



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

Tuesday, February 18, 2020 at 5:00pm

VicPD HQ – 1st Floor Briefing Room

1. ADOPTION OF THE AGENDA

- a. Adoption of the Public Agenda of February 18, 2020

2. PRESENTATION

- a. Face to Face with Stigma (GVCEH: K. Martin, M. Barnhard)

3. STANDING ITEMS

- Pg. 1 a. Adoption of the Minutes of the Public meeting of January 21, 2020
- Pg. 3 b. Chief Constable Monthly Activity Report
- c. Chief Constable Update
- d. BC Association of Police Boards Director's Update (E. Southern)
- e. Board Member Engagement Update
- f. Board Co-Chairs Update
- g. 2020-2024 VicPD Strategic Plan

4. NEW BUSINESS

- Pg. 4 a. 200123 GVLRA Media Release re: New Executive Director
- Pg. 5 b. Crime Statistics (Insp. Parks)
- Pg. 14 c. Human Resources Report (Insp. McRae)
- Pg. 15 d. VicPD Commendations (CC Manak)



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

Tuesday, January 21, 2020 at 5:00pm

VicPD HQ – 1st Floor Briefing Room

PRESENT

Mayor Helps
S. Dhillon
C. Huber
S. Powell
E. Southern
B. Smith

P. Stockton
Chief Cst. Manak
DC Watson
DC Laidman
Insp. C. Brown
Insp. M. Brown

S/Sgt. King
S. Hurcombe
M. MacIntyre
D. Perry

Recording Secretary: Collette Thomson

1. ADOPTION OF THE AGENDA

a. Adoption of the Public Agenda of January 21, 2020

20-10 **MOTION:** *To adopt the Public agenda of January 21, 2020 as presented.*
MOVED/SECONDED/CARRIED

2. STANDING ITEMS

a. Adoption of the Minutes of the Public meeting of December 17, 2019

20-11 **MOTION:** *To adopt the Public Minutes of December 17, 2019 as presented.*
MOVED/SECONDED/CARRIED

b. Chief Constable Monthly Activity Report

Refer to the document provided – for information.

c. Chief Constable General Update

- VicPD open houses are being considered for 2020
- Christmas CounterAttack – still a high number of significantly impaired drivers both day and night across all demographics; alcohol remains the primary intoxicant
- February 16 at Willows Beach: Special Olympics BC Polar Plunge fundraiser event
- Operational updates were provided on significant files and calls for service
- Stakeholder meetings will take place to address the increase in theft issues in Lower Johnson

d. BC Association of Police Boards Director's Update

- The Board submitted proposed resolutions to the BCAPB for consideration at their AGM in March

e. Board Member Engagement Update

- Board member Dhillon attended:
 - funeral for the local Ukraine plane crash victim, UVic student Roja Omidbakhsh
 - swearing-in ceremony for the new VicPD recruits
 - 2020 Esquimalt budget presentation
- Board member Southern attended:
 - 2020 Esquimalt budget presentation

The Community Wellness Alliance is a group of stakeholders who are regularly meeting over the next 18 months to address the needs and supports required for the individuals who are entrenched in the 900 block of Pandora.

f. Board Co-Chairs Update

No update at this time.

g. 2020-2024 VicPD Strategic Plan

A community survey will be done each year. Dates for the internal and external release are forthcoming and the divisional action plans are nearing completion.

3. GENERAL

a. Governance Committee Update

Refer to the report provided – for information.

b. Finance Committee Report

Refer to the document provided – for information.

c. 200114 Letter to COV Council from Cool Aid re: Policing

Refer to the letter provided – for information.

Meeting adjourned at 5:37pm

Mayor Lisa Helps

Lead Co-Chair

Collette Thomson

Recording Secretary

Date

Date



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

DATE:	February 18, 2020
ACTION:	For information
SUBJECT:	Chief Constable Monthly Activity Report

Community Events and Presentations

January 24	Attended the Jamatkhana Townhall meeting in Esquimalt
January 26	Attended the Chinese Consolidated Benevolent Association New Year Gala Dinner
January 30	Presented at the annual VicPD Retirement Recognition Ceremony
February 7	Panelist at the Regional Black Canadian Forum
February 8	Attended the Wounded Warrior Run Gala Dinner
February 14	Attended the Victoria Community Wellness Alliance meeting at City Hall
February 16	Participated in the annual Special Olympics BC Polar Plunge fundraising event

Upcoming Events

****CHECK PUBLIC EVENT WEBSITES TO CONFIRM TIME AND LOCATIONS****

Date	Time	Event	Location
February 24	All day	Moose Hide Campaign	Victoria Conference Centre
February 26		Pink Shirt Day	
March 1	4:30pm	Wounded Warriors Run Grand Finale	BC Legislature
March 12	2:30pm	VicPD Promotion Recognition Ceremony	VicPD HQ – Briefing Room
March 22	9:00am	Michael Dunahee Keep the Hope Alive Run	Esquimalt Rec Centre
April 12	12:00pm	Lion's Club Easter Extravaganza	Bullen Park
April 21	6:30pm	VicPD Volunteer & Reserve Recognition Event	VicPD HQ – Briefing Room



GREATER VICTORIA
LABOUR RELATIONS
ASSOCIATION

FOR IMMEDIATE RELEASE

January 23, 2020

Greater Victoria Labour Relations Association (GVLRA) Hires New Executive Director

GVLRA Board Chair Mayor Kevin Murdoch announced today the hiring of Ms. Julie Bradley as the Association's new Executive Director and lead negotiator. Ms. Bradley, and support staff, will provide negotiation services and general labour relations services for 14 municipal and municipally-funded organizations within the CRD area covering 18 collective agreements.

Ms. Bradley brings many years of labour relations and negotiation experience to the members of the GVLRA. Ms. Bradley has worked throughout BC and Alberta in senior level human resources and labour relations roles for both public and private sector organizations, most recently with the Comox Valley Regional District. Ms. Bradley is a Certified Professional in Human Resources, has additional certification in conflict resolution and conflict management, and has a Masters in Law from the London School of Economics.

"We are excited to have Ms. Bradley joining us," said Board Chair Murdoch. "She brings the expertise, experience, and aptitude needed to this critical role, which helps ensure coordinated bargaining, cost sharing, and labour relations best practices across the region. The GVLRA and our members will be well supported both during and between bargaining."

"I am excited at the opportunity to help the GVLRA realize its full potential in the coming years," said Ms. Bradley. "Building on over 40 years of service, I believe the Association has the ability to continue to innovate and add significant value to both labour practices and labour costs across the region. I'm looking forward to working with the Board, member administrators and HR professionals, and Union leadership to meet our shared challenges."

Ms. Julie Bradley begins her work with the GVLRA in March. She will be replacing Ms. Paddy Bradley (no relation) who will be retiring after nearly four years in the Executive Director Role. An overlap period will be in place to ensure a smooth transition.

The Greater Victoria Labour Relations Association (GVLRA) is an accredited employer bargaining agent under the BC Labour Relations Code and provides a broad range of labour relations services to its members. These services include bargaining on behalf of taxpayer-funded agencies, contract interpretation, and centralized labour relations expertise for consistency in labour practices across the region.

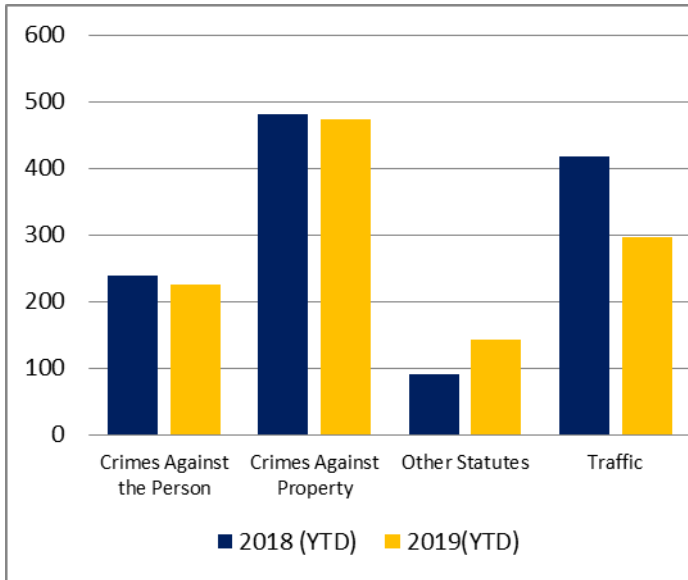
For media enquiries, please call:

Mayor Kevin Murdoch, Board Chair
Greater Victoria Labour Relations Association (GVLRA)
Cell: 250-588-5541
Email: kevin@kevinmurdoch.ca

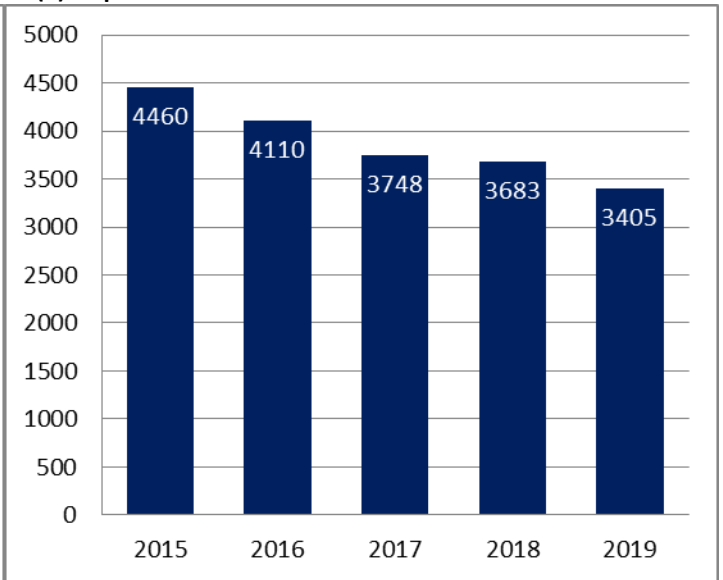


Crime Trends for Victoria and Esquimalt: January – December, 2018–2019 (1,2)

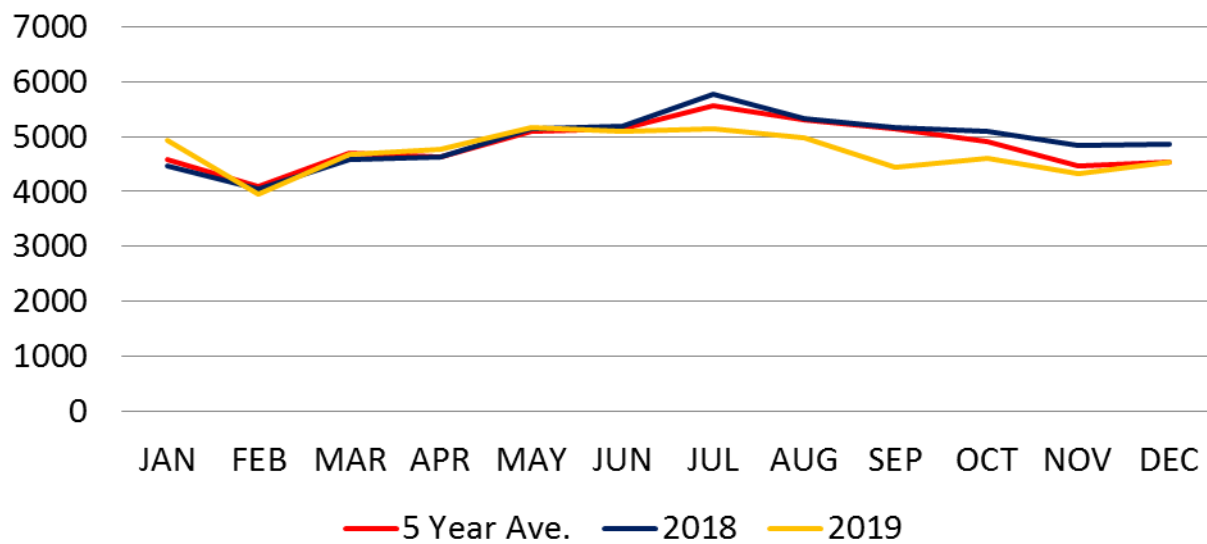
Key Crime Trends (1, 2) Esquimalt



Reported Calls for Service (from RMS) YTD(5) Esquimalt



Calls For Service (Esquimalt and Victoria) by Month and 5 Year Average(5)





Crime Trends for Victoria and Esquimalt: January – December, 2018–2019 (1,2)

Key Crime Trends for Esquimalt (YTD January – December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
Crimes Against the Person	238	1416.7	226	1345.2	-5.0
Crimes Against Property	481	2863.1	474	2821.4	-1.5
Other Criminal Code/Statutes of Canada	87	517.9	137	815.5	57.5
Total Other Offences Excluding Traffic	806	4797.6	837	4982.1	3.8
Traffic Offences	410	2440.5	120	714.3	-70.7
Total Other Offences and Traffic	1216	7238.1	957	5696.4	-21.3

Crimes Against Person for Esquimalt (YTD January – December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
Homicide		0.0		0.0	-
Attempted Murder		0.0		0.0	-
Robbery/Extortion	7	41.7	6	35.7	-14.3
Assault	117	696.4	109	648.8	-6.8
Sexual Assault	21	125.0	13	77.4	-38.1
Criminal Harassment	9	53.6	4	23.8	-55.6
Uttering Threats	41	244.0	48	285.7	17.1
Arson - Disregard for Life	0	0.0	0	0.0	-

Notes:

1. The data presented are taken from the Police Records Information Management Environment (PRIME).
2. The crime statistics published in this report are based on the day that they were analyzed. Due to ongoing police investigation and internal data quality control efforts, this information is subject to change, including addition, deletion and reclassification of any and all data. Rates and percentages have been rounded.
3. Rate is calculated on a per 100,000 population for each month and year. As provided by Capital Region District, 2018 population was estimated for Esquimalt at 18,818.
4. The % change is based on the actual values and is subject to (2).
5. As of April 2012, Victoria Police now record all abandoned 911 calls (e.g. “pocket dials”) when calculating total calls for service. They are dispatched as Priority 2 calls.
6. The line graph on page 1 and the table on page 7 are reflective of those 911 calls (“pocket dials”) not previously captured.
7. Graphs and charts on page 1 include all ‘abandoned 911’ calls for service.
8. Abandoned 911 calls have been removed from the tables on pages 7 and 8.



Crime Trends for Victoria and Esquimalt: January – December, 2018–2019 (1,2)

Crimes Against Property for Esquimalt (YTD January - December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
B&E Business	9	53.6	7	41.7	-22.2
B&E-Other	16	95.2	14	83.3	-12.5
B&E-Residence	19	113.1	25	148.8	31.6
Fraud	66	392.9	51	303.6	-22.7
Mischief	104	619.0	104	619.0	0.0
Theft Over \$5000	0	0.0	1	6.0	-
Theft Under \$5000	70	416.7	78	464.3	11.4
Theft from Motor Vehicle	120	714.3	118	702.4	-1.7
Theft of Motor Vehicle	17	101.2	19	113.1	11.8
Take Vehicle without Consent	3	17.9	4	23.8	33.3
Theft of Bicycle	28	166.7	26	154.8	-7.1
Shoplifting	21	125.0	20	119.0	-4.8
Arson	4	23.8	1	6.0	-75.0

Other Criminal Code Offences for Esquimalt (YTD January - December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
Bail Violations/Breach of Probation	50	297.6	96	571.4	92.0
Drugs	4	23.8	6	35.7	50.0
Indecent Acts	2	11.9	2	11.9	0.0
Child Pornography	2	11.9	1	6.0	-50.0
Offensive Weapons	3	17.9	4	23.8	33.3

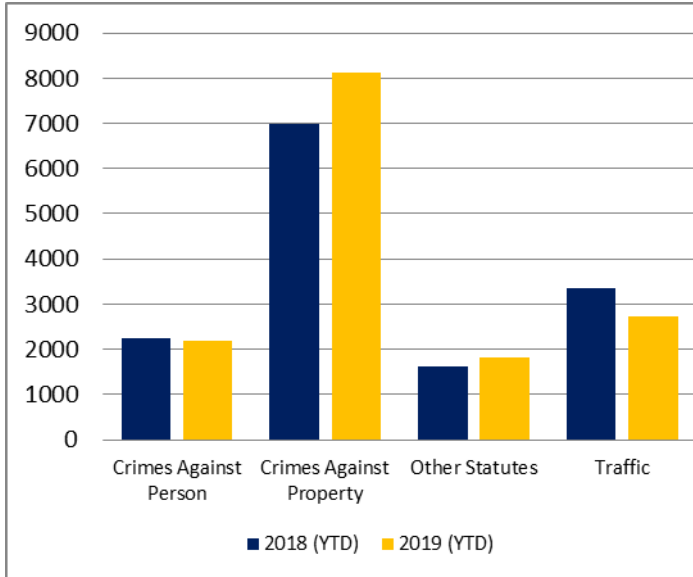
Traffic Offences for Esquimalt (YTD January - December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
Traffic - Collisions	96	571.4	65	386.9	-32.3
Traffic - Fatal	0	0.0	0	0.0	-
Traffic – Suspensions	23	136.9	22	131.0	-4.3
Dangerous Operation of Motor Vehicle	3	17.9	1	6.0	-66.7
Fail to Remain	12	71.4	7	41.7	-41.7
Impaired/Refuse	33	196.4	28	166.7	-15.2

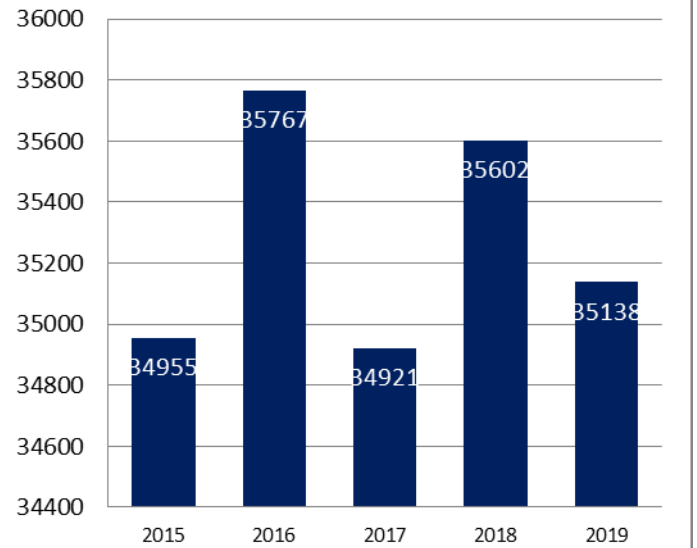


Crime Trends for Victoria and Esquimalt: January – December, 2018–2019 (1,2)

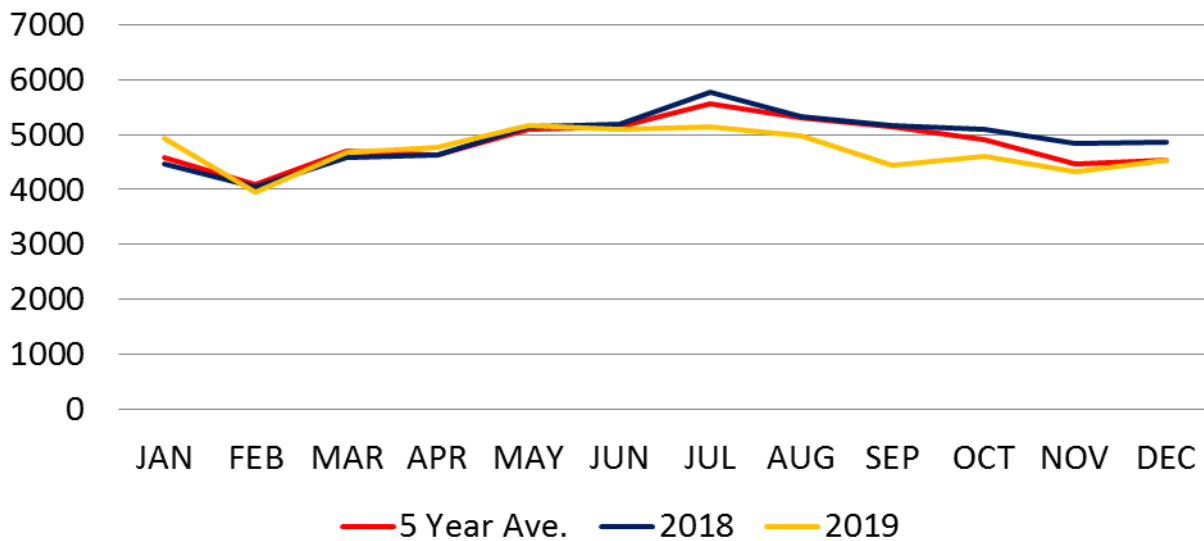
Key Crime Trends (1, 2) Victoria



Reported Calls for Service (from RMS) YTD(5) Victoria



Calls For Service (Esquimalt and Victoria) by Month and 5 Year Average(5)





Crime Trends for Victoria and Esquimalt: January – December, 2018–2019 (1,2)

Key Crime Trends for Victoria (YTD January - December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
Crimes Against the Person	1939	2316.7	1935	2311.9	-0.2
Crimes Against Property	6937	8288.1	8048	9615.5	16.0
Other Criminal Code of Canada Offenses	7222	8628.6	7022	8389.7	-2.8
Total CCC Offences Excluding Traffic	16098	19233.4	17005	20317.1	5.6
Traffic Offences	3300	3942.7	2119	2531.7	-35.8
Total CCC Offences and Traffic	19398	23176.2	19124	22848.8	-1.4

Crimes Against Person for Victoria (YTD January - December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
Homicide	0	0.0	0	0.0	-
Attempted Murder	0	0.0	0	0.0	-
Robbery/Extortion	90	107.5	91	108.7	1.1
Assault	1247	1489.9	1264	1510.2	1.4
Sexual Assault	147	175.6	113	135.0	-23.1
Criminal Harassment	66	78.9	56	66.9	-15.2
Uttering Threats	384	458.8	408	487.5	6.3
Arson - Disregard for Life	5	6.0	3	3.6	-40.0

Notes:

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2. The crime statistics published in this report are based on the day that they were analyzed. Due to ongoing police investigation and internal data quality control efforts, this information is subject to change, including addition, deletion and reclassification of any and all data. Rates and percentages have been rounded.
3. Rate is calculated on a per 100,000 population for each month and year. As provided by Capital Region District, 2018 population for Victoria was estimated at 92,041.
4. The % change is based on the actual values and is subject to (2).
5. As of April 2012, Victoria Police now record all abandoned 911 calls (e.g. "pocket dials") when calculating total calls for service. They are dispatched as Priority 2 calls.
6. The line graph on page 4 and the table on page 7 are reflective of those 911 calls ("pocket dials") not previously captured.
7. Graphs and charts on page 4 include all 'abandoned 911' calls for service.
8. Abandoned 911 calls have been removed from the table on pages 7 and 8.



Crime Trends for Victoria and Esquimalt: January – December, 2018–2019 (1,2)

Crimes Against Property for Victoria (YTD January - December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
B&E Business	216	258.1	239	285.6	10.6
B&E-Other	239	285.6	309	369.2	29.3
B&E-Residence	118	141.0	262	313.0	122.0
Fraud	602	719.3	653	780.2	8.5
Mischief	1147	1370.4	1271	1518.6	10.8
Theft Over \$5000	19	22.7	24	28.7	26.3
Theft Under \$5000	1086	1297.5	1375	1642.8	26.6
Theft from Motor Vehicle	1507	1800.5	2023	2417.0	34.2
Theft of Motor Vehicle	168	200.7	227	271.2	35.1
Take Vehicle without Consent	15	17.9	7	8.4	-53.3
Theft of Bicycle	672	802.9	673	804.1	0.1
Shoplifting	1122	1340.5	947	1131.4	-15.6
Arson	26	31.1	38	45.4	46.2

Other Criminal Code Offences for Victoria (YTD January - December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
Bail Violations/Breach of Probation	838	1001.2	853	1019.1	1.8
Drugs	232	277.2	179	213.9	-22.8
Indecent Acts	61	72.9	65	77.7	6.6
Child Pornography	6	7.2	17	20.3	183.3
Offensive Weapons	102	121.9	127	151.7	24.5

Traffic Offences for Victoria (YTD January – December)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Dec	Rate(3)	Jan-Dec	Rate(3)	
Traffic - Collisions	758	905.6	608	726.4	-19.8
Traffic - Fatal	1	1.2	0	0.0	-
Traffic - Suspensions	208	248.5	229	273.6	10.1
Dangerous Operation of Motor Vehicle	11	13.1	16	19.1	45.5
Fail to Remain	188	224.6	172	205.5	-8.5
Impaired/Refuse	260	232.0	216	258.1	-16.9



Crime Trends for Victoria and Esquimalt: January – December, 2018–2019 (1,2)

Calls for Service (YTD January - December)

	2018				2019				
	Vic	% of Total	Esq	% of Total	Vic	% of Total	Esq	% of Total	% Change 2018 - 2019(4)
Priority 1	2845	85.3	489	14.7	3292	88.4	432	11.6	10.3
Priority 2	16018	91.0	1593	9.0	12768	90.4	1350	9.6	-20.3
Priority 3	22661	92.0	1959	8.0	21872	92.1	1868	7.9	-2.7
Priority 4	10014	91.4	942	8.6	11417	92.3	949	7.7	12.4
Other Alternative	17	-	1	-	60	95.2	3	4.8	-
Total - All Priorities	51555	91.2	4984	8.8	49409	91.5	4602	8.5	-4.3

Please Note

Abandoned 911 calls are dispatched as Priority 2 calls for service.

- a) All "Abandoned 911" received at 850 Caledonia have been removed.
- b) All calls attended by VicPD to outside jurisdictions have also been removed.
- c) Pre-switch Abandoned 911 calls have been "shut-off" and are not routed to E-Comm.

When a call is taken at VicPD, it is generated in our "CAD" system. Not all "CAD" calls become an "RMS" call. Because calls can be concluded "in CAD" without generating an "RMS" (i.e. general occurrence) file, the numbers presented on this and the following page (CAD numbers) will not correspond with the totals on page 1 (the RMS numbers).



Crime Trends for Victoria and Esquimalt: January – December, 2018–2019 (1,2)

Calls for Service by Priority and Neighbourhood (January – December, 2019)

<i>Neighbourhood</i>	<i>Priority 1</i>	<i>Priority 2</i>	<i>Priority 3</i>	<i>Priority 4</i>	<i>Other</i>	<i>Total</i>	<i>% of Total City</i>	<i>% of Grand Total</i>
COLVILLE	25	97	85	34		241	5.3	0.4
DEVONSHIRE	27	94	149	79		349	7.6	0.6
DN1	1	3	2	1		7	0.2	0.0
ESQUIMALT VILLAGE	122	396	498	295		1311	28.6	2.3
PANHANDLE	25	93	155	65		338	7.4	0.6
PARKLANDS	17	52	65	39	2	175	3.8	0.3
ROCKHEIGHTS	52	111	189	73	1	426	9.3	0.8
SAXE POINT	29	99	138	80		346	7.6	0.6
SELKIRK	27	120	188	85		420	9.2	0.7
WEST BAY	108	279	390	192		969	21.1	1.7
ESQUIMALT TOTAL	433	1344	1859	943	3	4582	100.0	8.1
BURNSIDE GORGE	612	2333	4484	2296	5	9730	19.0	17.2
DOWNTOWN	669	3244	4879	2500	18	11310	22.1	20.0
FAIRFIELD	198	622	1264	881	4	2969	5.8	5.2
FERNWOOD	221	656	1115	705	5	2702	5.3	4.8
GONZALES	42	140	177	131	1	491	1.0	0.9
HARRIS GREEN	335	1248	3553	1112	9	6257	12.2	11.1
HILLSIDE QUADRA	219	683	1012	559	3	2476	4.8	4.4
JAMES BAY	243	912	1206	766	5	3132	6.1	5.5
NORTH JUBILEE	46	166	246	121		579	1.1	1.0
NORTH PARK	239	1191	2288	1814	8	5540	10.8	9.8
OAKLANDS	138	422	749	491		1800	3.5	3.2
ROCKLAND	38	327	184	148		697	1.4	1.2
SOUTH JUBILEE	89	408	588	289	3	1377	2.7	2.4
VIC WEST	192	607	820	526	2	2147	4.2	3.8
VICTORIA TOTAL	3281	12959	22565	12339	66	51207	100.0	90.5
TOTAL UNKNOWN (Abandoned, 911, outside/ unknown jurisdiction)	71	217	344	160	1	793		1.4
GRAND TOTAL	3785	14520	24768	13442	80	56582		100.0



Crime Trends for Victoria and Esquimalt: January – December, 2018–2019 (1,2)

Traffic Suspensions by Type (YTD January - December)

Suspension Type	2018	2019		2018	2019
	ESQUIMALT	ESQUIMALT		VICTORIA	VICTORIA
215 ALC FAIL-90		5		2	26
215 ALCOH-24HR		1		14	11
215 ALCOH-30DAY					1
215 ALCOH-3DAY		1		20	29
215 ALCOH-7DAY				2	
215 DRUG	3	4		19	16
IRPA-OTHER					2
PRHB/SUSP- NOT215				9	3



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

DATE:	February 18, 2020
ACTION:	For information
SUBJECT:	Human Resources Report (Orders #10-2019 through #01-2020)

RETIREMENTS

SWORN

Effective: January 31, 2020
Sergeant (Executive Services Div)

Effective: March 31, 2020
Constable (Integrated Road Safety Unit)

Effective: June 12, 2020
Constable (Integrated Tech Crime Unit)

RESIGNATIONS

SWORN

Effective: November 8, 2019
Jail Guard (Auxiliary)

HIRES

SWORN

Effective: January 7, 2020
Constables (4) (Patrol)

CIVILIAN

Effective: November 25, 2019
Records Specialist (Auxiliary) (Records Div)

Effective: January 1, 2020
Auxiliary (General)

Effective: January 6, 2020
UCR - Quality Review Specialist (Temp) (Records Div)

Effective: January 8, 2020
Administrative Assistant (Temp) (Patrol Div)

Effective: January 14, 2020
Records Specialist (Auxiliary) (Records Div)

Effective: February 4, 2020
Court Information Specialist (Records Div)

PROMOTIONS

SWORN

<i>Effective: January 6, 2020</i>	<i>From:</i> Constable	<i>To:</i> Acting Sergeant
<i>Effective: February 1, 2020</i>	<i>From:</i> Acting Sergeant Constable	<i>To:</i> Sergeant Sergeant

November 27, 2019

Dear Chief Manak:

I am so touched by the response of your constables in coming to the assistance of [REDACTED], when his mobility scooter was stolen recently ([REDACTED]). Cst. Matt King brought [REDACTED] home and quickly released a photo I had of [REDACTED] on his scooter to his colleagues. To my amazement, Cst. Todd Mason and Cst. Mark Jenkins found it a few days later and brought it to our home.

Unfortunately, it did not work anymore and an assessment proved it was beyond repair. We are applying for a new one under The Ministry for [REDACTED]. The shock of being affected by this crime was somewhat offset by knowing that our Police force really cares. We are grateful.

Many of us in the community stand behind you in your request for further funding from The City. I hope they are making it known.

December 3, 2019

Chief Manak,

As a [REDACTED] working with the IMCRT team [REDACTED], I have attended many calls with members of the Victoria Police Dept. Recently ([REDACTED]) with IMCRT I attended a call with 2 of your newer officers Cst Mac Humphries and Cst Victoria McGroarty. I was very pleased with how this call evolved and how both officers communicated and negotiated with a client in a potentially volatile and hostile situation. Cst Humphries and Cst McGroarty took precautions to maintain everyone's safety in a very respectful and efficient manner displaying kindness patience and understanding throughout the call. The client himself expressed his gratitude for the manner in which both of these officers treated him.

Please express my gratitude and thanks to both Cst Humphries and McGroarty.

Respectfully,

[REDACTED]
[REDACTED]

December 5, 2019

Good morning,

I wanted to take the time to write a letter to express my sincere gratitude and to commend the officers of the Victoria Police Department who have been involved in my care on three different occasions this year.

[REDACTED] had also sent in a previous email to express her own gratitude at the start of [REDACTED] after my most recent issue.

[REDACTED] outlined in her email, I have had an extremely difficult year with multiple mental health challenges [REDACTED]. As a result, there have been two separate wellness checks that were called in [REDACTED] and the most recent call on [REDACTED], which required considerable efforts from the two officers involved.

Unfortunately I do not remember the names of the four different officers who came to my home earlier in the summer, however I wanted to say that each time they have been extremely kind, respectful and courteous. [REDACTED], each time they assured me that my safety was very important and that I was not a burden. I would like to take a moment to share in more detail about the involvement on [REDACTED] from Cst. Yoxall and Cst. Pheiffer.

These officers were called by [REDACTED] who had considerable concerns for my safety and well being. [REDACTED]. The officers involved had to go to considerable efforts to locate me. From what I was told [REDACTED] the officers found me in a very frightened state with serious belief that I would be in trouble. The officers were both kind, calm and reassuring. While they were both extremely helpful, I wanted to take a moment to give considerable praise and gratitude to Cst. Yoxall. [REDACTED]

[REDACTED] Please let her know personally that I sincerely appreciated talking to her, and that she made me feel safe and that I could trust her. She is excellent at her job and has a gift with people.

I am truly amazed at the depth and scope of work that the Victoria Police attend to on a daily basis in this city. I know that there are considerable challenges in Victoria and that more police are needed. With this being said I want to express my sincere gratitude not only for the assistance that has been provided to me during this challenging time, but more importantly how calm, kind, respectful and courteous each officer has been with me. Having mental health issues is very lonely sometimes and very scary, but I could not explain how much it means to me that these officers continued to assure me that my safety was important and that they wanted to help.

Thank you.

December 9, 2019

Dear Chief Manak,

I am writing to you today to congratulate you and all of your police officers involved in resolving the incident which occurred this morning inside the Synagogue on Blanshard Street.

I want to tell you what a superb job the officers did. They were remarkably responsive in the first place, and handled the intruder with tact and compassion, doing everything they could to talk him down and out of the building, before being obliged to use force. What's more, they showed immense concern for our Shalom Day Care kids and were responsible for providing them with an unexpected 'field trip', which the children thoroughly enjoyed. Most of the kids had no idea what was going on.

Please accept my heartfelt thanks, and those of our Rabbi and congregation. 'Victoria's Finest' is no exaggeration, we are all very appreciative of their humanity and professionalism in containing this situation and ensuring that everyone was safe.

Yours most sincerely,



Congregation Emanu-El

Officers involved:

<i>Sgt. John Musicco</i>	<i>Cst. Dave Dobbyn</i>	<i>Cst. Eric LeQuesne</i>	<i>Cst. Sam Stevenson</i>
<i>Sgt. Drew Robertson</i>	<i>Cst. Tyler Hailey</i>	<i>Cst. Dan O'Connor</i>	<i>Cst. Leo Sun</i>
<i>Sgt. Dale Sleightholme</i>	<i>Cst. Scot Hourston</i>	<i>Cst. Kyle Roy</i>	<i>Cst. Andrea Trudeau</i>
<i>Sgt. Cliff Watson</i>	<i>Cst. Ron Kirkwood</i>	<i>Cst. Kyle Sims</i>	<i>Cst. Angela Van Eerd</i>
<i>Cst. Dylan Bruce</i>	<i>Cst. Ben King</i>	<i>Cst. Ross Smith</i>	

December 13, 2019

Greetings Chief,

We received the following kudos message via Facebook messenger. I wanted to share it with you.

"I hope it's ok to send a message here... I just saw one of your officers help and older homeless man back in to his wheelchair on Douglas at Pandora and after making sure he was ok the officer offered him a ride to the shelter he was staying at. I just wanted to say that, as someone who works with the at risk population downtown it was really heartwarming to watch and that this officer showed just how amazing you all can be. Sorry if this isn't what the message function is for, I just really needed someone to know that his kindness was witnessed and that it brought me to tears to see the way the officer dealt with him. Thanks so much."

December 17, 2019

Hello Chief,

Sgt. Mike Darling #344 has gone above and beyond his duty. An incident occurred and [REDACTED], who suffers from addiction and mental health issues, was somehow placed in the company of Sgt. Darling. Today, [REDACTED] is clean and working on the mental health issues. [REDACTED] spoken about this incident as though providence put her in contact with Sgt. Darling to save her life. [REDACTED] but not one since Sgt. Darling spoke with her. I may never know the whole truth about that night, but I do know I owe Sgt. Darling for saving [REDACTED] life that night. My humble opinion says Victoria and it's surrounding communities need more people like Sgt. Darling working the front lines with youth experiencing mental health and addiction issues. I believe so many people can be helped through traumatic experiences with a kind, wise word and a frank conversation. I am a [REDACTED] with lots of conflict resolution and crises experiences. What Sgt. Darling did that night was incredible, no incredible doesn't do it justice, it was a miracle!

January 17, 2020

Dear Victoria Police,

I wanted to let you know how impressed I was with how the entire Victoria Police & Victoria Emergency Response Team(s) handled the traumatic situation in our building, on Friday evening, January 10, 2020. To evacuate a 21 storey building, with a total of 177 suites, as quickly & efficiently as it was conducted is impressive and greatly appreciated. I [REDACTED] the Gentleman that was having a crisis. I gather that it was Sgt. Dale Sleightholme & D Watch that was on site. Everyone deserves huge kudos.

I wish to further commend the 2 Constables that were guarding the hallway in front of my suite, on the [REDACTED] I know one of them is Cst. B. Foster. I came back to my floor/suite before things were fully neutralized. And, I felt that they kept me safe & informed while the Gentleman in [REDACTED] was still being neutralized.

There was a 3rd Constable that escorted me back into my suite, and made sure it was safe & secure and explained what to do, if the Gentleman from the [REDACTED] floor was somehow able to gain access to my balcony or suite. Thank you for all that your teams did to ensure we were all safe during this traumatic incident. Huge kudos to all of your teams that regularly place themselves in harm's way, to protect the Civilians in our wonderful City.

January 16, 2020

I would like to compliment the two officers who attended a motor vehicle incident I was involved in today at about 9:30am.

These officers took care of the business end of things professionally and efficiently. Following that, they spent time with me to discuss the incident in which the other driver was charged. They showed great compassion and worked to calm me regarding allegations made to me by the other driver. I was then taken to hospital by ambulance and they even paid a subsequent visit to me in the hospital emergency ward to check on my condition, and further reassure me regarding my role in this incident.

My gratitude to Matt and his partner after an upsetting morning!

With appreciation.

Officers involved: Cst. Rutherford and Cst. Rados

February 10, 2020

[REDACTED]
Sent: Monday, February 10, 2020 6:37 AM
To: Manak, Del <del.manak@vicpd.ca>
Subject: Thank you for your work!

Hello Chief Manak,

I just want to say a quick thank you for supporting the black community and always attending our events. No other police chief has done this since I've lived in Victoria. It really means a lot to many people to see you actively engaged in many aspects of the community.

I am also wondering if it is possible to have other police officers attend Black History Month events with you in the future? It would be meaningful to see them support such events as well.

Regards,

[REDACTED]

[REDACTED]

Sent from my Android



OFFICE OF THE CHIEF CONSTABLE

4455 Clarence Taylor Crescent, Delta British Columbia V4K 3E1 phone 604.946.4411 deltapolice.ca

December 19, 2019

Chief Del Manak
Victoria Police Department
850 Caledonia Ave
Victoria, BC V8T 5J8

Dear Chief Manak:

Our new Traffic Specialty Dog Unit has completed their training with Sergeant Cal Ewer and Mike Chicarelli. I wanted to take a moment to thank you for allowing Sgt. Ewer to dedicate his time and energy to training our officers and their detector dogs.

Sgt. Ewer's expertise and commitment to the DPD's project was exceptional, and we could not have accomplished our goal of having two detector dogs in Delta without him. I am proud of the working relationship we have with VicPD and I look forward to future endeavours in which we can share expertise between our Departments. Please pass along my sincere appreciation and gratitude to your team.

Sincerely,

Neil Dubord, OOM, AdeC
Chief Constable, Delta Police Department



PROMONTORY
83 Saghalie Rd
Victoria BC
Jan 14, 2020



To the members of SPD, VPD, GVERT,

This week I believe the residents of promontory are a little more appreciative of the fact that life is tenuous and that we all are subject to circumstances that redefine our notion of a 'bad day'.

The calm and courteous professionalism shown by the officers dealing with our crisis on the evening of Friday Jan 10th was greatly appreciated. Given the complexity of the operation, the scope of the resources necessary to execute it and the coordination required to complete it, we found the officers conducted the operation with an appropriate mix of confidence, comprehension and authority. This skillset resulted in both a positive outcome to the mission and an environment of minimal anxiety for our residents. News flashes from other parts of the world would suggest that the outcome of a standoff would yield much different results than what was achieved in our situation. Kudos to the cool heads on your watch. It is refreshing to realize that the first responders of Victoria perform their duties with remarkably high standards.

Thank you to everyone.



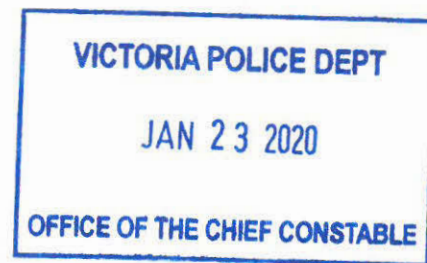
A Huge THANK YOU to
Victoria Police for the way
they handled a difficult
situation in my building
(the Promontory at Bayview Place)
the evening of Jan 10, 2020.

Your calm, professional, courteous
demeanour kept us all from
worrying, and the warm buses
provided a chance to visit with
my neighbours.

You are all awesome folks!

Thank you! Thank you!
(For all you do)





[REDACTED]

January 18, 2020

Chief Del Manak
Victoria Police Department
850 Caledonia Avenue
Victoria, BC V8T 5J8

Dear Sir,

Collision Case Number 4863661

I was involved in a minor car accident on January 9 at the corner of Vancouver St. and North Park. Cst. Matt McNichol, who was called to the site, was so wonderful to me. He took the time to explain the procedures I should follow, and his calm manner and caring attitude were exceptional.

I later mentioned this matter to Peter Gil, [REDACTED], and he suggested I write to you because you don't always receive positive comments in these circumstances. I believe your department is very fortunate to have two such special men.

Yours very truly,

[REDACTED]



December 16, 2019

Chief Constable Del Manak
850 Caledonia Ave.
Victoria, BC V8T 5J8

Dear Chief Del Manak,

Re: File Coordinator Training at the IIO (December 10th to 12th inclusive)

I would like to express my sincere gratitude for the contributions that S/Sgt. Kris Rice and Cst. Justin Munro made to the File Coordinator (FC) Course in our offices last week.

Eighteen of our investigators attended the 3-day course which was designed and delivered by S/Sgt. Rice and Cst. Munro in partnership with the IIO. They worked collaboratively with our staff facilitators in tailoring the material to our work at the IIO. They are excellent speakers and clearly have the backgrounds and experience to present this material to any audience.

As individuals, S/Sgt. Rice and Cst. Munro are dedicated, professional, knowledgeable and competent; the Victoria Police Department should be very proud of these ambassadors of your organization.

The FC course was a huge success! Please express our sincere thanks to these officers for a job exceptionally well done.

Yours very truly,

A handwritten signature in blue ink, reading 'Ronald J. MacDonald'.

Ronald J. MacDonald, QC
Chief Civilian Director



Central Saanich Police Service

1903 Mount Newton Cross Road, Saanichton, B.C. V8M 2A9 ph (250) 652-4441 fax (250) 652-0354

Inspector James McRae
850 Caledonia Ave
Victoria, BC V8T 5J8

February 10, 2020

Dear Inspector McRae,

Re: Central Saanich Police Service Use of Force Training, 2019

On behalf of the Central Saanich Police Service, I would like to offer my sincere appreciation and thanks to Constable Kyle Roy.

Cst. Roy was a key component in the CSPS internal use of force training carried out in 2019. His extensive skill in hand-to-hand combat, provision of relevant and valuable techniques, and professional nature made this training a clear highlight for our members. He has been a true asset to our officers and community.

We look forward to future collaborative development opportunities to continue to strengthen our training cadre and front line officers, and as always, appreciate the strong professional relationship we share with Victoria Police Department.

Respectfully,

A handwritten signature in black ink, appearing to read "Derren Lench", is positioned above the printed name.

Derren Lench
Acting Chief Constable