

**VANCOUVER POLICE BOARD
HUMAN RESOURCES COMMITTEE**

Meeting minutes

Oct 14, 2020 – 1:01pm to 2:40pm

Present:

Patricia Barnes (Chair)
Faye Wightman (via conference call)
Wendy John (via conference call)
Allan E. Black

Stephanie Johanssen, Executive Director
Minutes by Executive Assistant, Ali Huculak

VPD Staff: DCC Steve Rai (via conference call)
Supt. Martin Bruce (via conference call)
Drazen Manojlovic
Sgt. Jennifer Keyes

The Chair called the meeting to order at 1:01pm

1. **Agenda**

The Committee approved the agenda for October 14, 2020.

2. **Minutes**

The Committee approved the minutes of March 19, 2020.

3. **Vancouver Police Department (VPD) Personal Relationship Policy – VPD Discussion/Report**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

4. Employee Wellness Update

Supt. Bruce provided an overview of the VPD’s wellness initiative, stating there is a blended model of professional sworn and civilian staff, and the VPD also contracts external resources including psychologists, labour law lawyers, occupational emergency physicians, and mental health resiliency specialists. Supt. Bruce stated a lot of the programs offered are centred around mental health resiliency and building resiliency in a member through a ‘hire to retire’ philosophy.

Supt Bruce spoke to a Committee member’s question stating that due to the current climate officers are working in, there have been members, specifically those on the front line who are very concerned of contracting COVID-19.

Supt. Bruce offered for the VPD to present to the Police Board and provide details with respect to mental health and member health within the VPD and hold a Q & A.

Supt. Bruce spoke to a committee member’s question stating there is an annual mandatory psychological assessment for members working in the Downtown Eastside (DTES), they are also covered by the Early Intervention Program. There is a mandatory debrief for officers working in the DTES and in other high stress locations. If officers do need additional psychological services, there is a provision in their extended health benefits to cover it, and if their extended benefits have run out, officers can make a request for additional assistance.

VPD Staff exited the meeting at 1:50pm

5. VPD Personal Relationship Policy – Committee Discussion

[REDACTED]

[REDACTED]

The HR committee was in agreement with Mr. Black's suggestion.

Agreed: THAT further consultation be sought with the unions (VPU, VPOA, Teamsters) and exempt staff to ensure that all concerns with the policy recommendations are accounted for prior to moving forward.

6. **Other Business**

The HR committee expressed the need for a communications strategy on the Board level. A Board member asked for clarification as to when the last employee satisfaction survey was done, and there was discussion on how the Board can do a better job supporting the Department while remaining independent.

The meeting adjourned at 2:40pm