



## INTERNAL MONITORING REPORT

**ENDS: EMPLOYMENT, COMPENSATION AND BENEFITS UPDATE**

**Date: June 23, 2005**

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As directed by the Board at the April 11, 2005 meeting the following is a monitoring report update on your Executive Limitations Policy, "Employment, Compensation and Benefits" policy provision #1 and #6. I certify that the information contained in this report is true.

Further, without limiting the scope of the foregoing by the enumeration, the Chief of Police will not:

### **Policy Provision #1**

"1. Fail to abide by the terms and conditions of all applicable collective bargaining agreements and contracts to which the Board is a signatory."

### **Interpretation of the Chief of Police**

It is my interpretation of this provision that the collective bargaining agreements must be implemented in such a manner as to ensure that members receive the compensation and benefits as described therein and further that I am entitled to issue directives governing processes to ensure that members receive those entitlements. It is my further interpretation that this policy as a whole, does not provide any authority to provide compensation or benefits over and above those provided for in the agreements.

It was reported to the Board in April 2005 that a select number of employees may have been receiving remuneration in non-compliance with the appropriate collective agreement. A review of those employees indicates they were either "red-circled" in accordance with appropriate and applicable job evaluation process or were employees in permanently accommodated positions. The newly published and implemented Disability Management Directive has corrected all pay issues with respect to those employees (5) effective July 4<sup>th</sup>, 2005.

**I report compliance with this provision.**

## **Policy Provision # 6**

“6. Fail to ensure that all new civilian members undergo a minimum 6-month probationary period (or equivalent for part-time Members) and are formally evaluated prior to the end of that probationary period.”

### **Interpretation of the Chief of Police**

It is my interpretation that new civilian employees are on probation for 6 months and that before being moved off probation, an evaluation will be completed and filed in Human Resources.

### **Data Support:**

Human Resources developed a process to formally evaluate new civilian members on probation. All civilian members hired by the DRPS are formally evaluated via this process.

To date the DRPS has six (6) civilian members about to complete their six-month probationary period. Their respective supervisors will complete the formal evaluation by the members' six-month anniversary date. No member will be moved off of probation prior to receiving a successful evaluation.

**Therefore, I can report compliance with this provision**

Kevin McAlpine  
Chief of Police