

OTTAWA POLICE SERVICES BOARD
HUMAN RESOURCES COMMITTEE MEETING

MINUTES 12

10 September 2018, 10:00 a.m.

Richmond Room, 2nd floor, Ottawa City Hall

Present: Members: E. El-Chantiry (Chair), S. Valiquet

Regrets: A. Hubley

Others: Vice Chair L.A. (Sandy) Smallwood; Board Member A, Blaustein; Police Chief C. Bordeleau; Executive Director K. Ferraro; Board Assistant L. Kennedy

CONFIRMATION OF AGENDA

That the Human Resources Committee confirm the Agenda of the 10 September 2018 meeting.

CARRIED

CONFIRMATION OF MINUTES

Minutes of 7 May 2018

That the Human Resources Committee confirm the Minutes from the 7 May 2018 meeting.

CARRIED

ITEMS OF BUSINESS

1. PERFORMANCE EVALUATION SYSTEM FOR CHIEF OF POLICE

Executive Director's report

The Committee discussed the current template being used and whether changes should be made. In particular, the Committee was interested in having a clearer rating scale and suggested the following edits:

1. Consistently Exceeded Expectations – no change;

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2. Exceeded Majority of Expectations *changed to* Frequently Exceeded Expectations;
3. Consistently Achieved Expectations *changed to* Achieved Expectations;
4. Achieved Majority of Expectations *changed to* Somewhat Achieved Expectations;
5. Did Not Achieve Expectations – no change.

Some discussion also took place around aligning the Chief's Performance Evaluation template with the template used by the Service. It was agreed that the Executive Director would review the templates for alignment and consistency, and ensure there are no gaps; for example, adding fiscal responsibility as a competency. The Executive Director will also review the rating scale used by the Service.

Once the review is complete and a revised template is created, it will be circulated to the full Board for review and approval. The Chief will also be included on the circulation.

That the Human Resources Committee receive this report for discussion.

RECEIVED

OTHER BUSINESS

ADJOURNMENT

The meeting adjourned at 10:50 a.m.

NEXT MEETING

December 3, 2018 10:00 am