

**VANCOUVER POLICE BOARD
HUMAN RESOURCES COMMITTEE**

**Meeting minutes
December 2 2020 – 1:03pm to 3:11pm**

Present:

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

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

VPD Staff: Superintendent Martin Bruce (via conference call) 1:03-2:15pm

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

1. **Agenda**

The Committee approved the agenda for December 1, 2020.

2. **Minutes**

The Committee approved the minutes of October 14, 2020.

3. **Workplace Policy Review**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

4. VPD HR Updates

Supt. Bruce spoke to several HR updates.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

*VPD Staff exited the meeting at 2:15pm
Committee moved to In Camera*

5. **Workplace Policy Review – closed in camera discussion**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

6. **Chief Constable Evaluation – review process and initiate**

The Committee reviewed the process and determined Part A will need to be updated and discussed in the New Year. The Committee decided to change the Part B format to one to four versus yes or no.

The Committee initiated the process and the Chief will fill it out in January, 2021. The Board will receive what the Chief has said and any supporting documents, and then the Board fills it out anonymously, which is then amalgamated by the Board office into a report. The Board will determine key messaging to give to the Chief based on the results.

The ED mentioned the Board evaluation will be initiated soon through the Governance Committee.

7. **HR Priorities and Workplan for 2021 (discussion)**

The Committee noted that the Workplan should include a better way of reviewing the Executive Director's work and provide a more thorough performance review.

Ms. Wightman stated she would raise a consent agenda at the next Governance Committee meeting, as they allow for meaningful discussion about key issues.

The ED mentioned there has not been time to schedule a presentation from Supt. Martin Bruce to brief everyone on wellness initiatives, and this will hopefully take place early in the New Year.

8. **Comms Assistance for Board Office Staff**

[REDACTED]

9. **Other Business**

There was no other business.

The meeting adjourned at 3:11pm