

Ottawa Police Services Board
Human Resources Committee

Minutes 11

Wednesday, 19 May 2021, 1:00 p.m.

By Zoom

Krista Ferraro, Executive Director

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Present: Members: D. Nirman, L.A. Smallwood, R. Swaita
Other Board Members: D. Deans, B. Johnson, R. King, C. Meehan
Others: K. Ferraro, Executive Director; P. Sloly, Chief of Police; S. Bell, Deputy Chief; M. Ford, Acting Deputy Chief; M. Chodos, OPS Labour Relations; L. Bianco, Manager OPS Equitable Work Environment; M. Patterson, Inspector; J. Abraham, OPS Talent Development; R. Lucas, Inspector; D. Zackrias, Inspector; H. Logan, Board Assistant

CONFIRMATION OF AGENDA

That the Human Resources Committee confirm the Agenda of the 19 May 2021 meeting.

CARRIED

ITEMS OF BUSINESS

1. TALENT MANAGEMENT

Presentation

OPS Talent Development Specialist Joshua Abraham delivered a presentation on the OPS Talent Development Program.

The OPS will be introducing a new technology, Degreed Learning Platform, which will be made available incrementally starting May 31, 2021, to all Service members. The OPS have purchased enough licenses for every current Service member to have access to the software. The Degreed Learning Platform, combined with a formalized mentorship program and a review of the promotion process, comprise the OPS Talent Development Strategy presented.

The universal competencies outlined in Degreed (Selfless Leader, Emotional Intelligence, Integrity + Universal/Role Family Skills) were built by Service members and community members. The Community Equity Council (CEC) was crucial to the planning process and they remain a key part of the OPS governance strategy.

The Service described Degreed, saying that once a member logs in to the system, they are prompted to select their role within the organization. From there, they are presented with the skills required within that position. They can also select additional skills of interest. Their homepage is then structured accordingly. Mandatory trainings will be integrated as will other Service initiatives. The competency platform will be used to inform the promotion process.

Concerns have been previously raised that promotions within the OPS have historically been longevity and time-based rather than merit based. It was noted that current promotions are merit-based however the competencies had not been reviewed in a long time. It was clarified that there are no contractual obligations that limit the OPS in their administration of promotions processes. The Chief advised that merit-based promotions with an EDI lens are already happening.

It was noted that mentorship has always existed within the Service however it was never formalized. Mentoring is engrained in this new program.

The Service offered to provide the Board with a link to the Degreed Learning Platform for their information.

That the Human Resources Committee receive this item for information.

RECEIVED

CONSIDERATION OF MOTION TO MOVE IN CAMERA

That the Human Resources Committee adjourn the public portion of its meeting to move In Camera to discuss confidential items pertaining to labour relations matters in accordance with Section 35(4)(b) of the Police Services Act.

IN CAMERA ITEMS

1. WORKPLACE SAFETY AND INSURANCE BOARD AND ABSENTEEISM UPDATE
2. LABOUR RELATIONS UPDATE

OTHER BUSINESS

There was none.

NEXT MEETING

To be determined.

ADJOURNMENT

The meeting adjourned at 1:48 p.m.