

Report to / Rapport au:

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

27 September 2021 / 27 Septembre 2021

Submitted by / Soumis par:

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

Contact Person / Personne ressource:

**Steve Bell, Deputy Chief Corporate Support/ Chef adjoint du soutien administratif
au commandement**

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SUBJECT: WORKFORCE MANAGEMENT REPORT: SECOND QUARTER 2021

OBJET: GESTION DES EFFECTIFS DU DEUXIEME TRIMESTRE DE 2021

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 Q2 2021;

3. Summarize hiring goals for 2021 including assumptions related to retirements and resignations;
4. Provide the Board with the Q2 Injury, Illness & Incident report
5. Provide the Board with an overview of suspended members; 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.

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 of the following year do not fall below acceptable levels.

2021 Sworn Officer Forecast of Hiring Requirements and Hiring Plan

The 2021 sworn staffing forecast initially identified the need to hire 44 officers in 2021 to meet the above criteria however this forecast has been adjusted to 30 officers based on sworn staffing changes in the first half of 2021, including a lower than expected number of retirements as well as the civilianization of 5 sworn positions.

See Table 1 for the 2nd quarter sworn staffing changes.

	Forecasted Hiring Requirements	Q1 Actual	Q2 Actual	Q3 Forecast	Q4 Forecast	Hiring Requirements	Hiring Plan (see Table 2)
	Original						
Position Changes							
Strategic Growth	30	-1	0	0	0	29	25
Reduction in Sworn Compliment **		-4				-4	
Staffing Changes							
Complement (overage) / underage from 2020	(58)		0	0	0	(58)	5
Retirements/LSER	40	16	6	5	5	32	
Resignations	10	1	6	2	3	12	
Other *	2		-2	1	0	-1	
Complement carry-over to 2022	20			0	0	20	
Total	44	12	10	8	8	30	30
<p>*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 forecasted retirements and future strategic growth positions.</p>							

In Q2 2021 there were 6 sworn officer retirements, 6 sworn officer resignations and 1 sworn officer death. From a gender perspective, 15% of the sworn employees leaving the service were female, 85% were male.

- **Document 1** to this report lists the names and ranks of the 13 sworn officers who left the employment of OPS in Q2 2021 due to retirement and resignation.

Table 2 below summarizes the adjusted 2021 Sworn Officer Hiring Plan which shows a requirement to hire a total of 30 new police officers in 2021, there were no sworn officers hired in Q2 of 2021.

Hire Date	Intake	Original Hiring Plan	Revised	Q1 Actual	Q2 Actual	Q3 Forecast	Q4 Forecast	Hiring Plan
New Recruits								
Apr 2021	Intake R1	0		0	0	0	0	0
Aug 2021	Intake R2	22		0	0	0	0	0
Dec 2021	Intake R2	22	30	0	0	0	30	30
Experienced Officers								
May 2021	Intake E1	0		0	0	0	0	0
Total		44	30	0	0	0	30	30

Q1 2021 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. There were twenty-five (25) sworn officer promotions in Q2 2021, see details in Table 3 below:

**Table 3
Q2 2021 Sworn Officer Promotions**

Q2 Sworn officer Promotions	Superintendent	Staff Sergeant	Sergeant	Total
Total Promotions	1	4	20	25
Male		3	15	18
Female	1	1	5	7
Females as a % of Total			28 %	100%

Document 2 lists the names of the sworn employees promoted in Q2 2021.

2021 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. 2021 also saw a backlog of staffing actions given the delays presented due to the COVID 19 Pandemic. The 2021 plan forecasts a carry-over of 25 permanent civilian vacancies into 2022 based on expected future staffing changes.

Table 1 shows staffing actions to date and a forecast for the remainder of 2021

Table 1 2021 Summary of Civilian Hiring Requirements						
	Forecasted Hiring Requirements	Q1 Actual	Q2 Actual	Q3 Forecast	Q4 Forecast	Vacancies Carried to 2022
	Original					
Position Changes						
Existing Vacancies	31	31	26	36	30	25
Strategic Priorities	2	1	6	1	2	

Staffing Changes						
Permanent Hires/term to perm		-18	-8	-15	-15	
Retirements	31	9	9	5	5	
Resignations	5	4	2	2	3	
Other *	2	-1	1	1	0	
Total	71	26	36	30	25	

*Includes long term vacancies (LTV), leave of absence (LOA) and deaths. Names will not be disclosed due to confidentiality.

Q2 2021 Activities

OPS started Q2 2021 with 26 permanent civilian positions with no substantive owner.

- There were 12 permanent civilian members who left the organization in Q2- Document 3 lists the names and positions held by these 12 civilian members.
- There were 8 permanent civilian employees hired in Q2 2021- Document 4 lists the details of these 8 members.
- There was a net increase of 6 permanent civilian positions to support strategic priorities in Q2, 4 converted from sworn positions and 2 through external funding- Document 5 lists the details of these new positions.
- OPS ended Q2 with 36 permanent civilian positions with no substantive owner, 5 are filled temporarily to ensure operational requirements-Document 6 lists the details

Q2 2021 Injury, Illness & Incident Report

EXECUTIVE SUMMARY

This report contains summary and analysis of workplace injuries, illnesses, and incidents that occurred in Q2 2021. Key points include:

- A total of 289 Workplace Injury, Illness and Incident Report Forms (WIIIRFs) were submitted;
- There were 56 WSIB-reportable injuries and illnesses;
- The most common category of WSIB-reportable injury was “exposure”;
- Potential contributing factors were identified for 17.6% of incidents; and
- Corrective actions were identified for 2% of incidents.

For further information about this report, contact the Abilities Management Unit.

INTRODUCTION

When a member becomes injured or ill due to a workplace event, or becomes aware of an incident that could have caused an injury or illness, the member is required to report the event to a supervisor. Supervisors are responsible for attempting to identify potential contributing factors related to incidents, and identifying potential corrective actions to help prevent similar incidents from occurring in the future. Supervisors must document these events by completing *Workplace Injury, Illness & Incident Report Forms (WIIIRFs)*. WIIIRFs are submitted to Abilities Management Unit (AMU). AMU processes the reports, follows up with OPS stakeholders, and fulfills any third-party reporting requirements necessary for regulatory compliance.

This report contains a review of data from WIIIRFs that were submitted during Q2 2021. Relevant information is summarized, tabulated, and graphed. Data from 2021 are compared with data from previous years.

INJURIES, ILLNESSES, and INCIDENTS

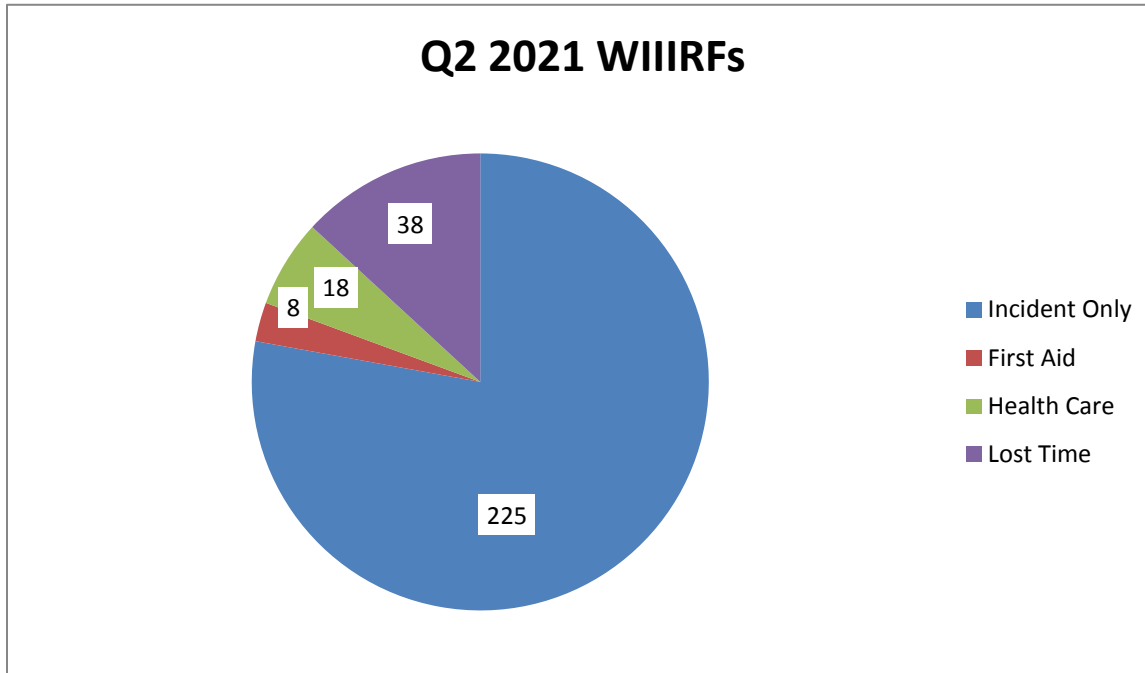
The following table and graph provide a summary of the 289 WIIIRFS that were submitted in Q2 2021.

Table 1: WIIIRFs Submitted in Q2 2021.

Incident Severity Category	Description	Number of Incidents
Incident Only	An incident occurred that could have resulted in an injury or illness. These incidents are sometimes called “near misses” or “close calls”.	225
First Aid	An injury or illness occurred, and first aid was administered. No external health care was sought.	8
Health Care	An injury or illness occurred, and external health care was sought from a doctor, chiropractor, or physiotherapist. No time was lost from work beyond the date of injury or illness.	18
Lost Time	An injury or illness occurred, health care was sought, and time was lost from work beyond the date of injury	38

	or illness.	
Total		289

Figure 1: WIIRFs Submitted in Q2 2021.



The most frequent incident only category from Q2 2021 was “psychological”. There was a number of significant events which resulted in the submission of several platoon wide hazard reports.

WSIB-REPORTABLE INJURIES and ILLNESSES

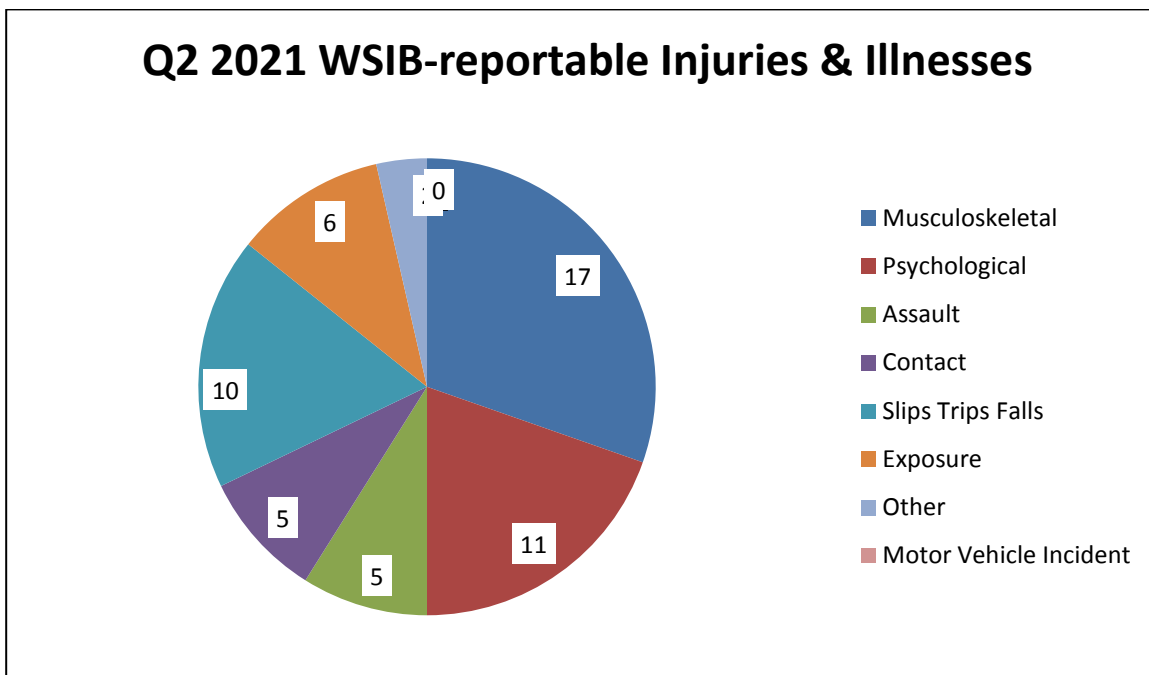
“Health Care” and “Lost Time” injuries and illnesses must be reported by OPS to the Workplace, Safety & Insurance Board (WSIB). Consequently, these types of injuries and illnesses are referred to as “WSIB-reportable”. The following table and figure provide details about the 56 WSIB-reportable injuries and illnesses that occurred in Q2 2021.

Table 2: Summary of WSIB-reportable Injuries and Illnesses from Q2 2021.

Injury/Illness/Incident Category	Description	Number of Incidents
Musculoskeletal	Member experiences sprain, strain, physical overexertion, soft tissue injury, or repetitive strain	17

	injury	
Psychological	Member exposed to psychological stressor	11
Assault	Member is physically assaulted by another person	5
Contact	Members strikes a person or object, or member is struck, cut, scratched or pinched by an object	5
Slips Trips Falls	Member slips, trips or falls	10
Exposure	Member exposed to known or suspected biological, chemical, or physical agent	6
Other	Not covered by other categories	2
Motor Vehicle Incident	Member was involved in motor vehicle incident	0
Total		56

Figure 2: WSIB-reportable Injuries and Illnesses in Q2 2021.



The most frequent injury and illness category from Q2 2021 was “musculoskeletal”. The increase in MSK injuries is due to members suffering more sprain/strain injuries this quarter (ankle, knee, wrist, shoulder, etc.).

CONTRIBUTING FACTORS & CORRECTIVE ACTIONS

WIIIRFs are designed to capture information about factors that may have contributed to incidents. Supervisors are also expected to identify what corrective actions, if any, should be implemented to reduce the risk that similar incidents will occur in the future. The following tables summarize information about WIIIRFs submitted in Q2 2021.

Table 3: Contributing Factors on WIIIRFs in Q2 2021.

Type of Contributing Factors	% of WIIIRFs Indicating Contributing Factor Type
Environmental	14.2%
Equipment	2.8%
Training	1%
Policy/Procedure	0%
No Contributing Factors Identified	84%

Note: The sum of the right-hand column may exceed 100% because some WIIIRFs listed more than one type of contributing factor.

Table 4: Corrective Actions on WIIIRFs in Q2 2021

Corrective Actions Identified?	% of Completed WIIIRFS
Yes	2%
No	98%

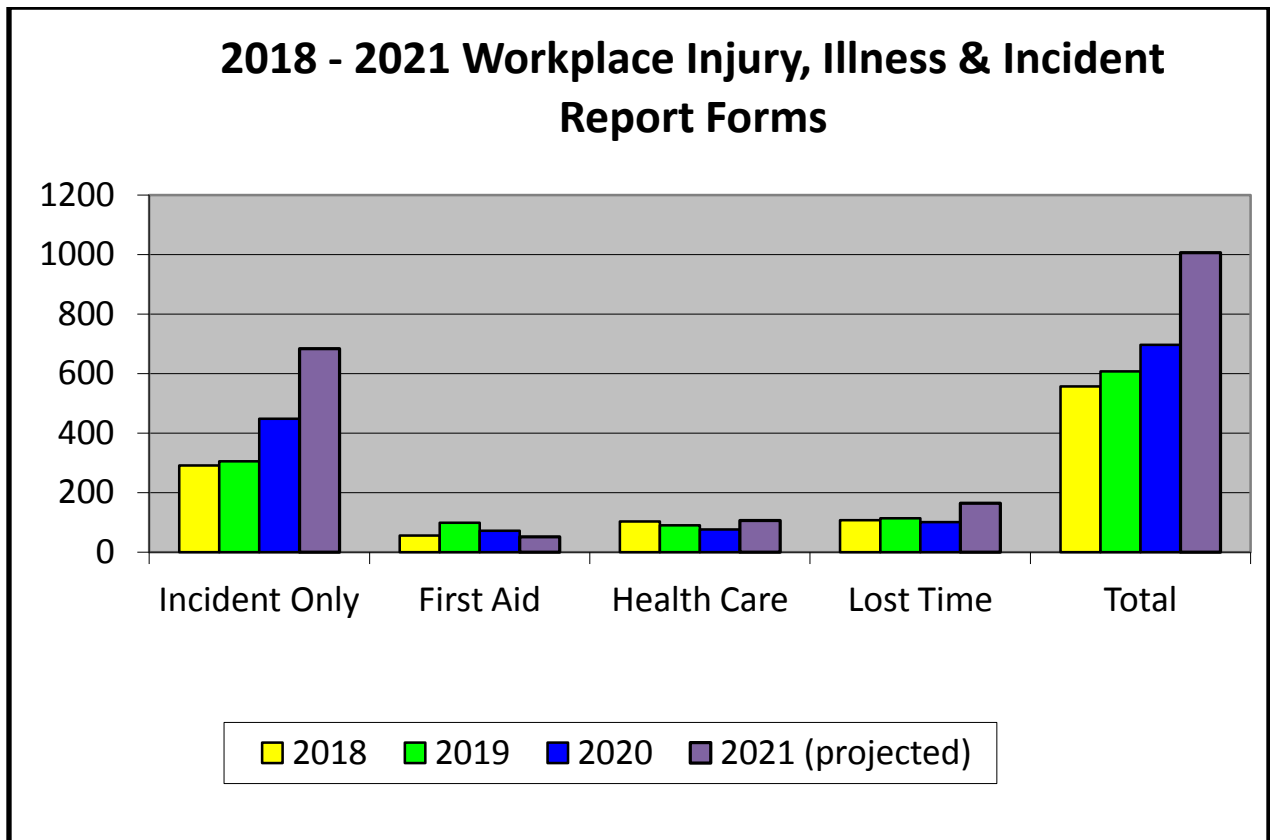
OPS TRENDS

The following table and figure show the number of Workplace Injury, Illness & Incident Report Forms received by OPS between 2018 and 2021.

Table 5: WIIIRFs: 2018 – 2021

Incident Severity Category	2018	2019	2020	2021 YTD (EOY projection)
Incident Only	291	305	453	342 (684)
First Aid	56	99	72	26 (52)
Health Care	103	90	77	53 (106)
Lost Time	107	114	128	82 (164)
Total	557	608	730	503 (1006)

Figure 3: Workplace Injury, Illness & Incident Report Forms: 2018 – 2021.



Compared to 2020:

- The number of Incident Only is projected to increase by 51% in 2021;
- The number of First Aid events is projected to decrease by 27.8% in 2021;

- The number of Health Care events is projected to increase by 37.7% in 2021;
- The number of Lost Time events is projected to increase by 28% in 2021; and
- The total number of reported incidents is projected to increase by 37.8% in 2021.

CLOSING COMMENTS

Please contact the Abilities Management Unit with any questions related to this report.

Q2 2021 Sworn Officer Suspensions

There was one conclusion of Suspension and 1 new Suspension in Q2 of 2021, as illustrated in Document 7.

- A 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*. A 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 to 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 9 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.

SENIOR OFFICERS' ASSIGNMENT UPDATES

Document 8 illustrates the Senior Officers assignments of OPS as of March 31, 2021 and is provided for reference purposes.

Executive Command

Staffing shortages at the Command level are backfilled by SOA members. As of June 30, 2021 there are 2 SOA members acting as Deputy Chief to cover the temporary absence of Deputy Chief Uday Jaswal and the permanent CAO vacancy.

Sworn

Permanent Vacancy

As of June 30, 2021, there was one member of the OPA acting in an SOA position due to a permanent vacancy:

- Acting Inspector John Mbakulo is backfilling the position of Inspector Strategic Planning

Temporary Vacancy/Special Assignments

As of June 30, 2021, there were 6 sworn SOA members backfilling positions due to temporary vacancies or Special Assignments.

- Acting Deputy Chief Jamie Dunlop is backfilling the position of Deputy Chief
- Acting Deputy Chief Joan McKenna is backfilling the position of Deputy Chief
- Acting Superintendent Robert Drummond is backfilling the position of Superintendent Intelligence
- Acting Inspector Jamie Harper is backfilling the position of Inspector Platoon B
- Acting Inspector Peter Jupp is backfilling the position of Inspector Customer Service

- Inspector Dana Reynolds is backfilling the position of Inspector Fixed Operations & Airport

Vacant Permanent Positions

As of June 30, 2021, there are three vacant sworn SOA position

- Inspector Fixed Operations & Airport
- Inspector Information & Material Continuity
- Inspector of Strategic Planning

Civilian

Permanent Vacancies

As of June 30, 2021, three OPA members are acting in an SOA positions due to permanent vacancies

- Daniel Koepke is acting in the position of Director Equity, Diversity and Inclusion
- Dawn Jordon is acting in the position of Inspector/Director of Information & Material Continuity
- Jason Renaud is acting in the position of Director of Materiel Management

Special Assignments

As of June 30, 2021, there were 2 civilian SOA members backfilling positions due to vacancies or Special assignments.

- Michelle Gauthier is holding the temporary position of Director of Strategic Projects
- Shawn Cleroux is holding the temporary position of Junior Legal Counsel

Vacant Permanent Positions

As of June 30, 2021, there were four permanent vacant civilian SOA positions.

- Director community Safety & Wellbeing-Vacant
- Director of Equity, Diversity & Inclusion (temporarily held by Daniel Koepke)
- Director of Materiel Management (temporarily held by Jason Renaud)
- Executive Director of Strategy & Communication (temporarily held by John Steinbachs)

SUPPORTING DOCUMENTATION

Document 1 – Q2 2021 Sworn Officer Retirements, Resignations and Deaths

Document 2 – Q2 2021 Sworn Officer Promotions

Document 3 – Q2 2021 Civilian Retirements, Resignations and Deaths

Document 4 – Q2 2021 Permanent Civilian Hires

Document 5 – Q2 2021 Permanent Civilian position impacts (growth/reduction)

Document 6 – Q2 2021 Civilian vacant positions

Document 7 – Q2 2021 Sworn Officer Suspensions

Document 8 – Q2 2021 Senior Officer Assignments

CONCLUSION

This report provides an overview of the activities that have occurred in the Q2 to fulfill the goals of the workforce plans. Staff will provide an update on Q3 activities at the November 2021 Board meeting.

Q2 2021 Sworn Officer Retirements

	NAME	DIRECTORATE	SECTION	RANK	RETIREMENT DATE
1	Richard Dugal	Frontline Policing Directorate	Fixed Afternoon East	Sergeant	April 1-2021
2	James Pietrkiewicz	Investigations Directorate	General Investigations	Staff Sergeant	April 1-2021
3	Teena Stoddart	Information Directorate	eMVC QA	Sergeant	May 21-2021
4	Roy Lalonde	Frontline Policing	Platoon C West	Staff Sergeant	June 1-2021
5	Stephan Kerr	Investigations Directorate	Collision Investigations	Staff Sergeant	June 1-2021
6	Patrick Flanagan	Information Directorate	Information & Materiel Management	Inspector	June 1-2021

Q1 2021 Sworn Officer Resignations

	NAME	DIRECTORATE	SECTION	RANK	RESIGNATION DATE
1	Eric Post	Frontline Policing Directorate	Platoon C Central	Constable	April 1-2021
2	Maximillian Bair-Marshall	Frontline Policing Directorate	Platoon A Central	Constable	April 9-2021

3	Danielle Spencer	Frontline Policing Directorate	Platoon F West	Constable	May 8-2021
4	Derek Thompson	Frontline Police Directorate	Platoon E West	Constable	May 12-2021
5	Jeffrey Menness	Frontline Policing Directorate	Platoon D West	Constable	May 21-2021
6	Guillaume Deschenes-Cyr	Frontline Policing	Platoon B East	Constable	June 5-2021

Q2 2021 Sworn Officer Deaths

	NAME	DIRECTORATE	SECTION	RANK	RESIGNATION DATE
1	Denis Dupont	Investigations	Fraud	Cst.	26-June-2021

Document 2

Q2 2021 Sworn Officer Promotions

	Name	Directorate	Promoted To	Date
1	PATRICIA FERGUSON	Frontline Policing	Superintendent	May 28- 2021
2	SEAN LOWELL	Frontline Policing	Staff Sergeant	May 10-2021
3	BARBARA SJAARDA	Frontline Policing	Staff Sergeant	May 10-2021
4	MICHAEL SAUNDERS	Frontline Policing	Staff Sergeant	May 10-2021
5	CORY ROBERTSON	Frontline Policing	Staff Sergeant	May 10-2021
6	STEVEN MALO	Frontline Policing	Sergeant	May 10-2021
7	MARC DESJARDINS	Frontline Policing	Sergeant	May 10-2021
8	CRAIG BOWMAN	Frontline Policing	Sergeant	May 10-2021
9	ANIK ST AMOUR	Frontline Policing	Sergeant	May 10-2021
10	PATRICIA URQUHART	Frontline Policing	Sergeant	May 10-2021
11	KHALID MEHDY	Frontline Policing	Sergeant	May 10-2021
12	GOVERT SCHOORL	Frontline Policing	Sergeant	May 10-2021
13	GAVIN MORRIS	Frontline Policing	Sergeant	May 10-2021
14	DIEGO CONTE	Frontline Policing	Sergeant	May 10-2021
15	JENNIFER CRANTON	Frontline Policing	Sergeant	May 10-2021
16	PHONG LE	Frontline Policing	Sergeant	May 10-2021
17	SHAUNA GUY	Frontline Policing	Sergeant	May 10-2021
18	MIKE EDENS	Frontline Policing	Sergeant	May 10-2021

19	EVAN HUNG	Frontline Policing	Sergeant	May 10-2021
20	WALTER LUSHMAN	Frontline Policing	Sergeant	May 10-2021
21	ALAN REED	Frontline Policing	Sergeant	May 10-2021
22	ADMIR MINAROLLI	Frontline Policing	Sergeant	May 10-2021
23	SARAH STANDING	Frontline Policing	Sergeant	May 10-2021
24	SAMEER SHARMA	Frontline Policing	Sergeant	May 10-2021
25	MATHIEU HEBERT	Frontline Policing	Sergeant	May 10-2021

Q2 2021 Civilian Retirements

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	RETIREMENT DATE
1	Carole Lachance	Information Directorate	Communication Centre	Police Communicator	April 1-2021
2	David Snoddy	Respect, Values & Inclusion	Equity, Diversity & Inclusion	Director Equity, Diversity & Inclusion	April 1-2021
3	Pierre Brazeau	Specialized Policing Directorate	Central Cellblock	Special Constable	April 1-221
4	Nicole Bordeleau	Information Directorate	Police Reporting Unit	Mgr Police Reporting Unit	April 1-2021
5	Valerie McCallum	Financial Services Directorate	Financial Planning	Financial Analyst	April 1-2021
6	Jeffrey Paddison	Strategy & Communication Directorate	Planning & Policy	Mgr Business Process Improvement	April 1-2021
7	Gordon Lepine	Information Directorate	Communication Centre	Electronic Technologist	April 22-2021
8	Joanne Langley	Information & Technology Services	Telecommunications	Telecommunications Operator	May 31-2021
9	Elizabeth Cochrane	Information Directorate	Communication Centre	Police Communicator	June 1-2021

Q2 2021 Civilian Resignations/Separations/Deaths

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	RESIGNATION DATE
1	Christopher Despatis	Specialized Policing Directorate	Central Cellblock	Special Constable	April 6-2021
2	Jeffrey Letourneau	Executive Services	Corporate Support Command	Chief Administrative Officer	April 13-2021
3	Donna Hammil	Financial Services Directorate	Financial Planning	Sr Finance Clerk	May 22-2021

DOCUMENT 4**Q2 2021 Permanent Civilian Hires**

	NAME	DIRECTORATE	SECTION	PERMANENT POSITION	START DATE
1	Gizella Orosz-Ellepola	Human Resources	Abilities Management & Return to Work	Manager Abilities Management	12-Apr-21
2	Alexandra Roach	Information	Communication Centre	Police Communicator	19-Apr-21
3	Sebastien Saumure	Information	Communication Centre	Police Communicator	19-Apr-21
4	Vanessa Stewart	Legal Services	Legal Services	Legal Counsel	3-May-21
5	Pedro Martinez	Information	Communications Operations	Electronic Technologist	31-May-21
6	Abigail Gagnon*	Information & Technology Services	Archive & File Storage	Archive & File Storage Clerk	18-Jun-21

7	Sean Wereley*	Information & Technology Services	CPIC	CPIC Operator	21-Jun-21
8	Melvin Maidment	Information & Technology Services	Telecommunications	Telecommunications Support Specialist	28-Jun-21

*Term employee who won permanent position.

Document 5

Q2 Civilian position growth

	Position Title	Directorate	Section	Funding
1	Director Materiel Management	Financial Services	Materiel Management	Converted from Sworn
2	Senior Advisor- Violence Against Women	Investigations Directorate	Specialized Investigations	Converted from Sworn
3	Supervisor- Court Liaison	Information Directorate	Document Service Team	Converted from Sworn
4	Supervisor- Court Liaison	Information Directorate	Court Liaison-Elgin	Converted from Sworn
5	Criminal Intelligence Analyst	Investigations Directorate	Human Trafficking	Grant Funded
6	Labour Relations Specialist	Human Resources Directorate	Corporate Accounts	OPA funded

Q2 Civilian Vacancies

	Directorate	Title	Org Unit Name	Temporary Holder
1	Corporate Support Command	Chief Administrative Officer	Corporate Support Command	STEVE BELL
2	Financial Services Directorate	TAS Analyst	Workforce Operations Management	
3	Financial Services Directorate	Repurposed position- pending assignment	Financial Services	
4	Financial Services Directorate	Fleet Attendant	Fleet Services Unit	
5	Financial Services Directorate	Director Materiel Management	Materiel Management Branch	JASON RENAUD
6	Human Resources Directorate	Labour Relations Specialist	Corp Accounts - Operational Backfill	TWINING PAMELA
7	Info & Technology Services Directorate	WAN Specialist	Infrastructure Support Unit	
8	Info & Technology Services Directorate	Archive & File Storage Clerk	Archive & File Storage Section	
9	Info & Technology Services Directorate	Telecommunications Support Specialist	Telecommunications	
10	Info & Technology Services Directorate	ITS Project Specialist	Portfolio Management Office	
11	Information Directorate	Police Communicator	Comm Centre - Plt A	
12	Information Directorate	Police Communicator	Comm Centre - Plt E	
13	Information Directorate	Police Communicator	Comm Centre - Plt C	
14	Information Directorate	Police Communicator	Comm Centre - Plt E	
15	Information Directorate	Police Communicator (OB)	Comm Centre - Plt C	
16	Information Directorate	Police Communicator (OB)	Comm Centre - Plt B	
17	Information Directorate	Police Communicator (OB)	Comm Centre - Plt F	
18	Information Directorate	Police Communicator (OB)	Comm Centre - Plt D	
19	Information Directorate	Police Communicator (OB)	Comm Centre - Plt A	
20	Information Directorate	Police Communicator (OB)	Comm Centre - Plt E	
21	Information Directorate	Front Desk Services Agent	Front Desk Services Central	
22	Information Directorate	Front Desk Services Agent	Front Desk Services Central	MCKEE COLLEEN
23	Intelligence Directorate	Admin, Community Safety & Wellbeing	Crime Stoppers Team	

24	Intelligence Directorate	Crime Intelligence Analyst	Operational Intelligence Analysis Unit	
25	Investigations Directorate	Admin Assist Guns & Gangs	Guns & Gangs Unit	
26	Investigations Directorate	Admin Assist PAU	Partner Assault & Human Trafficking Unit	
27	Investigations Directorate	Admin Assist HROM	eCrime Unit	
28	Investigations Directorate	Crime Intelligence Analyst	Human Trafficking Secondments	
29	Investigations Directorate	Senior Advisor VAW	Specialized Investigations Branch	
30	Neighbourhood Policing Directorate	Director Community Safety & Wellbeing	Community Safety & Wellbeing Branch	
31	Respect, Values & Inclusion Directorate	Director Equity, Div & Inclus	Equity, Diversity & Inclusion Branch	KOEPKE DANIEL
32	Specialized Policing Directorate	Special Constable	Court Security Section Elgin	
33	Specialized Policing Directorate	Special Constable	Court Security Section Elgin	
34	Specialized Policing Directorate	Special Constable	Court Security Section Elgin	
35	Specialized Policing Directorate	Special Constable	Central Cellblock Platoon A	KRUGER AMANDA
36	Strategy & Communication Directorate	Executive Director of Strategy & Commu	Strategy & Communication Directorate	STEINBACHS JOHN

DOCUMENT 7**Senior Officer's Assignment Report as of June 30, 2021**

CHIEF OFFICERS AND SUPERINTENDENTS			
Title	Incumbent	Temporarily Assigned	Term End
Chief Financial Officer	ROGERS CYRIL		
Chief Information Officer	BEATTY ANNA		
Chief Physical Environment Officer	MILLS PAMELA		
Executive Director of Strategy & Communication	Vacant	JOHN STEINBACHS	2021.08.01
General Counsel	HUNEULT CHRISTIANE		
Superintendent Frontline Policing	FERGUSON		

	PATRICIA		
Superintendent Human Resources	PATTERSON MARK		
Superintendent Information	MCKENNA JOAN		
Superintendent Intelligence	BHATNAGAR SAMIR	DRUMMOND ROBERT	2021.09.17
Superintendent Investigations	RENWICK CHRISTOPHER		
Superintendent Neighbourhood Policing	DUNLOP JAMIE		
Superintendent Respect, Values & Inclusion	GRANGER ISOBEL		
Superintendent Specialized Policing	RHEAUME CHRISTOPHER		
Directors and Inspectors			
Title	Incumbent	Temporarily Assigned	Term End
Director Corporate Communications	Vacant		
Director Employee & Labour Relations	CHODOS MARK		
Director Equity, Div & Inclusion	Vacant	DANIEL KOEPKE	2021.12.09
Director Health, Safety & Wellness	SLOBODIAN ANGELA		
Director Human Resources	RATHWELL MICHELLE		
Director Materiel Mgmt	Vacant	RENAUD JASON	2021.10.31
Director Strategic Projects	GAUTHIER MICHELLE		
Director Community Safety & Wellbeing	Vacant		
Legal Counsel	STEWART VANESSA		
Exec Advisor Respect, Conduct & Values	AARENAU DEBORAH		
Inspector Communications	BERNIER ROBERT		
Inspector Customer Service	DRUMMOND ROBERT	JUPP PETER	2021.09.17
Inspector Executive Officer	MALONEY KEVIN		
Inspector Fixed Operations & Airport	Vacant	DANA REYNOLDS	2022.02.21
Inspector Frontline Investigations	MCGETRICK JOHN		
Inspector/Director Info & Material Continuity	Vacant	JORDON DAWN	2021.12.31
Inspector Information Services	HODGINS TIMOTHY		
Inspector Intelligence Services	ELVES JAMES		
Inspector Major Investigations	CARTRIGHT CARL		
Inspector Neighbourhood Branch A	BRYDEN KENNETH		
Inspector Neighbourhood Branch B	MILLER DEBBIE		
Inspector Operations Support	MARIN MICHEL		
Inspector Platoon A	BURNETT PAUL		

Inspector Platoon B	SHEEHY MARC-ANDRE		
Inspector Platoon C	LUCAS RUSSELL		
Inspector Platoon D	PALMER DEBBIE		
Inspector Platoon E	REYNOLDS DANA	HARPER JAMIE	2022.02.21
Inspector Platoon F	D'AOUST FRANCOIS		
Inspector Professional Standards	O'TOOLE HUGH		
Inspector Recruiting, Learning & Development	ZACKRIAS DAVID		
Inspector Strategic Planning	Vacant	JOHN MBAKULO	2021.10.31
Inspector Courts, Custody & Traffic	RYAN MICHAEL		
Inspector Specialized Investigations	LACHINE HEATHER		
Inspector Staffing Resources	MCLAREN SANDRA		
OTHER			
Title	Incumbent	Temporarily Assigned	Term End
Jr Legal Counsel	CLEROUX SHAWN		
Mgr Talent Development & Perf. Mgmt	ABRAHAM JOSHUA		
Program Mgr, Employee & LR	BIANCO LISA		
Program Mgr, Employee & LR	CHAPMAN ALLISON		
Mgr Abilities Management	OROSZ ELLEPOLA GIZELLA		

DOCUMENT 8**Q2 2021 Sworn Officer Suspensions**

Last name	First name	Police Rank	Directorate	Start Date	Changes in Q2
Keenan	Carl	Constable	Frontline Policing Directorate	2017.12.29	
Post	Erie	Constable	Frontline Policing Directorate	2018.06.13	Concluded/Resigned
Hinterberger	Will	Staff Sergeant	Frontline Policing Directorate	2019.09.13	
Jaswal	Uday	Deputy Chief	Intelligence, Info & Invest Command	2020.03.21	
Assaad	Hussein	Constable	Investigations Directorate	2020.04.23	
Chronopoulos	Andrew	Constable	Frontline Policing Directorate	2020.04.23	
Putinski	Kevin	Constable	Neighbourhood Policing Directorate	2020.04.23	
Hewitt	Jesse	Constable	Frontline Policing Directorate	2020.05.22	
Brisebois	Yourik	Constable	Investigations Directorate	2020.08.05	
Benloss	Kevin	Constable	Frontline Policing Directorate	2020.09.03	
Fraser	Brandi	Constable	Investigations Directorate	2021.02.12	
Singh	Sundeeep	Constable	Frontline Policing Directorate	2021.02.12	
Forgie	Troy	Constable	Neighbourhood Policing Directorate	2021.03.10	

Heffler	Paul	Constable	Neighbourhood Policing Directorate	2021-04-01	
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