



# VICTORIA & ESQUIMALT POLICE BOARD

## Public Meeting Agenda

July 22, 2025 at 5:00pm

Boardroom & Zoom

### 1. ACKNOWLEDGEMENT

- a. Territorial Acknowledgement

### 2. SPECIAL PRESENTATION

- Pg. 1 a. Restorative Justice – Sgt. Sheldon McLean

### 3. STANDING ITEMS

- a. Declarations of Conflict of Interest
- b. Adoption of the Public Agenda of July 22, 2025
- Pg. 11 c. Adoption of the Public Minutes of June 17, 2025
- d. Board Chair Update
- Pg. 14 e. Committees Update
- f. Board Member Engagement Update
- g. BC Association of Police Boards (BCAPB) and Canadian Association of Police Governance (CAPG) Update- Chair Hayes
- Pg. 15 h. Chief Constable Update
- i. Equity, Diversity, Inclusion & Engagement Update

### 4. NEW BUSINESS

- a. Invitation to Social Functions from the Police Board to Mayor(s) and Council(s) – Holly Courtright (brought forward from May 2025 meeting)
- b. Victoria's Community Safety and Wellbeing Plan  
[community-safety-and-wellbeing-plan-web](#)
- Pg. 16 c. 250701 2024 Integrated Units Report

### 5. CORRESPONDENCE & COMMENDATION *(Information Only)*

- Pg. 30 a. 250624 Resignation Letter
- Pg. 31 b. 250627 Letter from Esq re: Board Remuneration
- Pg. 33 c. Commendation Letters
- Pg. 36 d. 250709 E-Comm Monthly Update

### 6. RISE & REPORT *(when applicable)*

June 10th, 2025

Dear Chief Constable Del Manak and the Victoria Police Board,

We are writing this report to provide you with a description of our work with the Victoria Police Department (VicPD) in 2023 and 2024. It is a pleasure to provide you with this yearly update. I (Gillian), wanted to introduce you to tyler redskye who is our new Executive Director. tyler will be co-presenting along with me this year. We've already gone down to meet with Sheldon McLean and tour the VicPD building which was wonderful.


We would like to provide you with a brief summary of our work over the last two years. As you will note in the tables below, between 2023-2024 VicPD members referred 45 files to restorative justice, which made up 31% of the referrals our organization received within that timeframe. Throughout 2023-2024, in addition to the 45 referrals noted above, we received 47 referrals from the criminal justice system and the community, including 21 VicPD files related to 31 offences referred to us by Crown, which are outlined below in Tables 1 and 2.

You will find the types of files VicPD members referred outlined in Table 3 and the outcomes of those referrals in Table 4. We are extremely grateful that VicPD members continue to send us a variety of offences and are keeping victims' needs in mind when considering restorative justice. On pages 2-3 I have provided information on the VicPD personnel who have been central to our partnership and success as well as the VicPD members who referred cases to RJV in 2023 and 2024.

At the end of the report, we have provided some information on evaluation and client outcomes, including client quotes from our evaluation system. In Appendix A you will find the total annual referrals we have received from VicPD from 2010 until the end of 2024. Again, we are very grateful for your trust and partnership. We are hopeful that our relationship and the program we have built will not only continue to thrive but that we will see an increase in referrals from VicPD over the next several years. We look forward to presenting our exciting new initiatives and partnerships during our presentation to the VicPD Board on June 17<sup>th</sup>, 2025.

Thank you for your ongoing support. We look forward to seeing you soon.

Warmly,



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## Education and Relationship Building with VicPD in 2023-2024

In addition to processing the referrals made by members, throughout 2023 and 2024 we engaged alongside officers and administrative and civilian staff in efforts to increase the use of restorative justice by the department, provide education, and build relationships. I have provided a list of the activities we engaged in during each calendar year below.

### 2023

- I attended the department weekly throughout January to June to connect with our Liaison Officer, Sean Millard, discuss cases, be available to meet with members, and explore how to continue to build our partnership.
- In February I met with an Indigenous Liaison officer to explore how we could partner with the Aboriginal Coalition to End Homelessness to better support Indigenous people referred to RJV.
- In April I met with staff from the Records Department to discuss the implementation of our shoplifting pilot project.
- In April I presented to the Victoria Police Board.
- During the second half of the year, I conducted two two-hour trainings on restorative justice and how members can identify and refer cases to the new recruits.

### 2024

- I conducted three two-hour trainings on restorative justice and how members can identify and refer cases to the new recruits.

## VicPD Personnel in Partnership with RJV

I would like to formally acknowledge Sean Millard, who was our Police Liaison Officer for almost 10 years. Sean was a fierce advocate of restorative justice and showed immense openness and creativity in thinking about ways to expand the program and educate members. Sean had seen the impact of the program himself in a file referred by Crown and was passionate about helping others understand the unique and powerful benefits of restorative justice. We are extremely grateful for his contributions and for the department for supporting his work with us.

We have only recently met Sheldon McLean but were very grateful to be met by his warmth and enthusiasm. We look forward to working with him and appreciate having a dedicated member from the department to collaborate with.

I would also like to thank and acknowledge the following officers for referring files to our organization in 2023-2024:

- Tristan Pakosh (7)
- Matthew Rutherford (3)
- Dan Galano (3)
- Gianluca D'Antonio (2)
- Luna Lafontaine (2)
- Melanie de Boer (2)
- Joel Durling (2)
- Christopher Allen (2)
- Thomas Kwon (2)
- Chris Miller
- Rebecca Pottery
- Kaiden Vasilopoulos
- Prairie Simard
- Jess Wierzbowski
- Matthew Wesley
- Duncan Owen
- Adam Osmond
- Jackson Skerratt
- Austin Stephen
- Kristjan Hykaway
- Ralph Weber
- Justin Charlton
- Jamie Hiscox
- Kristin Greffard
- Tom Samatakis
- Matt Cleaver
- Ross Lauderdale
- Chloe Staiger
- Mandeep Sohil

## Restorative Justice Victoria Case Statistics 2023-2024

**Table 1: Referral sources**

Referral source	# referred	%
<b>Victoria Police</b>	<b>45</b>	<b>31%</b>
Saanich Police	32	23%
Victoria Crown Counsel	43	30%
Other	14	10%
West Shore Probation	4	3%
Self-Referral	2	1%
Community Member	2	1%
Oak Bay Police	2	1%
<b>TOTAL:</b>	<b>143</b>	<b>100%</b>

*Please see Appendix A for a yearly chart of all VicPD referrals since 2010.*

**Table 2: VicPD files referred to RJV by Crown**

Offence type	# referred
Assault	7
Assault (IPV)	6
Assault causing bodily harm	3
Assault police officer	3
Assault with a weapon	2
Sexual assault	2
Resisting arrest	1
Uttering threats	1
Being in a dwelling house without consent	1
Assault by choking	1
Possession for the purpose of trafficking	1
Possession of stolen property	1
Unlawful possession of a controlled substance	1
Possession of a prohibited weapon	1
<b>TOTAL:</b>	<b>31</b>

**Table 3: VicPD files referred to RJV by members**

Offence type	# referred	%
Mischief under \$5,000	14	31%
Theft under \$5,000	13	30%
Assault	9	20%
Weapons Possession	3	7%
Assaulting Police Officer	2	4%
Arson	1	2%
Public Intoxication	1	2%
Assault with a weapon	1	2%
Trafficking	1	2%
<b>TOTAL:</b>	<b>45</b>	<b>100%</b>

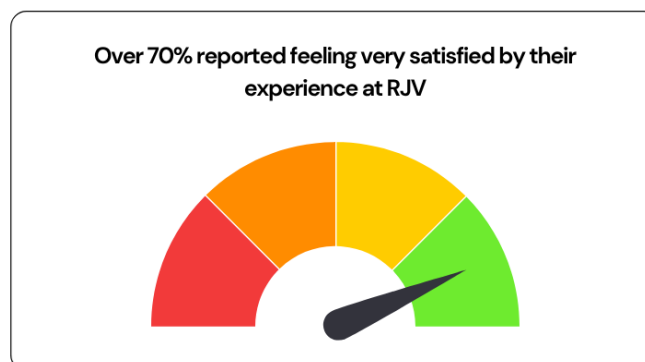
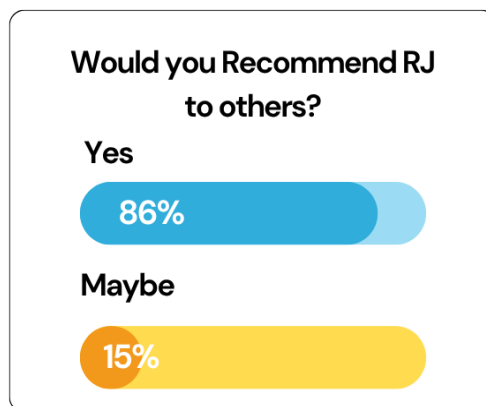
**Table 4: Outcomes of offences referred by VicPD Members**

Outcomes	# outcomes	%
Completed in full	27	60%
Ongoing	10	22%
Could not contact the SOC	5	11%
SOC did not have capacity to participate	1	2%
Referring officer requested file be returned	1	2%
The SOC did not consent to the referral	1	2%
<b>TOTAL:</b>	<b>45</b>	<b>100%</b>

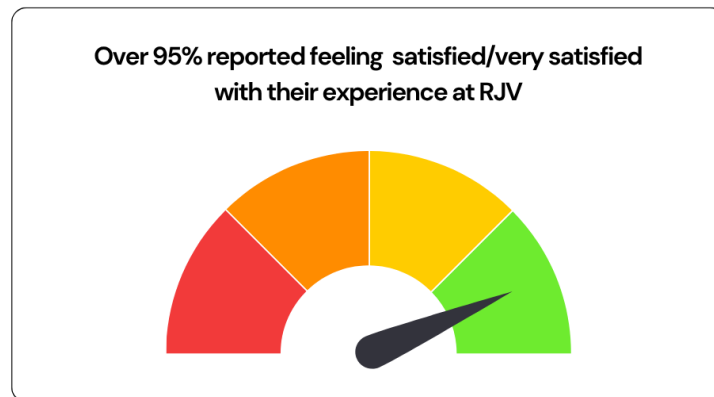
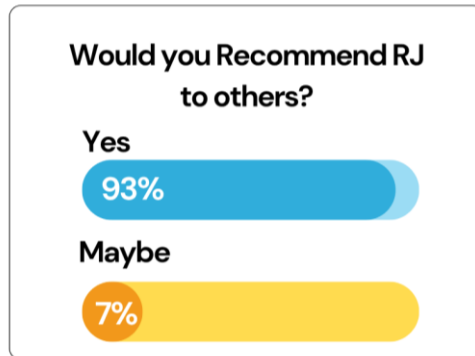
## Evaluation of Community Impact: 2023- 2024

Our three-point evaluation system ensures that we get rich feedback from clients at multiple points throughout their participation in our program. We regularly review the feedback and adjust our processes based on the findings.

Please find below some graphs related to our evaluation outcomes for **victims**:



Please find below some graphs related to our evaluation outcomes for **offenders**:





Below are comments that clients made in their evaluations from 2023-2024.

### **Victims**

- *"[Restorative justice] has greatly helped us, as my husband is now more open to communicating and expressing himself, while also addressing the factors that contributed to the issue.*
- *"I have benefited by gaining an understanding on how to properly handle stress and anxieties. This has really helped me realize that there are supportive people and services that can help me get me through tough/ difficult times."*
- *"The agreement helped us better understand each other as we confronted the situation together. It allowed us to acknowledge the harm caused to both of us—me feeling alone and scared by the incident, and him feeling isolated and being detained by the police."*
- *"I found that having a mentor being there to support me through whatever i needed was probably one of the most helpful things i experienced. Just having someone who was able to create such a safe space to be able to open up and work through my thoughts and emotions was a tremendous help in my path to healing."*
- *"[Restorative justice] helped me externalise my experience, to work through my thoughts, questions, and feelings. Reform my perspective, reality, skills, coping mechanisms."*
- *"The steps of the process were very well laid out and completed. The timeline of the steps is favorable to the process. The sharing of information between both parties through the support persons. Great communication within the RJV team."*

### **Offenders**

- *"[I learned] A genuine sense of accountability and amends for the offence. Much better understanding of how the Affected Party might have been affected by my actions and the wider impacts of my actions on the community. Some of the underlying causes and effects of my actions not previously identified through other forms of "conventional" professional counselling were revealed and explored. Having a non-judgmental, confidential, fair and transparent platform to take accountability for the offence and discuss the matter openly and honestly.*

- *“RJ provided me the opportunity to receive a first hand account of the event and how that event has had an effect on the victim's life as well as on those around them. Occurring during an intense period of crisis in my life, my memory of the day and the specifics of that event are not clear. RJ provided me a harrowing retelling of the occurrence that I otherwise would not have been able to hear or remember. This, though incredibly challenging to integrate and accept, will be instrumental as I move forward to improve myself and help me continue to make positive choices. I feel humbled to have been provided the chance to humanize myself in the situation and to speak with the victim and learn the severe impact that it has had on them and their loved ones. I feel that RJ has permitted a level of closure between those of us involved that the court system could never have achieved.”*
- *“The RJ experience helped me engage in introspection, enabling me to understand why I acted the way I did and to take steps to control my triggers to avoid repetition.”*
- *“Having the in person meeting with a community member, a facilitator, my mentor and going over the event and its affects on everyone involved including the community. It was a great opportunity to really go over the impact my actions had and to acknowledge that. It was not an easy thing to do but I benefited greatly from it.”*
- *“The dialogue was the most helpful as it allowed me to gain a deeper perspective then I would have been able to have. This allowed me to make adjustments accordingly to better my future as well as the community”*
- *“I like the person centred aspect of RJ. I found this approach was helpful in creating a meaningful prevention plan. Having a supportive mentor helped me develop a prevention plan based on my own needs and my own abilities was helpful in creating a space for meaningful reparation to occur.”*

### Appendix A: VicPD Referrals to RJV, from 2010 to End of 2024

<b>Month</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Jan</b>	Not available	0	9	8	10	11	2	2	24	2	2	2	3	0	0
<b>Feb</b>	Not available	1	2	0	7	7	2	2	2	5	6	2	0	2	0
<b>Mar</b>	Not available	0	2	9	14	1	1	0	8	7	4	0	0	2	3
<b>Apr</b>	Not available	0	10	2	13	5	5	1	10	3	2	2	3	4	0
<b>May</b>	Not available	0	3	5	11	6	2	2	4	8	1	3	5	2	2
<b>Jun</b>	Not available	6	7	1	16	3	3	5	15	3	0	3	0	2	4
<b>Jul</b>	Not available	1	2	9	4	2	6	2	12	3	4	0	1	0	5
<b>Aug</b>	Not available	1	4	3	7	1	3	3	11	4	0	1	0	0	1
<b>Sep</b>	Not available	13	3	1	6	5	6	15	6	4	3	0	2	4	1
<b>Oct</b>	Not available	4	7	2	7	2	6	13	4	1	0	3	0	2	4
<b>Nov</b>	Not available	3	1	1	0	3	3	12	12	4	6	1	0	1	2
<b>Dec</b>	Not available	11	3	8	1	2	7	33	5	2	2	2	0	4	0
<b>TOTAL</b>	<b>51</b>	<b>40</b>	<b>53</b>	<b>49</b>	<b>96</b>	<b>48</b>	<b>46</b>	<b>89*</b>	<b>112**</b>	<b>46</b>	<b>30</b>	<b>19</b>	<b>14</b>	<b>23</b>	<b>22</b>

Notes:

\*2017: 32 files (one offender each) were VicPD referrals for distracted driving. All 32 offenders attended a three-hour educational session

\*\* 2018: We did not count the 39 distracted driving participants as referrals



VICTORIA & ESQUIMALT POLICE BOARD  
Public Meeting Minutes  
June 17, 2025 at 5:00pm  
Boardroom & Zoom

**PRESENT**

M. Hayes, Chair	CC Manak	S/Sgt. B. Gubbins
Mayor M. Alto	DC M. Brown	K. Kosich
Mayor B. Desjardins	Insp. C. Brown	C. Major
E. Cull	Insp. C. King	Da. Phillips
H. Courtright	Insp. J. Lawson	Do. Phillips
P. Faoro	S/Sgt. M. Darling	
T. Kituri	S/Sgt. J. Ames	

Recorder: Tanya Lamoureux

**1. STANDING ITEMS**

**a. Territorial Land Acknowledgement**

**b. Declaration of Conflicts of Interest**  
No conflicts declared.

**c. Approval: Public Agenda of June 17, 2025**

25-65                      **MOTION:** *To approve the Public Agenda of June 17, 2025 as presented.*  
**MOVED/SECONDED/CARRIED**

**d. Approval: Public Minutes of May 20, 2025**

25-66                      **MOTION:** *To approve the Public Minutes of May 20, 2025 as presented.*  
**MOVED/SECONDED/CARRIED**

**e. Board Chair Update**

- Board Chair Hayes attended the Canadian Association for the Civilian Oversight of Law Enforcement (CACOLE) in Fredericton, New Brunswick, June 2-4, 2025. Board Chair Hayes will provide a fulsome update at a future board meeting.

**f. BC Association of Police Boards (BCAPB) and Canadian Association of Police Governance (CAPG)**

- BCAPB
  - Work has started on the seven resolutions that were passed during the May 2025 conference.
- CAPG
  - Conference – Victoria, Aug 14-16, 2025. The theme is “Navigating Challenging Times”.
  - Webinars – Monthly webinars are available on the website.
  - Position open for a BC representative on the CAPG Board and nominations are open until June 30, 2025.

**g. Committees Update**

Refer to the report provided. Committee matters arising included:

**Governance**

No discussion arising.

**Human Resources**

No discussion arising.

**Finance**

- Community consultations for 2026 budget are progressing and will be completed by July 30, 2025.

**h. Board Member Engagement Update**

- Mayor Barb Desjardins provided an update that Cst. Ian Diack who works as a Community Resource Officer out of the Esquimalt Office, is working with the community to organize a group to combat and paint over graffiti that is throughout the Township.

**i. Chief Constable Update**

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

- Th City of Victoria released its Community Safety Plan, including a roadmap for focus and purposeful to work towards the challenges within the city.
- Downtown Victoria Business Association released its 2025 Annual Report on Downtown. VicPD will try to focus on support for the businesses and visibility within the communities. Provincial Government funding for a project to address the issues has been received.

**OPS**

No discussion arising.

**ADMIN**

No discussion arising.

- j. **Equity, Diversity, Inclusion, Accessibility & Engagement Update**  
Refer to the report provided – for information.

## 2. NEW BUSINESS

- a. **250612 Office of the Police Complaint Commissioner (OPCC) – News Release**  
Refer to the news release provided – for information.

Recommendations from the Adjudicator included:

- Body Worn Camera (BWC) – budget proposal to be submitted for 2026.
- Clear and concise notes. This has already been addressed and meets the standard set out by Adjudicator.
- Update policy on communication with family and VicPD members during and after an incident has occurred. Policy is currently being undertaken, and this will be reported to the board in the future.

## 3. COMMENDATION AND CORRESPONDENCE *(for information only)*

- a. **250529 Commendation**  
Refer to letter provided. A member of the public wrote in to VicPD to acknowledge the aid received from Cst. Schiebel and Cst. Vasilopoulos.
- b. **250612 E-comm Report**  
Refer to the report provided.

## 4. RISE & REPORT

- a. **2025 VicPD Community Survey Results**  
A fulsome report was presented during the in-camera portion of the meeting. The Community Engagement Division is completing a version that will be available to the public in the coming weeks.

*Meeting adjourned at 5:47pm.*



## VICTORIA & ESQUIMALT POLICE BOARD

### COMMITTEES UPDATE Public

#### GOVERNANCE

No discussion arising.

#### HUMAN RESOURCES

- a. **Promotion Competition for Inspector**  
Insp. Bill Gubbins has been awarded the position and there will be movement in the Inspector assignments in the coming weeks.

#### FINANCE

No discussion arising.



## VICTORIA & ESQUIMALT POLICE BOARD

<b>DATE:</b>	July 22, 2025
<b>TO:</b>	Victoria & Esquimalt Police Board
<b>FROM:</b>	Chief Cst. Manak
<b>SUBJECT:</b>	Chief Constable Monthly Engagement Highlights
<b>ACTION:</b>	For Information

### Internal & External Engagements

June 18	Participated as a panelist at the DVBA AGM re: City's Community Safety & Wellbeing Plan
June 18	Visited a grade 6/7 class at Cedar Hill Middle School
June 27	Met with Minister Yung re: policing priorities
July 1	Worked the Canada Day deployment
July 2	Met with newly promoted Sergeant Asmussen
July 2	Participated in The Chamber zoom chat
July 3	Presented two Chief Constable Commendations – Cst. Jackson and Cst. Cartwright
July 4	Attended the Police Academy Recruit Class graduation ceremony
July 9	Attended Junior Police Camp
July 10	Met with Victoria Council re: 2026 budget consultation
July 11	Presented Certificates at Junior Police Camp

### Equity, Diversity & Inclusion Engagements

June 19	Met with Muslim Community Leaders at HQ
June 27	Attended Africa Fest at Centennial Square
July 6	Participated in the Pride Parade
July 9	Attended the Gurmat Kids Camp at the Gurdwara



# GREATER VICTORIA POLICE INTEGRATED UNITS

ANNUAL REPORT

# 2024



# A MESSAGE FROM THE GREATER VICTORIA POLICE CHIEFS AND DETACHMENT COMMANDERS

The Greater Victoria Police Chiefs and Detachment Commanders are pleased to present the integrated police units’ annual report for 2024. This report represents a summary of the work of many of the integrated units that our collective police agencies, and in some cases our community partners, participate in together while delivering quality services to our communities in an efficient, effective and fiscally responsible manner.

In the coming years, our collective commitment is to continue to look for opportunities to work collaboratively and creatively to expand integration opportunities wherever it benefits our communities and our respective organizations.

Please take a moment to read the report which highlights each individual unit’s mandate and structure, new initiatives intended to create efficiencies or improvements in service delivery, notable accomplishments from the past year, and unit priorities for 2025.

We wish to thank everyone working in our integrated units for their hard work, dedication and professionalism. It is their collective skill and tenacity that is the key to their success. We are proud of each one of them.

Proudly,

The Greater Victoria Police Chiefs and Detachment Commanders:

- » Chief Del Manak – Victoria Police

» Superintendent Todd Preston – Westshore Detachment

» Chief Dean Duthie – Saanich Police

» S/Sgt Wayne Conley – Sidney/North Saanich Detachment

» Chief Ian Lawson – Central Saanich Police

» S/Sgt Greg Willcocks – Sooke Detachment

» Chief Julie Chanin – Oak Bay Police

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# 01. Greater Victoria Emergency Response Team

The Greater Victoria Emergency Response Team (GVERT) was established in 1976 to support the resolution of high-risk critical incidents in the Capital Region. Members of the GVERT report to an Officer in Charge (OIC) who oversees the administration of the team. The OIC chairs and reports to the Joint Management Team (JMT) which is comprised of Senior Officers from each contributing agency.

Made up of Incident Commanders, Crisis Negotiators, Tactical Officers and Explosives Technicians, the GVERT is trained and equipped to manage critical incidents, major public event security, and explosive disposal. These incidents can require specialized tactics and equipment, including collaboration with mental health professionals, to achieve successful resolutions to complex and high-risk situations.



## EFFICIENCIES

- Implementation of a new deployment model to achieve targets for frontline support and mandatory training
- Achieved approved strength in the Tactical Unit through training and qualification completed for three new Crisis Negotiators
- Delivery of a variety of training packages for police agencies and other partners
- Acquired new technology to improve capabilities and safety

## HIGHLIGHTS

- Return to duty of two more of the Tactical Unit officers seriously injured in the Bank of Montreal (BMO) incident
- Acquired new personal protective equipment for Tactical Unit officers
- Increase in the amount of annual training for Crisis Negotiators
- Improvements in the integration of Integrated Canine Service teams with GVERT operations
- Increased focus on trauma resilience through culture, training and support
- Enhanced interoperability with the RCMP Critical Incident Program

## PRIORITIES

- Conduct a review of Tactical Unit operations to assess the effectiveness of the new deployment model
- Continue to seek opportunities to partner with other government or private organizations in a dedicated training facility
- Evolve regional interoperability in kidnapping cases with improvements to procedures and training
- Implement a new deployment model for the Scribe program

## 02.

## Greater Victoria Public Safety Unit

The Greater Victoria Public Safety Unit (PSU) is an integrated unit consisting of members from all municipal police agencies in the Capital Regional District (CRD). PSU also consists of an integrated fire medic program supported by Saanich, Esquimalt, Central Saanich and Oak Bay Fire Departments. PSU provides specialized services, advice, equipment, training and emergency response to ensure public safety, public order, and investigative assistance. This includes attendance at public gatherings in support of the right to peaceful protest and to mitigate the potential for violence.



## EFFICIENCIES

- Utilizing the cube truck for both the PSU Search Team and Tactical Team for increased mobility and versatility
- Continuation of succession planning with Squad Leader competition and training of Silver Commanders
- Budgetary approval to increase PSU by 10 additional members
- Formulation of training cadre within PSU to assist with spring/fall training
- Effective utilization of the Police Liaison Team (PLT's) to build relationships in the community with event organizers

## HIGHLIGHTS

- Successful deployment of PSU resources for 67 consecutive weeks for the Pro-Palestine rallies
- Approval of the PSU budget which saw a significant increase to meet the ongoing demands of resources, training and equipment
- Numerous successful operations related to Canada Day Celebrations, SOGI, UVic, Prime Minister's visits and many other deployments on the BC Legislature
- Implementation of a fair, transparent and defensible selection process for new members

## PRIORITIES

- Training and qualifications of Gold and Bronze Commanders, Gold Commanders to participate in on call rotation for the CRD
- Selection and training of members for the Evidence Gathering Team in spring of 2025
- Completion and approval of Standard Operating Procedure (SOP) by the JMT in 2025
- Purchase and issue all PSU members with new soft body armour
- Creating a pool of actors for training days
- Cross training with other PSU teams (Vancouver PD)





# 03.

## Integrated Mobile Crisis Response Team

The Integrated Mobile Crisis Response Team (IMCRT) is a mobile multi-discipline team composed of Psychiatric Social Workers, Psychiatric Nurses, Child and Youth Workers and Police. This team collaborates with mental health workers in order to provide high quality service to clients, improve the front-line response, and conduct follow-up with persons in crisis. This position is integrated and serves the municipalities throughout the Capital Region. IMCRT manages complex clients with multiple needs over extended periods of time.



### EFFICIENCIES

- Successful cross-training for members in the partnering departments, in order to backfill IMCRT shifts
- Review process established to ensure consistency with IMCRT response
- Creation of police only phone line direct to IMCRT team, reducing wait times for service
- Focus on instruction via phone to increase response times

### HIGHLIGHTS

- Provided timely integrated support to vulnerable persons and their families in the Capital Region
- Information sessions delivered to Patrol Divisions to educate on IMCRT services
- Continued focus on complex clients reducing call load on police resources

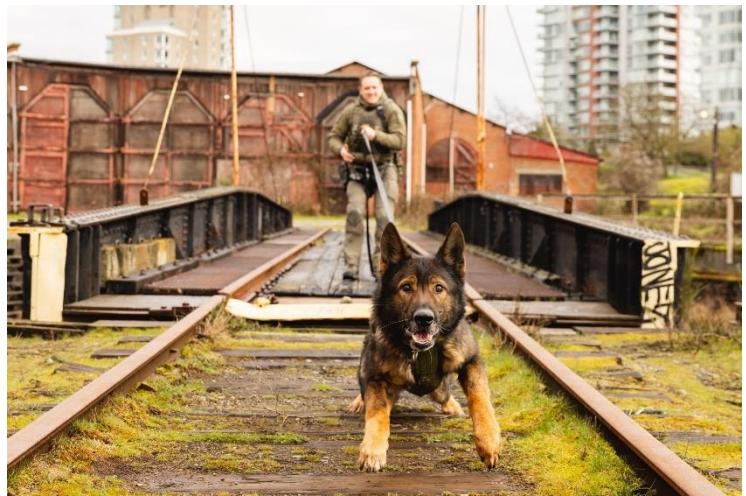
### PRIORITIES

- Analyze and update service delivery objectives and memorandum of agreement for IMCRT
- Update and review current equipment for IMCRT officers looking for efficiencies
- Improve communication to increase prompt response to partnering police agencies regarding mental health components and assessments
- Improve file documentation to assist with overall analysis of benefits of IMCRT
- Community outreach with institutions such as schools to provide awareness of the team and its purpose
- Direct response to check wellbeing calls to free up policing resources
- Central Saanich Police Service is no longer a part of IMCRT effective January 1, 2025
- The Westshore RCMP will no longer be part of IMCRT as of December 31, 2025

## 04.

## Integrated Canine Service

The Integrated Canine Services (ICS) is made up of six members, one NCO (Non-Commissioned Officer) and five Constables, from both the Saanich Police Department (SPD) and the Victoria Police Department (VicPD). ICS has eight canines providing our stakeholders with variety of canine profiles which include tracking, evidence searching, and building/compound searching. In addition, five of our canine teams also specialize in drug/firearm detection. ICS has two single purpose explosive detection canines. These canines support our explosive technicians attached to the Greater Victoria Emergency Response Team and are utilized at major events across the Region.



## EFFICIENCIES

- Providing 365-day, 24/7 canine coverage, either through on duty resources or through our on-call program
- Providing support to our stakeholder's front line by attending over 2600 non-canine calls
- Continued support to GVERT with canine resourcing

## HIGHLIGHTS

- Purchase of three new canines in 2024 as part of the ICS succession plan
- Completed two Dog Masters Training Courses, validation all three canines purchased in 2024
- Attended several canine courses including an advanced K9/ERT integration
- Hosted a four-day tracking seminar for the ICS Team
- Engaged in a selection process that identified two new canine handlers, one from VicPD, and one from SPD
- Engage in a selection process that identified a new trainer and explosive dog handler within ICS
- Oak Bay Police Department has joined ICS

## PRIORITIES

- Purchase and train a new explosive detection canine and a general duty canine as part of the 2025 ICS succession plan
- Continued training with GVERT to enhance our effectiveness and interoperability
- Train two of our newest canine teams in drug/firearm detection



## 05. Mobile Youth Services Team

Exploitation knows no bounds and has the potential to impact youth across our region, regardless of class or background. The Mobile Youth Services Team (MYST) is a critical multi-disciplinary unit that has served the Capital Region for more than 20 years. Consisting of a partnership between a police officer and a youth & family counselor, MYST aims to reduce trauma and the scope of the sexual exploitation of youth in our community. MYST pro-actively engages with youth and their families to provide guidance, support, expertise, and key referrals. MYST also works closely with other front-line and investigative police units in the region to identify and target offenders.



### EFFICIENCIES

- Continuing to bridge the gap created by lack of School Liaison Officers (SLO's) and assisting local schools with prevention and education
- Ongoing relationship-building with external partners like Youth Empowerment, School Districts, Sanctuary and Victoria General Hospital
- Partnership with Patrol Division to collaborate on community presentations
- Transfer of finances and supervision of MYST portfolio to SPD to accommodate incoming MYST officer

### HIGHLIGHTS

- Extensive work with school districts to curb the increase in regional gang activity and recruitment
- Attendee and presenter at National Gang Crime Research Conference in Chicago Illinois
- Recipient of the International Fredrick Milton Thrasher Award for the year 2024 for superior accomplishments in Gang Intervention
- Presentations to School and Police Boards regarding the importance of SLO's in relation to keeping our children safe

### PRIORITIES

- Documentation of statistical data that outlines the overall effectiveness of the team
- Continuation of establishing community partners
- Create strong partnership with Saanich Police Department's Youth Detective Division to enhance communications and information-sharing
- Continuation of community presentations to highlight the prevention and risk relating to sexual exploitation of young people
- Central Saanich Police Service no longer participates in MYST effective January 1, 2025
- Westshore RCMP will no longer be part of MYST as of December 31, 2025

# 06.

## Regional Domestic Violence Unit

The Regional Domestic Violence Unit (RDVU) had an exceptionally busy and successful year, managing some of the region's highest-risk offenders, as well as providing critical support to their victims and families. Despite significant staffing changes—including the addition of a new Ministry of Children and Family Development Social Worker, new Administrative Support, and transitioning investigators—the team has remained resilient and effective in its mission.

This year, the RDVU has once again earned recognition from our community partners as a vital resource in the region. We have continued to strengthen existing relationships while also expanding our network of collaborations, further solidifying the Unit's role as a key player in community safety and support

### EFFICIENCIES

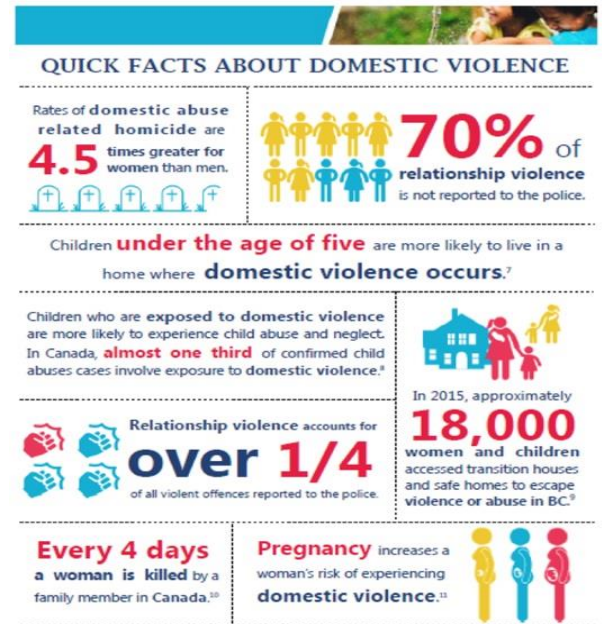
- Leveraging technology to ensure offender accountability while removing the burden from victims to report violations of release orders
- Regular training to partners on best practices in domestic violence response, ensuring a more efficient and consistent approach to case handling
- Strengthening partnerships with local agencies, social services, and community organizations to improve resource allocation and information sharing

### HIGHLIGHTS

- Hosted 150 attendees for valuable training presented by experts in the field of Strangulation Investigations and support for the victims. RDVU was an attendee and presenter at National Gang Crime Research Conference in Chicago Illinois
- Collaboration of multi-agency information from across the country which led to an accused being detained due to the level of risk to the victim
- Assisted the Halifax Regional RCMP in establishing a Domestic Violence Unit in their jurisdiction, the first of its kind in the province
- Shared insights on information sharing and collaboration with community partners, featured in an international risk assessment newsletter

### PRIORITIES

- Expanding the training for RDVU team members to include newest techniques from around North America
- Building upon successes with the use of technology to support managing highest risk offenders while in the community
- Developing succession plans for future staffing changes to prevent service gaps and ensure the transfer of institutional knowledge
- Central Saanich Police Service no longer participates as of January 1, 2025 and the Westshore RCMP will withdraw as of December 31, 2026







## 07.

## Greater Victoria Crime Stoppers

**C**rime Stoppers is a cooperative program comprised of representatives from community, media and police. The program involves the public in the fight against crime. It provides citizens with a vehicle to anonymously supply local law enforcement with information about a crime or potential crime of which they may have knowledge. Cash rewards are offered to people who call the program with information that leads to a person being arrested and charged with a crime, enables the recovery of stolen property or drugs, or solves a crime.

Greater Victoria Crime Stoppers is a registered not for profit organization overseen by a volunteer Board of Directors who are responsible for fundraising, public awareness, and the distribution of awards. They also ensure that the program is being run in accordance with established Crime Stoppers protocols. Greater Victoria Crime Stoppers services all areas within the Capital Regional District. Tips received relating to crime outside of this jurisdiction are forwarded on to the appropriate Crime Stoppers program.



The day-to-day operations are the responsibility of two civilian coordinators whose positions and operational expenses are funded jointly by our partner police agencies – Victoria Police Department, Saanich Police Department, Westshore RCMP, Oak Bay Police Department, Central Saanich Police Service, Sidney/North Saanich RCMP, and Sooke RCMP. The program is housed in the Saanich Police Department and organizationally included in the Intelligence Section under the Detective Division. The two coordinators are members of the Saanich Police Department and are employed part-time (32 hours per week), working either Monday to Thursday, or Tuesday to Friday during business hours.

## 08.

## Greater Victoria Police Diversity Advisory Committee

The Greater Victoria Police Advisory Diversity Committee (GVPDAC) comprised of members of police and community organizations who come together to build trust and improve communication and understanding around issues of mutual concern. All local municipal police agencies and the RCMP detachments are represented on the GVPDAC. The GVPDAC seeks to develop positive relationships within diverse communities and share information about the many cultures within Greater Victoria. We develop our own events and attend community events to promote engagement. We act as a consultative and advisory body to the Chiefs of Greater Victoria's police agencies. The GVPDAC is co-chaired collaboratively by a community representative and a police officer.



## HIGHLIGHTS

- GVPDAC hosted 300 people at Saanich Commonwealth Place for their 2024 DAC Dance-Along where guest dancers shared their cultural dances. Community members, police officers (including Chiefs Manak, Duthie, and Supt. Carfantin) and community members drummed, danced, and laughed together.
- The GVPDAC was honoured to participate in the 2024 Victoria Native Friendship Centre 2slgbtqia+ Youth Gathering
- We proudly marched with the Changemaker contingent in this year's Victoria Pride Society Parade
- We were once again a part of the very well attended newcomers' fair at Welcome Day - this year at Saanich Commonwealth Place
- The GVPDAC was very pleased to be invited to Black Grad, hosted by the African Heritage Association of Vancouver Island
- With the Area Chiefs approval for a regional civilian Equity, Diversity, and Inclusion (EDI) coordinator, a hiring subcommittee was struck in early 2024.
- An appropriate candidate for the above role has been identified and is in the process of being on-boarded

## PRIORITIES 2025

- The top priority will be onboarding and working with the new regional EDI Coordinator as they acclimate to their new role
- Increase our visibility and awareness of the work we do within the community
- Take part in community outreach, attending community events and seeking out new partnerships
- Seek out new speakers to engage with GVPDAC for discussion and education
- We are currently working on what our next community event will be
- We are exploring ways to expand our reach within communities and build new relationships



## 09.

## Vancouver Island Integrated Major Crime Unit

**V**IIMCU is an integrated unit consisting of police officers and civilian support staff from the RCMP, Victoria Police and Saanich Police. The primary investigational responsibilities of VIIMCU are homicide and missing persons where foul play is suspected. The unit manages and investigates major crime files within in the greater Victoria capital region and Provincial areas of the RCMP Island District using investigative techniques guided by the principles of Major Case Management. In fulfilling this mandate, VIIMCU provides assistance to other police agencies and investigative units throughout Vancouver Island, the Province and if necessary, across the country.



### EFFICIENCIES

- VIIMCU had seen a significant turnover in personnel in 2024. All but one VicPD vacancy has been filled
- The Provincial Government has engaged the municipalities of Vancouver Island regarding the modernization and expansion of VIIMCU

### HIGHLIGHTS

- VIIMCU had a quiet year in 2024, engaging in 13 investigations throughout Vancouver Island. Four of which were in Victoria.
- VIIMCU obtained charge approval on seven homicides and one aggravated assault in 2024. Files date from 2022, 2023 and 2024.
- VIIMCU obtained guilty convictions on three homicide investigations in 2024: a 1st Degree, a 2nd degree and manslaughter conviction
- The 1st Degree murder conviction was as a result of a year-long project utilizing sophisticated techniques including a Part VI (wiretap) approach

### PRIORITIES

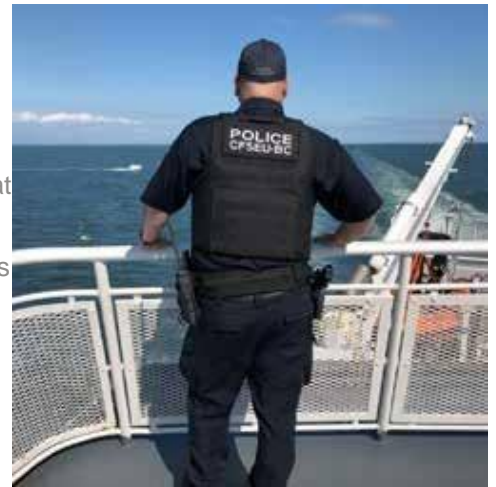
- VIIMCU modernization and expansion
- The development of a recruiting strategy to attract appropriate secondments
- Developing an Ad Hoc Team and mentorship program throughout Vancouver Island

## 10. Combined Forces Special Enforcement Unit

The Combined Forces Special Enforcement Unit (CFSEU) is an independent law enforcement agency in BC staffed primarily by seconded police officers from municipal police agencies and the RCMP from throughout the province. CFSEU has a broad mandate that includes contributing to and sharing crime research and intelligence, coordinating long-term crime reduction strategies at the provincial, national and international levels, reducing gang and organized crime violence, and deterring organized crime and related violence. CFSEU uses both uniform and covert investigative techniques and policing units during the pursuit of their mandate

Currently, the Victoria, Saanich, Central Saanich, and Oak Bay police departments, as well as the RCMP are eligible to second members to the local CFSEU team.

CFSEU supports local agencies related to outlaw motorcycle gang monitoring and enforcement, and conducts investigations related to CFSEU's mandate. More information can be found at [www.cfseu.bc.ca](http://www.cfseu.bc.ca).



## 11. Capital Regional District Integrated Road Safety Unit

The Integrated Road Safety Unit (CRD-IRSU) is comprised of seconded police officers from each of the local municipal police agencies and the RCMP. CRD-IRSU's mandate includes harm reduction on BC roadways, strategic traffic enforcement related to high-risk locations and activities, commercial vehicle enforcement, criminal interdictions, and assisting and enhancing local traffic enforcement units with strategic enforcement projects and operations.



CRD-IRSU is operated by the RCMP through funding provided by the Insurance Corporation of British Columbia (ICBC) to the BC Provincial Government's Ministry of Public Safety and Solicitor General. CRD-IRSU receives local input from a Joint Management Team comprised of Senior Leadership Team representatives from the local police agencies and the RCMP.



## 12.

## Integrated National Security Enforcement Team

Integrated National Security Enforcement Teams (E-INSET) exist throughout Canada under the management of the RCMP. INSETs are intended to increase the capacity for the collection, sharing and analysis of intelligence among partners with respect to individuals or groups that pose a threat to national security in addition to conducting investigations related to these individuals and groups. INSETs include representatives from the RCMP, federal partners such as the Canadian Border Services Agency, and local police agencies.

# ANNUAL REPORT 2024



## GREATER VICTORIA POLICE INTEGRATED UNITS



## CORPORATION OF THE TOWNSHIP OF ESQUIMALT

Municipal Hall, 1229 Esquimalt Road, Victoria, B.C. V9A 3P1  
Website: [www.esquimalt.ca](http://www.esquimalt.ca) Email: [info@esquimalt.ca](mailto:info@esquimalt.ca)

Telephone (250) 414-7100  
Fax (250) 414-7111

File No. 7400

*Sent via email*

[Micayla.Hayes@vicpd.ca](mailto:Micayla.Hayes@vicpd.ca)

Victoria Esquimalt Police Board Members

June 24, 2025

Victoria and Esquimalt Police Board  
Victoria Police Department  
850 Caledonia Ave  
Victoria BC, V8T 5J8  
Attention: Micayla Hayes, Chair

### **Re: Resignation from the Victoria Esquimalt Police Board**

---

Dear Members of the Victoria and Esquimalt Police Board,

Please accept this letter as formal notice of my resignation from the Board effective July 1, 2025.

With the recent changes to the Police Act—approved by both Councils—the role of the Victoria Esquimalt Police Board has shifted in a way that no longer reflects the original intent of having mayors at the table to represent community perspectives. Now that the appointment of our new Chief has been completed, I believe this is the appropriate time to step away.

This change will allow me to speak more freely and clearly on public safety issues and community needs, without the constraints of dual responsibility. I remain committed to advancing the Township's priorities and ensuring our voice is heard.

Sincerely,

A handwritten signature in black ink that reads "Barbara Desjardins".

Mayor Barbara Desjardins

cc: Katie Charlton, Director - Policing and Security Branch  
Ministry of Public Safety and Solicitor General





## CORPORATION OF THE TOWNSHIP OF ESQUIMALT

Municipal Hall, 1229 Esquimalt Road, Victoria, B.C. V9A 3P1  
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Telephone (250) 414-7100  
Fax (250) 414-7111

File No. 7400

*Sent via email*

[Tanya.Lamoureux@vicpd.ca](mailto:Tanya.Lamoureux@vicpd.ca)

June 27, 2025

Victoria and Esquimalt Police Board  
Victoria Police Department  
850 Caledonia Ave  
Victoria BC, V8T 5J8  
Attention: Micayla Hayes, Chair

Dear Chair and Board Members,

Esquimalt Council recently resolved unanimously that the Mayor send a letter to the Victoria Esquimalt Police Board requesting reconsideration of its remuneration policy with regard to elected officials.

This request arises from ongoing concerns regarding the Board's current remuneration policy, which explicitly excludes municipal elected officials from compensation, despite equal expectations in both time commitment and contribution.

The Policing Services Division of the Ministry of Public Safety and Solicitor General outlines a wide range of responsibilities for police board members. These include, but are not limited to:

- Participation in police ride-alongs
- Attendance at police educational sessions
- Touring facilities
- Engagement in police and community functions

In addition, members are expected to contribute meaningfully to:

- Strategic planning
- Committee and Board preparation work
- Budget processes and joint Board-Council meetings
- Participation in conferences such as BCAPB, CAPG, and others

While the estimated minimum monthly meeting commitment is 7–8 hours, a more accurate accounting—including the responsibilities above—is between 15–30 hours monthly.





## CORPORATION OF THE TOWNSHIP OF ESQUIMALT

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Telephone (250) 414-7100  
Fax (250) 414-7111

Given these demands, it is inequitable to maintain a policy that excludes elected municipal officials from compensation while holding them to the same expectations as other board members. The consequences of such a disparity are well documented and include:

- Reduced organizational and board performance
- Erosion of the board's public reputation
- Undermining of team dynamics, potentially fostering a toxic board environment

Addressing pay equity is essential to fostering a fair, inclusive, and effective governance environment. Board members are selected for their interest, qualifications, and commitment to public service. Municipal council members are, by statute, one of the parties responsible for nominating individuals to the police board. Their participation, if undertaken, should be treated with parity and respect in line with all other appointments.

For clarity and fairness, remuneration policies should be applied consistently across all board members. Any member wishing to forgo compensation should do so by choice—not due to structural exclusion based on their nominating body.

Accordingly, Esquimalt Council is requesting that the VEPB reconsider its remuneration policy with respect to elected officials. We ask that this matter be reviewed in an expedited manner, as we are currently preparing for the appointment process to elect a new municipal representative to the Police Board.

We appreciate your attention to this important issue and look forward to your thoughtful consideration.

Sincerely,

Mayor Barbara Desjardins



# NELSON POLICE DEPARTMENT

606 Stanley Street, Nelson, British Columbia V1L 1N4  
Telephone: (250) 505-5653 Fax: (250) 354-4179  
E-mail: [administration@nelsonpolice.ca](mailto:administration@nelsonpolice.ca)

Donovan FISHER  
Chief Constable

June 30, 2025

Chief Constable Del Manak  
Victoria Police Department

SENT VIA EMAIL:  
[Del.manak@vicpd.ca](mailto:Del.manak@vicpd.ca)

**Re: Incident Command and ICLEAR Training**

Dear Chief Manak,

I hope this letter finds you well. I am writing to express our sincere appreciation for the outstanding contribution made by two of your officers during their recent visit to the Nelson Police Department.

Constable Travis Allnutt and Constable Dylan Bruce conducted training sessions on Immediate Rapid Deployment (IRD) and ICLEAR tactics for our officers from June 22 to 24, 2025. Their expertise, professionalism, and commitment were evident throughout the training. The sessions were meticulously planned, and the feedback from our membership was overwhelmingly positive. Travis and Dylan's ability to effectively and efficiently instruct was a catalyst in the knowledge that was transferred to our team, and it is commendable. We truly appreciate their dedication to enhancing our officers' skills. Their presence at the Nelson Police Department has strengthened our partnership, and we look forward to continued collaboration in the future.

I would be remiss if I did not also mention Inspector Drew Robertson and Sergeant Kyle Sims for helping to organize this training for our department.

The Victoria Police Department is fortunate to have members like these four who represent your organization with distinction and contribute significantly to the broader policing community. Once again, thank you for supporting this valuable exchange of expertise. We greatly value our relationship with you and the Victoria Police Department and appreciate the opportunity to learn from your team.

Sincerely,

Donovan Fisher  
Chief Constable  
Nelson Police Department



June 24, 2025

Dear Chief Manak,

Del, I want to take this opportunity to write to you to inform you of the selfless commitment of some of the members of the Victoria Police Department.

Late last year I took an idea to my employers at the [REDACTED] It was for a cycle relay fundraiser for the Island Kids Cancer Association. 1000 km in 48 hours, Victoria to Port Hardy and return, basically nonstop. End2End was conceived.

Having tested the feasibility of the idea with [REDACTED] and the others, I started the drive to recruit an experienced team to be able to take this idea forward to a successful event.

I circulated an email to my network of cycling and law enforcement friends. A leadership group was formed, a road crew to support the event was identified, and in less than 10 months we departed last week.

We left Tuesday the 17<sup>th</sup> of June and returned Thursday 19<sup>th</sup> June, having raised more than \$110,000, well over our goal of \$100,000. All this money stays on Vancouver Island and the Gulf Islands, helping families in need after a pediatric cancer diagnosis.

I would like to highlight the contribution of Det. Sgt. Kevin Nystedt. Kevin and I go back over 20 years. Tireless leader, strong on the bike. A man of the utmost integrity. He committed immediately. He was a tower of strength on the road and an example to others. His sense of humour and general demeanour made enduring the tough conditions much easier. He used his network to fundraise and was a mainstay in securing the overall success of the event.

When we circulated for support crew, we targeted people we knew would achieve the required result and fit in to undoubtedly tough circumstances.

Cst. Alvin Deo approached me and offered immediately to be part of our driving crew. His experience was invaluable and his company more than welcome. He worked tirelessly on the road in a manner that allowed the cyclists to feel safe during the night and periods of inclement weather. He was always professional and courteous and a credit to the department.

I know that policing is tough, and that good deeds are not always reported, sometimes being almost expected. Law enforcement officers give so much on a day-to-day basis, yet

here we have examples of officers going above and beyond for their local Island community.

Their commitment is to be highlighted and lauded. I feel very sure in saying that none of these officers will knock on your door and say "Chief, look what I did last week". However, their voluntary extra curricular community service deserves to be recognized. The department is hopefully proud of these officers and the many others who give so much of themselves to the wider community.

Your Sincerely



## E-COMM JULY UPDATE FOR POLICE AND LOCAL GOVERNMENT PARTNERS

We are writing to share our monthly update on key activities at E-Comm to strengthen and improve our services on behalf of our police partners and the public we serve.

### Service levels to June 30, 2025

- **Strong service performance for police emergency call-taking, 9-1-1** – In the Lower Mainland, year-to-date (YTD) service levels for police emergency call-taking held at 92% (target: 88% of calls answered in 10 seconds), and at 91% on Vancouver Island. Ninety-eight per cent of 9-1-1 calls were answered in five seconds or less (target: 95%).
- **Non-emergency service performance reaches 5-year high in Lower Mainland** – Non-emergency service performance in the Lower Mainland achieved a 5-year high year-to-date, reaching 85% (target: 80% of calls answered within three minutes). Vancouver Island also saw strong service levels for non-emergency call-taking at 84%. The rate of abandoned non-emergency calls continued to decrease and average call handling times were faster at one minute (compared to two minutes in 2024).
- **Increase in non-emergency call volume** – Both the Lower Mainland and Vancouver Island saw increases in non-emergency call volume YTD as compared to the same period in 2024. The Lower Mainland saw a 7% increase, while the growth on the Island was smaller (0.8%).
- **A note on service levels** – *The summer months are typically the busiest for call volumes due to a number of factors, including major public events and seasonal emergencies such as wildfires. E-Comm plans in advance for this time of year and adjusts staffing levels to assist with peak volumes in order to mitigate service level impacts as much as possible.*

### Operations Transformation

- **New call takers, dispatchers** – Four emergency call takers completed their dispatch training course at our Lower Mainland communications centre, which also welcomed four new non-emergency call takers (originally trained as 9-1-1 operators). Our Vancouver Island communications centre also welcomed seven new police call takers in June.
- **Enhanced technology for non-emergency launched in New Westminster** – On June 19, an interactive voice response (IVR) was launched as part of the New Westminster Police Department's non-emergency service, which returned to E-Comm on a full-time basis in April. The new system offers callers options to find appropriate support and can also provide information via text.

### E-Comm Governance

- **E-Comm announces new Board Chair, 2025-2026 Board of Directors** – At E-Comm's Annual General Meeting on June 25, we welcomed Nancy Kotani as the new Board Chair, and Vancouver Police Inspector Jason High as a new Board Director. Outgoing Board Chair Doug Campbell was recognized for his leadership and contributions over the past nine years and will continue to serve as an independent director.

### Communications & Public Affairs

- **Updating our progress in the 2024 Annual Report** – E-Comm's Annual Report for 2024 has been shared with our Board and partners and is available to view on our [website](#). The report features progress highlights including key transformation improvements that led to our highest service performance results in eight years.



## JULY 2025 UPDATE

### LOWER MAINLAND YEAR-TO-JUNE 30

	Target	2021	2022	2023	2024	2025
9-1-1	95%/5s	97%	97%	98%	98%	98%
Police Emergency	88%/10s	88%	84%	89%	92%	92%
Police Non-Emergency	80%/180s	63%	43%	67%	81%	85%
Fire Emergency	90%/15s	92%	90%	94%	94%	96%

### VANCOUVER ISLAND YEAR-TO-JUNE 30

	Target	2021	2022	2023	2024	2025
9-1-1	95%/5s	97%	97%	98%	98%	98%
Police Emergency	88%/10s	91%	90%	88%	90%	91%
Police Non-Emergency	80%/180s	87%	83%	80%	79%	84%

### TRANSFORMATION & OPERATIONS UPDATES



5-year high for Lower Mainland non-emergency performance



Non-emergency call volumes increase



New dispatchers, emergency & non-emergency call takers



### E-COMM SHARES PROGRESS HIGHLIGHTS IN 2024 ANNUAL REPORT

E-Comm's Annual Report for 2024 is available to view on our website.

The report features insights from our employees and details on key transformation improvements that led to our highest service performance results in eight years.