



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Agenda

Tuesday, July 16, 2019 at 5:00pm

VicPD HQ – 1st Floor Briefing Room

Verbal ● Attachment ●

1. ADOPTION OF AGENDA

- a. Adoption of the Public Agenda of July 16, 2018

2. ADOPTION OF THE MINUTES

- Pg. 1 ● a. Adoption of the Minutes of the Public meeting of June 11, 2019

3. PRESENTATION

- Pg. 4 ● a. Restorative Justice (G. Lindquist)

4. DEPARTMENT REPORTS

FOR INFORMATION

- Pg. 13 ● a. Chief Constable Monthly Activities Report (CC Manak)
● b. Chief Constable Update (CC Manak)
Pg. 15 ● c. Crime Statistics (Insp. Parks)
Pg. 24 ● d. VicPD Commendations (CC Manak)

5. COMMITTEE REPORTS

- a. BC Association of Police Boards Director's Update (E. Southern)
- b. Update re: CACOLE Conference (B. Smith)

6. GENERAL

- Pg. 51 ● a. 190628 Email from Councillor Loveday re: Communication with Council
Pg. 52 ● b. 190702 Email from Citizen re: Facial Recognition Technology
Pg. 53 ● c. 190711 Letter from Police Services re: ICD Police Board Training

7. STANDING ITEMS

- Pg. 55 ● a. 2020-2024 Strategic Plan Update (DC Laidman)
● b. Co-Chairs Update
● c. Board Member Engagement Update
● d. 2019 Board Strategic Priorities



VICTORIA & ESQUIMALT POLICE BOARD

Public Meeting Minutes

Tuesday, June 11, 2019 at 5:00pm
Esquimalt Municipal Council Chambers

PRESENT

Mayor Desjardins
Mayor Helps (*until 6:00pm*)
K. Elder
S. Powell
E. Southern
B. Smith

P. Stockton
Chief Cst. Manak
DC Watson
DC Laidman
Insp. Hamilton
insp. Lindner

Insp. McRae
Insp. Parks
S/Sgt. King
S. Hurcombe
M. MacIntyre

Recording Secretary: Collette Thomson

1. ADOPTION OF AGENDA

a. Adoption of the Public Agenda of June 11, 2019

19-78 **MOTION:** *To adopt the Public Agenda of the June 11, 2019 meeting as presented.*
MOVED/SECONDED/CARRIED

2. ADOPTION OF THE MINUTES

a. Adoption of the Minutes of the Public meeting of May 21, 2019

19-79 **MOTION:** *To approve the Minutes of the Public meeting of May 21, 2019 as presented.*
MOVED/SECONDED/CARRIED

3. PRESENTATION

a. Victoria Sexual Assault Centre (G. Lore)

Ms. Lore, Executive Director of VSAC, provided a comprehensive summary of what services VSAC provides while being committed to ending sexualized violence through healing, education, and prevention. They support women and all survivors of sexual assault and childhood sexual abuse, through advocacy, counselling, and empowerment. Without sustained funding for an annual operating budget of \$204,000/year, the clinic will likely be forced to close in the next year or two.

Refer to the VSAC website for further information: <https://vsac.ca>.

19-80 **MOTION:** *To refer the matter regarding the need of ongoing funding for the Victoria Sexual Assault Centre to the Board Finance committee for future review.*
MOVED/SECONDED/CARRIED

4. DEPARTMENT REPORTS

FOR INFORMATION

a. **Chief Constable Monthly Activity Report**

Refer to the document provided – for information.

b. **Chief Constable Update**

- Update provided regarding recent unpermitted protests and rallies, the number of which has increased significantly over the last few years which has placed a significant strain on already scarce VicPD resources.
- Operational update provided on significant files and the successful conclusion of them.

c. **IT Project List**

The IT infrastructure at VicPD is critical for every section of the department, every call for service, all operations and investigations, and all administrative tasks. The infrastructure must continually be updated and maintained in order to ensure all operations and administrative tasks can be carried out efficiently and securely. There is an urgent need to bolster and update the aging IT infrastructure in all aspects, however financial constraints and staffing shortages are contributing to server down time which presents significant challenges across the department. The Board will remain updated on the status of this issue.

d. **Human Resources Report**

Refer to the document provided – for information.

5. COMMITTEE REPORTS

FOR INFORMATION

a. **Governance Committee Update**

Refer to the document provided – for information.

19-81 **MOTION:** *That the Board adopt the revised Board remuneration and expense guidelines as presented subject to the amendment which indicates that the Lead Co-Chair will be responsible for approving potential remuneration submissions above \$10,000/year.*
MOVED/SECONDED/CARRIED

19-82 **MOTION:** *That the Board adopt the revised Committee and Liaison functions into policy as presented.* **MOVED/SECONDED/CARRIED**

b. **Finance Committee Update**

Refer to the document provided – for information.

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

- Mr. David Pilling, Director of Police Governance, will be taking a planned seven month leave of absence beginning in August and a temporary replacement will be determined
- Annual meeting with Minister Farnworth was cancelled due to scheduling conflicts

6. GENERAL

FOR DISCUSSION/DECISION

- a. **2019 CAPG Conference: Confirm Attendees**
Board members Elder, Southern and Stockton will be in attendance at the CAPG conference taking place in Calgary from August 8-11th. Victoria will host the 2019 CAPG conference.
- b. **Update re: CACOLE Conference**
Tabled to the July meeting for a verbal update from Board member Smith.

FOR INFORMATION

- a. **2018 CREST Annual Report**
Refer to the document provided – for information.
- b. **190530 Letter from Esquimalt Council to ADM Butterworth-Carr re: Framework Agreement**
Refer to the document provided – for information.

7. STANDING ITEMS

- a. **2020-2024 Strategic Plan**
 - Engagement sessions with Victoria and Esquimalt community members and Councillors took place and specific community group engagement sessions are being planned
 - Feedback is being correlated and is expected to be ready by the end of June
- b. **Co-Chairs Update**
No update.
- c. **Board Member Engagement Update**
It was suggested that a Q&A session be added to the public Board meetings; this will be referred to the Governance Committee for consideration.
- d. **2019 Board Strategic Priorities**
Refer to the document provided – for information.

Meeting adjourned at 6:06pm.

Barbara Desjardins
Lead Co-Chair

Collette Thomson
Recording Secretary

Date

Date



June 28, 2019

Dear Victoria Police Board,

I am writing this letter to provide you with a description of our work with the Victoria Police Department (VicPD) in 2018 and highlight the members of the department who have been especially instrumental in our partnership and success.

As you will note in the tables below, in 2018 VicPD referred 112 offenders who committed a total of 121 offences, which made up 82% of the referrals our organization received last year. This is the most files we've ever received in a year from VicPD (see Appendix A for a yearly chart of all VicPD referrals since 2006) and over doubles our typical annual referrals from the department. We're extremely grateful that members continue to send us a variety of offences and are keeping victims' needs in mind when considering whether restorative justice is an appropriate response to a crime.

In 2018 we conducted a second distracted driving seminar. The first seminar took place in 2017 and was hugely successful so this event was designed to build on that success and further evaluate the effectiveness of this approach in reducing risks on the road, encouraging behaviour change, and a change in attitudes among drivers and their peer group. The 2018 event took place on November 1st and 39 ticketed drivers attended in lieu of paying a fine. Anecdotal evidence and surveys completed by the participants indicated that the event was very successful in shifting participants' perspectives on distracted driving and increasing their sense of responsibility behind the wheel. Quotes from the surveys participants completed at the end of the session are on page 7-8 of this document. We've now sent out the 3 and 6-month evaluations via email and highlights from those include that 91% indicated their behaviour has changed; 100% have not received a distracted driving citation since; and, 100% think that the pilot program can help reduce distracted driving among distracted drivers. A final email survey will be conducted at the 1-year mark to determine the long-term success of the project.

Also in relation to the distracted driving seminars, we were pleased to be able to support Chief Manak in developing his speaking notes for his presentation on the distracted driving project to The Canadian Association of Chiefs of Police (CACCP) at their annual conference in Halifax, NS in August. We hope other departments, provinces, and territories will also see the benefits of using education as one component in curbing this dangerous behaviour.

In 2018, the Police Board asked us to consider how our organization might be able to assist with missing youth, as this issue is dangerous for the youth and also results in significant

resource expansion from the department. As an organization we discussed what we might have to offer and made a formal presentation to the Senior Management Team on June 6. Chief Manak followed up with me after stating that he would present the material to the board and be in touch if anything further was required. We never heard anything back and are hopeful that the department is identifying effective ways to address this behaviour to alleviate the risks to youth and costs to the department.

We were asked to present twice to the watches in 2018. We did a presentation on January 17 that was coordinated by Jeremy Preston and another on December 10 that was coordinated by Sean Cowperthwaite. We greatly appreciate the opportunity to speak directly to patrol members about our program and answer questions so will schedule more of these briefings in 2019.

I presented to the Police Board twice in 2018. The first was on May 15 when I presented our work with VicPD in 2017. The second was on December 18 when I, along with Shannon Perkins and Sean Millard, presented on the distracted driving seminars. I always appreciate the opportunity to speak directly to you about our work.

We were invited to attend VicPD's retirement party on February 1. I was unable to attend due to childcare issues but some of our staff went. We enjoy spending time with members outside of work. We appreciate the relationships that we have developed with both members and civilian staff and recognize the value of these relationships in our ongoing work together.

Throughout 2018, our staff continued to attend the department on Tuesday and Thursday mornings. Due to a shift in my schedule, for 2019 those times will change to Monday and Thursday mornings from 9:00am-10:30am. Also, we did presentations with Cst. Millard to all new recruits during their department orientation.

There were numerous police and civilian members of VicPD who have been immensely helpful to our work this past year. I would like to take this opportunity to highlight them.

Cst. Sean Millard has been our police liaison officer since 2014. Sean has been an incredible source of support to our staff and volunteers and has been an effective champion of restorative justice within the police department. His dedication to our program has changed the hearts and minds of members and helped us create practices and protocols that have streamlined our work and addressed unresolved issues. Sean reported to me that in 2018 he frequently fielded questions from members about our program generally and specific cases they were considering for restorative justice, and also approved files for members. His assistance in these areas is paramount and the importance of this role cannot be overlooked, as it's required to maintain and increase the support and knowledge of our services within the department. Sean also conceptualized the distracted driving

project, which has been a huge success and has allowed us to explore the use of restorative principles in a unique environment. This pilot also created a great deal of positive media for RJV and the department. We cannot put into words the gratitude that we have for Cst. Millard and we want to express our appreciation to the department in supporting his work with us.

Sgt. Shannon Perkins was also a significant part of the distracted driving seminar; she and her team distributed the tickets and registration forms. Ins. Jamie Pearce came down to Esquimalt City Hall to support me in my presentation to council for funding in 2018. Deputy Chief Jason Laidman has continued to be a support to us. I met with him on December 5th to discuss our program and the distracted driving project. We greatly appreciate leadership within the department having buy-in for and supporting our work.

Lastly, I would like to thank the following officers for referring files to our organization in 2018:

- Brent Burger (64)
- Simon de Wit (5)
- Richard Blom (3)
- Alex Raiche (3)
- Eirik Feir (2)
- Michael Jarosz (2)
- Cameron MacIntyre (2)
- Greg Shaw (2)
- Hayley Swann (2)
- Alex Rutherford
- Leo Sun
- Melanie do Boer
- Robert Brown
- Ryan O'Neill
- Jenny Lequesne
- Sean Cowperthawaite
- Shara Johnson
- Jim Henly
- Robert Horne
- Brent Keddell
- Kelsi Yoxall
- John Reid
- Sandi Haney
- Ron Kirkwood
- Angela Van Eerd

- Sonny Govus
- Greg Horonowitsch
- Anthony Norman
- Shannon Mayo
- Ryan Logan
- Stephen Pannekoek
- Kevin Nystedt
- Sean Millard
- Marie Fish

Thank you for a record-breaking year of referrals, the ongoing support of your personnel, and the invaluable funding you provide our organization in 2018. It is our pleasure and honour to work with VicPD.



Gillian Lindquist
Executive Director
Restorative Justice Victoria
Gillian@RJVictoria.com
(250) 383-5801

Restorative Justice Victoria Case Statistics

Where referrals came from in 2018:

Referral Source	# of Offenders Referred	%
Victoria Police	112	82%
Victoria Crown Counsel	12	9%
Wester Communities Crown Counsel	4	3%
Oak Bay Police	3	2%
Community member (self-referral)	2	1%
Judge	1	< 1%
Other restorative justice program	1	< 1%
Saanich Probation	1	< 1%
TOTAL:	136	100%

Please see Appendix A for a yearly chart of all VicPD referrals since 2006.

Offences referred by VicPD in 2018:

Type of Offence	# of Offences Committed	%
Theft \$5,000 or under	86	71%
Mischief \$5,000 or under	15	12%
Assault	9	7%
Possession (cannabis) 30g and under	2	2%
Impaired operation of a motor vehicle	2	2%
Firearm pointing	1	< 1%
Obstruction	1	< 1%
Driving w/out insurance	1	< 1%
Failure to stop for police	1	< 1%
Possession (MDMA and cocaine) 30g and under	1	< 1%
Domestic dispute – no assault	1	< 1%
Liquor – intox in a public place	1	< 1%
TOTAL:	121	100%

Evaluation of Community Impact

Our thorough three-point evaluation system ensures that we get rich feedback from clients at multiple points throughout their participation in our programs, as well as two months after the files are closed. We regularly review the feedback and adjust our processes based on the findings. In 2018, as in other years, we had extremely positive feedback, with almost all clients reporting being “satisfied” or “extremely satisfied” with the services that they received.

Below are some comments that clients made in their evaluations from 2018.

- *“I don’t think that I would have experienced the level of genuine warmth, empathy, understanding and respect if I had gone through the court system. I think the courts would have tried, but I don’t believe I would have received the degree that was needed regarding my incident.”*
- *“Restorative justice helped me understand what I did wrong and how it affected people and the community. With help from the staff I was able to take full responsibility for my actions and worked towards fixing the problem that I caused.”*
- *“Creates better understanding of the context of the crime. Meeting the person – putting a face to the offence, hearing remorse helps the victim.”*
- *“As I take responsibility for my actions, the incident was a wake-up-call for my high stress life and shone a light on the fact that I was not taking good care of myself. The restorative justice program helped me take a much clearer look at what was happening in my life and helped make some necessary changes. “*
- *“...I was able to reflect upon myself and realise how badly my life was going and work on it. I was able to turn it around and become a better person. “*
- *“Restorative justice, although daunting at first, treated me with a high level of professionalism and respect. They were warm, kind and very understanding and allowed me so much time to establish trust for the process.”*
- *“I’m able to control my alcohol intake better now, and diffuse rage before it gets explosive.”*
- *“I just feel like a better person all around.”*

- *"[in court] I don't think that myself and the other party would have been able to talk frankly and be able to speak openly about issues and then shake hands, apologize where necessary and walk away feeling as though we are now friends."*
- *"Being 'forced' to talk about the process, my emotional state, etc. has helped me come to terms with my one terrible decision and realize that it doesn't define me or wholly change me as a person."*
- *"I've come to better terms with a lot of past trauma."*
- *"[in court] I don't think my mental health would be addressed as thoroughly like restorative justice addressed it."*
- *"A beautiful, positive, constructive way of addressing all sorts of detrimental emotions and thoughts."*
- *"No one shamed me for what I did. Just helped me."*
- *"I was surprised about how great the restorative justice system is and works. I have never heard about it until this situation and I am very pleased with how it deals with these types of crimes and situations."*
- *"Long process but it has proved to help me feel more motivated to change. I've had to look back why I'm in this situation in the first place so completely this will go a long way. RJV helped me."*

Distracted Driving Pilot Project

People who attended the 2018 distracted driving seminar completed an anonymous survey at the end of the session and delivered the following quantitative feedback:

- 97% said that they will you now change their behaviour and/or say something to their family
- 92% said they now possess a greater understanding of how distractions negatively affect driving skills and abilities
- 97% said they would recommend this seminar to others

Below are some quotes from participants:

- *"Will change my life and possibly many more."*

- *"I strongly believe need more research about cognitive cause including been desentitive to what happens to others. This happening around the world including some kind of selfishness or lack of empathy. We do tend to trust our "autopilote" and think we can multitask."*
- *"Thank you for forcing me to change my bad habits. This has been a problem for me for years. No longer. I appreciate all the time you've put into this. This is way more effective then ticketing. (Though that motivated me to be here.)"*
- *"The intensely compelling combination of story as well as statistics - not just "solo" storied etc. Had a much more profound effect on my stance then had I simply paid a fine and been handed a punishment. To be honest those would have an almost opposite rebellious effect than being given areal set of statistics and research to root firmly in my mind."*

Appendix A: VicPD Referrals to RJV, from First Referral to End of 2017

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Jan	Not available	Not available	Not available	Not available	Not available	0	9	8	10	11	2	2	24
Feb	Not available	Not available	Not available	Not available	Not available	1	2	0	7	7	2	2	2
Mar	Not available	Not available	Not available	Not available	Not available	0	2	9	14	1	1	0	8
Apr	Not available	Not available	Not available	Not available	Not available	0	10	2	13	5	5	1	10
May	Not available	Not available	Not available	Not available	Not available	0	3	5	11	6	2	2	4
Jun	Not available	Not available	Not available	Not available	Not available	6	7	1	16	3	3	5	15
Jul	Not available	Not available	Not available	Not available	Not available	1	2	9	4	2	6	2	12
Aug	Not available	Not available	Not available	Not available	Not available	1	4	3	7	1	3	3	11
Sep	Not available	Not available	Not available	Not available	Not available	13	3	1	6	5	6	15	6
Oct	Not available	Not available	Not available	Not available	Not available	4	7	2	7	2	6	13	4
Nov	Not available	Not available	Not available	Not available	Not available	3	1	1	0	3	3	12	12
Dec	Not available	Not available	Not available	Not available	Not available	11	3	8	1	2	7	33	5
TOTAL ANNUAL REFERRALS:	28 offenders	22 offenders	50 offenders	37 offenders	51 offenders	40 offenders	53 offenders	49 offenders	96 offenders	48 offenders	46 offenders	89 offenders*	112 offenders Related to 121 offences**

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 REPORT

Public

DATE	July 16, 2019
ACTION	For information
SUBJECT	Chief Constable Monthly Activities Report

Community Events and Presentations

June 12	Presented re: Faith Based Forum to the Greater Victoria Police Diversity Advisory Committee
June 13	Presented the VicPD Q1 Report to Victoria Council
June 21	Attended the JIBC recruit graduation ceremony as a member of the platform party
June 22	Attended the Indigenous Cultural Festival
June 22	Attended the Remembrance Service for Mr. Bill Cooknell ("Mr. Happy")
June 24	Presented awards at the VicPD Civic Service awards ceremony
June 25	Presented Civic Service award to BC Ferries Operations Centre
June 25	Participated in the VicPD 2020-2024 Strategic Plan consultation session with the Inter-Cultural Association and Greater Victoria Police Diversity Advisory Committee
June 27	Attended the Base Commander Change of Command ceremony
June 30	Attended the VicPD Police Mutual Benevolent Association annual picnic
July 1	Attended Canada Day celebrations in the Inner Harbour
July 5	Attended Harbour Cats Forces Friday baseball game (K9 demonstration)
July 7	Participated in the Victoria Pride Parade
July 10	Attended the Harbour Cats baseball game with the Indigenous street community members

Upcoming Events

Board members welcome to attend

****PLEASE CHECK PUBLIC EVENT WEBSITES TO CONFIRM TIME AND LOCATIONS****

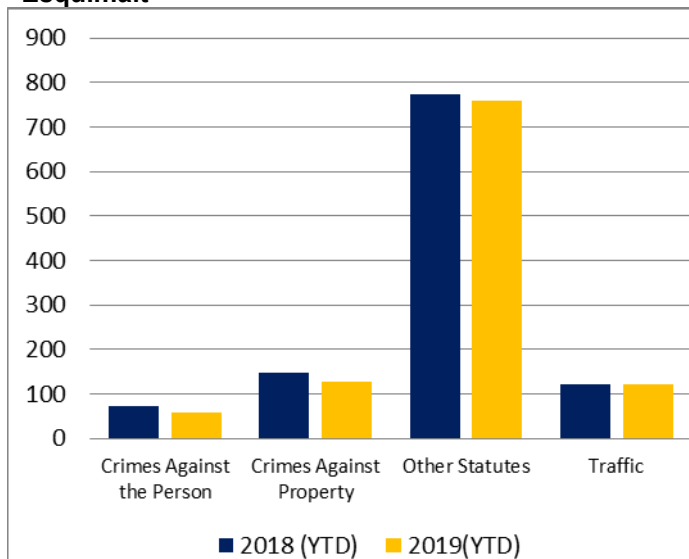
Date	Time	Event	Location
July 18	9:00am	Finance Committee consultation with Victoria Council	Victoria Council Chambers
July 19	6:30pm	Forces Friday HarbourCats baseball game	Royal Athletic Park
August 4	10:00am	Gordy Dodd Annual Walk for Peace	Beacon Hill Park Bandshell
August 4		Victoria Symphony Splash	Inner Harbour
August 9	6:30pm	Forces Friday HarbourCats baseball game	Royal Athletic Park
August 10-11		Child Find BC Slow Pitch Ball Tournament	Topaz Park
August 23-25		Tour de Rock First Responders Softball Tournament	Centennial Park - Langford
September 5	8:00am	VicPD Swearing-In: Recruit Class #161	VicPD HQ – Briefing Room
September 6	TBA	Tour de Rock Jersey Presentation	BC Legislature
September 6-8		Esquimalt Ribfest	Bullen Park
September 29	1:00pm	BC Law Enforcement Memorial Ceremony	BC Legislature
October 7	7:00pm	VicPD Q2 report presentation to Esquimalt Council	Esquimalt Council Chambers
November 22	TBA	VicPD Volunteer & Reserve Appreciation Dinner	TBA
November 23	5:00pm	Island Farms Santa Parade	Refer to website for route
December 1	5:00pm	Esquimalt Celebration of Lights Parade	Refer to website for route
December 9	7:00pm	VicPD Q3 report presentation to Esquimalt Council	Esquimalt Council Chambers



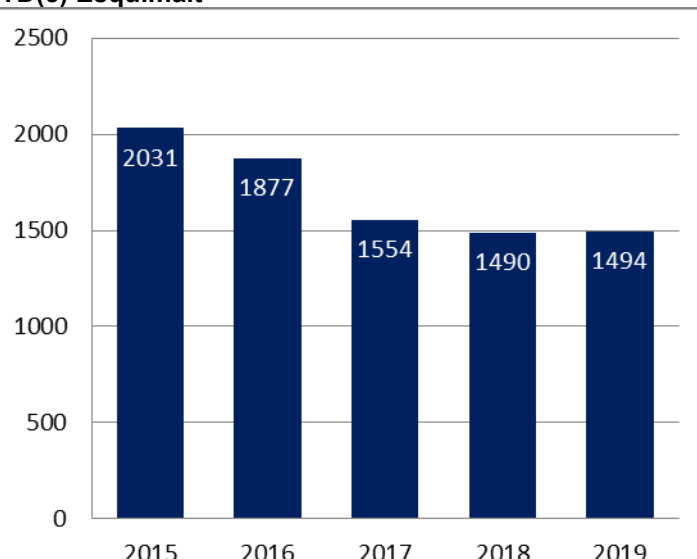
**VICTORIA
POLICE**

Crime Trends for Victoria and Esquimalt: January – April, 2018–2019 (1,2)

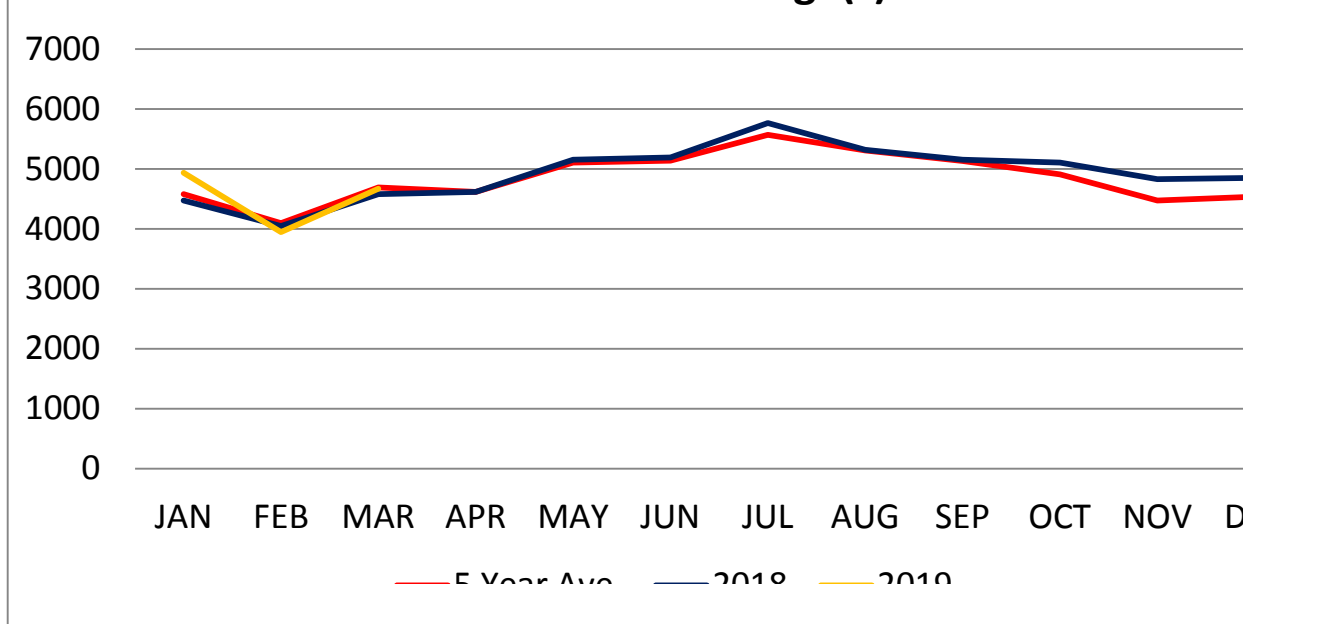
Key Crime Trends (1, 2) Esquimalt



Reported Calls for Service (from RMS) YTD(5) Esquimalt



Calls For Service (Esquimalt and Victoria) by Month and 5 Year Average(5)





**VICTORIA
POLICE**

Crime Trends for Victoria and Esquimalt: January – April, 2018–2019 (1,2)

Key Crime Trends for Esquimalt (YTD January - April)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Crimes Against the Person	72	428.6	59	351.2	-18.1
Crimes Against Property	147	875.0	128	761.9	-12.9
Other Criminal Code/Statutes of Canada	774	4607.1	759	4517.9	-1.9
Total Other Offences Excluding Traffic	993	5910.7	946	5631.0	-4.7
Traffic Offences	120	714.3	120	714.3	0.0
Total Other Offences and Traffic	1113	6625.0	1066	6345.2	-4.2

Crimes Against Person for Esquimalt (YTD January – April)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Homicide		0.0		0.0	-
Attempted Murder		0.0		0.0	-
Robbery/Extortion	3	17.9	0	0.0	-100.0
Assault	34	202.4	29	172.6	-14.7
Sexual Assault	7	41.7	2	11.9	-71.4
Criminal Harassment	2	11.9	2	11.9	0.0
Uttering Threats	16	95.2	11	65.5	-31.3
Arson - Disregard for Life	0	0.0	0	0.0	-

Notes:

1. The data presented are taken from the Police Records Information Management Environment (PRIME).
2. The crime statistics published in this report are based on the day that they were analyzed. Due to ongoing police investigation and internal data quality control efforts, this information is subject to change, including addition, deletion and reclassification of any and all data. Rates and percentages have been rounded.
3. Rate is calculated on a per 100,000 population for each month and year. As provided by Capital Region District, 2015 population was estimated for Esquimalt at 17,655.
4. The % change is based on the actual values and is subject to (2).
5. As of April 2012, Victoria Police now record all abandoned 911 calls (e.g. “pocket dials”) when calculating total calls for service. They are dispatched as Priority 2 calls.
6. The line graph on page 1 and the table on page 7 are reflective of those 911 calls (“pocket dials”) not previously captured.
7. Graphs and charts on page 1 include all ‘abandoned 911’ calls for service.
8. Abandoned 911 calls have been removed from the tables on pages 7 and 8.



**VICTORIA
POLICE**

Crime Trends for Victoria and Esquimalt: January – April, 2018–2019 (1,2)

Crimes Against Property for Esquimalt (YTD January - April)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
B&E Business	1	6.0	1	6.0	0.0
B&E-Other	6	35.7	9	53.6	50.0
B&E-Residence	7	41.7	8	47.6	14.3
Fraud	20	119.0	14	83.3	-30.0
Mischief	26	154.8	38	226.2	46.2
Theft Over \$5000	0	0.0	0	0.0	-
Theft Under \$5000	20	119.0	13	77.4	-35.0
Theft from Motor Vehicle	38	226.2	20	119.0	-47.4
Theft of Motor Vehicle	7	41.7	2	11.9	-71.4
Take Vehicle without Consent	1	6.0	4	23.8	300.0
Theft of Bicycle	7	41.7	9	53.6	28.6
Shoplifting	10	59.5	4	23.8	-60.0
Arson	3	17.9	1	6.0	-66.7

Other Criminal Code Offences for Esquimalt (YTD January - April)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Bail Violations/Breach of Probation	13	77.4	31	184.5	138.5
Drugs	1	6.0	2	11.9	100.0
Indecent Acts	0	0.0	2	11.9	-
Child Pornography	1	6.0	0	0.0	-100.0
Offensive Weapons	2	11.9	3	17.9	50.0

Traffic Offences for Esquimalt (YTD January - April)

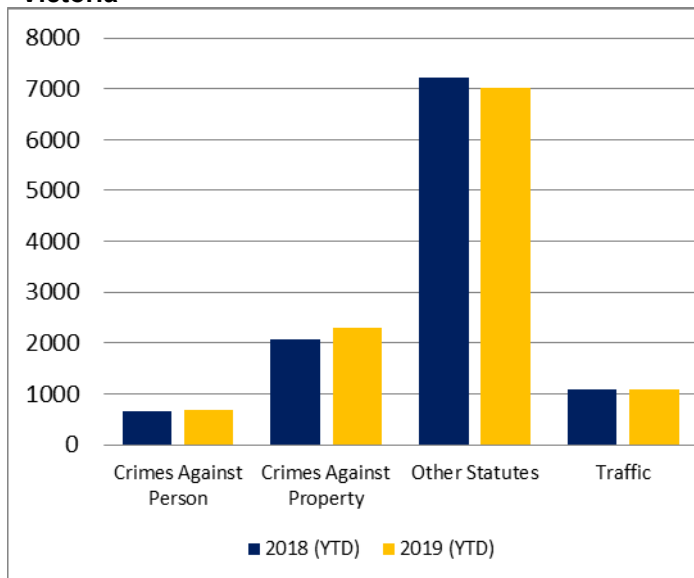
	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Traffic - Collisions	33	196.4	21	125.0	-36.4
Traffic - Fatal	0	0.0	0	0.0	-
Traffic – Suspensions	3	17.9	11	65.5	266.7
Dangerous Operation of Motor Vehicle	0	0.0	0	0.0	-
Fail to Remain	5	29.8	4	23.8	-20.0
Impaired/Refuse	7	41.7	16	95.2	128.6



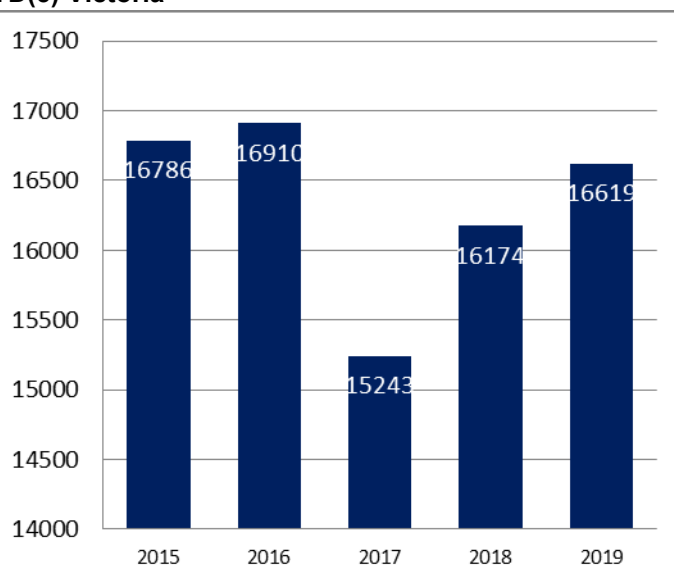
**VICTORIA
POLICE**

Crime Trends for Victoria and Esquimalt: January – April, 2018–2019 (1,2)

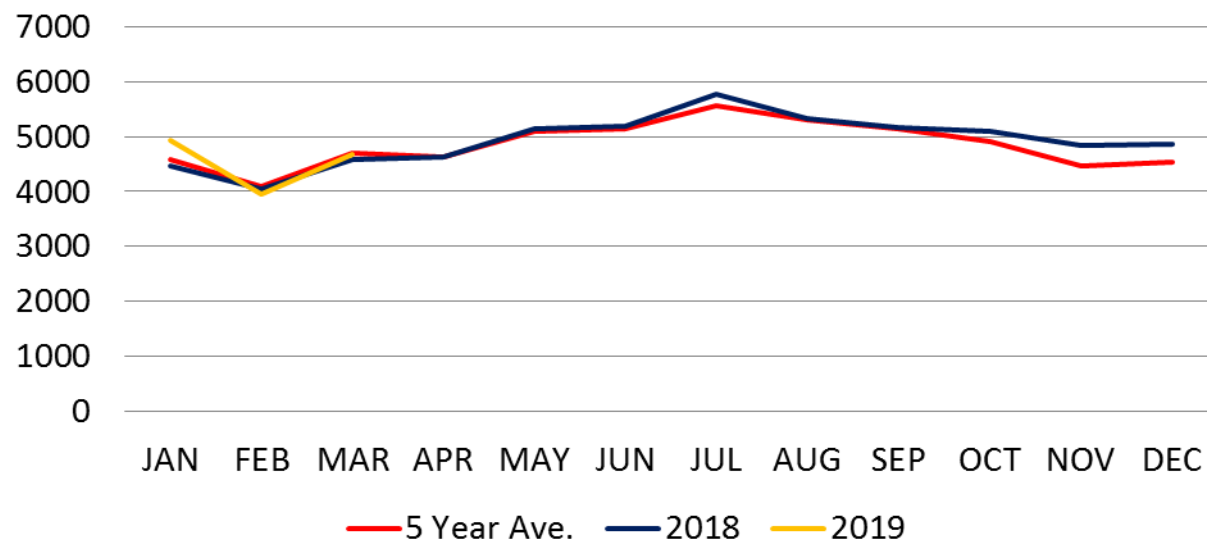
Key Crime Trends (1, 2) Victoria



Reported Calls for Service (from RMS) YTD(5) Victoria



Calls For Service (Esquimalt and Victoria) by Month and 5 Year Average(5)




**VICTORIA
POLICE**

Crime Trends for Victoria and Esquimalt: January – April, 2018–2019 (1,2)

Key Crime Trends for Victoria (YTD January - April)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Crimes Against the Person	667	796.9	691	825.6	3.6
Crimes Against Property	2079	2483.9	2309	2758.7	11.1
Other Criminal Code of Canada Offenses	7222	8628.6	7022	8389.7	-2.8
Total CCC Offences Excluding Traffic	9968	11909.5	10022	11974.0	0.5
Traffic Offences	1092	1304.7	1092	1304.7	0.0
Total CCC Offences and Traffic	11060	13214.2	11114	13278.7	0.5

Crimes Against Person for Victoria (YTD January - April)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Homicide	0	0.0		0.0	-
Attempted Murder	0	0.0		0.0	-
Robbery/Extortion	22	26.3	32	38.2	45.5
Assault	384	458.8	359	428.9	-6.5
Sexual Assault	53	63.3	37	44.2	-30.2
Criminal Harassment	16	19.1	19	22.7	18.8
Uttering Threats	109	130.2	137	163.7	25.7
Arson - Disregard for Life	2	2.4	1	1.2	-50.0

Notes:

1. The data presented are taken from the Police Records Information Management Environment (PRIME).
2. The crime statistics published in this report are based on the day that they were analyzed. Due to ongoing police investigation and internal data quality control efforts, this information is subject to change, including addition, deletion and reclassification of any and all data. Rates and percentages have been rounded.
3. Rate is calculated on a per 100,000 population for each month and year. As provided by Capital Region District, 2015 population for Victoria was estimated at 85,792.
4. The % change is based on the actual values and is subject to (2).
5. As of April 2012, Victoria Police now record all abandoned 911 calls (e.g. "pocket dials") when calculating total calls for service. They are dispatched as Priority 2 calls.
6. The line graph on page 4 and the table on page 7 are reflective of those 911 calls ("pocket dials") not previously captured.
7. Graphs and charts on page 4 include all 'abandoned 911' calls for service.
8. Abandoned 911 calls have been removed from the table on pages 7 and 8.



**VICTORIA
POLICE**

Crime Trends for Victoria and Esquimalt: January – April, 2018–2019 (1,2)

Crimes Against Property for Victoria (YTD January - April)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
B&E Business	64	76.5	4	4.8	-93.8
B&E-Other	64	76.5	121	144.6	89.1
B&E-Residence	25	29.9	51	60.9	104.0
Fraud	192	229.4	239	285.6	24.5
Mischief	391	467.2	374	446.8	-4.3
Theft Over \$5000	6	7.2	10	11.9	66.7
Theft Under \$5000	316	377.5	303	362.0	-4.1
Theft from Motor Vehicle	462	552.0	603	720.4	30.5
Theft of Motor Vehicle	83	99.2	40	47.8	-51.8
Take Vehicle without Consent	4	4.8	3	3.6	-25.0
Theft of Bicycle	150	179.2	138	164.9	-8.0
Shoplifting	308	368.0	339	405.0	10.1
Arson	9	10.8	19	22.7	111.1

Other Criminal Code Offences for Victoria (YTD January - April)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Bail Violations/Breach of Probation	271	323.8	301	359.6	11.1
Drugs	80	95.6	74	88.4	-7.5
Indecent Acts	18	21.5	17	20.3	-5.6
Child Pornography	2	2.4	5	6.0	150.0
Offensive Weapons	36	43.0	53	63.3	47.2

Traffic Offences for Victoria (YTD January – April)

	2018		2019		% Change 2018 - 2019(4)
	Jan-Apr	Rate(3)	Jan-Apr	Rate(3)	
Traffic - Collisions	778	929.5	758	905.6	-2.6
Traffic - Fatal	0	0.0	0	0.0	-
Traffic - Suspensions	66	78.9	86	102.8	30.3
Dangerous Operation of Motor Vehicle	2	2.4	4	4.8	-
Fail to Remain	77	92.0	47	56.2	-39.0
Impaired/Refuse	68	232.0	74	88.4	8.8


**VICTORIA
POLICE**
Crime Trends for Victoria and Esquimalt: January – April, 2018–2019 (1,2)
Calls for Service (YTD January - April)

	2018				2019				
	Vic	% of Total	Esq	% of Total	Vic	% of Total	Esq	% of Total	% Change 2018 - 2019(4)
Priority 1	861	85.2	150	14.8	952	88.1	129	11.9	7.6
Priority 2	4853	90.8	489	9.2	4545	90.4	484	9.6	-5.3
Priority 3	7079	92.5	572	7.5	7386	92.5	602	7.5	5.3
Priority 4	3364	92.4	278	7.6	3724	93.0	279	7.0	10.9
Other Alternative	7	-	0	-	12	100.0	0	0.0	-
Total - All Priorities	16164	91.6	1489	8.4	16619	91.8	1494	8.2	3.4

*****Please Note*****

Abandoned 911 calls are dispatched as Priority 2 calls for service.

- a) All "Abandoned 911" received at 850 Caledonia have been removed.
- b) All calls attended by VicPD to outside jurisdictions have also been removed.

When a call is taken at VicPD, it is generated in our "CAD" system. Not all "CAD" calls become an "RMS" call. Because calls can be concluded "in CAD" without generating an "RMS" (i.e. general occurrence) file, the numbers presented on this and the following page (CAD numbers) will not correspond with the totals on page 1 (the RMS numbers).



**VICTORIA
POLICE**

Crime Trends for Victoria and Esquimalt: January – April, 2018–2019 (1,2)

Calls for Service by Priority and Neighbourhood (January – April, 2019)

<i>Neighbourhood</i>	<i>Priority 1</i>	<i>Priority 2</i>	<i>Priority 3</i>	<i>Priority 4</i>	<i>Other</i>	<i>Total</i>	<i>% of Total City</i>	<i>% of Grand Total</i>
COLVILLE	5	49	24	9		87	5.9	0.5
DEVONSHIRE	8	37	52	23		120	8.1	0.7
DN1		2	1	1		4	0.3	0.0
ESQUIMALT VILLAGE	38	123	161	84		406	27.4	2.2
PANHANDLE	5	33	52	21		111	7.5	0.6
PARKLANDS	2	24	16	11		53	3.6	0.3
ROCKHEIGHTS	10	42	55	21		128	8.6	0.7
SAXE POINT	9	32	45	18		104	7.0	0.6
SELKIRK	9	45	67	36		157	10.6	0.9
WEST BAY	43	91	123	53		310	20.9	1.7
ESQUIMALT TOTAL	129	478	596	277		1480	100.0	8.1
BURNSIDE GORGE	167	796	1480	710	3	3156	19.9	17.2
DOWNTOWN	187	1074	1626	752	2	3641	23.0	19.9
FAIRFIELD	48	194	380	257		879	5.5	4.8
FERNWOOD	82	240	408	213	3	946	6.0	5.2
GONZALES	17	54	63	37		171	1.1	0.9
HARRIS GREEN	92	372	1127	344		1935	12.2	10.6
HILLSIDE QUADRA	57	237	330	130		754	4.8	4.1
JAMES BAY	64	342	386	222	3	1017	6.4	5.6
NORTH JUBILEE	14	61	60	51		186	1.2	1.0
NORTH PARK	48	322	521	255	1	1147	7.2	6.3
OAKLANDS	46	136	252	136		570	3.6	3.1
ROCKLAND	19	177	71	58		325	2.0	1.8
SOUTH JUBILEE	24	169	186	90		469	3.0	2.6
VIC WEST	57	232	235	141		665	4.2	3.6
VICTORIA TOTAL	922	4406	7125	3396	12	15861	100.0	86.6
TOTAL UNKNOWN (Abandoned. 911, outside/ unknown jurisdiction)	40	192	376	374		982		5.4
GRAND TOTAL	1091	5076	8097	4047	12	18323		100.0


**VICTORIA
POLICE**
Crime Trends for Victoria and Esquimalt: January – April, 2018–2019 (1,2)
Traffic Suspensions by Type (YTD January - April)

Suspension Type	2018	2019		2018	2019
	ESQUIMALT	ESQUIMALT		VICTORIA	VICTORIA
215 ALC FAIL-90		5		2	26
215 ALCOH-24HR		1		14	11
215 ALCOH-30DAY					1
215 ALCOH-3DAY		1		20	29
215 ALCOH-7DAY				2	
215 DRUG	3	4		19	16
IRPA-OTHER					2
PRHB/SUSP- NOT215				9	3

MAR. 18/19

DEAR CHIEF DEW MANEK
[REDACTED][REDACTED] WAS
ASSAULTED ON MONDAY MARCH 11/19.
ON BEHALF OF [REDACTED][REDACTED] AND [REDACTED] AND [REDACTED]
OUR THANKS AND DEEP GRATITUDE FOR THE MANY KINDNESSES
WE RECEIVED FROM CONSTIBAL ALEX RUTHERFORD AND
CONSTIBLE HAILEY SWAN.
IT WILL NEVER BE FORGOTTEN.

VICTORIA POLICE DEPT

APR 17 2019

OFFICE OF THE CHIEF CONSTABLE

From: [REDACTED]
Date: Wed, May 1, 2019 at 2:27 PM
Subject: [REDACTED]
To: <info@vicpd.ca>

Hello;

I'm writing to thank the police officers who showed up at our condo building this past Saturday night around 3:00 in the morning. A young man who was clearly under the influence of some bad drugs had been screaming outside our building for about a 1/2 an hour so I called 911. He sounded like he was in pretty bad shape and the police responded within a couple of minutes.

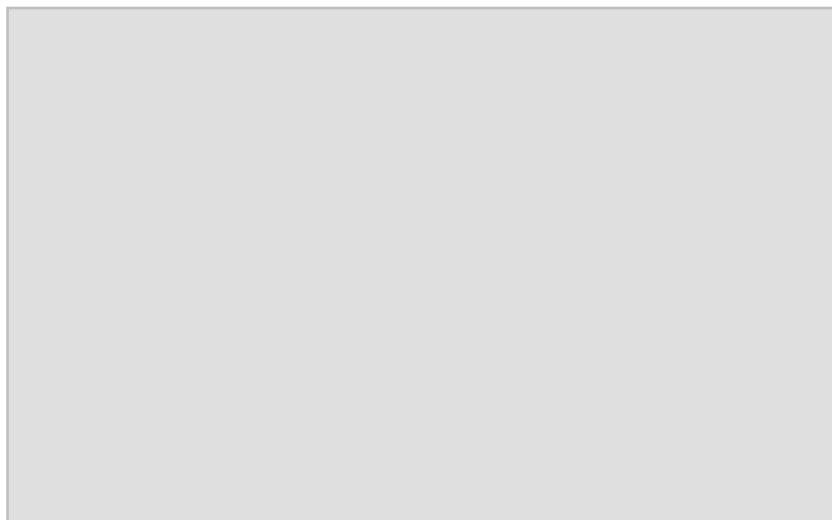
The officers, two of them women, were incredibly patient, kind and understanding, and managed to get him calmed down. They treated him with dignity and respect, they weren't intimidating or aggressive, and politely asked for his ID, where he was from, and what he may have taken to induce such a bad reaction.

[REDACTED]

All this to say that police officers are often characterized as bullying and insensitive but from what I witnessed on Saturday night they were compassionate, patient and caring. They all deserve kudos for their professionalism and understanding.

With thanks,

[REDACTED]

From: [REDACTED]**Sent:** Monday, April 29, 2019 12:30 PM**To:** info**Subject:** ATTN: Cons. Keddell

Dear Mr. Keddell,

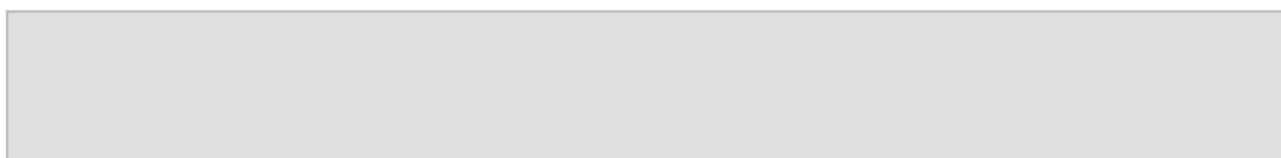
I have been meaning to send this email for a long time, and I must say this thank you is about [REDACTED] past due. It is doubtful that you will remember me, but I have not forgotten your kindness and hard work and I feel I must thank you.

My name is [REDACTED] and in the Fall and early Winter of [REDACTED] became lost to the streets of Victoria. I had struggled with opiate addiction for a long time, but nothing compared to the darkness I fell into alone in BC.

I remember the police following me, questioning me, trying to help. I didn't see it as anything more than an annoyance at the time, but now I am full of gratitude. You took my mother and stepfather out looking for me. They were terrified I'm sure, but they found me. With help from you and your department, I was found and given the help I needed. I definitely resisted it at first, I really didn't think there was any way to come back from the things I had done, the heroin, the sickness. I thought that was it for me.

[REDACTED] and each year that passes I remember those who helped me along my journey. I am sure that your job can be thankless sometimes, so I just wanted you and those who work alongside you that you played a big part in my return to life.

So thank you.



I have attached a photo of myself and my mother, as we both thank you dearly.

Regards and be well.

Sincerely,





Chief Constable Del Manak
850 Caledonia Avenue,
Victoria, BC
V8T 5J8

March 18th, 2019

Dear Chief Constable Del Manak

In 2018, the Victoria Police Department had the pleasure of participating in a departmental wide fitness challenge. What they would soon experience was something more meaningful than fitness alone; it was a sense of purpose, commitment, and pride. This initiative was created solely by Ron Kirkwood and aligned directly with our departmental 'Health and Wellness' program.

As an overview Ron was able to develop an all-inclusive event that had employees from various streams of this agency linked together and collaborate for a common purpose. This initiative was done without benefit to Ron and speaks to his level of dedication and pride in his profession. Ron was able to include different people within the administration of the event which included forming a working relationship with downtown businesses and local investors. From there he was able to involve the community, building and forging relationships, so that they had a means to showcase their investment in the staff of VicPD. It illustrated the value of our profession and how the community we serve believes in the work we do. In turn participants felt empowered to stay healthy, work hard, and be professional because they knew they were supported not only by VicPD but by the community.

Ron continues to drive programs like the 'Fit Challenge' to the next level and set the bar for a positive and supportive work place. I was able to personally listen to the correspondence and reviews that this challenge provided and how positively people felt not only on the lead up but long after it was over. This can be seen through the increasing enrollment with over 30% of the department participating.

All this outstanding work is done without prompt or recognition and during his personal time. Ron thank you for everything you do for us.

Sgt. John Musicco
VicPD Human Resources – Training Coordinator

From

Sent: April-08-19 10:08 AM

To: Manak, Del

Subject: Recognition of Sgt. Jeff Lawson and Cst. Mike Jarosz

Dear Chief Constable Manak,

I am writing to express my thanks and appreciation to you, your department and your officers. On April 5, 2019, I participated in a civilian ride-along with Sgt. Jeff Lawson and Cst. Mike Jarosz. Collectively, I spent eight hours with Sgt. Lawson and Cst. Jarosz and found each of them to be courteous, professional and extremely competent in the execution of their duties.

Sgt. Lawson and Cst. Jarosz reacted quickly and efficiently to a multitude of situations over the course of the evening, ranging from armed robberies, to assaults and traffic stops. Both Sgt. Lawson and Cst. Jarosz were polite and reasonable in their interactions with everyone we encountered. This was true even during interactions with agitated suspects, witnesses and bystanders. The caliber of their training was evident at all times.

I would like to commend your entire department for your excellent and diligent work on behalf of all Victorians. In particular, please convey my thanks to Sgt. Lawson and Cst. Jarosz. I had an incredible experience with each of them and am so grateful for their generosity of time and expertise.

Sincerely,

From: [REDACTED]
Sent: May-06-19 3:51 PM
To: Manak, Del
Subject: Cst. Ryan Logan

Hi Del,

[REDACTED] bicycle stolen from his apartment on [REDACTED] I told him to call it in in the event it showed up somewhere, I did not expect that a member would attend even though [REDACTED] had some video from the surveillance cameras showing the theft. A young man named Ryan Logan showed up, he was very professional and very helpful, [REDACTED]

[REDACTED]. [REDACTED]. He did a great job in any event and I was pleased that VicPD would attend to such a minor crime. [REDACTED] was very upset about it though, we have not experienced any crime since we moved here which was much different than in Vancouver where our cars were broken into daily it seemed. He was happy that some effort was made to record the information at least. He didn't have as positive experience with the person he spoke to on the phone but it turned out fine. Such wanted to pass along our appreciation and note the positive impression left by the young officer, [REDACTED]

[REDACTED]

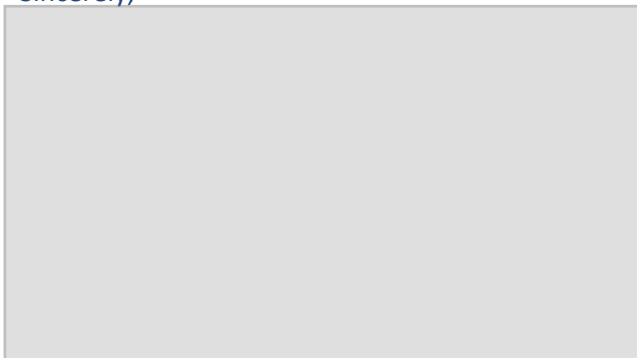
From: [REDACTED]
Sent: May-22-19 4:00 PM
To: Thomson, Collette <collette.thomson@vicpd.ca>
Cc: Hand, Sean <sean.hand@vicpd.ca>
Subject: VicPD Faith Based Safety Forum: May 21

Dear Chief Constable Del Manak,

The Roman Catholic Diocese of Victoria would like to thank you for taking the time to organize this very important forum for the various religious and faith communities in Greater Victoria on Tuesday, May 21, 2019 held at the B.C. Legislature. It is a most pressing concern to ensure the safety of our families during times of worship. With news of subversive acts of violence against places of worship being reported around the world, it is gratifying to know that the Victoria Police Department has taken an active role in preserving and ensuring our well-being and peace of mind.

We look forward to continue working closely together with Victoria Police and to participate in any initiative that may arise from subsequent discussions and conversations.

Sincerely,





ਵਾਹਿਗੁਰੂ ਜੀ ਕੀ ਫਤਹਿ
ਗੁਰਦੁਆਰਾ ਸਿੰਘ ਸਭਾ ਸੁਸਾਇਟੀ ਆਫ ਵਿਕਟੋਰੀਆ



GURDWARA SINGH SABHA SOCIETY OF VICTORIA

470 Cecelia Road, Victoria BC, Canada, V8T 4T5, (250) 475-2280

"Service brings us nearer to God" ... Shri Guru Nanak Dev Ji

Apr 30th, 2019

Mayor and Council
City of Victoria,
1 Centennial Square,
Victoria, BC, Canada, V8W 1P5.

Dear Mayor and Council,

On behalf of the Singh Sabha Gurdwara, we would like to say thank you. Your police teams, arts and culture teams and council made the Khalsa Day parade a huge success. We would not have been able to pull off the event that we did without your help, support and dedication. Thank you for making this event a smooth and fun parade for all to enjoy.

Chief Del Manak and his team offered us excellent support throughout the parade with safety and traffic control. We appreciate them helping us create a safe environment for the community.

Over the years, the Sikh communities' presence has grown in Victoria and the open and welcoming environment that the city of Victoria creates for us is phenomenal. Everything you have done for Sikh Heritage month went above and beyond our expectations as a community and for that we are extremely thankful.

We look forward to next year's parade and hope to continue these relationships with the city onward in the future.

Yours Sincerely,



On behalf of the Gurdwara Committee.

CC: Chief Del Manak, Jeff Day

From: Illi, Ed [<mailto:Ed.Illi@leg.bc.ca>]
Sent: Thursday, May 16, 2019 1:24 AM
To: Manak, Del <del.manak@vicpd.ca>
Subject: Thank you and compliments

Hi Del:

I wish to advise you how impressed I was with some of your members lately.

Last night May 14, 2019 at approximately 2215 hours, two of your young members came to back us up on our Legislative Precinct as we arrested a car prowler, ([REDACTED]) and was carrying a multitude of edged weapons and stolen property. Constables Ben Sawyer and Constable Ryan Logan arrived to take custody of the suspect we arrested, and transported him to your cells. These young Constables were well turned out, professional in their conduct and procedures, and represented Victoria Police very well. They were respectful to the arrested suspect, to us and were thorough in their on scene investigation from what I observed. Your file [REDACTED] refers.

Another file from 2019 April 14 at 0041 hours, Constable Jarosz arrived to assist us with a "Possible Drug Impaired Driver" in one of our parking lots on the Precinct. We had detained the suspect driver for consuming marijuana while in the driver's seat of his truck, and called for Victoria PD to assist. Your Constable Jarosz (and a Reserve Constable I did not get the name of) were most professional in the conduct of the SFST tests of the suspect driver. They treated him with respect and gathered good evidence for the investigation. Your file # [REDACTED] refers.

While it is always gratifying to see these young Constables perform their duties professionally and with obvious competence, it is seldom that they get recognized for doing good work, especially when in front of senior Constables like us with lots of years of experience.

All these Constables demonstrated pride in their profession and performed their duties to the high standards I expected of them. I thought you should know these members deserve my thanks.

Cheers;
Ed

Edward Illi, M.A.
Special Provincial Constable
Legislative Assembly of B.C.
PH: 250-387-5516

From: [REDACTED]
Sent: Friday, May 10, 2019 1:18 PM
To: info
Subject: [REDACTED]

Chief Constable Del Manak

re Constable Benjamin Sawyer #499

I would like to commend Constable Sawyer for looking out for [REDACTED] when she went AWOL from [REDACTED]. He discovered she was missing re a BOLO put out on her when he followed up at an altercation she was involved in [REDACTED].

I was very concerned for her safety [REDACTED]. Constable Sawyer found accommodation for [REDACTED]. When I spoke with Constable Sawyer on the phone [REDACTED].

Again, I am very grateful for Constable Sawyer's compassion and caring during the course of this incident.

This indicates to me, Chief Constable Manak, that you have a very capable group of men and women in your Department.

[REDACTED]

Hi Mandeep!

I tried to find you on facebook, [REDACTED]

[REDACTED] I wasn't sure
how else to get a hold of you? I hope you
get this letter. I've wanted to thank you for a
long time. You're the reason I'm clean today! "
Seeing you those few times downtown, and
when I was getting arrested were literally the
[REDACTED]! I was
at my lowest point. [REDACTED]

[REDACTED] I had dealt with ~~many~~ many cops, some a-holes,
but most of them wanted to help me get clean,
I didn't listen... until I saw you, someone who
[REDACTED]

I wanted to die when I saw the look of shock
on your face, seeing me nodding out, surrounded
by needles, garbage, other junkies, and in a dirty
sleeping bag! A week or two after I saw you.
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED] clean now! [REDACTED]

[REDACTED]

[REDACTED] I never thought I'd have a normal life again. I never thought I'd be happy again!?

I owe so much of it to you! I know your job must be extremely difficult and frustrating at times, but good things do happen because of you! Thanks again Mandeep! You literally saved my life!

[REDACTED]

[REDACTED]



Fire Department

Office of the Fire Chief

1234 Yates Street
Victoria
British Columbia
V8V 3M8

T 250.920.3350
F 250.920.3370

victoria.ca

Fire Prevention

T 250.920.3360

Emergency Management

T 250.920.3373



May 24, 2019

Chief Constable Del Manak
Victoria Police Department
850 Caledonia Ave,
Victoria, BC V8T 5J8

Re: 603 Pandora Investigation

Dear Chief, *Del*

On behalf of the Victoria Fire Department, primarily our Fire Prevention Division, I wanted to convey our appreciation and professional acknowledgement of the proficiency of your members, tasked with the investigation process, resulting from the recent fire at 603 Pandora Avenue; Victoria Plaza Hotel.

The collective nature and oversight of the meticulous work required for the investigative phase of this event was another display of the professional considerations, collaboration and teamwork required to process the relative evidence and causative information. Hopefully, leading to a conclusive determination on both fire cause and other outstanding issues.

Please convey my personal "thanks" to the members of your team for their commitment and dedication to this difficult and somewhat tedious task. I am encouraged with the display of teamwork and accept while our roles and focus remain exclusive to our tasks, the effort of our members continue to advance our professional working relationships.

Yours truly,

Paul Bruce
Fire Chief

Ec. Mayor and City Manager's Office, Deputy Chief Constable Jason Laidman, Deputy Fire Chief Dan Atkinson, Deputy Fire Chief Chris Royle, IAFF Local 730, Victoria Police Union

From: Benigno, Alessandra <Alessandra.Benigno@VIHA.CA> **On Behalf Of** PARTY_SI
Sent: May-30-19 11:20 AM
To: Manak, Del <del.manak@vicpd.ca>; 'MARTIN HOWE' <martin.howe@rcmp-grc.gc.ca>; Thomson, Collette <collette.thomson@vicpd.ca>
Cc: Laidman, Jason <jason.laidman@vicpd.ca>
Subject: RE: P.A.R.T.Y. Program VGH-Victoria High School Thurs, May 23

Hello Chief Del Manak,

Thank you for your support of the P.A.R.T.Y. Program. This program isn't possible without the support from community partners like yourselves! it is not often that students get a chance to speak to RCMP/ police officers in a positive way- we are very grateful for this opportunity to have your officers present to the students. Please pass on my sincere gratitude to Cst. Mark Jenkins and Cst. Anthony Norman-we received positive feedback from many volunteers, teachers and other presenters on their station dialogue.

Kindly,

Alessandra Benigno | Injury & Violence Prevention Consultant | P.A.R.T.Y. Program

Island Health Trauma Services - South Island

Victoria General Hospital - 1 Hospital Way, Victoria, BC V8Z 6R5

Tel: 250-727-4534 | Cell: 250-882-5035

alessandra.benigno@viha.ca | PARTY_SI@viha.ca



<https://www.islandhealth.ca/our-services/children-youth-services/prevent-alcohol-risk-related-trauma-youth-party>

www.partyprogram.com

www.facebook.com/THEPARTYPROGRAM

From: Illi, Ed [<mailto:Ed.Illi@leg.bc.ca>]
Sent: May-30-19 8:46 PM
To: Manak, Del
Subject: Appreciation for Inspector Keith Lindner

Hello Del:

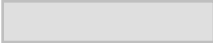
I wish to formally thank you for the services rendered by Inspector Keith Lindner once again. Keith had graciously made time to attend our Legislative Assembly Special Provincial Constable Legal Update training days on April 17 and May 23, 2019. Of particular note, Keith attended to the May 23 session on his own time as he was on leave from work!

I have personally thanked him for his gift of time and expertise, and I wanted you to know as well how important this was, and how much it is appreciated by all of us here. I speak for all officers here at the Legislature when I sincerely say "Thank you" for your Police Departments' continued professional support generally and Inspector Lindner specifically.

On a personal matter, I want you to know how much I appreciated Keith's help for discussing such important topics, specifically the processes for dealing with a critical incident and the Independent Investigations Office.

Again, thank you for your ongoing support.

Respectfully;
Ed



Edward Illi, M.A.
Special Provincial Constable
Legislative Assembly of B.C.
PH: 250-387-5516

From: Clement, Keila <keila.clement@vicpd.ca>
Sent: June-04-19 9:56 AM
To: Thomson, Collette <collette.thomson@vicpd.ca>
Cc: Pannekoek, Stephen <Stephen.Pannekoek@vicpd.ca>; Perkins, Shannon <shannon.perkins@vicpd.ca>
Subject: Message Left on Switchboard

Hi,

Passing on a message that was left on the switchboard Sat, June 1 at 10:53 a.m. from a [REDACTED]

[REDACTED]
She just wanted to commend Cst. Pannekoek on his excellent handling of her emergent situation (missing elderly husband).

Thanks,
Keila



Keila Clement
Data Entry Clerk
Victoria Police Department
850 Caledonia Avenue
Victoria, BC, V8T 5J8
250-995-7610
www.vicpd.ca



**E DIVISION
MAJOR CRIME SECTION**

Security Classification/Designation
Classification/désignation sécuritaire
Protected 'A'

Your File:
Our File:

Date: May 24, 2019



Chief Constable Del Manek
Victoria Police Department
850 Caledonia Ave
Victoria, BC V8T 5J8

Inspector David Hall
E Division Major Crime Section
Island District Senior Investigating Officer
2881 Nanaimo Street
Victoria, BC V8T 4Z8

Presentation on advanced DNA investigations

Chief Constable Manek

I write to acknowledge the hard work of Sergeant Jennifer Ames and Sergeant Michelle Robertson in organizing the recent training day on advanced DNA investigations. Bringing together police and law enforcement partners from Western Canada and the United States to hear about evolving investigative techniques this presentation was a great success. The high profile example of the Golden State Killer investigation, coupled with a relevant and related murder investigation in the Canadian context drove home the results of tenacity and evidence based investigative decisions.

While our unit was able to provide some small level of assistance in the organizing, the success of this event is a direct result of Jennifer and Michelle's efforts. I think it is telling when a room of experienced police officers describes the end result of a day of presentations as motivational and reinvigorating. I received feedback from both attendees and presenters that this was one of, if not the best organized presentation that they had attended. Jennifer and Michelle had taken care of everything.

In my view, the value of this type of sharing of our craft can not be understated. Seeing success and hearing about the challenges faced by those in the arena, only makes us all stronger. Sergeants Ames and Robertson did your department proud.

Sincerely,

A handwritten signature in blue ink, appearing to be "David Hall", with a long horizontal flourish extending to the right.

**David HALL, Inspector
E Division Major Crime Section
Island District DSIO**

On 2019-06-05, 10:08 AM, [REDACTED] wrote:

Hello Lisa , I could not find a way to email Del Manak [REDACTED]

[REDACTED] The reason for this email is to shout out a huge thank you to Del Manak and his team.

On Friday may 30th my bicycle was stolen from our bicycle lock up at [REDACTED] I don't know the details of the theft cause i have not heard back on the building manager that was looking at the camera footage. Anyway i wanted to say our Victoria police dept is just amazing, On Saturday i gave Vic PD a picture of my bicycle and much to my surprise Constable Sheldon Ewington emailed me Monday morning June 3rd 2019 and told me he located my bicycle and i could come to the station front desk and pick it up...I was so excited and shocked at the same time, i was certain my bike was gone forever. It is my main mode of transportation these days. Now my bicycle had a few bumps and bruises, handle bars were pushed all the way forward, my rear view mirror was gone and a brass bell.but it's to be expected. Our neighbour hood is rife with criminals due to [REDACTED]

[REDACTED] I feel that under the circumstances Vic PD is doing their best and we need to support them 100%

Sincerely ,

[REDACTED]

From: [REDACTED]
Sent: June-06-19 3:40 PM
To: Manak, Del
Cc: colette.thomson@vicpd.ca
Subject: Thank you

Dear Chief Del Manak,

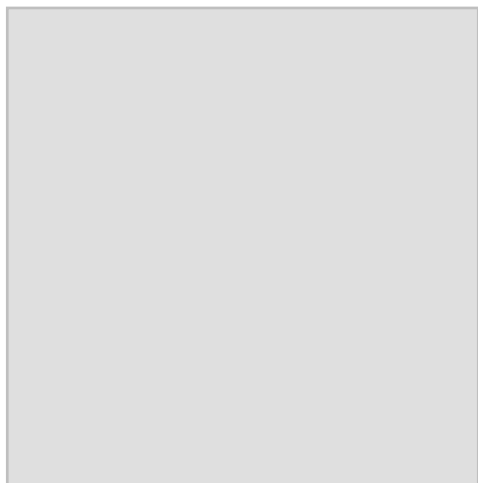
I am writing to thank the Victoria Police Department. [REDACTED]
[REDACTED] In the early hours of May 19th my store was broken into [REDACTED]. I feel compelled to write this letter to recognize all the efforts of B Watch. From the moment they arrived on the scene it was evident that they cared and made me feel comfortable and safe. They remained professional while demonstrating a respectful demeanor.

The situation required some force to remove the suspects. I witnessed your highly trained officers and how they seamlessly communicated as a team under the direction of Officer Tolmie. His leadership skills are to be commended.

I can't say enough about the support I have received from your officers, in particular from Cst. Twardy, Cst. Hailey and Cst. Det. Ohman. I was impressed by their efficiency and I greatly appreciate their kindness. I understand that several other officers were involved but unfortunately I didn't get all of their names. Please thank them all!

I now have had a glimpse into what goes into the jobs of the police department. It is not just what happens at the scene of a crime but also all of the follow up afterwards. I am sure that my situation was just one case of many that happened that day. I can't imagine the full scope of the work load involved in running the police department. I have always believed that police officers play an important role in our community. Through the media I have learned that you are short staffed. Please know that you have my full support to increase the budget for more coverage. I am available as a business owner and a citizen of Victoria if you need me to make a statement to the City of Victoria council.

To thank the Victoria Police Department, I want to pay it forward. I have made a donation to Cops for Cancer Tour de Rock in honour of B Watch.



From: [REDACTED]
Sent: June-12-19 8:04 AM
To: Manak, Del
Cc: Stevenson, Harvey; VicPD Community Engagement
Subject: Officer Ari Knazan

Chief Manak,

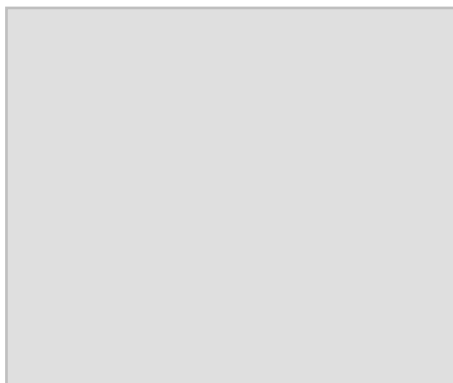
I wanted to take the time to write you about Officer Ari Knazan. Recently I worked with Officer Knazan on creating a Law Enforcement Jiu Jitsu based seminar here in Houston, Texas. The goal of the seminar was to bring police officers together from around the United States and Canada for the purpose of encouraging officers to train Jiu Jitsu in an effort to increase their safety, the safety of their fellow officers, and the safety of the communities they all serve. The Jiu Jitsu seminar took place on June 8th and had nearly 100 participants. One of the goals of the seminar was to raise money for a police charity. The numbers are preliminary, but it appears we were able to raise over \$3000.00 to be donated to the 100 Club's Survivors Fund. The 100 Club's Survivors Fund supports the family members of fallen officers here in the United States. Officer Knazan's roll in this venture cannot be understated.

The work that Officer Knazan put in towards improving police officer knowledge and training was so impressive on the lead up to, and during the seminar, that the state agency in charge of regulating all Peace Officer Certifications and training in the State of Texas, the Texas Commission On Law Enforcement (TCOLE), showed up to the seminar on June 8th in order to observe the instructors (which included Officer Knazan) and the techniques being shown. The representative from TCOLE was so impressed, she offered to credit all Texas Peace Officers who were in attendance at the seminar with training hours to be applied towards their peace officer license under Defensive Tactics.

[REDACTED]
[REDACTED] Several of the participants of the June 8th seminar are well regarded experts in the field of Defensive Tactics in Law Enforcement. All of these experts stated openly to me that they were very impressed with Officer Knazan's knowledge and his ability to instruct.

Officer Knazan is a credit to your agency and is an excellent representative of the Victoria Police Department. I look forward to future opportunities to work with Officer Knazan in improving police officer knowledge and safety.

Thank you very much for your time.





**E DIVISION
MAJOR CRIME SECTION**

Security Classification/Designation
Classification/désignation sécuritaire
Protected 'A'

Your File:

Our File:

Date: June 6, 2019

Chief Constable Del Manek
Victoria Police Department
850 Caledonia Ave
Victoria, BC V8T 5J8

Inspector David Hall
E Division Major Crime Section
Island District Senior Investigating Officer
2881 Nanaimo Street
Victoria, BC V8T 4Z8



Feedback – Sergeant John Musicco - Training

Chief

As part of an ongoing VIIMCU initiative we have developed a Continuous Improvement Team. Vic PD Constable Daryl Baswick [REDACTED] As a result of recent employee feedback, Constable Baswick set out to arrange a presentation on the importance of preparing for, and surviving critical incidents. Based on his awareness of the work of Sergeant Musicco, he arranged for Sergeant Musicco to attend and provide his hard earned lessons.

Sergeant Musicco provided a one-hour session to our team today which focused on his personal experiences and his research into how to best prepare and manage the impact of a critical incident. In the current era of improved awareness about the impact of our profession, it is so important to hear from those who have lived through these incidents. His presentation was directly relevant to our team, all categories of employees, who live with the long term impact of some of the most serious investigations we undertake. I am particularly mindful that his ability to speak to his peers shows that there does not [REDACTED]

Thank you for allowing Sergeant Musicco to attend and meet with our members. His presentation and his personal demeanour were an excellent fit and he drove home many important points. He did your Department proud.

**David HALL, Inspector
E Division Major Crime Section
Island District DSIO**

Dear Chief Del Manak,
We would like to extend a
huge thank you for your support
for the Cops for Cancer Tour de Rock
Team Announcement! We appreciate
you taking the time to come to
this event, welcome the team and
our special guests and give your
complete support to the riders

as they start this journey.
Tour de Rock would not happen
without our devoted supporters
like yourself.

On behalf of the Canadian
Cancer Society,

thank you so much!

VICTORIA POLICE DEPT

JUN 25 2019

OFFICE OF THE CHIEF CONSTABLE



R. A. DOWNIE
CHIEF CONSTABLE

SAANICH POLICE

.....keeping Saanich safe since 1906

June 26, 2019

Chief Del Manak
Victoria Police Department
850 Caledonia Ave.
Victoria BC
V8T 5J8

Via email: June 26, 2019 to del.manak@vicpd.ca

Re: Letter of Appreciation - Sgt. Cliff Watson & Cst. Dan O'Connor
(VicPD file #19-24311 / SPD file #19-15015)

Chief Manak,

On Saturday June 22, 2019, a protest march took place along seven kilometers of highway, across three jurisdictions; starting in Victoria at Centennial Square, through the Municipality of Saanich, and ending at Island View Beach in Central Saanich. The march was organized by a group known as *Rise and Resist* and their purpose was to publically protest the Trans Mountain Pipeline project approval.

In the days that preceded the protest, our staff became aware of its existent through the efforts of Sgt. Cliff Watson and Cst. Dan O'Connor (Division Liaison Team members). Through their efforts, pre-event information was received from the protest organizer regarding the route, numbers of anticipated participants, and their goal for the protest. This information enabled our staff to prepare an accurate operational plan and properly resource the day.

On the day of the event, Sgt. Watson and Cst. O'Connor not only liaised with our staff (including an in-person visit when the march passed Saanich PD), they also maintained constant communication with our site supervisor and Incident Commander, and walked with the protest group for the entire route. By directly participating in the march, Sgt. Watson and Cst. O'Connor were able to supply first hand observations of the group's activities throughout the day, and render advice with respect to police resource deployment as the march progressed. One example of this included Sgt. Watson informing our members when a conflict broke out between a protestor and a motorist,

enabling our members to respond in a timely manner and effectively manage the conflict before it escalated. In addition, knowing where the protestors were on the route, whether they were sitting down in an intersection or stopped for a rest, greatly assisted our command element and staff understanding of what was transpiring. This knowledge enabled our members to maintain a lower profile when they were not required to block roads, as they knew they would receive early notification from Sgt. Watson when the group was on the move again. Sgt. Watson also received information from the [REDACTED] regarding police activities they did not agree with. He was able to explain to the [REDACTED] why police were engaging in certain activities and make suggestions for alternate response options to foster a better outcome for both sides.

I cannot stress enough the benefit of the intelligence and overall assistance the DLT officers were able to provide, and the positive impact it had on the success of the operation in all three jurisdictions. It enabled our Incident Commander, Insp. Edwards, to fully understand what was occurring during the march, and direct resources accordingly. [REDACTED]

[REDACTED]

On behalf of the Mayor, Council, Police Board, and the department, I want to sincerely thank Sgt. Watson, Cst. O'Connor, and your department for your invaluable assistance on June 22, 2019.

Thank you,



Scott Green, M.O.M., MPA
Deputy Chief Constable



SAANICH POLICE

.....keeping Saanich safe since 1906

R. A. DOWNIE
CHIEF CONSTABLE

June 26, 2019

Chief Del Manak
Victoria Police Department
850 Caledonia Ave.
Victoria BC
V8T 5J8

Via email: June 26, 2019 to del.manak@vicpd.ca

Re: Letter of Appreciation for Cst. Ross Smith

Chief Manak,

I sit on the Trauma Informed Practice (TIP) Steering Committee on behalf of the BCAMCP. The TIP project is a five (5) year initiative funded by the Department of Justice Canada. The goal of the project is to develop trauma-informed best practices for justice-related professionals including Police, Victim Services, Crown Counsel, Corrections and others.

As part of the project, the Steering Committee assisted in the development of TIP foundational (multi-sector) and sector-specific training curriculum scheduled to be delivered on-line (CPKN) and in-person (JIBC) in 2019. The foundational and sector-specific police training is anticipated to become mandatory for police in the province. The training will help educate police on the impacts of trauma in many dimensions including, but not limited to, intergenerational trauma, PTSD, victim responses, victim statements, and victim testimony in court.

As part of the on-line curriculum development, RCMP C/Supt. Dave Attfield and I were asked by the committee to identify eleven (11) municipal police officers and eleven (11) RCMP officers to complete the pilot on-line CPKN training modules and provide feedback. The time required for each member to review the foundational and police sector CPKN training modules was estimated to be eight (8) to ten (10) hours in duration.

Cst. Ross Smith participated in, and completed, the pilot on-line CPKN training and we are extremely grateful for his time, effort, and contribution to training that was somewhat lengthy and onerous. Today's policing world is extremely busy and requests like these often exacerbate individual capacity and workload. Cst. Smith completed this task professionally and without complaint and, as a result of his efforts and the efforts of the other participants, the training is now ready to be rolled out across the province.

On behalf of the Steering Committee, I want to sincerely thank Cst. Smith for his contribution and efforts toward this very worthy cause.

Thank you,

A handwritten signature in purple ink that reads "Scott Green". The signature is written in a cursive style with a horizontal line underneath the name.

Scott Green, M.O.M., MPA
Deputy Chief Constable

From: "Jeremy Loveday (Councillor)" <jloveday@victoria.ca>
Date: June 28, 2019 at 1:09:44 AM PDT
To: "Manak, Del" <del.manak@vicpd.ca>
Cc: "Lisa Helps (Mayor)" <LHelps@victoria.ca>, 'Barb Desjardins' <barb.desjardins@esquimalt.ca>
Subject: Communication to councils

Dear Chief Manak and Co-Chair Helps and Desjardins,

I'm writing to request that Victoria and Esquimalt councils receive notification either before or at the same time as press releases are sent out regarding substantial operational changes that VicPD is undertaking.

I was once again put in the awkward place of being asked to comment in the media on VicPD's operational changes without any knowledge of the changes that are being made. It would be an appreciated courtesy and it would also allow for thoughtful comments rather than on-the-spot reactions. I turned down interviews today as I didn't want to inflame the sense of division our community feels regarding budgeting for policing. I did have to respond to questions on CFX as I was live on air and I had no choice.

I think communication between VicPD and Victoria Council needs to improve. Having better and more proactive communication will help build mutual trust and put us on a better path towards building a community that is safe for everyone.

Thank you for your consideration.

All the best,

Jeremy

Jeremy Loveday
Victoria City Councillor & CRD Director
Email: jloveday@victoria.ca / Tel. 250.634.2327
[www.Facebook.com/JeremyLovedayForVictoria](https://www.facebook.com/JeremyLovedayForVictoria)
Twitter: @JeremyLoveday

From: [REDACTED]

Date: July 2, 2019 at 9:36:14 PM PDT

To: <Engagement@vicpd.ca>, barb.desjardins <barb.desjardins@esquimalt.ca>, mayor <mayor@victoria.ca>, mayorandcouncil <mayorandcouncil@victoria.ca>, <mayorandcouncil@esquimalt.ca>

Subject: Facial Recognition Technology use in Victoria

To: Chief Constable Del Manak, members of the police board; Mayor Barbara Desjardins, Mayor Lisa Helps, Brian R.D. Smith, Patti Stockton, Sean Powell, Keven Elder, and Evan Southern and whom it may concern,

I am writing in regards to Facial Recognition Technology (FRT). I think that the Victoria Police Department has a responsibility to write a policy on Facial Recognition Technology that addresses both how the Department may use this technology as well as how the technology is being used by non-governmental and private entities within the city.

There is no doubt a robust debate to be had about why facial recognition technology is or isn't different from other surveillance and to what degree. This debate could be informed by existing Freedom of Information legislation or the spirit of it, the accusations that many FRT products on the market are racially biased and therefore unethical, the actions of the City of San Francisco to ban FRT, the more and more frequent instances of private security companies using the technology for their own purposes, or many other emerging criticisms on the ethics of growing surveillance capacity. The details of this debate are not important. The fact is that no matter which opinion prevails, police departments have a responsibility to be transparent in its use in order to effectively apply it in criminal deterrence and prosecution, and equally, to protect citizens from its misuse.

I urge the Victoria Police Department to write a policy and make a public statement on how Facial Recognition Technology is allowed or not, and used within Victoria for the purpose of informing the public of what their rights are, and what information is being gathered about them. While I don't currently know of Canadian federal or provincial legislation on the matter, I think that local levels of government still have a responsibility to be proactive and transparent in protecting citizens, and expect that local policies will push the agenda on a larger scale where research can be conducted and best practices can emerge through robust public consultation.

Thank you for considering this request,

[REDACTED]

[REDACTED]



July 11, 2019

Ref: 555532

Her Worship Lisa Helps
Mayor of the City of Victoria
1 Centennial Square
Victoria BC V8W 1P6

Her Worship Barb Desjardins
Mayor of the Township of Esquimalt
1229 Esquimalt Road
Victoria BC V9A 3P1

Dear Mayor Helps and Mayor Desjardins:

As you know, the Policing and Security Branch (PSB) has taken on a leadership role to strengthen police boards' ability to govern effectively by partnering with the Institute of Corporate Directors and Rotman Executive Programs to develop and deliver the first formal police board training program in Canada. This year the Province funded program tuition for at least two members from each police board.

The program curriculum was designed and delivered by subject matter experts in police governance and board effectiveness and includes key topics, such as: financial literacy for police board governance, police board members' responsibilities and accountabilities under the *Police Act*, strategic planning and effective governance in the police context, performance metrics for policing and law enforcement, stakeholder relations and evaluation of police chief's performance.

To accommodate board members on Vancouver Island and Lower Mainland, the training was delivered at the University of Victoria during May 3-5 and Simon Fraser University during June 8-9.

Considering the unique challenges that the Victoria and Esquimalt Police Board (the Board) has faced in recent years and ongoing developments around the police budget and the Framework Agreement, I was surprised to learn that the Board was the only municipal police board not represented at this year's training program.

.../2

Mayor Helps and Mayor Desjardins
Page 2

Given the importance of a municipal police board's role in governance and oversight of policing and law enforcement in our communities, I trust the Board will be well represented at future training opportunities including future iterations of the Province's training program.

Take care,



Brenda Butterworth-Carr; Tr'injà shär njit dintlät
Assistant Deputy Minister
And Director of Police Services
Policing and Security Branch



Victoria & Esquimalt Police Board 2019 Strategic Priorities

Updated March 2019

#1. Good governance and increased transparency

Lead: All committees

Actions:

- Identify alternate venues to host Board meetings to enhance public participation at the meetings
- Consider hosting a police Board town hall/meet and greet
- Consider holding bi-annual joint Board/Council meetings
- Consider live-streaming police Board meetings

#2. Community Engagement

Lead Governance & Human Resources

Actions:

- More frequent Board member attendance at police hosted community/department events
- Support on-going social media efforts

#3. Financial Accountability

Lead: Finance

Actions:

- Analyze cost of policing (2018)
- Develop strategies with Senior Management Team to mitigate externally driven costs (2018)
- Establish City Council working group on police budget

#4. Framework Agreement

Lead: Governance

Actions:

- Continue discussion with Chief Constable and VicPD about fair and equitable service delivery to both Victoria and Esquimalt

#5. Strategic Plan

Lead: Governance & Finance

Actions:

- Provide feedback to VicPD survey
- Strategy session briefing with Board and Senior Management Team to provide community input into strategic plan
- Develop communications plan for the roll-out strategy