



# VICTORIA & ESQUIMALT POLICE BOARD

## Public Meeting Agenda

April 19, 2022 at 5:00pm

Boardroom & Zoom

### 1. STANDING ITEMS

- |           |    |   |
|-----------|----|---|
|           | a. | Adoption of the Public Agenda of April 19, 2022   |
| Pg. 1-3   | b. | Adoption of the Public Minutes of March 15, 2022  |
| Pg. 4     | c. | Chief Constable Update                            |
| Pg. 4-5   | d. | Equity, Diversity, Inclusion & Engagement Update  |
| Pg. 6-20  | e. | Committees Update                                 |
|           | f. | Board Co-Chairs Update                            |
|           | g. | BC Association of Police Boards Director's Update |
|           | h. | Board Member Engagement Update                    |
| Pg. 21-22 | i. | 2021-2022 Board Strategic Priorities              |
|           | j. | Framework Agreement                               |

### 2. NEW BUSINESS

- |           |    |  |
|-----------|----|--|
| Pg. 23-26 | a. | Approval of Board Attendees: <ul style="list-style-type: none"><li>• ICD National Directors Conference</li><li>• CACOLE Conference</li><li>• CAPG Conference</li></ul> |
|-----------|----|--|

### 3. CORRESPONDENCE *(For information only)*

- |        |    |                     |
|--------|----|---------------------|
| Pg. 27 | a. | VicPD Commendations |
|--------|----|---------------------|



# VICTORIA & ESQUIMALT POLICE BOARD

## Public Meeting Minutes

March 15, 2022 at 5:00pm

Boardroom & Zoom

### PRESENT

Mayor Helps, Chair	C. Huber	Insp. M. Brown	S. Hurcombe
Mayor Desjardins	I. Lee	Insp. Jones	M. MacIntyre
D. Crowder	P. Schachter	Insp. Hamilton	K. Marshall
S. Dhillon	Chief Cst. Manak	Insp. McRae	D. Perry
M. Hayes	Insp. C. Brown	S/Sgt. Rice	

Recording Secretary: Collette Thomson

### 1. PRESENTATION

#### a. Integrated Police Units Regional Governance Council

Refer to the presentation provided by Mayor K. Murdoch (Oak Bay) and Mayor D. Screech (View Royal). The IPU-RGC is a soft governance and collaborative model that allows visibility and input into integrated units and meets the needs of the community to inform the direction and priority of specific integrated units. The Mayors outlined the history of the creation of the IPU-RGC, and discussed the purpose, structure, members, mandate, guiding principles, and reviewed the in-scope units.

*Mayor Desjardins left the meeting.*

### 2. STANDING ITEMS

#### a. Adoption of the Public Agenda of March 15, 2021

22-29      **MOTION:** *To approve the Public agenda of March 15, 2022 as presented.*  
**MOVED/SECONDED/CARRIED**

#### b. Adoption of the Public Minutes of February 22, 2022

22-30      **MOTION:** *To approve the Public Minutes of February 22, 2022 meeting as presented.*  
**MOVED/SECONDED/CARRIED**

#### c. Chief Constable Update

Refer to the report provided regarding the public engagements Chief Manak has attended – for information. Chief Manak provided an update on operational calls and files of note, including the Freedom Truck Convoy protest that may arrive in Victoria over the next several days.

#### d. Equity, Diversity, Inclusion & Engagement Update

Refer to the report provided – for information.

e. **Committee Reports**

Refer to the report provided – for information.

**22-31**            **MOTION:** *That the Board provide a generic sponsorship contribution of \$900 towards the 2022 BCAPB conference.* **MOVED/SECONDED/CARRIED**

Approved attendees for the BCAPB conference in Surrey from May 26-27 include Board members Crowder, Dhillon, Hayes, Lee, and Schachter.

f. **Board Co-Chair Updates**

Refer to the 220315 memo provided regarding the suggested amendment to the Framework Agreement to enshrine the Co-Chairs.

**22-32**            **MOTION:** *That the Board approve and request that the Township of Esquimalt and the City of Victoria approve the following wording to replace section 3.2 of the Framework Agreement:*

*3.2 Co-chairs*

*The Co-chairs of the Board are the Mayor of Victoria and the Mayor of Esquimalt. One Co-chair will serve as the Lead Co-chair and the other Co-chair will serve as the Deputy Co-chair. The Co-chairs will alternate between Lead Co-chair and Deputy Co-chair every two years, unless the Co-chairs agree on another length of time.*

**MOVED/SECONDED/CARRIED**

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

- Planning for the upcoming BCAPB conference and AGM is being finalized
- President Huber will be presenting a submission on behalf of the BCAPB to the Special Committee to Review the *Freedom of Information and Protection of Privacy Act*

h. **Board Member Engagement Update**

- Board members will once again be assigned as liaisons to the various neighbourhood associations and consideration will be given to reach out to BIPOC communities as well.
- Board member Huber and Chief Manak will be jointly presenting to the Victoria Foundation staff on Understanding the Impact of Bias and Racism in Policing.
- Board member Dhillon promoted and/or attended the Wounded Warrior Run, The Coldest Night of the Year Walk and the Special Olympics BC Polar Plunge. He has also been invited by the Muslim Youth of Victoria to attend the opening of the library.

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

Refer to the document provided – for information.

j. **Framework Agreement**

No discussion arising.

### 3. NEW BUSINESS

a. **Role of Board in Improving VicPD Health, Wellness & EDI**

Refer to the document provided. As the governing body of VicPD, the Board has a responsibility to adopt policies and engage in oversight to ensure a healthy workplace culture and good morale, and

to work with the Chief Constable to make certain that there are supports in place for staff so that they can flourish in their roles and provide high-quality service to the communities. The Board has created an oversight plan to address mental health and wellness; equity, diversity and inclusion; and leadership.

**22-33**            **MOTION:** *That the Board adopt the Board's document: Role of Board in Improving VicPD Health, Wellness & Equity, Diversity and Inclusion document as presented.*  
**MOVED/SECONDED/CARRIED**

Tabled to the May Board meeting for an update on the progress by Chief Manak.

*Meeting adjourned at 6:00pm.*

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**Mayor Helps**  
Lead Co-Chair

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**Collette Thomson**  
Recording Secretary

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Date

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Date



## VICTORIA & ESQUIMALT POLICE BOARD

Public

<b>DATE:</b>	April 19, 2022
<b>TO:</b>	Victoria & Esquimalt Police Board
<b>FROM:</b>	Chief Cst. Manak
<b>SUBJECT:</b>	Chief Constable Monthly Activity Highlights
<b>ACTION:</b>	For Information

March 16	Met with Patrol officers on B Watch night shift
March 17	Attended VicPD Reserve Constables swearing-in ceremony
March 24	Presented to the Victoria Region Men's and Newcomers Club
March 27	Participated in the 31 <sup>st</sup> annual Michael Dunahee – Keep the Hope Alive run
April 5	Presented to the Greater Victoria Chamber of Commerce Policy and Advisory Committee
April 7	Attended the Greater Victoria Chamber of Commerce CEO Breakfast meeting
April 8	Attended the Saanich Police Department retirement ceremony
April 12	Attended the VicPD Civic Service Awards ceremony
April 13	Attended E-Comm to recognize staff for Emergency Service Dispatchers and 9-1-1 Awareness Week
April 15	Participated in the Super Heroes Salute awards ceremony and ceremonial puck drop for the Victoria Royals hockey game
April 16	Attended the HMCS Esquimalt Memorial Service
April 19	Welcomed the new VicPD Reserve Constables class

### Equity, Diversity, Inclusion & Engagement

March 18	Attended virtual meeting re: VicPD and Indigenous Canoe Project
March 18	Attended virtual meeting "Being Muslim in Victoria"

- March 21      Attended the Aboriginal Coalition to End Homelessness relationship building event of haunted mini golf
- March 22      Attended VicPD retirement blanketing ceremony for Indigenous officer
- March 30      Participated in the KAIROS Blanket Exercise at the Canadian Association of Chiefs of Police Board of Directors meeting. 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.
- April 17      Attended the Vaisakhi celebration at the Sikh Temple



# VICTORIA & ESQUIMALT POLICE BOARD

Public

## COMMITTEES UPDATE: Meeting of April 5, 2022

### GOVERNANCE

a. BCAPB Authorized & Alternate Representatives

**MOTION:** *That the Board appoint Board member Huber as a Director on the BCAPB Executive Board and that Board member Hayes be appointed as the alternate.*

### FINANCE

a. Monthly Overtime Report

Refer to page #7 - for information.

b. Monthly Financial Report

Refer to page #12 - for information.



## VICTORIA & ESQUIMALT POLICE BOARD

<b>DATE:</b>	April 5, 2022
<b>TO:</b>	Finance Committee
<b>FROM:</b>	Steve Hurcombe - Controller
<b>SUBJECT:</b>	March 2022 Overtime Report
<b>ACTION:</b>	For Information

### BACKGROUND:

Overtime expenditures are a significant and semi-controllable expenditure for the organization. The report below details overtime expenditures up to March 26th, a comparison to budget, previous year for the same period of time and the 10-year average for each business unit with current overtime expenditures.

The report is further broken down into non-recoverable overtime (paid out of the VicPD budget) and overtime recoverable from other agencies. At the end of March, 23% through the payroll fiscal year, total non-recoverable overtime expenditures represent slightly more than 30%, indicating that we are over budget for overtime expenditures, driven almost exclusively by front-line overtime to maintain shift minimums for Patrol. Even with these significantly high numbers shift minimums are often still not met due to ongoing staffing shortages and work-related injuries.

### SUMMARY:

Below is a summary, broken down into Administration, Operations and Integrated Units. Further contextual information is also provided to provide additional information behind some of the variables.

Administrative overtime expenditures were approximately at 14% of total budget for the year and are currently running below budget for most business units.

Operational overtime expenditures on the other hand are above budget at 30.4% of total budget. As expected, this is driven mostly by overtime in Patrol and the Community Services Division to maintain front-line shift minimums whilst we continue to experience staffing challenges. Efforts are underway to increasing staffing, although this is challenging in the current environment where we continue to experience significant numbers of compensable injuries, requests for medical accommodations and employee turnover. The 2022 overtime budget for Patrol was increased by \$100,000, although costs continue to exceed budget by a significant amount due to ongoing



staffing shortages and work-related injuries. Although the net financial impact is offset by funding for vacant positions, the continued use of overtime to fill gaps represents a significant net loss of deployable hours.

The budget amounts have been adjusted to reflect \$254,000 in overtime in the 2022 Provisional Budget that was not approved by the Township of Esquimalt, representing a significant decrease to the budget for Greater Victoria Emergency Response Team (GVERT) and Public Safety Unit (PSU) activations in our jurisdiction.

### **Administration**

Administration overtime remains within budget.

### **Operations**

Overall operations are above budget driven by front-line resourcing requirements.

Patrol, Beat and Bike & Bike remain over budget to continue to support patrol minimums amongst ongoing resource shortages. As a result, overtime costs are higher than budgeted and are likely to continue to be slightly above the long-term average until our staffing levels catch up to higher long-term trends in compensable injuries, medical accommodations and employee turnover. Of note, overtime for both Patrol and Beat & Bike are significantly higher than the same time last year, suggesting expenditures are likely to increase this year as a result of these pressures. We continue to experience staffing shortages, which will reduce the overall financial impact on the Department.

Overages in the reserves program are due to the timing of Reserve classes and are offset by grants receiving from the Provincial Government.

### **Integrated Units**

Overtime for PSU have been mostly offset by recoveries from the Province of British Columbia in relation to protests around the Legislative Assembly. It is important to note, however, that overtime expenditures do not fully display the full activation costs of GVERT or PSU. These activations extensively involve the deployment of resources from partner police departments, which are recognized as an expense but not an overtime expense.

Of note, we are confident that we will continue to be successful in recovering expenditures in relation to PSU. GVERT expenditures however are not recoverable and the remaining overtime budget of \$146,000 will not be sufficient to cover activation costs in our jurisdiction. In 2021 GVERT activations cost approximately \$420,000 and we expect 2022 costs to be similarly high.

**Overtime Expenditures as of March 26th, 2022**  
**Police and Civilian Combined**

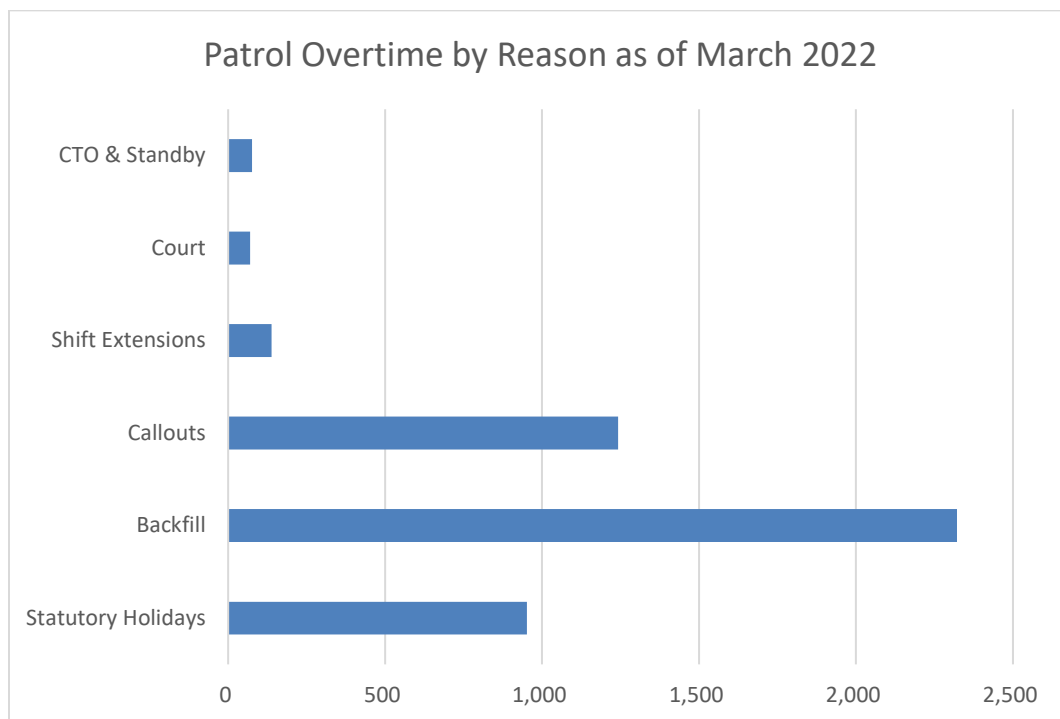
BU	Description	2021 First 3 Months	2022 Budget	2022 Year To Date	% Spent	Remaining (Overspent)	10 Year Average
<b>Non-Recoverable Overtime</b>							
<b>Administration</b>							
2500	Financial Services Division	314	2,000	-	0.0%	2,000	4,000
2510	Human Resources	-	22,000	8,106	36.8%	13,894	19,000
2524	Community Engagement	3,267	21,000	2,561	12.2%	18,439	13,700
2527	Critical Incident Stress Management	2,579	7,000	-	0.0%	7,000	5,600
2529	Executive Services	2,863	15,000	2,864	19.1%	12,136	7,870
2530	Information, Privacy and Legal	236	2,500	433	17.3%	2,067	2,200
2546	Volunteers	-	-	644	N/A	(644)	2,900
2550	Information Technology	1,535	14,000	237	1.7%	13,763	15,200
2630	Records	15,142	120,000	15,007	12.5%	104,993	49,200
<b>Total Administration</b>		<b>25,936</b>	<b>203,500</b>	<b>29,852</b>	<b>14.7%</b>	<b>173,648</b>	<b>120,410</b>
<b>Operations</b>							
2549	Analysis & Intel	132	11,500	2,840	24.7%	8,660	8,200
2560	Patrol	115,251	1,207,000	428,424	35.5%	778,576	926,000
2570	Esquimalt Administration	904	1,500	-	0.0%	1,500	1,900
2572	Operational Planning	-	8,500	20	0.2%	8,480	4,600
2580	Beat & Bike	7,566	75,000	29,168	38.9%	45,832	70,000
2581	Assertive Community Treatment (ACT)	1,152	2,500	526	21.0%	1,974	27,000
2582	Community Resource Officers (CRO)	5,698	20,000	523	2.6%	19,477	6,700
2590	Strike Force	18,205	122,500	20,407	16.7%	102,093	98,000
2600	Detectives	6,764	12,000	-	0.0%	12,000	10,000
2604	Financial Crimes	-	20,000	4,922	24.6%	15,078	15,900
2605	Computer Analysis	1,255	6,000	267	4.5%	5,733	4,100
2606	Special Victims	2,749	37,000	4,205	11.4%	32,795	28,900
2608	Major Crimes	10,584	120,000	20,465	17.1%	99,535	99,200
2609	Historical Cases	-	-	-	0.0%	-	2,500
2610	Traffic	7,570	41,000	-	0.0%	41,000	36,600
2613	Behavioural Assessment & Management	166	5,000	-	0.0%	5,000	3,400
2650	Forensic Identification	4,920	62,000	18,962	30.6%	43,038	58,100
2680	Jail	14,287	56,000	18,304	32.7%	37,696	56,400
<b>Total Operations</b>		<b>197,203</b>	<b>1,807,500</b>	<b>549,033</b>	<b>30.4%</b>	<b>1,258,467</b>	<b>1,457,500</b>
<b>Integrated Units</b>							
2523	Integrated Mobile Crisis Response (IMCRT)	1,039	34,130	853	2.5%	33,277	5,200
2520	Centralized (GVERT, Protests etc. VicPD jurisdiction)	84,760	204,550	19,374	9.5%	185,176	458,000
2565	Integrated Canine Unit	1,705	11,000	-	0.0%	11,000	21,300
2601	Vancouver Island Integrated Major Crimes (VIIMCU)	25,824	164,200	15,571	9.5%	148,629	107,000
2607	Regional Domestic Violence	3,916	10,230	2,851	27.9%	7,379	5,100
2620	Public Safety Unit Training	1,687	-	321	N/A	(321)	33,400
2690	GVERT Training (Patrol Backfill)	-	153,600	636	0.4%	152,964	12,200
2695	Crisis Negotiation	-	10,640	6,683	62.8%	3,957	2,700
<b>Total Integrated Units</b>		<b>118,931</b>	<b>588,350</b>	<b>46,289</b>	<b>7.9%</b>	<b>542,061</b>	<b>644,900</b>
<b>Total Non-Recoverable Overtime</b>		<b>342,070</b>	<b>2,599,350</b>	<b>625,174</b>	<b>24.1%</b>	<b>1,974,176</b>	<b>2,222,810</b>
<b>Overtime Recoverable from Third parties</b>							
2520	Centralized (Emergency Response, Protests)	-	-	184,300	N/A	(184,300)	458,000
2526	Special Events	35,241	645,000	134,120	20.8%	510,880	685,000
2545	Reserve Program	6,870	10,000	4,353	43.5%	5,647	5,900
2600	Detectives	-	-	18,943	N/A	(18,943)	10,000
2670	Secondments	12,815	-	10,611	N/A	(10,611)	
<b>Total Recoverable Overtime</b>		<b>54,926</b>	<b>655,000</b>	<b>352,327</b>	<b>53.8%</b>	<b>302,673</b>	<b>685,000</b>
<b>Total Overtime Combined</b>		<b>396,996</b>	<b>3,254,350</b>	<b>977,501</b>	<b>30.0%</b>	<b>2,276,849</b>	<b>2,907,810</b>

**Note:**

ERT and PSU activations include a component of costs from other police departments. As these amounts are invoiced to us and not processed through payroll, they are not recorded as an overtime expense. The full costs for these activations are tracked separately but not represented fully in overtime expenditures

## Patrol Overtime Reasons

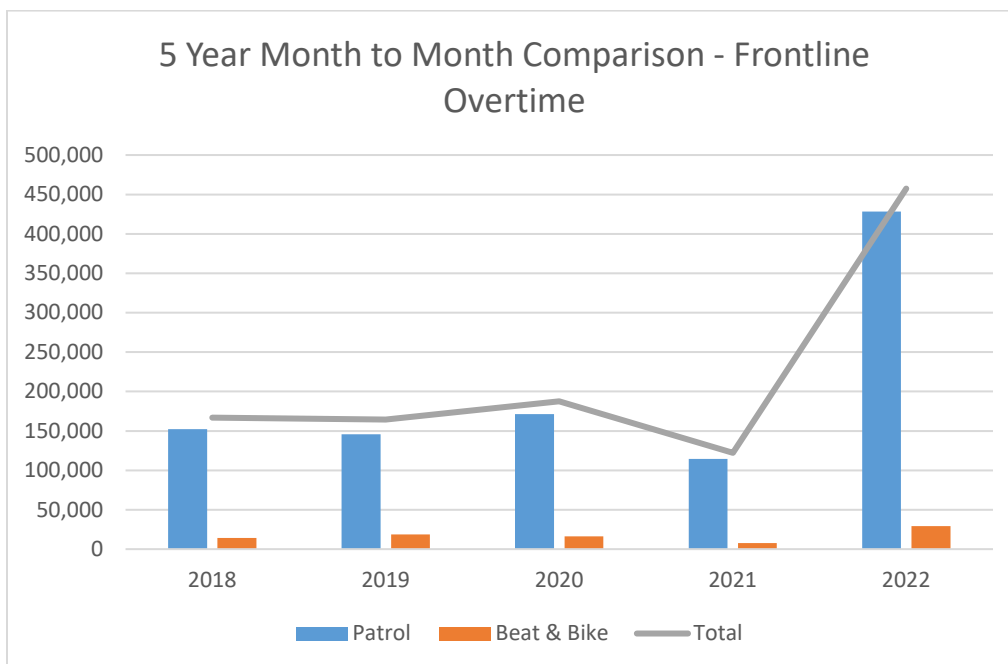
Below is a summary by reason for Patrol overtime for the period January 1<sup>st</sup> to March 26<sup>th</sup> 2022. As shown, backfill to maintain shift minimums is the main reason given, followed by overtime to maintain minimum services on statutory holidays and callouts to respond to and assist with ongoing situations and investigations.



## Long Term Trends for Front Line Overtime

Five-year trends indicate a significant increase over the last five years. This is not unexpected given recent increases in time loss from work-related injuries and staffing shortages. In 2022 we are now beginning to experience a significant increase in overtime to maintain shift minimums for frontline response, even though we also continue to fall below minimums on a regular basis.

Similar to other police departments, filling vacancies for both police and civilian positions remains challenging and it will take some time to successfully address this issue. We also continue to experience high numbers of work-related injuries, resulting in time loss and requests for accommodation. This trend is not likely to abate in the medium term.





## VICTORIA & ESQUIMALT POLICE BOARD

<b>DATE:</b>	April 5, 2022
<b>TO:</b>	Finance Committee
<b>FROM:</b>	Steve Hurcombe, Controller
<b>SUBJECT:</b>	March 2022 Monthly Financial Report
<b>ACTION:</b>	For Information

### BACKGROUND:

This report contains the monthly financial report as of March 30<sup>th</sup>, 2022, representing approximately 23% of the fiscal year for payroll. The net financial position of 24.3% is slightly over budget. The budget has been adjusted to the amounts approved by both councils, representing a reduction of approximately \$1.34 million from the provisional budget approved by the Board. Of this \$254,000 represents overtime for the Emergency Response Team (ERT) and Public Safety Unit (PSU), the remainder representing additional staffing that was not approved.

### SUMMARY:

At the end of March, the net financial position was slightly above budget. This is in part due to retirements that typically take place in January, as well as front end loading of some payroll benefit expenditures, such as CPP and EI. We are still below minimums for staffing and salary expenditures will likely be below budget later in the fiscal year as a result.

Of note the Township of Esquimalt did not approve \$254,000 of overtime from the 2022 provisional budget, which will have a negative impact on our net financial position, as this relates mostly to ERT activations. The remaining budget of \$146,000 for these expenditures is not sufficient based on historical activation costs. ERT activation costs for 2021 were approximately \$420,000. The impact on PSU will not likely be significant due to the likelihood of recovery for expenditures for protests around the Legislative Assembly.

The rejection of \$1,088,525 from the provisional budget for additional staffing will not have a financial impact as these positions have not been hired, although the impact on operations will be significant. Capital commitments represent approximately 52% of the annual budget due to the carryover of IT capital equipment replacement. We expect delays in receiving goods to be ongoing throughout the year.



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# MONTHLY FINANCIAL REPORT AS AT MARCH 30<sup>TH</sup>, 2022

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## Statement 1

**Victoria Police Department**  
**Revenues and Expenditures By Section (Unaudited)**  
**For the Period Ending March 30, 2022**

	<b>Annual Budget</b>	<b>23.0%</b>	<b>Actual</b>	<b>(Over) Under</b>	<b>% of Total Budget</b>
<b>Revenue</b>					
Special Events	610,200	140,346	56,616	553,584	9.3%
Records	133,600	30,728	17,988	115,612	13.5%
Grants	21,500	4,945	6,406	15,094	29.8%
Other	578,710	133,103	37,682	541,028	6.5%
Jail Operations	36,500	8,395	17,649	18,851	48.4%
<b>Total Revenue</b>	<b>1,380,510</b>	<b>317,517</b>	<b>136,341</b>	<b>1,244,169</b>	<b>9.9%</b>
<b>Operating Expenditures By Section</b>					
Executive	4,171,760	959,504.80	825,543	3,346,217	19.8%
Integrated Units	3,512,500	807,875.00	668,475	2,844,025	19.0%
Crime Prevention Services	1,431,970	329,353.10	255,812	1,176,158	17.9%
Crime Reduction Division	3,094,770	711,797.10	691,642	2,403,128	22.3%
Patrol - Primary Response Division	20,244,230	4,656,172.90	5,665,359	14,578,871	28.0%
Community Services Division	3,431,490	789,242.70	983,773	2,447,717	28.7%
Investigative Services	6,610,100	1,520,323.00	1,747,983	4,862,117	26.4%
Traffic Enforcement and Crash Investigations	1,512,630	347,904.90	263,268	1,249,362	17.4%
Communications Centre - 911	3,611,040	830,539.20	897,243	2,713,797	24.8%
Centralized Corporate Costs	1,716,027	394,686.21	539,050	1,176,977	31.4%
Support Services	12,244,233	2,816,173.59	2,115,449	10,128,784	17.3%
Jail Operations	1,016,940	233,896.20	235,228	781,712	23.1%
<b>Total Operating Expenditures</b>	<b>62,597,690</b>	<b>14,397,469</b>	<b>14,888,824</b>	<b>47,708,866</b>	<b>23.8%</b>
<b>Transfers to Capital</b>	<b>1,340,000</b>	<b>308,200</b>	<b>335,000</b>	<b>1,005,000</b>	<b>25.0%</b>
<b>Transfer from Financial Stability Reserve</b>	<b>500,000</b>	<b>115,000</b>	<b>-</b>	<b>500,000</b>	<b>0.0%</b>
<b>Net Budget</b>	<b>62,057,180</b>	<b>14,273,151</b>	<b>15,087,482</b>	<b>46,969,698</b>	<b>24.3%</b>

## Statement 2

**Victoria Police Department**  
**Revenue and Expenditures by Object (Unaudited)**  
**For the Period Ending March 30, 2022**

				(Over)/Under	
	Actual	2022 Budget	% Used	\$	%
<b>Revenue</b>					
Special Events	56,616	610,200	9.3%	553,584	90.7%
Records	17,988	133,600	13.5%	115,612	86.5%
Grants	6,406	21,500	N/A	15,094	70.2%
Other	37,682	578,710	6.5%	541,028	93.5%
Jail Operations	17,649	36,500	48.4%	18,851	51.6%
<b>Total Revenue</b>	<b>136,341</b>	<b>1,380,510</b>	<b>9.9%</b>	<b>1,244,169</b>	<b>90.1%</b>
<b>Operating Expenditures</b>					
Salaries and Benefits	11,362,115	46,074,691	24.7%	34,712,576	75.3%
Retirements	313,572	100,000	313.6%	(213,572)	-213.6%
Overtime	895,543	3,254,350	27.5%	2,358,807	72.5%
Professional Services	988,961	5,424,140	18.2%	4,435,179	81.8%
Equipment Maintenance -					
Fleet & Computers	408,542	1,569,660	26.0%	1,161,118	74.0%
Telephone Line Charges/CREST	147,564	976,400	15.1%	828,836	84.9%
Travel and Training	167,003	987,100	16.9%	820,097	83.1%
Building Maintenance	193,619	839,450	23.1%	645,831	76.9%
General and Office Supplies	110,314	433,846	25.4%	323,532	74.6%
Other Operating Expenditures	68,663	815,193	8.4%	746,530	91.6%
Uniforms & Protective Clothing	76,399	916,750	8.3%	840,351	91.7%
Lease/Rental/PRIME	97,039	565,700	17.2%	468,661	82.8%
Fuel and Motor Oil	51,193	319,500	16.0%	268,307	84.0%
Insurance	3,218	295,410	1.1%	292,192	98.9%
Postage and Freight	5,079	25,500	19.9%	20,421	80.1%
<b>Total Operating Expenditures</b>	<b>14,888,824</b>	<b>62,597,690</b>	<b>23.8%</b>	<b>47,708,866</b>	<b>76.2%</b>
<b>Transfers to Capital</b>	<b>335,000</b>	<b>1,340,000</b>	<b>25.0%</b>	<b>1,005,000</b>	<b>75.0%</b>
<b>Transfer from Financial Stability</b>	<b>-</b>	<b>500,000</b>	<b>0.0%</b>	<b>500,000</b>	<b>0.0%</b>
<b>Net Budget</b>	<b>15,087,482</b>	<b>62,057,180</b>	<b>24.3%</b>	<b>46,969,698</b>	<b>75.7%</b>



## Statement 3

**Victoria Police Department**  
**Operating Expenditures by Section and Business Unit (Unaudited)**  
**For the Period Ending March 30, 2022**

	<b>Annual Budget</b>	<b>Actual</b>	<b>(Over) Under</b>	<b>% of Total Budget</b>
<b>Executive Services</b>				
Office of The Chief Constable	1,075,700	222,959	852,741	20.7%
Executive Services, Policy and Professional Standards	1,666,410	277,135	1,389,275	16.6%
Esquimalt Administration	592,730	152,819	439,911	25.8%
Police Board	109,700	16,531	93,169	15.1%
Public Affairs	727,220	156,099	571,121	21.5%
<b>Total Executive Services</b>	<b>4,171,760</b>	<b>825,543</b>	<b>3,346,217</b>	<b>19.8%</b>
<b>Integrated Units</b>				
Vancouver Island Integrated Major Crime Unit	982,030	199,353	782,677	20.3%
Diversity Unit	2,480	-	2,480	0.0%
Integrated Mobile Crisis Response Team	129,650	40,451	89,199	31.2%
Regional Domestic Violence Unit	204,580	46,536	41,173	79.9%
Integrated Canine Unit	715,590	163,407	761,558	-6.4%
Crowd Management Unit Training	40,260	(45,968)	86,228	-114.2%
Assertive Community Treatment	157,630	86,224	71,406	54.7%
Explosive Disposal Unit	15,500	-	15,500	0.0%
Crime stoppers	61,890	-	61,890	0.0%
Mobile Youth Service Team	62,550	39,196	23,354	62.7%
Emergency Response Team Training	1,105,270	130,545	974,725	11.8%
Crisis Negotiator Team	35,070	8,731	26,339	24.9%
<b>Total Integrated Units</b>	<b>3,512,500</b>	<b>668,475</b>	<b>2,844,025</b>	<b>19.0%</b>
<b>Crime Prevention Services</b>				
Community Resource Officers	744,750	204,993	539,757	27.5%
School Resource Officers	403,760	-	403,760	0.0%
Community Programs	105,080	20,287	84,793	19.3%
Volunteer Program	134,880	22,952	111,928	17.0%
Reserve Program	43,500	7,581	35,919	17.4%
<b>Total Crime Prevention Services</b>	<b>1,431,970</b>	<b>255,812</b>	<b>1,176,158</b>	<b>17.9%</b>
<b>Crime Reduction Division</b>				
Strike Force	1,446,970	349,940	1,097,030	24.2%
Analysis and Intel	718,890	171,681	547,209	23.9%
Operational Planning	283,910	67,408	216,502	23.7%
Special Duties	645,000	102,613	542,387	15.9%
<b>Total Crime Reduction Division</b>	<b>3,094,770</b>	<b>691,642</b>	<b>2,403,128</b>	<b>22.3%</b>

	Annual Budget	Year To Date	(Over) Under	% of Total Budget
<b>Patrol - Primary Response Division</b>	<b>20,244,230</b>	<b>5,665,359</b>	<b>14,578,871</b>	<b>28.0%</b>
<b>Community Services Division</b>	<b>3,431,490</b>	<b>983,773</b>	<b>2,447,717</b>	<b>28.7%</b>
<b>Investigative Services Division</b>				
Detective Division - Support	1,214,730	339,014	875,716	27.9%
Special Operations	500,000	-	500,000	0.0%
Historical Case Review	232,100	42,111	189,989	18.1%
Financial Crimes	487,400	89,536	397,864	18.4%
Computer Forensics Unit	402,230	120,787	281,443	30.0%
Special Victims Unit	794,160	297,973	496,187	37.5%
Major Crimes	1,316,350	419,124	897,226	31.8%
Behavioural Assessment & Management Unit	609,130	145,163	463,967	23.8%
Forensic Identification	1,054,000	294,275	759,725	27.9%
<b>Total Investigative Services Division</b>	<b>6,610,100</b>	<b>1,747,983</b>	<b>4,862,117</b>	<b>26.4%</b>
<b>Traffic Enforcement and Crash Investigations</b>				
Traffic Enforcement and Crash Investigation	1,502,630	262,728	1,239,902	17.5%
Motorcycle Escort Team	10,000	540	9,460	5.4%
<b>Total Traffic Enforcement and Crash Investigations</b>	<b>1,512,630</b>	<b>263,268</b>	<b>1,249,362</b>	<b>17.4%</b>
<b>Communications Centre - 911</b>	<b>3,611,040</b>	<b>897,243</b>	<b>2,713,797</b>	<b>24.8%</b>
<b>Centralized Corporate Costs</b>	<b>1,716,027</b>	<b>539,050</b>	<b>1,176,977</b>	<b>31.4%</b>
<b>Support Services</b>				
Automotive	912,200	117,935	794,265	12.9%
Critical Incident Stress Management	16,000	3,180	12,820	19.9%
Legal Services and Freedom of Information	398,930	84,982	313,948	21.3%
Finance, Exhibit Control and Purchasing	4,519,833	374,802	4,145,031	8.3%
Human Resources, firearms and use of force training	2,621,340	654,513	1,966,827	25.0%
Records Management	2,304,020	513,774	1,790,246	22.3%
Information Systems	1,471,910	366,263	1,105,647	24.9%
<b>Total Support Services</b>	<b>12,244,233</b>	<b>2,115,449</b>	<b>10,128,784</b>	<b>17.3%</b>
<b>Jail Operations</b>	<b>1,016,940</b>	<b>235,228</b>	<b>781,712</b>	<b>23.1%</b>
<b>Total Operating Expenditures</b>	<b>62,597,690</b>	<b>14,888,824</b>	<b>47,708,866</b>	<b>23.8%</b>

## Statement 4

**Victoria Police Department  
Capital Expenditures (Unaudited)  
For the Period Ending March 30, 2022**

	<b><u>Transfers to Capital Fund</u></b>	<b><u>Budgeted Expenditures</u></b>	<b><u>Actual Expenditures</u></b>	<b><u>(Over) Under</u></b>	<b><u>%</u></b>
Vehicles	500,000	716,000	255,948	460,052	35.7%
Computer Equipment	415,000	790,190	545,725	244,465	69.1%
Furniture	40,000	100,000	37,968	62,032	38.0%
Police Building Upgrades	50,000	40,000	15,218	24,782	38.0%
<b>Total Capital</b>	<b><u>1,005,000</u></b>	<b><u>1,646,190</u></b>	<b><u>854,860</u></b>	<b><u>791,330</u></b>	<b><u>51.9%</u></b>

**1. REVENUE**

Revenues are below budget at this time, in part due to the timing of chargebacks to other police agencies for integrated unit costs. As COVID-19 restrictions are lifted we expect special duties revenue to return to normal levels.

**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.

**3. RETIREMENTS:**

There were a number of retirements at the end of January. We expect some further retirements over the next few months. The budget includes an amount of \$100,000. We expect actual expenditures to be significantly higher, the remaining expenditures representing a charge to the retirement liability. Reserves are established for these purposes with funds of approximately \$9 million.

**4. OVERTIME:**

Net overtime costs are above budget and will likely remain so due to the reduction of the ERT & PSU overtime budget and ongoing staffing shortages driving increased overtime to maintain frontline response.

**5. PROFESSIONAL SERVICES:**

Professional fees include the E-Comm contract for the provision of 9-1-1 and dispatch services as well as legal fees and cost sharing of integrated units with other police agencies. These amounts include pro-rated costs for 9-1-1 and dispatch services.

**6. EQUIPMENT MAINTENANCE – FLEET & COMPUTERS:**

Expenditures are above budget due to increased software licensing costs and we expect to see some significant increases due to changes in the market for the 2023 budget process.

**7. TELEPHONE LINE CHARGES/CREST:**

Telecommunication costs are in line with the budget.

**8. TRAVEL AND TRAINING:**

Travel and training expenditures are currently below budget. We expect expenditures to approach more normal levels this year as we catch up with training postponed due to COVID.

**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:**

General, Other and Uniform Expenditures are dependent on supply lines, which currently are slow due to international shipping and delivery issues.

**11. FUEL AND MOTOR OIL**

The majority of Fuel and Motor Oil expenditures are billed periodically through the City of Victoria. Actual expenditures lag due to the timing of those charges and monthly expenditures are normally in the vicinity of \$30,000-50,000.

**12. INSURANCE**

Similar to fleet, expenditures are charged to the Department through the City of Victoria. These expenditures have yet to be posted. Monthly expenditures are normally in the vicinity of \$13,000.

**13. CAPITAL**

Capital expenditures includes commitments for IT infrastructure replacement that was ordered but not received in 2021 due to ongoing global supply issues. There remains some uncertainty over the availability and timing of capital purchases which may continue to impact actual expenditures this year as capital expenditures are only recognized when the goods are received.

**FINANCIAL IMPACT:**

None at this time.

**RECOMMENDATION:**

None.



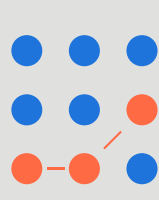
Victoria & Esquimalt Police Board  
2021-2022 Strategic Priorities  
*Updated: February 22, 2022*

Committee Chairs will report on the progress of their priorities at the Committee meetings and public session of the Board meetings in February, June, and October.

#1. Tend to the mental health & wellness of members & staff	
Lead: Human Resources	
	<div><div></div><div><div>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.</div><div>2. Seek opportunities (at least quarterly) to acknowledge members and staff.</div><div>3. Seek avenues to share positive stories that highlight the commitment of members and staff to the community.</div><div>4. Invite professionals in our community to educate the Board on this topic.</div><div>5. Seek opportunities to hear from members and staff with lived experience.</div><div>6. Advocate for better mental health and wellness initiatives for members and staff.</div></div></div>
#2. Increase financial stability	
Lead: Finance	
COMPLETE	<div><div></div><div><div>1. Review implementation of Special Municipal Constables.</div><div>2. Leverage work with integrated policing units across regions and encourage other regionalization initiatives after receiving the provincial report from the Special Committee on Reforming the <i>Police Act</i>.</div><div>3. Oversee the development of a multi-year staffing plan.</div></div></div>
#3. Strengthen relationship with the community	
Lead: Governance	
COMPLETE  COMPLETE	<div><div></div><div><div>1. Provide information to the community re: role of police boards, understanding policing, how policing works, role of police.</div><div>2. Proactively participate in board member recruitment.</div><div>3. Increase board member attendance at community events.</div><div>4. Provide opportunities for public participation in board meetings by including agenda time for question period/addressing the board.</div><div>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.</div><div>6. Explore the possibility of convening committees of mutually respected citizens and elders to provide context for actions/conflicts within their communities.</div></div></div>

#4. Strengthen relationship with the Provincial Government	
Lead: Governance	
	<ol style="list-style-type: none"><li>1. Work on secure funding for Justice Institute of BC.</li><li>2. Work on Board succession planning and recruitment.</li><li>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.</li><li>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.</li><li>5. Work with municipal councils and provincial government to move non-policing function to the appropriate area of government.</li></ol>
#5. Educate ourselves and advocate for better health supports for people with mental health and substance use issues	
Lead: Human Resources	
	<ol style="list-style-type: none"><li>1. Invite professionals in our community to educate the Board on this topic.</li><li>2. Seek opportunities to hear from people with lived experience in mental health and substance use and make recommendations based on learnings.</li><li>3. Advocate for better supports for people with mental health and substance use issues.</li><li>4. Support restorative justice programs.</li><li>5. Seek opportunities to publicly demonstrate our learning and understanding.</li></ol>
#6. Increase awareness and efforts to combat racism and focus on equity, diversity, and inclusion	
Lead: Governance	
	<ol style="list-style-type: none"><li>1. Invite professionals in our community to educate our Board on this topic.</li><li>2. Work with the Province and the JIBC to increase the number of Indigenous, Black, Asian, and other recruits with diverse ethno-racial backgrounds.</li><li>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.</li><li>4. Complete Board training that focusses on equity, diversity, and inclusion.</li><li>5. Study and report on policies that facilitate disclosure of systemic racism, racist attitudes and racist action.</li><li>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.</li><li>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.</li><li>8. Review policies to ensure they are compliant with the purpose and spirit of UN Declaration of the Rights of Indigenous People (UNDRIP).</li><li>9. Work on supports to combat racism and offer recommendations that focus on equity, diversity, and inclusion.</li><li>10. Seek opportunities to publicly demonstrate our learning and understanding.</li><li>11. Complete a report after connecting with partners to identify areas of improvement with recommendations.</li><li>12. Understand implications and requirements for the Board in advance of the implementation of the Equitable and Unbiased Policing Standards which come into effect July 2023.</li></ol>
#7. Future proof the Framework Agreement	
Lead: Governance	
	<ol style="list-style-type: none"><li>1. Amend the Framework Agreement to include the Co-Chair policy as part of the Agreement.</li></ol>





# GOVERNING WITH COURAGE

## ICD NATIONAL DIRECTOR CONFERENCE

MAY 5, 2022 | 9am-5pm EDT

**\$299/person**

**LIVE ONLINE & ON DEMAND POST-EVENT**

Contentious issues outside the boardroom demand ongoing reinvention from companies and their boards and require careful yet courageous stewardship. Urgent and often uncomfortable decisions must be navigated under the keen scrutiny of shareholders and other stakeholders.

The 2022 ICD National Director Conference brings together the best in governance thought-leadership to address how directors must embrace challenge and change to lead thriving organizations in a rapidly evolving world.

## AGENDA

**REGISTER NOW**

9:00am

### FEATURED SPEAKER

#### GLOBALIZATION: STILL A GOOD THING

Intimate and interactive breakfast session.



**DAVID FRUM**, Staff Writer, The Atlantic

10:00am

### WELCOME REMARKS



**RAHUL K. BHARDWAJ**, LL.B., ICD.D  
President & CEO, Institute of Corporate Directors

Session Sponsored By:



### KEYNOTE ADDRESS

#### CULTIVATING AND LEVERAGING COLLECTIVE GENIUS FOR INNOVATION



**DR. LINDA A. HILL**, Ph.D  
Wallace Brett Donham Professor of Business Administration, Faculty Chair,  
Leadership Initiative, Harvard Business School

11:15am

### GOVERNING THE 2020s CORPORATION

#### The Meaning of Corporate Performance in 2022

How have expectations around corporate purpose, value creation and the role of the board evolved two years after the release of the Business Roundtable's Statement on the Purpose of a Corporation?



Session hosted by  
Conference Co-Chair  
**Raymond Chan**, CPA, CA  
Director, TELUS  
Corporation



**MARIA GHAZAL**  
Senior Vice President and Counsel,  
Business Roundtable



INTERVIEWER  
**TOM WATSON**  
Editor, Ivey Business Journal

### Governing the CEO

How courageous boards can create an environment where they encourage courageous leadership from CEOs.



**CHARLES BRINDAMOUR**  
CEO and Director, Intact Financial  
Corporation; Director, Canadian  
Imperial Bank of Commerce, Geneva  
Association, Business Council of Canada



**DAWN FARRELL**  
Former President and CEO, TransAlta,  
Chancellor, Mount Royal University,  
Chair of the board of The Chemours  
Company



MODERATOR  
**MARYSE BERTRAND**, Ad. E., MSc (RM)  
Director, National Bank of Canada,  
PSP Investments, Metro Inc. and  
Gildan Activewear Inc.;  
Vice Chair, Board of Governors,  
McGill University

Member of the board of Canadian  
Natural Resources Limited,  
Portland General Electric, Business  
Council of Canada, Business Council  
of Alberta, The Women's Economic  
Council of Canada, Trilateral  
Commission

### Impact Investing and Shareholder Engagement

Insights and Reflections from Engine No. 1's Total Value Framework.



**JENNIFER GRANCIO**  
CEO, Engine No. 1



INTERVIEWER  
**AMANDA LANG**  
Host, Taking Stock, Bell Media

12:50pm

### KEYNOTE ADDRESS

#### COURAGE AND COMPLEXITY IN THE BOARDROOM



**DOMINIC BARTON**  
Global Managing Partner Emeritus, McKinsey;  
Past Ambassador of Canada to the People's Republic of China;  
Incoming Chair, Rio Tinto



Session hosted by  
Conference Co-Chair  
**Roberta L. Jamieson**, O.C., IPC  
Director, Deloitte Canada,  
Royal Bank of Canada;  
Co-Chair, Indigenous Advisory  
Council, CN Rail

### BUILDING AN INCLUSIVE ECONOMY

#### Board Governance and the Importance of Economic Reconciliation

Insights on the urgency and opportunities of economic reconciliation and how courageous boards must lead the way.



**SEAN WILLY**  
Director, TELUS Corp.; CEO,  
Des Nedhe Group



**ALICIA DUBOIS**, ICD.D  
Co-Chair, Canadian Council for  
Aboriginal Business;  
Director, Green Impact Partners,  
Inc.; Founder and Principal,  
Nish Synergies Advisory Group



MODERATOR  
**KIM BAIRD**, ICD.D  
Chancellor, Kwantlen Polytechnic  
University; Director, Canada Infrastructure  
Bank, Recipes Unlimited Corp.

### Beyond the Rhetoric

Candid conversations on what it will actually take to move the dial on equity, diversity and inclusion in corporate Canada, and the bold actions that must be taken from the boardroom.

#### Defining Canada's Diversity Narrative



**RAHUL K. BHARDWAJ**, LL.B., ICD.D  
President & CEO, Institute of Corporate Directors

#### Inclusion in the Boardroom



**HELENA MORRISSEY**, DBE  
Chair, AJ Bell; Founder, 30% Club



INTERVIEWER  
**RAHUL K. BHARDWAJ**, LL.B., ICD.D  
President & CEO, Institute of Corporate  
Directors

#### Beyond the Rhetoric – What Will it Actually Take?



**TURID SOLVANG**  
Past Chair, EcoDa;  
Founder and CEO FutureBoards



**MAUREEN JENSEN**, ICD.D  
Past Chair, Ontario Securities  
Commission; Chair, The Prosperity  
Project; Vice Chair, The Toronto Centre;  
Director, Franco-Nevada Corporation  
and OBSI; Public Governor, FINRA



**HON. VIM KOCHHAR**  
Former Canadian Senator;  
Founder, Canadian Foundation  
for Physically Disabled Persons;  
Founding Chair, Canadian  
Helen Keller Centre



MODERATOR  
**POORNAM PURI**, LSM, ICD.D  
Director, Colliers, CAPREIT, Canada  
Infrastructure Bank, Holland Bloorview  
Kids Rehabilitation Hospital; Professor of  
Law, Osgoode Hall, York University

3:20pm

### GOVERNING A SUSTAINABLE FUTURE

#### Why Net Zero Changes Everything: Governance Implications

Examining the governance implications of the net zero transition.



Session hosted by  
Conference Co-Chair  
**Colleen Johnston**, FCPA  
Chair, Unity Health  
Toronto, Q4;  
Director, McCain Foods,  
Shopify, Private Debt Partners,  
Shaw Festival



**DR. DAN WICKLUM**  
CEO, the Transition Accelerator



INTERVIEWER  
**SARAH KEYES**, CPA, CA  
CEO, ESG Global Advisors

#### The New Global Baseline for Sustainability Reporting

Transparent and comparable information for making good economic decisions in the boardroom.



**EMMANUEL FABER**  
Chair, International Sustainability Standards  
Board (ISSB), IFRS Foundation

### Gigatrends and the Drive to Net Positive: How Courageous Companies Thrive by Giving More Than They Take

This talk will examine the seismic changes sweeping the world, and the principles and practices courageous companies and their boards will use to build thriving, net positive organizations that give more than they take.



**ANDREW WINSTON**  
Author, Net Positive: How Courageous Companies  
Thrive by Giving More Than They Take; Manager,  
Winston Eco-Strategies LLC

### CLOSING REMARKS



**RAHUL K. BHARDWAJ**, LL.B., ICD.D  
President & CEO, Institute of Corporate Directors

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**REGISTER TODAY AT [ICD.CA/CONFERENCE](https://www.icd.ca/conference)**

**ICD.Ds – \$259 | ICD Members – \$299 | Non-Members – \$499**

**REGISTER NOW**

Times are subject to change. On demand with paid registration.





**FEES:** In-person: **\$1,114.98** (incl. tax)

Virtual: **\$329.68** (incl. tax)

**LOCATION:** Victoria, BC - Hotel Grand Pacific (Belleville St)

How can civilian oversight use this moment in history as a catalyst for needed change and be responsive to community needs?

The 2022 CACOLE Conference will highlight the unique challenges since the beginning of the pandemic and discuss strategies to address the increased public expectations of police and the ability of police services to rise to the challenge of change.

#### Who should attend?

- Civilian police oversight agencies
- police professional standards
- police unions
- defense lawyers
- law students
- media
- government officials responsible for policing
- community agencies

#### Why Attend?

Community trust in policing is at the core of what we do. As our communities change and public expectation around the delivery of policing services evolves, we need to adapt. Demographic shifts, increasing socio-economic pressures, legislative changes to Police Acts, rapidly advancing technology and media influence create additional complexities for the world of civilian oversight.

The 2022 conference will continue the discussion from the 2021 virtual CACOLE conference and focus on solutions and best practices to move forward. This year, participants in the 2022 event will have the option of attending either virtually or in person.

**Attendees will:**

- hear from leading subject matters experts
- interact with panelists during Q & A sessions
- learn and contribute to the advancement of police oversight in Canada
- network & build relationships with others involved in civilian oversight of police

## 2022 Panels

**LEGAL UPDATE:** Updates in case law, hearing decisions, and revised provincial police acts.

**OVERSIGHT AND RECONCILIATION:** How civilian oversight agencies move towards solutions and best practices.

**IMPROVING OPERATIONS:** How police oversight agencies improve operations to better serve the public and police services, while meeting respective legislative mandates.

**SYSTEMIC RACISM & DISCRIMINATION:** Recognize and understand the nature and impact of systemic racism and discrimination in law enforcement and oversight agencies, while applying the most effective frameworks for equity.

**MENTAL HEALTH RESPONSE:** Highlight best practices for mental health crisis response.

**KEYNOTE SPEAKER:** TBA

**CAPG Conference  
Saskatoon, SK  
September 7-11, 2022**

**IN-PERSON**

\$500 per person

**Conference Schedule**

September 7 – FNP GC Welcome Reception (evening)

September 8 – FNP GC Conference (full day) followed by CAPG Opening Ceremonies & Welcome Reception

September 9 – CAPG Conference Day 1 (full day) and Wanuskewin Evening of Indigenous culture & food

September 10 – CAPG Conference Day 2, CAPG Annual General Meeting and SBPC Evening Event (details to come)

September 11 – CAPG Conference Day 3 (half-day)

**VIRTUAL**

\$150 total for up to 5 attendees

**Conference Schedule**

September 8 – FNP GC Conference (full day)

September 9 – CAPG Conference Day 1 (full day)

September 10 – CAPG Conference Day 2 and CAPG Annual General Meeting

September 11 – CAPG Conference Day 3 (half-day)



## COMMENDATIONS

*These unsolicited commendations are received by members of the public who want to highlight the great work our officers do.*

January 24, 2022: Cst. R. Marcellus and Cst. S. McLean were commended for their patience and ability to calm a highly agitated individual who was disrupting the public in the downtown core.

---

February 8, 2022: Cst. L. Fluit was commended for her efforts in assisting a family to successfully locate their missing family member.

---

February 8, 2022: A/Sgt. K. Ramsay, Cst. L. Sun, and Cst. M. Wesley were commended for the kindness, compassion and competence they displayed while attending to a sudden death call. The family was very appreciative of the officers' professionalism and how well they communicated with the family as they outlined what the next steps would be.

---

February 10, 2022: Cst. A. Spargo was commended for how understanding, respectful, empathetic, and caring he was when dealing with a youth who required medical attention. He was also very kind and compassionate to the others involved as they dealt with the upsetting situation.

---

February 11, 2022: An officer was commended for how professional, kind, courteous and generous they were as they dealt with an individual whom they pulled over for invalid car insurance. The individual became flustered to learn they had forgotten to renew it but the officer made them feel much better about the situation.

---

February 12, 2022: Cst. D. Clarkson and Cst. A. Meakes were commended for the compassion, care, and concern they displayed as they dealt with an individual in crisis.

---

February 13, 2022: Cst. K. Yoxall and Cst. N. Besler were commended for their quick response to a wellness check. The individual had suffered a serious medical event but is expected to recover due to the quick action taken by the officers.

---

February 16, 2022: Cst. J. Deverill was commended for his professionalism and patience as he assisted an individual who suspected there was a prowler in their yard.

---

March 9, 2022: Cst. A. Volk was commended for the compassion and assistance he provided a family in obtaining victim services support after dealing with a protracted domestic violence incident.