



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

May 18, 2021 at 5:00pm

Zoom

1. ADOPTION OF THE AGENDA

- a. Adoption of the Public Agenda of May 18, 2021

2. PRESENTATION

- a. Greater Victoria Police Diversity Advisory Committee (S/Sgt. Ames)

3. STANDING ITEMS

- Pg. 1 a. Adoption of the Minutes of the Public meeting of April 20, 2021
- Pg. 4 b. Chief Constable Monthly Activity Report & Update
- Pg. 4 c. Equity, Diversity, Inclusion & Engagement 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. 19 h. 2021-2022 Board Strategic Priorities - Finalization of Activities
- i. Framework Agreement

3. NEW BUSINESS

- a. 2021 Q1 VicPD CSRC & Strategic Plan Highlight (CC Manak, M. MacIntyre)
<https://vicpd.ca/open-vicpd/community-safety-report-cards/2021-q1/>
- b. ICD Course Review (C. Huber)

4. CORRESPONDENCE *(for information only)*

- Pg. 21 a. 210419 Order in Council: Reappointment of Board Member Crowder
- Pg. 22 b. 210429 Letter from Board to Minister Malcolmson re: BC Budget & ACT Teams



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

April 20, 2021 at 5:00pm

Teams & Livestream: VicPD YouTube

PRESENT

Mayor Helps, Chair
Mayor Desjardins
D. Crowder
S. Dhillon

M. Hayes
C. Huber
P. Schachter
Chief Cst. Manak

DC Watson
DC Laidman

Recording Secretary: Collette Thomson

1. ADOPTION OF THE AGENDA

a. Adoption of the Public Agenda of April 20, 2021

21-40

MOTION: *To approve the Public agenda of April 20, 2021 as presented and include the 2020 VicPD Annual Report. MOVED/SECONDED/CARRIED*

2. STANDING ITEMS

a. Adoption of the Minutes of the Public meeting of March 16, 2021

21-41

MOTION: *To approve the Public Minutes of the March 16, 2021 meeting as presented. MOVED/SECONDED/CARRIED*

b. Chief Constable Monthly Update & Activity Report

Refer to the report provided – for information. Additional updates include:

- Calls for service and files of note were reviewed
- Demographic survey of VicPD was conducted and the results are currently being compiled
- JIBC completed a curriculum review with input from the Greater Victoria Police Diversity Advisory Committee; as a result, two new competencies have been added: Diversity, Equity & Inclusion, and Conflict Management
- VicPD has a dedicated recruiting website which provides comprehensive information regarding the application process and benefits of becoming a VicPD police officer:
<https://joinvicpd.ca/>

c. Equity, Diversity, Inclusion & Engagement Update

Refer to the report provided – for information.

d. Committee Reports

Refer to the report provided – for information.

e. **Board Co-Chair Updates**

There is currently one vacancy on the Board and interested candidates are encouraged to apply:

<https://www.bcpublicsectorboardapplications.gov.bc.ca/s/noticeofpositionDetail?nop=J-0063>

f. **BC Association of Police Boards Director's Update**

- BCAPB has made a submission to the Special Committee on Reforming the *Police Act*
- President Huber recently met with BC's Director of Police Governance on how to work in partnership regarding police governance

g. **Board Member Engagement Update**

- Board member Dhillon assisted with a recent Hero Works fundraising project
- Board member Crowder is now the Treasurer of the Esquimalt Farmer's Market board

h. **2021-2022 Board Strategic Priorities**

The 2021-2022 Board strategic priorities have been established and will be reviewed again in December 2021. The action items related to each priority will be determined at the upcoming Governance Committee meeting and will be shared publicly at an upcoming board meeting.

i. **Framework Agreement**

No discussion arising.

3. NEW BUSINESS

a. **Timing Adjustment of the Board In-Camera Sessions**

The In-Camera sessions require more time; therefore, the timing of the board discussions will be amended as follows:

3:15pm – 3:30pm: Board only

3:30pm – 3:45pm: Board & Chief as necessary; cancel if need be and start in-camera at 3:30pm

3:45pm – 5:00pm: In-Camera

5:00pm – 6:00pm: Public

b. **ACT Officers**

Chief Manak advised that effective May 1st, two ACT officer positions will be redeployed to the front-lines in order as a result of government's decision not to fund these positions.

c. **Approval: Attendees - Virtual CACOLE Conference (May 10-11)**

21-42 **MOTION:** *That the board authorize the expenditures for Board member's Hayes and Schachter to attend the virtual CACOLE conference from May 10-11, 2021; and that they report back the board.* **MOVED/SECONDED/CARRIED**
MOVED/SECONDED/CARRIED

d. **Approval: Attendees - Virtual VPB Fair & Impartial Course (June 3)**

21-43 **MOTION:** *That the board authorize the expenditures for Board member's Dhillon and Schachter to attend the virtual Vancouver Police Board Fair & Impartial course on June 3, 2021; and that they report back the board.* **MOVED/SECONDED/CARRIED**

e. **Institute of Corporate Directors Virtual Course Reviews**

Refer to the documents provided which summarized the course learnings. Mayor Desjardins attended Board Oversight of Culture, and Board member Dhillon attended Board Oversight of Strategy.

f. **2020 VicPD Annual Report**

Refer to the VicPD website to view this report.

4. CORRESPONDENCE

a. **210330 Letter from BCAPB re: 2021-2022 Executive**

b. **VicPD Commendations**

Meeting adjourned at 6:20pm.

Mayor Helps
Lead Co-Chair

Date

Collette Thomson
Recording Secretary

Date



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

DATE:	May 18, 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.*

- April 26: Attended virtual Greater Victoria Chamber of Commerce Conversation with the Finance Minister
- April 29: Participated in the virtual Fairfield Gonzales Community Association townhall meeting
- May 5: Attended the virtual Vancouver Police Department Beyond 2020 speaker series re: resiliency within the law enforcement community
- May 10: Presented the VicPD 2021 Quarter 1 Community Safety Report Card to Esquimalt Council
- May 13: Presented the VicPD 2021 Quarter 1 Community Safety Report Card to City Council
- May 18: Attended swearing-in ceremony for six VicPD recruit officers

Equity, Diversity, Inclusion & Engagement

ENGAGEMENTS

- April 26: Participated in the City of Victoria's Welcoming City Task Force meeting as the VicPD rep
- May 7: Attended the virtual Inter-Cultural Association dialogue session re: Racism in Greater Victoria: A Community Report
- May 17: Participated in the City of Victoria's Welcoming City Task Force meeting as the VicPD rep

UPDATE

The Greater Victoria Police Diversity Advisory Committee is moving forward with planning BIPOC community engagement sessions. There was a delay in planning these sessions since the GVPDAC was transitioning to a new police co-chair and a new community co-chair. The new co-chairs are now in place and the GVPDAC will be taking positive steps forward in the coming months.



VICTORIA & ESQUIMALT POLICE BOARD

Committee Reports to Board

(Public)

Meeting of May 4, 2021

HUMAN RESOURCES

ITEMS DISCUSSED

a. Non-Deployable Officers

There are several ongoing contributing factors to the high number of non-deployable numbers. Efforts are ongoing to help prevent officers from going off on in the first place and ensuring mechanisms are in place to help officers return much sooner if they do. The long-term solution includes determining what can reduce workload demand and increase resources.

b. Issues Impacting Hiring & Potential Resolutions

Difficulty in attracting and hiring police officers is a national issue due to a decrease in applications, early exits, and higher rates of retirement. Discussions amongst departments are ongoing as to how to attract and retain recruit and exempt applicants.

c. Letters of Understanding with the Police Union

The Union is currently reviewing LOUs which will contribute to the modernization of the Collective Agreement.

d. Institute of Corporate Directors – Course Review

Board member Huber recently completed the ICD course *HR & Compensation Committee Effectiveness*. A summary of the highlights will be provided in the public session of the May Board meeting.

GOVERNANCE

ITEMS DISCUSSED

a. VicPD Community Survey Results

The results of this annual survey will be posted publicly on May 18th.

b. Finalize Activities for 2021-2022 Board Strategic Priorities

This will be discussed at the public session of the May Board meeting.

c. Policy Review Process

This process is being revised to clearly outline the role of the Board and the degree of their scope when policies require review and approval.

- d. **Police Board Access re: VicPD Policies**
Mechanisms to allow the Board to readily access VicPD policies are being determined.
- e. **Board YouTube Channel for Public Board Meetings & Videos**
A dedicated public YouTube channel has been created for the board so that videos of the public meetings can be reviewed at any time.
<https://www.youtube.com/channel/UCKKPigikT5vWGaID8Ceb2A>

FINANCE

ITEMS DISCUSSED

- a. **Monthly Financial Report**
Refer to page #7 – for information.



VICTORIA-ESQUIMALT POLICE BOARD REPORT

DATE:	May 4, 2021
ACTION:	None – For Information
SUBJECT:	Monthly Financial Report, April 27 th , 2021
RECOMMENDED BY:	Steve Hurcombe, Controller
APPROVED BY:	Del Manak, Chief Constable

BACKGROUND:

This report contains the financial results for the period ending **April 27th, 2021**, representing approximately 31% of the payroll year. The overall net budget is slightly under budget at approximately 30.7%, with operating expenditures at approximately 30.2%.

These amounts include retirement expenditures of \$732,847 that are budgeted to be funded through a drawdown from the Employee Benefit Obligation Reserve.

SUMMARY:

Salaries and benefits are below budget due to the timing of retirements, a significant number of which take place in the first quarter, and the availability and timing of spaces at the Justice Institute. Retirement expenditures totaling \$732,847 are not included in the operating budget and are expected to be funded through a 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. This is in part due to an amount of \$186,942 received from the Legislative Assembly of BC in reimbursement of policing expenditures for protests that occurred in early 2020. This was not recorded as revenue at the time due to uncertainty surrounding the amounts receivable.

In addition, leave usage is low at the beginning of the year and we expect overtime expenditures to increase as we move into the spring. 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 38.3% of the total budget, primarily due to scheduled vehicle orders, as well as office renovation projects that are near completion.

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.

Overall, we are therefore slightly below budget at this time.



2021 MONTHLY FINANCIAL REPORT APRIL 27TH, 2021

Statement 1

Victoria Police Department
Revenues and Expenditures By Section (Unaudited)
For the Period Ending April 27, 2021

	Annual Budget	31.0%	Actual	(Over) Under	% of Total Budget
Revenue					
Special Events	723,640	224,328	68,095	655,545	9.4%
Records	185,100	57,381	17,671	167,429	9.5%
Grants	-	-	12,373	(12,373)	N/A
Other	522,010	161,823	100	521,910	0.0%
Jail Operations	28,500	8,835	8,820	19,680	30.9%
Total Revenue	1,459,250	452,368	107,060	1,352,190	7.3%
Operating Expenditures By Section					
Executive	4,018,750	1,245,812.50	1,101,377	2,917,373	27.4%
Integrated Units	2,905,540	900,717.40	578,958	2,326,582	19.9%
Crime Prevention Services	1,482,200	459,482.00	333,240	1,148,960	22.5%
Crime Reduction Division	3,220,350	998,308.50	468,479	2,751,871	14.5%
Patrol - Primary Response Division	19,215,470	5,956,795.70	5,903,449	13,312,021	30.7%
K9	767,360	237,881.60	187,968	579,392	24.5%
Community Services Division	2,355,990	730,356.90	1,108,816	1,247,174	47.1%
Investigative Services	6,536,190	2,026,218.90	2,123,523	4,412,667	32.5%
Traffic Enforcement and Crash Investigation:	1,319,640	409,088.40	453,500	866,140	34.4%
Communications Centre - 911	3,280,410	1,016,927.10	1,694,224	1,586,186	51.6%
Centralized Corporate Costs	1,673,020	518,636.20	989,553	683,467	59.1%
Support Services	12,004,270	3,721,323.70	2,827,863	9,176,407	23.6%
Jail Operations	984,440	305,176.40	289,251	695,189	29.4%
Total Operating Expenditures	59,763,630	18,526,725	18,060,201	41,703,429	30.2%
Transfers to Capital	1,020,000	316,200	255,000	765,000	25.0%
Transfer from Financial Stability Reserve	100,000	31,000	-	100,000	0.0%
Net Budget	59,224,380	18,359,558	18,208,142	41,016,238	30.7%

Statement 2

Victoria Police Department
Revenue and Expenditures by Object (Unaudited)
For the Period Ending April 27, 2021

				(Over)/Under	
	Actual	2021 Budget	% Used	\$	%
Revenue					
Special Events	68,095	723,640	9.4%	655,545	90.6%
Records	17,671	185,100	9.5%	167,429	90.5%
Grants	12,373	-	N/A	(12,373)	N/A
Other	100	522,010	0.0%	521,910	100.0%
Jail Operations	8,820	28,500	30.9%	19,680	69.1%
Total Revenue	107,060	1,459,250	7.3%	1,352,190	92.7%
Operating Expenditures					
Salaries and Benefits	13,497,333	45,109,537	29.9%	31,612,204	70.1%
Retirements	732,847	-	N/A	(732,847)	N/A
Overtime	285,854	2,962,097	9.7%	2,676,243	90.3%
Professional Services	1,751,722	4,808,596	36.4%	3,056,874	63.6%
Equipment Maintenance - Fleet & Computers	453,018	1,286,638	35.2%	833,620	64.8%
Telephone Line Charges/CREST	300,173	1,134,100	26.5%	833,927	73.5%
Travel and Training	174,159	944,000	18.4%	769,841	81.6%
Building Maintenance	203,443	820,120	24.8%	616,677	75.2%
General and Office Supplies	247,182	498,451	49.6%	251,269	50.4%
Other Operating Expenditures	87,263	893,911	9.8%	806,648	90.2%
Uniforms & Protective Clothing	102,092	263,400	38.8%	161,308	61.2%
Lease/Rental/PRIME	80,348	433,200	18.5%	352,853	81.5%
Fuel and Motor Oil	63,091	342,000	18.4%	278,909	81.6%
Insurance	76,366	242,080	31.5%	165,714	68.5%
Postage and Freight	5,312	25,500	20.8%	20,188	79.2%
Total Operating Expenditures	18,060,201	59,763,630	30.2%	41,703,429	69.8%
Transfers to Capital	255,000	1,020,000	25.0%	765,000	75.0%
Transfer from Financial	-	100,000	0.0%	100,000	N/A
Net Budget	18,208,142	59,224,380	30.7%	41,016,238	69.3%

Statement 3

Victoria Police Department
Operating Expenditures by Section and Business Unit (Unaudited)
For the Period Ending April 27, 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	257,593	772,847	25.0%
Executive Services, Policy and Professional Standards	1,613,290	429,541	1,183,749	26.6%
Esquimalt Administration	571,160	201,319	369,841	35.2%
Police Board	109,700	10,215	99,485	9.3%
Public Affairs	694,160	202,709	491,451	29.2%
Total Executive Services	4,018,750	1,101,377	2,917,373	27.4%
Integrated Units				
Vancouver Island Integrated Major Crime Unit	965,600	242,939	722,661	25.2%
Diversity Unit	2,710	-	2,710	0.0%
Integrated Mobile Crisis Response Team	136,610	44,609	92,001	32.7%
Regional Domestic Violence Unit	193,380	59,475	133,905	30.8%
Crowd Management Unit Training	39,900	(78,550)	118,450	-196.9%
Assertive Community Treatment	430,990	153,303	277,687	35.6%
Explosive Disposal Unit	16,090	-	16,090	0.0%
Crime stoppers	62,150	-	62,150	0.0%
Mobile Youth Service Team	63,940	53,252	10,688	83.3%
Emergency Response Team Training	927,360	102,558	824,802	11.1%
Crisis Negotiator Team	66,810	1,373	65,437	2.1%
Total Integrated Units	2,905,540	578,958	2,326,582	19.9%
Crime Prevention Services				
Community Resource Officers	686,980	257,334	429,646	37.5%
School Resource Officers	384,730	-	384,730	0.0%
Community Programs	105,090	25,723	79,367	24.5%
Volunteer Program	132,660	32,063	100,597	24.2%
Reserve Program	172,740	18,119	154,621	10.5%
Total Crime Prevention Services	1,482,200	333,240	1,148,960	22.5%
Crime Reduction Division				
Strike Force	1,512,730	382,315	1,130,415	25.3%
Analysis and Intel	681,540	214,979	466,561	31.5%
Operational Planning	267,640	56,841	210,799	21.2%
Special Duties	758,440	(185,656)	944,096	-24.5%
Total Crime Reduction Division	3,220,350	468,479	2,751,871	14.5%

	Annual Budget	Year To Date	(Over) Under	% of Total Budget
Patrol - Primary Response Division	19,215,470	5,903,449	13,312,021	30.7%
K9	767,360	187,968	579,392	24.5%
Community Services Division	2,355,990	1,108,816	1,247,174	47.1%
Investigative Services Division				
Detective Division - Support	1,114,060	406,580	707,480	36.5%
Special Operations	100,000	(579)	100,579	-0.6%
Historical Case Review	253,590	105,673	147,917	41.7%
Financial Crimes	459,380	160,156	299,224	34.9%
Computer Forensics Unit	545,390	187,618	357,772	34.4%
Special Victims Unit	1,059,900	304,972	754,928	28.8%
Major Crimes	1,278,610	423,765	854,845	33.1%
Behavioural Assessment & Management Unit	712,300	198,945	513,355	27.9%
Forensic Identification	1,012,960	336,393	676,567	33.2%
Total Investigative Services Division	6,536,190	2,123,523	4,412,667	32.5%
Traffic Enforcement and Crash Investigations				
Traffic Enforcement and Crash Investigation	1,309,640	453,500	856,140	34.6%
Motorcycle Escort Team	10,000	-	10,000	0.0%
Total Traffic Enforcement and Crash Investigations	1,319,640	453,500	866,140	34.4%
Communications Centre - 911	3,280,410	1,694,224	1,586,186	51.6%
Centralized Corporate Costs	1,673,020	989,553	683,467	59.1%
Support Services				
Automotive	874,160	242,406	631,754	27.7%
Critical Incident Stress Management	16,000	3,854	12,146	24.1%
Legal Services and Freedom of Information	386,000	114,690	271,310	29.7%
Finance, Exhibit Control and Purchasing	4,829,180	673,968	4,155,212	14.0%
Human Resources, firearms and use of force training	2,293,590	756,745	1,536,845	33.0%
Records Management	2,280,330	675,141	1,605,189	29.6%
Information Systems	1,325,010	361,058	963,952	27.2%
Total Support Services	12,004,270	2,827,863	9,176,407	23.6%
Jail Operations	984,440	289,251	695,189	29.4%
Total Operating Expenditures	59,763,630	18,060,201	41,703,429	30.2%

Statement 4

**Victoria Police Department
Capital Expenditures (Unaudited)
For the Period Ending April 27, 2021**

	Transfers to Capital Fund	Budgeted Expenditures	Actual Expenditures	(Over) Under	%
Vehicles	500,000	531,000	429,549	101,451	80.9%
Computer Equipment	415,000	1,030,500	168,462	862,038	16.3%
Furniture	40,000	50,000	14,436	35,564	28.9%
K9	15,000	15,000	-	15,000	0.0%
Police Building Upgrades	50,000	50,000	30,271	19,729	60.5%
Total Capital	1,020,000	1,676,500	642,718	1,033,782	38.3%

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. The funds received from the Legislative Assembly of BC have been netted against overtime expenditures and will be used to offset special duties expenditures.

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 \$732,847. 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. Total costs for the year are likely to be in the vicinity of \$1 million.

4. OVERTIME:

Net overtime costs are below budget at this time, partly due to revenues received from the Province in relation to 2020 expenditures. 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 up to and including the end of June.

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 represent expenditures up to and including the end of March. 2nd quarter expenditures have not yet been recorded.

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 to the end of March. Fuel prices are once again increasing so significant cost savings are not expected this year.

12. INSURANCE

Insurance expenditures continue to outstrip the rate of inflation. The 2021 budget for insurance was increased to offset expected increases in premiums.

13. 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.

14. 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.

Special Duties

Special duties include recoveries for expenditures incurred in 2020 for policing costs in

relation protests at the BC Legislature. These revenues were not previously recorded due to uncertainty over collectability. An amount of \$186,942 has been subsequently received.

Reserve Program

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

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.

Crowd Management Unit

The Crowd Management Unit (recently renamed Public Safety Unit) includes funds received from the Legislative Assembly as well as the reversal of 2020 estimates for training wages for other police agencies. Due to Covid-19 restrictions spring training has largely been deferred.

Assertive Community Treatment

Two police officers were temporarily assigned to this unit from the Beat and Bike Section pending the results of a Section 27 of the *Police Act* appeal to the Province. Funding for these positions was not approved and consequently these officers will be reassigned as of May.

Operational Planning

A civilian position was temporarily vacant in this unit, which will shortly be filled.

K9

This section has now been transitioned into an Integrated Canine Unit with the Saanich Police Department. Expenditures under this budget represent the costs of our members in that unit year to date that are to be billed back to Saanich periodically. A final reconciliation of expenditures will be made at the end of the year for this unit.

Community Services Division

A realignment was made to move members from Patrol into the Community Services Division during the year for operational purposes.

FINANCIAL IMPACT:

None at this time

RECOMMENDATION:

None



Victoria & Esquimalt Police Board

2021-2022 Strategic Priorities

Updated: April 2021

Progress will be monitored on a quarterly basis via committee Chairs providing a written report to their committee.

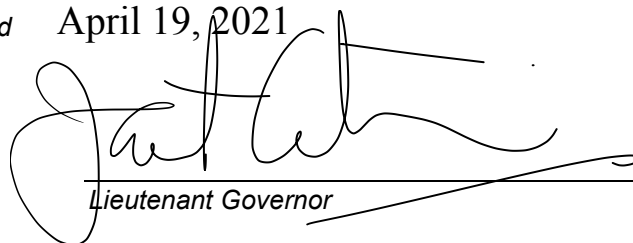
#1.	Tend to the mental health & wellness of members & staff
Lead:	Human Resources
Actions:	<ol style="list-style-type: none"> 1. Meet with VicPD HR Department, Chief Constable, and Union for input on how the Board can support the mental health and wellness of members and staff. Create an implementation timeline. 2. Seek opportunities (at least quarterly) to acknowledge members and staff. 3. Seek avenues to share positive stories that highlight the commitment of members and staff to the community. 4. Invite professionals in our community to educate our Board on this topic. 5. Seek opportunities to hear from members and staff with lived experience. 6. Advocate for better mental health and wellness initiatives for members and staff.
#2.	Increase financial stability
Lead:	Finance
Actions:	<ol style="list-style-type: none"> 1. Review implementation of Special Municipal Constables. 2. Leverage work with integrated policing units across regions and encourage other regionalization initiatives. 3. Evaluate cost saving measure that do not impact public safety.
#3.	Strengthen relationship with the community
Lead:	Governance
Actions:	<ol style="list-style-type: none"> 1. Provide creative community engagement and education re: role of police boards, understanding policing, how policing works, role of police. 2. Proactively participate in board member recruitment. 3. Increase board member attendance at community events. 4. Provide opportunities for public participation in board meetings by including agenda time for via question period/addressing the board. 5. Promote public access by conducting all suitable business in public sessions and following best practices to ensure use of in-camera and closed in-camera meetings only for appropriate matters. 6. Study development of committees of citizens and elders mutually respected by the police and community to provide context for actions/conflicts within their communities.

#4.	Strengthen relationship with the Provincial Government
Lead:	Governance
Actions:	<ol style="list-style-type: none"> 1. Justice Institute of BC. 2. Board succession planning and recruitment. 3. Work closely with the Director of Police Services and Ministry staff on reforms related to modernization, sustainability, and the role of the police with respect to complex societal issues. 4. Proactively work with the Ministry of Mental Health and Addictions and others to provide input on police policies to address federal exemption on decriminalization of drug possession.
#5.	Educate ourselves and advocate for better health supports for people with mental health and substance use issues
Lead:	Human Resources
Actions:	<ol style="list-style-type: none"> 1. Invite professionals in our community to educate our Board on this topic. 2. Seek opportunities to hear from people with lived experience in mental health and substance use. 3. Complete a report after connecting with partners to identify areas of improvement with recommendations. 4. Advocate for better supports for people with mental health and substance use issues. 5. Seek opportunities to publicly demonstrate our learning and understanding. 6. Support restorative justice programs.
#6.	Increase awareness and efforts to combat racism and focus on equity, diversity, and inclusion
Lead:	Human Resources & Governance
Actions:	<ol style="list-style-type: none"> 1. Invite professionals in our community to educate our Board on this topic. 2. Work with the Province and the JIBC to increase the number of Indigenous, Black, Asian, and other recruits with diverse ethno-racial backgrounds. 3. Solicit public and member input on perceptions of racism and discriminatory practices in the service to assist in increasing cultural awareness and eliminating biased or abusive practices. 4. Complete Board training that focusses on equity, diversity, and inclusion. 5. Study and report on policies that facilitate disclosure of systemic racism, racist attitudes and racist action. 6. Study and report on policies and measures that protect vulnerable populations, including those with special needs based on social, economic, health and disability as well as those who experience discriminatory conditions due to origin, racialization, colour, gender or gender identity. 7. Complete a report after connecting with partners to identify areas of improvement with recommendations. 8. Review street checks and other policies that have been identified as contributing to systemic racism and to disproportionate harm to communities that feel unsupported by the police. 9. Review policies to ensure they are compliant with the purpose and spirit of UN Declaration of the Rights of Indigenous People (UNDRIP). 10. Advocate for better supports to combat racism and offer recommendations that focus on equity, diversity, and inclusion. 11. Seek opportunities to publicly demonstrate our learning and understanding.
#7.	Future proof the Framework Agreement
Lead:	Governance
Actions:	<ol style="list-style-type: none"> 1. Draft a mid-term and long-term plan to address contingencies that could jeopardize the effectiveness of the Framework Agreement.

PROVINCE OF BRITISH COLUMBIA
ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL


Order in Council No. 240

, Approved and Ordered April 19, 2021


Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that, effective June 30, 2021, Douglas Scott Crowder appointed as a member of the Victoria and Esquimalt Police Board by the municipal council of the Township of Esquimalt, holds office for a term ending June 30, 2023.


Minister of Public Safety and Solicitor General
Presiding Member of the Executive Council

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

Authority under which Order is made:

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

Other: OIC 404/2020



VICTORIA & ESQUIMALT POLICE BOARD

MAYOR LISA HELPS, LEAD CO-CHAIR

MAYOR BARBARA DESJARDINS, DEPUTY CO-CHAIR

April 29, 2021

Minister Sheila Malcolmson
Minister of Mental Health and Addictions

Via email

Dear Minister Malcolmson:

RE: BC Budget & Fiscal Plan 2021/22 – 2023/24

The Victoria and Esquimalt Police Board was pleased to see that the BC budget and fiscal plan for 2021/2022 – 2023/24 has dedicated a great deal of funding for mental health and addictions support including. Specifically, we were encouraged that some of that funding will be used to create new Assertive Community Treatment (ACT) teams which use a psychosocial rehabilitation approach for individuals with severe and complex mental illness, with or without substance use or addiction. It is the request of the Police Board that consideration be given to allotting part of this funding to fund police positions on ACT teams as they are performing health and mental health functions as part of these teams, rather than law enforcement functions.

As you may be aware, in the 2019 police budget request to Victoria and Esquimalt Councils, the Police Board requested that funding be maintained for the two additional officers added to the ACT program in our communities as part of a pilot project. Without this funding, VicPD would not be able to maintain these additional officers on the ACT team due to the significant and ongoing resource shortages facing the department.

The City of Victoria Council denied the request, while the Township of Esquimalt Council supported it. As a result, on September 20, 2019, the Police Board sent a letter to then Assistant Deputy Minister and Director of Police Services, Ms. Brenda Butterworth-Carr, requesting that a review be undertaken under Section 27 *Police Act* in the hopes that government would direct municipal councils to continue the funding for the two ACT officer positions. On January 17, 2021, ADM Butterworth-Carr advised that the Police Board's resourcing request for the ACT officers to be included in the police budget was denied.

The overall decision to deny this funding jeopardizes the health and safety of those suffering with severe and persistent mental health challenges and the general public whose safety will be impacted. It also clearly contradicts Premier Horgan's direction in this area. In his mandate letter of November 26, 2020, to you, the following directive was included:

Support communities in addressing street disorder and public safety concerns by expanding mental health intervention teams like the six new Assertive Community Treatment (ACT) teams recently announced for communities experiencing increased challenges with vulnerable residents.

Given the positive results from University of Victoria researchers Dr. Catherine Costigan and Dr. Erica Woodin in their 2018 (phase one) and 2019 (phase two) evaluation of integrating VicPD officers onto ACT teams, and Premier Horgan's mandate letter to you, the Police Board supported Chief Cst. Manak in reaching out to government and respectfully requesting that their decision not to fund these officers be revisited. Both of the University of Victoria reports can be found here:

<https://onlineacademiccommunity.uvic.ca/actpolice/home/>

He explained to Minister Farnworth that these two ACT officers were critical in providing safety and support for all staff attached to the ACT teams, including doctors, nurses, mental health clinicians, social workers, support workers and others. Removing these additional officers from the ACT teams will result in the failure of individuals with severe and persistent mental illness to be served by ACT due in part to staff safety concerns. The role of the police officers in the ACT program is critical in preventing further decompensation of individuals with complex care needs who need the greatest level of support and care in our community.

Despite Chief Cst. Manak's strong public safety and client mental health concerns and the evidence-based rationale for continuing with the existing police involvement in ACT, he was advised on March 30, 2021 that the provincial government decision to deny funding for the two ACT officers will stand. This results in the unfortunate but necessary reallocation of the two ACT officers on May 1, 2021 back to regular policing duties, leaving those most vulnerable in our community without the ability to access the mental health supports they require.

The Police Board appreciates your consideration of this important and time sensitive funding request and hopes that your ministry has the flexibility to allocate funding for the two ACT officers at least for the remainder of this calendar year so that the critical health supports can continue to be delivered in our communities. We can take the request back to councils in the 2022 budget.

Yours Truly,



Mayor Lisa Helps
Lead Co-Chair



Mayor Barbara Desjardins
Deputy Co-Chair