

Report to / Rapport au:

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

24 February 2020 / 24 février 2020

Submitted by / Soumis par:

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

Contact Person / Personne ressource:

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SUBJECT: WORKFORCE MANAGEMENT REPORT – FOURTH QUARTER 2019

OBJET: GESTION DES EFFECTIFS DU QUATRIÈME TRIMESTRE DE 2019

REPORT RECOMMENDATIONS

That the Ottawa Police Services Board:

- 1. Approve the appointment of the sworn officers identified in Document 2;
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 au document
2; et**
- 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.

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 Q4 2019;
3. Summarize 2019 hiring activities;
4. Summarize hiring goals for 2020 including assumptions related to retirements and resignations;
5. Provide the Board with an overview of active Formal Medical Accommodations; and
6. 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 recently approved Sworn Accelerated Hiring Plan will result in an additional 100 officers hired in 2020, significantly higher than our historical average of 30.

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.

Q4 2019 Position, Staffing and Hiring Activities

Table 1 below summarizes the 2019 sworn officer forecasted hiring requirements as compared to the actual requirements.

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Table 1

2019 Summary of Sworn Officer Hiring Requirements

	Forecasted Hiring Requirements		Q1 Actual	Q2 Actual	Q3 Actual	Q4 Actual	Actual Hiring Requirements	Hiring Plan (see Table 2)
	Original							
Position Change								
Strategic Growth	30		30	0	0	0	30	
Federal Gun Violence Program	0		2	0	0	0	2	
Staffing Changes								
Complement (overage)/underage from 2017	(19)		-19	0	0	-2	-21	
Retirements/LSER	40		13	11	3	4	31	
Resignations	15		2	2	2	2	8	
Other *	-2		1	1	1	2	5	
Complement carry-over to 2019	16		0	0	0	29	29	
Total	82		29	14	6	35	84	84
*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.								

In Q4 2019 there were four sworn officer retirements and two sworn officer resignations. One officer was female and five officers were male. Document 1 to this report lists the names and ranks of the six sworn officers who left the employment of OPS in Q4 2019 due to retirement and resignation.

Actual retirements and resignations did not realize the original forecast for 2019. There were 31 total retirements (compared to the forecast of 40) and 8 total resignations (compared to a forecast of 15) for 2019 resulting in a total actual attrition number of 39, 16 below the forecasted number of 55.

There will be 29 additional officers carried over to help meet operational needs in Q1 2020 when retirement levels are the highest.

Table 2 below summarizes the 2019 Sworn Officer Hiring Plan which shows the Service hired a total of 83 new police officers. Chief Peter Sloy joined the Ottawa Police Service in October 2019 bringing our total Officers hired to 84 in 2019.

Table 2
2019 Sworn Officer Hiring Plan

Hire Date	Intake	Original Hiring Plan	Q1 Actual	Q2 Actual	Q3 Actual	Q4 Actual	Updated Hiring Plan
New Recruits							
Apr 2019	Intake R1	24	0	24	0	0	24
Aug 2019	Intake R2	24	0	0	30	0	30
Dec 2019	Intake R3	20	0	0	0	12	12
Experienced Officers							
May 2019	Intake E1	14	0	14	0	0	14
Oct 2019	Intake E2	0	0	0	0	3	3
Total			0	38	30	15	83

The Q4 actual in the Hiring Plan reflects the hiring of 12 new officers in December. These new recruits will be brought forward for Board appointment approval in the Q2 2020 Workforce Management Report upon their successful completion of the Basic Constable training program at the OPC.

Document 2 to this report lists the names of the 30 new recruits and 3 experienced officers who were sworn in during Q4 2019. The 30 new recruits were hired in August 2019 and completed their training at OPC in Q4 2019. The experienced officers were hired in October 2019 and completed training at the OPS Professional Development Centre in Q4 2019.

Table 3 below provides a demographic overview of these 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
October 2019 Experienced Officers	3	3	0	37	2	Hindi Punjabi Urdu	1 – Masters 1 – College 1 – High School

2020 Sworn Officer Forecast of Hiring Requirements and Hiring Plan

In 2020 the forecast identifies a need to hire 153 officers. This forecast was developed with the assumption there will be a greater number of retirements in 2019 at 40 retirements and another 10 officers who will resign. 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 coverage from 2019 is 29 officers;
- c) A surplus of 28 officers will be carried into 2021, roughly 40% of the expected retirements for that year.

The 2020 forecasted hiring requirements are outlined in Table 4 below.

Table 4
2020 Summary of Sworn Officer Hiring Requirements

	Forecasted Hiring Requirements	Q1 Forecast	Q2 Forecast	Q3 Forecast	Q4 Forecast	Hiring Requirements	Hiring Plan (see Table 5)
	Original						
Position Change							
Strategic Growth	100	25	25	25	25	100	
Federal Gun Violence Program	2	2	0	0	0	2	
Staffing Changes							
Complement coverage (-) / underage from 2019	(29)	(29)	0	0	0	(29)	
Retirements/LSER	40	15	15	5	5	40	
Resignations	10	3	3	2	2	10	
Other *	2	1	0	0	1	2	
Complement carry-over to 2021	28	0	0	0	28	28	
Total	153	17	43	32	61	153	153
*Includes long term vacancies (LTV), leave of absence (LOA) and deaths. Names will not be disclosed due to confidentiality. Complement Carry-Over is typically based on approximately 40% of following year's forecasted retirements.							

Table 5 below summarizes the 2020 Sworn Officer Hiring Plan designed to meet the requirement for 153 officers outlined above. For 2020, the plan is to hire two groups of 48 new recruits in April and August and a final group of 47 in December. These recruits will be supplemented by the target hiring of 10 experienced officers in May 2020. The Original Hiring Plan provides recruitment targets for the year. In-year adjustments will be made to reflect actual year to date variances from the forecast and to take into account space availability at the Professional Development Centre and the Ontario Police College. The mix of direct entry and new recruit candidates are also considerations in adjusting the hiring plan during the year while striving to meet the hiring plan.

Table 5
2020 Sworn Officer Hiring Plan

Hire Date	Intake	Original Hiring Plan	Revised	Q1 Forecast	Q2 Forecast	Q3 Forecast	Q4 Forecast	Hiring Plan
New Recruits								
Apr 2019	Intake R1	48		0	48	0	0	48
Aug 2019	Intake R2	48		0	0	48	0	48
Dec 2019	Intake R2	47		0	0	0	47	47
Experienced Officers								
May 2019	Intake E1	10		0	10	0	0	10
Total		153		0	58	48	47	153

Civilian Staffing

Q4 2019 Activities

In total 20 staffing actions were completed in Q4, comprised of nine permanent positions to address attrition, one temporary assignment, six temporary opportunities and four casual employee hires (see Table 7). In Q4 2019, there were no civilian retirements or resignations.

Document 3 lists the names of the seven new permanent civilian employees hired in Q4 2019. Document 4 lists the names of the two permanent civilian members in new permanent positions as of Q4 2019.

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

Table 6
Demographic Highlights of New OPS Civilian Employees
Q4 2019 Hiring Activities

	Total #	Male	Female	Average Age	English & French Speaking	Other Languages	Education Level / Military Service
Q4 Civilian Hires	7	4	3	27	4	N / A	1 University Degree
							5 College Diploma
							1 College Diploma & Military

2019 Summary

The 2019 plan originally forecasted 112 actions. Actual staffing actions were slightly higher with 124 actions being completed by the end of Q4. This figure represents 21% of

the civilian staff complement. Permanent staffing categories combined met the original forecast, while temporary assignments realized 60% of the original forecast. Temporary Opportunities were 70% higher, partially due to the number of special assignments across the organization in Q4. Casual hiring was approximately 50% higher than the original forecast with the need for additional Background Investigators driving this increase to support both sworn and civilian hiring plans.

In 2020 there may continue to be civilian staffing pressures due to the number of permanent employees that are leaving the organization. In 2017 there were 14 retirements and 14 resignations, in 2018 there were a total of 12 retirements and 12 resignations and in 2019, there were a total of nine retirements and eight resignations which was more aligned with the historical trends for civilian retirements and resignations of 10 and five respectively. The forecast typically would be 10 and five respectively however we may continue to trend upward as in 2020 there are over 50 civilian employees who are eligible to retire with a full pension.

Table 7 outlines the actual 2019 Civilian Staffing actions.

Table 7
2019 Civilian Staffing Plan

2019 Civilian Staffing Plan							
	2019 Forecasted Actions		Q1 Actual	Q2 Actual	Q3 Actual	Q4 Actual	Updated 2019 Forecasted Actions
Existing Vacancies							
Permanent Operational Backfill (Communication Centre)	15		2	2	4	3	11
Permanent Civilian hires (external candidates, and term to perm conversion, through competition)	35		11	24	7	6	48
Temporary Assignments (through competition)	40		3	7	12	1	23
Temporary Opportunities (<6 months, through internal database)	10		3	5	3	6	17
Casual Hiring (external competition)	12		1	15	5	4	25
Total Staffing Actions	112		20	53	31	20	124

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 (six months or less) temporary requirements;
and
4. 25 staffing actions to fill casual opportunities including 12 Background Investigators to support sworn and civilian hiring.

Table 8 below outlines the civilian staffing plan by category.

Table 8
2020 Civilian Staffing Plan

2020 Civilian Staffing Plan							
	2020 Forecasted Actions		Q1 Forecast	Q2 Forecast	Q3 Forecast	Q4 Forecast	2020 Total Staffing Actions
Existing Vacancies							
Permanent Operational Backfill (Communication Centre)	20		5	5	5	5	20
Permanent Civilian hires (external candidates, and term to perm conversion, through competition)	40		10	15	5	10	40
Temporary Assignments (through competition)	30		5	10	10	5	30
Temporary Opportunities (<6 months, through internal database)	15		3	4	4	4	15
Casual Hiring (external competition)	25		15	3	3	4	25
Total Staffing Actions	130		38	37	27	28	130

SENIOR OFFICERS' ASSIGNMENT UPDATES

Document 5 illustrates the Senior Officers assignments as of December 31, 2019 and is provided for reference purposes.

Sworn

Vacant Permanent Positions - As of December 31, 2019 there were two members of the OPA acting in SOA positions due to a vacancy. Acting Inspector Francois D'Aoust is covering the vacant position of Inspector Platoon F and Acting Inspector Dana Reynolds is covering the vacant position of Inspector Communication Centre.

Temporary Assignments – As of December 31, 2019 there were two members of the OPA acting in SOA positions due to a temporary vacancy. 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.

Special Assignments – As of December 31, 2019 there were three members on Special Assignment. Inspector Heather Lachine is on long term temporary assignment as Inspector Learning and Development, Inspector Sandra McLaren is on a long term

temporary assignment as Inspector Operational Representative Capital Projects and Inspector Paul Burnette is on a long term temporary assignment as EDI Strategy Project Lead.

Civilian

Vacant Permanent Positions - As of December 31, 2019, Michelle Rathwell is acting in the position of Chief Human Resources Officer, Anna Beatty is acting in the position of Chief Information Officer, and Wally Salem is acting in the position of Chief Financial Officer.

Temporary Assignments – As of December 31, 2019 there were two members of the OPA acting in SOA positions due to a temporary vacancy. Lance LaPorte acting in the position of Director Human Resources, Karen Wenzel is acting in the position of Director Facilities Planning and Project Delivery, and Darren Macpherson is acting in the position of Manager Health, Safety & Lifestyles.

Additionally, as of December 31, 2019, there were three members of the OPA acting in temporary SOA positions. Heather Roberts is acting in the temporary position of Manager Human Resources, Kim Stuurop is acting in the temporary position of Manager Talent Development and Performance Management, and Julie Arsenault is acting in the temporary position of Labour Relations Advisor.

Special Assignments – As of December 31, 2019, there was one member of the SOA on special assignment. Angela Slobodian is on a long term temporary assignment as the Director Wellness Project.

Q4 2019 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. 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 musculo-skeletal 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 People & Culture Directorate work with the supervisors in operational sections, and affected members to identify suitable positions that provide operational

value to OPS while honoring 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 Q4 data shows (see Table 9 below) that 169 sworn members had an FMA at the end of Q4. Of these FMAs about two-thirds (117) were temporary in nature, and one-third (52) were permanent. This level of activity represents roughly 11.6% of total sworn staffing. The work restrictions associated with FMAs predominantly fall into 2 categories:

- 47% of Sworn FMAs involved Use of Force limitations
- 42% of Sworn FMAs involved shift restrictions

The Q4 data shows 3.5% decrease in total sworn accommodation since the last quarter, with the bulk of the change in the temporary category. The temporary / permanent split remains constant at two-thirds to one-third.

For the most part, members with FMAs remain in their substantive position. As of December 31, 2019, 62 sworn members required accommodation in a position outside their substantive position. This situation occurs most in the Frontline Directorate which had to accommodate 54 members with an FMA outside their substantive positions (Table 10).

Civilian Members – The data shows (see Table 9 below) that 39 civilian members required FMAs. This represents an increase of 8.3% since last quarter.

Of the Q4 FMAs, 15 were temporary in nature, and 24 were permanent. This pattern is opposite to the sworn pattern: most of the FMAs – two-thirds (117) are temporary, compared to one-third (52) permanent.

The primary restriction related to shift work, as 64% of civilian FMAs involved shift restrictions.

Table 9
Q4 2019 Formal Medical Accommodations

Category	Duration	Number of Cases					Change from Q3 2019 to Q4 2019
		Q4 2018	Q1 2019	Q2 2019	Q3 2019	Q4 2019	
Sworn	Temporary	99	109	118	119	117	-1.7%
	Permanent	53	54	51	56	52	-7.2%
Sworn Subtotal		152	163	169	175	169	-3.5%

Civilian	Temporary	18	15	16	11	15	+36.3%
	Permanent	25	27	21	25	24	-4%
Civilian Subtotal		43	42	37	36	39	+8.3%
Overall Total		195	205	206	211	208	-1.5%

Table 10 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, 62 sworn members had formal accommodation needs that resulted in placement outside their substantive positions. This impact falls most heavily to the Frontline Directorate.

Table 10
Q4 2019 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	114/855 = 13.3%	60/114 = 52.6%	54/114 = 47.3%	54/855 = 6.3%
Support Services	21/97 = 21.6%	18/21 = 85.7%	3/21 = 14.3%	3/97 = 3.1%
Criminal Investigations	28/369 = 7.6%	24/28 = 85.7%	4/28 = 14.3%	4/369 = 1.1%
People & Culture, Training & Development	3/111 = 2.7%	3/3 = 100%	0/3 = 0%	0/111 = 0%

Corporate Support, Office of the Chief & Executive Services, performance planning & Analytics	3/27 = 11%	2/3 = 66.6%	1/3 = 33.3%	1/27 = 3.7%
OPS Totals	169/1459 = 11.6%	107/169 = 63.3%	62/169 = 36.7%	62/1459 = 4.2%

DOCUMENTS

Document 1 – Q4 2019 Sworn Officer Retirements and Resignations

Document 2 – Q4 2019 Sworn Members OPC Trained & Experienced Officer Hires

Document 3 – Q4 2019 Permanent Civilian Hires

Document 4 – Q4 2019 Civilians in New Permanent Positions

Document 5 – Senior Officers' Assignment Report as of December 31, 2019

CONCLUSION

This report provides an overview of the activities that have occurred in the Q4 2019 to fulfill the goals of the workforce plans. Staff will provide an update on Q1 2020 activities at the May 2020 Board meeting.

Q4 2019 Sworn Officer Retirements

	NAME	DIRECTORATE	SECTION	RANK	RETIREMENT DATE/LONG-TERM LEAVE DATE
1	Murray Knowles	Office of the Chief	Professional Standards	Inspector	1-Oct-2019
2	Kelly P Ryan	Support Services	Court Security	Constable	1-Oct-2019
3	Kyle Steele	Community Relations & Frontline Specialized Support	Traffic	Constable	1-Oct-2019
4	Michael Maloney	Frontline	Platoon F	Inspector	25-Oct-2019

Q4 2019 Sworn Officer Resignations

	NAME	DIRECTORATE	SECTION	RANK	RESIGNATION DATE
1	Kelly Menna	Criminal Investigations	Forensic Identification	Constable	16-Dec-2019
2	Christian Veilleux	Frontline	Platoon A Central	Constable	23-Dec-2019

Q4 2019 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

Q4 2019 Experienced Officer Hires – Class XO2019-2

	NAME	DIRECTORATE	DEPARTMENT	FUNCTION	HIRE DATE
1	Mandeep Ahluwali	Training & Development	Prof. Development Centre	Recruit	7-Oct-19
2	Justin Russell	Training & Development	Prof. Development Centre	Recruit	7-Oct-19
3	Trevor Sharpe	Training & Development	Prof. Development Centre	Recruit	7-Oct-19

Q4 2019 Permanent Civilian Hires

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Jessika Bolduc	Support Services	Communication Centre	Police Communicator	12-Nov-19
2	Chantal Despatie	Support Services	Communication Centre	Police Communicator	12-Nov-19
3	Cory Montgomery	Support Services	Communication Centre	Police Communicator	12-Nov-19
4	Thomas Ash	Support Services	Court Security & Temporary Custody	Special Constable	9-Dec-19
5	Kayla Bisailion	Support Services	Court Security & Temporary Custody	Special Constable	9-Dec-19
6	Melissa Cable	Support Services	Court Security & Temporary Custody	Special Constable	9-Dec-19
7	Robert McNally	Support Services	Court Security & Temporary Custody	Special Constable	9-Dec-19

Q4 2019 Civilians in New Permanent Positions

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Jarrett Picard	Corporate Support	Fleet Services	Electronic Technician	25-Oct-19
2	Claude Barrette	Support Services	Police Reporting Unit	Police Reporting Unit Agent	8-Nov-19

Q4 2019 Senior Officers' Assignment Report

	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 Physical Environment Officer	Pamela Mills			
7	Chief Information Officer	Vacant	Anna Beatty	Mgr Service Centre	2020.03.31
8	Chief Financial Officer	Vacant	Wally Salem	Mgr Financial Planning	2020.03.31
9	Insp Material Management	Samir Bhatnagar			
10	Director Facilities Plng & Prj Delivery	Carol Roper	Karen Wenzel	Mgr Design & Space Management	2020.03.31
Executive Services					
11	Director Community Development	David Snoddy			
12	Director Corporate Communications	John Steinbachs			
13	General Counsel	Christiane Huneault			
14	Legal Counsel	Lara Malashenko			
15	Exec Advisor Respect, Conduct & Values	Deborah Aarenau			
Office of the Chief					
16	Supt Executive Officer	Jamie Dunlop			
17	Insp Professional Standards	Robert Drummond			
Frontline					
18	Supt Frontline	Mark Ford			
19	Insp Frontline Admin ABD	Patrick Flanagan			

	Title	Incumbent	Holder Acting or Temporarily Assigned	Holder's Substantive Position Name	Term End
20	Insp Frontline Admin CEF	Glenn Wasson			
21	Insp Fixed Operations & Airport	Michael Ryan			
22	Insp Platoon A	Paul Burnett	Russell Lucas	S/Sgt Professional Development	2020.02.24
23	Insp Platoon B	Robert Bernier			
24	Insp Platoon C	David Zachrias			
25	Insp Platoon D	Heather Lachine	Kevin Maloney	S/Sgt Scheduling ABD	2020.04.27
26	Insp Platoon E	Patricia Ferguson			
27	Insp Platoon F	VACANT	Francois D'Aoust	S/Sgt Technical Investigations	2020.06.09
Community Relations & Frontline Specialized Support					
28	Supt Community Relations & Frontline Specialized Support	Joan McKenna			
29	Insp Frontline Specialized Support	Michel Marin			
30	Insp Community Relations	Ken Bryden			
People & Culture					
31	Chief Human Resources Officer	VACANT	Michelle Rathwell	Director Human Resources	2019.12.31
32	Director Human Resources	Michelle Rathwell	Lance LaPorte	Mgr Employee Services	2019.12.31
33	Director Employee & Labour Relations	Mark Chodos			
34	Mgr Health Safety & Lifestyles	Angela Slobodian	Darren MacPherson	Health & Safety Advisor	2020.12.31
35	Sr Labour Relations Advisor	Allison Chapman			
36	Sr Labour Relations Advisor	Lisa Bianco			
Support Services					
37	Supt Support Services	Christopher Rheaume			
38	Insp Customer Service	Debbie Miller			
39	Insp Communication Centre	VACANT	Dana Reynolds	S/Sgt Watch Commander B	2020.03.03
40	Insp Courts/Temp Custody	John McGetrick			

	Title	Incumbent	Holder Acting or Temporarily Assigned	Holder's Substantive Position Name	Term End
Planning, Performance & Analytics					
41	Chief Strategy Mgmt Officer	Randy Mar			
Training & Development					
42	Supt Training & Development	Sterling Hartley			
43	Insp Outreach & Recruitment	Mark Patterson			
Special Assignments					
44	Director Wellness Project	Angela Slobodian	Mgr Health Safety & Lifestyles		2020.12.31
45	Mgr Talent Development & Perf. Mgmt	Kim Stuurop	Talent Management Advisor		2019.12.31
46	Insp Learning & Development	Heather Lachine	Inspector Platoon D		2020.04.27
47	Insp Operational Rep Capital Projects	Sandra McLaren			
48	Insp EDI Strategy, Project Lead	Paul Burnett	Inspector Platoon A		2020.05.04
49	Mgr Human Resources	Heather Roberts	Mgr Work Force Management		2019.12.31
50	Labour Relations Advisor	Julie Arsenault	Workforce Management Specialist		2019.12.31