

**DELTA POLICE BOARD
REGULAR MEETING**

Minutes of the REGULAR MEETING held Wednesday, March 10, 2010 at 9:15 a.m. in the Briefing Room at Police Headquarters, 4455 Clarence Taylor Crescent, Delta, British Columbia.

PRESENT: Mayor Lois E. Jackson, Chair
Rahim Dadani
Joan Hansen
Gerry Kilcup
Dennis Des Lauriers
Bob Vincent

ABSENT: David Coulson

ALSO PRESENT: Jim Cessford Chief Constable
Lyle Beaudoin Deputy Chief
Rich Drinovz Deputy Chief
Jamie Ewatski Inspector
Melissa Granum Manager, Planning and Development
Joey Kerr Human Resources Manager
Hilary Madore Finance Manager

MUNICIPAL
CLERK'S OFFICE: Diane Steinberger Police Board Secretary

Call to Order The Chair called the meeting to order at 9:15 a.m.

**Agenda
Endorsement** MOVED By Gerry Kilcup,
SECONDED By Joan Hansen, THAT the Agenda for the Regular meeting of March 10, 2010 be received and adopted with the following addition:

F.01 On Table Correspondence from the Ministry of Public Safety and Solicitor General dated March 2, 2010 re PRIME-BC fee increase.

CARRIED UNANIMOUSLY

A. RECEIPT AND APPROVAL OF MINUTES

**Receipt and
Approval of
Minutes (A.01)** MOVED By Joan Hansen,
SECONDED By Rahim Dadani, THAT the Minutes of the Regular Meeting of February 10, 2010 be received and adopted as circulated.

CARRIED UNANIMOUSLY

B. DELEGATIONS/PRESENTATIONS

Succession Planning (B.01)

Presentation:

Memorandum from Chief Constable dated March 1, 2010 re Succession Planning Presentation

Chief Cessford provided a power point presentation on succession planning, noting the importance of preparing the organization to move forward and to ready all personnel for their next career step.

Recruitment was identified as the first step in succession planning, noting candidates must successfully complete an extensive and rigorous testing process based on the Department's high standards and strategic plan. Once employed, training continues with a combination of practical and academic applications. Based on performance appraisals, leadership training is provided in 3 levels followed by an evaluation of leadership attributes.

A summary of steps for candidates seeking promotion was provided, noting this thorough developmental process can take from one to three years to conclude. Once complete, candidates are placed in an eligibility pool, followed by placement in Acting positions and/or permanent leadership positions. The Chief commented the promotional process is designed to produce successful performers and candidates are debriefed on their development and action plans are developed accordingly.

The Chief referred to the recent strategy of contracting back experienced highly trained employees who had become eligible for full pension, noting this was a measure to bridge the next five years while those in the promotional process were getting ready to move to the next level.

The Chief advised an enhanced NCO Leadership Training Program would be provided in September 2010 to provide further staff development in key areas.

One key area identified for further development is Professional Standards which has some pending changes due to the new *B.C. Police Act*. It is anticipated the new enhanced Professional Standards model will be cost shared with three other departments and Chief Cessford advised the overall operation would be under the supervision of an Acting Inspector, who would also serve as the discipline authority for *Police Act* matters. The Chief also proposed similar Acting Inspector roles in Human Resources and Patrol.

The Chief advised these new roles would be part of the succession plan strategy up to 2014. Contracts would be for a one year period and if approved, would have an annual budget impact of approximately \$8,000 for each position.

Strategic Planning Session (C.04)

Verbal Update regarding Date for ½ day Strategic Planning Session prior to Departmental Session

Staff confirmed May 19, 2010 from 5:00 p.m. – 8:00 p.m. for the ½ day Strategic Planning Session. The 2-day Strategic Planning Session has been confirmed for Thursday, June 17 and Friday June 18, 2010. The venues will be confirmed at a later date.

-- Motion Endorsed

MOVED By Rahim Dadani,
SECONDED By Bob Vincent, THAT the Verbal Report be received for information.

CARRIED UNANIMOUSLY

BCAPB Conference and AGM (C.05)

British Columbia Association of Police Boards (BCAPB) 2010 Conference and Annual General Meeting (AGM) – April 22 – 24, 2010

-- Correspondence Received

MOVED By Joan Hansen,
SECONDED By Dennis Des Lauriers, THAT the correspondence be received for information.

CARRIED UNANIMOUSLY

Sponsorship Request (C.06)

Correspondence dated February 24, 2010 from British Columbia Association of Police Boards re Sponsorship Request

-- Motion Endorsed

MOVED By Gerry Kilcup,
SECONDED By Dennis Des Lauriers, THAT a sponsorship for lunch to a maximum of \$575.00 be authorized for the 2010 British Columbia Association of Police Boards' Annual General Meeting and Conference.

CARRIED UNANIMOUSLY

D. REPORTS

Committee Reports (D.01)

Finance Committee
– No report

Policy, Planning and Evaluation Committee:

– Deputy Chief Rich Drinovz advised there have been several queries from other municipal police boards with respect to the format/content of the Delta Police Board manual.

-- Motion Endorsed

MOVED By Gerry Kilcup,
SECONDED By Joan Hansen, THAT staff be directed to post the Delta Police Board Manual on the Delta Police website for information.

CARRIED UNANIMOUSLY

Human Resources Committee

– No Report

H. OTHER BUSINESS

Highway 17/99 Interchange (H.01)

A brief overview of the recent Highway 17/99 interchange accident was provided and it was noted Delta Council resolved a letter be forwarded to the Minister of Transportation and Infrastructure requesting a review of the interchange.

-- Motion Endorsed

MOVED By Rahim Dadani,
SECONDED By Joan Hansen, THAT a letter be prepared for the Mayor's signature to the Honourable Shirley Bond, Minister of Transportation and Infrastructure, and copied to Kash Heed, Minister of Public Safety and Solicitor General, to request a review of the design of the Highway 99/17 interchange.

CARRIED UNANIMOUSLY

RESOLUTION TO TERMINATE

Terminate

MOVED By Rahim Dadani,
SECONDED By Gerry Kilcup, THAT this meeting now terminate.

CARRIED UNANIMOUSLY

Next Meeting Date

The next meeting of the Delta Police Board has been scheduled for Wednesday, April 7, 2010 at 9:15 a.m. at Police Headquarters.

The meeting terminated at 11:30 a.m.

Lois E. Jackson
Mayor

CERTIFIED CORRECT:

Diane Steinberger
Police Board Secretary