



TO ALL TEAMSTER MEMBERS EMPLOYED AT THE
VANCOUVER POLICE DEPARTMENT

SUBJECT: OPERATIONAL REVIEW

On May 10, 2017, I along with many of the Shop Stewards met with Sgt. Philip Heard and Constable Tyrone Sideroff to discuss the Operational Review.

Sgt. Heard provided us with a brief history of the first Operational Review that took place in or around 2005 and the situation with respect to vacancies at the VPD since that time. He advised that the organization has recognized that staffing on both the sworn and civilian sides has had an impact on the wellness and morale of employees and that these factors led to the Operational Review that is currently underway.

We were advised that the Ops Review is being conducted “in-house”, meaning that everyone involved is an employee of the VPD. They have been tasked with addressing what is needed in the way of positions and why they are required.

Given our history with the Resource Allocation Review (“RAR”), Sgt. Heard understood and appreciated our concerns surrounding how the Ops Review could be perceived by our members as another RAR, just with a different name. Although the methodology for the RAR and the Ops Review are the same, he explained that unlike the RAR, the goal with the Ops Review is to increase staffing levels (that have not been increased in approximately ten years). During the course of this Review, questions will be asked regarding efficiencies and they will look not only at what positions are required, but who should fill that position – a civilian or a sworn member. He emphasized that the organization is not looking to change existing positions.

Phase 1 of the Ops Review took place from June 2016 to January 2017 and reviewed the operational portion of the organization, focusing on the sworn side.

Phase 2 will focus on the specialty units and civilian positions. At the time of our meeting, P&R had started Phase 2 by sending written questionnaires regarding staffing and will then follow up

by interviewing the supervisors of each unit about the day to day challenges they experience. (*During the course of this discussion, Sgt. Heard was made aware of concerns surrounding the possible vetting of responses on the questionnaires by management prior to their return to P&R.)

As far as the document itself, Sgt. Heard stated that it will include recommendations for 4 “tiers” that relate to the immediacy of the requirement; from “important” (current); 1-2 years; longer term (5 years); to “best practices”.

As far as a timeline, Sgt. Heard advised that they are hoping that a draft report will be completed for September so that it can be finalized and presented in October, in time for the COV budget cycle and voting of the 2018 budget in November/December.

We also discussed the sharing of information with employees and Sgt. Heard advised that they would communicate information regarding the Review to employees after completion of the draft report.

We will be following up with Sgt. Heard for an update in September. In the meantime, if you have any questions about the Operational Review, please do not hesitate to contact me or one of your Shop Stewards.

Karlene Bateman

Business Representative

June 2017