



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

September 21, 2021 at 5:00pm
Zoom & Livestream: VicPD YouTube

1. ADOPTION OF THE AGENDA

- a. Adoption of the Public Agenda of September 21, 2021

2. PRESENTATIONS

- a. Integrated Canine Unit (Sgt. Ewer & PSD Maverick)

3. STANDING ITEMS

- Pg. 1 a. Adoption of the Minutes of the Public meeting of July 20, 2021
- Pg. 3 b. Chief Constable Monthly Activity Report & Update
- Pg. 4 c. Equity, Diversity, Inclusion & Engagement Update
- d. Respectful Workplace Action Plan Update
- Pg. 5 e. Committee Reports
- f. Board Co-Chairs Update
- g. BC Association of Police Boards Director's Update
- h. Board Member Engagement Update
- Pg. 25 i. 2021 Board Strategic Priorities
- j. Framework Agreement

4. NEW BUSINESS

- Pg. 27 a. Call Management (CC Manak)

5. CORRESPONDENCE *(For information only)*

- Pg. 31 a. 210720 Letter from Ministry of Mental Health & Addictions re: ACT Teams



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

July 20, 2021 at 5:00pm

Zoom & Livestream: VicPD YouTube

PRESENT

Mayor Helps, Chair	Chief Cst. Manak	Insp. McRae
D. Crowder	DC Laidman	S/Sgt. Rice
S. Dhillon	DC Watson	S/Sgt. Ames
M. Hayes	Insp. C. Brown	S/Sgt. Gubbins
C. Huber	Insp. King	S. Hurcombe
P. Schachter	Insp. Jones	M. MacIntyre

Recording Secretary: Collette Thomson

1. ADOPTION OF THE AGENDA

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

21-65 **MOTION:** *To approve the Public agenda of July 20, 2021 as presented.*
MOVED/SECONDED/CARRIED

2. STANDING ITEMS

a. Adoption of the Minutes of the Public meeting of June 22, 2021

21-66 **MOTION:** *To approve the Public Minutes of the June 22, 2021 meeting as amended.*
MOVED/SECONDED/CARRIED

b. Chief Constable Monthly Update & Activity Report

Refer to the report provided – for information. Operational updates were provided on significant calls and files of note.

c. Equity, Diversity, Inclusion & Engagement Update

Refer to the report provided – for information.

d. Committee Reports

Refer to the report provided – for information.

21-67 **MOTION:** *To approve the Request to Address Board form as presented.*
MOVED/SECONDED/CARRIED

e. **Board Co-Chair Updates**

21-68 **MOTION:** *That Board member Stockton be appointed as the representative on the Police Services interview panel for the final new Board member; and that a request be made to Police Services to allow Board member Dhillon to sit on the interview panel as well.* **MOVED/SECONDED/CARRIED**

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

No discussion arising.

g. **Board Member Engagement Update**

Board member Huber attended the recent VicPD swearing-in ceremony of 12 auxiliary Jailers.

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

No discussion arising.

i. **Framework Agreement**

Chief Manak advised that he will be presenting to Esquimalt Council in the closed session regarding the Esquimalt deployment model.

Meeting adjourned at 5:50pm.

Mayor Helps

Lead Co-Chair

Collette Thomson

Recording Secretary

Date

Date



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

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

Community Events & Presentations

July 22:	Attended the VicPD 2022 budget consultation meeting with Victoria Council
July 27:	Presented to the Special Committee on Reforming the <i>Police Act</i> on behalf of the BC Association of Chiefs of Police
August 3:	Attended the Music in the Park festival in Esquimalt
August 9:	Attended the virtual Canadian Association of Chiefs of Police annual general meeting
August 10:	Attended the Music in the Park festival in Esquimalt
August 16:	Attended VicPD retirement ceremony for Cst. L. Neil
August 19:	Welcomed Olympic athlete Emma Entzminger to VicPD
August 23:	Presented the VicPD Quarter II Community Safety Report Card to Esquimalt Council
August 23-24:	Attended the virtual Canadian Association of Chiefs of Police conference
August 31:	Attended the VicPD swearing-in ceremony for six recruit Constables
September 2:	Presented the VicPD Quarter II Community Safety Report Card to Victoria Council
September 2:	Presented an Inspector Commendation and Civic Service Award to an off-duty Saanich Police officer and spouse
September 4:	Met with the Victoria Golden Tide baseball team and welcomed them to Victoria
September 11-13:	Attended the virtual International Association of Chiefs of Police conference
September 12:	Attended the Esquimalt Rib Fest event
September 20:	Attended the VicPD Civic Service Awards ceremony

September 21: Attended the virtual Greater Victoria Coalition to End Homelessness annual general meeting

September 21: Welcomed the new VicPD Reserve Constables to their first training class

Equity, Diversity, Inclusion & Engagement

July 23: Attended the virtual Aboriginal Coalition to End Homelessness annual general meeting

August 11: Participated in the Face to Face With Stigma presentation

August 30: Attended the virtual Anti-Racism Group One meeting hosted by the Victoria Multifaith Society and the Centre for Civic Religious Literacy

August 31: Participated in the City of Victoria's Welcoming City Task Force meeting as the VicPD rep

September 8: Attended a matinee with members of the Indigenous street community and Aboriginal Coalition to End Homelessness

September 14: Attended the Indigenous Systems Improvement Map unveiling event

September 15: Attended the virtual Inter-Cultural Association annual general meeting

September 18: Attended the Justice March for Chantal Moore



VICTORIA & ESQUIMALT POLICE BOARD

Committee Reports to Board

Public

Meeting of September 7, 2021

HUMAN RESOURCES

ITEMS DISCUSSED

a. **Quarter II Human Resources Committee Report re: Strategic Priorities**

Refer to the report provided on page #5 – for information.

b. **New Statutory Holiday - Truth & Reconciliation Day**

MOTION: *That the Board recognize the new National Day for Truth and Reconciliation statutory holiday starting on September 30, 2021 for the senior police officers and exempt staff by reading it into the existing contracts and terms of employment; and that the language of the contracts and terms of employment related to statutory holidays be amended at a later date to reflect that of the Police and CUPE Collective Agreements, specifically, a requirement to provide them with a statutory holiday for all general holidays proclaimed, declared or otherwise designated by the City of Victoria, the Province of British Columbia and/or the Government of Canada.*

c. **Trauma Informed Policing**

CC Manak advised that all staff have already taken this mandatory training and additional/ongoing training will be considered.

GOVERNANCE

ITEMS DISCUSSED

a. **Quarter II Governance Committee Report re: Strategic Priorities**

Refer to the report provided on page #7 – for information.

b. **CAPG Conference**

Board members Dhillon, Huber, and Hayes will attend the virtual CAPG conference taking place from September 28-30, 2021.

c. **CAPG Request for Support for 2021 Conference**

The Committee opted not to provide sponsorship funds that were requested for this conference.

d. **Commendations**

Commendations will continue to be added to the public agenda but will be amended to only include a general summary of the pertinent comments. This issue will remain under review.

FINANCE

ITEMS DISCUSSED

- a. **Quarter II Finance Committee Report re: Strategic Priorities**
Refer to the report provided on page #10 – for information.
- b. **Monthly Financial Report**
Refer to the report provided on page #11– for information.



VICTORIA & ESQUIMALT POLICE BOARD

Human Resources Committee Quarter II Report (April – June)

September 2021

#1	Tend to the mental health & wellness of members & staff
Action:	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.
Update:	<ul style="list-style-type: none"> The HR Committee has invited the HR Department, Chief Constable and Union to present to the HR Committee at the meeting in September 2021.
Action:	2. Seek opportunities (at least quarterly) to acknowledge members and staff.
Update:	<ul style="list-style-type: none"> The HR Committee has worked with the Chairs, Chief Constable, and Board to create space for VicPD members and staff to share successes with the Board and public. Board Members are attending swearing-in ceremonies and plan to attend more VicPD events to acknowledge the team where appropriate. The Board has written letters to VicPD team members who have accepted new responsibilities.
Action:	3. Seek avenues to share positive stories that highlight the commitment of members and staff to the community.
Update:	<ul style="list-style-type: none"> Board Members have brought forward positive stories of VicPD to the Board and public meetings. Commendations are shared at the Board meetings. The HR Committee will continue to find new avenues to accomplish this goal.
Action:	4. Invite professionals in our community to educate the Board on this topic.
Update:	<ul style="list-style-type: none"> The HR Committee will continue to find new avenues to accomplish this goal. There have been several presentations to the Board this year that focus on mental health and wellness of members and staff.
Action:	5. Seek opportunities to hear from members and staff with lived experience.
Update:	<ul style="list-style-type: none"> The Board has heard from staff with lived experiences, due to privacy issues this has occurred in-camera. These opportunities have made a significant difference to the Board and the governance role it provides. The HR Committee will work with Chief Constable to provide more opportunities.

Action:	6. Advocate for better mental health and wellness initiatives for members and staff.
Update:	<ul style="list-style-type: none"> The Board put resolutions forward at the BCAPB Conference in 2020 regarding this goal. BCAPB and VicPD met with WorkSafeBC on July 28, 2021.

#5	Educate ourselves and advocate for better health supports for people with mental health and substance use issues
Action:	1. Invite professionals in our community to educate the Board on this topic.
Update:	<ul style="list-style-type: none"> The HR Committee will continue to find new avenues to accomplish this goal.
Action:	2. Seek opportunities to hear from people with lived experience in mental health and substance use and make recommendations based on learnings.
Update:	<ul style="list-style-type: none"> The Board will be making space for members of the public to comment at Board meetings. The HR Committee will continue to find new avenues to accomplish this goal.
Action:	3. Advocate for better supports for people with mental health and substance use issues.
Update:	<ul style="list-style-type: none"> The HR Committee will continue to find new avenues to accomplish this goal.
Action:	4. Support restorative justice programs.
Update:	<ul style="list-style-type: none"> The Board had a presentation from Restorative Justice a few months ago. This presentation was well received. When the BCAPB Board was looking at causes to donate to, three restorative justice organizations were selected (Vancouver, Victoria, and Nelson) and this was sparked from the initial presentation to the Victoria & Esquimalt Police Board.
Action:	5. Seek opportunities to publicly demonstrate our learning and understanding.
Update:	<ul style="list-style-type: none"> The HR Committee will continue to find new avenues to accomplish this goal.



VICTORIA & ESQUIMALT POLICE BOARD

Governance Committee Quarter II Report (April – June)

September 2021

#3	Strengthen relationship with the community
Action:	1. Provide information to the community re: role of police boards, understanding policing, how policing works, role of police.
Update:	<ul style="list-style-type: none"> • Delayed due to COVID • Will focus on this activity in Q3 and review the possibility of holding community townhall
Action:	2. Proactively participate in Board member recruitment.
Update:	<ul style="list-style-type: none"> • Board members assist with interviews and advertise the posting within their own networks as well
Action:	3. Increase Board member attendance at community events.
Update:	<ul style="list-style-type: none"> • Delayed due to COVID; only virtual options are available
Action:	4. Provide opportunities for public participation in Board meetings by including agenda time for question period/addressing the Board.
Update:	<ul style="list-style-type: none"> • Request to address the Board process will be implemented in September and any feedback will be considered
Action:	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.
	<ul style="list-style-type: none"> • Agendas are reviewed by Governance Committee with final review by Lead Co-chair and Chief
Action:	6. Explore the possibility of convening committees of mutually respected citizens and elders to provide context for actions/conflicts within their communities.
Update:	<ul style="list-style-type: none"> • Delayed due to COVID

#4	Strengthen relationship with the Provincial Government
Action:	1. Work on secure funding for Justice Institute of BC.
Update:	<ul style="list-style-type: none"> Working with DC Watson and DC Laidman to find ways to support JIBC
Action:	2. Work on Board succession planning and recruitment.
Update:	<ul style="list-style-type: none"> Governance Chair is in communication with the Crown Agency Board Resourcing Office (CABRO) to expedite board member recruitment and enhance the job postings
Action:	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
Update:	<ul style="list-style-type: none"> Will focus on this activity in Q3
Action:	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.
Update:	<ul style="list-style-type: none"> Work is already being done by other communities relaying the same intent Canadian Association of Chiefs of Police are discussing this issue; most recently Vancouver PD Chief Cst. requested the same of Government.

#6	Increase awareness and efforts to combat racism and focus on equity, diversity, and inclusion
Action:	1. Invite professionals in our community to educate our Board on this topic.
Update:	<ul style="list-style-type: none"> Select speakers will be invited to upcoming Board meetings to discuss topical issues
Action:	2. Work with the Province and the JIBC to increase the number of Indigenous, Black, Asian, and other recruits with diverse ethno-racial backgrounds.
Update:	<ul style="list-style-type: none"> Ongoing
Action:	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.
Update:	<ul style="list-style-type: none"> Will focus on this in Q3 once the workplace survey has been completed and reviewed
Action:	4. Complete Board training that focusses on equity, diversity, and inclusion.
Update:	<ul style="list-style-type: none"> Board members have attended courses related to this; action #1 is related
Action:	5. Study and report on policies that facilitate disclosure of systemic racism, racist attitudes and racist action.
Update:	<ul style="list-style-type: none"> Workplace survey is being developed and once completed, a policy review will be undertaken
Action:	6. Review and refine departmental measures to 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.

Update:	<ul style="list-style-type: none"> Will focus on this in Q3 and Q4 and will liaise with VicPD senior managers to determine what action is being taken to address this
Action:	7. 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.
Update:	<ul style="list-style-type: none"> Discussions taking place with VicPD and the Governance Committee; update expected in Q3
Action:	8. Review policies to ensure they are compliant with the purpose and spirit of UN Declaration of the Rights of Indigenous People (UNDRIP).
Update:	<ul style="list-style-type: none"> Working with senior managers to review relevant policies
Action:	9. Work on supports to combat racism and offer recommendations that focus on equity, diversity, and inclusion.
Update:	<ul style="list-style-type: none"> Survey being finalized for distribution; update expected in Q3
Action:	10. Seek opportunities to publicly demonstrate our learning and understanding.
Update:	<ul style="list-style-type: none"> Public is notified via agenda and a report of associated Board learnings is published on the VicPD website
Action:	11. Complete a report after connecting with partners to identify areas of improvement with recommendations.
Update:	<ul style="list-style-type: none"> Will revisit once the survey has been completed and reviewed

#7	Future-proof the Framework Agreement
Action:	1. Draft a mid-term and long-term plan to address contingencies that could jeopardize the effectiveness of the Framework Agreement.
Update:	<ul style="list-style-type: none"> Ongoing discussions with Esquimalt Council may delay the report of this plan Meetings took place to clarify the wording in the LePard Reports Determining the best Esquimalt Division deployment model



VICTORIA & ESQUIMALT POLICE BOARD
Finance Committee Quarter II Report (April – June)
 September 2021

#2	Increase financial stability
Action:	1. Review implementation of Special Municipal Constables.
Update:	<ul style="list-style-type: none"> Hired four SMCs under a pilot project which concludes in December 2021 Will evaluate and report back
Action:	2. Leverage work with integrated policing units across regions and encourage other regionalization initiatives.
Update:	<ul style="list-style-type: none"> Integrated Canine Service unit is working well and savings have been realized There is no interest at this time from other departments to pursue an integrated Cybercrime unit Provincial funding is not available to Island Health for 2022; therefore, VicPD will not pursue the creation of the integrated Crisis Response Team until 2023
Action:	3. Evaluate cost saving measures that do not impact public safety.
Update:	<ul style="list-style-type: none"> Significant challenges with ongoing cutbacks to proactive policing services (e.g.: ACT officers, Reserve Cst position, Crime Reduction Unit School Liaison Officers) resulting in increased risks 2019 review of VicPD administrative functions merging with City of Victoria determined that no net savings would be realized 2022 budget process is underway during which all costs are re-examined



VICTORIA & ESQUIMALT POLICE BOARD REPORT

Public

DATE:	September 7 th , 2021
TO:	Finance Committee
FROM:	Steve Hurcombe, Controller
SUBJECT:	Monthly Financial Report
ACTION:	For Information

BACKGROUND:

This report contains the financial results for the period ending **August 9th, 2021**, representing approximately 57.9% of the payroll year. The overall net budget is slightly below budget at approximately 57.5%, with operating expenditures at approximately 57.1% and revenues at 43.3% of the budget.

This includes retirement expenditures of \$991,276. Retirement expenditures were excluded from the operating budget and are planned to be funded through a drawdown from the Employee Benefit Obligation Reserve if required. The amounts expended year to date are equivalent to 1.7% of the budget.

SUMMARY:

Salaries and benefits are below budget due to the significant number of retirements and time lag in being able to recruit, process and train replacements. This is in part due to limited availability of spaces at the Justice Institute as well as a backlog as a result of Covid-19 restrictions. Retirement expenditures are not included in the 2021 operating budget and are budgeted instead to be funded through a drawdown from the Employee Benefit Obligation Reserve. This is a temporary measure to reduce the financial burden on municipalities during the Covid-19 pandemic.

There will likely continue to be a period of time where actual strength is below authorized and salary expenditures are therefore below budget, although the impact this will have on overtime could offset these cost reductions.

Overtime expenditures are below budget at this time. This is in part due to an amount received from the Legislative Assembly of BC for specific 2020 policing expenditures, in part to the impact of Covid-19 on special events as well as ongoing difficulties filling patrol backfill positions to maintain shift minimums. We are beginning to see seasonal increases in overtime for patrol, although a number of shifts are still going unfilled.

Capital expenditures to date represent 54.3% of the total budget and we expect capital expenditures to be within budget for the remainder of the year.

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. As Covid-19 restrictions are lifted we are likely to scale back on the additional janitorial that is currently in place.

Most other expenditures categories are on track with the budget. Travel and training, as well as communications expenditures are below budget at this time. This is in part due to the continued impact of Covid-19 restrictions on training and in part due to cost reductions for radios and mobility charges. We would expect to see an increase in training and travel activity in the 3rd quarter of the year if restrictions continue to be lifted.

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



2021 MONTHLY FINANCIAL REPORT SEPTEMBER 7TH, 2021

Statement 1

Victoria Police Department
Revenues and Expenditures By Section (Unaudited)
For the Period Ending August 9, 2021

	Annual Budget	57.9%	Actual	(Over) Under	% of Total Budget
Revenue					
Special Events	723,640	418,988	377,001	346,639	52.1%
Records	185,100	107,173	36,090	149,010	19.5%
Grants	-	-	12,373	(12,373)	N/A
Other	522,010	302,244	183,647	338,363	35.2%
Jail Operations	28,500	16,502	22,876	5,624	80.3%
Total Revenue	1,459,250	844,906	631,986	827,264	43.3%
Operating Expenditures By Section					
Executive	4,018,750	2,326,856	2,108,279	1,910,471	52.5%
Integrated Units	2,905,540	1,682,308	1,506,805	1,398,735	51.9%
Crime Prevention Services	1,482,200	858,194	615,614	866,586	41.5%
Crime Reduction Division	3,220,350	1,864,583	1,464,049	1,756,301	45.5%
Patrol - Primary Response Division	19,215,470	11,125,757	11,064,613	8,150,857	57.6%
K9	767,360	444,301	371,718	395,642	48.4%
Community Services Division	2,355,990	1,364,118	2,113,614	242,376	89.7%
Investigative Services	6,536,190	3,784,454	3,806,724	2,729,466	58.2%
Traffic Enforcement and Crash Investigation:	1,319,640	764,072	818,908	500,732	62.1%
Communications Centre - 911	3,280,410	1,899,357	2,138,147	1,142,263	65.2%
Centralized Corporate Costs	1,673,020	968,679	1,678,440	(5,420)	100.3%
Support Services	12,004,270	6,950,472	5,829,881	6,174,389	48.6%
Jail Operations	984,440	569,991	578,441	405,999	58.8%
Total Operating Expenditures	59,763,630	34,603,142	34,095,232	25,668,398	57.1%
Transfers to Capital	1,020,000	590,580	590,580	429,420	57.9%
Transfer from Financial Stability Reserve	100,000	57,900	-	100,000	0.0%
Net Budget	59,224,380	34,290,916	34,053,826	25,170,554	57.5%

Statement 2

Victoria Police Department
Revenue and Expenditures by Object (Unaudited)
For the Period Ending August 9, 2021

				(Over)/Under	
	Actual	2021 Budget	% Used	\$	%
Revenue					
Special Events	377,001	723,640	52.1%	346,639	47.9%
Records	36,090	185,100	19.5%	149,010	80.5%
Grants	12,373	-	N/A	(12,373)	N/A
Other	183,647	522,010	35.2%	338,363	64.8%
Jail Operations	22,876	28,500	80.3%	5,624	19.7%
Total Revenue	631,986	1,459,250	43.3%	827,264	56.7%
Operating Expenditures					
Salaries and Benefits	25,425,792	45,109,537	56.4%	19,683,745	43.6%
Retirements	991,276	-	N/A	(991,276)	N/A
Overtime	1,383,636	2,962,097	46.7%	1,578,461	53.3%
Professional Services	2,644,933	4,808,596	55.0%	2,163,663	45.0%
Equipment Maintenance - Fleet & Computers	778,659	1,286,638	60.5%	507,979	39.5%
Telephone Line Charges/CREST	484,581	1,134,100	42.7%	649,519	57.3%
Travel and Training	332,921	944,000	35.3%	611,079	64.7%
Building Maintenance	510,224	820,120	62.2%	309,896	37.8%
General and Office Supplies	386,736	498,451	77.6%	111,715	22.4%
Other Operating Expenditures	402,486	893,911	45.0%	491,425	55.0%
Uniforms & Protective Clothing	202,619	263,400	76.9%	60,781	23.1%
Lease/Rental/PRIME	240,362	433,200	55.5%	192,838	44.5%
Fuel and Motor Oil	132,973	342,000	38.9%	209,027	61.1%
Insurance	168,572	242,080	69.6%	73,508	30.4%
Postage and Freight	9,464	25,500	37.1%	16,036	62.9%
Total Operating Expenditures	34,095,232	59,763,630	57.1%	25,668,398	42.9%
Transfers to Capital	590,580	1,020,000	57.9%	429,420	42.1%
Transfer from Financial	-	100,000	0.0%	100,000	N/A
Net Budget	34,053,826	59,224,380	57.5%	25,170,554	42.5%

Statement 3

Victoria Police Department
Operating Expenditures by Section and Business Unit (Unaudited)
For the Period Ending August 9, 2021

	Annual Budget	Actual	(Over) Under	% of Total Budget
Executive Services				
Office of The Chief Constable	1,030,440	522,906	507,534	50.7%
Executive Services, Policy and Professional Standards	1,613,290	837,406	775,884	51.9%
Esquimalt Administration	571,160	331,911	239,249	58.1%
Police Board	109,700	25,809	83,891	23.5%
Public Affairs	694,160	390,247	303,913	56.2%
Total Executive Services	4,018,750	2,108,279	1,910,471	52.5%
Integrated Units				
Vancouver Island Integrated Major Crime Unit	965,600	428,530	537,070	44.4%
Diversity Unit	2,710	1,569	1,141	57.9%
Integrated Mobile Crisis Response Team	136,610	89,201	47,409	65.3%
Regional Domestic Violence Unit	193,380	111,967	81,413	57.9%
Crowd Management Unit Training	39,900	23,102	16,798	57.9%
Assertive Community Treatment	430,990	197,491	233,499	45.8%
Explosive Disposal Unit	16,090	9,316	6,775	57.9%
Crime stoppers	62,150	32,985	29,165	53.1%
Mobile Youth Service Team	63,940	37,021	26,919	57.9%
Emergency Response Team Training	927,360	536,941	390,419	57.9%
Crisis Negotiator Team	66,810	38,683	28,127	57.9%
Total Integrated Units	2,905,540	1,506,805	1,398,735	51.9%
Crime Prevention Services				
Community Resource Officers	686,980	469,165	217,815	68.3%
School Resource Officers	384,730	-	384,730	0.0%
Community Programs	105,090	49,764	55,326	47.4%
Volunteer Program	132,660	61,928	70,732	46.7%
Reserve Program	172,740	34,756	137,984	20.1%
Total Crime Prevention Services	1,482,200	615,614	866,586	41.5%
Crime Reduction Division				
Strike Force	1,512,730	791,435	721,295	52.3%
Analysis and Intel	681,540	398,939	282,601	58.5%
Operational Planning	267,640	122,026	145,614	45.6%
Special Duties	758,440	151,651	606,789	20.0%
Total Crime Reduction Division	3,220,350	1,464,049	1,756,301	45.5%

	Annual Budget	Year To Date	(Over) Under	% of Total Budget
Patrol - Primary Response Division	19,215,470	11,064,613	8,150,857	57.6%
K9	767,360	371,718	395,642	48.4%
Community Services Division	2,355,990	2,113,614	242,376	89.7%
Investigative Services Division				
Detective Division - Support	1,114,060	742,541	371,519	66.7%
Special Operations	100,000	-	100,000	0.0%
Historical Case Review	253,590	189,847	63,743	74.9%
Financial Crimes	459,380	252,153	207,227	54.9%
Computer Forensics Unit	545,390	304,550	240,840	55.8%
Special Victims Unit	1,059,900	572,583	487,317	54.0%
Major Crimes	1,278,610	747,305	531,305	58.4%
Behavioural Assessment & Management Unit	712,300	367,943	344,357	51.7%
Forensic Identification	1,012,960	629,804	383,156	62.2%
Total Investigative Services Division	6,536,190	3,806,724	2,729,466	58.2%
Traffic Enforcement and Crash Investigations				
Traffic Enforcement and Crash Investigation	1,309,640	818,786	490,854	62.5%
Motorcycle Escort Team	10,000	122	9,878	1.2%
Total Traffic Enforcement and Crash Investigations	1,319,640	818,908	500,732	62.1%
Communications Centre - 911	3,280,410	2,138,147	1,142,263	65.2%
Centralized Corporate Costs	1,673,020	1,678,440	(5,420)	100.3%
Support Services				
Automotive	874,160	501,025	373,135	57.3%
Critical Incident Stress Management	16,000	7,241	8,759	45.3%
Legal Services and Freedom of Information	386,000	216,386	169,614	56.1%
Finance, Exhibit Control and Purchasing	4,829,180	1,765,000	3,064,180	36.5%
Human Resources, firearms and use of force training	2,293,590	1,365,148	928,442	59.5%
Records Management	2,280,330	1,302,652	977,678	57.1%
Information Systems	1,325,010	672,430	652,580	50.7%
Total Support Services	12,004,270	5,829,881	6,174,389	48.6%
Jail Operations	984,440	578,441	405,999	58.8%
Total Operating Expenditures	59,763,630	34,095,232	25,668,398	57.1%

Statement 4

**Victoria Police Department
Capital Expenditures (Unaudited)
For the Period Ending August 9, 2021**

	Transfers to Capital Fund	Budgeted Expenditures	Actual Expenditures	(Over) Under	%
Vehicles	500,000	531,000	526,534	4,466	99.2%
Computer Equipment	415,000	1,030,500	323,557	706,943	31.4%
Furniture	40,000	50,000	17,874	32,126	35.7%
K9	15,000	15,000	-	15,000	0.0%
Police Building Upgrades	50,000	50,000	42,898	7,102	85.8%
Total Capital	1,020,000	1,676,500	910,863	765,637	54.3%

1. REVENUE

Revenues remain below budget. Special events are still largely on hold, as are the ferries to the United States. Revenues include an amount recovered from the BC Legislature in relation to specific 2020 police expenditures, not recorded at the time due to uncertainty around the amount receivable.

Budgeted other revenue is comprised of recoveries from partner police agencies for integrated units. The full costs and cost recoveries for these units are often not recognized until the 3rd quarter of the year due to the process in place to reconcile and bill out amounts owed between the agencies.

2. SALARIES AND BENEFITS:

The Human Resources section recruits police officers based on a projection of retirements and authorized strength, as training spaces permit. 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 some time due to a higher number of retirements and the impact of Covid-19 on recruitment and training for replacements.

3. RETIREMENTS:

Retirement costs are \$991,276. 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 below budget at this time due to reduced numbers of special events as well as ongoing shortages for patrol minimums. Emergency Response Team activations remain high and we expect these expenditures to exceed 2020 levels. We expect overtime costs to increase in the last two quarters.

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, increasing our fleet maintenance costs slightly.

7. TELEPHONE LINE CHARGES/CREST:

Telecommunication costs continue to be managed and are below budget at this time. Changes in the funding formula allocation for radios through CREST have also resulted in cost savings for the Department.

8. TRAVEL AND TRAINING:

Travel and training expenditures are below budget. The amount of training opportunities remains limited, although as Covid-19 restrictions are lifted we should see an increase in these expenditure line items. Mandatory and essential police training will proceed with additional safety protocols in place. The costs for specific courses and accommodations have also 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 cost recoveries by the municipalities for the two Police facilities in Esquimalt and Victoria.

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

Other expenditures are in line with expectations at this time. This includes expenditures for additional janitorial, personal protective equipment, sanitation supplies and services to maintain hygiene during the Covid-19 pandemic. Uniform and protective clothing expenditures are above budget at this time, but as this budget is managed closely it is expected to remain within budget by the end of the year.

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. Although fuel prices have increased, expenditures remain below budget. The Department

has replaced some operational vehicles with hybrids and we intend to continue to integrate energy efficient vehicles into the fleet.

12. INSURANCE

Insurance expenditures continue to outstrip the rate of inflation. The 2021 budget for insurance was increased to offset expected increases in premiums. Recent adjustments to expand coverage for Cyber Liability will result in insurance costs being above budget in the next quarter.

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 remain low as a significant number of special events have been cancelled or deferred due to Covid-19. Additionally special duties in relation to the ferries to the USA are still suspended 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. The program continues in a more limited capacity with the assistance of Patrol.

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.

Integrated Units

Training budgets for integrated units are likely to be below budget due to deferred training and operational requirements. This will have no net impact on the 2021 budget as surplus funds are transferred into Evergreen Reserves, reducing future capital and equipment replacement costs.

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 have now been reassigned to their original positions in the Community Services Division.

Operational Planning

A civilian position was temporarily vacant in this unit, which has now been 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, belonging to the Emergency Response Team, into the Community Services Division for operational purposes.

Community Resource Officers

Overtime expenditures for this unit are higher than budgeted. This is directly related to the increased number of shelters in our jurisdiction and an increased need for the expertise and relationship building these officers provide.

FINANCIAL IMPACT:

None at this time

RECOMMENDATION:

None



Victoria & Esquimalt Police Board

2021-2022 Strategic Priorities

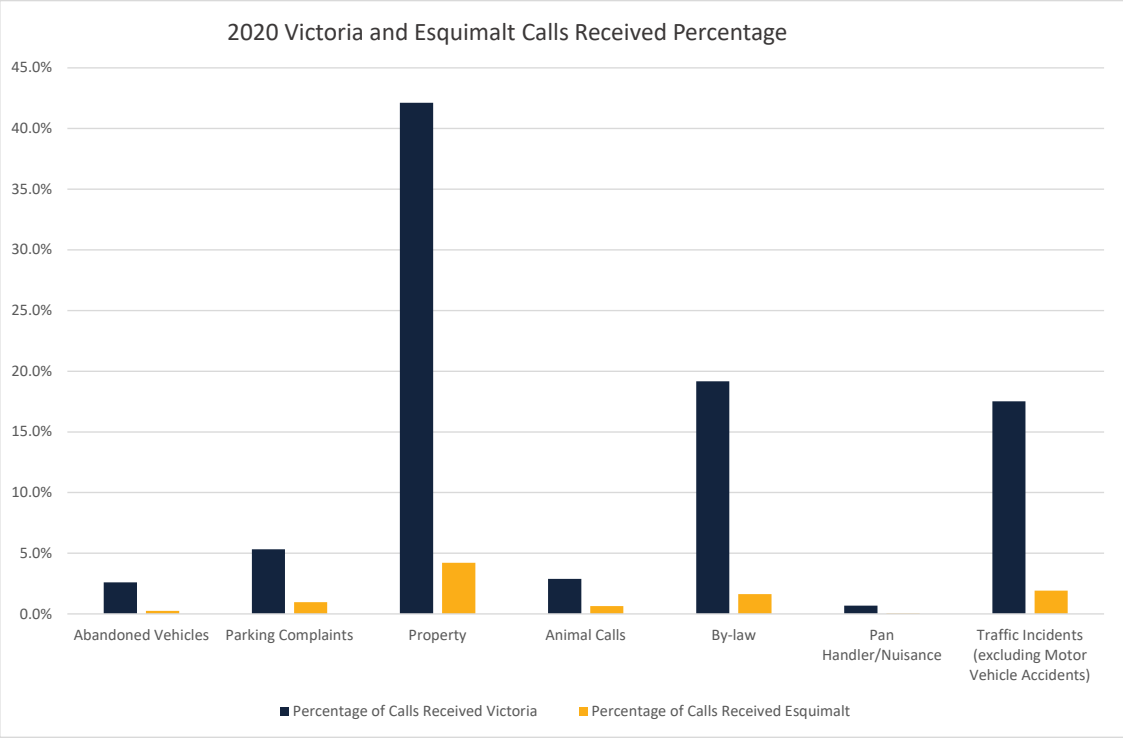
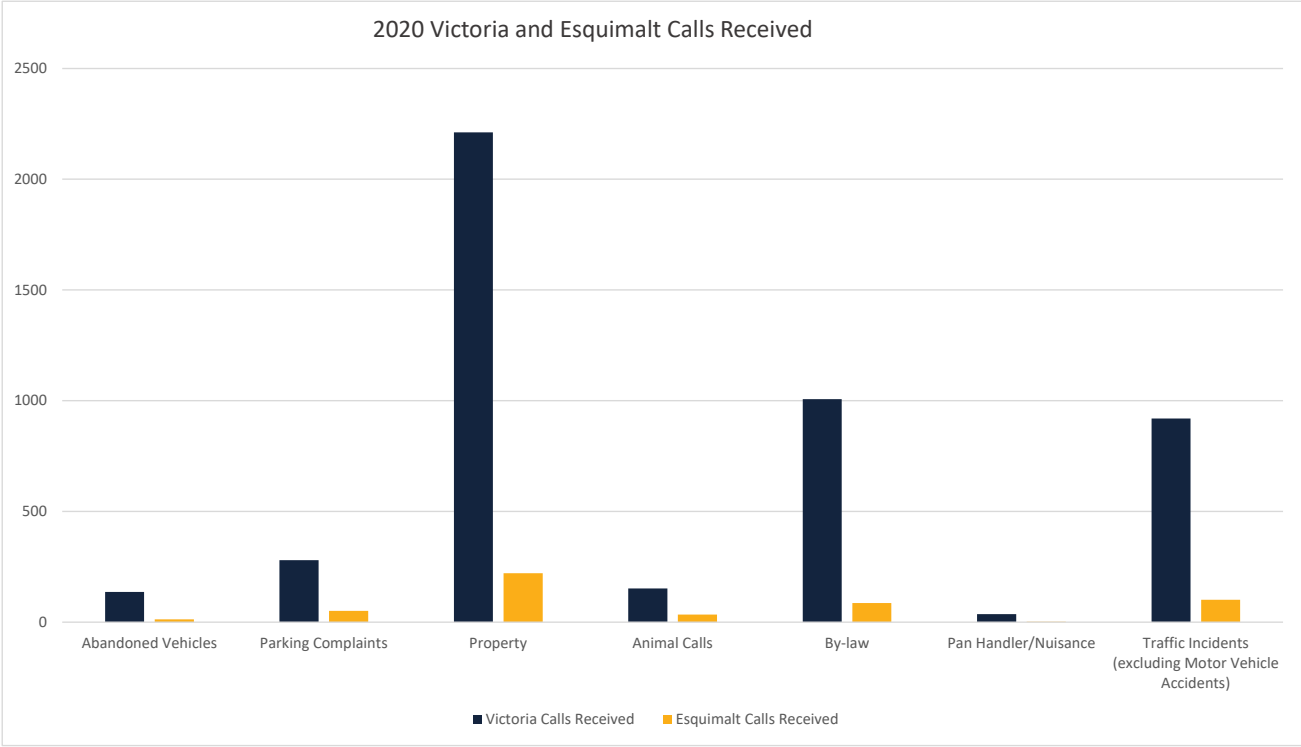
Updated: May 2021

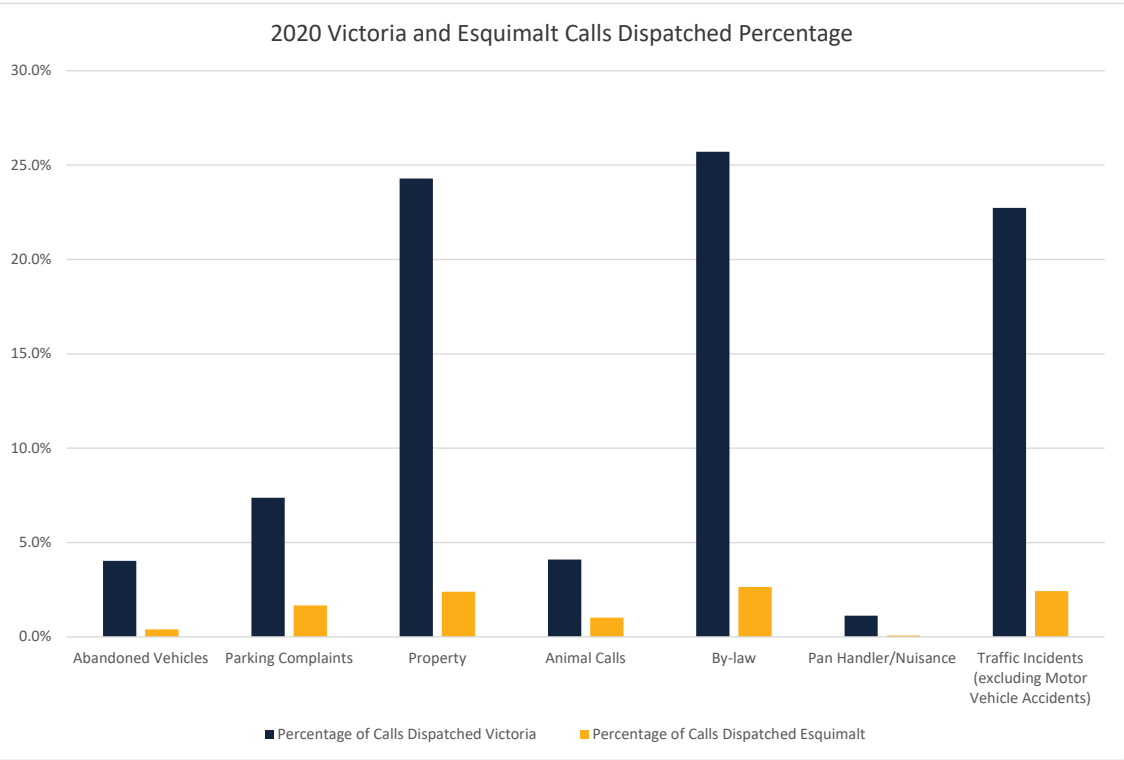
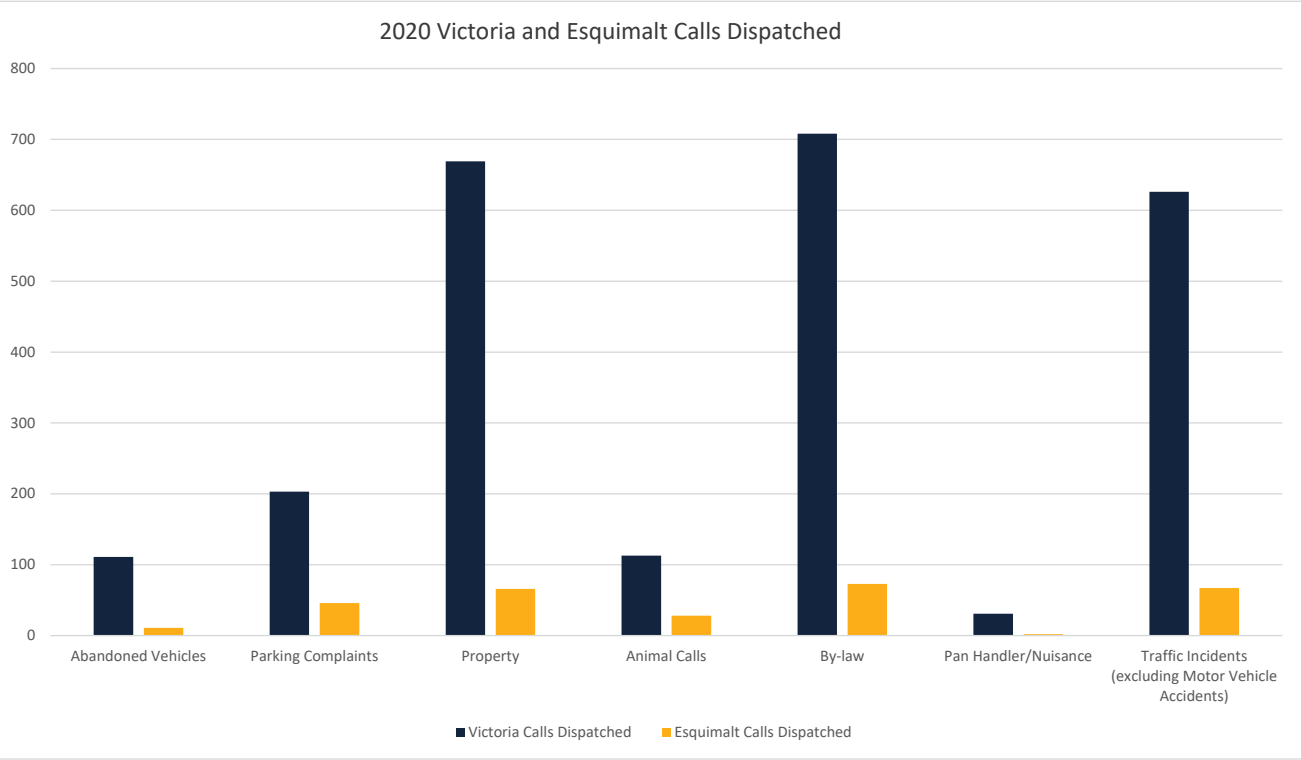
Progress will be monitored on a quarterly basis via committee Chairs providing a written report to their committee which will be forwarded to a public board agenda.

#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 the 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 information to the community 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 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. Explore the possibility of convening committees of mutually respected citizens and elders to provide context for actions/conflicts within their communities.

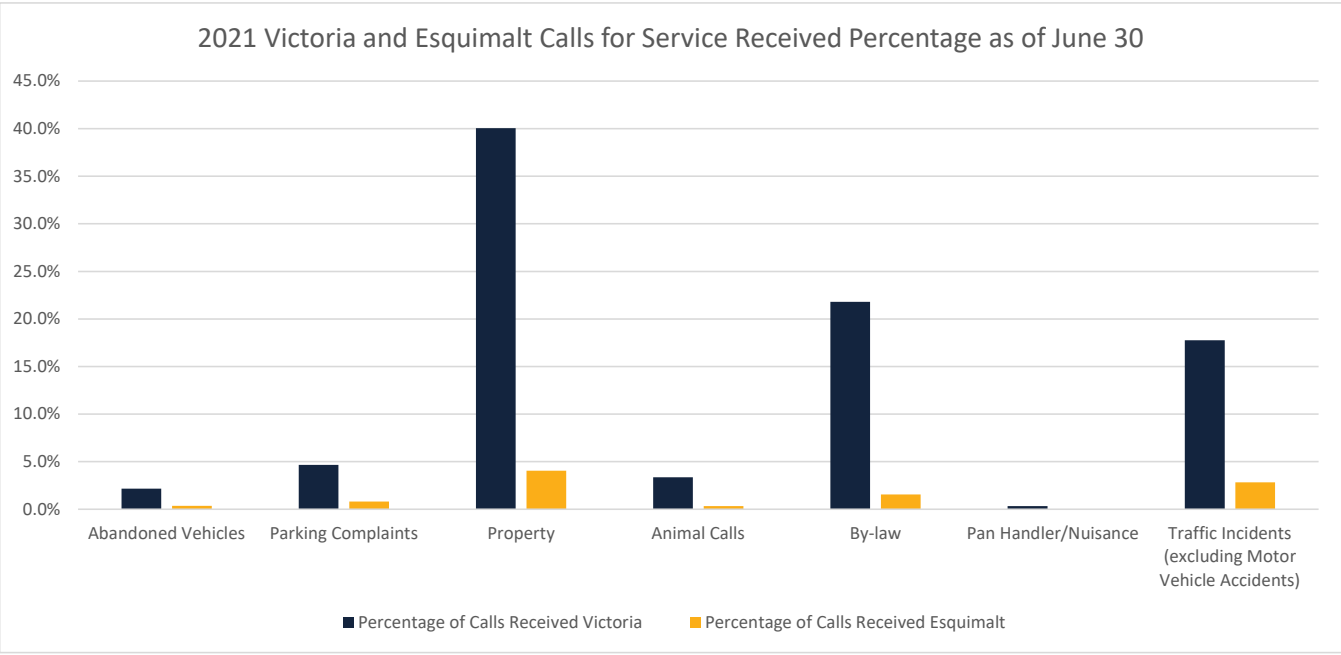
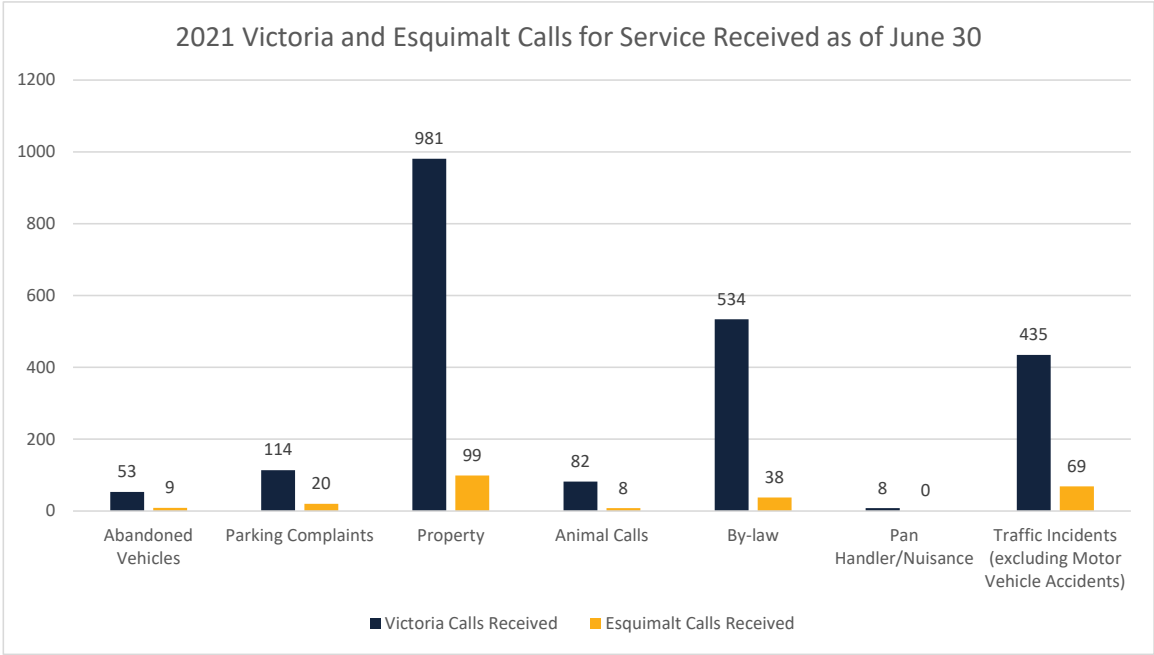
#4.	Strengthen relationship with the Provincial Government
Lead:	Governance
Actions:	<ol style="list-style-type: none"> 1. Work on secure funding for Justice Institute of BC. 2. Work on Board succession planning and recruitment. 3. Work closely with the Director of Police Services and Ministry staff 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 the Board on this topic. 2. Seek opportunities to hear from people with lived experience in mental health and substance use and make recommendations based on learnings. 3. Advocate for better supports for people with mental health and substance use issues. 4. Support restorative justice programs. 5. Seek opportunities to publicly demonstrate our learning and understanding.
#6.	Increase awareness and efforts to combat racism and focus on equity, diversity, and inclusion
Lead:	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. Review and refine departmental measures to 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. 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. 8. Review policies to ensure they are compliant with the purpose and spirit of UN Declaration of the Rights of Indigenous People (UNDRIP). 9. Work on supports to combat racism and offer recommendations that focus on equity, diversity, and inclusion. 10. Seek opportunities to publicly demonstrate our learning and understanding. 11. Complete a report after connecting with partners to identify areas of improvement with recommendations.
#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.

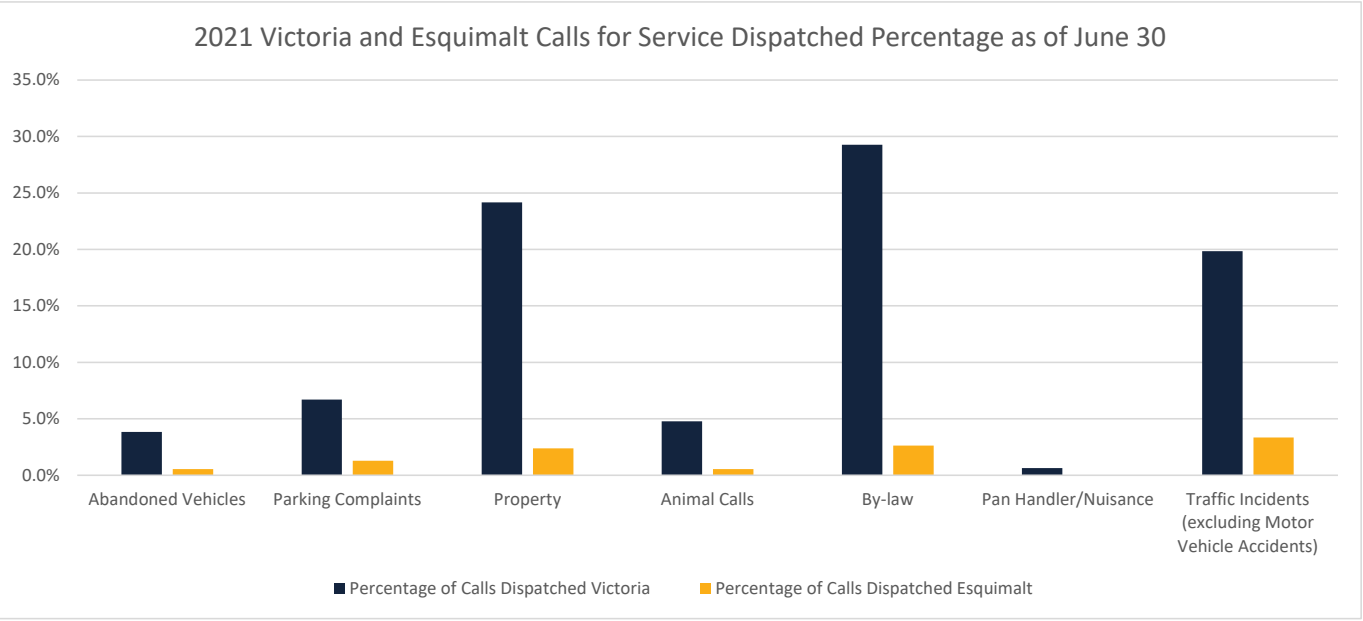
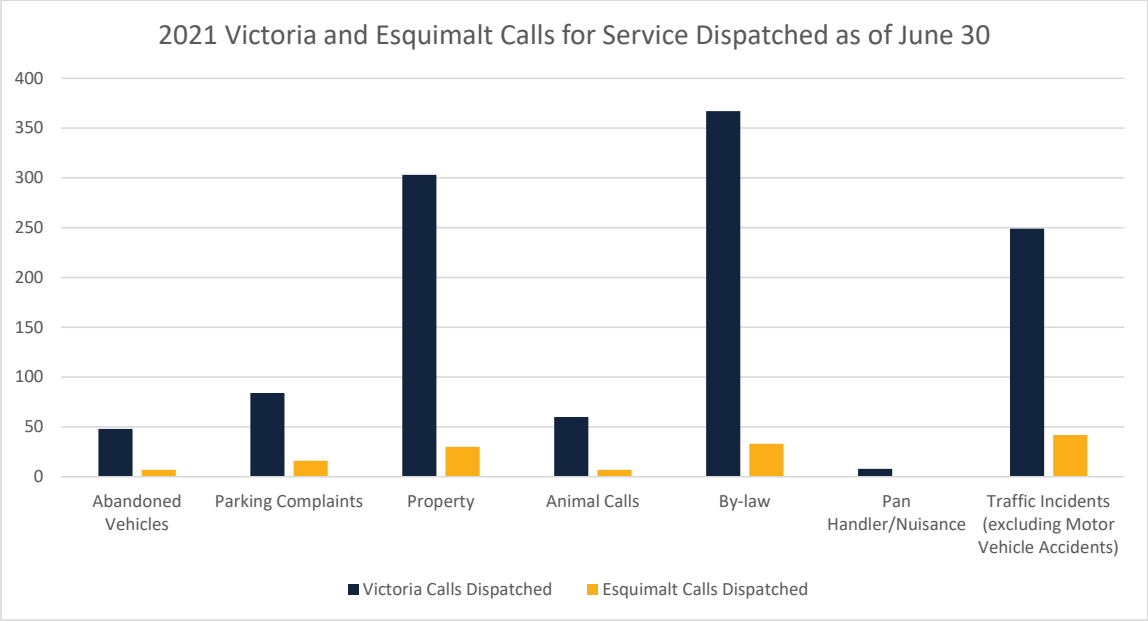
Call Type	2020 Calls For Service - Calls Received					2020 Calls for Service - Calls Dispatched				
	Victoria Calls Received	Esquimalt Calls Received	Calls Received (VIC and ESQ)	Percentage of Calls Received Victoria	Percentage of Calls Received Esquimalt	Victoria Calls Dispatched	Esquimalt Calls Dispatched	Calls Dispatched (VIC and ESQ)	Percentage of Calls Dispatched Victoria	Percentage of Calls Dispatched Esquimalt
Abandoned Vehicles	137	13	150	2.6%	0.2%	111	11	122	4.0%	0.4%
Parking Complaints	280	51	331	5.3%	1.0%	203	46	249	7.4%	1.7%
Property	2212	221	2433	42.1%	4.2%	669	66	735	24.3%	2.4%
Animal Calls	152	34	186	2.9%	0.6%	113	28	141	4.1%	1.0%
By-law	1007	86	1093	19.2%	1.6%	708	73	781	25.7%	2.7%
Pan Handler/Nuisance	36	2	38	0.7%	0.0%	31	2	33	1.1%	0.1%
Traffic Incidents (excluding Motor Vehicle Accidents)	920	101	1021	17.5%	1.9%	626	67	693	22.7%	2.4%
TOTALS	4744	508	5252	90.3%	9.7%	2461	293	2754	89.4%	10.6%





Call Type	2021 Calls For Service - Calls Received - as of June 30					2021 Calls for Service - Calls Dispatched - as of June 30				
	Victoria Calls Received	Esquimalt Calls Received	Calls Received (VIC and ESQ)	Percentage of Calls Received Victoria	Percentage of Calls Received Esquimalt	Victoria Calls Dispatched	Esquimalt Calls Dispatched	Calls Dispatched (VIC and ESQ)	Percentage of Calls Dispatched Victoria	Percentage of Calls Dispatched Esquimalt
Abandoned Vehicles	53	9	62	2.2%	0.4%	48	7	55	3.8%	0.6%
Parking Complaints	114	20	134	4.7%	0.8%	84	16	100	6.7%	1.3%
Property	981	99	1080	40.0%	4.0%	303	30	333	24.2%	2.4%
Animal Calls	82	8	90	3.3%	0.3%	60	7	67	4.8%	0.6%
By-law	534	38	572	21.8%	1.6%	367	33	400	29.3%	2.6%
Pan Handler/Nuisance	8	0	8	0.3%	0.0%	8	0	8	0.6%	0.0%
Traffic Incidents (excluding Motor Vehicle Accidents)	435	69	504	17.8%	2.8%	249	42	291	19.9%	3.3%
TOTALS	2207	243	2450	90.1%	9.9%	1119	135	1254	89.2%	10.8%







1192080

July 20, 2021

Via email: c/o colette.thomson@vicpd.ca

Their Worship Lisa Helps, Lead Co-Chair
 Their Worship Barbara Desjardins, Deputy Co-Chair
 Victoria and Esquimalt Police Board
 850 Caledonia Ave
 Victoria BC V8T 5J8

Dear Mayor Helps and Mayor Desjardins:

Thank you for your email of April 29, 2021, regarding funding identified in Budget 2021 to support additional officers on Victoria's Assertive Community Treatment (ACT) team. I am pleased to respond on behalf of the Honourable Sheila Malcolmson, Minister of Mental Health and Addictions. I apologize for the delayed response.

Mental health and substance use are key priorities for government, and the Ministry of Mental Health and Addictions continues to work closely with government partners, the province's health authorities, and community partners to deliver on these key priorities. The Ministry of Mental Health and Addictions remains committed to improving the mental health and wellness of all British Columbians.

The pandemic has made us at the Ministry of Mental Health and Addictions acutely aware of the impact our work and the work done through our countless partners and stakeholder organizations. Bettering mental health and substance use care in BC takes a collective effort and we are truly grateful for each and every person who has dedicated their time, energy, and enthusiasm into supporting our province's residents when they are at their most vulnerable.

Our ministry values the important work done through ACT teams across BC and all they do to support vulnerable people across the province. In our new mandate letter, we have been given direction to support communities in addressing street disorder and public safety concerns by expanding mental health intervention teams like the nine new ACT teams recently announced for communities experiencing increased challenges with vulnerable residents.

Budget 2021 ACT team funding is allocated through local health authorities. I would encourage you to work with representatives from Island Health to see how your request may align with the health authority's future plans.

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- 2 -

I would also like to thank you for your email of March 23, 2021, sharing Dr. Pepler and Dr. Barber's *Healthcare Management Forum* article titled "Mental health and policing: Picking up the pieces in a broken system." I will ensure this article is shared with staff working on these important topics as well as staff supporting the Special Committee on Reforming the *Police Act*.

Stay safe and thank you so much for your work.

Sincerely,



Dara Landry, CPA, CGA
Executive Lead and Chief Financial Officer
Ministry of Mental Health and Addictions