

OTTAWA POLICE SERVICES BOARD
HUMAN RESOURCES COMMITTEE MEETING

MINUTES 9

24 November 2017, 1:00 p.m.

Honeywell Room, 2nd floor, Ottawa City Hall

Present: Chair: E. El-Chantiry
Members: A. Hubley, S. Valiquet
Others: Board Member S. Smallwood; Police Chief C. Bordeleau; Deputy Chief S. Bell; Director General D. Frazer; CHRO L. Campbell; Director, HR M. Rathwell; A/ Labour Relations Manager L. Bianco; S/Sgt. D. Miller; Outreach, Recruitment and Resources; Executive Director K. Ferraro; Board Assistant L. Kennedy

CONFIRMATION OF AGENDA

That the Human Resources Committee confirm the Agenda of the 24 November 2017 meeting.

CARRIED

CONFIRMATION OF MINUTES

That the Human Resources Committee confirm the Minutes from the 16 May 2017 meeting.

CARRIED

ITEMS OF BUSINESS

1. GO FORWARD FRAMEWORK- DIVERSIFYING THE OPS SWORN WORKFORCE
Presentation

This presentation is a follow-up to one delivered at the Board's 25 September 2017 meeting. Director General Frazer, accompanied by S/Sgt. D. Miller, presented the "Go Forward Framework – Diversifying the OPS Sworn Workforce" presentation (*A copy of the presentation is kept on file with the Board's Executive Director.*)

Following the presentation, the following points of clarification were made:

- The recruiting pilot program being used by OPS which pushes the ATS

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- testing to a later stage in the process does not alter the standards/requirements that need to be met.
- For some parts of the ATS, if unsuccessful, candidates must wait three or six months to try again.
 - It was noted that some employers cover the costs associated with ATS testing as it can be a barrier. A concern was expressed around the possibility of candidates being reimbursed and then hired by another police service. It was suggested that should this option ever be considered, reimbursement could be made only after the candidate has been hired by the OPS.
 - The Chief agreed there is a need to make an investment in the recruitment team either by realignment of current staff or new resources.
 - The possibility of going to other jurisdictions to recruit was discussed. It was noted that while there is an advantage to hiring local candidates who know their way around the city, out of town candidates may have similar knowledge without physically living here.
 - Data is not currently available which shows of the 10 steps in the recruiting process, where candidates are most likely to fall out.
 - In terms of informing candidates where they were unsuccessful, it was clarified that some stages of the process can be discussed candidly while others must remain confidential (example: background investigation).
 - In response to a suggestion to move the background investigation up in the process, it was indicated that due to the resource and time investment required for this stage in the process, it is best reserved for candidates who have already met the other requirements.
 - Medical assessments, completed by an OPS doctor, fall to the end of the process as they must be completed from an employer's perspective; 95% of candidates pass the medical test. Offers of employment are conditional on passing the medical.
 - The top five languages in Ottawa are: English, French, Arabic, Mandarin and Cantonese. The majority of candidates speak another language other than French or English.
 - Currently OPS background checks are being done by retired police officers as they are trained to do investigative interviews. Some community members have raised concerns that there may be some biases among the investigators. All investigators are provided bias-neutral policing training.

OPS will be looking at whether this practice of using retired members for background checks is still effective.

- A position was recently posted for a background investigator, which has never been done before. This may attract officers from other cities as well as newly retired officers.
- Some components of the background investigation process could be completed by civilians.
- OPS continues to send members to community events as a recruiting strategy.

That the Human Resources Committee receive this presentation for information.

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2. OPS GENDER EQUALITY AUDIT – FINAL REPORT

Chief's report

Chief Bordeleau explained that the final report and a presentation would be on the agenda at the November Board meeting.

Responding to a question about the Equity, Diversity and Inclusion (EDI) office within the OPS, the Chief explained that the process of determining the requirements and framing out the role is underway.

That the Human Resources Committee receive this report for information and forward it to the Board for tabling.

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OTHER BUSINESS

NEXT MEETING

To be determined.

ADJOURNMENT

The meeting adjourned at 2:11 p.m.