



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

November 15, 2022 at 5:00pm

Boardroom & Zoom

PRESENT

Mayor Alto, Chair
D. Crowder
S. Dhillon
M. Hayes
C. Huber
I. Lee

P. Schachter
Chief Cst. Manak
DC Watson
Insp. C. Brown
Insp. M. Brown
Insp. King

Insp. Jones
Insp. Hamilton
Insp. McRae
S/Sgt. Gubbins
S. Hurcombe
D. Perry

Recording Secretary: Collette Thomson

1. STANDING ITEMS

a. Adoption of the Public Agenda of November 15, 2021

22-96 **MOTION:** *To approve the Public agenda of November 15, 2022 as amended with the addition of: Statement from Board member Schachter.* **MOVED/SECONDED/CARRIED**

b. Adoption of the Public Minutes of September 20, 2022

22-97 **MOTION:** *To approve the Public Minutes of September 20, 2022 meeting as presented.* **MOVED/SECONDED/CARRIED**

c. Chief Constable Update

Refer to the report provided – for information. Chief Manak provided an update on operational calls and files of note as well as a review of the Canadian Association of Chiefs of Police Equity, Diversity and Inclusion conference that took place in Ottawa in early October.

d. Equity, Diversity, Inclusion & Engagement Update

Refer to the report provided – for information.

e. Committees Update

Refer to the report provided – for information.

In November of 2021, the Board approved a hiring incentive of \$20,000 each for up to 12 experienced officers joining VicPD. In combination with additional recruiting initiatives, this incentive has been very successful and 12 officers from all over Canada have been hired. The officers receive the funds after six months of working and must stay for five years, otherwise full or partial repayment will be required depending on when they leave.

As experienced officers are still required, VicPD is requesting that this incentive be extended to allow an additional \$240,000 to be used which is an amount that can be supported due to salary slippage funds.

22-98 **MOTION:** *That the Board approve extending the hiring incentive for an additional 12 experienced officers up to \$240,000. MOVED/SECONDED/CARRIED*
ABSTAINED: SCHACTER

The Crown Agencies Governing in the Public Interest conference is a foundational training and networking event for provincially appointed public sector board members. The agenda includes themes such as equity, diversity, inclusion, reconciliation, and decolonization, as well as workshops on best practices on governance, succession planning, and conflict management.

22-99 **MOTION:** *That the Board approve Board members Dhillon and Hayes to attend the Crown Agencies Governing in the Public Interest conference on November 10, 2022 in Vancouver. MOVED/SECONDED/CARRIED* **ABSTAINED: SCHACTER**

Refer to the 2023 draft Board meeting schedule. The Joint Board/Councils meeting is now taking place on January 17, 2023 which conflicts with the suggested date of the regular January Board meeting.

22-100 **MOTION:** *That the Board approve the 2023 Board meeting schedule with the amendment of cancelling the regular January Board meeting on January 17th and adding the Joint Board/Councils meeting on January 17th.*
MOVED/SECONDED/CARRIED

f. Board Co-Chair Updates

Mayor Alto advised she is pleased to join the Police Board as the Deputy Co-Chair for 2023-2024 and looks forward to working with everyone.

g. BC Association of Police Boards Director's Update

- The next BCAPB Board meeting is taking place on November 18th
- The annual 2023 conference will take place on May 25-26 in Nelson, BC
- The BCAPB awards program is expected to be rolled out in January

h. Board Member Engagement Update

Board member Dhillon recently attended two VicPD swearing-in ceremonies

i. 2021-2022 Board Strategic Priorities

Refer to the document provided – for information.

j. Framework Agreement

No discussion arising.

2. NEW BUSINESS

a. Board Planning Session

As the Chair of the Governance Committee, Board member Dhillon offered that the Governance Committee undertake the planning of this upcoming session; the table accepted his offer. The date is yet to be determined but consideration will include the arrival of the two new Board members.

b. Statement from Board Member Schachter

Board member Schachter advised that he is resigning from the Board effective November 30, 2022. He extended his thanks and appreciation to the Board, and VicPD management and staff. He advised that his reasons for leaving include that he does not feel he has independent access to information to ensure the public gets an efficient police force, and he does not have the ability to ensure important policies are operationalized.

Meeting adjourned at 5:50pm.

Mayor Marianne Alto
Deputy Co-Chair

Date

Collette Thomson
Recording Secretary

Date