

Report to / Rapport au:

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

23 September 2019 / 23 septembre 2019

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 2019

**OBJET: RAPPORT SUR LA GESTION DE LA MAIN-D'ŒUVRE - DEUXIÈME
TRIMESTRE DE 2019**

REPORT RECOMMENDATIONS

That the Ottawa Police Services Board:

- 1. Approve the appointment of the sworn officers identified in Document 2;
and,**
- 2. Receive this report for information.**

RECOMMANDATIONS DU RAPPORT

Que la Commission de services policiers d'Ottawa :

- 1. approuve la nomination des membres assermentés mentionnés dans le
document n° 2 et**
- 2. reçoit le 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. Identify all new members and fulfill the Board's obligation to approve all appointments of new members;
2. Provide the Board with an overview, both forecast and actual, of workforce management activities that have occurred in Q2 2019;
3. Summarize hiring goals for 2019 including assumptions related to retirements and resignations;
4. Provide the Board with an overview of active Formal Medical Accommodations; and,
5. 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.

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.

2019 Forecast

The 2019 Sworn Officer hiring requirements take into consideration the 30 new positions approved for this year, and any change to the number of seconded positions in the organization. It also considers the number of officers over (or under) complement at the beginning of the year, the projected number of retirements and resignations during the year, and how many officers will be hired to ensure staffing levels do not fall below acceptable levels when the majority of retirements occur in Q1 of the following year.

Q2 2019 Position, Staffing and Hiring Activities

The original 2019 forecast identified a need to hire 83 officers.

This forecast was developed with the assumption there will be 40 retirements in 2019 and another 15 officers who will resign.

Other key assumptions include:

- a) 30 sworn positions have been added to the complement for 2019;
- b) The complement overage from 2018 is 19 officers;
- c) Two officers will be returning from an extended leave of absence; and,
- d) A surplus of 16 officers will be carried into 2020, roughly 40% of the expected retirements for that year.

The forecast has been updated as retirements and resignations have actually been lower than expected. The hiring requirements remain unchanged however, as the complement carry-over to 2020 has been increased from 16 to 26 due to an expected increase in retirements in Q1 2020.

In Q2 2019 there were 11 sworn officer retirements, two sworn officer resignations, and one position was vacated for other reasons. From a gender perspective, 15% of the employees leaving the service were female, 85% were male. Document 1 to this report lists the names and ranks of the sworn officers who left the employment of OPS in Q2 2019 due to retirement and resignation.

Table 1 below summarizes the 2019 sworn officer forecasted hiring requirements as compared to the actual requirements.

Table 2 below summarizes the 2019 Sworn Officer Hiring Plan which sees the Service hiring a total of 82 new police officers. The Q1 actual reflects no hiring in Q1 as OPC Recruit Training Classes run from Q2 to Q4 in 2019.

Table 1								
2019 Summary of Sworn Officer Hiring Requirements								
	Forecasted Hiring Requirements		Q1 Actual	Q2 Actual	Q3 Forecast	Q4 Forecast	Hiring Requirements	Hiring Plan (see Table 2)
	Original							
Position Change								
Strategic Growth	30		30	0	0	0	30	
Federal Gun Violence Program	2		2	0	0	0	2	
Staffing Changes								
Complement (overage) / underage from 2018	(19)		(19)	0	0	0	(19)	
Retirements/LSER	40		13	11	3	3	30	
Resignations	15		2	2	3	3	10	
Other *	-2		1	1	1	1	4	
Complement carry-over to 2020	16					26	26	
Total	82		29	14	7	33	83	83
*Includes long term vacancies (LTV), leave of absence (LOA) and deaths. Names will not be disclosed due to confidentiality.								
Complement Carry-Over is typically based on approximately 40% of following year's forecasted retirements.								

Table 2								
2019 Hiring Plan								
Hire Date	Intake	Original Hiring Plan	Revised	Q1 Actual	Q2 Actual	Q3 Forecast	Q4 Forecast	Hiring Plan
New Recruits								
Apr 2019	Intake R1	24		0	24	0	0	24
Aug 2019	Intake R2	24		0	0	30	0	30
Dec 2019	Intake R2	20		0	0		10	10
Experienced Officers								
May 2019	Intake E1	14		0	14	0	0	14
October 2019	Intake E2	5		0	0	0	5	5
Total		82		0	38	30	15	83

The Hiring Plan has been adjusted to account for a larger class size in August and a smaller class size in December.

The Q2 actual in the Hiring Plan reflects the hiring of 24 new officers in April. These new recruits will be brought forward for Board appointment approval in the Q4 2019 Workforce Management Report upon their successful completion of the Basic Constable training program at the OPC.

Document 2 to this report lists the names of the 24 new recruits and 14 experienced officers who were sworn in during Q2 2019. The 24 new recruits were hired in December 2018 and completed training at OPC in Q2 2019. The 14 experienced officers were hired in May 2019 and completed training at the OPS Professional Development Centre in Q2 2019.

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

Table 3
Demographic Highlights of New OPS Sworn Officers Q2 2019 Hiring Activities

	Total #	Male	Female	Average Age	English & French Speaking	Other Languages	Education Level
April 2019 New Recruits	24	14	10	28	24	Arabic Creole German Spanish Somali	10 – University 14 – College
May 2019 Experienced Officers	14	12	2	33	14	Italian	3 - University 10 – College 1- High School

Q2 2019 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. This activity is detailed in Table 4 below. This quarter 14 male employees and three female employees were promoted to the ranks of Inspector, Staff Sergeant and Sergeant.

Document 3 lists the names of the sworn employees promoted in Q2 2019.

Table 4
Q2 2019 Sworn Officer Promotions

	Superintendent	Inspector	S/Sergeant	Sergeant	Total
Q2 Sworn Officer Promotions	0	2	5	10	17
Male	0	1	5	8	14
Female	0	1	0	2	3
Females as a % of Total	0%	50%	0%	20%	17.6%

Civilian Staffing

2019 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 2019 plan originally forecasted 112 actions; however, the plan has been amended to forecast 152 actions by year end. This number has four components:

1. 75 staffing actions to fill vacant permanent positions as a result of promotions, retirements, resignations and operational backfill positions;
2. 40 staffing actions to fill medium-to-long-term temporary requirements;
3. 13 staffing actions to fill short-term (six months or less) temporary requirements; and,
4. 24 staffing actions to fill casual opportunities.

Permanent and casual staffing requirements exceeded the original forecast for Q2. Permanent and casual requirements are also expected to continue to exceed the forecast in Q3.

Table 4 below outlines the civilian staffing plan by category.

Table 4
2019 Civilian Staffing Plan

2019 Civilian Staffing Plan							
	2019 Forecasted Actions		Q1 Actual	Q2 Actual	Q3 Forecast	Q4 Forecast	2019 Total Staffing Actions
Existing Vacancies							
Permanent Operational Backfill (Communication Centre)	15		2	2	6	5	15
Permanent Civilian hires (external candidates, and term to perm conversion, through competition)	35		11	24	15	10	60
Temporary Assignments (through competition)	40		3	7	15	15	40
Temporary Opportunities (<6 months, through internal database)	10		3	5	3	2	13
Casual Hiring (external competition)	12		1	15	5	3	24
Total Staffing Actions	112		20	53	44	35	152

Q2 2019 Activities

In total 53 staffing actions were completed in Q2, comprised of 26 permanent positions to address attrition, seven temporary assignments, five temporary opportunities and 15 casual employee hires.

In Q2 2019, OPS had five civilian retirements and three civilian resignations, and one civilian member who passed away. Document 4 lists the names and positions held by these nine civilian members.

Document 5 lists the names of the 14 new permanent civilian employees hired in Q2 2019. Document 6 lists the names of the 12 permanent civilian members in new permanent positions as of Q2 2019.

Table 5 below provides the demographic overview of the 14 new permanent civilian employees.

Table 5
Demographic Highlights of New OPS Civilian Employees
Q2 2019 Hiring Activities

	TOTAL NUMBER	MALE	FEMALE	AVERAGE AGE	ENGLISH AND FRENCH SPEAKING	OTHER LANGUAGES	EDUCATION
Q2 2019 Civilian Hires	14	3	11	31	13	Italian Russian	10 - University Degree 4 - College Diploma

SENIOR OFFICERS' ASSIGNMENT UPDATES

Document 7 illustrates the Senior Officers assignments of OPS as of June 30, 2019 and is provided for reference purposes.

Sworn

Temporary Vacancies and Special Assignments – As of June 30, 2019, there were two members of the OPA acting in an SOA position due to a temporary vacancy. Acting Inspector Francois D'Aoust is backfilling the position of Inspector Platoon F, and Acting Inspector Russell Lucas is backfilling the position of Inspector Platoon A. Acting Inspector Kevin Maloney is temporarily assigned as the Inspector FLD Special Projects. Acting Superintendent Robert Drummond is backfilling the position of Superintendent Community Relations and Frontline Specialized Support.

Inspector Paul Burnett is on a long-term temporary assignment as EDI Strategy, Project Lead.

Inspector Michael Maloney is on a long term temporary assignment as Inspector Learning and Development. Inspector David Zackrias is backfilling the position of

Inspector Platoon C, while Inspector Glenn Wasson is temporary assigned as the Operational Representative for the Facility Capital Projects backfilling for Inspector Sandra McLaren.

Additionally, Inspector Samir Bhatnagar is on secondment to the RCMP.

Vacant Permanent Positions - As of June 30, 2019, Acting Inspector Dana Reynolds is backfilling the position of Inspector Communication Centre.

Civilian

Vacant Permanent Positions – Michelle Rathwell continues to act as Chief Human Resources Officer. Heather Roberts continues to act in Michelle Rathwell's position as Acting Director, Human Resources. Kathy Murray is a contractor currently filling the role of Chief Financial Officer.

Temporary Assignments - As of June 30, 2019, three OPA members are acting in temporary SOA positions. Lance LaPorte is acting in the temporary position of Manager, Human Resources, Kim Stuurop is acting in the temporary position of Manager, Talent Development and Performance Management, and Julie Arsenault is acting in the temporary position of Labour Relations Advisor.

There is one SOA member on a temporary assignment due to an ongoing project. Angela Slobodian continues to act as Director, Wellness Project. As a result, Shauna McCormick is the OPA member currently acting as an SOA member to backfill the Manager, Health, Safety and Lifestyles position.

Q2 2019 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. 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 People & Culture Directorate 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 6 below) that 169 sworn members had an FMA at the end of Q2. Of these FMAs about two-thirds (118) were temporary in nature, and one-third (51) were permanent. This level of activity represents roughly 12% of total sworn staffing. The work restrictions associated with FMAs predominantly fall into 2 categories:

- 50% of Sworn FMAs involved Use of Force limitations
- 46% of Sworn FMAs involved shift restrictions

The Q2 data shows 4% increase in total sworn accommodation since the last quarter, with the bulk of the change in the temporary category. The temporary / permanent split remains constant at two-thirds to one-third.

For the most part, members with FMAs remain in their substantive position. As of June 30, 2019, 51 sworn members required accommodation in a position outside their substantive position. This situation occurs most in the Frontline Directorate which had to accommodate 48 members with an FMA outside their substantive positions (Table 7).

Civilian Members – The Q2 data shows (see Table 6 below) that 37 civilian members required FMAs. This represents a decrease of 12% since last quarter.

Of the Q2 FMAs, 16 were temporary in nature, and 21 were permanent. This pattern is opposite to the sworn pattern where two-thirds of the FMAs are permanent, compared to one-third which are temporary (see numbers provided above).

The primary restriction is related to shift work, as 65 % of civilian FMAs involved shift restrictions.

Table 6
Q2 2019 Formal Medical Accommodations

Category	Duration	Number of Cases					Change from Q1 2019 to Q2 2019
		Q2 2018	Q3 2018	Q4 2018	Q1 2019	Q2 2019	

Sworn	Temporary	101	97	99	109	118	↑8%
	Permanent	48	52	53	54	51	↓6%
Sworn Subtotal		149	149	152	163	169	↑4%
Civilian	Temporary	14	14	18	15	16	↑7%
	Permanent	23	23	25	27	21	↓22%
Civilian Subtotal		37	37	43	42	37	↓12%
Overall Total		186	186	195	205	206	↑1%

Table 7 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, 51 sworn members had formal accommodation needs that resulted in placement outside their substantive positions. This impact falls most heavily to the Frontline Directorate.

Table 7
Q2 2019 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	
Frontline	104/816 = 13%	56/104 = 54%	48/104 = 46%	48/816 = 6%
Support Services	23/99 = 23%	20/23 = 87%	3/23 = 13%	3/99 = 3%
Criminal Investigations	33/357 = 9%	30/33 = 91%	3/33 = 9%	3/357 = 1%
People & Culture, Training & Development	7/133 = 5%	6/7 = 86%	1/7 = 14%	1/133 = 1%

Corporate Support, Office of the Chief & Executive Services, performance planning & Analytics	2/23 = 9%	1/2 = 50%	1/2 = 50%	1/23 = 4%
OPS Totals	169/1428 = 12%	113/169 = 67%	56/169 = 33%	56/1428 = 4%

SUPPORTING DOCUMENTATION

Document 1 – Q2 2019 Sworn Officer Retirements and Resignations

Document 2 – Q2 2019 Sworn Members OPC Trained & Experienced Officer Hires

Document 3 – Q2 2019 Sworn Officer Promotions

Document 4 – Q2 2019 Civilian Retirements, Resignations and Deaths

Document 5 – Q2 2019 Permanent Civilian Hires

Document 6 – Q2 2019 Civilians in New Permanent Positions

Document 7 – Senior Officers' Assignment Report as of June 30, 2019

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 November 2019 Board meeting.

Q2 2019 Sworn Officer Retirements

	NAME	DIRECTORATE	SECTION	RANK	RETIREMENT DATE/LONG-TERM LEAVE DATE
1	Richard Allman	Criminal Investigations	East Investigations	Constable	30-Apr-2019
2	Charles Bordeleau	Office of the Chief	Chief of Police	Chief	31-May-2019
3	James Devine	Community Relations & Frontline Specialized Support	Special Events – Public Labour Relations	Sergeant	31-May-2019
4	Gaston Lagrandeur	Support Services	Court Security	Constable	30-Apr-2019
5	Christopher Lennon	Community Relations & Frontline Specialized Support	Tactical	Constable	30-June-2019
6	Sean McDade	Corporate Support	Materiel Management	Inspector	31-May-2019
7	Jose Pratecante	Criminal Investigations	Organized Crime	Constable	30-June-2019
8	Shaun Steele	Community Relations & Frontline Specialized Support	Traffic	Constable	31-May-2019
9	Tapinder Thind	Support Services	Customer Service – eMVC QA	Constable	31-May-2019
10	Darryl Upshaw	Criminal Investigations	Missing Persons	Constable	31-May-2019

11	Tessa Youngson-Larochelle	Support Services	Customer Service	Inspector	31-May-2019
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Q2 2019 Sworn Officer Resignations

	NAME	DIRECTORATE	SECTION	RANK	RESIGNATION DATE
1	Abdo El-Zoghbi	Frontline	Central Platoon E	Constable	11-May-2019
2	Stacey Hutchinson	Training & Development	New Recruit	Constable	8-May-2019

DOCUMENT 2**Q2 2019 Sworn Members OPC Trained Hires - Class R2019-1**

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
1	Ahmedkhador Ali	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
2	Nicole Bach	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
3	Brady Bird	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
4	James Brockwell	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
5	Taylor Bronstein	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
6	Cheryl Carter-Bertrand	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
7	Stephane Comeau	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
8	Sarah Collis	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
9	Jamie Collins**	Training & Development*	Prof. Development Centre	Recruit	10 December 2018

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
10	Haidar El Badry	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
11	Chad Fawcett	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
12	Renel Guenette	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
13	Kevin Handsperger	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
14	Ryan Ireland	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
15	Stacey Hutchinson	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
16	Joseph Lalonde	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
17	Kimberley Maxwell	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
18	Cheric Narcisse-Clervil	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
19	Gino (Brett) Price	Training & Development*	Prof. Development Centre	Recruit	10 December 2018

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
20	Charbel Rached	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
21	Jeffrey Renaud	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
22	Derek Thompson	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
23	Stephan Walter	Training & Development*	Prof. Development Centre	Recruit	10 December 2018
24	Katherine Weaver-Rutten	Training & Development*	Prof. Development Centre	Recruit	10 December 2018

*New Recruits are assigned to the Training & Development Directorate while they are completing their training.

**Civilian to Sworn

Q2 2019 Experienced Officer Hires – Class XO2019-1

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
1	Luc Alarie	Training & Development	Prof. Development Centre	Recruit	13 May 2019
2	Jonathan Frate	Training & Development	Prof. Development Centre	Recruit	13 May 2019
3	Mark Hanna	Training & Development	Prof. Development	Recruit	13 May 2019

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
			Centre		
4	Todd Harper	Training & Development	Prof. Development Centre	Recruit	13 May 2019
5	Andre Hart	Training & Development	Prof. Development Centre	Recruit	13 May 2019
6	Jordan Lapierre	Training & Development	Prof. Development Centre	Recruit	13 May 2019
7	Mathew McCarthy	Training & Development	Prof. Development Centre	Recruit	13 May 2019
8	Alexandre Pare	Training & Development	Prof. Development Centre	Recruit	13 May 2019
9	Taylor McKenna	Training & Development	Prof. Development Centre	Recruit	13 May 2019
10	Douglas McNaught	Training & Development	Prof. Development Centre	Recruit	13 May 2019
11	Robbilyn Parker	Training & Development	Prof. Development Centre	Recruit	13 May 2019
12	Adam Reid	Training & Development	Prof. Development Centre	Recruit	13 May 2019
13	Denis Roy	Training &	Prof. Development	Recruit	13 May 2019

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
		Development	Centre		
14	Edward Whitfield	Training & Development*	Prof. Development Centre	Recruit	13 May 2019

DOCUMENT 3**Q2 2019 Sworn Officer Promotions**

	Name	Directorate	Section	Promoted To	Date
1	Robert Bernier	Frontline	Platoon C OPSOC	Inspector	8 April 2019
2	Debbie Miller	Talent Development	Outreach Recruitment	Inspector	8 April 2019
3	Dennis Hull	Office of the Chief	Professional Standards	Staff Sergeant	8 April 2019
4	James McGarry	Criminal Investigations	Drugs	Staff Sergeant	8 April 2019
5	Mitch Proteau	Community Relations & Frontline Specialized Support	Community Central	Staff Sergeant	8 April 2019
6	Jamie Soltendieck	Frontline	Fixed Afternoons East	Staff Sergeant	8 April 2019
7	Colin Stokes	Frontline	Fixed Afternoons Central	Staff Sergeant	8 April 2019
8	Julie Dobler	Criminal Investigations	Forensic Identification	Sergeant	1 April 2019
9	Rachelle Fillion	Frontline	Platoon B East	Sergeant	1 April 2019
10	Barmak Anvari	Frontline	Platoon D Central	Sergeant	1 April 2019
11	Daniel Bergeron	Criminal Investigations	Drugs	Sergeant	1 April 2019
12	Joseph Brownrigg	Frontline	Platoon A West	Sergeant	1 April 2019
13	Avery Flanagan	Criminal Investigations	Sexual Assault & Child Abuse	Sergeant	1 April 2019
14	Sean Kay	Community Relations & Frontline Specialized Support	Tactical	Sergeant	1 April 2019

15	Thomas McFadden	Community Relations & Frontline Specialized Support	Tactical	Sergeant	1 April 2019
16	Wayne Wilson	Frontline	Bikes & Beats	Sergeant	1 April 2019
17	Mike Lemieux	Frontline	Platoon C East	Sergeant	14 May 2019

Q2 2019 Civilian Retirements

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	RETIREMENT DATE/LONG-TERM LEAVE DATE
1	Debra Frazer	Office of the Chief	Corporate Services	Director General	30-Apr-2019
2	Sylvie Juneau	Support Services	Communications Centre	Shift Manager Comm Centre	31-May-2019
3	Julie Legros	Support Services	Court Liaison	Court Liaison Coordinator	30-Apr-2019
4	Margaret MacDonald	Executive Services	Corporate Communications	Manager Corporate Comm.	30-Apr-2019
5	Mark Rockburne	Corporate Support	Mail Services	Supervisor Mail Services	31-May-2019

Q2 2019 Civilian Resignations

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	RESIGNATION DATE
1	Anthony Francois	Support Services	Court Security	Special Constable	11-Apr-2019
2	Lisa Niemzyk	Support Services	Court Security	Special Constable	6-May-2019
3	Joel Pyper	Support Services	Court Security	Special Constable	26-Apr-2019

Q2 2019 Civilian Death

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	DATE OF DEATH
1	Leann Webster	Frontline*	District Directorate	Administrative Assistant	31-May-2019

*position was eliminated when District Directorate was reorganized

Q2 2019 Permanent Civilian Hires

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Kyla Crooks*	Corporate Support	CPIC	CPIC Operator	6-May-19
2	Deanna Saatcioglu*	Corporate Support	CPIC	CPIC Operator	13-May-19
3	Melissa Bouskill*	Corporate Support	Scheduling & Attendance	Scheduling & Attendance Analyst	17-Jun-19
4	Brittany Davidson*	Corporate Support	CPIC	CPIC Operator	21-Jun-19
5	Peggy Staruch*	Executive Services	Corporate Comms.	Corporate Comms. Specialist	3-Jun-19
6	Samuel Dean*	Support Services	Court Liaison	Court Liaison Coordinator	13-Apr-19
7	Claudea Gordon	Support Services	Court Security & Temp. Custody	Special Constable	29-Apr-19
8	Graham Hallam-Bimm	Support Services	Court Security & Temp. Custody	Special Constable	29-Apr-19
9	Jordan Mahusky*	Support Services	Court Security & Temp. Custody	Special Constable	29-Apr-19
10	Connor McGahey*	Support Services	Court Security & Temp. Custody	Special Constable	29-Apr-19

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
11	Laura Hanson*	Support Services	Court Liaison	Court Liaison Coordinator	1-May-19
12	Sabrina Bonneville	Support Services	Comm. Centre	Communication Centre Clerk	13-May-19
13	Emilie Munier	Support Services	Comm. Centre	Communication Centre Clerk	13-May-19
14	Nancy Robertson*	Support Services	Court Liaison	Court Liaison Coordinator	24-Jun-19

*Term employee who won permanent position.

Q2 2019 Civilians in New Permanent Positions

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Eric Renaud	Corporate Support	Fleet Services	Supervisor Technical Services	27-May-19
2	Charlene Clarke	Corporate Support	Records & Information Mgmt.	Manager Records & Information Mgmt.	24-May-19
3	Paul Vass	Corporate Support	Records & Information Mgmt.	Report Analyst	24-May-19
4	Denise Ingram	Corporate Support	Records & Information Mgmt	Supervisor Report Analyst	24-May-19
5	Anat Cohn	Executive Services	Corporate Communications	Manager Corporate Communications	3-Jun-19
6	Jennifer Hodgson	Office of the Chief	Professional Standards	PSS Advisor	24-May-19
7	Kendra Foster	People & Culture	Sworn Staffing & Career Development	Manager Sworn Staffing & Career Development	25-Jun-19
8	Teresa Tolmie	Support Services	Communication Centre	Shift Manager Communication Centre	1-Jun-19
9	Janet Starkey	Support Services	Court Liaison	Supervisor Court Liaison	24-May-19
10	Dominique Picard	Support Services	Court Liaison	Court Liaison Coordinator	8-Apr-19
11	Dawn Jordan	Support Services	Court Liaison	Manager Court Liaison	24-May-19
12	Darlene Kilby	Support Services	Front Desk Services	FDS Agent	18-Jun-19

Senior Officer's Assignment Report as of June 30, 2019

	Title	Incumbent	Holder Acting or Temporarily Assigned	Holder's Substantive Position Name	Term End
Criminal Investigations					
1	Supt CID	Christopher Renwick			
2	Insp Criminal Investigations	Tim Hodgins			
3	Insp Investigative Support	Isobel Granger			
4	Insp Specialized Investigations	James Elves			
5	Insp Intelligence & Covert Ops	Carl Cartright			
Corporate Services					
6	Chief Physical Environment Officer	Pamela Mills			
7	Chief Information Officer	Daniel Steeves			
8	Chief Financial Officer	Jeffrey Letourneau	Kathy Murray	On contract while Jeff is acting as DG	
9	Insp Material Management	Vacant			
Executive Services					
10	Director Community Development	David Snoddy			
11	Director Corporate Communications	John Steinbachs			
12	General Counsel	Christiane Huneault			
13	Legal Counsel	Lara Malashenko			
14	Exec Advisor Respect, Conduct & Values	Deborah Aarenau			
Office of the Chief					
15	Supt Executive Officer	Jamie Dunlop			
16	Insp Professional Standards	Murray Knowles			
Frontline					
17	Supt Frontline	Mark Ford			
18	Insp Frontline Admin ABD	Patrick Flanagan			
19	Insp Fixed Operations & Airport	Michael Ryan			

	Title	Incumbent	Holder Acting or Temporarily Assigned	Holder's Substantive Position Name	Term End
20	Insp Platoon A	Paul Burnett	Russell Lucas	S/Sgt Professional Development	2019.08.24
21	Insp Platoon B	Robert Bernier			
22	Insp Platoon C	Glenn Wasson	David Zackrias	Inspector Substantive Pending	2019.08.04
23	Insp Platoon D	Heather Lachine			
24	Insp Platoon E	Patricia Ferguson			
25	Insp Platoon F	Michael Maloney	Francois D'Aoust	S/Sgt Technical Investigations	2019.12.09
Community Relations & Frontline Specialized Support					
26	Supt Community Relations & Frontline Specialized Support	Joan McKenna	Robert Drummond	Insp Frontline Admin CEF	2019.08.31
27	Insp Frontline Specialized Support	Michel Marin			
28	Insp Community Relations	Ken Bryden			
People & Culture					
29	Chief Human Resources Officer	VACANT	Michelle Rathwell	Director Human Resources	2019.12.31
30	Director Human Resources	Michelle Rathwell	Heather Roberts	Mgr Workforce Management	2019.09.28
31	Director Employee & Labour Relations	Mark Chodos			
32	Mgr Health Safety & Lifestyles	Angela Slobodian	Shauna McCormick	Spvsr Court Liaison	2019.11.01
33	Sr Labour Relations Advisor	Allison Chapman			
34	Sr Labour Relations Advisor	Lisa Bianco			
35	Labour Relations Advisor	VACANT	Julie Arsenault	Work Force Management Specialist	2019.08.30

Title		Incumbent	Holder Acting or Temporarily Assigned		Holder's Substantive Position Name	Term End
Support Services						
36	Supt Support Services	Christopher Rheume				
37	Insp Customer Service	Debbie Miller				
38	Insp Communication Centre	VACANT	Dana Reynolds		S/Sgt Watch Commander B	2019.09.03
39	Insp Courts/Temp Custody	John McGetrick				
Planning, Performance & Analytics						
40	Chief Strategy Mgmt Officer	Randy Mar				
Training & Development						
41	Supt Training & Development	Sterling Hartley				
42	Insp Outreach & Recruitment	Mark Patterson				
Special Assignments						
43	Director Wellness Project	Angela Slobodian			Mgr Health Safety & Lifestyles	2019.12.31
44	Mgr Talent Development & Performance Mgmt	Kim Stuurop			Talent Management Advisor	2019.12.31
45	Insp RCMP INSET	Samir Bhatnagar				2019.11.06
46	Insp Learning & Development	Michael Maloney			Inspector Platoon F	2019.12.31
47	Insp Operational Rep Capital Projects	Sandra McLaren	Glen Wasson		Inspector Platoon C	2021.03.18
48	Insp FLD Special Projects	Kevin Maloney			S/Sgt Scheduling ABD	2019.07.14
49	Insp EDI Strategy, Project Lead	Paul Burnett			Inspector Platoon A	2019.11.04
50	Mgr Human Resources	Lance LaPorte			Mgr Employee Services	2019.09.28