

**April 19, 2016**

City Hall, Room 530 Boardroom 32315 South Fraser Way

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**POLICE BOARD MEMBERS PRESENT:**

Mayor Henry Braun, Chair  
Aman Gill  
Mike McWhinney  
Sukh Sidhu  
Yvon Dandurand  
Barb Schimnowsky

**MANAGEMENT PRESENT:**

Chief Constable Bob Rich  
Deputy Chief Constable Dave Schmirler – Operations  
Deputy Chief Constable Mike Serr – Administration  
Cst. Ian MacDonald (Public Media Officer)

**REGRETS:**

Karen Matty

**RECORDING SECRETARY:**

Donna Macey

The meeting was called to order at 1205.

**1. Adoption Of Agenda**

**MOTION:** *That the Agenda for the Open Meeting of the Abbotsford Police Board be approved.*

**Moved:** Sukh Sidhu | **Seconded:** Mike McWhinney | **CARRIED**

**2. Consent Agenda**

- a. Minutes of previous meeting - March 22, 2016
- b. Financial Statement - March 2016
- c. Operational Crime Overview - Period 3
- d. Policy Amendment
  - I.E.080 Personal Appearance (Amended)
- e. Upcoming Events
- f. E-Comm 911 Board of Directors Designate 2016-2017 Term

**MOTION:** *That the Consent Agenda be approved.*

**Moved:** Mike McWhinney | **Seconded:** Yvon Dandurand | **CARRIED**

*\*Barb Schimnowsky joined the meeting.*

**3. Business Arising Out of Previous Minutes**

None

#### **4. Employee Wellness**

Patricia Coldrey-Lo reported on the new Employee Wellness initiatives. A small working group was recently formed to develop a terms of reference for the group and to begin work on different activities and resources for the employees of the department. Some of the recent initiatives include: a peer recognition program, presentations from psychologist and experts, changing onsite vending machines to healthier snack options. Wellness week was held at the beginning of April that included: yoga, meditation, dietician, kinesologist, basketball tournament, bike rides, and a presentation from RCMP Cst. Peter Neily, Dr. Randy Mackoff, and Chief Rich.

The work that is done by Critical Incident Stress Management (CISM) was reviewed.

The status of the R2MR training was reviewed noting that additional sessions are planned for 2016 to capture anyone who missed a session in 2015.

The risk management strategy to identify any employee who may be at risk and require intervention was reviewed.

The planned initiatives for 2016 were reviewed. The City and the Department are discussing a new Employee Assistance Program. A question was asked about how issues regarding employees are brought to the attention of management and it was noted that there is a monthly risk management meeting that reviews the status of anyone that is believed to be at risk. Some of these issues are raised through various forums, including the monthly Labour/Management meeting.

Board member Mike McWhinney made a suggestion about having an audit done on employee risk management. Board member Sukh Sidhu discussed that York Regional Police spoke about risk management/employee wellness at the CAPG conference the previous year. The Mental Health Strategy introduced by CSA Group for *Psychological Health and Safety in the Workplace* was noting as something the department would be adopting and targets will be identified for the next three years. The development of a Peer Support Network was discussed as something that is being explored. The Employee Family Support Network is an initiative that is also being explored as the role of family members is crucial in assisting to help identify risk factors.

It was noted that hiring a Disability Management system in the works and that it is not part of the Wellness Committee for confidentiality reasons.

It was requested that the Board take time to review Terms of Reference of the Wellness Committee and send any comments to Patricia Coldrey-Lo or Chief Rich.

#### **5. Chief's Report**

Chief Rich reported on Awards Ceremony on April 5, 2016. The success was the family engagement and positive feedback received from the employees.

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Chief Rich, Deputy Serr, Insp. Powell, along with nine other members APD members attended the Regimental Funeral for Cst. Sarah Beckett to represent the APD.

Today is the 10<sup>th</sup> Anniversary of the Line of Duty death of Cst. John Goyer.

## 6. BCAPB Report

Sukh Sidhu reported that there is no meeting until June and that the Conference and AGM is at the end of May in Nelson.

The IIO Memo that was circulated on April 14<sup>th</sup> to the Board behalf of APD representative to the BCAPB, Sukh Sidhu, was discussed. Management will review the memo to determine if there are any implications that the Board should be aware of.

## 7. OTHER BUSINESS

None raised.

## 8. Questions from the public relating to today's Agenda

Roy Morris spoke about his time with Block Watch and Speed Watch. He also noted that his frustration with traffic.

## ADJOURNMENT

**MOTION:** *That the Open meeting of the Abbotsford Police Board be adjourned.*

**Moved:** Mike McWhinney | **Seconded:** Aman Gill | **CARRIED**

**Meeting Adjourned:** 1254

"Original signed"

Chair – Henry Braun

Certified Correct:

"Original signed"

Recording Secretary – Donna Macey

Minutes of the Open Meeting of the Abbotsford Police Board

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**ACTIONS FROM THIS MEETING or BRING FORWARD ITEMS FOR FUTURE MEETINGS:**

1. Review IIO memo (Management)