



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

September 15, 2020 at 5:00pm

Teleconference: 1-833-353-8610 (9019965)

1. ADOPTION OF THE AGENDA

- a. Adoption of the In-Camera Agenda of September 15, 2020

2. STANDING ITEMS

- Pg. 1 a. Adoption of the Minutes of the Public meeting of July 14, 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. 20 h. 2020 Board Strategic Priorities
- i. Framework Agreement

3. NEW BUSINESS

- a. VicPD 2020-2024 Strategic Plan Update (CC Manak)
- b. VicPD Community Survey (M. MacIntyre)
- c. Police Resources re: Burnside Gorge and Beacon Hill Park (CC Manak)

4. CORRESPONDENCE

- Pg. 21 a. 200904 Letter from Min. Fleming to Min. Farnworth re: Policing Needs
- Pg. 23 b. VicPD Commendations



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

July 14, 2020 at 5:00pm

3rd Floor Boardroom & Teleconference

PRESENT

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

Recording Secretary: Collette Thomson

1. ADOPTION OF THE AGENDA

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

20-61 **MOTION:** *To approve the Public agenda of July 14, 2020 as presented.*
MOVED/SECONDED/CARRIED

2. STANDING ITEMS

a. Adoption of the Minutes of the Public meeting of June 9, 2020

20-62 **MOTION:** *To approve the Public Minutes of the June 9, 2020 meeting as presented.* **MOVED/SECONDED/CARRIED**

b. Chief Constable Monthly Activity Report

Refer to the report provided – for information.

c. Chief Constable Update

- The GVPDAC will present at an upcoming Public Board session
- A suggestion will be made to the BCAPB to consider including diversity topics in their 2021 conference agenda

d. Committee Reports

Refer to the report provided – for information.

e. Board Co-Chairs Update

No discussion arising.

f. BC Association of Police Boards Director's Update

Board member Huber was appointed as the BCAPB Executive representative and Board member Dhillon will be the alternate.

- g. Board Member Engagement Update**
Board member Huber met with Insp. McRae in her capacity as the new HR Committee Chair.
- h. 2020 Board Strategic Priorities**
Refer to the document provided – for information.
- i. Framework Agreement**
No discussion arising.

3. NEW BUSINESS

- a. Police Tactics**
Refer to the PowerPoint presentation provided. Cst. Roy, VicPD Use of Force Coordinator and GVERT member, provided an update regarding the level of accountability required by law when police members use force. Common law duties include: preserve the peace, protect life & property, prevent crime, enforce the law, and apprehend offenders. Reference was made to the requirements of the Criminal Code, the legal aspects of use of force, the national use of force framework, training standards, and the reporting thresholds.

In 2019, VicPD created occurrence reports for 56,000 calls for service and 810 Subject Behavior Officer Response reports were created.
- b. GVERT Operations**
Insp. Brown provided a historical overview of how the Greater Victoria Response Team was created in 1976 and the rationale for doing so. He outlined the composition of the team and the types of calls GVERT is deployed to which include barricaded suspects, arrests with armed confrontations, execution of search warrants, arrests of violent individuals, VIP protection, assisting K9 for high-risk tracks, and high-risk prisoner transport. He advised that the Armoured Rescue Vehicle (ARV) is most commonly used to enhance communications during barricaded suspect calls. The ARV is only deployed as required and its deployment statistics will now be documented.
- c. VicPD Training**
Refer to the document provided – for information. The Fair and Impartial refresher training takes place every 2-3 years.
- d. 200618 Letter to Island Health re: Civilian Mental Health Support Teams**
Refer to the letter provided – for information.
- e. 200714 Memo to Board re: Civilian Mental Health Support Teams**
Refer to the memo provided – for information. CC Manak advised that the police will always be required in some capacity to assist with calls where de-escalation and the safety of all involved is at the forefront. Evidence-based studies are required to determine the best civilian mental health support model.

20-63

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. MOVED/SECONDED/CARRIED

4. CORRESPONDENCE *(for information)*

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

Meeting adjourned at 6:04pm.

Mayor Barbara Desjardins
Lead Co-Chair

Date

Collette Thomson
Recording Secretary

Date



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

DATE:	September 15, 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 virtual options were made available for certain events where possible.*

July 21	Met with community reps from the Black community and virtual Black Lives Matter event
July 21	Participated in the Zoominar re: addressing racism in our organizations
July 22	Presented on public safety to a business group audience re: COVID-19 impact
July 25	Attended virtual workshop re: developing anti-racism skills and competencies
July 28	Attended virtual Aboriginal Coalition to End Homelessness annual general meeting
August 5	Panelist for the CPKN webinar series re: Let's Talk Policing in these Challenging Times
August 7	Attended JIBC recruit graduation ceremony
August 14	Participated in Dancing Bhangra with Gurdeep Pandher of the Yukon
August 14	Attended virtual Victoria Community Wellness Alliance meeting
August 24	Presented VicPD Q2 Report to Esquimalt Council
August 27	Met with community reps from the Black community
September 3	Presented VicPD Q2 Report to Victoria Council
September 5	Attended Peace Rally in honour of Chantel Moore
September 8	Attended the Masjid Al-Iman to meet with the Muslim community leaders
September 10	Participated in VicPD Recruit swearing-in ceremony
September 11	Attended virtual Victoria Community Wellness Alliance meeting
September 15	Attended virtual Greater Coalition to End Homelessness annual general meeting



VICTORIA & ESQUIMALT POLICE BOARD

Committee Reports to Board

(Public)

Meeting of September 1, 2020

HUMAN RESOURCES

ITEMS DISCUSSED

a. **VicPD Recruiting Website**

A five-year recruiting strategy has been created in anticipation of a significant number of eligible retirements taking place during that time. The strategy will be implemented with the overarching goal of increasing the number of applications of quality officers and under-represented members of our community. A new stand-alone recruiting website will be launched in mid-September.

GOVERNANCE

ITEMS DISCUSSED

a. **2020 CAPG Conference**

The CAPG conference was cancelled from being held in Victoria in August due to COVID-19 and has been moved to a virtual platform from October 30 – November 2. The original conference hosting fee was \$25,000 and Victoria agreed to contribute \$15,000. The other BC municipal police boards were asked to contribute the \$10,000 balance. The CAPG has asked all contributing agencies if they wish to receive a refund or continue to allow the CAPG to utilize the funds to run the conference virtually.

MOTION: *That that the Board allow the CAPG to retain the \$15,000 that the Board has already contributed to the 2020 conference.*

FINANCE

ITEMS DISCUSSED

a. **Venue & Format for Joint Board/Councils Meeting**

The Joint Board/Councils meeting will be held virtually on October 13th.

b. **Monthly Financial Report**

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

c. **COVID-19 Expenditures Update**

Refer to the report on page #18 – for information.



VICTORIA-ESQUIMALT POLICE BOARD REPORT

In-Camera

DATE:	September 1, 2020
TO:	Finance Committee
FROM:	S. Hurcombe, Controller
SUBJECT:	2020 Monthly Financial Report - as of August 14, 2020
ACTION:	For information

BACKGROUND:

This report contains the financial results for the period ending **August 14th, 2020**, representing approximately 62.5% of the payroll year. Net operating expenditures are in line with the budget at this time and we expect them to remain so, although expenditures as a result of the Covid-19 pandemic are difficult to predict and unforeseen events may alter future forecasts.

Capital expenditures are approximately 74.7% of total budget, including commitments for vehicle replacements. Previous delays in vehicle deliveries appear to be resolved. Additional furniture expenditures have been incurred as a result of Worksafe compliance requirements due to social distancing requirements in relation to the Covid-10 pandemic.

Operating expenditures are in line with the budget at this time. The net financial position of 62.5% is as expected given the uncertainties faced with Covid-19. We will continue to monitor financial performance closely.

SUMMARY:

2020 operating expenditures represented 61.9% of the total operating budget. Revenues are below budget due to reduced special duties as ferries to the US have been suspended as well as most public events. Grants revenue includes \$133,200 of provincial funding for E-Ticketing implementation, which is underway. Additional funding has also been received for a civilian position through the Province of BC.

Salaries are below budget by approximately 0.2%. However, retirement expenditures are above budget. Should there be insufficient funds at year end to cover these overages, based on current expenditures up to \$160,450 in funds may be withdrawn from the Employee Benefit Obligation

fund, representing the amount in excess of the approved budget. The fund balance current sits at approximately \$8.08 million.

Overtime expenditures are above budget at this time. This is due mostly to ongoing front-line staffing shortages and additional call loads. Overtime expenditures were also incurred in the first quarter in relation to protests. Expenditure claims have also been submitted for costs associated with the decampment at Topaz Park.

Some funding was approved for Personal Protective Equipment and cleaning costs associated with Covid-19 through Emergency Management BC. As of May, additional funding requests are not being approved and we do not expect any additional funding for Covid-19 related expenditures from that point on. A separate report will be prepared detailing Covid-19 expenditures to date, approved funding and expected costs to the end of the year.

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. Some additional work will be performed in October when the required furniture arrives to increase social distancing and meet Worksafe requirements where shortfalls have been identified in specific work areas.

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 includes an estimated amount for 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 AUGUST 14, 2020

Statement 1

Victoria Police Department
Revenues and Expenditures By Section (Unaudited)
For the Period Ending August 14, 2020

	Annual Budget	62.5%	Actual	(Over) Under	% of Total Budget
Revenue					
Special Events	745,140	465,563	64,562	680,578	8.7%
Records	170,000	106,216	53,815	116,185	31.7%
Grants	-	-	149,279	(149,279)	N/A
Other	-	-	27,961	(27,961)	N/A
Jail Operations	28,800	17,994	7,560	21,240	26.3%
Total Revenue	943,940	589,774	303,177	640,763	32.1%
Operating Expenditures By Section					
Executive	3,879,775	2,424,083	2,288,175	1,591,600	59.0%
Integrated Units	2,570,737	1,606,196	1,524,027	1,046,710	59.3%
Crime Prevention Services	1,505,428	940,591	610,471	894,957	40.6%
Crime Reduction Division	3,221,299	2,012,668	1,591,903	1,629,396	49.4%
Patrol - Primary Response Division	18,411,729	11,503,648	12,399,851	6,011,878	67.3%
K9	898,359	561,295	477,255	421,104	53.1%
Community Services Division	2,350,376	1,468,515	1,533,274	817,102	65.2%
Investigative Services	6,024,936	3,764,380	3,902,855	2,122,081	64.8%
Traffic Enforcement and Crash Investigation	1,445,780	903,323	882,918	562,862	61.1%
Communications Centre - 911	3,130,000	1,955,624	2,084,243	1,045,757	66.6%
Centralized Corporate Costs	2,061,920	1,288,288	1,649,725	412,195	80.0%
Support Services	11,684,395	7,300,410	6,502,727	5,181,668	55.7%
Jail Operations	980,296	612,489	569,850	410,446	58.1%
Total Operating Expenditures	58,165,030	36,341,511	36,017,274	22,147,756	61.9%
Transfers to Capital	1,120,000	699,776	699,776	420,224	62.5%
Transfer from Financial Stability Reserve	100,000	62,480	-	100,000	0.0%
Net Budget	58,241,090	36,389,033	36,413,873	21,827,217	62.5%

Statement 2

Victoria Police Department
Revenue and Expenditures by Object (Unaudited)
For the Period Ending August 14, 2020

				(Over)/Under	
		2020			
	Actual	Budget	% Used	\$	%
Revenue					
Special Events	64,562	745,140	8.7%	680,578	91.3%
Records	53,815	170,000	31.7%	116,185	68.3%
Grants	149,279	-	N/A	(149,279)	N/A
Other	27,961	-	N/A	(27,961)	N/A
Jail Operations	7,560	28,800	26.3%	21,240	73.8%
Total Revenue	303,177	943,940	32.1%	640,763	67.9%
Operating Expenditures					
Salaries and Benefits	27,153,630	43,618,673	62.3%	16,465,043	37.7%
Retirements	660,450	500,000	132.1%	(160,450)	-32.1%
Overtime	1,786,516	2,807,674	63.6%	1,021,158	36.4%
Professional Services	2,902,760	4,633,665	62.6%	1,730,905	37.4%
Equipment Maintenance - Fleet & Computers	705,984	1,214,485	58.1%	508,501	41.9%
Telephone Line Charges/CREST	553,366	1,100,900	50.3%	547,534	49.7%
Travel and Training	372,508	1,091,130	34.1%	718,622	65.9%
Building Maintenance	486,252	800,115	60.8%	313,863	39.2%
General and Office Supplies	427,618	595,230	71.8%	167,612	28.2%
Other Operating Expenditures	298,988	461,958	64.7%	162,970	35.3%
Uniforms & Protective Clothing	182,231	394,500	46.2%	212,269	53.8%
Lease/Rental/PRIME	184,092	368,200	50.0%	184,108	50.0%
Fuel and Motor Oil	152,622	342,000	44.6%	189,378	55.4%
Insurance	138,412	207,000	66.9%	68,588	33.1%
Postage and Freight	11,845	29,500	40.2%	17,655	59.8%
Total Operating Expenditures	36,017,274	58,165,030	61.9%	22,147,756	38.1%
Transfers to Capital	699,776	1,120,000	62.5%	420,224	37.5%
Transfer from Financial Stability Reserve		100,000	0.0%	100,000	N/A
Net Budget	36,413,873	58,241,090	62.5%	21,827,217	37.5%

Statement 3

Victoria Police Department
Operating Expenditures by Section and Business Unit (Unaudited)
For the Period Ending August 14, 2020

	Annual Budget	Actual	(Over) Under	% of Total Budget
Executive Services				
Office of The Chief Constable	1,019,740	609,381	410,359	59.8%
Executive Services, Policy and Professional Standards	1,578,774	839,844	738,930	53.2%
Esquimalt Administration	572,359	396,385	175,974	69.3%
Police Board	114,200	25,628	88,572	22.4%
Public Affairs	594,702	416,937	177,765	70.1%
Total Executive Services	3,879,775	2,288,175	1,591,600	59.0%
Integrated Units				
Vancouver Island Integrated Major Crime Unit	1,066,249	573,144	493,105	53.8%
Diversity Unit	2,646	1,641	1,005	62.0%
Integrated Mobile Crisis Response Team	133,273	96,091	37,182	72.1%
Regional Domestic Violence Unit	189,006	117,184	71,822	62.0%
Crowd Management Unit Training	39,478	24,476	15,002	62.0%
Assertive Community Treatment	422,929	279,407	143,522	66.1%
Explosive Disposal Unit	15,963	7,376	8,587	46.2%
Crime stoppers	60,630	37,590	23,040	62.0%
Mobile Youth Service Team	62,383	38,677	23,706	62.0%
Emergency Response Team Training	447,975	277,745	170,230	62.0%
Municipal Undercover Program	69,580	43,140	26,440	62.0%
Crisis Negotiator Team	17,025	10,556	6,469	62.0%
Youth Camp	16,284	64	16,220	0.4%
Canadian Intelligence Services British Columbia	27,316	16,936	10,380	62.0%
Total Integrated Units	2,570,737	1,524,027	1,046,710	59.3%
Crime Prevention Services				
Community Resource Officers	686,221	449,736	236,485	65.5%
School Resource Officers	383,220	-	383,220	0.0%
Community Programs	111,242	53,174	58,068	47.8%
Volunteer Program	152,505	63,722	88,783	41.8%
Reserve Program	172,240	43,839	128,401	25.5%
Total Crime Prevention Services	1,505,428	610,471	894,957	40.6%
Crime Reduction Division				
Strike Force	1,511,542	867,760	643,782	57.4%
Analysis and Intel	690,976	430,527	260,449	62.3%
Operational Planning	260,341	161,263	99,078	61.9%
Special Duties	758,440	132,353	626,087	17.5%
Total Crime Reduction Division	3,221,299	1,591,903	1,629,396	49.4%

	<u>Annual Budget</u>	<u>Year To Date</u>	<u>(Over) Under</u>	<u>% of Total Budget</u>
Patrol - Primary Response Division	<u>18,411,729</u>	<u>12,399,851</u>	<u>6,011,878</u>	<u>67.3%</u>
K9	<u>898,359</u>	<u>477,255</u>	<u>421,104</u>	<u>53.1%</u>
Community Services Division	<u>2,350,376</u>	<u>1,533,274</u>	<u>817,102</u>	<u>65.2%</u>
Investigative Services Division				
Detective Division - Support	1,171,073	688,321	482,752	58.8%
Special Operations	100,000	13,053	86,947	13.1%
Historical Case Review	172,564	101,290	71,274	58.7%
Financial Crimes	307,329	303,162	4,167	98.6%
Integrated Tech Crime Unit	381,689	255,989	125,700	67.1%
Special Victims Unit	1,058,533	673,617	384,916	63.6%
Major Crimes	1,255,600	841,292	414,308	67.0%
Behavioural Assessment & Management Unit	582,299	382,567	199,732	65.7%
Forensic Identification	995,849	643,564	352,285	64.6%
Total Investigative Services Division	<u>6,024,936</u>	<u>3,902,855</u>	<u>2,122,081</u>	<u>64.8%</u>
Traffic Enforcement and Crash Investigations				
Traffic Enforcement and Crash Investigation	1,435,780	882,918	552,862	61.5%
Motorcycle Escort Team	10,000		10,000	0.0%
Total Traffic Enforcement and Crash Investigations	<u>1,445,780</u>	<u>882,918</u>	<u>562,862</u>	<u>61.1%</u>
Communications Centre - 911	<u>3,130,000</u>	<u>2,084,243</u>	<u>1,045,757</u>	<u>66.6%</u>
Centralized Corporate Costs	<u>2,061,920</u>	<u>1,649,725</u>	<u>412,195</u>	<u>80.0%</u>
Support Services				
Automotive	870,000	477,415	392,585	54.9%
Critical Incident Stress Management	16,000	4,627	11,373	28.9%
Legal Services and Freedom of Information	382,989	234,773	148,216	61.3%
Finance, Exhibit Control and Purchasing	4,253,256	2,367,928	1,885,328	55.7%
Human Resources, firearms and use of force training	2,677,114	1,330,731	1,346,383	49.7%
Records Management	2,278,623	1,409,829	868,794	61.9%
Information Systems	1,206,413	677,424	528,989	56.2%
Total Support Services	<u>11,684,395</u>	<u>6,502,727</u>	<u>5,181,668</u>	<u>55.7%</u>
Jail Operations	<u>980,296</u>	<u>569,850</u>	<u>410,446</u>	<u>58.1%</u>
Total Operating Expenditures	<u>58,165,030</u>	<u>36,017,274</u>	<u>22,147,756</u>	<u>61.9%</u>

Statement 4

**Victoria Police Department
Capital Expenditures (Unaudited)
For the Period Ending August 14, 2020**

	Transfers to Capital Fund	Budgeted Expenditures	Actual Expenditures	(Over) Under	%
Vehicles	500,000	531,000	677,189	(146,189)	127.5%
Computer Equipment	515,000	1,030,500	419,561	610,939	40.7%
Furniture	40,000	50,000	2,949	47,051	5.9%
K9	15,000	15,000	17,218	(2,218)	114.8%
Police Building Upgrades	50,000	50,000	135,315	(85,315)	270.6%
Total Capital	1,120,000	1,676,500	1,252,232	424,268	74.7%

1. **REVENUE**

Revenues are below budget. Ferries from the US remain suspended and most community events have been cancelled through to the end of the year. 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 \$115,400 in grants has been received from the Province to fund a civilian position and overtime from the Guns and Gangs Violence Action Fund.

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 below budget at this time due to the cancellation of the September class and the impact this has had on hiring for the Special Municipal Constables program due to the unplanned retention of recruits. We will continue to monitor salaries and benefits expenditures but at this time expect to remain slightly below budget.

3. **RETIREMENTS:**

Retirement costs are \$660,450, representing 132% of the budgeted amount (\$160,450 over budget). No further retirements are expected for the remainder at the year. Should there be insufficient funds in the operating budget the amount over budget can be accessed from the Employee Benefit Obligation Reserve.

4. **OVERTIME:**

Net overtime costs are over budget despite the reduction in special duties. This was partly due to protests in the first quarter, resulting in approximately \$207,000 in overtime costs. Additionally, costs were incurred for decampment of \$61,000 that have yet to be recovered from the Province, of which approximately \$20,000 has been deemed ineligible by the Province for reimbursement.

Backfill costs for Patrol due to continuing high levels of officer injuries have also resulted in higher than expected overtime costs. At the current trajectory Patrol overtime will be \$300,000 over budget by the end of the year. This is offset partially by below budget

amounts of overtime in other departments, cost savings from salaries, benefits and reduced training expenditures due to Covid-19 restrictions on travel and social gatherings.

Should we experience a surge in Covid-19 this fall contingencies are in place to maintain minimum front-line staffing. The cost of such actions will depend on the extent of any resurge in Covid-19 cases locally.

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 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, although funding ceased as of May. An additional janitorial shift has been added to assist with decontamination of the fleet and additional cleaning throughout the building. Specialized equipment has also been purchased to sanitize the building. 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 from those lows.

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 strengths in the approved budget.

Variances in overall financial performance reflect the redeployment of deployable resources to the front-line, represented by higher than budgeted expenditures for both Patrol and Community Services Division, below budget expenditures for Crime Prevention and Crime Reduction. This is in line with the Transformation Report presented to the Board to manage limited resources and increases in frequency and duration of injuries to police officers.

Youth Camp

Due to social distancing requirements the Youth Camp has been deferred to 2021. The deposit for 2020 has been carried forward to 2021 accordingly.

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. Patrol also includes members assigned to the Investigations Support Unit performing light duties.

Traffic Enforcement

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



VICTORIA-ESQUIMALT POLICE BOARD REPORT

In-Camera

DATE:	September 1, 2020
TO:	Finance Committee
FROM:	Steve Hurcombe, Controller
SUBJECT:	COVID-19 expenditures to date
ACTION:	For information

BACKGROUND:

Covid-19 continues to present unique challenges to to provide services keeping our employees safe.

Below is a summary of the expenditures incurred to date, as well as amounts approved for recovery from Emergency Management BC (EMBC) through the City of Victoria's Emergency Operations Centre. A total of \$184,226 has been spent to date on supplies, capital and additional janitorial expenditures of which between \$54,990 and \$74,250 will be recoverable, depending on whether EMBC will remove a condition on the approval for surgical masks.

We have been informed by the City that EMBC will not approve any further expenditures for reimbursement. Net expenditures will therefore need to be absorbed within our existing operating and capital budgets.

SUMMARY:

Total expenditures to date are:

Janitorial	36,392
IT equipment & software	8,300
Boom microphones (radios)	55,576
Personal protective equipment	75,818
Car disinfection contract	8,140
Total	184,226

Expenditures incurred to date include the purchase of boom microphones for hygiene purposes (to go from pooled to individual issue) for a total expenditure of \$55,575. These amounts have been charged to the operating budget, although they may be charged to capital if there are insufficient funds in the operating budget.

Emergency Management BC (EMBC) approved a number of expenditures initially, including a number of personal protective equipment (PPE), janitorial and car disinfection costs. Of the \$74,250 approved \$19,260 included the purchase of surgical masks, contingent on purchasing supplies through the provincial government. Due to supply problems at that time and the urgent need for PPE this was not possible and masks were purchased instead through private channels. It is yet to be determined whether EMBC will reimburse us for those expenditures.

In addition to the amounts listed \$16,278 of the costs related to policing the decampment of Pandora and Topaz Park will not be recoverable. At the time the details of funding from the Province were not known and a portion of the overtime was retained by members instead of being paid out. The Province has subsequently declined to reimburse us for any overtime that was not paid out when earned.

The current supply of personal protective equipment is adequate. Additional janitorial services from the City of Victoria consisting of one additional shift 5 days a week is ongoing for a monthly cost of approximately \$7,700. This includes disinfection of the fleet using electrostatic and City staff for a lower cost than the previously contracted service.

Although we are well stocked further expenditures may yet be incurred, depending on factors such as the duration and impact of the pandemic on personnel or changes in recommended PPE or other safeguards.

FINANCIAL IMPACT:

The net financial impact on the Department is expected to be approximately \$175,000 by the end of the year, offsetting much of the cost savings from training and travel due to the deferral of training due to Covid-19 restrictions on travel and gatherings. We will continue to monitor expenditures as the situation evolves.

RECOMMENDATION:

None, information only.



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



Rob Fleming, MLA
Victoria-Swan Lake

The Hon. Mike Farnworth
Minister of Public Safety and Solicitor-General
Room 128 – Parliament Buildings
Victoria, B.C. V8W 9E2

September 4, 2020

Dear Minister Farnworth,

As the Minister for Public Safety, I wanted to bring to your attention concerns I am hearing from my constituents in the Burnside-Gorge neighbourhood about the need for additional policing resources.

I know that the Director of Police Services is conducting a review following an application from the Victoria and Esquimalt Police Board under Section 27 (3) of the Police Act to determine if the current funding is sufficient to provide an appropriate level of policing.

Residents have expressed their view that the increased demands on policing to protect public safety and to work with vulnerable populations during the COVID-19 pandemic in Victoria's downtown and residential neighbourhoods has demonstrated a growing need for additional resources and as such, the Burnside-Gorge residents are hoping for a timely conclusion to this review.

In particular, additional policing is important for these residents and for those sheltering in parks, so that officers are available to support the safety and wellbeing of the residents and those living outside, including supporting the work of mental health, housing, and outreach workers through the Assertive Community Treatment (ACT) Teams.

We all have a shared responsibility to support our most vulnerable citizens as we together deal with the COVID-19 pandemic. Part of this support has meant meeting the immediate need for emergency housing accommodations with wraparound supports as part of our public health response. I am pleased that BC Housing has proactively convened a Community Advisory Committee of residents, business owners, city officials, police, service providers and health authority professionals that has served as a valuable forum for my constituents to share their experiences and concerns. I also want to acknowledge the work of the agencies who are providing 24/7 wraparound supports to vulnerable people living in hotels.



I note that the Victoria Police Department has been able to address the immediate requests for more frequent and visible patrols in the Burnside-Gorge area through redeployment of officers via the reallocation of internal budget resources. However, it is important to be aware that Victoria's Chief of Police indicates that this may not be financially sustainable after the second week of September. I am encouraged that the Victoria City Council will be debating a motion next week to fund a continuation of this increase in local patrols to the end of the year.

I thank you for your attention to the public safety concerns that have emerged during the pandemic and the desire of local residents for a timely resolution of the ongoing review.

Very best regards,

A handwritten signature in black ink, appearing to read "Rob Fleming", is located below the text "Very best regards,".

Rob Fleming, MLA
Victoria-Swan Lake

cc. Mayor & Council, City of Victoria and Township of Esquimalt
Chief Del Manak, Chief Constable, Victoria Police Department
Members, Victoria and Esquimalt Police Board
Mr. Avery Stetski, Neighbourhood Chair/liaison, Burnside-Gorge Community Advisory
Committee to BC Housing

February 24, 2020

Dear Chief Manak,

My name is [REDACTED]. I am [REDACTED] and have the good fortune to regularly work with many VicPD members through course of our daily duties. I'm taking a moment to write you today to draw your attention to the excellent work performed by two of your members – Constables Cleaver (#512) and Williams (#497) on the evening of Wednesday, February 12, 2020.

Just after 1800hrs a young lady overdosed on inhaled/smoked street drugs on the boulevard-area of the 900-block of Pandora Ave. A bystander who was a friend of the patient began shouting for help and ran up to a nearby police vehicle with constables Cleaver and Williams inside. Other bystanders also summoned the on-duty paramedic at Our Place shelter.

Constables Cleaver and Williams administered First Aid, including providing several doses of both nasal and IM-injection Naloxone, and assisted the Our Place paramedic in his resuscitation efforts to provide emergency airway and ventilatory support to the patient.

BCEHS members ([REDACTED]) arrived several minutes later and took over resuscitation efforts – [REDACTED], and the young lady regained consciousness less than 2 minutes after we arrived.

It's clear to me that this positive outcome was due largely to the good work performed by Cst. Cleaver and Cst. Williams – Specifically their rapid response and administration of opiate-antagonist medication, while also working in conjunction with the Our Place paramedic on-scene to resuscitate [REDACTED]

[REDACTED] Cst. Cleaver and Cst. Williams distinguished themselves over and above the already high standard that I've come to expect from VicPD members.

March 23, 2020

Dear Victoria Police,

My name is [REDACTED] I'm just writing to express my thanks to your colleagues who attended to a disturbance in my neighbourhood a short while ago (a neighbour behaving aggressively towards passersby and, if I'm not mistaken, towards other neighbours as well). From conversations I've had with a cousin of mine who is a deputy police chief in my hometown of [REDACTED], I've gathered that police work can often seem like a thankless job. Please know, however, that all of us [REDACTED] who were affected by today's incident deeply appreciate all your hard work, especially at a time when COVID-19 has added to life's usual uncertainties.

March 27, 2020

Hello,

I live on the block [REDACTED] Today March 27th I witnessed an officer attend the park 3 times likely due to a shelter which was there. At 8:10pm the officer visit the park once more, my curiosity got the better of me so my roommate and I went to see what was happening. The officer kindly and respectfully checking in on the shelter. Unfortunately, at this time three young people were also in the park. This was unfortunate because they began harassing the officer and video taping the interaction. The officer kept his calm and ignored the rude people. I later asked them why they had video taped the officer and they said Police are notorious for harassing the homeless."

I want to say from my experience those people are very wrong. I have seen more people harassing police officers than the other way around. I believe it is important that people be held accountable for their actions police included but I am ashamed at the rude behaviour of those people in the park. I live [REDACTED] from that park and seeing those shelters and hearing mentally ill people walking down the street yelling to themselves makes me uncomfortable. I feel safe and secure knowing I live so close to the [REDACTED].

If you could please let that police officer know how sorry I am that he had to deal with that abuse at work and please thank him for everything he does.

April 2, 2020

Good Afternoon

I am [REDACTED] of that little boy found yesterday [REDACTED].

First I would like to say thank you for helping [REDACTED] We know it isn't easy at times and he is very unsure of the police.

Secondly I would like to send an extra thank you to the officer(S) who went above and beyond for [REDACTED]. She is [REDACTED] and it has not been easy for her with the COVID-19.

Thank you very much.

Officers involved: Cst. K. Shelley and Cst. C. Kayiata

April 10, 2020

Hi,

I would just like to thank the police officers who came to my home last night. [REDACTED] who has been clean for 6 months took drugs and was out of control and acting psychotic and was unmanageable. The police attended with the ambulance and he went to the hospital. He showed up this afternoon clearly on drugs

and I had to call again today. They waited patiently while he got his things from his room as I told him unless he goes to detox he cannot stay [REDACTED]

I just want to say the officers on both occasions were understanding and respectful to both myself and [REDACTED]. They stood back and let [REDACTED] get his things, they spoke in a calm and respectful manner.

I really appreciated them being so patient and kind during this very challenging time. I am sure the police force is very overworked with the increased number of domestic calls etc.

I just want to thank everyone at the Victoria Police Department for all you do and especially the officers that attended [REDACTED] last night and today. I really appreciate it.

Officer involved: Cst. M. Wishlaw

April 24, 2020

Dear Vicpd,

On April 4th this year an officer named Paul attended Jubilee hospital (approx 5:30pm) to assist [REDACTED] into emergency to receive some help for mental health issues.

[REDACTED] was refusing as his state of mind was not good. Paul used extraordinary patience and kindness communicating with him to some how reach or appeal to him to get the help. He used all calming measures and tried every method in his arsenal before calling for an assist. The 2 officers tried everything to bring about a peaceful resolution. Eventually they had to take him gently by the arms, handcuffed without resistance and brought him in under the mental health act. It was nice to see that force was a last resort. This could have easily gone bad but their show of compassion disarmed [REDACTED]

Paul continued to communicate all updates to me while I waited. I am so appreciative of the kindness and compassion we received.

Thank you to Paul & assisting officer. Thank you, VicPD & Saanich law enforcement, for all your efforts during these unprecedented and very difficult times! Stay safe!

Officer involved: Cst. P. Hykaway

April 25, 2020

Huge SHOUTOUT to the men and women of VicPD. On April 12 I reported a stolen motorcycle trailer from my residence [REDACTED]. Trailer was recovered yesterday, April 24 and now back in my possession. Never thought I'd see it again. Special thanks to Cst. Ralph Weber #479.

May 5, 2020

Hi Del,

[REDACTED]

We had an experience with one of your young officers, Constable Samuel Stevenson. [REDACTED] wanted to contact her [REDACTED]. The matter was urgent enough that they contacted your department seeking assistance in locating [REDACTED]. The officer went above and beyond, he went to [REDACTED] address, her former work place in [REDACTED] he went to our old place [REDACTED] and contacted her employer by phone. I was amazed at the steps he took and [REDACTED] was ultimately able to reach him by phone. He assisted her by helping her make contact [REDACTED] directly as she could not get through when she called. [REDACTED]

[REDACTED] Bottom line though is I can't believe the efforts that Constable Stevenson took to find [REDACTED] and then make sure she was able to contact [REDACTED] knowing how busy you guys are I am amazed that he took the time. It was such important information for us to receive and the fact that he persevered is really beyond the call as we used to day in VPD.

So I just want to compliment your officer for his diligence and his caring, it means a lot to me and my family. You are doing a great job and it is reflected in the performance of your officers. I cannot thank you enough.

May 8, 2020

This correspondence acknowledges the exemplary police service provided by Constable Kelsey during a domestic disturbance call-out May 7, 2020 at approximately 10am to [REDACTED] Please recognize Constable Kelsey for her effective, professional and timely manner.

May 27, 2020

Dear Chief Manak,

I am writing to you to compliment Const. Sean Hand and his team who are working in the Burnside Gorge neighbourhood. I am [REDACTED] and as you undoubtedly know, we are currently undergoing a crisis of unprecedented proportions due to the influx of tent city people in motels and the resultant crime wave and fear which is overwhelming our neighbourhood.

We are struggling to deal with this crisis. I myself recently encountered a man on Gorge road in the afternoon who was wielding and swinging a 3 foot long shiny silver sword. While I managed to escape, the resulting psychological trauma and the fear of going outside even during the day is still with me.

As a result of all of this, our neighbourhood has been forced to organize into a kind of community group above and beyond the Burnside Gorge Community Centre. It was this new group which organized the Zoom call where I and many others first had the pleasure to "meet" Const. Hand and some of your team. Talking to many people after the meeting, I can say without any hesitation, that we were all immediately impressed with Const. Hand. We appreciated not only his obvious professionalism, but his frank and honest communication style.

Our community has been dealing with various government departments over the years regarding the overload in Burnside Gorge of different types of supportive and social housing and we are more than tired of being fed great quantities of broken promises and verbal fluff.

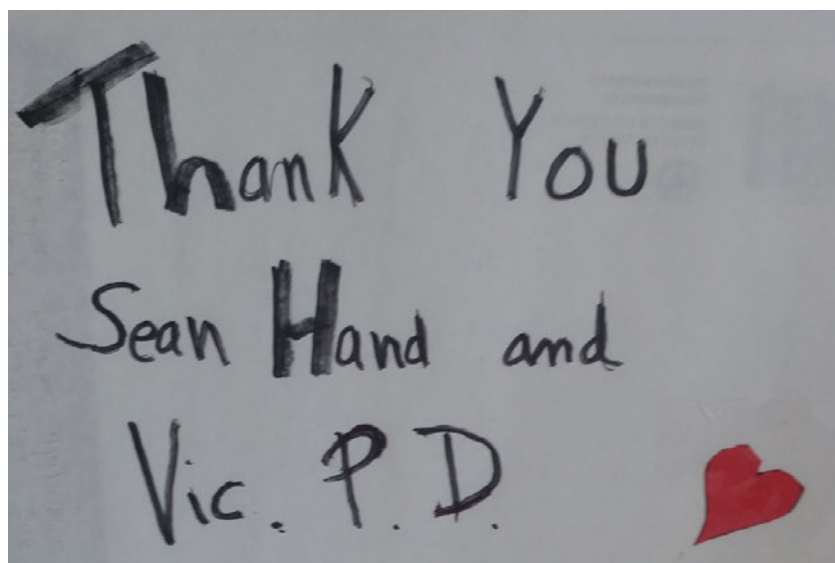
I think the general consensus of our group was (and still is) that Const. Hand is a person who tells it as it is, and who creates a feeling of trust. After years of not being listened to and considered, finally there is someone who actually listens and tries to help. In a community like ours which is experiencing strong fears about our homes and even our personal safety, the impact of Const. Hand's approach is difficult to overstate.

Subsequently I have had the pleasure of communicating by email with Const. Hand and today I was finally able to meet him and his colleague Const. Jose Bingham and deliver my regards personally. Interestingly, a couple of other residents came out and were able to meet them and talk as well.

While I don't know the inner workings of the Victoria police department, I have no doubt that the work of Const. Hand and the others would not be possible without your leadership and support, so please let me extend my appreciation and thanks to you too Chief Constable Manak. Thank you.

Finally I have attached a photo of a thank you card I made and gave to Const. Hand. The artwork isn't great, but the sentiment is sincere.

Thank you for taking the time out of your busy schedule to read this.



May 29, 2020

Hi Steve,

Thank you SO much! I just picked up my old bike, [REDACTED]
[REDACTED] I am impressed by the Victoria Police Department. In all my interactions I've
always been treated with respect and kindness. T [REDACTED]
[REDACTED]

The bike is in pretty decent shape, it's amazing to me that you found it. I live in the [REDACTED] area
in a tiny apartment with a fairly hidden back area and it was my own fault for not locking it up. Also, no
serial number, I couldn't even remember the model of the bike.

[REDACTED] said you had awesome investigative skills so, I agree.

Thanks again.

June 9, 2020

To whom it may concern,

I write to thank you for your prompt attention to my request, on June 8th late in the afternoon to check
the parking lot of [REDACTED] because one of our parking tenants reported that a
tent has been erected at the back of the parking lot.

By 6:30 p.m. I received a call from one of your officers that he was on site and that the owner of the tent
is in the process of dismantling this and has been asked to vacate the parking lot. I was also advised that
any of our members should not to hesitate to get in touch with the Victoria Police any time such incidents
re-occur.

On behalf of our members we sincerely appreciate your efficient and expeditious handling of the
matter. I apologize that I did not take note of the officers' names. Kindly bring this to their attention. Our
group has had productive activities with the Victoria Police Department [REDACTED]
[REDACTED]

Thank you again.

June 9, 2020

Hello,

I just wanted to send you a message to relay my deepest appreciation for everything you all do for us
citizens. I recently had a very traumatizing experience with a black out drunk neighbor and I don't know
what I would've done without your assistance after 6 hours of violence harassment. 🙏

I am sending my most heartfelt "prayers" to all police & their families around the world as we mourn the losses of so many officers. 😊 I appreciate the courage, bravery, compassion, tenacity & devotion you all show in your every act towards the balance of lawfulness in our city. Thank you so much for protecting us, especially the more vulnerable like single women & mothers.

I have noticed a major shift in your policies around sensitivity toward us since the #metoo movement & feel new hope that things are changing in positive ways for us all. Thank you for honoring the victims & offering more humanity in your service, while continuing to be strong in creating justice for all.

Without consequence, humanity can never learn. Thank you for being that line in action & for risking & sacrificing your own lives & bodies & emotional well-being for us all. I appreciate your strength & desire to help your fellow man. You are so vital to health of our community & we cannot make it without your sacrifice in dedication to service. 🙏 so THANK YOU ... so much for everything you do for this community. And may you each & all be ever BLESSED! ✨

🙏🙏🙏🙏🙏🙏🙏🙏

June 12, 2020

Hi Del,

I've been watching the news (local and more) since George Floyd and Chantel Moore, and while I have taken these events as learning and teaching opportunities for myself, [REDACTED] I have also been able to see them through the eyes of a man who has been privileged enough to work alongside (in my limited capacity) law enforcement in my community.

I wanted to say thank you for allowing me to do that these past 10 years, and I look forward to many more doing so. After watching the news last night it also seemed to me that this was a tough time to be a cop.

When I [REDACTED] yesterday we talked about defunding, body cams, policing and the media. I wanted you to know that, as a result of your Zoom class with us, the [REDACTED] you spoke to had a much deeper understanding of the complex issues involved with policing and systemic racism in society. My current and former students have all benefitted from their experiences with you and the officers you have helped me bring into my classroom. We've had 9 years of students who have heard of the amazing work that you and your officers have done to make our community a better place. Thank you for that.

Watching the news last night I was proud to know you. [REDACTED]

I imagine as Chief maintaining morale in times like this becomes paramount so please pass along that despite the current discourse the contribution of your officers to our community cannot be overstated. I am not in a position to speak personally about experiencing cultural discrimination, but as a citizen I can tell you that I have always acknowledged, and appreciated the service of the police in my community.

June 14, 2020

Hello,

I am sending this email to commend your officers, especially Constable Geoff Proverbs who helped us in searching for [REDACTED]. The officer was very polite, kind and helpful. He also followed up on the case and constantly updated me which was very reassuring to us at that difficult time. Thank you all for your wonderful service to the community!

Thank you.

June 16, 2020

Dear Sir:

On June 16 I had the pleasure of meeting CST PANNEKOEK. Unfortunately, at the time he was writing me up for speeding on Quadra (No dispute). I went home and told my wife how impressed I was with the officer. CST PANNEKOEK was pleasant, courteous and very professional. In these dark days of "cop bashing" and "defund the police" too many people want to criticize (often without thought or facts) just to fit with the current media topic. CST PANNEKOEK is an example of the kind of officer we should be proud of serving the city.

June 22, 2020

Thank you to all of your men and women Officers and Staff who are working so hard to keep us safe and secure in Victoria.

There has likely never been a more challenging time in history and in your careers to do the work you are called to do....please know that you are appreciated and supported!

Take care and stay safe.

June 23, 2020

I'm sending this email to you because of something that happened yesterday at [REDACTED] and because I want to say that the Victoria Police should be thanked for how they handled a "situation". Briefly, in the afternoon an extremely distraught man ran running into [REDACTED]. He was clearly having some sort of mental breakdown. He had taken a phone from the [REDACTED] store next door and kept asking for help. My first impulse was to get him outside of my office (it is really small) and see if he would sit down. After a bit, with me trying unsuccessfully to talk to him, he ran away. A bit later he came bursting back into [REDACTED] and was hiding behind the desk. I called 911 and he ran off again. Shortly after, I realized he had taken my cell phone. Anyway, the situation was resolved and a very lovely policeman brought me back my phone. The man had used it to call 911 himself I believe. The officer also told me that the person had been taken to the hospital.

I will say that this left me rattled, not because I was scared or even because of my phone (easily replaced if necessary). But I was overwhelmingly sad for this person so clearly in distress. And with so much attention focused negatively on police actions right now, I saw just a little bit, what they face. I did not see how the police handled the situation and I am guessing that the person was taken into either a police car or ambulance a few blocks away. I didn't hear sirens so am guessing that they were able to calm him down. I hope so. I would just like to pass on my appreciation...

And I hope that there is now appropriate help for the person in distress.

July 1, 2020

Dear Chief Manak and Constable Hand,

I live [REDACTED] I've lived here for six years and in the last couple of months am, of course, experiencing what our neighbourhood is going through as things have changed with the Province's purchase / lease of hotels, particularly the Travelodge and the Howard Johnson. My apartment windows aren't visible from the street so I don't have thank you signs in the window for you guys to see like other people in my neighbourhood do, but I very much want to express my appreciation.

Last night, as you'd be aware, there was an incident at [REDACTED] that seemed pretty significant. The incident, and conversation about it last night and today, reminded me that I've been meaning to send an email to tell you how much I appreciate everything that VicPD and the Community Services Division are doing to help keep Burnside Gorge as safe as possible. I am certain I only know a fraction of what you are dealing with in the neighbourhood and imagine that the responses aren't without risk and frustration. I also expect there are a lot of challenges and difficult decisions in committing additional resources to Burnside Gorge, given the frequency of calls and amount of attention that's needed.

It's kind of a hard time to live in Burnside Gorge right now, and feeling unsafe from time to time has become part of life. Violent incidents just seem to be more and more a regular thing. I want to be optimistic that things are going to improve as time goes by and I hope that will be the case. Through it all, I'm grateful for how responsive and present VicPD officers are, and for how committed to this neighbourhood the police are. It makes a real difference in my feeling of security and for that, I want to say thank you very much to all of the officers involved, and the entire Community Services Division.

July 7, 2020

Good Morning,

On behalf of Gonzales Block Watch, we would like to thank Cst. Nystedt of Victoria Police for attending the incident [REDACTED]

He was very professional in his dealings with a number of drunk individuals coming from the beach who were attempting to return to their vehicle and possibly drive while impaired. These drunk individuals were loud and argumentative, yet, he remained calm and was able to disperse these rude drunks. Although these drunk individuals parked by the Gonzales Beach washrooms, they were attending a large gathering of people at the far east end of the beach.

He also took the time to talk with various members of our Block Watch community who witnessed the incident and were extremely concerned about the attitudes and behaviours displayed by these individuals.

This beach area is frequented by families with young children, the elderly and daycare groups. We would ask that Victoria Police do more patrols of the beach area especially the east end of the beach during warm weather.

[REDACTED]

Again, thank you Cst. Nystedt for your assistance.

July 7, 2020

Hello my name is [REDACTED] and I just wanted to say thank you for being on the front lines during this covid-19 pandemic. I noticed that you haven't been mentioned as frontline workers on the media and you have been there for us the whole time, doing your work and not receiving any recognition. Thank you for always being there for me and the citizens of Victoria and area.

And thank you for being there for me personally during a few hard years of my life after [REDACTED] and I ended up living on the streets [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] I had a bad attitude towards law enforcement, until one officer said something that changed my attitude towards the police.

Thank you for being tough but fair when I was clearly in the wrong, and thank you for being respectful and kind when I was on probation. I took the 'Thinking Leads to Change' program by choice, and I cried every time because of the kindness of the instructor [REDACTED] and the content of the program was about self care. I thought I was going to be told what a bad person I was! But your kindness and fairness changed my heart. In a way you parented me when I was on the street when I had absolutely nobody in the world to be there for me. I was old enough to know better, but I was defiant nevertheless. I appreciate and respect the men and women who work at Victoria Police Department. Thank you for all you continue to do for all of us.

With appreciation and respect.

July 9, 2020

To ALL Victoria Police Officers and staff,

My name is [REDACTED] and I'm writing this email in response to the high tension felt in our community, province, and country with regards to racial tension and alleged police brutality.

I'm a born and raised citizen of Victoria and have been fortunate enough to call this beautiful city home. I've seen Victoria, and surrounding areas, grow and change (mostly for the better) throughout my time and I think the tremendous work the men and women of the Victoria Police Department are in large to thank for that. I've never been one to write a letter or speak my mind, but I'm very tired of seeing the good men and women who have by far one of the most difficult jobs on the planet get spit on literally and metaphorically. I haven't had too many personal encounters (none have been negative) with the police, but I've had a few conversations with Chief Constable Del Manak [REDACTED] and I feel the city is lucky to have an individual like that at the helm of our police force. I've also had the same experience with the many officers who have had to come [REDACTED] for various complaints over the years. So with that said, please understand that the rational majority are very thankful for ALL of you and the work that you do. You are all great people and ambassadors of the city and I'm very proud of all of you.

Please stay safe and keep doing what you do.

July 17, 2020

Today at about 4:30, my car broke down [REDACTED] - right at the height of rush hour. One of our great Officers pulled in behind me and let me know he would stay there with his lights on to help divert traffic and keep me safe while my partner and I were waiting for a tow truck. He was patiently there for at least a half hour.

The tow truck came and I was towed safely. I didn't get the officer's name but I just wanted Chief Manak to know how much I appreciated the care and attention and the service of our officer. He was super and made me feel better too - he took the stress off of being a traffic hazard, for sure.

I know these days have been difficult for our Police Department, and I just wanted to make sure that you know how much I appreciate the work all of you do on our behalf. Please pass along again my sincere thanks to the officer for helping me out today.

July 29, 2020

Hi there,

Unfortunately, I don't have time to write a long and thoughtful compliment. That being said, I would like to sing praises for two officers that attended [REDACTED] today. They were helping us remove a client that was not allowed to be in the building. The way they handled the situation felt like a training scenario, it was perfect. I want to thank them for being so supportive of staff but also firm, fair, and

patient with the client involved. It's always great when we get to work positively as a team with the Victoria Police Department. [REDACTED]

Thanks again :)

Officers involved: Cst. S. Govus and Cst. G. Proverbs

July 30, 2020

A big Thank You for shutting down this noisy party! My neighbors and I really appreciate you showing up as quickly as you did and with the volume of officers required should things get out of hand.

You are to be commended on your efficiency in getting that household to quiet their party down. You have a tough job dealing with such selfish people. I am just grateful that my neighbors and I did not have to confront a drunken mob of partiers.

This neighborhood is full of young families with young children, all of whose sleep was disturbed by these selfish individuals with their loud music and light show.

[REDACTED] I have also filed a complaint with the City of Victoria Bylaw department.

Officer involved: Cst. T. Mason

August 4, 2020

My name is [REDACTED] and I just wanted to write and say thank you to the officer who handled the crash outside our house today. I didn't catch her name so I'm hoping that if I provide all the details, our feelings of gratitude will reach her. The accident took place this morning (Aug. 4th) at around 9:50 [REDACTED]

I was just a witness, but I feel that with today's current political climate the positive actions need to be recognized as well. This officer was so kind and compassionate. The woman driving [REDACTED] was so upset and so shaken and the officer handled the situation with such grace. It would have been so easy to be accusatory and harsh and this officer made a real effort to make [REDACTED] feel better and to make the best of a really horrible situation.

If I am being totally honest, it's been really easy to go down the black hole that is social media and with all the videos and articles out there, it's easy to lose faith in law enforcement. The officer at today's incident made me really rethink my own mindset and I feel so incredibly grateful for members of the Vic PD and all they do for our community.

Thank you so much.

Officer involved: Cst. D. Stringer

August 10, 2020

Good morning,

I'd like to recognize the thoughtful follow-up Constable Keddell provided me yesterday, August 9. I had called in a concern regarding a distressed individual on the street outside my downtown home.

The Constable not only offered an update on the follow-up taken with this individual, but also offered a compassionate perspective about mental illness and public safety.

I was very impressed with the thoughtfulness of the call, and the focus on community wellness, cultural competence, and civic pride.

Please pass along my sincere thanks to the Constable, and to the Victoria PD for such responsiveness and care.

August 13, 2020

Hello,

Just wanted to send a note of THANKS to you and your team. The Victoria Police that we deal with....all too often lately.... have been fantastic. The officers are dealing with weird and aggressive times but they continue to be professional and seem to have patience for miles. Keep it up!

Just a big thanks from [REDACTED] and myself personally.

THANK YOU

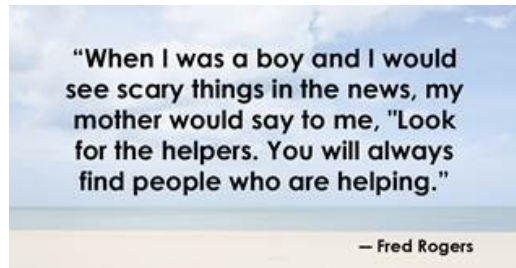
August 13, 2020

Earlier today I was in a car accident which involved both me and my daughter. I've never had that experience before and wanted to commend Constable R.T Koropatniski of the Collision Reconstruction Team for making an awful experience a little easier to take. He was professional, understanding, and kind and I truly appreciated his genuine approach. We're very lucky here in the GVA and I'm grateful to know people like him are there for us every day.

Thanks from both of us.

August 16, 2020

There was a recent incident on [REDACTED] where I had the opportunity to catch a first-hand glimpse of some of what the VicPD does. Seeing so many people willing to risk themselves if necessary to help others was hope-inspiring. Thank you for all that you do to keep us safe. ❤️



August 16, 2020

In these days of criticism of police, I would like to say how helpful and polite your constable was last night about 1am when I phoned about a loud group of people on the beach, who sounded drunk. I know this was a minor complaint compared with some you get and I was impressed with his attitude. Thank him for me please.

Officer involved: Cst. T. Williams

August 20, 2020

We had an individual with what appears to be serious mental health problems steal a back pack from our work site. [REDACTED] was right on it and created a report and video to help the police. The police actually convinced the man to retrieve the back pack with our employee's ID in it. Only a credit card and a few items were taken. Thanks to all with such a great job!!! [REDACTED]

August 25, 2020

Hello [REDACTED] and Teri,

I just wanted to take another opportunity to thank you all so much for the work you are doing together to clean up the situation on Pandora. Every day I go by the front of our building I am almost "giddy" with joy and gratitude!! The work you are doing is making such a significant and positive difference in our neighborhood and I just really wanted to thank you all again for your efforts and your consideration of your fellow neighbors.

With sincere appreciation.

Officer involved: Cst. T. Healy

August 25, 2020

Good Afternoon Chief Constable Manak,

I would like to thank you and the Victoria Police Department for resolving my issue with our recovered kayak [REDACTED]

Inspector Grant Hamilton was quick, thorough, accessible and kept me informed as he investigated the problem. I am very grateful [REDACTED]

Thank you for your help and your service!

September 2, 2020

Yesterday I took my dog for a walk at lunch [REDACTED]. I encountered a couple on one of the benches; the woman was extremely intoxicated and removing her clothing. The male with her asked me to call the police. I explained I did not have my mobile with me. As I walked away he called after me that he didn't want to leave her there because she was vulnerable. [REDACTED]

After work I went home and stood on my balcony [REDACTED] and could see the couple were still there. The woman continued to struggle; now stumbling around the parking lot. [REDACTED] and her companion was doing his best to keep her standing. [REDACTED] I went back to them with my phone and asked if they still needed help. The man again asked me to call the police as he did not know what to do. He explained that [REDACTED] I called the non emergency line, the dispatcher receiving the call agreed that a wellness check was a good idea.

I watched from my balcony as a single officer arrived in an unmarked vehicle and discreetly spoke to the couple. I watched as the officer carefully loaded several knapsacks and bags of her possessions into the trunk. I watched as he gently guided her into the front seat of his vehicle. I watched as her friend gave a little wave of relief as they drove off.

The ACAB message in Bastion Square infuriates me. Living in [REDACTED] I watch the Vic PD doing their jobs (as well as the jobs of the proper mental health care system that we are lacking) every single day. Each time it looks like the situation I have just described: Caring men and women putting themselves in harms way while using intuition, respect, compassion and strong policing skills to keep our community safe.

Thank you for all you do.

Officer involved: Cst. S. Hourston

July 27, 2020

I also wanted to tell you what I saw from my bedroom window 2 nights ago at approximately 11:00 p.m. I saw a 2 caucasian male police officers and 1 caucasian female police officer that had pulled over a black male for suspicion of driving under the influence of alcohol. The driver blew into a breathalyzer and passed. During this process, I quietly watched from my open window. I could see and hear everything. And I could see that the police officers were keeping a safe and respectful social distance from the driver that was pulled over. I heard words that were helpful and non intimidating from the police. For example one policeman said, "You know it's a criminal offense to drink and drive here in Canada." The driver was also polite and respectful as well, with his words and his body language. (I don't remember what the driver said).

Overall the encounter between the driver and the police officers was courteous and respectful, and then they all parted and went on their way.

I just thought I would let you know how nice it was too see that encounter and what a breath of fresh air it was too witness this after hearing all the negativity on the news about policing in Canada. I have experienced and have witnessed quite the opposite than what is portrayed in the news day after day. Thank you again for always being there for the people of Victoria and area and being there for me as well. Difficult and thankless work, you all keep on keeping on.

Thank you for all you do!

VICTORIA POLICE DEPT

FEB 19 2020

OFFICE OF THE CHIEF CONSTABLE

February 10, 2020

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

Dear Chief Manak:

I would like to bring to your attention the efforts of Constable Vlad Filatov, who volunteered to assist with instruction of several Standardized Field Sobriety Testing courses held at the JIBC Victoria Campus in 2019. Cst. Filatov's expertise, professionalism and knowledge of this subject area has been recognized and appreciated by the candidates attending the program.

Constable Filatov is a dedicated professional who is a pleasure to work with and an excellent ambassador of the Victoria Police Department.

Yours truly,



Steve Schnitzer
Director
Police Academy

cc. M. Birkas, JIBC Traffic Training Coordinator

February 10, 2020

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

Dear Chief Manak:

I would like to bring to your attention the efforts of Constable Devon Stringer, who volunteered to assist with instruction of our Intoximeter Certification training class along with several Standardized Field Sobriety Testing courses held at the JIBC Victoria Campus in 2019. Cst. Stringer's expertise, professionalism and knowledge of these subject areas has been recognized and appreciated by the candidates attending the program.

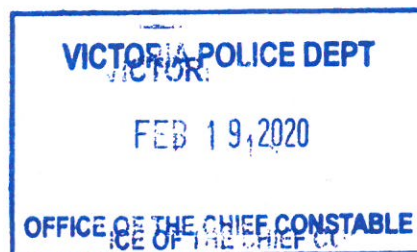
Constable Stringer is a dedicated professional who is a pleasure to work with and an excellent ambassador of the Victoria Police Department.

Yours truly,



Steve Schnitzer
Director
Police Academy

cc. M. Birkas, JIBC Traffic Training Coordinator





Office of the Lieutenant Governor

February 16/2020

Dear Osant,

Thank you so much for all the care and kind attention you and your team provided to me earlier this week on the day of the Throne Speech. I was deeply impressed with the level of planning undertaken with respect to my safety, and with your coordination with Inspector Rob Warren and the Mount Hesse team. I am

- 2 -

fortunate, indeed, to have the benefit of your service - not only in your day job, but as a volunteer HADP as well.

Thanks to your splendid work, I felt relaxed and fully supporting throughout a challenging day. I am most grateful.

With respect and admiration
for all that you do,

Just



Office of the Lieutenant Governor

February 14/20

Dear Chief Danak,

I'm writing today to thank you and your team for all the care and kind attention provided to me on the day of the Throne Speech earlier this week. Inspector Grant Hamilton and his colleagues did an outstanding job of coordinating support with Inspector Rob Warran and the Criminal Justice team - planning for every evaluation. I was so very impressed!

-2-

I do hope you will pass on my
heart felt thanks to all involved throughout
the day; not only in providing support to me
personally, but also in managing the
ongoing protests with admirable restraint
and sensibility. I am most grateful.

With thanks and respect
for all that you do,

Just



Office of the Chief Security Officer

March 6th, 2020

Letter of Appreciation

Dear *Chief Marak,*

May I take this opportunity to send appreciation from my office to you and your respective departments regarding the season of protests and demonstrations recently experienced in the Capital Regional District.

The depth of expertise applied to the tasks that your members have been engaged in is of the highest quality and the support that they have been, as a police service and as individual police officers is second to none!

While it is not possible to fully incorporate individual incidents for recognition, it would be remiss of me if I did not mention just a few outstanding examples of professionalism that my team and I have experienced in the past few weeks.

On Tuesday 11th February 2020, we saw systematic obstruction to the Legislature and other key government locations surrounding the precinct. Thanks to the excellent leadership of Deputy Chief Jason Laidman and the Greater Victoria Crowd Management Unit led by Inspector Grant Hamilton, we were able to develop and execute an operations plan to ensure that the Lieutenant Governor was able to access the Legislative Assembly, deliver prorogation and the throne speech as planned and to safely return to Government House. This would not have been possible without additional expert help from the Victoria Strike Force unit, members of the Esquimalt Fire Department Medic team and in particular, our key police liaison member, Sergeant Cliff Watson.

In similar fashion on Tuesday 18th February 2020, the Minister of Finance and Deputy Premier was able to deliver her traditional budget briefing to stakeholders and media at the Victoria Conference Centre before returning to the Legislative Assembly for the main budget speech. Once again, I would wish to offer appreciation to Sergeant Cliff Watson, the Greater Victoria Crowd Management Unit and special thanks to Victoria Police Department Constables Ralph Weber and Steven Lefebvre who shone out as true ambassadors of excellence as they led the efforts to ensure the minister's safety.

Finally, I would like to offer a personal note. [REDACTED] I understand all too well how difficult your numerous tasks can be. I can truly say that the way your respective departments carry out their duties, the respect that they apply when dealing with the public and the restraint that members are seen to use is very much appreciated by the majority of British Columbians.

Once again, my thanks and true appreciation,

Sincerely,



Paul N. Stanley M.Sc. CPP MSyl
Chief Security Officer
Risk Management Branch and
Government Security Office

Recipients:

Chief Constable Del Manak
Victoria Police Department

Chief Constable Scott Green
Saanich Police Department

A/Chief Constable Derren Lench
Central Saanich Police Service

Chief Constable Andy Brinton
Oak Bay Police Department

Fire Chief Chris Jancowski
Esquimalt Fire Rescue

April 16, 2020

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

Dear Chief Constable Manak,

Re: VicPD acknowledgements during 9-1-1 Awareness Week

I am writing to thank you and your officers for the warm and exceptionally supportive messages to E-Comm's staff during Emergency Service Dispatchers' and 9-1-1 Awareness Week last week. Your recognition of the hard work and commitment demonstrated by our call-takers and dispatchers goes a very long way to help them feel valued and appreciated for their important contributions to public and officer safety.

I would like to especially call out your thoughtful video message during this time of physical distancing, as well as your officers' appearance in our parking lot with their cruisers, waving and lights flashing. We all appreciated this terrific show of partnership and recognition.

Yours truly,



Oliver Gruter-Andrew
President and CEO

604.215.5002
oliver.gruter-andrew@ecomm911.ca





**Victoria Child Abuse
Prevention & Counselling Centre**
Mary Manning Centre



April 23, 2020

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

Dear Chief Manak,

On behalf of the Victoria Child Abuse Prevention and Counselling Centre, we extend our deepest condolences to the loved ones and colleagues of RCMP Constable Heidi Stevenson, and the greater police community across Canada. This tragedy is yet another solemn reminder of the sacrifice men and women in law enforcement make each and every day when they put on the uniform and badge, not knowing if they'll come home to their families at the end of their shift. Constable Stevenson's ultimate sacrifice in service of her community and Canada will never be forgotten. We want to extend our condolences and gratitude to all the officers in the Greater Victoria area for all their hard work and sacrifice in keeping us safe.

Sincerely,

Sandy Bryce
Executive Director



GEORGE JAY PARENT ADVISORY COUNCIL

1118 Princess Avenue
 Victoria British Columbia V8T 1L3 Canada
 E-mail georgejaypac@gmail.com
 Web <http://www.georgejaypac.com>

1 June 2020

Dear Officers of the Victoria Police Department,

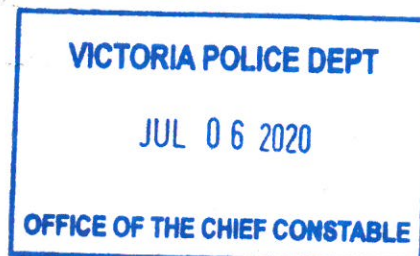
On behalf of the parents of children at École George Jay Elementary School, the Parent Advisory Council extends our warmest appreciation to you for all you have done to improve our children's safety as they travel to and from school. As you well know, areas around schools can be hazardous because children are still learning to pay full attention to their environment. Reasonable vehicle speeds are so important to reducing the risk of accidents. Our school is particularly vulnerable due to its location on busy Cook Street and near busy Bay Street. We have noticed your efforts this school year in enforcing speed limits and other traffic safety measures near our school, and we are very thankful. We recognize all the many ways that the citizens of Victoria ask its police officers to support our community. We sincerely appreciate your choice to make safety around our school one of your many priorities. Finally, a special thank you to Chief Constable Del Manak for being one of our guest readers for Literacy Week. The kids were thrilled!

Please accept this art work from some of our children at George Jay as a token of thanks from all of us at the school.

Sincerely,

Roberta C. Hamme
 Secretary

Andrea Walker Collins
 President



To the entire Victoria Police force:

From January 2011 to February 2014
I lived in [REDACTED], India.

[REDACTED] is one of India's
poorest provinces. While living
there I witnessed things on a
daily basis that as a middle
class Canadian citizen I never
would see at home.

I was raised in [REDACTED]. My
parents held the belief that
police officers in general
embodied self righteous attitudes
and were overwhelmingly responsible
for abuses of power.

In brief, I was raised to hate cops.

What was required for me to change my mind was the experience of living in a state where gang rape and acid attacks are common occurrences. Calling 911 was not an option for everyday people.

Today I feel compelled to tell all of you that I am sincerely grateful for your service.

You risk your lives everyday to protect people like me.

I sleep soundly at night

knowing my children are safe because I can call you.

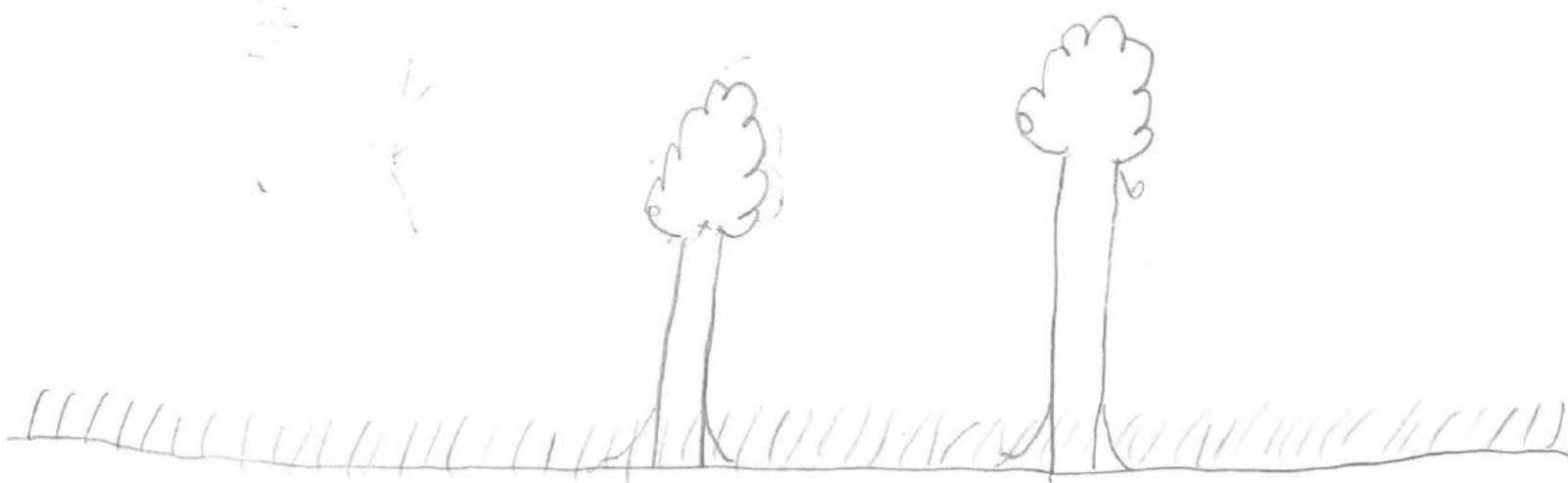
As I watch police forces come under unjust attacks, I pray that ordinary citizens will not need to experience first hand the type of violence that I experienced in India here at home.

I pray that everyday people will continue to allow you to do your jobs with dignity and respect to protect our neighbourhoods and our lives.

Sincerely,



Thank you for letting me feel ok
When I go to sleep at night
Thank you for your service



Thank you!



VICTORIA POLICE DEPT

JUL 06 2020

OFFICE OF THE CHIEF CONSTABLE

VICTORIA POLICE DEPT

JUL 06 2020

OFFICE OF THE CHIEF CONSTABLE

June 20, 2020

Dear members of Victoria Police Dept

This is just a note to say a very sincere thank you to all of you for your faithful and conscientious work in serving our community. These are crazy times in our world and in our city which makes your work very challenging.

Please know that there are very many of us here in Victoria that truly do appreciate you and all you ^{do} to serve us and our city.

Thank you for the sense of protection I carry with me ^{personally} because of your work.

In gratitude,



To the Victoria Police

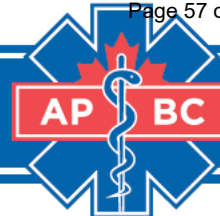
We would like to thank all of the officers
involved in the search for [REDACTED]
We are so grateful she was able to be reunited for burial
with [REDACTED]

We are devastated by the sad sequence of events and
can imagine that this work takes a toll on each of you.
We are grateful for your professionalism & kindness

With gratitude,
[REDACTED]

Ambulance Paramedics

of British Columbia - CUPE 873



Tel: 604-273-5722 | **Fax:** 604-273-5762 | **Toll Free:** 1-866-273-5766 | **Toll Free Fax:** 1-866-273-5762
105 - 21900 Westminster Hwy., Richmond, BC V6V 0A8
info@apbc.ca | www.apbc.ca

July 9, 2020

With recent world events, there has been an increased focus on Peace and Police Officers in British Columbia and around North America. The result has been debate on funding models for law enforcement activities, alternate responses to mental health emergencies, police oversight and general policing practices.

Unfortunately, there has also been an increase in statements and positions not based on empirical evidence or fact, but on an emotional response. The level of negativity towards peace and police officers in British Columbia has also risen dramatically, including social media postings, protests and verbal abuse at police officer's places of work and even activities that, at any other place of employment or public space, would be considered inappropriate at best and harassment by most.

While we do not condone racism or abuse of power, vilifying the men and women who put on a uniform every day and are asked to protect citizens and promote order is not productive, nor beneficial in addressing the issues. The overwhelming majority of peace and police officers go to work every day to serve and protect in extremely difficult and challenging work environments with integrity and pride.

The Ambulance Paramedics and Emergency Dispatchers of BC have had a close working relationship and bond with peace and police officers since the creation of the BC Ambulance Service in 1974. Multiple times every day, they assist and protect us on calls, many of which are related to mental health emergencies. While we have always advocated for greater access to mental health and addictions professionals for patients in crisis, the fact is, many of these calls are volatile and potentially violent and require law enforcement intervention for everyone's protection. One only needs to look at the specialized units in BC policing that utilize a specially trained medical professional paired with a police officer and the successes of those units.

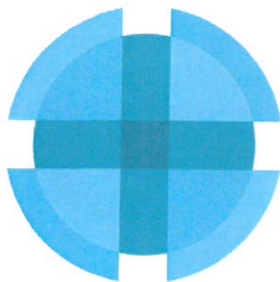
Peace and Police officers have protected us, served alongside us and supported us during our darkest times. These women and men are integral to a safe and just society and do not deserve to all be stereotyped in a negative way based on the actions of a few.

It is a difficult job to be a police officer in the best of times, and right now, police forces are facing unprecedented negativity.

We are thankful and grateful of their service and believe the public should be as well.

Provincial Executive Board
Ambulance Paramedics & Emergency Dispatchers of BC
CUPE Local 873/873-02

DD/sd/MoveUp



CHURCH OF OUR LORD

626 Blanshard Street, Victoria, BC. V8W 3G6

Tel: 250-383-8915 Website: www.ourlord.ca

July 15, 2020

Dear Chief Constable Manak:

During these difficult days of social unrest and protest in Canada and the United States, I thought I should write a note of encouragement and thanks to you and to the entire Victoria Police Department. Too often I take you and your staff for granted, as I enjoy the privileges and benefits of living and working in the Greater Victoria Area. So as a private citizen, I want to thank you for all you do to protect our community.

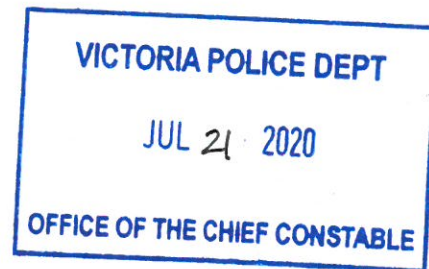
As the Rector (senior pastor) of Church of Our Lord, I have witnessed firsthand several positive interactions between your officers and members of the public, especially some of the most vulnerable. I have come away deeply impressed by the level of training and care shown to the homeless and mentally ill. The officers who have been in our church to speak to one individual used the skill of a psychologist to defuse what might have been a very explosive situation. I saw good questions asked, I saw listening and I saw respect. My parishioners and I appreciate that very much.

As someone who prays for you and your department regularly, please know that I value what you do and also recognize the profound challenges of policing in our modern society.

May God bless you and your staff in the work you do.

Sincerely,

The Rev. Robert Szo
Rector, Church of Our Lord
626 Blanshard St
Victoria, BC V8W 3G6



August 17, 2020

Messages from the Gateway Baptist Church

Victoria Polie
You are appreciated for
a demanding, unpredictable
job.

- Thank you



very safe here and enjoy daily walks in many neighborhoods. In all areas we have visited, we feel safe & free to enjoy the beauty of this city. Thank you so much for all your work in ensuring a safe and protected city! yours sincerely,
 [REDACTED]


August 3, 2020

Dear Chief Constable Del Manak - Victoria and
 Saanich - Chief Constable Scott Green

We moved to Victoria in November, 2018 and bought a condo in [REDACTED] in March, 2019. Our move was from our home in [REDACTED] to live closer to our B.C. family and enjoy a milder climate!

We want to express our appreciation to the police departments of Victoria and Saanich for all you do to make and keep a safe & well cared for environment. We do feel

We want to Thank-you
for all your service
during this difficult time
of unrest, drug crisis
and covid. We feel
Sorry for the turmoil
you are going through
We wish you well
Stay safe and keep well
May God Bless you all



Thank You

to the Victoria Police Department, for your continual work. Each of you are appreciated more than you will know.

Everytime I hear a siren of a first responder, I pray for your safety, that you will have wisdom for the situation, and that who ever you are responding to; will be comforted as they hear you drawing near.

God bless you all for your service and stay safe.

A member of Gateway Baptist
Church,





**AND THEN
THERE'S
YOU.**

!!!

Chief Constable Del Manak,
officers, and staff of VPD,

Thank you for standing
on the front line!


I sleep better at night
knowing you are there
(I really mean that!)



The Lord bless you and
keep you Numbers 6:24

2

Yours sincerely,



Aug. 5, 2020

Chief Constable Del Mauak,
Victoria Police.

Dear Chief Constable Mauak,

Just a note of encouragement to you and all the Victoria Police, at this time when so much criticism is being aimed at police worldwide.

I appreciate your dedicated service and thank you all for all you do to keep our communities safe.

To all the police officer's in the Victoria Police Department no matter what your position may be,

There has been so much on the news lately devaluing police officers and this breaks my heart! Please wear your badge with honour and be proud of what you stand for.

Thank you for your dedication and hard work as you deal with so many issues in greater Victoria. Thank you for the way you protect and serve in every situation. Thank you for your strong minds when you face abusive situations where anger is directed at you and your forgiving spirit.

You are my Hero's and I pray for each of you God's protection and strength while you are in the line of duty.

The day to day events in the past several months have been disconcerting and discouraging.

I know that on a day to day basis your day on duty may range from heart breaking to heart warming, from undescrivable tragedy to amazingly positive outcomes. Throughout all these events you are to maintain your same degree of professionalism, make last minute life and death decisions and go home unaffected by the days events.

It is in considering the above that I am deeply saddened to see such, sometimes virulent anti-police sentiment, that what you risk on a daily basis is completely erased from the minds of those who spew such vitriol.

I feel what we are doing today is a small token towards saying, yes we support you, yes, we believe in you and yes we will pray for you.

Each day as ^{you} head out to face unknown circumstances we will pray for your safety, your peace and that you will sense God's direction and wisdom in all that you do.

Stay Safe Stay Strong. You are loved!

Keep holding on...

or better yet—

know God is right there

holding on to you.


Very Sincerely

Aug 5 2020

Thank you to all of
you who serve to keep
our community safe!

"Better love has no one
than this - that he lay
down his life for his
friends!"

Please pass our thanks
on to all of the fine officers
who serve & protect us.



Aug 3, 2020

all on Victoria's police team.

There's so much in the news
that is negative towards policing
lately that I wanted all of you
who work so hard to keep
the peace and protect our laws
ensuring safety and our rights...
To know that your efforts are
so very much appreciated!

My husband and I

and are grateful


difficult work some

needs to be done, and your

wonderful, caring attitude

towards people.

Blessings in the Lord



To Everyone at the Victoria
Police Department, and
your colleagues throughout
Canada, I just wanted to
say thank you for all that
you do for me and let
you know that I appreciate
your good work.

With respect



Dear Police Chief
Del,

Thankyou so
much for
all you do
for special
olympics
athletes like
me!

Thank you for
all the money
you raised
for us,

😊