

MINUTES of the open portion of the regular meeting of the OAK BAY POLICE BOARD held in the Kirby Room of the Saanich Police Department, 760 Vernon Ave, Saanich, BC, on Tuesday, January 20, 2015 at 3:00 p.m.

PRESENT:	Board Members:	Nils Jensen, Chair Wendy Brown Brian Rendell Sandra Waddington
	Chief Constable:	Andy Brinton
	Deputy Chief Constable:	Kent Thom
	CAO & Police Board Secretary	Helen Koning
	Executive Assistant/Scribe:	Laura Lang
ABSENT:	Board Member:	Bronwen Campbell

Prior to the meeting being called to order, the Board met in the Kirby Room with Inspector Trent Edwards & Sergeant Mike Barkley of the Saanich Police Department. Information was provided about the Communications Centre, which included the nature of the work, radio frequencies, staffing, training and estimated number of calls received each year. After this brief introduction and question and answer period, the Board was taken on a tour of the Saanich Police Communications Centre.

The Chair called the meeting to order at 4:07 p.m.

#### ADOPTION OF MINUTES:

RESOLVED that minutes of the open portion of the regular meeting of the Oak Bay Police Board, held on Tuesday, December 2, 2014 be adopted.

#### DEPARTMENT REPORTS:

##### *Overtime Report (November & December, 2014)*

##### *Chief Constable's Monthly Update (December, 2014)*

For the Remembrance Day ceremony, there was a larger security aspect this year. An Operations Plan was created and extra staff was called out. Chair Jensen made a request that for future ceremonies, additional speakers be set up at the back of the congregation area, to enable those further back to be able to hear the entire ceremony.

Crimestoppers is now operating out of the Saanich Police Department with two full time civilian staff, who belong to the Saanich Police Association, even though this is an integrated unit. They were initially intending on going with the Corps of Commissionaires to run the unit, but the Saanich Association argued for the positions to be covered by the Saanich Police Association. New coordinator is energetic, which should see some revitalization of the program.

##### *Community Liaison Report (November & December, 2014)*

Several Strategic Plan initiatives fall to the Community Liaison position. This report covers the end of a number of initiatives and entering 2015, there may be a few changes.

Traffic initiatives and speed watch programs are well received. The mobile speed boards have had a positive change within the municipality. A suggestion was made to perhaps undertake a vehicle headlight initiative as numerous vehicles are regularly seen without operating their full headlights, which does not engage the tail lights.

*School Liaison Report (November & December, 2014)*

*High Visibility Policing Report (July-December, 2014)*

Deputy Chief Thom advises the hours spent on high visibility policing has increased from 891 hours for the second half of 2013, to 962 hours for the second half of 2014. Hours are increasing, with a few fluctuations. The public is very supportive of bike, marine and foot patrols.

Chief Brinton is meeting with Transport Canada and the RCMP Marine Unit on January 29 to discuss aims and goals for 2015 Marine Patrols.

*Strategic Plan Progress Report (December, 2014)*

Most of the goals set out have been attained, with resourcing being an issue in not realizing some others. At the end of 2015, which is the mid-point of the five year plan, Chief Brinton will meet with all members of the department to plan for 2016 and 2017. Some initiatives may change depending on feedback at this time. At the end of 2017, community engagement will occur to prepare for the next five year plan. A Board member will also participate in this process. Chief Brinton sees the Strategic Plan as a tool to provide accountability of the Board and the Department to the community. It was suggested that a newer Board member be involved in this process.

A question was raised regarding the current training level of members for crisis intervention and de-escalation. Chief Brinton advises that there is a requalification required annually for each police officer in the province. The Justice Institute sets the standard and the department's Use of Force instructor oversees all members requalification and delivers training to the set standard. Portland, Oregon Police is deemed to have a fantastic program for the intervention and de-escalation when dealing with persons suffering from mental health issues. When the topic was raised and the level of training questioned in regards to British Columbia's police officers, it was found that we are using an almost identical program that Portland is using. This training is integrated into the Use of Force training as another tool to de-escalate volatile situations.

RESOLVED that the Department Reports be received.

COMMUNICATIONS:

1. PB2015-1 CHIEF CONSTABLE BRINTON, January 14, 2015  
Re Blue Ribbon Panel on Crime Reduction

Chief Brinton's memorandum states that much of this report refers to high level or provincial levels of responsibility. There may be imposed legislation surrounding future integration of policing within British Columbia. There are no action items necessary for Oak Bay Police Department or Board at this time.

RESOLVED that the memorandum from Chief Brinton regarding the Blue Ribbon Panel on Crime Reduction be received.

2. PB2015-2 CANADIAN ASSOC. OF POLICE GOVERNANCE, December 22, 2014  
Re Call for CAPB Resolutions 2015

The Board has until April 10, 2015 for any resolutions to take forward. The aim of the BC Association of Police Boards (BCAPB) is to make more concise resolutions, which are more targeted to help ease governance.

RESOLVED that the correspondence regarding the call for CAPB resolutions for 2015 be received.

3. -- CHAIR, NILS JENSEN  
Re Joint Police Board/Council meeting

Local municipal Police Boards are interested in meeting; date has not yet been set. Four of the local mayors had a meeting to discuss what topics should be covered and it was felt that the focus should be on the future of police integration. The format will consist of a meet and greet, followed by a presentation by all municipalities as to what current arrangements are for their individual departments and any integration agreements currently in place. General discussion included the report on integration done by Police Services a few months ago. The next steps are seen as identifying issues and how to best address them in a joint fashion. Mayor Helps and Mayor Desjardins will draft up an agenda and once Chair Jensen receives that agenda, he will circulate to all Board members. The Chair sees that any final decisions would ultimately be the responsibility of the various municipal Councils.

Suggested format for meeting would include inviting Director of Police Services, Clayton Pecknold to talk about provincial intentions and a possible presentation from the Deputy Chiefs Joint Management Team on the visions of future integration and workable options. Board in agreement to this format for the joint meeting.

It was suggested that Oak Bay have a joint Police Board/Council meeting. Date for this meeting to be determined later.

4. -- SANDRA WADDINGTON  
Re BC Association of Police Boards update

All of the information presented at the Police Board orientation, held at the Justice Institute on January 17, 2015, is on the BC Association of Police Boards (BCAPB) website.

CHIEF'S ORDERS (Policy Changes):

AB150 – Promotion

Changes to this policy were driven by the police membership. The promotional committee consists of the Deputy Chief and a mixture sergeants & constables. One of the key changes was to have input from management, which did not exist in the previous policy. The process is competency-based as accepted by most municipal police departments. The round table portion of the process will now hold a score for each member, worth 75% of the total score. The interview with the Chief and Deputy Chief will be worth 25% of the total score for each member. Questions based on a rating system are yet to be developed. In addition to the eight existing competencies, the promotional committee has added two more for a total of ten. Each candidate will now have to provide comments on how they meet each competency and supervisors at the round-table will also comment on each candidate's competency, to provide a total score for each member. Once scores for all competing members are totalled, they will be ranked ordered. The

Chief Constable has also added the requirement of a cover letter to encourage members to articulate their reasons for feeling they are the best candidate.

Deputy Chief Thom advises that, in addition to a promotional process, this is a developmental process as well. At the end of the process, each candidate has the opportunity to speak with the facilitator to obtain feedback on how they were reviewed by the Sergeants during the roundtable process. The candidates can take this feedback on the various competencies and strive to improve any areas where deemed necessary.

There are two exams as part of the process. The previous process required candidates to write each exam only once, without ever having to write them again. The new process requires that one exam will only be valid for three promotional cycles, with the second exam required each cycle. Any ties in final scores, the tie-breaker would be based on total Canadian police service. The membership had been shown a first draft of the new policy, with no complaints or issues brought forward.

MOTION: Moved by Sandra Waddington that the AB150 Promotion policy changes be approved with the success of the changes to be reviewed after two years.

MOTION CARRIED

NEW BUSINESS:

No new business.

ADJOURNMENT:

RESOLVED that the next meeting of the Oak Bay Police Board will be Tuesday, March 24, 2015.

*In Camera Resolution:*

*That the open portion of the Police Board meeting be adjourned and that a closed session be convened to discuss personnel issues, which may be dealt with in private under the Police Act.*

The open portion of the meeting adjourned at 5:32 p.m.

Certified Correct:

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Secretary, Oak Bay Police Board

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Chair, Oak Bay Police Board