

Public

Meeting: **February 18, 2020**

Agenda Item: **Summary of the Human Resources
Committee Meeting – January 21, 2020**



Background

Present:

Mr. Steve deBoer, Chair
Mr. Kevin Ashe, Member
Ms. Bobbie Drew, Member
Ms. Patrice Barnes
Mr. Garry Cubitt
Ms. Karen Fisher
Chief Martin
Deputy Chief Bertrim
Deputy Chief Rollauer
CAO Stan MacLellan
A/Supt. Mel Anderson
Ms. Holly Britton, Acting
Mr. Vidal Chavannes
Ms. Angela Adu
Ms. Danielle Kent-Johnston
Ms. Carmen Semovski
Bill Clancy, Executive Director

Summary of Meeting

1. Election of Chair

Mr. Steve deBoer was elected Chair of the Committee for 2020.

2. Police Executive Research Forum – “The Workforce Crisis, and What Police Agencies are Doing About it”

Committee members discussed the report and current challenges related to recruiting. Ms. Adu explained that the Constable Selection System at the Provincial level no longer exists, and the company that operated the system, ATS, is now defunct. The DRPS is examining the development of its own assessment tools. Mr. MacLellan explained that there is research being done into what other police partners use to determine the suitability of candidates, including the Atlantic Police Academy and New South Wales

Police. Ms. Fisher suggested that the Service review the UK's Police Now web site which may offer helpful information.

Chair deBoer asked if the new process will be roadblock for future hiring. Mr. MacLellan indicated that it will be a challenge but one that the DRPS is prepared to address and manage.

The Committee received a copy of the report.

3. Follow up to Platoon Visits – Members' Survey

Mr. Chavannes explained the recent efforts to follow up on the member's survey to explore the responses to survey questions more deeply. Platoon visits were conducted and members were provided the opportunity to give more detailed feedback on concerns and recommend actions that the organization could take to address the challenges. Mr. Chavannes noted the issues facing the DRPS are not unique to this organization, but the internal issues are common across the policing industry. He emphasized that the feedback suggests that revolutionary change is not necessary and that members need to recognize one another's humanity to a greater degree. Ms. Barnes asked if the infrastructure exists to support better communication through technology. Mr. Chavannes indicated that it does and the DRPS will be pursuing initiatives in this area. Ms. Fisher inquired if members offered feedback on the equipment that they are issued. Mr. Chavannes advised that questions of that nature were posed in the survey but were not pursued as part of the follow up.

The Board received a copy of the draft report. It will be circulated in final to the entire Board once received.

4. Succession Planning

The Committee reviewed the statistics related to expected departures in the coming year. Chief Martin explained the importance of moving from replacement planning to succession planning, and the personal importance of this priority to him. He stated that he believes the Service is in a better position than it was 10 years ago and many pieces are in place to prepare for the future. Ms. Britton informed the Committee of the promotional processes that will be occurring in the coming months.

The Board received a copy of the report.

5. Toronto Police Service – District Special Constables

Deputy Chief Bertrim reviewed the job description for Special Constables in the Toronto Police Service and compared them to the DRPS. He noted that there may be ramifications to the job description resulting in a higher evaluation and greater salary if additional duties are added to the job description for Special Constables in Durham. Chief Martin noted that currently Special Constables receive higher salary than

Constables for the first several years of their employment. Mr. Ashe asked if part time officers might be another avenue to explore to enhance efficiency. Others agreed and acknowledged that this would improve flexibility and would involve a change to the collective agreement.

The Board received a copy of the job description for Special Constables in the Toronto Police Service.

6. Update on Mental Health Initiatives for Members

Chief Martin explained that there are many organizational supports in place to support the mental wellbeing of members. While WSIB and LTD costs have increased over the last few years, the usage of the psychological benefit has flatlined. Ms. Barnes asked if it might be possible to mandate the need for a periodic psychological check up. Chief Martin indicated that for some Units this testing is mandatory, and while it may be beneficial, it would be necessary to incorporate this practice into the collective agreement.

It was agreed that the mental health of members must remain an important priority. This item will remain a standing item on the HR Committee agenda for the remainder of the year.

Approved by:

Steve deBoer
Chair
Strategic Planning and Policy Committee

