



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

July 14, 2020 at 5:00pm

1-833-353-8610 (9019965)

1. ADOPTION OF THE AGENDA

- a. Adoption of the Public Agenda of July 14, 2020

2. STANDING ITEMS

- Pg. 1 a. Adoption of the Minutes of the Public meeting of June 9, 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

- a. Police Tactics (Cst. Roy)
- b. GVERT Operations (Insp. Brown)
- Pg. 18 c. VicPD Training (S/Sgt. Jones)
- Pg. 20 d. 200618 Letter to Island Health re: Civilian Mental Health Support Teams (CC Manak)
- Pg. 22 e. 200714 Memo to Board re: Civilian Mental Health Support Teams (CC Manak)

4. CORRESPONDENCE

- Pg. 24 a. 200620 Email from Citizens re: Defunding of Police
- Pg. 25 b. 200620 Email from Citizen re: Police Board Motion
- Pg. 27 c. 200703 Email from Citizen re: Operation No More



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

June 9, 2020 at 5:00pm

3rd Floor Boardroom & Teleconference

PRESENT

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

Recording Secretary: Collette Thomson

1. ADOPTION OF THE AGENDA

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

20-48 **MOTION:** *To approve the public agenda of June 9, 2020 as presented.*
MOVED/SECONDED/CARRIED

2. STANDING ITEMS

a. Adoption of the Minutes of the Public meeting of April 21, 2020

20-49 **MOTION:** *To approve the Public Minutes of the April 21, 2020 meeting as presented.* **MOVED/SECONDED/CARRIED**

b. Chief Constable Monthly Activity Report

Refer to the report provided – for information.

c. Chief Constable Update

- Ongoing discussions with service providers regarding VicPD's response capacity to attend calls on the water
- Project Downtown Connect will be reinstated as soon as possible pending COVID-19 restrictions and resources
- There has been an increase in calls for service and crime in the Burnside Gorge and Beacon Hill communities; VicPD is working closely with stakeholders in supporting the campers while ensuring entrenchment does not occur
- 2020 Community Survey results are being collated; results will be available in approximately one month
- Victoria Fire Department declined to participate with Esquimalt Fire Department in the VicPD Fire Medic program which was created to allow firefighters to provide assistance

to police during large-scale operations where fires might erupt and the officers and/or public might be injured

- Racism and discrimination:
 - These issues are currently at the forefront in light of a recent in-custody death of an African-American man, Mr. George Floyd, from Minneapolis
 - There are distinct differences in policing between Canada and the USA, some of which include robust hiring criteria and strategies to reach diverse applicants, bias-free training, significant oversight mechanisms from civilian bodies, accountability in reporting, and adherence to the national Use of Force continuum requirements
 - The 2018 VicPD Diversity & Inclusion Strategy & Action Plan is a living document which is subject to change and improvement
 - VicPD is determining appropriate methods to obtain internal demographic information and how best to monitor the changes over time
 - VicPD is reviewing organizational service standards and creating policy where required
 - Body Worn Cameras: they were previously considered but it is cost prohibitive and several issues including privacy, secure storage, retention, and disclosure must be addressed
 - Defunding of police: policing is already underfunded but VicPD continues to examine ways to ensure efficiencies are implemented
 - Chief Manak actively consults with diverse leaders in Victoria as well as the Greater Victoria Police Diversity Advisory Committee (GVPDAC)

d. Committee Reports

Refer to the report provided – for information. Board member Huber has been identified as the new Board HR Committee Chair.

20-50 **MOTION:** *That the Board direct staff to post the approved annual budgets and quarterly financial reports to the VicPD website.* **MOVED/SECONDED/CARRIED**

20-51 **MOTION:** *That the Board direct that adjustments to the 2021 Police Board budget be made as proposed including a reduction of \$500 to the Conference Travel budget so as to result in a net zero increase.* **MOVED/SECONDED/CARRIED**

e. Board Co-Chairs Update

The Co-Chairs met with ADM Butterworth-Carr for their first bi-annual meeting to discuss several issues of mutual interest and concern.

f. BC Association of Police Boards Director's Update

The Board will need to identify a new representative and alternative representative to the BCAPB Executive. The table was directed to advise Mayor Desjardins if interested.

g. Board Member Engagement Update

- Board member Dhillon: ongoing engagement with the downtown business community as phase II of the COVID-19 BC Restart Plan unfolds
- Board member Huber: attended the virtual VicPD recruit swearing-in ceremony

h. 2020 Board Strategic Priorities

Refer to the document provided.

- i. **Framework Agreement**
No discussion arising.

3. NEW BUSINESS

a. **Addressing Racism & Discrimination**

On May 25, 2020, Mr. George Floyd, an African American, died while in police custody in Minneapolis. This was followed by public outrage throughout North America and the scrutiny of police in general. The Board and VicPD are committed to reviewing current processes and practices related to racism and discrimination and making improvements where needed.

20-52

MOTION: *That the Board request that the Chair and/or citizen members of the Greater Victoria Police Diversity Advisory Committee present to the Board within six months and on a quarterly basis thereafter in public Police Board meetings with their ideas and recommendations for improvements at the Victoria Police Department;*
And that the Board request the Chief to present at the public Board meeting as early as practical a comprehensive list of the bias awareness, anti-racism, cultural sensitivity and de-escalation training that members of the Victoria Police Department currently receive and his recommendations for additional training and awareness raising opportunities;
And that a demographic analysis of the Victoria Police Department be undertaken in order to understand how the composition of VicPD in terms of black, Indigenous, people of colour and women measures against the composition of the general population. This will give us a baseline and show us where there is room for focus in recruiting;
*And that the Chief make any other recommendations to the Board for its consideration to address racism and discrimination. **MOVED/SECONDED/CARRIED***

b. **200513 Letter from Police Services re: Surrey Police Department Transition**

Refer to the letter provided – for information.

c. **Order in Council: Reappointments of Board Members Dhillon and Huber**

Refer to the document provided – for information.

d. **Human Resources Report**

Refer to the report provided – for information. The Justice Institute of BC recruit class planned for May has been cancelled; six new recruits will have their Block I training deferred.

e. **Crime Statistics**

Refer to the report provided – for information.

Meeting adjourned at 6:13pm.

Mayor Barbara Desjardins
Lead Co-Chair

Date

Collette Thomson
Recording Secretary

Date



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

DATE:	July 14, 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.*

June 10	Attended the virtual Greater Victoria Police Diversity Advisory Committee meeting
June 11	Presented the VicPD Q1 Report to City Council
June 19	Summer downtown beat walk with Insp. McRae
July 2	Attended the 2021 Police Budget consultation session with City Council
July 3	Summer downtown beat walk with Insp. Hamilton
July 6	Attended the virtual 2021 Police Budget consultation session with Esquimalt Council
July 7	Summer downtown beat walk with Deputy Chief Cst. Laidman
July 10	Attended the virtual Victoria Community Wellness Alliance meeting



VICTORIA & ESQUIMALT POLICE BOARD

Committee Reports to Board

(Public)

Meeting of July 7, 2020

GOVERNANCE

ITEMS DISCUSSED

a. **Support for VicPD Membership**

The Board is appreciative of the ongoing professional dedication displayed by the membership, especially during these unprecedented and challenging times. The Governance Committee is discussing possible opportunities the Board could undertake to ensure the membership is appropriately supported.

FINANCE

ITEMS DISCUSSED

a. **200609 Letter from COV Council re: 2021 Police Budget**

The COV Council formally requested that the Board submit a 2021 budget request which holds wage increases to 0%.

b. **Council 2021 Budget Consultations**

Finance Chair Powell recently consulted with both Councils regarding the 2021 budget to obtain their input in relation to public safety.

c. **Monthly Financial Report**

Refer to the report on page #6 – for information.



VICTORIA-ESQUIMALT POLICE BOARD REPORT

Public

DATE:	July 7 th , 2020
ACTION:	For Information
SUBJECT:	2020 Monthly Financial Report, as of June 13 th , 2020
RECOMMENDED BY:	Steve Hurcombe, Controller
APPROVED BY:	Chief Cst. D. Manak

BACKGROUND:

This report contains the financial results for the period ending **June 13th, 2020**, representing approximately 47% of the payroll year. Net operating expenditures are in line with the budget at this time and we expect them to remain so.

Capital expenditures are approximately 16.6% of total budget, excluding \$552,104 in commitments for vehicle replacements. Delivery dates for vehicles are at this time unknown due to production backlogs as a result of Covid-19. It will be some time before we can determine whether delivery will take place before the end of the year for all the vehicles ordered.

Operating expenditures in line with the budget at this time. The net financial position of 47% is as expected. We will continue to monitor financial performance to ensure this remains the case.

SUMMARY:

2020 operating expenditures represented 47% of the total operating budget on par with budget expectations. 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. Approximately \$230,000 in additional grant revenue has been received but is not included in the financial reports as the offsetting expenditures have not yet been incurred. Grant revenue will be recognized as the funds are expensed.

Salaries are below budget by approximately 0.3%. Retirements are above budget due to the bulk of retirements occurring in the first half of the year. We expect retirement expenditures to remain 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 above budget at this time. Overtime expenditures were also incurred in the first quarter in relation to protests. They also include approximately \$66,000 in overtime for decampment costs that we expect to recover from the Province. These recoveries have not yet been recorded as revenue.

Building projects that were previously deferred are now underway and are expected to be completed on time. This will allow us to provide better safety for our staff during the Covid-19 pandemic as well as tackle some of our space issues.

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.



2020 MONTHLY FINANCIAL REPORT JUNE 13, 2020

Statement 1

Victoria Police Department
Revenues and Expenditures By Section (Unaudited)
For the Period Ending June 13, 2020

	Annual Budget	47.0%	Actual	(Over) Under	% of Total Budget
Revenue					
Special Events	745,140	350,961	64,562	680,578	8.7%
Records	170,000	80,070	43,424	126,576	25.5%
Grants	-	-	149,079	(149,079)	N/A
Other	-	-	27,961	(27,961)	N/A
Jail Operations	28,800	13,565	7,560	21,240	26.3%
Total Revenue	943,940	257,696	292,587	651,353	31.0%
Operating Expenditures By Section					
Executive	3,879,775	1,827,374	1,645,015	2,234,760	42.4%
Integrated Units	2,570,737	1,210,817	1,162,292	1,408,445	45.2%
Crime Prevention Services	1,505,428	709,057	477,994	1,027,435	31.8%
Crime Reduction Division	3,221,299	1,517,232	1,450,938	1,770,361	45.0%
Patrol - Primary Response Division	18,411,729	8,671,924	9,431,206	8,980,523	51.2%
K9	898,359	423,127	375,652	522,707	41.8%
Community Services Division	2,350,376	1,107,027	1,152,342	1,198,034	49.0%
Investigative Services	6,024,936	2,837,745	3,002,953	3,021,984	49.8%
Traffic Enforcement and Crash Investigation	1,445,780	680,962	720,176	725,604	49.8%
Communications Centre - 911	3,130,000	1,474,230	1,518,383	1,611,617	48.5%
Centralized Corporate Costs	2,061,920	971,164	1,337,602	724,318	64.9%
Support Services	11,684,395	5,503,350	4,665,474	7,018,921	39.9%
Jail Operations	980,296	461,719	425,838	554,458	43.4%
Total Operating Expenditures	58,165,030	15,879,053	27,365,863	30,799,167	47.0%
Transfers to Capital	1,120,000	527,520	280,000	840,000	25.0%
Transfer from Financial Stability Reserve	100,000	47,100	-	100,000	0.0%
Net Budget	58,241,090	27,431,553	27,353,276	30,887,814	47.0%

Statement 2

Victoria Police Department
Revenue and Expenditures by Object (Unaudited)
For the Period Ending June 13, 2020

				(Over)/Under	
	Actual	2020 Budget	% Used	\$	%
Revenue					
Special Events	64,562	745,140	8.7%	680,578	91.3%
Records	43,424	170,000	25.5%	126,576	74.5%
Grants	149,079	-	N/A	(149,079)	N/A
Other	27,961	-	N/A	(27,961)	N/A
Jail Operations	7,560	28,800	26.3%	21,240	73.7%
Total Revenue	292,587	943,940	31.0%	651,353	69.0%
Operating Expenditures					
Salaries and Benefits	20,372,691	43,618,673	46.7%	23,245,982	53.3%
Retirements	551,680	500,000	110.3%	(51,680)	-10.3%
Overtime	1,357,430	2,807,674	48.3%	1,450,244	51.7%
Professional Services	2,051,625	4,633,665	44.3%	2,582,040	55.7%
Equipment Maintenance - Fleet & Computers	669,480	1,214,485	55.1%	545,005	44.9%
Telephone Line Charges/CREST	422,155	1,100,900	38.3%	678,745	61.7%
Travel and Training	316,873	1,091,130	29.0%	774,257	71.0%
Building Maintenance	400,320	800,115	50.0%	399,795	50.0%
General and Office Supplies	385,067	595,230	64.7%	210,163	35.3%
Other Operating Expenditures	246,260	461,958	53.3%	215,698	46.7%
Uniforms & Protective Clothing	159,506	394,500	40.4%	234,994	59.6%
Lease/Rental/PRIME	141,369	368,200	38.4%	226,831	61.6%
Fuel and Motor Oil	183,817	342,000	53.7%	158,183	46.3%
Insurance	97,780	207,000	47.2%	109,220	52.8%
Postage and Freight	9,811	29,500	33.3%	19,689	66.7%
Total Operating Expenditures	27,365,863	58,165,030	47.0%	30,799,167	53.0%
Transfers to Capital	280,000	1,120,000	25.0%	840,000	75.0%
Transfer from Financial Stability Reserve	-	100,000	0.0%	100,000	N/A
Net Budget	27,353,276	58,241,090	47.0%	30,887,814	53.0%

Statement 3

Victoria Police Department
Operating Expenditures by Section and Business Unit (Unaudited)
For the Period Ending June 13, 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	464,075	555,665	45.5%
Executive Services, Policy and Professional Standards	1,578,774	543,783	1,034,991	34.4%
Esquimalt Administration	572,359	301,215	271,144	52.6%
Police Board	114,200	20,773	93,427	18.2%
Public Affairs	594,702	315,169	279,533	53.0%
Total Executive Services	3,879,775	1,645,015	2,234,760	42.4%
Integrated Units				
Vancouver Island Integrated Major Crime Unit	1,066,249	452,507	613,742	42.4%
Diversity Unit	2,646	1,244	1,402	47.0%
Integrated Mobile Crisis Response Team	133,273	73,210	60,063	54.9%
Regional Domestic Violence Unit	189,006	75,498	113,508	39.9%
Crowd Management Unit Training	39,478	18,555	20,923	47.0%
Assertive Community Treatment	422,929	211,461	211,468	50.0%
Explosive Disposal Unit	15,963	7,846	8,117	49.2%
Crime stoppers	60,630	28,496	32,134	47.0%
Mobile Youth Service Team	62,383	29,320	33,063	47.0%
Emergency Response Team Training	447,975	210,548	237,427	47.0%
Municipal Undercover Program	69,580	32,702	36,878	47.0%
Crisis Negotiator Team	17,025	8,001	9,024	47.0%
Youth Camp	16,284	64	16,220	0.4%
Canadian Intelligence Services British Columbia	27,316	12,839	14,477	47.0%
Total Integrated Units	2,570,737	1,162,292	1,408,445	45.2%
Crime Prevention Services				
Community Resource Officers	686,221	345,100	341,121	50.3%
School Resource Officers	383,220		383,220	0.0%
Community Programs	111,242	40,164	71,078	36.1%
Volunteer Program	152,505	48,439	104,066	31.8%
Reserve Program	172,240	44,292	127,948	25.7%
Total Crime Prevention Services	1,505,428	477,994	1,027,435	31.8%
Crime Reduction Division				
Strike Force	1,511,542	825,012	686,530	54.6%
Analysis and Intel	690,976	327,922	363,054	47.5%
Operational Planning	260,341	124,672	135,669	47.9%
Special Duties	758,440	173,332	585,108	22.9%
Total Crime Reduction Division	3,221,299	1,450,938	1,770,361	45.0%

	<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	9,431,206	8,980,523	51.2%
K9	898,359	375,652	522,707	41.8%
Community Services Division	2,350,376	1,152,342	1,198,034	49.0%
Investigative Services Division				
Detective Division - Support	1,171,073	514,397	656,676	43.9%
Special Operations	100,000	13,053	86,947	13.1%
Historical Case Review	172,564	77,333	95,231	44.8%
Financial Crimes	307,329	232,520	74,809	75.7%
Integrated Tech Crime Unit	381,689	211,505	170,184	55.4%
Special Victims Unit	1,058,533	515,889	542,644	48.7%
Major Crimes	1,255,600	635,820	619,780	50.6%
Behavioural Assessment & Management Unit	582,299	297,495	284,804	51.1%
Forensic Identification	995,849	504,941	490,908	50.7%
Total Investigative Services Division	6,024,936	3,002,953	3,021,984	49.8%
Traffic Enforcement and Crash Investigations				
Traffic Enforcement and Crash Investigation	1,435,780	720,176	715,604	50.2%
Motorcycle Escort Team	10,000	-	10,000	0.0%
Total Traffic Enforcement and Crash Investigations	1,445,780	720,176	725,604	49.8%
Communications Centre - 911	3,130,000	1,518,383	1,611,617	48.5%
Centralized Corporate Costs	2,061,920	1,337,602	724,318	64.9%
Support Services				
Automotive	870,000	427,049	442,951	49.1%
Critical Incident Stress Management	16,000	1,198	14,802	7.5%
Legal Services and Freedom of Information	382,989	181,764	201,225	47.5%
Finance, Exhibit Control and Purchasing	4,253,256	1,410,103	2,843,153	33.2%
Human Resources, firearms and use of force training	2,677,114	1,053,819	1,623,295	39.4%
Records Management	2,278,623	1,087,860	1,190,763	47.7%
Information Systems	1,206,413	503,680	702,733	41.8%
Total Support Services	11,684,395	4,665,474	7,018,921	39.9%
Jail Operations	980,296	425,838	554,458	43.4%
Total Operating Expenditures	58,165,030	27,365,863	30,799,167	47.0%

Statement 4

**Victoria Police Department
Capital Expenditures (Unaudited)
For the Period Ending June 13, 2020**

	Transfers to Capital Fund	Budgeted Expenditures	Actual Expenditures	(Over) Under	%
Vehicles ¹	500,000	551,000	33,399	517,601	6.1%
Computer Equipment	515,000	1,181,000	279,206	901,794	23.6%
ERT Equipment	-	53,000	-	53,000	N/A
Furniture	40,000	125,000	-	125,000	0.0%
K9	15,000	15,000	-	15,000	N/A
Police Building Upgrades	50,000	50,000	14,831	35,169	29.7%
Total Capital	1,120,000	1,975,000	327,436	1,647,564	16.6%

Notes:

1. An additional \$552,104 has been committed but due to production backlogs it is unknown whether delivery will take place before the end of the year

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. An additional \$230,000 in grants has been received from the Province for PTEP funding which has not been recognized at this time as offsetting expenditures have not yet been incurred.

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 slightly 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 \$551,680, representing 110% of the budgeted amount. Further expected 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 slightly over budget due to protests in the first quarter. Additionally, costs were incurred for decampment that have not yet been recovered from the Province.

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 in line with expectations as we get back on track with planned purchases.

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 slightly below budget.

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 2019 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



VICTORIA POLICE DEPARTMENT

Memorandum

DATE: July 14, 2020
TO: Victoria & Esquimalt Police Board
FROM: Insp. Jamie McRae
SUBJECT: Training for VicPD Members

The purpose of this memorandum is to outline for the Victoria and Esquimalt Police Board the different bias awareness training, de-escalation training, and cultural awareness training which Victoria Police officers take as part of their employment with VicPD.

Currently there are five core courses which fit within the above criteria. These courses are provided to police officers at the Victoria Police Department and in some cases require recertification after a set period of time. Below are the courses and a short description of each course, the platform which the course is taught on, and the amount of time for each course:

Crisis Intervention and De-Escalation

"The Crisis Intervention and De-escalation course is designed to ensure that police officers will be able to use crisis intervention and de-escalation (CID) techniques to effectively de-escalate crisis situations, including incidents involving intervention in a mental health crisis"

The initial course is a hybrid of in person (4 hours) and eLearning (4 hours). In addition, the Victoria Police Department builds CID training into all scenario-based training which occurs annually. There is an additional mandatory eLearning (4 hours) recertification every three years.

Fair and Impartial Policing

"The 'fair & impartial policing perspective' reflects a new way of thinking about the issue of biased policing. It is based on the science of bias, which tells us that biased policing is not, as some contend, due to widespread racism in policing. In fact, the science tells that even well-intentioned humans (and thus, officers) manifest biases that can impact on their perceptions and behavior. These biases can manifest below consciousness."

The Victoria Police Department was a leader in bringing this training to British Columbia and worked extensively with Police Services and Dr. Lisa Gunderson to adopt the course for the needs in our province. Police Services has designated three Victoria Police officers as Master Trainers for this course (the only Master Trainers in the province) and those officers are utilized

to train other trainers for all police departments in BC. The course is taught in person (8 hours) to all employees of the Victoria Police Department.

Trauma-Informed Practice

“The Using a Trauma-Informed Approach course will introduce the concept of trauma, the different range of reactions to trauma, and conducting investigations using a trauma-informed approach. We will examine trauma, its impacts, and the potential challenges you may face when interacting with victims of trauma”

This course is an eLearning course (8 hours) which all police officers must take.

The Spirit Has No Colour: Building Relationships Between Police and Aboriginal Peoples

This course is primarily video based and provides police officers with an opportunity to learn about the historic relationship between the police and Indigenous Peoples and to identify ways to build good relationships going forward. The course is an eLearning course (1 hour) which all police officers must take.

Face 2 Face with Stigma: Greater Victoria Coalition to End Homelessness

This course is designed to reduce the stigma around homelessness and to break down barriers between police and those experiencing homelessness. The course is facilitated by those with lived experiences speaking about interactions which they have had with the police, what went well and things which could have been done differently. The course is taught in person (8 hours) and is taken by all police officers assigned to the Community Services Division.

In addition to the core courses which are required training there are many other courses and speakers who provide training to our police officers. These sessions are often shorter and occur face to face in morning or evening briefing for our frontline members. Some examples of these include:

- Victoria Brain Injury Society
- Special Olympics
- Mobile Youth Services Team
- Moose Hide Campaign
- Housing Action Response Team

Finally, some specific courses related to different specialty positions throughout the department also have components meeting the criteria above. These include (but are not limited to) Missing Persons Investigations training, Domestic Violence training, Forensic Interviewing, Child Interviewing, and Crisis Negotiator training.

Should you have any questions about the training provided please let me know.



OFFICE OF THE CHIEF CONSTABLE

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June 18, 2020

Ms. Kathy MacNeil
President & CEO, Island Health

Via Email

Dear Kathy:

Re: Civilian Mental Health Support Team

There has been much public discussion recently about the need for new approaches to better address mental health, addiction, and homelessness-related issues in our communities. I welcome these discussions and am looking forward to exploring new ways to approach these challenging matters. I have long supported the need for effective and well-funded social support services in the community. For decades, the committed and compassionate professionals who serve in these roles have been key partners with VicPD as we collaboratively work together to keep people safe and provide care for those who need it most.

One of the programs that merits closer attention has been operating for 30 years in Eugene and Springfield, Oregon. The Crisis Assistance Helping Out on the Streets (CAHOOTS) model is based on sharing responsibility between police and crisis workers. The two-person teams (a crisis worker and a medical technician) are dispatched to calls received by the police non-emergency number and/or 911. These calls, which have a strong behavioral health component, do not initially require law enforcement because they do not involve a legal issue or a threat of violence or risk to the person or others. The teams respond to the call, assess the situation, and assist the individual in obtaining a higher level of care or service if deemed necessary. If they discover a risk of violence, they may call police officers to assist.

The other program worth noting is the Downtown Outreach Addictions Program (DOAP) based out of Calgary. This program assists vulnerable individuals in the community to get to a safe place and is designed to support emergency services such as police officers and Emergency Medical Services. DOAP helps link those who come into contact with individuals that have substance abuse issues with the appropriate social service agency. It is also an alternative response to calling 911 for someone who is intoxicated in the community. The DOAP team can help transport those under the influence of any drug and or alcohol for addiction treatment and related appointments. It also provides referral services for shelters, detoxification, addiction treatment services, health needs, crisis counselling, advocacy and basic needs like food, housing and clothing. The team can travel anywhere in the city and is a valuable

resource for questions around addiction issues. They can also provide referrals to more appropriate youth services for young people experiencing homelessness.

While VicPD currently takes part in similar service delivery models through the Integrated Mobile Crisis Response Team (IMCRT) and the Assertive Community Treatment teams (ACT), our current programs differ from CAHOOTS and DOAP in that police officers are embedded in these teams. I believe the time has come to look at models like CAHOOTS and DOAP which do not include police officers as part of the core team. I am proposing that VicPD, in partnership with your office, conduct a pilot program to assess a response model similar to these ones. I trust that this offers promise for the challenges we face in British Columbia and I look forward to continuing to work alongside partners like you in caring for those who need our support the most.

Yours Truly,



Del Manak

- c. Ms. Cheryl Damstetter, Island Health
Ms. Keva Glynn, Island Health
Victoria & Esquimalt Police Board





VICTORIA POLICE DEPARTMENT

Memorandum

DATE: July 14, 2020
TO: Victoria & Esquimalt Police Board
FROM: Chief Cst. Manak
SUBJECT: Exploration re: Civilian-Led Mental Health Response Team

There has been much public discussion recently about the potential for governments, health service providers, and police agencies to explore alternative civilian-led mental health response models.

Due to the ongoing prevalence of mental health factors in many of our calls for service as well as the cumulative effect of the “downloading” of responsibilities in this area, I wholeheartedly welcome this discussion. As you may recall, the July 2019 *VicPD Transformation Report* highlighted that this was an area VicPD was committed to reviewing as an important element in the ongoing transformation of VicPD as we continue to look at new ways to provide 21st century policing to our citizens.

To that end, I am seeking the Police Board’s support in pursuing a partnership with Island Health to explore alternative civilian-led mental health response models that would divert “low risk” mental health calls from VicPD to a professional civilian-led mental health team. In order to move forward, VicPD and Island Health will be conducting an environmental scan to create an inventory of mental health response and outreach services that are currently in place, including the successful partnerships that exist today between VicPD and Island Health on the Assertive Community Treatment (ACT) teams and the Integrated Mobile Crisis Response Team (IMCRT). Having a complete inventory of current community mental health services will help identify gaps in service and response.

I know that VicPD will still be required to respond to mental health calls where there is a risk of violence or where an apprehension may be required; however, I am hopeful that a review of alternative models may offer new options in which some of the “low risk” mental health calls can be diverted to other partners. We will therefore be looking at various civilian models across North America through an evidence-based lens, hopefully leading to the implementation of a model that works for our region and our police department.

The motion that I have drafted with Island Health is as follows, and I request the Police Board's support of this initiative.

MOTION:

That the Island Health Board of Directors and the Victoria & Esquimalt Police Board endorse a partnership between Island Health and the Victoria Police Department to co-chair a 90-day task force that evaluates the need for, and potential models of, a civilian-involved mobile crisis intervention service integrated into the public safety system to address health (including mental health) and social needs. The service may possibly be dispatched through the South Vancouver Island 911/Police Dispatch Centre (E-Comm). As part of its work, the task force will work with associated stakeholders to conduct an environmental scan to assess all current mental health response programs, consider alternate models from other jurisdictions, assess the evidence base for such programs, and consider the role of police and other first responders in the program. The findings of the task force will be brought back to the respective boards by no later than September 2020.

From: [REDACTED]
Sent: Saturday, June 20, 2020 11:19 AM
To: Manak, Del <del.manak@vicpd.ca>; Bingham, Jose <jose.bingham@vicpd.ca>
Cc: [REDACTED]
[REDACTED]
[REDACTED]

Subject: our letter to the editor

VICPD will be supporting the “support staff”

In all the years that we have been observing Constables dealing with the most outrageous and dangerous situations that can erupt at any moment in our neighbourhood, we have never seen any abusive or disrespectful actions on the part of VICPD. The same cannot be said for the population that hangs out around Our Place and the Injection Site where we are told there is already a multitude of counsellors and other professionals trained to deal with people in distress.

We can give countless examples where VICPD has impressed us with their response and can't imagine “counsellors” attempting to deal with this kind of behaviour without some VICPD presence. We've heard that, for safety reasons, Bylaw Officers must accompany city staff in Beacon Hill Park. Not surprising. We have witnessed Bylaw Officers being accompanied by VICPD when called to the ever increasing number of “hot spots” around Victoria

Our VICPD officers do not have a warrior mentality. In this city, they are peace keepers, de-escalators and maintain “their cool” in the most stressful and often humiliating situations involving people of every skin colour. Note to City Council—This is VICPD not Minneapolis PD.

Defunding VICPD's budget is short sighted. In spite of being overloaded, they have responded admirably. No one will argue against increasing the budgets for additional 24/7 professional support staff to help the drug addicted, mentally ill and homeless, but not at the expense of our VICPD budget.

Don't be naïve in thinking that VICPD won't be needed to support all the support staff.

Thank you VICPD

[REDACTED]
[REDACTED]

Victoria residents

From: [REDACTED]

Sent: June 20, 2020 2:11 PM

Subject: Response to police board motion to “address racism and discrimination”

Dear Councillors and Victoria and Esquimalt Police Board:

The police board’s [June 9, 2020 motion](#) “to address racism and discrimination” does not respond to community calls to defund VicPD, a conversation that has been taking place for years.

The board’s motion prioritizes reforms that have failed to address police violence and systemic racism where they have been tried (training and diversifying the police force). Additionally, asking for recommendations for “improvements” shows that the board is prepared to approve more funding for VicPD, not less.

To take the board’s motion piece by piece:

1. Asking for recommendations from the Greater Victoria Police Diversity Advisory Committee six months from now is tacit acknowledgement that the board has no intention of reducing VicPD’s funding for the 2021 budget.

Additionally, VicPD criminalizes poverty, homelessness, mental health, and people who use drugs, and targets, profiles and surveils Indigenous, Black and Muslim people. Requesting ideas to “improve” VicPD will not address those harms, but using the board and councils’ powers to defund VicPD will.

2. The board is asking Chief Del Manak to make recommendations “for additional training and awareness raising opportunities” for VicPD. VicPD already engages in this type of training, and it cannot train its way out of upholding systemic racism. Recommendations for new training will also likely mean more funding, not less, and are an inappropriate response to requests to defund VicPD.
3. The board is asking VicPD to report on the demographics of the department (how many members are Black, Indigenous, people of colour and women) to focus recruiting efforts. As the board was told at its June 9 meeting, VicPD already tracks this data and will only be bringing it up to date for 2020. Diversifying police departments hasn’t been successful at stopping racist policing or reducing police violence, so VicPD will not be able to hire its way out of upholding systemic racism. Additionally, a recruitment drive would also mean hiring more officers, a wholly inappropriate response to calls to defund police.
4. The board is asking the chief to make “any other recommendations ... to address racism and discrimination.” The chief told the board that he thinks VicPD is “underfunded.” He does not believe in making cuts to VicPD’s budget and he should not be asked for recommendations on how to defund police to address racism and discrimination. Additionally, new recommendations — training, technology, or diversity programs — would mean more funding to VicPD, not less.

The board and Victoria and Esquimalt councils have shown in the past that they are not responsive to criticisms of VicPD’s role in criminalizing poverty and upholding violence and systemic racism. The board’s recent motion shows it is still out of touch, and Victoria Council’s motion to move to consider a

mental health response force without taking the immediate steps in its power to defund the police department is also unfortunate.

The chief is confident that the police board will never act to defund the department, and everything I have seen from the board suggests he is right to be comfortable. The board's opposition to the mild pushback on the police budget by Victoria and Esquimalt councils in recent years demonstrates the board is not interested in responding to concerns about VicPD's outsized budget or the harms the department upholds every day.

The board and Victoria and Esquimalt councils do not need to support the chief's frequent requests for more money and annual budget increases. The board must also, per the Police Act, be responsive to the priorities, goals and objectives of the Victoria and Esquimalt Councils.

As a councillor or police board member you are all in positions of power to take action to immediately divest from policing. I would ask that the board reconsider the substance and effect of its motion, and that the board and Victoria and Esquimalt Councils act immediately to defund the Victoria and Esquimalt Police Department.

Sincerely,

A solid grey rectangular box used to redact a signature.

On Jul 3, 2020, at 12:25 PM, [REDACTED] wrote:

Dear Members of the Victoria Police Board, Victoria Mayor and Council and Esquimalt Mayor and Council,

As a concerned community member, I am writing to express my opposition to a VicPD operation recently [made public](#) called “Operation No More” that involves police officers setting up sting operations to uncover potential victims of human trafficking. My concern comes from my experience [REDACTED].

I have undertaken [research](#) on the impacts of anti-human trafficking efforts on sex workers and recently [REDACTED]. While the views in this letter are my own, they are supported by years of advocacy in this field.

For many years, sex work organizations across the country have [opposed](#) anti-trafficking practices like “Operation No More” for undermining sex workers’ health and safety by increasing surveillance over, interrogating, harassing, detaining, deporting and arresting sex workers – all while failing to meaningfully uncover actual victims of trafficking. For example, you can see the consistent [opposition](#) to a similar example of this practice led annually by the RCMP called “Operation Northern Spotlight”.

It is my understanding from this Times Colonist [article](#), highlighting the response from Peers Victoria, that the VicPD did not consult with Peers before undertaking this project. Sex workers are essential to any campaign or initiative targeting human trafficking. Sex workers can not only facilitate access to people that may be victimized or exploited, but some sex workers are well-positioned to identify traffickers and could aid police if they were genuinely respected as partners in addressing human trafficking. Anti-human trafficking initiatives that harm sex workers create further barriers for sex workers to engage in human trafficking prevention. If the VicPD had consulted with Peers, they would have known that this practice is misinformed, harmful and will not yield the results they were looking to find.

Chief Del Manak has been quoted claiming that the VicPD are under-resourced. With this in mind, I encourage you to challenge whether harassing sex workers and degrading the trust of the sex work community, all the while failing to uncover victims of trafficking, is an inappropriate use of resources. I also urge you to question the extent to which human trafficking is a problem in our city and to what extent trafficking is being conflated with sex work.

Due to the conflation of sex work and trafficking, we actually know very little about the extent of human trafficking in Canada, nevermind in the Greater Victoria region. Despite the rhetoric that human trafficking is an epidemic in Canada, this is simply not supported by evidence. Trafficking in persons accounts for a [very small proportion of criminal activity](#) in Canada – 0.02% of all criminal incidents reported to police in 2016. Compared to the 937 charged persons reported through police data, [Millar and O’Doherty](#) were able to verify 88 trafficking in persons cases between 2001 and 2018. Of these 87 cases, only 42 resulted in one or more trafficking specific convictions.

Furthermore, anti-trafficking enforcement almost exclusively focuses on trafficking for the purpose of sexual exploitation, neglecting the many other forms of labour trafficking and exploitation that occurs across the world. The [International Labour Organization](#) reports that 71% of trafficking worldwide is

labour trafficking and only 29% is trafficking for the purpose of sexual exploitation, but when examining law enforcement efforts and media coverage, you would never know this.

The conflation of sex work and trafficking and the resulting anti-trafficking efforts by law enforcement result in significant adverse consequences for the equality, liberty, security, mobility, labour, and access to justice rights of Indigenous, Black and other racialized communities that are already overpoliced. I urge you to read this [journal article](#) by Robyn Maynard outlining the harms of anti-trafficking initiatives on Indigenous and migrant communities. In the context of the Black Lives Matter movement exposing longstanding and deeply embedded systemic racial inequities in Canada and other countries, we are at a pivotal moment to carefully review and fundamentally reconsider how police actions like the VicPD's "Operation No More" sustain these inequalities and injustices.

I am aware that coverage of this operation is coinciding with the start of conversations about the 2021 budget cycle and I am extremely worried that this harmful practice of catfishing sex workers as a result of a misinformed and non-evidence based trafficking narrative may be used as leverage to request more funding to carry out similar initiatives in the future.

I urge you to take some time to educate yourselves on sex work and the nuances of the human trafficking narrative, starting with the sources I have linked in this letter, and implore you to examine how resources are used by the VicPD to further harm the marginalized communities they are purporting to help.

Thank you for your time and consideration.

Sincerely,

A grey rectangular box redacting the signature of the sender.