

Vancouver, B. C.

Police Department, City.

30th June, 1916.

To the Mayor and Aldermen,

Vancouver, B. C.

Dear Sirs:-

Pursuant to instructions of the Finance Committee on the 29th instant, Chief McLennan and I interviewed Mr Vance, the City Analyst, and found him firm in his desire of serving at the front and feeling that it was his duty to go. We represented to him that under the circumstances it was his duty to serve his country by remaining at his present post where he has made necessary chemical analyses for the Imperial Government, and that it is unlikely that anyone else is available for the varied analytical work required in his position.

He stipulated that if the Council gave him a letter to the effect that they thought it his duty to remain and saw their way clear to increase his remuneration to \$175.00 per month he would remain, but that no increase would retain him if it were not made clear that it is his duty to remain.

I would call your attention to the fact, that his work is rapidly increasing, and that owing to inadequate help he has to work at night as well as in the daytime.

That the nature of his work in the laboratory and court is of such a nature that justice depends upon the accuracy of his findings.

That court cases paid for apart from an employee cost at least \$50.00 for each case.

That his work includes nearly every Department of the City and nearly every other public body in the City.

That the analytical work of the Board of Works Department, formerly done by another employee in that Department, now falls upon him.

We therefore recommend strongly to the Council that both his requests be granted and that the increase for the remaining six months of the year be charged equally to the Police Department, the Board of Works and the Water Works.

Before his departure from the City the Chief of Police is sending in a separate report.

Yours respectfully,

(Signed) J. W. McIntosh.