

OTTAWA POLICE SERVICES BOARD
HUMAN RESOURCES COMMITTEE MEETING

MINUTES 11

7 May 2018, 10:00 a.m.

Colonel By Room, 2nd floor, Ottawa City Hall

Present: Members: E. El-Chantiry (Chair), A. Hubley, S. Valiquet
Others: Vice Chair L.A. (Sandy) Smallwood; Board Member A, Blaustein; Police Chief C. Bordeleau; Deputy Chief S. Bell; Director General D. Frazer; Supt. S. Hartley; L. Campbell, CHRO; Insp. C. Cartright; S/S D. Millar, E. Marland, Director, Human Resources; S. McLaughlin, Program Manager, Corporate Services Dept., Executive Director K. Ferraro; Board Assistant L. Kennedy

CONFIRMATION OF AGENDA

That the Human Resources Committee confirm the Agenda of the 7 May 2018 meeting.

CARRIED

CONFIRMATION OF MINUTES

Minutes of 22 March 2018

That the Human Resources Committee confirm the Minutes from the 22 March 2018 meeting.

CARRIED

ITEMS OF BUSINESS

1. FRAMEWORK FOR DIVERSIFYING THE OPS SWORN WORKFORCE – UPDATE 1

Presentation

Director General D.Frazer introduced Inspector C. Cartright and Staff Sergeant D. Millar, who provided an update on the Framework for Diversifying the OPS Sworn Workforce. After the presentation, a discussion ensued and the following points

of clarification were made:

- There is a 3 to 1 success rate when processing candidates; meaning 1,500 prospective candidates are needed to achieve a total of 500 new hires.
- Gender diversity has become the topic of the moment and it has been recognized that there are more than two genders.
- The first step of the recruitment-marketing strategy was launched and included ads in theatres as well as numerous social media sites. There is additional work being done with the Airport Authority and the Ottawa Sports and Entertainment Group (OSEG). The focus of the marketing strategy is on Millennials and Generation Z.
- Previously there was one inspector handling the three related portfolios: Training and Development, Outreach and Recruiting and Learning and Development. A new Training and Development Directorate has since been created to enable more of a focus on outreach and recruitment, which will be overseen by a superintendent; the superintendent will have one inspector to focus on outreach and recruitment and one to focus on learning and development. Under the Inspector responsible for Outreach and Recruitment will be a Staff Sergeant, two Sergeants (one for selection and one for outreach), three constables and one civilian. These positions will be filled internally through a reorganization of resources.
- The outreach team will be out in the community, including in schools. Recruiters' work plans have yet to be formalized. The recruiting process is very competitive and the days of respecting borders is no longer existent; traveling may be part of the job and associated costs must be worked into the budget.
- The rest of the OPS will be kept informed of recruiting efforts. Many members are already acting as mentors.
- School Resource Officers (SRO) have been identified as key individuals for recruiting at schools.

- The OPS is looking to do more tracking around the recruitment process steps to see where individuals are dropping off however some data is tracked at the provincial level, while other data is tracked at the municipal level. The Ontario Associations of Chiefs of Police is working with the Ministry of Community Safety and Correctional Services (MCSCS) on improving access to data.
- As the face of policing is changing, the OPS will be looking to update how it screens, and who is screening, candidates. OPS needs background investigators to be current on culture, bias-neutral, and representative of community. As another measure of preventing bias, two investigators will now be assigned to review each file, instead of one.
- Currently there is a bottleneck at the background screening process.
- The 100 recruit hires per year include an estimated 50-60 needed for retirements and resignations, plus 30 in growth.
- The expectations of new recruits around job movement is different than previous generations. While SI brought new functions into frontline work to allow members a variety of experience, expectations around movement within the service needs to also be managed. The new transfer system does allow individuals to obtain more experience in speciality units.
- The Performance Appraisal System allows individuals to state what they want to do and what their interests in policing are.
- The Chair asked to meet with Superintendent S. Hartley to get more information pertaining to the movement of members throughout the organization.
- A request was made that once the new recruitment team is in place that they are introduced to the Board at a regular meeting.

That the Human Resources Committee receive this report for information.

RECEIVED

CONSIDERATION OF MOTION TO MOVE IN CAMERA

Moved by A. Hubley

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

CARRIED

OTHER BUSINESS

ADJOURNMENT

The meeting adjourned at 11:10 a.m.

NEXT MEETING

10 September 2018, 10:00 a.m.

DRAFT