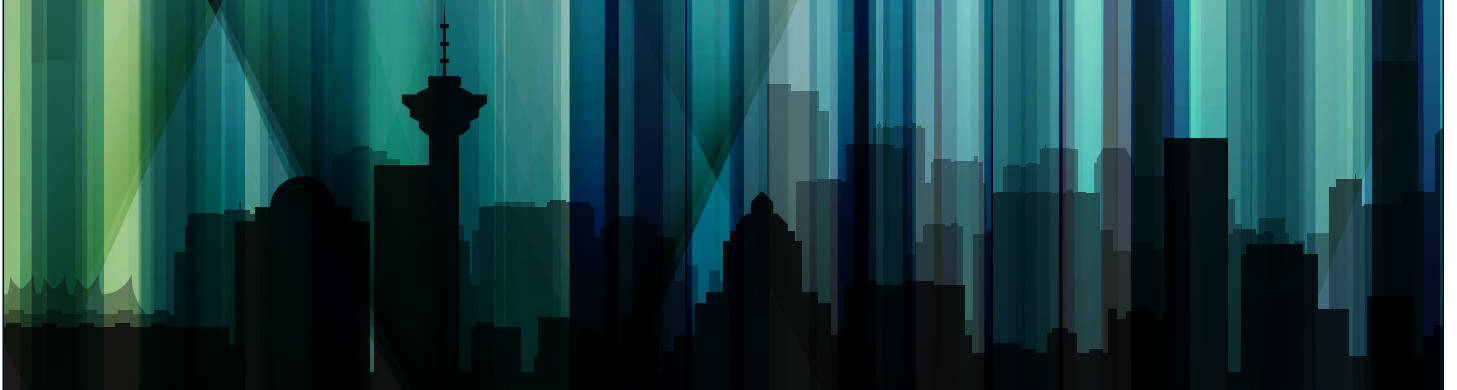




VANCOUVER POLICE **BOARD**

2013 YEAR END REVIEW





PROVIDING INDEPENDENT CIVILIAN OVERSIGHT, GOVERNANCE, AND STRATEGIC LEADERSHIP
TO THE VANCOUVER POLICE DEPARTMENT, REFLECTING THE NEEDS AND VALUES
OF VANCOUVER'S COMMUNITIES.



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THE VANCOUVER POLICE BOARD

WEI SHAO; MARY COLLINS; SHERYL WILLIAMSON; GREGOR ROBERTSON; DALJIT SIDHU; DONNA BRIDGEMAN; WADE GRANT



Much like a corporate board of directors, the Vancouver Police Board acts as the governing body for the Vancouver Police Department (VPD). All VPD sworn and civilian staff are employed by the Vancouver Police Board. The Board recruits the Police Chief and oversees the functioning of the VPD to ensure it operates in the best interests of all stakeholders. The Board's role is oversight, governance and strategic leadership; the police chief is responsible for day-to-day operations. The Board monitors the VPD's performance; works with the police chief to establish strategic priorities, goals and objectives; oversees the VPD's budget and financial expenditures; establishes policies for effective governance; advocates for legislative and other changes to enhance effectiveness; and administers complaints about the VPD's services and policies.

All municipal police forces in BC are governed by civilian Police Boards. The rationale for this structure is to ensure civilian oversight and accountability to the community, as well as to insulate the police from the political decision-making process. As criminologist, Michael Kempa, noted: "Insulating the police from government meddling drives home the message that the police work for citizens. And working for citizens helps align police culture with society's values."

The Vancouver Police Board is made up of six volunteer citizens and the Mayor of Vancouver, who is the Chair of the Board. Board members represent a mix of gender, ethnicity, backgrounds and skills. Five Board members are appointed by the Provincial Government and one Board member is appointed by the City of Vancouver. Board Members may serve on the Board for a maximum of six consecutive years.

In 2013 the Vancouver Police Board members were:

- Mayor Gregor Robertson, Chair
- Mary Collins, Vice-Chair
(appointed July 2009 – Provincial appointee)
- Donna Bridgeman
(appointed July 2012 – Provincial appointee)
- Wade Grant
(appointed October 2010 – Provincial appointee)
- Wei Shao
(appointed March 2012 – Provincial appointee)
- Daljit Sidhu
(appointed July 2012 – Provincial appointee)
- Sheryl Williamson
(appointed June 2008 – City of Vancouver appointee)

Executive Director: Patti Marfleet

Administrative Assistant: Rachelle Radiuk



BOARD MEETINGS

In 2013, the Vancouver Police Board met in public in January, February, April, June, July, September, October and November. Vancouver Police Board meetings are webcast live on the Board's website and tapes of past meetings are posted.

Meeting agendas, reports and minutes are posted on the Vancouver Police Board's website. Private or in-camera meeting agendas and the reason for each item being discussed in private, is posted along with a list of decisions made at those meetings. Members of the public may attend Board meetings and may register to speak to the Board as a delegation (representing themselves or another individual or group). In 2013, the Vancouver Police Board heard from many delegations, and responded to questions from members of the public at its regular meetings.

ETHICAL DECISION-MAKING



The Vancouver Police Board is committed to ethical decision-making. It retains the services of former Supreme Court Justice, the Honourable Kirsti Gill, as its Ethics Advisor.

Madame Justice Gill provides advice to Vancouver Police Board members, as well as to the police chief and the executive team, about potential ethical issues or conflicts of interest. The Ethics Advisor swears-in new Board members and meets with new Board members as part of their orientation to the Board.

The Ethics Advisor reports to the Vancouver Police Board annually. In her 2013 report, Madame Justice Gill confirmed that the Vancouver Police Board remained in compliance with Board's conflict of interest and confidentiality policies and that there were no outstanding ethical issues.

COMMUNITY OUTREACH: CONNECTING WITH STAKEHOLDERS

One of the Vancouver Police Board's priorities in 2013 was to improve its community engagement and outreach to key stakeholders.

- The Vancouver Police Board invited Community Policing Centre (CPC) partners to speak to the Board about their programs, challenges and unique neighbourhood policing issues. Presentations to the Board by Hastings Sunrise Community Policing Centre and Grandview Woodlands Community Policing Centre highlighted the remarkable work CPC's and their volunteers carry out in support of community safety. All Community Policing Centres will ultimately be invited address the Board.
- Board member Sheryl Williamson fulfilled a role of Vancouver Police Board community liaison. Already a well-known community advocate, Sheryl personally devoted countless hours to meeting with Community Policing Centres one-on-one, to hear their challenges and offer Board support.
- The Board actively reached out to other community stakeholders and partners:
 - o A presentation by a representative of the Business community illustrated how the police and the Business Improvement Associations work together to address safety issues that affect Vancouver businesses.
 - o Vancouver School Board representatives presented the Board with information about joint VPD-School Board initiatives which help to divert youth from crime.
- Delegations at Board meetings are a way of hearing directly from citizens and citizen-advocates. Almost all Board meetings have delegations - individuals who have pre-registered to speak to the Board, either on behalf of themselves or on behalf of their organizations. While delegations are limited to just five minutes, they can communicate valuable information about programs, initiatives and challenges in a particular community. In 2013 the Board heard from many individuals as well as from organizations such as Big Brothers of Greater Vancouver, PIVOT legal society, and VANDU (Vancouver Area Network of Drug Users).
- One of the Board's key stakeholders is the City of Vancouver. Not only does the City fund the VPD, but the City and the VPD work in close cooperation on safety and livability issues throughout the City. In 2013 Board members participated in workshops for City Councillors on current policing issues and priorities.



COMPSTAT REPORT

The Vancouver Police Board utilizes CompStat reports to monitor departmental performance. CompStat is a tool used to collect, analyze and map crime data so that Police managers can see, and be accountable for, crime in their areas. The Compstat Report provides the Board with a macro level view of crime trends across the City.

BUSINESS PLAN REPORT

The VPD's 2012-2016 Strategic Plan establishes strategic goals associated with Crime Reduction, Community, and Organizational Development. The realization of these goals is achieved through a comprehensive business plan, which breaks down goals into quantifiable strategies, which in turn are broken down into activities, desired outcomes, and measures. Departmental "Champions" are accountable for ensuring strategies and activities are completed. Twice a year the Vancouver Police Board reviews the business plan in order to monitor the VPD's progress in reaching its Strategic goals. [Refer to Statistic Planning, later in this report].

ADVOCACY

Part of the role of the Vancouver Police Board is to advocate for legislative and other changes which improve the Board's and VPD's ability to enhance safety. In 2013, through the BC Association of Police Boards and the Canadian Association of Police Governance, the Board advocated, for changes to both Provincial and Federal legislation, specifically to:

- Amend section 28 of the British Columbia Mental Health Act (MHA) to improve the timely transfer of individuals from police custody to the hospital;
- Create a provincial "Missing Persons Act" which would assist police in investigating reports of missing persons;
- Amend the Criminal Code to criminalize bullying via social media or other technological means;

- Create legislation to require certain standardized capabilities on all cell phones thereby preventing criminals from evading police detection by using certain cell phone brands.
- Include 'residential break and enter' as a primary designated offence under the Criminal Code so that convicted persons are required to submit DNA to the DNA databank.

In pursuit of its goals around mental illness as it impacts public safety, the Vancouver Police Board partnered with the Vancouver Coastal Health Board and the VPD in advocating that the Province enhance support for mentally ill persons by providing the following:

- 300 long-term and secure mental health beds;
- More staffing at BC Housing sites to support tenants with psychiatric issues and a reduced proportion of this type of tenant;
- More significant support through ACT teams for psychiatric patients living in the community including those residing in market housing; and
- An enhanced form of urgent care that can ensure consistent and expert care of individuals in crisis situations, located at a Vancouver hospital.

The Board Chair, in his role as Vancouver City Mayor, continued this advocacy through Roundtable discussions with stakeholders, thereby shining light on these issues and stimulating Provincial action.

The Board advocated for changes to improve the effectiveness of the Board itself. The Board wrote to the Attorney General requesting changes to the Police Act which would permit an increase in the size of the Vancouver Police Board. Through the BC Association of Police Boards, the Board urged improvements to the Board appointment process.

RESPONSE TO MISSING WOMEN COMMISSION OF INQUIRY REPORT

In the mid-1990s, more than 60 marginalized women went missing, primarily from Vancouver's Downtown Eastside. Despite VPD and RCMP investigations, it was not until 2002 that Robert Pickton was finally arrested and charged with multiple counts of murder. In September 2010, a Public Inquiry was announced. Commissioner Wally Oppal released his 1,448-page report with 63 recommendations on December 17, 2012.

Four recommendations were directed specifically at police boards and in February, 2013 the Vancouver Police Board responded to the Report. The Commissioner recommended a Greater Vancouver regional police force with oversight to ensure accountability to the community. In response, the Vancouver Police Board expressed its support for both a Regional policing model and civilian oversight.

In response to the Commissioner's recommendation that the Police Act be amended to make the Mayor an ex officio Board member with no voting authority, the Vancouver Police Board noted that the Mayor's role as Chair of the Board enhances a valuable link with the City. The Board urged further discussion and analysis of this issue.

Commissioner Oppal recommended that additional steps be taken to ensure representation of vulnerable and marginalized members and Aboriginal peoples on police boards. The Vancouver Police Board expressed support for broad representation. It noted that a larger Board would permit more flexibility in recruitment. [refer to Advocacy earlier in this report]

The Commissioner recommended that police boards have access to greater resources from the Division of Police Services to gather and analyze information to enable them to better carry out their oversight functions. The Vancouver Police Board supported this recommendation.



The Missing Women Commission of Inquiry criticized the then-Board (1997-2002) for the absence of mechanisms to facilitate community input. In response, the Vancouver Police Board noted that 'community engagement' is a Board priority and one of its strategic goals. It expressed its commitment to continue the following initiatives:

- actively invite representatives from business, youth, education, community policing, justice and other sectors to speak to the Board about issues of concern;
- urge diversity in Board recruitment and continue active community liaison;
- improve transparency through the website, social media, and live webcasts;
- carefully consider all complaints about the VPD's policies or services;
- support VPD community-based initiatives like Sisterwatch;
- work in partnership with stakeholders to address challenges of mental illness and its impact on public safety;
- seek ways to access public feedback on important issues;
- focus on issues and trends that affect community safety.



POLICY DEVELOPMENT

The Vancouver Police Board's Policy and Procedure Manual contains Board policies to guide the Board in its governance role. These policies are continually reviewed and updated. In 2013 the Board made two significant policy changes. It reduced the number of annual Board meetings from 10 to 8 and it restructured the per diem policy to compensate Board members for activities associated with training and community engagement. The financial impact of these changes is neutral. Reducing the number of Board meetings permits Board members to devote time to training and community engagement without increasing their overall time commitment to the Vancouver Police Board. By restructuring the per diem policy, meetings requiring less preparation are now remunerated at a lower rate and members receive a nominal level of remuneration for time invested in training and in community outreach activities. Overall, these changes create a structure which aligns better with Board priorities.

OVERSEEING VPD POLICIES AND PRACTICES

The Vancouver Police Board exercises oversight with respect to operational regulations and procedures, since they may have broader

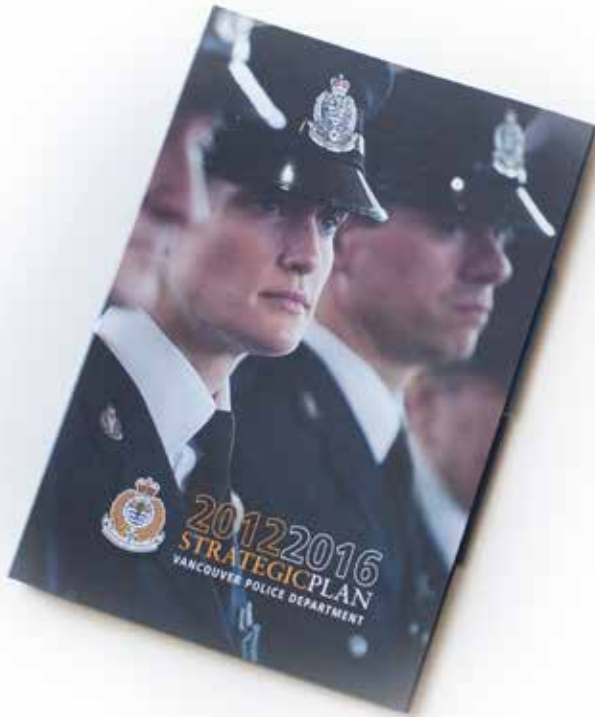
implications of legitimate interest to the Board. Examples include those with significant financial, service, personnel or public interest aspects.

In 2013, the Vancouver Police Board approved changes to the Department's policies on:

- Automated external defibrillator procedures
- Conference hosting procedures
- Forensic exhibits procedures
- Respectful workplace policies
- Suspect Interview procedures

As part of its oversight role, the Vancouver Police Board also received briefings on various aspects of police operations, including:

- Chronic Offenders
- Missing Women Commission of Inquiry
- Source Handling
- Traffic Safety
- E-Comm
- Patrol Activity
- Business Intelligence Metrics
- Risk Management
- Employee Wellness Programs
- Employee Training Programs
- Inner City Youth Program
- Reputational Risk
- Social Media
- Public Order Policing
- Wearable Cameras



STRATEGIC PLANNING

THE VPD'S STRATEGIC PLAN

Under the Police Act a municipal police board is responsible for determining the priorities, goals and objectives of the police department, in consultation with the Police Chief. The Board meets this responsibility by overseeing the development of the VPD's five-year Strategic Plan and monitoring its progress.

The VPD's 2012-2016 Strategic Plan articulates the VPD's Mission of "being Canada's leader in innovative policing, maintaining public safety, upholding the rule of law and preventing crime." The VPD's Vision is "to be the safest major city in Canada". The VPD's values are integrity, professionalism, accountability, and respect. The VPD's 2012-2016 Strategic Plan sets out 14 goals focusing on crime reduction, community and organizational development. The achievement of these goals is accomplished through the VPD's Business Plan. In 2013 the Vancouver Police Board reviewed the Business Plan year-end report. This presents measurable performance results, evaluates the progress made in achieving strategic goals, and outlines challenges that impeded progress.

Highlights of the year-end report back include:

- 5% reduction in all incidents of violent crime; an actual reduction of 7.4% when population growth is reflected;
- enhanced property crime fighting efforts through improved intelligence and investigative practices;
- reductions in most types of street disorder;
- decrease in gang-related violent activity;
- continued work to divert youth away from gangs;
- 33% increase in traffic enforcement, directed at all road users;
- improved relations between the VPD and survival sex trade workers through the Sister Watch program;
- improved information-sharing and working relationships with Vancouver Coastal Health;
- improved relationships with youth through 44 Police Athletic League (PAL) events and the annual Student Challenge;
- better promotion of public safety programs and crime alerts through social media - VPD is now one of the most followed police departments in North America;
- continued efforts in environmental sustainability through the Zero Waste program and steps to reduce vehicle emissions and paper use;
- enhanced support and development of staff through training plans, including police-specific leadership training;
- expanded wellness activities and other initiatives to reduce absenteeism;
- streamlining of administrative processes, particularly patrol-related processes;

While significant successes were realized in 2012 there were also some noteworthy challenges:

- all incidents of property crime rose by 3.7% - an actual increase of 1.4% when population growth is reflected;
- panhandling was a noticeable city-wide problem, with an increased number of panhandling calls;



- staffing shortages hindered the initiation of some action plans. The 2011 Stanley Cup Riot Investigation, for example, continued well into 2012 and consumed considerable resources;

Overall a good measure of success was achieved and the VPD renewed its commitment to achieving all of its 2012-2016 Strategic Plan goals. The Board approved the 2013 Business Plan which will see work on the Strategic Goals continue.

THE BOARD'S STRATEGIC PLAN

The Vancouver Police Board has its own five-year Strategic Plan in order to set priorities and guide its future activities. The Board's Mission is to provide independent civilian oversight, governance, and strategic leadership to the Vancouver Police Department, reflecting the needs, values, and diversity of Vancouver's communities. Its vision is to be a leader in police governance, through excellence in civilian oversight.

The Board has adopted the following Guiding Principles and Values:

INDEPENDENCE: Our decisions are strategic and policy-oriented, and free of political or partisan influence.

INTEGRITY: We promote and exhibit the Departmental values of integrity, professionalism, accountability and respect.

OBJECTIVITY: We support the Department through critical oversight, advocacy and strategic direction, all in the best interests of the Department and the community.

ACCOUNTABILITY: We hold the Department accountable by monitoring, measuring and challenging. We are accountable to the community.

DIVERSITY: We embrace diverse views, skills and backgrounds, both on the Board and in the Department.

FISCAL RESPONSIBILITY: We advocate for the Department's budget and oversee the effective allocation of resources.

INNOVATION: We seek innovative and creative solutions and are not constrained by traditional approaches.

The Vancouver Police Board's Strategic Plan establishes four Strategic Goals:

- Enhance the Board's effectiveness and governance of the Department;
- Strengthen the Board's external and internal engagement;
- Lead initiatives which address mental illness and other societal issues, as they impact public safety;
- Optimize internal functionality and strength of the Board.

The Board has developed objectives and tasks associated with each of these Strategic Goals, and progress is reviewed at least annually. In 2013 the Board made significant headway. Highlights include:

- Advocated for legislative changes to enable the VPD and the Board to fulfill their roles more effectively;
- Continued to work closely with, and build partnerships with, Community Policing Centres

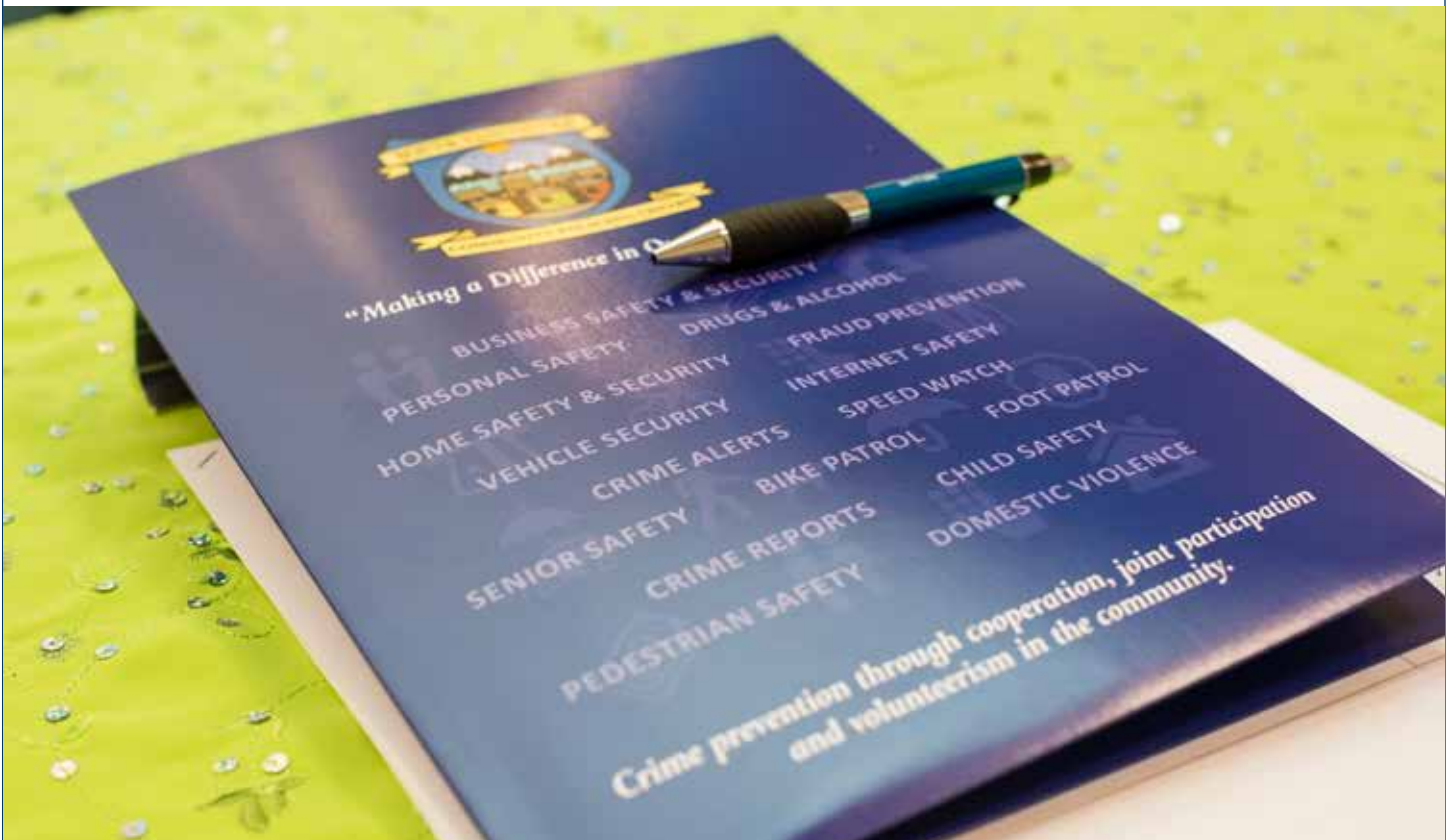
- Improved outreach to other stakeholders such as the Business community, Vancouver School Board, ICBC, and E-Comm;
- Oversaw budget preparation to ensure reasonable, realistic budgeting and a continuation of on-budget performance;
- Conducted a high level risk management review of both VPD and Vancouver Police Board material risks;
- Began webcasting and recording Board meetings;
- Activated a Board Twitter account to inform the public about Board meetings and activities;
- Overhauled the Board website to make it more informative and make Board work more transparent to the public;
- Participated in workshops with City Council to communicate VPD priorities and programs;
- Continued mental health advocacy in partnership with the VPD, City, and Vancouver Coastal Health Board.

LONG RANGE PLANNING

Each year the Vancouver Police Board organizes a day-long, planning workshop. This meeting is not open to the public. Led by the Chair of the Governance Committee, Wade Grant, the workshop provides Vancouver Police Board members and the Police Chief and Deputies with the opportunity to informally discuss issues and ideas in a setting that fosters more in-depth, candid, dialogue than is possible in the regular meetings.

Topics discussed at the 2013 workshop included:

- Succession planning/ diversity
- Chief Constable's Vision and Goals
- Risk Management & Best Practices
- Strengthening Oversight and Governance
- Strengthening Community Engagement
- Providing Leadership and Support on Societal Issues
- Enhancing Internal and External Awareness
- Optimizing Board Functionality and Strength





SERVICE AND POLICY COMPLAINTS

In 2013, the Service and Policy Complaints Review Committee, made up of all members of the Vancouver Police Board and chaired by Board Member Donna Bridgeman, received five new Service and Policy complaints and concluded an outstanding complaint from 2012. Service and Policy complaints relate to the general services provided by the VPD or the policies of the VPD.

MAINTENANCE OF ASD'S (BREATHALYZERS)

Complaint #2012-90 was initiated by a Vancouver law office and relates to the maintenance and calibration of Approved Screening Devices (ASD's), commonly known as Breathalyzers. The complaint alleged that the VPD photocopied ASD calibration test certificates and that individual testing of ASD's was not performed in accordance with provincial standards.

The Service and Policy Complaints Review Committee asked the Chief Constable to investigate and, after reviewing the investigation report, concluded that the ASD testing had been done in compliance with provincial standards and that the information on the test certificates was accurate and reflected test results for each individual device. Accordingly the Complaint was dismissed.

BIAS AGAINST ABORIGINAL WOMEN

Complaint #2013-92 was initiated by a lawyer on behalf of his client and arose out of the police response to an alleged assault on two aboriginal women. The complaint alleged that there was a perceived or real bias against aboriginal women by members of the VPD. The investigation into the complaint concluded that the actions of the officers who responded to and investigated the alleged assault were entirely consistent with police response to similar incidents involving non-aboriginal women. The investigation found no basis for the allegation of perceived or real bias. The investigation noted the many activities and initiatives of the VPD to strengthen its relations with First Nations people. Based on the investigation the Committee concluded that the police services provided in relation to the alleged assault were of the same level and quality as were provided to others elsewhere in the City. Accordingly the complaint was dismissed.

DISCRIMINATORY & DISPROPORTIONATE BY-LAW ENFORCEMENT

Complaint #2013-93 was initiated by PIVOT Legal Society and Vancouver Area Network of Drug Users (VANDU) and alleged disproportionate and discriminatory policing in the Downtown Eastside, as evidenced by inordinately high levels of by-law ticketing. The investigation into the complaint revealed that since 2008 the number of by-law tickets issued in the Downtown Eastside has been in steady decline and many collaborative efforts are in effect to improve safety and quality of life in the community.



With respect to jay walking tickets, the investigation noted that the incidence of pedestrian injuries and fatalities in the Downtown Eastside is alarmingly high when compared to other areas of the City. It noted that jaywalking enforcement is one means of educating the community and improving safety.

With respect to the allegation of discriminatory enforcement, the investigation noted that the VPD does discriminate in the use of its resources, based on bona fide public safety reasons. The goal is not to equalize enforcement by neighbourhood; rather, it is to equalize outcome in terms of providing safe communities for all. Different communities have different public safety issues and therefore require different levels and types of police resourcing and strategies.

Accordingly the complaint was dismissed.

[On November 21, 2013 the Board received a request from the Office of the Police Complaint Commissioner to expand on certain statistical information in the initial investigation report. A supplemental report was provided to the Committee on January 16, 2014].

FAILURE TO ENFORCE AGAINST MARIHUANA DISPENSARIES

Complaint #2013-94 was initiated by an individual alleging that the VPD has improperly failed to enforce City by-laws and criminal law with respect to the operation of unlicensed, controlled drug, dispensing businesses (marihuana dispensaries) operating in Vancouver. The investigation into the complaint noted that the VPD's drug investigative priorities target serious, violent drug dealers or those circumstances where vulnerable people are preyed upon. It is reasonable, given its limited resources, for the VPD to exercise discretion in the application of its resources in furtherance of those established priorities. It noted that the VPD and the City continue to discuss and employ strategies to address marihuana dispensaries in a measured, balanced enforcement strategy. Accordingly the complaint was dismissed.

IMPROPER USE BY POLICE OF ALL-TERRAIN VEHICLES AT BEACHES

Complaint #2013-95 was initiated by an individual alleging that the VPD use of All Terrain Vehicles (ATV's) in its Beach Patrol program on Jericho beach is "invasive, disruptive, and obnoxious". The investigation into the complaint noted that the Beach Patrol Program provides a visible police presence on Vancouver's beaches thereby producing a safer environment for Vancouver residents and visitors. Results from a public opinion survey conducted in 2010 indicated strong public support for the Program and the use of ATV's. Beach patrol members are aware of the ecologically sensitive areas of Jericho Park and beach and respect them. During driver training, and throughout the season, members are reminded to be conscious and respectful of the people, ecology, vegetation and wildlife in the area. The ATV's leased by the VPD are among the most fuel efficient off-road vehicles and, according to Honda, are one of the quieter models. While an electric or hybrid ATV would address noise concerns, the technology is not sufficiently advanced to provide a model which would meet the operational needs of the VPD. The VPD will continue to monitor and evaluate the electric and hybrid options. The complaint was accordingly dismissed.

IMPROPER RELEASE OF MENTAL HEALTH INFORMATION IN POLICE RECORD CHECKS

Complaint #2013-96 was initiated jointly by an individual and by PIVOT Legal Society. The complaint alleged improper release of mental health information in response to a police record check.

The Committee found that in releasing mental health information pursuant to a police record/information check, the VPD follows the same standardized guidelines as all other BC municipal police agencies and most BC RCMP detachments. These guidelines were developed with input from a broad range of stakeholders. The Guidelines support the release of mental health information, as part of a police record check, in the following cases:

- A single suicide attempt or threat of suicide, occurring in the past year;
- Multiple suicide attempts or threats of suicide, occurring within the past 5 years;
- All Mental Health Act apprehensions (excluding suicide attempts) occurring within the past 5 years, where the subject's behaviour is characterized by a tenor of violence.

A record check is conducted at the request and written consent of the requestor. Results are mailed to the requestor, not to a prospective employer or volunteer agency, and the VPD makes no determination of suitability for employment or volunteer status.

In dismissing the complaint, the Board requested that information relating to the record check process be updated on the VPD website to provide more detail to the public about what information is released and the reconsideration process for citizens who wish to have their file reviewed.

The Board was advised that the Information and Privacy Commissioner is planning a review of the police record/information check process and it was confirmed that the VPD will consider any recommendations emanating from that review.

VANCOUVER POLICE BOARD STANDING COMMITTEES

The Vancouver Police Board establishes committees to assist it in its work and determines the mandate of each standing committee. The Vancouver Police Board has four main standing committees: Finance, Governance, Human Resources and Compensation, and Service and Policy Complaints. Each year the Vancouver Police Board reviews the standing committees' mandates and decides on their membership.

FINANCE STANDING COMMITTEE

CHAIR: MARY COLLINS

MEMBERS: WEI SHAO; DONNA BRIDGEMAN

The Finance Standing Committee is responsible for oversight of all VPD finances. It met five times in 2013 and led the Vancouver Police Board's oversight and control of the Police Department's \$218 million operating budget. 2013 represented the ninth straight year of on-budget operations. The Finance Committee reviewed all proposals with financial implications before being considered by the Vancouver Police Board. In 2013, for example, the Finance Committee recommended approval of a contract for the provision of medical services in the Vancouver Jail. The Committee reviews and recommends fee schedules for services provided to the public and oversees financial audits and reviews of specific areas of VPD operations.

GOVERNANCE STANDING COMMITTEE

CHAIR: WADE GRANT

MEMBERS: MARY COLLINS, DONNA BRIDGEMAN

The Governance Standing Committee is responsible for ensuring effective oversight and governance of the VPD by the Vancouver Police Board. It met five times in 2013. Some of the work of the Governance Committee in 2013 included:

- Administered the annual Board evaluation and Peer evaluation survey;

- Developed response to the Missing Women Commission of Inquiry commentary and recommendations relative to police boards;
- Organized and led the Board's annual Workshop;
- Updated the Board's Strategic Plan and monitored progress;
- Prepared the Board's 2012 Annual Report;
- Initiated changes to the Board's policies around meeting frequencies and per diem payments;
- Initiated improvements to the Board's website;
- Initiated the Board's use of Twitter;
- Initiated the webcasting and taping of Board meetings;
- Re-structured the orientation program for new Board members;
- Identified desirable amendments to the Police Act for communication to government;
- Received the annual report of the Ethics Advisor and recommended renewal;

HUMAN RESOURCES AND COMPENSATION STANDING COMMITTEE

CHAIR: SHERYL WILLIAMSON

MEMBERS: WADE GRANT, DALJIT SIDHU

The Human Resources and Compensation Standing Committee is responsible for oversight of the Departmental human resources policies and procedures. It is also responsible for leading the annual evaluation of the Chief Constable, for overseeing collective bargaining with police unions, and for monitoring and supervising the operations of the Vancouver Police Board Office. The Committee met three times in 2013. The Committee's work in 2013 included:

- Administered chief constable annual performance evaluation;
- Established and monitored annual work plan for Executive Director;
- Monitored progress of collective bargaining;
- Monitored diversity and demographics within the VPD;
- Reviewed the workplace survey;

- Recommended contract for job evaluation services;
- Monitored succession planning within the VPD.

SERVICE AND POLICY COMPLAINTS STANDING COMMITTEE THIS IS A COMMITTEE OF THE ENTIRE VANCOUVER POLICE BOARD. CHAIR: DONNA BRIDGEMAN

The Vancouver Police Board is the authority for Service and Policy complaints made about the Vancouver Police Department. Service and Policy complaints are complaints about the services provided by the Department, its policies, resource allocation, training and staffing. [Refer to Service and Policy Complaints, earlier in this Report].

BOARD LIAISON ROLES

Vancouver Police Board members serve liaison roles on a number of related Boards, as follows:

- Police Chief's Diversity Advisory Committee: Sheryl Williamson
- Vancouver Police Foundation: Sheryl Williamson
- BC Association of Police Boards: Wade Grant

CONTACT INFORMATION

To learn more about the Vancouver Police Board and its work, or to have input into policing policy in Vancouver, write, telephone, or e-mail the Vancouver Police Board at:

**VANCOUVER POLICE BOARD
2120 CAMBIE STREET
VANCOUVER, BC V5Z 4N6**

Tel: 604-717-3170 or 604-717-3280 E-mail: office@vancouverpoliceboard.ca

