

**VANCOUVER POLICE BOARD
HUMAN RESOURCES AND COMPENSATION COMMITTEE**

Meeting minutes

March 3, 2011 – 3:00pm – 4:20pm

Executive Boardroom, 2120 Cambie Street

Present: Sheryl Williamson (Chair); Patti Marfleet; Glenn Wong
Chief Constable Jim Chu; DCC Adam Palmer (item #4)
Shona McGlashan, Executive Director

1. Agenda & Minutes

The Committee approved the agenda and the minutes for July 19, 2010 with one minor amendment.

2. VPOA negotiations 2011

Chief Constable Jim Chu and Deputy Chief Constable Adam Palmer updated the Committee on the current relationship with the VPOA. ***

DCC Adam Palmer also offered an update on the VPU collective bargaining. An agreement had been struck and the VPU was undergoing ratification. This process would be complete by March 24 after which the agreement must be ratified by the Board and City Council.

CC Chu and DCC Palmer left the meeting.

3. Chief Constable 2010 performance review

4. Police Board *per diem* policy

The HRCC was tasked to review the Board's *per diem* policy and rate annually to ensure that the rate was equivalent to the lesser of a) the previous year's *per diem* plus an increase in line with inflation or b) the *per diem* rate paid to members of the GVRD Board. The Committee would recommend the Board approve a rate of \$264 (up from \$253) for meetings under 4 hours and a rate of \$527 (up from \$506) for meetings in excess of 4 hours.

Comment from Committee member that there was not a broad awareness amongst the Board members that they could be paid *per diem*s for attending meetings (other than Board meetings) on behalf of the Board. The Executive Director would remind Board members to let her know if they attend a meeting outside the regular monthly Board meetings which was eligible for a *per diem* payment.

5. **Diversity: organizational philosophy and VPD statistics**

The Committee received updated statistics and reviewed the draft Board diversity policy. Discussion. This could be further discussed at the May strategic planning workshop as part of the Board's strategic plan... i.e. this was a diverse Board and the Board also encouraged diversity throughout the entire organization.

6. **Report: new City of Vancouver HR policies**

The Committee received a copy of the City's new HR policies for information. The Department was examining this and may come before the Board with recommendations in the next 6 months or so***

7. **Board Executive Director performance review**

Board staff left the meeting for item #7.

8. **Other business**

Discussion regarding HRCC meeting frequency. The Committee would endeavour to meet 4 times a year in person, rather than by conference call or email. If the Committee could not meet regularly, the Executive Director would distribute minutes in a timely manner for approval.