

MEMORANDUM OF UNDERSTANDING POLICY 602

This Memorandum of Understanding (“MOU”) is made between the City of Vancouver (“City”) and the Vancouver Police Officers Guild (“Guild”) as of the date signed below.

Background:

WHEREAS, the City and the Guild jointly wish to improve the process by which Administrative (Internal) investigations are conducted, reviewed, and resolved; and

WHEREAS, the parties’ Collective Bargaining Agreement (CBA) provides that “Any changes in the IA program shall be developed jointly between the chief of police and the Guild’s executive board” pursuant to Article 29.4; and

WHEREAS, consistent with Article 29.4 of the CBA the parties met and jointly developed changes to the IA policy; and the Office of the Chief of Police adopted those changes with the implementation of Policy 602 and the rescission of Policy 1004, effective May 24, 2024.

WHEREAS, The newly adopted IA Policy, now known as Policy 602, to include the PSU Procedures Manual, Discipline Matrix, Offense Classes Form and Mitigating and Aggravating Circumstances Form, are attached at Addendum A; and

THEREFORE, the parties agree to further adopt the policy revisions pursuant to the following terms and conditions:


Agreement:

1. This MOU is non-precedent setting and evidence of this MOU cannot be used in any future disputes between the parties except to enforce the terms provided herein.
2. Policy 602, as it may be amended from time to time consistent with the process set forth in the CBA, will apply prospectively to all pending investigations as well as those investigations arising from incidents or complaints occurring prior to the adoption or amendment of Policy 602 and that may not be known to either party.
3. 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.

Dated this 1st day of August 2025.

City of Vancouver

Signed by:



Troy Price, Chief of Police

Vancouver Police Officers Guild

Signed by:



Jeff Anaya, President

Signed by:

Antoinette Gasbarre

AA7F965F015440D...

Antoinette Gasbarre, Human Resources Director