblanc	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
16	Paul Tremblay	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
17	Peter McKenna	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
18	Stephanie Andrascik	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
19	Amy Bond	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
20	Ugo Garneau	Frontline Directorate	Frontline Directorate	Staff Sergeant	8-May-20
21	Troy Froats	Frontline Directorate	Frontline Directorate	Sergeant	1-May-20
22	Michelle Lacroix	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
23	Greg Swrjeski	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
24	Vaz Lenworth	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
25	Trevor Archibald	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
26	Robert Smith	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
27	James O'Connell Smith	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
28	Kirk Gidley	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
29	Jeremy House	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
30	Trevor Dunlop	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
31	Luc Grenier	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
32	Shane Lebeau	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
33	Candice Lohe	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20

34	Filippo Flocco	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
35	Leslie McCarthy	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
36	Stephen Bond	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
37	Jean-Philippe Normand	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
38	Nicolas Benard	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
39	Lila Shibley	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
40	Jason Riopel	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
41	Domenic Multari	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
42	Trevor Johnson	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
43	Chabine Tucker	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
44	Sathiyenthira Balasundaram	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
45	David Turnbull	Frontline Directorate	Frontline Directorate	Sergeant	8-May-20
46	Timothy Nolan	Frontline Directorate	Forensic Identification	Sergeant	8-May-20
47	Jennifer Tennant	Frontline Directorate	Forensic Identification	Sergeant	8-May-20
48	Dominique Trudeau	Frontline Directorate	Forensic Identification	Sergeant	8-May-20

**DOCUMENT 4****Q2 2020 Civilian Retirements**

	<b>NAME</b>	<b>DIRECTORATE</b>	<b>SECTION</b>	<b>PERMANENT POSITION</b>	<b>RETIREMENT DATE/LONG-TERM LEAVE DATE</b>
1	Nancie Hanrahan	Support Services	Front Desk Services	FDS Agent	1-May-2020



2	Joanne Gardner	Support Services	Front Desk Services	FDS Agent	1-Jun-2020
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**DOCUMENT 5****Q2 2020 Civilians in New Permanent Positions**

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Charlene Chabot	Support Services	Court Liaison	Court Liaison Coordinator	14-Apr-20
2	Angela Slobodian	Human Resources	Health, Safety & Wellness	Director Health, Safety & Wellness	25-May-20
3	Matthew Chaput	Corporate Services	Mail Services	Supervisor Mail Services	25 May 2020

**DOCUMENT 6****Senior Officer's Assignment Report as of June 30, 2020**

	Title	Incumbent	Holder Acting or Temporarily Assigned	Holder's Substantive Position Name	Term End
<b>Criminal Investigations</b>					
1	Supt CID	Christopher Renwick			
2	Insp Criminal Investigations	Tim Hodgins			
3	Insp, Investigative Support	VACANT	Peter Jupp	S/Sgt Technical Investigations	2020.11.08
4	Insp, Specialized Investigations	James Elves			
5	Insp, Intelligence & Covert Ops	Carl Cartright			
<b>Corporate Services</b>					
6	Chief Information Officer	VACANT	Anna Beatty	Mgr Service Centre	2020.08.31
7	Chief Financial Officer	VACANT			
8	Insp, Material Management	Samir Bhatnagar			

	<b>Title</b>	<b>Incumbent</b>	<b>Holder Acting or Temporarily Assigned</b>	<b>Holder's Substantive Position Name</b>	<b>Term End</b>
<b>9</b>	Director Facilities Plng & Prj Delivery	VACANT	Karen Wenzel	Mgr Design & Space Management	2020.09.18
<b>Labour Relations</b>					
<b>10</b>	Director Employee & Labour Relations	Mark Chodos			
<b>11</b>	Program Mgr, Employee & LR	Allison Chapman			
<b>12</b>	Program Mgr, Employee and LR	Lisa Bianco			
<b>Executive Services</b>					
<b>13</b>	Director Corporate Communications	John Steinbachs			
<b>14</b>	General Counsel	Christiane Huneault	Lara Malashenko	Legal Counsel	2020.07.06
<b>15</b>	Legal Counsel	Lara Malashenko			
<b>Office of the Chief</b>					
<b>16</b>	Inspector Executive Officer	Pat Flanagan			
<b>17</b>	Inspector Professional Standards	Robert Drummond			
<b>Frontline</b>					
<b>18</b>	Supt Frontline	Mark Ford			
<b>19</b>	Insp Frontline Admin & OPSOC	Glenn Wasson			
<b>20</b>	Inspector Fixed Operations & Airport	Michael Ryan			
<b>21</b>	Inspector Platoon A	Paul Burnett			
<b>22</b>	Inspector Platoon B	Robert Bernier			
<b>23</b>	Inspector Platoon C	Heather Lachine	Russell Lucas	S/Sgt Professional Development	2020.10.19
<b>24</b>	Inspector Platoon D	Debbie Palmer			
<b>25</b>	Inspector Platoon E	Patricia Ferguson	Jamie Harper	S/Sgt Platoon B West	2020.08.09
<b>26</b>	Inspector Platoon F	Francois D'Aoust			
<b>Community Relations &amp; Frontline Specialized Support</b>					

	<b>Title</b>	<b>Incumbent</b>	<b>Holder Acting or Temporarily Assigned</b>	<b>Holder's Substantive Position Name</b>	<b>Term End</b>
<b>27</b>	Supt Community Relations & Frontline Specialized Support	Jamie Dunlop			
<b>28</b>	Insp Frontline Specialized Support	Michel Marin			
<b>29</b>	Insp Community Relations	Ken Bryden			
<b>Human Resources</b>					
<b>30</b>	Supt Human Resources	Mark Patterson			
<b>31</b>	Insp Outreach & Recruitment	David Zackrias			
<b>32</b>	Director Human Resources	Michelle Rathwell			
<b>33</b>	Director Wellness	Angela Slobodian			
<b>34</b>	Mgr Health Safety & Lifestyles	VACANT	Darren MacPherson	Health & Safety Advisor	2020.12.31
<b>35</b>	Mgr Talent Development & Perf. Mgmt.	Josh Abraham			
	<b>Title</b>	<b>Incumbent</b>	<b>Holder Acting or Temporarily Assigned</b>	<b>Holder's Substantive Position Name</b>	<b>Term End</b>
<b>Support Services</b>					
<b>36</b>	Supt Support Services	Christopher Rheaume			
<b>37</b>	Insp Customer Service	Debbie Miller			
<b>38</b>	Insp Communication Centre	Dana Reynolds			
<b>39</b>	Insp Courts/Temp Custody	John McGetrick			
<b>Planning, Performance &amp; Analytics</b>					
<b>40</b>	Chief Strategy Mgmt Officer	Randy Mar			
<b>Respect, Values &amp; Inclusion</b>					
<b>41</b>	Superintendent Respect, Values & Inclusion	Isobel Granger			

<b>42</b>	Executive Advisor Respect, Conduct & Values	Deborah Aarenau		
<b>43</b>	Director Community Development	David Snoddy		
<b>Special Assignments</b>				
<b>44</b>	Inspector Learning & Development	Heather Lachine	Inspector Platoon C	2020.10.27
<b>45</b>	Inspector Operational Rep Capital Projects	Sandra McLaren		
<b>46</b>	Inspector Customer Service Alignment Project	Hugh O'Toole	S/Sgt Front Desk Services	2020.05.31
<b>47</b>	Inspector Pandemic Team Lead	Patricia Ferguson	Inspector Platoon E	2020.07.05
<b>48</b>	Inspector Special Projects	Kevin Maloney	Inspector Substantive Pending	2020.10.19
<b>49</b>	Superintendent Substantive Pending	Joan McKenna		