



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

March 16, 2021 at 5:00pm

Livestream: VicPD YouTube

1. ADOPTION OF THE AGENDA

- a. Adoption of the Public Agenda of March 16, 2021

2. STANDING ITEMS

- Pg. 1 a. Adoption of the Minutes of the Public meeting of February 16, 2021
- Pg. 4 b. Chief Constable Update & Monthly Activity Report
- Pg. 5 c. Equity, Diversity, Inclusion & Engagement Update
- Pg. 6 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. Bill C-75: Bail (CC Manak)



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

February 16, 2021 at 5:00pm

Teleconference

PRESENT

Mayor Helps, Chair	C. Huber	Insp. M. Brown	M. MacIntyre
Mayor Desjardins	P. Stockton	Insp. McRae	D. Perry
D. Crowder	Chief Cst. Manak	Insp. King	
S. Dhillon	DC Watson	S. Hurcombe	

Recording Secretary: Collette Thomson

1. ADOPTION OF THE AGENDA

a. Adoption of the Public Agenda of February 16, 2021

21-20 **MOTION:** *To approve the Public agenda of February 16, 2021 as presented.*
MOVED/SECONDED/CARRIED

2. STANDING ITEMS

a. Adoption of the Minutes of the Public meeting of January 19, 2021

21-21 **MOTION:** *To approve the Public Minutes of the January 19, 2021 meeting as presented.* **MOVED/SECONDED/CARRIED**

b. Chief Constable Monthly Update & Activity Report

Refer to the report provided – for information.

- Operational updates were provided on significant files and calls of note; Chief Manak will report back to the Board regarding the threshold for holding prolific offenders in custody
- The annual VicPD community survey will be mailed out in early March and the responses will be collected on-line; 2020 community survey results are now available on the VicPD website

c. Equity, Diversity, Inclusion & Engagement Update

Refer to the report provided – for information. A survey has been sent to all staff requesting the completion a confidential survey to collect a range of diversity and demographic information on the VicPD police service.

21-22 **MOTION:** *That the Board send a thank-you letter to S/Sgt. Ames for volunteering to take over the role of the GVPDAC Police Co-Chair.*
MOVED/SECONDED/CARRIED

CC Manak will speak with S/Sgt. Ames about the possibility of the GVPDAC bringing forward issues for consideration by the Special Committee on Reforming the *Police Act*.

d. Committee Reports

Refer to the report provided.

21-23

MOTION: *That the Board appoint Board member Huber as a Director on the BCAPB Executive Board and that Board member Dhillon be appointed as the alternate for 2021. MOVED/SECONDED/CARRIED*

Rise and Report: E-comm has made an additional request for funding in the amount of \$215,000 in order to maintain call response times. The Board previously agreed to provide the funding subject to a number of conditions that must be met by E-Comm. This budget matter is now before Councils.

e. Board Co-Chair Updates

- The Leopard Phase I and II reports were publicly released last week; Councils are working collaboratively implementing the recommendations.
- The CRD Mayors are meeting next week to continue discussions regarding the governance of integrated units. The committee has no decision-making authority and will work with police leaders.

f. BC Association of Police Boards Director's Update

- March 5: joint dialogues session taking place with BC Association of Chiefs of Police
- Board member Huber will be co-presenting with Chief Manak on *Understanding the Impact of Bias and Racism* at the upcoming BCAPB AGM

g. Board Member Engagement Update

- Mayor Desjardins recently recorded a podcast with Dr. Eileen Pepler regarding mental health in policing

h. 2020 Board Strategic Priorities

These will be reviewed and updated once the new board members have been appointed to allow them to have input.

i. Framework Agreement

The Board will continue to provide updates regarding the implementation of the recommendations from the LePard Phase I and II Reports.

4. NEW BUSINESS

a. 2020 Q4 VicPD Strategic Plan Update

This information has now been added to the Community Safety Report Card on the VicPD website under *Strategic Plan Highlights*. It outlines the goal-specific work which has been accomplished each quarter.

b. Staffing Report

Refer to the report provided – for information.

- c. **210127 Letter from PS re: BCPPS – Intermediate Weapons & Restraints**
Refer to the letter provided – for information. VicPD is compliant with these standards.

5. CORRESPONDENCE *(for information)*

- a. VicPD Commendations

Mayor Lisa Helps
Lead Co-Chair

Date

Collette Thomson
Recording Secretary

Date



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

DATE:	March 16, 2021
ACTION:	For information
SUBJECT:	Chief Constable Monthly Activity Report

Community Events & 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.*

- February 19: Participated in the Coldest Night of the Year Walk
- February 23: Attended the Greater Victoria Chamber of Commerce virtual conversation with Min. Eby regarding the 10-year housing plan
- February 25: Presented at the virtual meeting of the Greater Victoria “Chamber Champions”
- February 26: Presented to Grade 6 class at Central Middle School
- March 2: Attended the Canadian Armed Forces Certificate of Appreciation presentation which recognized VicPD’s support of Canadian Armed Forces Reserves
- March 2: Presented at the virtual meeting of the Capital City Executive Association
- March 3: Participated in the Special Olympics BC Polar Plunge fundraising event
- March 4: Presented the 2020 Q4 Community Safety Report Card to City Council
- March 8: Presented the 2020 Q4 Community Safety Report Card to Esquimalt Council
- March 10: Presented to Claremont School Law class
- March 12: Attended the virtual Victoria Community Wellness Alliance meeting

Equity, Diversity, Inclusion & Engagement

ENGAGEMENTS

- February 17: Attended the Canadian Police College virtual KAIROS Blanket Exercise. This exercise is a learning activity delivered through a unique perspective and engages participants through virtual role-play. Participants trace the history of the relationship between settlers and Indigenous Peoples in Canada, with a diminishing blanketed area representing the taking of the land and providing for an appreciation of the resilience and resistance of Indigenous peoples through ongoing colonialism.
- February 22: Participated in the City of Victoria's Welcoming City Task Force meeting as the VicPD rep
- February 24: Participated in virtually supporting Pink Shirt Day to raise awareness regarding bullying
- February 27: In celebration of Black History Month, participated in a virtual public safety discussion with the Black community hosted by the ISSAMBA Centre
- March 5: Co-presented with Board member Huber at the virtual BC Association of Police Boards joint dialogue session regarding understanding the impact of bias and racism

UPDATES

- VicPD S/Sgt. Jennifer Ames has been appointed as the Police Co-Chair for the Greater Victoria Police Diversity Advisory Committee.



VICTORIA & ESQUIMALT POLICE BOARD

Committee Reports to Board

(Public)

Meeting of March 2, 2021

HUMAN RESOURCES

ITEMS DISCUSSED

a. Presentations at Board Meetings

The BCAPB will be making donations to three Restorative Justice foundations across BC in lieu of providing their AGM keynote speaker with an honorarium. This decision was a result of the impactful presentation recently made to the Board by RJ Victoria.

b. Webinar re: Recruitment and Retention for Indigenous Staff

The Indigenous Perspective Society is hosting a 3.5-hour webinar on March 12th to discuss recruitment and retention best practices to support Indigenous staff. Board member Huber will be attending.

GOVERNANCE

ITEMS DISCUSSED

a. Introduction of Project 529 – Bike Registry Program

Project 529 is the world's largest bicycle web-based registration program with more than 800,000 searchable bikes. VicPD is transitioning away from the in-house bike registry program and partnering with the Project 529 Garage system. <https://project529.com/garage>

b. BCAPB AGM Resolutions

Five resolutions from three BC police agencies will be brought forward for consideration at the upcoming BC Association of Police Boards annual general meeting.

c. Special Committee on Reforming the *Police Act*

The Legislative Assembly appointed the Special Committee on December 9, 2020 to undertake a broad inquiry into policing, including examining the role of police with respect to complex social issues; examining the scope of systemic racism within BC's police agencies; and ensuring consistency of a modernized *Police Act* with the United Nations Declaration on the Rights of Indigenous Peoples. The Board has been invited to make a submission for presentation to the committee.

d. Board Scenarios

A hypothetical scenario was contemplated and the potential courses of action were discussed. These discussions encourage critical thinking and provide the board with additional insight into the operational and administrative complexities of policing.

FINANCE

ITEMS DISCUSSED

- a. **Monthly Financial Report**
Refer to page #8 – for information.



VICTORIA-ESQUIMALT POLICE BOARD REPORT

DATE:	March 2, 2021
TO:	Finance Committee
SUBJECT:	Monthly Financial Report - February 23, 2021
FROM:	Steve Hurcombe, Controller
ACTION:	For information

BACKGROUND

This report contains the financial results for the period ending February 23, 2021, representing approximately 11.8% of the payroll year. The overall net budget is slightly over budget at approximately 11.9%, with operating expenditures below budget.

As the 2021 budget has not yet been approved by both councils, the budget amounts used in this report are based on the amounts approved to date by the City of Victoria. Once both councils have finalized their budgets future reports will adjusted to reflect the final budget approved by both councils.

SUMMARY

Wages and benefit expenditures are below budget due to the timing of retirements, a significant number of which take place at the end of January, and the availability and timing of spaces at the Justice Institute. This is also reflected in the high amount of retirement expenditures at \$536,575. There is no operating budget for retirement expenditures in 2021, which will likely result in a significant drawdown from the Employee Benefit Obligation Reserve.

Due to the time lag between retirements, the availability of seats at the Justice Institute and significant competition for fully qualified officers at other police agencies this is likely to result in a period of time where actual strength is below authorized. We are therefore likely to see salaries and benefits below budget for a period of time although conversely this will also potentially also result in an increase in overtime costs.

Overtime expenditures are below budget at this time. Traditionally leave usage is low at the beginning of the year and we expect overtime expenditures to increase as we move in the spring. Similarly, as the weather improves and Covid-19 restrictions are lifted we may see a resumption of protest activity within the downtown.

Capital expenditures to date represent 18.3% of the total budget, primarily due to scheduled vehicle orders. Vehicles are normally ordered in the first quarter of the year. The K9 capital budget will not be spent as this unit has now been integrated and future capital expenditures will flow through Saanich Police Department.

Janitorial expenditures are approximately \$13,000 per month in excess of normal due to the need for increased coverage to maintain employee safety during the Covid-19 pandemic. No funding is currently available to offset these expenditures. Due to concerns at the Royal Athletic Park (RAP) parking lot we have entered into a five-month agreement for alternate parking for an additional cost of \$8,800 per month until those concerns are addressed. The City is currently still charging us \$8,000 per month for parking at the RAP parking lot.



2021 MONTHLY FINANCIAL REPORT FEBRUARY 23RD, 2021

Statement 1

Victoria Police Department
Revenues and Expenditures By Section (Unaudited)
For the Period Ending Feb 23, 2021

	Annual Budget	11.8%	Actual	(Over) Under	% of Total Budget
Revenue					
Special Events	723,640	85,390	4,378	719,262	0.6%
Records	185,100	21,842	3,689	181,411	2.0%
Grants	-	-	8,101	(8,101)	N/A
Other	522,010	61,597	-	522,010	0.0%
Jail Operations	28,500	3,363	8,559	19,941	30.0%
Total Revenue	1,459,250	172,192	24,727	1,434,523	1.7%
Operating Expenditures By Section					
Executive	4,018,750	474,212.50	365,228	3,653,522	9.1%
Integrated Units	2,905,540	342,853.72	224,342	2,681,198	7.7%
Crime Prevention Services	1,482,200	174,899.60	115,094	1,367,106	7.8%
Crime Reduction Division	3,220,350	380,001.30	281,195	2,939,155	8.7%
Patrol - Primary Response Division	19,215,470	2,267,425.46	2,176,920	17,038,550	11.3%
K9	767,360	90,548.48	71,829	695,531	9.4%
Community Services Division	2,355,990	278,006.82	367,541	1,988,449	15.6%
Investigative Services	6,536,190	771,270.42	806,944	5,729,246	12.3%
Traffic Enforcement and Crash Investigation:	1,319,640	155,717.52	137,720	1,181,920	10.4%
Communications Centre - 911	3,280,410	387,088.38	563,662	2,716,748	17.2%
Centralized Corporate Costs	1,673,020	197,416.36	626,632	1,046,388	37.5%
Support Services	12,004,270	1,416,503.86	1,078,112	10,926,158	9.0%
Jail Operations	984,440	116,163.92	93,764	890,676	9.5%
Total Operating Expenditures	59,763,630	7,052,108	6,908,984	52,854,646	11.6%
Transfers to Capital	1,020,000	120,360	170,000	850,000	16.7%
Transfer from Financial Stability Reserve	100,000	11,800	-	100,000	0.0%
Net Budget	59,224,380	6,988,477	7,054,256	52,170,124	11.9%

Statement 2

Victoria Police Department
Revenue and Expenditures by Object (Unaudited)
For the Period Ending Feb 23, 2021

				(Over)/Under	
		2021			
	Actual	Budget	% Used	\$	%
Revenue					
Special Events	4,378	723,640	0.6%	719,262	99.4%
Records	3,689	185,100	2.0%	181,411	98.0%
Grants	8,101	-	N/A	(8,101)	N/A
Other	-	522,010	0.0%	522,010	100.0%
Jail Operations	8,559	28,500	30.0%	19,941	70.0%
Total Revenue	24,727	1,459,250	1.7%	1,434,523	98.3%
Operating Expenditures					
Salaries and Benefits	4,780,868	45,109,537	10.6%	40,328,669	89.4%
Retirements	536,575	-	N/A	(536,575)	N/A
Overtime	263,073	2,962,097	8.9%	2,699,024	91.1%
Professional Services	597,488	4,808,596	12.4%	4,211,108	87.6%
Equipment Maintenance	301,174	1,286,638	23.4%	985,464	76.6%
Telephone Line Charges/CREST	126,735	1,134,100	11.2%	1,007,365	88.8%
Travel and Training	75,777	944,000	8.0%	868,223	92.0%
Building Maintenance	127,718	820,120	15.6%	692,402	84.4%
General and Office Supplies	(599)	498,451	-0.1%	499,050	100.1%
Other Operating Expenditures	-	893,911	0.0%	893,911	100.0%
Uniforms & Protective Clothing	25,574	263,400	9.7%	237,826	90.3%
Lease/Rental/PRIME	54,956	433,200	12.7%	378,245	87.3%
Fuel and Motor Oil	20,589	342,000	6.0%	321,411	94.0%
Insurance	-	242,080	0.0%	242,080	100.0%
Postage and Freight	1,215	25,500	4.8%	24,286	95.2%
Total Operating Expenditures	6,911,143	59,763,630	11.6%	52,852,487	88.4%
Transfers to Capital	170,000	1,020,000	16.7%	850,000	83.3%
Transfer from Financial Stability Reserve	-	100,000	0.0%	100,000	N/A
Net Budget	7,056,416	59,224,380	11.9%	52,167,964	88.1%

Statement 3

Victoria Police Department
Operating Expenditures by Section and Business Unit (Unaudited)
For the Period Ending Feb 23, 2021

	<u>Annual Budget</u>	<u>Actual</u>	<u>(Over) Under</u>	<u>% of Total Budget</u>
Executive Services				
Office of The Chief Constable	1,030,440	111,423	919,017	10.8%
Executive Services, Policy and Professional Standards	1,613,290	130,947	1,482,343	8.1%
Esquimalt Administration	571,160	53,086	518,074	9.3%
Police Board	109,700	5,289	104,411	4.8%
Public Affairs	694,160	64,483	629,677	9.3%
Total Executive Services	4,018,750	365,228	3,653,522	9.1%
Integrated Units				
Vancouver Island Integrated Major Crime Unit	965,600	86,613	878,987	9.0%
Diversity Unit	2,710	-	2,710	0.0%
Integrated Mobile Crisis Response Team	136,610	19,833	116,777	14.5%
Regional Domestic Violence Unit	193,380	19,768	173,612	10.2%
Crowd Management Unit Training	39,900	-	39,900	0.0%
Assertive Community Treatment	430,990	47,315	383,675	11.0%
Explosive Disposal Unit	16,090	-	16,090	0.0%
Crime stoppers	62,150	-	62,150	0.0%
Mobile Youth Service Team	63,940	16,870	47,070	26.4%
Emergency Response Team Training	927,360	33,602	893,758	3.6%
Crisis Negotiator Team	66,810	342	66,468	0.5%
Total Integrated Units	2,905,540	224,342	2,681,198	7.7%
Crime Prevention Services				
Community Resource Officers	686,980	90,991	595,989	13.2%
School Resource Officers	384,730	-	384,730	0.0%
Community Programs	105,090	9,033	96,057	8.6%
Volunteer Program	132,660	9,899	122,761	7.5%
Reserve Program	172,740	5,171	167,569	3.0%
Total Crime Prevention Services	1,482,200	115,094	1,367,106	7.8%
Crime Reduction Division				
Strike Force	1,512,730	139,037	1,373,693	9.2%
Analysis and Intel	681,540	77,026	604,514	11.3%
Operational Planning	267,640	18,679	248,961	7.0%
Special Duties	758,440	46,452	711,988	6.1%
Total Crime Reduction Division	3,220,350	281,195	2,939,155	8.7%

	Annual Budget	Year To Date	(Over) Under	% of Total Budget
Patrol - Primary Response Division	19,215,470	2,176,920	17,038,550	11.3%
K9	767,360	71,829	695,531	9.4%
Community Services Division	2,355,990	367,541	1,988,449	15.6%
Investigative Services Division				
Detective Division - Support	1,114,060	145,144	968,916	13.0%
Special Operations	100,000	-	100,000	0.0%
Historical Case Review	253,590	31,923	221,667	12.6%
Financial Crimes	459,380	55,127	404,253	12.0%
Computer Forensics Unit	545,390	109,386	436,004	20.1%
Special Victims Unit	1,059,900	111,344	948,556	10.5%
Major Crimes	1,278,610	151,334	1,127,276	11.8%
Behavioural Assessment & Management Unit	712,300	70,412	641,888	9.9%
Forensic Identification	1,012,960	132,274	880,686	13.1%
Total Investigative Services Division	6,536,190	806,944	5,729,246	12.3%
Traffic Enforcement and Crash Investigations				
Traffic Enforcement and Crash Investigation	1,309,640	137,720	1,171,920	10.5%
Motorcycle Escort Team	10,000	-	10,000	0.0%
Total Traffic Enforcement and Crash Investigations	1,319,640	137,720	1,181,920	10.4%
Communications Centre - 911	3,280,410	563,662	2,716,748	17.2%
Centralized Corporate Costs	1,673,020	626,632	1,046,388	37.5%
Support Services				
Automotive	874,160	82,217	791,943	9.4%
Critical Incident Stress Management	16,000	-	16,000	0.0%
Legal Services and Freedom of Information	386,000	41,431	344,569	10.7%
Finance, Exhibit Control and Purchasing	4,829,180	262,536	4,566,644	5.4%
Human Resources, firearms and use of force training	2,293,590	258,865	2,034,725	11.3%
Records Management	2,280,330	245,342	2,034,988	10.8%
Information Systems	1,325,010	187,722	1,137,288	14.2%
Total Support Services	12,004,270	1,078,112	10,926,158	9.0%
Jail Operations	984,440	93,764	890,676	9.5%
Total Operating Expenditures	59,763,630	6,908,984	52,854,646	11.6%

Statement 4

**Victoria Police Department
Capital Expenditures (Unaudited)
For the Period Ending Feb 23, 2021**

	Transfers to Capital Fund	Budgeted Expenditures	Actual Expenditures	(Over) Under	%
Vehicles	500,000	531,000	215,104	315,896	40.5%
Computer Equipment	415,000	1,030,500	74,031	956,469	7.2%
Furniture	40,000	50,000	-	50,000	0.0%
K9	15,000	15,000	-	15,000	0.0%
Police Building Upgrades	50,000	50,000	17,725	32,275	35.5%
Total Capital	1,020,000	1,676,500	306,860	1,369,640	18.3%

1. REVENUE

Revenues are below budget. Special events are still largely cancelled and records revenue is down due to the closure of the front desk to the public.

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 and are expected to remain so for the first quarter due to the difference in the timing and high number of retirements and our ability to replace positions.

3. RETIREMENTS:

Retirement costs are \$536,575. There is no operating budget for retirements in 2021 and expenditures are expected to be offset by a drawdown from the Employee Benefit Obligation Reserve.

4. OVERTIME:

Net overtime costs are slightly below budget at this time. Emergency Response Team activations remain high and we expect these expenditures to exceed 2020 levels. Backfill for Patrol is below budget due to the seasonality of coverage and we expect backfill overtime costs to increase as we move into the spring and members begin to take annual leave. We also expect as the weather improves and Covid-19 restrictions are lifted a resumption of protests within the capital region.

5. PROFESSIONAL SERVICES:

Professional fees to date consist primarily of the E-Comm contract for the provision of 9-1-1 and dispatch services.

6. EQUIPMENT MAINTENANCE – FLEET & COMPUTERS:

Expenditures are above budget at this time due to expected software licensing costs as well as maintenance on the fleet. Some vehicles that would otherwise have been retired have been held back in the fleet to allow for greater social distancing, which will likely increase our fleet maintenance costs this year.

7. TELEPHONE LINE CHARGES:

Telecommunication costs continue to be managed and are within budget at this time.

8. TRAVEL AND TRAINING:

Travel and training expenditures are below budget. The amount of training opportunities remains limited. Mandatory and essential police training will, however, proceed with additional safety protocols in place. The costs for specific courses and accommodations have increased significantly and although some training will not be possible this year it will only defer, not eliminate, the need.

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 with the exception of expenditures in relation to Covid-19. This includes expenditures for additional janitorial, personal protective equipment, sanitation supplies and services to maintain hygiene during the Covid-19 pandemic.

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 the timing of billings from the City and only includes fuel costs for the month of January. Fuel prices are once again increasing so significant cost savings are not expected this year.

12. EMPLOYEE BENEFIT OBLIGATION

The Employee Benefit Obligation is assessed annually through an actuarial valuation, and assesses the future liability for sick leave, retirement allowances, vacation time payable, deferred vacation, long service leave, personal leave plans and benefit continuation in the

year of retirement. At the end of 2020 the estimated vested benefits obligation was assessed to be \$8,600,977, with \$1,006,665 in unvested obligations. Total funds held in reserve were \$8,413,962. The unfunded employee obligation was therefore \$1,193,680 the unfunded vested portion was a lesser amount of \$187,015.

13. 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. 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.

School Resource Officers

The School Resource Officers were previously redeployed to the front line due to staffing shortages and remain so at this time.

Reserve Program

The Reserve Constable was previously redeployed to the front line due to staff shortages and remains so at this time.

Operations Planning & Special Duties

One staff member is on leave and the positions has not been backfilled due to the reduced number of special events during the pandemic. Both Special Duties revenues and expenditures are reduced for the same reason.

Finance, Exhibit Control and Purchasing

This includes the budget for retroactive payments owed under the collective agreement with the Victoria City Police Union for 2019 and 2020. These retroactive payments are expected to be paid out in March and will be expensed to the divisions where those members are assigned.

Centralized Corporate Costs

Centralized Corporate Costs includes retirement expenditures for retirements. There is no operating budget for retirements in 2021, which will require a drawdown from the Employee Benefit Obligation Reserve.

FINANCIAL IMPACT:

None at this time

RECOMMENDATION:

None



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