

Report to / Rapport au:

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

25 July 2016 / 25 juillet 2016

Submitted by / Soumis par:

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

Contact Person / Personne ressource:

Debra Frazer, Director General / directrice générale

Frazerd@ottawapolice.ca

SUBJECT: WORKFORCE MANAGEMENT REPORT – SECOND QUARTER 2016

**OBJET: GESTION DES EFFECTIFS : RAPPORT DU DEUXIÈME TRIMESTRE
DE 2016**

REPORT RECOMMENDATIONS

That the Ottawa Police Services Board:

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

RECOMMANDATIONS DU RAPPORT

Que la Commission de services policiers d'Ottawa :

- 1. Approuve la nomination des agents assermentés énumérés à l'annexe
B.**
- 2. Prenne connaissance du présent rapport.**

BACKGROUND

Section 31(1) of the *Police Services Act* sets out the Ottawa Police Services Board (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 including hiring, retirements, resignations, promotions and Senior Officers' assignments.

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 2016, including: sworn officer recruitment, retirements, resignations, promotions and civilian staffing activities;
3. Summarize hiring goals for 2016 including assumptions related to retirements and resignations; 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.

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.

2016 Forecast

The 2016 Sworn Officer hiring requirements take into consideration the 25 new positions budgeted in the 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 extra officers will be needed to begin the next year to ensure staffing levels do not fall below acceptable levels when the majority of retirements occur in Q1.

Q2 2016 Position, Staffing and Hiring Activities

Table 1 below summarizes the 2016 sworn officer forecasted hiring requirements as compared to the actual requirements. The forecast has been revised from 46 to 66 to meet 2016 requirements and to position the Service to have higher staffing levels in Q1 2017 so as to meet the operational demands of Canada 150.

In Q2 2016 there were six retirements and three resignations from the sworn officer cadre. Of the three resignations, one had previously been on a leave of absence and requested an extension. This request was denied and the member subsequently resigned. Since this position was filled when the leave commenced, there is no effect on the hiring plan. This event is reflected in "Other" in Table 1 as we had 4 sworn positions vacated for other reasons and the resignation is reflected as a return from leave, then resignation. Annex A to this report lists the names and ranks of the sworn officers who left the employment of OPS in Q2 2016 due to retirement, resignation and death.

Table 1
2016 Summary of Sworn Officer Hiring Requirements

| | Forecasted Hiring Requirements | | Q1 Actual | Q2 Actual | Q3 Forecast | Q4 Forecast | Revised Hiring Requirements | Updated Hiring Plan (see Table 2) |
|---|--------------------------------|--|-----------|-----------|-------------|-------------|-----------------------------|-----------------------------------|
| | Original | | | | | | | |
| Position Change | | | | | | | | |
| Strategic Growth | 25 | | 0 | 0 | 25 | 0 | 25 | |
| Operational Backfill | 0 | | 0 | 0 | 0 | 0 | 0 | |
| Staffing Changes | | | | | | | | |
| Complement (overage)/underage from 2015 | -28 | | -28 | 0 | 0 | 0 | -28 | |
| Retirements/LSER | 30 | | 20 | 6 | 4 | 1 | 31 | |
| Resignations | 8 | | 6 | 3 | 1 | 0 | 10 | |
| Other * | -1 | | 0 | 3 | 0 | 0 | 3 | |
| Complement carry-over to 2017 | 12 | | 0 | 0 | 0 | 12 | 25 | |
| Total | 46 | | -2 | 12 | 5 | 13 | 66 | 66 |
| *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 40% of following year's Forecasted Retirements.

Table 2 below summarizes the original and revised 2016 Sworn Officer Hiring Plan which sees the Service hiring a total of 66 new police officers. The class sizes have been adjusted and now include an experienced officer class in October as well as an increased number of recruits in the December class. The December class will position the Service to meet the operational demands of Canada 150. Hiring activities will span the Q2 to Q4 period.

Table 2

2016 Sworn Officer Hiring Plan

| Hire Date | Intake | Original Hiring Plan | Q1 Actual | Q2 Actual | Q3 Forecast | Q4 Forecast | Revised Hiring Plan |
|-----------------------------|-----------|----------------------|-----------|-----------|-------------|-------------|---------------------|
| New Recruits | | | | | | | |
| Apr 2016 | Intake R1 | 20 | 0 | 20 | 0 | 0 | 20 |
| Aug 2016 | Intake R2 | 8 | 0 | 0 | 18 | 0 | 18 |
| Dec 2016 | Intake R3 | 18 | 0 | 0 | 0 | 16 | 16 |
| Experienced Officers | | | | | | | |
| Apr/May 2016 | Intake E1 | 0 | 0 | 2 | 0 | 0 | 2 |
| Oct 2016 | Intake E2 | 0 | 0 | 0 | 0 | 10 | 10 |
| Total | | 46 | 0 | 22 | 18 | 26 | 66 |

The first 2016 class of 20 officers was hired in Q2 2016. These 20 officers will be brought forward for Board appointment approval in the Q3 2016 Workforce Management Report upon their successful completion of the Basic Constable training program at the OPC.

Annex B to this report lists the names of the 22 new recruits who were sworn in during Q2 2016. Twenty-four members were hired in December 2015 and twenty-two members completed their training at OPC in Q2 2016. Two of the new officers did not meet the conditions of their offer of employment and were released.

Two experienced officers were also hired and sworn in during Q2 2016. Table 3 below provides a demographic overview of these new OPS sworn officers.

TABLE 3

Demographic Highlights of New OPS Sworn Officers Q2 2016 Hiring Activities

| | Total # | Men | Women | Average Age | English and French Speaking | Other Languages | Racialized | Education level |
|------------------------------|---------|-----|-------|-------------|-----------------------------|-----------------|------------|--|
| Q4 2015 New Recruits | 22 | 19 | 3 | 28 | 11 | Vietnamese | 1* | College – 6 University – 15 Military – 1 |
| Q2 2016 Experienced officers | 2 | 1 | 1 | 42 | 2 | n/a | 0 | University - 2 |

* Self-identified

Civilian Staffing

2016 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 2016 plan forecasts 139 actions. This number has four components:

1. 59 staffing actions to fill vacant permanent positions as a result of promotions, retirements, resignations and operational backfill positions;
2. 50 staffing actions to fill medium-to-long-term temporary requirements;
3. 20 staffing actions to fill short-term (four months or less) temporary requirements; and
4. 10 staffing actions to fill casual opportunities.

Table 4 below outlines the civilian staffing plan by category.

Table 4 - 2016 Civilian Staffing Plan

| | 2016 Forecasted Actions | Q1 Actual | Q2 Actual | Q3 Forecasted | Q4 Forecasted | 2016 Total Staffing Actions |
|---|-------------------------------|--------------|--------------|------------------|------------------|--------------------------------------|
| New Position | | | | | | |
| Permanent position conversion (sworn to civilian) | 1 | 0 | 0 | 1 | 0 | 1 |
| Existing Vacancies | | | | | | |
| Permanent Operational Backfill (Communication Centre) | 4 | 1 | 0 | 3 | 0 | 4 |
| Permanent Civilian hires | 54 | 8 | 21 | 10 | 15 | 54 |
| Temporary Assignments | 50 | 17 | 17 | 7 | 9 | 50 |
| Temporary Opportunities | 20 | 3 | 4 | 7 | 6 | 20 |
| Casual Hiring | 10 | 0 | 7 | 3 | 0 | 10 |

| | 2016 Forecasted Actions | | Q1 Actual | Q2 Actual | Q3 Forecasted | Q4 Forecasted | 2016 Total Staffing Actions |
|---------------------------|-------------------------------|--|--------------|--------------|------------------|------------------|--------------------------------------|
| Total Staffing Actions | 139 | | 29 | 49 | 28 | 30 | 139 |

Q2 2016 Activities

In total 49 staffing actions were completed in Q2, comprised of 21 permanent positions to address attrition, 21 temporary assignments and seven casual employee hires. In Q2 2016, OPS had six civilian retirements and one civilian resignation. Annex C to this report lists the names and positions held by these civilian members.

Annex D to this report lists the names of the 12 new permanent civilian employees hired in Q2 2016. Annex E to this report lists the names of the nine permanent civilian members in new permanent positions as of Q2 2016.

Table 5 provides the demographic overview of the 12 new civilian employees.

Table 5

Demographic Highlights of New OPS Civilian Employees

| | Total Number | Men | Women | Average Age | English and French Speaking | Other Languages | Racialized | Education Level |
|-------------------------|--------------|-----|-------|-------------|-----------------------------------|-----------------------------|------------|--|
| Q2 Civilian Hires | 12 | 4 | 8 | 41 | 11 | Romanian (1) Russian (1) | 1* | Masters Degree (1) University Degree (6) College Diploma (5) |

* Self-identified

Senior Officers' Assignment Update

Table 6 outlines the Directorates and special assignments of OPS Senior Officers as of June 20, 2016.

Sworn

Vacant Permanent Positions – There are currently four vacant positions: two Superintendents and two Inspectors. Acting Superintendent Mark Ford is assigned to the vacant position Superintendent Executive Officer and is playing a leadership role in

the Service Initiative project. Acting Superintendent Bell is assigned to the Superintendent Resourcing & Development position. Acting Inspector Kilcollins is assigned to the position of Inspector Material Management and Acting Inspector Sean McDade is assigned to the position of Duty Inspector.

The temporary vacancies created by these assignments are all being backfilled by members of the OPA. Acting Inspector James Elves is assigned to the Inspector, Courts/Temp Custody position, and Acting Inspector Carl Cartright is assigned to the position of Duty Inspector.

Projects –There is one SOA sworn member in an acting assignment and three SOA sworn members on temporary assignments due to ongoing projects within the organization. Acting Superintendent Mark Ford is assigned to the SI project; Inspector Rheume is assigned to the Inspector, Executive Officer Position; and Inspector Murray Knowles is assigned to the Inspector 2017 Planning position. Inspector Mike Laviolette is temporarily backfilling for Inspector, Platoon East and Inspector Michel Marin is backfilling for Inspector, EOD.

Three sworn members of the OPA are acting as Inspectors as a result of OPS projects. Acting Inspector Robert Drummond is assigned to the Service Initiative Project as Operational Lead. Acting Inspector Jamie Dunlop is filling the role of Duty Inspector and Acting Inspector Donna MacNeil-Charbot is backfilling for Inspector Central District Community.

Civilian

Vacant Permanent Positions – A staffing process is currently underway for the vacant SOA civilian position of Director of Employee & Labour Relations. In the interim, Nancy Burrows is acting as Director, Employee & Labour Relations. The temporary vacancies created by this assignment are being backfilled. Allison Chapman is acting in the Manager, Labour Relations position and one member of the OPA, Lisa Bianco is acting in the Advisor, Labour Relations position.

Temporary Positions - One SOA member, Arni Ahronson, is acting in the temporary position of Director, Strategic Staffing & Talent Development. A member of the OPA, Erin Primeau is backfilling the Manager, Talent Development and Performance Management.

Projects - There are two SOA civilian members in temporary assignments due to ongoing projects. Randy Mar is assigned to the Service Initiative Project. Angela

Slobodian is acting as Director, Wellness Project. Cameron Hopgood and Darren MacPherson are OPA members currently acting as SOA members to backfill the Director, Planning, Performance and Analytics and the Manager, Health Safety and Lifestyles positions. Mary Deavey and Debbie Erfle-Storie are OPA members currently acting as SOA members to fulfil leadership roles in the BIS Implementation and the Payroll Transition Projects.

Table 6

Senior Officer's Assignment Report

| | Title | Incumbent | Holder Acting or Temporarily Assigned | Holder's Substantive Position Name | Term End |
|--------------------------------|--------------------------------------|---------------------------|--|---|-----------------|
| Criminal Investigations | | | | | |
| 1 | Supt CID | Donald Sweet | | | |
| 2 | Insp, Investigative Support | Joan McKenna | | | |
| 3 | Insp, Major Case Investigations | John Maxwell | | | |
| 4 | Insp, Special Operations | Christopher Renwick | | | |
| Corporate Services | | | | | |
| 5 | Director Police Facilities | Pamela Mills | | | |
| 6 | Chief Information Officer | Daniel Steeves | | | |
| 7 | Chief Financial Officer | Jeffrey Letourneau | | | |
| 8 | Insp Materiel Management | VACANT | Jeff Kilcollins | S/Sgt Forensic Identification | 2016.12.08 |
| District Investigations | | | | | |
| 9 | Supt District Services | Daniel Delaney | | | |
| 10 | Insp Central District Community | Michael Laviolette | Donna MacNeil-Charbot | S/Sgt Crime Prevention | 2016.08.15 |
| 11 | Insp Central District Investigations | Paul Johnston | | | |
| 12 | Insp District West | Sterling Hartley | | | |
| 13 | Insp District East | Patrick Flanagan | | | |
| 14 | Insp District Support | Tessa Youngson-Larochelle | | | |

Emergency Operations

| | | | | | |
|----|--------------------------|-----------------|----------------|------------------------------------|------------|
| 15 | Supt EOD | Scott Nystedt | | | |
| 16 | Duty Inspector | Mark Ford | Carl Cartright | S/Sgt District Investigations East | 2016.12.13 |
| 17 | Duty Inspector | John Medeiros | | | |
| 18 | Duty Inspector | VACANT | Sean McDade | S/Sgt Public Safety | 2016.12.31 |
| 19 | Duty Inspector | Michel Marin | Jamie Dunlop | S/Sgt Partner Assault | 2016.12.07 |
| 20 | Insp EOD | Murray Knowles | Michel Marin | Insp Duty | 2017.01.29 |
| 21 | Duty Inspector | Sandra McLaren | | | |
| 22 | Insp Business Continuity | Michael Maloney | | | |
| 23 | Duty Inspector | Mark Patterson | | | |

Executive Services

| | | | | | |
|----|--|---------------------|-----------------|--------------------------|------------|
| 24 | Director Community Development | David Snoddy | | | |
| 25 | Director PP & A | Randy Mar | Cameron Hopgood | Mgr Business Performance | 2016.07.30 |
| 26 | Director Corporate Communications | John Steinbachs | | | |
| 27 | General Counsel | Christiane Huneault | | | |
| 28 | Legal Counsel | Lara Malashenko | | | |
| 29 | Exec Advisor Respect, Conduct & Values | Deborah Aarenau | | | |

Office of the Chief

| | | | | | |
|----|---|--------------------|--|----------------|------------|
| 30 | Superintendent Executive Officer | VACANT | Mark Ford Also working on Service Initiative as Program Sponsor | Duty Inspector | 2016.12.07 |
| 31 | Insp Prof Standards & Quality Assurance | Christopher Rheume | Currently working as Insp, Executive Officer as well as Insp, Professional Standards & Quality Assurance | | |

Patrol

| | | | | | |
|----|----------------------|------------------|--|--|--|
| 32 | Supt Patrol Services | Michael Flanagan | | | |
| 33 | Insp Platoon West | Samir Bhatnagar | | | |
| 34 | Insp Platoon Central | Michael Ryan | | | |

| | | | | | |
|--|--|-------------------|--------------------|--|------------|
| 35 | Insp Platoon East | Ian Kingham | Michael Laviolette | Insp Central District Community | 2016.08.28 |
| Resourcing & Development | | | | | |
| 36 | Supt, Resourcing & Development | VACANT | Steven Bell | Insp Courts/Temp Custody | 2016.07.31 |
| 37 | Director Human Resources | Michelle Rathwell | | | |
| 38 | Director Employee & Labour Relations | VACANT | Nancy Burrows | Mgr Labour Relations | 2016.06.30 |
| 39 | Insp Recruitment & Training | John McGetrick | | | |
| 40 | Mgr Labour Relations | Nancy Burrows | Allison Chapman | Labour Relations Advisor | 2016.06.30 |
| 41 | Mgr Health Safety & Lifestyles | Angela Slobodian | Darren MacPherson | Health & Safety Advisor | 2016.12.31 |
| 42 | Mgr Talent Development & Perf. Mgmt | Arni Ahronson | Erin Primeau | | 2017.01.01 |
| 43 | Labour Relations Advisor | Allison Chapman | Lisa Bianco | Professional Standards Program Coordinator | 2016.09.30 |
| Support Services | | | | | |
| 44 | Supt Support Services | Uday Jaswal | | | |
| 45 | Insp Communication Centre | Paul Gallant | | | |
| 46 | Insp Courts/Temp Custody | Steven Bell | James Elves | S/Sgt HROM | 2016.07.31 |
| Special Assignments (Temporary Positions) | | | | | |
| 47 | Director, BIS Implementation | | Mary Deavey | Mgr Records & Info Mgmt | 2016.12.31 |
| 48 | Insp 2017 Planning | | Murray Knowles | Insp EOD | 2017.01.29 |
| 49 | SI - Director Control Centre | | Randall Mar | Director PP & A | 2016.11.01 |
| 50 | SI - Insp Operational Lead | | Robert Drummond | S/Sgt Major Crime | 2016.11.15 |
| 51 | SI - Supt Program Sponsor/PPA | | Mark Ford | Duty Insp | 2016.12.07 |
| 52 | Director Strategic Staffing & Talent Development | | Arni Ahronson | Mgr Talent Development & Perf. Mgmt | 2016.12.31 |

| | | | | | |
|----|---------------------------------|--|---------------------|--------------------------------|------------|
| 53 | Director Wellness Project | | Angela Slobodian | Mgr Health Safety & Lifestyles | 2016.12.31 |
| 54 | Project Mgr, Payroll Transition | | Debbie Erfle-Storie | Mgr Court Liaison | 2016.12.31 |

CONSULTATION

Not applicable.

FINANCIAL IMPLICATIONS

Not applicable.

SUPPORTING DOCUMENTATION

Annexes:

Annex A – 2016 Q2 Sworn Officer Retirements, Resignations and Deaths

Annex B – 2016 Q2 Sworn Members OPC Trained & Experienced Officer Hires

Annex C – 2016 Q2 Civilian Retirements & Resignations

Annex D – 2016 Q2 Permanent Civilian Hires

Annex E – 2016 Q2 Civilians in New Permanent Positions

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 October 2016 Board meeting.

ANNEX A**Q2 2016 Sworn Officer Retirements**

| | NAME | DIRECTORATE | SECTION | RANK | RETIREMENT DATE/LONG- TERM LEAVE DATE |
|----|----------------|-------------------------|----------------------------|----------------|--|
| 1. | Michael Murphy | Patrol | Platoon East | Sergeant | 1 April 2016 |
| 2. | Bradley Brown | Emergency Operations | Airport | Constable | 1 April 2016 |
| 3. | Brenda Milloy | District | Front Desk Services | Constable | 1 April 2016 |
| 4. | Steven Gardner | District | B&E | Sergeant | 29 April 2016 |
| 5. | Samuel Hill | Patrol | Platoon East | Sergeant | 1 June 2016 |
| 6. | Tyrus Cameron | District | Superintendent's Office | Superintendent | 1 June 2016 |

Q2 2016 Sworn Officer Resignations

| | NAME | DIRECTORATE | SECTION | RANK | RESIGNATION DATE |
|----|--------------------------|----------------------------|-------------------------|-------------|-----------------------------|
| 1. | Alberta O'Connell | Criminal Investigations | Organized Auto Theft | Constable | 22 April 2016 |
| 2. | Sarah Nitschmann | Patrol | Platoon West | Constable | 10 June 2016 |
| 2. | Jean-Francois Leclerc | Patrol | Platoon Central | Constable | 16 June 2016 |

Q2 2016 Sworn Officer Deaths

| | NAME | DIRECTORATE | SECTION | RANK | DATE |
|----|-------------|-------------------------|----------------|-------------|---------------|
| 1. | Gina Rosa | Emergency Operations | Duty Inspector | Inspector | 16 April 2016 |

ANNEX B**Q2 2016 SWORN MEMBERS OPC TRAINED HIRES - CLASS R2015-3**

| | NAME | DIRECTORATE | DEPARTMENT | FUNCTION | HIRE DATE |
|----|------------------------|--------------------------|--------------------------|-----------------|------------------|
| 1 | Craig Baxter | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 2 | Graeme Bean | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 3 | Christopher Bisailon* | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 4 | Jeremie Brazeau | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 5 | Shamas Callaghan | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 6 | Melvin Campbell | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 7 | Philippe Charbonneau | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 8 | Mathieu Couture-Lauzon | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 9 | Stephen Cruickshanks | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 10 | Mario Danis* | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 11 | Adam Elliott | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 12 | Chantal Ferland | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 13 | Shannon Macinnis | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 14 | Jenna McElravy | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 15 | Kyle Medveduke | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 16 | Tan Nguyen | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 17 | Kyle O'Grady | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 18 | Kevin Putinski* | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 19 | Gary Robb | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 20 | Tyler Tierney | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 21 | Tyler Vanderheiden | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |
| 22 | Wade Walker | Resourcing & Development | Prof. Development Centre | Recruit | 7 December 2015 |

*Civilian to Sworn

Q2 2016 Sworn Members Experienced Officer Hires

| | NAME | DIRECTORATE | DEPARTMENT | FUNCTION | HIRE DATE |
|---|---------------------|--------------------------|--------------------------|-----------------|------------------|
| 1 | Stephanie McConnell | Resourcing & Development | Prof. Development Centre | Recruit | 11 April 2016 |
| 2 | David Merkel | Office of the Chief | Professional Standards | Sergeant | 30 May 2016 |

ANNEX C**Q2 2016 Civilian Retirements**

| | NAME | DIRECTORATE | SECTION | PERMANENT POSITION | RETIREMENT DATE/LONG-TERM LEAVE DATE |
|----|-----------------|-------------------------|----------------------------------|----------------------------|---|
| 1. | Maureen Quinn | Office of the Chief | Crime Intelligence Analysis Unit | Crime Analyst | 1 April 2016 |
| 2. | Roger Lacasse | Support Services | Court Security | Special Constable | 1 April 2016 |
| 3. | Brenda Lawson | Support Services | Courts | Charge Coordinator | 21 April 2016 |
| 4. | Pratima Murray | Corporate Support | CPIC | CPIC Operator | 29 April 2016 |
| 5. | Marianne Collin | Corporate Support | BIS Telecommunications | Telecommunications Analyst | 1 May 2016 |
| 6. | Donna Gardner | Criminal Investigations | Intelligence | ACIIS Data Entry Clerk | 28 June 2016 |

Q2 2016 Civilian Resignations

| | NAME | DIRECTORATE | SECTION | PERMANENT POSITION | RESIGNATION DATE |
|----|-------------------|--------------------|----------------|------------------------------|-------------------------|
| 1. | Gregory Robertson | Corporate Support | Facilities | Manager, Security Operations | 24 May 2016 |

ANNEX D**Q2 2016 Permanent Civilian Hires**

| | NAME | DIRECTORATE | SECTION | PERMANENT POSITION | START DATE |
|-----|------------------|--------------------|-----------------------------------|----------------------------|-------------------|
| 1. | Mathieu Bisailon | Support Services | Call Centre | Call Centre Agent | 1 April 2016 |
| 2. | Joanne Langley | Corporate Support | BIS Telecommunications | Telecom Support Specialist | 29 April 2016 |
| 3. | Lara Malashenko | Executive Services | Legal Services | Legal Counsel | 2 May 2016 |
| 4. | Horia Cosma | Corporate Support | BIS Business Solutions Support | Internet/Intranet Analyst | 2 May 2016 |
| 5. | Emily Darling | Corporate Support | CPIC | CPIC Operator | 13 May 2016 |
| 6. | Philippe Berube | Support Services | Courts Security/Temporary Custody | Special Constable | 13 May 2016 |
| 7. | Caterina Catinus | Support Services | Courts Security/Temporary Custody | Special Constable | 16 May 2016 |
| 8. | Kim Trites | Corporate Support | CPIC | CPIC Operator | 16 May 2016 |
| 9. | Sherry Stewart | Corporate Support | Fleet Services | Fleet Attendant | 24 May 2016 |
| 10. | Karen Wenzel | Corporate Support | Police Facilities | PM Capital Projects | 10 June 2016 |
| 11. | Jocelyn McGuire | Corporate Support | Alarm Unit | Alarm Clerk | 24 June 2016 |
| 12. | Geoff Roberts | Corporate Support | Fleet Services | Fleet Attendant | 24 June 2016 |

ANNEX E**Q2 2016 Civilians in New Permanent Positions**

| | NAME | DIRECTORATE | SECTION | PERMANENT POSITION | START DATE |
|----|-----------------|----------------------|--------------------------------|-------------------------------------|-------------------|
| 1. | Heather Perkins | Corporate Support | Financial Operations | Manager Scheduling & Attendance | 1 April 2016 |
| 2. | Brooks Tilley | Executive Services | CIAU | Crime Analyst | 4 April 2016 |
| 3. | Gabriele Alden | District Directorate | District Support West | Admin Assistant Directorate Support | 11 April 2016 |
| 4. | Donald Seaman | Corporate Support | BIS Telecommunications | Manager Telecom Operations | 2 May 2016 |
| 5. | Tim Beynon | Corporate Support | BIS Business Solutions Support | Sr. GIS Developer | 27 May 2016 |
| 6. | Tina Dodds | Corporate Support | Report Analyst | Report Analyst | 27 May 2016 |
| 7. | Kary McIntosh | Corporate Support | BIS Infrastructure Support | Sr. Network Specialist | 30 May 2016 |
| 8. | Onalee Wyman | Corporate Support | BIS Projects | BIS Project Specialist | 24 June 2016 |
| 9. | Sean Despres | Corporate Support | BIS Infrastructure Support | WAN Specialist | 27 June 2016 |