



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

June 9, 2020 at 5:00pm

1-833-353-8610 (9019965)

1. ADOPTION OF THE AGENDA

- a. Adoption of the Public Agenda of June 9, 2020

2. STANDING ITEMS

- Pg. 1 a. Adoption of the Minutes of the Public meeting of April 21, 2020
- Pg. 4 b. Chief Constable Monthly Activity Report
- c. Chief Constable Update
- Pg. 5 d. Committee Reports
- e. Board Co-Chairs Update
- f. BC Association of Police Boards Director's Update
- g. Board Member Engagement Update
- Pg. 17 h. 2020 Board Strategic Priorities
- i. Framework Agreement

3. NEW BUSINESS

- Pg. 18 a. 200513 Letter from Police Services re: Surrey Police Department Transition (CC Manak)
- Pg. 19 b. Order in Council: Reappointments of Board Members Dhillon and Huber (B. Desjardins)
- Pg. 20 c. Human Resources Report (Insp. McRae)
- Pg. 21 d. Crime Statistics (Insp. Parks)



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes
April 21, 2020 at 5:00pm
Teleconference

PRESENT

Mayor Desjardins, Chair	P. Stockton	Insp. McRae
Mayor Helps	Chief Cst. Manak	Insp. Parks
S. Dhillon	DC Watson	Sgt. Plater
C. Huber	DC Laidman	S. Hurcombe
S. Powell	Insp. M. Brown	M. MacIntyre
B. Smith	Insp. Hamilton	D. Perry
E. Southern	Insp. Lindner	

Recording Secretary: Collette Thomson

1. ADOPTION OF THE AGENDA

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

20-30 **MOTION:** *To adopt the Public agenda of April 21, 2020 as presented.*
MOVED/SECONDED/CARRIED

2. STANDING ITEMS

a. Adoption of the Minutes of the Public meeting of February 18, 2020

20-31 **MOTION:** *To adopt the Public agenda of April 21, 2020 as presented.*
MOVED/SECONDED/CARRIED

b. Chief Constable Monthly Activity Report

Refer to the document provided – for information.

c. Chief Constable Update

- Operational updates were provided on high profile calls and files
- COVID-19 pandemic:
 - protocol has been implemented to ensure the health and safety of all VicPD staff and the public they come in contact with; additional costs have been incurred in order to adequately respond
 - crime has increased around Topaz Park since the creation of the temporary housing camp in response to the COVID-19 pandemic; VicPD is working closely with the on-site service providers to ensure the safety of the vulnerable population and the surrounding neighbourhood

- A request will be made to COV Council by VicPD for additional funding for a temporary special duty for two officers to be deployed at Topaz Park during critical times
 - a full debrief will take place once the pandemic subsides to determine if any of the temporary implementations/service reductions could become permanent efficiencies
- d. **Board Committee Chair Reports**
Refer to the report provided – for information.
- e. **Board Co-Chairs Update**
Mayor Desjardins and Mayor Helps will be meeting with ADM Butterworth-Carr to discuss issues of mutual concern.
- f. **BC Association of Police Boards Director's Update**
The annual BCAPB conference and AGM took place from March 5-7. The theme was *Envisioning Police for the Next Decade*.
- g. **Board Member Engagement Update**
No discussion arising.
- h. **Framework Agreement**
No discussion arising.

3. NEW BUSINESS

- a. **Operational Update re: Lower Johnson**
In January, VicPD's Community Services Division launched "Project Connect", a four-month initiative aimed at increasing police visibility and engagement in Victoria's downtown core. The project began as a pilot in December 2019 and received overwhelmingly positive feedback from the business community and members of the public. As part of Project Connect, officers engage with business owners and staff on recommended security improvements and applicable bylaws and provide the business community with a better understanding of how and when to report incidents to the public. Project Connect was put on hold mid-March as a result of Provincial Health Orders which saw the temporary closure of many businesses.
- b. **Email from Citizen re: Facial Recognition Technology**
Refer to the email provided. Chief Manak advised that VicPD is committed to exploring all types of technology which aids in public safety but are not currently implementing, or considering implementing, facial recognition software. Any facial recognition technology that would be considered for implementation would follow a proper process that includes a Privacy Impact Assessment and compliance with all privacy legislation which includes the *Freedom of Information and Protection of Privacy Act*.
- c. **200226 Letter from GVLRA re: Membership Status**
Refer to the letter provided – for information. No further action will be taken by the Police Board.
- d. **200311 Letter from BCAPB re: 2020 BCAPB President**
Refer to the letter provided – for information.

e. **2019 VicPD Year End Financial Report**

Refer to the report provided – for information.

ACTION:

- Board member Powell and S. Hurcombe will discuss surpluses and reserve contributions and whether changes should be proposed to the Framework Agreement.

Meeting adjourned at 5:57pm.

Mayor Barbara Desjardins

Lead Co-Chair

Date

Collette Thomson

Recording Secretary

Date



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

DATE:	June 9, 2020
ACTION:	For information
SUBJECT:	Chief Constable Monthly Activity Report

Community Events and Presentations

NOTE: *Effective March 13, 2020, all community events and presentations were cancelled for the foreseeable future due to COVID-19 Pandemic social distancing restrictions; only video options were made available for certain events where possible.*

- May 20** Recorded the reading of a book to George Jay Elementary students for Literacy Week
- May 22** Participated in the Greater Victoria Chamber of Commerce virtual Fireside Chat regarding downtown issues
- June 4** Participated in the Special Olympics BC virtual Law Enforcement Torch Run
- June 9** Participated in the Peace Rally for Black Lives at Centennial Square



VICTORIA & ESQUIMALT POLICE BOARD

Committee Reports to Board (Public)

Meeting of June 2, 2020

GOVERNANCE

ITEMS DISCUSSED

- a. **Board Website Update**
The new Board website is being finalized. It will include a new members-only section to allow Board members to securely access all Board material at their convenience.
- b. **Social Media**
As social media opportunities increase for Board members, all members were requested to review the VicPD Social Media policy to ensure they remain familiar with it.

FINANCE

ITEMS DISCUSSED

- a. **Posting of Financial Information** *(from the May 5, 2020 Committee meeting)*

MOTION: *That the Board direct staff to post the approved annual budgets and quarterly financial reports to the VicPD website.*
- b. **Finance Committee Consultation with Councils**
Finance Committee Chair Powell will be meeting with both Councils in July to discuss their 2021 budget priorities.
- c. **Monthly Financial Report**
Refer to the report on page #6 – for information.



VICTORIA-ESQUIMALT POLICE BOARD REPORT

Public

DATE:	June 2, 2020
TO:	Finance Committee
FROM:	Steve Hurcombe, Controller
ACTION:	For Information
SUBJECT:	2020 Monthly Financial Report, as of May 21, 2020

BACKGROUND:

This report contains the financial results for the period ending **May 21st, 2020**, representing approximately 35.7% of the payroll year.

Capital expenditures are approximately 15.2% of total budget, excluding \$549,605 in commitments for vehicle replacements. Delivery dates for vehicles are at this time unknown due to factory closures during the Covid-19 pandemic.

Operating expenditures are slightly below budget at approximately 35.1%. The net financial position of 35.2% is approximately 0.5% below budget. This is in part due to the timing of retirements and availability of replacements, as well as unexpected cost savings and expenditures as a result of the Covid-19 pandemic.

SUMMARY:

2020 operating expenditures represented 35.1% of the total operating budget, slightly below budget. Revenues are below budget, mostly due to reduced special duties as ferries to the US have been suspended as well as many public events. Grants revenue includes \$133,200 of provincial funding for E-Ticketing implementation, which is underway.

Salaries are below budget by approximately 0.7%. Retirements are above budget due to the bulk of retirements occurring in the first quarter. We expect retirement expenditures to be over budget by the end of the year based on scheduled retirements. Retirement expenditures are primarily funded out of the operating budget. However, in the case of an operating deficit retirement may also be funded out of the Employee Benefit Obligation fund.

Overtime expenditures are slightly below budget due to reduced special duties. Overtime for Patrol backfill is however slightly overbudget. Overtime expenditures were also incurred in the first quarter in relation to protests. When adjusted for special duties overtime expenditures are approximately 0.5% over budget. Combined, salaries and overtime are slightly below budget at this time.

Approximately \$41,000 in overtime has been expensed in relation to decampment at Topaz Parka and Pandora Avenue. No revenue has been recorded against these expenditures as a funding mechanism has not been established by the Province at this time. We expect these costs will be reimbursed through a grant in the near future.

Building projects that were previously deferred will now hopefully commence in June. Vehicle delivery dates are still unknown at this point as car factories were closed temporarily in the spring due to Covid-19.

Pro-rated estimates have been included for expenditures that are billed annually or quarterly such as 9-1-1, CREST and allocations from the City for comparative purposes. The amounts for 9-1-1 do not include additional one-time staffing funding of approximately \$275,000 that was approved by the Police Board for 2020 as the exact amounts required have not yet been fully determined by E-Comm.



2019 MONTHLY FINANCIAL REPORT MAY 21ST, 2020

Statement 1

Victoria Police Department
Revenues and Expenditures By Section (Unaudited)
For the Period Ending May 21, 2020

	Annual Budget	35.7%	Actual	(Over) Under	% of Total Budget
Revenue					
Special Events	745,140	265,717	85,016	660,124	11.4%
Records	170,000	60,622	42,570	127,430	25.0%
Grants	-	-	149,079	(149,079)	N/A
Other	-	-	24,961	(24,961)	N/A
Jail Operations	28,800	10,270	7,560	21,240	26.3%
Total Revenue	943,940	336,609	309,187	634,753	32.8%
Operating Expenditures By Section					
Executive	3,879,775	1,383,528	1,238,379	2,641,396	31.9%
Integrated Units	2,570,737	916,725	821,898	1,748,839	32.0%
Crime Prevention Services	1,505,428	536,836	351,051	1,154,377	23.3%
Crime Reduction Division	3,221,299	1,148,715	994,164	2,227,135	30.9%
Patrol - Primary Response Division	18,411,729	6,565,623	7,046,735	11,364,994	38.3%
K9	898,359	320,355	288,510	609,849	32.1%
Community Services Division	2,350,376	838,144	879,024	1,471,352	37.4%
Investigative Services	6,024,936	2,148,492	2,303,707	3,721,229	38.2%
Traffic Enforcement and Crash Investigation	1,445,780	515,565	582,960	862,820	40.3%
Communications Centre - 911	3,130,000	1,116,158	1,256,100	1,873,900	40.1%
Centralized Corporate Costs	2,061,920	735,281	1,134,971	926,949	55.0%
Support Services	11,684,395	4,166,655	3,210,160	8,474,235	27.5%
Jail Operations	980,296	349,574	321,818	658,478	32.8%
Total Operating Expenditures	58,165,030	20,741,650	20,429,478	37,735,552	35.1%
Transfers to Capital	1,120,000	399,392	392,000	728,000	35.0%
Transfer from Financial Stability Reserve	100,000	35,660	-	100,000	0.0%
Net Budget	58,241,090	20,768,773	20,512,291	37,728,799	35.2%

Statement 2

Victoria Police Department
Revenue and Expenditures by Object (Unaudited)
For the Period Ending May 21, 2020

	Actual	2020 Budget	% Used	(Over)/Under	
				\$	%
Revenue					
Special Events	85,016	745,140	11.4%	660,124	88.6%
Records	42,570	170,000	25.0%	127,430	75.0%
Grants	149,079	-	N/A	(149,079)	N/A
Other	24,961	-	N/A	(24,961)	N/A
Jail Operations	7,560	28,800	26.3%	21,240	73.7%
Total Revenue	309,187	943,940	32.8%	634,753	67.2%
Operating Expenditures					
Salaries and Benefits	15,287,153	43,618,673	35.0%	28,331,520	65.0%
Retirements	460,657	500,000	92.1%	39,343	7.9%
Overtime	919,151	2,807,674	32.7%	1,888,523	67.3%
Professional Services	1,631,503	4,633,665	35.2%	3,002,162	64.8%
Equipment Maintenance - Fleet & Computers	372,853	1,214,485	30.7%	841,632	69.3%
Telephone Line Charges/CREST	361,439	1,100,900	32.8%	739,461	67.2%
Travel and Training	252,348	1,091,130	23.1%	838,782	76.9%
Building Maintenance	296,032	800,115	37.0%	504,083	63.0%
General and Office Supplies	216,710	595,230	36.4%	378,520	63.6%
Other Operating Expenditures	214,865	461,958	46.5%	247,093	53.5%
Uniforms & Protective Clothing	101,368	394,500	25.7%	293,132	74.3%
Lease/Rental/PRIME	141,369	368,200	38.4%	226,831	61.6%
Fuel and Motor Oil	91,519	342,000	26.8%	250,481	73.2%
Insurance	77,024	207,000	37.2%	129,976	62.8%
Postage and Freight	5,486	29,500	18.6%	24,014	81.4%
Total Operating Expenditures	20,429,478	58,165,030	35.1%	37,735,552	64.9%
Transfers to Capital	392,000	1,120,000	35.0%	728,000	65.0%
Transfer from Financial Stability Reserve	-	100,000	0.0%	100,000	N/A
Net Budget	20,512,291	58,241,090	35.2%	37,728,799	64.8%

Statement 3

Victoria Police Department
Operating Expenditures by Section and Business Unit (Unaudited)
For the Period Ending May 21, 2020

	<u>Annual Budget</u>	<u>Actual</u>	<u>(Over) Under</u>	<u>% of Total Budget</u>
Executive Services				
Office of The Chief Constable	1,019,740	350,793	668,947	34.4%
Executive Services, Policy and Professional Standards	1,578,774	405,739	1,173,035	25.7%
Esquimalt Administration	572,359	230,934	341,425	40.3%
Police Board	114,200	14,610	99,590	12.8%
Public Affairs	594,702	236,304	358,398	39.7%
Total Executive Services	3,879,775	1,238,379	2,641,396	31.9%
Integrated Units				
Vancouver Island Integrated Major Crime Unit	1,066,249	356,380	709,869	33.4%
Diversity Unit	2,646	637	2,009	24.1%
Integrated Mobile Crisis Response Team	133,273	56,395	76,878	42.3%
Regional Domestic Violence Unit	189,006	59,161	129,845	31.3%
Crowd Management Unit Training	39,478	9,870	29,608	25.0%
Assertive Community Treatment	422,929	160,848	262,081	38.0%
Explosive Disposal Unit	15,963	6,478	9,485	40.6%
Crime stoppers	60,630	15,158	45,472	25.0%
Mobile Youth Service Team	62,383	15,596	46,787	25.0%
Emergency Response Team Training	447,975	111,938	336,037	25.0%
Municipal Undercover Program	69,580	17,395	52,185	25.0%
Crisis Negotiator Team	17,025	5,213	11,812	30.6%
Youth Camp	16,284	-	16,284	0.0%
Canadian Intelligence Services British Columbia	27,316	6,829	20,487	25.0%
Total Integrated Units	2,570,737	821,898	1,748,839	32.0%
Crime Prevention Services				
Community Resource Officers	686,221	264,926	421,295	38.6%
School Resource Officers	383,220	-	383,220	0.0%
Community Programs	111,242	30,392	80,850	27.3%
Volunteer Program	152,505	37,169	115,336	24.4%
Reserve Program	172,240	18,563	153,677	10.8%
Total Crime Prevention Services	1,505,428	351,051	1,154,377	23.3%
Crime Reduction Division				
Strike Force	1,511,542	577,662	933,880	38.2%
Crime Reduction Unit	-	-	-	0.0%
Analysis and Intel	690,976	244,804	446,172	35.4%
Operational Planning	260,341	96,458	163,883	37.1%
Special Duties	758,440	75,240	683,200	9.9%
Total Crime Reduction Division	3,221,299	994,164	2,227,135	30.9%

	<u>Annual Budget</u>	<u>Year To Date</u>	<u>(Over) Under</u>	<u>% of Total Budget</u>
Patrol - Primary Response Division	18,411,729	7,046,735	11,364,994	38.3%
K9	898,359	288,510	609,849	32.1%
Community Services Division	2,350,376	879,024	1,471,352	37.4%
Investigative Services Division				
Detective Division - Support	1,171,073	399,208	771,865	34.1%
Special Operations	100,000	47,899	52,101	47.9%
Historical Case Review	172,564	58,946	113,618	34.2%
Financial Crimes	307,329	174,720	132,609	56.9%
Integrated Tech Crime Unit	381,689	140,037	241,652	36.7%
Special Victims Unit	1,058,533	393,752	664,781	37.2%
Major Crimes	1,255,600	468,815	786,785	37.3%
Behavioural Assessment & Management Unit	582,299	229,316	352,983	39.4%
Forensic Identification	995,849	391,016	604,833	39.3%
Total Investigative Services Division	6,024,936	2,303,707	3,721,229	38.2%
Traffic Enforcement and Crash Investigations				
Traffic Enforcement and Crash Investigation	1,435,780	582,960	852,820	40.6%
Motorcycle Escort Team	10,000	-	10,000	0.0%
Total Traffic Enforcement and Crash Investigations	1,445,780	582,960	862,820	40.3%
Communications Centre - 911	3,130,000	1,256,100	1,873,900	40.1%
Centralized Corporate Costs	2,061,920	1,134,971	926,949	55.0% ^{ISI}
Support Services				
Automotive	870,000	277,189	592,811	31.9%
Critical Incident Stress Management	16,000	1,198	14,802	7.5%
Legal Services and Freedom of Information	382,989	140,044	242,945	36.6%
Finance, Exhibit Control and Purchasing	4,253,256	865,978	3,387,278	20.4%
Human Resources, firearms and use of force training	2,677,114	756,783	1,920,331	28.3%
Records Management	2,278,623	799,195	1,479,428	35.1%
Information Systems	1,206,413	369,773	836,640	30.7%
Total Support Services	11,684,395	3,210,160	8,474,235	27.5%
Jail Operations	980,296	321,818	658,478	32.8%
Total Operating Expenditures	58,165,030	20,429,478	37,735,552	35.1%

Statement 4

**Victoria Police Department
Capital Expenditures (Unaudited)
For the Period Ending May 21, 2020**

	Transfers to Capital Fund	Budgeted Expenditures	Actual Expenditures	(Over) Under	%
Vehicles ¹	500,000	531,000	33,399	497,601	6.3%
Computer Equipment	515,000	1,030,500	209,114	821,386	20.3%
Furniture	40,000	50,000	-	50,000	0.0%
K9	15,000	15,000	-	15,000	0.0%
Police Building Upgrades	50,000	50,000	12,649	37,351	25.3%
Total Capital	1,120,000	1,676,500	255,162	1,421,338	15.2%

1. **REVENUE**

Revenues are below budget at this time as expected. Ferries from the US have been temporarily suspended. Many community events have also been cancelled or postponed. Due to Covid-19 we expect revenues and offsetting overtime expenditures to be significantly reduced.

Grant revenue includes \$133,200 received from the Province for the implementation of E-Ticketing.

2. **SALARIES AND BENEFITS:**

The Human Resources section recruits police officers based on a projection of retirements and authorized strength. As it takes at least 18 months for a recruit to be fully operational, VicPD tries to hire recruits ahead of anticipated retirements.

Salaries and benefits expenditures are below budget at this time due to the time lags involved in replacing retiring or injured officers. We will continue to monitor salaries and benefits expenditures but at this time expect to remain in line with the budget.

3. **RETIREMENTS:**

Retirement costs are \$460,657, representing 92.1% of the budgeted amount. Further planned retirements will bring us over budget, as expected, with overages to be drawn down from the Employee Benefit Obligation reserve if required.

4. **OVERTIME:**

Net overtime costs are below budget, partially due to a reduction in special duties. Special duties revenues are approximately \$100,000 below normal levels for this time of year due to the suspension of ferry services to the US and the cancellation or postponement of community events. Overtime for Patrol remains slightly above normal. Overtime costs were also incurred in the first quarter due to a number of protests within the City of Victoria.

5. **PROFESSIONAL SERVICES:**

Professional fees include the costs for Integrated Units, as well the costs to meet any unexpected legal costs. Expenditures, including estimates for unbilled Integrated Unit costs as well as services provided by E-Comm and the City of Victoria.

6. EQUIPMENT MAINTENANCE – FLEET & COMPUTERS:

Expenditures are slightly below budget due to reduced operations in the spring as a result of Covid-19. We expect expenditures to be on track as the year progresses.

7. TELEPHONE LINE CHARGES:

Telecommunication costs continue to be managed and a recent extension of the mobility contract has allowed us to realize additional savings on our telecommunication costs. Expenditures remain roughly in line with expectations at this time given the increased usage of data we expect during the Covid-19 pandemic as employees increase the amount of work performed remotely.

8. TRAVEL AND TRAINING:

Travel and training expenditures are below budget. We expect expenditures to remain below budget due to the significant number of cancellations of training and conferences due to Covid-19.

9. BUILDING MAINTENANCE:

Building Maintenance costs includes pro-rated year to date estimates.

10. GENERAL & OFFICE /OTHER OPERATING/UNIFORM & PROTECTIVE CLOTHING:

Other expenditures are in line with expectations at this time. Other operating expenditures include expenditures incurred for personal protective equipment, sanitation supplies and services to maintain hygiene during the Covid-19 pandemic. A portion of these expenditures will be recoverable through Emergency Management BC. Remaining expenditures will be offset by reductions in other expenditure lines to remain within budget. General and Office supplies expenditures includes expenditures incurred in implementing E-Ticketing, for which grant money was received.

11. FUEL AND MOTOR OIL

The majority of Fuel and Motor Oil expenditures are billed periodically through the City of Victoria. Expenditures are below budget due to reduced capacity at the City for non-essential maintenance, as well as lower fuel costs in the spring due to Covid-19. Although fuel prices remain below average, prices have increased in recent weeks.

12. DIVISIONAL BUDGET VARIANCES:

Budgets for police officer salaries are allocated based on deployment at the time the budget is prepared. Resources are re-deployed to other areas as required throughout the year. Variances can therefore occur where police officers have been moved in or out of units in the intervening period. The overall budget and actual deployment are both based on the number of authorized strength in the approved budget.

Youth Camp

Due to social distancing requirements the Youth Camp has been deferred to 2021.

Crime Prevention Services: School Resource Officers

The budget reflects the intent to reinstate the School Resource Officer positions. Due to resource constraints these positions have not been reinstated at this time.

Centralized Corporate Costs

Centralized Corporate Costs includes retirement expenditures for retirements as well as the costs to maintain public safety during protests in the first quarter.

Investigative Services: Crime Reduction Unit (CRU)

In June of this year the officers within the Crime Reduction Unit were reallocated to reinforce Patrol and Strike Force, as detailed in the Transformation Report. This unit remains temporarily suspended.

Special Duties

Ferries to the US have been temporarily cancelled, as have many community events for which policing is required.

Patrol

Previously additional police officers were reallocated from the School Resource Officers. These positions are still within the Patrol division at this time.

Traffic Enforcement

Expenditures include grant funded expenditures to implement the Provincial E-Ticketing initiative to stream line traffic enforcement



Victoria & Esquimalt Police Board

2020 Strategic Priorities

Updated May 2020

#1.	Good Governance and Increased Transparency	
Lead:	All committees	
Actions:	<ul style="list-style-type: none"> • Host a Police Board town hall/meet and greet • Investigate live-streaming of public Board meetings 	<ul style="list-style-type: none"> • Hold bi-annual joint Board/Councils meetings (general and budget) • Review agenda setting process for public Board meetings
#2.	Community Engagement	
Lead:	Governance & Human Resources	
Actions:	<ul style="list-style-type: none"> • Support ongoing social media efforts for the Board • Increase Board member attendance at community and department events 	<ul style="list-style-type: none"> • Add public input on any item on the agenda to public Board meetings • Add “public discussion requests” to public Board meetings with notice
#3.	Financial Accountability	
Lead:	Finance	
Actions:	<ul style="list-style-type: none"> • Continue to analyze costs of policing with an eye to efficiencies • Continue working with senior staff to mitigate externally driven costs 	<ul style="list-style-type: none"> • Review effectiveness of the prior year’s budget • Review and analyze the implementation of special municipal constables • Continue the finance committee’s work with senior staff in VicPD and Councils
#4.	Framework Agreement	
Lead:	Governance	
	<ul style="list-style-type: none"> • Continue the Board’s focus on fair and equitable service delivery • Review the Framework Agreement to ensure it is updated with changes 	<ul style="list-style-type: none"> • Continue with Board level support for the working group of VicPD senior staff and senior staff from Victoria and Esquimalt • Encourage COV and Township to review the cost allocation formula
#5.	Strategic Plan	
Lead:	Governance & Human Resources	
	<ul style="list-style-type: none"> • Monitor the strategic plan as reports come in on a quarterly basis 	<ul style="list-style-type: none"> • Ensure alignment between the VicPD budget and the strategic plan



May 13, 2020
Ref: 565537

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

Dear Chief Constable Manak,

Thank you for your March 24, 2020 email providing feedback on any potential areas of concern related to the City of Surrey's policing model transition. At this time, it is expected that Surrey's policing transition will be a staged process, thus ensuring an adaptable approach to maintain adequate levels of policing and law enforcement throughout the lower mainland and the Province.

Further, the Justice Institute of British Columbia (JIBC) has conducted a comprehensive analysis of potential impacts to the Police Academy as a result of the Surrey policing transition. My team is now reviewing the reports and will work collaboratively with the JIBC to ensure that capacity requirements are met for the onboarding of new officers, as well as for advanced training requirements.

A policing transition of this magnitude requires careful consideration and navigation of a multitude of complex issues, and your feedback is tremendously helpful in our efforts to ensure that public safety is maintained. If you have any additional questions or concerns about the Surrey policing model transition in the future, please don't hesitate to contact me.

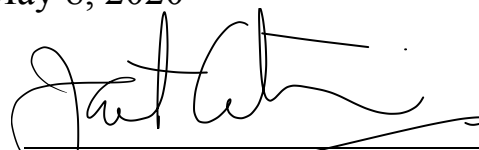
Take Care,

Brenda Butterworth-Carr; Tr'injà shär njit dintläät
Assistant Deputy Minister
And Director of Police Services
Policing and Security Branch

PROVINCE OF BRITISH COLUMBIA
ORDER OF LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 232

, Approved and Ordered May 8, 2020


 Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that, effective June 30, 2020, the following appointments to the Victoria and Esquimalt Police Board are made:

- (a) Shaminder Singh Dhillon is reappointed as a member for a term ending June 30, 2022;
- (b) Charla Robyn Huber is reappointed as a member for a term ending December 31, 2022.



Minister of Public Safety and Solicitor General



Presiding Member of the Executive Council

(This part is for administrative purposes only and is not part of the Order.)

Authority under which Order is made:

Act and section: Police Act, R.S.B.C. 1996, c.367, ss.23 and 24

Other: OIC 392/2019

O10414027



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

DATE:	June 9, 2020
ACTION:	For information
SUBJECT:	Human Resources Report (Orders #02-2020 through #04-2020)

RETIREMENTS

SWORN

Effective: June 30, 2020

Constable (Patrol)

RESIGNATIONS

CIVILIAN

Effective: April 16, 2020

Court Specialist (Auxiliary) (Records Div)

HIRES

SWORN

Effective: April 6, 2020

Constable – Exempt (Patrol)

Effective: April 23, 2020

Constables (6) (Patrol)

Effective: May 26, 2020

Constable – Exempt (Patrol)



VICTORIA POLICE DEPARTMENT

Memorandum

DATE: June 9, 2020
TO: Victoria & Esquimalt Police Board
FROM: Insp. Parks – Investigative Services Division
SUBJECT: Crime Statistics (Q1 2020)

Refer to the statistical report provided on page #23.

HIGHLIGHTS FROM Q1 REPORT

Property Crime Spike (Pages 3 & 6 of report)

The most notable aspect of this report is the increase in property crime in Esquimalt and Victoria. The increase includes business break and enters, residential sheds and underground parking thefts, theft of and theft from auto, shoplifting, and frauds. This increase was noted before COVID restrictions hit the region but it appears to have distributed the property crime from downtown. Of note, since financial assistance was provided (i.e. CERB) there has been a downturn in property crime noted. This is not considered a trend yet but it is worth watching.

Sexual Assaults in Esquimalt (Page 2 of report)

The statistical increase in sexual assaults was concerning even though the empirical numbers were low. A review was conducted of each case and there were no linkages or predatory concerns identified. This category will continue to be monitored closely. (Note: 1 Stranger assault facilitated through on-line dating).

Child Pornography in Victoria (Page 6 of report)

This increase resulted from targeted work from the SVU section. Our ICE investigator partnered with other SVU members to work on self-generated files.

CRIME TRENDS - VICTORIA

Overall

- 6% increase in overall number of occurrences
- 14% increase in Section 28, Form 21 and Form 4 of the Mental Health Act

Property Crime

- 34% increase
 - 20% increase in Arsons
 - 260% increase in Business Break and Enters
 - 150% increase in Residential and Other (sheds, underground parking garages) Break and Enters

- **Overall in 2019 we were averaging less than 2 break-ins per day in Victoria. In 2020 that has increased to 4 break-ins per day.**
- Overall Frauds were down but frauds using someone else's identity were up by 276% - these were mainly "tap" frauds where someone steal another's credit or debit card and taps the machine vs. typing in a Pin.
- Theft of Vehicle was up 218% - was big problem for us and it was mainly 2-3 offenders doing a bulk of the vehicle thefts
- Theft from auto was up by 7% (averaging about 6 cars being broken into each day)
- Bike theft has increased by 45%

Crimes against Persons (Violence)

- Increase in violent occurrences of 33%
 - Assaults were up by 40%
 - Robberies were up by 14%
 - Threatening the safety of or violence to another was up by 53%
 - Sex related occurrences were up by 6%
 - Sex trafficking is up by 300% (1 call in Q1 of 2019 vs. 4 calls in Q1 of 2020)

Public Disorder

- Decrease in public disorder calls by 7%
 - Overall, 16% decrease in Public drinking/intoxication, by-law complaints and unwanted persons
 - Increases in disturbances of 300%
 - Civil and domestic disputes (no violence) up by 21%
 - Breaches of bail, probation and Peace increased by 21%

CRIME TRENDS - ESQUIMALT

Overall:

- 15% increase in occurrences in first quarter of 2020 compared to 2019

Property crime

- 89% increase in property crime
 - 18% increase in break and enters (residences and underground parking garages)
 - 247% in thefts from vehicles
 - Mischiefs up by 30% (e.g. smash windows, graffiti)

Crimes against Persons

- 56% increase in crimes against persons (violence)
 - Harassing communications (e.g. emails, social media, etc.) up by 11%
 - Uttering threats against another doubled (increased by 100%)
 - Sex related offences were up by 300% (numbers are small -went from 2 in 2019 to 8 in 2020)

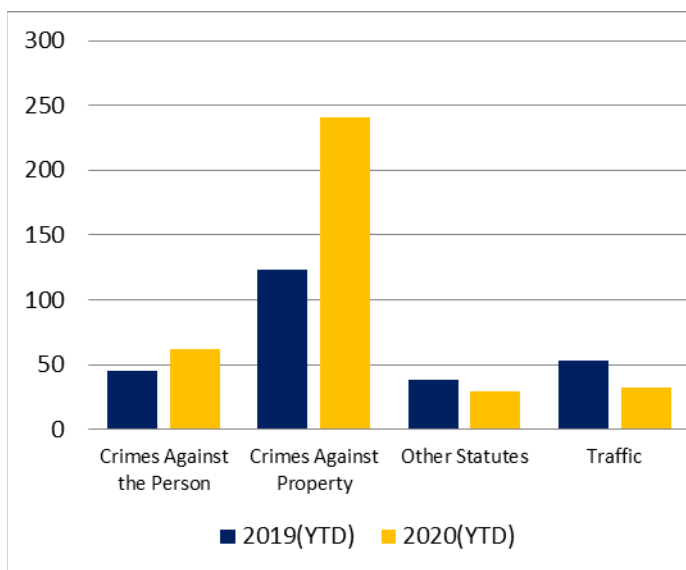
Public Disorder

- Decrease of 6% in the first quarter of 2020 compared to 2019
 - Decreases in noise and by-law complaints (44% decrease)
 - Neighbour and domestic disputes (no violence) were down by 28%
 - Drinking in public, disturbances and landlord/tenant disputes were up by 52%

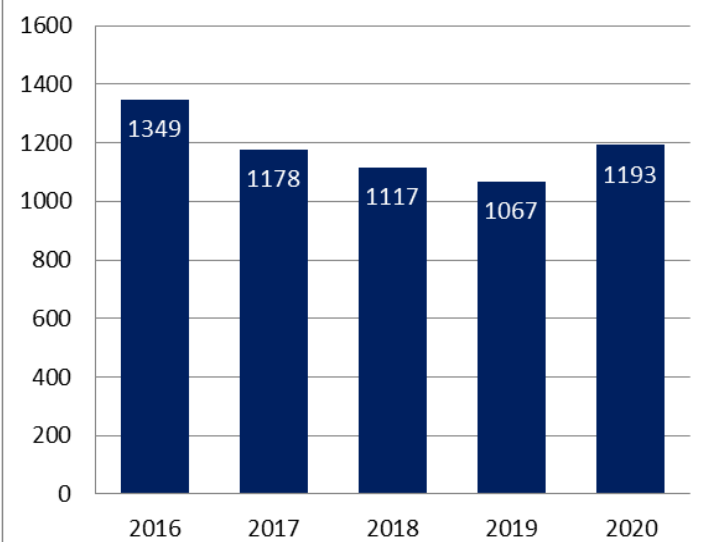


Crime Trends for Victoria and Esquimalt: January – April, 2019–2020 (1,2)

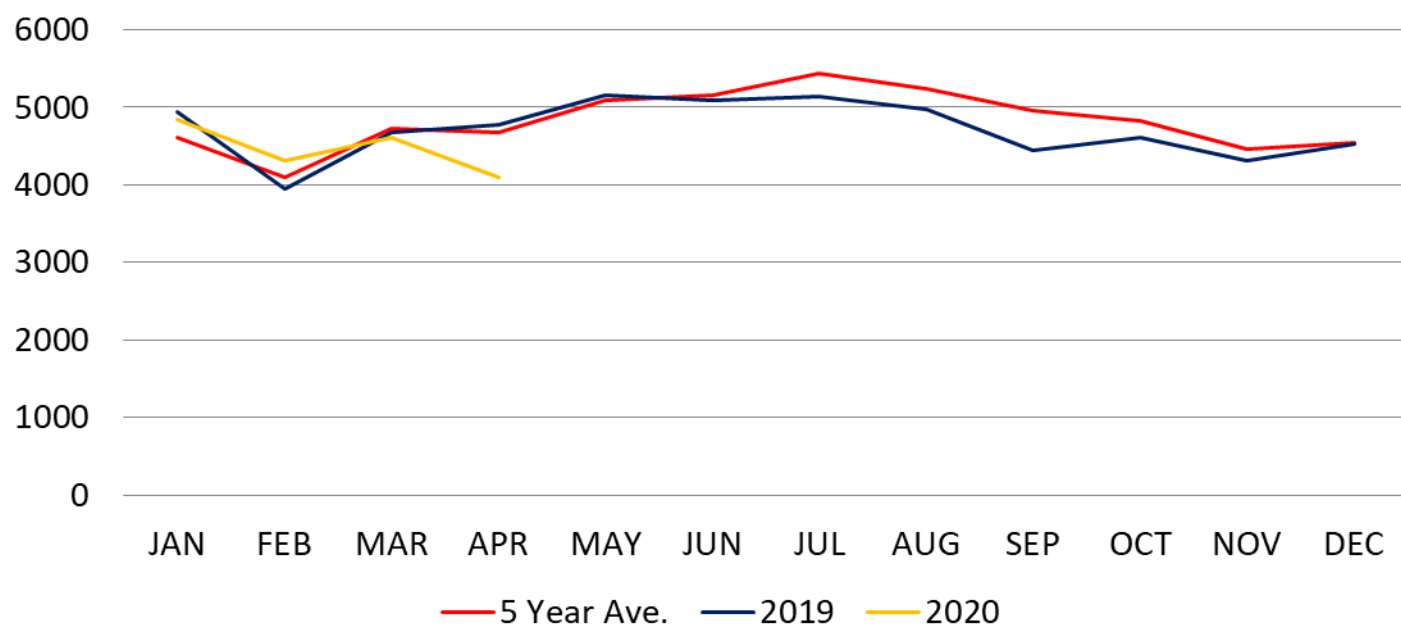
**Key Crime Trends
(1, 2) Esquimalt**



**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 – April, 2019–2020 (1,2)

Key Crime Trends for Esquimalt (YTD January – April)

	2019		2020		% Change 2019 - 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Crimes Against the Person	45	254.9	62	331.3	37.8
Crimes Against Property	123	696.7	241	1287.7	95.9
Other Criminal Code/Statutes of Canada	38	215.2	29	154.9	-23.7
Total Other Offences Excluding Traffic	206	1166.8	332	1773.9	61.2
Traffic Offences	53	300.2	32	171.0	-39.6
Total Other Offences and Traffic	259	1467.0	364	1944.9	40.5

Crimes Against Person for Esquimalt (YTD January – April)

	2019		2020		% Change 2019 - 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Homicide		0.0		0.0	-
Attempted Murder		0.0		0.0	-
Robbery/Extortion	0	0.0	3	16.0	N/C
Assault	29	164.3	24	128.2	-17.2
Sexual Assault	2	11.3	9	48.1	350.0
Criminal Harassment	2	11.3	5	26.7	150.0
Uttering Threats	12	68.0	21	112.2	75.0
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, 2020 population was estimated for Esquimalt at 18,716 (www.crd.bc.ca/.../2019.populationestimate.pdf)
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 – April, 2019–2020 (1,2)

Crimes Against Property for Esquimalt (YTD January - April)

	2019		2020		% Change 2019 - 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
B&E Business	1	5.7	4	21.4	300.0
B&E-Other	9	51.0	11	58.8	22.2
B&E-Residence	7	39.6	12	64.1	71.4
Fraud	14	79.3	33	176.3	135.7
Mischief	38	215.2	40	213.7	5.3
Theft Over \$5000		0.0	1	5.3	-
Theft Under \$5000	13	73.6	17	90.8	30.8
Theft from Motor Vehicle	20	113.3	75	400.7	275.0
Theft of Motor Vehicle	4	22.7	19	101.5	375.0
Take Vehicle without Consent	3	17.0	0	0.0	-100.0
Theft of Bicycle	9	51.0	11	58.8	22.2
Shoplifting	4	22.7	16	85.5	300.0
Arson	1	5.7	2	10.7	100.0

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

	2019		2020		% Change 2019 - 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Bail Violations/Breach of Probation	30	169.9	20	106.9	-33.3
Drugs	4	22.7	5	26.7	25.0
Indecent Acts	2	11.3	3	16.0	50.0
Child Pornography	0	0.0	0	0.0	0.0
Offensive Weapons	2	11.3	2	10.7	0.0

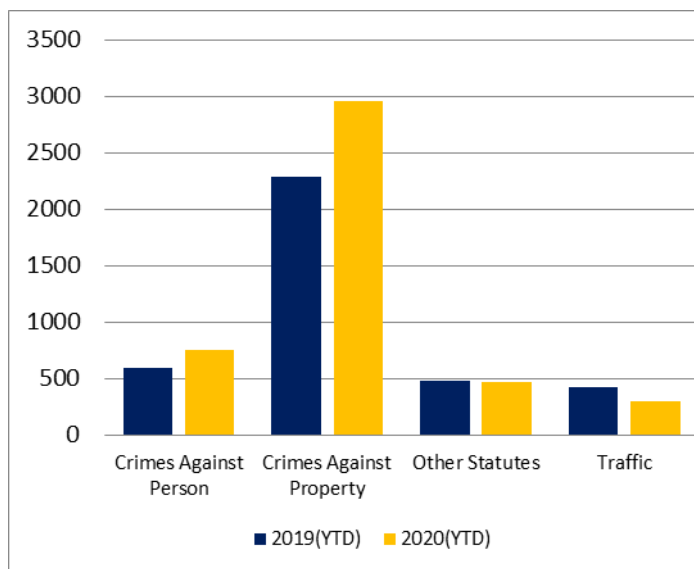
Traffic Offences for Esquimalt (YTD January - April)

	2019		2020		% Change 2019 - 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Traffic - Collisions	21	118.9	22	117.5	4.8
Traffic - Fatal	0	0.0	0	0.0	0.0
Traffic – Suspensions	12	68.0	2	10.7	-83.3
Dangerous Operation of Motor Vehicle	0	0.0	2	10.7	N/C
Fail to Remain	5	28.3	2	10.7	-60.0
Impaired/Refuse	13	73.6	3	16.0	-76.9

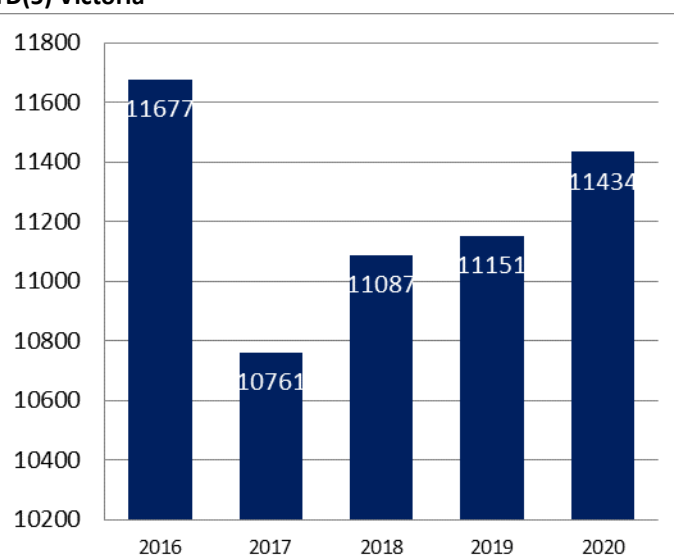


Crime Trends for Victoria and Esquimalt: January – April, 2019–2020 (1,2)

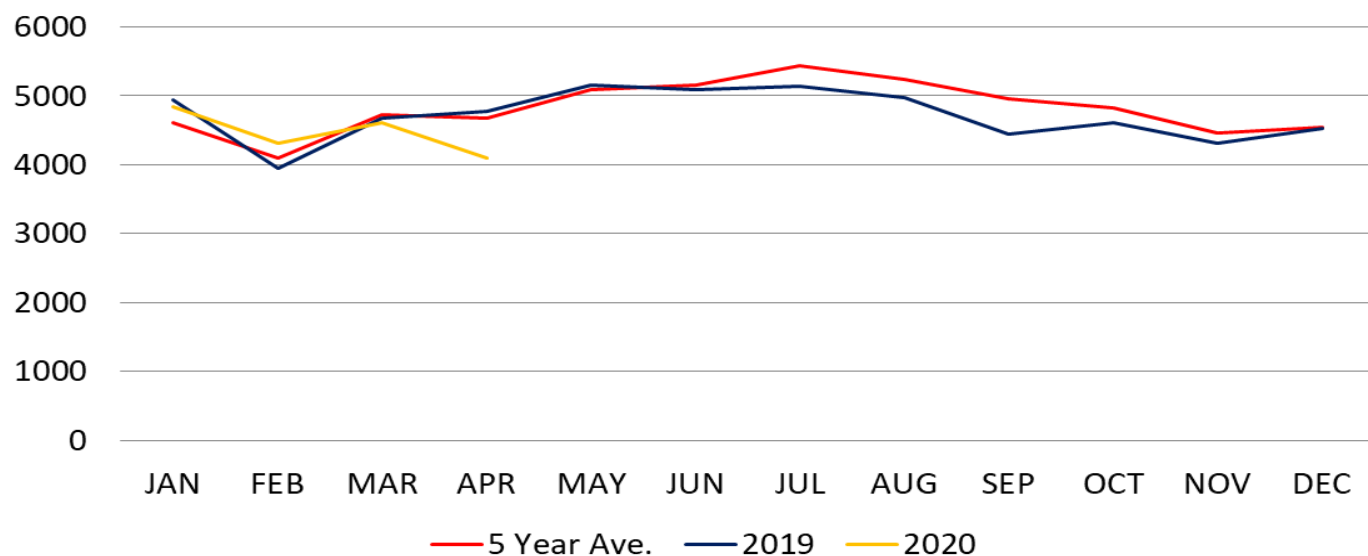
Key Crime Trends (1, 2) Victoria



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 – April, 2019–2020 (1,2)

Key Crime Trends for Victoria (YTD January - April)

	2019		2020		% Change 2019 – 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Crimes Against the Person	590	641.0	748	795.7	26.8
Crimes Against Property	2287	2484.8	2960	3148.8	29.4
Other Criminal Code of Canada Offenses	477	518.2	473	503.2	-0.8
Total CCC Offences Excluding Traffic	3354	3644.0	4181	4447.6	24.7
Traffic Offences	424	460.7	299	318.1	-29.5
Total CCC Offences and Traffic	3778	4104.7	4480	4765.7	18.6

Crimes Against Person for Victoria (YTD January - April)

	2019		2020		% Change 2019 - 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Homicide	0	0.0	0	0.0	-
Attempted Murder	0	0.0	0	0.0	-
Robbery/Extortion	32	34.8	46	48.9	43.8
Assault	365	396.6	468	497.8	28.2
Sexual Assault	40	43.5	33	35.1	-17.5
Criminal Harassment	17	18.5	14	14.9	-17.6
Uttering Threats	135	146.7	186	197.9	37.8
Arson - Disregard for Life	1	1.1	1	1.1	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, 2020 population for Victoria was estimated at 95,005 (www.crd.bc.ca/.../2019.populationestimate.pdf)
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 – April, 2019–2020 (1,2)

Crimes Against Property for Victoria (YTD January - April)

	2019		2020		% Change 2019 - 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
B&E Business	40	43.5	164	174.5	310.0
B&E-Other	91	98.9	234	248.9	157.1
B&E-Residence	45	48.9	91	96.8	102.2
Fraud	249	270.5	217	230.8	-12.9
Mischief	376	408.5	498	529.8	32.4
Theft Over \$5000	9	9.8	9	9.6	0.0
Theft Under \$5000	312	339.0	443	471.3	42.0
Theft from Motor Vehicle	614	667.1	658	700.0	7.2
Theft of Motor Vehicle	42	45.6	101	107.4	140.5
Take Vehicle without Consent	3	3.3	3	3.2	0.0
Theft of Bicycle	149	161.9	182	193.6	22.1
Shoplifting	338	367.2	330	351.0	-2.4
Arson	19	20.6	30	31.9	57.9

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

	2019		2020		% Change 2019 - 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Bail Violations/Breach of Probation	297	322.7	326	346.8	9.8
Drugs	106	115.2	80	85.1	-24.5
Indecent Acts	17	18.5	11	11.7	-35.3
Child Pornography	5	5.4	11	11.7	120.0
Offensive Weapons	43	46.7	41	43.6	-4.7

Traffic Offences for Victoria (YTD January – April)

	2019		2020		% Change 2019 - 2020(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Traffic - Collisions	213	231.4	146	155.3	-31.5
Traffic - Fatal	0	0.0	0	0.0	-
Traffic – Suspensions (IRPs)	93	101.0	49	52.1	-47.3
Dangerous Operation of Motor Vehicle	4	4.3	12	12.8	200.0
Fail to Remain	43	46.7	24	25.5	-44.2
Impaired/Refuse	71	77.1	68	72.3	-4.2



Crime Trends for Victoria and Esquimalt: January – April, 2019–2020 (1,2)

Calls for Service (YTD January - April)

	2019				2020				
	Vic	% of Total	Esq	% of Total	Vic	% of Total	Esq	% of Total	% Change 2019 - 2020(4)
Priority 1	952	88.1	129	11.9	1230	87.5	176	12.5	10.3
Priority 2	4550	90.4	484	9.6	3514	91.0	348	9.0	-20.3
Priority 3	7396	92.5	604	7.6	7407	92.4	606	7.6	-2.7
Priority 4	3731	93.0	279	7.0	4043	91.6	372	8.4	12.4
Other Alternative	12	-	-	-	22	95.7	1	4.3	-
Total - All Priorities	16641	91.8	1496	8.2	16216	91.5	1503	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).