



SAANICH POLICE BOARD
Public Meeting Minutes
Saanich Police Department · Virtual
Tuesday, January 11, 2022

PRESENT:

- Chair:** Mayor F. Haynes
- Board Members:** M. Collins, L. Murray, J. King, S. Niemi, B. Saravanabawan
- Staff:** Acting Chief G. Schenk, Deputy Chief D. Duthie, Inspectors S. Morgan, D. Harris, T. Dyck, R. Warren, P. Douglas, S. Edwards, Manager of Executive Services J. Ko
- Recording Secretary:** A. De Medeiros

REGRETS:

The meeting was called to order at 1434 hours.

1. TERRITORIAL ACKNOWLEDGMENT

Ms. King read the prepared Territorial Acknowledgment.

2. APPROVAL OF AGENDA OF JANUARY 11, 2022

MOVED by Ms. Murray and SECONDED by Ms. Collins: "That the agenda of the January 11th, 2022, Police Board Public Meeting be approved as circulated."

CARRIED

3. ADOPTION OF MINUTES OF DECEMBER 7, 2021

MOVED by Ms. King and SECONDED by Ms. Collins: "That that minutes of the Police Board Public Meeting held on December 7th, 2021, be adopted as circulated."

CARRIED

4. CORRESPONDENCE

No items.

5. NEW BUSINESS ARISING

The following statement was made regarding the Chief Constable appointment:

Following Chief Green's notice to the Police Board that he planned to retire at the end of January 2022, the Board commenced a search for a new Chief. They agreed that given the internal strength of possible candidates that they would limit the search to internal candidates. The Department was so advised and interested candidates encouraged to apply. Three candidates emerged, all of whom had extensive experience with SPD. Board members then requested the current Deputies and Inspectors to provide a written response to several questions focused on the priorities of the Department and qualities suggested for the next Chief Constable.

Board members then interviewed the Department's senior leaders – both uniform and civilian including the Police Association representatives, to obtain perspectives on desired qualifications and attributes for a future Chief. References for the three candidates were contacted and provided input and each of the candidates also provided a more detailed written outline of their views on the priorities for the Department.

Interviews with each of the candidates were held with the Board. The Board then came to a unanimous decision on November 18 to appoint Deputy Chief Dean Duthie as the next Chief Constable of SPD. It was then agreed to appoint Rob Warren as a Deputy Chief joining Gary Schenk. A contract was negotiated and then agreed to with Dean for his appointment as Chief Constable for a four-year term of office commencing February 1, 2022. A press conference was held on December 2 to announce the appointments publicly.

6. DIVISIONAL UPDATES (AS NEEDED)

No updates were reported.

7. COMMITTEE REPORTS (AS NEEDED)

7.1 Finance

No updates.

7.2 Governance and Strategic Planning

Ms. Murray updated that she is currently working on the annual requirements and the workshop. Further information will be forthcoming.

7.3 Stakeholder Outreach

No updates.

7.4 Human Resources

Ms. Collins provided a summary of the HR Committee meeting held earlier and advised that Inspector Douglas provided a report with an update on various HR projects and that the document would be shared with the Board for information. She further advised that, the Committee resolved to review the Exempt Compensation Policy as mandated and have directed staff to execute a survey of comparable police departments in the first quarter of 2022 to assist with the review.

7.5 BCAPB

Ms. Collins provided an update that the VPD has a completed a Terms of Reference for their Service and Policy Complaint Committee which will be circulated to other Boards. She further advised that, the BCAPB conference is still scheduled for May in Nelson, however final decision has not been made regarding whether it will be held in person or virtually.

MOVED by Ms. Collins and SECONDED by Ms. Niemi: "That that 2022 BCAPB Membership fees be approved."

CARRIED

7.6 CAPG

No updates.

8. PUBLIC AWARDS/COMMENDATIONS AND LETTERS (OCTOBER – DECEMBER 2021)

Received for information.

9. OLD BUSINESS

9.1 COVID 19 UPDATE

Deputy Duthie provided an update on the following:

- The ongoing work by Inspector Edwards and Staff Sergeant Robertson to revise the Patrol Division Contingency Plan to plan for potential impact of our frontline due to covid. The draft plan will be presented to senior officers for discussion and approval.
- The work from home model is currently in effect and is working well.
- Department vaccination status is 100% with only one medical exemption
- Staff Development Division is currently tracking staff positive case numbers daily and reporting to Inspectors so that they are informed.
- Frequent internal communications continue to work well at managing anxieties and opens the communication lines throughout the department.

10. ADJOURNMENT AND DATE OF NEXT MEETING

The next Police Board meeting will be held on Tuesday, February 8, 2022, at 1430 hours.

MOVED by Ms. King and SECONDED by Ms. Collins: "That the Public Meeting is adjourned at 1509 hours and the board move to an in-camera meeting".

CARRIED


Chair