

Report to / Rapport au:

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

25 May 2020 / 25 mai 2020

Submitted by / Soumis par:

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

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SUBJECT: WORKFORCE MANAGEMENT REPORT – FIRST QUARTER 2020

OBJET: GESTION DES EFFECTIFS DU PREMIER TRIMESTRE DE 2020

REPORT RECOMMENDATIONS

That the Ottawa Police Services Board receive this report for information.

RECOMMANDATIONS DU RAPPORT

Que la Commission de services policiers d'Ottawa prenne connaissance du 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 Q1 2020;

3. Summarize hiring goals for 2020 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. The approved Sworn Accelerated Hiring Plan resulted in an increase of 70 sworn growth positions, bringing the total growth positions to 100 officers for 2020.

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.

2020 Sworn Officer Forecast of Hiring Requirements and Hiring Plan

In 2020 the forecast originally identified a need to hire 153 officers. This forecast has been adjusted to 141 Officers based on updated assumptions to 2021 retirement rates. This forecast was developed with the assumption there will be 40 retirements in 2020 and another 10 officer resignations. Other key assumptions include:

- a) 100 sworn positions have been added to the complement for 2020 as part of the accelerated hiring plan; as a result there will be no new sworn positions added to the complement in 2021 and 2022;
- b) The complement overage from 2019 is 29 officers; and
- c) A surplus of 16 officers will be carried into 2021, roughly 40% of the expected retirements for that year.

In Q1 2020 there were 15 sworn officer retirements, and 4 sworn officer resignations. From a gender perspective, 14% of the employees leaving the service were female, 86% were male. Document 1 to this report lists the names and ranks of the 19 sworn officers who left the employment of OPS in Q1 2020 due to retirement and resignation.

Table 1 below summarizes the 2020 sworn officer forecasted hiring requirements as compared to the actual requirements.

Table 1

2020 Summary of Sworn Officer Hiring Requirements

	Forecasted Hiring Requirements	Forecasted Hiring Requirements	Q1 Actual	Q2 Forecast	Q3 Forecast	Q4 Forecast	Hiring Requirements	Hiring Plan (see Table 2)
	Original	Revised						
Position Change								
Strategic Growth	100	100	25	25	25	25	100	
Provincial Gun Violence Program	2	2	2	0	0	0	2	
Staffing Changes								
Complement (overage) / underage from 2019	(29)	(29)	(29)	0	0	0	(29)	
Retirements/LSER	40	40	15	15	5	5	40	
Resignations	10	10	4	2	2	2	10	
Other *	2	2	2	0	0	0	2	
Complement carry-over to 2021	28	16	0	0	0	16	16	
Total	153	141	19	42	32	48	141	141
*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 approximately 40% of following year's Forecasted Retirements.								

Table 2 below summarizes the adjusted 2020 Sworn Officer Hiring Plan which sees the Service hiring a total of 141 new police officers. The first class was hired in late Q1 coinciding with the OPC Recruit Training Classes which is expected to run from Q2 to Q4 in 2020.

**Table 2
2020 Sworn Officer Hiring Plan**

Hire Date	Intake	Original Hiring Plan	Revised	Q1 Actual	Q2 Forecast	Q3 Forecast	Q4 Forecast	Hiring Plan
New Recruits								
Mar 2020	Intake R1	48	48	48	0	0	0	48
Aug 2020	Intake R2	48	48	0	0	48	0	48
Dec 2020	Intake R2	47	45	0	0	0	45	45
Experienced Officers								
May 2020	Intake E1	10	0	0	0	0	0	0
Total		153	141	48	0	48	45	141

The Q1 actual in the Hiring Plan reflects the hiring of 48 new officers in March. These new recruits will be brought forward for Board appointment approval in the Q3 2020 Workforce Management Report upon their successful completion of the Basic Constable training program at the OPC and sworn in date.

Document 2 to this report lists the names of the 30 new recruits who were sworn in during Q1 2020. The 30 new recruits were hired in August 2019 and completed their training at OPC in Q1 2020.

Table 3 below provides a demographic overview of these 30 new OPS sworn officers.

**Table 3
Demographic Highlights of New OPS Sworn Officers Q4 2019 Hiring Activities**

	Total #	Male	Female	Average Age	English & French Speaking	Other Languages	Education Level
August 2019 New Recruits	30	18	12	29	12	Arabic Afghani Farsi Mandarin Russian	1- Military (BMQ) 5 – Both College / University 11– University 12 – College 1 – High School

Q1 2020 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 one male employee was promoted to the rank of Superintendent

Document 3 lists the names of the sworn employee promoted in Q1 2020.

Table 4
Q1 2020 Sworn Officer Promotions

	Superintendent	Inspector	S/Sergeant	Sergeant	Total
Q1 Sworn Officer Promotions	1	0	0	0	1
Male	1	0	0	0	0
Female	0	0	0	0	0
Females as a % of Total	0%	0%	0%	0%	0%

Senior Officer Q2 Promotion Update: So far in the second quarter, four promotions have occurred at the inspector rank, two of which were female officers. A female superintendent was also promoted. This represents a significant increase in the number of women promoted in sworn senior officer ranks.

Civilian Staffing

2020 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 2020 plan forecasts 130 actions. This number has four components:

1. 60 staffing actions to fill vacant permanent positions as a result of promotions, retirements, resignations and operational backfill positions;
2. 30 staffing actions to fill medium-to-long-term temporary requirements;
3. 15 staffing actions to fill short-term (four months or less) temporary requirements; and,
4. 25 staffing actions to fill casual opportunities.

Table 5 below outlines the civilian staffing plan by category. This plan may be adjusted through the year as the service manages the financial pressures from COVID 19 and develops interventions to deliver a balanced budget in 2020.

**Table 5
2020 Civilian Staffing Plan**

2020 Civilian Staffing Plan							
	2020 Forecasted Actions		Q1 Actual	Q2 Forecast	Q3 Forecast	Q4 Forecast	2019 Total Staffing Actions
Existing Vacancies							
Permanent Operational Backfill (Communication Centre)	20		4	4	6	6	20
Permanent Civilian hires (external candidates, and term to perm conversion, through competition)	40		12	10	8	10	40
Temporary Assignments (through competition)	30		2	10	10	8	30
Temporary Opportunities (<6 months, through internal database)	15		6	3	4	2	15
Casual Hiring (external competition)	25		9	12	2	2	25
Total Staffing Actions	130		33	39	30	28	130

Q1 2020 Activities

In total 33 staffing actions were completed in Q1 2020, comprised of 16 permanent positions to address attrition, two temporary assignments, six temporary opportunities, and nine casual employee hires. In Q1 2020, OPS had 12 civilian retirements, two civilian resignations, and one death. Document 4 lists the names and positions held by these 15 civilian members.

Document 5 lists the names of the five new permanent civilian employees hired in Q1 2020. Document 6 lists the names of the 11 permanent civilian members in new permanent positions as of Q1 2020.

Table 6 below provides the demographic overview of the five new permanent civilian employees.

Table 6
Demographic Highlights of New OPS Civilian Employees
Q1 2020 Hiring Activities

	TOTAL NUMBER	MALE	FEMALE	AVERAGE AGE	ENGLISH AND FRENCH SPEAKING	OTHER LANGUAGES	EDUCATION
Q1 2020 Civilian Hires	5	3	2	29	3	N / A	5 - College Diploma

SENIOR OFFICERS' ASSIGNMENT UPDATES

Document 7 illustrates the Senior Officers assignments of OPS as of March 31, 2020 and is provided for reference purposes.

Sworn

Temporary Vacancies and Special Assignments (Actors) – As of March 31, 2020, there were three members of the OPA acting in an SOA position due to a temporary vacancy. Acting Inspector Jamie Harper is backfilling the position of Inspector Frontline Administration ABD, Acting Inspector Russell Lucas is backfilling the position of Inspector Platoon A, and Acting Inspector Kevin Maloney is backfilling the position of Inspector Platoon D. Acting Inspector Hugh O'Toole is on a long term temporary assignment in the position of Inspector Customer Service Alignment Project. Acting Superintendent Rob Drummond is backfilling the position of Superintendent Community Relations & Frontline Specialized Support.

Special Assignments – As of March 31, 2020, there were three Inspectors on Special Assignments. Inspector Heather Lachine is assigned to the position of Inspector Learning & Development, Inspector Paul Burnett is on a long-term temporary assignment as Inspector EDI Strategy, Project Lead, and Inspector Sandra McLaren is temporary assigned as the Operational Representative for the Facility Capital Projects.

Vacant Permanent Positions - As of March 31, 2020, there were three members of the OPA acting in an SOA position due to permanent vacancies. Acting Inspector Francois D'Aoust is backfilling the position of Inspector Platoon F, Acting Inspector John Mbakula

is backfilling the position of Inspector Outreach & Recruitment and Acting Inspector Dana Reynolds is backfilling the position of Inspector Communication Centre.

Civilian

Temporary Assignments - As of March 31, 2020, two OPA members are acting in an SOA position due to a temporary vacancy. Laurie Fenton is backfilling the position of Director Community Development and Darren Macpherson is backfilling the position of Manager Health, Safety and Lifestyles.

Vacant Permanent Positions – As of March 31, 2020, there were three members of the OPA acting in vacant civilian positions. Anna Beatty is acting as Chief Information Officer, Karen Wenzel is acting as Director Facilities Planning and Project Delivery, and Angela Slobodian is acting as Director Health, Safety and Wellness.

Q1 2020 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 and in line with current legislative requirements. 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 Human Resources Directorate (HRD) 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 Q1 data shows (see Table 7 below) that 189 sworn members had an FMA at the end of Q1. Of these FMAs about 70 percent (133) were temporary in nature, and 30 percent (56) were permanent. This level of activity

represents roughly 13 percent of total sworn staffing. The work restrictions associated with FMAs predominantly fall into 2 categories:

- 54% of Sworn FMAs involved Use of Force limitations
- 48% of Sworn FMAs involved shift restrictions

The Q1 data shows 11.8% increase in total sworn accommodation since the last quarter, with the bulk of the change in the temporary category. The temporary / permanent split changed slightly from 66/34 to 70/30.

For the most part, members with FMAs remain in their substantive position. As of March 31, 2020, 57 sworn members required accommodation in a position outside their substantive position. This situation occurs most in the Frontline Directorate which had to accommodate 50 members with an FMA outside their substantive positions (Table 8).

Civilian Members – The Q1 data shows (see Table 7 below) that 44 civilian members required FMAs. This represents an increase of 12.8% since last quarter.

Of the Q1 FMAs, 21 were temporary in nature, and 23 were permanent. This pattern is opposite to the sworn pattern where most of the FMAs are permanent rather than temporary (see numbers provided above). The primary restriction related to shift work, as 66% of civilian FMAs involved shift restrictions.

Table 7
Q1 2020 Formal Medical Accommodations

Category	Duration	Number of Cases					Change from Q4 2019 to Q1 2020
		Q1 2019	Q2 2019	Q3 2019	Q4 2019	Q1 2020	
Sworn	Temporary	109	118	119	117	133	+13.7%
	Permanent	54	51	56	52	56	+7.7%
Sworn Subtotal		163	169	175	169	189	+11.8%
Civilian	Temporary	15	16	11	15	21	+40%
	Permanent	27	21	25	24	23	-4.2%
Civilian Subtotal		42	37	36	39	44	+12.8%

Overall Total	205	206	211	208	233	+12%
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Table 8 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, 57 sworn members had formal accommodation needs that resulted in placement outside their substantive positions. This impact falls most heavily to the Frontline Directorate.

Table 8
Q1 2020 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 (FLD + CRFSS)	123/933 = 13%	73/123 = 59%	50/123 = 41%	50/933 = 5%
Support Services	21/101 = 21%	18/21 = 86%	3/21 = 14%	3/101 = 3%
Criminal Investigations	38/293 = 13%	35/38 = 92%	3/38 = 8%	3/293 = 1%
Human Resources	2/131 = 2%	2/2 = 100%	0/2 = 0%	0/131 = 0%
Corporate Support Office of the Chief & Executive Services, performance planning & Analytics	5/25 = 20%	4/5 = 80%	1/5 = 20%	1/25 = 4%
OPS Totals	189/1483 = 13%	132/189 = 70%	57/189 = 30%	57/1483 = 4%

SUPPORTING DOCUMENTATION

Document 1 – Q1 2020 Sworn Officer Retirements and Resignations

Document 2 – Q1 2020 Sworn Members OPC Trained

Document 3 – Q1 2020 Sworn Officer Promotions

Document 4 – Q1 2020 Civilian Retirements, Resignations and Deaths

Document 5 – Q1 2020 Permanent Civilian Hires

Document 6 – Q1 2020 Civilians in New Permanent Positions

Document 7 – Senior Officer's Assignment Report as of March 31, 2020

CONCLUSION

This report provides an overview of the activities that have occurred in the Q1 to fulfill the goals of the workforce plans. Staff will provide an update on Q2 activities at the September 2020 Board meeting.

DOCUMENT 1

Q1 2020 Sworn Officer Retirements

	NAME	DIRECTORATE	SECTION	RANK	RETIREMENT DATE/LONG-TERM LEAVE DATE
1	Dean Baker	Frontline	Fixed Days CEF	Cst	1-Feb-2020
2	Paulo Batista	Frontline	Fixed Aft Central ABD	Sgt	1-Feb-2020
3	Leanne Blais	Criminal Investigations	Offender Management	Cst	1-Feb-2020
4	Gary Cashman	Criminal Investigations	Covert Operations	S/Sgt	28-Feb-2020
5	Sterling Hartley	Human Resources	Human Resources	Supt	1-Jan-2020
6	Michel Houle	Criminal Investigations	Break & Enter	Cst	1-Mar-2020
7	John Irvine	Frontline	Airport	Cst	1-Feb-2020
8	Sarah Lawson	Frontline	Airport	Cst	1-Feb-2020
9	Richard McIntosh	Criminal Investigations	West Investigations	Cst.	1-Mar-2020
10	Nikolaos Mitilineos	Frontline	OPSOC Platoon F	Sgt	31-Jan-2020
11	Mark Paterson	Criminal Investigations	West Investigations	Cst.	28-Feb-2020
12	Sylvie Reaney	Criminal Investigations	Fraud	Cst	31-Jan-2020
13	Douglas Stevenson	Criminal Investigations	East Investigations	Cst	31-Jan-2020

14	Stephane Valin	Frontline	Fixed Aft Central ABD	Cst	1-Feb-2020
15	Paul Wilson	Community Relations & Frontline Specialized Support	Community Safety Services	S/Sgt	31-Jan-2020

Q1 2020 Sworn Officer Resignations

	NAME	DIRECTORATE	SECTION	RANK	RESIGNATION DATE
1	James Mulligan	Human Resources	Operational Backfill - Secondment to OPC	Sgt	6-Jan-2020
2	Min Soe Myo	Frontline	Platoon E East	Cst	11-Feb-2020
3	Stanley de Jong	Frontline	Platoon C Central	Cst.	24-Feb-2020
4	Lee Payne	Frontline	Platoon E Central	Cst	23-Mar-2020

Q1 2020 Sworn Members OPC Trained Hires - Class R2019-2

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
1	Charlene Abella	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
2	Ahmad Abou-Arab	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
3	Christopher Agraniotis	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
4	Aiman Almoflehi	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
5	Paige Belair	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
6	Matthew Bickford	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
7	Jillian Brady	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
8	Megan Fargey	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
9	Jason Feng	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
10	James Fawaz	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
11	Kristy Flanagan	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
12	Iain Campbell	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
13	Juliao Filipe	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
14	Joseph Hamilton**	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
15	Ahmed Karhani	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
16	Sydney Klager	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
17	Matthew MacGowan	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
18	Julia Laprade	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
19	Jesseca Lawrence**	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
20	Eric Lepage	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
21	Amanda Smith	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
22	Justin Mlynaryk	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
23	Ibrahim Nehme	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
24	Satara Stephens	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
25	Patrice St-Clair	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
26	Sabrina Trebinskie	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
27	Derek Purcell	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
28	Justin Paulin	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
29	Naziri Walid	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019
30	Pierre White**	Training & Development*	Prof. Development Centre	Recruit	12-Aug-2019

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

**Civilian to Sworn

DOCUMENT 3

Q1 2020 Sworn Officer Promotions

	Name	Directorate	Section	Promoted To	Date
1	Mark Patterson	Human Resources	Office of the Superintendent	Superintendent	23 Mar 2020

Q1 2020 Civilian Retirements

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	RESIGNATION DATE
1	Danielle Baribeau	Comm. Relations & FL Spec. Supp.	Paid Duties	Paid Duty Coordinator	1-Feb-2020
2	Marc Dickie	Corporate Support	Fleet	Fleet Attendant	1-Jan-2020
3	Tracy Grant	Corporate Support	Records	Background Clearance Rep.	28-Feb-2020
4	Warren Henry	Support Services	Court Liaison	Special Constable	1-Feb-2020
5	Natalie Lacasse	Support Services	Comms. Centre	Shift Manager	6-Jan-2020
6	Kathleen Lahey	Corporate Support	Records	Report Analyst	31-Jan-2020
7	Lise McMullen	Support Services	Comms. Centre	Police Communicator	31-Jan-2020
8	Barbara Meredith	Corporate Support	Records	Report Analyst	1-Feb-2020
9	Zoye Poulin	Executive Services	Div. & Race Relations	Community Developer & Eng.	24-Feb-2020
10	Carol Roper	Corporate Support	Police Facilities	Director	1-Jan-2020
11	Wally Salem	Corporate Support	Financial Services	Financial Planning Manager	1-Mar-2020
12	Donald Seaman	Corporate Services	Telecomms.	Manager	27-Mar-2020

Q1 2020 Civilian Resignations

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	RETIREMENT DATE/LONG-TERM LEAVE DATE
1	Lisa Senack	Human Resources	Workforce Management	HRIS Support	10-Jan-2020
2	Christine McGouran	Corporate Support	Financial Operations	Scheduling & Attendance Analyst	16-Mar-2020

Q1 2020 Civilian Death

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	DATE OF DEATH
1	Colleen Charbonneau	Support Services	Court Liaison	Court Liaison Coordinator	19-Mar-2020

DOCUMENT 5**Q1 2020 Permanent Civilian Hires**

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Joshua Abraham*	Human Resources	Talent Dev. & Perf. Management	Manager Talent Dev. & Perf. Mgmt	1-Jan-2020
2	Kelly Ann Braney	Support Services	Communication Centre	Police Communicator	20-Jan-2020
3	Ryan Flis*	Support Services	Communication Centre	Police Communicator	20-Jan-2020
4	Elizabeth Graysen	Support Services	Communication Centre	Police Communicator	20-Jan-2020
5	Robert Lungstrass*	Corporate Services	CPIC	CPIC Operator	16-Mar-2020

*Term employee who won permanent position.

Q1 2020 Civilians in New Permanent Positions

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Heather Roberts	Corporate Services	BIS Projects	Sr BIS Business Analyst	1-Jan-2020
2	Dominique Creamer	Support Services	Comm. Centre	Shift Supervisor Comm. Centre	6-Jan-2020
3	Josie Ho	Human Resources	Career Mgmt & Sworn Staffing	Career Mgmt Specialist	16-Jan-2020
4	Lyse Turgeon	Support Services	Court Liaison	Court Liaison Coordinator	20-Jan-2020
5	Jennifer Van Der Zander	Support Services	Comm. Centre	Police Communicator	20-Jan-2020
6	Sonia Bernier	Corporate Services	Financial Planning	Sr Finance Clerk	20-Jan-2020
7	Laurie Fenton	Executive Services	ESD	Program Manager Bias Neutral Policing	31-Jan-2020
8	Hillary Kavanagh	Comm. Relations & FL Spec. Supp.	Special Events	Paid Duty Coordinator	1-Feb-2020
9	Charlotte McInnes	Corporate Services	Records & Information Mgmt	Report Analyst	16-Mar-2020
10	Jocelyn McGuire	Corporate Services	Records & Information Mgmt	Report Analyst	23-Mar-2020
11	Andre Degagne	Corporate Services	Telecomms.	Mgr. Telecommunic ations	23-Mar-2020

Senior Officer's Assignment Report as of March 31, 2020

	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 Information Officer	Vacant	Anna Beatty	Mgr Service Centre	2020.06.30
7	Chief Financial Officer	Vacant			
8	Insp Material Management	Samir Bhatnagar			
9	Director Facilities Plng & Prj Delivery	VACANT	Karen Wenzel	Mgr Design & Space Mgmt	2020.06.30
Executive Services					
10	Director Community Development	David Snoddy	Laurie Fenton	Program Mgr Bias Neutral Policing	2020.04.06
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	Robert Drummond			
Frontline					

	Title	Incumbent	Holder Acting or Temporarily Assigned	Holder's Substantive Position Name	Term End
17	Supt Frontline	Mark Ford			
18	Insp Frontline Admin ABD	Patrick Flanagan	Jamie Harper	S/Sgt Platoon B West	2020.04.02
19	Insp Frontline Admin & OPSOC	Glenn Wasson			
20	Insp Fixed Operations & Airport	Michael Ryan			
21	Insp Platoon A	Paul Burnett	Russell Lucas	S/Sgt Professional Development	2020.04.19
22	Insp Platoon B	Robert Bernier			
23	Insp Platoon C	David Zackrias			
24	Insp Platoon D	Heather Lachine	Kevin Maloney	S/Sgt Scheduling ABD	2020.04.08
25	Insp Platoon E	Patricia Ferguson			
26	Insp Platoon F	VACANT	Francois D'Aoust	S/Sgt Technical Investigations	2020.04.08
Community Relations & Frontline Specialized Support					
27	Supt Community Relations & Frontline Specialized Support	Joan McKenna	Rob Drummond	Insp Professional Standards	2020.04.05
28	Insp Frontline Specialized Support	Michel Marin			
29	Insp Community Relations	Ken Bryden			
Human Resources					
30	Supt Human Resources	Mark Patterson			
31	Insp Outreach & Recruitment	VACANT	John Mbakulo	S/Sgt Outreach Recruitment	2020.04.19
32	Director Human Resources	Michelle Rathwell			
33	Director Wellness	VACANT	Angela Slobodian	Mgr Health Safety & Lifestyles	2020.12.31
34	Director Employee & Labour Relations	Mark Chodos			
35	Mgr Health Safety & Lifestyles	Angela Slobodian	Darren MacPherson	Health & Safety Advisor	2020.12.31
	Title	Incumbent	Holder Acting	Holder's	Term End

			or Temporarily Assigned	Substantive Position Name	
36	Mgr Talent Development & Perf. Mgmt.	Josh Abraham			
37	Program Mgr, Employee & LR	Allison Chapman			
38	Program Mgr, Employee and LR	Lisa Bianco			
Support Services					
39	Supt Support Services	Christopher Rheume			
40	Insp Customer Service	Debbie Miller			
41	Insp Communication Centre	VACANT	Dana Reynolds	S/Sgt Watch Commander B	2020.04.19
42	Insp Courts/Temp Custody	John McGetrick			
Planning, Performance & Analytics					
43	Chief Strategy Mgmt Officer	Randy Mar			
Special Assignments					
44	Insp Learning & Development	Heather Lachine	Insp Platoon D		2020.04.27
45	Insp Operational Rep Capital Projects	Sandra McLaren			
46	Insp EDI Strategy, Project Lead	Paul Burnett	Insp Platoon A		2020.04.19
47	Insp Customer Service Alignment Project	Hugh O'Toole	S/Sgt Front Desk Services		2020.07.26