

**VANCOUVER POLICE BOARD
HUMAN RESOURCES COMMITTEE**

**Meeting minutes
March 19, 2020 – 1:06pm to 3:36pm**

Present:

Patricia Barnes (Chair)
Dr. Sherri Magee
Wendy John
Allan E. Black

Stephanie Johanssen, Executive Director

VPD Staff: DCC Steve Rai (via conference call)
Supt. Martin Bruce

The Chair called the meeting to order at 1:06pm

1. Agenda

The Committee approved the agenda for March 19, 2020.

2. Minutes

The Committee approved the minutes of December 3, 2019.

3. Chief Constable Evaluation Results

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

4. Service or Policy Complaint RE Public Comments

[REDACTED]

[REDACTED]

[REDACTED]

5. Board Office Executive Director Review

The Executive Director exited the meeting.

The HR Committee discussed the Executive Director's reclassification request.

6. VPD Updates

Superintendent Bruce joined the Conference call and the Executive Director rejoined the conference call.

Union Grievances

Superintendent Bruce updated the Committee with respect to the union grievance regarding the change in extended health care providers from Pacific Blue Cross to Green Shield. The City is currently working with the Union to set a date for arbitration in this matter.

The other grievance with the VPU is with respect to a Special Municipal constable. This grievance is still ongoing as the constable's role is still undetermined at this time. The Union may bring an arbitrator in to amend this grievance.

HR Policies/OPCC Recommendation

The Committee and VPD staff discussed the OPCC's recommendation to review the VPD's Personal Relationships Policy.

The OPCC would like an outside professional law firm or someone well versed in HR policies to review the Vancouver Police Department's policy with respect to relationships in the workplace.

Agreed:

THAT the Board would discuss at the April Board meeting whether the current policy is sufficient, or whether an external review is necessary.

Bargaining

DCC Rai provided an update on collective bargaining. Both Teamsters and VPU contracts have expired.

Human Rights Tribunal cases

Mr. Black spoke to human rights tribunal cases and spoke to the length of some of the cases. There was discussion surrounding the Board's role in electing counsel for Human Rights Tribunal Cases.

Employee Wellness

Supt. Bruce provided an update on the VPD's employee wellness programs, noting that the Board will be updated on employee wellness at the next Board meeting.

Promotions Process

Supt. Bruce provided an overview of the current promotion process.

Recruitment/Surrey PD

Supt. Bruce provided the committee with an update regarding recruits at the Justice Institute and stated the VPD is expecting an announcement from the Justice Institute with respect to continuance of training for recruits that are in various stages of their block training.

Supt. Bruce spoke to the expedited process to select the Surrey Police Board members, as well as to the expected impacts on VPD staff numbers, as a result of Surrey recruiting a police force. The VPD has been cognizant of this and are maintaining recruiting efforts to ensure the VPD has significant amount of applicants coming in to meet any challenges.

7. HR Committee Workplan 2020

The HR Committee reviewed the 2020 Workplan.

8. Other Business

There was no other business.

The meeting adjourned at 3:36pm