

DELTA POLICE BOARD

Regular Meeting Agenda

Wednesday, February 17, 2021 at 10:00 a.m.

Delta Council Chamber & Zoom

4500 Clarence Taylor Crescent

Delta, BC V4K 3E2

A. Adoption of Agenda

1. Adoption of the Regular Agenda of February 17, 2021

B. Consent Items

1. **Approval of Minutes** ●
 - a. Approval of Minutes of the Regular Meeting of January 20, 2021
2. ***Crime Statistics & Map of January 2021** ●
3. ***Financial Reports for December 2020** ●
4. ***Correspondence** ●
 - a. Response letter from Minister Farnworth and Minister Kang re: JIBC Capacity and Funding Issues
 - i. Letter from Delta Police Board to the Ministers
 - b. DPD Regional Municipal Training Centre Visit Appreciation Letter from Surrey Police Board Chair
5. ***For Information** ●
 - a. BC Provincial Policing Standards Updates – Intermediate Weapons & Restraints
 - b. Canada and BC Police Resources Statistics
6. ***Other – no items**

C. Delegations/Presentations

1. ***Public Delegations**
2. ***Delta Police Association**

D. Business Arising out of Minutes

1. ***Action Document** ●

E. Priority Items

1. **Chief's Report**
 - a. COVID-19 Updates
2. **Acknowledging Traditional Territory** ●
3. **CAPG Membership Renewal 2021** ●

F. Reports

1. **BCAPB Updates** ●
 - a. AGM and Other Dates
 - b. Appointment/Continuance of Board's BCAPB Representative(s)
 - c. Information/Reading Material
2. **Delta Police Board Education Proposal** ●
3. **TFN Police Liaison - Verbal Update from Chief Baird**

G. Other/New Business

As requested by the Board.

Resolution to Terminate the Meeting.

Next Meeting: March 17, 2021 - Council Chambers, Zoom

DELTA POLICE BOARD

Regular Meeting Minutes

Wednesday, January 20, 2021 at 12:00

Delta Council Chambers & Zoom

4500 Clarence Taylor Crescent

Delta, BC V4K 3E2

Minutes of the REGULAR MEETING held Wednesday, January 20, 2021 at 12:00 p.m. in the Council Chambers, Delta City Hall, 4500 Clarence Taylor Crescent, Delta, British Columbia.

Present

Mayor George V. Harvie

*Angela Kaiser

*Peter Buxton, Q.C.

*Gurleen S. Sahota

*Dr. Karen Hossack

*Annette Garm

*Firth Bateman

Neil Dubord, Chief Constable

Harj Sidhu, A/Deputy Chief Constable

Jassie Ram, Recording Secretary

*Cris Leykauf, Public Affairs Manager

*Hilary Madore, Finance Manager

*Volker Helmuth, Risk Management Manager

*Via Zoom

Regrets

Chief Ken Baird

Meeting called to order at 12:00 p.m.

A. Adoption of Agenda

1. Adoption of the Regular Agenda of January 20, 2021.

MOVED / SECONDED

THAT the Delta Police Board approve the Regular agenda of January 20, 2021 as presented.

CARRIED UNANIMOUSLY

B. Consent Items

1. Approval of Minutes

- Approval of Minutes of the Regular Meeting of December 16, 2020

2. *Crime Statistics & Map of December 2020

3. *Financial Reports for November 2020

4. *Correspondence – no items

5. *For Information

- New Delta Police Foundation Member – Lisa Eastwood
- Updated Board Calendar

6. *Other

- HealthIM Update – Hospital Certification Rates
- Online Reporting Update

MOVED / SECONDED

THAT the Delta Police Board approve Consent Agenda Items B.1, B.3, B.4, B.5, B.6b where required and receive others for information.

CARRIED UNANIMOUSLY

Items B.2 and B.6a were pulled for discussion

B.2 Crime Statistics & Map of December 2020

- An increase in reports of historical sexual assaults has impacted statistics.
- An increase in cybercrime statistics was also noted.

ACTION: provide a report on cybercrime (types etc.) being reported to DPD.

ACTION: for District 3, include detailed/zoomed in crime maps for the future.

MOVED / SECONDED

1. *THAT the Delta Police Board approve Consent Agenda Item B.2.*
2. *THAT Chief Dubord provide a report on cybercrimes being reported to the DPD.*

CARRIED UNANIMOUSLY

B.6a HealthIM Update – Hospital Certification Rates

- For those who are not certified and admitted, HealthIM still involves a community response as a note is sent to Delta Mental Health

MOVED / SECONDED

THAT the Delta Police Board approve Consent Agenda Item B.6.

CARRIED UNANIMOUSLY

C. Delegations/Presentations

1. Welcoming DPD's Deputy Chiefs

Deputy Chiefs (DCs) Harj Sidhu and Michelle Davey were welcomed by Chief Dubord. Both DCs provided an introduction to the Board. Chair, Mayor Harvie, welcomed and congratulated both DCs.

ACTION: arrange for both DCs to meet City Council.

2. *Public Delegations

3. *Delta Police Association

MOVED / SECONDED

THAT the Delta Police Board received Items C.1 to C.3 for information.

CARRIED UNANIMOUSLY

D. Business Arising out of Minutes

1. Action Document

MOVED / SECONDED

THAT the Delta Police Board received Item D.1 for information.

CARRIED UNANIMOUSLY

E. Priority Items

1. Chief's Report

- DPD continues to work with Delta Bylaws relating to issues involving PHO Orders. First step is education and enforcement follows if education efforts are not successful.
- Special Committee on Reforming the Police Act has been reinstituted, the first meeting is on January 29th. MLA Ian Paton has been appointed to the Committee.

- Police Services has appointed Wayne Rideout as the Acting Assistant Deputy Minister.
- Feb 1, 2021 0900 hrs – virtual swearing-in ceremony of DCs.

MOVED / SECONDED

THAT the Delta Police Board receive the Chief's Report for information.

CARRIED UNANIMOUSLY

2. Board Vice Chair Election

Angela Kaiser was nominated for Vice Chair position.

The Chair asked for further nominations 3 times. No additional nominations.

MOVED / SECONDED

THAT Angela Kaiser be nominated for Delta Police Board Vice Chair position.

CARRIED UNANIMOUSLY

MOVED / SECONDED

THAT Angela Kaiser be appointed Vice Chair of the Delta Police Board.

CARRIED UNANIMOUSLY

3. Community Safety Plan Key Performance Indicators (CSP KPIs)**MOVED / SECONDED**

THAT the Delta Police Board receive Item E.3 for information.

CARRIED UNANIMOUSLY

F. Reports**1. Strategic Plan Updates****a. Community Survey**

Community Survey updates provided.

b. Board Member Sign up for Stakeholder Consultations

Chief Dubord provided a presentation on the Calendly calendar for Police Board to sign up for stakeholder meetings. One individual can sign up for each meeting.

ACTION: distribute copy of letter to Police Board that was sent out to stakeholders.

MOVED / SECONDED

THAT the Delta Police Board receive Item F.1 for information.

CARRIED UNANIMOUSLY

2. BCAPB**a. Membership Fee – Renewal****MOVED / SECONDED**

THAT the British Columbia Association of Police Boards (BCAPB) 2021 Annual Membership Fee in the amount of \$850 be approved for payment from the Delta Police Board budget.

CARRIED UNANIMOUSLY

b. Notice of AGM and Call for Resolutions**MOVED / SECONDED**

THAT Item F.2b be received for information.

CARRIED UNANIMOUSLY

G. Other/New Business

As requested by the Board.

Resolution to Terminate the Meeting

MOVED/SECONDED

THAT this meeting now terminate.

CARRIED UNANIMOUSLY

Next Meeting: The next regular meeting of the Delta Police Board will be scheduled on Wednesday, February 17, 2021 following the regular meeting scheduled for 09:00 at Council Chambers in the City of Delta.

The meeting terminated at 12:37 p.m.

Mayor George V. Harvie
Chair

Jassie Ram
Recording Secretary

Date

Date

Police Board Statistics Report

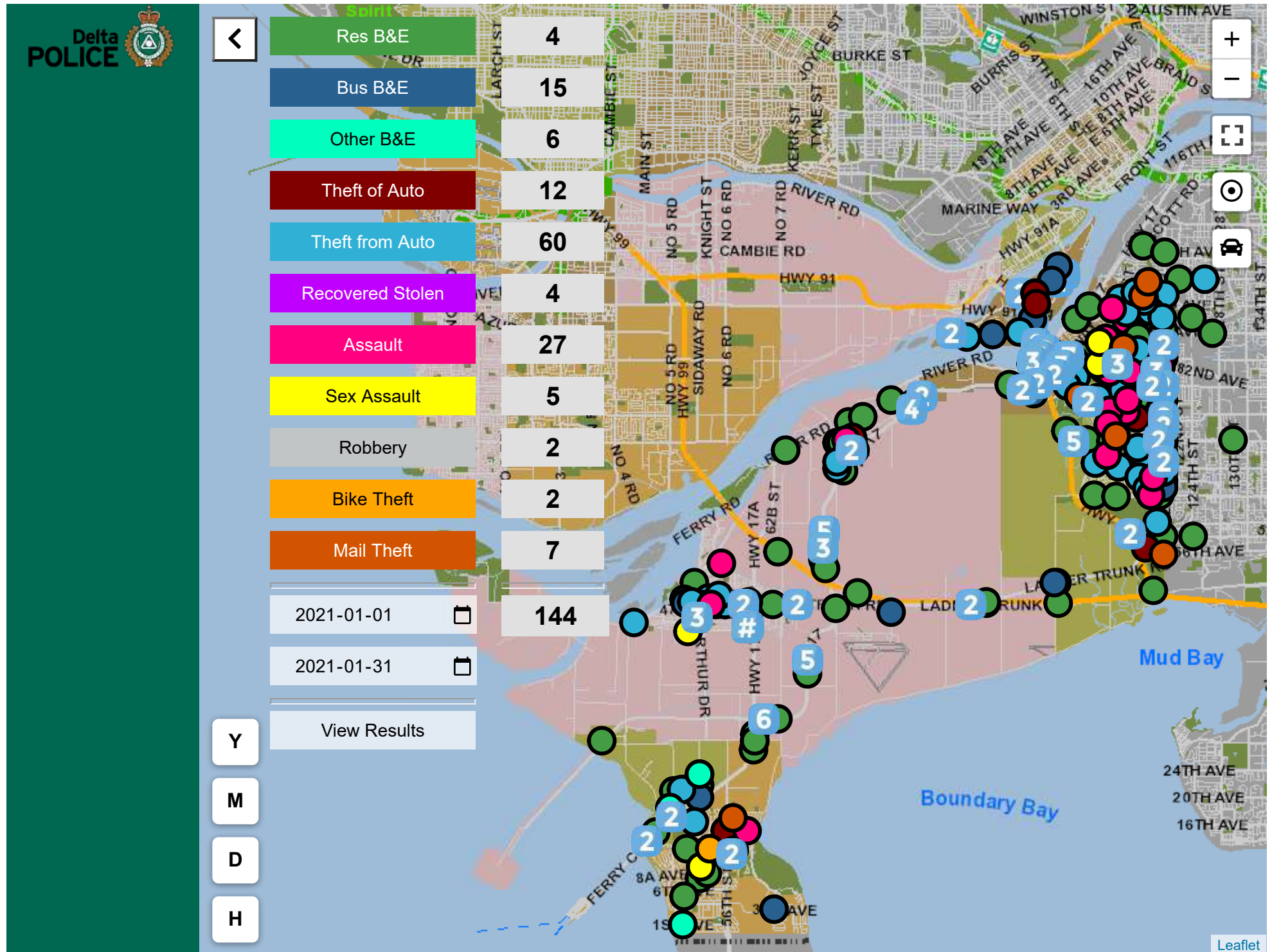
January 2021

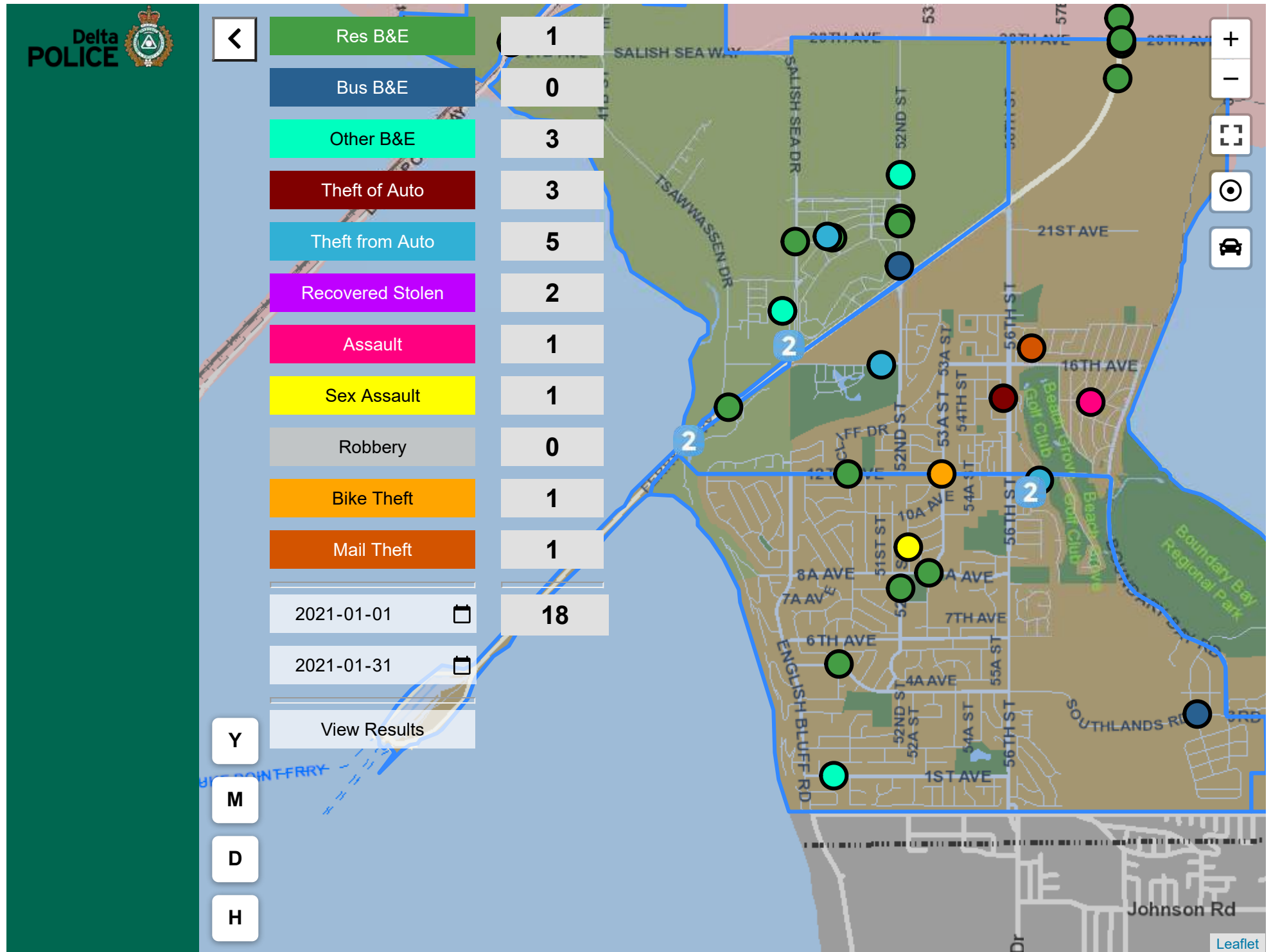
Crime Type	Dec-20	Jan-21	Jan 3YR AVG	YTD 2020	YTD 2021	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Persons Offences									
Homicide	0	0	0	0	0	0	►	0%	
Attempted Homicide	0	0	0	0	0	0	►	0%	
Sexual Assault (Level I)	2	4	3	1	4	3	▲	33%	
Sexual Assault (Level II, Level III)	4	2	2	1	2	2	►	0%	
Total Assaults (Common, Weapon, Aggravated)	19	25	26	31	25	26	▼	-4%	
Robbery	2	1	3	4	1	3	▼	-67%	
Total Person Offences	43	57	59	55	57	59	▼	-3%	
Domestic Violence									
Intimate Partner Violence	4	10	9	12	10	8	▲	25%	
Family Violence	5	3	6	8	3	6	▼	-50%	
Property Offences									
Break & Enter - Commercial	15	16	10	6	16	10	▲	60%	
Break & Enter - Residential	10	10	18	13	10	18	▼	-44%	
Theft of Vehicle	8	8	15	10	8	15	▼	-47%	
Theft from Vehicle	55	60	68	82	60	68	▼	-12%	
Theft Over/Under \$5000	89	74	109	115	74	109	▼	-32%	
Mischief to Property Over/Under \$5000	32	38	44	40	38	44	▼	-14%	
Total Property Offences	239	251	306	304	251	306	▼	-18%	
Traffic Offences									
Fatal MVI	0	0	0	0	0	0	►	0%	deaths = 0
Injury MVI	28	15	30	30	15	30	▼	-50%	injured = 17
Collisions (All)	119	85	104	102	85	104	▼	-18%	
Roadside Suspensions - 215 Alcohol 24 hrs	0	5	4	4	5	4	▲	25%	
Roadside Suspensions - 215 Drugs 24 hrs	5	7	5	0	7	5	▲	40%	
Immediate Roadside Prohibitions (Alcohol)	41	30	26	34	30	26	▲	15%	
Total	193	142	169	170	142	169	▼	-16%	
Drug Offences									
Possession	3	13	8	1	13	8	▲	63%	
Trafficking	1	4	2	0	4	2	▲	100%	
Total	4	17	10	1	17	10	▲	70%	
Other Offences									
Youth (*Excludes Traffic Offences)	4	7	4	4	7	4	▲	75%	
Total Weapons Violations	3	8	6	6	8	6	▲	33%	
Cybercrime	34	41	21	25	41	21	▲	95%	
Bylaws	44	47	39	42	47	39	▲	21%	
False Alarms (Dispatched)	66	62	86	59	62	86	▼	-28%	
TOTAL CALLS FOR SERVICE	2,043	2,139	2,129	2,116	2,139	2,129	►	0%	

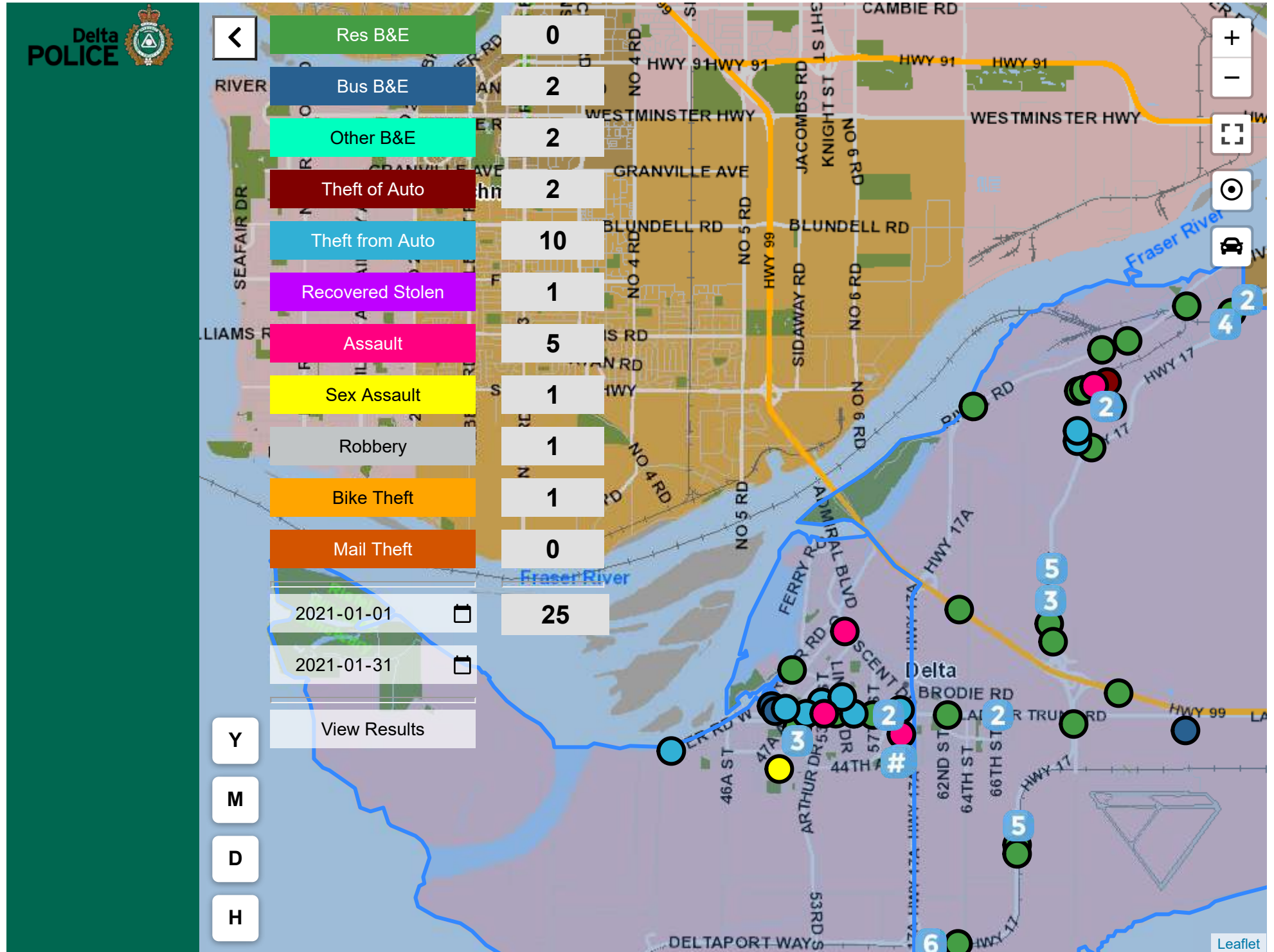
TFN (Zone 3) Statistics Report

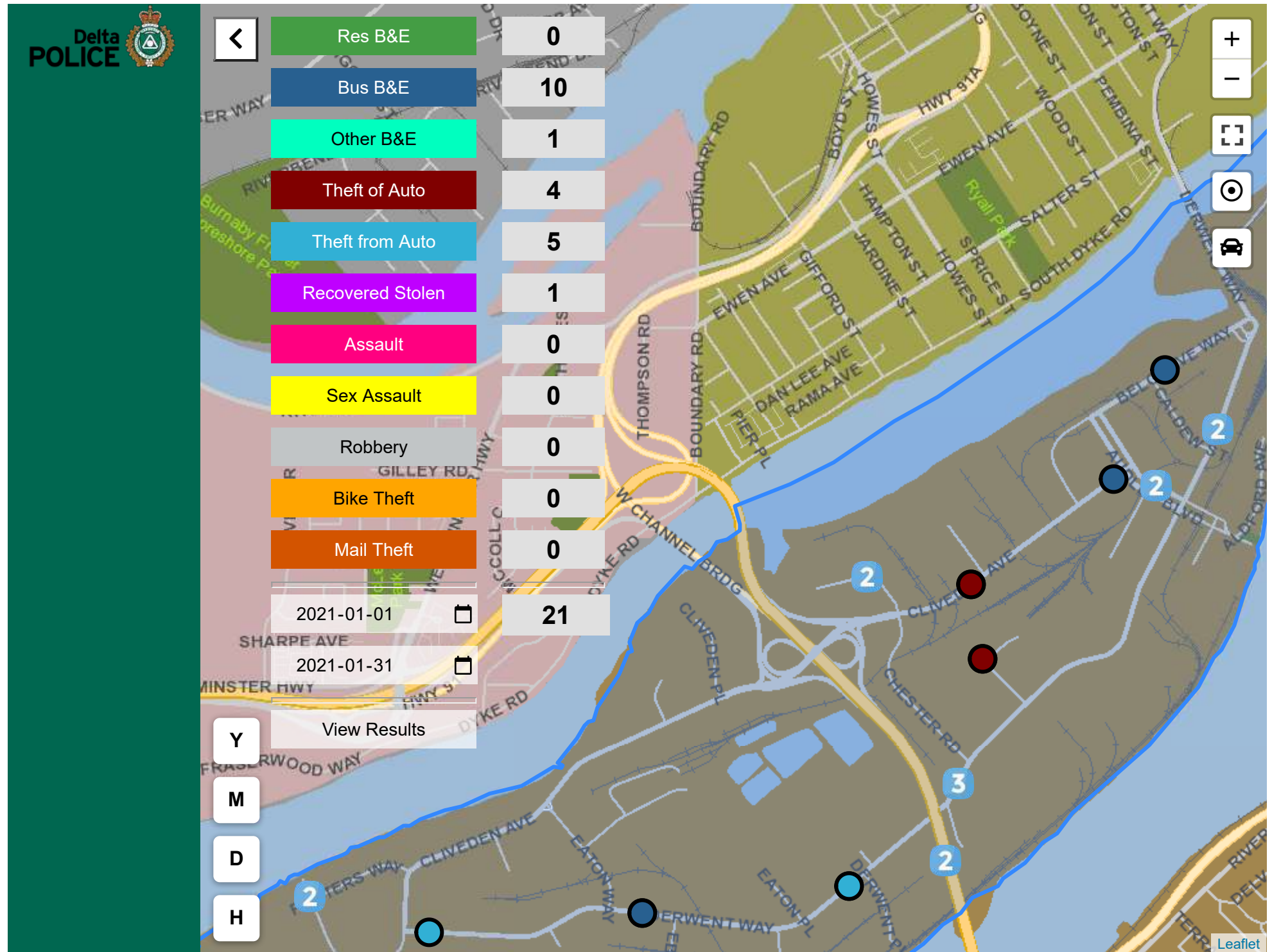
January 2021

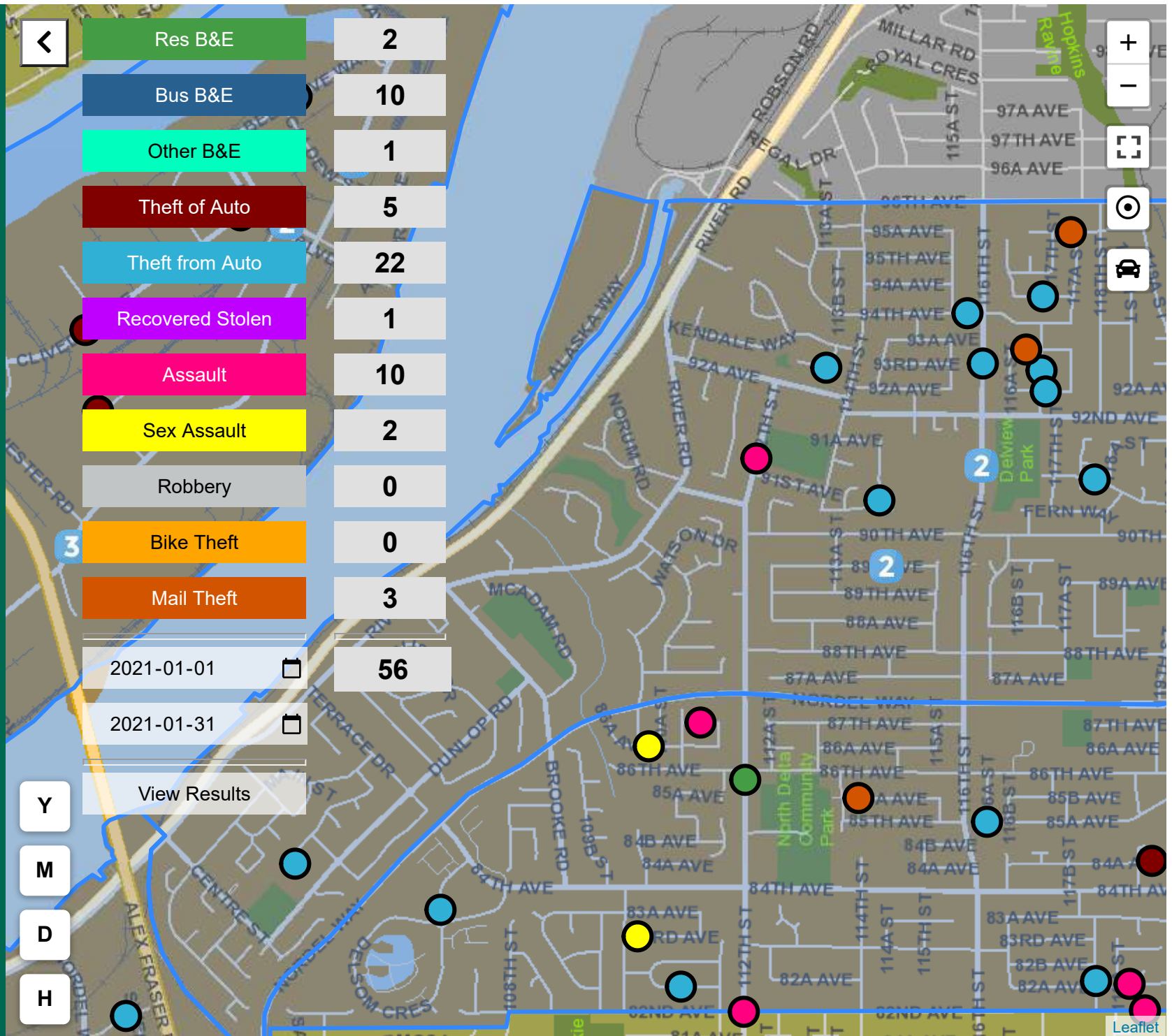
Crime Type	Dec-20	Jan-21	Jan 3YR AVG	YTD 2020	YTD 2021	YTD 3YR AVG	Trend	YTD % Change	Comments
Persons Offences									
Homicide	0	0	0	0	0	0	▶	0%	
Attempted Homicide	0	0	0	0	0	0	▶	0%	
Sexual Assault (Level I)	0	0	0	0	0	0	▶	0%	
Sexual Assault (Level II, Level III)	0	0	0	0	0	0	▶	0%	
Total Assaults (Common, Weapon, Aggravated)	2	0	0	0	0	0	▶	0%	
Robbery	0	0	0	0	0	0	▶	0%	
Total Person Offences	3	1	1	0	1	1	▶	0%	
Domestic Violence									
Domestic Violence (Includes Criminal Harassment, Utter Threats)	0	0	0	0	0	0	▶	0%	
Property Offences									
Break & Enter - Commercial	0	0	1	1	0	1	▼	-100%	
Break & Enter - Residential	0	2	1	0	2	1	▲	200%	
Theft of Vehicle	0	0	1	0	0	1	▶	0%	
Theft from Vehicle	1	1	3	5	1	3	▼	-80%	
Theft Over/Under \$5000	16	8	16	15	8	16	▼	-47%	
Mischief to Property Over/Under \$5000	0	1	1	2	1	1	▼	-50%	
Total Property Offences	18	13	25	24	13	25	▼	-46%	
Traffic Offences									
Fatal MVI	0	0	0	0	0	0	▶	0%	deaths = 0
Injury MVI	0	1	1	1	1	1	▶	0%	injured = 1
Roadside Suspensions - 215 Alcohol 24 hrs	0	0	0	0	0	0	▶	0%	
Roadside Suspensions - 215 Drugs 24 hrs	0	0	0	0	0	0	▶	0%	
Immediate Roadside Prohibitions (Alcohol)	3	3	1	2	3	1	▲	50%	
Total	3	4	2	3	4	2	▲	33%	
Drug Offences									
Possession	1	0	0	0	0	0	▶	0%	
Trafficking	0	0	0	0	0	0	▶	0%	
Total	1	0	0	0	0	0	▶	0%	
Other Offences									
Youth (Charged/Suspect Chargeable/ Recommended Charges)*Excludes Traffic Offences	1	1	1		1	1	▲	100%	
Total Weapons Violations	0	1	0	1	1	0	▶	0%	
Cybercrime	1	1	0	1	1	0	▶	0%	
Bylaws	2	2	1	0	2	1	▲	200%	
False Alarms (Dispatched)	9	11	7	6	11	7	▲	83%	
TOTAL CALLS FOR SERVICE	99	109	81	88	109	81	▲	24%	

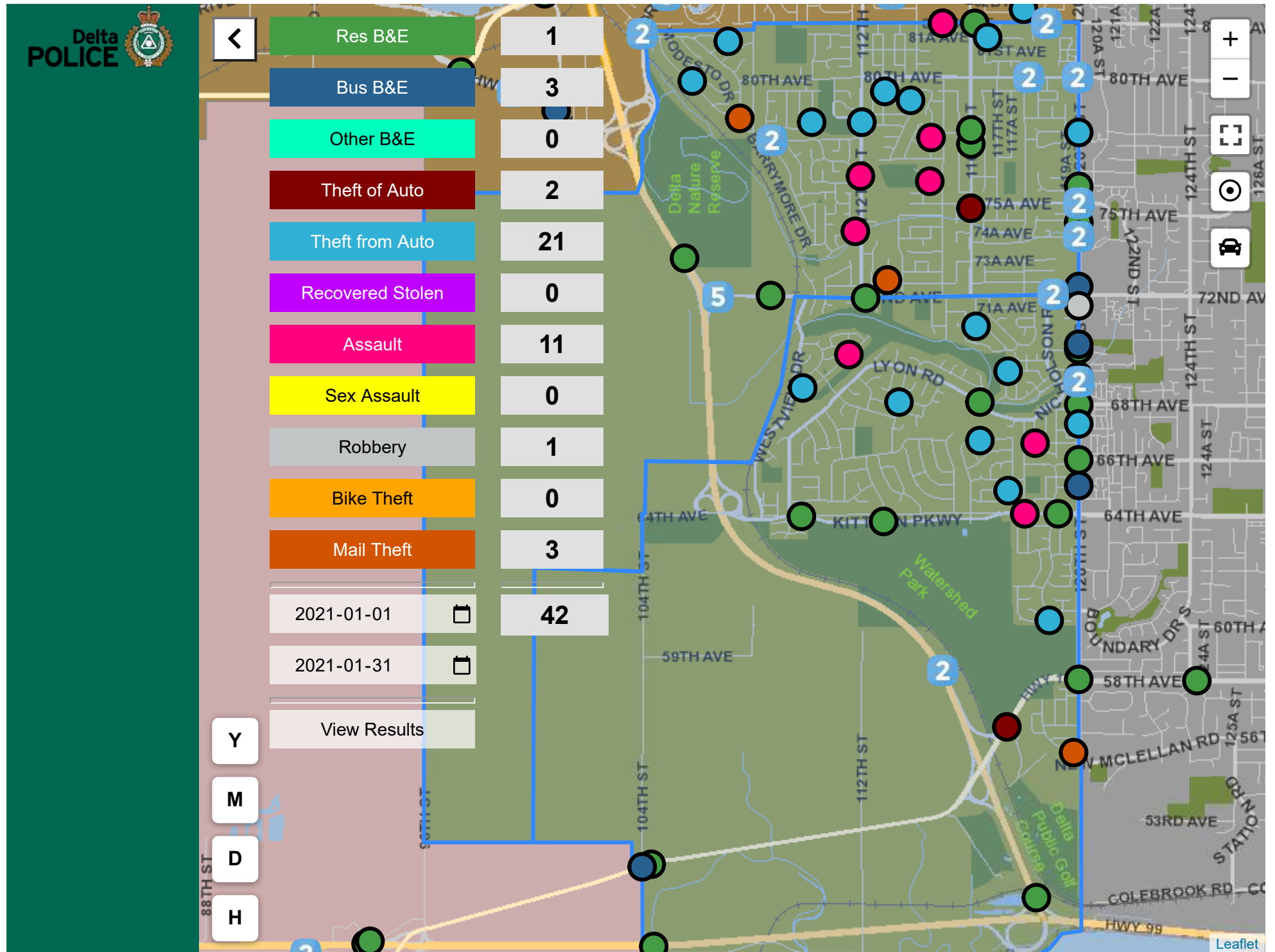












City of Delta
Payroll Overtime Data (prior to year end adjustment entries)
As of: 2020-12-31

		2020					2020 Year to Date							2019 Overtime Statistics				
		Overtime	Statutory Holiday	Standby Time	Total Month	Budget Month	Overtime	Statutory Holiday	Standby Time	Total YTD	Budget YTD	Variance YTD	% spent (YTD)	Budget Annual	Overtime YTD	Budget YTD	Overtime Annual	Budget Annual
1199	Police Fleet Mtce (Ops)	-	-	-	-	-	984	-	-	984	-	984	-	-	86	-	86	-
1305	Police Community Support	35,394	-	2,135	37,529	11,712	178,808	263	28,282	207,353	140,500	66,853	140,500	256,751	110,000	256,751	110,000	
1307	Police Comms/Media	2,018	-	-	2,018	413	14,008	161	-	14,169	5,000	9,169	5,000	8,327	9,500	8,327	9,500	
1312	Police PublicSafety Operations	585	-	-	585	212	5,669	-	336	6,006	2,500	3,506	2,500	(2,099)	2,500	(2,099)	2,500	
1331	Police TFN Policing	-	-	-	-	538	912	853	-	1,765	6,500	(4,735)	6,500	7,319	6,500	7,319	6,500	
1335	Police Administration	2,070	-	-	2,070	837	13,575	-	-	13,575	10,000	3,575	10,000	12,797	9,500	12,797	9,500	
1342	Police Ports Liaison	-	-	-	-	38	-	-	-	-	500	(500)	500	-	500	-	500	
1343	Police BC Justice Institute	-	-	-	-	-	-	702	-	702	-	702	-	1,387	-	1,387	-	
1345	Police Human Resources	5,842	-	-	5,842	8,462	152,009	585	190	152,784	101,500	51,284	101,500	127,955	124,500	127,955	124,500	
1349	Police Drug Section	-	-	-	-	2,750	809	-	146	955	33,000	(32,045)	33,000	33,950	33,000	33,950	33,000	
1350	Police Identification Section	-	-	-	-	163	506	256	3,056	3,818	2,000	1,818	2,000	74,872	71,000	74,872	71,000	
1351	Police Fraud Investigation	-	-	-	-	337	409	-	154	563	4,000	(3,437)	4,000	8,369	4,000	8,369	4,000	
1352	Police General Investigation	1,216	-	205	1,421	2,163	28,709	-	4,701	33,410	26,000	7,410	26,000	15,575	23,000	15,575	23,000	
1353	Police Intelligence Section	341	-	148	489	337	3,883	117	148	4,147	4,000	147	4,000	3,434	4,000	3,434	4,000	
1354	Police Crime Reduction Unit	1,058	-	-	1,058	3,913	66,195	-	146	66,342	47,000	19,342	47,000	49,580	47,000	49,580	47,000	
1356	Police Major Crimes Section	4,919	-	1,541	6,460	16,663	175,837	-	12,494	188,331	200,000	(11,669)	200,000	243,424	180,000	243,424	180,000	
1357	Police SeriousCrimes/SexOffenc	1,747	-	1,148	2,895	1,163	32,715	-	6,588	39,303	14,000	25,303	14,000	13,558	14,000	13,558	14,000	
1358	Police IMPACT (Sec)	794	-	154	948	2,462	20,477	-	2,764	23,241	29,500	(6,259)	29,500	38,727	29,500	38,727	29,500	
1359	PoliceProvTrafficProjects(Sec)	14,503	-	-	14,503	19,670	52,226	-	-	52,226	59,000	(6,774)	59,000	67,459	59,000	67,459	59,000	
1363	Police IRSU (Sec)	7,097	-	-	7,097	4,875	45,195	1,682	-	46,876	58,500	(11,624)	58,500	57,024	33,500	57,024	33,500	
1364	Police CFSEU (Sec)	13,471	-	-	13,471	11,038	98,266	829	154	99,248	132,500	(33,252)	132,500	52,794	132,500	52,794	132,500	
1367	Police DCPO ND	-	-	-	-	837	336	994	-	1,331	10,000	(8,669)	10,000	5,214	5,500	5,214	5,500	
1368	Police DCPO Ladner	-	-	-	-	212	307	154	-	461	2,500	(2,039)	2,500	1,406	2,500	1,406	2,500	
1369	Police DCPO Tsaw	409	-	-	409	212	1,228	154	-	1,382	2,500	(1,118)	2,500	2,150	2,500	2,150	2,500	
1370	Police School Liaison	268	-	-	268	538	4,215	797	-	5,012	6,500	(1,488)	6,500	11,043	6,500	11,043	6,500	
1371	Police Reserve Police	-	-	-	-	-	20,000	-	-	20,000	20,000	0	20,000	20,000	16,500	20,000	16,500	
1373	Police Victim Services	-	-	165	165	375	1,507	860	3,671	6,037	4,500	1,537	4,500	1,313	4,500	1,313	4,500	
1376	Police Information & Security	2,139	-	-	2,139	4,250	31,508	272	-	31,780	51,000	(19,220)	51,000	28,268	50,000	28,268	50,000	
1381	Police Truck Enforcement	-	-	-	-	337	80	322	-	402	4,000	(3,598)	4,000	1,192	4,000	1,192	4,000	
1383	Police Traffic Section	402	-	632	1,034	3,250	23,363	3,437	793	27,593	39,000	(11,407)	39,000	97,525	20,000	97,525	20,000	
1388	Police Patrol	51,608	15,637	-	67,244	46,038	355,000	96,261	175	451,436	552,500	(101,064)	552,500	416,142	552,500	416,142	552,500	
1390	Police Professional Standards	-	-	-	-	250	2,704	-	-	2,704	3,000	(296)	3,000	8,904	3,000	8,904	3,000	
1524	Police LMTT	-	-	-	-	4,587	15,435	-	-	15,435	55,000	(39,565)	55,000	55,972	55,000	55,972	55,000	
1540	Police VPD BCMUP (Sec)	-	-	-	-	-	992	-	-	992	-	992	-	5,099	118,000	5,099	118,000	
1579	Police Information Technology	-	-	-	-	587	5,177	-	-	5,177	7,000	(1,823)	7,000	12,220	5,000	12,220	5,000	
1584	Police Intelligence Management	-	-	-	-	38	-	-	-	-	500	(500)	500	-	500	-	500	
1594	Police UHU (Sec)	-	-	-	-	1,000	-	-	-	-	12,000	(12,000)	12,000	74,227	12,000	74,227	12,000	
1596	Police Youth Liaison	1,774	-	-	1,774	288	13,576	-	-	13,576	3,500	10,076	3,500	4,238	3,500	4,238	3,500	
1646	Police Cybercrime	-	-	-	-	413	717	-	-	717	5,000	(4,283)	5,000	-	-	-	-	
1680	Police Public Information Reps	3,401	2,055	-	5,456	7,386	14,774	17,600	-	32,374	88,500	(56,126)	88,500	29,157	86,500	29,157	86,500	
1681	Police LMD PDS (Sec)	9,331	1,042	-	10,374	1,837	86,635	4,968	834	92,631	22,000	70,631	22,000	97,337	22,000	97,337	22,000	
1682	Police LMD ERT (Sec)	5,970	-	4,038	10,008	6,712	33,085	244	26,119	59,448	80,500	(21,052)	80,500	57,438	80,500	57,438	80,500	
1683	Police RTIC-BC (Sec)	-	-	-	-	500	88	1,682	-	1,769	6,000	(4,231)	6,000	1,373	6,000	1,373	6,000	
1684	Police DeasIsland TrfServ(Sec)	-	-	-	-	-	-	-	-	-	-	-	-	-	5,000	-	5,000	
1685	Police TFN Service Team	-	-	-	-	3,038	8,561	4,899	-	13,460	36,500	(23,040)	36,500	21,677	6,500	21,677	6,500	
1686	Police INSET (Sec)	-	-	-	-	413	7,119	280	1,177	8,577	5,000	3,577	5,000	7,007	-	7,007	-	
1687	Police LMD FIS (Sec)	1,932	536	2,736	5,204	5,750	10,726	1,840	17,630	30,196	69,000	(38,804)	69,000	-	-	-	-	
Police		168,290	19,271	12,901	200,462	176,594	1,528,326	140,405	109,559	1,778,289	1,962,000	(183,711)	90.64%	1,962,000	2,030,190	1,961,500	2,030,190	1,961,500

RG B.3

Delta Police Department Financial Report

For the year ended December 31, 2020
Subject to final year end adjusting entries by City Finance

Operating Expenditures & Revenues

	Accrual for Expenditures/ Revenues		2020 Actuals (Adjusted)	2020 Budget	Variance (Fav)/Unfav (\$)	Variance (Fav)/Unfav (%)			Variance (Fav)/Unfav (\$)	Variance (Fav)/Unfav (%)
	2020 Actuals						2019 Actuals	2019 Budget		
Expenditures										
Administration Bureau	13,501,725	641,619	14,143,344	13,050,000	1,093,344	8.4%	13,294,624	12,678,500	616,124	4.9%
Investigations Bureau	5,720,180	149,824	5,870,004	7,014,500	(1,144,497)	-16.3%	6,511,306	6,998,000	(486,694)	-7.0%
Community Policing Bureau - Community Support	7,833,220	182,037	8,015,257	8,659,500	(644,243)	-7.4%	7,692,949	7,590,000	102,949	1.4%
Community Policing Bureau - Patrol	12,835,215	-	12,835,215	13,331,500	(496,285)	-3.7%	13,225,136	13,876,000	(650,864)	-4.7%
Police Secondments	3,146,637	-	3,146,637	3,455,000	(308,363)	-8.9%	2,648,940	2,529,000	119,940	4.7%
ECOMM	1,751,592		1,751,592	1,752,000	(408)	0.0%	-		-	
Wage bank accrual/DPA wage parity adjustment		775,500	775,500	-	775,500					
Total Expenditures	44,788,569	1,748,980	46,537,549	47,262,500	(724,952)	-1.5%	43,372,955	43,671,500	(298,545)	-0.7%
Revenues										
Recovered Services	(6,202,491)	(334,566)	(6,537,057)	(6,705,000)	167,943	2.5%	(6,044,335)	(5,745,000)	(299,335)	-5.2%
Fines and Fees	(569,870)	347,734	(222,136)	(230,000)	7,864	3.4%	(292,207)	(220,000)	(72,207)	-32.8%
Grants	(1,962,138)	-	(1,962,138)	(1,654,500)	(307,638)	-18.6%	(1,703,254)	(1,645,500)	(57,754)	-3.5%
Other Recoveries and Miscellaneous	(206,340)	-	(206,340)	(90,000)	(116,340)	-129.3%	(170,852)	(80,000)	(90,852)	-113.6%
Total Revenue	(8,940,839)	13,168	(8,927,671)	(8,679,500)	(248,171)	-2.9%	(8,210,648)	(7,690,500)	(520,148)	-6.8%
Operating Tax Draw	35,847,730	1,762,148	37,609,878	38,583,000	(973,123)	-2.5%	35,162,307	35,981,000	(818,693)	-2.3%

Capital

	2020 Actuals	2020 Budget	Variance (Fav)/Unfav (\$)
Expenditures			
Vehicle Purchases - 2020 Budget	-	688,000	(688,000)
Vehicle Purchases - 2019 Budget	623,826	647,000	(23,174)
Armoured Vests, Furniture, Computers, Software	163,535	178,000	(14,465)
Training Simulator	180,000	180,000	-
Cannabis Roadside Testing Devices	-	112,000	(112,000)
Total Expenditures	967,361	1,805,000	(837,639)



BRITISH
COLUMBIA

February 1, 2021

His Worship George V. Harvie
Chair, Delta Police Board
4455 Clarence Taylor Crescent
Delta BC V4K 3E1
Email: jram@deltapolice.ca

Dear Mayor Harvie:

Thank you for your December 7, 2020 letter, regarding the demands for police recruit training in British Columbia and the current capacity at the Justice Institute of British Columbia Police Academy (JIBC PA). I have worked collaboratively with my colleague, the Honourable Anne Kang, Minister of Advanced Education and Skills Training, to provide one response from our respective ministries.

As you know, policing in British Columbia is a shared responsibility between the Province and municipalities, and JIBC PA is primarily funded through an annual provincial grant and tuition fees. In 2019/20, the Ministry of Public Safety and Solicitor General (PSSG) provided \$2,495,000 to support police training. This is in addition to the \$13,906,320 operating grant that the Ministry of Advanced Education and Skills Training (AEST) provided JIBC for overall operations.

With regards to the City of Surrey's transition to a municipal police department, JIBC is creating their own plan to accommodate the influx of new recruits. We know that the transition will increase JIBC's operational demands and are working with their institutional leadership to complete the level of financial analysis required.

Earlier this year, PSSG requested that the JIBC PA not proceed with recruit intake until early June 2020 in order to enforce physical distancing requirements to stop the spread of COVID-19. The JIBC PA successfully restarted training in June with the necessary adaptations and has indicated they worked closely with the BC Association of Municipal Chiefs of Police (BCAMCP) to allocate seats in a fair and equitable manner for the September 2020 class. JIBC has indicated to stakeholders that they will be engaging in discussions throughout 2021 and will be requesting annual three-year projections from each police department. JIBC has advised that this information will assist with optimizing class sizes to meet recruiting needs and allow the PA to effectively manage training requirements.

.../2

His Worship George V. Harvie
Page 2

We can assure you that PSSG and AEST staff will support JIBC in discussions over challenges related to the 2020/21 budget, and as institutional leadership collaborate with police stakeholders such as the BCAMCP and BC Association of Police Boards (BCAPB) to develop a sustainable business and funding model for the long term. As you are aware, from your department's participation on the JIBC Curriculum Improvements Steering Committee, this model will also consider the work being done at the PA to improve the recruit curriculum and ensure it is meeting the needs of communities and stakeholders in British Columbia.

As you may know, on December 9, 2020, the Legislative Assembly re-appointed a Special Committee on Reforming the *Police Act* (the *Act*) to examine, inquire, and provide recommendations on:

- Reforms related to the modernization and sustainability of policing under the *Act*, including funding;
- Role of police with respect to complex social issues including mental health and wellness, addictions and harm reduction;
- Scope of systemic racism within British Columbia's police agencies; and,
- Whether there are measures necessary to ensure a modernized *Act* is consistent with the United Nations Declaration on the Rights of Indigenous Peoples.

We look forward to receiving these recommendations, including any in relation to police training. As this work is underway, we will align our efforts and continue to support a collaborative relationship with our partners, including the BCAMCP and the BCAPB, to ensure public safety training is of the highest quality.

Sincerely,



Mike Farnworth
Minister of Public Safety
and Solicitor General



Anne Kang
Minister of Advanced Education and Skills
Training



CHAIR OF THE POLICE BOARD

FROM THE DESK OF MAYOR GEORGE V. HARVIE

December 7, 2020

* VIA E-MAIL: PSSG.Minister@gov.bc.ca

The Honourable Mike Farnworth, MLA
Minister of Public Safety and Solicitor General (PSSG)
PO Box 9010 Stn Prov Gov
Victoria, BC V8W 9E2

Dear Minister Farnworth:

RE: Capacity and Funding Gaps at the JIBC

As you are aware, the Justice Institute of British Columbia (JIBC) provides police recruit training to all municipal police departments in British Columbia. The JIBC, located in New Westminster, provides training in policing, firefighting, probation, driver education, corrections, paramedicine, security, sheriffs and a variety of other areas of study. Demands for improvement, training and development are consistently increasing in all disciplines, including police recruit training at the JIBC Police Academy.

On September 18, 2020, the Honorable Mike Farnworth, Minister of Public Safety and Solicitor General, contacted all Mayors of Cities with municipal Police Boards and outlined policing priorities, goals and objectives for policing and law enforcement across British Columbia. This written communication outlined a number of priorities for the municipal Police Boards and accordingly, police departments, to assess and further strengthen relationships and public trust. One of the ten key priority items was for Police Boards to remain engaged with the JIBC to ensure recruiting needs are being met and appropriately budgeted for. The Delta Police Department (DPD) is working with a committee representing different agencies, to identify and address gaps within the JIBC curriculum and operations. However, this does not meet the DPD's current or future needs and lacks urgency as the challenges relating to recruit training are time sensitive.





CHAIR OF THE POLICE BOARD

FROM THE DESK OF MAYOR GEORGE V. HARVIE

The Police Academy has not seen a provincial grant increase for ten years and this has resulted in elimination of positions and decrease in secondments to keep the budget stable. Additionally, the Police Academy has been operating at a \$700,000 to \$800,000/yearly deficit over the past two years. The 2019 deficit was balanced with \$800,000 in special funding. For 2020, however, there is no special funding forthcoming and a deficit is being projected.

These challenges are being compounded by the COVID-19 restrictions which led to reduced seat availability and modified instruction plans for 2020. The JIBC was not able to meet the needs of the DPD with sufficient recruit training in 2020. With the development of the Surrey Police Service (SPS), the Delta Police Board has growing concerns about the JIBC's ability to meet the training needs of municipal police departments under the current funding model and structure.

In 2021 and into the foreseeable future, there will be an unprecedented demand for police training in British Columbia. The SPS will begin to recruit and enroll a large number of recruits for training at the JIBC. This will require additional funding and resources. As the JIBC is already operating at deficits and shortages of resources, the Delta Police Board is concerned that these costs will be applied to all municipal police departments. The Delta Police Board believes a strategic plan in collaboration with all stakeholders is required immediately to avoid a policing resources and funding crisis in British Columbia.

The DPD and Delta Police Board are committed to working collaboratively with our policing partners and stakeholders in seeking solutions to these ongoing training challenges.

Regards,

A handwritten signature in blue ink that reads "George V. Harvie". The signature is stylized and written in a cursive-like font.

Mayor George V. Harvie,
Chair, Delta Police Board

cc: Delta Police Board
Chief Constable Neil Dubord
Ms. Brenda Butterworth-Carr, Assistant Deputy Minister & Director Policing and Security





CHAIR OF THE POLICE BOARD

FROM THE DESK OF MAYOR GEORGE V. HARVIE

Branch, PSSG

Ms. Anne Kang, Assistant Deputy Minister, Ministry of Advanced Education, Skills and Training

Dr. Michel Tarko, CEO and President, JIBC



January 26, 2021

Mayor George Harvie
Delta Police Board
4455 Clarence Taylor Crescent
Delta, BC
V4K 3E1

Dear Mayor Harvie,

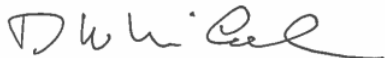
On January 25, 2021, I along with Vince Lalonde, Surrey's City Manager had an opportunity to tour the Regional Municipal Training Centre.

The facility, and in particular the Simulator is an exceptional asset and we appreciated experiencing it first hand. Your Police Officers took us through a variety of scenarios which were enlightening.

I wanted to take an opportunity to thank your officers for taking the time to show us the simulator, including Staff Sergeant Mo Parry, Sergeant Clayton Ennis and Constable Aaron Hill. They are clearly committed to the philosophies of de-escalation and we were impressed by the principles espoused by the Delta Police Department.

Again thank you, and we look forward to working with you and your Police Board in the future.

Sincerely,



Mayor Doug McCallum
Chair, Surrey Police Board



January 27, 2021

Ref: 614520

Deputy Commissioner, Commanding Officer, RCMP "E" Division
Chief Constables of Municipal Police Departments
Chairs of Municipal Police Boards
Chief Officer, SCBCTA Police Service
Chair, SCBCTA Police Services Board
Chief Officer, Stl'atl'imx Tribal Police Service
Chair, Stl'atl'imx Tribal Police Services Board

Dear Sirs/Madams:

I am writing to advise of changes to the *BC Provincial Policing Standards* (BCPPS) related to intermediate weapons and restraints. These changes were discussed with the Advisory Committee on Provincial Policing Standards during meetings throughout 2020 and approved by the Solicitor General on January 18, 2021. Copies of the new and amended sections are enclosed and an overview of the changes is as follows:

BCPPS 1.2.1P Intermediate Weapon and Restraint Approval Process (Policy Directive) (Attachment 1)

This policy directive, in place since 2012, sets out the processes for police agencies obtaining provincial approval for intermediate weapons and restraints. A new process has been added for intermediate weapons or restraints that are similar to a previously approved intermediate weapon or restraint, which will streamline the time from application to approval while maintaining rigor on each assessment. Similar Intermediate Weapons will include those with similar characteristics to previously approved weapons and do not require substantial changes to training materials.

BCPPS 1.2.2 Intermediate Weapons (Attachment 2)

This BCPPS, in place since 2012, specified that only intermediate weapons approved by the Director of Police Services could be used. Intermediate weapons that were already in use prior to the standard taking effect were exempted. Policing and Security Branch canvassed police agencies regarding all such weapons in 2012, and these were added to a list of approved intermediate weapons maintained by the Branch. The list identified specific makes and models.

.../2

Moving forward, the list has been updated to identify approved categories and specifications of intermediate weapons, rather than makes and models, and the list has been appended to the standard. Police agencies will be permitted to use any intermediate weapon that is consistent with the description and specifications on the list of approved intermediate weapons. Intermediate weapons that are not consistent with the list will require a request for approval using the process for either a New Intermediate Weapon, or a Similar Intermediate Weapon, set out in BCPPS 1.2.1P.

The exemption for intermediate weapons that were already in use prior to the standard first taking effect in 2012 has been removed as these weapons have been incorporated in the list of approved intermediate weapons.

BCPPS 1.2.3 Restraints (Attachment 3)

This is a new BCPPS governing restraints, which mirrors BCPPS 1.2.2 Intermediate Weapons. The standard includes:

- Key definitions;
- Training and recertification requirements for approved restraints;
- Key safety considerations to be addressed in training; and
- Appending a list that identifies and describes the types of restraints that have been approved by the Director or were in use when Policing and Security Branch canvassed police agencies regarding restraints in 2012.

The new and amended BCPPS are enclosed with this correspondence and will be posted in the near future on <https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>.

If you have any questions about the new or amended BCPPS, please contact Mike Massine, Senior Program Manager, Policing and Security Branch (mike.massine@gov.bc.ca).

Thank you in advance for your attention to these matters.

Regards,



Wayne Rideout
Acting Assistant Deputy Minister
And Director of Police Services
Policing and Security Branch

Attachments Attachment 1 - BCPPS 1.2.1P Intermediate Weapon and Restraint Approval Process (Policy Directive)
 Attachment 2 - BCPPS 1.2.2 Intermediate Weapons
 Attachment 3 – BCPPS 1.2.3 Restraints



Section 1.0 – Use of Force	Page 1 of 6
Sub Section 1.2 – Intermediate Weapons and Restraints	Effective: January 30, 2012
Subject 1.2.1P – Intermediate Weapon and Restraint Approval Process	Revised: February 1, 2015, and January 18, 2021

Definitions

"Director" – the Director of police services referred to in section 39 (1) of the *Police Act*.

"Intermediate Weapon" – a weapon whose normal use is not intended or likely to cause serious injury or death. Impact weapons, aerosols, and conducted energy weapons fall within this category. Intermediate Weapons may also be referred to as less-lethal weapons.

"Restraint" – any mechanical device or system that when used in its ordinary and intended manner restricts the normal physical activity or range of motion of an individual in part or in whole.

"Approved Intermediate Weapon or Restraint" – an Intermediate Weapon or Restraint that has been approved by the director of police services.

"New Intermediate Weapon or Restraint" – an Intermediate Weapon or Restraint that has not been approved by the Director and does not have a similar function or operation to an Approved Intermediate Weapon or Restraint.

"Similar Intermediate Weapon or Restraint" – an Intermediate Weapon or Restraint that has not been approved by the Director but has a similar function or operation to an Approved Intermediate Weapon or Restraint.

Policy Directive

In accordance with Standard (1) of *BCPPS 1.2.2 Intermediate Weapons* and *BCPPS 1.2.3 Restraints*, the chief constable, chief officer, or commissioner must ensure that any Intermediate Weapon or Restraint carried and used by officers of their police force has been approved by the Director. A list of Approved Intermediate Weapons and Restraints is appended to the standards referred to above. A chief constable, chief officer or commissioner may request that an Intermediate Weapon or Restraint be added to the list of Approved Intermediate Weapons and Restraints through one of the following processes: (1) Application for a New Intermediate Weapon or Restraint or (2) Application for Similar Intermediate Weapon or Restraint.

Application for a New Intermediate Weapon or Restraint

Initial application

- (1) A police force that identifies a potential need or use for a New Intermediate Weapon or a Restraint that has not previously been approved and is not similar in function or operation to a previously Approved Intermediate Weapon or Restraint must apply to the Director for approval. A separate application is required for each New Intermediate Weapon or Restraint for which approval is requested.
- (2) The Director will consider applications that include a written rationale and supporting documentation for the New Intermediate Weapon or Restraint such as any existing information, specifications, and research regarding the New Intermediate Weapon or Restraint. In order to be considered, the following should be included in the application:
 - (a) Why the New Intermediate Weapon or Restraint is needed;
 - (b) How it functions;
 - (c) The range of possible uses and its methods of deployment;
 - (d) Analysis of its identified potential health effects or injury potential;
 - (e) Analysis of possible training, recertification and qualification options and implications;
 - (f) A summary of existing research respecting the use of the New Intermediate Weapon or Restraint;
 - (g) Analysis of possible legal issues and safety standards;
 - (h) Analysis of costs including initial procurement, replacement, training, storage, and maintenance involved in the implementation;
 - (i) Where available, analysis of alternative options to introducing the New Intermediate Weapon or Restraint, such as changes to training, policy or procedures, or facility renovations that would achieve a similar purpose; and
 - (j) The manufacturer's formal statement on its safety and intended use. At a minimum, this should include the following where available:
 - (i) Efficacy;
 - (ii) Intended use;
 - (iii) Recommended policy considerations concerning its use;
 - (iv) Safety of the New Intermediate Weapon or Restraint and any cautions or restrictions on use; and
 - (v) Any potential impacts, short or long term, that are currently uncertain or unknown.

Intermediate Weapon and Restraint advisory panel

- (3) Once an application is received from a police force, the Director will strike an Intermediate Weapon and Restraint advisory panel, coordinated by Police Services Division (PSD). The

Director will establish Terms of Reference for the panel, which will address at minimum that: the composition and makeup of the panel, determined by the Director, will include a mix of law enforcement and non-law enforcement representatives; panel participants must disclose any conflicts of interest they have, including direct or indirect financial interests in the manufacturer of the New Intermediate Weapon or Restraint; the panel may consult with police and non-police subject matter experts, who must disclose any conflicts of interest they have, including direct or indirect financial interests in the manufacturer of the New Intermediate Weapon or Restraint, for more information; the panel will consider the need to invite written submissions from the public; and minutes must be kept of the proceedings of the panel.

- (4) The panel will make a written recommendation to the Director to either reject the New Intermediate Weapon or Restraint or support a field trial of the New Intermediate Weapon or Restraint. Consistent with the panel's Terms of Reference, the panel should consider the following criteria:
 - (a) The New Intermediate Weapon or Restraint is effective and not likely to cause grievous bodily harm or death;
 - (b) The New Intermediate Weapon or Restraint is affordable;
 - (c) Officer training is available;
 - (d) Maintenance procedures for the New Intermediate Weapon or Restraint are available (e.g., repairs, recharging, storage and testing);
 - (e) For a New Intermediate Weapon, the accuracy in the targeting of the weapon is acceptable;
 - (f) The onset time of incapacitation, the time period for incapacitation, and the degree of incapacitation are acceptable;
 - (g) The effects on the physical condition and health of the subject are minimized;
 - (h) The source (manufacturer and/or distributor) of the New Intermediate Weapon or Restraint does not create significant public interest issues;
 - (i) Independent research on the effects of the New Intermediate Weapon or Restraint is available;
 - (j) Written submissions from the public, community groups, stakeholders, as well as law enforcement agencies; and
 - (k) Any other criteria considered relevant by the panel.
- (5) Consistent with the Terms of Reference, the panel may establish conditions for a field trial, including:
 - (a) Whether the field trial is to be conducted in the applicant or another police force, or more than one police force; and
 - (b) The duration of the field trial, which must not be less than one month and ideally be six to ten months in duration.

RG B.5a

- (6) Consistent with the Terms of Reference, the panel's recommendation will be determined by the majority opinion; unanimous agreement by all members of the panel will not be required.

Field trial

- (7) The Director will review the panel's recommendations and either reject the New Intermediate Weapon or Restraint or authorize a field trial. The field trial must be conducted, and an evaluation performed collaboratively by the police force and the director. The director will specify parameters for the field trial, including:
 - (a) Any conditions recommended by the panel under (6), above;
 - (b) Responsibility for costs associated with the field trial;
 - (c) The data that must be collected during the field trial on a form approved by the director, including but not limited to:
 - (i) Usage information,
 - (ii) Medical effects monitoring, and
 - (iii) Data on complaints, if any; and
 - (d) The requirements for a written evaluation report.

Decision

- (8) Following the field trial, the Director will reconvene the panel to review the results of the field trial and the evaluation report. The panel will make a final recommendation to approve or reject the New Intermediate Weapon or Restraint for use in British Columbia.
- (9) The Director shall have final determination whether to approve the New Intermediate Weapon or Restraint.
- (10) The Director shall make their final determination within two months of the conclusion of the field trial.
- (11) The Director will document their reasons for decision in writing.

Commencing use

- (12) When a New Intermediate Weapon or Restraint is approved for use in BC, the Director will develop standards for the New Intermediate Weapon or Restraint and/or where appropriate amend existing standards relevant to the New Intermediate Weapon or Restraint.
- (13) A police service may not use the New Intermediate Weapon or Restraint until:
 - (a) The Director has established *BC Provincial Policing Standards* for the New Intermediate Weapon or Restraint; and

- (b) The police force has established policies and procedures for the New Intermediate Weapon or Restraint that are consistent with the *BC Provincial Policing Standards*.

Application for a Similar Intermediate Weapon or Restraint

- (14) A police force that identifies a potential need or use for an Intermediate Weapon or Restraint that is similar in function or operation to an Approved Intermediate Weapon or Restraint must apply to the Director for approval. A separate application is required for each Similar Intermediate Weapon or Restraint for which approval is requested. The Director will consider applications that include a written rationale and supporting documentation of any existing information, specifications, and research regarding the Similar Intermediate Weapon or Restraint. At minimum the police force must provide information as to :
 - (a) Why the Similar Intermediate Weapon or Restraint is needed;
 - (b) How it functions;
 - (c) The range of possible uses for the Similar Intermediate Weapon or Restraint and its methods of deployment;
 - (d) Analysis of identified potential health effects or injury potential associated with the Similar Intermediate Weapon or Restraint;
 - (e) Analysis of possible training, recertification and qualification options and implications to existing training, recertification and qualification options for Approved Intermediate Weapons or Restraints;
 - (f) A summary of existing research respecting the use of the Similar Intermediate Weapon or Restraint;
 - (g) Analysis of possible legal issues and safety standards;
 - (h) The manufacturer's formal statement on the Similar Intermediate Weapon or Restraint's safety and intended use. At a minimum, including where available:
 - (i) Efficacy of the Similar Intermediate Weapon or Restraint;
 - (ii) Intended use of the Similar Intermediate Weapon or Restraint;
 - (iii) Recommended policy considerations concerning the Similar Intermediate Weapon or Restraint's use;
 - (iv) Safety of the Similar Intermediate Weapon or Restraint and any cautions or restrictions on use; and
 - (v) Any anticipated impacts of the Similar Intermediate Weapon or Restraint, short or long term, that are currently uncertain or unknown.
- (15) Upon reviewing the written request, the Director will determine whether to:
 - (a) Approve the Similar Intermediate Weapon or Restraint;
 - (b) Require a field trial; or

RG B.5a

- (c) If the director determines there is insufficient similarity to an Approved Intermediate Weapon or Restraint, require the application to go through the process for a New Intermediate Weapon or Restraint.
- (16) The Director may establish conditions for a field trial, including:
 - (a) Whether the field trial is to be conducted in the applicant or another police force, or more than one police force; and
 - (b) The duration of the field trial, which must not be less than one month and ideally be two to four months in duration.
- (17) The Director shall have final determination whether to approve the Similar Intermediate Weapon or Restraint.
- (18) The Director shall make their final determination within six months of receipt of the initial application.
- (19) The Director will document their reasons for decision in writing.
- (20) The Similar Intermediate Weapon or Restraint shall not be used in an operational setting by the police service until the Director has provided written approval to the chief constable, chief officer, or commissioner to use the Similar Intermediate Weapon or Restraint.



Section 1.0 – Use of Force	Page 1 of 8
Sub Section 1.2 – Intermediate Weapons and Restraints	Effective: January 30, 2012
Subject 1.2.2 – Intermediate Weapons	Revised: February 27, 2020, and January 18, 2021

Definitions

"Director" – the Director of police services referred to in section 39 (1) of the *Police Act*.

"Conducted Energy Weapon" or "CEW" – a weapon designed to use a conducted electrical current in order to incapacitate a person, or to generate compliance through pain.

"Intermediate Weapon" – a device intended or designed to be used as a weapon, but for which the use is not intended or likely to cause serious injury or death. Impact weapons, aerosols and Conducted Energy Weapons fall within this category. Intermediate Weapons may also be referred to as less-lethal weapons.

"Officer" - a constable appointed under the *Police Act* or an enforcement Officer appointed under s. 18.1 of the *Police Act*.

Standards

The chief constable, chief officer, or commissioner:

Approved Intermediate Weapons

- (1) Must ensure that the only Intermediate Weapons carried or used by Officers of their police force have been approved by the Director (see also *BCPPS 1.3.2 Approved CEW Models*). See APPENDIX "A" for a list of approved Intermediate Weapons, their descriptions, and approved specifications.

Maintenance of Intermediate Weapons

- (2.1) Must ensure that each Intermediate Weapon in the inventory of their police force is maintained in good working order.
- (2.2) Must ensure that each Intermediate Weapon is securely stored when not in use.

Training, qualification, and requalification

- (3) Must ensure an Officer successfully completes a training course required by the chief constable, chief officer or commissioner and is qualified to use an Intermediate Weapon before the Officer may be authorized to carry and use that weapon under Standard (1) above (see also *BCPPS 3.2.1 CEW Operator Training*).
- (4) Must ensure any Officer authorized to carry and use an Intermediate Weapon under Standard (1) above is requalified to use that weapon at least once every three years unless otherwise required by *BCPPS* dealing specifically with that Intermediate Weapon (see also *BCPPS 3.2.1 CEW Operator Training*).
- (5) Must ensure that written records are maintained of the Intermediate Weapons training and requalification courses completed by each Officer in the police force.

Off duty carrying of Intermediate Weapons

- (5.1) Must ensure that Officers carry their issued Intermediate Weapons only when on assigned duty, unless otherwise authorized in writing or described in policy.

Policies and procedures

- (6) Must ensure policies and procedures are consistent with these *BC Provincial Policing Standards*.



Section 1.0 – Use of Force	Page 3 of 8
Sub Section 1.2 – Intermediate Weapons and Restraints	Effective: January 18, 2021 Revised: n/a
Subject 1.2.2 – Intermediate Weapons – Appendix 'A'	

Appendix "A" for BCPPS 1.2.2 Intermediate Weapons

List of Approved Intermediate Weapons

Version 1.0

2021 / 01 / 18

INTERMEDIATE WEAPON	DESCRIPTION	APPROVED SPECIFICATIONS
Baton (Expandable/Collapsible and Straight)	<p>An expandable/collapsible baton is a cylindrical club with a cylindrical outer shaft containing telescoping inner shafts that lock into each other when expanded. One end section has a foam or similar grip surface. The last section has a weighted cap at the striking tip. The sections open with manual or centrifugal force and lock together with a friction lock or locking collars at each joint. The sections release with either a spring-loaded button or by manually generated downward force, striking the tip on a hard surface. It is carried in a scabbard on the belt of police Officers and used as a compliance tool and defensive weapon by police Officers.</p> <p>A straight baton is a one-piece cylindrical club that is carried as a compliance tool and defensive weapon by police Officers.</p>	<p>Approved models of expandable/collapsible and straight batons are fabricated from metal or other rigid material and are available in lengths of between 12 to 36 inches (30 to 100 cm).</p>
Conducted Energy Weapon (CEW)	<p>A weapon that when discharged uses a conducted electrical current in order to incapacitate a person, or to generate compliance through pain.</p>	<p>BCPPS 1.3.2 identifies specific CEW models approved for use by police in British Columbia.</p> <p>Approved CEW models can attach one cartridge only, have a single horizontal laser sight, fixed rear and front mechanical sights, and an ambidextrous safety switch.</p> <p>Approved CEW models fire two probes by expelling compressed nitrogen capsules, from a single use detachable cartridge which are attached by up to 25 feet (7.62 meters) of conductive wires. The top probe travels</p>

		<p>horizontally in line with the laser sight while the bottom probe travels downward at an eight-degree angle to the intended target.</p> <p>Approved CEW models can also be deployed in direct contact with the intended subject, with the cartridge on or removed.</p> <p>The electrical output of approved CEW models must be within the parameters contained in Appendix "A", attached to BCPPS 1.3.5 CEW Testing.</p>
Oleoresin Capsicum (OC) or Pepper Spray	<p>Oleoresin Capsicum (OC) Spray is an oily organic resin derived from the fruit of plants in the Capsicum genus, such as chilli peppers. When the plants are finely ground, capsicum oleoresin is formed after the extraction process of capsaicin using organic solvents such as ethanol. This agent can be delivered in many forms.</p>	<p>Approved deployment forms of OC weapons include:</p> <p>Blast Dispersion Cartridge: Delivers a cloud of micro pulverized OC powder.</p> <p>Micro pulverized Dust Disbursement Device/Ferret: Are free from the effects of fire, concussion, or fragmentation. Can be thrown, launched, or air-dropped and has a variable expulsion delay mechanism, which, when fired, drives a piston forcing the micro pulverized capsaicin dust payload through a machined discharge port. These forms are also capable of penetrating structures.</p> <p>Aerosol Projector: Contains a substance enclosed under pressure and able to be released as a fine spray, typically by means of a propellant gas.</p> <p>Fog: A spray pattern that is denser than aerosol.</p> <p>Pepper Foam: A uniquely formulated OC solution in which the OC is encapsulated with a surfactant, giving it a rigid jet foam dispersion.</p>

CS or Tear Gas	CS is the common name for orthochlorbenzalmalononitrile, a fine white powder, about the consistency of talcum powder, and it must be spread with some type of dispersing agent. CS Gas is commonly referred to as "Tear Gas".	<p>Blast Dispersion Cartridge: Designed to deliver a cloud of micro pulverized CS "tear gas" irritant powder.</p> <p>Mulcropulverized Dust Disbursement Device/Ferret: Are free from the effects of fire, concussion, or fragmentation. Can be thrown, launched, or air-dropped and has a variable expulsion delay mechanism, which, when fired, drives a piston which forces the micro pulverized capsaicin dust payload through a machined discharge port. These forms are also capable of penetrating structures.</p> <p>Aerosol: A substance enclosed under pressure and able to be released as a fine spray, typically by means of a propellant gas.</p> <p>Fog: A spray pattern that is denser than aerosol.</p>
Less-lethal Disbursement Device	<p>Less-lethal Disbursement Devices are most commonly used in tactical or crowd management situations and are designed with indoor/outdoor operations in mind. They are most effective when used in confined areas and close to the target area to minimize the risks to all parties through pain compliance, temporary discomfort and/or incapacitation of potentially violent or dangerous subjects. Less-lethal Disbursement Devices can discharge small rubber or plastic pellets, irritant gasses (OS, CS), or smoke.</p> <p>Disbursement Devices can be hand thrown, launched, or</p>	<p>Approved models may have a body composed either of sheet steel with emission holes on the top and bottom capable of discharging OC/CS irritants, or smoke (available in many colours), or a rubber body containing a fuse, a separating fuse body, a black powder separation charge, a pressed black powder delay, a bursting charge of flash powder, or rubber pellets.</p> <p>Approved launchers include an attachment to 12 gauge, 37- or 40-mm launchers.</p> <p>Approved "Gas Injector Units" attach to the end of a ram bar at the front of a tactical vehicle and are designed to penetrate the surface of a structure with a steel jackhammer "needle" and inject agents, including smoke, into a structure.</p>

	OC/CS irritant and smoke Disbursement Devices can also be inserted through structural barriers using a gas injector unit.	
Extended Range Impact Weapons/Kinetic Energy Impact Projectile	<p>Extended Range Impact Weapon (ERIW): The ERIW consist of a device firing a special projectile designed to gain compliance, overcome resistance, or prevent serious injury or death.</p> <p>Kinetic Energy Impact Projectile (KEIP): Flexible or non-flexible projectiles, which are intended to gain compliance or incapacitate a subject through pain compliance, with a reduced potential for causing death or serious injury when properly used.</p>	<p>Approved models include multi or single-shot launchers in 12 gauge, 37 or 40mm capable of discharging the following approved munitions:</p> <p>"RUBBER & PLASTIC BULLETS or PELLET ROUNDS" are solid spherical, or cylindrical projectiles capable of being discharged from the 12 gauge, 37 or 40mm launchers, and fired as single shots or in groups of multiple projectiles. Approved projectiles are made of rubber, plastic, PVC, or composite materials.</p> <p>"SPONGE ROUNDS" are projectiles that limit penetration of the projectile into the skin by having a tip or nose that is slightly softer. Sponge rounds are constructed with a hard foam nose or attenuated energy (collapsing on impact) projectiles with a hollow nose and are available in 37 and 40mm sizes.</p> <p>"BEAN BAG ROUNDS" also known as flexible batons, are synthetic cloth bags made of cotton and Kevlar filled with small bird shot pellets. The bags are fitted into a plastic 12 GA cartridge and expand to shape when deployed presenting a consistent aerodynamic shape.</p>
Pepper Ball	Pepper balls are a projectile filled with irritant compounds, launched from a device like a paintball gun. They are designed to create a cloud of irritant designed to affect the eyes, nose and throat of the people who are exposed to the	<p>Approved models include multi-shot launchers similar to paintball guns, capable of discharging the following approved munitions:</p> <p>.68 calibre pellets with a semi-rigid breakable outer shell and are filled</p>

	cloud. Pepperball projectiles can also be inert, in that there is no irritant dispersed.	with OC resin, CS powder, PAVA resin, water, or a liquid marking dye. .68 calibre window breaking pellets that are solid and not intended for use against humans.
Extended Range Launcher (gas and Disbursement Device) and Launching Cup Adapter with Launching Cartridge.	Such launchers are also often known as "gas guns" due to their original use by police for launching tear gas projectiles. Launching cup adapters with launching cartridges allow the long-range use of smoke, OC, and CS Disbursement Devices (which would normally be thrown) to be launched from the 37mm, 40mm launchers as well as 12-gauge shotguns. NOTE: "Disbursement Device" used in this context are all less-lethal munitions and not designed to cause death or dismemberment as in the primary function of military Disbursement Devices.	Approved models must be 12 gauge, 37 or 40mm launching systems for less-lethal ammunition. Launching cup adapters can be added to some of these launchers and with the use of a launching cartridge, Disbursement Devices can be deployed at greater distances.
Distraction Devices	A Flash Bang Diversionary Device (FBDD), also known as a Noise Flash Diversionary Device (NFDD) is a less-lethal explosive device used to temporarily disorient a subject's senses.	Approved models produce: <ul style="list-style-type: none"> • a temporarily blinding flash of light not exceeding eight million candelas for ten milliseconds; and • a loud "bang" causing temporary disruption of hearing, not exceeding 175 decibels at five feet (1.5 meters). <p>Approved models are available in single use or reloadable devices with single or multiple blast capability.</p>

Section 1.0 – Use of Force	Page 1 of 7
Sub Section 1.2 – Intermediate Weapons and Restraints	Effective: January 18, 2021
Subject 1.2.3 – Restraints	

Definitions

"Director" – the Director of police services referred to in section 39 (1) of the *Police Act*.

"Officer" - a constable appointed under the *Police Act* or an enforcement Officer appointed under s. 18.1 of the *Police Act*.

"Restraint" – any mechanical device or system that when used in its ordinary and intended manner restricts the normal physical activity or range of motion of an individual in part or in whole.

Standards

The chief constable, chief officer, or commissioner:

Approved Restraints

- (1) Must ensure that the only Restraints carried or used by Officers of their police force have been approved by the Director. See APPENDIX "A" for a list of approved Restraints, their descriptions, and approved specifications.

Maintenance of Restraints

- (2) Must ensure that each Restraint in the inventory of their police force is maintained in good working order.
- (3) Must ensure that each Restraint is securely stored when not in use.

Training, qualification, and requalification

- (4) Must ensure an Officer successfully completes a training course required by the chief constable, chief officer or commissioner and is qualified to use a Restraint before the Officer may be authorized to carry and use that Restraint under Standard (1) above. The training must include the following safety components:
 - (a) Handcuffs, Leg Restraints, and Whole-Body Restraint Devices:
 - (i) The Officer must check each applied Restraint device for a safe level of tightness, in that circulation will not be dangerously restricted; and

RG B.5a

- (ii) The double lock mechanism must be immediately engaged in all applications; or
 - (iii) When the Officer reasonably perceives that violent subject behaviour makes engaging the double lock mechanism too difficult at that time, the Officer shall engage the mechanism as soon as is practicable after the violent behaviour subsides or the Officer(s) have established sufficient control of the subject.
 - (b) Disposable Restraint Device:
 - (i) The Officer must check each applied Restraint device for a safe level of tightness, in that circulation will not be dangerously restricted; and
 - (ii) At least one Officer present with a subject(s) wearing a disposable Restraint device must have a tool suitable for cutting and removing the device in their possession.
 - (c) Leg Restraints:
 - (i) Can be used in conjunction with handcuffs and full body Restraints, but the two devices cannot be joined by any means to complete a maximal Restraint or “hog tie”.
 - (d) Spit Hood/Mask:
 - (i) Must not be used on any person who is unconscious, vomiting or noticeably bleeding from the mouth or nose causing a risk of respiratory distress or asphyxiation, or in obvious need of medical attention;
 - (ii) Shall be immediately removed from a subject who loses consciousness or develops any difficulties mentioned in standard 4(c)(i); and
 - (iii) Anyone wearing a spit hood shall be kept under the constant supervision of trained personnel and their observations of the subject wearing the spit hood must be recorded in writing in five-minute intervals.
- (5) Must ensure any Officer authorized to carry and use a Restraint under Standard (4) above is requalified to use that restraint at least once every three years and that training contains the safety considerations in standards 4(a) through (d).
- (6) Must ensure that written records are maintained of the Restraints training and requalification courses completed by each Officer in the police force.

Off duty carrying of Restraints

- (7) Must ensure that Officers carry their issued Restraints only when on assigned duty, unless otherwise authorized in writing or described in policy.

Policies and procedures

- (8) Must ensure policies and procedures are consistent with these *BC Provincial Policing Standards*.



Section 1.0 – Use of Force	Page 4 of 7
Sub Section 1.2 – Intermediate Weapons and Restraints	Effective: January 18, 2021
Subject 1.2.3 – Restraints – Appendix ‘A’	

Appendix “A” for BCPPS 1.2.3 Restraints

List of Approved Restraints

Version 1.0

2021 / 01 / 18

RESTRAINT DEVICE	DESCRIPTION	APPROVED SPECIFICATIONS
Handcuffs	Restraint devices designed to secure an individual's wrists in proximity to each other. Comprised of two ring-shaped cuffs, linked together by a short chain. Each cuff has a rotating arm which engages with a ratchet that prevents it from being opened once closed around a person's wrist. Once applied, the cuff can only be removed by key.	<p>Approved models may be fabricated of metal or rigid carbon fiber materials.</p> <p>Must have a double-lock feature on each cuff which when engaged stops the cuff from ratcheting tighter to prevent the wearer from tightening them.</p> <p>The cuffs are joined by a length of chain, each end attached to a 360-degree swivel pin, no longer than four inches (11 cm).</p>
Disposable Restraint Device	Designed to be a back-up handcuffs and a fast means of securing prisoners in a mass arrest situation. These one-time use handcuffs can be made from various materials and are disposable after one use as they must be cut from the subject's wrists using an appropriate cutting tool.	Approved models are made of disposable one-time use nylon braid, thin plastic fastening straps where two straps can be tethered together to form one pair of disposable restraints, and/or commercially produced plastic handcuffs that are disposed of after one use.
Leg Restraints	The leg Restraint, commonly referred to as leg irons, is a device used to restrict the movements of an individual's legs when exhibiting violent behavior. They can also be used on a subject's legs during transport when a greater risk of violence or escape is suspected.	<p>Approved models are fabricated of metal, rigid carbon fiber material, or nylon strapping with affixed cam-lock or alligator clip buckles as follows:</p> <ul style="list-style-type: none"> Leg Restraints can be similar in design to steel handcuffs, with larger ratcheted cuffs to fit on the ankles. They must have a double-lock feature on each cuff which when engaged stops the cuff from ratcheting tighter to prevent the wearer from tightening them. The cuffs are joined by a length of chain, each end attached to a 360-degree swivel pin, no longer than twenty inches (6 cm). They can also be fabricated of a one to two inch (2.54 to 5.08 cm) wide single strap of nylon material, formed into a loop through

		a cam-lock or alligator clip buckle which is used to secure the subject's legs.
Spit Hood/Mask	Spit hoods or spit masks (and occasionally bite guards) are devices intended to cover the mouth, face and sometimes the head of a restrained person in order to prevent them spitting bodily fluids at or biting others.	<p>Approved models are made of a light-weight nylon mesh-type fabric and are designed to fit comfortably over the head and neck. They must allow the subject the ability to see out and Officers to see the subject's face.</p> <p>Spit hoods must not restrict the subject's ability to breath while helping to restrict the expulsion of body fluids from the subject to other persons nearby.</p> <p>Certain approved models can be affixed under the arms for additional security but must never be secured around the wearer's neck.</p> <p>The design and fabrication of this device must allow bodily fluids from the nose and mouth of the subject to drain without significant pooling which could lead to asphyxiation. Models that are fabricated of non-breathable materials and allow pooling of bodily fluids within the device are not approved for use by police.</p>
Whole Body Restraint Devices	Restraint devices that are more complicated to apply than traditional Restraints, requiring multiple personnel, and consist of several Restraints that more greatly affect the ability of the subject to move. These Restraint devices are reserved for use on high risk, violent or self-harming subjects.	<p>Approved models are of the following specifications:</p> <ul style="list-style-type: none"> • A shoulder harness, a binding for the ankles, and a blanket with straps that encircles and restrains the legs. The harness and the ankle strap attach to loops on the blanket with carabiners, which helps to keep subjects from moving; • A flat board with multiple point Restraint systems and a pillow to protect the head. The board is coated for easy cleaning and the runners on the bottom elevate the board for easy access to multiple handles; • A specially built chair on at least two wheels with soft Restraint straps intended to help control the arms, legs, and torso of violent, self-destructive subjects;

		<ul style="list-style-type: none"> • A garment shaped like a jacket with long sleeves that surpass the tips of the wearer's fingers and cross the arms against the wearer's chest. The ends of the sleeves are ties to the back of the jacket, ensuring the arms are close to the chest with as little movement as possible. Its most typical use is restraining people who may cause harm to themselves or others; • A belt of two to six inches wide (5.08 to 15.24 cm) that is secured in the back using a lockable main buckle and has two hand Restraint tethers with smaller lockable buckles that allow for one-way restricted movement and have a single handcuff on each side that is equipped with a double lock feature. All locks are released with a standard handcuff key. The Hand Restraint Waist Belt enables an escorting Officer to control a subject's movement while allowing the subject enough movement to be fingerprinted, use the bathroom facilities, eat, and/or perform other required movements for transport and processing. This device comes in two sizes: <ul style="list-style-type: none"> ○ Standard belt fits 29 to 58-inch (74 to 150 cm) waists; and ○ Smaller fits 23 to 40-inch (59 to 101 cm) waists.
--	--	---

**Delta Police Department
BOARD REPORT
Regular Meeting**



From: Neil Dubord, OOM, AdeC

Date: February 4, 2021

Police Resources Statistics

▪ **RECOMMENDATION:**

THAT the Board receive this report for information.

▪ **PURPOSE:**

To inform the Board of the results of the Police Resources in British Columbia, 2019 report (Attachment A) and Police Resources in Canada, 2019 (Attachment B).

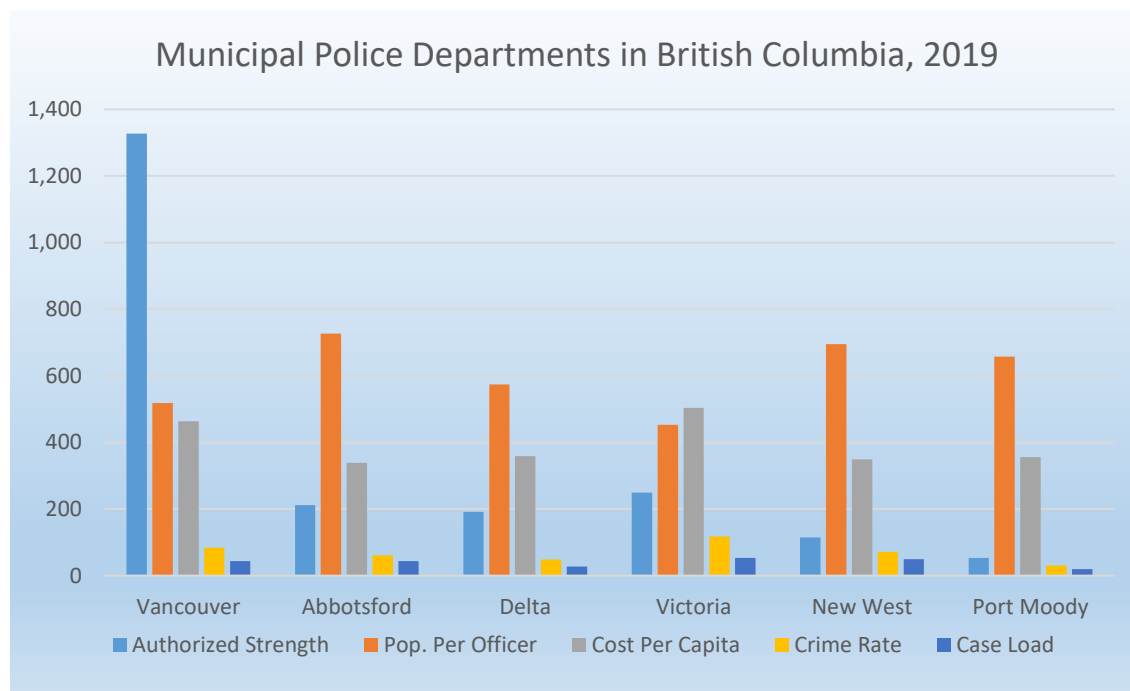
▪ **DISCUSSION:**

An annual reporting is provided by Ministry of Public Safety and Solicitor General on Police Resources in British Columbia (BC), which details resource data for all municipal police departments and RCMP units. As in previous years, due to differences in funding models between municipal police departments and the RCMP, the data is presented separately and Delta is compared only to its independent counterparts.

The average population per officer ratio for all municipal independent agencies in BC is 570, with Delta having slightly more population per police officer at 574. Delta's low ratio as compared to the majority of the other agencies can be attributed to Delta's geography with police services spread between distanced communities and businesses. Vancouver and Victoria also have low ratios, however, theirs are due to urban settings and ambient and day time populations, as compared to their suburban counterparts.

The average cost per capita for all municipal independent agencies is \$410, with Delta below the average at \$359. Regarding crime rate, Delta falls significantly below the average of 73, with a crime rate of 48. The related case load per officer is also lower than average at 27 cases per officer, compared to 42 on average.

The following chart compares Delta to Vancouver, Abbotsford, Victoria, New West and Port Moody:



The annual Statistics Canada report for 2019 was published in December 2020 (Attachment A). Data represented in the report is based on a snapshot as of May 15, 2019 and year end expenditures for the 2018 calendar year or the 2018/2019 fiscal year. Statistics Canada has advised agencies that collection of the data as of May 15, 2020 was cancelled due to the pandemic and the resulting 6-month interruption of activities for the 2020 collection.

Highlights from the attached survey are as follows:

- Total operating expenditures rose by 1% from the previous year, after accounting for inflation.
- The average amount spent on police officer salaries and wages was approximately \$118,000 per officer in 2018/2019, about \$4,000 more than average for the previous year.
- Non-salary costs for police services also grew in 2018/2019, driven by expenses related to information technology operations and services.
- The representation of women as police officers has been steadily increasing since 1986, reflecting 22% of all police officers in 2019.
- 4% of police officers self-identify as indigenous.
- 8% of police officers self-identify as a visible minority.

- The population of police officers is aging. Officers over the age of 50 account for 18% of the officers in 2019 compared to 15% in 2012.

▪ **IMPLICATIONS:**

There are no financial implications associated to this report.

▪ **CONCLUSION:**

The Delta Police Department participates in the annual data collection for both the Ministry of Public Safety and Statistics Canada of statistics on public policing personnel and expenditures for municipal, provincial and federal police services in British Columbia and Canada. The results of these surveys are attached.

▪ **ATTACHMENTS:**

- A. Police Resources in British Columbia, 2019 (Ministry of Public Safety)
- B. Police Resources in Canada, 2019 (Statistics Canada)

Respectfully Submitted:

A handwritten signature in blue ink, consisting of a large loop and a short horizontal stroke.

Neil Dubord, OOM, AdeC
Chief Constable, Delta Police Department



Ministry of Public Safety and Solicitor General
Police Services Division

Police Resources in British Columbia, 2019

Table of Contents

Structure of Policing in British Columbia.....	2
British Columbia Policing Jurisdictions	6
First Nations Community Policing Services Statistics, 2019	7
Municipal Police Statistics, 2019	9
Provincial Police Statistics, 2019	12
Police Statistics Summary, 2019	15
Government Contributions to Policing, 2019	16
British Columbia Authorized Strength ¹ by Responsibility 2010-2019	17
Authorized Strength by Jurisdiction, 2010-2019	18
Impact of Uniform Crime Reporting (UCR) Scoring Rule Changes	24
Police Resource Definitions and Data Qualifiers	25

Date Prepared: November 2020

Please Note: The authorized strength for the provincial service jurisdictions (Prov) represents the number of sworn members assigned to General Duty/General Investigation Service (GD/GIS) functions at a detachment but does not include members assigned to specialized functions, such as traffic enforcement, forensic identification, major case crimes, etc.

Caution should be used in comparing police jurisdiction crime data, policing costs, authorized strengths, or case loads. *Variances in crime statistics in recent years may be attributable in part to changes in reporting practices. Please refer to the Impact of Uniform Crime Reporting (UCR) Scoring Rule Changes on page 24.*

Additional information on police and crime statistics can be obtained from the Policing and Security Branch Website at
<https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc>

Police Resources in British Columbia, 2019



Police Resources in British Columbia, 2019

Structure of Policing in British Columbia

Policing in Canada is a shared responsibility between federal, provincial/territorial, and municipal governments. Under the *Constitution Act, 1867*, the federal government has the exclusive authority to enact legislation regarding criminal law and procedure. In addition, the federal government is responsible for providing a federal police service to enforce federal statutes and to protect national security. The *Constitution Act, 1867*, delegates responsibility for the administration of justice, which includes policing, to provincial governments. Each province has a Police Act that sets out the terms by which police are governed. Provinces may delegate responsibility for policing within municipal boundaries to the municipality. Under the BC *Police Act*, municipalities 5,000 population and over are responsible for providing police services within their municipal boundaries.

In BC, policing is provided mainly by the RCMP (federal, provincial and municipal services), municipal police departments, and one First Nations self-administered Police Service. Notably, there are integrated teams operating throughout the province; these teams provide specialized policing services and are funded and/or resourced from two or more policing jurisdictions or agencies.

In addition, there are also several agencies that provide supplemental policing in BC; that is, they are mandated to provide policing in geographic areas already served by provincial or municipal police agencies but for a specific purpose. For example, in the Lower Mainland area of the province, the South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) provides policing on and around the transit system which is supplemental to the jurisdictional police. Similarly, the Canadian National and Canadian Pacific railway police agencies provide specialized law enforcement on any property within 500 metres of lands that the railway company owns, possesses or administers.

RCMP Federal Service

The Royal Canadian Mounted Police (RCMP) is Canada's national police service. Established under the *RCMP Act*, the RCMP serves as the federal police service across Canada including within British Columbia. The RCMP falls within the portfolio of the Minister of Public Safety Canada and operates under the direction of the RCMP Commissioner. As the federal police service, the RCMP enforces federal statutes across the province and is responsible for border integrity, national security, drugs and organized crime, financial crime and international policing.

In 2019, the authorized strength of the federal service in British Columbia was 1,038 member positions which included 135 protective policing positions.

RCMP Provincial Service

Under the *Police Act*, the provincial government must provide policing and law enforcement to rural/unincorporated areas and municipalities under 5,000 population. Effective April 1, 2012 the Province signed a new 20-year *Provincial Police Service Agreement* (PPSA) with the Government of Canada to contract the RCMP as BC's Provincial Police Service. Under the terms of the PPSA, the provincial government pays 70% of the cost-base described in the Agreement with the federal government paying the remaining 30%¹.

A portion of the provincial cost is recovered through the Police Tax. In 2007, municipalities under 5,000 population and unincorporated areas began to pay the Police Tax which covers a portion of the costs of the General Duty and General Investigative Services (GD/GIS) provided by the RCMP Provincial Service. In 2019, the Police Tax raised a total of \$31M which was 31 per cent of the Province's estimated 70 per cent share of rural and small community GD/GIS costs. Revenues go into the Province's Consolidated Revenue Fund.

The RCMP Provincial Service can be broken into two main categories: detachment policing and the provincial police services. Detachment policing provides local police services to municipalities under 5,000 population and unincorporated areas throughout the province by means of uniformed patrols, response-to-call duties, investigative services, community-based policing, traffic enforcement, and administrative support to provincial detachments.

Police Resources in British Columbia, 2019



In addition to detachment policing, the Provincial Service maintains the capacity and expertise to resolve the highest risk incidents; target organized crime, gang & gun violence, and serial crimes; and respond to large scale, provincial emergencies or events. This would also include capital-intensive equipment such as boats and aircraft.

In 2019, 775 member positions were assigned to provide GD/GIS at provincial detachments, serving a population of 683,408 including 85 municipalities with populations below 5,000 persons in addition to unincorporated areas. The total authorized strength of BC's Provincial Police Service was 2,602.

Municipal Policing

Under the BC *Police Act*, a municipality is responsible for providing its police services when its population exceeds 5,000 persons. The municipality also becomes responsible for bearing all the costs relating to its municipal police services. These municipalities may choose to form their own municipal police department, contract with an existing municipal police department, or contract with the provincial government for RCMP municipal police services.

In 2019, there were 77 municipalities in BC responsible for providing police services within their municipal boundaries. Twelve municipalities were policed by municipal police departments and 65 were policed by the RCMP.

Municipal Police Departments

Twelve municipalities in BC are policed by eleven municipal police departments as established under section 23 of the *Police Act*. The municipal police departments are: Vancouver, Victoria (which polices the municipalities of Victoria and Esquimalt), Saanich, Central Saanich, Oak Bay, Delta, Abbotsford, New Westminster, West Vancouver, Nelson and Port Moody.

These municipal police departments are governed by a police board, whose role is to provide general direction to the department, in accordance with relevant legislation and in response to community needs. Each police board consists of civilians and is chaired by the municipality's mayor; one board member is appointed by the municipal council and up to seven people appointed by the provincial government. Municipalities which provide their policing by means of a municipal police department pay for 100% of their policing costs.

In 2019, the total authorized strength of all the municipal police departments was 2,461 officer positions (*Note: Includes adjusted strength figures for municipalities participating in Lower Mainland District Integrated Teams*).

RCMP Municipal Services

In addition to the *Provincial Police Services Agreement*, the provincial and federal governments signed the *Municipal Police Service Agreement* (MPSA), a master agreement which enables the provincial government to sub-contract the RCMP Provincial Service to municipalities and describes the terms and conditions for the provision of RCMP municipal police services. To contract RCMP municipal services, each municipality must sign a *Municipal Police Unit Agreement* (MPUA) with the provincial government.

The terms of the MPSA and the MPUA require that municipalities between 5,000 and 14,999 population pay 70% of the RCMP cost-base; municipalities 15,000 population and over pay 90%. The remaining 30% and 10%, respectively, are paid by the federal government¹. Municipalities are responsible for 100% of certain costs, such as accommodation (i.e., the detachment) and support staff.

The RCMP operates regional and integrated detachments in many areas of the province. An integrated detachment is comprised of two or more provincial and/or municipal police units. For example, the North Vancouver Detachment houses three policing units: two municipal (North Vancouver District and North Vancouver City) and one provincial (North Vancouver Provincial). The detachment works on a post-dispatch system which means members respond to calls in any of the three policing jurisdictions regardless of whether the member is assigned to the North Vancouver City Municipal Unit or the North Vancouver Provincial Unit etc. In integrated detachments, RCMP members from each policing unit report to one detachment commander.



Police Resources in British Columbia, 2019

The regional detachment structure adds another layer to integration. Regional detachments offer a central point of management, coordination and comptrollership for multiple integrated or stand-alone detachments in the area. For example, the Kelowna Regional Detachment is located in the City of Kelowna and the Kelowna Municipal Unit is the only policing unit that works out of that building. However, the West Kelowna Integrated Detachment (consisting of the West Kelowna Municipal Unit, the Peachland Municipal Unit and the Kelowna Provincial Unit) and the Lake Country Detachment (Lake Country Municipal Unit) fall under the umbrella of the Kelowna Regional Detachment. These types of arrangements allow for specialized and/or administrative police services to be delivered regionally.

In 2019, there were 65 municipalities in BC that contracted with the provincial government for RCMP municipal police services. The total authorized strength of the RCMP municipal services was 3,969 members.

There were 31 municipalities 15,000 population and over with RCMP municipal services and a total strength of 3,512 member positions. There were 34 municipalities between 5,000 and 14,999 population with RCMP municipal services, with a total strength of 457 member positions. *(Note: Includes adjusted strength figures for municipalities participating in Lower Mainland District Integrated Teams).*

First Nations Self-Administered Policing

Stl'atl'imx Tribal Police is the only First Nation self-administered Police Service in British Columbia and is governed by a police board whose members are selected from each of the ten communities it serves. Police officers recruited by the police board are either experienced officers or graduates of the Justice Institute of British Columbia, Police Academy. All officers are appointed under the *Police Act*. In 2019, the Stl'atl'imx Tribal Police amended their agreement to increase their authorized strength to 12 police officer positions.

Enhanced Policing to First Nations Communities

Through the First Nations Policing Program (FNPP), both the federal and provincial governments provide funding to support policing services in addition to the level of policing already provided to the community. The FNPP was established in 1991 to enhance policing that is professional, dedicated and responsive to First Nations and was designed to enable greater input over the delivery of policing services within their communities.

First Nations Community Policing Services (FNCPS)

In August 2019, the Framework Agreement between the federal government and the provincial government for RCMP FNCPS in British Columbia was amended. The additional positions will be reported once the new Framework Agreement has been signed and the Community Tripartite Agreements have been negotiated. In 2019, the total authorized strength for First Nations policing under this Agreement is 112.5 member positions through 55 Community Tripartite Agreements. Each FNCPS Unit is established under a tripartite agreement between the provincial government, the federal government and the participating First Nation communities. The provincial share of funding the FNCPS is 48% and the federal share is 52%. See page 7 and 8 for a listing of FNCPS positions by Community and RCMP Detachment.

Integrated First Nations Police Units

In 2007, a policing agreement was signed by the provincial government, the West Vancouver Police Board, and the Squamish and Tsleil-Waututh First Nations to create the Integrated First Nations Policing Unit. This Unit is comprised of a total of five positions staffed by members within the RCMP and the West Vancouver Police Department and one member funded under the First Nations Policing Program. This policing arrangement provides enhanced, dedicated services to reserve lands located in North Vancouver, West Vancouver and the Squamish Valley.

Tsawwassen Quadripartite Agreement

In 2019, a new five year policing agreement was signed between the federal government, the provincial government, the City of Delta, and the Tsawwassen First Nation to enable the Delta Police Department to deliver enhanced policing to the Tsawwassen First Nation. The funding of this agreement is shared by the provincial and federal governments, 48% and 52% respectively. There is currently one member providing enhanced policing under this Agreement.

Police Resources in British Columbia, 2019



Integrated Teams in BC

There are a number of integrated teams in the province. These teams may be “integrated” in one or more ways:

- They are comprised of police officers from more than one police agency or members from at least two levels of policing (i.e., federal, provincial, municipal); and/or
- Multiple governments (federal, provincial, municipal) contribute to funding the team.

In addition, integrated teams provide services to more than one policing jurisdiction. In BC, there are three broad categories of integrated teams: federal, provincial and regional/municipal.

Federal Integrated Teams: includes members from municipal, provincial, and/or other federal agencies (Canadian and US) which are funded primarily by the federal government. Most Federal integrated teams are managed under the Federal Policing program. Such multi-disciplined groups deal with National Security, Transnational Organized Crime, Money Laundering, Integrated Market Enforcement and Border Integrity.

Provincial Integrated Teams: may include members from municipal, provincial, and/or federal agencies but are funded primarily by the provincial government. The provincial teams include Combined Forces Special Enforcement Unit (CFSEU), Hate Crime Task Force, Integrated Sexual Predator Observation Team (ISPOT), Integrated Witness Protection Services, and the Unsolved Homicide Unit.

Regional Integrated Teams: may include members from municipal, provincial, and/or federal police agencies. These teams are formed to provide specialized services to specific regions of the province and are funded by the participating jurisdictions according to predetermined funding formula. For example, the Lower Mainland District (LMD) Police Dog Service provides service to all RCMP municipal and provincial policing jurisdictions in the RCMP Lower Mainland District, as well as Abbotsford, Delta, New Westminster, and Port Moody Police Departments.

FOOTNOTES

1. The federal government's contribution is in recognition of the benefits it receives as a result of the RCMP agreements.



Police Resources in British Columbia, 2019

British Columbia Policing Jurisdictions

MUNICIPAL POLICE DEPARTMENTS

Abbotsford Mun
Central Saanich Mun
Delta Mun
Nelson Mun
New Westminster Mun
Oak Bay Mun
Port Moody Mun
Saanich Mun
Vancouver Mun
Victoria Mun
West Vancouver Mun

RCMP ISLAND DISTRICT

Alert Bay Prov
Campbell River Mun
Campbell River Prov
Colwood Mun
Comox Mun
Comox Valley Prov
Courtenay Mun
Duncan Prov
Gabriola Island Prov
Ladysmith Mun
Ladysmith Prov
Lake Cowichan Prov
Langford Mun
Nanaimo Mun
Nanaimo Prov
Nootka Sound Prov
North Cowichan Mun
North Saanich Mun
Oceanside Prov
Outer Gulf Islands Prov
Parksville Mun
Port Alberni Mun
Port Alberni Prov
Port Alice Prov
Port Hardy Prov
Port McNeill Prov
Powell River Mun
Powell River Prov
Quadra Island Prov
Qualicum Beach Mun
Saltspring Island Prov
Sayward Prov
Shawnigan Lake Prov
Sidney Mun
Sidney Prov
Sooke Mun
Sooke Prov
Texada Island Prov

Tofino Prov
Ucluelet Prov
View Royal Mun
West Shore Prov

RCMP LOWER MAINLAND DISTRICT

Agassiz Prov
Boston Bar Prov
Bowen Island Prov
Burnaby Mun
Chilliwack Mun
Chilliwack Prov
Coquitlam Mun
Coquitlam Prov
Hope Mun
Hope Prov
Kent Mun
Langley City Mun
Langley Township Mun
Maple Ridge Mun
Mission Mun
Mission Prov
North Vancouver City Mun
North Vancouver District Mun
North Vancouver Prov
Pemberton Prov
Pitt Meadows Mun
Port Coquitlam Mun
Richmond Mun
Ridge Meadows Prov
Sechelt Mun
Squamish Mun
Squamish Prov
Sunshine Coast Prov
Surrey Mun
Surrey Prov
University Prov
Whistler Mun
Whistler Prov
White Rock Mun

RCMP NORTH DISTRICT

Alexis Creek Prov
Anahim Lake Prov
Atlin Prov
Bella Bella Prov
Bella Coola Prov
Burns Lake Prov
Chetwynd Prov
Dawson Creek Mun
Dawson Creek Prov
Dease Lake Prov

Fort St. James Prov
Fort St. John Mun
Fort St. John Prov
Fraser Lake Prov
Houston Granisle Prov
Hudson's Hope Prov
Kitimat Mun
Kitimat Prov
Lisims/Nass Valley Prov
Mackenzie Prov
Masset Prov
McBride Prov
New Hazelton Prov
Northern Rockies Prov
One Hundred Mile House Prov
Prince George Mun
Prince George Prov
Prince Rupert Mun
Prince Rupert Prov
Queen Charlotte City Prov
Quesnel Mun
Quesnel Prov
Smithers Mun
Smithers Prov
Stewart Prov
Takla Landing Prov
Terrace Mun
Terrace Prov
Tsay Keh Dene Prov
Tumbler Ridge Prov
Valemount Prov
Vanderhoof Prov
Wells Prov
Williams Lake Mun
Williams Lake Prov

RCMP SOUTHEAST DISTRICT

Armstrong Mun
Armstrong Prov
Ashcroft Prov
Barriere Prov
Castlegar Mun
Castlegar Prov
Chase Prov
Clearwater Prov
Clinton Prov
Coldstream Mun
Columbia Valley Prov
Cranbrook Mun
Cranbrook Prov
Creston Mun
Creston Prov

Elkford Prov
Enderby Prov
Falkland Prov
Fernie Mun
Fernie Prov
Golden Prov
Grand Forks Prov
Kamloops Mun
Kaslo Prov
Kelowna Mun
Kelowna Prov
Kimberley Mun
Kimberley Prov
Keremeos Prov
Lake Country Mun
Lillooet Prov
Logan Lake Prov
Lumby Prov
Lytton Prov
Merritt Mun
Merritt Prov
Midway Prov
Nakusp Prov
Nelson Prov
Oliver Prov
Osoyoos Mun
Osoyoos Prov
Peachland Mun
Penticton Mun
Penticton Prov
Princeton Prov
Revelstoke Mun
Revelstoke Prov
Salmo Prov
Salmon Arm Mun
Salmon Arm Prov
Sicamous Prov
Slocan Lake Prov
Spallumcheen Mun
Sparwood Prov
Summerland Mun
T'Kumlups Prov
Trail & Greater District Prov
Trail Mun
Vernon Mun
Vernon Prov
West Kelowna Mun

FIRST NATIONS SELF-ADMINISTERED POLICE SERVICE

Stl'atl'imx Tribal Police

*Mun = Municipal
Prov = Provincial*



Police Resources in British Columbia, 2019

First Nations Community Policing Services Statistics, 2019

FIRST NATIONS COMMUNITIES POLICED BY DETACHMENT

Detachment	Auth.Strength	Detachment	Auth.Strength
Agassiz & Chilliwack	7	Dease Lake	2
Chehalis First Nation		Dease River First Nation	
Sto:lo (Scowlitz First Nation,		Iskut First Nation	
Kwantlen First Nation, Soowahlie First		Tahltan Council	
Nation, Shxw'ow'hamel First Nation,		Enderby	1
Seabird Island First Nation, Chawathil First		Spallumcheen	
Nation, Kwaw-kwaw-Apilt First Nation,		Fort St. James	4
Cheam First Nation)		Nak'azdli First Nation	
Ahousaht / Tofino	2	Tl'azt'en First Nation	
Ahousaht First Nation		Fort St. John	2
Alert Bay	1	Blueberry River First Nation	
Da'Naxda'xw First Nation		Doig River First Nation	
Gwawaenuk First Nation		Halfway River First Nation	
Namgis First Nation		Kamloops	4
Tlowitsis First Nation		Kamloops First Nation	
Tsawataineuk First Nation		Skeetchestn First Nation	
Alexis Creek	3	Whispering Pines / Clinton First Nation	
Alexis Creek First Nation		West Kelowna	3
Stone First Nation		Westbank First Nation	
Xeni Gwet'in First Nation		Kitimat	1
Anaham First Nation		Kitimaat First Nation (Haisla)	
Anahim Lake	1	Ladysmith	1
Ulkatcho First Nation		Chemainus First Nation	
Bella Bella	1	Lake Cowichan	1
Heiltsuk First Nation		Ditidaht First Nation	
Oweekeno First Nation		Lisims/Nass Valley	3
Bella Coola	1	Nisga'a	
Nuxalk First Nation		Lytton	2
Burns Lake	3	Cooks Ferry Indian Band	
Burns Lake First Nation		Kanaka Bar Indian Band	
Cheslatta Carrier First Nation		Lytton First Nation	
Lake Babine Nation		Nicomien Indian Band	
Nee-Tahi-Buhn First Nation		Siska Indian Band	
Skin Tyee First Nation		Skuppah Indian Band	
Wet'su'wet'en First Nation		Mackenzie	1
Campbell River	1	McLeod Lake Indian Band	
Campbell River First Nation		Masset	2
Cape Mudge First Nation (We Wai Kai)		Old Masset Village Council	
Homalco First Nation		Meritt	4
Chase	1	Coldwater Council	
Little Shuswap Lake		Lower Nicola Council	
Neskonlith		Nooaitch Council	
Chetwynd		Shackan Council	
Saulteau	0.5	Upper Nicola Council	
West Moberly First Nation	0.5	Nanaimo	
Cranbrook	1	Nanoose First Nation	0.5
Akisqu'nuk First Nation		Snuneymuxw Council	1.5
Lower Kootenay First Nation			
St. Mary's First Nation			
Tobacco Plains Indian Band			



Police Resources in British Columbia, 2019

FIRST NATIONS COMMUNITIES POLICED BY DETACHMENT, CONTINUED

Detachment	Auth.Strength	Detachment	Auth.Strength
New Hazelton	2	Quesnel	1
Gitanmaax First Nation		Alexandria Council	
Gitanyow First Nation		Kluskus Council (Lhoosk'uz Dene Govt)	
Gitsegukla First Nation		Nazko Council	
Gitwangak First Nation		Red Bluff Council (Lhtako Dene Nation)	
Glen Vowell First Nation		Sidney / North Saanich	2
Hagwilget First Nation		Pauquachin First Nation	
Kispiox First Nation		Tsartlip First Nation	
North Cowichan	4	Tsawout First Nation	
Cowichan Tribes		Tseycum First Nation	
North Vancouver	1	Smithers	1
Burrard (Tsleil-Waututh) First Nation		Moricietown First Nation	
Squamish First Nation		Fort Babine First Nation	
Northern Rockies	2	Sunshine Coast	2
Fort Nelson First Nation		Sechelt Council	
Prophet River First Nation		Surrey	0.5
Oliver	1	Semiahmoo First Nation	
Lower Similkameen First Nation		Takla Landing	2
Osoyoos First Nation		Takla Lake First Nation	
One Hundred Mile House	1	Terrace	1
Canim Lake Council		Kitselas First Nation	
Penticton	2	Kitsumkalum First Nation	
Penticton Indian Band		Tsay Keh Dene	2
Port Alberni		Kwadacha First Nation	
Hupacasath First Nation	2	Tsay Keh Dene First Nation	
Tseshah First Nation		Ucluelet	1
Huu-ay-aht First Nation	2	Toquaht First Nation	
Uchucklesaht First Nation		Yuulu?il?ath First Nation	
Port Hardy	2	Vanderhoof	1
Gwa'Sala-Nakwaxda'xw First Nation		Saik'uz First Nation	
Kwakiutl First Nation		Vernon	1
Quatsino First Nation		Okanagan First Nation	
Port McNeil (Tahsis)	1	Westshore	1
Ka:'yu:'k't'h / Che:k:tlas7et'h' First Nation		Esquimalt Council	
Powell River	1	Songhees Council	
Sliammon Council		Williams Lake	
Prince Rupert		Canoe Creek First Nation	2
Gitxaala First Nation	3	Esketemc First Nation	
Gitga'at First Nation		Soda Creek Council	2
Kitasoo First Nation	2	Williams Lake Council	
Lax-kw'alaams First Nation	3	"E" Division	
Queen Charlotte	2	Program Administrator	1
Skidegate Council		Recruiter	1



Police Resources in British Columbia, 2019

Municipal Police Statistics, 2019

RCMP MUNICIPAL UNITS: 15,000 POPULATION AND OVER

Municipality	Population	Auth. Strength	Adjusted Strength ¹	Pop Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs ²	Cost Per Capita
Burnaby Mun ¹	253,007	297	317	799	16,494	65	52	\$59,755,841	\$236
Campbell River Mun	36,324	45	45	807	4,875	134	108	\$10,424,206	\$287
Chilliwack Mun ^{1,3}	99,007	132	144	687	13,106	132	91	\$27,724,102	\$280
Colwood Mun	18,880	18	18	1,073	1,008	53	57	\$3,835,261	\$203
Coquitlam Mun ^{1,3}	149,959	166	176	853	8,006	53	46	\$33,408,686	\$223
Courtenay Mun	28,315	31	31	902	3,652	129	116	\$6,144,661	\$217
Cranbrook Mun	21,258	26	26	818	1,931	91	74	\$5,837,047	\$275
Fort St. John Mun	22,051	38	38	580	3,081	140	81	\$7,205,622	\$327
Kamloops Mun	100,046	142	142	705	11,991	120	84	\$28,006,769	\$280
Kelowna Mun	142,162	203	203	700	18,298	129	90	\$40,865,967	\$287
Langford Mun	42,629	51	51	836	2,703	63	53	\$8,496,063	\$199
Langley City Mun ¹	27,718	51	56	492	5,478	198	97	\$11,774,258	\$425
Langley Township Mun ^{1,3}	131,561	145	156	842	10,312	78	66	\$33,652,473	\$256
Maple Ridge Mun ^{1,3}	91,510	102	111	824	9,546	104	86	\$24,776,003	\$271
Mission Mun ¹	43,202	53	58	747	4,398	102	76	\$10,992,759	\$254
Nanaimo Mun ³	100,217	145	145	691	16,355	163	113	\$29,216,416	\$292
North Cowichan Mun	32,131	32	32	1,004	3,650	114	114	\$6,604,061	\$206
North Vancouver City Mun ^{1,4}	57,957	68	69	845	4,326	75	63	\$14,906,094	\$257
North Vancouver District Mun ^{1,4}	92,204	87	87	1,060	3,908	42	45	\$18,820,339	\$204
Penticton Mun	36,425	47	47	775	7,975	219	170	\$9,378,290	\$257
Pitt Meadows Mun ¹	19,728	23	25	795	1,471	75	59	\$5,260,268	\$267
Port Alberni Mun	18,751	34	34	552	3,253	173	96	\$7,547,157	\$402
Port Coquitlam Mun ^{1,3}	63,300	76	81	785	4,051	64	50	\$14,909,379	\$236
Prince George Mun	81,323	142	142	573	19,039	234	134	\$28,594,776	\$352
Richmond Mun ^{1,5}	212,276	270	277	766	12,383	58	45	\$57,433,154	\$271
Salmon Arm Mun	19,121	19	19	1,006	1,381	72	73	\$3,718,474	\$194
Squamish Mun ^{1,3}	20,879	25	27	771	1,580	76	58	\$5,472,411	\$262
Surrey Mun ^{1,6,7,8}	584,851	843	845	692	45,431	78	54	\$165,876,069	\$284
Vernon Mun	43,278	56	56	773	6,680	154	119	\$12,010,152	\$278
West Kelowna Mun	35,818	29	29	1,235	2,317	65	80	\$5,948,585	\$166
White Rock Mun ¹	21,027	25	26	816	1,546	74	60	\$5,290,405	\$252
Total	2,646,915	3,421	3,512	754	250,225	95	71	\$703,885,748	\$266

RCMP MUNICIPAL UNITS: 5,000 TO 14,999 POPULATION

Municipality	Population	Auth. Strength	Adjusted Strength ¹	Pop Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs ²	Cost Per Capita
Armstrong Mun ^{9,10}	5,494	4	4	1,374	258	47	65	\$526,558	\$96
Castlegar Mun	8,631	13	13	664	802	93	62	\$2,105,233	\$244
Coldstream Mun	11,383	7	7	1,626	357	31	51	\$937,487	\$82
Comox Mun	14,976	12	12	1,291	669	45	58	\$1,766,675	\$118
Creston Mun ¹⁰	5,564	7	7	795	519	93	74	\$993,192	\$179
Dawson Creek Mun	12,981	25	25	519	2,098	162	84	\$4,372,309	\$337
Fernie Mun ^{9,10}	6,039	6	6	1,007	284	47	47	\$787,221	\$130
Hope Mun ¹	6,667	13	14	473	1,537	231	109	\$2,368,363	\$355
Kent Mun ¹	6,704	6	7	1,022	480	72	73	\$1,052,973	\$157
Kimberley Mun	8,038	8	8	1,005	268	33	34	\$1,132,747	\$141



Police Resources in British Columbia, 2019

RCMP MUNICIPAL UNITS: 5,000 TO 14,999 POPULATION, CONTINUED

Municipality	Population	Auth. Strength	Adjusted Strength ¹	Pop Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs ²	Cost Per Capita
Kitimat Mun	8,200	18	18	456	832	101	46	\$2,798,578	\$341
Ladysmith Mun	9,048	7	7	1,293	495	55	71	\$835,870	\$92
Lake Country Mun ¹⁰	15,143	13	13	1,165	693	46	53	\$2,199,019	\$145
Merritt Mun	7,727	15	15	515	1,715	222	114	\$2,210,495	\$286
North Saanich Mun	11,876	11	11	1,080	349	29	32	\$1,727,040	\$146
Osoyoos Mun ^{9,10}	5,482	6	6	914	407	74	68	\$1,012,966	\$185
Parksville Mun	13,354	17	17	786	1,646	123	97	\$2,506,620	\$188
Peachland Mun	5,696	4	4	1,424	286	50	72	\$698,827	\$123
Powell River Mun	13,829	19	19	728	1,650	119	87	\$2,881,606	\$208
Prince Rupert Mun	13,054	36	36	363	2,942	225	82	\$5,427,980	\$416
Qualicum Beach Mun	9,166	8	8	1,146	341	37	43	\$968,995	\$106
Quesnel Mun	10,392	23	23	452	2,974	286	129	\$4,236,141	\$408
Revelstoke Mun	8,244	14	14	589	557	68	40	\$2,124,942	\$258
Sechelt Mun ¹	10,804	11	12	916	854	79	72	\$2,335,565	\$216
Sidney Mun	12,235	15	15	816	554	45	37	\$2,352,700	\$192
Smithers Mun	5,670	9	9	630	1,058	187	118	\$1,745,845	\$308
Sooke Mun	14,657	13	13	1,127	845	58	65	\$2,000,996	\$137
Spallumcheen Mun	5,505	4	4	1,376	193	35	48	\$595,030	\$108
Summerland Mun	12,359	9	9	1,373	702	57	78	\$1,570,838	\$127
Terrace Mun	12,594	28	28	450	3,649	290	130	\$4,169,352	\$331
Trail Mun	8,171	14	14	584	1,196	146	85	\$2,439,867	\$299
View Royal Mun	11,567	11	11	1,019	742	64	65	\$1,631,087	\$141
Whistler Mun ¹	13,763	24	24	584	1,185	86	50	\$6,759,268	\$491
Williams Lake Mun	11,359	25	25	454	3,303	291	132	\$5,000,146	\$440
Total	336,372	455	457	736	36,440	108	80	\$76,272,531	\$227

MUNICIPAL POLICE DEPARTMENTS⁸

Municipality	Population	Auth. Strength	Adjusted Strength ¹	Pop. Per Officer	CCC Offences	Crime Rate	Case Load	Total Costs ²	Cost Per Capita
Abbotsford Mun ^{1,3}	158,582	212	218	727	9,633	61	44	\$53,782,726	\$339
Central Saanich Mun	18,089	23	23	786	493	27	21	\$5,438,907	\$301
Delta Mun ^{1,3,11}	110,443	191	192	574	5,258	48	27	\$39,645,838	\$359
Nelson City Mun	11,359	18	18	631	858	76	48	\$3,877,141	\$341
New Westminster Mun ¹	79,737	112	115	695	5,629	71	49	\$27,795,594	\$349
Oak Bay Mun	18,568	23	23	807	627	34	27	\$5,138,041	\$277
Port Moody Mun ¹	35,057	52	53	658	1,049	30	20	\$12,471,474	\$356
Saanich Mun	122,173	161	161	759	5,099	42	32	\$32,259,573	\$264
Vancouver Mun ³	687,664	1,327	1,327	518	57,865	84	44	\$318,658,229	\$463
Victoria Mun ¹²	112,721	249	249	453	13,292	118	53	\$56,793,567	\$504
West Vancouver Mun ^{1,3}	47,148	79	81	581	2,459	52	30	\$18,276,285	\$388
Total	1,401,541	2,447	2,461	570	102,262	73	42	\$574,137,375	\$410

Footnotes for this table are on page 11.

See *Police Resource Definitions and Data Qualifiers* on page 25 for additional explanatory notes.

Police Resources in British Columbia, 2019



MUNICIPAL POLICE STATISTICS, 2019

FOOTNOTES

1. There are 6 Lower Mainland District (LMD) Integrated Teams that provide regional police services to participating LMD RCMP Municipal Police Service, RCMP Provincial Police Service and Municipal Police Department: 1) Integrated Homicide Investigation Team (IHIT); 2) Integrated Emergency Response Team (IERT); 3) Integrated Police Dog Service (IPDS); 4) Integrated Forensic Identification Services (IFIS); 5) Integrated Collision Analyst Reconstruction Section (ICARS); and 6) Integrated Internal Investigator (III). **Adjusted strength** is a calculation that adjusts a municipal police agency's authorized strength to account for Integrated Team members who are assigned on a regional basis. For 2019, adjusted strength applies to LMD Integrated Teams participation only. This adjustment is based on a proportional allocation of Full-Time Equivalent (FTE) utilization attributable to each municipality's financial contribution to LMD Integrated Teams for the fiscal year 2019/2020. See page 25 for the definition of authorized strength. Some LMD municipalities' authorized strength already includes or accounts for a portion of Integrated Team members; therefore, not all adjustments are a simple addition to authorized strength. The values reported have been rounded up to the nearest whole number after making the adjustments using exact values from the source data.

Participating LMD Integrated Team municipalities and their adjusted strength figures are italicized in the Municipal Police Statistics, 2019 table. The adjusted strength has been used to calculate population per officer and case load.
2. Total Costs refer to actual costs as reported by each municipality. For RCMP municipal services, total costs include the municipality's share of RCMP contract costs, including integrated team costs, (70% or 90%, depending on population) as well as any costs that are borne 100% by the municipality, i.e., accommodation costs. Total costs for municipal police departments refer to 100% of policing costs. As such, comparisons between municipal agencies should be made with caution.
3. Population figures include First Nations reserve populations.
4. The municipalities of North Vancouver City and North Vancouver District include three First Nations reserve lands within their boundaries. The designated land title names for these reserve lands are: Mission 1 (North Vancouver City); and, Seymour Creek 2 and Burrard Inlet 3 (North Vancouver District). Due to inconsistencies in scoring crime data to the appropriate jurisdictions the populations for these reserve lands were assigned to North Vancouver Prov (from 2006 to 2018); prior to 2006 the populations were assigned to North Vancouver District. In 2019, the populations for the reserve lands were realigned from North Vancouver Prov and added to the appropriate municipality. This realignment may result in changes in reporting; crime statistics should be used with caution.
5. In 2019, there were 30 member positions dedicated to airport security at the Vancouver International Airport. These members are administered through the Richmond RCMP Detachment. The strength and cost data for these 30 members is excluded from Richmond because the Vancouver Airport Authority reimburses 100% of the cost to the City of Richmond. Total Vancouver Airport 2019 costs were \$4,980,837.
6. Authorized strength for the City of Surrey includes 3 Community Constables. A Community Constable is an armed, uniformed peace officer at the rank of Special Constable.
7. Statistics for Surrey Prov are included in Surrey Mun.
8. Authorized strengths and their associated costs for the municipal departments have been adjusted to exclude secondments to other agencies (e.g., Justice Institute of British Columbia Police Academy, CFSEU-BC) as cost for these secondments would be borne by the seconded agency.
9. According to the 2016 Canada Census, the municipalities of Armstrong, Fernie and Osoyoos went over 5,000 population, and as a result, became responsible for providing policing within their municipal boundaries. Each of these municipalities signed a *Municipal Police Unit Agreement* with the provincial government for the provision of RCMP Municipal services effective April 1, 2017. Conversely, the population of Northern Rockies Regional Municipality went under 5,000 and, as a result, returned to being a provincial responsibility as of April 1, 2017, therefore it is no longer responsible for policing their municipal boundaries.
10. BC Stats population estimates are used for the purpose of the publication; however, the Canada Census is used for determining policing responsibility under the Police Act. As a result, a municipality may show a population below or above the population range in their respective RCMP Municipal Unit cost share categories.
11. Population figures include Tsawwassen First Nation (TFN) land populations. Since 2007, TFN lands are policed by Delta Police Department under a Police Service Agreement between the City of Delta, Delta Police Board and TFN and not included in reported costs. For consistency with previous reporting, Delta Police Department's authorized strength includes one officer position to deliver enhanced, dedicated policing funded under the First Nation Policing Program, under an agreement with Canada, the Province of BC, City of Delta, Delta Police Board and TFN.
12. The Victoria and Esquimalt Police Departments were amalgamated in 2003. In 2019, the population of Victoria was 94,005 persons and Esquimalt's was 18,716 persons. Of the total costs in 2019, \$8,198,390 (14.7%) was paid by Esquimalt for its policing services under the Agreement.



Police Resources in British Columbia, 2019

Provincial Police Statistics, 2019

FIRST NATIONS SELF-ADMINISTERED POLICE SERVICES

Policing Jurisdiction	Population	Auth. Strength	CCC Offences	Crime Rate	Case Load
Stl'atl'imx Tribal Police Service	3,100	12	300	97	25
Total	3,100	12	300	97	25

JURISDICTIONS POLICED BY THE RCMP PROVINCIAL SERVICE

Policing Jurisdiction	Population	Assigned GD/GIS	CCC Offences	Crime Rate	Case Load
Agassiz Prov	3,902	8	800	205	100
Alert Bay Prov	1,315	4	173	132	43
Alexis Creek Prov	1,543	6	133	86	22
Anahim Lake Prov	678	4	99	146	25
Armstrong Prov ¹	517	3	21	41	7
Ashcroft Prov	3,846	5	430	112	86
Atlin Prov	554	3	79	143	26
Barriere Prov	4,129	4	216	52	54
Bella Bella Prov	1,718	5	240	140	48
Bella Coola Prov	2,175	4	218	100	55
Boston Bar Prov	676	3	122	180	41
Bowen Island Prov	3,957	3	111	28	37
Burns Lake Prov	6,087	11	674	111	61
Campbell River Prov	5,704	7	902	158	129
Chase Prov	8,549	9	678	79	75
Chetwynd Prov	5,524	10	538	97	54
Chilliwack Prov	6,039	8	876	145	110
Clearwater Prov	4,575	6	272	59	45
Clinton Prov	1,886	4	157	83	39
Columbia Valley Prov	10,335	11	595	58	54
Comox Valley Prov	29,334	19	1,252	43	66
Coquitlam Prov	3,203	3	82	26	27
Cranbrook Prov	7,235	4	266	37	67
Creston Prov	8,638	6	372	43	62
Dawson Creek Prov	7,482	4	426	57	107
Dease Lake Prov	1,206	7	125	104	18
Duncan Prov	16,036	23	3,732	233	162
Elk Valley Prov ²	9,523	13	453	48	35
<i>Elkford</i>	2,811	3	99	35	--
<i>Fernie</i>	2,137	4	129	60	--
<i>Sparwood</i>	4,575	5	225	49	--
Enderby Prov	7,305	8	659	90	82
Falkland Prov	3,014	3	108	36	36
Fort St. James Prov	4,431	13	1,127	254	87
Fort St. John Prov	14,725	10	675	46	68
Fraser Lake Prov	2,805	5	157	56	31
Gabriola Island Prov	4,418	3	188	43	63
Golden Prov	7,486	11	463	62	42
Hope Prov	1,551	5	262	169	52
Houston Granisle Prov ³	4,673	9	527	113	59
Hudsons Hope Prov	1,295	3	58	45	19
Kelowna Prov	17,336	15	1,633	94	109
Keremeos Prov ⁴	4,966	6	340	68	59
Kimberley Prov	2,272	2	62	27	31



Police Resources in British Columbia, 2019

JURISDICTIONS POLICED BY THE RCMP PROVINCIAL SERVICE, CONTINUED

Policing Jurisdiction	Population	Assigned GD/GIS	CCC Offences	Crime Rate	Case Load
Kitimat Prov	484	2	45	93	23
Kootenay Boundary Regional ⁵	53,646	53	2,680	50	51
<i>Castlegar</i>	6,378	3	182	29	--
<i>Grand Forks</i>	9,158	10	635	69	--
<i>Kaslo</i>	2,348	3	149	63	--
<i>Midway</i>	2,832	4	292	103	--
<i>Nakusp</i>	3,548	4	271	76	--
<i>Nelson</i>	12,667	6	354	28	--
<i>Salmo</i>	2,816	4	300	107	--
<i>Slocan Lake</i>	2,013	3	97	48	--
<i>Trail & Greater District</i>	11,886	8	400	34	--
Ladysmith Prov	6,693	5	445	66	89
Lake Cowichan Prov	6,848	10	501	73	50
Lillooet Prov	3,080	7	317	103	45
Lisims-Nass Valley Prov	1,926	4	294	153	74
Logan Lake Prov	2,697	3	145	54	48
Lumby Prov	6,435	5	224	35	45
Lytton Prov	1,874	4	130	69	33
Mackenzie Prov	4,201	10	472	112	47
Masset Prov	1,899	7	311	164	44
McBride Prov	1,794	4	145	81	36
Merritt Prov	3,842	5	224	58	45
Mission Prov	4,920	5	320	65	64
Nanaimo Prov	15,394	7	1,004	65	143
New Hazelton Prov	5,737	11	1,131	197	103
Nootka Sound Prov	1,936	6	100	52	17
North Vancouver Prov ⁶	49	2	434	--	217
Northern Rockies Prov	4,967	15	863	174	58
Oceanside Prov	27,853	12	1,413	51	118
Oliver Prov ⁴	9,999	10	1,139	114	117
One Hundred Mile House Prov	14,201	13	915	64	70
Osoyoos Prov ⁴	2,453	4	207	84	55
Outer Gulf Islands Prov	4,786	5	160	33	32
Pemberton Prov	4,771	9	339	71	38
Penticton Prov ⁴	12,246	7	925	76	137
Port Alberni Prov	8,188	7	404	49	58
Port Alice Prov	710	2	80	113	40
Port Hardy Prov	5,587	12	1,456	261	121
Port McNeill Prov	4,425	9	301	68	33
Powell River Prov	5,799	5	349	60	70
Prince George Prov	14,362	7	685	48	98
Prince Rupert Prov	1,805	6	257	142	43
Princeton Prov	5,473	7	540	99	77
Quadra Island Prov	3,902	4	145	37	36
Queen Charlotte City Prov	2,565	5	145	57	29
Quesnel Prov	13,550	9	750	55	83
Revelstoke Prov	680	2	61	90	31
Ridge Meadows Prov ^{7,8}	10	3	25	--	8
Salmon Arm Prov	9,965	5	410	41	82
Saltspring Island Prov	11,592	8	732	63	92
Sayward Prov	796	3	72	90	24
Shawnigan Lake Prov	19,670	11	805	41	73



Police Resources in British Columbia, 2019

JURISDICTIONS POLICED BY THE RCMP PROVINCIAL SERVICE, CONTINUED

Policing Jurisdiction	Population	Assigned GD/GIS	CCC Offences	Crime Rate	Case Load
Sicamous Prov	4,078	6	252	62	42
Sidney Prov	3,756	4	272	72	68
Smithers Prov	7,552	6	480	64	80
Sooke Prov	5,208	4	232	45	58
Squamish Prov ^{9,10}	2,253	6	113	50	19
Stewart Prov	419	4	39	93	10
Sunshine Coast Prov	21,006	22	1,075	51	49
T'Kumluvs Prov	9,965	8	831	83	104
Takla Landing Prov	202	1	67	332	67
Terrace Prov	7,773	7	782	101	112
Texada Island Prov	1,106	2	49	44	25
Tofino Prov ¹¹	3,838	8	705	184	88
Tsay Keh Dene Prov	596	3	353	592	118
Tumbler Ridge Prov	2,215	5	105	47	21
Ucluelet Prov	2,538	4	274	108	69
University Prov	17,541	17	1,621	92	95
Valemount Prov	1,712	6	100	58	17
Vanderhoof Prov	8,856	13	1,013	114	78
Vernon Prov	12,604	9	588	47	65
Wells Prov	345	3	23	67	8
West Shore Prov	9,773	5	327	33	65
Whistler Prov	324	4	17	52	4
Williams Lake Prov	13,295	9	682	51	76
Total	683,408	775	52,401	77	68

FOOTNOTES

1. The jurisdictional boundaries for Armstrong Prov were realigned when the municipality of Armstrong became responsible for providing policing within their municipal boundary. This may have resulted in inaccurate reporting; therefore, the crime statistics should be used with caution.
2. The Elk Valley Detachment includes Elkford Prov, Fernie Prov, and Sparwood Prov. The Elk Valley Detachment authorized strength total includes one GIS member assigned to the detachment as a whole.
3. In July 2014, Houston Prov and Granisle Prov were formally amalgamated. Prior to this amalgamation, Houston/Granisle operated in an informally amalgamated manner from two Detachment offices; the main office in the District of Houston and the second in the Village of Granisle. The Granisle office remains and functions as a Community Policing Office.
4. In 2003, Oliver and Osoyoos Prov detachments were restructured into the integrated South Okanagan Detachment. From 2006 to 2012, additional GIS positions were assigned to the Detachment as a whole (in 2012, there were 4 GIS positions assigned to the South Okanagan Detachment). Effective 2013, South Okanagan Detachment de-integrated and Oliver Prov and Osoyoos Prov operate as stand-alone detachments and are reflected in this document as separate entities as they currently exist. The additional 4 GIS positions previously assigned to the South Okanagan Detachment continued to provide services to the wider region. In 2016, one of the 4 GIS shared positions was converted to a GD position and specifically assigned to Oliver. The remaining 3 GIS positions service the wider region and were split equally by adding 0.75 to the authorized strengths of Keremeos Prov, Penticton Prov, Oliver Prov and Osoyoos Prov.
5. The Kootenay Boundary Regional Detachment includes: Castlegar Prov, Grand Forks Prov, Kaslo Prov, Midway Prov, Nakusp Prov, Nelson Prov, Salmo Prov, Slocan Lake Prov, and Trail & Greater District Prov. The Kootenay Boundary Regional Detachment authorized strength total includes eight shared GD/GIS (3 officers in charge and 5 GIS) members assigned to the detachment as a whole.
6. The municipalities of North Vancouver City and North Vancouver District include three First Nations reserve lands within their boundaries. The designated land title names for these reserve lands are: Mission 1 (North Vancouver City); and, Seymour Creek 2 and Burrard Inlet 3 (North Vancouver District). Due to inconsistencies in scoring crime data to the appropriate jurisdictions, the populations for these reserve lands were assigned to North Vancouver Prov (from 2006 to 2018). In 2019, the populations for the reserve lands were realigned from North Vancouver Prov and added to the appropriate municipality. This realignment may result in changes in reporting; crime statistics should be used with caution.
7. The crime rate has not been included because it is not a meaningful indicator for Ridge Meadows Prov (due to the small residential population and the relatively large amount of crimes occurring within the Provincial Parks).
8. The integrated Ridge Meadows RCMP Detachment is comprised of the following contract jurisdictions: the City of Maple Ridge; the City of Pitt Meadows; and, the Ridge Meadows provincial policing jurisdiction. In 2013/14 the RCMP revised the map boundaries that reside in PRIME-BC for each of the jurisdictions within the Ridge Meadows Detachment. This realignment of jurisdictional boundaries likely resulted in changes in reporting; as a result, CCC volumes and crime rates prior to 2014 for these individual jurisdictions should be used with caution.
9. Squamish Prov includes 1 shared GD/GIS position that is assigned to the Sea-to-Sky Regional Detachment – an RCMP organizational structure that includes Whistler, Pemberton and Bowen Island in addition to Squamish.
10. Previously shown as a provincial GD position, 1 member position provides enhanced dedicated services to the Squamish First Nation reserve lands out of the Squamish Detachment. Due to RCMP changes in reporting lines, this position was re-aligned under the Integrated First Nations Unit, resulting in (-1) to Squamish Prov in 2019.
11. Tofino Prov includes 2 provincial GD positions located in Ahousaht satellite office.

Police Resources in British Columbia, 2019



Police Statistics Summary, 2019

Policing Jurisdiction	Population	Auth. Strength ¹	Pop. Per Officer	CCC Offences	Crime Rate	Case Load
RCMP MUNICIPAL SERVICES TOTAL	2,983,287	3,969	752	286,665	96	72
15,000 Population and Over	2,646,915	3,512	754	250,225	95	71
Between 5,000 and 14,999 Population	336,372	457	736	36,440	108	80
MUNICIPAL POLICE DEPARTMENTS	1,401,541	2,461	570	102,262	73	42
RCMP PROVINCIAL DETACHMENTS	683,408	775²	882	52,401	77	68
FIRST NATIONS SELF-ADMINISTERED POLICE SERVICES	3,100	12	258	300	97	25

See *Police Resource Definitions and Data Qualifiers* on page 25 for additional explanatory notes.

FOOTNOTES

1. Includes adjusted strength figures for jurisdictions participating in Lower Mainland District Integrated Teams.
2. Represents the number of members assigned to GD/GIS functions at a detachment and does not include members assigned to specialized functions such as traffic enforcement, forensic identification or major case crimes, etc.



Police Resources in British Columbia, 2019

Government Contributions to Policing, 2019

Type of Service ¹	Total Police Costs Paid By:					
	Auth. Strength ²	Population ³	Mun Govt ⁴	Prov Govt ⁵	Fed Govt ⁶	Total
11 Municipal Police Departments⁷						
Total	2,461	1,401,541	\$574,137,375	-	-	\$574,137,375
RCMP Municipal Services⁸						
31 Units 15,000 Population and Over	3,512	2,646,915	\$703,885,748	-	\$63,081,551	\$766,967,299
34 Units 5000 to 14,999 Population	457	336,372	\$76,272,531	-	\$21,512,023	\$97,784,554
Total	3,969	2,983,287	\$780,158,279	-	\$84,593,574	\$864,751,853
RCMP Provincial Service⁹						
Total	2,602	-	-	\$394,558,798	\$168,140,471	\$562,699,269
First Nations Self-Administered Police Services¹⁰						
Total	12	3,100	-	\$1,082,160	\$1,172,340	\$2,254,500
First Nations Community Policing Services¹¹						
Total	112.5	-	-	\$9,834,142	\$10,653,654	\$20,487,796
BRITISH COLUMBIA TOTAL	9,156	5,071,336	\$ 1,354,295,654	\$ 405,475,100	\$264,560,039	\$2,024,330,793

See *Police Resource Definitions and Data Qualifiers* on page 25 for additional explanatory notes.

FOOTNOTES

1. Data for the South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) is not included in this table. In 2019, SCBCTAPS had an authorized strength of 183 positions and cost \$39,549,306 (paid for by TransLink, a private company).
2. Includes adjusted strength figures for jurisdictions participating in Lower Mainland District Integrated Teams.
3. Total Population includes 683,408 persons residing within municipalities with populations below 5,000 or unincorporated areas, served by the RCMP Provincial Service in 2019. This figure is not specified within the table under RCMP Provincial Service because it only represents rural/unincorporated detachments. The Provincial Service also provides services to populations served by the entire province (see page 3).
4. Total Costs for municipalities refer to actual costs for calendar year 2019 as reported by each municipality. For further information, see the Total Costs definition on page 26.
5. Police costs paid by the provincial government represent actual costs paid in fiscal year 2019/20.
6. Police costs paid by the federal government represent actual costs paid in fiscal year 2019/20 for their share of municipal and provincial policing costs only; these figures only represent their share of the contract costs and exclude costs borne by the federal government which are over and above the contract costs. These figures also do not include the costs to Canada for Federal Service members operating in BC.
7. Total Costs for municipal police departments represent 100% of policing costs.
8. Total Costs for RCMP municipal services include the municipality's share of RCMP contract costs (70% or 90%, depending on population) as well as any costs that are borne 100% by the municipality, i.e., accommodation costs, support staff. Data for dedicated airport security positions at the Vancouver International Airport is not included in this table. In 2019, the Vancouver International Airport had an authorized strength of 30. These positions were administered through the Richmond RCMP detachment; the Vancouver Airport Authority reimbursed 100% of the cost to the City of Richmond. Total Vancouver Airport costs in 2019 were \$4,980,837.
9. Total Costs paid by the provincial government include funding for the Front-Line Resource Reallocation initiative. Resulting changes in authorized strength for impacted units will be reflected in the next year's publication.
10. Total Costs paid by the provincial government include additional funding for police equipment, contract services and professional fees.
11. Authorized strength includes Aboriginal Community Constable Program members, which are gradually being converted to Community Tripartite Agreement under the First Nations Community Policing Services (FNCPs). In 2019, the authorized strength increased to 112.5, and the additional positions will be reflected in next year's publication. Costs associated with enhanced police services provided by Delta Police Department to Tsawwassen First Nation (TFN), which are shared by the provincial and federal governments (48% and 52% respectively), are not included within this table. In 2019, the provincial government contributed \$89,440 and the federal government contributed \$96,893 for the position providing this enhanced service to TFN. The position is included in the authorized strength for Delta Police Department.

Police Resources in British Columbia, 2019



British Columbia Authorized Strength¹ by Responsibility 2010-2019

POLICING RESPONSIBILITY	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
RCMP DIVISION ADMINISTRATION²	115	113	109	97	111	103	101	99	99	99
RCMP FEDERAL SERVICE	1,029	1,035	1,028	1,021	1,058	1,038	1,050	1,059	1,044	1,038
<i>Federal Criminal Law</i>	<i>876</i>	<i>875</i>	<i>888</i>	<i>886</i>	<i>906</i>	<i>905</i>	<i>918</i>	<i>928</i>	<i>911</i>	<i>903</i>
<i>Protective Policing</i>	<i>153</i>	<i>160</i>	<i>140</i>	<i>135</i>	<i>152</i>	<i>133</i>	<i>132</i>	<i>131</i>	<i>133</i>	<i>135</i>
RCMP PROVINCIAL SERVICE³	2,306	2,306	2,602	2,602	2,602	2,602	2,602	2,602	2,602	2,602
<i>Provincial, District & Specialized Resources</i>	<i>1,551</i>	<i>1,543</i>	<i>1,833</i>	<i>1,834</i>	<i>1,830</i>	<i>1,830</i>	<i>1,827</i>	<i>1,829</i>	<i>1,829</i>	<i>1,827</i>
<i>Provincial Detachments – General Duty & Investigations</i>	<i>755</i>	<i>763</i>	<i>769</i>	<i>768</i>	<i>772</i>	<i>772</i>	<i>775</i>	<i>773</i>	<i>773</i>	<i>775</i>
RCMP MUNICIPAL SERVICE	3,352	3,349	3,388	3,429	3,468	3,606	3,672	3,730	3,799	3,876
MUNICIPAL POLICE DEPARTMENTS	2,399	2,406	2,404	2,407	2,405	2,407	2,422	2,429	2,440	2,447
FIRST NATIONS COMMUNITY POLICE SERVICES⁴	108.5	108.5	108.5	108.5	108.5	108.5	108.5	108.5	108.5	112.5
FIRST NATIONS SELF-ADMINISTERED POLICE SERVICES	10	8	8	9	10	10	10	10	10	12
SOUTH COAST BRITISH COLUMBIA TRANSPORTATION AUTHORITY POLICE⁵	167	167	167	167	167	167	167	175	183	183
VANCOUVER INTERNATIONAL AIRPORT⁶	27	27	27	27	27	27	27	27	27	30
VICTORIA INTERNATIONAL AIRPORT⁷	2	2	2	0	0	0	0	0	0	0
BRITISH COLUMBIA TOTAL	9,516	9,522	9,844	9,868	9,958	10,070	10,159	10,239	10,312	10,400

See *Police Resource Definitions and Data Qualifiers* on page 25 for additional explanatory notes.

FOOTNOTES

- Adjusted strength figures are not available for depictions of 10-year trend data. As a result, only authorized strengths are used in this table. See page 25 for the definition of authorized strength.
- Due to an RCMP calculation error, the 10-Year authorized strength figures for the RCMP Division Administration have been adjusted. See data qualifier 8 on page 26.
- In 2012, the number of authorized strength positions under Annex A of the *Provincial Police Service Agreement* (PPSA) was adjusted upon signing the 2012 Agreement.
- Authorized strength figures include Aboriginal Community Constable Program (ACCP) members. ACCP positions are gradually being converted to Community Tripartite Agreement under the First Nations Community Policing Services (FNCPs).
- The South Coast British Columbia Transportation Authority Police Service (SCBCTAPS) was formed as a transit security department in October 2004, and converted to a designated police unit under the *Police Act* on December 4, 2005.
- Vancouver Airport Authority signed a supplemental agreement to Richmond's *Municipal Police Unit Agreement* in 2012. At that time, the City of Richmond assumed the administrative and financial functions for payment of enhanced RCMP policing services to the airport through the Richmond RCMP detachment. The airport authority reimburses Richmond 100% of the cost for the airport police. Authorized strength data for Richmond does not include Vancouver International Airport positions.
- Victoria Airport Authority signed a supplemental agreement to North Saanich's *Municipal Police Unit Agreement* in 2006. At that time, the District of North Saanich assumed the administrative and financial functions for payment of enhanced RCMP policing services to the airport through the North Saanich RCMP detachment. The airport authority reimbursed North Saanich 100% of the cost for the airport police. Effective April 2013, the Victoria Airport Authority agreement for dedicated police services ended and was not continued.



Police Resources in British Columbia, 2019

Authorized Strength by Jurisdiction, 2010-2019

Policing Jurisdiction ¹	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Abbotsford Mun	210	210	208	209	204	204	204	206	210	212
Agassiz Prov ¹	7	7	7	8	8	8	8	8	8	8
Alert Bay Prov	3	3	3	3	4	4	4	4	4	4
Alexis Creek Prov	5	5	5	5	5	5	6	6	6	6
Anahim Lake Prov	4	4	4	4	4	4	4	4	4	4
Armstrong Mun ¹	--	--	--	--	--	--	--	3	3	4
Armstrong Prov ¹	8	8	5	5	6	6	6	3	3	3
Ashcroft Prov	5	5	5	5	5	5	5	5	5	5
Atlin Prov	3	3	3	3	3	3	3	3	3	3
Barriere Prov	4	4	4	4	4	4	4	4	4	4
Bella Bella Prov	5	5	5	5	5	5	5	5	5	5
Bella Coola Prov	3	3	3	3	4	4	4	4	4	4
Boston Bar Prov	3	3	3	3	3	3	3	3	3	3
Bowen Island Prov	3	3	3	3	3	3	3	3	3	3
Burnaby Mun	277	277	277	277	277	277	277	277	285	297
Burns Lake Prov	11	11	11	11	11	11	11	11	11	11
Campbell River Mun	43	43	43	43	43	43	43	43	45	45
Campbell River Prov	7	7	7	7	7	7	7	7	7	7
Castlegar Mun	13	13	13	13	13	13	13	13	13	13
Central Saanich Mun	23	23	23	23	23	23	23	23	23	23
Chase Prov	9	9	9	9	9	9	9	9	9	9
Chetwynd Prov	10	10	10	10	10	10	10	10	10	10
Chilliwack Mun	104	105	106	107	107	108	110	120	125	132
Chilliwack Prov	8	8	8	8	8	8	8	8	8	8
Clearwater Prov	5	5	5	6	6	6	6	6	6	6
Clinton Prov	4	4	4	4	4	4	4	4	4	4
Coldstream Mun	7	7	7	7	7	7	7	7	7	7
Columbia Valley Prov	11	11	11	11	11	11	11	11	11	11
Colwood Mun	16	16	17	17	17	17	17	17	17	18
Comox Mun ²	12	12	12	12	12	12	12	12	12	12
Comox Valley Prov	19	19	19	19	19	19	19	19	19	19
Coquitlam Mun	148	152	152	152	152	156	162	162	162	166
Coquitlam Prov	3	3	3	3	3	3	3	3	3	3
Courtenay Mun	28	30	30	30	30	30	30	30	30	31
Cranbrook Mun	26	26	26	26	26	26	26	26	26	26
Cranbrook Prov	4	4	4	4	4	4	4	4	4	4
Creston Mun ¹	--	--	7	7	7	7	7	7	7	7
Creston Prov	13	13	6	6	6	6	6	6	6	6
Dawson Creek Mun	24	24	25	25	25	25	25	25	25	25
Dawson Creek Prov	4	4	4	4	4	4	4	4	4	4
Dease Lake Prov	6	6	6	6	7	7	7	7	7	7
Delta Mun	165	170	170	170	173	173	180	185	190	191
Duncan Prov	23	23	23	23	23	23	23	23	23	23

Police Resources in British Columbia, 2019



Authorized Strength by Jurisdiction, 2010-2019, Continued

Policing Jurisdiction ¹	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Elk Valley Detachment ^{1,3}	18	18	18	18	18	18	18	13	13	13
<i>Elkford Prov</i>	3	3	3	3	3	3	3	3	3	3
<i>Fernie Prov</i>	9	9	9	9	9	9	9	4	4	4
<i>Sparwood Prov</i>	5	5	5	5	5	5	5	5	5	5
Enderby Prov	6	6	6	6	8	8	8	8	8	8
Falkland Prov	3	3	3	3	3	3	3	3	3	3
Fernie Mun ¹	--	--	--	--	--	--	--	5	5	6
Fort St. James Prov	14	14	13	13	13	13	13	13	13	13
Fort St. John Mun	34	34	34	34	34	36	36	38	38	38
Fort St. John Prov	10	10	10	10	10	10	10	10	10	10
Fraser Lake Prov	5	5	5	5	5	5	5	5	5	5
Gabriola Island Prov	3	3	3	3	3	3	3	3	3	3
Golden Prov	11	11	11	11	11	11	11	11	11	11
Hope Mun	13	13	13	13	13	13	13	13	13	13
Hope Prov	5	5	5	5	5	5	5	5	5	5
Houston Granisle Detachment ⁴	6	6	6	6	9	9	9	9	9	9
Hudsons Hope Prov	3	3	3	3	3	3	3	3	3	3
Kamloops Mun	124	124	124	124	124	136	136	136	142	142
Kelowna Mun	156	160	174	177	179	185	191	191	195	203
Kelowna Prov ¹	18	18	15	15	15	15	15	15	15	15
Kent Mun ¹	5	5	5	5	6	6	6	6	6	6
Keremeos Prov ⁵	5	6	6	6	6	6	6	6	6	6
Kimberley Mun	9	8	8	8	8	8	8	8	8	8
Kimberley Prov	2	2	2	2	2	2	2	2	2	2
Kitimat Mun	15	15	15	15	16	18	18	18	18	18
Kitimat Prov	2	2	2	2	2	2	2	2	2	2
Kootenay Boundary Regional Detachment ⁶	53	53	53	53	53	53	53	53	53	53
<i>Castlegar Prov</i>	3	3	3	3	3	3	3	3	3	3
<i>Grand Forks Prov</i>	10	10	10	10	10	10	10	10	10	10
<i>Kaslo Prov</i>	3	3	3	3	3	3	3	3	3	3
<i>Midway Prov</i>	4	4	4	4	4	4	4	4	4	4
<i>Nakusp Prov</i>	4	4	4	4	4	4	4	4	4	4
<i>Nelson Prov</i>	6	6	6	6	6	6	6	6	6	6
<i>Salmo Prov</i>	4	4	4	4	4	4	4	4	4	4
<i>Slocan Lake Prov</i>	3	3	3	3	3	3	3	3	3	3
<i>Trail & Greater District Prov</i>	8	8	8	8	8	8	8	8	8	8
Ladysmith Mun	7	7	7	7	7	7	7	7	7	7
Ladysmith Prov	5	5	5	5	5	5	5	5	5	5
Lake Country Mun	12	12	12	12	12	12	12	12	13	13
Lake Cowichan Prov ¹	10	10	10	10	10	10	10	10	10	10
Langford Mun	26	27	28	29	30	30	38	42	42	51
Langley City Mun	50	50	50	50	50	50	50	51	51	51
Langley Township Mun	133	133	134	134	135	138	140	140	144	145
Lillooet Prov	7	7	7	7	7	7	7	7	7	7



Police Resources in British Columbia, 2019

Authorized Strength by Jurisdiction, 2010-2019, Continued

Policing Jurisdiction ¹	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Lisims-Nass Valley Prov	4	4	4	4	4	4	4	4	4	4
Logan Lake Prov	3	3	3	3	3	3	3	3	3	3
Lumby Prov	5	5	5	5	5	5	5	5	5	5
Lytton Prov	4	4	4	4	4	4	4	4	4	4
Mackenzie Prov ¹	10	10	10	10	10	10	10	10	10	10
Maple Ridge Mun	89	89	89	93	94	96	97	101	102	102
Masset Prov	7	7	7	7	7	7	7	7	7	7
McBride Prov	3	3	3	4	4	4	4	4	4	4
Merritt Mun	15	15	15	15	15	15	15	15	15	15
Merritt Prov	5	5	5	5	5	5	5	5	5	5
Mission Mun	52	52	50	50	50	50	51	52	53	53
Mission Prov	5	5	5	5	5	5	5	5	5	5
Nanaimo Mun	135	135	140	145	145	145	145	145	145	145
Nanaimo Prov	6	6	6	7	7	7	7	7	7	7
Nelson City Mun	17	17	17	17	17	19	19	19	18	18
New Hazelton Prov	10	10	10	10	10	10	11	11	11	11
New Westminster Mun	108	108	108	108	108	108	110	110	112	112
Nootka Sound Prov	5	5	5	6	6	6	6	6	6	6
North Cowichan Mun	30	30	31	31	31	31	31	31	32	32
North Saanich Mun	11	11	11	11	11	11	11	11	11	11
North Vancouver City Mun	64	64	64	64	64	64	64	65	66	68
North Vancouver District Mun	91	91	91	91	91	91	91	90	89	87
North Vancouver Prov	2	2	2	2	2	2	2	2	2	2
Northern Rockies Mun ¹	11	11	--	11	11	11	11	--	--	--
Northern Rockies Prov ¹	4	4	15	4	4	4	4	15	15	15
Oak Bay Mun	23	23	23	23	23	23	23	23	23	23
Oceanside Prov	12	12	12	12	12	12	12	12	12	12
Oliver Prov ^{1,5}	10	10	10	9	9	9	10	10	10	10
One Hundred Mile House Prov	13	13	13	13	13	13	13	13	13	13
Osoyoos Mun ¹	--	--	--	--	--	--	--	5	5	6
Osoyoos Prov ^{1,5}	8	8	8	9	9	9	9	4	4	4
Outer Gulf Islands Prov	4	4	4	5	5	5	5	5	5	5
Parksville Mun	16	16	16	16	16	16	16	16	17	17
Peachland Mun ¹	--	--	4	4	4	4	4	4	4	4
Pemberton Prov	10	10	9	9	9	9	9	9	9	9
Penticton Mun	45	45	45	45	45	45	45	45	46	47
Penticton Prov ⁵	6	7	7	7	7	7	7	7	7	7
Pitt Meadows Mun	22	22	22	23	22	22	22	23	23	23
Port Alberni Mun	35	35	35	34	34	34	34	34	34	34
Port Alberni Prov	7	7	7	7	7	7	7	7	7	7
Port Alice Prov	2	2	2	2	2	2	2	2	2	2
Port Coquitlam Mun	67	67	67	67	67	67	71	74	74	76
Port Hardy Prov	12	12	12	12	12	12	12	12	12	12
Port McNeill Prov	8	8	8	8	9	9	9	9	9	9
Port Moody Mun	50	50	50	50	51	51	51	51	52	52



Police Resources in British Columbia, 2019

Authorized Strength by Jurisdiction, 2010-2019, Continued

Policing Jurisdiction ¹	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Powell River Mun	18	18	18	18	18	18	19	19	19	19
Powell River Prov	5	5	5	5	5	5	5	5	5	5
Prince George Mun	130	128	128	128	128	135	138	140	142	142
Prince George Prov	7	7	7	7	7	7	7	7	7	7
Prince Rupert Mun	36	36	36	36	36	36	36	36	36	36
Prince Rupert Prov ⁷	6	6	6	6	6	6	6	6	6	6
Princeton Prov	7	7	7	7	7	7	7	7	7	7
Quadra Island Prov	4	4	4	4	4	4	4	4	4	4
Qualicum Beach Mun	8	8	8	8	8	8	8	8	8	8
Queen Charlotte City Prov	5	5	5	5	5	5	5	5	5	5
Quesnel Mun	21	21	21	21	21	21	21	21	21	23
Quesnel Prov	9	9	9	9	9	9	9	9	9	9
Revelstoke Mun	12	12	12	12	12	12	12	13	13	14
Revelstoke Prov	2	2	2	2	2	2	2	2	2	2
Richmond Mun ⁸	211	211	211	211	212	212	224	235	251	270
Ridge Meadows Prov	3	3	3	3	3	3	3	3	3	3
Saanich Mun	152	154	154	156	156	157	161	161	161	161
Salmon Arm Mun	19	19	19	19	19	19	19	19	19	19
Salmon Arm Prov	5	5	5	5	5	5	5	5	5	5
Saltspring Island Prov	8	8	8	8	8	8	8	8	8	8
Sayward Prov	3	3	3	4	3	3	3	3	3	3
Sechelt Mun	11	11	11	11	11	11	11	11	11	11
Shawnigan Lake Prov	11	11	11	11	11	11	11	11	11	11
Sicamous Prov	6	6	6	6	6	6	6	6	6	6
Sidney Mun	14	14	14	14	15	15	15	15	15	15
Sidney Prov	4	4	4	4	4	4	4	4	4	4
Smithers Mun	9	9	9	9	9	9	9	9	9	9
Smithers Prov	6	6	6	6	6	6	6	6	6	6
Sooke Mun	11	11	11	11	11	11	12	13	13	13
Sooke Prov	4	4	4	4	4	4	4	4	4	4
Spallumcheen Mun ¹	--	--	3	3	3	3	3	3	3	4
Squamish Mun	25	25	25	25	25	25	25	25	25	25
Squamish Prov ⁹	7	7	7	7	7	7	7	7	7	6
Stewart Prov	3	3	3	4	4	4	4	4	4	4
Summerland Mun	9	9	9	9	9	9	9	9	9	9
Sunshine Coast Prov ¹	22	22	22	22	22	22	22	22	22	22
Surrey Mun ^{10,11}	641	651	661	673	703	803	819	831	843	843
Surrey Prov ¹¹	--	--	--	--	--	--	--	--	--	--
T'Kumlups Prov	8	8	8	8	8	8	8	8	8	8
Takla Landing Prov	1	1	1	1	1	1	1	1	1	1
Terrace Mun	25	25	25	25	25	25	25	25	25	28
Terrace Prov	7	7	7	7	7	7	7	7	7	7
Texada Island Prov	2	2	2	2	2	2	2	2	2	2
Tofino Prov	6	6	8	8	8	8	8	8	8	8



Police Resources in British Columbia, 2019

Authorized Strength by Jurisdiction, 2010-2019, Continued

Policing Jurisdiction ¹	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Trail Mun	14	14	14	14	14	14	14	14	14	14
Tsay Keh Dene Prov	2	2	2	2	3	3	3	3	3	3
Tumbler Ridge Prov	5	5	5	5	5	5	5	5	5	5
Ucluelet Prov	4	4	4	4	4	4	4	4	4	4
University Prov	17	17	17	17	17	17	17	17	17	17
Valemount Prov	4	4	4	6	6	6	6	6	6	6
Vancouver Mun	1,327	1,327	1,327	1,327	1,327	1,327	1,327	1,327	1,327	1,327
Vanderhoof Prov ¹²	9	9	9	9	9	9	10	10	10	13
Vernon Mun	65	56	56	56	56	56	56	56	56	56
Vernon Prov	12	12	12	12	9	9	9	9	9	9
Victoria Mun ¹	243	243	243	243	243	243	245	245	245	249
View Royal Mun	8	8	8	8	9	9	10	10	10	11
Wells Prov	3	3	3	3	3	3	3	3	3	3
West Kelowna Mun ¹	21	21	23	23	23	23	24	26	28	29
West Shore Prov	5	5	5	5	5	5	5	5	5	5
West Vancouver Mun	81	81	81	81	80	79	79	79	79	79
Whistler Mun	24	24	24	24	24	24	24	24	24	24
Whistler Prov	4	4	4	4	4	4	4	4	4	4
White Rock Mun	23	23	23	23	23	23	23	23	25	25
Williams Lake Mun	24	24	24	24	24	24	24	25	25	25
Williams Lake Prov	9	9	9	9	9	9	9	9	9	9

Adjusted strength figures are not available for depictions of 10-year trend data. As a result, only authorized strengths and assigned GD/GIS for the Provincial Service are used in this table. See *Police Resource Definitions and Data Qualifiers* on page 25 for additional explanatory notes.

FOOTNOTES

- The following policing jurisdictions have been opened or closed subsequent to Canada Census results or detachment/departamental amalgamations. Where jurisdictions have been amalgamated, the data shown reflect the total reporting for both the present jurisdiction and the absorbed jurisdiction up to and including the year in which the jurisdictions were amalgamated.
 - 2003: Sparwood Prov, Fernie Prov and Elkford Prov were restructured into Elk Valley Detachment. Oliver Prov and Osoyoos Prov were restructured into South Okanagan Detachment. Sechelt Prov and Gibsons Prov amalgamated into Sunshine Coast Prov. Esquimalt Police Department amalgamated with the Victoria Police Department.
 - 2004: Ditidaht First Nations Self-Administered Police Service (FNSAPS) was closed and Lake Cowichan RCMP provincial detachment assumed policing responsibilities for the area.
 - 2007: As a result of the 2006 Canada Census, the Township of Spallumcheen and the District of Mackenzie went under 5,000 population. Spallumcheen reverted to a provincial service jurisdiction effective April 1, 2007. Mackenzie reverted to a provincial service jurisdiction on April 1, 2008.
 - 2009: The District of West Kelowna incorporated in 2007 with a population exceeding 15,000. The District continued to be policed by the provincial service as part of Kelowna Prov until they signed a *Municipal Police Unit Agreement* effective April 1, 2009. According to the 2006 Canada Census, the District of Kent went over 5,000 population. The District was policed by Agassiz Prov until they signed a *Municipal Police Unit Agreement* effective April 1, 2009.
 - 2010: The former Northern Rockies Regional District incorporated as the first regional municipality in BC in 2009. The Northern Rockies Regional Municipality continued to be policed by the provincial service as part of Fort Nelson Prov until they signed a *Municipal Police Unit Agreement* effective April 1, 2010. The municipality was policed by Northern Rockies Mun from April 1, 2010 to March 31, 2012 (see also below) and the remaining area was policed by Northern Rockies Prov during this time (for the purposes of this table "Fort Nelson Prov" figures are reported under "Northern Rockies Prov").

Police Resources in British Columbia, 2019



FOOTNOTES, CONTINUED

- 2012: According to the 2011 Canada Census, the municipalities of Creston, Peachland and Spallumcheen went over 5,000 population and, as a result, became responsible for providing police services within their municipal boundaries. Each of these municipalities signed a *Municipal Police Unit Agreement* with the provincial government for the provision of RCMP municipal services effective April 1, 2012. Prior to 2012, Creston was policed by Creston Prov; Peachland was policed by Kelowna Prov; and Spallumcheen was policed by Armstrong Prov. In addition, due to 2011 Canada Census results, Northern Rockies Regional Municipality (NRRM) fell below 5,000 population, and responsibility for policing the municipality reverted back to the provincial service (Northern Rockies Prov) effective April 1, 2012.
- 2013: NRRM appealed their Census population figure with Statistics Canada. An investigation was conducted and Statistics Canada revised NRRM's Census count to 5,290. As a result, NRRM again became responsible for policing within its municipal boundaries effective April 1, 2013.
- 2017: According to the 2016 Canada Census, the municipalities of Armstrong, Fernie and Osoyoos went over 5,000 population and, as a result, became responsible for providing policing within their municipal boundaries, effective April 1, 2017. In addition, due to 2016 Canada Census results, Northern Rockies Regional Municipality (NRRM) fell below 5,000 population, and responsibility for policing the municipality reverted back to the provincial service (Northern Rockies Prov) effective April 1, 2017.
2. In 2017, Comox Mun reduced its authorized strength to 11.3 to reflect the deeming of civilian members into the Federal public service. The deeming date has been postponed and therefore, the authorized strength remains at 11.6 (shown as 12).
 3. The Elk Valley Detachment includes three provincial policing jurisdictions: Elkford Prov, Fernie Prov, and Sparwood Prov. Starting in 2010, the Elk Valley Detachment authorized strength total included one GIS member assigned to the detachment as a whole.
 4. In July 2014, Houston Prov and Granisle Prov were formally amalgamated. Prior to this amalgamation, Houston/Granisle operated in an informally amalgamated manner from two Detachment offices; the main office in the District of Houston and the second in the Village of Granisle. The Granisle office remains and functions as a Community Policing Office.
 5. In 2003, Oliver and Osoyoos Prov detachments were restructured into the integrated South Okanagan Detachment. From 2006 to 2012, additional GIS positions were assigned to the Detachment as a whole (in 2012, there were 4 GIS positions assigned to the South Okanagan Detachment). Effective 2013, South Okanagan Detachment de-integrated and Oliver Prov and Osoyoos Prov operate as stand-alone detachments and are reflected in this document as separate entities as they currently exist. The additional 4 GIS positions previously assigned to the South Okanagan Detachment continued to provide services to the wider region. In 2016, one of the 4 GIS shared positions was converted to a GD position and exclusively assigned to Oliver. The remaining 3 GIS positions service the wider region and were split equally by adding 0.75 to the authorized strengths of Keremeos Prov, Penticton Prov, Oliver Prov and Osoyoos Prov.
 6. The Kootenay Boundary Regional Detachment includes nine provincial policing jurisdictions: Castlegar Prov, Grand Forks Prov, Kaslo Prov, Midway Prov, Nakusp Prov, Nelson Prov, Salmo Prov, Slocan Lake Prov, and Trail & Greater District Prov. The Kootenay Boundary Regional Detachment authorized strength total includes eight shared GD/GIS (3 officers in charge and 5 GIS) members assigned to the detachment as a whole.
 7. In 2010, the Coastal Policing Unit in Prince Rupert took over policing of the Kitasoo/Klemtu area; increasing its authorized strength by two members.
 8. Vancouver Airport Authority signed a supplemental agreement to Richmond's *Municipal Police Unit Agreement* in 2012. At that time, the City of Richmond assumed the administrative and financial functions for payment of dedicated RCMP policing services to the Vancouver airport through the Richmond RCMP detachment. The Airport Authority reimburses Richmond 100% of the cost for these services. Authorized strength data for Richmond does not include Vancouver International Airport positions.
 9. Previously shown as a provincial GD position, 1 member position provides enhanced dedicated services to the Squamish First Nation reserve lands out of the Squamish Detachment. Due to RCMP changes in reporting lines, this position was re-aligned under the Integrated First Nations Unit, resulting in (-1) to Squamish Prov in 2019.
 10. Authorized strength for the City of Surrey includes 3 Community Constables. A Community Constable is an armed, uniformed peace officer at the rank of Special Constable.
 11. As of 2007, statistics for Surrey Prov are included in Surrey Mun.
 12. In 2019, Vanderhoof Prov increased by 3 members; 1 converted from a specialized position and 2 officers reallocated from within the Provincial Service.



Police Resources in British Columbia, 2019

Impact of Uniform Crime Reporting (UCR) Scoring Rule Changes

Comparisons of crime statistics between jurisdictions, provinces, and years should be made with caution, as many factors influence police-reported crime statistics other than actual changes in crime, such as demographic changes, social and economic trends, public reporting practices to police, technological advancements, legislative amendments, local police service priorities, social perceptions and attitudes towards certain crimes, and other factors.

Changes in 2018 and 2019 are attributable in part to changes in reporting practices.

In January 2018, Statistics Canada updated the definitions of “founded” and “unfounded” crimes in its reporting methodology for police services across Canada. The new definitions represent a “victim-centred approach” to recording crimes, which means it is to be believed that the crime occurred (“founded”) unless there is credible evidence to prove it did not (“unfounded”). Statistics Canada predicted that as a result of these changes, the number of “founded” incidents for some types of crimes, including sexual assault, likely would increase and the clearance rate for these crimes likely would decrease.

Many police agencies across Canada implemented these changes at varying points throughout 2018, and the anticipated impacts on crime data may have already begun to occur in 2018. In BC, the rollout occurred later, which Statistics Canada noted may have contributed to the notable increases in BC’s police-reported crime in 2019.

Police agencies across BC implemented these scoring rule changes in January 2019. Additionally, Statistics Canada noted that police services in BC undertook a uniform training strategy to further standardize reporting throughout the province, which also may have contributed to BC’s increase.

More information about the UCR Survey and these scoring rule changes can be found at:

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54973-eng.htm>

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2020001/article/00010-eng.htm>

Police Resources in British Columbia, 2019



Police Resource Definitions and Data Qualifiers

1. **Population figures** are estimates prepared annually by BC Stats, based on the results of Canada Census which is conducted every five years. These estimates reflect only the permanent or resident population of a jurisdiction. Where a jurisdiction serves as a business and/or entertainment centre, it may have substantial “part-time” and “resident non-resident” populations relative to its resident or “late night” population, i.e., tourists, cabin owners, commuters, students, and seasonal staff. These temporary populations, whose permanent residence is within another jurisdiction, are excluded from a jurisdiction’s population figures. Note: the 2019 population estimates provided by BC Stats were based on the Statistics Canada 2016 Census boundary geographies adjusted in accordance with current police jurisdiction boundaries.
2. **Authorized strength** represents the maximum number of positions that the detachment or department has been authorized to fill as of December 31st of each calendar year. The authorized strength for both municipal RCMP services and municipal police department jurisdictions (Mun) represents the number of sworn officers/members and sworn civilian officers/members assigned to a detachment or department, but does not include non-sworn civilian support staff, bylaw enforcement officers, the RCMP Auxiliary program or municipal police department reserve police officers. The authorized strength for Provincial Service jurisdictions (Prov) represents the number of sworn members assigned to General Duty and General Investigation Service (GD/GIS) functions at a detachment but does not include members assigned to specialized functions such as traffic enforcement, forensic identification or major case crimes, etc. The assigned strengths for provincial service jurisdictions are obtained from RCMP “E” Division Headquarters. The authorized strengths for RCMP municipal jurisdictions are obtained from Annex A of each municipality’s *Municipal Police Unit Agreement* (MPUA). (**Note:** Due to inconsistencies in counting Integrated Team members some Lower Mainland District (LMD) municipalities’ authorized strengths are not comparable and may reflect some, none or all integrated team members. Police Services Division is working with the RCMP and LMD municipalities to achieve consistency in Annex A, authorized strengths. For 2019, a separate “adjusted strength” figure for these municipalities has been calculated to show the net adjustment to authorized strength to account for Integrated Team members. Adjusted strength figures are not included in tables showing ten year authorized strength trends). Authorized strengths for municipalities policed by municipal police departments are collected annually from each department. The exact values from the source data was used, however values reported have been rounded up to the nearest whole number, unless otherwise shown. Due to the differences in the organizational structure of each type of unit and methods of collecting authorized strength data, comparisons between RCMP provincial, RCMP municipal, and municipal police jurisdictions should be made with caution.
3. **Adjusted strength** is a calculation that adjusts a municipal authorized strength to account for Integrated Team members who are assigned on a regional basis. For 2019, adjusted strength applies to LMD Integrated Team participation only. The Integrated Teams member adjustment is based on a proportional allocation of Full-Time Equivalent (FTE) utilization attributable to each municipality’s financial contribution to the LMD teams for the fiscal year 2019/2020. Some LMD municipalities’ authorized strength already includes or accounts for a portion of Integrated Team members; therefore, not all Integrated Teams’ adjustments are a simple addition to authorized strength. The values reported have been rounded up to the nearest whole number after making the adjustments using exact values from the source data.
4. **Case loads** are defined as the number of *Criminal Code* offences (excluding drugs and traffic offences) per authorized strength. They represent the workload per officer, and as a result, are often a better indicator of the demand for police services than either a jurisdiction’s population or its crime rate. The case load is calculated by dividing the total number of *Criminal Code* offences in the calendar year by the authorized strength as of December 31st of the same calendar year. (**Note:** The adjusted strength has been used to calculate the case loads for municipal units participating in Lower Mainland District Integrated Teams). Please refer to recent changes in the impact on UCR scoring rules on page 24.



Police Resources in British Columbia, 2019

Police Resource Definitions and Data Qualifiers, Continued

5. **Total Criminal Code Offences** includes property, violent, and other crimes (excluding drugs and traffic offences). **Number of offences** represents only those crimes reported to, or discovered by the police which, upon preliminary investigation, have been deemed to have occurred or been attempted; these data do not represent nor imply a count of the number of charges laid, prosecutions conducted, informations sworn or convictions obtained. These data have been recorded by the police utilizing the Uniform Crime Reporting 2 (UCR2) Survey scoring rules and guidelines. If a single criminal incident contains a number of violations of the law, then only the most serious violation is counted for purposes of this statistic. Please refer to recent changes in the impact on UCR scoring rules on page 24.
6. **Crime rate** is the number of *Criminal Code* offences or crimes (excluding drugs and traffic) reported for every 1,000 persons. It is a better measure of trends in crime than the actual number of offences because it accounts for population differences. A high crime rate may indicate that a municipality is a "core city", i.e., a business and/or entertainment centre for many people who reside outside, as well as inside, the municipality. As a result, "core cities" may have large part-time or temporary populations which are excluded from both their population bases and their crime rate calculations. Please refer to recent changes in the impact on UCR scoring rules on page 24.
7. **Total Costs** refer to actual costs as reported by each municipality, collected annually from the PSD administered Municipal Police Expenditure Survey. For municipalities policed by the RCMP, total costs include the municipality's share of RCMP contract costs, including integrated team costs, (i.e., either 70% or 90% depending on population) plus those costs borne 100% by the municipality which are over and above the contract costs, such as support staff and accommodation. Total costs do not include costs for bylaw enforcement or victim services programs, capital expenditures (such as major construction projects), or revenues. There is some variation between jurisdictions with respect to the cost items that are included in their policing budgets and reflected in total costs, so caution should be used if comparisons are being made. As a result of variances in reporting practices, in 2017, the Municipal Policing Expenditure Survey was amended to include amortization/depreciation costs as part of the Accommodation costs. Previous iterations of the survey and scoring rules did not specifically articulate the inclusion of the amortization/depreciation costs and was added to standardize practices from all municipalities.
8. The data contained in this report may vary when compared with previous reports produced by Police Services Division. Where variances occur, the report produced at the latest date will reflect the most current data available.
9. Populations, crime rates and case loads are only three of the many factors used to determine the strength and organization of a police agencies. A number of other factors, such as size and accessibility of the area to be policed and traffic volume are also taken into consideration. In addition, case loads and crime rates do not reflect the time spent by police providing general assistance to the public, participating in crime prevention programs, or enforcing traffic laws.
10. Comparisons between municipal police departments, RCMP municipal and RCMP provincial services should be made with caution.

DATA SOURCES:

Crime:	Statistics Canada. 2019. Incident-based crime statistics, by detailed violation and police services, British Columbia, annual, 1998 to 2019 (Table 35-10-0184-01). Last updated October 29, 2020. https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3510018401 (accessed October 29, 2020).
Populations:	BC Statistics, Ministry of Labour, Citizens' Services and Open Government, BC.
Police Costs and Resources:	Royal Canadian Mounted Police, "E" Division; Police Services Division; Municipal Police Departments; Municipalities.
DATE:	November 2020

Catalogue no. 85-002-X
ISSN 1209-6393

Juristat

Police resources in Canada, 2019

by Patricia Conor, Sophie Carrière, Suzanne Amey,
Sharon Marcellus and Julie Sauvé

Release date: December 8, 2020



Statistics
Canada

Statistique
Canada

Canada

How to obtain more information

For information about this product or the wide range of services and data available from Statistics Canada, visit our website, www.statcan.gc.ca.

You can also contact us by

email at STATCAN.infostats-infostats.STATCAN@canada.ca

telephone, from Monday to Friday, 8:30 a.m. to 4:30 p.m., at the following numbers:

- | | |
|---|----------------|
| • Statistical Information Service | 1-800-263-1136 |
| • National telecommunications device for the hearing impaired | 1-800-363-7629 |
| • Fax line | 1-514-283-9350 |

Depository Services Program

- | | |
|------------------|----------------|
| • Inquiries line | 1-800-635-7943 |
| • Fax line | 1-800-565-7757 |

Standards of service to the public

Statistics Canada is committed to serving its clients in a prompt, reliable and courteous manner. To this end, Statistics Canada has developed standards of service that its employees observe. To obtain a copy of these service standards, please contact Statistics Canada toll-free at 1-800-263-1136. The service standards are also published on www.statcan.gc.ca under “Contact us” > [“Standards of service to the public.”](#)

Note of appreciation

Canada owes the success of its statistical system to a long-standing partnership between Statistics Canada, the citizens of Canada, its businesses, governments and other institutions. Accurate and timely statistical information could not be produced without their continued co-operation and goodwill.

Published by authority of the Minister responsible for Statistics Canada

© Her Majesty the Queen in Right of Canada as represented by the Minister of Industry, 2020

All rights reserved. Use of this publication is governed by the Statistics Canada [Open Licence Agreement](#).

An [HTML version](#) is also available.

Cette publication est aussi disponible en français.

Police resources in Canada, 2019: Highlights

- The cost of operating police services in Canada has generally been on the increase since 1996/1997 and continued to inch up in 2018/2019 reaching \$15.7 billion. After accounting for inflation, total operating expenditures rose by 1% from the previous year. Higher salary and non-salary costs contributed to greater operating costs overall.
- The cost of salaries, wages and benefits for police service personnel increased 3% in 2018/2019 reaching \$12.8 billion in 2018/2019. As has historically been the case, these were the largest cost to police services, accounting for 81% of operating expenditures in 2018/2019.
- The average amount spent on police officer salaries and wages (regular pay, overtime pay and other pay) was approximately \$118,000 per officer in 2018/2019, about \$4,000 more than the average for the previous year.
- Non-salary costs for police services also grew in 2018/2019 in terms of both operating costs (+8%) and capital expenditures (+4%). Expenses related to information technology (IT) operations and services drove the increase in non-salary costs. Police services spent \$412.5 million on Information Technology (IT) operations in 2018/2019, 9% more than spent in the previous year.
- As of May 15, 2019, there were 68,718 police officers in Canada, 186 more than in 2018. This, represented a rate of police strength of 183 officers per 100,000 population, a rate that was 1% lower than the previous year due to an increase in the Canadian population since 2018.
- The number of civilians employed by police services has been steadily on the rise since 1962. In addition to sworn officers, police services employed the equivalent of 31,699 full-time staff members on May 15, 2019, 2% more than in 2018. Officer recruits (who are considered civilian until fully sworn in) accounted for most of the overall growth in civilian personnel, with an additional 540 recruits in 2019.
- The representation of women as police officers has been steadily increasing since 1986 when data on gender were first collected and women represented 4% of officers. On May 15, 2019, there were 325 more female police officers in Canada over the previous year. The 15,268 female officers in 2019 accounted for 22% of all police officers.
- As of May 15, 2019, 4% of police officers and 3% of recruits self-identified as Indigenous. In the 2016 Census, Indigenous people represented 5% of the total Canadian population.
- As of May 15, 2019, 8% of police officers and 11% of recruits in Canada identified as visible minorities. Individuals designated as visible minority population represented 22% of Canada's population in the 2016 Census.
- The proportion of officers in the older age groups has been increasing since 2012, when age data were first collected. Officers over the age of 50 accounted for 18% of officers in 2019 compared to 15% in 2012.
- In 2018/2019, 7,297 police officers, or 11%, were eligible to retire, with unrestricted pension based on age or years of services. This proportion has been relatively the same since 2012 when national collection started on information on eligibility to retire.
- Women accounted for 71% of civilian personnel within police services, 35% of special constables and 26% of recruits. In terms of civilian positions, the presence of women ranged from 23% of vehicle maintenance personnel to 91% of clerical staff.

Police resources in Canada, 2019

by Patricia Conon, Sophie, Carrière, Suzanne Amey, Sharon Marcellus and Julie Sauvé, Canadian Centre for Justice and Community Safety Statistics

Canadian police services are mandated with the essential task of administering and maintaining law and order across Canada and ensuring public safety. Within this realm, the roles and responsibilities of police services have changed over time, creating new challenges in areas such as crime prevention, law enforcement, public assistance, maintenance of public order and responding to emergencies (Council of Canadian Academies 2014; Standing Committee on Public Safety and National Security 2014). Police services are one of the first responders to mental health calls, drug crises, suicides, disturbances, motor vehicle accidents and many other community well-being and safety issues that may not be criminal (Canadian Association of Chiefs of Police 2015). These calls, along with responding to crime, require an abundance of police resources. Data from Statistics Canada's Police Administration Survey (PAS) provides insight into Canada's police personnel and expenditures. Since 1962, it has been the source for information on police administration for the policing community, governing bodies and policy makers, and the general public.

Tracking police strength and composition over time through the PAS helps Canada monitor the changing trends in human resources, the cost-drivers for policing and the increasing demands on police services as they promote and protect public safety. Data collected on police resources will serve as indicators within the Canadian Police Performance Metrics Framework (CPPMF) (Mazowita and Rotenberg 2019). Readers should note that while these data predate the pandemic, they provide important insight for the provincial and federal policy makers, individual police services as well as officials responsible for police budgets.

This *Juristat* article provides findings from the 2019 data reported by Canada's municipal, First Nations, provincial and federal police services to the PAS. First, trends in the expenditures of these police services will be explored, followed by an examination of the diverse characteristics of the personnel. This article includes trend analysis of key indicators such as police strength, information on civilians and special constables and their duties and functions; full and part-time positions; long-term leave; salaries, wages and benefits; and detailed breakdowns of operating expenditures and capital expenditures.¹

Text box 1

Types of police services in Canada

Police services vary throughout regions of Canada. As a result, they may have different mandates, serve different sizes of population, be presented with different community circumstances and operational requirements, all of which may affect their resources and expenditures.

Policing in Canada is administered on three levels: municipal, provincial, and federal. In 2019, at the municipal level, there were 137 stand-alone police services and 36 First Nations self-administered services. Self-administered First Nations police services are created under agreements between the federal, provincial, and territorial governments along with the communities looking to administer their own police service, under a cost-sharing agreement between the federal government (52%) and provincial/territorial governments (48%) (Kiedrowski et al. 2013). The communities are responsible for governing the police service through a police board, band council, or other authority (Lithopoulos and Ruddell 2013).

There are three provinces that provide provincial police services. The provincial police service of the Royal Newfoundland Constabulary (RNC) is responsible for providing police services to St. John's, Corner Brook and Labrador West. The other two provincial services—Ontario Provincial Police (OPP), with 183 detachments across Ontario and Sûreté du Québec (SQ), with 87 detachments across Québec—are responsible for serving communities in those provinces without stand-alone municipal forces. They are also responsible for provincial highways and other areas under provincial jurisdiction.

The Royal Canadian Mounted Police (RCMP), consisting of 672 detachments across Canada, provides provincial, municipal, rural and First Nations policing (where self-administered police services have not been established). The RCMP is also responsible for all federal policing matters such as serious and organized crime and financial crime, as well as specialized policing services such as the Canadian Firearms Program and the National Child Exploitation Coordination Centre.

Operating expenditures on policing rose 1% from the previous year reaching \$15.7 billion in 2018/2019

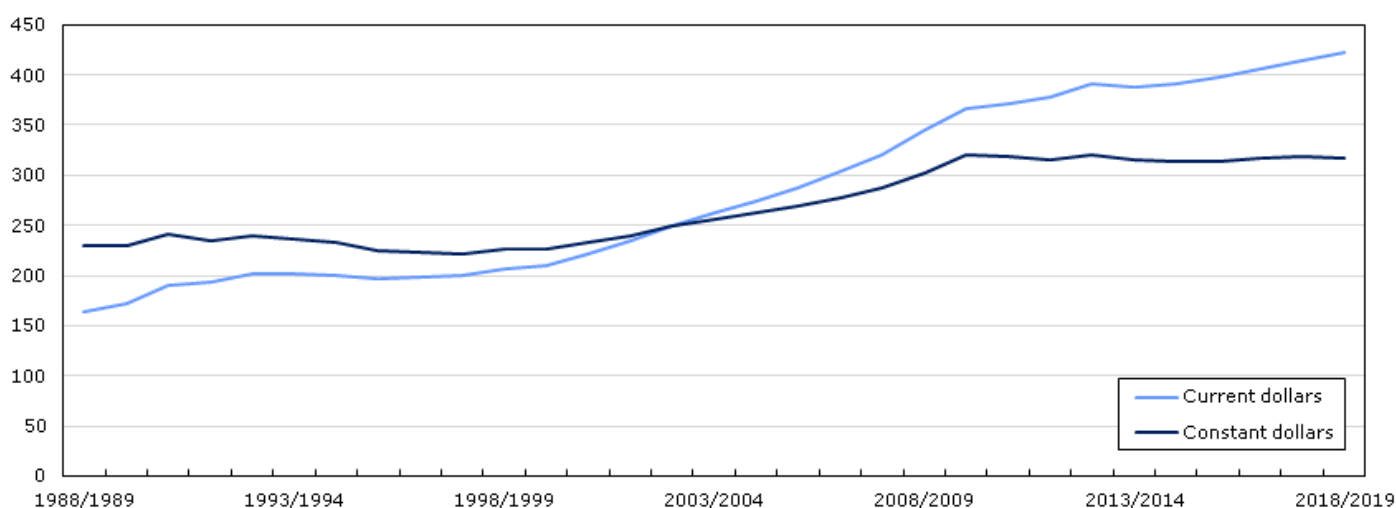
Across Canada, the 2018/2019 total operating expenditures for all police services amounted to \$15.7 billion in current dollars (Table 1).² These expenditures comprise salaries and wages (65%), benefits (16%), and other operating expenditures (19%).³ Historically, these proportions have remained relatively consistent.

Operating expenditures increased in the following jurisdictions: Quebec (+10%), Prince Edward Island (+9%), Saskatchewan (+4%), Manitoba and Ontario (+3% each), Alberta (+2%) and Yukon (+1%). Costs declined in the remaining provinces and territories, ranging from a 2% decrease in British Columbia and in Nova Scotia to a decrease of 10% in Newfoundland and Labrador (Table 2).

After accounting for inflation, total operating expenditures rose by 1% from the previous year, and have generally been on the rise since 1996/1997⁴ (Table 1). On a per capita basis for Canada, using constant dollars, policing operating expenditures amounted to a cost of \$317 per person in 2018/2019, which stable from the previous year. The per capita cost in 2018/2019, however, was the second highest per capita cost since 2012/2013 (Chart 1; Table 1).

Chart 1
Police expenditures per capita, current dollars and constant dollars, Canada, 1988/1989 to 2018/2019

dollars-per capita expenditures



Note: Current dollars express the cost of items in terms of the year in which the expenditure occurs. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100). Populations are based on July 1st, 2019 estimates using Census 2016 data. Statistics Canada, Centre for Demography.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Text box 2

Personnel in police services

There are many positions within police services, both uniform and civilian, that are required for a police service to meet its mandate and objectives. Most police services consist of sworn police officers, civilian personnel, special constables and/or recruits. The following provides the standard definitions used by PAS to collect information on police personnel in Canada.

Sworn officers consist of commissioned, non-commissioned and constables.

Commissioned officers include personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chief, deputy chiefs, staff superintendents, superintendents, staff inspectors, inspectors, senior constables, lieutenants, and other equivalent ranks.

Non-Commissioned officers include personnel between the ranks such as corporal sergeant majors, sergeant majors, staff sergeant majors, staff sergeants, sergeants, corporals and other equivalent ranks.

Constables consist of 1st, 2nd, 3rd and 4th class constables.

Civilian personnel are employees of the police service paid from the police service budget who are not police officers, special constables, or recruits. Their roles could include reception services, financial services, human resources, public and media relations, court services, legal services, custody and detention services, information technology services, vehicle and facility services, research, forensics, clerical, communication and other duties that aid the core function of the police service.

Special constables are appointed civilians who have conferred the powers of a police officer, to the extent and for the specific purpose set out in the appointment. Their roles could include traffic control duties, court security, prisoner transport, by-law, and parking enforcement.

Recruits i.e., police officers in training: the definition and terminology used to describe a recruit varies depending on the police service type and geographic location. For the purposes of this survey, recruits are personnel engaged in police officer training programs intended to enable them to achieve the status of a fully-sworn police officer.

Total personnel includes all sworn police officers, civilian personnel, special constables and recruits.

Nationally, salaries and wages amounted to approximately \$118,000 per officer in 2018-2019

Salaries, wages and benefits are the largest cost in policing, accounting for 81% of total operating expenditures. Of the \$12.8 billion in salaries, wages and benefits⁵ paid by police services in 2018/2019, 79% was for police officers, 18% for civilians, 2% for special constables and 1% for recruits.

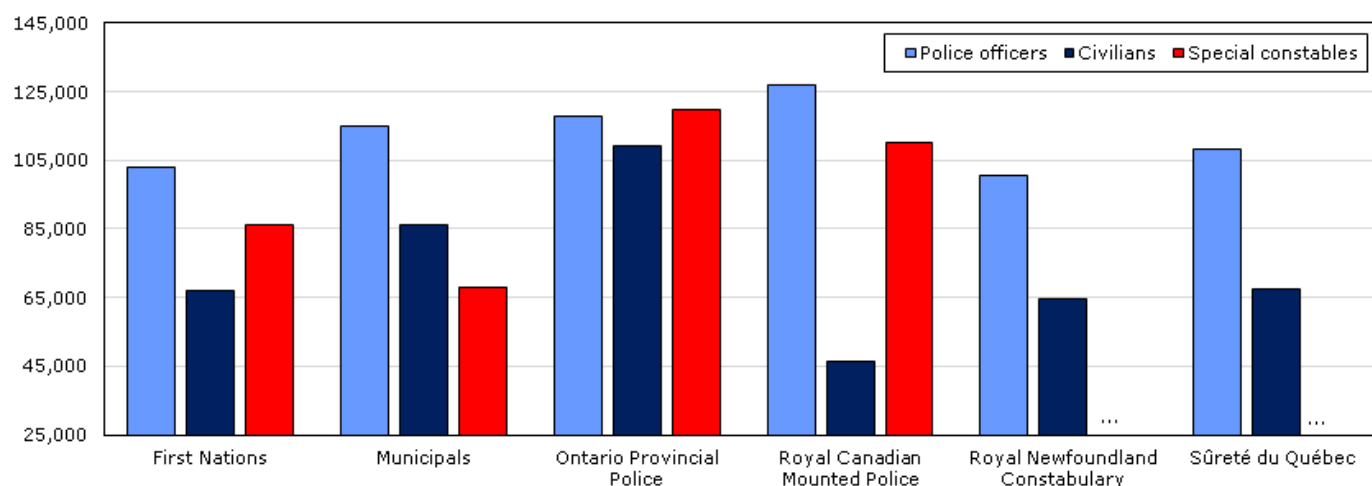
In 2018/2019, total spending on police salaries and wages increased 2% from the previous year. This includes spending on regular pay, overtime pay and any other pay. This increase is expected given that different levels of policing saw contract increases in 2018. The amount paid for benefits (employer's contribution to Canada Pension Plan (CPP), Employment Insurance, and dental and health benefits) rose 10%.

Overall, the average amount spent on salaries and wages for a police officer in Canada in 2018/2019 was \$117,731, up from \$113,693 in the previous year. Average salaries and wages ranged from \$100,493 for RNC officers to \$126,962 for the RCMP officers. On average, salaries and wages for First Nation officers (\$103,197), SQ officers (\$108,409) and municipal police officers (\$114,884) were below this national average, while OPP was slightly above (\$117,986) (Chart 2).

Chart 2

Average amount spent on salaries and wages, different types of personnel, by level of policing, 2019

dollars



... not applicable

Note: Royal Newfoundland Constabulary and Sûreté du Québec did not report special constables on the 2019 Police Administration Survey. Average amount spent on salaries and wages are calculated using the full-time equivalent counts for police service personnel in the following categories: police officers (including commissioned, non-commissioned, constables), civilians and special constables.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Among the different types of police services in Canada, the majority reported spending more money on salaries and wages in 2018/2019, with the exception of RNC and OPP which remained unchanged from 2017/2018. First Nation police services spent 8% more on salaries and wages,⁶ followed closely by the RCMP (+10%). The SQ reported an increase spending on salaries and wages by 6%, and total municipal police services reported a 4% increase.

Police services spent \$412.5 million on information technology in 2018/2019, increasing 9% from the previous year

Non-salary costs for police services grew in 2018/2019 in terms of both operating costs (+8%) and capital expenditures (+4%). Expenses related to information technology (IT) operations and services drove the increase in non-salary costs. Police services spent \$412.5 million on Information Technology (IT) operations in 2018/2019, 9% more than spent in the previous year. Spending on other police equipment, however, decreased 12% and was reported at \$250.1 million. Further, capital spending on new buildings fell below the previous year.

Some of the largest cost-drivers for Canada's police services in 2018/2019 included the cost⁷ of radios (\$103.1 million); software, applications and computer systems (\$86.0 million); computers and hardware (\$68.8 million) and other telecommunication devices (\$46.7 million). Although these amounts have decreased from the previous fiscal, the amount paid on IT storage fees increased 33% to \$9.4 million in 2018/2019. These amounts lend insight into the cost pressures facing police services across Canada.

Police responded to 13.5 million calls for service in 2018/2019, 6% more than the previous year

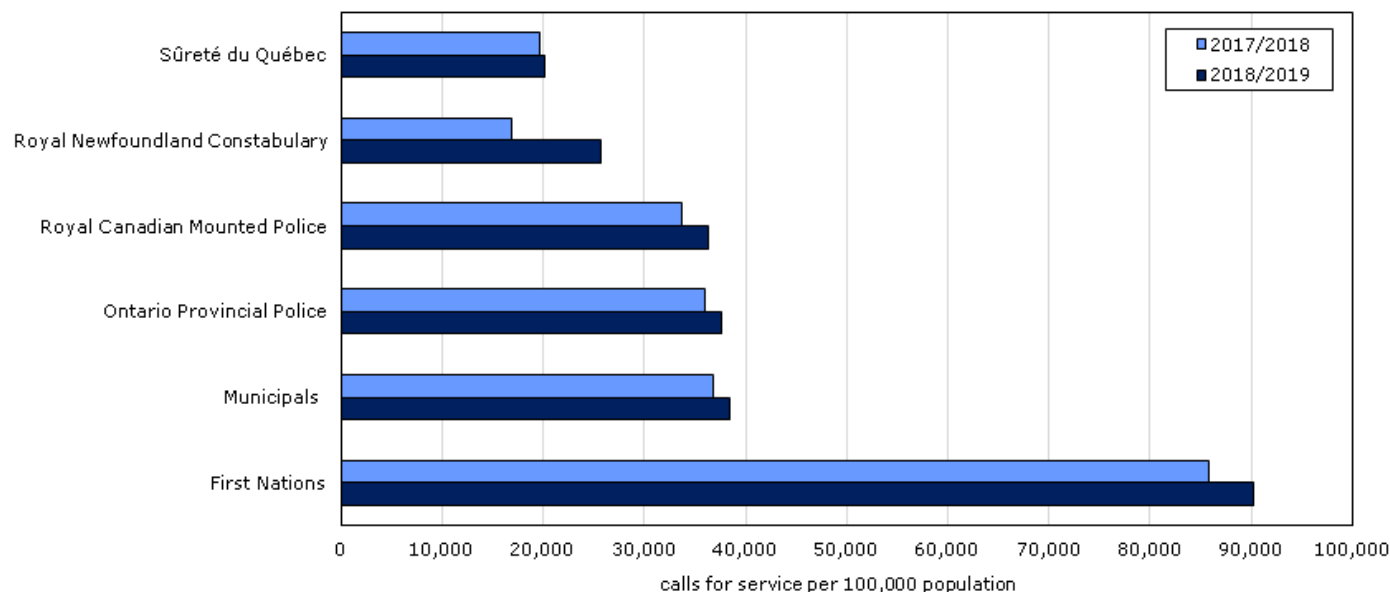
A large proportion of police work involves responding to non-criminal events that are related to public safety and well-being. These events are called "calls for service". It has been estimated that 50% to 80% of the calls police respond to are in fact non-criminal in nature and comprise incidents such as alarms, disturbances, domestic disputes, traffic accidents, sick or injured persons, overdoses and mental health-related calls (Mazowita and Rotenberg 2019). These types of calls can have a notable impact on police workload and resources and are not measured or reflected in annual police-reported crime statistics as they are not "criminal incidents". Statistics Canada has been working with the policing community and other partners to build a national program to collect detailed information on calls for service in order to help understand the impact calls for service have on police forces and to monitor emerging social issues, for example increased uses of harmful drugs.

In 2018/2019 police services across Canada received 6% more calls for service than the previous year, reaching 13.5 million calls.⁸ This means that, police in Canada responded to an average of 1,540 calls for service every hour in 2018/2019.

Of all the calls for service reported by police, municipal police handled 67% while RCMP was involved in 22%, followed by provincial police (11%) and First Nations police services (1%). All levels of policing reported an increase in the number of calls for service from 2017/2018. When accounting for population served, First Nations officers responded to a higher ratio of calls, i.e. 90,228 calls for service per 100,000 population (Chart 3). In comparison, municipal police services received 38,371 calls for service per 100,000 population, followed by a rate of 37,689 for OPP, 36,308 for RCMP, 25,697 for RNC and 20,206 for SQ.

Chart 3

Calls for service per 100,000 population, Canada, by level of policing, 2018 and 2019



Note: Calls for service includes all citizen-generated, police officer initiated and any unknown sources. Populations are based on July 1st, 2018 estimates from Statistics Canada, Centre for Demography.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Text box 3

Policing in rural areas

Recent high-profile events have brought the topic of rural crime and policing to the forefront (House of Commons, Canada). As a result, the province of Saskatchewan recently announced a series of measures to tackle rural crime, including the launch of a dedicated team of 258 police officers (Government of Saskatchewan 2018). Similar measures were also implemented in Alberta (Government of Alberta 2018). In 2018, there were 768 police services serving rural areas and 466 policing urban areas.

Reports suggest that overall rates of violent crime in Canada, including homicide, are higher in rural areas than urban areas and that higher rates of rural crime are mainly observed in the northern areas of the provinces (Perreault 2019; Roy and Marcellus 2019). For instance, according to 2017 crime statistics, police services serving a mostly rural population served 16% of the population in the ten provinces that year, but reported 23% of the violent crimes, 17% of the property crimes, 27% of the *Criminal Code* traffic offences, and 23% of the other *Criminal Code* violations.

Text box 4**Police services continued to invest in enforcement of the legalization of cannabis in 2018/2019**

On October 17, 2018, the *Cannabis Act* came into effect. It provides the legal framework for the legalization and regulation of the production, distribution, sale and possession of cannabis in Canada. In the same year, new legislation on impaired driving (Bill C-46) was also enacted in order to strengthen the *Criminal Code* provisions related to driving while impaired by alcohol and drugs (including cannabis).⁹

In 2018/2019, police services spent \$24.0 million on salary dollars to provide or participate in training, research, development or implementing changes to prepare for the legislation of cannabis. In addition, police services spent \$7.4 million on non-salary costs for such preparation (e.g. travel, cost of courses).

Police services reported they had received \$24.3 million in funding from various sources in 2018/2019 related to cannabis legalization. At the time of data collection, the majority of this funding was reported by the RCMP. This is likely because the distribution of federal funding to support police services to prepare for the legalization of cannabis and to support the changes to impaired driving laws began in 2017/2018.

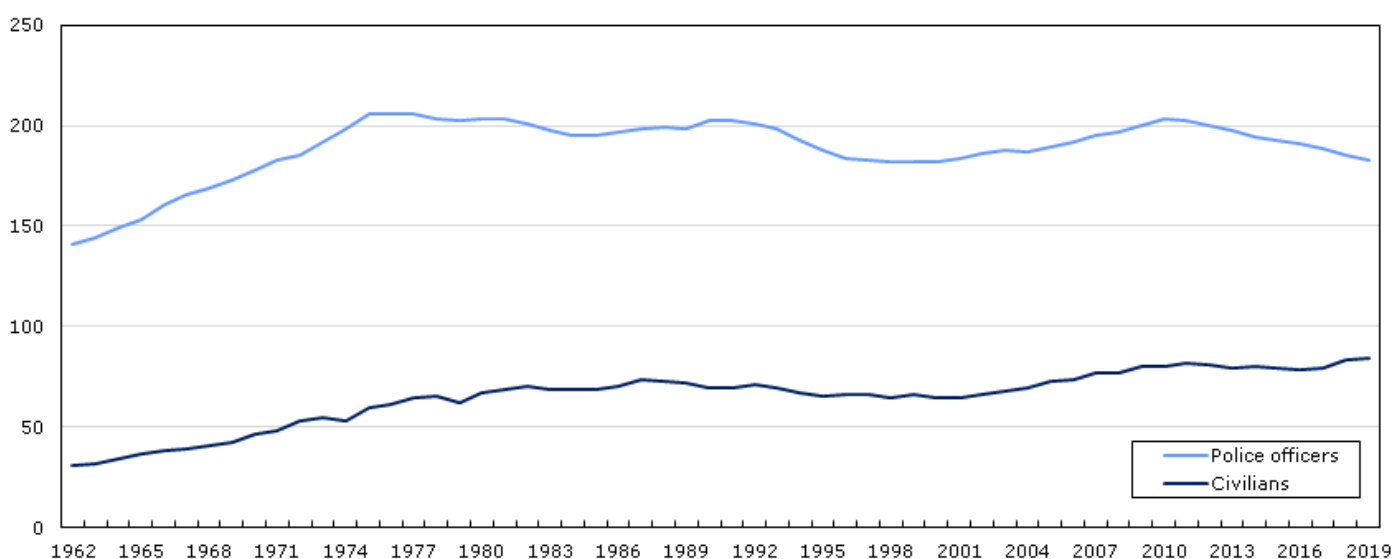
There were approximately 236,690 training hours devoted to the enforcement of new cannabis laws, which can be broken down to 143,740 hours on Standardized Field Sobriety testing (SFST), 18,830 on Standardized Field Sobriety testing - refresher course (SFST) and 74,120 on Drug Recognition Expert (DRE) training.¹⁰ This resulted in 4,725 police officers who successfully completed the SFST course, 3,439 completed the SFST refresher course and 1,002 police officers that are DRE certified in 2018/2019.

The rate of police strength has been declining in Canada since 2011

The rate of police strength has been declining since 2011 and 2019 marks the lowest rate since 2001. As of May 15, 2019, there were 68,718 police officers in Canada, 186 more than in 2018. This represents a rate of police strength¹¹ of 183 officers per 100,000 population, a rate that was 1% lower than the previous year due to an increase in the Canadian population since 2018 (Chart 4, Table 3).¹²

Chart 4**Rate of police officers and civilian personnel per 100,000 population, Canada, 1962 to 2019**

police and civilians per 100,000 population



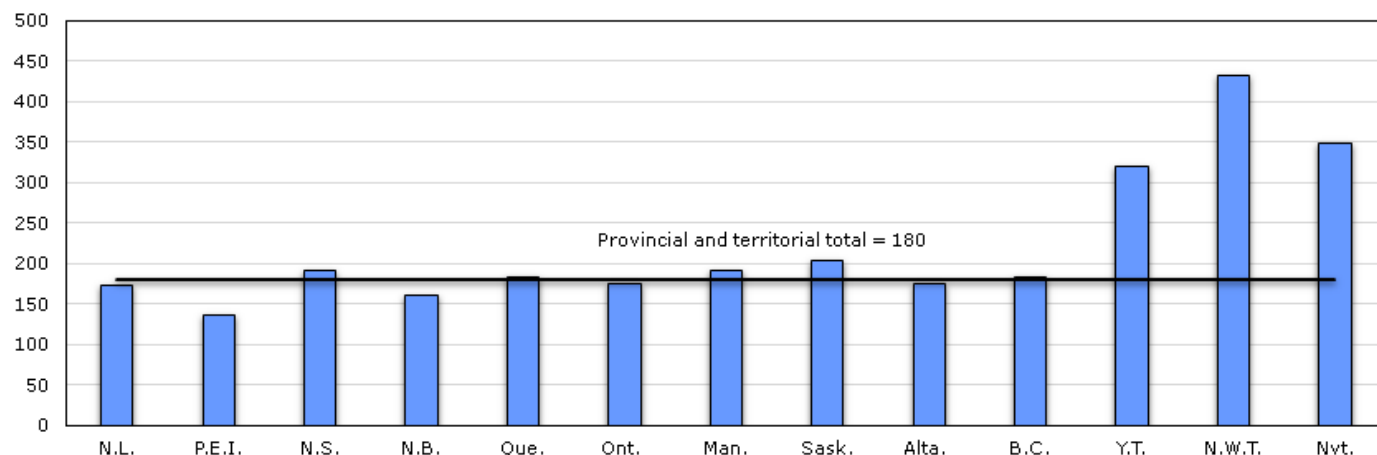
Note: Police officers represent the full-time equivalent permanent, fully-sworn police officers of all ranks. Civilian personnel include permanent civilian personnel, permanent special constables and recruits employed by a police service. Populations are based on July 1st, 2019 estimates from Statistics Canada, Centre for Demography. Additional data are available on Statistics Canada tables 35-10-0076 and 35-10-0078.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Excluding officers involved in RCMP corporate duties (i.e., assigned to RCMP’s operation and corporate headquarters, training academy Depot division and forensic labs), the provincial and territorial rate of police strength was 180 police officers per 100,000 population in 2019 (Table 4). Throughout the country’s provinces, the rate of police strength ranged from 137 officers per 100,000 in Prince Edward Island to 203 officers per 100,000 population in Saskatchewan. The following five provinces reported a rate of police strength greater than the provincial and territorial rate in 2019: Saskatchewan (203), Manitoba (191), Nova Scotia (191), Quebec (184) and British Columbia (183) (Chart 5). All three territories remained above the provincial and territorial rate (Table 4).

Chart 5
Rate of police strength, by province and territory, 2019

police officers per 100,000 population



Note: The provincial and territorial total excludes the Royal Canadian Mounted Police operation and corporate headquarters, training at Depot and forensic labs. Populations are based on July 1st, 2019 estimates from Statistics Canada, Centre for Demography. Additional data are available on Statistics Canada tables 35-10-0076 and 35-10-0078.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

In 2019, there were 50 stand-alone municipal police services or municipalities policed by the RCMP that served a population greater than 100,000.¹³ Of these police services, about half (26) saw an increase in their rate of police strength from the previous year, while 14 saw a decrease, and 9 had no notable change in 2019.^{14, 15} The largest increases in the rate of police strength were seen in Windsor, Ontario (+11%), Thunder Bay, Ontario (+8%), Richmond, British Columbia (+7%), Calgary, Alberta (+6%) and Brantford, Ontario (+5%). The police services of Montréal, Quebec (-5%), and Saanich, British Columbia (-4%) reported the largest decreases in the rate of police strength (Table 5).

Of these 50 police services, Victoria reported the highest rate of police strength (214 per 100,000) followed by Montréal (212 per 100,000). From 2008 to 2018, Montréal reported the highest rate of police strength except in 2012 and 2013 when Victoria had the highest rate. In 2019, there were an additional 5 police services with a rate of police strength greater than the provincial/territorial average: Windsor (205),¹⁶ Thunder Bay (205), Vancouver (196), Edmonton (188), and Winnipeg (186) (Table 5).

Meanwhile, the lowest rates of municipal police strength were all found in the province of Quebec: Richelieu-Saint-Laurent (102 per 100,000 population), Roussillon Region (104) and Lévis (106) (Table 5).

Consistent with previous years, over half of police officers (56% or 38,326) were employed by stand-alone municipal police services which included 894 officers serving with First Nations self-administered police services. In addition, 20% of all police officers in Canada were employed by RCMP in contract policing. Police officers employed by the OPP and the SQ each accounted for 8% of the total police officers in Canada, while officers employed in RCMP’s federal policing accounted for 6%. Those employed within the RCMP’s operation and corporate headquarters, training academy Depot division and forensic labs accounted for 2% and the remaining 1% of police officers in Canada were members of RNC (Table 4).

Constables accounted for seven out of ten police officers in 2019

Of the police officers in Canada on May 15, 2019, 68% were constables, and an additional 27% were non-commissioned officers, meaning corporal sergeant majors, sergeant majors, staff-sergeant majors, staff sergeants, sergeants, corporals and other equivalent ranks. The remaining 5% were commissioned officers, which are those who have obtained senior status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, captains, staff superintendents, superintendents, staff inspectors and inspectors.¹⁷ These proportions have been relatively consistent going back to 1986. Across Canada, the

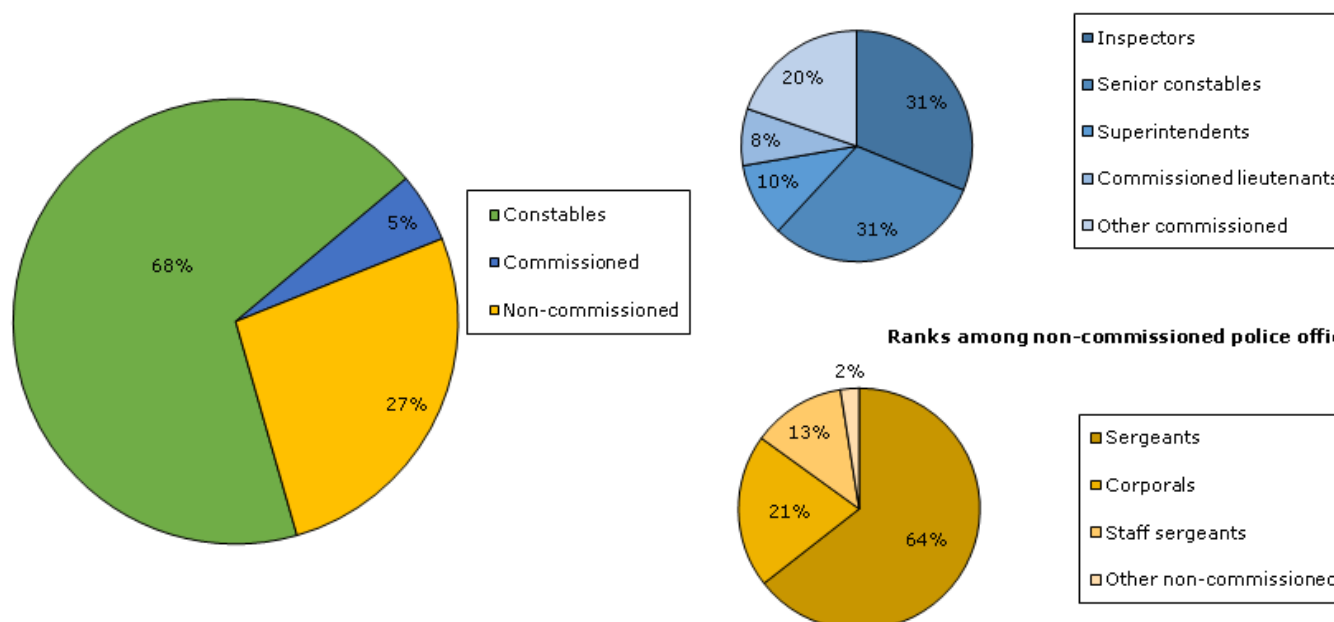
number of commissioned officers (-163) and constables (-222) decreased from the previous year, as the number of non-commissioned officers grew by 571 officers.

While the OPP, the RCMP, the SQ and municipal stand-alone police services are structured much like the national portrait, structures in the RNC and the First Nation police services are different. The RNC comprises a greater proportion of constables (82%) and fewer officers in the higher ranks (15% are non-commissioned and 3% are commissioned officers). The First Nations police services, on the other hand, reported a lower proportion of constables (71%) and greater proportion of officers among the higher ranks, with non-commissioned officers accounting for 17% of officers and commissioned officers accounting for 13% (Chart 6).

Chart 6

Officer ranks as a proportion of total police officers, Canada, 2019

Ranks among commissioned police officers



Note: Commissioned officers includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, captains, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks. Other commissioned officers includes; commissioners, chiefs, assistant commissioners, deputy commissioners, deputy chiefs, captains, staff superintendents, chief superintendents, staff inspectors, and all unspecified commissioned ranks. Non-commissioned officers include personnel between the rank such as corporal sergeant majors, sergeant majors, staff sergeant majors, staff sergeant, sergeant, corporal and other equivalent ranks. Other non-commissioned police officers includes; non-commissioned lieutenants, corporal sergeant majors, sergeant majors, staff sergeant majors and all unspecified non-commissioned ranks.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

The number of female officers in all ranks continues to grow

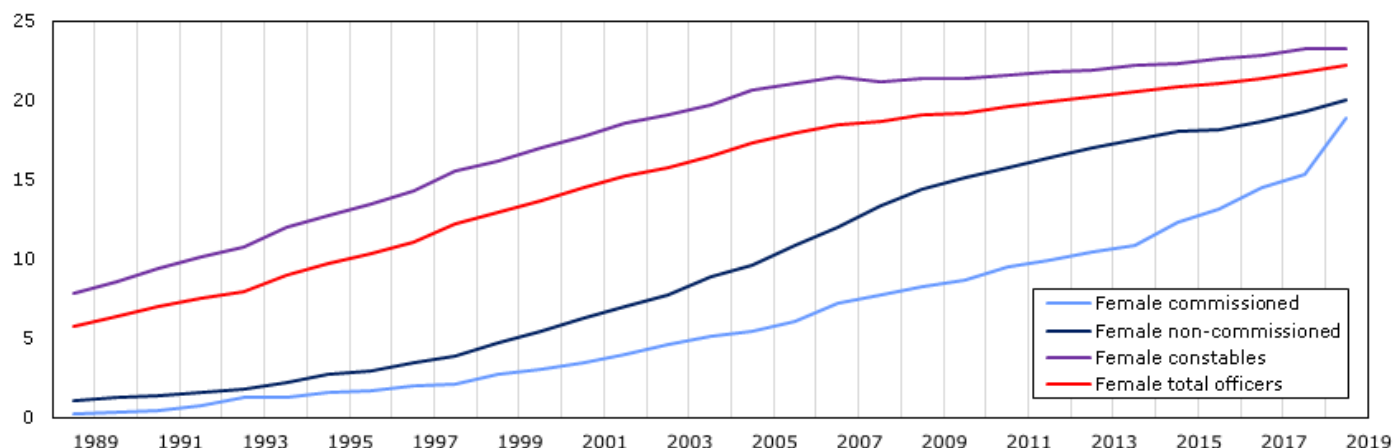
On May 15, 2019, there were 15,268 female police officers in Canada, an increase of 325 officers compared to the previous year. Female officers accounted for 22% of total sworn officers in 2019, a proportion that has been increasing steadily since the survey began in 1986, when women accounted for just under 4% of all officers.

Across the different officer ranks, female police personnel occupied mostly constable positions, making up 23% of all constables in Canada. Although women account for a slightly smaller proportion of commissioned and non-commissioned officers, their presence in these roles continues to increase and is almost equivalent to the proportion of female constables. Between 2018 and 2019, the number of female commissioned officers increased from 556 to 655, accounting for 19% of commissioned officers in 2019. This marks the highest proportion of female commissioned officers since collection began in 1986. Meanwhile, in 2019, there were 3,673 female non-commissioned officers in Canada, an increase of 250 compared to 2018. Non-commissioned female officers accounted for 20% of non-commissioned officers in Canada, which has increased steadily in the last 15 years when women represented 9% in 2004 (Chart 7).

Chart 7

Female officers as a percentage of total police officers, by rank, Canada, 1989 to 2019

percent



Note: Commissioned officers includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chief, deputy chiefs, captains, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks. Non-commissioned officers include personnel between the rank such as corporal sergeant majors, sergeant majors, staff sergeant majors, staff sergeants, sergeants, corporals and other equivalent ranks. Additional data are available on Statistics Canada tables 35-10-0076 and 35-10-0078.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Since 2011, the RNC has reported the highest proportion of female officers each year when compared to other types of police services. In 2019, 30% of officers in the RNC were female. That year, the SQ reported 24% of their police officers as female followed by the OPP, the RCMP and total municipal police services with each reporting 22% of officers as female. Of the 894 officers employed in First Nations self-administered services, 13% (119) were female.

Of the 50 municipal police services serving a population of 100,000 or more, police services in Quebec reported the highest proportion of female officers, with Longueuil at the top with 35%, followed by Montréal at 33%. There were twenty-three police services that reported rates of female officers equal to or above the national average of 22%.¹⁸ Another twenty-six of those 50 municipal police services were found to be below the national average, with the lowest in Brantford, Ontario at 14% (Table 5). Findings of highest and lowest presence of female officers are consistent with previous years.

Less than one in ten police officers identified as visible minority

Individuals designated as visible minority population as defined by *Employment Equity Act*¹⁹ represented 22% of Canada's population, according to the 2016 Census. In 2019, 8% of all police officers (which was unchanged from the previous year) and 11% of recruits in Canada (12% in 2018) identified as visible minorities. Visible minority officers were most prevalent in First Nation police services (24%), the RCMP (12%) and stand-alone municipals (7%).

Among the largest stand-alone municipal police services that provides visible minority data,²⁰ relatively high rates of visible minority officers were reported by Vancouver Police Department (26%), Toronto Police Service (26%), and York Regional Police Service (19%), according to the survey.²¹ However, these rates were lower than the presence of visible minority populations in these cities. According to the 2016 Census, visible minorities represent 51% of Toronto's population, as do 49% of York's population and 48% of Vancouver's population.²² While one third of Montréal's population was designated as visible minorities, the same was true for 8% of the Montréal police service's officers.

4% of police officers identified as Indigenous

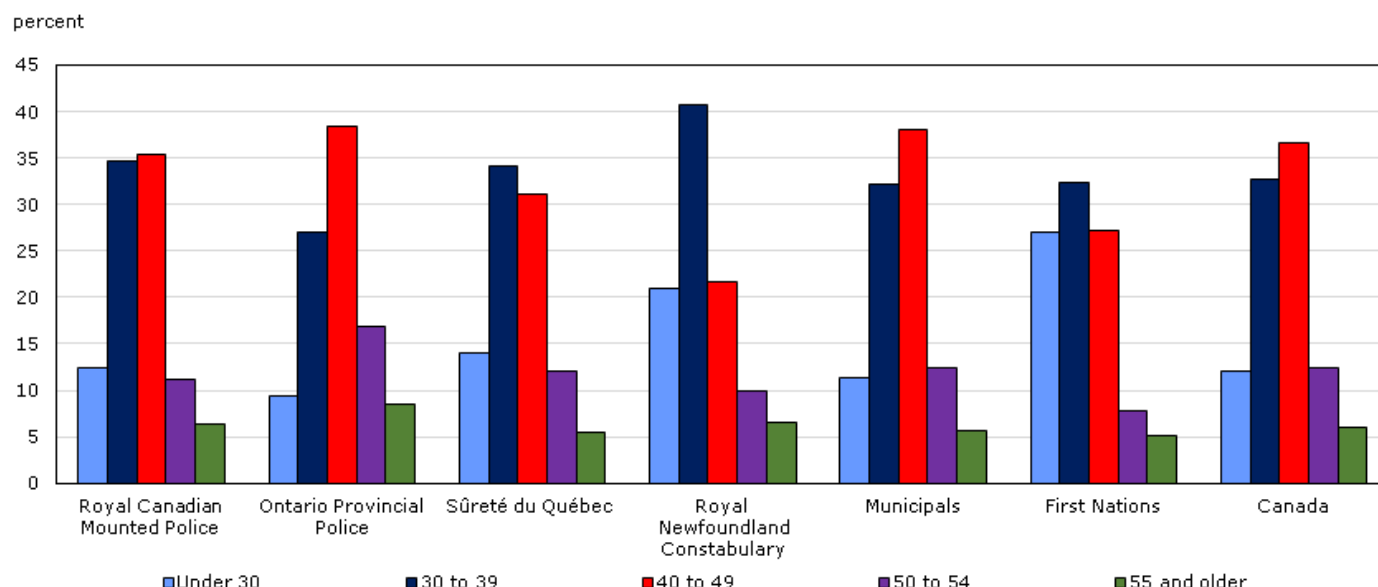
Based on the 2016 Census, it was estimated that there were 1,673,780 Indigenous people in Canada, accounting for 5% of the population.²³ Of the total number of police officers on May 15, 2019, 4% (or 2,714) reported their identity as Indigenous and 3% of recruits (or 69) self-identified as Indigenous.²⁴ In Newfoundland and Labrador, New Brunswick, Quebec and Ontario, the representation of Indigenous police officers is relatively close to the proportion of the Indigenous population for those provinces. Compared to representation in the general population, Prince Edward Island and Nova Scotia had a larger proportion of officers identifying as Indigenous. The remaining provinces had a lower proportion of Indigenous officers compared to the proportion of Indigenous people in the total provincial population.²⁵

Within First Nation police services, 63% of police officers self-identified as Indigenous. The proportion of Indigenous officers in stand-alone municipals was 1%, SQ and OPP were 2% and the RCMP reported 7%.²⁶

Overall proportion of officers aged 50 and older has grown

Succession planning in the workforce and understanding the number of employees at risk of leaving are key to ensuring sufficient resources in coming years. In 2019, 55% of Canada's police officers were over the age of 40 (Chart 8). The proportion of officers in the older age categories has been increasing since 2012, when age data were first collected. For instance, the proportion of police officers over the age of 50 has grown from 15% in 2012 to 18% in 2019.

Chart 8
Age distribution of police officers, by level of policing, 2019



Note: Information on age of police officers is not available for 0.4% of police officers employed by police services across Canada. Where age information is not available for police officers, they are excluded from percentage calculations.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

The age profile of officers varied among the different types of police services. The age profile of police officers among the RCMP, the SQ, and municipal police services are relatively close to that of the national profile. For the OPP, however, 25% of sworn officers were aged 50 years or older (Chart 8). In contrast, First Nations²⁷ police services have a much younger complement of officers, with just 13% of the sworn officers aged 50 years or older.

In addition, 11% of police officers in Canada, or 7,297, were eligible to retire as of the 2018 calendar year or the 2018/2019 fiscal year end (Table 6). This proportion has been relatively stable since 2012 when national collection started on information on eligibility to retire. Within the different types of policing services across Canada, First Nation police services had the lowest percentage of police officers eligible to retire at 4% and the RCMP the highest rate with 17%.

Number of civilians working for police services continued to grow, increasing 2% in 2019

Police services are increasingly made up of civilian members such as clerks, communications staff, managers, and other professionals. This may be due to a movement toward assigning non-sworn employees to jobs that do not require the authority or special training of a sworn police officer (Griffiths et al. 2006). It is likely also associated with areas in police services that have expanded and require specialized training such as information technology and digital solutions, business and crime analytics, social media relations, and officer and employee well-being.

In addition to sworn officers, police services employed the equivalent of 31,699 full-time individuals on May 15, 2019, an increase of 671 employees from 2018 (Table 3). This consisted of 26,878 civilian personnel (85%), 2,621 special constables (8%) and 2,200 recruits (7%).²⁸

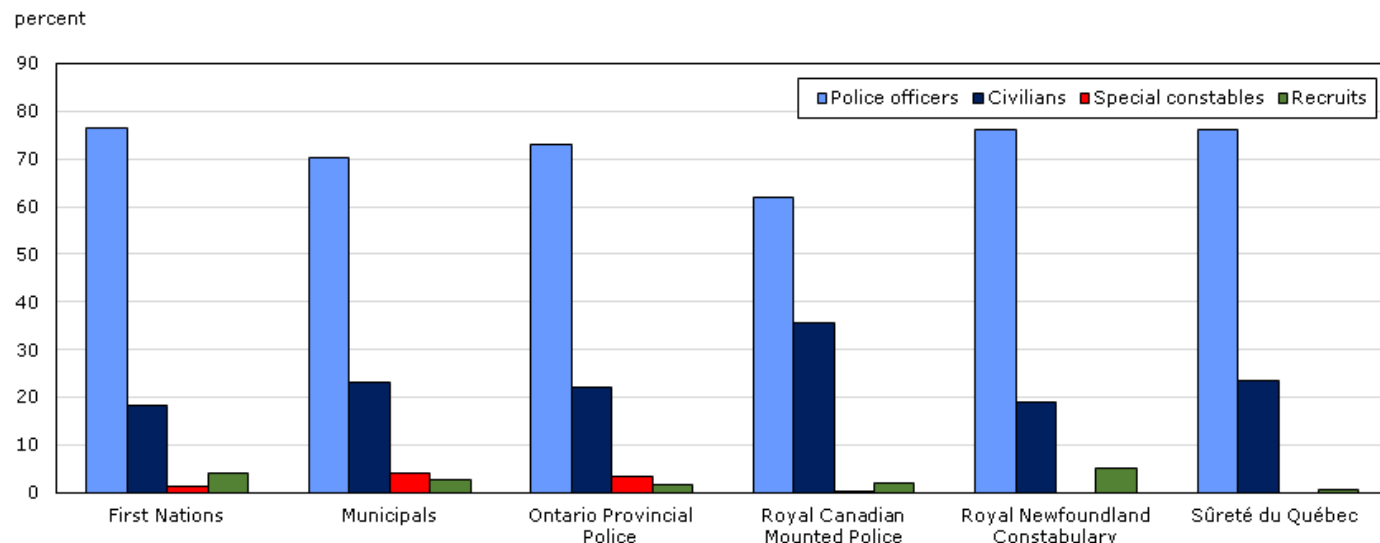
Recruits accounted for most of the overall growth in civilian personnel, with an additional 540 recruits in 2019 from the previous year. Toronto Police Service and the Montréal Police Service were the largest contributors to this increase, with 218 and 213 more recruits respectively. The number of civilian personnel increased by 50 and special constables increased by 82.

Special constables are civilian personnel who have been appointed with special constable status which gives limited authority as a police officer for a specific purpose defined in the appointment. The number of full-time equivalent special constables grew by 3% over the previous year.

The number of employees who were not sworn officers has been steadily on the rise since data collection began in 1962. At that time, these employees represented 18% of total police service personnel, compared to 32% in 2019 (Table 3).

The RCMP had the highest proportion of civilians and special constables among the different types of police services, making up 36% of their total personnel.²⁹ Civilians and special constables made up 27% of municipal police services' entire personnel, 26% of OPP's and 24% within the SQ. First Nations³⁰ police services reported 20% of their total personnel as civilian and special constables, the RNC followed with 19% (Chart 9).

Chart 9
Proportion of police personnel, by level of policing, 2019



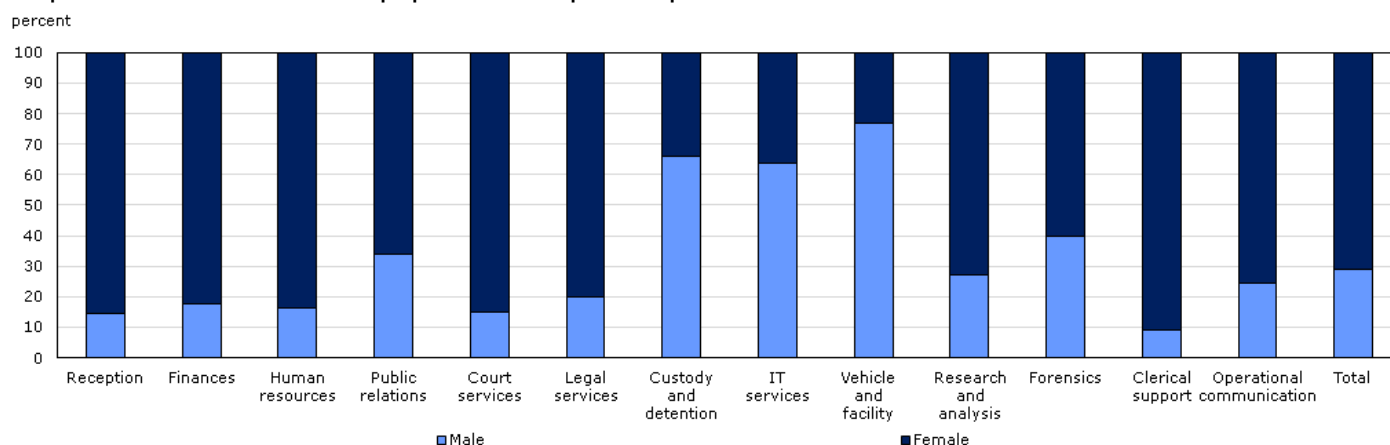
Note: All personnel, with the exception of recruits, represent the full-time equivalent counts as of May 15, 2019.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Women accounted for seven in ten civilians working in police services

As of May 15, 2019, women accounted for 71% of civilian personnel within police services, 35% of special constables and 26% of recruits. Based on police services other than the RCMP,³¹ women were predominantly seen in the following civilian positions: clerical, reception and front desk services, court services, human resources, finances, legal services and operational communications (Chart 10). Women were also visible in non-traditional positions such as research, custody and forensics. Overall, women accounted for anywhere from 23% of vehicle maintenance personnel to 91% of clerical staff. These proportions remained consistent between 2018 and 2019.

Chart 10
Proportion of males and females, by civilian roles, Canada, 2019



Note: This chart does not include other unspecified civilians duties and function, however this count is represented in civilian total. Royal Canadian Mounted Police was excluded from the duties and functions categories in this chart as this detail could not be provided but are included in the total column.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey

Excluding the RCMP,³² the top five duties and functions of all civilian personnel in policing were clerical (27%), operational communication (20%), information technology (10%), reception and front desk services (6%), vehicle and facility services (5%).

Municipal police services had the greatest proportion of special constables

As the demand on police services continues to expand, some police services have been employing special constables to re-distribute some tasks. Special constables take on duties such as traffic control, court services, prisoner transport and other duties that help support core functions within the police service.

Eighty-five percent of the 2,621 special constables in Canada were located in stand-alone municipal police services. The largest number of full-time equivalent special constables were reported by Toronto Police Service (1,009), Peel Regional Police Service (88), Montréal Police Service (82) and Winnipeg Police Service (81). Across stand-alone municipal police services, 54% of special constables performed duties in the area of court services, 26% in custody and detention services, and 19% in other unspecified areas. This remains relatively unchanged from 2018.

Part-time positions very rare among officers

A challenge for modern policing is the 24/7 demands of police work and the ability to respond to requests for part-time hours and leave. With the retirement of baby boomer police officers, newer generations of officers are seeking greater work / life balance due to changes in work culture and the desire to accommodate today's family model of double income and shared parental responsibilities (CBC News 2012). As well, with the recognition of the physical and mental hazards of policing comes the recognition of the need to accommodate those impacted by the high stress environment of policing (Roufa 2018; Ahlgren 2017).

Part-time officers are a rare occurrence in Canada. In 2019, there were 223 permanent part-time officers, accounting for less than half of one percent of officers. The presence of part-time workers was more prevalent in civilian positions. Among civilian personnel, 6% were employed on a permanent part-time basis. Further, 19% of all civilians held non-permanent positions.

Women accounted for 65% of part-time positions and 50% of non-permanent positions.

The largest percentage of police officers on long-term leave are on medical leave

In Canada, there were 5,090 permanent employees among police services who were on authorized leave of 12 weeks or more during the year 2018/2019, just 26 fewer than in the previous year. Among these employees, 66% were permanent police officers, 32% were civilian personnel and 2% were special constables.³³

Of police officers on long-term leave in 2018/2019, 67% (or 2,243) were on leave for medical reasons, which includes, for example, long-term disability, mental health, medical emergencies, injury while on duty etc. The number of police officers on medical leave increased by 174 from the year before. Other types of long-term leave included parental leave (20% of officers on leave, or 668) and other types of leave (13% or 425). Long-term leave may or may not have been paid by police service.

Among OPP officers on long-term leave, 75% were on leave for medical reasons. In comparison, the same was true for 71% of RCMP officers on long-term leave and 67% among stand-alone municipals (including First Nations police services).³⁴ The RNC had the lowest proportion of officers on long-term leave for medical reasons (17%), and the largest proportion on parental leave (50%).

Male officers were more likely to be on long-term leave than female officers (59% versus 41%). Parental leave and medical leave was the most common reasons for female officers to be on long-term leave (both 38%), whereas medical leave was the most common reason among male officers on long-term leave (49%).

Summary

Police services face new and unforeseen challenges every year and are continually evolving to respond to new standards and policies, advances in information and communications technology, and the needs of the diverse communities they serve.

The demand for policing continues to grow as evidenced by the 13.5 million calls for service police received in 2018/2019, 6% more than the previous year.

While costs of policing rise, the rate of officers per 100,000 has declined. In 2018/2019, costs increased in the area of salaries and wages and operating expenditures also grew along with capital expenditures. Spending on information technology increased by 9% although spending on police equipment dropped 12% from the previous year.

The rate of police strength, meaning the number of officers per 100,000 declined, although the number of recruits grew notably in 2019 which signals a move to increase the number of officers.

To support decision-makers, the ongoing collection of data from the Police Administration Survey over time will provide more understanding of changing trends in human resources and the cost-drivers for policing.

Survey description

The Police Administration Survey collects data on police personnel and expenditures from each municipal, provincial and federal police services in Canada. The following security agencies are excluded from the survey: the Canadian Security Intelligence Service, railway and military police, and government departments enforcing specific statutes in the areas of income tax, customs and excise, immigration, fisheries and wildlife. Additionally, private security services and private investigators are not included in the survey.

Data presented in this report represent police personnel as of May 15, 2019 and year-end expenditures for the 2018 calendar year or the 2018/2019 fiscal year. Full-time equivalent counts include all permanent sworn police officers available for active duty as of May 15, 2019. Part-time permanent personnel are converted to a full-time equivalent. Police expenditures represent actual operating expenditures and include salaries and wages, benefits, and other operating expenses such as accommodation costs, fuel, and maintenance, as well as capital expenditures. Expenditure data represent gross expenditure, and does not funding from external sources, or cost recovery dollars. These amounts are provided separately.

From 2012 to 2017, the Police Administration Survey included a Supplemental questionnaire which captured detailed information on hires, departures, eligibility to retire, years of service, age, education, visible minority status, and language. Due to data quality issues, some of this information is not published.

In 2018, the Police Administration Survey was redesigned, in collaboration with the policing community. The new survey provides the number of police officers, civilians, special constables and recruits employed by the police service (in full-time equivalents). The actual number (headcount) of employees by their status as paid or unpaid, permanent or non-permanent, and full or part-time, is also collected. Information for police officers is categorized by rank (i.e., commissioned officers, non-commissioned officers, and Constables) and by gender and age group. Information for civilians and special constables is provided by their duties and functions in the police service. Information on hiring, departures, long-term leave, and eligibility to retire is provided, as well as Aboriginal and visible minority identity of employees. Other questions collect data on operating expenditures broken down into salaries/wages and benefits, and other non-salary operating expenditures by type of expenditure. Information on capital expenses are also collected by type of expense. In addition, detailed spending amounts on selected types of policing information technology and police equipment is collected. Lastly, information on current and emerging issues related to policing in Canada is collected.

For more information on survey definitions and methods, refer to the Statistics Canada survey information page: Police Administration Survey.

References

- Ahlgren, A. 2017. "The mental health of police personnel: what we know & what we need to know and do." *Journal of Community Safety & Well-Being*. (CACP-MHCC Conference 13-15 February 2017).
- Canadian Association of Chiefs of Police. 2015. *The Dollars and Sense of Policing, Public Safety and Well-Being in Your Community*.
- CBC News. 2012. *Stigma of Mental Illness Among Police Officers Waning, say Experts.*, Ottawa. April 24, 2012.
- Council of Canadian Academies. 2014. "Policing Canada in the 21st Century: New policing for new challenges." *The Expert Panel on the Future of Canadian Policing Models, Council of Canadian Academies*.
- Government of Alberta. 2018. "More police and resources to fight rural crime." *News Release*. March 9, 2018.
- Government of Saskatchewan. 2018. "Rural crime initiative receives funding in 2018-2019 budget." *News Release*. April 10, 2018.
- Griffiths, C. T., A. Palmer, L. Weeks and B. Polidore. 2006. *Civilianization in the Vancouver Police Department*. Public Safety Canada.
- House of Commons, Canada. 2019. "Study on crime in rural areas in Canada", *Report of the Standing Committee on Public Safety and National Security*. 42nd Parliament, 1st Session.
- Kiedrowski, J., Petrunik, M., Macdonald, T. and Melchers, R. 2013. *Canadian Police Board Views on the Use of Police Performance Metrics*. Ottawa, Ontario. Public Safety Canada.
- Lithopoulos, S. and R. Ruddell. 2013. "Aboriginal policing in rural Canada: Establishing a research agenda." *International Journal of Rural Criminology*. Vol. 2, no. 1.
- Mazowita, B. and Rotenberg, C. 2019. "The Canadian Police Performance Metrics Framework: Standardized indicators for police services in Canada." *Juristat*. Catalogue no. 85-205-X.
- Perreault, S. 2019. "Police-reported crime in rural and urban areas in the Canadian provinces, 2017." *Juristat*. Statistics Canada Catalogue no. 85-0002-X.
- Roufa, T. 2018. "Police work and poor health." *The Balance Careers*.
- Roy, J. and Marcellus, S. 2019. "Homicide in Canada, 2018." *Juristat*. Statistics Canada Catalogue no. 85-002-X.
- Standing Committee on Public Safety and National Security. 2014. *Economics of Policing: Report of the Standing Committee on Public Safety and National Security*. House of Commons Canada.

Notes

1. Further information on the survey's content can be found by referring to the Statistics Canada survey information page: Police Administration Survey.
2. This amount is in current dollars. Current dollars express the cost of items in terms of the year in which the expenditure occurs. Changes over time are expressed in constant dollars.
3. Percentages may not add up due to rounding.
4. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100).
5. Salaries include regular pay, overtime pay and other pay.
6. This may be due to recent allocation of increased funding by Public Safety Canada for First Nations Policing. See: Policing in Indigenous Communities; Government of Canada is investing in safer First Nation and Inuit police facilities; \$291.2 million to be invested in the safety and security of Indigenous communities
7. Costs include operational, maintenance and capital expenditures.
8. Includes citizen generated calls, police officer initiated calls or unknown source of calls. To avoid response burden, the 2019 Police Administration Survey only collected total number of calls, not type of call.
9. The development and the collection of the questions related to drug-impaired driving and the analysis of the results was funded by Public Safety Canada
10. The number of training hours on Standardized Field Sobriety Testing (SFST), Standardized Field Sobriety Testing (SFST) refresher course and Drug Recognition Expert (DRE) does not include any training hours police officers in Québec would have taken at the « l'École nationale de police du Québec ».
11. The rate of police strength is calculated using the number of permanent full-time equivalent police officers employed on the police service as of May 15, 2019. It does not include non-permanent police officers or recruits. The total number of police officers and rate of police strength includes federal, provincial, territorial, municipal and First Nations police services.

Includes Royal Canadian Mounted Police operation and corporate headquarters, training academy Depot division, and forensics labs.

12. Throughout this article, percent changes are based on unrounded rates.

13. In 2015, the Ontario Provincial Police (OPP) implemented a new municipal billing model, which reflects the provincial integrated service delivery model that does not apportion the number of officers to a Municipal boundary or contract. As a result, the OPP Municipal Contracts do not have a fixed or static number of officers assigned at the police service level, as defined by the Police Administration Survey. Therefore, as of 2015, OPP resource data are available only at the provincial level and Statistics Canada can no longer produce CMA data for Ontario. In lieu, this report is presenting data for police services serving populations of 100,000 or more. Caution should be used when comparing police services as some are regional and some are not.

14. For the purposes of analysis in this report, a change is considered stable or unchanged from the previous year if it rounds to 0%.

15. There are 50 municipal police services that serve a population of 100,000 or more. One police service has been suppressed to meet the confidentiality requirements of the *Statistics Act*.

16. Halifax Regional Police in Nova Scotia has a rate of police strength of 209. However, this rate does not include the number of police officers from RCMP Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural officers and the population they serve are added to the calculation, the rate of police strength for the Halifax Regional Police amounts to approximately 166 police officers per 100,000 population.

17. This includes permanent police officers, it excludes any police officers employed by the police service as a contract employee, casual or temporary status.

18. There are 50 municipal police services that serve a population of 100,000 or more. One police service has been suppressed to meet the confidentiality requirements of the *Statistics Act*.

19. 'Visible minority' refers to whether a person belongs to a visible minority group as defined by the *Employment Equity Act* and, if so, the visible minority group to which the person belongs. The *Employment Equity Act* defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese. The source for 2016 data is Census of Population.

20. 'Large municipal police service' refers to services serving a population of greater than or equal to 100,000 for the 2019 year. 'Small municipal police service' refers to services serving a population of less than 100,000 for the 2019 year.

21. These data are collected from police services through self-identification by personnel. As such, information on visible minority was reported as "unknown" for 25% of police officers in Canada and as "not collected by the police service" for approximately 17% of police officers. Information on Indigenous identity (which is collected through the variable 'Aboriginal identity') was reported as "unknown" for 22% of police officers in Canada and as "not collected by the police service" for approximately 20% of police officers. It is not possible to further disaggregate the data.

22. This compares the 2016 Census divisions to the police service boundaries which may not include the same census subdivisions (CSD).

23. Indigenous identity is collected through the variable 'Aboriginal identity'. The variable refers to whether the person identified with the Aboriginal peoples of Canada. This includes those who are First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who are Registered or Treaty Indians (that is, registered under the *Indian Act* of Canada), and/or those who have membership in a First Nation or Indian band. Aboriginal peoples of Canada are defined in the *Constitution Act*, 1982, Section 35 (2) as including the Indian, Inuit and Métis peoples of Canada. The source for 2016 data is Census of Population.

24. For the purposes of the Police Administration Survey, Aboriginal identity includes persons identified as First Nations persons (either status or non-status), Métis, or Inuit. The term Indigenous will be used in place of Aboriginal throughout this report.

25. Population data is provided by Statistics Canada, Centre for Demography.

26. These data are collected from police services through self-identification by personnel. As such, information on visible minority was reported as "unknown" for 25% of police officers in Canada and as "not collected by the police service" for approximately 17% of police officers. Information on Indigenous identity (which is collected through the variable 'Aboriginal identity') was reported as "unknown" for 22% of police officers in Canada and as "not collected by the police service" for approximately 20% of police officers.

27. Includes only those services with a defined self-administered agreement.

28. Percentages may not add up due to rounding.

29. Total personnel includes all full-time equivalent police officers (commissioned, non-commissioned and constables), full-time equivalent civilians and special constables, and the number of recruits reported on May 15, 2019.

30. Includes only those services with a defined self-administered agreement.
31. RCMP provided total numbers of civilians and special constables, but were unable to provide information on duties and functions.
32. RCMP provided total numbers of civilians and special constables, but were unable to provide information on duties and functions.
33. Percentages may not add up due to rounding.
34. Data for the SQ are not available for release.

Detailed data tables

Table 1
Current and constant (2002) dollar operating expenditures on policing, Canada, 1987/1988 to 2018/2019

Year	Current dollars ¹				Constant (2002) dollars ²			
	Total expenditures ³	Percentage change from previous year	Per capita cost ⁴	Percentage change from previous year	Total expenditures ³	Percentage change from previous year	Per capita cost ⁴	Percentage change from previous year
	thousands of dollars	percent	dollars	percent	thousands of dollars	percent	dollars	percent
1987/1988	4,027,809	6.8	152	5.4	5,880,013	2.3	222	0.9
1988/1989	4,389,414	9.0	164	7.6	6,164,908	4.8	230	3.5
1989/1990	4,684,760	6.7	172	4.8	6,263,049	1.6	230	-0.2
1990/1991	5,247,646	12.0	189	10.3	6,693,426	6.9	242	5.3
1991/1992	5,426,887	3.4	194	2.2	6,554,211	-2.1	234	-3.2
1992/1993	5,716,833	5.3	202	4.1	6,805,754	3.8	240	2.6
1993/1994	5,790,165	1.3	202	0.2	6,764,212	-0.6	236	-1.7
1994/1995	5,783,656	-0.1	199	-1.2	6,748,723	-0.2	233	-1.3
1995/1996	5,766,630	-0.3	197	-1.3	6,582,911	-2.5	225	-3.5
1996/1997	5,856,055	1.6	198	0.5	6,587,238	0.1	222	-1.0
1997/1998	5,989,022	2.3	200	1.3	6,625,024	0.6	222	-0.4
1998/1999	6,209,756	3.7	206	2.8	6,801,486	2.7	226	1.8
1999/2000	6,395,380	3.0	210	2.2	6,884,155	1.2	226	0.4
2000/2001	6,798,772	6.3	222	5.3	7,126,596	3.5	232	2.6
2001/2002	7,270,027	6.9	234	5.8	7,433,565	4.3	240	3.2
2002/2003	7,827,322	7.7	250	6.5	7,827,322	5.3	250	4.2
2003/2004	8,324,196	6.3	263	5.4	8,097,467	3.5	256	2.5
2004/2005	8,758,213	5.2	274	4.2	8,365,055	3.3	262	2.3
2005/2006	9,281,879	6.0	288	5.0	8,674,653	3.7	269	2.7
2006/2007	9,877,071	6.4	303	5.3	9,053,227	4.4	278	3.3
2007/2008	10,544,769	6.8	321	5.7	9,457,192	4.5	288	3.5
2008/2009	11,449,953	8.6	344	7.4	10,035,016	6.1	302	5.0
2009/2010	12,314,195	7.5	366	6.3	10,764,157	7.3	320	6.0
2010/2011	12,651,406	2.7	372	1.6	10,859,576	0.9	319	-0.2
2011/2012	12,952,744	2.4	377	1.4	10,802,955	-0.5	315	-1.5
2012/2013	13,550,728	4.6	390	3.5	11,134,534	3.1	321	2.0
2013/2014	13,596,407	0.3	388	-0.7	11,071,992	-0.6	316	-1.6
2014/2015	13,881,108	2.1	392	1.1	11,087,147	0.1	313	-0.9
2015/2016	14,208,589	2.4	398	1.6	11,223,214	1.2	314	0.5
2016/2017	14,669,412	3.2	406	2.1	11,424,776	1.8	316	0.6
2017/2018	15,144,253	3.2	414	2.0	11,613,691	1.7	318	0.4
2018/2019	15,670,293	3.5	423	2.0	11,746,847	1.1	317	-0.3

1. Dollars which express the cost of items in terms of the year in which the expenditure occurs.

2. Dollars of a particular base year, which are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index (CPI) was used to calculate constant dollars over a base year of 2002 (2002=100). Note that historical constant dollar data are revised each year as the base year for calculation changes periodically. Data from the CPI used to calculate constant dollars are the most recent data available at the time this article was produced.

3. Total operating expenditures include salaries, wages, benefits, and other operating expenses that are paid from the police service budget, as well as benefits paid from other government sources. Capital expenditures, revenues, recoveries, and those costs that fall under a police service's capital expenditures are excluded.

4. Per capita costs are calculated using population statistics based on Census 2016 estimates. Statistics Canada, Centre for Demography.

Note: While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2018 for the most recent data).

Source: Statistics Canada, Consumer Price Index and Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 2
Total expenditures on policing, current dollars, by province and territory, 2018/2019

Province and territory	Municipal police services ²					Provincial police services ³			
	2018 population ¹	Total operating expenditures	Percentage change from previous year ⁴	Capital expenditures	Total expenditures	Total operating expenditures	Percentage change from previous year ⁴	Capital expenditures	Total expenditures
	number	thousands of dollars	percent	thousands of dollars		thousands of dollars	percent	thousands of dollars	
Newfoundland and Labrador	525,604	...	...	...	...	58,404	-1	440	58,844
Prince Edward Island	153,584	17,056	24	259	17,316	...	...	...	...
Nova Scotia	959,500	149,267	2	2,266	151,532	...	...	...	...
New Brunswick	770,921	67,723	-3	2,123	69,846	...	...	...	...
Quebec	8,387,632	1,665,582	10	13,619	1,679,202	1,079,570	6	34,857	1,114,427
Ontario ⁵	14,318,545	4,118,758	3	203,209	4,321,968	1,183,865	3	27,181	1,211,046
Manitoba	1,353,403	321,683	3	4,566	326,248	...	...	...	...
Saskatchewan ⁶	1,162,978	235,476	10	8,980	244,457	...	...	...	...
Alberta	4,300,721	1,024,106	4	90,474	1,114,580	...	...	...	...
British Columbia	5,001,170	612,201	4	14,205	626,406	...	...	...	...
Yukon	40,612	...	...	...	...	...	...	...	...
Northwest Territories	44,956	...	...	...	...	...	...	...	...
Nunavut	38,139	...	...	...	...	...	...	...	...
Provincial and territorial total⁷	37,057,765	8,211,853	5	339,701	8,551,554	2,321,840	4	62,478	2,384,317
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	...	...	...	...	...	...	...	...	...
Canada	37,057,765	8,211,853	5	339,701	8,551,554	2,321,840	4	62,478	2,384,317

See notes at the end of the table.

Table 2 — continued
Total expenditures on policing, current dollars, by province and territory, 2018/2019

Province and territory	Royal Canadian Mounted Police						
	Contract policing expenditures ⁸	Federal and international policing expenditures ⁹	Operational support and services expenditures ¹⁰	Total operating expenditures	Percentage change from previous year ⁴	Total capital expenditures	Total expenditures
	thousands of dollars				percent	thousands of dollars	
Newfoundland and Labrador	82,108	10,116	10,444	102,668	-14	4,939	107,607
Prince Edward Island	17,847	2,683	2,463	22,992	-1	1,092	24,085
Nova Scotia	143,453	16,250	18,111	177,815	-5	16,902	194,717
New Brunswick	117,346	18,303	18,463	154,113	-9	6,324	160,437
Quebec	...	218,261	43,542	261,802	23	20,204	282,006
Ontario ⁵	237	263,611	67,161	331,009	-6	10,488	341,497
Manitoba	189,694	13,158	22,610	225,461	3	11,626	237,087
Saskatchewan ⁶	227,071	13,313	41,855	282,239	-1	15,646	297,884
Alberta	514,733	46,372	43,290	604,396	-1	29,078	633,474
British Columbia	993,418	97,120	84,089	1,174,626	-4	54,183	1,228,809
Yukon	33,592	1,963	3,507	39,062	1	1,313	40,376
Northwest Territories	56,351	1,932	3,847	62,130	-3	1,336	63,466
Nunavut	56,465	1,874	3,980	62,319	-4	3,101	65,421
Provincial and territorial total⁷	2,432,313	704,956	363,363	3,500,632	-2	176,234	3,676,866
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	308,227	227,169	1,100,572	1,635,968	8	115,328	1,751,296
Canada	2,740,540	932,125	1,463,935	5,136,601	1	291,562	5,428,163

See notes at the end of the table.

Table 2 — end

Total expenditures on policing, current dollars, by province and territory, 2018/2019

Province and territory	Total policing			
	Total operating expenditures	Percentage change from previous year ⁴	Total capital expenditures	Total expenditures
	thousands of dollars	percent	thousands of dollars	
Newfoundland and Labrador	161,072	-10	5,379	166,452
Prince Edward Island	40,049	9	1,352	41,400
Nova Scotia	327,081	-2	19,168	346,249
New Brunswick	221,836	-7	8,447	230,282
Quebec	3,006,955	10	68,681	3,075,635
Ontario ⁵	5,633,632	3	240,879	5,874,511
Manitoba	547,144	3	16,192	563,336
Saskatchewan ⁶	517,715	4	24,626	542,341
Alberta	1,628,502	2	119,552	1,748,054
British Columbia	1,786,828	-2	68,388	1,855,215
Yukon	39,062	1	1,313	40,376
Northwest Territories	62,130	-3	1,336	63,466
Nunavut	62,319	-4	3,101	65,421
Provincial and territorial total⁷	14,034,325	3	578,413	14,612,738
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	1,635,968	8	115,328	1,751,296
Canada	15,670,293	3	693,741	16,364,034

... not applicable

1. Populations are based on July 1st estimates for 2018, Statistics Canada, Centre for Demography.

2. Includes municipal stand-alone police services (i.e. municipalities with a dedicated police service, not contracted out to a provincial police service or the Royal Canadian Mounted Police). This includes First Nations communities that are not policed by a provincial police service or the Royal Canadian Mounted Police.

3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.

4. Year-over-year percent change calculations are based on unrounded current dollar amounts.

5. Excludes the Royal Canadian Mounted Police operation and corporate headquarters.

6. Excludes the Royal Canadian Mounted Police training academy depot division and forensic labs.

7. Excludes the Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs.

8. Includes provincial/territorial, municipal, and Aboriginal contract policing.

9. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support) and international policing operations (peacekeeping missions, capacity building missions, and liaison missions).

10. Includes technical services and operational support; scientific, technical, and investigative support; Canadian firearms program; advance police training; transfer payments, internal services, and Canadian police culture and heritage.

Note: While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2018 for the most recent data).**Source:** Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 3
Trends in police personnel, Canada, 1962 to 2019

Year	Police officers ¹			Civilian personnel ^{2,3}			Total personnel	Police officers as a proportion of total personnel	Civilian personnel as a proportion of total personnel	Police to civilians
	Total	Officers per 100,000 population	Percentage change in rate ⁴	Total	Per 100,000 population	Percentage change in rate ⁴				
	number	rate ⁵	percent	number	rate ⁵	percent				
1962	26,129	140.6	...	5,699	30.7	...	31,828	82.1	17.9	4.6
1963	27,333	144.4	2.7	5,935	31.4	2.3	33,268	82.2	17.8	4.6
1964	28,823	149.4	3.5	6,655	34.5	9.9	35,478	81.2	18.8	4.3
1965	30,146	153.5	2.7	7,133	36.3	5.2	37,279	80.9	19.1	4.2
1966	32,086	160.3	4.4	7,583	37.9	4.4	39,669	80.9	19.1	4.2
1967	33,792	165.8	3.4	8,018	39.3	3.7	41,810	80.8	19.2	4.2
1968	34,887	168.5	1.6	8,351	40.3	2.5	43,238	80.7	19.3	4.2
1969	36,342	173.0	2.7	8,963	42.7	6.0	45,305	80.2	19.8	4.1
1970	37,949	178.2	3.0	9,936	46.7	9.4	47,885	79.3	20.7	3.8
1971	40,148	182.8	2.6	10,597	48.3	3.4	50,745	79.1	20.9	3.8
1972	41,214	185.5	1.5	11,762	52.9	9.5	52,976	77.8	22.2	3.5
1973	43,142	191.8	3.4	12,297	54.7	3.4	55,439	77.8	22.2	3.5
1974	45,276	198.5	3.5	12,085	53.0	-3.1	57,361	78.9	21.1	3.7
1975	47,713	206.2	3.9	13,794	59.6	12.5	61,507	77.6	22.4	3.5
1976	48,213	205.6	-0.3	14,377	61.3	2.9	62,590	77.0	23.0	3.4
1977	48,764	205.5	0.0	15,231	64.2	4.7	63,995	76.2	23.8	3.2
1978	48,705	203.2	-1.1	15,749	65.7	2.3	64,454	75.6	24.4	3.1
1979	48,990	202.4	-0.4	15,001	62.0	-5.6	63,991	76.6	23.4	3.3
1980	49,841	203.3	0.4	16,410	66.9	7.9	66,251	75.2	24.8	3.0
1981	50,563	203.7	0.2	16,999	68.5	2.4	67,562	74.8	25.2	3.0
1982	50,539	201.2	-1.2	17,738	70.6	3.1	68,277	74.0	26.0	2.8
1983	50,081	197.4	-1.9	17,342	68.4	-3.1	67,423	74.3	25.7	2.9
1984	50,010	195.3	-1.1	17,503	68.4	0.0	67,513	74.1	25.9	2.9
1985	50,351	194.8	-0.3	17,702	68.5	0.1	68,053	74.0	26.0	2.8
1986	51,425	197.0	1.1	18,273	70.0	2.2	69,698	73.8	26.2	2.8
1987	52,510	198.5	0.8	19,558	73.9	5.6	72,068	72.9	27.1	2.7
1988	53,312	199.0	0.2	19,407	72.4	-2.1	72,719	73.3	26.7	2.7
1989	54,211	198.7	-0.1	19,526	71.6	-1.2	73,737	73.5	26.5	2.8
1990	56,034	202.3	1.8	19,259	69.5	-2.8	75,293	74.4	25.6	2.9
1991	56,768	202.5	0.1	19,440	69.4	-0.3	76,208	74.5	25.5	2.9
1992	56,992	200.9	-0.8	20,059	70.7	2.0	77,051	74.0	26.0	2.8
1993	56,901	198.4	-1.3	19,956	69.6	-1.6	76,857	74.0	26.0	2.9
1994	55,859	192.6	-2.9	19,492	67.2	-3.4	75,351	74.1	25.9	2.9
1995	55,008	187.7	-2.5	19,259	65.7	-2.2	74,267	74.1	25.9	2.9
1996	54,323	183.5	-2.3	19,603	66.2	0.7	73,926	73.5	26.5	2.8
1997	54,719	183.0	-0.3	19,679	65.8	-0.6	74,398	73.5	26.5	2.8
1998	54,763	181.6	-0.7	19,383	64.3	-2.3	74,146	73.9	26.1	2.8
1999	55,321	182.0	0.2	20,169	66.3	3.2	75,490	73.3	26.7	2.7

See notes at the end of the table.

Table 3 — end
Trends in police personnel, Canada, 1962 to 2019

Year	Police officers ¹			Civilian personnel ^{2,3}			Total personnel	Police officers as a proportion of total personnel	Civilian personnel as a proportion of total personnel	Police to civilians
	Total	Officers per 100,000 population	Percentage change in rate ⁴	Total	Per 100,000 population	Percentage change in rate ⁴				
	number	rate ⁵	percent	number	rate ⁵	percent	number	percent		ratio
2000	55,954	182.3	0.2	19,917	64.9	-2.2	75,871	73.7	26.3	2.8
2001	57,076	184.0	0.9	19,982	64.4	-0.7	77,058	74.1	25.9	2.9
2002	58,422	186.3	1.3	20,732	66.1	2.6	79,154	73.8	26.2	2.8
2003	59,412	187.8	0.8	21,476	67.9	2.7	80,888	73.4	26.6	2.8
2004	59,800	187.2	-0.3	22,212	69.5	2.5	82,012	72.9	27.1	2.7
2005	61,026	189.3	1.1	23,391	72.5	4.3	84,417	72.3	27.7	2.6
2006	62,461	191.8	1.3	23,911	73.4	1.2	86,372	72.3	27.7	2.6
2007	64,134	195.0	1.7	25,295	76.9	4.8	89,429	71.7	28.3	2.5
2008	65,283	196.4	0.7	25,630	77.1	0.2	90,913	71.8	28.2	2.5
2009	67,243	200.0	1.8	27,056	80.5	4.4	94,299	71.3	28.7	2.5
2010	69,068	203.1	1.6	27,357	80.4	0.0	96,425	71.6	28.4	2.5
2011	69,424	202.2	-0.5	28,142	82.0	1.9	97,566	71.2	28.8	2.5
2012	69,505	200.2	-1.0	28,202	81.2	-0.9	97,707	71.1	28.9	2.5
2013	69,250	197.4	-1.4	27,870	79.4	-2.2	97,120	71.3	28.7	2.5
2014	68,806	194.2	-1.6	28,425	80.2	1.0	97,231	70.8	29.2	2.4
2015	68,772	192.6	-0.8	28,371	79.5	-0.9	97,143	70.8	29.2	2.4
2016	68,859	190.7	-1.0	28,436	78.7	-0.9	97,295	70.8	29.2	2.4
2017	69,025	188.9	-0.9	29,052	79.5	1.0	98,077	70.4	29.6	2.4
2018 ^r	68,532	184.9	-2.1	31,027	83.7	5.3	99,559	68.8	31.2	2.2
2019	68,718	182.8	-1.1	31,699	84.3	0.7	100,417	68.4	31.6	2.2

... not applicable

^r revised

1. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.

2. Counts include civilians on the police service's payroll employed in permanent positions such as clerks, dispatchers, managers, cadets, special constables, security officers, school crossing guards and by-law enforcement officers. The Police Administration Survey only collects data on civilian employees paid for by the police service. Therefore, if civilian employees of a police service are paid for by the municipality, such as in the case of Royal Canadian Mounted Police detachments and some police services, they are not captured by the survey.

3. Special constables and recruits were included in the civilian counts prior to 2017. Starting in 2018, counts for special constables and recruits were collected in a separate question but added to the civilian counts for comparability purposes in this table.

4. Percent changes are based on unrounded rates.

5. Populations are based on July 1st, 2019 estimates from Statistics Canada, Centre for Demography.

Note: A new version of the Police Administration Survey was implemented in 2018. Data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data). Additional data are available on Statistics Canada table 35-10-0076.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 4
Police officers by level of policing, by province and territory, 2019

Province and territory	2019 population ¹	Municipal police services ²	Provincial police services ³	Royal Canadian Mounted Police		Total police officers	Police officers per 100,000 population	Percentage change in rate ⁶	
				Contract policing ⁴	Federal and other policing ⁵			2018 to 2019	2009 to 2019
			number				rate	percent	
Newfoundland and Labrador	521,542	...	400	427	75	902	173	1.0	-2.5
Prince Edward Island	156,947	97	...	96	22	215	137	-2.8	-18.3
Nova Scotia	971,395	885	...	846	121	1,852	191	-1.6	-4.7
New Brunswick	776,827	433	...	703	115	1,251	161	1.0	-11.5
Quebec	8,484,965	9,303	5,433	...	886	15,622	184	-2.6	-7.0
Ontario ⁷	14,566,547	17,989	5,602	...	1,749	25,340	174	-1.7	-11.5
Manitoba	1,369,465	1,579	...	913	129	2,621	191	1.5	-7.4
Saskatchewan ⁸	1,174,462	1,079	...	1,171	130	2,380	203	1.9	-1.8
Alberta	4,371,316	4,410	...	2,877	401	7,687	176	0.7	4.4
British Columbia	5,071,336	2,553	...	5,972	765	9,290	183	-0.9	-6.3
Yukon ⁹	40,854	...	...	120	11	131	321	-1.3	-11.3
Northwest Territories ⁹	44,826	...	...	175	19	194	433	4.9	-4.7
Nunavut ⁹	38,780	...	...	121	14	135	348	-2.4	-9.2
Provincial and territorial total¹⁰	37,589,262	38,326	11,435	13,421	4,437	67,618	180	-1.2	-7.5
Royal Canadian Mounted Police operation and corporate headquarters	...	...	...	...	849	849	...	...	...
Royal Canadian Mounted Police training academy depot division and forensic labs	...	...	...	...	252	252	...	...	...
Canada	37,589,262	38,326	11,435	13,421	5,537	68,718	183	-1.1	-8.6

... not applicable

1. Populations are based on July 1st, 2019 estimates from Statistics Canada, Centre for Demography.

2. Includes municipal stand-alone police services (i.e. Municipalities with a dedicated police service not contracted with a provincial police service or the Royal Canadian Mounted Police. Also includes First Nations police services that are not provided by provincial police services or the Royal Canadian Mounted Police).

3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, the Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.

4. Includes provincial/territorial, municipal, and Aboriginal contract policing. Contract policing refers to provincial and municipal policing services provided by the Royal Canadian Mounted Police.

5. Includes Federal policing and Departmental and Divisional Administration. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support).

6. Percent changes are based on unrounded rates.

7. Excludes the Royal Canadian Mounted Police operation and corporate headquarters.

8. Excludes the Royal Canadian Mounted Police training academy depot division and forensic labs.

9. Yukon, Northwest Territories and Nunavut are policed solely by the Royal Canadian Mounted Police.

10. Excludes the Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs.

Note: A new version of the Police Administration Survey was implemented in 2018. Data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data). Police officers calculated in this table are based on the counts for permanent full-time and permanent part-time that are calculated into full-time equivalent.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 5
Municipal police services serving a population of 100,000 or more, Canada, 2019

Municipal police services ¹	2018 population ²	Police officers ³				Hires ⁶	Departures ⁶	Net gain or loss: hiring and departures ⁶	Police officers eligible to retire ⁶
		2019 number of police officers	2019 police officers per 100,000 population ⁴	Percentage change from previous year ⁵	Percentage of female officers				
	number		rate	percent			number		percent
Toronto Police Service, Ont.	2,956,024	4,790	162	-3	19	214	294	-80	9
Montréal Police Service, Que.	2,029,374	4,295	212	-5	33	139	172	-33	13
Peel Regional Police Service, Ont.	1,404,628	2,022	144	1	19	116	74	42	3
Calgary Police Service, Alta.	1,311,833	2,123	162	6	27	68	64	4	0
York Regional Police, Ont.	1,150,672	1,543	134	3	20	131	75	56	5
Ottawa Police Service, Ont.	1,007,501	1,223	121	-1	22	71	47	24	6
Edmonton Police Service, Alta.	1,004,947	1,885	188	0	20	91	70	21	7
Winnipeg Police Service, Man.	753,674	1,405	186	2	16	22	41	-19	8
Durham Regional Police Service, Ont.	683,604	904	132	3	20	61	41	20	7
Vancouver Police Department, B.C.	678,308	1,330	196	-1	26	37	48	-11	9
Halton Regional Police Service, Ont.	580,014	714	123	5	22	50	34	16	6
Waterloo Regional Police Service, Ont.	579,145	757	131	-1	22	31	37	-6	8
Québec City Police Service, Que.	578,781	719	124	-1	27	34	24	10	3
Surrey, B.C. (RCMP)	568,158	798	140	2	21	69	23	46	6
Hamilton Police Service, Ont.	567,979	X	X	X	X	X	X	X	X
Niagara Regional Police Service, Ont.	472,448	720	152	2	17	38	21	17	7
Laval Police Service, Que.	432,858	586	135	1	31	0	24	-24	9
Longueuil Police Service, Que.	421,842	611	145	0	35	20	35	-15	6
London Police Service, Ont.	414,959	590	142	-3	22	19	26	-7	7
Gatineau Police Service, Que.	282,596	393	139	-1	23	44	8	36	3
Saskatoon Police Service, Sask.	268,188	465	173	0	23	5	8	-3	8
Halifax Regional Police, N.S. ⁷	253,841	530	209	-1	20	15	13	2	11
Burnaby, B.C. (RCMP)	248,071	292	118	1	22	27	4	23	9
Regina Police Service, Sask.	233,170	397	170	-1	24	7	12	-5	3
Windsor Police Service, Ont.	229,787	471	205	11	17	55	24	31	8
Richmond, B.C. (RCMP) ⁸	209,838	245	117	7	21	34	2	32	7
Richelieu-Saint-Laurent Police Service, Que.	209,246	214	102	2	26	44	46	-2	6
St. John's, N.L. (RNC)	208,289	335	161	3	30	43	15	28	16

See notes at the end of the table.

Table 5 — end
Municipal police services serving a population of 100,000 or more, Canada, 2019

Municipal police services ¹	2018 population ²	Police officers ³				Hires ⁶	Departures ⁶	Net gain or loss: hiring and departures ⁶	Police officers eligible to retire ⁶
		2019 number of police officers	2019 police officers per 100,000 population ⁴	Percentage change from previous year ⁵	Percentage of female officers				
	number		rate	percent		number			percent
Greater Sudbury Police Service, Ont.	168,141	261	155	0	18	10	4	6	7
Sherbrooke Police Service, Que.	166,863	209	125	3	24	18	8	10	8
Langley Township, B.C. (RCMP) ⁹	156,931	208	133	2	26	18	5	13	10
Abbotsford Police Department, B.C.	153,866	214	139	3	19	20	9	11	5
Coquitlam, B.C. (RCMP)	149,450	171	114	4	27	17	7	10	9
Saguenay Police Service, Que.	148,053	187	126	0	22	0	6	-6	7
Barrie Police Service, Ont.	147,685	240	163	3	18	8	11	-3	3
Lévis Police Service, Que.	146,080	155	106	0	24	6	6	0	12
Guelph Police Service, Ont.	140,683	201	143	2	21	11	8	3	11
Terrebonne Police Service, Que.	140,301	171	122	1	29	17	17	0	1
Kelowna, B.C. (RCMP)	138,513	196	142	2	26	9	4	5	10
Trois-Rivières Police Service, Que.	136,857	161	118	3	22	10	6	4	2
Kingston Police Service, Ont.	132,943	205	154	0	20	8	10	-2	13
Codiac Regional, N.B. (RCMP)	122,988	143	116	0	19	7	8	-1	20
Saanich Police Department, B.C.	121,032	151	125	-4	21	5	8	-3	5
Thunder Bay Police Service, Ont.	118,253	242	205	8	16	5	13	-8	7
Victoria Police Department, B.C.	110,916	238	214	-1	25	14	15	-1	10
Roussillon Regional Police Service, Que.	110,144	115	104	0	28	12	17	-5	6
Delta Police Department, B.C.	109,674	159	145	-1	21	15	6	9	16
Chatham-Kent Police Service, Ont.	105,445	164	156	1	16	9	11	-2	9
Brantford Police Service, Ont.	104,978	187	178	5	14	13	8	5	1
Red Deer, Alta. (RCMP)	104,493	173	166	-3	24	3	2	1	6

x suppressed to meet the confidentiality requirements of the *Statistics Act*

1. Refers to the municipal stand-alone police services and municipalities policed by the Royal Canadian Mounted Police (RCMP) that have a population of 100,000 or more (based on 2018 populations).

2. Populations are based on preliminary postcensal estimates for 2018 and are adjusted to follow policing boundaries. Populations according to policing boundaries for 2019 were not available in time for writing this article.

3. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents) as of May 15, 2019. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded. All recruits are excluded from the number of police officers.

4. Based on the number of police officers on May 15, 2019 and populations for 2018. Populations are adjusted to follow policing boundaries. Populations for 2019 was not yet available when writing this article.

5. Percent changes are based on unrounded rates.

6. Represents hiring of police officers and recruits, departures of police officers and eligibility to retire of police officers during the 2018 calendar or 2018/2019 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of full-time equivalent police officers employed on May 15, 2019.

7. The data in this table represents Halifax Regional Police, N.S. which has a rate of police strength of 209. However, this rate does not include the number of police officers from Royal Canadian Mounted Police (RCMP) Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural officers and the population they serve are added to the calculation, the rate of police strength amounts to approximately 166 police officers per 100,000 population.

8. Includes Vancouver International Airport.

9. Langley Township, B.C. includes both Langley Township and Langley B.C.

Note: A new version of the Police Administration Survey was implemented in 2018. Data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data). Additional data are available on Statistics Canada table 35-10-0077.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 6
Hirings and departures of police officers, by province and territory, Canada, 2018/2019

Province and territory	Hirings ¹			Departures ¹			Net gain or loss: hirings and departures	Police officers eligible to retire ¹
	Experienced police officers ²		Recruit ³	Total	Retirements	Other ⁴		
	Total							
	number	percent		number	percent		number	percent
Newfoundland and Labrador	69	59	41	34	53	47	35	15
Prince Edward Island	7	100	0	13	38	62	-6	17
Nova Scotia	62	100	0	73	58	42	-11	15
New Brunswick	70	97	3	72	49	51	-2	17
Quebec	893	45	55	787	65	35	106	13
Ontario ⁵	1,340	24	76	1,202	68	32	138	8
Manitoba	126	79	21	88	67	33	38	9
Saskatchewan ⁶	162	91	9	82	40	60	80	9
Alberta	382	67	33	271	42	58	111	6
British Columbia	498	79	21	379	52	48	119	12
Yukon	0	...	...	2	50	50	-2	18
Northwest Territories	11	100	0	5	60	40	6	12
Nunavut	4	100	0	7	43	57	-3	10
Provincial and territorial total ⁷	3,624	50	50	3015	61	39	609	10
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	1	100	0	61	54	46	-60	41
Canada	3,625	50	50	3,076	61	39	549	11

... not applicable

1. Percentages may not sum to 100% due to rounding.

2. Includes senior officers, non-commissioned officers and constables who achieved the status of fully-sworn officer prior to the calendar or fiscal year for which data are shown.

3. Includes paid police officers who achieved the status of fully-sworn police officer during the calendar or fiscal year prior to the year for which data are shown.

4. Includes police officers who departed for reasons other than retirement, such as being hired by another police service, career change, death.

5. Excludes personnel from the Royal Canadian Mounted Police operations and corporate headquarters.

6. Excludes personnel from the Royal Canadian Mounted Police training academy depot division and forensic labs.

7. Excludes personnel from the Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs.

Note: Represents hirings, departures and eligibility to retire during the 2018 calendar or 2018/2019 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of fully sworn officers employed on May 15, 2019.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

DELTA POLICE BOARD**REGULAR - Action Document***Note: shaded items will be removed after one circulation*

Action Item	Meeting Date	Assigned to	Status
F.3 2018 Police Resources in Canada Survey Staff to look into increase in municipal policing expenditure in BC compared to other provinces/territories	Dec 11, 2019	Staff	Complete. Info and 2019 reports included in Feb 2021 agenda package.
B.2 Crime Stats and Maps Provide a report on cybercrime (types etc.) being reported to DPD.	Jan 20, 2021	Staff	In progress Target Date: March 2021
B.2 Crime Stats and Maps For District 3, include detailed/zoomed in crime maps for the future.	Jan 20, 2021	Staff	Complete. Updated map formatting included in Feb 2021 agenda.
C.1 Welcoming DPD's Deputy Chiefs Arrange for both DCs to meet City Council	Jan 20, 2021	Staff	To be scheduled On hold as per Chair/Mayor.
F.1 Strategic Plan Updates Distribute copy of letter to Police Board that was sent out to stakeholders.	Jan 20, 2021	Staff	Complete. Distributed via email.

Delta Police Department BOARD REPORT Regular Meeting



From: **Neil Dubord, OOM, AdeC**

Date: **January 25, 2021**

Acknowledging Traditional Territory

- **RECOMMENDATION:**

- A. THAT the Delta Police Board approve the traditional territorial acknowledgement (Attachment A) to be read at the beginning of the each Regular Delta Police Board meeting, by the Board Chair or Vice Chair.

- **PURPOSE:**

To advise the Delta Police Board of traditional territorial acknowledgement being proposed for Delta Police Board meetings.

- **DISCUSSION:**

It is common practice for many public meetings to begin with the acknowledgement of traditional territory. The acknowledgement of traditional territory serves the purpose of both displaying respect and recognition for the First Nations groups that once inhabited or currently inhabit the lands upon which the meeting is being held.

This recognition of First Nations presence is an essential element in establishing meaningful relationships with our community partners and paving the path toward reconciliation. As Delta Police Board meetings occur on traditional territory of the Tsawwassen and Musqueam First Nation and all of the Hun-qumi-num speaking peoples, it is being proposed that the Delta Police Board begin their meetings with the acknowledgement of traditional territory.

The proposed acknowledgement (Attachment A) has been drafted in partnership with the Tsawwassen First Nations through the Delta Police Department's Tsawwassen First Nation Service Team.

- **IMPLICATIONS:**

There are no financial implications for this report.

- **RELATED POLICY:**

There is no related policy for this report.

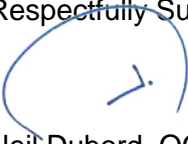
- **CONCLUSION:**

To foster a culture of respect and recognition, the Delta Police Board should consider beginning its regular meetings by acknowledging the traditional territory of the Tsawwassen and Musqueam First Nation and all of the Hun-qumi-num speaking peoples.

- **ATTACHMENT:**

- A. Acknowledgement Traditional Territory Script – Draft

Respectfully Submitted:



Neil Dubord, OOM, AdeC
Chief Constable, Delta Police Department



BEFORE WE BEGIN _____ (event name/type), I want to acknowledge the traditional territory of the Tsawwassen and Musqueam First Nations and all of the Hun'qumi'num speaking peoples who have been Stewards of this land since time immemorial. I would also like to offer my respect to all the Elders, Chiefs, Ancestors, Matriarchs and Warriors who have gone before us and to the First Nation People who are still with us today.

The Delta Police Board recognizes the history between Canada's Government and the Indigenous Peoples of this Land. We as a Board understand this relationship in history and within present times. We continue to learn from the mistakes of our past. We are fortunate and grateful to be given the opportunity to move toward reconciliation and foster meaningful relationships with all Tsawwassen First Nation Community Members.

hay čx^wqe
Thank you

**Delta Police Department
BOARD REPORT
Regular Meeting**



From: **Finance Manager**

Date: **February 2, 2021**

**Canadian Association of Police Governance (CAPG)
2021 Annual Membership Fee**

▪ **RECOMMENDATION:**

THAT the CAPG membership for 2021 in the amount of \$2,000 be approved for payment from the Delta Police Department Police Board budget.

▪ **PURPOSE:**

To obtain Board approval for the payment of the CAPG membership in the amount of \$2,000.

▪ **DISCUSSION:**

The CAPG was founded in 1989 with the goal to improve the effectiveness of civilian bodies that govern local police services. The CAPG works collaboratively with other police service sector stakeholders to improve police governance in Canada and to bring about change that will enhance public safety. The CAPG has grown since its founding to represent 75% of municipal police service oversight bodies throughout Canada.

The CAPG holds an annual conference each year, which provides educational and learning opportunities for board members.

▪ **IMPLICATIONS:**

Financial Implications

The membership fee is \$2,000, which is an increase from the 2020 fee of \$1,498.

▪ **RELATED POLICY:**

There are no policies associated to this report.

▪ **CONCLUSION:**

Board approval has been requested for payment of the 2021 annual membership fee for Canadian Association of Police Governance.

▪ **ATTACHMENT:**

A - CAPG 2021 Membership Renewal

Respectfully Submitted:

Hilary Madore, CPA CMA
Finance Manager, Delta Police Department

Jassie Ram

From: Canadian Association of Police Governance <conference@capg.ca>
Sent: February 1, 2021 3:30 PM
To: Jassie Ram
Subject: 2021 CAPG Membership Renewal

(This email originated outside the organization. Do not click any links or attachments unless you were expecting this email today. If unsure; please forward this email to IT and have them confirm that it is legitimate and safe.)

Canadian Association of Police Governance

INVOICE
#D414

Complete your purchase

Dear Delta Police Board,

Through these unprecedented times, our number one priority remains serving as a strong, national voice and resource for civilian governance of policing in Canada.

As your renewal date approaches, we respectfully ask for your continued support by renewing your membership with us.

Your continued commitment to the Canadian Association of Police Governance enables us to:

- Ensure members have independent access to the information and insights needed to be effective as police governance organizations.
- Advocate for our members by promoting a research and knowledge-based

climate and adopting positions to influence public policy through communications with elected officials.

- Spotlight issues and gain visibility for police governance organizations.
- Provide timely communications about issues that impact our members and policing in general.
- Provide resources such as online job postings, an expanded web presence through the membership directory, and digital advertising opportunities.
- Offer our webinars, conference and governance summits at an accessible rate.

We will continue focusing on our mission to work collaboratively and proactively with members and partners to enhance civilian governance of policing in Canada – now and in the future.

Thank you again for your commitment and partnership. Our organization is strong because of you. Together, we will tackle the challenges ahead. We look forward to our continued partnership. If there are additional ways we can support your organization during this time, please don't hesitate to contact a member of our staff.

Sincerely,

Jennifer Malloy

Executive Director

Registered In-House-Lobbyist

Canadian Association of Police Governance

[Complete your purchase](#)

or [Visit our store](#)

Order summary

New 2021 Rate Service Size - 251 to 400 × 1	\$2,000.00
<hr/>	
Subtotal	\$2,000.00
Shipping	\$0.00
Taxes	\$0.00
<hr/>	
Total	\$2,000.00 CAD

Customer information

Shipping address

JASSIE PADDA

DELTA POLICE DEPARTMENT

4455 Clarence Taylor Crescent

Delta BC V4K 3E1

Canada

Billing address

JASSIE PADDA

DELTA POLICE DEPARTMENT

4455 Clarence Taylor Crescent

Delta BC V4K 3E1

Canada

If you have any questions, reply to this email or contact us at conference@capg.ca

MEMO TO DELTA POLICE BOARD

Regular Meeting

From: **Jassie Ram**
Date: **January 31, 2021**
Subject: **BCAPB Updates**

AGM and Other Virtual Events

The British Columbia Association of Police Boards (BCAPB) will not be holding an Annual Conference this year due to the pandemic, but will be holding the following events in February and March. Associated calendar invites have been sent to the Board member e-mails. All events will be virtual. Links to participate in the events to follow, and will be distributed to the Board members when received.

- Tuesday, February 23, 2021, 5:00 pm - 6:00 pm
Hospitality Suite with police board colleagues from across the province
- Friday, March 5, 2021 from 2:00 pm - 4:00 pm
Joint open dialogue session with Police Board members and BC Municipal Chiefs
- Saturday, March 6, 2021 from 10:00 am - 1:15 pm
BCAPB Annual General Meeting

Registration from all events is due on February 15, 2021, prior to the next Police Board meeting. To ensure every Board member has opportunity to attend as their schedule permits, registration for all Board members (no cost) has been submitted prior to the deadline, for all events.

BCAPB Appointment of Board Executive

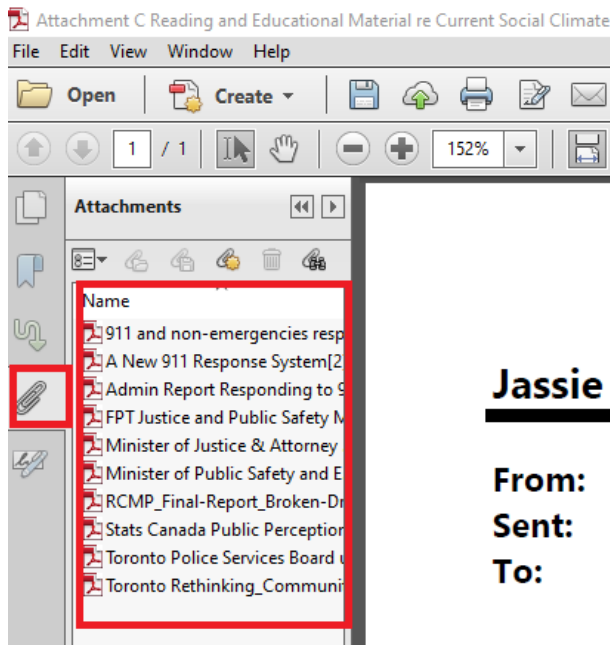
Additionally, BCAPB is requesting that the Delta Police Board advise who will be appointed or continue on, as the Board's authorized representative and alternative representative. Currently, Vice Chair, Angela Kaiser holds the authorized representative position and, Gurleen S. Sahota holds the alternative representative position.

Action: Board to decide on BCAPB representatives and for Staff to advise BCAPB by February 19th.

Reading Material re: Current Social Climate

BCAPB provided several reports and reading material to be disseminated to the Boards. The material has been provided to all governance Boards for learning and governance enhancement in the current social climate. As there are several large PDF attachments for the material, for convenience and to decrease PDF file size, they can be accessed by clicking "Attachments" on the left side of your screen (see screenshot below).

RG F.1



Respectfully Submitted:

Jassie Ram

Police Board Secretary, Delta Police Department

Attachments

- A – Save the Date, Information about AGM and Other Events from BCAPB
- B – BCAPB - Appointment of Executive Board for 2021/22
- C – Reading and Educational Material re: Current Social Climate, from BCAPB

Jassie Ram

From: BCA Police Boards <bcapbs@gmail.com>
Sent: January 27, 2021 3:54 PM
To: Ali Huculak; Barbara (Oak Bay Board Assistant) Sherman; Collette (Vic/Esq Board Assistant) Thomson; Daisy (NW Board Assistant) Dyer; Donna (Abbotsford assistant) Macey; Emmalee (CS Board Assistant) Gummer; Jassie Ram; Linda (WV Board Assistant) Matonovich; Lynn (Saanich assistant) Secretary; Marion (Surrey EA) Chow; Melissa (Surrey) Granum; Rhonda (Port Moody Board Assistant) Doig; Shiloh (Nelson Board Assistant) Perkins; Shireen (Stl'atl'imx Board Assistant) Sumariwalla; Stephanie (Vancouver Board Assistant) JOHANSEN (Police Board); Taryn (Transit Board Assistant) Barton
Cc: Abbotsford (Mike Welte); Central Saanich (Wendy MacDonald) MacDonald; Angela Kaiser - DPB; Nelson (Am Naqvi); New West (Natalia) Bryant; Oak Bay (Mayor Kevin Murdoch); Port Moody (Leah Zille - alternate); Saanich (Mary Collins); SCBCTA (Murray Dinwoodie); Stl'atl'imx (Rebecca Barley); Surrey (Cheney Cloke); Vancouver (Tricia Barnes); Victoria Esquimalt (Charla Huber); West Vancouver (Peter Gibson)
Subject: BCAPB Save the Date - Hospitality Suite, Joint Session with Chiefs, and AGM!
Attachments: RegistrationForm.pdf

(This email originated outside the organization. Do not click any links or attachments unless you were expecting this email today. If unsure; please forward this email to IT and have them confirm that it is legitimate and safe.)

Good afternoon,

I kindly ask that you disseminate this email with attachment to your board members.

Thank you - Veronica

Sending on Behalf Leah Zille

***Important BCAPB Dates:**

- Tuesday, February 23, 2021 from 5:00 pm - 6:00 pm: **Hospitality Suite** with police board colleagues from across the province (virtual)
- Friday, March 5, 2021 from 2:00 pm - 4:00 pm: **Joint open dialogue session** with Police Board members and BC Municipal Chiefs (virtual)
- Saturday, March 6, 2021 from 10:00 am - 1:15 pm: **BCAPB Annual General Meeting** (virtual)

Dear BCAPB Members,

Hard to believe we are already nearing the end of January. I hope you have all found 2021 off to a good start.

In normal times, this would have been the time of year where we would have begun to make our travel plans to beautiful Nelson, BC for the annual BCAPB Conference and AGM. Sadly, like so many other events, this is not meant to be this year and the only travelling we are able to provide this year is to the cloud. We're pleased to let you know the Nelson Police Board has graciously offered to host the conference and AGM in 2022 (should the COVID crisis allow for this next year). Until we can once again travel and visit this gorgeous part of our province, we have condensed this year's conference programming and will be bringing both our joint open dialogue session and annual general meeting to you virtually.

Gah! Not another virtual event?!? We know, we know. After nearly a year of virtual conferences, webinars, and meetings, we fully appreciate that contemplating more time in front of a computer screen feeling like an

RG F.1

avatar in this game of life is not an overly compelling proposition. At the same time, this past year has brought complexities to policing and society unlike any other, and thus it's more important than ever that we have a chance to unite. Enter rock and a hard place.

We've done our best to limit the programming to that which delivers the most value, and are offering it up in what we hope you find to be bite sized, palatable nuggets. We plan to use every minute of our time together to bring value to your role as board members. Most importantly, we want to provide you with ample opportunity to raise, discuss, and address the issues most compelling and relevant to you and to your board.

So just how do you plan to do this?

1) *Virtual Hospitality Suite*: We plan to kick things off casually, and hopefully with a bit of fun on **Tuesday, February 23 from 5:00 pm - 6:00 pm**. Many of you have told us that the real value in coming together for an annual conference comes from the opportunity to build relationships with police board colleagues from around the province. It is in those informal conversations in the buffet queues, at the tables while waiting for sessions to start, and in the hospitality suites that you have the chance to engage in meaningful dialogue about those key issues keeping you up at night. So we are going to try to recreate this experience for you by way of a fun, casual, brief, virtual **() hospitality suite**. Grab your favourite beverage and plop yourself down in your most comfy chair to be transported to a cozy "room" where you will be met by a small group of colleagues from police boards across the province for this pilot initiative. More details will be sent out shortly, but rest assured it won't be overly formal or structured and there will be lots of opportunity to shoot the breeze about issues near and dear to your heart. Don't worry if you don't know anyone, we all start from the same place of being on a police board, and it doesn't take much to find common ground. And if you miss this one, not the end of the world, as we hope to hold more of these throughout the year. Advanced registration will be required so that we can place you in a room, please see attached registration form.

2) *Joint open dialogue session with BC Municipal Chiefs*: On **Friday, March 5 from 2:00 pm - 4:00 pm**, the municipal chiefs will be joining us for our annual joint conversation designed to provide us with police leadership perspectives on relevant and pressing issues that are rising to the top of the strategic priority lists. Details will be shared once the topics for this session are finalized, but our preliminary planning conversations point to conversations that will give you lots to mull over back at your respective Board tables.

3) *Annual General Meeting*: On **Saturday, March 6 from 10:00 am - 1:15 pm**, we will hold the BCAPB 2021 Annual General Meeting. The Honourable Mike Farnworth, Minister of Public Safety and Solicitor General, will open our AGM. This will be followed by a keynote presentation, which will then lead us into the business of the AGM. These three hours will be packed full of meaningful insights that you will not want to miss! One of the most important ways you can ensure your board's voice is heard is by encouraging your board to put forth board resolutions that bring your board's key issues to the attention of other boards and the association for action. Calls for resolutions were sent out to Boards in mid-December and need to be submitted to BCAPB for the AGM package no later than **February 5th**. And of course, you will be voting in your executive board for 2021/2022. Registration form is attached. Further program details to be sent out shortly.

This all sounds great, but what about all the other sessions that the conference normally provides?

Remember that piece about "not another virtual event", yup - sadly we had to make some sacrifices. CAPG and other policing organizations have provided some fantastic programming this past year by way of conferences and webinars. We felt that if something had to give so we could hold people's focus, there has been ample supplemental programming offered by other policing organizations to carry us through to next year. And with the enthusiasm and plans the Nelson crew had for the conference this year, we have every confidence the conference will be back to its regular glory next year (assuming this pesky virus makes its exit soon). Please leverage the webinars and training sessions available to you through other streams this year. In the blink of an eye, next year's conference will be here and we can resume our regularly scheduled programming.

Virtual?!? There's a lot of us....how are you going to manage the complexities of the technology?

Not to worry - we're not. Professionals will. Technology isn't our bailiwick, so we've got people coming to produce the show for us, so to say.

RG F.1

And what about...?

I'm hoping this overview paints a picture of what our virtual events will look like, but in the event I've missed something you want to know, please reach out with your questions or comments.

Attached is the registration for the upcoming events. Please note the registration deadline of February 15, 2021. Keep watch for further details for the Virtual Hospitality Suite and for the joint session/AGM.

We look forward to many opportunities in the months ahead to engage with you.

Warmly,

- Leah

Leah Zille / *President*

BC Association of Police Boards

604-808-3809 (mobile) | leah.zille@portmoodypoliceboard.com

CONFIDENTIALITY NOTICE: This message and any accompanying documents contain confidential information intended for a specific individual and purpose. This message is private and protected by law. If you are not the intended recipient, you are hereby notified that any disclosure, copying or distribution, or the taking of any action based on the contents of this information, is strictly prohibited.

Jassie Ram

From: BCA Police Boards <bcapbs@gmail.com>
Sent: January 22, 2021 10:45 AM
To: Ali Huculak; Barbara (Oak Bay Board Assistant) Sherman; Collette (Vic/Esq Board Assistant) Thomson; Daisy (NW Board Assistant) Dyer; Donna (Abbotsford assistant) Macey; Emmalee (CS Board Assistant) Gummer; Jassie Ram; Linda (WV Board Assistant) Matonovich; Lynn (Saanich assistant) Secretary; Marion (Surrey EA) Chow; Melissa (Surrey) Granum; Rhonda (Port Moody Board Assistant) Doig; Shiloh (Nelson Board Assistant) Perkins; Shireen (Stl'atl'imx Board Assistant) Sumariwalla; Stephanie (Vancouver Board Assistant) JOHANSEN (Police Board); Taryn (Transit Board Assistant) Barton
Cc: Leah Zille
Subject: BCAPB - Appointment of Executive Board for 2021/22

(This email originated outside the organization. Do not click any links or attachments unless you were expecting this email today. If unsure; please forward this email to IT and have them confirm that it is legitimate and safe.)

Good morning,

Please see below.

Thank you and have a great weekend!

Veronica

Sending on Behalf of Leah Zille

In preparation for the upcoming BCAPB AGM, it would be very much appreciated if you could consult with your board as to who will be appointed, or continue on, as your Board's authorized representative and alternate representative of the BCAPB Executive Board, and if at all possible to provide me with your representative's name and contact info by **February 19, 2021**.

APPOINTMENT OF EXECUTIVE BOARD

Part V – Directors and Officers of the BCAPB Constitution and Bylaws:

22 (2) Each Director is the appointed authorized representative of a Full Member ("Full Member" means a police board pursuant to the *Police Act*.)

Director (**authorized** representative):

Contact Information (email/phone):

Director (**alternate** representative):

Contact Information (email/phone):

The Executive Board will elect the Officers of the Executive Committee at the first Executive Board meeting following the Annual General Meeting of the Association.

RG F.1

Please submit the name of your Board's representative on the Executive Board to Veronica Bandet, Executive Assistant, via email to bcapbs@gmail.com.

Thank you for your assistance.

Leah Zille,
BCAPB President

Jassie Ram

From: BCA Police Boards <bcapbs@gmail.com>
Sent: January 29, 2021 3:43 PM
To: Ali Huculak; Barbara (Oak Bay Board Assistant) Sherman; Collette (Vic/Esq Board Assistant) Thomson; Daisy (NW Board Assistant) Dyer; Donna (Abbotsford assistant) Macey; Emmalee (CS Board Assistant) Gummer; Jassie Ram; Linda (WV Board Assistant) Matonovich; Lynn (Saanich assistant) Secretary; Marion (Surrey EA) Chow; Melissa (Surrey) Granum; Rhonda (Port Moody Board Assistant) Doig; Shiloh (Nelson Board Assistant) Perkins; Shireen (Stl'atl'imx Board Assistant) Sumariwalla; Stephanie (Vancouver Board Assistant) JOHANSEN (Police Board); Taryn (Transit Board Assistant) Barton
Cc: Nelson (Am Naqvi)
Subject: Fwd: FW: Documents
Attachments: 911 and non-emergencies response models in North America.pdf; A New 911 Response System[2].pdf; Admin Report Responding to 911 calls for help[1].pdf; FPT Justice and Public Safety Ministers work together on shared priorities Français.pdf; Minister of Justice & Attorney General supplementary Mandate letter.pdf; Minister of Public Safety and Emergency Preparedness Supplementary Mandate Letter.pdf; RCMP_Final-Report_Broken-Dreams.pdf; Stats Canada Public Perceptions of Police Nov 2020.pdf; Toronto Police Services Board use of force model advocacy - letter to SOLGEN - 2021.01.05 final.pdf; Toronto Rethinking_Community_Safety_A_Step_Forward_For_Toronto_Full_Report.pdf

(This email originated outside the organization. Do not click any links or attachments unless you were expecting this email today. If unsure; please forward this email to IT and have them confirm that it is legitimate and safe.)

Good afternoon,

Further to our meeting on January 22, and the discussions therein, attached are materials to be disseminated to your board members. The BCAPB wishes to share the attached material with all BC Governance Boards to provide a valuable service in learning and governance enhancement in the current social climate.

Thank you.

Veronica

**Delta Police Department
BOARD REPORT
Regular Meeting**



From: **Annette Garm**

Date: **February 2, 2021**

2021 Board Training and Education Plan Proposal

▪ **RECOMMENDATIONS:**

Note: There are seven (7) recommendations highlighted throughout this report, and all of them are listed below. Based on the variety of training opportunities presented in this report the Board may move forward with only a select few of the recommendations.

- A. THAT the Delta Police Board members take the CABRO online training certificate program and complete eModules 1 and 2 by March 31, 2021, and eModules 3, 4 and 5 within two weeks of receiving the invite from the Province.
- B. THAT Staff contact CABRO by February 23, 2021, to register Delta Board members for CABRO training eModules 1 and 2 and the remaining 3 when they become available.
- C. THAT the Delta Police Board members review the Surrey Police Board training material and video, at their own pace and time, within two months of its release date.
- D. THAT the Delta Police Board further review and consider training opportunities through Police Services as they become available.
- E. THAT the Delta Police Board re-evaluate training needs and priorities in the last quarter of 2021 and invite Paul Ceyssens, if required, within a \$2,000 budget for the training.
- F. THAT the Delta Police Department approve Board member, Annette Garm, to take the five onBoard training courses and provide an evaluation and recommendations report to the Board upon completion, for the Board to further consider and decide on the pursuit of this opportunity for all Board members.
- G. THAT the Delta Police Department consider as many Board members as possible to attend the FIP training being organized by the Vancouver Police Board.

▪ **PURPOSE:**

To inform and provide the Board with options for education and training opportunities, which will contribute to Board member development and, subsequently, assist in the Board's effective functioning.

▪ **DISCUSSION:**

Training for Board members is integral for Board member development and, subsequently, in the Board's effective functioning. The education and training opportunities can also prepare Board members to deal with the complexities and current trends that Boards need to respond to and provide input on. Learning is an ongoing process, and education and training opportunities should be available for both new and seasoned Board members.

Previously, some Board members have received education and training through the Province, including courses from the Institute of Corporate Directors and Rotman School of Management. This training was well received and valued by Board members throughout BC but was unfortunately cancelled in early 2020. The Province is exploring and planning other training options. Additionally, other opportunities are available through private training institutions with subject matter experts delivering governance related content.

There are numerous training opportunities for 2021, which should fulfill the Board's education and training needs. While some training programs have current availability for registration, others will be available later in 2021. Due to COVID-19, all of the proposed opportunities are currently available virtually, which is convenient and provides flexibility, in some cases where the training is self-paced.

The opportunities listed below are being presented for the Board's consideration to select ones that should be pursued. Although some members may have received previous training similar in nature to some of the proposed training, there is value in everyone participating in the training selected for 2021, where possible. This will allow consistency in applying the same skills and knowledge and promote dialogue and engagement between Board members.

TRAINING THROUGH THE PROVINCE

1. Education session with Police Services

The Board currently has an education session scheduled with Police Services for February 17, 2021. Vice-Chair, Angela Kaiser, spoke with David Pilling to determine the agenda, and the following topics will be covered: Board responsibilities and role under the Police Act, service and policy complaints, governance practices/strategies. Additionally, there will be a question and answer portion for Board members to follow up with Police Services and speak about the Special Committee on Reforming the Police Act.

Recommendation

No recommendation is required. The Board has previously been advised of and selected to pursue this opportunity.

<u>Cost</u>	Free
<u>Time Commitment</u>	1 hour
<u>Completion Timeline</u>	February 17, 2021

2. Governing in Public Interest (GPI) Training Program

Board member, Gurleen S. Sahota, brought the GPI training program to the Board's attention and it was also recently presented at a BCAPB meeting. GPI is organized and delivered through the Crown Agencies and Board Resourcing Office (CABRO).

GPI is an online certificate training program and consists of five eModules, and utilizes a combination of video, interactive exercises and case studies to increase participant's knowledge of best governance practices.

An enquiry was made to CABRO about program availability and registration process. The first two eModules are currently available, and the remaining three will be available later this year. To register, the Board would advise CABRO and Police Governance Unit the names and e-mails of Board members who would like to receive the training. CABRO will e-mail an invite link to Board members to self-register for the training, and they will have two weeks to complete the

eModules 1 and 2. As additional eModules become available, Board members will be invited back to complete them within a two-week timeframe. The program is recommended for all Police Board members by Police Services.

The five eModules include:

- Board Basics (available)
 - Your Role as Board/Tribunal Member (available)
 - Financial Governance (available March 2021)
 - Risk Management (available later in 2021)
 - Human Resources (available later in 2021)
- * See Attachment A for eModule description and further information.*

Recommendation

- A)** THAT the Delta Police Board members take the CABRO online training certificate program and complete eModules 1 and 2 by March 31, 2021, and eModules 3, 4 and 5 within two weeks of receiving the invite from the Province.
- B)** THAT Staff contact CABRO by February 23, 2021, to register Delta Board members for CABRO training eModules 1 and 2 and the remaining 3 when they become available.

<u>Cost</u>	Free
<u>Time Commitment</u>	1-2 hours for eModule 1, 2 3-4 hours for eModule 3, 4, 5
<u>Completion Timeline</u>	March 31, 2021 for eModule 1 and 2. Remaining 3 eModules to be taken within two weeks of receiving the invite

3. Surrey Police Board Training Material and Video

Police Services has additionally advised that the training delivered to the Surrey Police Board was recorded and will be available for all BC Police Boards in the coming months. It would be valuable for the Delta Police Board to review the training delivered to its neighbouring Police Board. This will ensure that both Boards have the same understanding and framework for future and potential collaboration for public safety in both cities.

Recommendation

- C)** THAT the Delta Police Board members review the Surrey Police Board training material and video, at their own pace and time, within two months of its release date.

<u>Cost</u>	Free
<u>Time Commitment</u>	4-12 hours (exact length is currently unknown)
<u>Completion Timeline</u>	Within 2 months of being released

4. Police Services Training

As stated earlier, ICD was cancelled in early 2020. Police Services has been exploring alternative training options with local content that applies to the BC context. Police Services is in the process of posting a Request for Proposal for this training. The training will focus on delivering content for both new members and seasoned members.

Recommendation

D) THAT the Delta Police Board further review and consider training opportunities through Police Services as they become available.

<u>Cost</u>	TBA – could be per member or Board based.
<u>Time Commitment</u>	TBA
<u>Completion Timeline</u>	TBA

OTHER TRAINING OPPORTUNITIES

5. Paul Ceyssens – Subject Matter Expert (SME)

Mr. Paul Ceyssens is an SME in legal aspects of policing and governance matters. The opportunity exists for the Board to arrange for a 3-4 hour training session with Mr. Ceyssens. The session with Mr. Ceyssens can be customized to the Board's training requirements and priorities, within the limits of Mr. Ceyssens' expertise.

Due to various other training opportunities, including through the Province, which plans to release an ICD replacement, the Board may want first to consider the Police Services training as it becomes available. This training will be available to all Police Boards, and there is value in taking training that aligns with the training being delivered to our counterparts on other Boards.

In the last quarter of 2021, the Board can re-evaluate its training needs and priorities and decide if Mr. Ceyssens should be invited. Should the Board decide to move forward with a training session delivered by Mr. Ceyssens, a \$2,000 training budget would be required.

Recommendation

E) THAT the Delta Police Board re-evaluate training needs and priorities in the last quarter of 2021 and invite Paul Ceyssens, if required, within a \$2,000 budget for the training.

<u>Cost</u>	\$2,000
<u>Time Commitment</u>	4 hours
<u>Completion Timeline</u>	Last quarter of 2021

6. OnBoard Canada (Ryerson University)

onboard Canada (onBoard) is a program of the G. Raymond Chang School of Continuing Education at Ryerson University. OnBoard provides governance-related training for Boards with the goal of making public sector governance leadership more effective, inclusive and responsive to the communities they serve.

OnBoard delivers five courses that include the latest information from SMEs on effective governance leadership. They are online and self-paced.

The five courses include:

- Board Governance Fundamentals
- Effective Governance through the Stages
- Inclusive Leadership in Governance
- Embedding Diversity and Inclusion into an Organization
- Unconscious Bias and the Board

** See Attachment A for course descriptions and further information.*

The cost ranges from \$200-250 a course, with one course being free with registration and fee payment of other courses. The total cost per member for all five courses is \$950 + taxes.

It is recommended that one Board member take the training and provide an evaluation and recommendations report to the Board to evaluate the training's value and relevancy. Upon receiving the evaluation and recommendations report, the Board can decide if all Board members should pursue the onBoard training opportunity.

Unfortunately, registration is currently unavailable as the online learning platform is undergoing construction as onboard transitions to a new e-learning platform. An inquiry has been submitted to onBoard, requesting information completion time estimate and timelines for course availability in 2021. The Board will be kept apprised of updates as they are received. These courses are taken individually and can be spaced out over the year and even into 2022.

Recommendation

F) THAT the Delta Police Department approve Board member, Annette Garm, to take the five onBoard training courses and provide an evaluation and recommendations report to the Board upon completion, for the Board to further consider and decide on the pursuit of this opportunity for all Board members.

<u>Cost</u>	\$950 + taxes for all 5 courses/per member
<u>Time Commitment</u>	22-28 hours
<u>Completion Timeline</u>	TBA

7. Vancouver Police Board – Fair and Impartial Policing (FIP) Training

In early 2019, the Vancouver Police Board (VPB) organized FIP training and extended the opportunity to other municipal Boards to participate. The estimated cost per Board member was \$150, and a time commitment of 4-5 hours. However, due to COVID-19, the training was cancelled. The training is designed specifically for community members, allowing them to experience a customized version of the FIP training that some Police Departments around BC have implemented for their sworn personnel. This training is currently in place for Delta Police Department officers.

Participants will:

- Learn about the modern science of bias and prejudice, including implicit bias
- Discuss how bias can manifest in law enforcement professionals and in community members
- Acquire skills for reducing and managing bias.

**See Attachment B for more information.*

Vice-Chair, Angela Kaiser, has learned the VPB is exploring the rescheduling of this training virtually. An enquiry was submitted to VPB requesting additional information and expressing Delta Police Board's potential interest in participating in the training.

VPB has confirmed that FIP training content is now available in online learning format and they are arranging for an online session for BC Police Boards. A seat will likely be available for one member from each Board with perhaps a few extra spots. Further information to follow once pricing information is available.

The Board should consider registering one member to take this training when it becomes available and more if seating availability permits. The attending member can provide a review and update the Board after taking the course. The Board will be kept apprised of updates as they become available.

Recommendation

G) THAT the Delta Police Department consider as many Board members as possible to attend the the FIP training being organized by the Vancouver Police Board.

<u>Cost</u>	\$150/Board member (estimate based on previous cost)
<u>Time Commitment</u>	4-5 hours
<u>Completion Timeline</u>	TBA

▪ **IMPLICATIONS:**

There are no current financial implications for opportunities 1, 2 and 3 (education session with Police Services, CABRO training program, Surrey Police Board training recording) from the Province. Opportunity 4 (new training program underway) could have associated costs with a registration fee per Board member or per Board. Further details to follow from the Province.

The cost for Mr. Ceyssens to deliver training to the Board is \$2,000.

The cost per member for the onBoard training is \$950 + taxes, and if all seven Board members were to pursue all five courses, the total cost would be \$6,650 + taxes.

The FIP training being organized through the Vancouver Police Board's (VPB) training will involve a cost per Board member. The exact cost is not yet available. However, the projected cost based on the previous cost for in-person delivery could be \$150. This cost could be higher, however, due to the virtual nature and associated technical assistance required for virtual events.

A budget for Board education does not currently exist. However, for 2022 and onwards, the Finance Committee will be establishing a separate line item for Board education. Education will be considered separate from costs such as travel and accomodation costs for conferences and other events Board members attend.

For 2021, any and all of the recommendations can be afforded within the existing DPD budget and required funds can be transferred to the Board budget. It is also important to consider that in 2020, there were cost savings as the Board budget did not accrue the typical costs (flights/travel, accommodations, per diems, some conference registration fees) associated to the CAPG and BCAPB conferences as they were delivered virtually. Moreover, with at least the BCAPB conference being virtual this year (and registration being free) and most likely the CAPG conference as well, there will be further cost savings for the 2021 year which can be used for Board education.

▪ **RELATED POLICY:**

There is no policy associated to this report.

▪ **CONCLUSION:**

Education and training opportunities for the Delta Police Board are key in Board member development and effective functioning of the Board. Seven training opportunities have been presented for the Board's consideration and for the Board to decide which recommendations are to be approved and pursued further.

This education and training proposal covers a wide range of training opportunities that should be sufficient for 2021. It is also important to realize that other opportunities through the Province and partner Police Boards may arise as the year progresses, and those should be considered accordingly.

- **ATTACHMENTS:**
 - A. onBoard Course Descriptions
 - B. FIP Training Information

Respectfully Submitted:

A handwritten signature in black ink, appearing to read 'A. Garm', is positioned above the printed name.

Annette Garm, RN, BSN, MALS, MN, CGN(C), EXTRA Fellow
Board Member, Delta Police Board

Board Governance Fundamentals

This course series provides directors with the knowledge and skills needed to contribute to a board. It covers foundational areas of board governance including Board Essentials, Legal Roles and Responsibilities, Finance Fundamentals, Commitment to Diversity, Strategic Planning, Risk Management, and Resource Development.

Fee: **\$250**

Hours: **10-12**

Effective Governance through the Stages

This course series focuses on the specific needs of boards through different stages of organizational development.

This course addresses six key themes in board governance: Board Recruitment, Diverse Perspectives, Chair-CEO Relations, Board Engagement, Overseeing Financial Risk, and Reputational Risk.

Fee: **\$250**

Hours: **6-8**

Inclusive Leadership in Governance

Developed in collaboration with the Alliance for Healthy Communities, this course focuses on strengthening the capacity of community-centred primary health care organization boards in equity, diversity, and inclusion. Each online module includes practical tools and resources including a common evidence-based Inclusive Leadership in Governance Framework.

Fee: **\$200**

Hours: **2-3**

Embedding Diversity & Inclusion into an Organization

This course is designed for public and not-for-profit organizations seeking to incorporate diversity and inclusion into their governing boards. This course is included in the board matching package for boards and provided to all learners who purchase any of the onBoard Canada courses.

Fee: **Included with other course purchases**

Hours: **2**

Unconscious Bias and the Board

This course demonstrates the impacts of unconscious bias, provides strategies to recognize bias in individuals and leadership group settings, and provides best practices to create and sustain an inclusive board and organizational culture.

Fee: **\$250**

Hours: **2-3**

Fair & Impartial Policing: A Science-Based Perspective

Community Members' Training

AGENDA



This training session is designed specifically for community members, although law enforcement agencies are encouraged to include sworn personnel in this training to enhance the dialogue and discussions with community members. This training reflects a science-based approach to understanding human biases and prejudices; it is about how our minds work and how to most effectively make unbiased decisions. This training is relevant for ALL individual—community members and officers alike. Specifically, the purpose of this training is to: (1) enhance community members' understanding of the FIP training that the department is/will be getting and the law enforcement perspective and (2) apply the concepts of the FIP training to their own lives and decision-making.

Training Agenda

5:30 pm – 5:50 pm	Welcome Remarks
5:50 pm – 6:30 pm	Module 1: Introduction to the Fair and Impartial Policing Perspective
6:30 pm – 8:10 pm	Module 2: The Science of Human Bias
8:10 pm – 9:20 pm	Module 3: Skills for Addressing Our Implicit Biases
9:20 pm – 9:30 pm	Closing Comments, Evaluations, Adjourn