

VICTORIA POLICE DEPARTMENT
STATEMENT OF EMPLOYEE REMUNERATION AND EXPENSES PAID - 2024

TITLE	REMUNERATION	EXPENSES
Constable - 10th Year	\$ 138,358	\$ 4,348
Constable - 2nd Class	\$ 172,428	
Staff Sergeant - 2nd Year	\$ 194,401	\$ 7,945
Staff Sergeant - 2nd Year	\$ 194,327	\$ 4,824
Constable - 2nd Class	\$ 132,412	
Constable - 3rd Class	\$ 132,985	\$ 598
Acting Sergeant - 1st year	\$ 175,667	\$ 2,162
Constable - 4th Class	\$ 94,488	\$ 11,774
Constable - 2nd Class	\$ 117,247	\$ 1,236
Constable - 20th Year	\$ 169,784	\$ 1,222
Sergeant - 1st Year	\$ 188,049	\$ 288
Sergeant - 1st Year	\$ 244,456	
Constable - 15th Year	\$ 152,854	
CPIC Operator	\$ 76,851	\$ 2,678
Constable - 1st Class	\$ 143,459	
Constable - 15th Year	\$ 140,696	
Constable - 3rd Class	\$ 112,350	
Constable - 20th Year	\$ 189,608	\$ 7,248
Jail Guard - Step 3	\$ 92,893	\$ 750
Constable - 2nd Class	\$ 126,217	
Constable - 20th Year	\$ 185,553	\$ 709
Constable - 4th Class	\$ 114,309	\$ 11,774
Constable - 15th Year	\$ 103,047	\$ 2,026
Sergeant - 1st Year	\$ 217,606	\$ 41
Inspector - Third Year	\$ 221,354	\$ 1,386
Inspector - Third Year	\$ 221,354	\$ 264
Sergeant - 4th Year	\$ 161,746	\$ 222
Sergeant - 4th Year	\$ 247,957	\$ 10,044
Constable - 15th Year	\$ 153,160	\$ 488
Sergeant - 7th Year	\$ 190,689	
Constable - 15th Year	\$ 158,294	\$ 3,161
Constable - 1st Class	\$ 137,596	
Constable - 1st Class	\$ 119,064	\$ 386
Constable - 10th Year	\$ 133,640	\$ -
Constable - 1st Class	\$ 121,522	\$ 3,712
Constable - 1st Class	\$ 140,979	
Constable - 1st Class	\$ 145,812	
Jail Guard - Step 3	\$ 96,932	
Constable - 1st Class	\$ 143,423	\$ 1,941
Constable - 10 year	\$ 180,771	\$ 623
Constable - 20th Year	\$ 148,380	
Constable - 2nd Class	\$ 133,803	
Constable - 3rd Class	\$ 139,230	\$ 1,670
Staff Sergeant - 2nd Year	\$ 188,378	\$ 12,254
Constable - 1st Class	\$ 84,019	\$ 4,100
Constable - 2nd Class	\$ 149,054	
Sergeant - 1st Year	\$ 221,804	\$ 11,738
Constable - 1st Class	\$ 128,112	\$ 8,097
Jail Guard Supervisor	\$ 101,816	\$ 29
Constable - 20th Year	\$ 168,615	\$ 2,479
Constable - 1st Class	\$ 138,090	\$ 99
Crime Analyst	\$ 101,655	\$ 500
Constable - 20th Year	\$ 155,068	\$ 1,504
Constable - 10th Year	\$ 167,828	\$ 1,673

VICTORIA POLICE DEPARTMENT
STATEMENT OF EMPLOYEE REMUNERATION AND EXPENSES PAID - 2024

TITLE	REMUNERATION	EXPENSES
Constable - 4th Class	\$ 85,409	\$ 29,642
Sergeant - 4th Year	\$ 189,221	\$ 3,482
Constable - 4th Class	\$ 88,037	\$ 29,642
Constable - 20th Year	\$ 195,998	
Supervisor, ISD - Admin/Discl	\$ 94,459	\$ 412
Constable - 2nd Class	\$ 149,779	
Quality Review Specialist	\$ 76,215	
Constable - 10th Year	\$ 99,314	
Staff Sergeant - 1st Year	\$ 177,199	
Constable - 15th Year	\$ 222,998	\$ 2,277
Support Analyst	\$ 97,647	
Sergeant - 7th Year	\$ 179,778	\$ 2,547
Constable - 4th Class	\$ 87,045	\$ 29,483
Constable - Probationer	\$ 101,344	\$ 28,155
Sergeant - 7th Year	\$ 198,094	\$ 3,393
Constable - Probationer	\$ 92,213	\$ 28,155
Constable - 10th Year	\$ 142,887	\$ 31,039
Constable - 10th Year	\$ 197,918	\$ 3,324
Constable - 1st Class	\$ 173,848	
Constable - 15th Year	\$ 161,248	\$ 2,187
Constable - 10 year	\$ 153,088	\$ 1,738
Sergeant - 1st Year	\$ 154,605	\$ 1,234
Constable - 15th Year	\$ 170,883	\$ 30,884
Constable - 15th Year	\$ 179,370	\$ 5,252
Constable - 20th Year	\$ 154,042	\$ 1,232
Constable - 1st Class	\$ 135,830	
Special Municipal Constable	\$ 80,986	
Constable - 1st Class	\$ 145,293	
Constable - 4th Class	\$ 94,722	\$ 11,835
Special Municipal Constable	\$ 99,823	
Constable - 15th Year	\$ 81,344	
Constable - 1st Class	\$ 174,405	
Sergeant - 4th Year	\$ 155,884	\$ 3,094
Constable - 1st Class	\$ 150,733	\$ 1,050
Coordinator, Volunteer Services	\$ 85,127	\$ 739
Constable - 2nd Class	\$ 127,067	
Constable - 1st Class	\$ 133,719	\$ 5,444
Sergeant - 1st Year	\$ 163,659	\$ 1,428
Staff Sergeant - 2nd Year	\$ 194,137	\$ 5,425
Constable - 1st Class	\$ 187,888	\$ 3,527
Constable - 3rd Class	\$ 124,341	\$ 811
Inspector - 3rd Year	\$ 217,216	\$ 5,842
Constable - 15th Year	\$ 111,624	
Constable - 15th Year	\$ 83,627	
Sergeant - 1st Year	\$ 165,884	\$ 6,324
Court Information Specialist	\$ 80,472	
Constable - 20th Year	\$ 123,410	\$ 1,492
Court Information Specialist	\$ 75,526	
Constable - 10th Year	\$ 145,202	\$ 750
Constable - 3rd Class	\$ 125,793	\$ 2,729
Constable - 4th Class	\$ 109,557	\$ 11,762
Constable - 10th Year	\$ 138,229	\$ 2,489
Manager, Financial Services	\$ 97,989	\$ 863
Supervisor - Central Records	\$ 93,169	
Constable - 1st Class	\$ 147,667	
Information Support Specialist	\$ 77,038	\$ 8

VICTORIA POLICE DEPARTMENT
STATEMENT OF EMPLOYEE REMUNERATION AND EXPENSES PAID - 2024

TITLE	REMUNERATION	EXPENSES
Sergeant - 1st Year	\$ 180,304	\$ 200
Jail Guard	\$ 92,748	
Constable - 20th Year	\$ 172,713	
Communications Coordinator	\$ 92,539	\$ 4,724
Constable - 15th Year	\$ 161,667	\$ 14,522
Constable - 15 year	\$ 150,440	
Constable - 2nd Class	\$ 129,767	
Sergeant - 1st Year	\$ 230,742	
Constable - 1st Class	\$ 187,713	\$ -
Constable - 1st Class	\$ 132,311	
Controller	\$ 110,491	\$ 1,158
Constable - 3rd Class	\$ 105,989	
Constable - 15th Year	\$ 182,424	\$ 2,521
Constable - 2nd Class	\$ 129,840	
Constable - 1st Class	\$ 177,656	\$ 3,234
Constable - 2nd Class	\$ 143,595	\$ 8,636
Constable - 15th Year	\$ 245,223	\$ 134
Constable - 10th Year	\$ 166,762	\$ 1,673
Sergeant - 4th Year	\$ 196,854	\$ 383
Sr Systems Analyst	\$ 101,940	\$ 2,013
Constable - 15th Year	\$ 138,008	\$ 32,130
Constable - 3rd Class	\$ 160,753	\$ 2,376
Constable - 1st Class	\$ 107,865	
Constable - 15th Year	\$ 172,959	\$ 4,240
Sergeant - 7th Year	\$ 227,511	
Community Programs Coordinator	\$ 77,534	\$ 2,158
Information Support Specialist	\$ 81,187	
Inspector - Third Year	\$ 221,354	\$ 12,727
Sergeant - 1st Year	\$ 170,039	\$ 6,823
Constable - 1st Class	\$ 148,619	\$ 2,972
Support Analyst	\$ 96,917	\$ 691
Constable - 10th Year	\$ 132,319	\$ 4,691
Sergeant - 4th Year	\$ 164,587	\$ 801
Crime Analyst	\$ 112,297	\$ 6,818
Constable - 15th Year	\$ 235,290	\$ 2,667
Director, Human Resources	\$ 174,024	\$ 1,727
Constable - 1st Class	\$ 178,027	\$ 1,523
Constable - 15th Year	\$ 144,435	\$ 2,877
Constable - 1st Class	\$ 146,611	
Constable - 4th Class	\$ 100,897	\$ 11,762
Deputy Police Chief	\$ 239,013	\$ 21,897
Manager, Information Technology	\$ 138,345	\$ 2,221
Constable - 15th Year	\$ 225,128	\$ 2,544
Constable - 20th Year	\$ 218,707	\$ 223
Constable - 1st Class	\$ 119,868	
Inspector - Year 2	\$ 208,461	\$ 9,554
Sergeant - 4th Year	\$ 171,772	
Staff Sergeant - 2nd Year	\$ 110,445	
Senior Info Access Analyst	\$ 82,854	\$ 342
Constable - 15th Year	\$ 156,428	
Constable - 15th Year	\$ 174,656	\$ 2,311
Constable - Probationer 70%	\$ 77,512	\$ 29
Constable - 1st Class	\$ 141,595	
Special Municipal Constable	\$ 93,164	\$ 11,762
Constable - 1st Class	\$ 158,934	\$ 566
Sergeant - 1st Year	\$ 222,113	\$ 4,882

VICTORIA POLICE DEPARTMENT
STATEMENT OF EMPLOYEE REMUNERATION AND EXPENSES PAID - 2024

TITLE	REMUNERATION	EXPENSES
Constable - 10th Year	\$ 175,113	\$ 3,681
Constable - 1st Class	\$ 159,207	\$ 750
Constable - 20th Year	\$ 148,692	\$ 5,132
Constable - 3rd Class	\$ 106,225	
Director, Community Engagement	\$ 188,985	\$ 5,964
Inspector Level 1 (Acting)	\$ 224,113	\$ 16,038
Police Chief	\$ 314,905	\$ 29,304
Constable - 1st Class	\$ 151,132	\$ 750
Executive Assistant - Police	\$ 99,392	\$ 8,407
Constable - 20th Year	\$ 158,231	\$ 999
Constable - 15 year	\$ 107,325	\$ 2,502
Constable - 10th Year	\$ 157,036	\$ 302
Constable - 1st Class	\$ 158,304	\$ 1,920
PRIME Coordinator	\$ 75,769	
Constable - 4th Class	\$ 93,378	\$ 29,642
Constable - 2nd Class	\$ 126,206	\$ 4,606
Sergeant - 1st Year	\$ 159,210	\$ 1,417
Constable - 2nd Class	\$ 152,109	
Deputy Chief Constable	\$ 260,515	\$ 31,702
Constable - 1st Class	\$ 142,561	\$ 5,922
Constable - 20th Year	\$ 82,108	
Sergeant - 4th Year	\$ 222,876	\$ 2,571
Constable - 1st Class	\$ 133,127	
Intelligence Analyst	\$ 88,325	\$ 7,705
Constable - 10 year	\$ 158,893	\$ 4,984
Constable - 20th Year	\$ 172,376	\$ 47
Constable - 1st Class	\$ 102,004	\$ 750
Sergeant - 1st Year	\$ 186,717	\$ 1,483
Staff Sergeant - 2nd Year	\$ 207,491	\$ 18,379
Constable - 10th Year	\$ 135,672	\$ 4,796
Sergeant - 7th Year	\$ 171,178	\$ 15,908
Constable - 10th Year	\$ 184,837	
Constable - 10th year	\$ 159,458	\$ 810
Sergeant - 1st Year	\$ 174,902	\$ 6,066
Staff Sergeant - 2nd Year	\$ 208,137	\$ 2,090
Constable - 15th Year	\$ 149,663	\$ 5,332
Constable - 20th Year	\$ 78,916	
Constable - 10th Year	\$ 144,837	
Constable - 1st Class	\$ 200,975	
Constable - 1st Class	\$ 105,073	
Constable - 10th Year	\$ 159,688	\$ 1,395
Payroll & Finance Coordinator	\$ 79,720	\$ 2,268
Constable - 4th Class	\$ 91,614	\$ 29,483
Director, Info Risk Management	\$ 189,122	\$ 4,722
Director of Financial Services	\$ 124,292	\$ 1,734
Supervisor - Property & Supply	\$ 87,946	\$ 43
Sergeant - 1st Year	\$ 155,515	\$ 950
Sergeant - 1st Year	\$ 164,850	\$ 7,988
Constable - 3rd Class	\$ 109,255	
Constable - 2nd Class	\$ 150,601	\$ 61
Sergeant - 7th Year	\$ 174,652	\$ 3,706
Constable - 1st Class	\$ 152,711	\$ 4,732
Constable - 10th Year	\$ 149,221	\$ 12,854
Constable - 1st Class	\$ 166,466	\$ 3,600
Court Information Specialist	\$ 76,279	
Constable - 2nd Class	\$ 117,886	

VICTORIA POLICE DEPARTMENT
STATEMENT OF EMPLOYEE REMUNERATION AND EXPENSES PAID - 2024

TITLE	REMUNERATION	EXPENSES
Constable - 1st Class	\$ 150,181	\$ 1,729
Constable - 20th Year	\$ 145,675	
Constable - 15th Year	\$ 106,558	
Constable - 2nd Class	\$ 84,668	
Constable - 20th Year	\$ 153,372	
Staff Sergeant - 2nd Year	\$ 221,642	\$ 4,440
Sergeant - 7th Year	\$ 95,454	
Constable - 15 year	\$ 198,073	\$ 5,351
Constable - 1st Class	\$ 159,237	
Constable - 1st Class	\$ 174,711	\$ 4,261
Constable - 10th Year	\$ 184,281	\$ 1,431
Sergeant - 1st Year	\$ 188,673	\$ 4,026
Sergeant - 1st Year	\$ 219,834	\$ 9,745
Constable - 1st Class	\$ 145,754	
Constable - 1st Class	\$ 186,865	\$ 12,194
Constable - 4th Class	\$ 108,927	\$ 11,774
Sergeant - 4th Year	\$ 162,075	\$ 27,595
Sergeant - 7th Year	\$ 229,159	\$ 4,979
Constable - 1st Class	\$ 169,771	\$ 987
Constable - 10th Year	\$ 169,659	\$ 4,049
Constable - 10 year	\$ 162,252	\$ 2,066
Director - Legal Services	\$ 137,569	\$ 5,273
Senior Info Access Analyst	\$ 87,722	\$ 110
Jail Guard	\$ 98,523	
Constable - 3rd Class	\$ 113,589	
Constable - 4th Class	\$ 97,886	\$ 29,483
Constable - 4th Class	\$ 87,776	\$ 29,642
Constable - 1st Class	\$ 124,865	
Sergeant - 7th Year	\$ 191,821	\$ 11,540
Constable - Probationer	\$ 78,742	\$ 28,155
Constable - 3rd Class	\$ 113,686	
Constable - 10th Year	\$ 119,372	
Constable - 10th Year	\$ 191,389	\$ 750
Sergeant - 7th Year	\$ 201,037	\$ 214
Constable - 4th Class	\$ 103,669	\$ 11,762
Constable - 1st Class	\$ 100,111	
Sergeant - 1st Year	\$ 179,945	\$ 2,426
Sergeant - 1st Year	\$ 163,881	
Constable - 10th Year	\$ 184,538	\$ -
Constable - 20th Year	\$ 163,453	\$ 1,724
Constable - 1st Class	\$ 181,453	
Constable - 2nd Class	\$ 121,445	
Constable - 1st Class	\$ 176,040	\$ 9,171
Constable - 10th Year	\$ 153,439	\$ 950
Constable - 20th Year	\$ 125,760	
Constable - 20th Year	\$ 147,023	
Mgr - Access to Info & Privacy	\$ 120,576	
Constable - 20th Year	\$ 195,774	\$ 5,074
Constable - 3rd Class	\$ 138,997	
HR Advisor	\$ 117,804	\$ 4,300
Constable - 1st Class	\$ 128,213	
Constable - 10 year	\$ 147,416	\$ 3,634
Senior Systems Analyst	\$ 108,462	\$ 1,091
Constable - 1st Class	\$ 165,762	\$ 4,398
Constable - 15th Year	\$ 157,000	
Sergeant - 1st Year	\$ 176,407	\$ 110

**VICTORIA POLICE DEPARTMENT
STATEMENT OF EMPLOYEE REMUNERATION AND EXPENSES PAID - 2024**

TITLE	REMUNERATION	EXPENSES
Constable - 1st Class	\$ 184,401	\$ 5,805
Constable - 4th Class	\$ 95,353	\$ 11,774
Constable - 1st Class	\$ 165,425	\$ 4,341
Constable - Probationer	\$ 101,136	\$ 18,418
Constable - 15th Year	\$ 150,574	\$ 2,705
Staff Sergeant - 2nd Year	\$ 256,490	\$ 16,909
Constable - 1st Class	\$ 229,917	\$ 971
Constable - 2nd Class	\$ 145,001	\$ 750
Coord - Operational Planning	\$ 104,275	\$ 164
Sr Systems Analyst / Developer	\$ 106,607	
Constable - 4th Class	\$ 98,502	\$ 11,604
Constable - 20th Year	\$ 178,093	\$ 4,381
Constable - 1st Class	\$ 176,832	\$ 3,360
Manager, Info Support Services	\$ 124,934	\$ 1,199
Constable - 20th Year	\$ 142,972	\$ 750
Constable - 10th Year	\$ 178,945	
Constable - Probationer	\$ 102,497	\$ 18,418
Court Information Specialist	\$ 75,601	\$ 3,715
Constable - 10th Year	\$ 183,034	\$ 4,587
Constable - 15th Year	\$ 127,593	
SUBTOTAL REMUNERATION AND EXPENSES OVER \$75,000	\$ 44,004,074	\$ 1,265,974
REMUNERATION AND EXPENSES UNDER \$75,000	\$ 4,717,435	\$ 221,016
TOTAL NOT INCLUDING POLICE BOARD	\$ 48,721,509	\$ 1,486,990

¹Remuneration includes base salary, senior pay, overtime and allowances.

²Taxable benefits and payouts includes Medical Services Plan, group life insurance and parking as well as one time payments such as retiring allowance, retroactive pay, banked vacation, and banked overtime.

**VICTORIA AND ESQUIMALT POLICE BOARD
STATEMENT OF REMUNERATION AND EXPENSES PAID - 2024**

REMUNERATION		EXPENSES	
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\$	684		
\$	8,771	\$	6,152
\$	12,312	\$	10,573
\$	12,787	\$	1,057
\$	10,962	\$	837
\$	10,962	\$	4,162
\$	8,771	\$	1,741
\$	6,409	\$	295

TOTAL	\$	71,657	\$	24,817
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