

MEMORANDUM OF UNDERSTANDING

Delegation of Commander duties to an Assistant Chief

This Memorandum of Understanding (“MOU”) is made between the City of Vancouver (“City”) and the Vancouver Command Guild (“Guild”) with the intent to allow proper communication between the parties listed above; and in accordance with Article 1/Guild Recognition; Article 8/Identification of Jobs and Appendix “A” within the Collective Bargaining Agreement.

The purpose of this MOU is to outline the agreement between the City and the Guild regarding the delegation of certain Commander duties to an Assistant Chief during the specified period.

Due to the vacant Commander position(s) there is a need for an Assistant Chief to temporarily assume specific Commander duties to ensure the continued effective operation of the Department.

The VCG agrees to allow the Office of the Chief to conduct VCG work with the following conditions:

1. This agreement shall be effective September 1, 2025, and shall sunset no later than December 31, 2025, unless mutually agreed to by the parties.
2. The Assistant Chief will assume Commander duties and provide leadership and supervision of staff.
3. The Assistant Chief will make operational decisions in the absence of the Commander and ensure the Department's objectives are met, including but not limited to:
 - Strategic planning and deployment of resources.
 - Coordination of activities within the division/units.
 - Responding to incidents or emergencies as needed.
 - Ensuring departmental policies and procedures are followed.
 - Ensuring effective communication up and down the chain of command.
4. The Assistant Chief will serve as the point of contact for the Department regarding issues typically handled by the Commander. This includes liaising with other agencies, departments, and stakeholders as necessary.
5. The Assistant Chief will provide regular updates and reports to the Deputy Chief or Chief of Police on the progress of operations and any challenges encountered.
6. The Assistant Chief will have the authority to delegate tasks and responsibilities to appropriate personnel, ensuring efficient operation within the Department.

7. This agreement is non-precedent setting and evidence of this agreement cannot be used in any current or future disputes between the parties, including but not limited to, contract negotiations.

Be it further agreed that this Memorandum of Understanding shall be pursuant to the terms of Article 23/Resolution of Disputes should there be any dispute regarding the interpretation and/or application of this memorandum.

Dated this 5th day of September, 2025.

Employer

Signed by:

Antoinette Gasbarre

AAZF965F015440D
Antoinette Gasbarre, HR Director
City of Vancouver

Troy Price #1234
Troy Price, Chief of Police
Department Director

Union

Blaise Geddry

Union Rep, Blaise Geddry/President VCG