

DELTA POLICE BOARD

REGULAR MEETING AGENDA



Date 2022-02-16
Time 09:00 am
Location Zoom

A. CALL MEETING TO ORDER

Land Acknowledgment: This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the (Tsawwassen), (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today."

B. ADOPTION OF THE AGENDA

1. Adoption of the Regular Agenda – February 16, 2022

C. APPROVAL OF MINUTES

1. Approval of the Minutes – January 20, 2022

D. DELEGATIONS/PRESENTATIONS

1. DPD Media Relations Updates
A/Sgt. Leisa Schaefer, Media Relations Officer

E. CONSENT ITEMS

1. Crime Statistics & Crime Maps January 2022 ■
2. Financial Reports – December 2021 ■
3. Correspondence
 - a. Public Compliments ■
 - b. Thank you Letter to Delta Police Foundation ■
4. For information
 - a. Mayor Harvie Appointed to Local Government Policing Modernization Roundtable ■
 - b. Events Calendar ■

F. FOLLOW UPS

1. Action Document ■
2. Business Arising Out of Minutes

G. REPORTS

1. Chief's Report
 - a. Delta Police Designation – 2022 BC's Top Employers ■
 - b. Delta Police Bend Don't Break Podcast ■
2. Canadian Association of Police Governance (CAPG) Membership Renewal ■
3. Neighborhood Incident Response Support Team (NIRST) ■

H. NEW BUSINESS

Items as requested by the Board

I. RESOLUTION TO TERMINATE THE MEETING

Next Meeting: March 16, 2022 at 09:00 am

DELTA POLICE BOARD

Regular Meeting Minutes

Thursday, January 20, 2022 at 9:00 a.m.

VIA ZOOM

Minutes of the REGULAR MEETING held Thursday January 20, 2022 at 9:00 a.m. via Zoom, Delta, British Columbia.

Present

Angela Kaiser, Vice-Chair
Gurleen S. Sahota
Dr. Karen Hossack
Firth Bateman
Lara Victoria

Neil Dubord, Chief Constable
Harj Sidhu, Deputy Chief Constable
Michelle Davey, Deputy Chief Constable
Jassie Ram, Corporate Planning Manager
Sharon Sparrow, Board Secretary
Volker Helmuth, Legal & Risk Management Manager
Hilary Madore, Finance Manager
Cris Leykauf, Communications Manager

Regrets

Mayor George Harvie, Chair
Annette Garm
Chief Ken Baird

Call Meeting to Order – Meeting called to order at 9:00a.m.

Indigenous Land Acknowledgement

Vice- Chair began the meeting by acknowledging the Indigenous Land.

A. Adoption of Agenda

1. Adoption of the Regular Agenda of January 20, 2022

MOVED / SECONDED

THAT the Delta Police Board approve the Regular agenda of January 20, 2022, as presented.

CARRIED UNANIMOUSLY

B. Approval of the Minutes/Business Arising Out of Minutes

1. Approval of Minutes

a. Approval of Minutes of the Regular Meeting of December 15, 2021.

Action: Staff to edit minutes to reflect middle name initial Gurleen S. Sahota.

MOVED / SECONDED

THAT the Delta Police Board approve the minutes with the above revision of December 15, 2021, as presented.

CARRIED UNANIMOUSLY

2. Action Document

3. Business Arising Out of Minutes

MOVED / SECONDED

THAT the Delta Police Board receive Items B.2 & B.3 for information.

CARRIED UNANIMOUSLY

C. Consent Items

1. **Crime Statistics & Maps of December 2021**
2. **Financial Reports of November 2021**
3. **Correspondence** – no items
4. **For Information**
 - a. Compliments from the Public
 - b. Opinion Letter to the Province Newspaper: Pedestrians Need Information on the Optimizing of their Safety
 - c. 2022 Police Board Calendar
5. **Events Calendar**

MOVED / SECONDED

THAT the Delta Police Board receive Items C.2, C.3, C.4b and C.5 for information.

CARRIED UNANIMOUSLY

Items C.1, C.4a and C.4c pulled for discussion/questions:

C.1 - Crime Stats: Roadside drug suspensions are up 45% due to the amount of officers now trained as drug recognition experts (DRE).

C.4a - Answered in above explanation

C.4 - Police Board meetings will be alternating between North Delta and South Delta and calendar will be updated accordingly.

Action: Staff to update Calendar and circulate.

MOVED / SECONDED

THAT the Delta Police Board receive Items C1-5 for information.

CARRIED UNANIMOUSLY

D. Delegations/Presentations

1. Public Delegations

a. Delta Police Foundation

Delegation: Leslie Abramson, Hari Aroon & Garry Shearer

Leslie Abramson presented on behalf of the Delta Police Foundation and provided a presentation on their strategic direction and the initiatives they have supported the DPD Delta Police Department (DPD) with. The DPD is very appreciative of the support of the DPF. A letter was sent on behalf of the Police Board thanking the foundation for their service & work.

2. Delta Police Association (DPA)

Regrets sent by DPA.

MOVED / SECONDED

THAT the Delta Police Board receive Items D.1 & D.2 for information.

CARRIED UNANIMOUSLY

E. Priority Items**1. Chief's Report**

- Covid-19 updates: Omicron cases have increased throughout BC. The DPD has updated COVID protocols and initiated a mobilization plan.
- There is a new cybercrime fraud in the community targeting seniors. Suspects call seniors pretending to be a government agency, stating their family member (who they refer to by name) needs bail money and arranges for the victim to send money. The DPD cautions the public that police will not contact them in any manner to request funds for bail money, probation, etc.
- DPD holds four increment training days a year. The first training day will include a legal refresher and information on Indigenous and South Asian culture.

MOVED / SECONDED

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

CARRIED UNANIMOUSLY

2. 2022 – 2025 Community Safety & Well-Being Plan (CSWP)

- The DPD and Board have released the 2022-2025 CSWP. It sets the DPD's priorities for the next four years.
- Chief Dubord thanked the community members, stakeholders, the Board and the DPD team for their work on helping to set the priorities through consultations over the past year.
- The plan embraces the principles of collaboration, service, diversity and inclusiveness and recognizes that police operate in a complex environment, within a myriad of social and health issues. The focus is also on road safety and supports for vulnerable people. The DPD remains committed to the *No Call too Small* philosophy that our community has come to expect and appreciate.

MOVED / SECONDED

THAT the Delta Police Board receive Item E.2 for information.

CARRIED UNANIMOUSLY

F. Reports**1. BC Police Resources Statistics: 2020**

Chief Dubord provided an overview of the report as provided in the agenda package. In response to Board questions, he noted that:

- the quadripartite agreement provides funding for the TFN Liaison Officer position.

MOVED / SECONDED

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

CARRIED UNANIMOUSLY

2. CAPG Matters**a. Webinar Purchase 2022**

The Board discussed the uptake of the webinars and whether it should purchase certain individual webinars or the bundle. Given the importance of Board education, the Board decided to purchase the bundle.

MOVED / SECONDED

That the Delta Police Board purchase the 2022 CAPG webinar package for \$1,100.

CARRIED UNANIMOUSLY

Action: Staff to register for the Board for the webinars

b. CAPG Call for Resolutions

CAPG has put out a call for resolutions, to be presented at the fall conference.

MOVED / SECONDED

That the Delta Police Board receive Item F.2b for information.

CARRIED UNANIMOUSLY

3. Special Olympics BC Fundraiser

Appreciation for Insp. Feenan, Cst. Sean Cessford and Laura Jacob was expressed for all their hard work with the Special Olympics fundraising initiative.

MOVED / SECONDED

That the Delta Police Board receive Item F.3 for information.

CARRIED UNANIMOUSLY

4. BCAPB – 2022 Annual Membership Fee**MOVED / SECONDED**

THAT the Delta Police Board approve a payment of \$875.00 for the BCAPB 2022 Annual Membership fee.

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:

Wednesday, February 16, 2022

9:00 a.m. Council Chambers/VIA ZOOM

The meeting terminated 10:03 a.m.

Angela Kaiser

Vice-Chair

Sharon Sparrow

Recording Secretary

Date

Date

Police Board Statistics Report

January 2022

Crime Type	Dec-21	Jan-22	Jan 3YR AVG	YTD 2021	YTD 2022	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Person Offences									
Homicide	0	0	0	0	0	0	►	0%	
Attempted Homicide	0	0	0	0	0	0	►	0%	
Sexual Assault (Level I)	3	4	3	5	4	3	▲	33%	
Sexual Assault (Level II, Level III)	1	0	2	1	0	2	▼	-100%	
Total Assaults (Common, Weapon, Aggravated)	20	23	26	25	23	26	▼	-12%	
Robbery	3	1	2	1	1	2	▼	-50%	
Violent Offences - Other	0	4	2	4	4	2	▲	100%	
Person Offences - Other	35	27	25	24	27	25	▲	8%	
Total Person Offences	61	57	59	58	57	59	▼	-3%	
Property Offences									
Break & Enter - Commercial	11	12	12	16	12	12	►	0%	
Break & Enter - Residential	8	12	15	10	12	15	▼	-20%	
Theft of Vehicle	10	7	12	7	7	12	▼	-42%	
Theft from Vehicle	42	57	67	60	57	67	▼	-15%	
Theft Over/Under \$5000	81	68	96	75	68	96	▼	-29%	
Mischief to Property Over/Under \$5000	38	39	45	38	39	45	▼	-13%	
Total Property Offences	224	237	291	252	237	291	▼	-19%	
Traffic Offences									
Fatal MVI	0	0	0	0	0	0	►	0%	
Collisions (All)	161	109	96	88	109	96	▲	14%	
Other Offences									
Intimate Partner Violence	7	9	11	10	9	10	▼	-10%	
Youth (*Excludes Traffic Offences)	2	3	6	8	3	6	▼	-50%	
Weapon Violations	9	6	7	10	6	7	▼	-14%	
Cybercrime	42	42	33	41	42	33	▲	27%	
False Alarms (Dispatched)	60	55	68	62	55	68	▼	-19%	
TOTAL CALLS FOR SERVICE	2,040	1,966	2,137	2,161	1,966	2,137	▼	-8%	

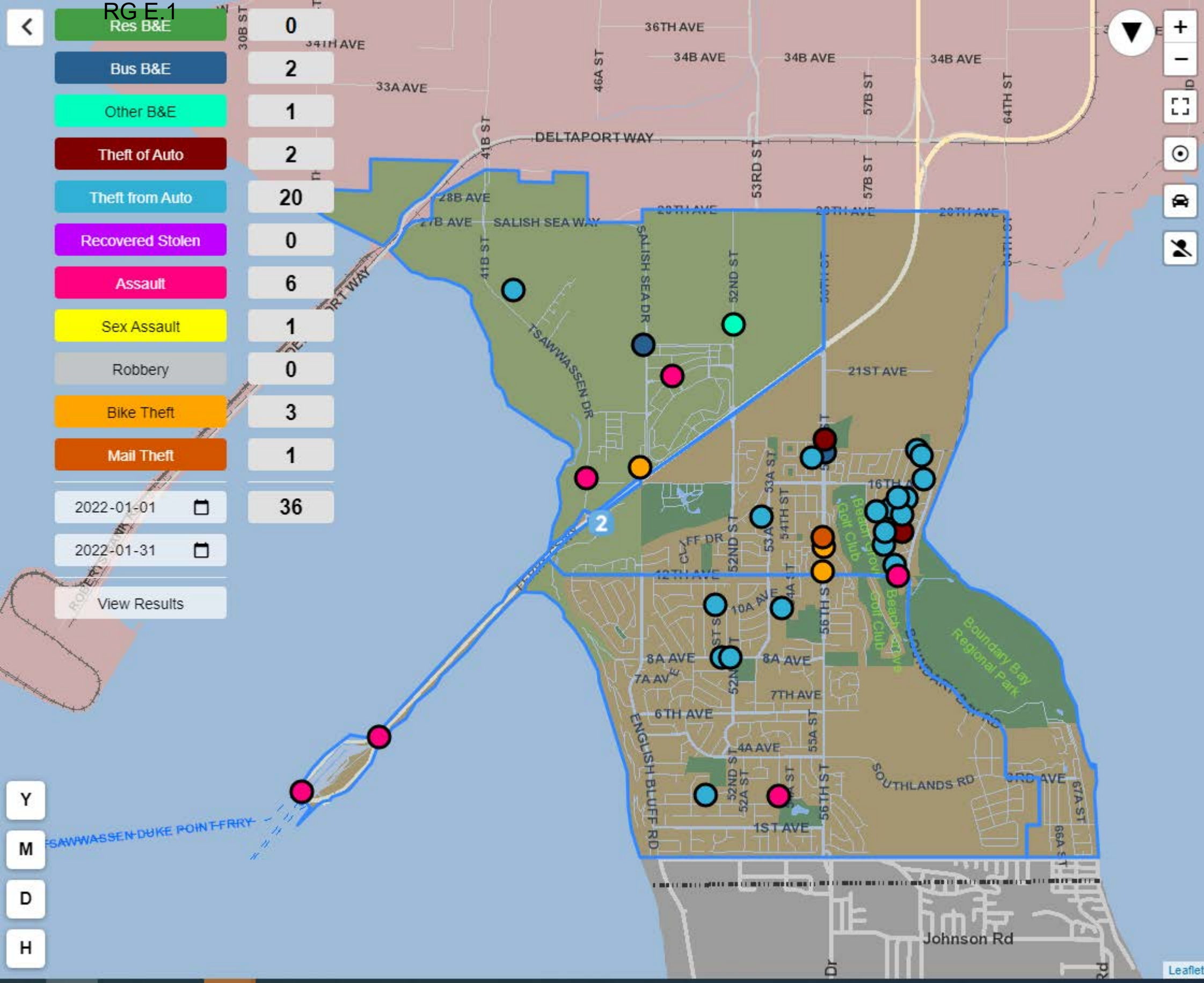
Note - Stats include all calls for service relative to the crime type, whether or not charges were recommended.

TFN (Zone 3) Statistics Report

January 2022

Crime Type	Dec-21	Jan-22	Jan 3YR AVG	YTD 2021	YTD 2022	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Person Offences									
Homicide	0	0	0	0	0	0	►	0%	
Attempted Homicide	0	0	0	0	0	0	►	0%	
Sexual Assault (Level I)	0	1	0	0	1	0	►	0%	
Sexual Assault (Level II, Level III)	0	0	0	0	0	0	►	0%	
Total Assaults (Common, Weapon, Aggravated)	0	2	0	0	2	0	►	0%	
Robbery	0	0	0	0	0	0	►	0%	
Violent Offences - Other	0	2	0	0	2	0	►	0%	
Person Offences - Other	1	2	1	2	2	1	▲	100%	
Total Person Offences	1	7	1	2	7	1	▲	600%	
Property Offences									
Break & Enter - Commercial	1	1	1	0	1	1	►	0%	
Break & Enter - Residential	0	1	1	2	1	1	►	0%	
Theft of Vehicle	1	0	0	0	0	0	►	0%	
Theft from Vehicle	1	2	3	1	2	3	▼	-33%	
Theft Over/Under \$5000	16	12	12	8	12	12	►	0%	
Mischief to Property Over/Under \$5000	2	5	1	1	5	1	▲	400%	
Total Property Offences	21	20	19	13	20	19	▲	5%	
Traffic Offences									
Fatal MVI	0	0	0	0	0	0	►	0%	
Collisions (All)	6	6	4	4	6	4	▲	50%	
Other Offences									
Intimate Partner Violence	0	0	0	0	0	0	►	0%	
Youth (*Excludes Traffic Offences)	0	0	0	1	0	0	►	0%	
Weapon Violations	3	2	1	1	2	1	▲	100%	
Cybercrime	1	1	1	0	1	1	►	0%	
False Alarms (Dispatched)	7	3	8	11	3	8	▼	-63%	
TOTAL CALLS FOR SERVICE	107	108	89	110	108	89	▲	21%	

Note - Stats include all calls for service relative to the crime type, whether or not charges were recommended.





Res B&E	1
Bus B&E	2
Other B&E	1
Theft of Auto	2
Theft from Auto	8
Recovered Stolen	1
Assault	4
Sex Assault	2
Robbery	0
Bike Theft	1
Mail Theft	1
2022-01-01	23
2022-01-31	
View Results	

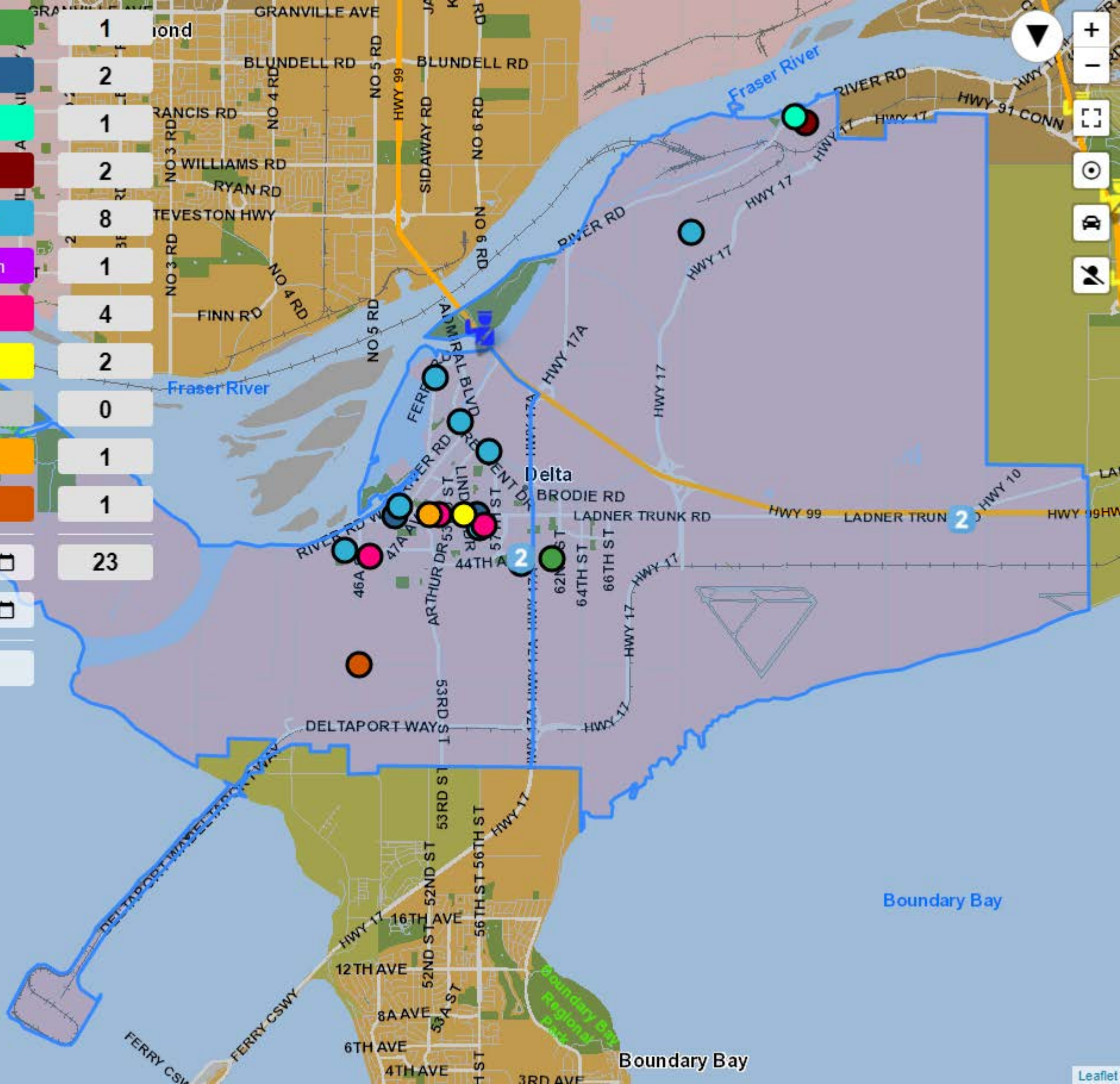


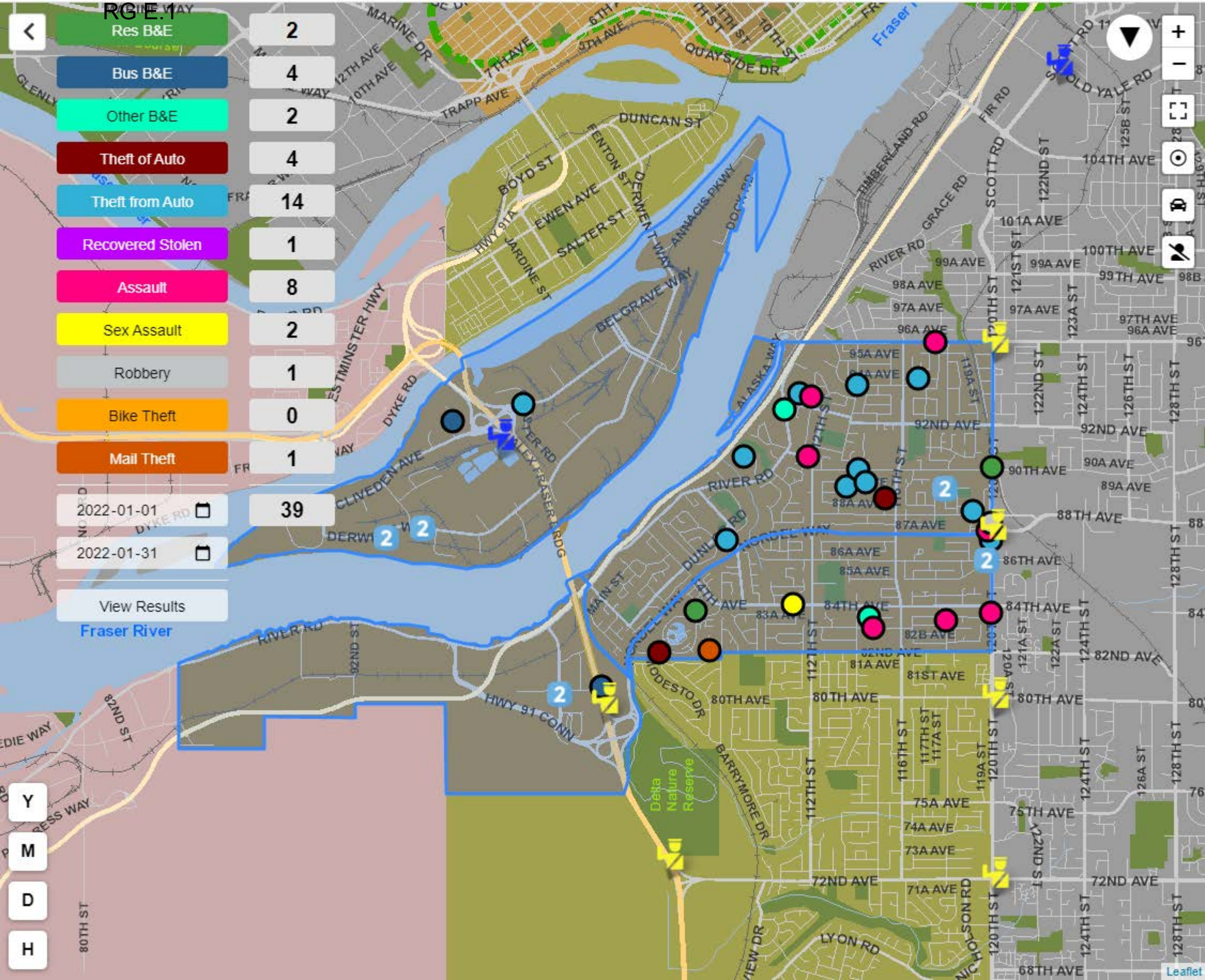
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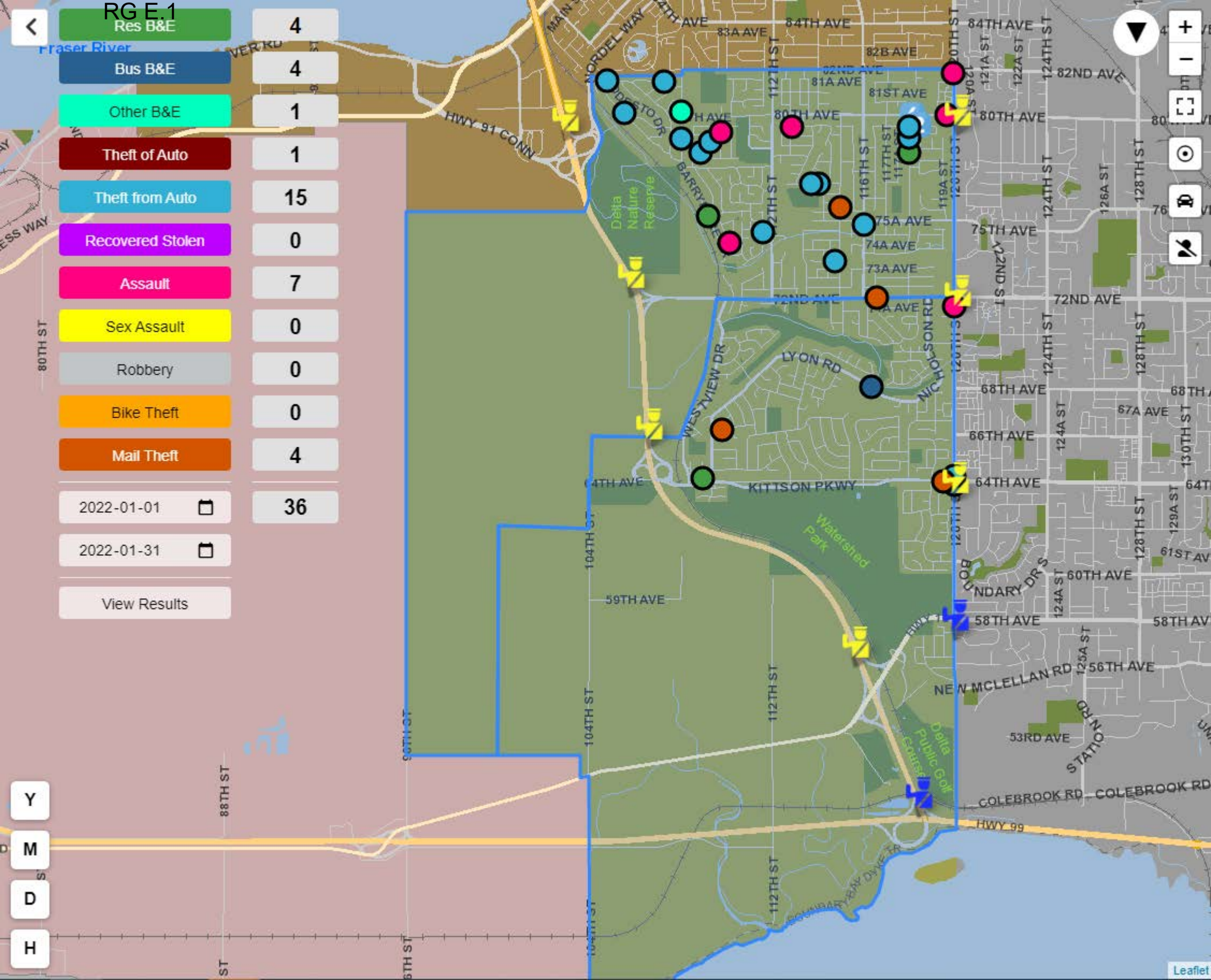
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RG E.1

Res B&E

Bus B&E

Other B&E

Theft of Auto

Theft from Auto

Recovered Stolen

Assault

Sex Assault

Robbery

Bike Theft

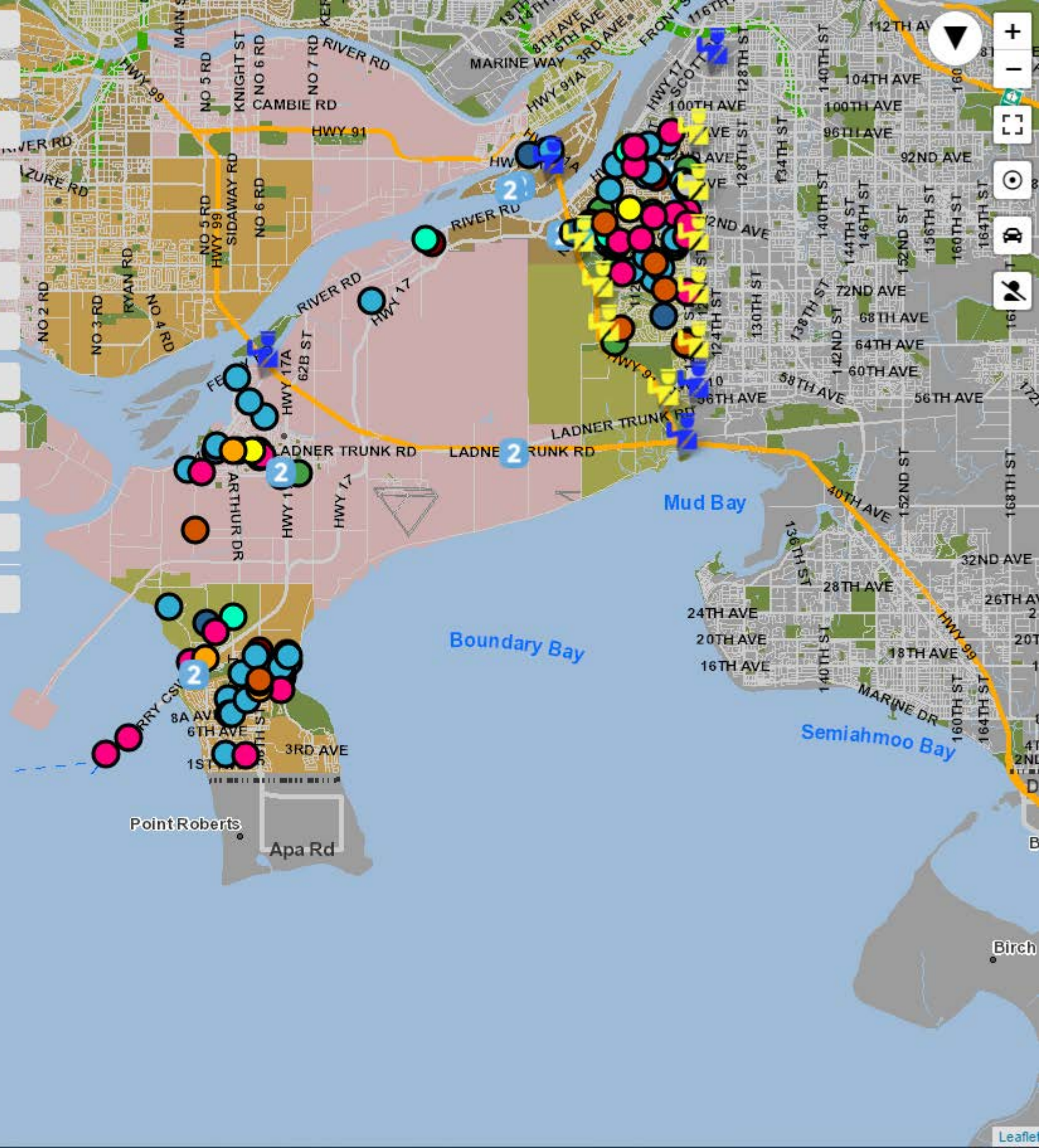
Mail Theft

2022-01-01

2022-01-31

View Results

- 7
- 12
- 5
- 9
- 57
- 2
- 25
- 5
- 1
- 4
- 7
- 134



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RG E.2

Delta Police Department Financial Report

For the year ended December 31, 2021

Subject to final year end adjusting entries by City Finance

Operating Revenues & Expenditures

	2021 Actuals	Accrual for Expenditures/ Revenues	2021 Actuals (Adjusted)	2021 Budget	Variance (Fav)/Unfav (\$)	Variance (Fav)/Unfav (%)
Expenditures						
Department Support Services	14,332,661	222,418	14,555,079	14,122,500	432,579	3.1%
Community Policing Bureau - Investigative Services	6,304,872	268,002	6,572,874	6,973,500	(400,626)	-5.7%
Community Policing Bureau - Community Services	7,973,824	233,254	8,207,078	9,465,000	(1,257,922)	-13.3%
Community Policing Bureau - Patrol Services	14,381,461	-	14,381,461	13,703,000	678,461	5.0%
Police Secondments	3,717,047	-	3,717,047	3,570,000	147,047	4.1%
Ecomm	1,767,335	-	1,767,335	1,825,000	(57,665)	-3.2%
Total Expenditures	48,477,200	723,674	49,200,874	49,659,000	(458,126)	-0.9%
Revenues						
Recovered Services	(6,942,671)	(404,656)	(7,347,327)	(6,831,500)	(515,827)	-7.6%
Fines and Fees	(733,424)	(26,735)	(760,159)	(230,000)	(530,159)	-230.5%
Grants	(2,110,018)	-	(2,110,018)	(1,754,500)	(355,518)	-20.3%
Other Recoveries and Miscellaneous	(168,407)	-	(168,407)	(90,000)	(78,407)	-87.1%
Transfer to/from Reserve	-	450,054	450,054	(438,000)	888,054	202.8%
Total Revenue	(9,954,520)	18,663	(9,935,857)	(9,344,000)	(591,857)	-6.3%
Operating Tax Draw	38,522,680	742,337	39,265,017	40,315,000	(1,049,983)	-2.6%

2020 Actuals	2020 Budget	Variance (Fav)/Unfav (\$)	Variance (Fav)/Unfav (%)
14,302,620	13,118,000	1,184,620	9.0%
6,027,252	7,157,500	(1,130,248)	-15.8%
8,475,437	8,802,500	(327,063)	-3.7%
13,297,381	13,678,000	(380,619)	-2.8%
3,481,513	3,455,000	26,513	0.8%
1,751,592	1,752,000	(408)	0.0%
47,335,795	47,963,000	(627,205)	-1.3%
(6,538,617)	(6,705,000)	166,383	2.5%
(238,911)	(230,000)	(8,911)	-3.9%
(1,962,138)	(1,654,500)	(307,638)	-18.6%
(206,340)	(90,000)	(116,340)	-129.3%
(8,946,006)	(8,679,500)	(266,506)	-3.1%
38,389,789	39,283,500	(893,711)	-2.3%

Capital

	2021 Actuals	2021 Budget	Variance (Fav)/Unfav (\$)
Expenditures			
Vehicle Purchases - 2021	-	688,000	(688,000)
Vehicle Purchases - 2020 carryover	466,526	638,000	(171,474)
Armoured Vests, Equipment, Furniture, IT	288,529	378,000	(89,471)
Cannabis Roadside Testing Devices	-	112,000	(112,000)
Total Expenditures	755,055	1,816,000	(1,060,945)

City of Delta
Police Overtime Report
As of: 2021-12-31

		Month					Year to Date						Previous Year				
		Overtime	Statutory Holiday	Standby Time	Total	Budget	Overtime	Statutory Holiday	Standby Time	Total YTD	Budget YTD	Variance YTD	Budget Annual	Overtime YTD	Budget YTD	Overtime Annual	Budget Annual
1199	Police Fleet Mtce (Ops)	-	-	-	-	-	269	-	-	269	-	269	-	984	-	984	-
1268	PoliceCommunitySafetyOfficer	248	279	-	527	-	16,383	279	-	16,663	-	16,663	-	-	-	-	-
1305	Police Community Support	23,622	287	4,387	28,296	12,413	265,089	928	41,748	307,765	149,000	158,765	149,000	219,977	145,500	219,977	145,500
1307	Police Comms/Media	799	26	3,979	4,804	826	18,458	26	24,761	43,245	10,000	33,245	10,000	14,181	5,000	14,181	5,000
1312	Police PublicSafety Operations	1,333	2,855	-	4,188	212	5,248	3,134	-	8,382	2,500	5,882	2,500	7,823	2,500	7,823	2,500
1331	Police TFN Policing	283	(411)	-	(129)	587	7,315	158	-	7,472	7,000	472	7,000	4,149	6,500	4,149	6,500
1335	Police Administration	3,531	4,055	-	7,586	1,250	18,526	4,272	-	22,798	15,000	7,798	15,000	14,450	10,000	14,450	10,000
1342	Police Ports Liaison	-	-	-	-	38	-	-	-	-	500	(500)	500	-	500	-	500
1343	Police BC Justice Institute	(239)	(473)	-	(711)	-	258	(473)	-	(215)	-	(215)	-	3,540	-	3,540	-
1345	Police Human Resources	41,118	5,175	-	46,293	8,962	226,633	6,499	-	233,133	107,500	125,633	107,500	152,028	105,000	152,028	105,000
1349	Police Drug Section	-	-	-	-	-	-	-	-	-	-	-	-	(5,411)	34,000	(5,411)	34,000
1350	Police Identification Section	-	-	-	-	163	-	-	-	-	2,000	(2,000)	2,000	(1,610)	2,000	(1,610)	2,000
1351	Police Fraud Investigation	-	-	-	-	-	-	-	-	-	-	-	-	(2,047)	4,000	(2,047)	4,000
1352	Police General Investigation	12,613	81	-	12,694	2,288	27,387	81	869	28,336	27,500	836	27,500	33,413	27,000	33,413	27,000
1353	Police Intelligence Section	2,524	6,621	-	9,145	1,125	9,474	7,045	4,514	21,032	13,500	7,532	13,500	8,963	4,000	8,963	4,000
1354	Police DrugInvestigationSuppTm	(7,598)	(4,986)	504	(12,079)	7,087	30,935	(4,779)	2,986	29,142	85,000	(55,858)	85,000	67,195	49,000	67,195	49,000
1356	Police Major Crimes Section	27,251	5,987	396	33,633	18,125	251,881	5,987	13,671	271,539	217,500	54,039	217,500	190,542	207,000	190,542	207,000
1357	Police SeriousCrimes/SexOffenc	(2,292)	1,427	-	(865)	1,250	8,213	1,427	1,808	11,449	15,000	(3,551)	15,000	41,710	14,500	41,710	14,500
1358	Police IMPACT (Sec)	5,404	874	481	6,759	2,625	43,247	1,146	4,747	49,140	31,500	17,640	31,500	23,259	30,500	23,259	30,500
1359	PoliceProvTrafficProjects(Sec)	11,921	-	-	11,921	20,000	39,191	-	-	39,191	59,000	(19,809)	59,000	52,226	59,000	52,226	59,000
1363	Police IRSU (Sec)	2,569	(1,265)	-	1,305	5,163	53,543	(696)	-	52,847	62,000	(9,153)	62,000	47,717	60,500	47,717	60,500
1364	Police CFSEU (Sec)	9,827	10,349	(0)	20,176	11,712	179,742	12,765	636	193,143	140,500	52,643	140,500	99,395	137,000	99,395	137,000
1367	Police DCPO ND	716	867	-	1,582	957	3,501	867	-	4,368	11,000	(6,632)	11,000	2,203	10,500	2,203	10,500
1368	Police DCPO Ladner	(54)	341	-	287	212	1,528	341	-	1,869	2,500	(631)	2,500	484	2,500	484	2,500
1369	Police DCPO Tsaw	(486)	(326)	-	(812)	212	437	(81)	-	355	2,500	(2,145)	2,500	1,394	2,500	1,394	2,500
1370	Police School Liaison	2,298	(379)	-	1,919	587	27,279	(379)	-	26,900	7,000	19,900	7,000	6,192	6,500	6,192	6,500
1371	Police Reserve Police	-	-	-	-	-	-	-	-	-	21,500	(21,500)	21,500	20,000	21,000	20,000	21,000
1373	Police Victim Services	864	-	90	953	375	1,643	-	1,809	3,452	4,500	(1,048)	4,500	6,037	4,500	6,037	4,500
1376	Police Information & Security	1,366	0	-	1,366	4,337	35,282	321	-	35,603	52,000	(16,397)	52,000	31,898	51,000	31,898	51,000
1381	Police Truck Enforcement	1,256	(521)	-	734	337	2,819	(521)	-	2,298	4,000	(1,702)	4,000	402	4,000	402	4,000
1382	Police LMD PDS	-	-	-	-	-	-	-	-	-	-	-	-	195	-	195	-
1383	Police Traffic Section	20,068	18	186	20,273	3,000	65,930	18	9,799	75,747	36,000	39,747	36,000	26,834	40,500	26,834	40,500
1388	Police Patrol	47,651	22,577	1,350	71,578	48,913	587,573	117,934	4,096	709,602	587,000	122,602	587,000	453,146	572,000	453,146	572,000
1390	Police Professional Standards	(100)	(1,792)	-	(1,891)	288	2,419	(1,792)	-	628	3,500	(2,872)	3,500	4,769	3,500	4,769	3,500
1524	Police LMTT	16,284	-	-	16,284	4,587	67,666	-	-	67,666	55,000	12,666	55,000	15,435	55,000	15,435	55,000
1540	Police VPD BCMUP (Sec)	-	-	-	-	-	11,550	-	-	11,550	-	11,550	-	992	-	992	-
1579	Police Information Technology	546	-	-	546	587	4,042	-	-	4,042	7,000	(2,958)	7,000	5,177	7,000	5,177	7,000
1584	Police Intelligence Management	-	8	-	8	38	183	8	-	191	500	(309)	500	-	500	-	500
1594	Police UHU (Sec)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	12,500
1596	Police Youth Liaison	2,428	7,818	-	10,245	288	15,729	7,818	-	23,547	3,500	20,047	3,500	13,517	3,500	13,517	3,500
1646	Police Cybercrime	(517)	-	-	(517)	-	(517)	-	-	(517)	-	(517)	-	3,410	5,000	3,410	5,000
1680	Police Public Information Reps	9,530	2,283	-	11,813	7,664	24,232	22,151	-	46,383	91,000	(44,617)	91,000	32,374	88,500	32,374	88,500
1681	Police LMD PDS (Sec)	13,580	3,538	-	17,118	2,587	137,609	7,745	-	145,354	31,000	114,354	31,000	93,800	22,500	93,800	22,500
1682	Police LMD ERT (Sec)	3,820	445	1,688	5,954	7,125	60,701	973	32,785	94,459	85,500	9,959	85,500	62,111	83,500	62,111	83,500
1683	Police RTIC-BC (Sec)	-	(5,174)	-	(5,174)	538	496	(3,578)	-	(3,081)	6,500	(9,581)	6,500	1,769	6,000	1,769	6,000
1685	Police TFN Service Team	6,215	1,317	-	7,533	2,337	18,669	8,248	-	26,917	28,000	(1,083)	28,000	12,536	37,500	12,536	37,500
1686	Police INSET (Sec)	1,189	-	-	1,189	462	14,570	-	-	14,570	5,500	9,070	5,500	8,577	5,000	8,577	5,000
1687	Police LMD FIS (Sec)	315	2,585	2,094	4,995	6,125	17,254	5,130	29,633	52,017	73,500	(21,483)	73,500	35,110	71,500	35,110	71,500
1697	Police TrafficSpecialtyDogUnit	-	-	-	-	462	-	-	-	-	5,500	(5,500)	5,500	-	-	-	-
1750	Police Crime Reduction Unit	9,662	2,172	-	11,834	-	12,667	2,172	-	14,838	-	14,838	-	-	-	-	-
1751	Police Patrol Support Team	3,683	(310)	-	3,373	-	4,593	(310)	-	4,283	-	4,283	-	-	-	-	-
		273,230	66,349	15,155	354,734	185,844	2,319,647	204,863	173,862	2,698,372	2,069,000	629,372	2,069,000	1,810,847	2,020,000	1,810,847	2,020,000

*This report includes City year end adjustments to leave banks which has impacted Overtime and Statutory Holiday accounts

Adjust for recoverables/new stat holiday

(608,569)	(608,569)
2,089,803	2,069,000
20,803	

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Compliments for the DPD Team from the Public

No Call too Small

The various pieces of correspondence highlighted in this package have been received either by e-mail to the DPD or through DPD Social Media Channels.

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

DELTA POLICE DEPARTMENT

From: Delta Police Department <webmaster@deltapolice.ca>

Date: 2022-02-01 4:42 p.m. (GMT-08:00)

To: Media User <media@deltapolice.ca>

Subject: New Message

Your Name

Your Email

Recipient

Media

Subject

Outstanding Officer

Message

Constable Haniff Knight arrived after I had reported a hit and run. to start, I have for some time had a fear of police, and have felt quite negatively towards departments. That is until today. Constable Knight truly broke that barrier. He answered unrelated questions I had, spent time talking to me about the incident more than he had to, and just showed true good in the world. Thank you.

From:

Sent: January 24, 2022 2:41 PM

To: Michelle Davey <mdavey@deltapolice.ca>

Subject: Kudos

DC Davey,

I was speaking with a Delta citizen, providing information on how to make a request through FOI and the end of the conversation went like this:

Caller: ...and thank you to your officers who always come when we call, really appreciate it.

Me: Hey, no call too small.

Caller: (laughs) It's actually true though!

Just wanted to pass on the kudos.

Yours truly,

Liz

.....
Compliments from the Public

From: [REDACTED]
Sent: January 29, 2022 11:51 AM
To: Neil Dubord <ndubord@deltapolice.ca>
Cc: Andrew Thompson [REDACTED]
Subject: Thank you

Good morning,

I just wanted to send you and your team a thank you for working collaboratively with us and for taking seriously our concerns regarding the press release. I know this situation is so complex and sensitive and that it has been extremely difficult for the officers who are involved and close to the family so I really appreciate the time, thought and effort that went into this. Myself and my team have been working closely with both families to provide support, therapy and cultural healing and will continue to do so as this situation evolves.

I wanted to highlight another example of exemplary police work by one of our TFNST officers, Brendan Calnan this past week. We have a TFN Member who has been struggling with mental health and substance use issues for several years now. A few years ago, this Member attempted suicide in a fairly dramatic way that led to a traumatizing interaction with both police and mental health services. As I've mentioned before our TFNST has done some incredible work over the past few years building community relationships and trust in a way I've never witnessed before. We received some information this week that this TFN Member was again at very high risk of suicide or accidental death and we reached out to the TFNST as it was after hours. The officer on shift, had previously built a strong relationship with this Member over several organic community interactions. This basis of relationship allowed the officer to decrease the risk and build increased rapport with this Member who was treated with dignity, respect and is now back to engaging in a positive healing journey. Again my hands go up to this team and their commitment to policing in a different way, putting relationship based and trauma informed policing as a priority and making real change possible.

ciyəθamə cən

I thank you

Tsawwassen First Nation



January 21, 2022

Leslie Abramson
President, Delta Police Foundation
PO Box 18581
Delta, BC V4K 4V7

Dear Leslie:

Re: Presentation to the Delta Board – January 2022

On behalf of the Delta Police Board, please accept our sincerest gratitude for the Delta Police Foundation's presentation to the Delta Police Board.

The presentation and ensuing dialogue were helpful for the Board's understanding of the functions and processes of the Foundation and to learn about the various initiatives that the Foundation supports. The work of the Foundation to support the Delta Police Department and the youth of Delta is commendable.

I kindly extend an invitation for the Foundation to present annually to the Delta Police Board, providing updates on Foundation's accomplishments and future plans. Once again, thank you for attending the meeting and sharing valuable information.

Regards,



Gurleen S. Sahota
Vice Chair, Delta Police Board

cc: Delta Police Board



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Share

Mayor Harvie Appointed to Local Government Policing Modernization Roundtable

January 14, 2022

Office of the Mayor



Mayor George V. Harvie has been appointed to the Local Government Policing Modernization Roundtable to provide input to the Provincial Government on its work to modernize policing services in British Columbia.

Mayor Harvie has been very active on this issue, including making a submission to the Special Committee on Reforming the Police Act highlighting the importance of accountability, transparency, and community diversity in the realm of police

RG E.4a

governance and oversight. This appointment to the Roundtable reflects Mayor Harvie's high level of engagement on policing issues and his continued efforts to support community-focused policing modernization.

For Delta, the work of the Local Government Policing Modernization Roundtable is timely following the recent release of the Delta Police Department's 2022-2025 Community Safety and Well-Being Plan. This plan embraces the principles of collaboration, service, diversity, and inclusiveness and recognizes the complex challenges and issues police address. Bringing the perspective of Delta to the Roundtable will be an important and valuable contribution to province-wide policing modernization.

"I am pleased to be appointed to the Local Government Policing Modernization Roundtable, which promises to be a tremendous forum for local government officials to help guide the modernization of policing services in our communities. I look forward to working with members of the Roundtable from across the Province to address important issues and support improved policing services in our communities."

- Mayor George V. Harvie

The Local Government Policing Modernization Roundtable is designed to provide local governments with the opportunity to raise priorities and concerns with the Province through its work researching issues, exploring options, and advising on courses of actions. In addition, following the final report of the Special Committee on Reforming the Police Act, which is due later this year, the Local Government Policing Modernization Roundtable will conduct analysis and work related to the Special Committee's recommendations. The Province, through the Union of British Columbia Municipalities, is working to convene the Local Government Policing Modernization Roundtable as soon as possible.

For more information on this news release, contact the Mayor's Office at 604-946-3210 or e-mail MayorHarvie@delta.ca.

February 2022



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	1	2	3	4 Special In-Camera Meeting	5
6	7	8	9	10	11	12
13	14	15 CAPG Webinar Understaing the Thin Blue Line	16 Police Board Meeting Council Chambers/Zoom 9AM	17	18	19
20	21 Family Day Stat holiday	22	23	24	25	26
27	28	1	2	3	4	5
6	7	Notes				

March 2022



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16 Police Board Meeting PSB EOC	17 CAPG Webinar Churn at the Top	18	19
20	21	22 HR Committee Meeting	23 Finance & Risk Management Committee Meeting	24	25	26
27	28	29 Governance Committee Meeting	30	31	1	2
3	4	Notes				

April 2022



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15 Good Friday Stat	16
17	18 Easter Monday	19	20 Police Board Meeting Council Chambers	21 CAPG Webinar - Leaning on the Community.	22	23
24	25	26	27	28	29	30
1	2	Notes				

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

ACTION ITEM	Meeting Date	Assigned to	Status
C.4c Board Calendar Update meeting locations & recirculate to Board	January 20	Staff	Complete
F.2a CAPG webinar Purchase entire bundle and circulate webinar schedule to Board members	January 20	Staff	Complete

DELTA POLICE DEPARTMENT BOARD REPORT



DATE 2022-02-09	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT Delta Police Designation: 2022 BC's Top Employers	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For approval	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private
RECOMMENDATION <input checked="" type="checkbox"/> For information	

PURPOSE

To advise the Board about the Delta Police Department (DPD) being designated as one of BC's Top Employers (2022), for the fourth year in a row.

DISCUSSION

BC's Top Employers competition, currently in its 17th year, is an annual competition organized by the editors of Canada's Top 100 Employers. The special designation of "BC's Top Employers" recognizes employers that are leaders in offering exceptional places to work. Winners are announced in a special [magazine](#) co-published with the Vancouver Sun.

Applications for BC's Top Employers are evaluated by the editors of Canada's Top 100 Employers using the same eight criteria as the national competition: physical workplace, work atmosphere & social, health, financial and family benefits, vacation & time off, employee communications, performance management, training & skills development and community involvement. Applications are open to all BC public and private sector BC employers.

For the fourth year in a row, the Delta Police Department (DPD) has been designated as one of "BC's Top Employers." The DPD is one of the only two police departments to receive this designation in 2022, alongside the Saanich Police Department.

I am proud of the DPD for having earned this designation for the fourth year in a row. It is every employer's responsibility to focus on the health and well-being of their team. At the DPD, employee health (both physical and mental) and wellness and the various other associated factors—such as the availability of diverse benefits, and professional development opportunities—are the pillars to providing excellence in policing services to our community, due

to the very nature of police work. Accordingly, as a progressive police department, DPD's new strategic plan prioritizes investing into our team and our community. The concept of investing in our team is simple: if we invest in and take care of our people, they will invest in and take care of the community. As a Top Employer, the DPD will strive to continuously prepare, equip and develop our team to provide the best possible service to our community.

IMPLICATIONS

Financial

There are no financial implications for this report.

Strategic Alignment: Community Safety & Well-Being Plan

The DPD being designated as one of BC's Top Employers for 2022 aligns with overall three priorities that focus on investing in the DPD team:

1. Invest in capabilities to connect with our diverse community
2. Invest in the growth and well-being of our team
3. Invest in professionalization and innovation for continuous improvement

CONCLUSION

The following link provides additional in-depth information for the DPD being recognized as one of BC's Top Employers: <https://reviews.canadastop100.com/top-employer-delta-police-department>

While the DPD has been named one of BC's Top Employers, it is the people who make up the DPD team, that are more appropriately described as some of the top policing professionals throughout BC

DELTA POLICE DEPARTMENT BOARD REPORT



DATE 2022-02-07	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT Delta Police Bend Don't Break Podcast Listed as One of the Top Policing Podcasts	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For approval	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private
RECOMMENDATION <input checked="" type="checkbox"/> For information	

PURPOSE

To provide the Delta Police Board with an update on the Delta Police Department's (DPD) Bend Don't Break Podcast (the Podcast).

DISCUSSION

"Communicate. Even when it's uncomfortable or uneasy. One of the best ways to heal, is to simply getting everything out." –Unknown

Communication and healing through stories is precisely, what the DPD is striving for through the Podcast, which was recently listed as one of the *Top Policing & Law Enforcement Podcasts* by Real Time Networks.

Police officers are on the front lines daily, responding to those in crisis and facing some of the most dangerous situations; and, it is no doubt that the mental health toll of the job is significant. In recent years, police have worked hard as a profession to reduce the stigma and increase awareness, fostering an overall culture of wellness as it relates to mental health.

The Podcast has been a small, yet significant part of that effort, which was initiated in 2018. Since inception:

- the DPD's Podcast team has released over 30 episodes
- the Podcast has over 60,000 downloads from the app stores
- the Podcast has maintained a 4.9 star rating on the Apple store (150 ratings)
- the guests on the Podcast have expanded to other first responders, including firefighters, paramedics and significant others of first responders

The Podcast provides a platform through the power of story for those who protect our communities 24x7 to share dialogue about the realities of mental health, well-being, addictions, and family/relationship breakdown. The stories include some of the stark realities of post-traumatic stress for first responders. In a modern world, we must ensure that leadership focuses on assisting the first responders in pushing through adversity and providing them with the tools to become resilient, encouraging their well-being to move into what many call post-traumatic growth. This is precisely what the Podcast aims to do through dialogue with the guests, encouraging them to share stories of their triumph, courage, and a renewed outlook on life, reducing stigma and acknowledging the importance and value in sharing what helps individuals persevere in the aftermath of tragedy or adversity.

As a Police Chief, I am both honored and grateful to have the opportunity to sit down with some of my officers, other police departments' officers and other first responders alike, to be able to hear their stories. I have received numerous pieces of positive feedback from listeners throughout the years. I hope to keep this conversation going in the coming months and years. The best testament for what the Podcast accomplishes for the mental health and wellness of the first responders is to read a few of the testimonials received from listeners (Attachment A).

IMPLICATIONS

Financial

There are no financial implications for this report.

Strategic Alignment: Community Safety & Well-Being Plan

The Bend Don't Break Podcast initiative aligns with the priority *"invest in the growth and well-being of our team"* and goal *"cultivate a whole-person wellness approach."*

This initiative is unique as it contributes to the overall first responder community, nationally and internationally.¹ The Podcast has a wide reach, especially given the recent ranking listing as one of the *Top Policing & Law Enforcement Podcasts*.

CONCLUSION

The first-hand insights of first responders, provided in the Podcast offer a valuable tool for management to understand the perspective of someone going through adversity, allowing management to be better prepared in taking care of their people. First responder leaders must ensure the well-being of the first responders to ensure the well-being of the community they serve.

ATTACHMENT

A. Reviews of the Bend Don't Break Podcast from the Apple Podcast Store

¹ Lt. Joshua Bitsko from the Las Vegas Metropolitan Police Department was a Podcast guest, speaking about being one of the first responders at the October 2017 Las Vegas shooting, which claimed over 60 lives.

★★★★★

Ebola0615

I found this podcast through the Facebook Page called "First Responders Helping First Responders." Since then, I have recommend this podcast to all of my first responder family and friends. While many of the stories shared are from a police officers experience, the lessons, advice and information sharing is relevant and beneficial to ALL first responders. HIGHLY recommend this podcast. I look forward to the day when all first responder agency's take a proactive approach to mental health. Keep the stories and information coming, I assure you, this podcast is making a difference in peoples lives.

★★★★★

William Broski

A must listen for any police officer, or friend or family member of. It's important to recognize that you're not alone and your struggles have been faced in some way before. Kudos to DPD for taking on this endeavour!

★★★★★

Julesbuck21

I stumbled across this podcast and I'm so happy I did. With family members in law enforcement, and with a potential interest to pursue it in my future, the stories of these brave men and women shared on Bend Don't Break really are such an eye opener. I think the lessons that can be taken away from these stories could be hugely beneficial to everyone and anyone. I'm so thankful for all of the hard work and dedication by the police officers across the globe keeping us safe. I'm also super excited that this podcast is Canadian as well! Thank you so much to the makers of this podcast. It is SO appreciated. Can't wait to listen to more.

★★★★★

Create nickname8774

I found this podcast by chance while looking for ones relating to post traumatic growth. It has been nothing short of incredible listening to these stories of police and other first responders overcoming various incredibly stressful events. I feel like the sheer diversity of stories also does so much to help break down the stigma by showing that everyone's story is different, and everyone's story matters.



RG G.1b

Kootenay EM, 2021-10-23

Powerful Message of Support

I came upon this podcast by chance and was blown away. It is from British Columbia with agencies, and individuals, who I know. That makes it both universal and local. Real and incredibly powerful. It's produced professionally and is of the highest caliber throughout.

It's about policing but the themes are common with other first responders, and all emergency responders.

I come from public safety (provincial emergency management) and EHS but I found a huge amount of resonance with the stories that are told. Having been on my own mental health journey for the past 4 years and recently, finally, diagnosed with PTSD, I found these podcasts more relatable than anything else I have found.

These podcasts can help not only individuals but also organizations. We need to change our work cultures to better support responders of all stripes so that we can continue to serve and protect the public. This podcast is an important step in getting us there.

No one needs to go it alone!

Gundula Brigl
past Regional Manager
Emergency Management BC

Attachment A



Sooke Trail Runner, 2021-01-14

Translates effectively to ER Nurses as well

I found your podcast through the Abbotsford Police Department's Facebook share of Cst. Mike Willford's interview with you and am so grateful. I am an ER RN and my professional timeline is similar to his. Hearing how he has worked through his experiences instigated my own journey to "unpack the box". The interview and story shared by Cst. Cathleen Falebrinza echo'd a lot of my own rationale for putting off addressing my own issues. The trauma ER nurses face has some similarities to law enforcement, yet without the same degree of constant potential violence. The unpredictable nature of the work, the human connections (both positive and negative) and the sheer intensity and volume of decisions made all add up to a toll not many understand.

I have since recommended your podcast to several of my nursing colleagues, as well as my best friend who is an RCMP member. Thank you for the example you are setting with your department's journey to promote Mental Health and wellness.

Sincerely,

Jonathan Lacerte
RN, BScN, Critical Care



Create nickname8774, 2020-12-07

Outstanding

I found this podcast by chance while looking for ones relating to post traumatic growth. It has been nothing short of incredible listening to these stories of police and other first responders overcoming various incredibly stressful events. I feel like the sheer diversity of stories also does so much to help break down the stigma by showing that everyone's story is different, and everyone's story matters.

DELTA POLICE DEPARTMENT BOARD REPORT



DATE 2022-01-31	
SUBMITTED BY Hilary Madore Finance Manager <div style="text-align: right;"><i>H. Madore</i></div>	
SUBJECT Canadian Association of Police Governance (CAPG) 2022 Annual Membership Fee	
ACTION <input type="checkbox"/> For information <input checked="" type="checkbox"/> For approval	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private
RECOMMENDATION THAT the CAPG membership for 2022 in the amount of \$2,040.00 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 \$2,040.00

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

IMPLICATIONS

Financial

The membership fee is \$2,040.00, which is an increase from the 2021 fee of \$2,000.00

RELATED POLICY

There are no policies associated to this report.

CONCLUSION

Board approval has been requested for payment of the 2022 annual membership fee for Canadian Association of Police Governance.

ATTACHMENT

A. CAPG 2022 Membership Renewal

Jassie Ram

From: Canadian Association of Police Governance <conference@capg.ca>
Sent: January 30, 2022 8:25 AM
To: Jassie Ram
Subject: CAPG Membership 2022/23 Renewal

Canadian Association of Police Governance

INVOICE
#D558

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. In doing so, you assist CAPG to:

- Ensure members have independent access to the information and insights needed to be effective as police governance organizations.
- Advocate for our members by fostering a research-based climate and adopting positions that 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, conferences 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. Your support makes us strong and together, we will tackle the challenges ahead. Please don't hesitate to reach out to me or our staff if there are any other ways we can support your organization at this time.

Sincerely,

Jennifer Malloy

Executive Director

Registered In-House-Lobbyist

Canadian Association of Police Governance

For questions about this transaction, please contact Sonya Armstrong, our membership and registration coordinator at conference@capg.ca.

[Complete your purchase](#)

or [Visit our store](#)

Order summary

2022/2023 CAPG Membership × 1

Police Boards & RCMP/Municipal Advisory Committees - Service size: 251 to 400

\$2,040.00

Subtotal	\$2,040.00
----------	-------------------

Shipping	\$0.00
----------	---------------

Taxes	\$0.00
-------	---------------

Total	\$2,040.00 CAD
-------	-----------------------

Customer information

Shipping address

Jassie Padda

Delta Police Department

4455 Clarence Taylor Cres

Delta BC V4K3E1

Canada

Billing address

Jassie Padda

Delta Police Department

4455 Clarence Taylor Cres

Delta BC V4K3E1

Canada

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

DELTA POLICE DEPARTMENT BOARD REPORT



DATE 2022-02-08	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT Neighbourhood Incident Response Support (NIRS) Team	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For approval	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private
RECOMMENDATION <input checked="" type="checkbox"/> For information	

PURPOSE

To advise the Board about the goal of the Delta Police Department's (DPD) Neighborhood Incident Response Support (NIRS) Team.

DISCUSSION

When a major, traumatic or critical incident occurs, it can be distressing to those that live or work in the area. Such incidents often leave behind impacts, with systems often in place to support the primary and secondary victims. Tertiary victims, such as those living or working in the vicinity, however are seldom considered and rarely receive support after a critical incident in the neighborhood.

To address this gap, the DPD has a well-established NIRS Team. The NIRS Team is comprised of DPD officers, staff and volunteers. The DPD proactively deploys the NIRS Team to a neighborhood, following the occurrence of a critical incident or event. Types of critical incidents that the NIRS Team may be deployed to include homicides, sexual assaults, home invasions, or violent robberies.

The DPD's Community Support Section, under the Deputy Chief of Operations, plans, coordinates and oversees the NIRS Team deployment following a critical incident. The NIRS Team was deployed in the Scottsdale Mall parking lot following the Randhawa homicide in May 2021 and most recently, following the shooting in the 11800 block of 92nd Avenue of North Delta.

The goal of NIRST is to provide support, reduce anxiety and to promote empowerment to the affected neighbourhood by providing emotional support, factual information, education and resources.

Community members attending a NIRST deployment will be greeted by someone from the DPD and offered the necessary support and information relating to their inquiry.

IMPLICATIONS

Financial

There are no financial implications for this report.

Strategic Alignment: Community Safety & Well-Being Plan

The NIRS Team initiative aligns with the priority: *safe communities through increased connection* and goal: *encourage community engagement and dialogue through social media and visible presence*.

CONCLUSION

Ensuring a sense of safety in our community members is one of the top priorities for the DPD. Deployment of the NIRS Team following a critical incident is an essential step in community outreach to provide factual information and re-assure that the community has a sense of safety, which can no doubt be impacted by critical incidents.