

## MEMORANDUM OF UNDERSTANDING POLICY 701

This Memorandum of Understanding ("MOU") is made between the City of Vancouver ("City") and the Vancouver Police Officers Guild ("Guild"), collectively the "Parties", as of the date signed below.

### **Background:**

**WHEREAS**, the City and the Guild jointly wish to implement a comprehensive police camera program, to include body-worn and in-car cameras, for purposes of enhancing the safety of police officers and building transparency with the public, along with increasing the availability and protection of evidence during civil, administrative, and criminal investigations; and

**WHEREAS**, the Parties agree to the provisions of Vancouver Police Department's Policy 701, Police Camera Program, Exhibit A to this MOU; and

**WHEREAS**, the Parties wish to set forth their agreement as to the implementation of Policy 701;

**THEREFORE**, the parties agree as follows:

### **Agreement:**

1. **Effective Date.** Unless otherwise specified, this MOU becomes effective when signed by all Parties on the date below.
2. **Policy 701.** Policy 701, attached as Exhibit A, shall become effective on the date when the City commences the Police Camera pilot program, which date will be determined by the City after a preferred vendor is chosen. However, the City will train VPOG members deploying police cameras consistent with Section 701.4 of this policy prior to any such commencement of a pilot program. Additionally, any changes to Policy 701 require the parties' mutual, written agreement, consistent with Section 701.23 of Police 701.
3. **Camera Technology Equipment.** All purchasing, building, repairing, and maintaining of camera technology equipment, including software and hardware (*e.g.*, body-worn cameras, in-car cameras, covert surveillance cameras, unmanned aerial surveillance equipment, etc.), along with quality control audits related to the police camera program, may be handled by City Information Technology (IT) staff or other non-Guild personnel as determined by the City. However, installation and removal of any covert camera or tracker, the deployment/operation of unmanned aerial surveillance equipment, and the deployment/operation of police cameras will remain

the work of Guild members.

4. **Base Pay Increase.** To address the impacts of implementation of the Police Camera Program and the midterm change in working conditions, effective January 1, 2022, the previously negotiated increases to the 2022 base wages will be increased by an additional two percent (2%) across the board for the classifications of Police Officer, Police Corporal and Police Sergeant. An updated salary schedule effective January 1, 2022 is attached as Exhibit B.
5. **Disputes.** This MOU is non-precedent setting except for the terms set forth herein. Any dispute between the City and the Guild concerning the interpretation, application, or alleged violation of any term of this MOU will be resolved under the Parties' grievance procedure at Article 28 of the CBA
6. **Amendments.** Any changes to this MOU will be mutually agreed upon and reduced to writing.


8/25/2021

Dated August \_\_, 2021.

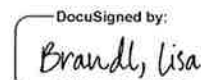
**City of Vancouver**

DocuSigned by:  
  
2E937DCB1679420  
James McElvain, Chief of Police

**Vancouver Police Officers Guild**

  
Neil Martin, President

DocuSigned by:  
  
13E8A46F4C1440F  
Lisa Takach, HR Director

DocuSigned by:  
  
15BEE560CDEC410  
Lisa Brandl, Deputy City Manager