

Report to / Rapport au:

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

30 May 2022 / 30 Mai 2022

Submitted by / Soumis par:

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

Contact Person / Personne ressource:

**Chief Administrative Officer Blair Dunker / agent administratif principal
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SUBJECT: WORKFORCE MANAGEMENT REPORT: FIRST QUARTER 2022

OBJET: GESTION DES EFFECTIFS DU PREMIER TRIMESTRE DE 2022

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 (PSA) 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 as of April 30, 2022;

3. Summarize hiring goals for 2022 including assumptions related to retirements and resignations;
4. Provide the Board with an overview of suspended members; 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 (MFIPPA).

DISCUSSION

Sworn Officer Staffing

Forecast of Hiring Requirements

The forecast of sworn officer hiring requirements for the year is developed annually by the OPS. It is built around the estimated number of officers that must be hired to fill both new and existing vacant positions.

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 percent of the following year's forecasted retirements is generally needed to ensure that staffing levels in Q1 of the following year do not fall below acceptable service levels (e.g., 42 officers shift requirement, Service Level Agreements, etc.).

2022 Sworn Officer Forecast of Hiring Requirements

The hiring plan is built at the start of the year and may fluctuate as forecasts are estimated based on previous retirement and resignation trends that vary from year to year. The 2022 sworn staffing forecast identifies a need to hire 80 officers. After a full year without recruitment, the Service began the year under-complemented by 11 officers. Additionally, the current forecast assumes approximately 37 retirements and 12 resignations, and provides for a complement carry-over of 20 officers in anticipation of 2023 retirements.

2022 Sworn Officer Hiring Plan

Table 1 below summarizes the 2022 Sworn Officer Hiring Plan which shows a requirement to hire a total of 80 new police officers in 2022. There were no sworn officers hired in Q1 of 2022, a decision made in late 2021 to address budget concerns.

Based on the hiring requirements noted below, a class of 13 recruits was hired on April 11, with a hiring plan for two additional recruit classes in September and December, and an Experienced Officers class in August of 2022.

| TABLE 1: 2022 HIRING PLAN | | | | | | | | | |
|---------------------------|-----------|----------------------|---------|--|-----------|-------------|-------------|-------------|-------------|
| HIRE DATE | INTAKE | ORIGINAL HIRING PLAN | REVISED | | Q1 ACTUAL | Q2 FORECAST | Q3 FORECAST | Q4 FORECAST | HIRING PLAN |
| New Recruits | | | | | | | | | |
| April 2022 | Intake R1 | | | | 0 | 13 | 0 | 0 | 13 |
| Sept 2022 | Intake R2 | | | | 0 | 0 | 24 | 0 | 24 |
| Dec 2022 | Intake R2 | | | | 0 | 0 | 0 | 30 | 30 |
| Experienced Officers | | | | | | | | | |
| Aug 2022 | Intake E1 | | | | 0 | 0 | 13 | 0 | 13 |
| Total | | | | | 0 | 13 | 37 | 30 | 80 |

Note: R (Recruitment Class/New Constable); E (Experienced Officers Class)

The names of the 13 new recruits hired in April will be brought forward for Board appointment approval in the Q2 2022 Workforce Management Report following their successful completion of the Basic Constable training program at the OPC and sworn-in date.

Q1 2022 Sworn Officer Promotions

Sworn officer promotions in the OPS are generally made on a quarterly basis in consideration of the number of vacancies arising through attrition. There were no sworn officer promotions as of April 30, 2022.

Civilian Staffing

2022 Civilian Forecast of Hiring Requirements

Civilian staffing is driven each year by many of the same factors that influence Sworn Officer staffing, but the volume and timing can be more difficult to predict. In 2021, the OPS also saw a backlog of staffing actions given the delays presented by the COVID 19

Pandemic. The 2022 plan included a carry-over of 31 permanent civilian vacancies from 2021.

2022 Civilian Staffing Activities as of April 30, 2022

The OPS started Q1 2022 with 41 permanent civilian positions with no substantive owner. These included four growth positions and four sworn positions converted to civilian positions.

- There were 16 permanent civilian members who left the organization in first four months of 2022 - Document 2 lists the names and positions held by these 16 civilian members.
- There were 12 permanent civilian employees hired in the first four months of 2022 - Document 3 lists the details of these 12 members.
- There was a net increase of 10 permanent civilian positions converted from unused sworn growth positions.
- There are currently 23 active competitions to fill over 30 vacant positions.

Senior Officer Assignment Updates as of April 30, 2022

Document 5 illustrates the Senior Officer and Executive position assignments at the OPS as of April 30, 2022 and is provided for reference purposes.

Sworn Officer Suspensions as of April 30, 2022

In Q1 of 2022, and as illustrated in Document 6, there was one conclusion of a Suspension and no new Suspensions.

- The Chief of Police may suspend an officer with pay if they are suspected or charged with a criminal or provincial offence, or misconduct under the Police Services Act (PSA). The Chief of Police may suspend without pay only when an officer is convicted of an offence AND sentenced to a term of imprisonment.
- Suspension is an aspect of the Chief's authority to control and administer the police service; "not to punish, but to remove members from duty for reasons related to the protection of the public and the police service." It is a risk mitigation tool, to allow time for investigation while mitigating any risks associated with keeping the officer on duty.
- Complaints of Officer Conduct are taken very seriously as a matter of public trust and confidence. We have a rigorous process in place to manage conduct matters, including suspensions. Suspension is reserved for the most serious cases, applying a fixed set of criteria on an incident-by-incident basis, and often in dynamic circumstances.

- **The Suspension Criteria includes a consideration of the following nine factors:**
 1. Seriousness of the alleged misconduct;
 2. Reliability of the evidence or information known;
 3. Prior discipline record of the officer;
 4. Can adequate conditions or restrictions be put in place to mitigate the need for suspension?
 5. What is the risk to the public and the police if the officer is not suspended?
 6. How does this impact the public interest, and public trust and confidence in the OPS?
 7. How does this align with Board and OPS priorities?
 8. Is there a risk of reprisal if the member is not suspended?
 9. Is suspension necessary to maintain the integrity of the investigation?
- Determination of suspension frequently comes down to a balancing act between public and police safety and confidence, and the common law duty of procedural fairness. Suspensions are reviewed on a quarterly basis, and when there is a material change in circumstances that may warrant lifting a suspension.

SUPPORTING DOCUMENTATION

Document 1 – Sworn Officer Retirements and Resignations as of April 30, 2022

Document 2 – Civilian Retirements and Resignations as of April 30, 2022

Document 3 – Permanent Civilian Hires as of April 30, 2022

Document 4 – 2022 Civilian vacant positions as of April 30, 2022

Document 5 – 2022 Senior Officer Assignments as of April 30, 2022

Document 6 – 2022 Sworn Officer Suspensions as of April 30, 2022

CONCLUSION

This report provides an overview of the activities that have occurred in the Q1 to fulfill the organization's workforce plans and objectives. Staff will provide an update on Q2 activities at the August 2022 Board meeting.

DOCUMENT 1**2022 Sworn Officer Retirements as of April 30, 2022**

| | NAME | DIRECTORATE | SECTION | RANK | RETIREMENT DATE/LONG-TERM LEAVE DATE |
|----|----------------------|------------------------|-----------------------------|----------------|---|
| 1 | Richard Baldwin-Ooms | Frontline Policing | Platoon C West | Staff Sergeant | 1-Mar-2022 |
| 2 | Alain Boucher | Investigations | Collision Investigations | Constable | 28-Jan-2022 |
| 3 | Jacques Carrière | Frontline Policing | Airport | Constable | 1-Mar-2022 |
| 4 | Serge Clement | Specialized Policing | CBRNE Response Team | Constable | 1-Feb-2022 |
| 5 | Peter Danyluk | Office of the Chief | Staff Sergeant Majors | Staff Sergeant | 1-Feb-2022 |
| 6 | Sam Fawaz | Neighbourhood Policing | Neighbourhood Resource Team | Staff Sergeant | 1-Apr-2022 |
| 7 | Garry Granger | Frontline Policing | Fixed Aftn Central | Sergeant | 1-Feb-2022 |
| 8 | Mark Heuchert | Investigations | Regional Drug Intell Unit | Constable | 1-Apr-2022 |
| 9 | Iris Janzen | Frontline Policing | Fixed Aft Central CEF | Constable | 1-Apr-2022 |
| 10 | Sherry Jordan | Neighbourhood Policing | Community Policing West | Constable | 1-Apr-2022 |
| 11 | Stuart Marshall | Information | Evidence Control Unit | Constable | 1-Apr-2022 |

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|----|---------------------|------------------------|---------------------------------|----------------|-------------|
| 12 | John McGetrick | Investigations | Frontline Investigations | Inspector | 1-Feb-2022 |
| 13 | Kyle McIntyre | Frontline Policing | Platoon C East | Constable | 1-Apr-2022 |
| 14 | Paul McIntyre | Information | Alternative Response Unit | Sergeant | 1-Mar-2022 |
| 15 | Joan McKenna | Information | Information Directorate | Superintendent | 28-Jan-2022 |
| 16 | Francois Perron | Frontline Policing | Platoon B East | Constable | 28-Jan-2022 |
| 17 | Cornelius Posine | Frontline Policing | Fixed Day East | Constable | 1-Mar-2022 |
| 18 | Christopher Renwick | Investigations | Investigations Directorate | Superintendent | 14-Jan-2022 |
| 19 | Holly Watson | Neighbourhood Policing | Mental Health Section | Sergeant | 1-Feb-2022 |
| 20 | Christina Wolf | Human Resources | Professional Development Centre | Sergeant | 28-Jan-2022 |
| 21 | Robert Wyers | Specialized Policing | Tactical Section | Sergeant | 1-Mar-2022 |

2022 Sworn Officer Resignations as of April 30, 2022

| | NAME | DIRECTORATE | SECTION | RANK | RESIGNATION DATE |
|----|------------------------|------------------------|---------------------------------|--------------|-------------------------|
| 1 | Jessica Brum | Frontline Policing | Platoon E West | Constable | 2-Jan-2022 |
| 2 | Henrick Casimir | Investigations | eCrime Secondments | Constable | 11-Jan-2022 |
| 3 | Attilio Cazares-Caucci | Frontline Policing | Platoon B East | Constable | 17-Feb-2022 |
| 4 | Andrew Chronopoulos | Frontline Policing | Platoon C Central | Constable | 12-Mar-2022 |
| 5 | Ryan Fratesi | Frontline Policing | Platoon A Central | Constable | 22-Apr-2022 |
| 6 | Jennifer Gourgon | Human Resources | Professional Development Centre | Constable | 22-Feb-2022 |
| 7 | Uday Singh Jaswal | Executive Support | Community Policing Command | Deputy Chief | 26-Feb-2022 |
| 8 | Andree Leduc | Investigations | Forensic Ident | Constable | 27-Apr-2022 |
| 9 | Annik Levesque | Investigations | Sexual Assault & Child Abuse | Constable | 7-Apr-2022 |
| 10 | Kevin Putinski | Neighbourhood Policing | Neighbourhood Response Team | Constable | 12-Mar-2022 |
| 11 | Michael Serson | Human Resources | PDC Cst Deployable | Constable | 23-Mar-2022 |
| 12 | Matthew Skof | Human Resources | Ottawa Police Association | Sergeant | 23-Apr-2022 |

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|----|-----------------------|---------------------|---------------------|-----------------|-------------|
| 13 | Peter Sloly | Office of the Chief | Office of the Chief | Chief of Police | 16-Feb-2022 |
| 14 | Stephen Vander Meulen | Investigations | Drug | Constable | 14-Jan-2022 |

DOCUMENT 2**2022 Civilian Retirements as of April 30, 2022**

| | NAME | DIRECTORATE | SECTION | PERMANENT POSITION | RETIREMENT DATE/LONG-TERM LEAVE DATE |
|---|-----------------------|--------------------|-----------------------|-------------------------------------|---|
| 1 | Anne Marie Avon-Russo | Information | Communications Centre | Police Communicator | 28-Jan-2022 |
| 2 | Lise Breau | Financial Services | Security | Parking Coordinator | 1-Apr-2022 |
| 3 | Tracey DeChamp | Info & Technology | Report Analyst | Report Analyst | 28-Jan-2022 |
| 4 | Norman Fairhead | Info & Technology | Background Clearance | Background Clearance Representative | 28-Jan-2022 |
| 5 | Anne Joly | Financial Services | Facilities & Security | Facilities Service Coordinator | 1-Apr-2022 |
| 6 | Barbara Lachance | Information | Court Liaison | Court Liaison Coordinator | 1-Mar-2022 |
| 7 | Brenda Malloy | Financial Services | Alarm Management | Supervisor Alarms | 28-Jan-2022 |
| 8 | Kevin Mason | Intelligence | Operation Intersect | Program Manager | 28-Jan-2022 |
| 9 | Michelle Rathwell | Human Resources | Human Resources | Human Resources Director | 1-Mar-2022 |

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|----|----------------------|-------------------|-----------------------------|---------------------------|-------------|
| 10 | Heather Roberts | Info & Technology | Portfolio Management Office | Sr ITS Business Analyst | 1-Mar-2022 |
| 11 | Micheline St-Germain | Information | Court Liaison | Court Liaison Coordinator | 30-Apr-2022 |

2022 Civilian Resignations as of April 30, 2022

| | NAME | DIRECTORATE | SECTION | PERMANENT POSITION | RESIGNATION DATE |
|---|------------------------|--------------------|--|---------------------------|-------------------------|
| 1 | Nicholas Amyot | Information | Communications Centre | Police Communicator | 28-Mar-2022 |
| 2 | Carol Dubue | Information | Court Liaison | Court Liaison Coordinator | 1-Feb-2022 |
| 3 | Renee Dyer | Investigations | Partner Assault & Human Trafficking Unit | Investigative Support | 7-Feb-2022 |
| 4 | Nicole Edens | Info & Technology | Freedom of Information | FOI Analyst | 1-Feb-2022 |
| 5 | Gizella Orosz-Ellepola | Human Resources | Abilities Mgmt & Return to Work | Manager | 1-Jan-2022 |

DOCUMENT 3**2022 Permanent Civilian Hires as of April 30, 2022**

| | NAME | DIRECTORATE | SECTION | PERMANENT POSITION | START DATE |
|----|-------------------------------|-----------------------------------|------------------------|---------------------------|-------------------|
| 1 | Matteo Dicatorato | Information | Communication Centre | Police Communicator | 10-Jan-22 |
| 2 | Tiffany Haineault | Information | Communication Centre | Police Communicator | 10-Jan-22 |
| 3 | Cassidy Beers | Information | Court Liaison | Court Coordinator | 21-Mar-22 |
| 4 | Fareed Ali | Information | Court Liaison | Court Coordinator | 28-Mar-22 |
| 5 | Sara Lytle | Information & Technology Services | Freedom of Information | FOI Analyst | 28-Mar-22 |
| 6 | Keenan Cooper | Specialized Policing | Court Security | Special Constable | 28-Mar-22 |
| 7 | Olivia Campbell | Specialized Policing | Court Security | Special Constable | 28-Mar-22 |
| 8 | Troy Therien | Specialized Policing | Court Security | Special Constable | 28-Mar-22 |
| 9 | Juan Francisco Brizuela Lopez | Specialized Policing | Court Security | Special Constable | 28-Mar-22 |
| 10 | Christophe Gingras | Information | Police Reporting Unit | PRU Agent | 8-Apr-22 |
| 11 | Hollis Zhang | Financial Services | Office of the CFO | Chief Financial Officer | 11-Apr-22 |

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|----|-----------------|-----------------------------------|------|---------------|-----------|
| 12 | Mathieu Janveau | Information & Technology Services | CPIC | CPIC Operator | 25-Apr-22 |
|----|-----------------|-----------------------------------|------|---------------|-----------|

Document 4**Vacant Civilian Positions as of April 30th, 2022**

| Position Title | Org Unit | Directorate | Job Grade |
|-------------------------------------|--|--|------------------|
| Admin Assist Guns & Gangs | Guns & Gangs Unit | Investigations Directorate | 3 |
| Admin, Community Safety & Wellbeing | Crime Stoppers Team | Intelligence Directorate | 3 |
| Sr Admin Assist | Info & Technology Services Directorate | Info & Technology Services Directorate | 4 |
| Background Clearance Representative | Background Clearance Section | Info & Technology Services Directorate | 4 |
| Admin Assist PAU | Partner Assault & Human Trafficking Unit | Investigations Directorate | 3 |
| Police Communicator | Comm Centre - Plt C | Information Directorate | 7 |
| Police Communicator | Comm Centre - Plt B | Information Directorate | 7 |
| Paid Duty Coordinator | Paid Duties Section | Specialized Policing Directorate | 5 |
| CPIC Operator | CPIC Section | Info & Technology Services Directorate | 4 |
| CPIC Operator | CPIC Section | Info & Technology Services Directorate | 4 |
| Police Communicator | Comm Centre - Plt D | Information Directorate | 7 |
| Police Communicator | Comm Centre - Plt C | Information Directorate | 7 |
| Facilities Service Coordinator | Facilities Management & Security Unit | Financial Services Directorate | 4 |

| | | | |
|----------------------------------|--|---|----|
| Admin Assist HROM | eCrime Unit | Investigations Directorate | 3 |
| Parking Coordinator | Parking Section | Financial Services Directorate | 5 |
| Police Communicator (OB) | Comm Centre - Plt E | Information Directorate | 7 |
| Fleet Attendant | Fleet Services Unit | Financial Services Directorate | 3 |
| Administrative Assistant | Forensics Unit | Investigations Directorate | 3 |
| Investigative Support | Partner Assault & Human Trafficking Unit | Investigations Directorate | 5 |
| Front Desk Services Agent | Front Desk Services Central | Information Directorate | 4 |
| Front Desk Services Agent | Front Desk Services East | Information Directorate | 4 |
| TAS Analyst | Workforce Operations Management | Financial Services Directorate | 7 |
| Sr ITS Business Analyst | Portfolio Management Office | Info & Technology Services Directorate | 9 |
| Business Strategic Analyst | Respect, Values & Inclusion Directorate | Respect, Values & Inclusion Directorate | 11 |
| FSD Repurpose-pending assignment | Financial Services Directorate | Financial Services Directorate | 8 |
| Telephone Technician | Telecommunications | Info & Technology Services Directorate | 7 |
| Senior Advisor to the CAO | Corporate Support Command | Corporate Support Command | 9 |

| | | | |
|--|--|--|----|
| Learning Experience Designer | Learning & Development Branch | Human Resources Directorate | 9 |
| Sr PM Strategic Projects | Strategic Planning Branch | Strategy & Communication Directorate | 10 |
| Sr PM Strategic Projects | Strategic Planning Branch | Strategy & Communication Directorate | 10 |
| Project Coordinator Strategic Projects | Strategic Planning Branch | Strategy & Communication Directorate | 8 |
| Safe Workplace Administrator | Independent Office of the Investigator | Independent Office of the Investigator | 8 |
| Wellness Analyst | Wellness Unit | Human Resources Directorate | 8 |

DOCUMENT 5**Senior Officer's Assignment Report as of April 30, 2022**

| Position Title | Budgeted Position | Position Owner | Temporary Position Holder | Term End |
|---|--------------------------|-----------------------|----------------------------------|-----------------|
| Sworn | | | | |
| Chief of Police | Y | | BELL STEVEN | 2026.12.23 |
| Deputy Chief | Y | | BURNETT PAUL | 2022.08.28 |
| Deputy Chief | Y | BELL STEVEN | FERGUSON PATRICIA | 2022.08.28 |
| Superintendent Investigations | Y | DUNLOP JAMIE | LACHINE HEATHER | 2022.07.10 |
| Superintendent Information | Y | RHEAUME CHRISTOPHER | | |
| Superintendent Frontline Policing | Y | FERGUSON PATRICIA | DRUMMOND ROBERT | 2022.09.11 |
| Superintendent Specialized Policing Dir | Y | | BERNIER ROBERT | 2022.09.11 |
| Superintendent Human Resources | Y | GRANGER ISOBEL | CARTRIGHT CARL | 2022.10.10 |
| Superintendent Neighbourhood Policing | Y | BHATNAGAR SAMIR | BRYDEN KENNETH | 2022.09.11 |
| Superintendent Intelligence | Y | PATTERSON MARK | | |
| Superintendent Respect, | N | | ZACKRIAS | 2022.0 |

| | | | | |
|---------------------------------------|---|-------------------|------------------|-------------|
| Values & Incl | | | DAVID | 9.11 |
| Inspector Intelligence Services | Y | BRYDEN KENNETH | PROTEAU MICHEL | 2022.0 9.11 |
| Inspector, Specialized Investigations | Y | LACHINE HEATHER | ST. JOHN NICOLE | 2022.0 7.24 |
| Inspector Major Investigations | Y | HODGINS TIMOTHY | | |
| Inspector Frontline Investigations | Y | ELVES JAMES | | |
| Inspector Communications | Y | LUCAS RUSSELL | | |
| Inspector, Courts, Custody & Traffic | Y | RYAN MICHAEL | | |
| Inspector Professional Standards | Y | O'TOOLE HUGH | | |
| Inspector Neighbourhood Branch A | Y | ZACKRIAS DAVID | MBAKULO JOHN | 2022.0 7.03 |
| Inspector Fixed Operations & Airport | Y | MARIN MICHEL | | |
| Inspector Operations Support | Y | BERNIER ROBERT | MOORE ANDREW | 2022.0 9.11 |
| Inspector Platoon A | Y | BURNETT PAUL | GROULX MARTIN | 2022.1 0.09 |
| Inspector Platoon B | Y | SHEEHY MARC-ANDRE | | |
| Inspector Platoon C | Y | | LEMIEUX ISABELLE | 2022.0 7.03 |
| Inspector Platoon D | Y | PALMER DEBBIE | | |

| | | | | |
|--|---|---------------------|------------------|----------------|
| Inspector Platoon E | Y | REYNOLDS DANA | HARPER JAMIE | 2022.0 8.21 |
| Inspector Platoon F | Y | | | |
| Inspector Customer Service | Y | DRUMMOND ROBERT | REYNOLDS DANA | 2022.0 7.03 |
| Inspector Executive Officer | Y | D'AOUST FRANCOIS | | |
| Inspector Information Services | Y | CARTRIGHT CARL | MURRAY NANCY | 2022.0 8.13 |
| Inspector Substantive Pending | N | MALONEY KEVIN | | |
| Inspector Staffing Resources | N | MCLAREN SANDRA | | |
| Inspector Employee & Labour Relations | N | | JUPP PETER | 2022.1 0.23 |
| Inspector Neighbourhood Branch B | N | | HAYES IAN | 2022.0 6.20 |

| Position Title | Budgeted Position | Position Owner | Temporary Position Holder | Term End |
|--|--------------------------|-----------------------|----------------------------------|-----------------|
| Civilian | | | | |
| Chief Administrative Officer | Y | DUNKER BLAIR | | |
| Executive Director of Strategy & Community | Y | STEINBACHS JOHN | | |
| General Counsel | Y | HUNEALT CHRISTIANE | | |
| Chief Information Officer | Y | BEATTY ANNA | | |
| Chief Financial Officer | Y | ZHANG HAO | | |
| Director Human Resources | Y | | LAPORTE LANCE | 2022.08.14 |
| Director Equity, Diversity & Inclusion | Y | | KOEPKE DANIEL | 2022.06.30 |
| Legal Counsel | Y | STEWART VANESSA | | |
| Exec Advisor Respect, Conduct & Values | Y | AARENAU DEBORAH | | |
| Director Employee & Labour Relations | Y | BIANCO LISA | | |
| Director Corporate Communications | Y | | | |
| Director, Wellness & Safety | Y | SLOBODIAN ANGELA | | |

| | | | | |
|---|---|-----------------|-------------------|-------------|
| Director Materiel Management | Y | | | |
| Director Info & Material Continuity | Y | | | |
| Director Strategic Planning | Y | | | |
| Director Recruiting, Learning & Develop | Y | | | |
| Director Financial Services | Y | | SWEET JONATHAN | 2022.0 6.30 |
| Safe Workplace Investigator | Y | | | |
| Safe Workplace Investigator | Y | | | |
| Director Strategic Projects | N | | GAUTHIER MICHELLE | 2022.0 7.06 |
| Director Info & Material Continuity | N | | JORDON DAWN | 2022.0 7.01 |
| Director Material Management | N | | RENAUD JASON | 2022.0 6.30 |
| Director of Learning & Develop Branch | N | | ABRAHAM JOSHUA | 2022.0 7.03 |
| Jr Legal Counsel | Y | | | |
| Jr Legal Counsel | N | | CLEROUX SHAWN | 2022.0 7.30 |
| Manager, Abilities Management | Y | | MCCORMICK SHAUNA | 2022.1 0.31 |
| Program Mgr, Employee & LR | Y | CHAPMAN ALLISON | | |

| | | | | |
|-------------------------------------|---|----------------|------------------|------------|
| Mgr Talent Development & Perf. Mgmt | Y | ABRAHAM JOSHUA | UZCATEGUI ASHLEY | 2022.07.03 |
| Program Mgr, Employee & LR | Y | | | |

Document 6**Sworn Officer Suspensions as of Q1**

| Last name | First name | Police Rank | Directorate | Start Date | Changes in Q1 |
|------------------|-------------------|--------------------|-------------------------------------|-------------------|---|
| Grus | Helen | Constable | Investigations Directorate | 2022.02.04 | Remains suspended |
| Hinterberger | Will | Staff Sergeant | Frontline Policing Directorate | 2019.09.13 | Remains suspended |
| Jaswal | Uday | Deputy Chief | Intelligence, Info & Invest Command | 2020.03.21 | Resigned Feb 26, 2022. Employee of the Board. |
| Assaad | Hussein | Constable | Investigations Directorate | 2020.04.23 | Remains suspended |
| Chronopoulos | Andrew | Constable | Frontline Policing Directorate | 2020.04.23 | Resigned Mar 11, 2022. Suspension Concluded. |
| Putinski | Kevin | Constable | Neighbourhood Policing Directorate | 2020.04.23 | Resigned Mar 11, 2022. Suspension Concluded. |
| Brisebois | Yourik | Constable | Investigations Directorate | 2020.08.05 | Suspension Concluded on Feb 3, 2022 |
| Benloss | Kevin | Constable | Frontline Policing Directorate | 2020.09.03 | Remains suspended |
| Fraser | Brandi | Constable | Investigations Directorate | 2021.02.12 | Suspension Concluded on Feb 3, 2022 |
| Singh | Sunde | Constable | Frontline Policing | 2021.0 | Remains suspended |

| | | | | | |
|----------|--------|-----------|------------------------------------|------------|-------------------------------------|
| | ep | | Directorate | 2.12 | |
| Forgie | Troy | Constable | Neighbourhood Policing Directorate | 2021.03.10 | Suspension Concluded on Feb 8, 2022 |
| Fournier | Pierre | Constable | Frontline Policing Directorate | 2021-06-17 | Suspension Concluded on Feb 2, 2022 |
| El-Badry | Haidar | Constable | Frontline Policing Directorate | 2021-06-24 | Remains suspended |